

2022

Sustainability Plan

SINOPEC-BRAZIL





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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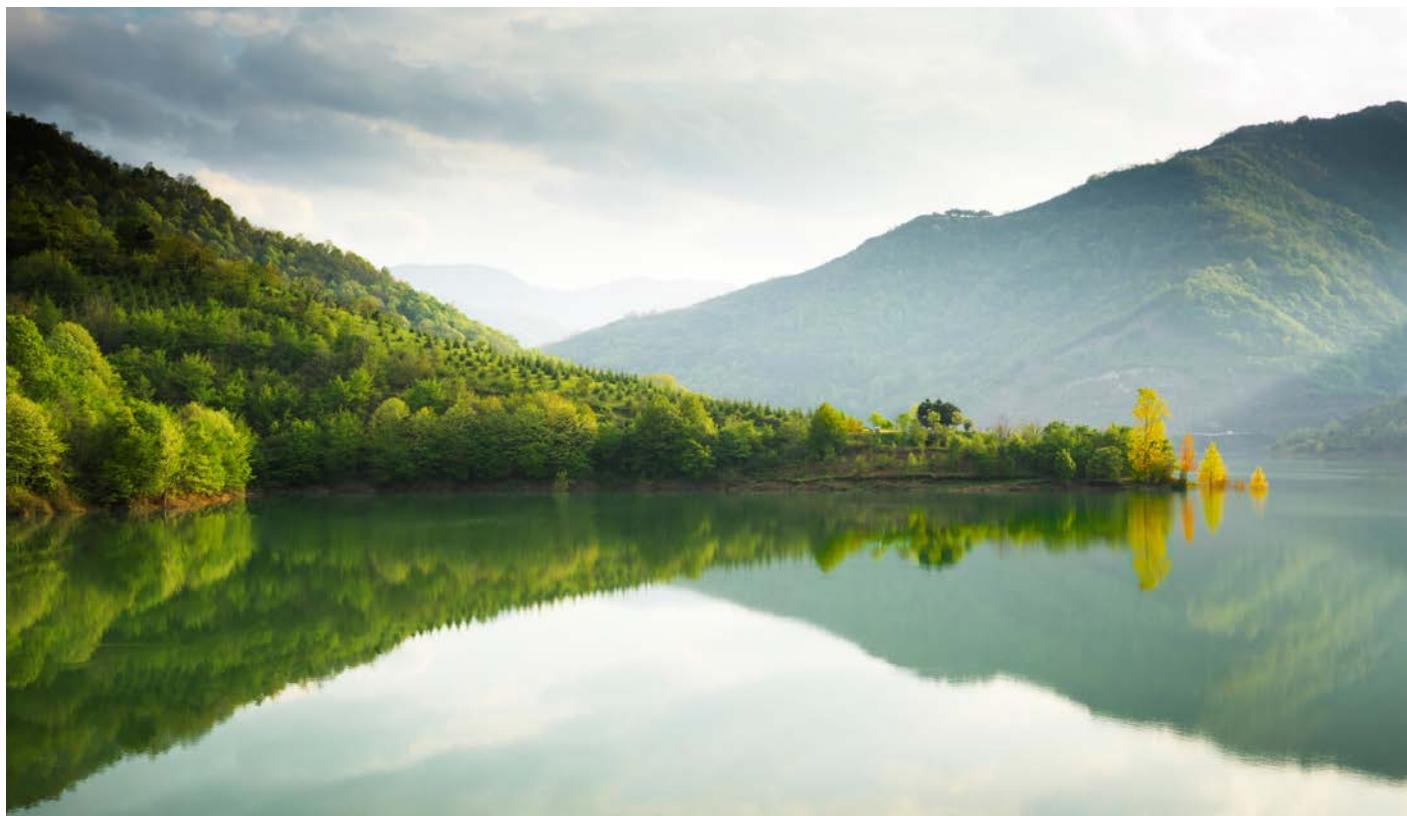
Our vision of Sustainability

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.

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

19

Total actions



Climate change

5



Environment

1



Innovation and technology

1



Safe and secure operation

3



People

6



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 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

Update our inventory of greenhouse gas (GHG) emissions, including an emissions management plan for Repsol Sinopec Brasil.



Description

We will update the data that makes up our inventory of greenhouse gas (GHG) emissions with the annual emissions from office activities, productive assets in which we have a stake, and oil marketing activities, adding a benchmark for the management of greenhouse gas emissions. GHG in accordance with Repsol Sinopec Brasil's strategy.



Indicators

1. Compile data and calculate 2022 emissions according to different sources.
2. Report methane emissions according to the recommended sources for transparency in the calculation methodology.
3. Define GHG emission reduction goals together with the operating partners of the assets in which Repsol Sinopec Brasil has a stake.



Contribution to SDGs



Climate change → Actions



Action

Consider instruments in favor of Nature-Based Solutions (SBN), added to carbon credits for compensation (offset) of greenhouse gas (GHG) emissions, in the emission management strategy of Repsol Sinopec Brasil (RSB).



Description

We will monitor the maturity of instruments in favor of Nature-Based Solutions (SBN), added to carbon credits for compensation (offset) of GHG emissions together with the Oil & Gas sector and public bodies so that they help us in decision making regarding the option for these instruments in the businesses of Repsol Sinopec Brasil.



Indicators

1. Participate in activities and work plans with the Oil & Gas sector.
2. Prepare a recommendation document about investment opportunities in SBN and Carbon Credits for RSB.



Contribution to SGDs



Climate change → Actions



Action

Encourage the promotion of new low-emission businesses through the use of natural gas.



Description

We will actively participate in the process of opening the gas market in Brazil, evaluating all business opportunities and working together with partners in the search for solutions for the monetization of pre-salt gas. Through these activities, we will seek to offer society a reliable and less carbon-intensive source of energy.



Indicators

1. Implement the contract for the Integrated Processing System (SIP) that will allow access to liquid derivatives of unprocessed natural gas (NGL) in 2022.
2. Enter into sales contracts with third parties for gas from the BMC-33 block, making the project viable through the Final Decision, scheduled for 2023.



Contribution to SGDs



Climate change → Actions



Action

Strengthen the line of research focused on carbon management.



Description

We will develop the second phase of the CO₂CHEM project that launched the CO₂ capture and use research line in 2021, and we will expand it with new technological routes to gain efficiency.



Indicators

1. Start up (test equipment and adjustments) and operate the pilot plant of the CO₂CHEM project.
2. Identify new technological routes for the CO₂CHEM project, to be developed in 2023



Contribution to SGDs



Climate change → Actions



Action

Contribute to the energy transition through the establishment of a specific line of research related to renewable energies.



Description

We will bet on the research and development (R&D) portfolio with new technological solutions focused on renewable energy, photovoltaic, offshore wind, hydrogen, among others.



Indicators

Dedicate 25% of the R&D portfolio to a new line of research related to energy transition and renewables until 2023.



Contribution to SGDs



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

Reinforce the level of safety and safety culture by conducting an emergency response drill with an oil spill scenario at sea.



Description

We will continue to develop and exercise the Repsol Sinopec Brazil (RSB) emergency response plan, considering a scenario of an oil spill in the sea at one of Repsol Sinopec's assets, with the participation of the Incident Management Team (IMT) and Business Support Team (BST).



Indicators

Promote the performance of emergency response drills.



Contribution to SGDs



Innovation and technology

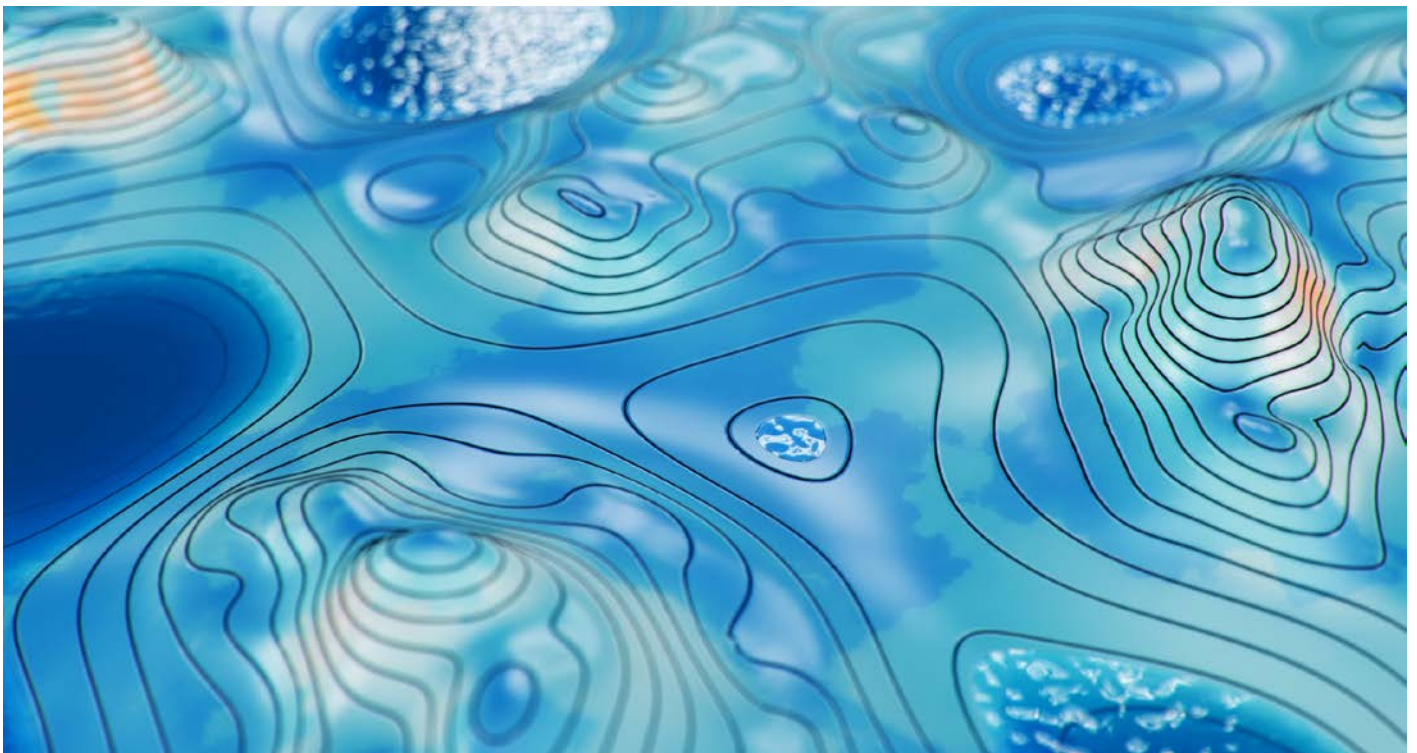
Technological innovation is an essential lever for building more sustainable energy models and meeting the challenge of decarbonizing our products and services.

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

Continue developing solutions focused on improving sustainability driven by technological innovation.



Description

We will continue to invest in the research, development and innovation portfolio aligned with the axes of Repsol's sustainability model, with a focus on safety, the environment and technology.



Indicators

Reach an investment of 20% in projects aligned with the axes of the Repsol sustainability model in 2022 and gradually increase to 50% in 2025.



Contribution to SGDs



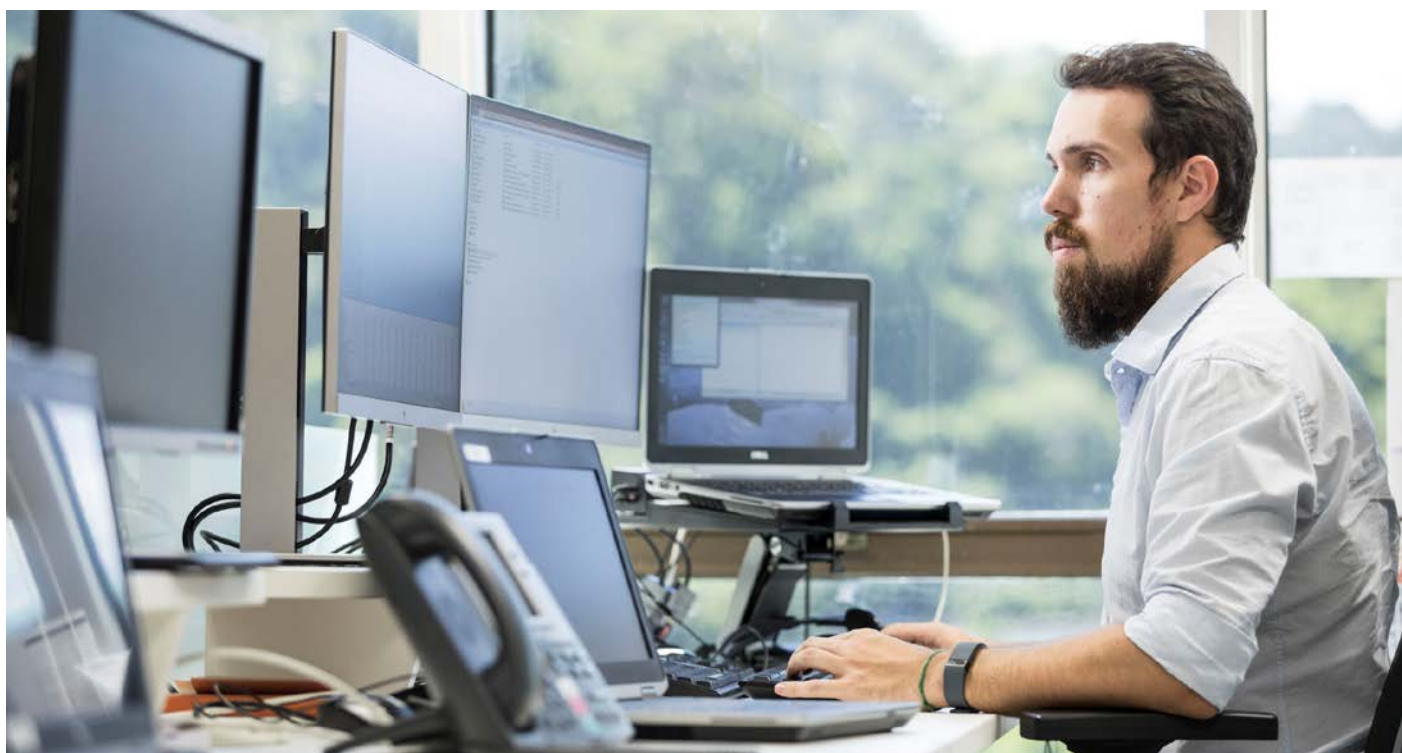
Safe and secure operation

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

Continue strengthening the culture of safety and environment through awareness and training of employees.



Description

We will promote the participation of all employees in online training: "Introduction to Safety and the Environment" and "Prevention of occupational risks outside the office".



Indicators

1. Achieve 95% employee participation in the course "Introduction to Safety and the Environment".
2. Achieve 95% participation of employees in the course "Prevention of occupational hazards outside the office".



Contribution to SGDs



Safe and secure operation → Actions



Action

Strengthen the culture of cybersecurity, through the dissemination of content on the subject.



Description

We will reinforce Repsol Sinopec Brasil's (RSB) cybersecurity culture by encouraging employees to join the cyberimmunity campaign, with the monthly dissemination of internal content related to cybersecurity and data protection.



Indicators

Develop monthly content for critical cybersecurity issues in internal channels.



Contribution to SGDs



Safe and secure operation → Actions



Action

Boost cybersecurity with the Advanced Technical Protection tool (enhanced security on cell phones).



Description

We will promote the cybersecurity of operations with the application of advanced technical protection, by improving the security of 100% of Repsol Sinopec Brasil cell phones, working on the replacement of both Mobile Device Management (MDM) and anti-malware platform.



Indicators

Extend the protection of mobile devices by replacing management and anti-malware platforms in 100% of Repsol Sinopec mobiles.



Contribution to SGDs

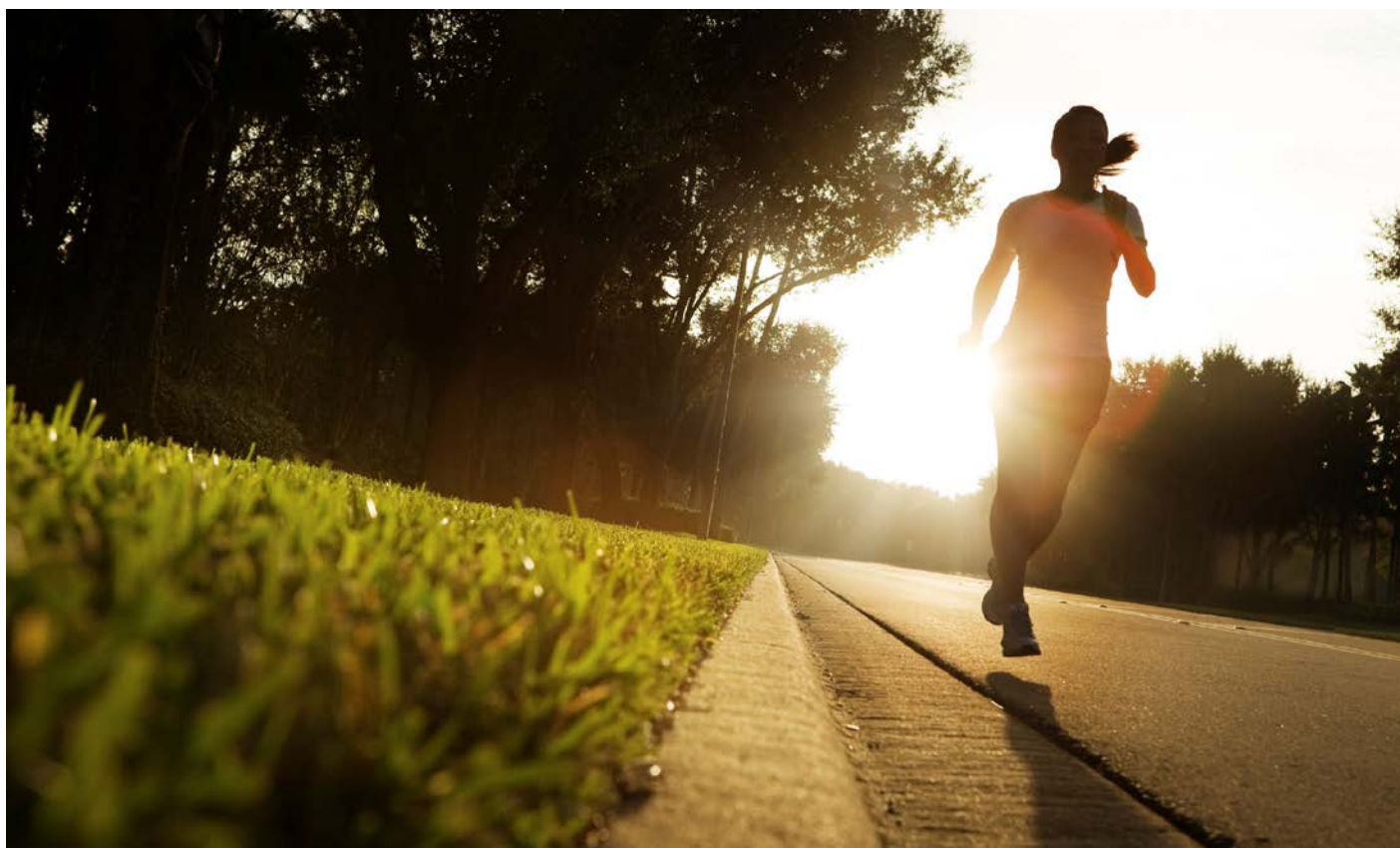


People

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

Contribute to the 2030 Agenda through associations and socio-environmental projects.



Description

We will promote the construction of institutional alliances to revitalize and strengthen our efforts to achieve the 2030 Agenda.



Indicators

1. Establish partnerships through agreements and contracts with interest groups that seek to centralize efforts to achieve the 2030 agenda.
2. Prepare a work plan for the development of multidisciplinary actions from 2022 to 2025 to contribute to the objectives of the 2030 agenda.



Contribution to SGDs





Action

Promote a culture of sustainability through training and communication activities.



Description

We will seek to strengthen the culture of sustainability inside and outside the company, through a permanent training and communication process involving Repsol Sinopec Brasil employees and stakeholders.



Indicators

1. Obtain the participation of 60% of the collaborators in the ODStories and Human Rights courses in 2022 and 95% in 2023.
2. Share free access to the ODStories course with the society on Repsol Sinopec Brazil's website and LinkedIn.



Contribution to SDGs





Action

Promote actions that seek to expand diversity and inclusion in Repsol Sinopec Brazil.



Description

We will carry out a diversity survey among the employees of Repsol Sinopec Brazil (RSB) and an action plan to offer opportunities to groups with less representation in the organization. We will continue to develop communication and awareness actions for RSB employees to promote a more diverse and inclusive environment.



Indicators

1. Execute a Young Apprentices program focused on the inclusion of people with disabilities, in order to incorporate a person with disabilities as an employee every year.
2. Carry out an anonymous diversity survey among Repsol Sinopec Brazil employees.
3. Obtain the participation of 60% of the collaborators in training actions on Diversity until December 2022 and 95% until December 2023.



Contribution to SDGs





Action

Strengthen decent work and well-being with the implementation of a hybrid work system.



Description

We will implement the hybrid, face-to-face and virtual work system, with a minimum of two days of presence per week in the office. We will evaluate the degree of satisfaction and adaptation of the employees during this process.



Indicators

1. Resume face-to-face activities, with the participation of 95% of employees, at least two days a week of their choice.
2. Develop and apply a survey to assess the degree of satisfaction and adaptation of employees to the new hybrid work regime.



Contribution to SGDs





Action

Continue developing leadership at Repsol Sinopec Brazil.



Description

We will implement actions to reinforce the role of the leader in the organization, mainly: innovation, communication, new ways of working and management based on trust, reward and diversity.



Indicators

Carry out a training action with the participation of 95% of the RSB leaders.



Contribution to SGDs





Action

Promote the health and well-being of employees, taking into account Repsol's strategic health and well-being framework.



Description

We will carry out a new vaccination campaign, with priority for the Flu and Covid-19, we will promote awareness actions on health and well-being and sports activities for the integration of employees.



Indicators

1. Carry out two educational awareness actions for all employees
2. Carry out two sports practices for the integration of employees
3. Track the percentage of employees vaccinated



Contribution to SGDs



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

Increase the fiscal transparency of our Upstream operations in Brazil.



Description

We will increase the tax transparency of operations in Brazil by simplifying the corporate structure with related parties as a result of the new REPETRO Law that resulted in the transfer of assets and contracts to Brazil; active participation in tax compliance forums with the purpose of improving tax legislation and relations with tax authorities and active participation in industry forums with the purpose of improving the industry and the tax environment.



Indicators

1. Conclude the necessary steps to close the activities of the 3 Dutch companies (Agri BV, Lapa BV and Guara BV).
2. Complete the effective removal of companies in the Netherlands (Agri BV, Lapa BV and Guara BV).
3. Submit the draft of the tax compliance program within the scope of the CONFIA project.



Contribution to SGDs



Ethics and transparency → Actions



Action

Increase legal certainty and reduce potential risks, working on the main tax issues with the tax administrations of Brazil.



Description

We will work on the proposal for changes and/or legislative creation in the field of representative groups of the Oil&Gas sector (IBP) and of the Brazilian industry (GETAP) in order to modernize or adapt highly relevant rules for the private sector and standardize jurisprudence and increase legal certainty. Among the proposed changes is the search for alternatives for the indirect acquisition with option to buy (BOOT) of FPSOs (oil exploration and storage platform).



Indicators

1. Conclude via IBP the proposal to modify the legislation regarding alternatives for the indirect acquisition with option to buy (BOOT) of FPSOs.
2. Participate in forums (IBP and GETAP) and order with the Judicial Courts on the RSB (Foreign Benefits) trial so that it becomes a "Leading Case".



Contribution to SGDs



Ethics and transparency → Actions



Action

Continue with the inclusion of compliance clauses in new contracts.



Description

We will verify the inclusion of compliance clauses (including anti-corruption, human rights and compliance with fundamental labor rights) in the contracts signed by Repsol Sinopec to consolidate the culture of compliance in the activities carried out in Brazil.



Indicators

Include compliance clauses in at least 97% of the contracts signed in 2022.



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