



# OVERVIEW

2018  
SUSTAINABILITY  
PLAN  
Malaysia



# 2018 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** / 100% **Fulfillment**



**Ethics and transparency**

4 ACTIONS



**People**

6 ACTIONS



**Safe operation**

4 ACTIONS



**Environment**

3 ACTIONS



**Climate change**

1 ACTION



**Innovation and technology**

3 ACTIONS

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

# 2018 Sustainability Plan

## Noteworthy projects



### At Repsol, we contribute to sustainable development

by seeking to satisfy the growing demand for energy, which is essential for the fulfilment of people's fundamental rights, and by creating value in both the short and long term.

### Scholarship Program

Since 2008, Repsol has awarded full scholarships to undergraduate & postgraduate students from 4 local public universities. In 2018, we have awarded 20 scholarships to undergraduates.

To date, we have funded 138 scholars of which 15 have been recruited by Repsol. Estimated more than RM3.9 million has been disbursed for this program.



### Thalassaemia Awareness Campaign

Thalassaemia is a genetic blood disorder disease that affected some communities in Malaysia. In collaboration with Ministry of Health, we have sponsored the national campaign to raise public awareness on the importance of prevention and control of Thalassaemia in the country. Whereas in Sabah, we continue to organise a Thalassaemia awareness and healthy lifestyle campaigns in collaboration with the Health Department and the Sabah Thalassaemia Society to reach out to the vulnerable communities in the state of Sabah.





# PRESENTATION

2018  
SUSTAINABILITY  
PLAN  
Malaysia



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### 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

## Preparation of this Plan



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



### Ethics and transparency

We act responsibly and with integrity wherever we operate



### People

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



### Safe operation

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



### Environment

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



### Climate change

We want to be part of the solution to climate change



### Innovation and technology

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

### 2018 Sustainability Plan Malaysia

# 21

Actions



**Ethics and  
transparency**

**4 ACTIONS**



**People**

**6 ACTIONS**



**Safe  
operation**

**4 ACTIONS**



**Environment**

**3 ACTIONS**



**Climate  
change**

**1 ACTION**



**Innovation  
and technology**

**3 ACTIONS**

This plan responds to the **expectations identified by the Company's stakeholders**, among which we can highlight the following:

- The company should be transparent and have good governance practices
- The company should be a responsible and model corporate citizen
- The company should support work life balance among its employees
- The company should minimize its impact to the environment and communities

95% of the actions included in this plan are linked to the variable remuneration system applied to Repsol's employees, which constitutes the Company's unequivocal commitment to the effective maximization of its contribution to sustainable development

## 2018 Sustainability Plan

### Sustainable Development Goals



The **actions** that make up this **Plan** help support the United Nations' **2030 Agenda** by addressing the following Sustainable Development Goals (SDG):



**Good Health and Well-Being.** This plan contributes to the reduction of non-communicable diseases and the promotion of mental health and well-being among our employees (target 4).



**Quality Education.** The contribution to this goal focuses on initiatives to increase the number of youth with relevant skills for employment (target 4).



**Affordable and Clean Energy.** This plan includes actions to improve in energy efficiency (target 3).



**Decent Work and Economic Growth.** This plan includes initiatives aimed at encouraging the growth of micro-, small- and medium sized enterprises (target 3), achieving decent work (target 5), and promoting a safe and secure working environment (target 8).



**Industry, Innovation and Infrastructure.** This plan includes initiatives which contribute to this goal by enhancing scientific research and upgrading technological capabilities (target 5) and by supporting domestic technology development research and innovation (target B).





**Responsible Consumption and Production.** The contribution to this goal is carried out through initiatives to reduce waste generation (target 5), and to ensure that people have the relevant information and awareness for sustainable development and lifestyles in harmony with nature (target 8).



**Climate action.** We contribute to this goal by integrating climate change measures into our strategies (target 2).



**Life below water.** This plan includes specific actions to avoid adverse impacts on marine and coastal ecosystems (target 2).



**Peace, Justice and Strong Institutions.** This plan commits actions to reduce corruption and bribery (target 5), and develop effective, accountable and transparent institutions (target 6).



**Partnerships for the goals.** Some initiatives of this plan focuses on encouraging public, public-private or civil society partnerships (target 17).

#### 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.

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.



Good governance practices

Transparency

Responsible tax policy

Anti-corruption

Fair competition

Responsible political involvement

Fair marketing and sales



### ACTION

Assess potential anti-bribery and corruption risks in our activities in Malaysia.

### DESCRIPTION

We will carry out an anti-bribery and corruption risk assessment to review our procedures and practices in Malaysia and to understand how effectively Repsol's controls and procedures are being implemented in the region.

This review will also identify areas of risk to mitigate and hopefully eliminate those risks.

### INDICATOR

Have the assessment carried out before the end of the year.

### WHAT HAVE WE ACHIEVED?



We have presented the ABAC (Anti-bribery and corruption) Assessment Report, carried out by Ernst&Young, to the Senior Management Team in October 2018. Findings in the report will be discussed further to develop action items to address/ mitigate the findings.

We have rolled out the Compliance Programme under Legal Services. Legal has already rolled out the revised Gifts & Entertainment Policy as part of the regional roll out in November 2018.

### CONTRIBUTION TO THE SDGs:



## ACTION

Disseminate the Malaysia Sustainability Plan to all key stakeholders.

## DESCRIPTION

We will share our Sustainability Plan with all our key stakeholders, from the government authorities, to the communities and NGO.

## INDICATOR

Distribute the Plan before the end of the year.

## WHAT HAVE WE ACHIEVED?



We have distributed the Sustainability Plan to 40 main stakeholders in Peninsular & Sabah/Labuan from the governments, PETRONAS-regulator, partners, state and local authorities and agencies, NGOs and also to 87 main Repsol contractors.

## CONTRIBUTION TO THE SDGs:





## ACTION

Disseminate the Repsol new Code of Ethics and Business Conduct among contractors.

## DESCRIPTION

We will share the Repsol Code of Ethics and Business Conduct with our contractors because we consider it essential to spread our ethical, social and environmental standards among our partners.

## INDICATOR

Have the Code of Ethics and Business Conduct verified and approved by legal.

Send the Code of Ethics and Business Conduct to all Repsol active contractors.

Hold a contractors forum before end of the year.

## WHAT HAVE WE ACHIEVED?



We have disseminated the Repsol new Code of Ethics and Business Conduct, which has been vetted by Legal Services, during the 2018 Contractor Engagement Forum on 5th December 2018.

## CONTRIBUTION TO THE SDGs:



## ACTION

Enhance ethics and integrity among tertiary students.

## DESCRIPTION

We will organize an ethics and integrity workshop for university students from one of the partner universities in order to promote ethical conducts among them.

## INDICATOR

Organize the workshop before the end of the year.

## WHAT HAVE WE ACHIEVED?



We have organized an ethics and integrity workshop at the University Sains Malaysia, with Malaysia Anti-corruption agency and Integriti Malaysia, for 100 geophysics students; and at the University Malaysia Sabah (UMS), with the University's Student Affairs & Alumni Department, for 200 undergraduates. We aim at promoting ethical conduct as well as sharing Repsol's general business principles.

## 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, 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.



Respect for Human Rights (labor rights and employment conditions, health, rights of vulnerable groups and others)

Grievance mechanisms

Diversity and work-life balance

Climate and talent retention

Opportunity management (training and development, dialogue with communities, and social investment)



### ACTION

Benefit the fishermen through multistakeholder collaboration to improve security and safety in our offshore platforms.

### DESCRIPTION

We will collaborate with Petronas, the Malaysia Maritime Enforcement Agency (MMEA) and Fishing Authorities to design a plan to avoid fishing close to the oil & gas offshore platforms in Sabah.

Alternative routes of fishing with tuna tramps will be developed far from the platforms to ensuring the security and the safety in the platforms for the fishermen.

### INDICATOR

Sign an agreement for Programme 'Sahabat Maritime' with the Malaysia Maritime Enforcement Agency.

### WHAT HAVE WE ACHIEVED?



Petronas signed an agreement for Programme "Sahabat Maritim" with Malaysia Maritime Enforcement Agency (MMEA). As contractor to Petronas, we are subject to collaborate as partners in the program, and start the activity in 2019.

### CONTRIBUTION TO THE SDGs:





### ACTION

Collaborate with universities to provide scholarships to students.

### DESCRIPTION

We will sign an agreement with five local universities to provide scholarships to its students. We will contribute to the nation talent pool by promoting students' development of skills for employment.

### INDICATOR

Sign the agreements before the end of the year.

### WHAT HAVE WE ACHIEVED?



We have continued to provide scholarships to 48 scholars from four partner universities namely University of Malaya, University Sains Malaysia, University Malaysia Sabah & University Teknologi Malaysia and awarded new scholarships to 20 students from five partner universities (addition of University Malaysia Terengganu in 2018). We have signed the new agreements with the five universities to provide scholarships to their students.

### CONTRIBUTION TO THE SDGs:



### ACTION

Develop and implement the “Repsol Wellness Promotion Program” for employees.

### DESCRIPTION

We will promote health and well-being among our employees with our "Repsol Wellness Promotion Program". We will organize “Lunch & Learn” sessions for Repsol Kuala Lumpur employees and the topics will range from nutrition to work-life balance and cancer awareness.

### INDICATOR

Organize three “Lunch & Learn” sessions and one Cancer Awareness campaign.

### WHAT HAVE WE ACHIEVED?



We have organized a cancer awareness talk and three Healthy Eating sessions, with 63 participants; and a physical exercise session (body workout) with 84 participants. The sessions were held in the office (Kuala Lumpur & Kemaman Supply Base).

### CONTRIBUTION TO THE SDGs:



### ACTION

Help our employees develop skills to manage and adapt to change.

### DESCRIPTION

We will launch a Resilience Engagement Program to promote the process of adapting to personal or professional changes and challenges.

It will address the three related levels of resilience-building, personal, group and organization. Skills can be enhanced and applied proactively in a personal and professional environment, driving our thoughts and actions, and a 'positive capacity to cope' facilitates a state of thriving.

### INDICATOR

Carry out two change management activities for employees before end of the year.

### WHAT HAVE WE ACHIEVED?



We have conducted two sessions as part of the program. The workshop "Nurture a positive view of yourself" focused on the identification of positive and negative state of mind, awareness of one's communication and how it impacts others, and creation of positive mindset. The workshop "Taking care of yourself" focused on the importance of paying attention to one's needs and feelings, work-life balance and the importance of setting up mental image of our goal or desired outcome to facilitate change.

### CONTRIBUTION TO THE SDGs:



### ACTION

Promote a healthy working environment among our employees.

### DESCRIPTION

We will organize a companywide Treasure Hunt activity for employees. This recreational activity will be a tool to promote team cohesiveness and improve the work environment, as well as foster well-being and a work-life balance.

### INDICATOR

Organize the activity before the end of the year.

### WHAT HAVE WE ACHIEVED?



Repsol Explorace Challenge was organised in August 2018 to promote fun and a healthy working environment among our employees. More than 40 staff participated in this first ever Explorace event. In this challenge, the participants explored surrounding KLCC (Kuala Lumpur City Centre) area by foot with exciting tasks and pit stops designed.

### CONTRIBUTION TO THE SDGs:





### ACTION

Support social investment initiatives to improve health conditions of local communities.

### DESCRIPTION

We will enhance the value of the Thalassemia Program in raising awareness and more informed public by supporting national level initiatives and collaborating with the Ministry of Health. The Thalassemia Program is a nationwide program created to increase awareness and reduce the spread of this genetic blood disorder that afflicts both adults and children.

### INDICATOR

Organize the program before the end of the year.

### WHAT HAVE WE ACHIEVED?



We have collaborated with the Ministry of Health to raise public awareness on the importance of control and prevention of Thalassemia during the 2018 Thalassemia Awareness Day in Kuala Lumpur. Whereas in Sabah, we have organised one Thalassemia awareness and healthy lifestyle campaign, in collaboration with the Health Department and the Sabah Thalassemia Society, to reach out to the vulnerable communities in promoting awareness to help in reducing the spread of this genetic blood disorder.

### CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

In pursuit of our goal of **Zero Accidents**, we demand a high level of safety in our processes and facilities, paying special attention to the protection of the people and the environment around us. We apply stringent measures during the design and maintenance of our facilities. We carry out risk analyses following best practices at the international level, manage our response to emergencies efficiently, and provide appropriate training to our employees. In addition, we consider anticipative safety measures key to preventing major industrial accidents.

When we speak about safety, we do not limit ourselves to our facilities, but also refer to raising awareness among **our suppliers and contractors**.

Our commitment in this area is evidenced by the fact that safety objectives determine our **employee's performance-based compensation** by anywhere from 10% to 20%.

Below, we list the actions that show our commitment to safety and our goal of Zero Accidents.

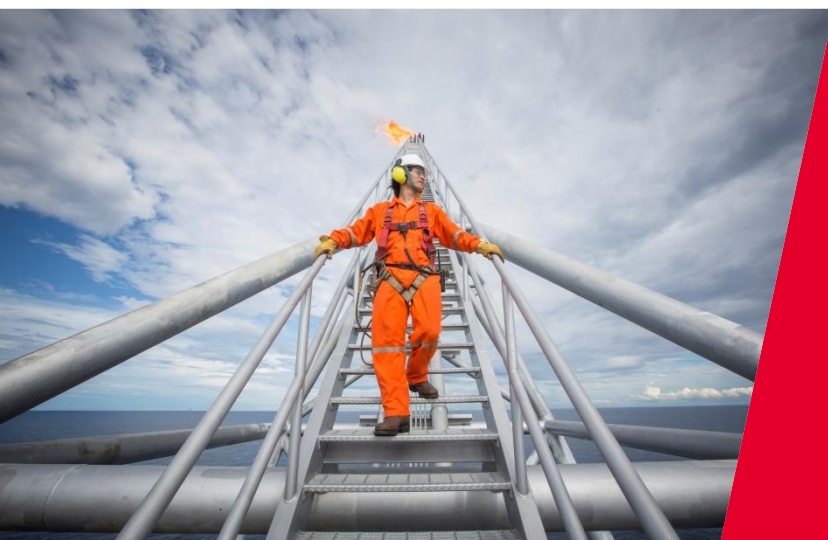


Prevention of personal, process,  
and transportation accidents

Incident Management

Emergency management

Safety in product use



### ACTION

Enhance emergency preparedness and oil spill response.

### DESCRIPTION

We will carry out training and compliance assessments of our platforms (Tactical Response Team) and office (Incident Management Team/Business Support Team) focused on emergency response team preparedness.

### INDICATOR

Train the Incident Management and the Business Support Teams.

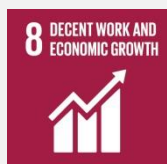
Carry out compliance assessments of two platforms and one supply base against our Emergency Drill Procedure.

### WHAT HAVE WE ACHIEVED?



We have carried out compliance assessments to the 55 emergency drills which were conducted along the year at our operated assets (platforms and supply bases). Overall, the emergency drills covered 12 from 16 potential emergency scenarios related to our operations. Additionally, a training session was conducted to new members of the Incident Management Team.

### CONTRIBUTION TO THE SDGs:



### ACTION

Enhance our Preventive Safety Observations culture.

### DESCRIPTION

We will promote a higher level of engagement and contribution to our Preventive Safety Observation Program from all levels of staff and contractors in all our facilities, including our office in Kuala Lumpur.

### INDICATOR

Carry out monthly monitoring and feedbacks on supervisory and contractor's contribution to safety observation cards in all facilities.

### WHAT HAVE WE ACHIEVED?



The Preventive Safety Observation (PSO) was rolled out to all HSE (Health, Safety and Environment) Coordinators in June 2018 with the intention for them to lead the training of supervisory staff at their respective worksites (platforms and supply bases). As of end 2018, a total of 52 PSO were recorded in our system Synergi. Hazards hunt (onsite safety observation) were also conducted through submission of Repsol Observation Card which recorded a total of more than 42.000 submissions in 2018.

### CONTRIBUTION TO THE SDGs:



### ACTION

Enhance our hazard management process to improve process safety in our assets in Malaysia.

### DESCRIPTION

We will continue improving our process safety performance through inspection programs, flange management, corrosion management plans, management of small bore connections and corrosion under insulation monitoring.

### INDICATOR

Conduct Hazard Management Training for Malaysia Business Unit.  
Review & Deliver Hazard Management Plan 2018 Commitment.

### WHAT HAVE WE ACHIEVED?



We have conducted risk assessment trainings for engineering, operations and HSE (Health, Safety and Environment) teams and reviewed and established asset based Hazard Management Plan, completing Hazard identification (HAZID) and Safety & Environmental Critical Element (SECE) revalidation for PM-3 South and PM-3 North.

Also, we have established Process Safety Management framework, Management Change Taskforce and Technical Authority framework/critical position for SECE.

### CONTRIBUTION TO THE SDGs:



### ACTION

Foster safety among our contractors.

### DESCRIPTION

We will engage with all the levels of management of our high and medium risk contractors to improve our performance in terms of safety. We will review and revise the contractor HSE (Health, Safety and Environment) management procedure in line with Exploration and Production new procedure and we will organize the HSE Annual Forum.

### INDICATOR

Conduct monthly engagement with drilling & wells, operation and marine contractors.

Revise the contractor HSE management procedure with enhanced contractor management processes by end of the year.

### WHAT HAVE WE ACHIEVED?



We have organized three forums with senior management teams from key contractors: i) CEO HSE Forum to engage and lay expectations on contractors, ii) Marine Forum and iii) Monsoon Safety Campaign Forum to roll out safety campaign for monsoon period. We have conducted monthly engagement meetings in three different groups – Marine, Drilling & Wells, Operations & Engineering. We have also reviewed and revised the HSE management procedure with enhanced contractor management processes.

### CONTRIBUTION TO THE SDGs:





### At Repsol, we contribute to sustainable development...

At Repsol, we share society's concern regarding the need to care for the environment in which we live. We seek to **minimize the impact of our operations** by adopting a low-emissions strategy, optimizing water management, reducing the contaminant load of spills, managing waste appropriately, improving prevention and response systems during spills, and considering biodiversity to be a key component.

We've taken on the commitment to use the resources involved in our operations efficiently and in a more circular fashion. In 2016, Repsol set a new challenge: to seek Circular Economy opportunities that promote the sharing economy and represent an alternative to the linear economy of extracting, using, and throwing away.

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



Efficient management of natural  
resources

Environmental impact  
minimization



### ACTION

Prevent and mitigate environmental impacts in our exploration activities.

### DESCRIPTION

We will evaluate the potential environmental impacts of our drilling activities for Block SB309 to be able to find ways and means to prevent and mitigate adverse impacts.

To this end, we have appointed an environmental consultant to conduct an Environmental, Social and Health Impact Assessment (ESHIA) for SB309 exploration drilling activities.

### INDICATOR

Complete the EIA report for SB 309 by May 31, 2018.

### WHAT HAVE WE ACHIEVED?



We have completed the ESHIA for SB309 exploration drilling activity as planned. To allow a better risk assessment, the ESHIA process includes offshore baseline sampling, engagement with various regulators, oil spill dispersion modelling and drill cutting dispersion modelling.

### CONTRIBUTION TO THE SDGs:



### ACTION

Promote environmental awareness among schoolchildren.

### DESCRIPTION

We will collaborate with the Department of Environment (DOE) Sabah to promote sustainability initiatives among schoolchildren in Sabah and Labuan in order to raise awareness for environmental conservation.

### INDICATOR

Organize one engagement each for primary school students in Sabah and Labuan before end of the year.

### WHAT HAVE WE ACHIEVED?



We have organised two environmental awareness programmes, one each in Sabah and Labuan for the year 2018, in collaboration with Department of Environment (DoE). The programme in Sabah was held in conjunction with World Earth Day celebrations, while the Labuan programme was held as part of the National Environmental Day 2018, with the overall objective of promoting environmental conservation among the approximately 300 participants, who were drawn from 12 - 17 year old schoolchildren.

### CONTRIBUTION TO THE SDGs:



### ACTION

Promote the minimization of all types of waste in our operations.

### DESCRIPTION

We will conduct in-house environmental awareness and waste management trainings for offshore and onshore supply base crew to ensure they have the tools and knowledge required to minimize waste generation.

### INDICATOR

Conduct four in-house environmental awareness and waste management trainings sessions.

### WHAT HAVE WE ACHIEVED?



We have conducted In-house environmental awareness and waste management training as part of Offshore Safety Induction Program at TATI University College. A total of eight sessions were conducted, with 510 participants who are supporting 2018 PM3 CAA Shut Down event.

### CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

Repsol actively shares society's concern for the **effect that human activity is having on the climate**. Our challenge is to supply energy in a safe, efficient, and accessible manner, reducing greenhouse gas (GHG) emissions.

To do so, we have made a commitment to **use energy efficiently** at our facilities and in our operations. We have implemented energy management systems that comply with the ISO-50001 standard at our facilities, along with plans to reduce GHG emissions, and our aim is to reduce CO<sub>2</sub>e emissions by 5 million metric tons every year from 2005 to 2020.

We encourage the use of **natural gas** to impel an orderly transition to a low-emission future, as well as the **capture, use, and storage of carbon** as a means of mitigating climate change. Repsol is part of the Oil and Gas Climate Initiative (OGCI), which aims to share the best practices and technological solutions, and the OGCI Climate Investment fund, which will invest \$1 billion over the next 10 years to finance the development of GHG emission-reducing technologies.

Below, we list the actions in the Sustainability Plan related to this axis.



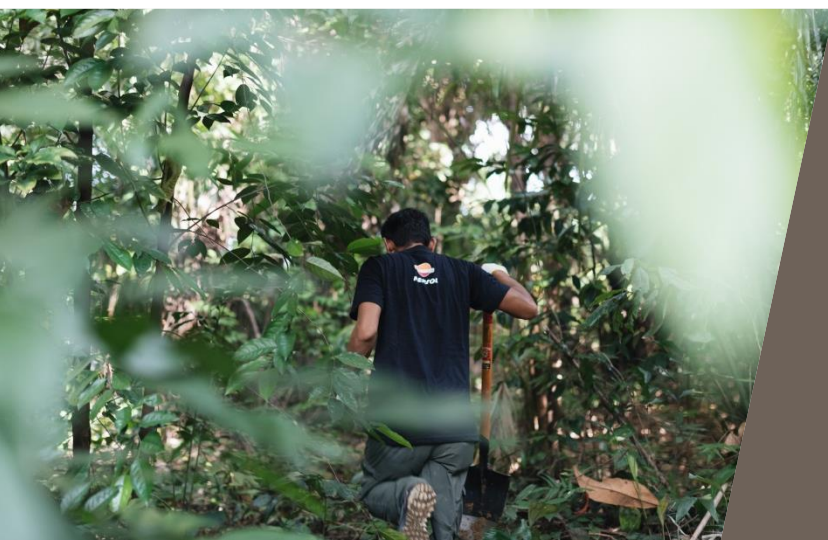
Efficient energy management

Drive the reduction of GHG emissions

Encourage the use of natural gas in electricity generation

Sustainable mobility

Low-emissions economy model



### ACTION

Contribute to the Company commitment with the CO<sub>2</sub> emissions reduction.

### DESCRIPTION

We will find opportunities to reduce the GHG (Greenhouse Gas) emissions from the assets of the Malaysia Business Unit by establishing a plan for energy efficiency projects for 2018.

### INDICATOR

Reduce the GHG equivalent emissions from the PM3 asset.

Improve the roadmap for GHG emissions reductions.

### WHAT HAVE WE ACHIEVED?



We have completed a study where all possible options to reduce GHG emissions were evaluated (Visualization phase). All options were presented with three options shortlisted to be taken into the following phase (Conceptualization phase), with no Class 1 Findings. Conceptualization phase study has now commenced and will be completed in 2019. This is an ongoing project.

### CONTRIBUTION TO THE SDGs:





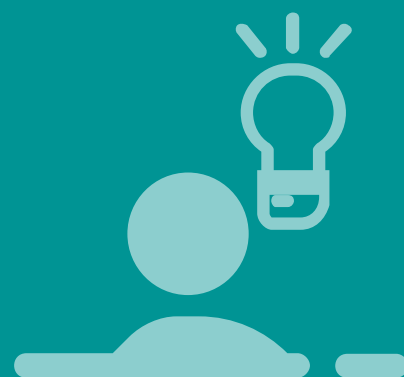
### At Repsol, we contribute to sustainable development...

A sustainable future requires **companies that invest in science and technology** to meet the current and future energy challenges through real solutions. We believe in technological innovation as a way to build more efficient and environmentally sustainable energy systems.

At Repsol, we are committed to building a **network of partnerships with universities and research centers**. This promotes the implementation of ambitious ideas that enable us to confront the challenges we are facing and build a sustainable future, in line with our commitment to the environment.

Similarly, we forge alliances and contribute to the growth of companies in emerging areas related to bioenergy, sustainable mobility, energy storage, energy efficiency, and renewable sources of energy.

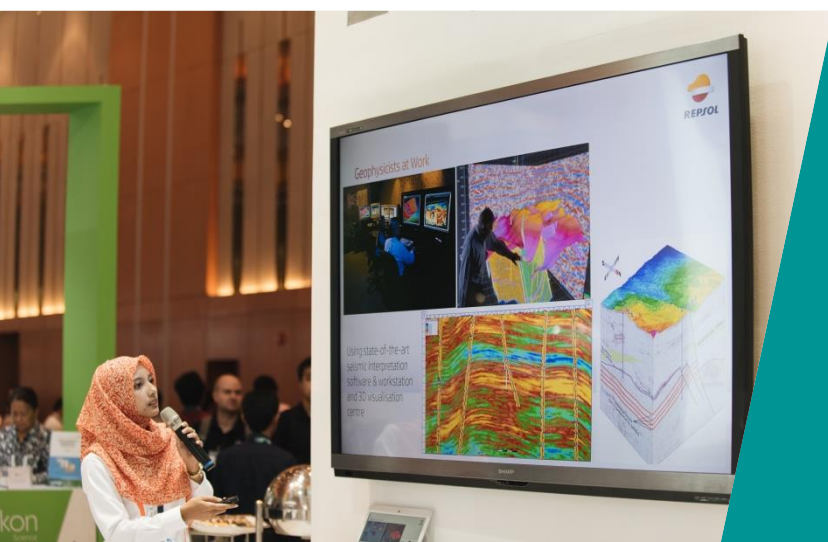
This Sustainability Plan includes a commitment to the following actions, in step with the lines of work that Repsol has set on this axis of sustainability.



Boost innovative activity

Use of new technologies

Promote training and facilitate the development of the environment



### ACTION

Foster innovation at universities.

### DESCRIPTION

We will support Petronas and the Society of Petroleum Engineers (SPE) during the Offshore Technology Conference (OTC) Asia 2018 to create a platform for 12 universities globally to compete in University Research & Development Challenge competition with the objective to deliver creative innovations for the oil & gas industry.

### INDICATOR

Organize and complete the program by 1Q 2018.

### WHAT HAVE WE ACHIEVED?



We have sponsored University R&D Challenge & Showcase at OTC Asia 2018. Ten teams from 10 local and regional universities competed on best Innovation & Technology in area of oil & gas. University Teknologi Petronas, Malaysia, emerged as Champion.

### CONTRIBUTION TO THE SDGs:



## ACTION

Promote technical transfer of knowledge to our main partners in Malaysia.

## DESCRIPTION

We will encourage collaboration and sharing of expertise and technology between Petronas and our Repsol Technology Center in Madrid.

## INDICATOR

Organize two field trips for the Petronas Malaysia Petroleum Management team to visit the Repsol Technology Center in Madrid.

## WHAT HAVE WE ACHIEVED?



Besides completing training commitments to Petronas and carrying out the development & deployment of Pilot Digital Learning Modules, we have organized geological fieldwork over areas of interest in Spain and Repsol Tech Center visits in Madrid in April 2018. Additionally, the MPM Field Operating Management (MFOM) field trip to Stavanger, Norway, in November 2018, was attended by 10 senior management of Petronas. We have positively impacted and enhanced their competency.

## CONTRIBUTION TO THE SDGs:



### ACTION

Support and participate in Petronas Vendor Development Programme (VDP).

### DESCRIPTION

We will work on developing framework for Repsol VDP to support Petronas initiative.

The VDP is an incubation program introduced in 1993 to boost local participation in the industry, especially by the small and medium enterprises (SMEs). Under the program, Petronas guides and set up requirements needed for the SMEs to become more competitive and skill-up their capabilities to meet industry requirements.

### INDICATOR

Sign Memorandum Of Understanding (MOU) with Petronas before end of the year.

### WHAT HAVE WE ACHIEVED?



We have signed VDP Memorandum Of Understanding (MOU) with Petronas on 31st July 2018. We have participated in Sabah State VDP launching on 27th October 2018.

### CONTRIBUTION TO THE SDGs:



### **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.



