

# 2022

## Sustainability Plan

### BOLIVIA





## Legal notice

This Local Sustainability Plan sets out a set of objectives that, in whole or in part, go beyond what is required by law and are aimed at contributing to sustainable development. The participating companies of the Repsol Group have the firm intention of undertaking and fulfilling all of them. However, they reserve the right to modify, postpone or cancel their compliance without implying legal liability, although they undertake to publicly justify these possible cases.

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# Our vision of Sustainability

Following our **Sustainability Policy**, at Repsol we contribute to sustainable development by trying to meet the growing demand for energy, which is essential for the realization of people's fundamental rights, and by creating value in the short and long term.

This policy is developed through internal rules and procedures that are organized around our **Sustainability Model**. This model, based on international standards, incorporates ethical, environmental and social considerations in our decision making, based on dialogue with stakeholders globally and locally.

We repeat this exercise every year, generating initiatives that seek to maximize positive impacts and minimize negative impacts on society and the environment throughout our value chain.

This is the origin of our **Sustainability Plans**, public and annual action plans. The **Global Sustainability Plan** is our roadmap and from it we deploy **Local Sustainability Plans** for each country or Industrial Complex, taking into account the specific circumstances and needs of each place where we operate.



# Our vision of Sustainability

The Sustainability Plans are articulated around the six axes of Repsol's Sustainability Model



## Climate change

We aim to be a net zero emissions company by 2050



## Environment

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



## Innovation and technology

We promote innovation and incorporate technological advances to continue growing and improving our environment



## Safe and secure operation

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



## People

We believe in people and promote their development and that of the communities where we operate



## Ethics and transparency

We act responsibly and in full wherever we are present

# Sustainable Development Goals

Repsol has supported the United Nations **2030 Agenda** and its **17 Sustainable Development Goals** (SDG) since its approval in 2015 and works to implement it at all levels and businesses. The main efforts are concentrated since 2018 on SDGs 7, 8 and 13, for its role in access to energy, contribution to socioeconomic development and the fight against climate change; SDGs 6, 9 and 12, prioritizing innovation, sustainable management and efficient use of resources in its operations; and SDG 17, establishing alliances with the rest of stakeholders and actively participating in different partnerships.

We annually publish our contribution to the United Nations 2030 Agenda through an

**SDG Report** with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at [www.repsol.com](http://www.repsol.com).

Aware of the challenges that still exist in terms of the 2030 Agenda, we have been involved in the development of the **IPIECA SDG Roadmap for the oil and gas sector**, which will be a guide in the incorporation of actions linked to the 17 SDGs. Likewise, we are preparing an **SDG Contribution Plan**, which has as a key aspect to continue deepening its measurement, in order to optimize the positive impacts of Repsol.



# Sustainable Development Goals

The **actions** that make up this **Plan**, defined taking into account the local context, contribute to supporting the **2030 Agenda** by addressing the following objectives:



# 2022 Sustainability Plan Summary

# 19

Total actions



Climate change

# 2



Environment

# 2



Innovation and technology

# 1



Safe and secure operation

# 4



People

# 9



Ethics and transparency

# 1

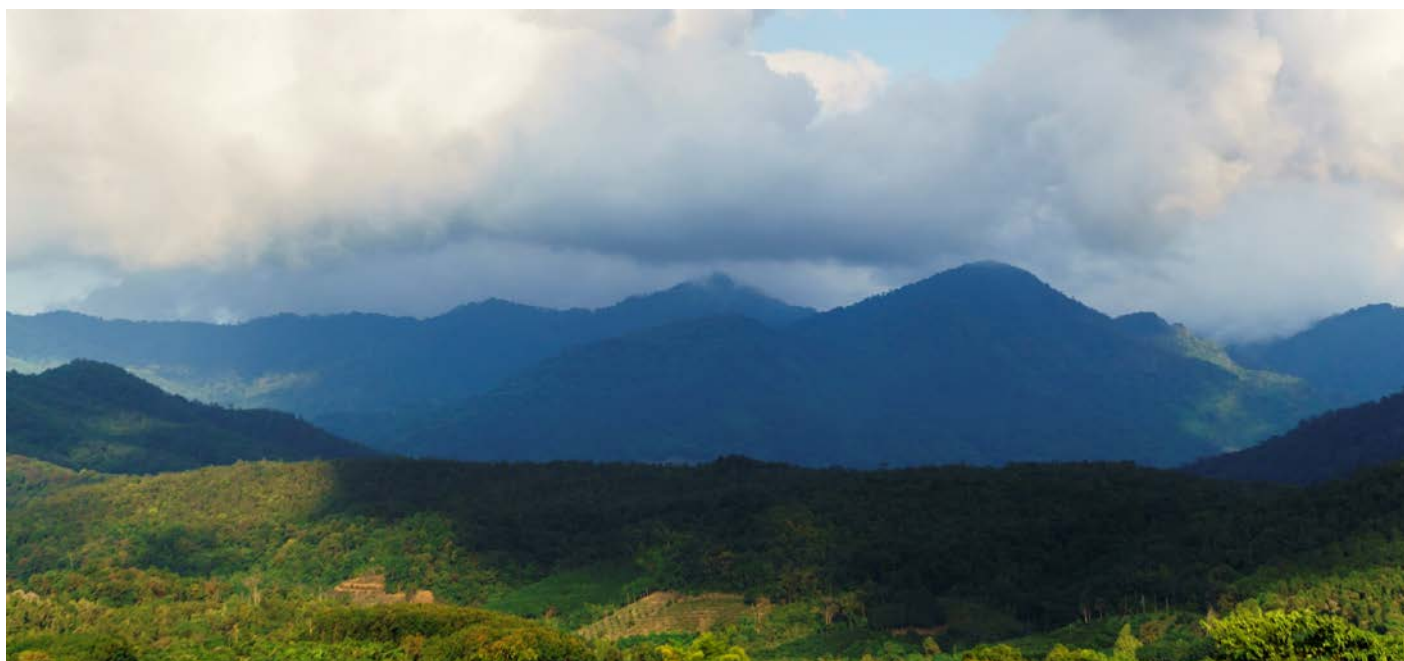
# Climate change

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. 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 CO<sub>2</sub> 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.



# Climate change → Actions



## Action

Share with non-operated assets, criteria and progress on reducing CO<sub>2</sub> emissions, in order to identify actions to improve the emissions inventory.



## Description

We will carry out a workshop to disseminate Repsol's main emission criteria and we will report on the plan to reduce emissions in assets operated based on the identification of operating processes to improve practices. This workshop aims to share the actions that Repsol Bolivia has carried out to identify and develop an emissions reduction plan.



## Indicators

Hold a training and dissemination workshop.



## Contribution to SGDs



# Climate change → Actions



## Action

Reduce greenhouse gas (GHG) emissions through the implementation of three projects for the reduction of 19.8 tons of CO<sub>2</sub> equivalent.



## Description

We will carry out initiatives to reduce GHG emissions, related to the reduction of gas burning by linking recycle compressors in the Margarita plant, operation with two turbogenerators to reduce the consumption of fuel gas, and in the Cambeiti field we will install a torch ignition system to ensure continuous gas burning, thus reducing methane emissions.



## Indicators

Execute three initiatives to reduce GHG emissions of 19.8 tons of CO<sub>2</sub> equivalent.



## Contribution to SGDs



## 2022 Sustainability Plan

# Environment

As part of our mission to be an energy company committed to a sustainable world, at Repsol we work prioritizing the necessary actions to minimize the environmental impacts. To this end, we optimize the resources usage that we use in our industrial processes and in our products manufacturing, including water, minimizing impacts on natural capital and biodiversity, air emissions and water discharges, as well as waste generation, giving them a second life whenever possible.

Preservation of natural capital and the implementation of the work model based on circular economy are key aspects when developing our activity. The impacts prevention and minimization, as well as the environment restoration in which our operations are developed, are basic tools in our environmental management. Our goal is to maintain our social license to operate, demonstrating that we are sustainable throughout our value chain, both in our projects and operations, as well as in the products and services we make available to our customers.



## 2022 Sustainability Plan

# Environment → Actions



### Action

Execute actions identified in the Biodiversity Action Plan (PAB) of the Caipipendi area referring to "Entomofauna" and waste and wastewater management.



### Description

As part of the Caipipendi Area Biodiversity Action Plan (PAB), we will carry out the studies: Entomofauna study and waste and wastewater management study. The studies will allow for research lines to learn about the biodiversity in the Caipipendi area, to establish guidelines and prioritization of subsequent work for the protection and conservation of biodiversity.



### Indicators

Obtain the final reports corresponding to both studies (Entomofauna / Waste and Wastewater Management).



### Contribution to SGDs



## 2022 Sustainability Plan

# Environment → Actions



### Action

We will promote circular economy initiatives in contractors that will execute the construction of gas collection and transportation lines for the Margarita 10 and Boycobo Sur wells North GTS (Gathering System) Project.



### Description

We will promote circular economy initiatives related to water and waste factors, within the contract corresponding to the construction of gas collection and transportation lines from the Margarita 10 and Boycobo Sur GTS (Gathering System) Norte wells, so that the contractor complies with them during project execution.



### Indicators

Quantify the results of the circular economy initiatives during the execution of the GTS Norte project.



### Contribution to SGDs



## 2022 Sustainability Plan

# Innovation and technology

Technological innovation is an essential lever for building more sustainable energy models and meeting the challenge of decarbonizing our products and services.

Repsol Technology Lab is one of the most cutting-edge private R&D models in Spain, working on the detection, validation and development of technologies that will help us achieve the ambitious goal of decarbonization that we have set ourselves as a company.

Our own research work is complemented by the Corporate Venturing investment fund and an open innovation strategy, establishing alliances with technology centers, companies and universities around the world.

In addition, Repsol participates together with its partners in the Oil&Gas sector in the OGCI Climate Investments (OCGI-CI), a vehicle for channeling committed investment of more than 1 billion dollars in startups with the aim of combating climate change by reducing greenhouse gas emissions associated with energy supply.

Also, since its creation in 2017, the Repsol Digitalization Program has maintained a firm commitment to Sustainability, contributing to the digital transformation of business units, generating value throughout the activity chain.



## Innovation and technology → Actions



### Action

Induction in digital education in three educational communities of the TCO IG (Community Land of Origin Itika Guasu) and communities neighboring our operations.



### Description

Continuing with the training in digitization, 3 induction workshops will be held in the neighboring units of Campo Margarita, aimed at young people from the Guaraní indigenous communities and young people from rural communities, in order to make them aware of the risks and opportunities presented by technology and digitization of communications.



### Indicators

Carry out three workshops, one in each educational unit of neighboring communities.



### Contribution to SGDs



# Safe and secure operation

Maintaining excellent safety performance is for Repsol a moral obligation and an indispensable condition in our operations. Our ambition has always been to avoid any harm or negative impact on people, the environment, neighboring communities and the facilities themselves.

Now, with the incorporation of new businesses and the transformation of our industrial assets to meet decarbonization targets, we are strengthening our safety processes and updating them for a changing environment. We rely on the robustness of our processes and the use of the highest standards, and complement them with a safety culture that promotes early identification and correction of unsafe conditions.

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.



## Safe and secure operation → Actions



### Action

Promote the culture and knowledge of safety in processes, through the monitoring and control of operational activities.



### Description

We will control through continuous monitoring the activities in our fields, in order to increase the safety culture and maintain adequate levels of personal accident rates and process safety, in order to have safe operations.



### Indicators

Carry out continuous monitoring and issue a monthly report of safety observations.



### Contribution to SGDs



## Safe and secure operation → Actions



### Action

Evaluate the level of implementation of the safety culture in the Caipipendi Block.



### Description

Carry out, through expert external consultants, evaluations and measurements of the level of implementation of the safety culture in the Caipipendi Block, identifying opportunities to strengthen the safety management model.



### Indicators

Carry out the evaluation of the level of implementation with a consulting company.



### Contribution to SGDs



## Safe and secure operation → Actions



### Action

We will reinforce the level of safety and safety culture by carrying out an emergency response drill in the Caipipendi Block operation.



### Description

We will continue to develop and exercise the emergency response plan in the Caipipendi Block, considering a scenario of an oil spill (condensate) in the Pilcomayo River, with the participation of the Incident Management Team (IMT) and Business Support Team (BST).

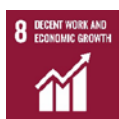


### Indicators

1. Conduct an emergency drill.
2. Issue an operating manual for spill control.



### Contribution to SGDs



# Safe and secure operation → Actions



## Action

We will promote the implementation of the Fair Culture project in the Bolivia Business Unit in order to anticipate, detect and correct unsafe conditions and latent risks in the operating processes.



## Description

We will start at the corporate level, with the implementation of the first phase of the "Fair Culture" project, and later continue with the other areas of the Bolivia Business Unit.

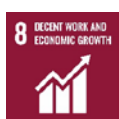


## Indicators

Initiate the Fair Culture implementation project.



## Contribution to SGDs



# People

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 management of diverse talent focused on the employee, work-life balance, 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 impacts for local people and, if such a thing does occur, doing everything possible to repair the damage done.





### Action

Reaffirm the commitment to our environment by refurbishing and painting homes in the communities neighboring Campo Margarita, the same ones that were part of the Healthy Homes Project.



### Description

We will carry out the adaptation and painting of thirty houses in Campo Margarita, in order to maintain optimal conditions of the houses where Guarani families live.



### Indicators

Condition, clean and paint 30 houses of Guarani families.



### Contribution to SGDs





### Action

Train contractors on sustainability, including the Sustainable Development Goals (SDGs), Human Rights (HR) and circular economy criteria.



### Description

We will hold a training session for suppliers on the subject of SDGs, human rights, circular economy based on Repsol's corporate governance in terms of sustainability.



### Indicators

Train 20% of the contractors who carry out work in the field on SDGs, human rights, circular economy.



### Contribution to SDGs





### Action

Updating knowledge on Human Rights (HR) issues for 100% of the personnel in the Purchasing and Contracts area of the Bolivia business unit.



### Description

We will carry out a training session for the staff of the Purchasing and Contracts area, on the subject of human rights, in accordance with the company's objectives and to identify possible improvements to the contractual clauses.



### Indicators

1. Provide training to 100% of personnel in the purchasing and contract areas on human rights issues.
2. Evaluate and identify opportunities to include in general specification sheets.



### Contribution to SGDs





### Action

Strengthen the well-being of employees, through the implementation of flexible teleworking, providing the necessary support tools.



### Description

We will review and update the flexible teleworking procedure, including the promotion of ergonomic facilities and implementing a communication and training plan.



### Indicators

Implementation of telework and evaluation of compliance.



### Contribution to SGDs





### Action

Review local COVID protocols, adapting them to the evolution of the health crisis and Bolivian regulations (vaccination, prevention measures, diagnostic tests, etc.).



### Description

We will monitor Covid-19 cases, promoting the vaccination of all staff, we will hold a tender to contract diagnostic testing services for all physical spaces (PCR, antigens and monitoring of employee cases).

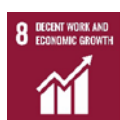


### Indicators

1. Review 100% compliance with the measures in the Biosafety protocol to avoid the risk of contagion.
2. Complete a tender to provide diagnostic testing services for all physical spaces.



### Contribution to SDGs





### Action

Continue with the strengthening and deployment of staff capabilities, implementing professional development plans for employees.



### Description

We will carry out a survey to evaluate the leaders and promote their development through the preparation of development plans appropriate to the identified needs.



### Indicators

Achieve 80% of staff evaluated with development plans.



### Contribution to SGDs





### Action

Establish a dashboard with health indicators that allows identifying and defining initiatives to improve the health and well-being of employees.



### Description

We will generate a health control panel that allows us, through health indicators, to determine, identify and establish actions to improve the well-being of employees. The following indicators stand out in the dashboard: covid-19 cases, annual medical examinations, catering quality survey, accident rate, vaccination.



### Indicators

1. Conclude and establish the health scorecard for the Bolivia business unit.



### Contribution to SGDs





### Action

Promote the gender perspective and equality in social investment projects to be carried out in the 2022 administration.



### Description

We will support the development of two social investment projects directly related to the gender perspective, a Caipipendi block project and another Monteagudo block project, thus reinforcing our commitment to the Sustainable Development Goal (SDG).



### Indicators

Carry out two social investment projects linked to gender equality.



### Contribution to SDGs





### Action

Promote and reinforce respect for and experience of human rights by disseminating the book "Human Rights and Repsol" among refinery employees and those around them.



### Description

We will publicize the Repsol human rights book corresponding to the year 2021 to show our path in these years as a guarantor of human rights in our operations and with our employees, communities and value chain.



### Indicators

Disseminate the book "Human Rights and Repsol" among employees and contractors.



### Contribution to SGDs



## Ethics and transparency

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 is essential to be consistently transparent.



## Ethics and transparency → Actions



### Action

Communicate to our stakeholders, through a management report, fiscal information related to tax payments in Bolivia, as well as relevant information on fiscal issues, in accordance with the required criteria, taking the EITI criteria as a reference.



### Description

Make a presentation on relevant information on tax issues and payments to the government to the local sustainability committee.



### Indicators

Present the management report to the local sustainability committee and other interested parties.



### Contribution to SGDs



# 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.





# 2022

Sustainability Plan