



Overview 2021 Sustainability Plan Sines



Index

1	Our vision of sustainability and the preparation of this Plan	2
2	Sustainability Plan 2021	2
	Sustainable Development Goals	4
	Overview	7
	 Climate change	8
	 Environment	11
	 Innovation and technology	14
	 Safe and secure operation	16
	 People	20
	 Ethics and transparency	24
3	Process of updating this Plan	26

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.

© REPSOL, SA 2021: 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.

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.



We want to be part of the solution to climate change



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



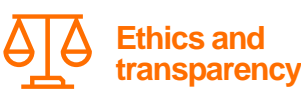
We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment



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



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



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



We believe that the most efficient way of contributing to the 2030 Agenda is to collaborate with other entities.



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:

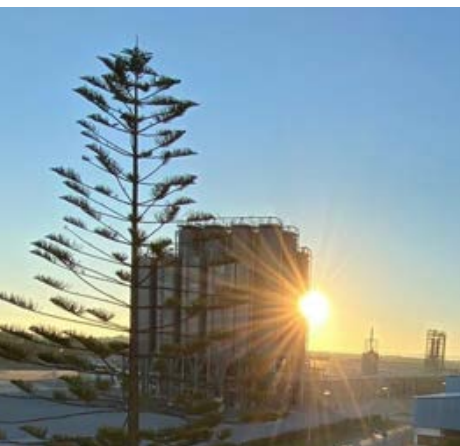


2 2021 Sustainability Plan

Noteworthy projects

At Repsol, we contribute to sustainable development...

Meeting the growing demand for essential energy to the people's fundamental rights realization and creating short- and long-term value in an atypical year of pandemic prevention.



Approval of the ALBA Project expansion of the Sines Complex

Repsol has invested 657 million euros to expand its Sines Industrial Complex, aligned with the Paris Agreement objectives and with the energy transition.

The largest industrial investment made in Portugal in the last 10 years.



Development of new products

The high-density polyolefin plant at the Sines Industrial Complex has contributed to giving Repsol a competitive advantage in very demanding sectors, with special requirements and high entry barriers for new suppliers.



Employment generation

Regarding job creation, 90% of the required personnel were hired according to the planning of the Generational Handover Plan for different areas of the Sines Industrial Complex.

2 2021 Sustainability Plan

Overview

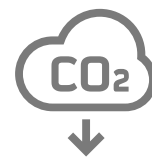
At the end of the year, it is time to review each of the initiatives that are part of the Sustainability Plan. The degree to which the objectives have been fulfilled is as follows:

12
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.



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.

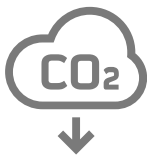
Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

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

Promote the use of renewable energy in the Complex.

Description

We will install photovoltaic panels in the exterior car park of the Complex, seeking greater energy profitability, within the framework of the car park capacity expansion project.

Indicator

Award the photovoltaic panel commissioning phase until September 2021.

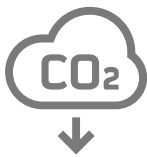
What we've achieved



We have achieved the 2021 objective, after receiving the panels in the third quarter of 2021. The installation and assembly work of the panels will be carried out during 2022 and 2023. An annual generation is estimated in the first year of 1,195,357.00 kWh

Contribution to the SDGs:





Climate change: Actions

Action

Implement the study and evaluation plan to install photovoltaic panels in the Sines Industrial Complex on a self-consumption basis.

Description

We will prepare a study and evaluation of a plan for the installation of photovoltaic panel parks with the aim of reducing CO₂ emissions from the Sines Industrial Complex, to achieve operational excellence and launching different actions, aimed at increasing energy efficiency in our processes. This project will allow us to reduce approximately 1,800 tCO₂/year.

Indicator

Complete the FEL phase by September 2021.

What we've achieved



In 2021 we have covered 100% of the objective, reaching the conclusion of the FEL (Front End Loading) study in June 2021. We have also awarded the EPC order (Engineering, Procurement, Construction) in Dec 2021. After the execution of the investment, the electricity produced by photovoltaic parks is estimated at around 10GWh/year with a reduction of indirect emissions around 4,000 tCO₂/year.

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

Promote the circular economy through waste management.

Description

We will carry out internal tests for the reuse of used oils in the manufacture of LDPE (low-density polyethylene). We will implement a new waste management contract and improve internal cleaning levels and waste recovery.

Indicator

Take the tests before December 31.

Implement the new service provision contract for the complex's waste management.

What we've achieved



We have carried out internal tests at an industrial level at the beginning of 2021, obtaining compatibility in the injection of used PEBD (low density polyethylene) oils in the "quench oil" circuit of the T2001, since no impact was generated in the Steam Cracker unit. We have also implemented a new waste management contract in March 2021.

Contribution to the SDGs:





Environment: Actions

Action

Continuous monitoring of NOx emissions.

Description

We will study the development of a system that allows the continuous monitoring of NOx emissions in order to improve the quality of the air in our environment.

Indicator

Finish the study of the project before December 31.

What we've achieved



We have approved the investment in the project for the continuous monitoring of NOx emissions from the Steam Cracker furnaces in April 2021, starting the project. We have installed the information processing equipment at the end of the year, pending the installation of the monitoring measurement acquisition equipment. This project will make it possible to continuously control atmospheric emissions from the Cracker furnaces, improving the quality of the surrounding air.

Contribution to the SDGs:





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

Promote technological innovation with the implementation of software dedicated to advanced predictive applications in the production of polymers.

Description

We will carry out the optimization applications in a personalized way, thus obtaining the benefit of energy savings in product transitions and improving the quality of our products.

Indicator

Completion and commissioning before the end of the year.

What we've achieved



We have reached 100% of the objective with the commissioning of the DMC (predictive multivariable control) and launched in June 2021. The commissioning of the Transition Manager is scheduled for March 2022. We have improved the quality of our products with the implementation of this technological innovation.

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

Prevent risks and mitigate impacts in terms of Occupational and Industrial Safety.

Description

We will develop an annual plan of actions and activities in terms of Safety in the area of the entire Industrial Complex, which will consolidate and strengthen a culture oriented towards leadership and continuous improvement, exploring synergies between Repsol's businesses and complexes, to improve our processes and our systems.

Indicator

Achieve a compliance value of the 2021 Security Action Plan of the Industrial Complex greater than 90%.

What we've achieved



We have developed 95.3% of the annual plan of actions and activities in terms of Safety in the area of the entire Industrial Complex.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Improve the safety culture in the Complex's contractors.

Description

We will continue to promote safety improvements in contractor companies working in the Industrial Complex, through the Integrated Safety, Health and Environment Network RISSAPS, by means of periodic meetings and monitoring of the companies' activities and action plans, with special attention to reducing occupational accidents among these workers.

Indicator

Achieve a compliance value of the RISSAPS 2021 action program of more than 90%.

What we've achieved



We have achieved 99.8% compliance with the Integrated Safety, Health and Environment Network (RISSAPS) 2021 action program. We have also promoted safety improvements in contractor companies working at the Industrial Complex through the RISSAPS network.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Implement risk-based inspection to improve security management.

Description

We will evaluate each component or group of components of equipment that involve risk, defining inspection methodologies, frequency and risk mitigation activities.

Indicator

Implementar evaluaciones basadas en el riesgo en al menos dos unidades.

What we've achieved



We have met the objective of the 2021 plan with the evaluation of Risk Inspection in two additional units: Butadiene and Port Terminal, including the pipelines "pipe-lines" and other components of this equipment. With the implementation of the screenings, we have raised the level of security for the community.

Contribution to the SDGs:





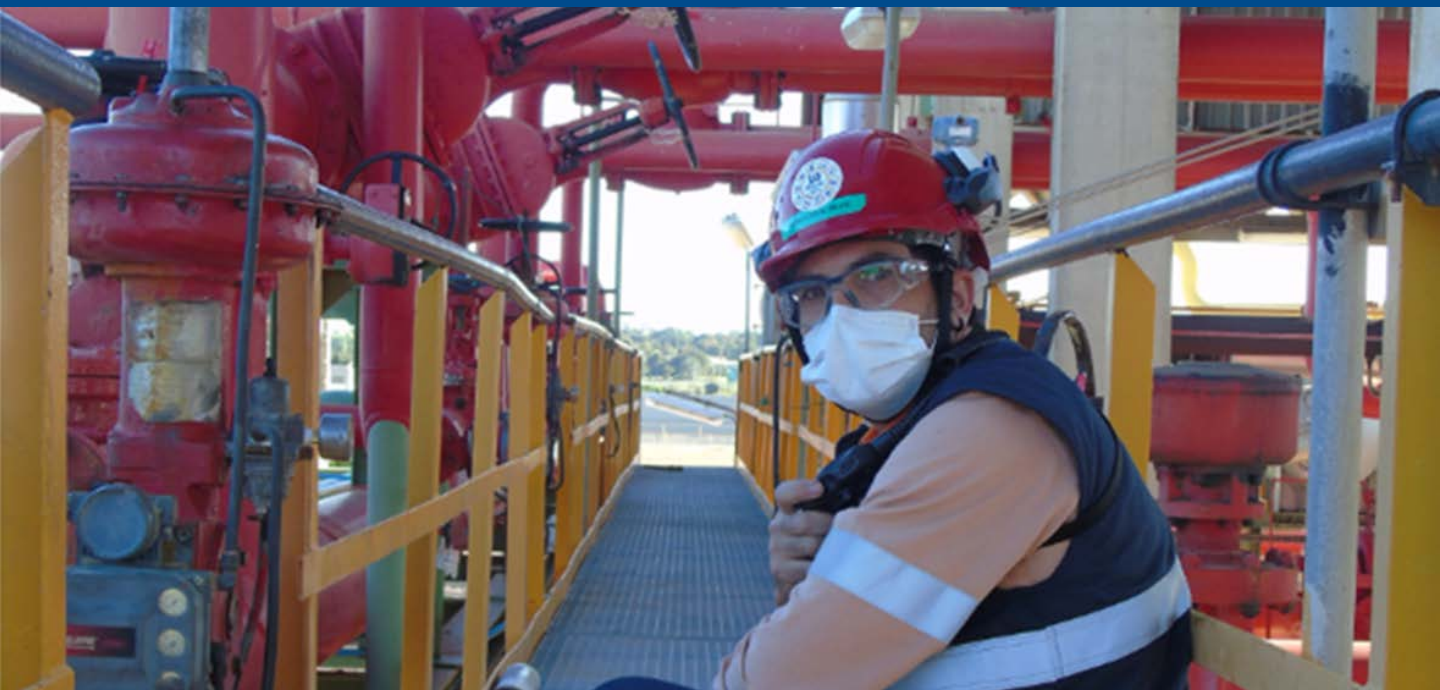
At Repsol, we contribute to sustainable development...

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

Promote, participate and contribute to the development of social, cultural and sports initiatives in our environment.

Description

We will promote and support cultural, educational, social, health and sports activities promoted by associations and/or non-profit entities located in the vicinity of our Industrial Complex, by promoting the participation of our collaborators in the different activities.

Indicator

Collaborate with at least three entities from the two surrounding municipalities (Sines and Santiago do Cacém).

What we've achieved



100% target achieved. We have signed Collaboration Protocols with the two local Municipalities closest to our Industrial Complex and made donations to different social, sports and cultural entities that take place in towns adjacent to the operation (22 donations to the municipality of Sines and 32 to Santiago do Cacém). We have also signed the annual protocol with the sports group of Repsol Polímeros Workers.

Contribution to the SDGs:





People: Actions

Action

Promote volunteering among our employees.

Description

We will continue to launch volunteer actions for the benefit of the community, with the direct participation of our employees, as a way of channeling our social concerns and promoting new forms of collaboration.

Indicator

Perform a minimum of three volunteer actions.

What we've achieved



We have carried out 8 actions, of which 6 volunteering activities in the Repsol International Volunteer Week with employees and family members of the Complex and 2 actions of the Repsol Professional Volunteering in coordination with the Repsol Foundation and the work teams of the Sines Complex. The cleaning of beaches, food collection, sowing of seeds, a waste management plan design and improvement of profitability and self-management, among others.

Contribution to the SDGs:





People: Actions

Action

Promote and disseminate the Sustainable Development Goals (SDG) among our collaborators.

Description

We will disseminate the SDGs through internal channels and in the internal newsletter to all employees and we will promote communication campaigns to encourage all employees, mainly newly admitted ones, to take an SDG training course.

Indicator

Carry out 2 actions to promote training and disseminate topics related to the SDGs.

What we've achieved



We have exceeded the goal of promoting training with 4 actions in total. The 2030 Agenda has been disclosed and promoted internally through our internal newsletter and encouraged to carry out specific training on the SDGs-Sustainable Development Goals for employees. Externally, we have disseminated the SDGs on the complex's web channel.

Contribution to the SDGs:



2 2021 Sustainability Plan

Ethics and transparency



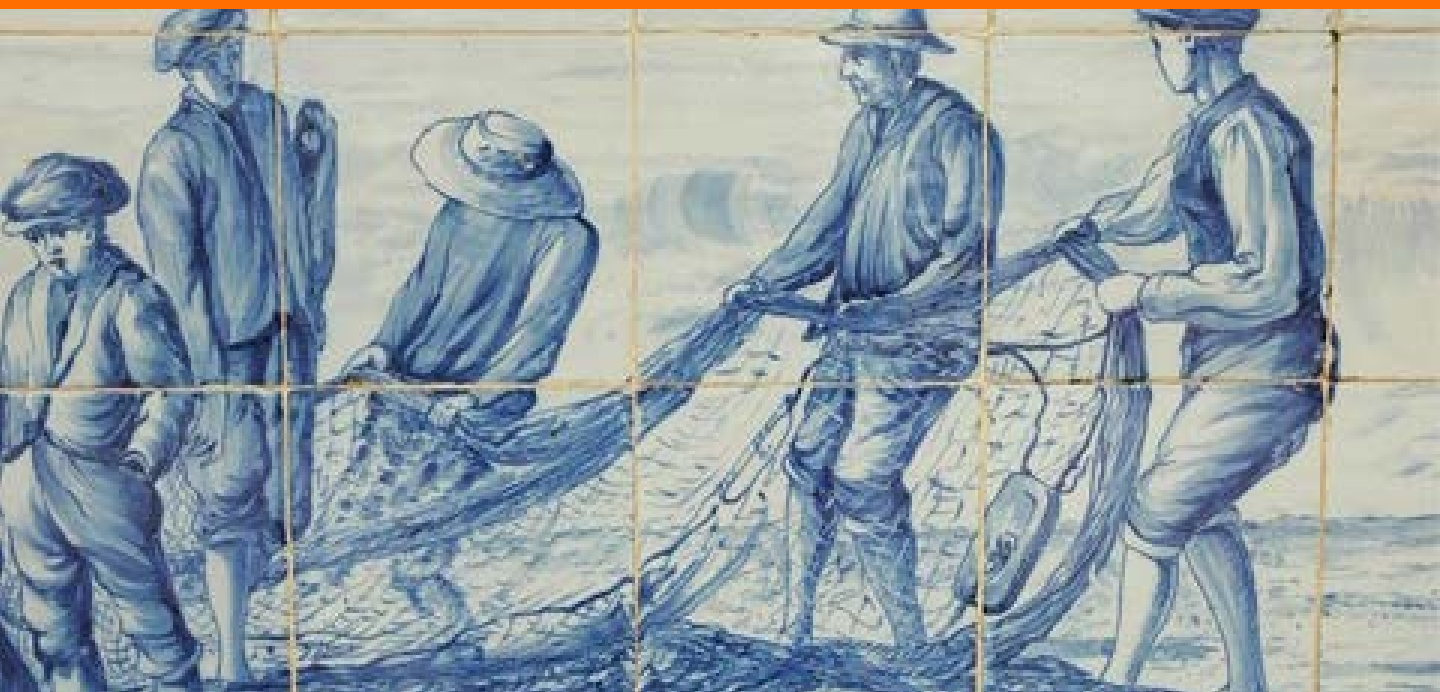
At Repsol, we contribute to sustainable development...

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





Ethics and transparency: Actions

Action

Inform the Authorities and other stakeholders of situations that may affect the community in matters related to health, safety and the environment.

Description

We will communicate to authorities and other entities emergency situations or potential emergencies relevant to environmental or safety issues that cause or may cause health or environmental impacts or risks.

Indicator

Report 100% of incidents in accordance with the criteria indicated in the two proposed actions.

What we've achieved



We have maintained open communication, informing the local authorities and other official and private entities, of all emergency or potential emergency situations that have originated in the Complex. In addition, we have proactively communicated to the local community relevant information on environmental or safety issues that may cause an impact or risk to health or the environment.

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 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.



