

2022

Sustainability Plan

COLOMBIA





Legal notice

This Local Sustainability Plan sets out a set of objectives that, in whole or in part, go beyond what is required by law and are aimed at contributing to sustainable development. The participating companies of the Repsol Group have the firm intention of undertaking and fulfilling all of them. However, they reserve the right to modify, postpone or cancel their compliance without implying legal liability, although they undertake to publicly justify these possible cases.

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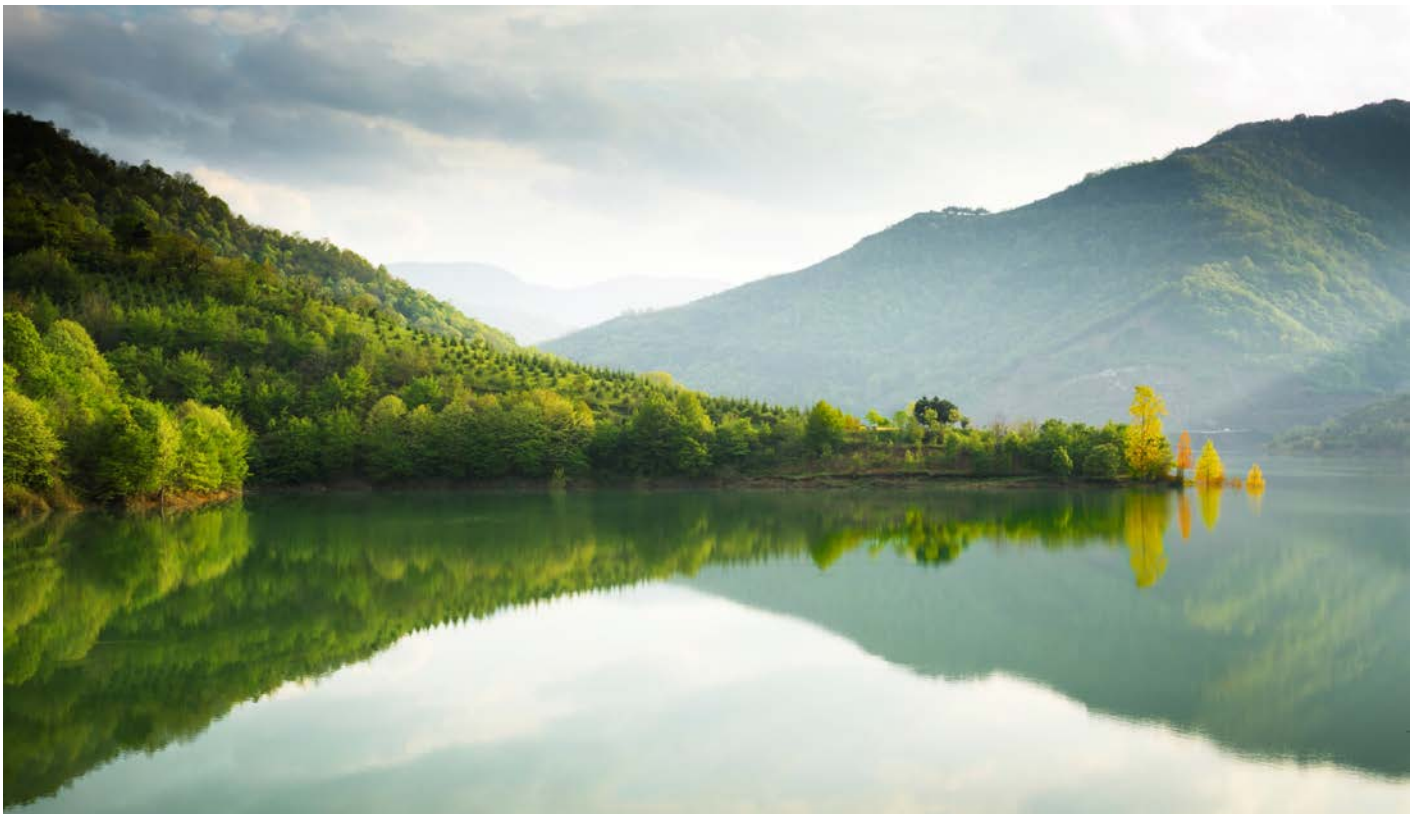
Our vision of Sustainability

Following our **Sustainability Policy**, at Repsol we contribute to sustainable development by trying to meet the growing demand for energy, which is essential for the realization of people's fundamental rights, and by creating value in the short and long term.

This policy is developed through internal rules and procedures that are organized around our **Sustainability Model**. This model, based on international standards, incorporates ethical, environmental and social considerations in our decision making, based on dialogue with stakeholders globally and locally.

We repeat this exercise every year, generating initiatives that seek to maximize positive impacts and minimize negative impacts on society and the environment throughout our value chain.

This is the origin of our **Sustainability Plans**, public and annual action plans. The **Global Sustainability Plan** is our roadmap and from it we deploy **Local Sustainability Plans** for each country or Industrial Complex, taking into account the specific circumstances and needs of each place where we operate.



Our vision of Sustainability

The Sustainability Plans are articulated around the six axes of Repsol's Sustainability Model



Climate change

We aim to be a net zero emissions company by 2050



Environment

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



Innovation and technology

We promote innovation and incorporate technological advances to continue growing and improving our environment



Safe and secure operation

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



People

We believe in people and promote their development and that of the communities where we operate



Ethics and transparency

We act responsibly and in full wherever we are present

Sustainable Development Goals

Repsol has supported the United Nations **2030 Agenda** and its **17 Sustainable Development Goals** (SDG) since its approval in 2015 and works to implement it at all levels and businesses. The main efforts are concentrated since 2018 on SDGs 7, 8 and 13, for its role in access to energy, contribution to socioeconomic development and the fight against climate change; SDGs 6, 9 and 12, prioritizing innovation, sustainable management and efficient use of resources in its operations; and SDG 17, establishing alliances with the rest of stakeholders and actively participating in different partnerships.

We annually publish our contribution to the United Nations 2030 Agenda through an

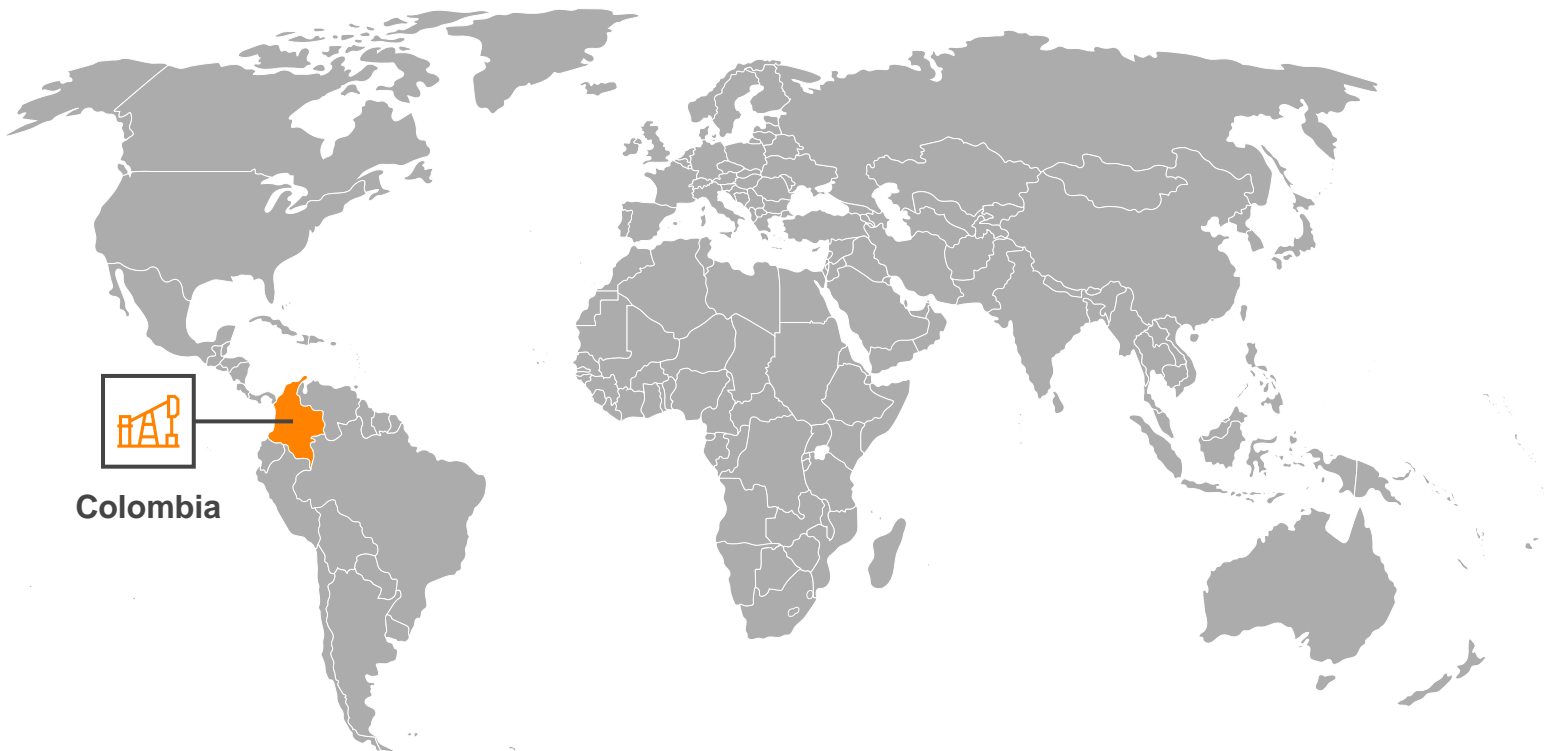
SDG Report with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at www.repsol.com.

Aware of the challenges that still exist in terms of the 2030 Agenda, we have been involved in the development of the **IPIECA SDG Roadmap for the oil and gas sector**, which will be a guide in the incorporation of actions linked to the 17 SDGs. Likewise, we are preparing an **SDG Contribution Plan**, which has as a key aspect to continue deepening its measurement, in order to optimize the positive impacts of Repsol.



Sustainable Development Goals

The **actions** that make up this **Plan**, defined taking into account the local context, contribute to supporting the **2030 Agenda** by addressing the following objectives:



2022 Sustainability Plan Summary

18

Total actions



Climate change

3



Environment

1



Innovation and technology

2



Safe and secure operation

2



People

7



Ethics and transparency

3

Climate change

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).

In December 2019 Repsol publicly expressed that it would align its strategy to be a net-zero emissions company by 2050, making it the first in its sector to set this ambitious goal. With the technological advances available, we anticipate achieving between 80% and 90% net emissions reductions by that year, and we are committed to applying the best technologies to raise this figure, including CO₂ capture, use and storage. Without major technological disruptions, Repsol would rely on natural carbon sinks to reach its goal of zero 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.



Climate change → Actions



Action

Conduct a feasibility study for the generation of electric power using NCRE (Non-Conventional Renewable Energy Sources).



Description

We will analyze the possibility of generating electric energy in our Akacías project from geothermal energy and from a photovoltaic solar farm.

We will present the results and report on the feasibility study.



Indicators

Conduct prefeasibility analyses during 2022 (photovoltaic solar farms and geothermal project).



Contribution to SDGs



Climate change → Actions



Action

Calculate and offset the carbon footprint generated in 2021 in Repsol Colombia.



Description

We will calculate the amount of carbon emissions generated by Repsol Colombia in Bogota during 2021 from air travel and energy consumption, and then offset the emissions by acquiring carbon credits.



Indicators

1. Perform a calculation of the carbon footprint for air travel and energy consumption for the year 2021 in Repsol Colombia.
2. Offset the emissions calculation through the purchase of CO₂ bond certificates during 2022.



Contribution to SDGs



Climate change → Actions



Action

Work together with our value chain to implement energy efficiency initiatives through the use of Repsol lubricants.



Description

We will sensitize stakeholders to the use of the latest technology lubricants, which are more energy efficient. The use of these lubricants implies a reduction in energy consumption and, therefore, CO₂ emissions.



Indicators

Conduct three awareness sessions during 2022.



Contribution to SDGs



2022 Sustainability Plan

Environment

As part of our mission to be an energy company committed to a sustainable world, at Repsol we work prioritizing the necessary actions to minimize the environmental impacts. To this end, we optimize the resources usage that we use in our industrial processes and in our products manufacturing, including water, minimizing impacts on natural capital and biodiversity, air emissions and water discharges, as well as waste generation, giving them a second life whenever possible.

Preservation of natural capital and the implementation of the work model based on circular economy are key aspects when developing our activity. The impacts prevention and minimization, as well as the environment restoration in which our operations are developed, are basic tools in our environmental management. Our goal is to maintain our social license to operate, demonstrating that we are sustainable throughout our value chain, both in our projects and operations, as well as in the products and services we make available to our customers.



2022 Sustainability Plan

Environment → Actions



Action

Apply circular economy criteria to electronic equipment decommissioned by 2022.



Description

We will ensure that the equipment decommissioned in 2022 will be disposed of under circular economy criteria, achieving their reuse or recycling.



Indicators

Recycle or reuse 100% of decommissioned equipment by 2022.



Contribution to SGDs



Innovation and technology

Technological innovation is an essential lever for building more sustainable energy models and meeting the challenge of decarbonizing our products and services.

Repsol Technology Lab is one of the most cutting-edge private R&D models in Spain, working on the detection, validation and development of technologies that will help us achieve the ambitious goal of decarbonization that we have set ourselves as a company.

Our own research work is complemented by the Corporate Venturing investment fund and an open innovation strategy, establishing alliances with technology centers, companies and universities around the world.

In addition, Repsol participates together with its partners in the Oil&Gas sector in the OGCI Climate Investments (OCGI-CI), a vehicle for channeling committed investment of more than 1 billion dollars in startups with the aim of combating climate change by reducing greenhouse gas emissions associated with energy supply.

Also, since its creation in 2017, the Repsol Digitalization Program has maintained a firm commitment to Sustainability, contributing to the digital transformation of business units, generating value throughout the activity chain.



Innovation and technology → Actions



Action

Bring technology and its trends closer to Repsol and society through dissemination in different media and social networks.



Description

We will be multipliers of the new technologies and trends in which Repsol participates, aware that today's challenges require the joint action of all stakeholders.



Indicators

Conduct four awareness-raising actions.



Contribution to SGDs



Innovation and technology → Actions



Action

Continue the deployment of the new technology optimization program in Repsol Colombia.



Description

We will take the necessary actions to reduce the country's information technology infrastructure in order to optimize processes and promote new digital solutions aligned with new ways of working.



Indicators

Comply with 100% of the plan to reduce the country's installed systems infrastructure.



Contribution to SDGs



Safe and secure operation

Maintaining excellent safety performance is for Repsol a moral obligation and an indispensable condition in our operations. Our ambition has always been to avoid any harm or negative impact on people, the environment, neighboring communities and the facilities themselves.

Now, with the incorporation of new businesses and the transformation of our industrial assets to meet decarbonization targets, we are strengthening our safety processes and updating them for a changing environment. We rely on the robustness of our processes and the use of the highest standards, and complement them with a safety culture that promotes early identification and correction of unsafe conditions.

In the current global context, with the acceleration of the digitalization process of society, secure operation also extends to digital operations, and cybersecurity is gaining more and more importance.

We have been working on cycles of improvement and adaptation our processes and information technologies for more than a decade. Also aware that it is an environment that is constantly evolving and gaining complexity, far from stabilizing the effort, we increase it in each cycle.



Safe and secure operation → Actions



Action

Analyze safety and environmental performance indicators and identify opportunities for improvement.



Description

We will report safety and environmental performance indicators according to the requirements established in the model of non-operated assets in the IAMS (Integrated Asset Management System) tool, which will allow us to evaluate the need for improvement actions.



Indicators

1. Report and document quarterly the indicators of non-operated assets.
2. Count the number of improvement actions identified/number of actions implemented.
3. Conduct quarterly field visits to the non-operated asset CPO-09 during 2022.



Contribution to SDGs



Safe and secure operation → Actions



Action

Continue the process of improving crisis communication management through internal training and preparation.



Description

We will strengthen the organization's preparedness for a possible crisis. To this end, we will raise awareness of crisis communication management and update Repsol Colombia's crisis committees.



Indicators

1. Inform 100% of the leaders of Repsol Colombia about the Communication Policy in crisis situations during 2022.
2. Update Repsol Colombia's crisis committees during 2022.



Contribution to SGDs



People

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 management of diverse talent focused on the employee, 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 impacts for local people and, if such a thing does occur, doing everything possible to repair the damage done.





Action

Promote the flexible presence scheme as one of the new ways of working in Colombia.



Description

We will deploy the Repsol Colombia telework model and promote new ways of working and digital tools. We will rely on the *Repsol Digital WorkPlace* transformation program, focused on learning new ways of doing things with the help of spaces and technologies that meet the needs of each individual and team.

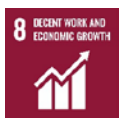


Indicators

Achieve that 70% of Repsol Colombia's employees are teleworking by 2022.



Contribution to SDGs





Action

Develop and deepen communication, awareness and information initiatives that promote the creation of an inclusive environment.



Description

We will carry out training and awareness-raising activities in order to promote the creation of an inclusive environment for the LGBTI community.

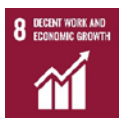


Indicators

Achieve that 80% of Repsol Colombia's employees take the "Energy with Pride" course during 2022.



Contribution to SGDs





Action

Continue to develop awareness-raising and training activities on the Voluntary Principles on Security and Human Rights.



Description

We will strengthen the knowledge of the Voluntary Principles on Security and Human Rights of employees, external personnel and State security agencies, with an emphasis on gender equity and its relationship to human rights.



Indicators

Carry out sensitization activities for military forces in the CPO9 and Repsol Colombia collaborators.



Contribution to SDGs



2022 Sustainability Plan

People → Actions



Action

Disseminate the 2030 Agenda to our stakeholders in Repsol Colombia.



Description

We will share with our stakeholders the importance of the 2030 Agenda, and we will also share Repsol's contribution to the Sustainable Development Goals.



Indicators

1. Share the ODSStories course with 100% of our partners.
2. Obtain at least three third-party mentions of Repsol Colombia's support for the 2030 Agenda.



Contribution to SGDs



2022 Sustainability Plan

People → Actions



Action

Collaborate with extractive companies to improve human rights management.



Description

We will work on the national business and human rights plan within the framework of the Business and Human Rights Committee of the National Hydrocarbons Agency (ANH).

This year we will focus on raising awareness of our human rights policy and the document "Human Rights and Repsol", and we will also promote human rights training for our employees.



Indicators

1. Inform our partners about Repsol's human rights policy.
2. Make our stakeholders aware of the document "Human Rights and Repsol".
3. Achieve 100% participation of Repsol Colombia employees in the online human rights course.



Contribution to SDGs



2022 Sustainability Plan

People → Actions



Action

Contribute to the 2030 Agenda in social projects in which Repsol Colombia participates.



Description

We will work together with our partners Socodevi and Ecopetrol to identify the contribution of the Agroemprendecacao project to the Sustainable Development Goals (SDGs). With this purpose, we will identify indicators to measure this contribution.



Indicators

Establish at least five indicators to measure the contribution to the SDGs for the Agroemprendecacao project.



Contribution to SDGs



2022 Sustainability Plan

People → Actions



Action

Demonstrate our commitment to gender equality in Colombia.



Description

We will continue the process of strengthening gender equality in Colombia's energy mining sector by adhering to the Women's Empowerment Principles (WEPs), led by UN Women and Global Compact, to help the private sector promote gender equality at work, in the marketplace and in the community.



Indicators

1. Conduct at least two sensitizations on gender equality issues.
2. Adhere to the Women's Empowerment Principles (WEP's).



Contribution to SDGs



Ethics and transparency

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 is essential to be consistently transparent.



Ethics and transparency → Actions



Action

Strengthen compliance culture and improve identification, monitoring and support in managing risks of corruption, prevention of asset laundering and financing of terrorism in Repsol Colombia.



Description

We will raise awareness of the changes in the Repsol standards regarding the Transparency and Business Ethics Program (TBEP), and we will reinforce knowledge about the prevention of money laundering and the financing of terrorism.



Indicators

1. Communicate or sensitize 100% of the leaders during 2022.
2. Communicate or raise awareness among 80% of employees by 2022.



Contribution to SGDs



Ethics and transparency → Actions



Action

Simplify Repsol Colombia's corporate structure in order to align it with the business and adapt it to legal requirements and corporate standards.



Description

We will continue to advance in the simplification of Repsol Colombia's corporate structure in line with the transparency criteria committed by Repsol.

In 2022, we will proceed to complete the liquidation of the Repsol Servicios Colombia, S.A. Branch initiated in 2021.

Additionally, we will comply with the obligations resulting from the waiver of the contracts presented by Repsol Exploración Colombia S.A.



Indicators

1. Complete the liquidation of the Repsol Servicios Colombia, S.A. Branch.
2. Fulfill 100% of the obligations corresponding to 2022 resulting from the waiver of the contracts presented by Repsol Exploración Colombia S.A.



Contribution to SGDs



Ethics and transparency → Actions



Action

Support the development of an effective tax system through participation in international initiatives for responsible taxation and fiscal governance.



Description

We will comply with the information requirements requested by the EITI (*Extractive Industries Transparency Initiative*) in order to strengthen our cooperative relations with the tax authorities and other supervisory bodies.



Indicators

Provide 100% of the information required by the EITI control entity in Colombia for the fiscal year 2021.



Contribution to SGDs



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.



2022

Sustainability Plan