



Overview 2021 Sustainability Plan Indonesia



Index

1	Our vision of sustainability and the preparation of this Plan	3
2	Sustainability Plan 2021	4
	Sustainable Development Goals	5
	Overview	6
	 Climate change	7
	 Environment	9
	 Innovation and technology	13
	 Safe and secure operation	16
	 People	19
	 Ethics and transparency	27
3	Process of updating this Plan	31

Legal Notice

This Sustainability Plan includes a set of actions which, in whole or in part, go beyond what is required by law and are aimed to contribute to sustainable development. Participating companies of Repsol Group have the firm intention to undertake and fulfill them. However, they reserve the right to modify, postpone or cancel their implementation without incurring liability, but undertake to publicly justify these possible cases.

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1 Our vision of sustainability

At Repsol, we contribute to sustainable development by seeking to satisfy the growing demand for energy, which is essential for the fulfillment of people's fundamental rights, and by creating value in both the short and long term.

We maximize our positive impact and minimize our negative impact on society and the environment throughout our value chain by acting ethically and transparently. In doing so, we seek to comply not only with the regulations in force but also with the main international standards.

Under these premises, our sustainability model incorporates ethical, environmental, and social considerations into our decision-making process, based on dialogue with stakeholders. We do this every year, creating initiatives that address the concerns of these stakeholders. This is how the **Sustainability Plans** — action plans that are available to the public and created on an annual basis — are born. The **Global Sustainability Plan** is the roadmap forming the basis for deployment of **Local Plans**. The plans also contain commitments in relation to the local context.

The **Sustainability Plans** are put together on the basis of the **six axes** of Repsol's Sustainability Model.



We want to be part of the solution to climate change



We consume the resources needed to generate power more efficiently and with the least possible impact



We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment



We guarantee the safety and security of our employees, contractors, partners, and the local community



We are committed to people and promote their development and social environment



We act responsibly and fully where we are present

2 2021 Sustainability Plan

Sustainable Development Goals



At Repsol we support the United Nations' **2030 Agenda** for Sustainable Development and use the 17 Sustainable Development Goals (SDGs) as a reference when defining our priorities.

We believe that we must focus on the SDGs in which we can maximize our impact. Thus, regarding the company's strategic plan, the material issues and the local contribution in each of the Sustainability Plans, the following SDGs have been selected:

Given our role in access to affordable energy, our contribution to social economic development and the fight against climate change, we have prioritized SDGs 7, 8 and 13.



We believe that the most efficient way of contributing to the 2030 Agenda is to collaborate with other entities



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Given our commitment to the optimization of water management, our support for Innovation and Technology, and our focus on the Circular Economy, we have prioritized SDGs 6, 9 and 12.

In 2021, we are publishing our annual SDG report for the second time.

We want to make our contributions to the 2030 Agenda clear by publishing more than 30 indicators and commitments, painting a panorama of the efforts we make all around the Company, both locally and globally, to provide solutions to the social challenges we face.

We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition, and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.

2 2021 Sustainability Plan

Sustainable Development Goals



The **actions** of which this **Plan** is composed, defined in due consideration of the local context, help support **2030 Agenda** by addressing the following goals:



2021 Sustainability Plan

Overview

At the end of the year, it is time to review each of the initiatives that are part of the Sustainability Plan. The degree to which the objectives have been fulfilled is as follows:

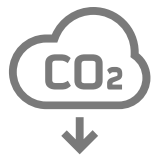
18
Actions

89 % Fulfillment
11 % In progress



Further down, you can obtain more detailed information for each of the actions included in the plan, their indicators, and all other relevant information.

2 2021 Sustainability Plan



Climate change

At Repsol, we contribute to sustainable development...

We share society's concern about the effect that human activity is having on the climate and we are firmly committed to the aspiration of limiting the increase in the planet's global average temperature well below 2°C with regard to pre-industrial levels.

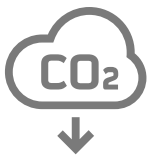
Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

In December 2019 Repsol publicly expressed that it would align its strategy to be a net-zero emissions company by 2050, making it the first in its sector to set this ambitious goal. Our 2021-2025 Strategic Plan sets out the roadmap for continuing to successfully advance the energy transition. With the technological advances available, we anticipate achieving between 80% and 90% net emissions reductions by that year, and we are committed to applying the best technologies to raise this figure, including CO₂ capture, use and storage. Without major technological disruptions, Repsol would rely on natural carbon sinks to reach its goal of zero emissions by 2050.

Accordingly, we have joined the Oil and Gas Climate Initiative (OGCI) to share best practices and technology solutions, and participate in the OGCI Climate Investment Fund, to channel the committed investment of \$1 billion over ten years in the development of technologies to reduce GHG emissions on a significant scale.

There follows a list of Sustainability Plan actions in this regard.





Climate change: Actions

Action

Perform a CO₂ capture and injection study for Sakakemang block.

Description

The Carbon Geological Storage Group will carry out the CO₂ capture and injection study for Sakakemang. It aims at the geological study in the Dayung and Gelam fields within the corridor block, so that in the future development of the entire Sakakemang field, all CO₂ produced, as well as the CO₂ produced by Corridor, can be captured and re-injected with a substantial decrease at country level of CO₂ emissions.

Indicator

Complete the geomechanics and dynamics study.

What we've achieved



We have completed the Carbon Geological Storage Site Characterization Report, about stimulating reservoirs' capacity to store CO₂, simulation the evolution of the allowed injections rates, reservoir pressure and rock mechanical and petrophysical properties in time, and geomechanical analysis of determining geological events.

The geomechanics and dynamics study focused on 1D and 3D geomechanical models, seal integrity analysis, evaluation of CO₂ injection scenarios and calibration of the dynamic model.

Contribution to the SDGs:





At Repsol, we contribute to sustainable development...

In order to guarantee society sustainable growth over time, at Repsol we work prioritizing the actions necessary to minimize environmental impacts. For this, we optimize the use of the resources that we use in our industrial processes in the manufacture of our products, including water, and we minimize emissions to air and water, as well as the generation of waste, giving them a second life whenever possible.

The conservation of natural capital and biodiversity, as well as the implementation of the circular economy, are key aspects when developing our activity.

Our Safety and Environment Strategy defines the key lines of action on which the company will focus its environmental efforts by 2025: we must be able to quantify and assess the impacts and dependencies on the environment when making business decisions, focusing on the most sensitive aspects of our operations. Our goal is to maintain the social license to operate through excellent environmental management, showing that we are sustainable throughout our entire value chain, both in our projects and operations, as well as in the products and services that we make available to our customers.

This Sustainability Plan is committed to courses of action in accordance with the lines of work which Repsol operates in terms of sustainability.





Environment: Actions

Action

Implement the reclamation for revegetation of abandoned exploration well within three years process.

Description

We will carry out the implementation of the reclamation for reforestation of the abandoned exploration wells Ayu-1, Elok-1 and Anggun-1 and include the road access to the wells which will be implemented within three years.

Seeds need to be planted in 625 ha, with a distance between seeds of 4 m X 4 m, requiring a total of 14,300 trees.

A monitoring report will be provided to local forestry department every six months and maintenance acceptability is 80% seed grow in the 3th year.

Indicator

Plant seeds in 50% of 625 ha, requiring a total of 7,000 trees.

What we've achieved



We have carried out the revegetation activities, including the plant maintenance and monitoring as the implementation of the obligation for the reclamation as stated in the local regulation.

In the first year we have progressed beyond expectation with 100% plant seeds planted, and all government obligation area covered with trees. In total, 14,300 trees with plant spacing 3m x 3m.

Contribution to the SDGs:





Environment: Actions

Action

Raise the awareness and competence for safety and environment among our employees.

Description

We will deliver the online course Introduction to Safety and the Environment to all Jakarta office employees. The course will focus on circular economy, climate change, water management, waste management, natural capital and biodiversity, incident management and learning, risks and impacts and safety culture of Repsol.

Indicator

Reach a 90 % participation of Jakarta office personnel.

What we've achieved



We have encouraged all Jakarta office personnel to perform online training on safety and environment, with a participation of more than 90% of Jakarta office employees.

They have completed the following courses: Safety Leap and Introduction to E&P Safety and Environment Management System.

Contribution to the SDGs:





Environment: Actions

Action

Provide environmental education and awareness to students and communities in the form of online program Repsol Goes to School.

Description

We will conduct an environmental awareness program aimed for high school or college students in virtual session due to COVID-19 condition.

Indicator

Conduct one session of Virtual Repsol Goes to School, participated by students from school or college in Jambi and South Sumatra Province.

What we've achieved



We have conducted virtual "Repsol Goes to School" together with Universitas Jambi on 9 June 2021, participated by students from school or college in Jambi and South Sumatra Province.
The program focused on environmental education and awareness from Repsol experience regarding revegetation.

Contribution to the SDGs:



2 2021 Sustainability Plan



Innovation and technology

At Repsol, we contribute to sustainable development...

Advancing in the decarbonization of processes and products and in Sustainability is a key objective in the future strategy of our industry. For this reason, at Repsol, we are strongly committed to the decarbonisation of our industrial and transport production, counting on a strong investment in R&D&i at our research center (Repsol Technology Lab).

Also since its creation in 2017, Repsol's Digitalization Program has maintained a firm commitment to Sustainability. On a transversal basis, this program is contributing to the digital transformation of Repsol's business units, obtaining impacts throughout the entire value chain.

Repsol Technology Lab promotes open innovation, that is, collaboration with the innovative ecosystem by building a work environment capable of accelerating the full deployment time of disruptive technological products. This collaboration model is essential to obtain successful results and build more efficient and sustainable energy systems.

As an example of open innovation, Repsol has an investment fund that is intended to acquire stakes in start-ups that offer solutions in three areas of action: decarbonisation and circular economy, advanced mobility and renewables, and digital technology and asset optimization.

This Sustainability Plan includes a commitment to the following actions, in step with the lines of work that Repsol has set on this axis of sustainability.





Innovation and technology: Actions

Action

Drive continuous improvement in our innovation and technological development.

Description

We will provide Petro Technical vendor managed hardware and software service that will improve efficiency (time and cost), add value with scalability, accessibility and collaborative capacities.

Indicator

Implement the cloud collaboration environment for Petro Technical user's system.

What we've achieved



The Petro Technical vendor managed hardware and software service concept has been developed, and the implementation is being reviewed by SKK Migas (The Indonesia Oil and Gas regulator body).

The hardware and software will be implemented when we have got approval in 2022.

Contribution to the SDGs:





Innovation and technology: Actions

Action

Implement SharePoint 365 digital forms.

Description

We will use SharePoint 365 to develop the digital visitor form to encourage office paperless program which will reduce paper-based documents in the office.

Indicator

Implement the visitor form.

What we've achieved



We have developed and implemented the digital visitor form with SharePoint 365. This way, we encourage office paperless program, being more efficient with the resources and reducing our environmental impact.

Contribution to the SDGs:



2 2021 Sustainability Plan

Safe and secure operation



At Repsol, we contribute to sustainable development...

We pursue the ambition of Zero Accidents by demanding a high level of safety in our processes and facilities, with special attention to the protection of people and the environment that surrounds us, also working to raise awareness of our suppliers and contractors.

As a result of the conviction that safety is the basis for the creation of value, excellence and responsibility, our Safety and Environment Strategy for 2025 sets the key lines of action on which to focus our safety efforts: promoting the culture, transformative leadership and safety awareness. In addition, as a sign of our commitment, the safety objectives have an impact on the variable remuneration of our employees of 10%.

In the current global context, with the acceleration of the digitalization process of society, secure operation also extends to digital operations, and cybersecurity is gaining more and more importance. We have been working on cycles of improvement and adaptation our processes and information technologies for more than a decade. Also aware that it is an environment that is constantly evolving and gaining complexity, far from stabilizing the effort, we increase it in each cycle.

Below we demonstrate courses of action pointing to our commitment to safe and secure operation.



2 2021 Sustainability Plan



Safe and secure operation: Actions

Action

Conduct online floorwarden training for all Jakarta office's floorwarden personnel.

Description

We will deliver online floorwarden training which focuses on emergency evacuation and emergency condition in the Sequis Tower as new Jakarta office building. It will give knowledge and socialize the Emergency Procedure that must be performed in case an emergency happens.

Indicator

Ensure all floorwarden personnel of Jakarta office participate in the training.

What we've achieved



We have carried out the online training programme among our floorwarden. We have trained 100% of our floorwarden personnel on first aid, operation of automatic external defibrillator and emergency system in the Jakarta Office Building. We have two teams of floorwarden and one additional team as back up system in case of emergency.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Launch a campaign to encourage employees to perform the 10 Basic Safety Rules (BSR) online training.

Description

We will encourage Jakarta office employees to participate in the 10 Basic Safety Rules (BSR) online training which aims to increase their knowledge about the hazards and risks that can occur in Repsol operations.

Indicator

Ensure 90% of Jakarta office employees participate in the course.

What we've achieved



We have encouraged Jakarta Office employee to perform the 10 Basic Safety Rules (BSR) online training, reaching a participation of more than 90% of Jakarta employees.

Contribution to the SDGs:





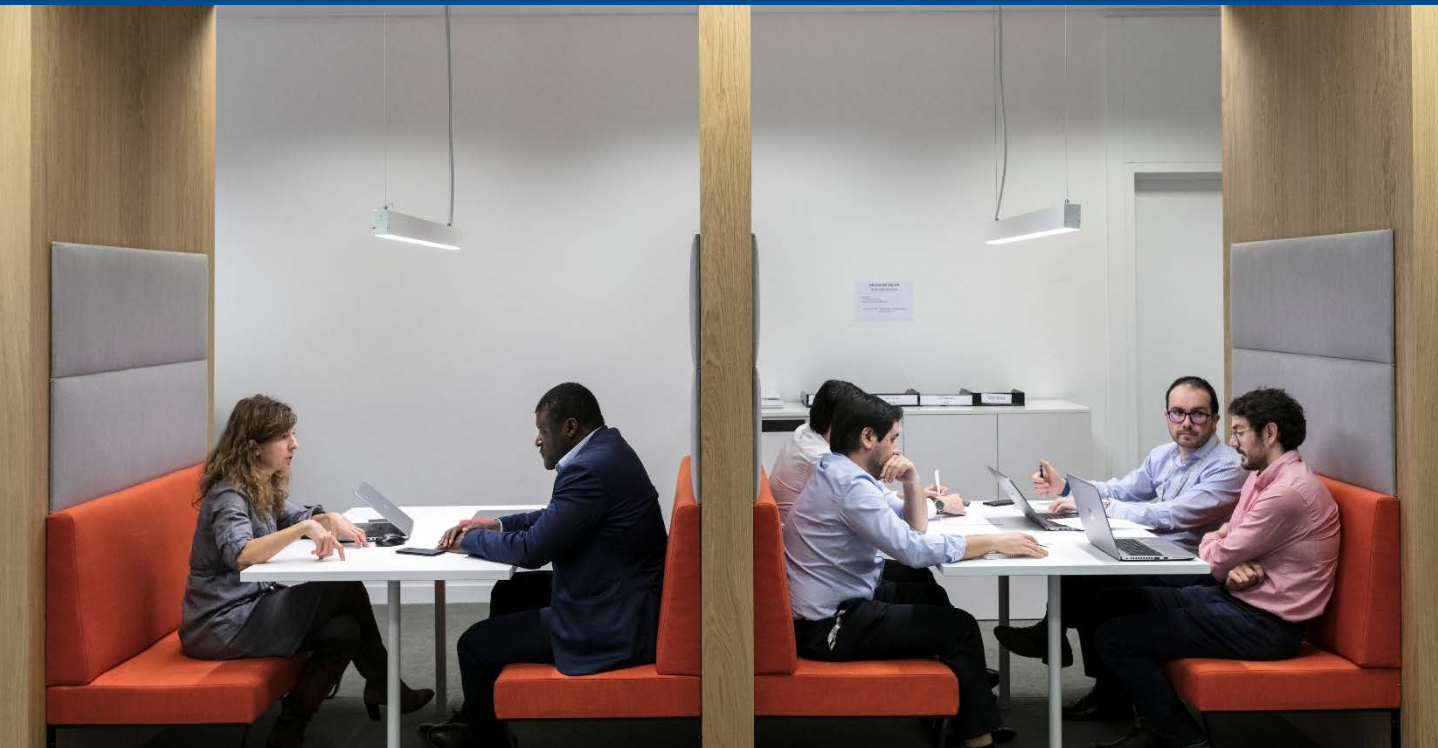
At Repsol, we contribute to sustainable development...

Our employees, communities, commercial relations, and customers are a primary axis in our sustainability model.

We know that the **people that make up Repsol** are our main competitive advantage and the key to being a sustainable company. We are committed to equal opportunities, the integration of people with disabilities, multi-culturalism, work-life balance, health and wellness, training and development, and attracting and retaining talent.

Business operations are carried out in an increasingly demanding and informed social environment, and companies strive to **establish sound relationships** based on the principles of respect, cultural sensitivity, integrity, accountability, transparency, good faith, and non-discrimination with the people they interact with, particularly local communities. At Repsol, we are committed to continue respecting human rights, and this means preventing our activities from having negative consequences for local people and, if such a thing does occur, doing everything possible to repair the damage done.

This axis includes the following initiatives.





People: Actions

Action

Conduct health and safety awareness sessions for Indonesia Repsol employees and families.

Description

We will conduct four sessions of safety and health awareness for Indonesia Repsol employees and families. The sessions will be delivered online and will focus on various topics such as:

1. Covid-19 situation and current awareness
2. Ergonomics while working from home
3. Environmental awareness
4. Fire safety awareness

Indicator

Conduct four sessions and reach a 70% participation of Jakarta office employees and families if necessary.

What we've achieved



We have conducted online awareness session regarding:

1. Covid-19 situation awareness.
2. Ergonomics.
3. Maintaining mental health during pandemic Covid-19.
4. Emotional wellbeing and resilience in Covid-19 crisis.

The socialization was conducted online, with employees working at home during pandemic situation. More than 75% of Jakarta office employees participated, and their families also got the information.

Contribution to the SDGs:





People: Actions

Action

Support Voluntary Principles on Security and Human Rights throughout our operations.

Description

We will deliver Voluntary Principals on Security and Human Right training for security guard to give knowledge and understanding of how to conduct their daily tasks in compliance with the VPSHR and with the company's policies regarding human rights and ethical conduct. Specifically, participants will be able to demonstrate professional proficiency with regard to the use of force, or other coercive measures, in accordance with human rights standards and ethical conduct.

Indicator

Achieve a 90% participation of security guards.

What we've achieved



We have completed to conduct the Voluntary Principals on Security and Human Rights training for all Repsol security department and for the security contractor (100%).

The training took place on August 19th, and it was conducted virtually due to COVID-19.

Contribution to the SDGs:





People: Actions

Action

Promote a work-life balance among our employees by rolling out the Teleworking Program.

Description

We will introduce the Teleworking Program to facilitate flexibility for employee in managing the balance between their personal and professional life.

The preparation of the program will involve setting up policy and guideline in order for the program to be ready for implementation once country pandemic condition permits.

Indicator

Create and finalize the Country Policy and Guidance on Teleworking Program.

What we've achieved



We have finalized the Teleworking Policy in September 2021 and we have launched the implementation of Teleworking program in October 2021 through online socialization for all permanent/direct hire employees.

Employees who choose to participate in Teleworking program can do Telework (work from home) for 1/2/3 days per week.

Contribution to the SDGs:





People: Actions

Action

Foster employee engagement by conducting Initiatives or activities that will nurture positive employee experiences.

Description

We will conduct several activities as part of employee engagement initiatives, such as employee birthday celebrations, new joiner welcoming sessions, virtual brunches with leaders and virtual team activities.

Indicator

Conduct employee birthday celebrations on monthly basis.

Conduct new joiner welcoming session every quarter.

Conduct virtual brunch with leader for each department.

What we've achieved



We have carried out various activities as media to foster employee engagement:

1. Monthly birthday celebrations.
2. Online new joiner welcoming.
3. Virtual online engagement session for the whole office with our leaders.

Contribution to the SDGs:





People: Actions

Action

Continue to work on employee's awareness on the importance of equality and inclusivity in work environment.

Description

We will encourage employee to take Unconscious Bias Training as an effort to increase their awareness on the importance of equality.

Indicator

Ensure 75% of permanent / direct hire employees complete the Unconscious Bias Training.

What we've achieved



We have encouraged our employees to take the online course Unconscious Bias to raise awareness on equality. 99% of permanent / direct hire employees have completed the training, with only one new joiner from December still in process of completing the course.

Contribution to the SDGs:





People: Actions

Action

Conduct a social baseline study for the new block (South Sakakemang).

Description

We will carry out a social baseline study which aims to provide an updated in-depth and thorough information on the social condition of the community within the operation area. South Sakakemang is the quite new awarded block and having the study occurred for this new asset will be beneficial in Repsol's business plan especially in terms of engaging the local stakeholders.

Indicator

Perform a social baseline study for South Sakakemang block.

What we've achieved



We have performed a social baseline study for South Sakakemang Block. The final report was delivered in August 2021 in Bahasa Language and English.

The social baseline study covered the social and stakeholders mapping regarding the updated and thorough social condition in South Sakakemang Block.

Contribution to the SDGs:





People: Actions

Action

Provide donations and awareness campaign to community around operations area regarding the COVID-19 countermeasures.

Description

The COVID-19 pandemic still occurs in the world, including in Indonesia. Repsol is committed to being present and providing added value in the community to help deal with COVID-19. We will provide assistance with health and sanitation equipment to support new lifestyles related to COVID-19 as well as campaigns for discipline in implementing health protocols.

Indicator

Perform minimum one donation activity for the community around Sakakemang Block in regards to the COVID-19 countermeasures.

Perform minimum one donation activity for the community around Andaman Block in regards to the COVID-19 countermeasures.

What we've achieved



We have donated medical masks, oxygen cylinders and regulators, personal protective equipments, hand sanitizers, and disinfectants for the communities.

Around Sakakemang Block, we provided material to Public Health Center of Bayung Lencir and Tungal Jaya on 16 Apr and Indonesia Red Cross (PMI) Musi Banyuasin Regency on 28 Jun and 28 Sep.

And around Andaman III Block, our donations were for Indonesia Red Cross Bireuen, Pidie, and Pidie Jaya on 7 June and Public Health Centers on 27 Oct.

Contribution to the SDGs:



2 2021 Sustainability Plan

Ethics and transparency



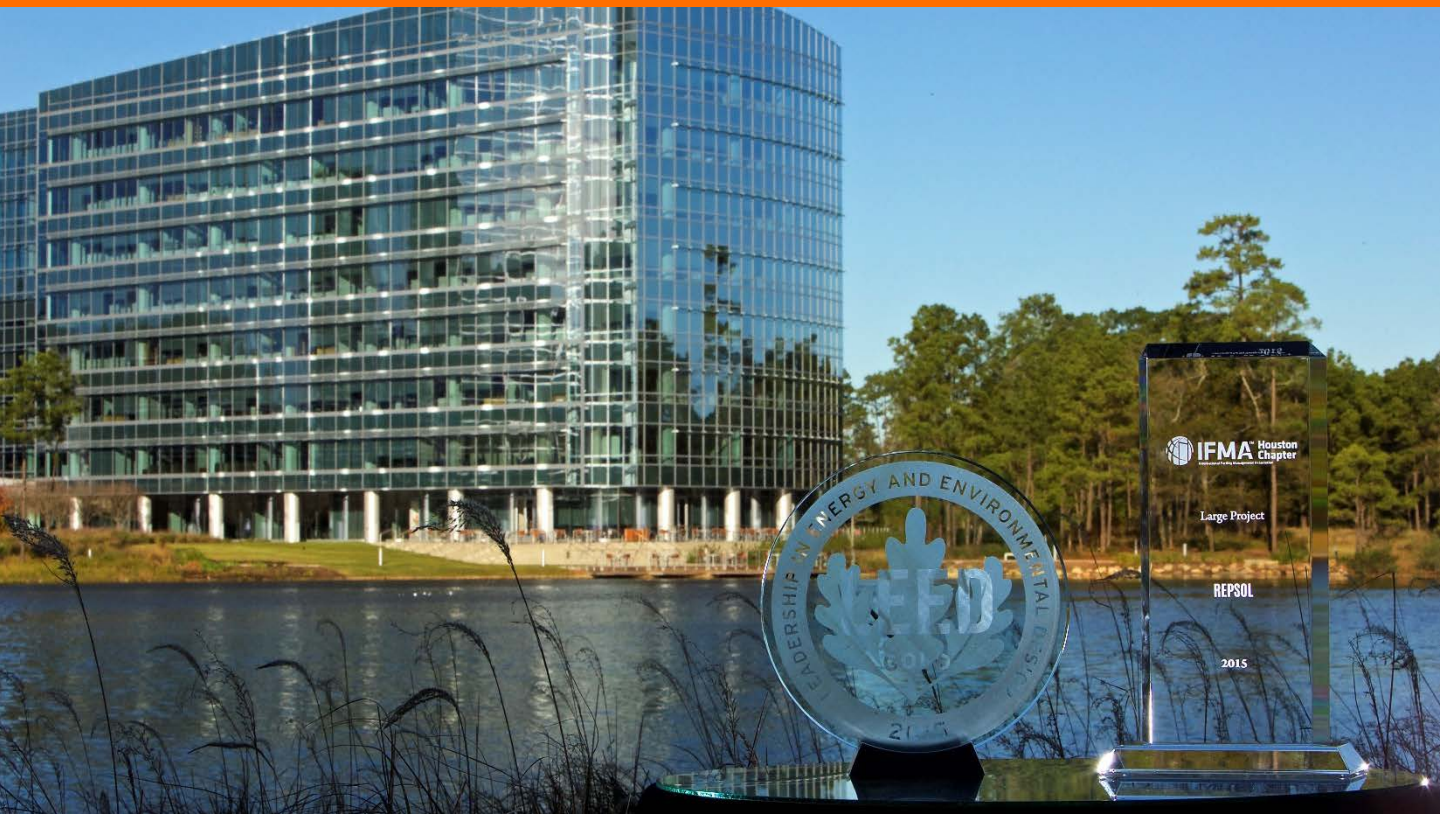
At Repsol, we contribute to sustainable development...

We act with integrity in all countries in which we are present. Our ethical conduct involves strict compliance with both the letter and the spirit of the law.

On this axis, we establish the set of actions that ensure the company promotes and encourages a culture of integrity and responsibility for all Repsol employees, as well as our suppliers, contractors, and business partners.

We also define **transparency and accountability** as differential elements in the Repsol sustainability model. To be credible, it must be consistently transparent. We want to be publicly recognized as an honest and transparent company in tax-related matters. Thus, **we are engaged in EITI** (Extractive Industries Transparency Initiative) with the aim of strength our cooperative relationships with the administrations.

In this Sustainability Plan, we have committed to actions that will help the company overcome the challenges we have set for ourselves in this area, while responding to the main expectations of our stakeholders





Ethics and transparency: Actions

Action

Continue to promote ethics and transparency through good governance practices in the form of annual refresher training for Expense Report and Advances.

Description

We will roll out Repsol's Expense Claim and Advance norms to all employees to give common understanding. We will include real life examples for discussion points and we will focus on government officials interactions, including specifics when dealing with them for entertainment, perdiem, etc.

Indicator

Achieve 100% participation of Jakarta office employees.

What we've achieved



We have rolled out a refreshment session of employee's expenses guideline, reaching our 83 employees in Jakarta (100% participation).

The session used real life examples for discussion points as government officials' interactions, including specifics when dealing with them for entertainment and perdiem. It also socialized related global norms, the Administration Form Expense Report, advance funding related to travel request and fixed fund (petty cash).

Contribución a los ODS:





Ethics and transparency: Actions

Action

Train and certificate our Tender Committee in the Indonesian regulation for supply chain management.

Description

We will establish a Tender Committee structure to comply with local Indonesia government regulation for supply chain. All appointed personnel to be Tender Committee shall have valid certificate based on the said regulation.

Indicator

Ensure all personnel appointed as Tender Committee has passed and has been certified.

What we've achieved



We have established a Tender Committee structure with 25 people as members. Six of the members have been certified and the rest of them are planned to be certified in 2022.

Contribución a los ODS:



2 2021 Sustainability Plan



Ethics and transparency: Actions

Action

Promote ethics and transparency relating to anticorruption and compliance in the form of annual compliance training.

Description

We will conduct our annual compliance program to refresh for all employees the compliance norms (Anticorruption, Gift and hospitality, Third party due diligence and Conflict of interest), as well as introduce the new norm on Key factor in managing relationship with government official. The training is also a media to share real situation on site which employees are coping, and to seek mitigation and solution for such real issues.

Indicator

Perform annual training for compliance for all employees (minimum 80% of participation).

Introduce new norm of Key factors in managing relationship with government.

Socialize Repsol's compliance norms with the operator of the asset (for the asset in which we are non-operator).

What we've achieved



We have conducted the Repsol compliance policies and procedures training. It consists of key factors in managing relations with public officials, due diligence of third parties, conflicts of interest management, anti-bribery and corruption, Code of Ethics and Business Conduct and gifts and entertainment management.

In the training has participated 92% of the total employees.

Socialization of Repsol Compliance Norm to the operator has been performed thru official letter from Repsol management and email.

Contribución a los ODS:



3 Process of updating the Plan

This Sustainability Plan is a dynamic document.

Each year we will give an account of the extent to which the actions that make up this Plan have been carried out by publishing a monitoring report.

Moreover, given that the expectations of our stakeholders and the issues that concern them are changeable and subject to the evolution of events during the course of the year, this Plan will be updated annually with new actions or the reformulation of existing ones to adapt them to the new situation.

The successive updates of the plan will leave behind them a trail of completed actions that, collectively, are a contribution of our company to sustainable development.



