



Overview 2021 Sustainability Plan Perú



Index

1	Our vision of sustainability and the preparation of this Plan	3
2	Sustainability Plan 2021	4
	Sustainable Development Goals	4
	Actions to remediate the spill in Peru of January 15, 2022	6
	Summary	11
	 Climate change	12
	 Environment	16
	 Innovation and technology	20
	 Safe and secure operation	24
	 People	30
	 Ethics and transparency	35
3	Process of updating this Plan	39

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.



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.

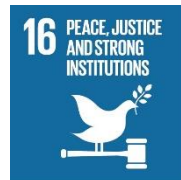
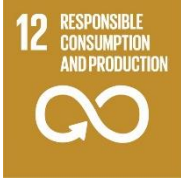
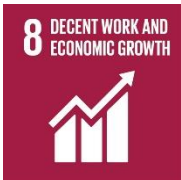
We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition, and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.

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

Actions against the spill of January 15, 2022

We consider it important to report the progress of the actions carried out by the company in relation to the incident of January 15, 2022 at Terminal 2 of the La Pampilla Refinery.

Environmental activities

On April 13, the completion of the first response actions in 28 identified beaches was reported to OEFA, this means that they have been declared clean and ready for the respective monitoring and awaiting the approval of said authority, in compliance with the schedule handed over to the authorities.

The activities of cleaning, containment and recovery of hydrocarbons have been carried out in coordination with the competent authorities and there has been participation during the response through the Technical Advisory Committee chaired by the General Directorate of Captaincies and Coast Guards (DICAPI), in which the environmental, regional and local authorities also participate.



Repsol sets up an Emergency Control Center at La Pampilla Refinery, where we work together with a team of professionals specialized in oil spill containment from 17 nationalities and with more than 50 expert national and international companies.

2021 Sustainability Plan

Among them: LAMOR, with the outstanding expert Edward Owens, renowned specialist in detection and evaluation of oil spills in coastal areas; Oil Spill Response, a company with a global presence and more than 30 years of experience in handling hydrocarbon spills; ERM (Environmental Resources Management), one of the largest consultancies focused on sustainability with more than 50 years of international experience; Marino Morikawa, Peruvian scientist specializing in nanotechnology and ecological cleaning; Aiuká, an expert organization in the rescue and treatment of fauna from oil spills, among many others.



The work was carried out using the SCAT methodology, an international coastal assessment technique that seeks to determine the best cleaning practices for each place, taking into account the characteristics of the land and protecting the identified environment.

At the time of publication of this document, the company has carried out an in-depth analysis of the soil, water and sediments in the entire area identified as affected by the spill and the results have been submitted to the competent authority. This sampling has been carried out in compliance with the guidelines and directives issued by the authority and has been analyzed by independent and accredited laboratories for this purpose.

In the more than 1,400 physicochemical samples carried out along the coast, the results are considered suitable according to the values determined by Peruvian legislation and international standards. We are waiting for the validation of the results by the authority and, if necessary, carry out additional rehabilitation actions in specific areas. 759 soil samples were developed, 206 in sediment (seabed) and 444 in water. The areas sampled include the shoreline (intertidal), the sea surface (subtidal), and beaches (soils). In the high seas we have taken samples at different depth levels, reaching up to almost 50 meters deep.

2021 Sustainability Plan

Fauna activities

The rescue work of the affected fauna was carried out meticulously by the competent authorities, the National Service of Natural Protected Areas by the State (SERNANP) and the National Forestry and Wildlife Service (SERFOR), in association with the Parque de Las Leyendas. For these purposes, Aiuká, a world-renowned specialized consultant in the recovery of animals from oil spills, was hired from the beginning of the emergency.

The fauna rescue plan included the identification and capture of the affected animals on the ground and, together with the authorities, they were transferred to the SERFOR collection points. From there the rescued animals were transferred to the Parque de Las Leyendas zoo.

With the assistance of Aiuká, a 1,200 m² rescue center for birds was set up in the



Parque de las Leyendas, with reception and triage areas for rescued animals, animal cleaning and drying areas, a recovery and shelter area, spaces for preparing food for animals, as well as a rest area for the staff that cares for them.

The first actions carried out were the identification of each individual, clinical examinations with the evaluation of vital parameters, hydration with saline and/or electrolyte solutions, division of birds by groups of species, appropriate care according to their condition, feeding with fish or supplements, until the stabilization of its conditions in preparation for its cleaning. Once they met the clinical criteria, they proceeded to wash, rinse and dry; then they were kept in pools until the waterproofing of their feathers and their weight recovered with appropriate feeding and constant medical care. All medical and food expenses were covered by Repsol.

As of the date of publication of this document, more than 100 birds have been released into their natural habitat, including Peruvian boobies, seagulls, cormorants and pelicans.

2021 Sustainability Plan

Social management activities

Parallel to the actions to clean up the sea and coasts and immediately after the spill, a Social Action Plan was designed and implemented in response to the emergency.

The Social Action Plan is made up of 3 phases: immediate aid, recovery and development.

During the immediate aid phase where a first response to the emergency is given, social support was voluntarily provided for basic needs and employment for the affected interest groups, to date more than 10,000 consumer/cash vouchers have been channeled for the value of 500 soles each.

An important fact to note is that during the second phase of recovery, an agreement was signed with the Government of Peru on March 4, 2022, which benefits more than 5,500 people, registered in the single register prepared by local governments with technical assistance from INDECI. Prior to the negotiation process with those affected, advances have been made on account of a future compensation that will be agreed between the parties, in order to help them mitigate the impact on their work activities generated by the spill.

In the last phase of development, which includes medium- and long-term actions, a social investment strategy and sustainable development projects will be developed and implemented, based on project proposals according to the needs of the affected people and with the collaboration of social entities, national and international organizations, as well as the corresponding authorities. These projects will be aligned with our commitment to support the United Nations 2030 Agenda, from its approval.

The company will maintain the support it is offering until the beaches and the sea are again suitable for the development of the various productive activities, it will also coordinate with fishermen, merchants and other interest groups to develop medium and long-term support plans. .



2021 Sustainability Plan

It is important to note that the social response to the emergency is part of our corporate policies, complying with the recommendations indicated in the Guiding Principles on business and Human Rights.

For this reason, Akuaipa was contracted, an expert independent company of recognized international prestige, which is developing a Human Rights Impact Study and advising Repsol on the social management of the emergency. Akuaipa's work is relevant as part of the methodology to repair the damage caused to those affected.

It is important to mention that a participatory, active, continuous and transparent dialogue is maintained with the affected groups, based on listening and the open exchange of information.



The company has been proactively and transparently communicating the progress of cleaning and related social aspects through the "[Repsol Peru Commitment](#)" portal and our social networks.

Repsol is actively collaborating with the authorities, participating in the investigations and providing all necessary information in the administrative and judicial processes initiated by the competent authorities.

Finally, we would like to point out that we reiterate our commitment in Peru and to continue contributing to the welfare and progress of society, with total transparency, respect and seriousness, as we have been doing for more than 25 years in the country.

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:

21
Actions

85% Fulfillment
14% 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.



Climate change

At Repsol, we contribute to sustainable development...

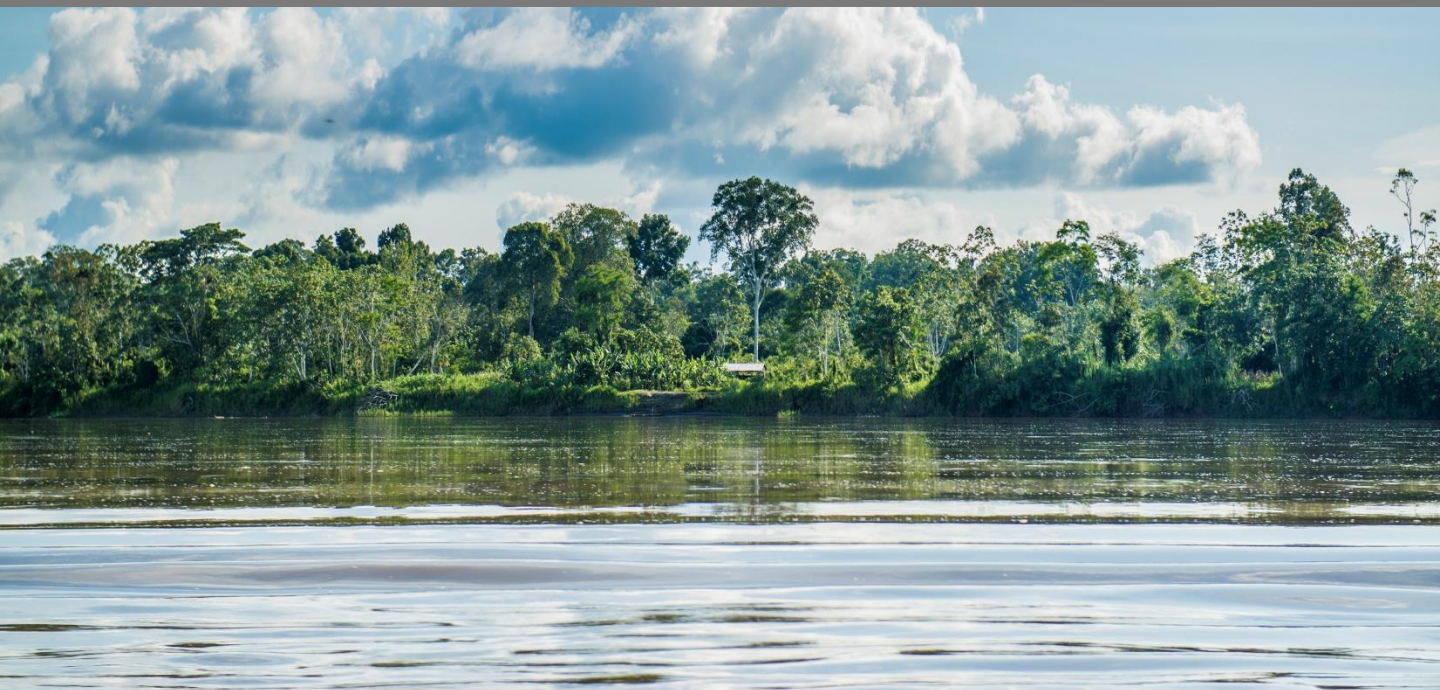
We share society's concern about the effect that human activity is having on the climate and we are firmly committed to the aspiration of limiting the increase in the planet's global average temperature well below 2°C with regard to pre-industrial levels.

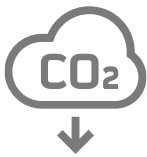
Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

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

Action

Maintain the Peru Carbon Footprint recognition from the Ministry of the Environment level 3 by Refining and obtain level 2 recognition by Exploration and Production.

Description

We will carry out actions to maintain the Carbon Footprint Recognition, which values the efforts of organizations to reduce their Greenhouse Gas (GHG) emissions.

This recognition is made up of four levels, the first certifies that the measurement of GHG emissions is carried out, the second that the GHG inventory is submitted to external verification, the third registers the reduction of said inventory and the fourth and maximum level recognizes actions that seek to neutralize them.

Indicator

Maintain the Peru Carbon Footprint level 3 recognition for the 2020 financial year for Refining.
Obtain level 2 recognition for the year 2020 for Exploration and Production.

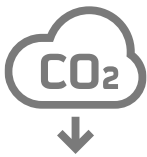
What we've achieved



Within the framework of the efforts to reduce GHG emissions during the 2020 financial year, we obtained the Level 3 Carbon Footprint recognition for the Exploration and Production business unit and for the second consecutive year for La Pampilla Refinery, being the first company in the mining-energy sector to obtain this recognition for the aforementioned exercise.

Contribution to the SDGs:





Climate change

Action

Implement a fugitive emissions detection and repair (LDAR) program in the Kinteroni field.

Description

- We will establish the methane leak detection methodology, using a portable instrument in the measurement program.
- We will establish the field report model to authenticate the emissions results and replace the report that is based on theoretical calculation methodology.

Indicator

Formalize the report of fugitive emissions data with portable methane detection equipment.

Have the aforementioned emission measurement program by the area of operations.

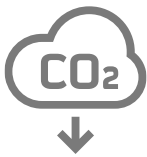
What we've achieved



In the first quarter of 2021, we established and implemented the methane leak detection methodology using portable LDAR equipment. The results of these field measurements were presented in a report on the Kinteroni Asset which, supported by fugitive emissions measurements, revealed the results of the emissions generated by the asset.

Contribution to the SDGs:





Climate change

Action

Develop an energy optimization study for the Kinteroni field.

Description

We will develop the scope and content of the tender with which the energy optimization study for the Kinteroni field will be carried out.

We will develop, through a specialized consultant, the execution of the study, which will serve to establish the baseline on which the initiatives to reduce and optimize resources will be developed to reach the goal of zero emissions.

Indicator

Carry out the energy optimization study of the Kinteroni field.

What we've achieved



We carried out the bidding process for the energy optimization study for the Kinteroni field, which was declared void. We are reviewing and modifying the technical scope of the tender, so the study is planned to be carried out in the course of 2022.

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

Action

Strengthen the technical and management capacities of the native communities of block 57 in order to improve the process of surveillance and participatory monitoring under their responsibility.

Description

Through inter-institutional cooperation, we will contribute to the strengthening of governance and we will promote training to carry out the exchange of academic, technical, environmental and supervisory information on operations in block 57.

Indicator

Strengthen three vigilance and participatory monitoring committees of the communities of lot 57 during the current period.

What we've achieved



We signed an inter-institutional agreement with Perupetro and the three participatory monitoring committees (EMMAC, PROMOVIK and EMACRY). The monitoring committees have an annual operational plan implemented and in execution, with monthly reports to the communities, the company and the State. Twelve monitors have received training in public management and environmental monitoring, who make up monitoring teams that have joined the Parks Network initiative led by SERNANP.

Contribution to the SDGs:





Environment

Action

Continue with the water reuse optimization plan at La Pampilla Refinery.

Description

We will carry out a study of technological alternatives for the reuse of water and we will propose an investment proposal. This action is part of the strategic project to optimize water consumption.

Indicator

Carry out the study of technological alternatives for the reuse of water and propose an investment proposal.

What we've achieved



We have concluded with the study of technological alternatives aimed at increasing the rate of water reuse. As part of this study, we have selected a technology for coagulation, flocculation and filtering with activated carbon, estimating the investment that it could represent for the company.

Contribution to the SDGs:





Environment

Action

Obtain the Blue Certificate, recognition from the National Water Authority (ANA) as a responsible water user, in our production operation in Block 57.

Description

We will support the monitoring and follow-up process in charge of the ANA team so that they corroborate the execution of our projects to reduce water consumption and shared value.

Indicator

Obtain the Blue Certificate granted by the ANA.

What we've achieved



We monitor and support by sending evidence to the ANA evaluation team, so that they can confirm the completion of our water footprint reduction and shared value projects. Consequently, we obtained the Blue Certificate for the operation of lot 57 through Jefatural Resolution No. 0223-2021-ANA dated December 14, 2021.

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

Action

Implement state-of-the-art tanks at service stations to guarantee environmentally responsible facilities.

Description

We will carry out the installation of metal storage tanks with external fiberglass coating in two service stations, being an innovative technology in the country that minimizes environmental impacts.

Indicator

Carry out the implementation in two service stations during this exercise.

What we've achieved



As part of the remodeling of the Lebar service station, we have replaced the storage tanks with metal tanks with an external fiberglass lining. For the construction of the Mar service station, we have considered the use of fiberglass-lined tanks within the engineering.

Contribution to the SDGs:





Innovation and technology

Action

Promote actions to generate an environment of innovation within the company as well as in the academic field.

Description

We will connect with the local innovation ecosystem, generating relationships and participation in different events with other related entities, both private and public. We will work in alliance with the University of Engineering and Technology (UTEC) to generate activities that contribute to the research and development of projects.

Indicator

Carry out two workshops with company experts as part of the Repsol Chair in Energy and Sustainability and develop a multidisciplinary project.

What we've achieved



We have carried out two workshops in coordination with the UTEC, which were given by experts from the Company on Customer Experience and Digital Transformation. We carry out interdisciplinary projects working together with the Mobility and Upstream business units. We have continued with the agreement with Shift, which allows us to keep up to date with the latest advances in innovation worldwide and gives us the opportunity to connect with the local innovation ecosystem.

Contribution to the SDGs:





Innovation and technology

Action

Develop a mobile application as a loyalty tool for service station customers.

Description

As part of a loyalty strategy, we will implement a technological application that allows us to strengthen the management of the relationship with service station customers and offer them a personalized value proposition.

Indicator

Implement the application in the first quarter of the year.

Reach 30,000 registered users in the application at the end of the period.

What we've achieved



We have launched the Repsol You app at the end of April 2021 and at the end of the year we exceeded 31,000 registered users. The application has among its main functionalities: location of service stations, my benefits (Promocard and LATAM Pass) and discounts in associated stores. Likewise, the option of discount coupons for customers, raffles and campaigns was implemented and the self-service functionality will be enabled again in 2022.

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.





Safe and secure operation

Action

Strengthen the safety culture in the Mobility Business Unit, focusing on leadership actions aimed at preventing and minimizing risks in operations.

Description

We will develop activities that are part of the action points identified in the Safety Culture Diagnosis: leadership. We will give continuity to the work plan started in 2020.

Indicator

Execute the Safety Culture Improvement Plan for the current year, considering a minimum threshold of 90%.

Establish action plans to reduce the number of conditions and acts detected during preventive safety observations.

What we've achieved



We have executed 100% of the action plan defined as part of the process of analysis, prevention and minimization of risks in operations. We have disseminated the lessons learned to our own personnel and contractors in safety and environment conferences and committees. We have reinforced leadership with safety walks for the first line or senior management, and expanded the control of contractors online prior to the execution of work at service stations.

Contribution to the SDGs:





Safe and secure operation

Action

Implement a supervision and fatigue control system for tanker drivers who operate long hours through optical means.

Description

We will implement a supervision and control system for tanker drivers through optical means. If fatigue or an unsafe condition is detected on board during long shifts (for example, the use of cell phones), corrective actions will be taken.

Indicator

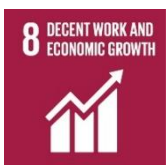
Implement the control and supervision system for 100% of the fleet that operates long shifts.

What we've achieved



We have finished the process of preparing the tender for the supervision and control system for tank drivers through optical means, after the deployment of two pilots with this pioneer system to achieve the development of the bases of a technically competent contest. It is estimated that the implementation of the system will take place during 2022.

Contribution to the SDGs:





Safe and secure operation

Action

Deploy the contractor management system in all the land fleets with which Repsol operates.

Description

We will implement a system of supervision and control of the transport service in order to ensure compliance with the technical conditions agreed with the contractor before starting each operation or product transfer. This system will be deployed in approximately 35 contracts.

Indicator

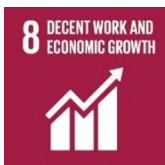
Deploy the system in at least 90% of land transportation contracts.

What we've achieved



We have developed an internal control application for our entire land transport logistics chain from the different terminals to large customers in sectors such as mining, fishing and other industries and/or to service stations. This constitutes an important preventive security measure in the contracted transport service, for each one of the dispatches.

Contribution to the SDGs:



2 2021 Sustainability Plan



Safe and secure operation

Action

Identify and manage steam leaks more immediately.

Description

We will develop a mobile application for the management of steam leaks at the La Pampilla Refinery, making it possible to streamline maintenance and prevention actions.

Indicator

Implement the application before the end of the period.

What we've achieved



We have completed the implementation of the GesFugas application in September 2021 and as of October of the same year we have been reporting estimated benefits.

Contribution to the SDGs:





Safe and secure operation

Action

Significantly increase the capabilities for monitoring and detecting cyber incidents in information systems.

Description

We will launch the following activities:

- Promotion of cybersecurity practices and privacy by design.
- Increase and transversal organization of response capacities.
- Appropriate dimensioning of protection environments using new technologies (AI, ML).
- Use of advanced sources of information to enhance collaboration.

Indicator

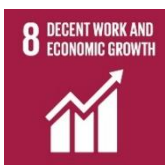
Implement monitoring projects, secure remote access, advanced technical protection and network security by December 2021.

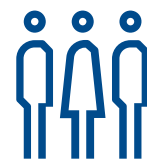
What we've achieved



We have implemented six initiatives and four projects in industrial assets around monitoring, remote access, encrypted communication, event management and information classification; that allow us to increase our cyber incident detection, incident response and safe operation capabilities.

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

Action

Ensure the health and safety of all company employees, with the aim of preventing, detecting and containing the spread of COVID-19.

Description

We will continue to carry out the following actions: a) monitoring our operations, guaranteeing strict compliance with the defined health protocols, b) personalized medical follow-up for suspected and positive cases, providing recommendations on a case-by-case basis, c) accompaniment to all employees and their relatives by the Social Welfare team, providing all the support required according to each case. Likewise, we will implement a Mental Health Plan.

Indicator

Comply with 100% of the defined health protocols.

Execute all the actions of the Mental Health Plan.

What we've achieved



We have 100% complied with the health protocols on surveillance, prevention and control of COVID-19. In addition, we have completed the implementation of the actions of the Mental Health Plan, which have consisted of the following: nutrition and healthy eating, physical activity (gymnastics at work), ergonomics (dissemination of periodic short videos), self-care of health (virtual newsletters) and online training "Psychosocial Risks and Socioemotional Competences".

Contribution to the SDGs:





People

Action

Promote the recovery and social protection of the indigenous peoples in the area of Megantoni through multi-actor alliances to promote territorial development.

Description

We will implement activities in order to contribute to the response and early recovery of indigenous peoples in the face of the COVID-19 situation.

Indicator

- Strengthen two indigenous organizations in the Megantoni area during 2021.
- Disseminate five radio microprograms in local spaces and languages.

What we've achieved



We have strengthened three local federations to apply to UNDP micro-capital funds, formulate technical proposals for the response and recovery of COVID-19 and technical and administrative support. In this way, 10 communities in the Megantoni district benefited. We broadcast 15 microprograms in Matsigenka, Yine and Spanish on radio stations to more than 24 communities. This project obtained the Sustainable Development 2021 Prize in the Social Management category by the SNMPE.

Contribution to the SDGs:





People

Action

Provide entrepreneurs with a better exposure and accessibility alternative for the sale of grocery products in convenience stores.

Description

We will launch a communication campaign that allows us to make entrepreneurs aware of the opportunity that Repsol offers them to become, through their food product ventures, suppliers to our convenience stores. The Repsol entrepreneur will be searched for by zones, through registration and compliance with established requirements that allow them to have access to a greater number of consumers and better positioning in the market.

Indicator

Make a call during 2021.

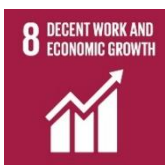
Work with at least three entrepreneurs who meet the standards required to be suppliers to our convenience stores.

What we've achieved



Within the framework of the Entrepreneur Repsol 2021 program, we carried out two calls. The first one was carried out in the month of March and resulted in the incorporation of nine new products from the entrepreneurs to five of our convenience stores in the Miraflores district. Likewise, we held a second call in July, having incorporated two new products from entrepreneurs in five stores in the districts of La Molina and Surco.

Contribution to the SDGs:





People

Action

Promote the training of contractor security and public safety personnel in the Voluntary Principles on Security and Human Rights.

Description

We will promote training campaigns on the Voluntary Principles on Security and Human Rights aimed at private security personnel who provide services to Repsol and public security personnel located in the Nuevo Mundo camp on Lot 57.

Indicator

Train 100% of the personnel of the security provider company.

Carry out two training actions aimed at public security personnel located in Lot 57.

What we've achieved



We have managed that 100% of the personnel of the private security companies that provide services in our facilities nationwide (227 people); as well as the personnel of the public security forces located in the vicinity of the zone of the Native Community of Nuevo Mundo - Lot 57 (50 people) participate in the training Voluntary principles of security and human rights, complying with the established objectives.

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

Action

Promote transparent and trustworthy relationships with the Tax Administration (TA) based on active collaboration.

Description

We will collaboratively manage the procedures with the TA, placing emphasis on maintaining the certification of La Pampilla Refinery as an Authorized Economic Operator (OEA) for the year 2021. Likewise, we will make available a training plan on issues related to the hydrocarbon sector in coordination with the National Mining, Petroleum and Energy Society (SNMPE) for TA officials.

Indicator

Manage the renewal of the certification of La Pampilla Refinery as Authorized Economic Operator for the year 2021.

Make available, in coordination with the SNMPE, a specialized training plan on hydrocarbon issues and the impact of COVID-19 for the AT.

What we've achieved



We have managed to maintain the AEO certification for 2021 through collaborative relationships with SUNAT (National Customs Superintendency), accrediting compliance with legal requirements.

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Contribución a los ODS:





Ethics and transparency

Action

Disseminate sustainability programs throughout the year through our digital assets.

Description

We will publish our sustainability programs as well as the country's annual report and sustainability plan on our social media accounts.

Indicator

Carry out five publications on sustainability issues on the Repsol Peru accounts on Facebook and Instagram.

What we've achieved



We far exceeded the estimated goal, we made 10 publications during the year. We have communicated different content on sustainability through Repsol Peru's social networks, for example the management of the sustainability plan in its six axes as well as what was reported in the previous year's report, recognitions, responsible management of resources and the preservation of The Biodiversity.

Contribución a los ODS:



2 2021 Sustainability Plan



Ethics and transparency

Action

Roll out a communication and training campaign to strengthen knowledge on compliance, ethics and anti-corruption.

Description

We will carry out a campaign to encourage a culture of compliance, by disseminating the tools that Repsol has so that all collaborators act responsibly and with integrity. The campaign will consist of six deliverables and will include the most relevant topics.

We will disseminate the Repsol Group's guidelines on anti-corruption, ethics and conduct by promoting different training activities.

Indicator

Carry out the awareness campaign consisting of six deliverables over the course of the year.

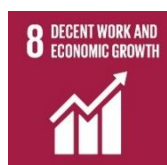
Carry out five training activities on compliance, anti-corruption and ethics during the current year.

What we've achieved



Between the months of June and October 2021, we carried out the awareness and training campaign "We'll tell you in 2 minutes" that was disseminated to all employees through internal communication channels, consisting of six deliverables on topics such as: gifts and hospitality, due diligence with third parties, management of conflicts of interest, free competition, protection of personal data and our compliance models.

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.



