

2022

Sustainability Plan

CARTAGENA





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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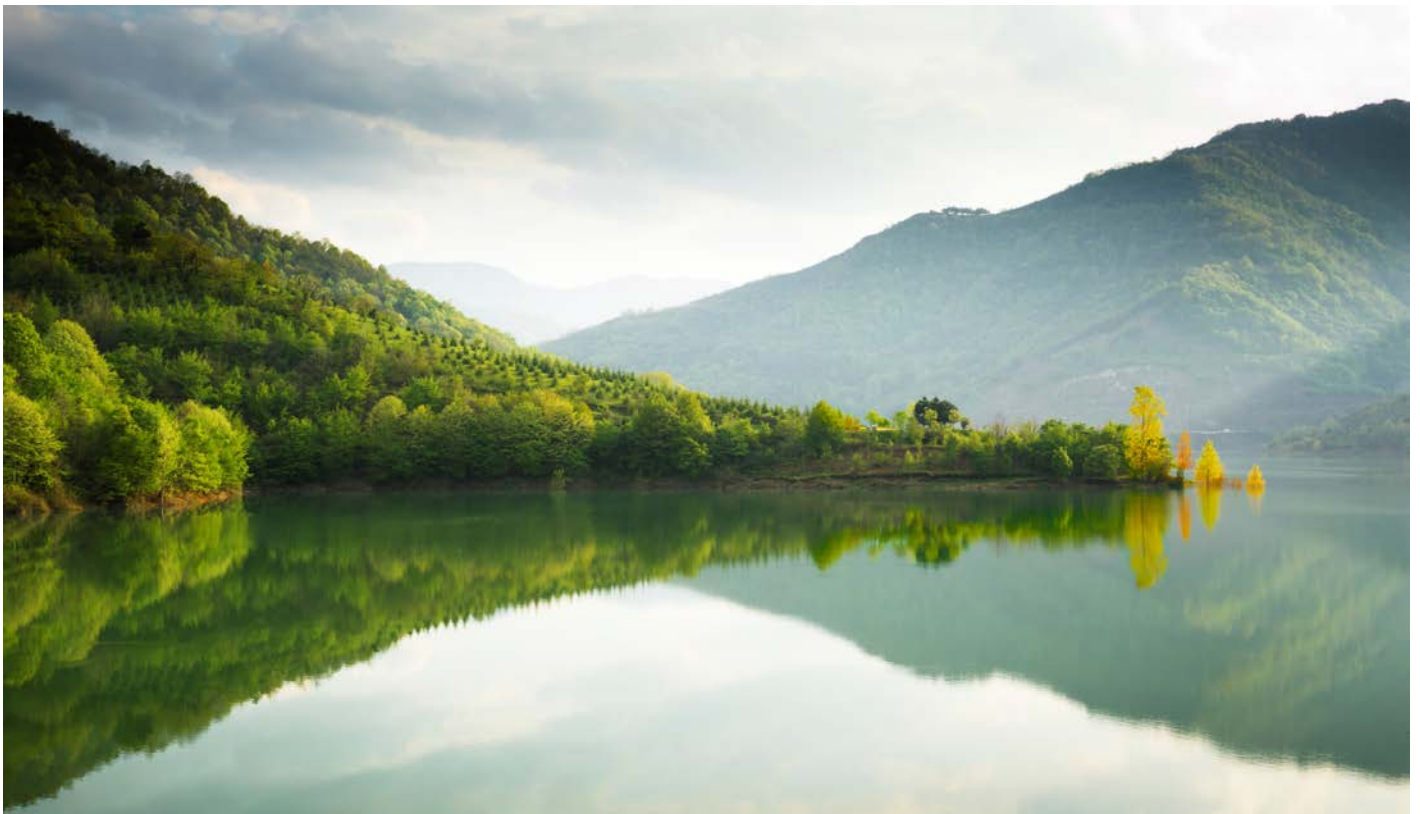
Our vision of Sustainability

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

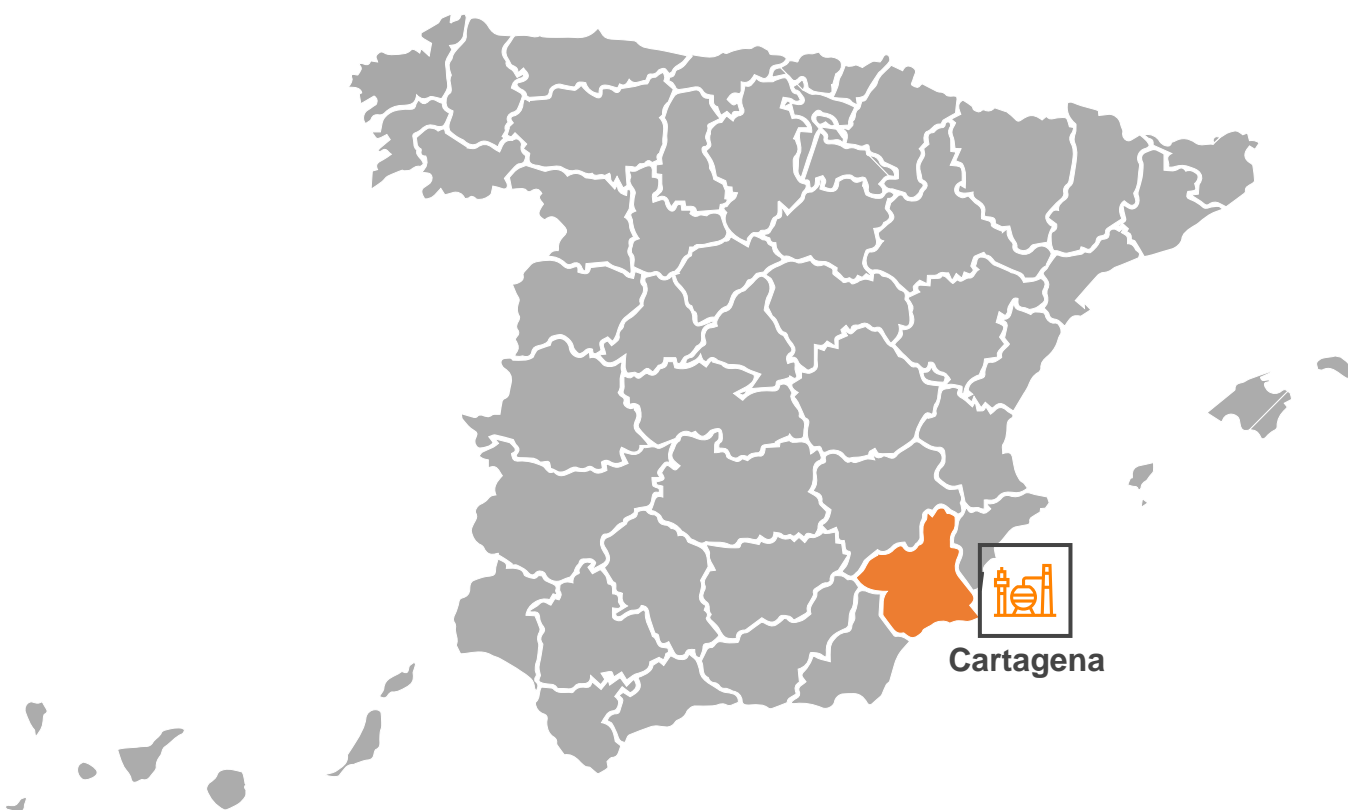
SDG Report with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at www.repsol.com.

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

20

Total actions



Climate change

2



Environment

4



Innovation and technology

1



Safe and secure operation

5



People

6



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 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

Contribute to Repsol's goal of being a net zero emissions company by 2050.



Description

We will continue to identify actions that allow us to reduce our CO₂ emissions by 25% by 2025, based on 2016, in accordance with the roadmap established by the company, contributing to the fight against climate change. One of the projects that we will implement will be the commissioning of three new preheaters in process furnaces that will allow us to improve our energy efficiency.



Indicators

Advance by 15% in the development of projects of the 25/25 plan.



Contribution to SGDs



Climate change → Actions



Action

Reduce annual CO₂ emissions by advancing in the energy transition.



Description

We will launch new energy efficiency projects and measures in our processes to advance in industrial transformation and continue reducing annual CO₂ emissions to contribute to the slowdown of climate change. All measurements will be audited to verify the progress made.



Indicators

Reduce 27,900 tons of CO₂ through various actions.



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

Advance in the construction of the advanced biofuels plant.



Description

We will continue with the construction work of the first advanced biofuels plant in Spain that will allow, as of 2023, to produce sustainable biofuels from waste, betting on the circular economy as a tool for the efficient use of resources and the reduction of emissions.



Indicators

Achieve 75% of the progress of the project.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Promote the circular economy within the complex.



Description

We will promote the application of the principle of waste hierarchy, through the integration of circular economy policies in our activity, promoting the prevention of its generation and its recovery, contributing to responsible consumption.



Indicators

Achieve a recovery of 90% of waste.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Continue optimizing integrated water management.



Description

We consider water as a strategic resource, we will make efficient use of the water we use in our processes with the application of different actions, and we will promote internal reuse to optimize consumption with the start-up of an ultrafiltration plant.



Indicators

Maintain a water consumption intensity lower than the average for the sector in Europe and start up a water ultrafiltration plant.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Strengthen the environmental culture among the employees of the industrial complex.



Description

In line with our Annual Environmental Plan, we will reinforce the dissemination of information related to the sustainability of our operations among refinery employees through specific training and communications.



Indicators

Reach 500 refinery employees.



Contribution to SGDs



Innovation and technology

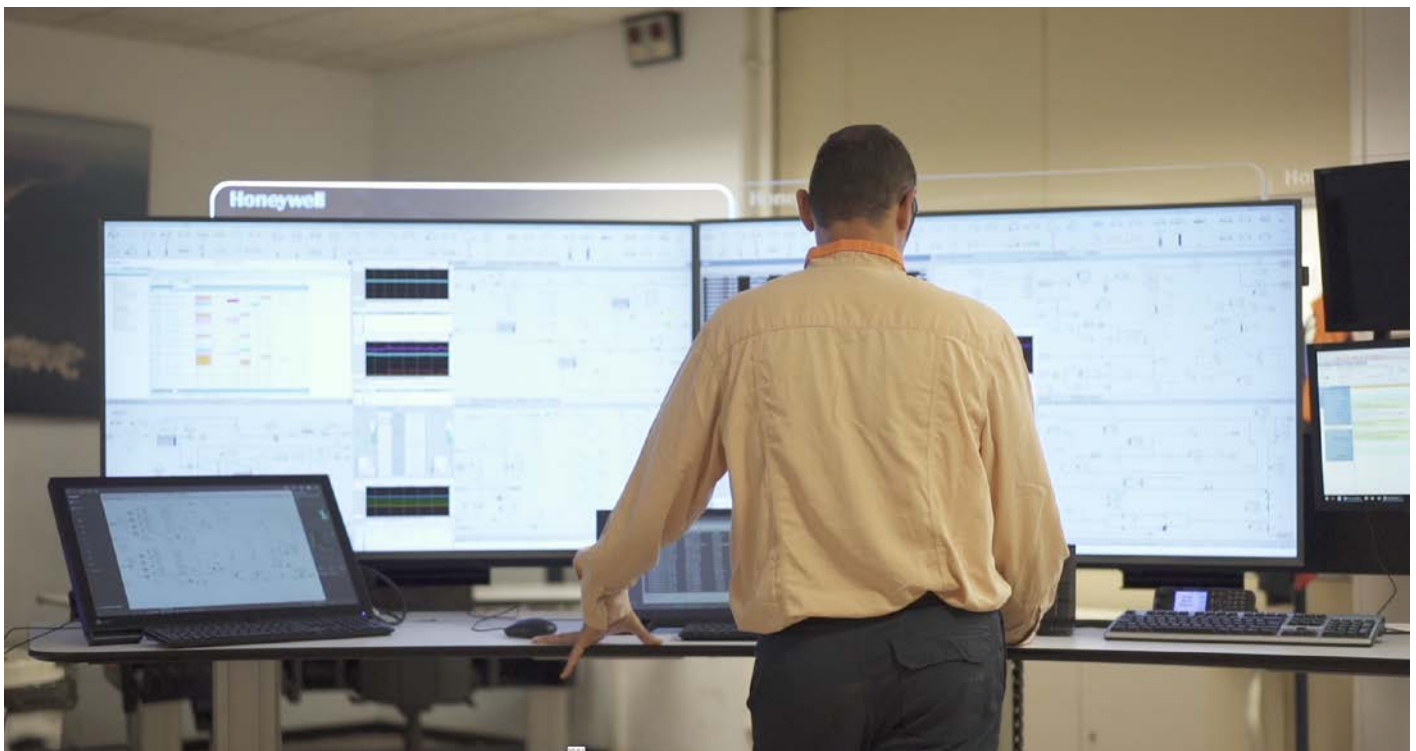
Technological innovation is an essential lever for building more sustainable energy models and meeting the challenge of decarbonizing our products and services.

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

Advance in the digitization of our complex by implementing digital applications.



Description

We will continue promoting digitalization through new projects, incorporating technological advances in the refinery that allow us to advance in industrial transformation and improve our energy and process efficiency. An example will be the implementation of the Work Permit Platform program that will enable greater efficiency in the processing and management of work permits, or the study of the Low Emission Operation initiative to reduce CO₂ emissions in accordance with the 25/25 plan.



Indicators

Implement 93% of the activities planned in the digitization plan.



Contribution to SDGs



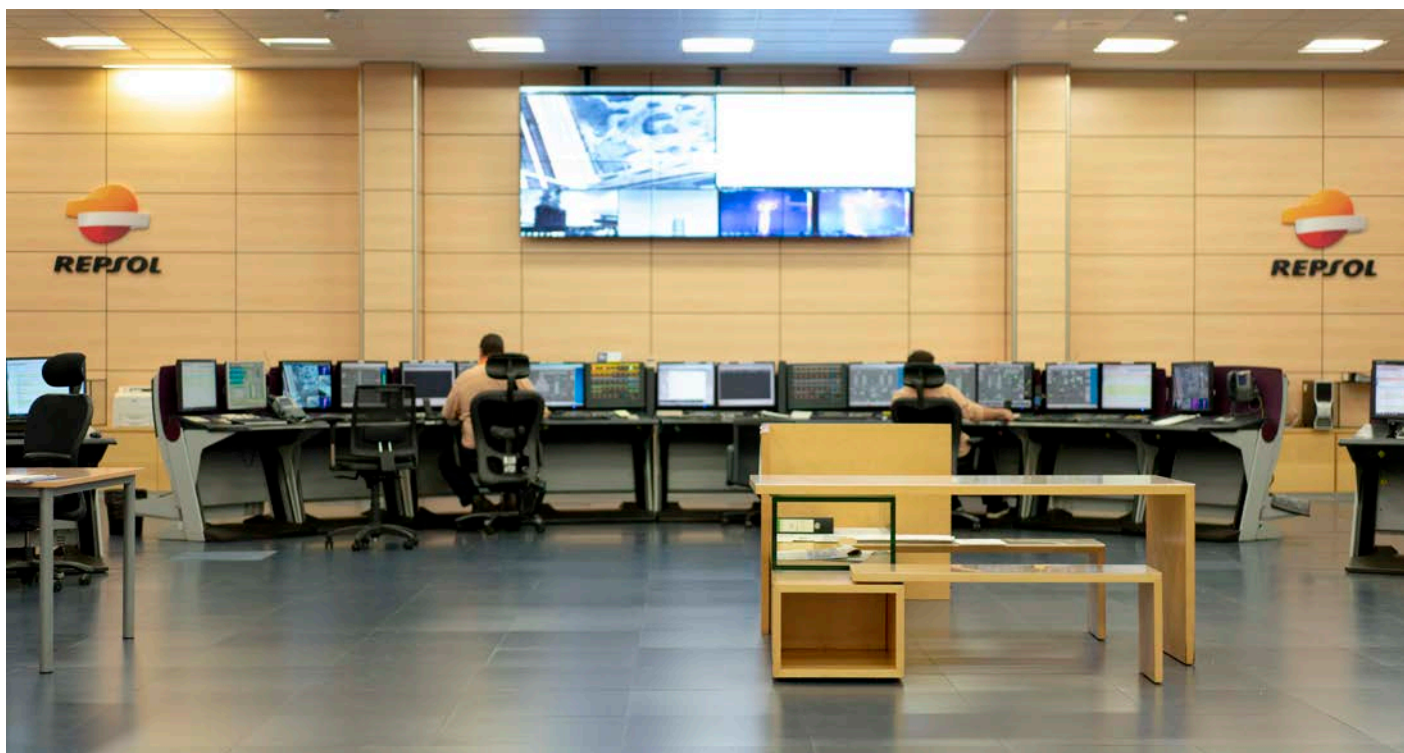
Safe and secure operation

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 reinforcing the culture of Process Safety among our employees and service companies.



Description

In our commitment to continuous improvement, we will carry out training and awareness-raising activities related to process safety aimed at refinery professionals who participate in the design, operation and maintenance stages of the units.



Indicators

Involve more than 400 people from the refinery and service companies in training and awareness activities.



Contribution to SGDs



Safe and secure operation → Actions



Action

Continue promoting the culture of safety among employees.



Description

We will develop a plan made up of different actions that will allow refinery workers to raise awareness and improve their safety performance. The main actions include the dissemination of information bulletins and the execution of a prevention campaign.



Indicators

Publish at least 10 newsletters and carry out a prevention campaign with medical services.



Contribution to SGDs



Safe and secure operation → Actions



Action

Increase the response capabilities of our employees in the event of a possible attack on computer systems.



Description

In order to improve management in the event of a possible cyberattack, we will collaborate in carrying out a drill for this type of situation.



Indicators

Participate in a drill.



Contribution to SGDs



Safe and secure operation → Actions



Action

Encourage good safety performance among contractor companies.



Description

We will hold safety meetings with contractor companies and reward their results and good practices.



Indicators

Hold at least one annual meeting and nominate the winner of the Contractor Company Safety Award.



Contribution to SGDs



Safe and secure operation → Actions



Action

Strengthen environmental and safety criteria among external companies that work in the industrial complex.



Description

We will continue promoting among contractor companies the importance and good practices in matters of the environment, safety, good governance, ethics and conduct, by disseminating communications, and we will also hold workshops on attitudes towards safety.

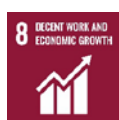


Indicators

1. Obtain the participation of at least 40 people from contractor companies in the workshops that are scheduled.
2. Issue at least six communications to auxiliary companies on the indicated principles.



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

Collaborate on projects that allow social development and economic revitalization in our environment.



Description

We will continue to participate in social, cultural, sports and/or environmental projects that benefit different groups and allow social development and economic revitalization of the environments in which they take place.



Indicators

Collaborate or support 20 different projects.



Contribution to SGDs





Action

Collaborate in the sustainable development of the port of Cartagena.



Description

We will participate in the actions promoted by the Cartagena Port Authority within the framework of the pact for the sustainability of the port to achieve the SDGs.



Indicators

1. Participate in the dissemination actions proposed by the port of Cartagena regarding the SDGs.
2. Pass the verification of the guide of good environmental practices.



Contribution to SDGs





Action

Promote the reduction of inequalities by generating training opportunities among young people in the area.



Description

We will collaborate in promoting quality education and reducing inequalities by supporting the education system to promote training and the development of internships among young people, strengthening their skills and offering them new job placement opportunities.

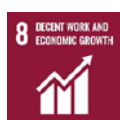


Indicators

Collaborate in the training of 30 students as Chemical Plant Operators and Laboratory Analysts.



Contribution to SGDs





Action

Promote quality Vocational Training (VT).



Description

We will collaborate with the General Directorate of Vocational Training for teacher training, relying on the experience of our employees and contributing their knowledge.



Indicators

Carry out a pilot training course for vocational training teachers in mechatronics and industrial chemistry at our facilities.



Contribution to SGDs





Action

Promote the development of the company's talent.



Description

Through the "Learn and Lead" program, we will deploy initiatives and action plans for the identification, loyalty, development and retention of the company's talent, generating commitment and encouraging the well-being of employees and strengthening their professional skills, which in turn time provides the talent necessary for industrial transformation.



Indicators

Develop the 'Learn and Lead' program among the selected profiles.



Contribution to SGDs





Action

Disseminate the book "Human Rights and Repsol" among refinery employees and those around them.



Description

We will publish the book "Human Rights and Repsol" for the year 2021 to show our path in these years as a guarantor of the same in our operations and with our employees, communities and value chain.



Indicators

Disseminate the book "Human Rights and Respol" among refinery employees and publish it on the website of the industrial complex.



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

Guarantee transparency in Safety and the Environment.



Description

We will continue to carry out the Safety and Environment report for the previous year in order to share with stakeholders information on our performance, main projects, as well as our alignment with the 2030 Agenda and the Sustainable Development Goals.



Indicators

Publication of the Safety and Environment report corresponding to 2021.



Contribution to SGDs



Ethics and transparency → Actions



Action

Promote the economic development of the environment of the industrial complex, ensuring fair competition and good practices in purchasing and contracting processes



Description

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



Indicators

Promote the participation in adjudication processes of 100% of local companies in cases in which said companies have training.



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