



Overview 2021 Sustainability Plan Tarragona



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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.



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.

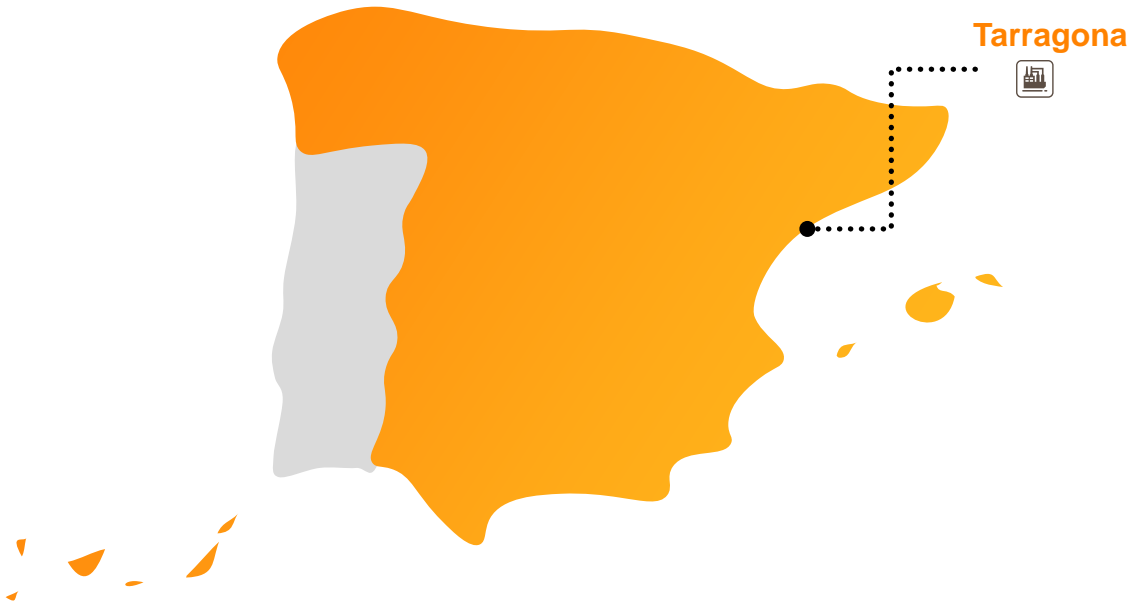
We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition, and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.

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:



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:

14
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...

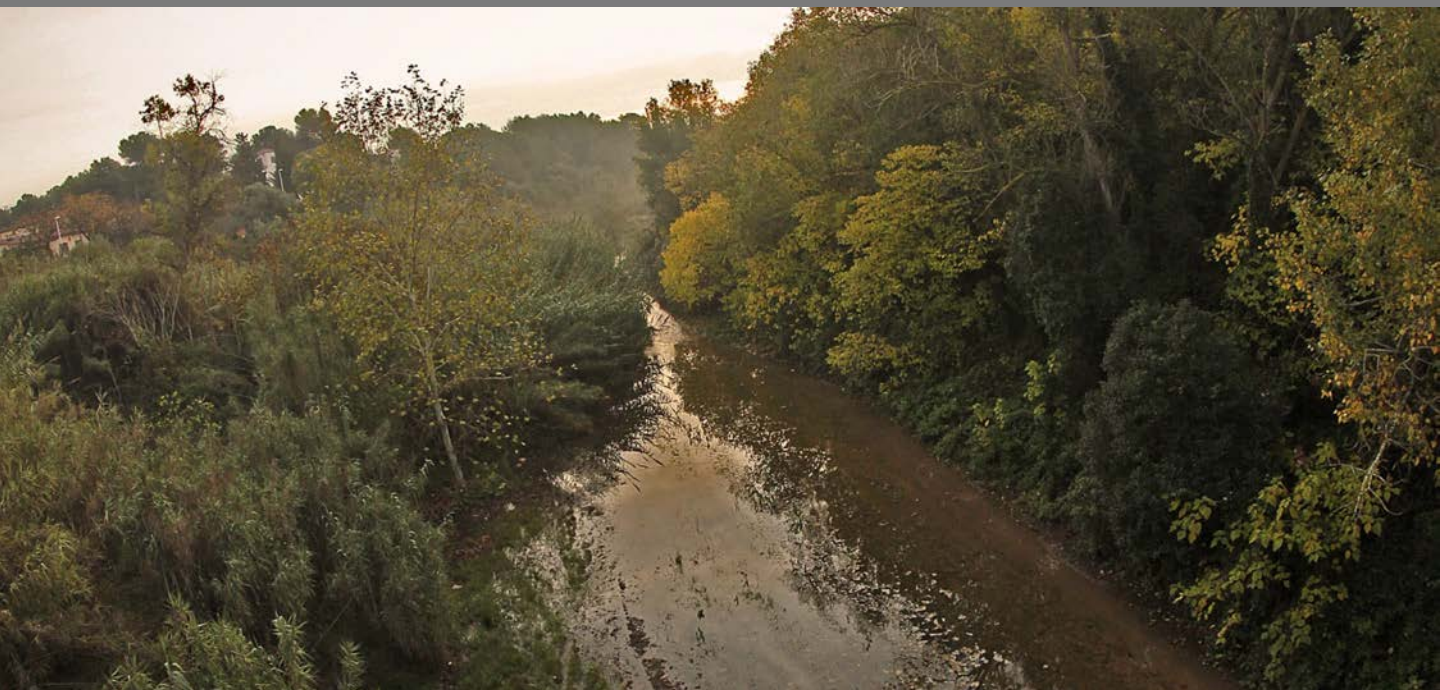
We share society's concern about the effect that human activity is having on the climate and we are firmly committed to the aspiration of limiting the increase in the planet's global average temperature well below 2°C with regard to pre-industrial levels.

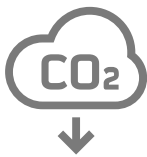
Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

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

Manage the energy efficiency system according to the ISO 50,001 standard.

Description

We will continue with the consolidation and continuous improvement of the energy efficiency management system according to the ISO 50,001 standard with the aim of increasing efficiency in the consumption and use of energy and the reduction of associated CO₂ emissions.

Indicator

Pass the ISO 50001 certification maintenance audit.

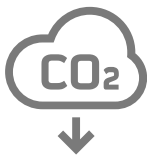
What we've achieved



We have consolidated the energy efficiency management system, showing continuous improvement and having passed the audit of the ISO 50,001 standard.in

Contribution to the SDGs:





Climate change: Actions

Action

Achieve a 100% reduction in tons of CO₂ in accordance with the emissions reduction program for the year 2021.

Description

The Repsol Tarragona Industrial Complex has assigned a series of actions within the plan to reduce CO₂ emissions. During the exercise, we will manage the assigned tasks for their correct development and completion. Our work will be aimed at the identification, study, execution and start-up of new investments related to efficiency and operational improvements in the process units.

Indicator

Achieve 100% reduction in tons of CO₂ defined for the year 2021.

Maintain ISO 14064 certification and pass the planned audits.

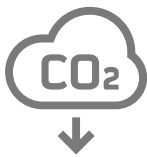
What we've achieved



We have achieved a reduction in emissions of 5,896 tons of CO₂ with the execution of actions of the established reduction plan. We have also maintained and renewed the ISO14064 certification, associated with the 2020 actions, validated in the March 2021 audit.

Contribution to the SDGs:





Climate change: Actions

Action

Development of transformation projects.

Description

We will identify and implement technologies for the production of Biofuels, reduction of carbon footprint in fuels and specialization. We will lead the Strategic Project of the Recovery, Transformation and Resilience Plan for Green Hydrogen in Catalonia. We will work on engineering studies on circularity projects.

Indicator

Implementation of new biofuel production technologies.

Active participation in PERTE of H2 Verde.

Achieve 100% planned progress in FEL circularity studies.

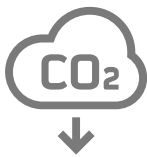
What we've achieved



We have carried out a feasibility study to process used cooking oils in the Isomax unit. In addition, we have successfully completed the industrial trial of biojet production in a Hydrodesulfurization unit and we have treated vegetable oil in another Hydrodesulfurization unit. We have also carried out a feasibility study for a new green Hydrogen plant and we have a conceptual engineering study underway to process oil from recycled plastics.

Contribution to the SDGs:





Climate change: Actions

Action

Actions to improve energy efficiency and decarbonisation.

Description

We will advance in the study of energy efficiency improvement projects to be carried out during the general shutdown of the Refinery, scheduled for 2022.

Indicator

Progress of the detailed engineering of the projects to be undertaken in the general shutdown.

What we've achieved



We have completed the detailed engineering of the projects to improve energy efficiency, to be carried out during the general shutdown of the Refinery in May 2022. Among the projects, the new air preheater in the Platforming unit and the increases in the exchange area stand out. in the preheating trains in two of the Hydrodesulfurization units.

Contribution to the SDGs:





Climate change: Actions

Action

Identification and analysis of the waste map available in the Tarragona Complex with the aim of developing circularity projects.

Description

We will develop the Conceptual Engineering of the best alternative for reuse of waste available in the area, according to the availability identified.

Indicator

Development of Conceptual Engineering for waste revaluation project.

What we've achieved



We have collaborated in the FEL (Front-End Loading) conceptual engineering and detailed engineering study of the urban solid waste recovery project, with the aim of being able to produce methanol in the Ecoplant, applying innovative technology.

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

Publish the Observatory on air quality in the “Camp de Tarragona”.

Description

We will publish an explanatory document of the study (objectives, methodology, results, technical report, conclusions, articles for debate, new challenges), which will allow intensifying the monitoring and management of air quality in Camp de Tarragona. A study that verifies the levels of VOCs (Volatile Organic Compounds) in 15 towns, and offers reliable information on air quality and provides a tool that improves Repsol's transparency and trust with the environment.

Indicator

Publication of the 2021 Air Quality Observatory-Report.

Make six presentations to interest groups.

What we've achieved

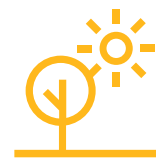


We have published the explanatory document of the study, which confirms the levels of VOCs (Volatile Organic Compounds) in the populations surrounding the industrial complex, and offers reliable information on air quality. We have made seven presentations of the document to interest groups.

Contribution to the SDGs:



2 2021 Sustainability Plan



Environment: Actions

Acción

Actively participate in collective efforts to protect the environment.

Descripción

We will collaborate with the Department of Territory and Sustainability (DTES), the Repsol Public Advisory Panel (PPA), the Chemical Business Association of Tarragona (AEQT) and other agents in the territory, guaranteeing active participation to respond to social concerns and expectations .

Indicador

Comply with the action plan developed for the year 2021.

Qué hemos conseguido



We have executed 100% of the plan for 2021, highlighting the meetings of the Public Advisory Panel and the Camp de Tarragona Air Quality Observatory, as well as coordination meetings of the Environment Commission of the Chemical Business Association of Tarragona (AEQT). Visits from organizations interested in the 0 Pellets Project have also been accompanied and campaigns have been carried out to measure the acoustic impact of our activity in the surrounding Town Halls.

Contribución a los ODS:





Environment: Actions

Acción

Carry out actions that allow the training and awareness of employees in matters of the environment, circular economy and SDGs.

Descripción

We will carry out actions to promote sustainable development and best practices in environmental matters..

Indicador

Comply with the training and communication action plan developed for the year 2021.

Qué hemos conseguido



We have fulfilled the actions of the training plan 100%. In Chemistry, 12 sessions were held with the assistance of 460 people, a group of ordinary working hours and shifts. In the case of the Refinery, 12 sessions were held with 294 attendees from the production, laboratory and shift security groups. The contents of the conference cover aspects of Circular Economy, Zero Pellets program, ODS, disclosure of Environment 2021 objectives and air quality in urban and industrial environments

Contribución a los ODS:



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

Strengthen relationships with institutions and organizations related to asset security.

Description

We will strengthen the relationship with the necessary institutions and organizations to ensure adequate coordination and management in the event of incidents or emergencies.

Indicator

Hold meetings to exchange information of interest with 4 security and emergency institutions.

What we've achieved



We have held 100% of the planned meetings with Security and Emergency Response institutions (Firefighters, Mossos d'Esquadra, Civil Protection, Civil Guard), to improve aspects of coordination, reciprocal knowledge and review issues of common interest.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Comply with the company's safety leadership plan, being able to prevent risks and mitigate impacts in terms of industrial safety and occupational hygiene.

Description

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

Indicator

Achieve the goal of 95% compliance with the Annual Safety Action Plan for the Industrial Complex.

What we've achieved



We have achieved 98.5% compliance with the Annual Safety Action Plan for the Industrial Complex, exceeding the established target value. The number of people participating in preventive activity has increased significantly, placing special emphasis on aspects related to the perception of risk and the human factor.

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

Define and advance in the execution of development plans for the industrial environment in accordance with the Municipal Planning Plan (POUM) of each municipality.

Description

We will carry out the necessary actions to approve the urban agreement between Repsol Química and the Perafort City Council, as well as to obtain the approval by the Constantí City Council of the preliminary draft of the Partial Delimitation Plan on land owned by Repsol Petróleo located in the Municipal District of Constantí. .

Indicator

Approval of a preview of the Partial Delimitation Plan with Constantí.

Signing of the urban agreement with the Perafort town hall.

What we've achieved



We have carried out the necessary actions to sign the urban development agreement between Repsol Química and the town council of Perafort at the end of the year and at the same time we have obtained the signature by the town council of Constantí of the preliminary draft of the Partial Plan of Delimitation on Repsol Petróleo land. Both actions will allow the development of the industrial environment.

Contribution to the SDGs:





People: Actions

Action

Implement new forms of learning.

Description

We will carry out a human factors training where the safety culture is promoted, as well as safe behaviors that minimize human error, identification and perception of risk, effective communication and teamwork, among others.

Indicator

Reach 80% of the target group identified for the training.

Reach 80% of favorable responses in the course satisfaction survey.

What we've achieved



At the complex level, we have reached 80% of the training that promotes safe behavior and risk perception, thus strengthening the safety culture and minimizing the risk of the human factor. We have carried out the survey, with a degree of satisfaction greater than 80% favorable.

Contribution to the SDGs:





People: Actions

Action

Promote equality, diversity, the integration of people with different abilities and work-life balance.

Description

We will make a collaboration agreement with INSERTA EMPLEO, Fundación ONCE. These scholarships are intended for curricular internships (300 hours) for university students and are fully financed by FUNDACIÓN ONCE.

Indicator

Sign agreement with the institution to start the scholarship program in 2022.

What we've achieved



We have reached and signed the agreement with the ONCE Institution, in this way it will allow us to favor diversity and incorporate disabled people within the Tarragona industrial complex

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

Identify and respond to the information demands and concerns of society in relation to our activity to improve communication.

Description

We will apply the external communication plan that includes various mechanisms to maintain transparent and proactive communication with society, reporting on matters of interest to citizens, through, among others, press releases, updates to the content of the industrial complex's website and promotion of the Public Advisory Panel.

Indicator

Make more than 20 press releases during 2020.

Hold a minimum of 4 meetings of the Public Advisory Panel.

What we've achieved



We have applied the external communication plan to maintain transparent and proactive communication with society, reporting on matters of interest to citizens.

We have disseminated 24 press releases, we have updated the content of the industrial complex website and we have held 5 meetings of the Public Advisory Panel.

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.



