

# 2022

## Sustainability Plan

### A CORUÑA





## Legal notice

This Local Sustainability Plan sets out a set of objectives that, in whole or in part, go beyond what is required by law and are aimed at contributing to sustainable development. The participating companies of the Repsol Group have the firm intention of undertaking and fulfilling all of them. However, they reserve the right to modify, postpone or cancel their compliance without implying legal liability, although they undertake to publicly justify these possible cases.

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# Our vision of Sustainability

Following our **Sustainability Policy**, at Repsol we contribute to sustainable development by trying to meet the growing demand for energy, which is essential for the realization of people's fundamental rights, and by creating value in the short and long term.

This policy is developed through internal rules and procedures that are organized around our **Sustainability Model**. This model, based on international standards, incorporates ethical, environmental and social considerations in our decision making, based on dialogue with stakeholders globally and locally.

We repeat this exercise every year, generating initiatives that seek to maximize positive impacts and minimize negative impacts on society and the environment throughout our value chain.

This is the origin of our **Sustainability Plans**, public and annual action plans. The **Global Sustainability Plan** is our roadmap and from it we deploy **Local Sustainability Plans** for each country or Industrial Complex, taking into account the specific circumstances and needs of each place where we operate.



# Our vision of Sustainability

The Sustainability Plans are articulated around the six axes of Repsol's Sustainability Model



## Climate change

We aim to be a net zero emissions company by 2050



## Environment

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



## Innovation and technology

We promote innovation and incorporate technological advances to continue growing and improving our environment



## Safe and secure operation

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



## People

We believe in people and promote their development and that of the communities where we operate



## Ethics and transparency

We act responsibly and in full wherever we are present

# Sustainable Development Goals

Repsol has supported the United Nations **2030 Agenda** and its **17 Sustainable Development Goals** (SDG) since its approval in 2015 and works to implement it at all levels and businesses. The main efforts are concentrated since 2018 on SDGs 7, 8 and 13, for its role in access to energy, contribution to socioeconomic development and the fight against climate change; SDGs 6, 9 and 12, prioritizing innovation, sustainable management and efficient use of resources in its operations; and SDG 17, establishing alliances with the rest of stakeholders and actively participating in different partnerships.

We annually publish our contribution to the United Nations 2030 Agenda through an

**SDG Report** with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at [www.repsol.com](http://www.repsol.com).

Aware of the challenges that still exist in terms of the 2030 Agenda, we have been involved in the development of the **IPIECA SDG Roadmap for the oil and gas sector**, which will be a guide in the incorporation of actions linked to the 17 SDGs. Likewise, we are preparing an **SDG Contribution Plan**, which has as a key aspect to continue deepening its measurement, in order to optimize the positive impacts of Repsol.





# Sustainable Development Goals

The **actions** that make up this **Plan**, defined taking into account the local context, contribute to supporting the **2030 Agenda** by addressing the following objectives:



A Coruña



# 2022 Sustainability Plan Summary

# 20

Total actions



Climate change

## 3



Environment

## 3



Innovation and technology

## 2



Safe and secure operation

## 4



People

## 5



Ethics and transparency

## 3



# Climate change

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. 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 CO<sub>2</sub> 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.



# Climate change → Actions



## Action

Carry out actions in the refinery processes to improve change climate.



## Description

We will carry out a logistics project at the hydro treatment plant (HDT) valued at more than 1.2 million euros that will allow us to co-process vegetable oil (VO) and other bios such as used cooking oil (UCO) in the unit.



## Indicators

Completing the bios co-processing project at the hydro treatment plant, which allow its commissioning in 2022.



## Contribution to SGDs



# Climate change → Actions



## Action

Make investments in energy efficiency projects.



## Description

We continue with the progress of the projects to be implemented in the following years, contemplated in the Decarbonization Plan. Some examples are improvements of the HDS2 unit (desulfurizer) or the improvement of efficiency in the control of temperature in tanks.



## Indicators

Exceed 14% progress in the curve of the Decarbonization Plan projects.



## Contribution to SGDs



# Climate change → Actions



## Action

Contribute to the reduction of tons of greenhouse gases (GHGs) in the A Coruña industrial complex.



## Description

We will carry out the investments foreseen in our Decarbonization Plan, and we will work towards the implementation of the operational actions derived from the continuous improvement of the process.

The action that contributes the most in 2022 to the reduction of 18,000 CO<sub>2</sub> tons is the energy integration of the FCC Unit.



## Indicators

Achieve a reduction of 18,000t of theoretical CO<sub>2</sub> emissions.



## Contribution to SDGs



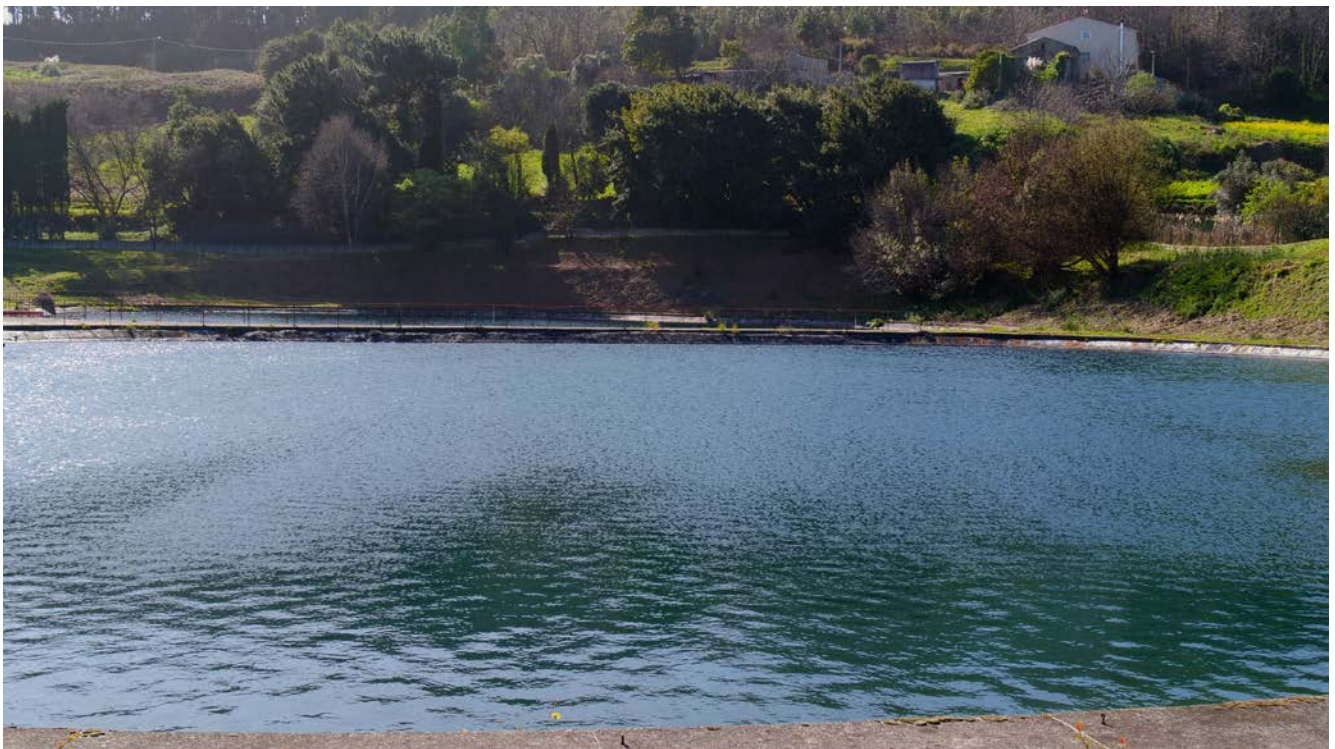


## 2022 Sustainability Plan

# Environment

As part of our mission to be an energy company committed to a sustainable world, at Repsol we work prioritizing the necessary actions to minimize the environmental impacts. To this end, we optimize the resources usage that we use in our industrial processes and in our products manufacturing, including water, minimizing impacts on natural capital and biodiversity, air emissions and water discharges, as well as waste generation, giving them a second life whenever possible.

Preservation of natural capital and the implementation of the work model based on circular economy are key aspects when developing our activity. The impacts prevention and minimization, as well as the environment restoration in which our operations are developed, are basic tools in our environmental management. Our goal is to maintain our social license to operate, demonstrating that we are sustainable throughout our value chain, both in our projects and operations, as well as in the products and services we make available to our customers.



## 2022 Sustainability Plan

# Environment → Actions



### Action

Continue carry out actions to improve the environment in the facilities of the A Coruña industrial complex.



### Description

We will continue to equip our facilities with environmental improvement investments. Also, we will promote valorization as opposed to disposal, as well as waste minimization, focusing on optimizing the use of fresh water for our processes, promoting recirculation.



### Indicators

1. Execution of 100% of the actions foreseen in the Environmental Action Plan Environment.
2. Optimize the ratio of fresh water consumption with respect to raw material processed, improving the average of the last 3 years.
3. Meet the objective of the 2019-2022 industrial waste minimization plan reaching more than 50% of the valuation.



### Contribution to SGDs



# 2022 Sustainability Plan

## Environment → Actions



### Action

Promote circular economy development actions with the environment and the decarbonization of our products.



### Description

We will promote a strategy that seeks operational efficiency, impact reduction environment, anticipation of regulation and search for alternative sources competitive. We will develop biofuel production projects advanced from sustainable raw materials and household waste.



### Indicators

Develop at least four circular economy actions, related to the revaluation of waste or organic raw materials and a decarbonization action.



### Contribution to SGDs



# 2022 Sustainability Plan

## Environment → Actions



### Action

Promote environment culture and leadership among our staff.



### Description

We will develop and disseminate communications aimed at reinforcing adoption of key behaviors in terms of commitment to the environment.



### Indicators

Carry out two internal training and awareness campaigns on environmental.



### Contribution to SGDs





# Innovation and technology

Technological innovation is an essential lever for building more sustainable energy models and meeting the challenge of decarbonizing our products and services.

Repsol Technology Lab is one of the most cutting-edge private R&D models in Spain, working on the detection, validation and development of technologies that will help us achieve the ambitious goal of decarbonization that we have set ourselves as a company.

Our own research work is complemented by the Corporate Venturing investment fund and an open innovation strategy, establishing alliances with technology centers, companies and universities around the world.

In addition, Repsol participates together with its partners in the Oil&Gas sector in the OGCI Climate Investments (OCGI-CI), a vehicle for channeling committed investment of more than 1 billion dollars in startups with the aim of combating climate change by reducing greenhouse gas emissions associated with energy supply.

Also, since its creation in 2017, the Repsol Digitalization Program has maintained a firm commitment to Sustainability, contributing to the digital transformation of business units, generating value throughout the activity chain.



# Innovation and technology → Actions



## Action

Execute digital transformation initiatives in the A Coruña industrial complex.



## Description

Digitization being one of the key levers at Repsol to lead the transition energy, we have implemented in recent years new technologies and new forms of work. We will continue to be an active part of this digital implantation focusing on a tool for the comprehensive management of terminals maritime.



## Indicators

Implement the tool for the comprehensive management of maritime terminals.



## Contribution to SGDs



# Innovation and technology → Actions



## Action

Incentive technological innovation in the refinery.



## Description

We believe in technological innovation to build more sustainable energy models. Digitalization helps us advance the energy of the future, drive the data-driven culture in our organization and be more efficient in the way we work. With the implementation of the tool for the integrated management of maritime terminals, we will optimize ship times in port based on ship arrival forecasts, berth and dock forecasts, and operating times.



## Indicators

Scale 95% of the digital initiatives corresponding to A Coruña.



## Contribution to SGDs





# Safe and secure operation

Maintaining excellent safety performance is for Repsol a moral obligation and an indispensable condition in our operations. Our ambition has always been to avoid any harm or negative impact on people, the environment, neighboring communities and the facilities themselves.

Now, with the incorporation of new businesses and the transformation of our industrial assets to meet decarbonization targets, we are strengthening our safety processes and updating them for a changing environment. We rely on the robustness of our processes and the use of the highest standards, and complement them with a safety culture that promotes early identification and correction of unsafe conditions.

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.





## Safe and secure operation → Actions



### Action

Carry out agreements and collaborations with external entities with the aim of develop better joint capabilities in terms of security or action in case of emergency.



### Description

We will establish agreements with public and/or private entities to develop security actions, with the intention of improving the coordination in the event of an emergency and favoring the transversal training of the groups of response in Galicia and in other Complexes. We want to put this coordination emphasis on the joint conduct of exercises and emergency drills.



### Indicators

Carry out at least three agreements and/or actions.



### Contribution to SGDs



## Safe and secure operation → Actions



### Action

Encourage good safety performance among contractor companies.



### Description

We will carry out coordination activities with personnel from service companies. These activities will be developed with the different hierarchical levels of each company, emphasizing preventive work in each of these activities and the evolution of their performance in terms of safety. Performance is will assess through an action plan carried out transversally with the company contract manager.



### Indicators

1. Hold at least 50 meetings with service companies.
2. Carry out monthly monitoring of the security performance of each company.



### Contribution to SGDs



## Safe and secure operation → Actions



### Action

Foster a solid safety culture among our staff to prevent incidents.



### Description

We will carry out a plan to strengthen the safety culture with actions sensitization and awareness that serve as a lever for the prevention of personal accidents.



### Indicators

1. Issue five videos and 10 lessons learned, and briefing notes related to personal accident.
2. Get at least 85% of area managers to share with their teams the process safety pills.



### Contribution to SGDs



## Safe and secure operation → Actions



### Action

Gradually improve the security level of the A Coruña industrial complex's facilities.



### Description

We will invest in the incorporation of safety, occupational and process improvements, of our facilities, in accordance with the best practices of the sector in aspects such as: improving protection systems or providing new scales of access to ships on the pontoons of the maritime terminal.



### Indicators

Comply with 100% of the security investment plan.



### Contribution to SGDs





# People

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 management of diverse talent focused on the employee, work-life balance, 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 impacts for local people and, if such a thing does occur, doing everything possible to repair the damage done.





### Action

Conduct a global culture survey among workers.



### Description

Through the survey, we will evaluate both the global index (in relation to the of the employees on the different aspects of the work and the organization), such as the transformation index, which will evaluate the new ways of working.



### Indicators

Conduct the global culture survey in the first half of 2022.



### Contribution to SGDs





### Action

Collaborate with third parties to disseminate and deploy initiatives in favor of the health of employees and family members.



### Description

We will carry out health promotion and fundraising campaigns in collaboration with healthcare companies and entities in our environment, and we will launch an informative home help program for our workers.

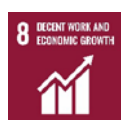


### Indicators

1. Carry out 3 actions to promote health within the family of our employees.
2. Offer at least 10 home help for workers with a family member dependent.
3. Collaborate with different social and public entities in the field of health to promote healthy habits and help others.



### Contribution to SGDs



# 2022 Sustainability Plan

## People → Actions



### Action

Disseminate the United Nations 2030 Agenda among our employees.



### Description

We will continue to inform our employees about the 2030 Agenda and its 17 Sustainable Development Goals (SDGs) through a training course. We will emphasize the role of the private sector and the challenges Repsol faces in maximizing its contribution.



### Indicators

Extend this training to the group of refinery technicians, achieve a completion of the course by at least 90% of this group.



### Contribution to SDGs







### Action

Promote quality training, proximity to the company and the employability of new professionals, through actions in the educational field.



### Description

We are involved and will participate in various educational activities aimed at training students and improving the skills of teachers, offering opportunities for Workplace Training (FCT) and Vocational Training (FP) in the complex.



### Indicators

1. Encourage practical training in the refinery for university students and vocational training (FP) to obtain their degree (4 FCT processes and 10 FP stays) Dual.
2. Participate in at least 4 forums/events of educational institutions in Galicia to share Repsol selection processes with students.
3. Offer 2 positions in the field of industrial chemistry for teaching assistantships.



### Contribution to SDGs





### Action

Develop social, educational and cultural projects with the environment.



### Description

We will support the development of social projects with non-profit organizations and associations for the fight against social exclusion, as well as for the integration of people with disabilities. We will also develop educational, sports and cultural projects in our environment.



### Indicators

Carry out at least 30 projects.



### Contribution to SDGs



## Ethics and transparency

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 is essential to be consistently transparent.



## Ethics and transparency → Actions



### Action

Address all neighborhood communications that occur on the occasion of our industrial activity.



### Description

We will strengthen communication by guaranteeing the availability of a channel that is always operative, so that the neighborhood environment can establish direct and effective communication contact with Repsol, with the objective of improving the relationship with the environment and trust in our operations.



### Indicators

Respond to 100% of the calls received, establishing an action plan where is required.



### Contribution to SGDs





## Ethics and transparency → Actions



### Action

Promote the economic development of the surroundings of the industrial complex, ensuring the fair competition and good practices in purchasing processes and hirings.



### Description

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



### Indicators

Invite the local business fabric to 100% of the tenders for the processes of hiring in which they have the capacity to provide service.



### Contribution to SGDs



## Ethics and transparency → Actions



### Action

Prepare a communication plan on the relevant projects and actions of energy transition carried out in the A Coruña industrial complex.



### Description

We will keep the citizens and relevant publics of our environment (media, neighborhood associations, public and private entities) informed about the most relevant projects developed by the refinery, both in its own activity, as part of its industrial transformation process and commitment to energy transition.



### Indicators

Make 10 information about the relevant projects in different communication channels communication.



### Contribution to SGDs



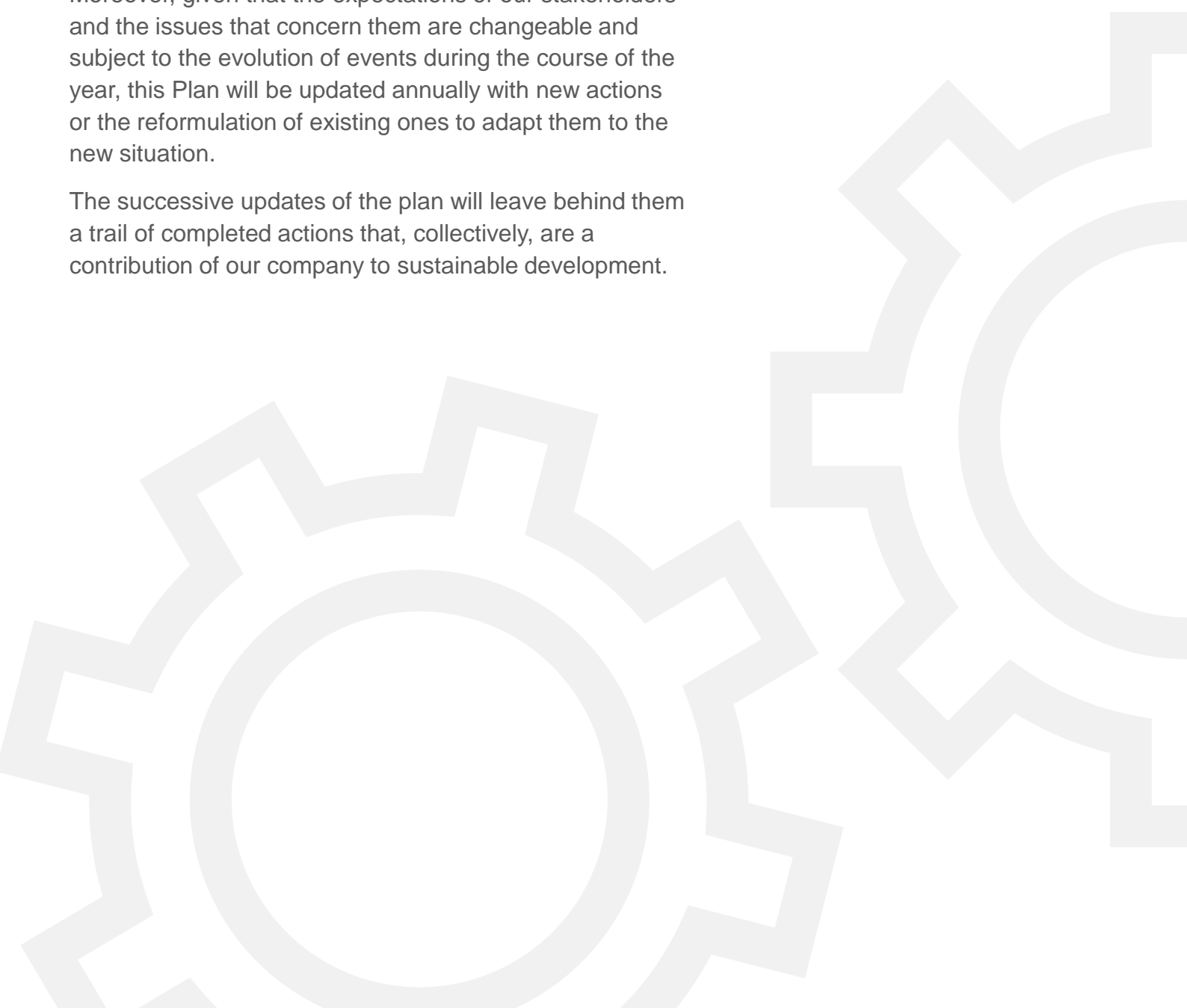
# Process of updating the Plan

## **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.





# 2022

Sustainability Plan