PRESENTATION

2019
SUSTAINABILITY PLAN
Repsol Angostura, Trinidad and Tobago
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.

© REPSOL, SA 2018: All rights reserved. This document is the exclusive property of REPSOL, S.A. and their total or partial reproduction is allowed only for non-commercial distribution.
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 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.
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 have drawn up this prioritization in due consideration of the SDGs considered most relevant to the company and our stakeholders, concluding that our efforts must primarily focus on SDG 7 (Affordable and clean energy), on SDG 8 (Decent work and economic growth) and on SDG 13 (Climate action), in view of our role in access to energy, contribution to social and economic development, and the fight against climate change.

And, secondly, on SDG 6 (Clean water and sanitation), due to our commitment to the optimization of water management; on SDG 9 (Industry innovation and infrastructure), in view of our support of innovation and technology; and on SDG 12 (Responsible production and consumption), due to our focus on the Circular Economy.

For Repsol, the most efficient manner of contributing to the 2030 Agenda is by collaborating with other public and private institutions to exchange knowledge and technologies. Thus we feel it is essential to join forces in connection with SDG 17 (Partnerships for the goals).

Moreover, our responsibility in the way we act and our global presence in some extremely diverse environments enable us to make a significant contribution to all the SDGs.
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:
2019 Sustainability Plan Summary

Trinidad and Tobago

Ethics and transparency
1 ACTION

People
2 ACTIONS

Safe operation
1 ACTION

Environment
1 ACTION

Climate change
1 ACTION

6 Actions
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.
**ACTION**

Support and monitor initiatives undertaken by European Business Chamber (EUROCHAM) including their Social Media Campaign and proposed seminar to initiate discussions on harmful tax regimes.

**DESCRIPTION**

We will continue meeting and communicating with EUROCHAM and AMCHAM (American Chamber of Commerce) and support them in the initiatives towards removing Trinidad from the list of harmful tax regimes.

**INDICATOR**

Obtain report indicating progress of the Social Media Campaign.

Be a sponsor of the EUROCHAM Breakfast meeting on discussions of harmful tax regimes.

**CONTRIBUTION TO THE SDGs:**

- SDG 16: Peace, Justice and Strong Institutions
- SDG 17: Partnerships for the Goals
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.
**ACTION**

Continue engagement with Kidney Recipient Group of Trinidad and Tobago and Autistic Society of Trinidad and Tobago in 2019.

**DESCRIPTION**

In 2019 we will extend the Become a Donor Campaign to school, as well the donations to Autistic Society for therapy will be extended for five students for six months. Repsol has worked with the Kidney Recipient Support Group of Trinidad and Tobago and the Autistic Society in 2018.

**INDICATOR**

Extend the Become a Donor Campaign to schools in Trinidad celebrating four school sessions.

Measure the progress of the Become a Donor Campaign through quarterly reports indicating the number of people accessing the Become a Donor Campaign Facebook, Twitter and Instagram pages.

Provide funds for 5 students for 6 months to be sued for required occupational therapy.

Measure progress of students through monthly attendance reports and quarterly progress reports.

**CONTRIBUTION TO THE SDGs:**

- [4] Quality Education
- [17] Partnerships for the Goals
2019 Sustainability Plan
People: Actions

**ACTION**
Develop a Repsol Trinidad employee manual.

**DESCRIPTION**
We will develop a Repsol Trinidad P&O (People and Organization) Manual outlining employees' labour rights, employment conditions, health initiatives, opportunity management, and work life balance.

**INDICATOR**
Complete the Repsol Trinidad P&O Manual
Have the manual approved by BU Director and P&O Manager

**CONTRIBUTION TO THE SDGs:**
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.
**ACTION**

Improve the safety of Repsol Trinidad Employees.

**DESCRIPTION**

We will conduct HSE (Health, Safety and Environment) training as per HSE Training Plan (CPR, AED and Defensive training) and implement a relevant Preventative Observation Program in Repsol Trinidad Offices.

**INDICATOR**

Complete all HSE training as per HSE Training Plan for all Repsol Angostura Limited employees

Implement a relevant Preventative Observation Program for Repsol Trinidad employees

**CONTRIBUTION TO THE SDGs:**

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
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.
**ACTION**
Foster waste management efficiency at Repsol Trinidad y Tobago.

**DESCRIPTION**
We will conduct two waste management initiatives in 2019. A recycling competition and recycling of small electrical appliances.

**INDICATOR**
Plan and Execute the recycling competition
Plan and execute a small appliances recycling day

**CONTRIBUTION TO THE SDGs:**

[Image of SDG 12] Responsible Consumption and Production
At Repsol, we contribute to sustainable development...

We share society’s concerns regarding the effect of human activity on the climate, and are firmly committed to the ambition of limiting the average global temperature rise to 2°C above pre-industrial levels by the end of the century.

Our challenge is to supply safe, efficient, affordable energy, while reducing emissions of Greenhouse Gases (GHGs). There are many possible paths towards a low-emissions future, in which we have identified three common elements: enhanced energy efficiency and energy savings; reduction of emissions in the generation of electricity, where natural gas will be a key player, and the deployment of low-emission technologies in final sectors. Our commitment is made clear in the target of reducing emissions by 2.1 Mt CO2 eq by the end of the period 2014-2020, and the Company recently extended this target to a new 2018-2025 Plan to reduce emissions by 3 Mt CO2 eq. At the same time, we have defined objectives to reduce methane emissions and routine gas flaring by 2025.

We are signatories to the Oil and Gas Climate Initiative (OGCI) in a bid to share the best practices and technological solutions, and also partners in the OGCI Climate Investment fund to channel a committed investment package of $1,000 million over ten years for the development of technology to reduce GHG emissions.

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

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
Improve energy efficiency at Repsol offices in Trinidad.

DESCRIPTION
We will prepare a scope of works for the conduct of an energy audit in the Repsol offices in Trinidad. Send the Scope of Works to bid and choose a competent contractor to conduct the Energy Audit.

INDICATOR
Prepare a Scope of Works for the conduct of an Energy Audit
Award a suitable contractor for the conduct of an Energy Audit
Report the results of the Energy Audit
Prepare an Action Plan in order to reduce energy consumption

CONTRIBUTION TO THE SDGs:
7 Affordable and clean energy
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.