



Overview 2021 Sustainability Plan A Coruña



Index

| | | |
|----------|---|-----------|
| 1 | Our vision of sustainability and the preparation of this Plan | 3 |
| 2 | Sustainability Plan 2021 | 4 |
| | Sustainable Development Goals | 5 |
| | Overview | 7 |
| |  Climate change | 8 |
| |  Environment | 12 |
| |  Innovation and technology | 16 |
| |  Safe and secure operation | 19 |
| |  People | 24 |
| |  Ethics and transparency | 29 |
| 3 | Process of updating this Plan | 33 |

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.



Climate change

We want to be part of the solution to climate change



Environment

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



Innovation and technology

We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment



Safe and secure operation

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



People

We are committed to people and promote their development and social environment



Ethics and transparency

We act responsibly and fully where we are present

2 2021 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 2021, we are publishing our annual SDG report for the second time.

We want 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.

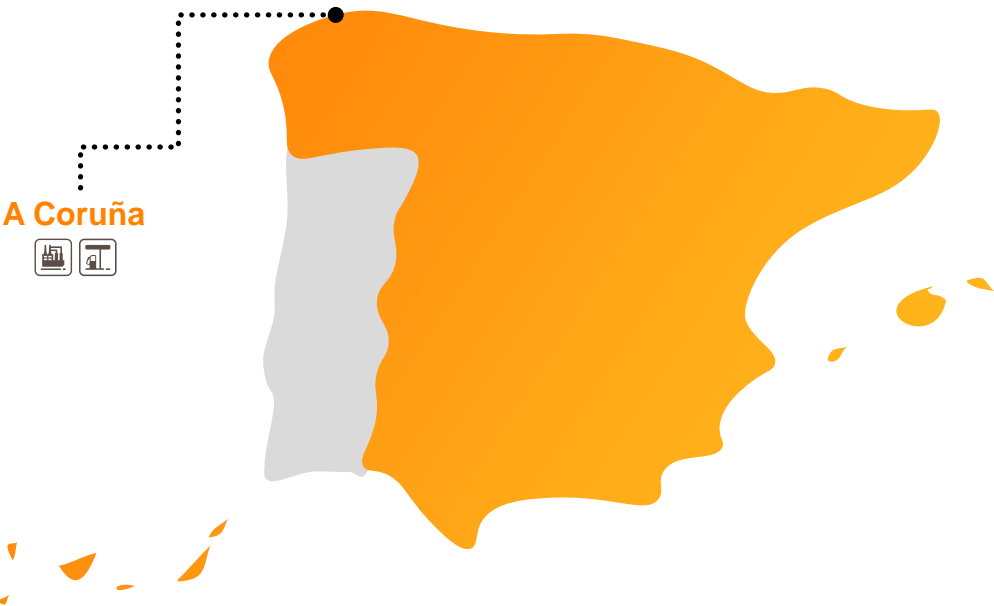
We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition, and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.

2 2021 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:



2021 Sustainability Plan

Noteworthy projects

At Repsol, we contribute to sustainable development...

carrying out projects and initiatives that are structured through this plan, in order to convey our commitment to the society in which we carry out our activities.



Industrial transformation

We are in the midst of transforming our industrial activity to turn the refinery into a multi-energy hub that will allow us to meet Repsol's decarbonization target for 2050.

Highlights include the execution of the investments of the CO2 Emission Reduction Plan and the focus of the work of the 2021 general shutdown on improving the **energy efficiency of the Crude1 unit**. We have also produced for the first time a **new biofuel** from used **cooking oil**.



Innovation and digitalization

Digitalization puts people at the centre, as the architects of improvement, through new digital technologies and new ways of working.

In 2021, we implemented numerous initiatives in this area, including the **Analitical Model RTO**, as a real-time optimization model in the FCC unit, and **Supervisor Tasks**, which advances the digitization of maintenance supervisor processes.



Vocational Training

We have been promoting vocational training since 2003 and thanks to this commitment, more than 500 Industrial Chemistry students (ordinary, dual and FCT) have completed 10,000 hours of training at the refinery in the last 10 years.

We have renewed the **Dual Vocational Training Program** with the Xunta de Galicia and the 5th promotion is being developed with 12 new students. This educational experience will have a duration of two courses with 2,000 hours, being 50% of the training carried out at the refinery, which includes paid internships.

2021 Sustainability Plan

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:

19
Actions

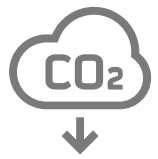
95 % Fulfillment
5 % Not fulfilled



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 2021 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.

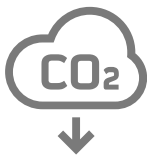
Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

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. Our 2021-2025 Strategic Plan sets out the roadmap for continuing to successfully advance the energy transition. 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.

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





Climate change: Actions

Action

Achieve the reduction of GHG tonnes targeted in our Emission Reduction Plan 25-25.

Description

The Repsol A Coruña Industrial Complex has been assigned a series of actions within the CO₂ emissions reduction plan. To achieve this objective in 2021, we will make the investments set out in the plan and work to implement the operational actions derived from the continuous improvement of the process.

Indicator

Achieve a reduction of 20,000t of theoretical CO₂ emissions.

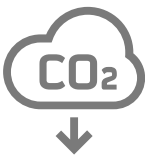
What we've achieved



In 2021 we have implemented operational improvements and executed and commissioned investments in the units with a reduction of more than 24,000 tonnes of CO₂ emissions per year. Of particular note was the investment made in the Gas Recovery-3 unit with the start-up of the project to change the unit's turbocharger, which involved an investment of close to 16 million euros.

Contribution to the SDGs:





Climate change: Actions

Action

Invest in energy efficiency projects.

Description

We will work on the execution of the energy efficiency improvement projects to be implemented during the general shutdown in May at the Crudo1 unit and on the progress of the projects to be implemented in the following years, as contemplated in the 25/25 Plan.

Indicator

Exceed 11.5% progress on the curve of the 25/25 plan projects.

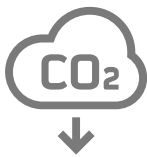
What we've achieved



This year we have surpassed the indicator, reaching 11.6% progress in the 25/25 Plan projects curve. These projects, which will be implemented at the refinery in the coming years, aim to achieve a net reduction in CO₂ emissions, supporting the Company's decarbonization objective of zero net CO₂ emissions by 2050.

Contribution to the SDGs:





Climate change: Actions

Action

To carry out actions in the Refinery's processes that contribute to climate change mitigation.

Description

We will incorporate bio-based components in the formulation of our fuels.

Indicator

Incorporate 150,000 tonnes of bio-based components into fuels.

What we've achieved



The amount of bio-based components incorporated in the production of fuels at the Repsol A Coruña Industrial Complex in 2021 was 178,700 tonnes. Of particular note is the incorporation of used cooking oil (UCO) as a new component.

Contribution to the SDGs:





At Repsol, we contribute to sustainable development...

In order to guarantee society sustainable growth over time, at Repsol we work prioritizing the actions necessary to minimize environmental impacts. For this, we optimize the use of the resources that we use in our industrial processes in the manufacture of our products, including water, and we minimize emissions to air and water, as well as the generation of waste, giving them a second life whenever possible.

The conservation of natural capital and biodiversity, as well as the implementation of the circular economy, are key aspects when developing our activity.

Our Safety and Environment Strategy defines the key lines of action on which the company will focus its environmental efforts by 2025: we must be able to quantify and assess the impacts and dependencies on the environment when making business decisions, focusing on the most sensitive aspects of our operations. Our goal is to maintain the social license to operate through excellent environmental management, showing that we are sustainable throughout our entire value chain, both in our projects and operations, as well as in the products and services that we make available to our customers.

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





Environment: Actions

Action

Reducing emissions into the atmosphere.

Description

We will start up the G-53 project, associated with the process of one of the main conversion units, the FCC (Fluidised Bed Catalytic Cracking). This project, which has involved an investment of 19 million euros, aims to reduce the emission of particles into the atmosphere.

Indicator

Reducir un 30% las emisiones de partículas en la unidad de FCC.

What we've achieved



Following technological improvements to this FCC unit to adapt it to the latest European regulations, particulate emissions have been reduced by 30%.

Contribution to the SDGs:





Environment: Actions

Action

Promote actions to develop a circular economy with the environment.

Description

We will promote a circular economy strategy, which seeks operational efficiency, reduction of environmental impact, anticipation of regulation and the search for competitive alternative sources. We will work on projects to incorporate biogas generated from solid urban waste into the refinery for the production of green hydrogen and the production of advanced biofuels from sustainable raw materials and waste from households and the local agri-food industry.

Indicator

Develop at least two circular economy actions.

What we've achieved



At the Repsol refinery in A Coruña, we are studying and developing different projects, including five relating to the revaluation of different types of industrial, urban, agricultural and forestry waste.

Contribution to the SDGs:





Environment: Actions

Action

To carry out environmental improvement actions in the Industrial Complex.

Description

We will identify and implement improvements in our facilities, with the aim of improving our environmental performance, carrying out different actions to minimise waste, as well as to reduce the use of fresh water in the processes, promoting recirculation.

Indicator

Increase the rate of water reused compared to the average of the last four years.

Reduce waste in accordance with the Industrial Waste Minimisation Plan.

Comply with the budget of the Environmental Investment Plan.

What we've achieved



At the Refinery we have an Effluent Treatment Plant to treat the water we use. Part of this water is reused in the facilities, in 2021 we achieved an average reuse rate of 53.4%, higher than in the last four years.

We have also fulfilled the Waste Minimization Plan with an additional reduction of 60 tonnes compared to the established target and we have fulfilled the environmental investment plan with an investment of more than 800,000 euros.

Contribution to the SDGs:



2 2021 Sustainability Plan



Innovation and technology

At Repsol, we contribute to sustainable development...

Advancing in the decarbonization of processes and products and in Sustainability is a key objective in the future strategy of our industry. For this reason, at Repsol, we are strongly committed to the decarbonization of our industrial and transport production, counting on a strong investment in R&D&i at our research center (Repsol Technology Lab).

Also since its creation in 2017, Repsol's Digitalization Program has maintained a firm commitment to Sustainability. On a transversal basis, this program is contributing to the digital transformation of Repsol's business units, obtaining impacts throughout the entire value chain.

Repsol Technology Lab promotes open innovation, that is, collaboration with the innovative ecosystem by building a work environment capable of accelerating the full deployment time of disruptive technological products. This collaboration model is essential to obtain successful results and build more efficient and sustainable energy systems.

As an example of open innovation, Repsol has an investment fund that is intended to acquire stakes in start-ups that offer solutions in three areas of action: decarbonization and circular economy, advanced mobility and renewables, and digital technology and asset optimization.

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.





Innovation and technology: Actions

Action

Promote technological innovation in the refinery.

Description

We will operate the Matrix simultaneous network optimisation application, a pioneer in Repsol. It is based on the use of technologically advanced models for the optimised management of the refinery's fuel gas, hydrogen and steam networks. The result will be a lower use of material and energy resources.

Indicator

Achieve at least 80% in the level of use of the tool by 2021.

What we've achieved



An average utilization rate of more than 95% has been achieved in 2021 since the tool was launched in May this year.

Contribution to the SDGs:





Innovation and technology: Actions

Action

Carry out the management plan for digital transformation initiatives in the Refinery.

Description

We will play an active role in improving digital implementation in the refinery.

Digitalisation puts people (customers, employees, suppliers, etc.) at the centre, as the architects of improvement, through new digital technologies and new ways of working.

Indicator

Scale up 100% of the digital initiatives corresponding to A Coruña.

What we've achieved



We have achieved 100% implementation of digital initiatives: We have developed 3 Big-Bet initiatives (high impact), including the Analytical Model RTO, a real-time optimization model in the FCC unit. We have developed 7 Non-Big-Bet initiatives (not high impact) and we highlight Supervisor Tasks, which advances in the digitalization of the maintenance supervisor's processes. We have achieved 4 Minimum Viable Products of which we highlight the Matrix application.

Contribution to the SDGs:



2 2021 Sustainability Plan

Safe and secure operation



At Repsol, we contribute to sustainable development...

We pursue the ambition of Zero Accidents by demanding a high level of safety in our processes and facilities, with special attention to the protection of people and the environment that surrounds us, also working to raise awareness of our suppliers and contractors.

As a result of the conviction that safety is the basis for the creation of value, excellence and responsibility, our Safety and Environment Strategy for 2025 sets the key lines of action on which to focus our safety efforts: promoting the culture, transformative leadership and safety awareness. In addition, as a sign of our commitment, the safety objectives have an impact on the variable remuneration of our employees of 10%.

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.

Below we demonstrate courses of action pointing to our commitment to safe and secure operation.





Safe and secure operation: Actions

Action

Progressively improve the security level of the Industrial Complex facilities.

Description

We will invest in incorporating safety, occupational and process improvements to our facilities in line with industry best practice.

Indicator

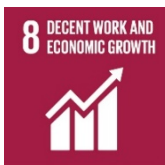
Meet 100% of the budget of the Security Investment Plan.

What we've achieved



In 2021, we met the budget of the Safety Investment Plan, allocating nearly 5 million euros to safety improvements at the facilities, applicable to both process safety and personal safety. One of the investments to be highlighted in this plan are the new control systems in the hydrogen plant (H₂).

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Communicate safety-relevant information transparently to own staff and service company partners.

Description

We will prepare and disseminate a minimum of 10 communications on relevant safety issues, lessons learned and safety briefing notes on specific topics among our own staff and those of auxiliary companies.

We will hold coordination sessions with the participation of Repsol personnel and those responsible for safety at service companies to share information and agree on actions to reinforce safety at the Industrial Complex.

Indicator

Communicate at least 10 lessons learned and safety briefing notes.

Carry out a minimum of 40 safety coordination sessions between Repsol and the service companies present in our Industrial Complex.

What we've achieved



We have published a total of 16 internal notes and lessons learned for the knowledge of our own and contracted personnel. We have also held 47 coordination sessions with contractor companies, where all actions relating to safety issues in the Industrial Complex have been dealt with. In addition, the companies themselves, in coordination with Repsol, pass on best practices in prevention.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Enter into agreements and collaborations with external entities with the aim of developing better joint security or emergency response capabilities.

Description

We will carry out agreements signed through agreements or collaboration with entities to support actions in the field of security: external emergency plan, training of professionals in Galicia, etc.

Indicator

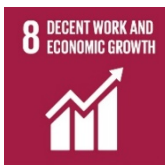
Carry out at least three agreements and/or actions.

What we've achieved



In 2021 we carried out 3 collaborations with external entities: we worked with 112 in the general emergency drill and signed two collaboration agreements with Arteixo Town Council and A Coruña City Council for the training of emergency personnel in the municipalities. In A Coruña City Council, training was also offered to fire brigade personnel by Williams, a prestigious fire-fighting company.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Foster a strong process safety culture among our staff to prevent incidents.

Description

We will develop and internally disseminate communications aimed at reinforcing the adoption of key process safety behaviours in our operations.

Indicator

Develop and disseminate 5 videos, notes and questionnaires on key process safety behaviours at operational level.

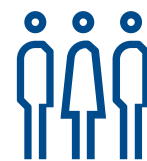
What we've achieved



The commitment to safety and people is one of the most important pillars at Repsol, which is why every year we internally disseminate communications that help us to reinforce safe behaviour for our staff and activity. In 2021, the A Coruña refinery produced 5 videos, 13 informative notes and 16 questionnaires, all of which focused on key safety issues.

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, health and wellness, 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: Actions

Action

Disseminate the United Nations 2030 Agenda among our employees.

Description

We will introduce our employees to the 2030 Agenda and its 17 sustainable development goals through a training course. We will emphasise the role of the private sector and the challenges facing Repsol to maximise its contribution.

Indicator

To achieve a course completion rate of 80% of employees with responsibility in departments or areas.

What we've achieved



This year, 100% of employees with responsibility have completed training focused on the 2030 Agenda and its 17 Sustainable Development Goals (SDGs). A total of 21 department heads at the Repsol Industrial Complex in A Coruña received training.

Contribution to the SDGs:





People: Actions

Action

To carry out actions in the educational environment that favour quality training, proximity to the company and the employability of new professionals.

Description

We consider education to be one of the most important pillars of the future of young people in our Community. For this reason, we are involved and will participate in different actions in the field of education, both for students and to improve the skills of teachers.

Indicator

Launch the 5th promotion of Dual Vocational Training in coordination with IES A Sardiñeira, for students of Industrial Chemistry.

Participate in the stays of teachers, offering our refinery as a centre to promote this public-private collaboration in the educational environment.

Promote the practical training necessary for university and vocational training students to obtain their academic qualifications at our facilities. Objective: 5 internships by 2021.

What we've achieved



We have signed the Dual VET agreement with the Xunta de Galicia (5th promotion) and we have participated in the Technological Forum of the University of Vigo, in Laboralia of the University of A Coruña and in the Job Fair of the Chamber of Commerce of A Coruña. In addition, it has attended Dual Vocational Training events and virtual fairs. Teaching staff stays were offered again, but the evolution of the health situation affected their development. We have carried out 6 stays of university students at the Refinery.

Contribution to the SDGs:





People: Actions

Action

To carry out social, educational, cultural and sporting projects with the environment.

Description

We will support the development of social projects with non-profit organizations and associations, both for the fight against social exclusion and for the integration of people with disabilities.

We will develop educational projects in schools in our area.

We will enter into agreements with the Administration and local entities for participation in cultural programmes.

We will support the development of sports projects.

Indicator

Carry out at least 40 projects.

What we've achieved



Despite the restrictions of the pandemic that have caused the cancellation of some planned projects, we have been able to carry out 33 initiatives: 18 in the social field, 11 in the educational and training field, 2 in the cultural field and 2 in the sports field.

Contribution to the SDGs:





People: Actions

Action

Conduct a global culture survey among employees.

Description

This survey will make it possible to evaluate both the global index (in relation to the employees' assessment of the different aspects of work and the organization) and the transformation index, which will evaluate the new ways of working.

Indicator

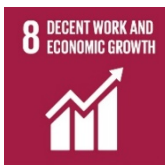
Conduct the global culture survey in the fourth quarter of 2021.

What we've achieved



The Company has postponed the survey to 2022.

Contribution to the SDGs:



2 2021 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. We want to be publicly recognized as an honest and transparent company in tax-related matters. Thus, **we are engaged in EITI** (Extractive Industries Transparency Initiative) with the aim of strength our cooperative relationships with the administrations.

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 2021 Sustainability Plan



Ethics and transparency: Actions

Action

Draw up a communication plan on the development of the Project to transfer crude oil traffic to the Punta Langosteira Outer Harbour.

Description

We will keep our neighbours, the rest of the citizens, the media and the public and private entities in our area informed about the development of this transcendental project, which has a budget of 126 million euros.

Indicator

Provide 10 pieces of information about the project through different communication channels.

Establish, together with the contractor company, a specific information channel for the neighbours in relation to the works of the polyduct.

What we've achieved



We have produced 3 press releases and 5 informative contents on the project to move to the Outer Harbour. We have participated in a forum to analyze the present and future of Punta Langosteira and we have created a page on the refinery's website about the project. In addition, a communication plan has been established with information for neighbours: holding meetings, sending direct communications and creating, together with the contracting company, a neighbourhood attention service.

Contribución a los ODS:





Ethics and transparency: Actions

Action

Promote the economic development of the Complex's environment, ensuring fair competition and good practice in procurement and contracting processes.

Description

We will promote the participation of local companies in contracting processes in 100% of the cases where the local business fabric has the capacity to provide services.

Indicator

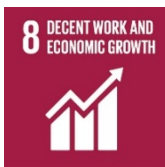
Invite the local business fabric to 100% of the tenders of the contracting processes in which they have the capacity to provide services.

What we've achieved



In 2021, 49 tenders were carried out from the Repsol Industrial Complex in A Coruña in which there were companies with a local presence with the capacity to provide the service. In all of them, these companies were invited to be present, which corresponds to 100% of the total.

Contribución a los ODS:





Ethics and transparency: Actions

Action

To have a 24-hour communication channel for citizens.

Description

Transparency is one of the values of the A Coruña Refinery. For this reason, it has a 24-hour customer service system so that any citizen can request information or ask questions about the activity.

Indicator

Respond to 100% of incoming calls.

What we've achieved



In 2021 we have maintained the 24-hour customer service available to citizens, responding to 100% of communications, which in 2021 totalled 23 calls.

Contribución a los ODS:



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.



