



Overview
2021
Sustainability Plan
Cartagena



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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.



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...

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Advanced biofuels

At the Repsol refinery in Cartagena, we have begun construction work on Spain's first advanced biofuels plant.

The new facility, which is expected to be completed in 2023, will produce advanced biofuels that will prevent 900,000 tonnes of CO₂ emissions per year.



Zero net emissions target in 2050

In 2021, we have implemented different projects and investments that allow us to move towards our goal of being a net zero emissions company by 2050.

With the commissioning of new equipment, we have managed to reduce the emission of more than 32,000 tonnes of CO₂.



Opportunities for young people

At Repsol we are committed to promoting talent. In 2021 we welcomed around thirty students to our facilities who have received training at the industrial centre.

In collaboration with the education system, we have brought students closer to the day-to-day life of the refinery by offering training and employment opportunities to young people.

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:

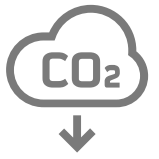
17
Actions

100 % Fulfillment



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.

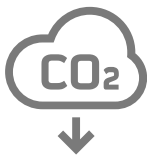
Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

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

Contribute to Repsol's goal of being a zero net emissions company by 2050.

Description

We will identify actions that will enable us to reduce our CO₂ emissions by 25% by 2025 compared to 2017 in line with the company's target.

Indicator

Advance by 17.9% in the development of projects under the 25/25 plan.

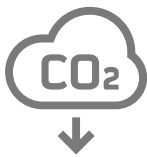
What we've achieved



Within the framework of Repsol's objective to decarbonise its operations and advance towards the goal of being a company with zero net emissions by 2050, the Cartagena refinery has made progress in different actions throughout 2021, reaching 18.3% of the planned plan's execution. Specifically, we have made progress in actions such as improving the efficiency of some of the refinery's furnaces, with an estimated annual saving of 11,000 tonnes of CO₂.

Contribution to the SDGs:





Climate change: Actions

Action

Reduce CO₂ emissions by 2021.

Description

We will identify and devise ways to reduce CO₂ emissions by 2021 to slow climate change. All measurements will be audited to verify progress.

Indicator

Implement actions to reduce 21,000 tCO₂ by 2021.

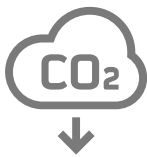
What we've achieved



The Cartagena refinery has managed to reduce 32,278 tons of CO₂ in 2021 thanks to the implementation of different projects and investments. It is worth highlighting the start-up of new equipment in the topping unit, which improves its energy efficiency, and the installation of thermocompressors in the coker unit.

Contribution to the SDGs:





Climate change: Actions

Action

Implement new technologies in refinery processes.

Description

We will make progress in the study of new technologies at Repsol's facilities in Cartagena to tackle climate change and the goal of being a company with zero net emissions by 2050, based on the circular economy, renewable hydrogen and the capture and use of CO₂.

Indicator

Define and initiate the development of renewable hydrogen projects in Cartagena, both for the application of electrolysis and for the production of biogas.

What we've achieved



The Cartagena Industrial Complex, in collaboration with other Repsol's areas, is working on the technological definition and the synergies search with potential partners for the implementation of an electrolyzer, among other projects. Also, in 2021, the refinery produced for the first time, renewable hydrogen from biomethane.

Contribution to the SDGs:





Climate change: Actions

Action

Ensure the incorporation of biofuels into refinery products.

Description

We will start work on the construction of an advanced biofuels plant that will enable the production of sustainable biofuels from recycled feedstocks from 2023 onwards.

Indicator

Achieve 37% of the project's progress.

What we've achieved



In 2021 we obtained the necessary authorisations to initiate the project and start construction work, which is 37% complete. The new facility, which is expected to be completed in 2023, will produce advanced biofuels that will prevent the emission of 900,000 tonnes of CO₂ per year.

Contribution to the SDGs:





Environment

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

Integrate circular economy policies in our activity.

Description

We will encourage the application of the waste hierarchy principle, promoting the prevention of waste generation and encouraging waste recovery.

Indicator

Achieve 85% recovery of waste.

What we've achieved



The Cartagena refinery continues to be a benchmark in terms of waste management, exceeding the target set for 2021, achieving the recovery of 98% of waste. In 2021 we exceeded the target we had set ourselves, achieving the recovery of 98% of waste.

Contribution to the SDGs:





Environment: Actions

Action

Optimising our integrated water management.

Description

We will implement actions to maintain efficient water use, reduce water consumption and encourage water recirculation.

Indicator

Maintain water consumption intensity below the European average for the sector.

What we've achieved



As part of its commitment to the efficient use of water resources, the Cartagena refinery has continued to reduce water consumption in its facilities and its recirculation. In 2021 we had a specific consumption of 0.59 m3/t, again below the sector benchmark of 0.7 m3/t.

Contribution to the SDGs:





Environment: Actions

Action

Support the sustainable development of the Port of Cartagena.

Description

To take an active part in the sustainable development of the Port of Cartagena.

Indicator

Participate in the actions to disseminate the SDGs proposed by the Port of Cartagena and pass the verification of the good environmental practices guide.

What we've achieved



The refinery has participated in the initiatives of the Port Authority of Cartagena related to the Sustainable Development Goals. Furthermore, as in previous years, the industrial complex has applied the best environmental practices, passing the Port Authority's own verification process.

Contribution to the SDGs:





Innovation and technology

At Repsol, we contribute to sustainable development...

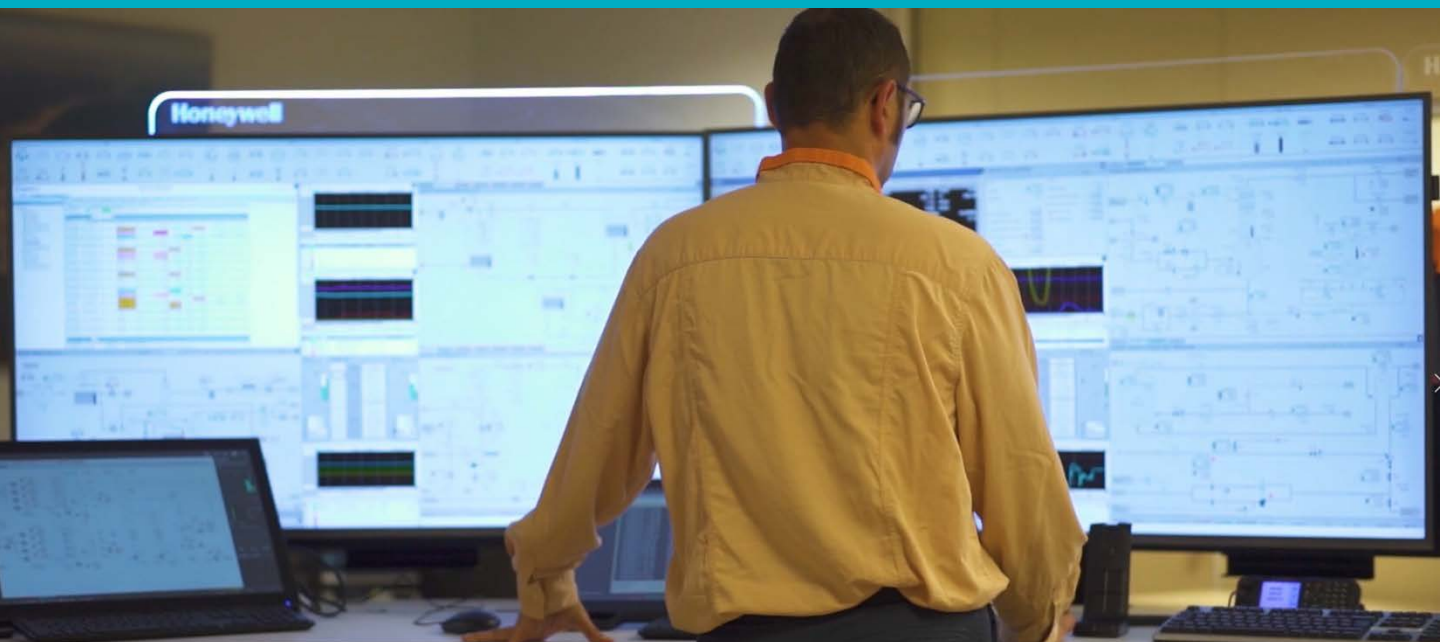
Advancing in the decarbonization of processes and products and in Sustainability is a key objective in the future strategy of our industry. For this reason, at Repsol, we are strongly committed to the decarbonisation of our industrial and transport production, counting on a strong investment in R&D&i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

Implement digitisation applications.

Description

We will drive digitalisation in the refinery to transform the way we work, enabling us to maximise the effectiveness of our results.

Indicator

Start up 8 digitalisation projects at the Cartagena refinery. Two of them will be implemented for the first time in Repsol.

What we've achieved



Digitalisation is one of Repsol's key levers for leading the energy transition. At the Cartagena refinery, we have launched eight projects, and another five have been developed, ranging from improving the efficiency of equipment and processes to adding value to data. Two of them are pioneering in Repsol. The 'Soft Sensors' project is already underway, and the second, CK Optimizer, is scheduled for implementation in 2022.

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

Exercise evident, proactive and systematic safety leadership at all levels of the organisation.

Description

We will conduct the roll-out of the Safety Leap safety leadership training programme for employees.

Indicator

Achieve 90% attendance of the target audience.

What we've achieved



Following the deployment of the safety leadership programme among the organisation's leaders in 2021, and despite the restrictions set by COVID-19, we have managed to involve 76% of employees in the Safety Leap programme. To this end, we have held various meetings and training workshops for technicians and area managers on safety.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Strengthen the culture of personal security.

Description

We will carry out a plan to strengthen the security culture with awareness-raising actions that will serve as a lever for prevention.

Indicator

Carry out 4 personal security awareness actions.

What we've achieved



We have strengthened the safety culture through awareness-raising actions. Specifically, we have disseminated two videos on the paying attention importance to the work being carried out at all times and the environment in which it is developed. In addition, on an internal platform, we have incorporated content related to different experiences and good practices. We have also developed a digital communication campaign with messages related to safety.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Incentivise good safety performance among contractor companies.

Description

We will hold safety meetings with contractors and reward their performance and good practices.

Indicator

Hold an annual meeting and nominate the winner of the Contractors' Safety Award.

What we've achieved



During 2021, we organised two meetings with the heads of the contractors working at the refinery to discuss safety-related issues. In recognition of the good work carried out in this area, Repsol presented the company APIDECO with its annual safety award.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Strengthen safety and environmental criteria in work with external companies.

Description

We will reinforce safety criteria and values by issuing communiqués to contractors on the principles of ethics and conduct, good governance, safety, environment and sustainability, and we will hold workshops on attitudes to safety.

Indicator

Issue 6 communications to contractor companies on the above principles and participation in workshops for at least 40 people from contractor companies.

What we've achieved



As part of Repsol's commitment to safety in all its aspects, the Cartagena refinery has issued more than six communications to contractors. Due to the situation caused by Covid-19, the scheduled workshops have been replaced by monographic telematic meetings in order to preserve the health of the participants.

Contribution to the SDGs:





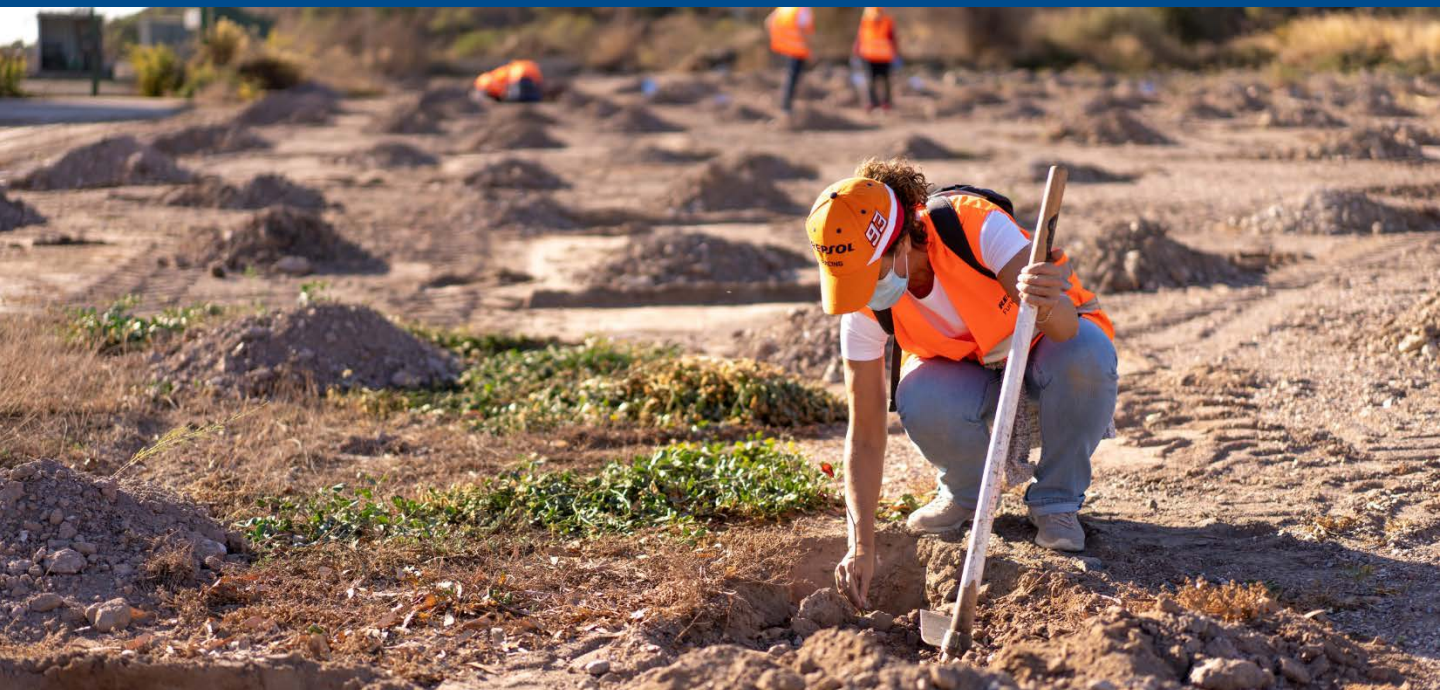
At Repsol, we contribute to sustainable development...

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

Introduce new content in the visitors' centre.

Description

At Repsol we are developing different projects to accelerate the energy transition and become a zero net emissions company by 2050. To inform society of our commitment to sustainability, we will update the contents of our visitor centre.

Indicator

Introduce five new contents.

What we've achieved



Throughout 2021 we have incorporated six new videos and four infographics that allow visitors to learn about the route that Repsol is following to lead the energy transition and advance towards its goal of being a net zero emissions company by 2050. The new content includes the new advanced biofuels plant planned for the Cartagena refinery.

Contribution to the SDGs:





People: Actions

Action

Support associations, entities and other groups in projects developed in the area.

Description

As part of our commitment to the environment, we will promote the development of social, environmental, cultural and sporting projects in line with the United Nations sustainable development objectives.

Indicator

Collaborate in the development of ten projects.

What we've achieved



During 2021, we supported more than 20 projects at the Repsol refinery in Cartagena. In the cultural field, we have collaborated in events such as La Mar de Músicas, Carthaginenses y Romanos or the Cartagena International Film Festival. In environmental matters, in 2021 we have collaborated with different entities for the reforestation of mountains such as La Atalaya or Perún. In the social area we have supported projects of entities such as ASIDO, the Food Bank or the Hospitalidad Santa Teresa.

Contribution to the SDGs:





People: Actions

Action

Participate in initiatives that enable the development of the talent of the new generations.

Description

We will collaborate with institutions, universities and educational centres to promote STEM disciplines and raise awareness of the industrial sector as an avenue for talent development.

Indicator

Participate in three projects.

What we've achieved



In 2021 we collaborated in different projects such as the mentoring programme for students from the UPCT (Polytechnic University of Cartagena) and the Industrial Engineering Olympics. The refinery has also participated in forums related to Dual Vocational Training and job fairs aimed at university students.

Contribution to the SDGs:





People: Actions

Action

Create training and employment opportunities for young people.

Description

We will collaborate with vocational centres and universities to promote dual vocational training and other initiatives to provide employability opportunities for students.

Indicator

To give 15 Dual Vocational Training students the opportunity to complete their training at the Cartagena refinery.

What we've achieved



The Cartagena Industrial Complex, as part of its commitment to promoting talent, has doubled the target set for 2021. 15 Dual Vocational Training students specializing in Industrial Chemistry have been trained at Repsol's facilities. To these must be added another 15 students from a Chemical Plant Operator course. The training, which is carried out in collaboration with the education system, offers training and employment opportunities to young people.

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

Ensure transparency in Safety and Environment.

Description

We will produce the annual Safety and Environment report for the previous year.

Indicator

Publication of the Safety and Environment report in 2021.

What we've achieved



In 2021, as part of the refinery's commitment to transparency, we published the Safety and Environmental Report for 2020 on the Industrial Complex's website.

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.



