



2022

Sustainability Plan

ALGERIA





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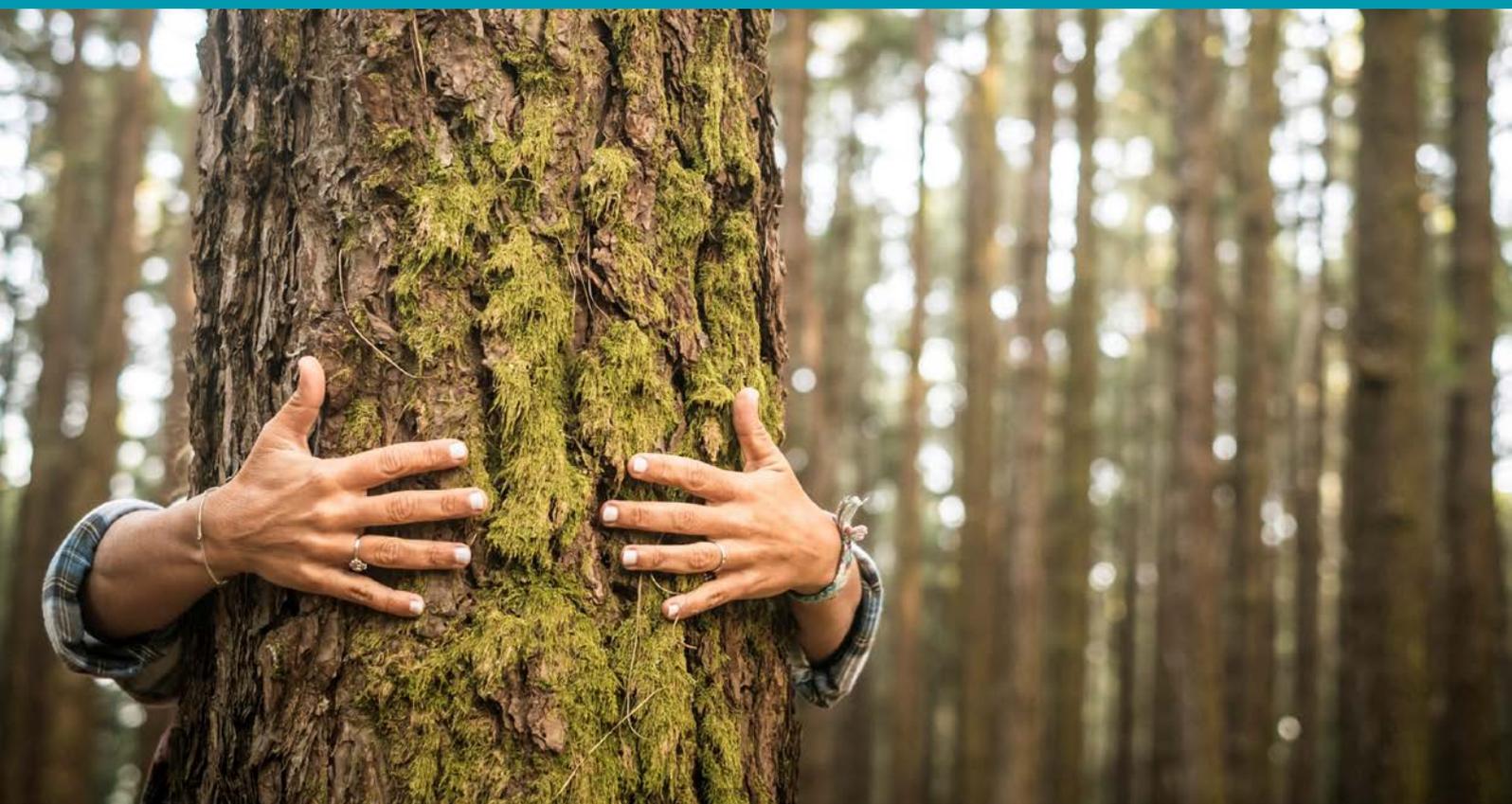
This Local Sustainability Plan sets out a set of objectives that, in whole or in part, go beyond what is required by law and are aimed at contributing to sustainable development. The participating companies of the Repsol Group have the firm intention of undertaking and fulfilling all of them. However, 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** 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

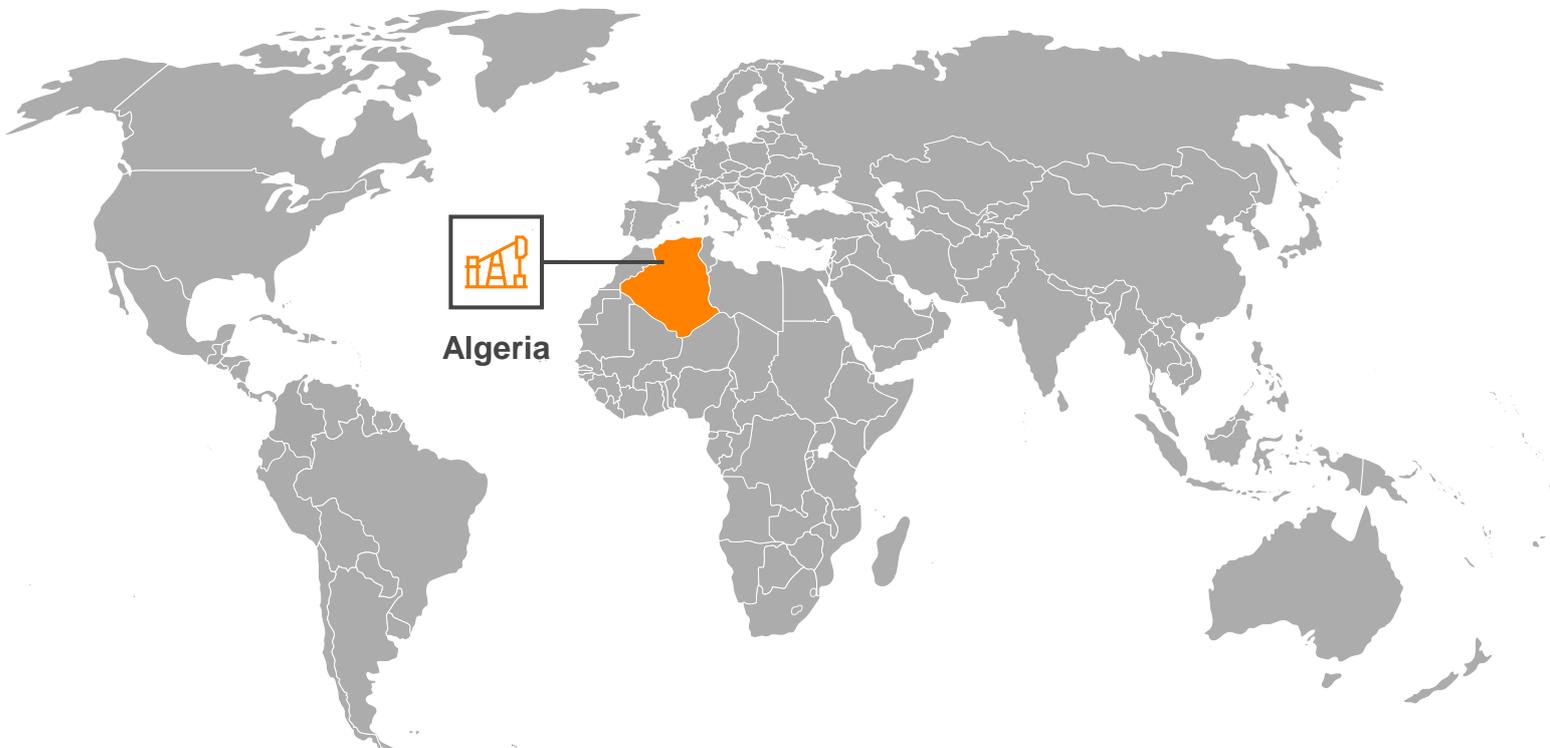
SDG Report with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at www.repsol.com.

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:



2022 Sustainability Plan Summary

14

Total actions



Climate change

3



Environment

2



Safe and secure operation

3



People

5



Ethics and transparency

1

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 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.



Climate change → Actions



Action

Improve the Green House Gases (GHG) emissions reporting.



Description

We will prepare an action plan to improve the reporting of methane emissions in the non-operated assets selected by the company, in the framework of the Oil and Gas Methane Partnership (OGMP 2.0) implementation.



Indicators

Define a methane action plan.



Contribution to SDGs



Climate change → Actions



Action

Contribute to minimising company's gas emissions.



Description

We will launch the bidding process for a LDAR (Leak detection and repair) and we will award the contract. This technology will help us to detect, quantify and reduce fugitive methane emissions.



Indicators

1. Present the initiative to the partners in GRN (Groupement Reggane Nord) for their consideration and acceptance
2. Award the tender.



Contribution to SDGs



Climate change → Actions



Action

Reduce CO₂ emissions associated with water transport during drilling activities.



Description

We will increase the usage of water pipe from water well to rig pits, which will reduce trucking CO₂ emissions of water transport as well as reduce land transport risks.



Indicators

Implement the measures in the 2022 campaigns.



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

Implement circular economy initiatives.



Description

We will work together with the Excellence Center (ExCe) to be able to implement the maximum of the identified circular economy initiatives that are in the "idea" and "stand-by" state and the new actions that may be proposed.

The ExCe is a network of experts which makes available the best technical knowledge to the assets and Business Units.



Indicators

1. Implement 50% of the initiatives that are in the "idea" or "stand-by" state.
2. Propose new circular economy ideas



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Raise awareness of potential impacts on natural resources.



Description

We will award and initiate a specific groundwater impact assessment for Groupement Reggane Nord (GRN) activity for understanding current and future potential impacts.



Indicators

Award the tender.



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

Promote the Planned Preventive Safety Observations Program.



Description

We will develop a program to reactivate the Preventive Safety Observations system for the employees of the Algiers offices.

The aim of this tool is to improve our safety culture with a greater involvement of our employees. Employees learn how to identify at-risk behaviors and how to communicate with the person who is at risk.



Indicators

Carry out an awareness campaign.



Contribution to SGDs



Safe and secure operation → Actions



Action

Consolidate the implementation of the Operating Management System (OMS).



Description

We will consolidate the implementation of the new operating management system in the Groupement Reggane Nord (GRN) performing an internal OMS self assessment, an internal audit of our drilling activities and the first legal compliance self assessment.



Indicators

Perform the internal OMS self assessment, internal audit of our drilling activities and first legal compliance self assessment



Contribution to SGDs



Safe and secure operation → Actions



Action

Reinforce 10 Basic Safety Rules.



Description

We will launch an awareness campaign about 10 Basic Safety Rules in order to avoid incidents involving people while carrying out our work.

The rules are the following ones: safe driving, work permits, isolation and lock out, entry to confined spaces, excavation, mobile and energized equipment, work at height, lifting operations, dropped objects and prevention of leaks



Indicators

Complete the awareness campaign.



Contribution to SDGs



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

Reinforce our commitment with local employees and develop new talent.



Description

We will communicate and disseminate the Human Resources Handbook to align with Repsol's policies.

In 2021 we updated the document, covering topics such as professional development, hiring and types of contracts, vacations and licenses and benefits. In 2022, we will focus on its dissemination among the employees.



Indicators

Communicate to employees the Human Resources Handbook.



Contribution to SGDs



2022 Sustainability Plan

People → Actions



Action

Train the members of the security company in security and human rights.



Description

We will train the personnel of private security companies in the Algiers offices on security and human rights.



Indicators

Train at least 75% of the security company personnel.



Contribution to SGDs



2022 Sustainability Plan

People → Actions



Action

Launch an awareness campaign on the values of human rights and civil responsibility.



Description

We will monthly publish short videos for the entire Business Unit to cover all the specific topics necessary to ensure awareness and understanding of the main values of human rights and civil responsibility.



Indicators

Broadcast the videos for the second, third and fourth quarter of the year.



Contribution to SGDs



2022 Sustainability Plan

People → Actions



Action

Improve our social performance.



Description

We will start with the implementation of the main actions coming from the social risks matrix. We will review the Scope of Work and launch the bidding process for a Social Impact Assessment in Groupement Reggane Nord.



Indicators

1. Review the Scope of Work for the Social Impact Assessment.
2. Award the tender.



Contribution to SDGs





Action

Implement and monitor our grievance mechanism, promoting a culture of respect for human rights and continual dialogue.



Description

We will monitor the grievance register and we will analyse and report internally every three months. We are committed to verifying any complaint received and to actively cooperate to remediate any damage caused.

This enables us to anticipate, respond to minor incidents arising from our activity before they escalate, and provide early reparations to the affected parties.



Indicators

Provide feedback for the second, third and fourth quarter of the year.



Contribution to SDGs



Ethics and transparency → Actions



Action

Train our expatriates in Groupment Reggane Nord on ethics



Description

We will promote the online training for the Code of Conduct among all our expatriates in Groupment Reggane Nord.

Our Code of Ethics and Business Conduct regulates our behavior model in all our activities and operations beyond what is legally required of us.



Indicators

Train 100% of the expatriates in Groupment Reggane Nord.



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