



OVERVIEW

2018

SUSTAINABILITY
PLAN

Repsol Angostura



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:

7 Actions / **57%** Fulfillment



Ethics and transparency



2 ACTIONS



People



3 ACTIONS



Environment



1 ACTION



Climate change



1 ACTION

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...

Repsol Angostura's Sustainability Plan included seven main activities. The three noteworthy projects were as follows;

Become a Donor Campaign

The Become a Donor Campaign was launched in 2018 in conjunction with Kidney Recipient Support Group. The objective of this program is to increase awareness of organ donation in Trinidad and Tobago. This project works in conjunction with the Repsol Fundacion project in Trinidad where DTI (organ transplant group out of Barcelona) provides training and support to the medical facilities and personnel in Trinidad.



Spanish Culture Initiative

In 2018 Repsol was the Platinum Sponsor for the Spanish Culture Initiative planned and executed by the Spanish Embassy of Trinidad and Tobago. This event brought the Spanish dance of Flamenco to Trinidad in a very well attended evening show at the National Academy of Performing Arts. This event donates funds to a NGO and this year the Kidney Recipient Support Group of Trinidad and Tobago received the donations.

Promote a Healthy Lifestyle

In 2018 employees at repsol Angostura wanted to focus on establishing a Healthy Lifestyle. A Nutrition Coach was hired for a 12 week period to help employees set healthy objectives and achieve them. The program was successful





PRESENTATION

2018 SUSTAINABILITY PLAN

Repsol Angostura



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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 Repsol Angostura

7

Actions
✓ —
○ —
○ —
○ — **Ethics and
transparency****2 ACTIONS** **People****3 ACTIONS** **Environment****1 ACTION** **Climate
change****1 ACTION**

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

- Foster an ethical and transparent behaviour.
- Influence stakeholders to fight against corruption and fraud.
- Promote social development in our local communities.
- Minimize environmental impacts.
- Strengthen our commitment in operational safety through NGOs contributions.

2018 Sustainability Plan

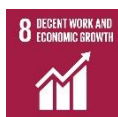
Sustainable Development Goals



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. The contribution to this goal is focused on reducing premature mortality by promoting mental health and well-being (target 4).



Decent Work and Economic Growth. This plan includes initiatives aimed at promoting development-oriented policies (target 3) and protecting labor rights and promoting safe and secure working environments for all workers (target 8).



Reduced Inequalities. This plan promotes social and economic inclusion in the areas where we operate (target 2).



Responsible Consumption and Production. The contribution to this goal takes the form of the reduction of waste generation through prevention, reduction, recycling and reuse (target 5).



Climate action. This plan improves education and awareness-raising on climate change mitigation, adaptation, impact reduction and early warning (target 13).



Peace, Justice and Strong Institutions. This plan commits actions related to ethics, accountability and transparency (targets 5 and 6).



Partnerships for the goals. This plan includes actions based on the creation of 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

Contribute to the Energy Industry through inputs made at the Energy Chamber.

DESCRIPTION

Contribute to the Energy Chamber initiatives by attending meetings such as STOW (Safe to Work Board) and any other meetings that they have relating to the energy industries.

INDICATOR

Renew membership to the Energy Chamber.

Sponsor the Energy Conference 2018.

WHAT HAVE WE ACHIEVED?



We have made contributions to the Energy Industry through the Energy Chamber. We have renewed our membership and we have taken part in the Energy Conference

CONTRIBUTION TO THE SDGs:



ACTION

Engage GORTT (Government of the Republic of Trinidad and Tobago) officials and monitor its plans to have Trinidad y Tobago (T&T) delisted from EU list of non cooperative jurisdictions.

DESCRIPTION

Develop and comply with an action plan which identifies specific officials and agencies to approach in order to monitor GORTT plans to have T&T delisted from the EU blacklist.

INDICATOR

Contact European operators in T&T (BPTT, Perenco and Shell) to share Repsol's position and to share their plans to approach GORTT.

Engage the Energy Chamber and any other Chambers to discuss possible implications to petroleum companies in the country and for support.

Obtain external advice on the appropriate officials and network to be contacted.

Write correspondence to GORTT.

WHAT HAVE WE ACHIEVED?



Repsol has engaged various stakeholders on this issue while ensuring that it did not take a lead on the issue. EUROCHAM (European Business Chamber) and AMCHAM (American Chamber of Commerce) played a key role in the process and progress was made using these stakeholders.

In December 2018, two bills were tabled to parliament for their review and approval. To date, approval has not been obtained.

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

Contribute to the Spanish Culture initiative in Trinidad and Tobago.

DESCRIPTION

Contribute to the sponsorship of the Annual Spanish Christmas Concert organized through the Spanish Embassy of Trinidad and Tobago.

INDICATOR

Contribute to sponsorship for the Annual Spanish Christmas Concert.

WHAT HAVE WE ACHIEVED?



Repsol has sponsored the Annual Christmas Concert hosted by the Spanish Embassy.

CONTRIBUTION TO THE SDGs:



ACTION

Engage a Trinidad based Non Governmental Organization (NGO) in a social investment program.

DESCRIPTION

Repsol has a history of engaging specific NGOs in Social Investment programs. Repsol Angostura Limited (RAL) has funds and want to work with one or two NGOs in 2018 on targeted programs which are in line with Repsol's social criteria.

INDICATOR

Engage RAL staff in decision making process to choose the NGO as well as the social investment program.

Engage the chosen NGO and plan the program for 2018.

Execute the plan for 2018.

WHAT HAVE WE ACHIEVED?



We have engaged with Kidney Recipient Group of Trinidad and Tobago (KRSGOTT) and the Autistic Society in activities in 2018. The Become a Donor Campaign was executed and fulfilled with KRSGOTT. Five autistic children received therapy for 3 months through the Autistic Society.

CONTRIBUTION TO THE SDGs:



ACTION

Engage a program that promotes Healthy Lifestyles to staff in Repsol Angostura.

DESCRIPTION

Conduct healthy lifestyle sessions in the office using specialists: nutritionist and exercise coach.

INDICATOR

Establish a contract with a nutritionist/exercise coach which will provide lectures to the employees of RAL (Repsol Angostura Limited).

Attendance at least three sessions by all RAL employees.

WHAT HAVE WE ACHIEVED?



We have engaged with a nutritionist on a three month contract. The plan was to have group sessions as well as individual sessions. At these sessions, we have established and measured several goals. In total, there were three group sessions and four individual sessions with each person.

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

Include the office building (landlord building) in the Repsol recycling/reuse program.

DESCRIPTION

Meet with Rosette investments and establish a building wide recycling and re-use programme. Rosette Investment is the Landlord for the building where Repsol is located. In this building there are three tenants; Repsol, Hamelsmith Lawyers and Petterson. Therefore in order to include all three companies in the recycling program we want Rosette investments to lead the discussions with the other tenants and make "recycling" a requirements of all tenants in the building.

INDICATOR

Plan and execute the project for integration of the building in the recycling program.

Plan and execute a small appliances recycling day.

WHAT HAVE WE ACHIEVED?



We have not completed this project in 2018. The waste drive took place on the 19th September 2018 and recycling bins were placed in the basement. Paper is currently being recycled on a building wide basis. However, plastic, glass and aluminum still need to be integrated

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 CO₂e 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.



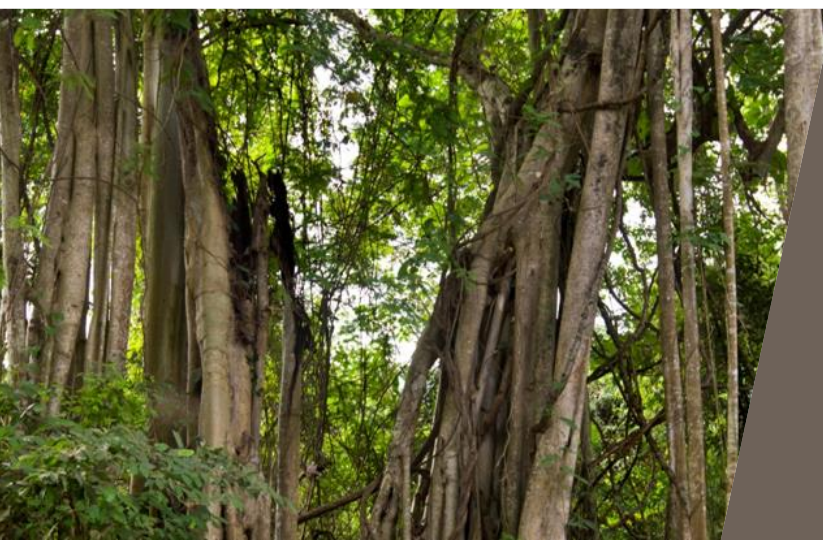
Efficient energy management

Drive the reduction of GHG emissions

Encourage the use of natural gas in electricity generation

Sustainable mobility

Low-emissions economy model



ACTION

Participate in Trinidad and Tobago's Framework Convention on Climate Change meetings (UNFCCC).

DESCRIPTION

Participate in the meetings scheduled for the Trinidad and Tobago Framework Convention on Climate Change. Where applicable pass on the information to Repsol Madrid to see where Repsol can provide input based on their experience.

INDICATOR

Attend meetings.

WHAT HAVE WE ACHIEVED?



The meetings scheduled by the UNDP and the Government of Trinidad and Tobago in 2018 incorporating the Oil and Gas companies were not held. The focus was on transportation.

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.



