



Overview 2020 Sustainability Plan Algeria



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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

At Repsol, we contribute to sustainable development by seeking to satisfy the growing demand for energy, which is essential for the fulfillment of people's fundamental rights, and by creating value in both the short and long term.

We maximize our positive impact and minimize our negative impact on society and the environment throughout our value chain by acting ethically and transparently. In doing so, we seek to comply not only with the regulations in force but also with the main international standards.

Under these premises, our sustainability model incorporates ethical, environmental, and social considerations into our decision-making process, based on dialogue with stakeholders. We do this every year, creating initiatives that address the concerns of these stakeholders. This is how the **Sustainability Plans** — action plans that are available to the public and created on an annual basis — are born. The **Global Sustainability Plan** is the roadmap forming the basis for deployment of **Local Plans**. The plans also contain commitments in relation to the local context.

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

 Ethics and Transparency We act responsibly and fully where we are present	 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

2 2020 Sustainability Plan

Sustainable Development Goals



At Repsol we support the United Nations' **2030 Agenda** for Sustainable Development and use the 17 Sustainable Development Goals (SDGs) as a reference when defining our priorities.

We believe that we must focus on the SDGs in which we can maximize our impact. Thus, regarding the company's strategic plan, the material issues and the local contribution in each of the Sustainability plans, the following SDGs have been selected:

Given our role in access to affordable energy, our contribution to social economic development and the fight against climate change, we have prioritized SDGs 7, 8 and 13.



We believe that the most efficient way of contributing to the 2030 Agenda is to collaborate with other entities



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Given our commitment to the optimization of water management, our support for Innovation and Technology, and our focus on the Circular Economy, we have prioritized SDGs 6, 9 and 12.

In 2020, we want to go one-step further in our commitment to sustainable development by publishing an Annual Report on our contribution to the SDGs for the first time.

We wish to make our contributions to the 2030 Agenda clear by publishing more than 30 indicators and commitments, painting a panorama of the efforts we make all around the Company, both locally and globally, to provide solutions to the social challenges we face.

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

2 2020 Sustainability Plan

Sustainable Development Goals



The **actions** of which this **Plan** is composed, defined in due consideration of the local context, help support **2030 Agenda** by addressing the following goals:



2020 Sustainability Plan

Summary: Noteworthy projects

At Repsol, we contribute to sustainable development and the Algeria’s Business Unit Sustainability Plan is a good example of this.

In 2020, 18 initiatives were identified within the framework of the Algeria’s Sustainability Plan. The achievement of these initiatives has had a very positive impact on the different axes of the sustainability: climate change, environment, innovation and technology, safety, people and ethics and transparency. Below are 3 noteworthy projects.



Circular Economy Initiatives

This project has contributed to sustainability through the identification and implementation of Circular Economy initiatives.

14 Circular Economy initiatives have been identified in different impact factors such as water, emissions and waste. Among them, the Dewatering process in Drilling Operations in the asset of Reganne stands out.



Social investment plan (2021-2023)

Throughout 2020 the Algeria’s Social Investment Plan has been developed and approved.

This Plan is mainly focused in Reganne and its objective is to create and maintain a relationship of trust and mutual respect with the communities and with society in general, through the creation of shared value and the contribution to sustainable development.

Aviation workshop

In November 2020 we conducted an Aviation Safety Workshop with our Partners in Algeria.

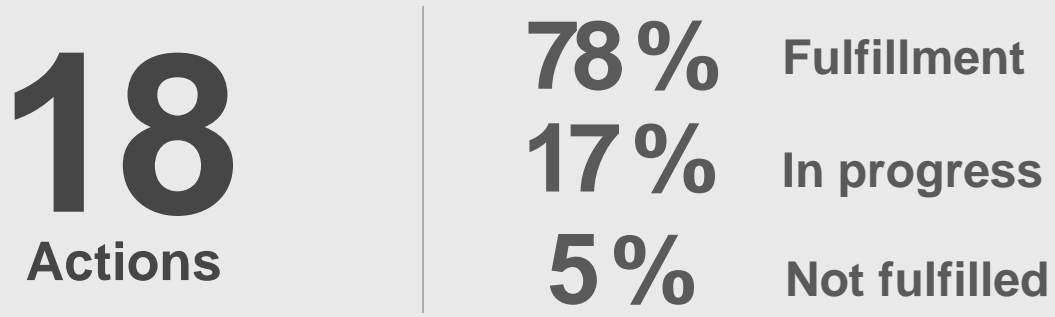
The agenda of the workshop included a review of O&G air operation in the country, a review of the aviation risk management process and a presentation of the International O&G Producers (IOGP) requirements. This workshop permitted to raise awareness on the risks associated to Aviation and share industry best practices for the management of safety in aviation.



2020 Sustainability Plan

Summary: 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:



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

2 2020 Sustainability Plan

Ethics and transparency



At Repsol, we contribute to sustainable development...

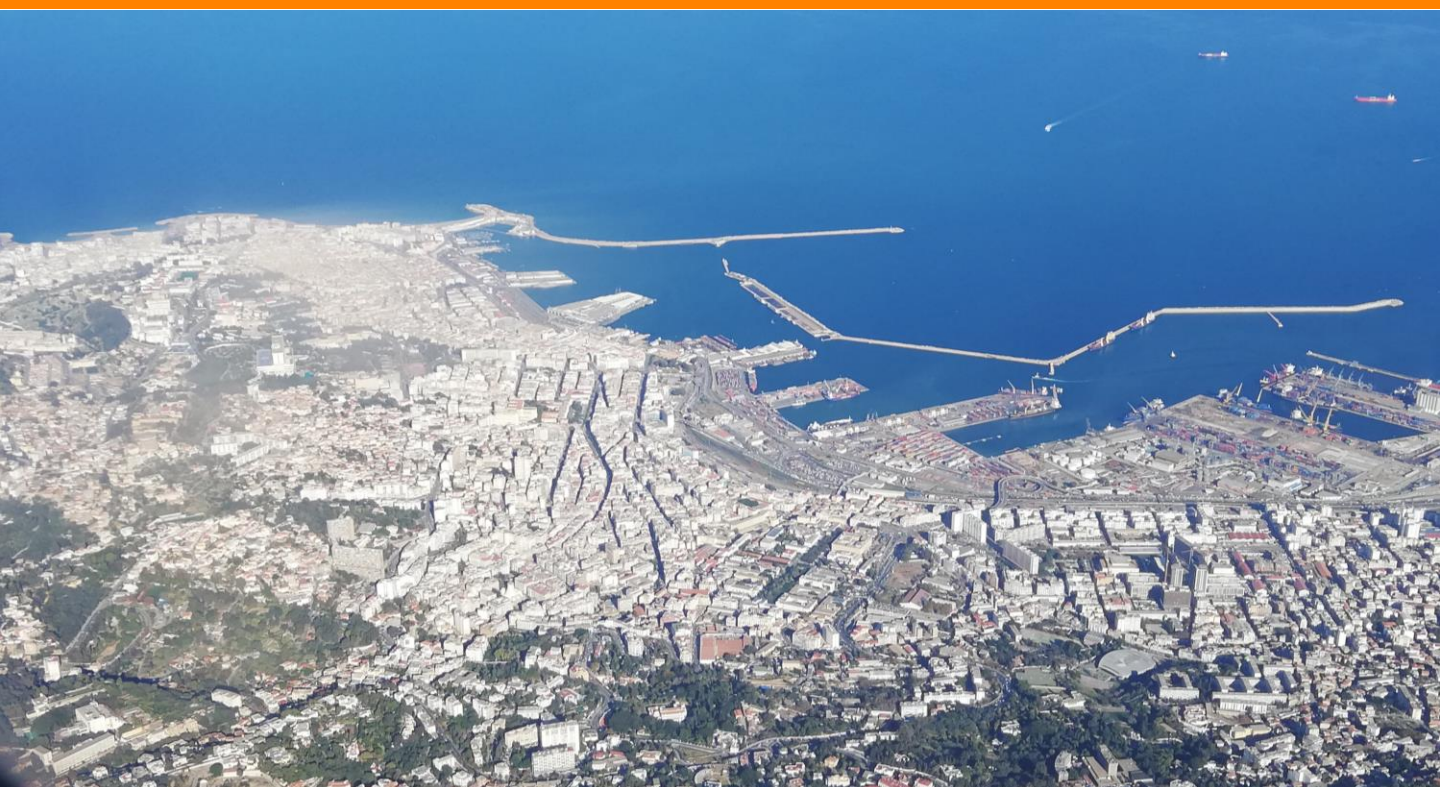
We act with integrity in all countries in which we are present. Our ethical conduct involves strict compliance with both the letter and the spirit of the law.

On this axis, we establish the set of actions that ensure the company promotes and encourages a culture of integrity and responsibility for all Repsol employees, as well as our suppliers, contractors, and business partners.

We also define **transparency and accountability** as differential elements in the Repsol sustainability model. To be credible, it must be consistently transparent. At Repsol, we are committed to managing tax matters by applying good tax practices and acting transparently, to paying our taxes responsibly and efficiently and to promoting cooperative relationships with governments, trying to avoid significant risks and unnecessary conflicts.

We want to be publicly recognized as an honest and transparent company in tax-related matters. Thus, we are engaged with the Algerian authorities with the aim of strength our cooperative relationships based on the principles of trust, professionalism, good faith, collaboration, loyalty and the search for understanding.

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



2 2020 Sustainability Plan



Ethics and transparency

Action

Promote culture of sustainability celebrating the Sustainability Day.

Description

We will organize a Sustainability Day in Algiers, a space that aims to share information and hold presentations on our work and experiences on sustainability, including presentations on HSE (Health, Safety and Environment) related matters, UN Guiding Principles on Business and Human Rights, Voluntary Principles on Security and Human Rights (VPSHR) and Community Relations.

Indicator

Celebrate the Sustainability day in 2020.

What we've achieved



The Sustainability Day was celebrated remotely via Teams with employees from Madrid and Algiers on 15 June. There were 4 different presentations done on sustainability, climate change and community relations.

Contribution to the SDGs:



2 2020 Sustainability Plan



Ethics and transparency

Action

Disseminate the United Nations 2030 Agenda among our employees.

Description

We will disclose the 2030 Agenda and its 17 sustainable development goals among our employees through a training course. We will emphasize in the role of the private sector and Repsol's challenges to maximize its contribution.

Indicator

Achieve a completion of the course of 80% of the employees of the Algeria Business Unit involved directly in the implementation of the local Sustainability Plan.

What we've achieved



We have provided the training with more than 90% compliance.

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.





People

Action

Reinforce our integration in society by contributing locally to Repsol's Corporate Volunteering Day.

Description

We will organize one volunteering initiative that will take place during the global volunteering week.

Indicator

Organize and implement one volunteering initiative in 2020.

What we've achieved



In October it was performed a volunteering initiative in Algiers consisting in providing **COVID** hygiene kits to local vulnerable children.

Contribution to the SDGs:





People

Action

Reinforce our commitment with local employees and develop new talent.

Description

We will review and update the Human Ressources Handbook to align with Repsol's policies.

We will request a position for a young Algerian professional to join Repsol's Master Programme in Madrid in the discipline of Petroleum Engineer.

Indicator

Update and communicate the Human Resources Handbook to employees before the end of 2020.

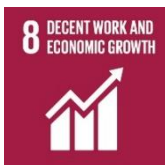
Position for Algerian young professional requested by end 2020.

What we've achieved



We have made organizational changes that have delayed the fulfillment of this initiative. Still in progress for 2021.

Contribution to the SDGs:



2 2020 Sustainability Plan



People

Action

Drive continuous improvement in our social performance.

Description

We will propose a Social Investment Plan for the Algeria Business Unit, aligned with our activity for maximizing the shared-value.

Indicator

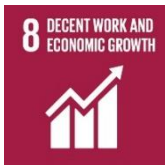
Deliver a Social Investment Plan and include any required budget in 2021 Budget.

What we've achieved



The social investment plan (2021-2023) for Algeria has been drafted and it has been approved by the BU Director in October.

Contribution to the SDGs:





People

Action

Strengthen our commitment for Community Relations by developing a concept proposal on Social Impact Assessment for the joint venture GRN.

Description

We will develop with the support of the required expertise a concept proposal on Social Impact Assessment at GRN (Groupement Reggane Nord), including Social Baseline.

Indicator

Submit a Social Impact Assessment concept proposal to (GRN) Groupement Reggane Nord in 2020.

What we've achieved



The Social Impact Assessment concept proposal was prepared by Repsol Algeria and proposed to GRN.

Contribution to the SDGs:





People

Action

Build trust and engage with local communities through support to local development.

Description

We will work with Sonatrach and the Community to identify initiatives to contribute to local development. The initiatives will be aligned with the Algeria Business Unit Community Relations strategy.

Indicator

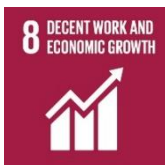
Select one social investment initiative with Sonatrach and include in 2021 budget.

What we've achieved



Despite the efforts of Repsol Algeria, given the current oil price and pandemic crisis scenario, the Business has decided to minimize investments as much as possible and therefore this initiative was not completed.

Contribution to the SDGs:



2 2020 Sustainability Plan

Safe operation



At Repsol, we contribute to sustainable development...

We pursue a target of **Zero Accidents** with a high level of safety in our processes and facilities, paying particular attention to the protection of people and the surrounding environment, and to the awareness of our **suppliers and contractors**.

In 2018, in the conviction that Safety and the Environment form the basis of value creation, excellence and responsibility, we launched our **2025 Safety and Environment Strategy**. We have established the key lines of action on which the company will focus its Safety efforts up to 2025: we intend to drive culture, transformational leadership and awareness in connection with Safety and the Environment. Here one of the key features is **safety in our processes**, where we intend to lead the industry through management of our risks, the integrity of our facilities, and better preparation for crises and emergencies.

By way of a demonstration of our commitment, safety targets may have an **impact on the variable remuneration** of our employees of more than 15%.

Below we demonstrate courses of action pointing to our commitment to safety.



2 2020 Sustainability Plan



Safe operation

Action

Contribute to security in remote or desert areas by training personnel on how to react in the event of a security threat.

Description

We will hold HET (Hostile Environment Training) courses for expatriates in the Algeria Business Unit, taught by specialists, to instruct employees on the security risks they may encounter in remote and desert areas.

Indicator

Get 100% of expatriates HET-trained by end 2020.

What we've achieved



100% of expatriates have been trained in HET (Hostile Environment Training).

Contribution to the SDGs:





Safe operation

Action

Raise awareness on the risks associated to Aviation and share industry best practices for the management of Aviation Safety.

Description

We will hold a workshop on Aviation Safety Management in Algiers, inviting our local partners (Sonatrach and Pertamina), and the assets participated by Repsol in Algeria.

Indicator

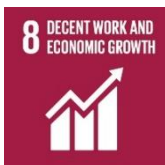
Hold a 1-day long workshop before the end of 2020.

What we've achieved



We have organized a workshop, that was performed in two sessions (28 and 29 of October). The workshop was attended by Repsol personnel and staff from our partners in Algeria, including Sonatrach.

Contribution to the SDGs:



2 2020 Sustainability Plan



Safe operation

Action

Raise awareness on major accident hazards by training partners in Process Safety and Hazard Management.

Description

We will propose a training session on Process Safety and Hazard Management to local partners.

Indicator

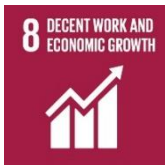
Hold a 1-day long training session before the end of 2020.

What we've achieved



Training sessions have been held with Sonatrach personnel at GRN. Topics included, Management of Change, Management of seeps and leaks and Operational Risk Assessment.

Contribution to the SDGs:



2 2020 Sustainability Plan



Safe operation

Action

Contribute to safety by adopting best industry practice in the management of Major Accident Hazards.

Description

We will assess the gaps of Groupement Reggane Nord (GRN) operations against Repsol's Hazard Management Procedure, conducting one workshop with GRN and proposing an Action Plan to address identified gaps.

Indicator

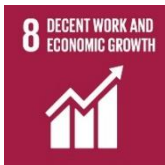
Gap assessment performed, workshop and action plan defined before end of year.

What we've achieved



The gaps of Groupement Reggane Nord (GRN) operations against Repsol's Hazard Management Procedure have been identified in one workshop held in November and an Action Plan to address these gaps has been prepared.

Contribution to the SDGs:



2 2020 Sustainability Plan

Environment



At Repsol, we contribute to sustainable development...

We share the concerns of society in relation to the need to look after the environment in which we live. We seek **minimum impact of our operations**, minimizing atmospheric emissions, optimizing water management, waste management, reduction of discharge pollutants, improvements to prevention systems and response to spills, considering biodiversity as a key component.

Our 2025 Safety and Environment Strategy, launched in 2018, establishes the key lines of action on which the company will focus its environmental efforts up to 2025. We must be able to **quantify and assess environmental impacts and dependences** in order to back business decisions, placing the emphasis on more sensitive aspects wherever we operate, particularly water. Our goal will also be to maintain a social license by means of **excellent sustainable environmental management** throughout the entire life cycle of our projects and operations. All this enhances the generation of new opportunities within the **Circular Economy**, making efficient use of natural resources, with criteria of maximum efficiency, maximum transparency and lesser environmental impact.

This Sustainability Plan is committed to courses of action in accordance with the lines of work which Repsol operates in terms of sustainability.





Environment

Action

Manage impacts on aquifers by minimizing groundwater use.

Description

We will support GRN (Groupement Reggane Nord) in the management of groundwater resources, by applying Repsol's Water Tool.

Indicator

Apply Repsol Water Tool to GRN and issue an Action Plan for efficient groundwater use.

What we've achieved



The Repsol Water Tool was applied to GRN. As a result, an action plan was issued to maximize the efficiency in the use of water resources.

Contribution to the SDGs:





Environment

Action

Raise awareness of potential impacts on natural resources.

Description

We will develop a specific groundwater impact assessment for GRN (Groupement Reggane Nord) activity for understanding current and future potential impacts.

Indicator

Tender and launch the groundwater impact assessment in GRN.

What we've achieved



Due to the high resource requirements demanded by this project, and with the impact of the COVID-19 pandemic, this initiative goes to 2021-2022.

Contribution to the SDGs:





Environment

Action

Contribute to sustainability through the identification of Circular Economy initiatives.

Description

We will support GRN (Groupement Reggane Nord) in the identification of Circular Economy initiatives, by organizing a specific field visit with the required expertise.

Indicator

Perform site visit and issue a list of Circular Economy opportunities in GRN.

What we've achieved



A visit to GRN was performed in February 2020 and the list of Circular Economy initiatives was issued with 14 initiatives identified (on water, emissions, waste,...) highlighting one with great potential regarding Dewatering process in Drilling Operations in GRN.

Contribution to the SDGs:



2 2020 Sustainability Plan

Climate change



At Repsol, we contribute to sustainable development...

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

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

Repsol aims to achieve net zero emissions by 2050, making it the first oil and gas company in the world to assume this ambitious goal. It is possible to achieve at least 70% of this target with the technology that can currently be foreseen, and we are committed to applying the best available technologies to increase this figure, including carbon capture, use and storage. We would, if necessary, additionally offset emissions through reforestation and other natural climate sinks to achieve zero net emissions by 2050.

Accordingly, we have joined the Oil and Gas Climate Initiative (OGCI) to share best practices and technology solutions, and participate in the OGCI Climate Investment Fund, to channel the committed investment of \$1 billion over ten years in the development of technologies to reduce GHG emissions on a significant scale.

There follows a list of Sustainability Plan actions in this regard.





Climate change

Action

Raise awareness of company GHG emissions.

Description

We will support GRN (Groupement Reggane Nord) to monitor and manage their GHG emissions, both CO₂ and CH₄.

We will inventory the GHG emissions of all participated assets in the Algeria Business Unit.

Indicator

Report CO₂-equivalent emissions and use the emission intensity KPI (tons of CO₂/kboe produced) in all assets by the end of year 2020.

What we've achieved



We have estimated CO₂ equivalent emissions for all assets in Algeria, and reported quarterly. The carbon intensity KPI has been included in the quarterly reports.

Contribution to the SDGs:





Climate change

Action

Contribute to minimising company GHG emissions.

Description

We will prepare GRN (Groupement Reggane Nord) for the Energy Efficiency Audit, by visiting the asset with the required expertise and issuing a specific Action Plan.

Indicator

Perform preparatory visit and issue Action Plan before end of year.

What we've achieved



The COVID-19 pandemic has made very difficult to develop this initiative since it requires the mobilization of resources and people, that has been not possible due to COVID-19. We intend to develop the initiative in 2021-2022 depending on the above mentioned restrictions.

Contribution to the SDGs:



2 2020 Sustainability Plan

Innovation and technology



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.

Technology is evolving at vertiginous speed, and we must be able to incorporate technological advances at the moment they occur. Therefore, we have an ambitious digitalization program that will transform the company, promote cultural change and allow us to develop digital solutions to satisfy new forms of energy consumption.

Similarly, we forge alliances and contribute to the growth of companies in emerging areas related to reliability in operations, circular economy, advanced mobility, energy diversification, new materials and digital technologies applied to exploration and production.

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.



2 2020 Sustainability Plan



Innovation and technology

Action

Drive continuous improvement in our innovation and technological development.

Description

We will improve business results by fostering digitalization adoption and transformation. We will execute solutions, leveraging IT key enablers and faster delivery of value through agile methodologies.

Indicator

Complete the planned stages of the chosen digitalization initiatives for GRN (Groupement Reggane Nord).

What we've achieved



The planned stages of the chosen digitalization initiatives have been completed. In particular, the implementation of Synergi has been initiated in GRN and IAMS has been implemented in all assets.

Contribution to the SDGs:





Innovation and technology

Action

Apply digitalization to HSE (Health, Safety and Environment) monitoring of co-operated and non-operated assets.

Description

We will report HSE Key Performance Indicators in the Integrated Asset Management System (IAMS) for the co-operated and non-operated assets in Algeria.

Indicator

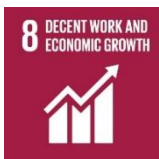
Apply effectively the application of IAMS for Safety and Environment in non-operated assets by end of 2020.

What we've achieved



Safety and Environmental information for non-operated assets has been effectively included in IAMS.

Contribution to the SDGs:



3 Process of updating the Plan

This Sustainability Plan is a dynamic document.

Each year we will give an account of the extent to which the actions that make up this Plan have been carried out by publishing a monitoring report.

Moreover, given that the expectations of our stakeholders and the issues that concern them are changeable and subject to the evolution of events during the course of the year, this Plan will be updated annually with new actions or the reformulation of existing ones to adapt them to the new situation.

The successive updates of the plan will leave behind them a trail of completed actions that, collectively, are a contribution of our company to sustainable development.



