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 2019: 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:
79% 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.
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

Run an inventory on manpower capabilities and services available in the Caipipendi Area.

DESCRIPTION

We will conduct an inventory of capabilities and available services in the Margarita field’s area of direct influence, thus enabling us to optimize and guarantee the transparency of commissioning processes and equal opportunities for local vendors and service providers. This information will be transferred to a computer platform.

INDICATOR

Complete the inventory by 31 July 2019

Develop an IT platform by March 2020

CONTRIBUTION TO THE SDGs:

8 Decent work and economic growth
16 Peace, justice and strong institutions
ACTION
Review the Bolivia Business Unit's Social Management Model.

DESCRIPTION
We will conduct a review of the Business Unit's social management, adapting our model to the company's new policies and involving the different areas. This initiative aims at achieving the best standards in terms of good governance.

INDICATOR
Complete and finish the report on the review process by mid 2019

CONTRIBUTION TO THE SDGs:

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
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
Update the social risk matrix for the Bolivia Business Unit.

DESCRIPTION
We will analyze the social risks and impacts to ensure and promote respect for human rights and our contribution to the social and economic development of the communities neighboring our operations.

INDICATOR
Carry out the risk analysis before 31 December 2019

CONTRIBUTION TO THE SDGs:

- **8 Decent work and economic growth**
- **16 Peace, justice, and strong institutions**
ACTION
Complete the process to formalize corporate volunteering at the Bolivia Business Unit.

DESCRIPTION
We will conclude the process to secure legal person status for formalizing Integra Volunteering and thus enable it to carry out different activities.

INDICATOR
Secure legal person status.

CONTRIBUTION TO THE SDGs:
ACTION
Create a social company to complete the production and marketing chain for the smoked goat production project.

DESCRIPTION
We will drive the process to establish a social company to close the marketing cycle for the smoked goat production project underway in the communities neighboring Margarita. By doing so, our company is lending locals in the zone a hand in terms of boosting development and equal opportunities, which is in line with our premise to be an integrated, diverse and inclusive company.

INDICATOR
Put together a social company by 31 December 2019.

CONTRIBUTION TO THE SDGs:

8. Decent work and economic growth
11. Sustainable cities and communities
2019 Sustainability Plan
People: Actions

**ACTION**
We will continue training members of Bolivian security forces in human rights and international humanitarian law.

**DESCRIPTION**
We will provide members of the Bolivian government security forces with training to prevent possible violations of human rights and international humanitarian law in their actions when protecting Bolivian natural resources at a national level in general and the sites that Repsol operates in the country in particular.

**INDICATOR**
Arrange the training for at least 80 members of the Bolivian armed forces

**CONTRIBUTION TO THE SDGs:**

[Image of SDG 16]
2019 Sustainability Plan
People: Actions

**ACTION**
Foster different types of cultural support as a tool for long-term social integration.

**DESCRIPTION**
We will work on different project that reflect our commitment to culture. Together with the Ministry of Cultures and Tourism, we will continue our efforts of identifying cultural assets that merit protection in case of armed conflicts. We will promote new cultural spaces and foster alliances with different institutions to cultivate talent.

**INDICATOR**
Consolidate the alliance with the Spanish Cultural Center for a new space in La Paz

Accomplish the identification of at least 50 national heritage assets.

Consolidate an alliance between the Tarija and Santa Cruz philharmonic orchestras

**CONTRIBUTION TO THE SDGs:**

11 Sustainable Cities and Communities
17 Partnerships for the Goals
2019 Sustainability Plan
People: Actions

**ACTION**
Promote the inclusion of people with disabilities.

**DESCRIPTION**
We will encourage the incorporation of disabled persons based on the needs of the Bolivia Business Unit, job market availability and suitability of the infrastructure at our office building. We will develop actions to achieve the target percentage for incorporating people with disabilities or their family members.

**INDICATOR**
Present a procedure-flowchart

Keep an incorporation percentage of at least 2% during the management

**CONTRIBUTION TO THE SDGs:**

10 Reduced Inequalities
2019 Sustainability Plan
People: Actions

ACTION
Cultivate a better workplace environment at the Bolivia BU by encouraging the balance between work and family life, and the professional development of employees.

DESCRIPTION
We will continue promoting the application of useful tools to strike a balance between work and family for our employees, compliant with the vacation schedule and backed by the interns program when necessary. We will analyze implementation of the "Time-saving" corporate service program (concierge, administrative tasks and legal advice). We will promote temporary assignments and exchanges, and participation in worldwide projects.

INDICATOR
Provide two Bolivian staff members with mobility, sending them other business units.

Have the Bolivia Business Unit receive two employees from other business units.

Accomplish the participation of four members of the Bolivia BU in worldwide projects.

Present a "Time-saving" implementation feasibility report

Comply with 90% of the vacation schedule.

CONTRIBUTION TO THE SDGs:

8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
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.
2019 Sustainability Plan
Safe operation: Actions

ACTION
Improve process safety performance regarding contracts for goods and services with high safety and environmental risks.

DESCRIPTION
We will incorporate a minimum percentage of safety criteria in the bid analysis and evaluation process for all new tenders. Based on these criteria, we will assess the compliance and performance of vendors who were awarded different jobs with a view to improving their performance.

INDICATOR
Include safety and environmental criteria in all contracts of the Bolivia Unit.

CONTRIBUTION TO THE SDGs:

[Icons for SDGs 8 and 15]
**ACTION**
Shore up our emergency response and recovery capabilities regarding the impact of any undesired event.

**DESCRIPTION**
We will enhance our emergency response and recovery capabilities by reviewing and reinforcing the work of the teams tasked with responding to undesired events. We will conduct drills with the activation of the emergency organization at the Business Unit to the incident management team.

**INDICATOR**
Run a drill up to the Incident Management Team level.

**CONTRIBUTION TO THE SDGs:**
**ACTION**
Secure a better performance in safety, assessing the competencies associated with the critical tasks in our areas of operation.

**DESCRIPTION**
We will run an assessment on the competencies associated with the critical safety and environmental tasks identified in the Bow Tie study on the Caipipendi Asset surface facilities.

**INDICATOR**
Assess the competencies associated with critical tasks.

**CONTRIBUTION TO THE SDGs:**

![Index Number: 8]  
DECENT WORK AND ECONOMIC GROWTH
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
Apply action plans designed to mitigate the environmental impact of our operations.

DESCRIPTION
During 2019 and 2020, we will execute the action plans drawn up in 2018 based on the identification of all environmental situations of the Business Unit (BU). This enabled us to design specific plans for each area of operation.

INDICATOR
Begin executing the action plan and achieve implementation of at least 50%.

CONTRIBUTION TO THE SDGs:

[Image of SDG 15: Life on Land]
ACTION
Contribute to the conservation of the Andean bear (Tremarctos ornatus) in a region of Bolivia considered to be priority for the survival of this mammal.

DESCRIPTION
We will sign an Andean Bear research and conservation agreement for the area of influence of our operations in the department of Tarija. The work will be carried out in stages during a period of three years.

INDICATOR
Complete the first stage of the agreement.

CONTRIBUTION TO THE SDGs:

15  LIFE ON LAND
ACTION

Improve our environmental performance, identifying requirements that should be reinforced.

DESCRIPTION

We will examine the performance of the Boyuy X2 exploratory project against the environmental requirements adapted to the company’s internal regulations and internationally recognized standards for hydrocarbon exploration and production operations.

INDICATOR

Draw up the report.

CONTRIBUTION TO THE SDGs:

15 LIFE ON LAND
2019 Sustainability Plan
Environment: Actions

ACTION
Retool and implement the Biodiversity Action Plan of the Caipipendi Area to manage our potential impacts.

DESCRIPTION
Based on the results of the studies carried out, we will redefine and engage the actions contemplated in the Biodiversity Action Plan of the Caipipendi Contract Area for a five-year period. The aim is to systematically manage biodiversity issues throughout the lifecycle of activities in the area, including exploration and drilling projects.

INDICATOR
Completely redefine the biodiversity plan
Establish the actions for the first year and then put them into practice.

CONTRIBUTION TO THE SDGs:
**2019 Sustainability Plan**
**Environment: Actions**

**ACTION**
Upgrade and implement the Water Action Plan for Operated Assets and the projects run by the Bolivia Business Unit.

**DESCRIPTION**
We will define the guidelines and actions within the framework of a five-year plan aimed at optimizing and efficiently managing this resource. This work will be based on already executed initiatives and their results such as the Caipipendi hydrogeological study.

**INDICATOR**
Put a 5-year action plan in place.

**CONTRIBUTION TO THE SDGs:**

![SDG 6: Clean Water and Sanitation](image)
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**
Reduce the methane emissions inventory in the Caipipendi Contract Area.

**DESCRIPTION**
We will implement methane detection and measurement methodologies, applying LDAR (Leak Detection and Repair) technologies at the Caipipendi Asset with a view to securing this reduction. We will also have external verification in this regard.

**INDICATOR**
Decrease methane emissions inventory by 80% compared with the 2017 figures.

**CONTRIBUTION TO THE SDGs:**
13 CLIMATE ACTION
**ACTION**

Reduce greenhouse gas emissions during the production test at the Huacaya 2 well with an external validation of the results.

**DESCRIPTION**

We will lower greenhouse gas emissions in the Huacaya 2 well test, sending the produced hydrocarbon to the Margarita processing facilities. We will thus avoid the combustion of gas where the well is located. We will also send the reduction for external validation according to ISO 14064 during the first half of 2019.

**INDICATOR**

Secure external verification of the emission reduction

**CONTRIBUTION TO THE SDGs:**

- [ ] Affordable and clean energy (7)
- [ ] Climate action (13)
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.