



# 2022

## Sustainability Plan

### CANADA





## Legal notice

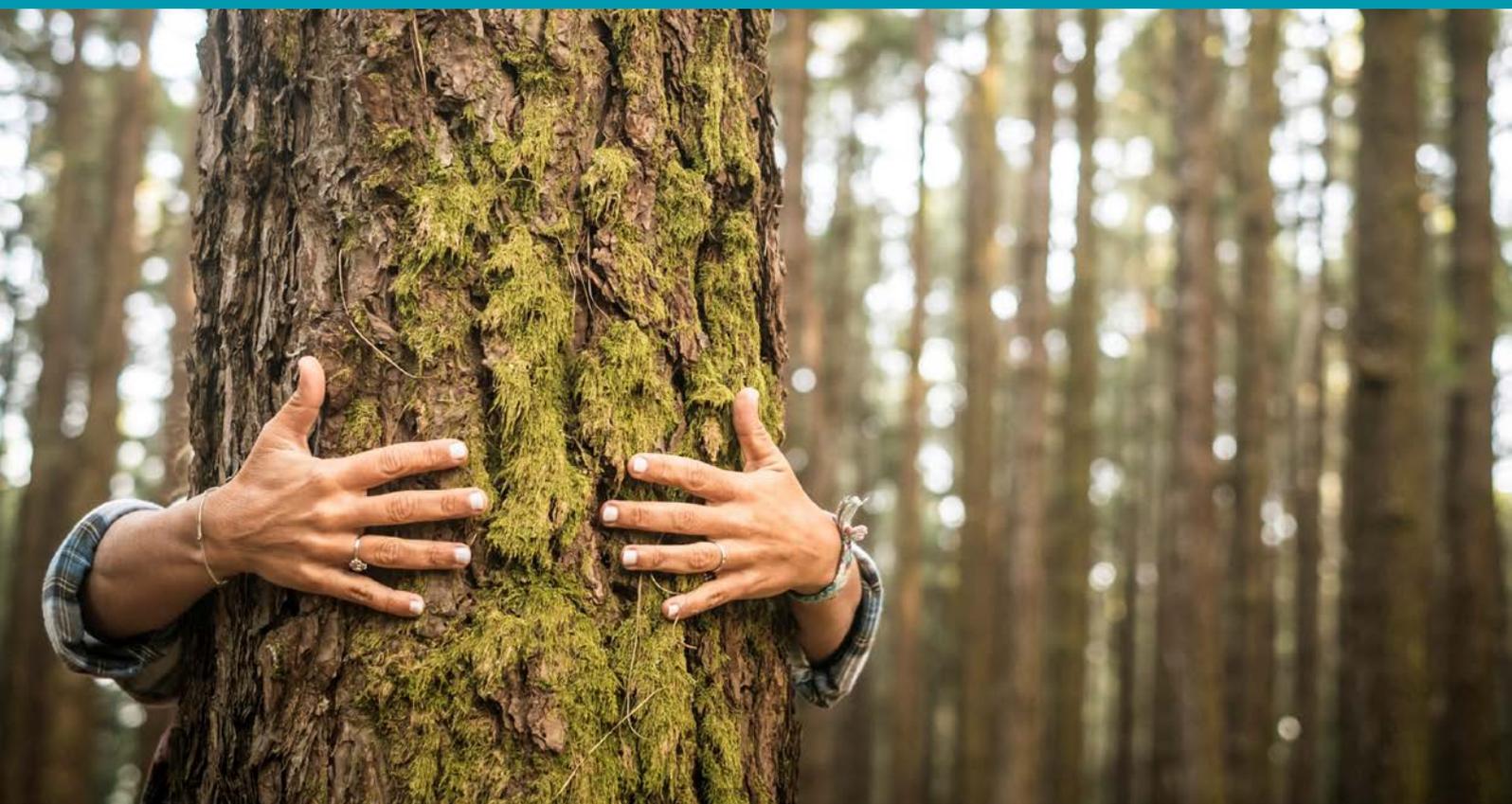
This Local Sustainability Plan sets out a set of objectives that, in whole or in part, go beyond what is required by law and are aimed at contributing to sustainable development. The participating companies of the Repsol Group have the firm intention of undertaking and fulfilling all of them. However,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

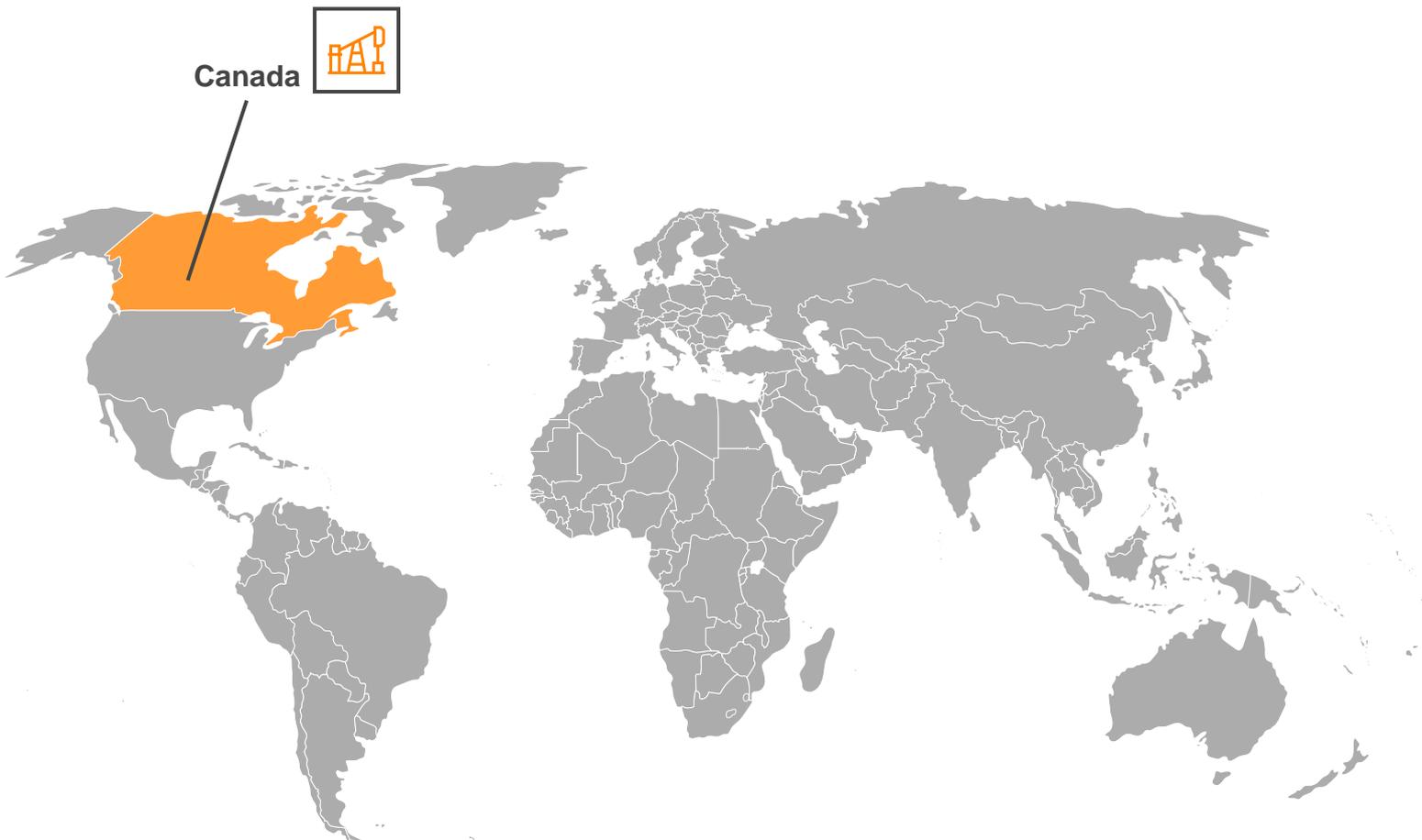
**SDG Report** with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at [www.repsol.com](http://www.repsol.com).

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:



# 2022 Sustainability Plan Summary

**19**  
Total actions

 **Climate change**  
**3**

 **Environment**  
**2**

 **Innovation and technology**  
**1**

 **Safe and secure operation**  
**3**

 **People**  
**8**

 **Ethics and transparency**  
**2**

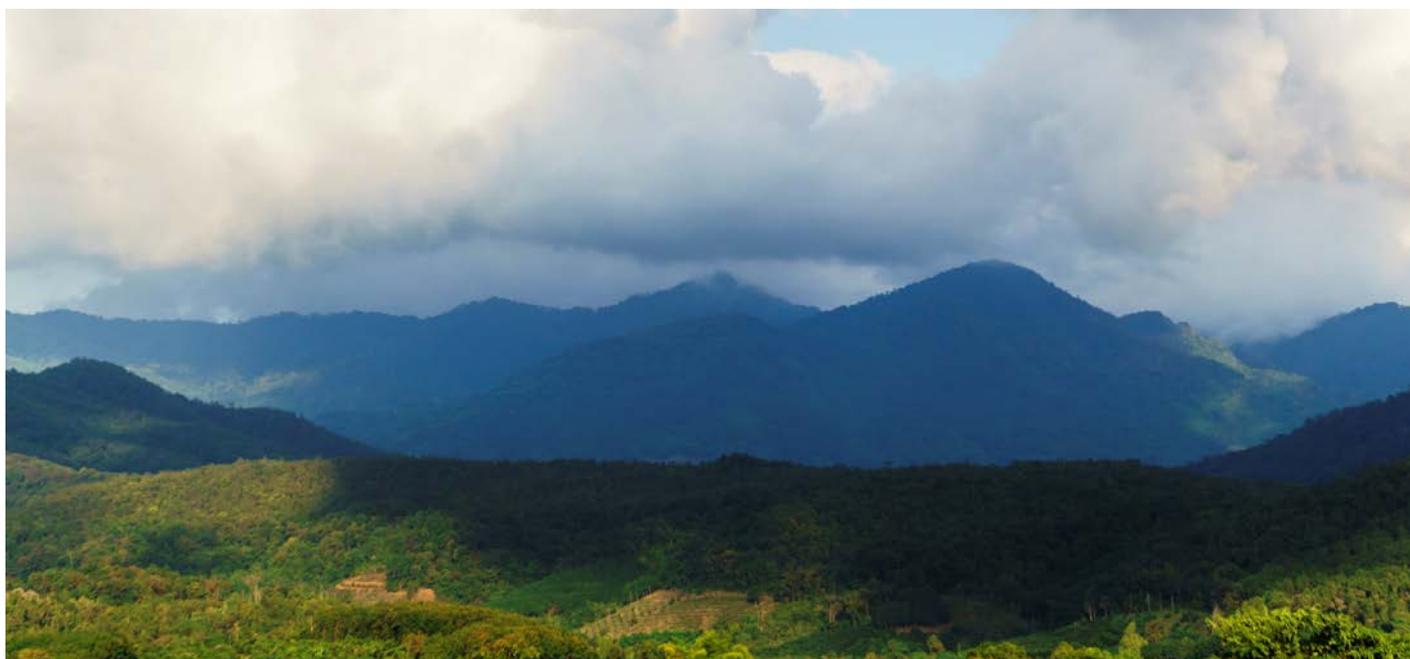
# Climate change

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

Update our emissions inventory including emissions management and reduction initiatives, aiming at contributing to the company's pledge to achieve net zero emissions by 2050.



## Description

We will work to detect and quantify the methane emission sources at our operated assets, improving our estimates of emissions which will advance our reporting and identify opportunities for reduction.



## Indicators

1. Reduce 32,800 tonnes of carbon dioxide equivalent (CO<sub>2</sub>e) emissions.
2. Continue methane emissions detection and quantification program and update methane emissions inventory.



## Contribution to SDGs



# Climate change → Actions



## Action

Drive methane emissions reduction initiatives at existing facilities and design near-zero emissions well site packages for new well site development.



## Description

We will work to reduce methane emissions at our existing facilities through ongoing inspections and analysis of emission sources, and complete facility upgrades to eliminate the highest emitting sources. We will strategically plan for near-zero emissions at new well site developments by redesigning our well site packages.



## Indicators

1. Conduct field inspections at methane gas driven chemical pumps in Edson to detect methane emission reduction opportunities.
2. Evaluate upgrades at existing facilities to eliminate highest emitting methane sources.
3. Redesign our well site packages to achieve near-zero routine emissions.



## Contribution to SDGs



# Climate change → Actions



## Action

Support responsible production and consumption of energy.



## Description

We will reduce energy consumption and improve energy efficiencies at existing facilities throughout our assets. We will implement energy consumption reduction initiatives at our Edson gas plant by conducting an audit of our Edson gas plant to identify energy improvement opportunities for both power and fuel gas consumption.



## Indicators

1. Complete internal facility inspection audit on Edson Gas Plant, conducting measurements on targeted equipment.
2. Utilize results from audit to identify and implement process efficiency improvement opportunities at Edson Gas Plant.
3. Centralize production from Wilrich compressor station and redirect production to Edson gas plant low pressure inlet.



## 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

Reduce number and severity of environmental incidents.



### Description

We will reduce loss of containment incidents by increasing preventive Non-Destructive Testing and promoting an increase to the reporting of potential leaks. We will complete asset integrity field inspections of our existing facilities.



### Indicators

1. Complete field inspections under 2022 Integrity Plan.
2. Execute inspection program in Chauvin for water injection headers.
3. Initiate gathering system integrity assessment in Edson,



### Contribution to SGDs



# 2022 Sustainability Plan

## Environment → Actions



### Action

Promote circular economy throughout our Canadian business.



### Description

We will raise awareness of circular economy in the Canadian Business Unit during the planning of development projects, motivating change and the development of new sustainable initiatives.



### Indicators

Conduct one Circular Economy Awareness Workshop with integrated project team for Edson Development Project.



### 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

Keep improving well site automation.



## Description

We will work towards improving the sustainability of our business through digitalization and innovation initiatives in our Chauvin asset. We will enhance the technology in our Chauvin asset by increasing the automation of our well site operations through well site and facility upgrades.



## Indicators

Deploy new instrumentation equipment in our Chauvin asset at existing well sites and facilities.



## 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

Assure competency of workforce.



## Description

We will develop a new competency coordinator role to assess and improve training and competency systems. Within its tasks, the coordinator will identify safety-related training needs, contributing to improve the safety of our operations.



## Indicators

Onboard Training Coordinator to coordinate training systems.



## Contribution to SGDs



# Safe and secure operation → Actions



## Action

Improve safety leadership and culture.



## Description

We will make a positive impact to our safety culture by improving the quality and quantity of management site visits and accountability for safety.



## Indicators

1. Define and achieve leadership site visits plan to field.
2. Ensure 100% compliance of our Safety Leap online training.



## Contribution to SGDs



# Safe and secure operation → Actions



## Action

Promote Just Culture among our employees.



## Description

We will develop the Just Culture company approach. We will foster a safe, respectful, and open environment where employees can feel safe and confident to express opinions relating to incidents and identify opportunities for improvements relating to our operations. We will use this as a key element to facilitate early detection of unsafe conditions, transparent communication of safety information and effective prevention of major accidents.



## Indicators

Promote Just Culture at 100% of the field safety meetings in 2022 and at one Canadian Business Unit town hall.



## 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

Promote a culture that respects diversity and inclusion in the workplace.



## Description

We will demonstrate our commitment to diversity and inclusion by increasing awareness and communication to foster an inclusive environment for all. We will continue to build skills and increase participation in events. We will promote the creation of an LGBTI-inclusive environment through the online training course.



## Indicators

1. Promote LGBTI online training course "Energy with Pride" quarterly in employee newsletter.
2. Promote a training course "Unconscious Bias" for all employees with a target completion rate of 70%.
3. Offer and host at least one Diversity Talk.



## Contribution to SGDs



# 2022 Sustainability Plan

## People → Actions



### Action

Support the wellbeing of our employees.



### Description

We will promote and support the mental, emotional and physical wellbeing of our employees through various initiatives, voluntary physical health challenges, and by offering resources throughout the year.



### Indicators

1. Host one webinar or session for mental health awareness to employees.
2. Host two wellness webinars or sessions.
3. Implement the '100 Day Challenge', a physical health step challenge for employees.



### Contribution to SGDs



# 2022 Sustainability Plan

## People → Actions



### Action

Establish a young talent attraction and development strategy, and implement our student hire program.



### Description

We will continue to work on developing and building a young talent workforce to support our growth and business needs.



### Indicators

Implement our student hire program with a target of hiring 6 students.



### Contribution to SGDs





## Action

Continue to strengthen the employee experience.



## Description

We will promote a positive workplace by continuing with our efforts to strengthen the employee experience for existing employees and new employees. We will achieve this through various initiatives and events throughout the year, focusing on improving our recruiting and onboarding strategy, and promoting employee development and the employee recognition program in Canada.

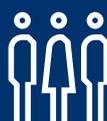


## Indicators

1. Develop recruiting and onboarding strategy, implementing a minimum of one new initiative of the strategy.
2. Host development sessions with all staff with a target of 90% attendance.
3. Host sessions with all Managers and Supervisors on the recognition program in Canada and ensure all use their budgets for the year.



## Contribution to SGDs



# 2022 Sustainability Plan

## People → Actions



### Action

Contribute to the 2030 Agenda through social investment projects in our operating areas.



### Description

We will demonstrate our commitment to the United Nations 2030 Agenda by identifying community-based social investment projects that bring sustainable benefits to our communities and are aligned with the Sustainable Development Goals.



### Indicators

Ensure that 95% of our social investment initiatives are aligned with the United Nations 2030 Agenda for Sustainable Development Goals.



### Contribution to SGDs



# 2022 Sustainability Plan

## People → Actions



### Action

Promote the gender perspective in social investment projects.



### Description

We will foster gender equality and empowerment of all women and girls through social investment projects.



### Indicators

Identify one social investment project in each of our operating areas that supports gender equality.



### Contribution to SGDs



# 2022 Sustainability Plan

## People → Actions



### Action

Promote social and economic development, and cultural preservation of Indigenous Peoples.



### Description

We will respectfully work with the Indigenous communities in our operating areas to identify social investment projects focused around social and economic development, and cultural preservation.



### Indicators

Ensure that 75% of our social investment projects are focused on social and economic development, and cultural preservation.



### Contribution to SDGs



# 2022 Sustainability Plan

## People → Actions



### Action

Promote a workplace that respects human rights throughout our operations.



### Description

We will demonstrate our commitment to respecting human rights in our activities through the promotion and participation of internal training for employees.



### Indicators

Achieve 70% participation rate in Human Rights training course.



### 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

Promote and encourage a culture of integrity and responsibility for all employees, operating in strict accordance with our Code of Ethics.



## Description

We will demonstrate our commitment to compliance by ensuring staff in Canada complete the Code of Ethics corporate training.



## Indicators

Achieve a target of 90% response rate.



## Contribution to SDGs



# Ethics and transparency → Actions



## Action

Promote cooperative relationships with local tax authorities.



## Description

Repsol will engage in proactive and meaningful communication with the Canadian Revenue Agency through regular and periodical meetings to conduct two-way dialogue on the Company's transactions.



## Indicators

Repsol will be considered to be a 'low-risk' taxpayer.



## 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