



***HR Excellence
Award:
Experience
sharing from
business
perspective***

November 13, 2024



HR EXCELLENCE IN RESEARCH



SPEAKERS



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Repsol has been supplying energy to society for more than 80 years



2025
-15%


2030
-28%

2040
-55%

Energy solutions for today and tomorrow

We strive to drive the evolution towards a decarbonization energy model, and with this ambition in mind we were the first company in our sector to set the goal of reaching a **net zero emissions company by 2050**.

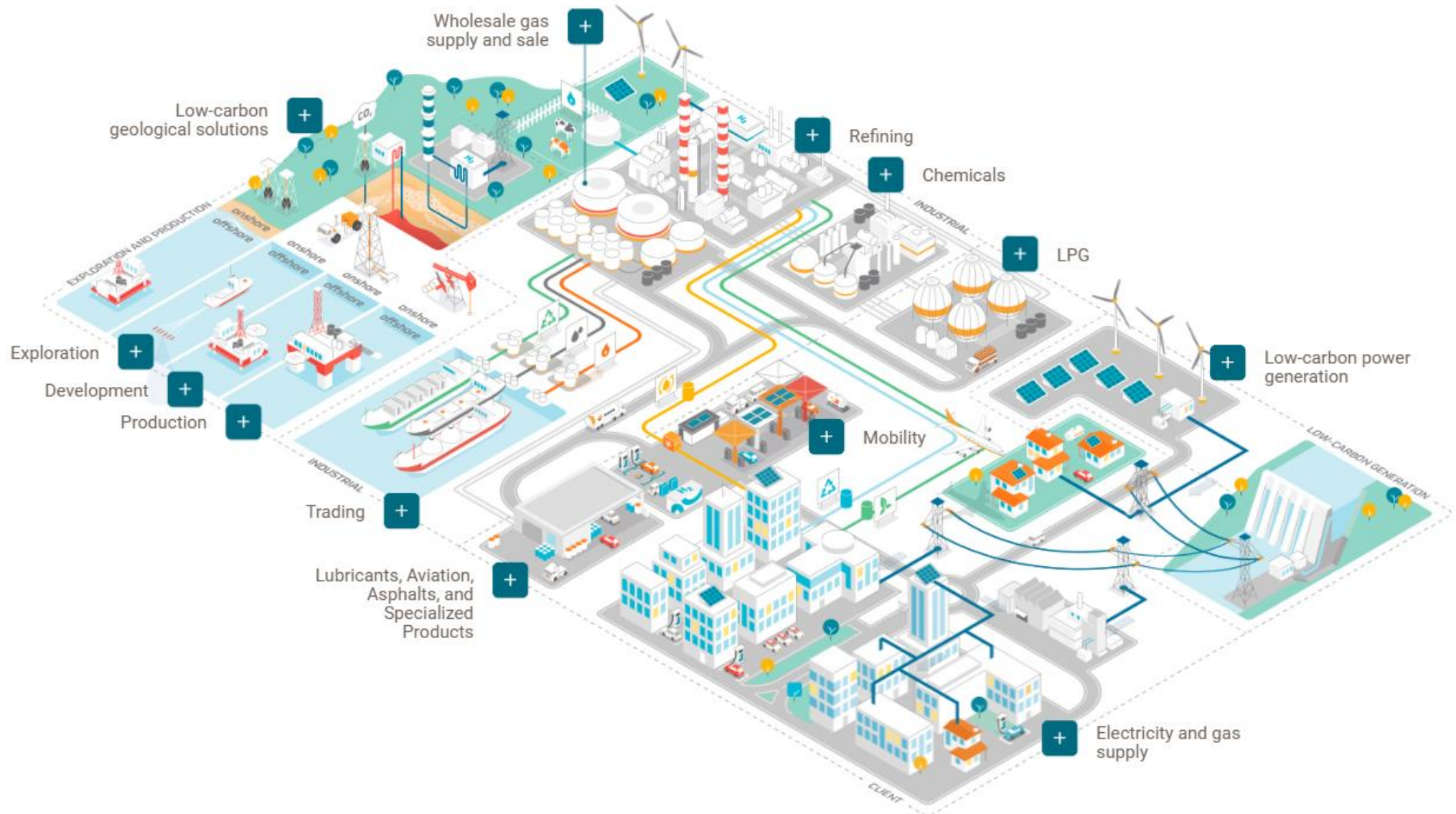
 **+24,000**
Employees in
31 countries

 We sell our
products in
+90
Countries



**The Repsol
Commitment
Net Zero
Emissions
by 2050**

Repsol: present throughout the energy value chain



Technology | Strategic transformational technologies

Open and networked innovation model



1 REPSOL TECH LAB



Our R+D



+250 Experts
17 Nationalities



Capabilities in multiple fields



+60M€/y investment
+55 % in ESG projects



+50.000 m²



35 Pilot Plants



20 specialized laboratories



INNOVATION
INTERNAL
CAPABILITIES

2 CORPORATE VENTURING



+17 M€ 2023 investment
+96 % in ESG

1 WHAT WE DO

- Early detection of technologies
- Validation and scale-up of technologies
- Acceleration of Innovation cycles
- Support to: technology transfer & entrepreneurship ecosystem

EXNOVATION
EXTERNAL
CAPABILITIES

2 WITH WHOM?



Universities



R&D
Centers



Startups



Administrations



Corporations



Why did Repsol decide to become awarded organization?

Innovation, Science and Technology as an engine transformation



Innovation is a fundamental pillar of Repsol's business strategy and is also one of our company values, along with transparency, accountability, results orientation and collaboration.

In a world facing global challenges such as digital transformation, resource scarcity and climate change, **innovation, technology and science** become the cornerstone to develop solutions that drive the energy transition and the decarbonization of the economy.

To successfully lead this transition and achieve our ambitious goals, it is **essential for Repsol to attract top talent.**



One of our main competitive advantages lies in our people





Benefits of being awarded organization

Innovation, Science and Technology as an engine transformation



In 2020, Repsol began working to obtain the distinction of Excellence in Human Resources Research.

In November 2021, Repsol Technology Lab was awarded ([link](#)), becoming the first R&D center supported by a large corporation, has been distinguished with HR Excellence in Research.

Benefits:

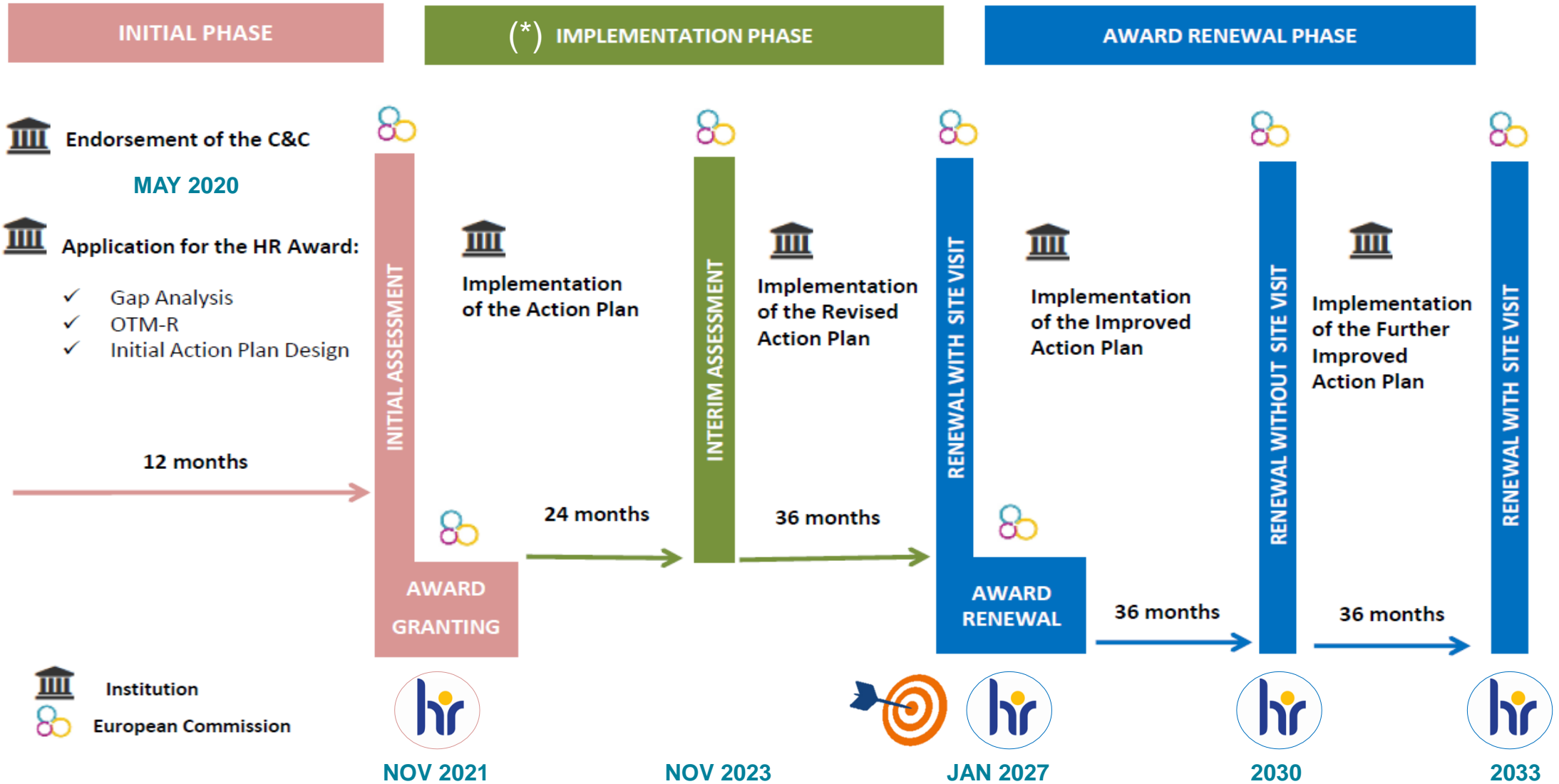


- 1 Recognition of HR strategy for researchers
- 2 A guarantee to attract talent
- 3 Favorable and stimulating work environment
- 4 International visibility
- 5 More competitive position



Certification Process

Where are we?



(*) Supported by *Effectia*

HRS4R Steering Committee

Implementation Phase



HRS4R steering committee: systematic follow-up process that will ensure the implementation of the actions. Periodic monitoring performed (3 times per year).



+20 people:

- CTO Technology and Corporate Venturing
- Directors of the different technical areas
- Open Innovation
- Representatives of the Human Resources area
- Representative of Operative Model area
- Representatives of researcher (R1, R2, R3, and R4)

The initiative has supported from the highest level of management, from **EMD TENTIAC*** → thus ensuring its success and alignment with the strategic objectives of the organization.

Actions of **HR Excellence in Research Award** are included in the annual management goals (EMD TENTIAC).



* EMD TENTIAC: Executive Managing Director of Energy Transition, Technology, Institutional Affairs, and deputy Chief Executive Officer of Repsol



Revised Action Plan

2023

The initial Action Plan had 19 initiatives (Action 1b to Action 9) that were established as an action plan with their KPI's for achievement.

In the Interim Assessment (Nov. 2023), 8 new actions have been included (Action 10 to Action 17).

Action 1b: Monitor training plan
Action 6a: Promote PoC platforms
Action 6b: Promote open science platforms
Action 7a: Update information on Workday
Action 8b: Annual Culture Survey
Action 12: Onboarding corporate program
Action 16: Annual research production.
Action 17: Translated HRS4R documents

Action 2b: Re/Define the career plan
Action 2c: 30% researchers included in corporate mentoring program
Action 3a: Mentor onboarding process at TechLab
Action 4a: Transparent and positive feedback training
Action 4b: Skip level meetings
Action 6c: Implement digital disconnection measures
Action 6d: "New normality post COVID" Plan
Action 8a: Annual training in communicating negative feedback
Action 11: Coaching tool



Action 5: HR Plenary Session on Recruitment
Action 9: Incorporate job offers in EURAXESS
Action 13: TFM/TFG* collaboration programs and master's scholarship holders

Action 1a: Develop annual training plan
Action 2a: Individual Development Plans "PDI".
Action 3b: Technical Mentor "Buddy" for R1 & R2 researchers
Action 7b: Include internal/external teaching activities on Workday
Action 10: Offer support to professional career
Action 14: Development (Identify critical skills of the area)
Action 15: Development in Industrial capacity

Revised Action Plan

Status



Most of the actions proposed in the initial Action Plan have been implemented (74%):
Completed (14), Ongoing (4), Extended (1)



Next Steps

Award Renewal Phase



- Continue with the **implementation of the Revised Action Plan**
- **Promote recurrent activities** (culture survey, skip level meetings...)
- **Collect new proposals** from scientists
- **Dissemination of the certification** to different audiences within the corporation
- **Positioning Repsol as an employer brand**





REPSOL

Technology Lab

from ideation to real business

[#RepsolTechLab](#)
[#RepsolOpenInnovation](#)
[#RepsolVenturing](#)