

2022

Sustainability Plan

Indonesia





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.

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

16

Total actions



Environment

5



Innovation and technology

1



Safe and secure operation

1



People

6



Ethics and transparency

3

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

Maintain environmental sustainability and clean air by providing plant seeds to communities around the operational area to be placed in the public spaces.



Description

We will conduct Go green movement with the communities around our operations by providing tree seeds to be planted in their surroundings. Some of the benefits from planting trees are the removal of CO₂, particles and other pollutants, the regulation of extreme temperatures, the conservation of soil and water and the increase of wildlife.



Indicators

Plant minimum 1,000 tree seeds around Repsol operations area in Indonesia, including Jakarta area, where Repsol office is located.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Perform the Repsol East Jabung Block Revegetation Project.



Description

We will continue the maintenance period of East Jabung Revegetation Project at the exploration activities affected area of road accesses and well pads (Ayu-1, Elok-1 and Anggun-1). The program was designed for three years to cover around 625 ha with a total of 14,300 planted seeds. In 2021 100% plant seeds were planted and in 2022 we will make sure 80% of seeds keep growing.



Indicators

1. Perform a coordination and regular inspection by Repsol and Government.
2. Achieve and maintain a minimum of 80% growing seeds planted at site.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Prevent impacts to people and environment in Southeast Jambi and Andaman Block by requesting the environment permit UKL-UPL.



Description

We will develop the Environment Management Efforts and Environment Monitoring Efforts (UKL-UPL) to obtain an environment licence for the Southeast Jambi and Andaman Block, in accordance to the approved environmental permit's matrix requirements from Government.



Indicators

1. Finalize the monitoring report and have it accepted by the government body.
2. Obtain acceptance of the final UKL-UPL implementation and monitoring report by the Ministry of Environment and Forestry.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Obtain environmental permits for the Plan of Development I (POD I) of the Sakakemang Development Project.



Description

We will perform an Environmental Impact Analysis (AMDAL) and Environmental Management / Monitoring Plan of Repsol Sakakemang POD I Development Project. The Environmental Analysis will be performed in accordance with POD I Document Approval by the Government.



Indicators

Get approval of Environmental Impact Analysis (AMDAL) of Sakakemang POD 1 Development Project by the Ministry of Environment and Forestry.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Reduce the impact of waste water discharges by applying a proper water disposal management.



Description

We will treat 110.000 barrels of contaminated water at Kaliberau Dalam 3X Water Pond after the completion of the drilling activities. The treatment will ensure the water achieve the right quality specifications prior to discharge into the environment, in accordance with local environmental regulation and internal standards.



Indicators

Complete the treatment of 110,000-barrel contaminated water at Kaliberau Dalam 3X water pond.



Contribution to SGDs



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

Drive continuous improvement in our innovation and technological development.



Description

We will advance our goal of providing Petro Technical vendor managed hardware and software service that will improve efficiency (time and cost) and add value with scalability, accessibility and collaborative capacities. The hardware and software service concept was developed in 2021 and it will be implemented once we obtain the approval from the regulatory body.



Indicators

1. Get approval from Government regulatory body.
2. Implement the cloud collaboration environment for Petro Technical user's system.



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

Assess safety risks associated to the exploration drilling project Rencong 1X at Repsol Andaman B.V.



Description

We will perform a comprehensive hazard identification analysis in the exploration drilling project Rencong 1X. We will ensure hazards and risks associated with the activities have been identified and controlled.



Indicators

1. Organize a workshop with all personnel involved with the exploration project activities.
2. Elaborate a hazard Identification document.



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

Help increase the educational motivation and capacity of students around the operational area.



Description

We will conduct the session *Repsol Goes to School* in a senior high school. It will be an introduction to the upstream oil and gas industry, where we will share experiences, motivation, and enthusiasm for students to increase its willingness to increase capabilities.



Indicators

1. Conduct one session of Repsol Goes to School with at least 3 h session per participant.
2. Reach a participation of 50 students.



Contribution to SGDs





Action

Prevent child labour in our contractors.



Description

We will request our contractors information regarding their commitment to combat child labour. Engagement with suppliers, effective communication and building a trustworthy relationship are key for identifying and addressing child labour.



Indicators

Make sure all bidders in our tender process in 2022 submit a signed certificate with the commitment to prevent child labour.



Contribution to SGDs





Action

Implement and monitor Covid-19 Response through the Jakarta Office Protocol and Vaccine Booster Program.



Description

We will monitor and provide necessary support for employees in dealing with Covid-19 situation in alignment with Government regulation and Repsol standard. We will ensure the proper implementation of the Office Protocol and the Vaccine Booster Program for employees and families.



Indicators

1. Develop the updated Jakarta Office Covid-19 Protocols.
2. Perform Covid-19 Vaccine Booster Program for employees, dependents and parents reaching 75% of the total eligible receivers.



Contribution to SGDs





Action

Foster employee engagement and development.



Description

We will continue to maintain employee engagement and motivation through proper identification and deployment of people initiatives identified in the culture survey.



Indicators

1. Develop an action plan based on the culture survey result.
2. Start the implementation based on the timeline for each initiative.



Contribution to SGDs



2022 Sustainability Plan

People → Actions



Action

Implement flexible teleworking in Jakarta office.



Description

As part of continuously promoting work-life balance for employees, we will support the evolvement of teleworking that has been trialed in 2021 into flexible teleworking in Indonesia.



Indicators

Develop and implement the flexible teleworking policy and procedure in 2022.



Contribution to SGDs





Action

Promote remote working culture and roll out the Remote Work Playbook program.



Description

We will conduct a training session on remote work for employees to share the Remote Work Playbook. It includes the key principles, guidelines and etiquette to support the remote work in order to achieve the sustainable remote work implementation, with the objective to improve employees' work-life balance, enhance employees' productivity and generate high-performing remote teams.



Indicators

1. Conduct a remote work session in Jakarta office attended by 80% participants with at least 1.5h training per employee.
2. Identify the remote work team rules.



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. 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.



Ethics and transparency → Actions



Action

Promote ethics and transparency on the land acquisition process.



Description

We will carry out a socialization on the land acquisition process to the landowners and stakeholders. We pursue transparency, credibility and the creation of value for society, while fulfilling our standards and the Government requirements.



Indicators

1. Achieve 100% attendance of landowners and stakeholders in planning stage socialization.
2. Achieve 100% attendance of landowners and stakeholders in preparation stage socialization.
3. Achieve 100% attendance of landowners and stakeholders in execution stage socialization.



Contribution to SGDs



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.

In 2021 we established a Committee of 25 people and six of them were certified. In 2022, we will continue with the certification process.



Indicators

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



Contribution to SGDs



Ethics and transparency → Actions



Action

Promote good governance practices by socializing the new Expenses and Advances Report procedure to Jakarta office employees.



Description

We will carry out the socialization on new Expenses and Advances report procedures and introduce the new format to accommodate easy tracker for expenses related to gifts and entertainment and interactions with public officials. The session will raise awareness of the connection of the expenses and advances claim with the compliance matters within the employees of Indonesia Business Unit.



Indicators

Achieve 90% of Jakarta office employees attending the session.



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