

2022

Sustainability Plan

MEXICO





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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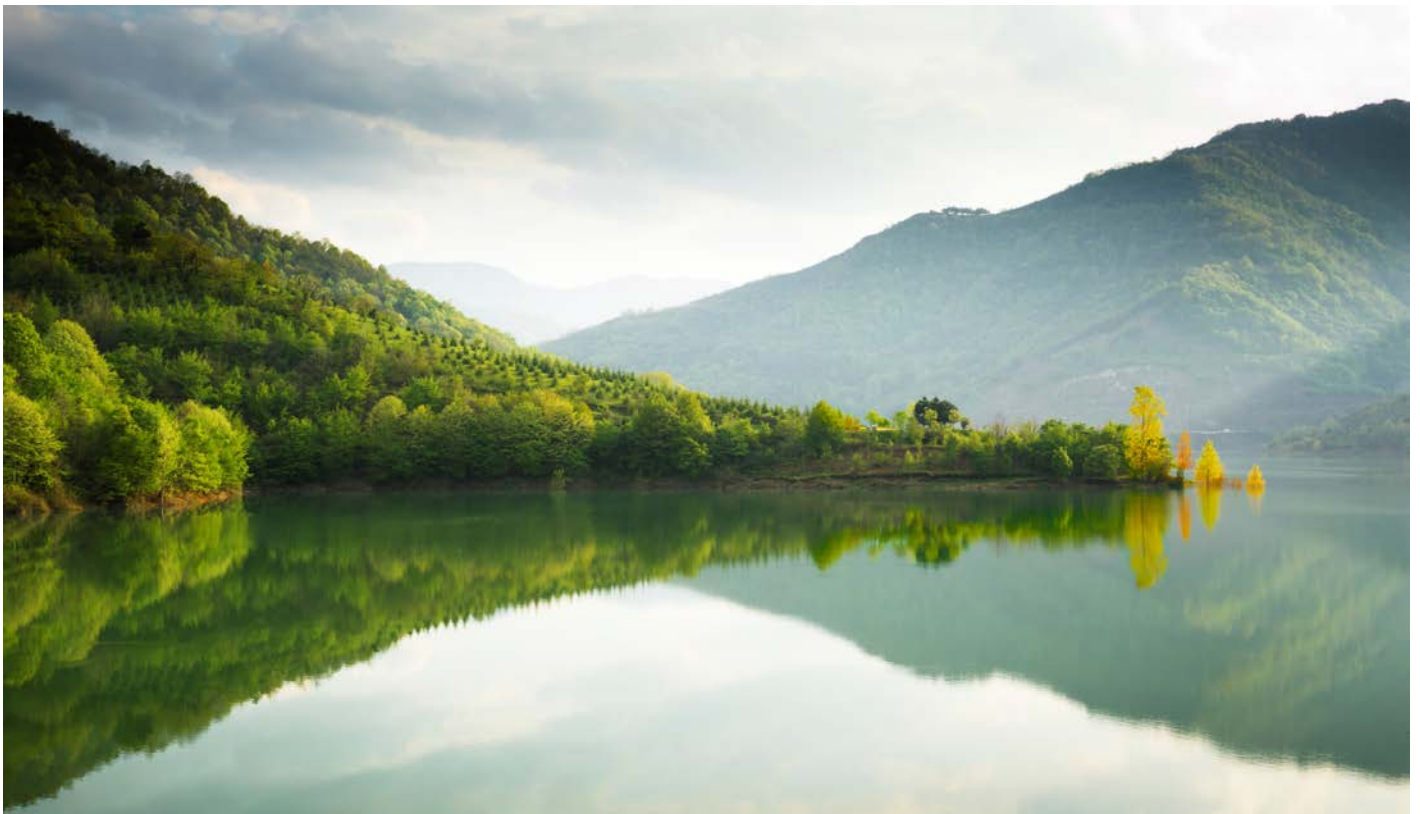
Our vision of Sustainability

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

17

Total actions



Environment

3



Innovation and technology

3



People

8



Safe and secure operation

2



Ethics and transparency

1

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

Protect biodiversity through the two-year work program agreement with the Natural Protected Areas Commission, for the restoration of 3 coral reef hectares of in the Sistema Arrecifal Veracruzano National Park and execute the program activities defined for 2022.



Description

We will define and agree on the necessary actions to carry out the restoration of 3 hectares of coral reef, with the advice of an organization specialized in the restoration of these ecosystems. The actions will include transplanting coral colonies, training tourist guides and dissemination of the Program.



Indicators

1. Sign two collaboration agreements.
2. Install 18 nurseries.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Calculate the environmental cost in the operations of the Service Station Business in Mexico.



Description

We will collect operational information to upload into a corporate tool that will value the costs in the business according to the pilot and action plan to have information that will allow us to map and reduce the ecological footprint.



Indicators

Conduct pilot test to 5 Direct Management Service Stations.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Implement monitoring system for environmental protection in directly managed service stations.



Description

We will standardize the remote analysis method for the punctual distinction of alarms generated in the VEEDER-ROOT (fuel tank measuring systems) of service stations.



Indicators

Implementation of the system in 100% of directly managed service stations.



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

Promote education and training of the environment, through massive open online courses (MOOC) of specialized training on technical topics of exploration and production of hydrocarbons.



Description

We will offer public universities in Mexico free access to 7 courses on high technical topics, promoting the development of the environment and reducing inequalities.



Indicators

Deliver seven online courses for 300 students each with 100% attendance in each course.



Contribution to SGDs



Innovation and technology → Actions



Action

Contribute to the development of technical capabilities of students through the creation of a deepwater drilling simulator in the laboratory of the National Polytechnic Institute.



Description

We will collaborate with one of the most important engineering universities in the country, in their laboratory, creating a state-of-the-art drilling simulator that will remain at the university and will allow many students to practice and develop skills for their professional career.



Indicators

Create the drilling simulator, allowing the use of the simulator by at least 300 students per year.



Contribution to SGDs



Innovation and technology → Actions



Action

Apply the use of new technologies to innovate and strengthen IT systems in service stations.



Description

We will implement new cybersecurity tools and controls, which will allow high availability and reliability in the information systems of the service stations.



Indicators

Establish the deployment of the new systems in at least 95% of the service areas nationwide.



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

Reinforce security levels in the fuel distribution and transportation network, from the storage point to Repsol service stations in Mexico.



Description

We will install a satellite-controlled monitoring system for fuel tankers and will follow up on any anomalies detected.



Indicators

Implement the monitoring system in 45% of the transportation that is carried out through third parties, directly managed by Repsol Mexico.



Contribution to SGDs



Safe and secure operation → Actions



Action

Implement safety awareness and training actions at self-managed service stations.



Description

Prior to each opening and at existing stations, we will train 100% of the operating personnel of the directly managed station in safety matters with a course given by Repsol Mexico Corporate Security personnel to identify, prevent and provide guidelines on how to behave in the event of safety risks.



Indicators

Train 100% of the personnel of all directly managed service stations with an annual reinforcement course.



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

Train a fishing community in the state of Tabasco to repair 4- and 6-speed boat engines.



Description

We will train a representative of each fishermen's cooperative registered to the Federation of fishermen of La Chontalpa in Tabasco, with an instructor of the Institute of Training for the Work of the State of Tabasco (INFORTAB) in a 70 hours course.



Indicators

Deliver the courses and have an attendance of 80% to 90% of the course capacity (35 people).



Contribution to SDGs



2022 Sustainability Plan

People → Actions



Action

Promote the role of women in the hydrocarbon sector.



Description

We will participate in forums, panels and webinars that promote the role of women in the hydrocarbon industry aimed at university students.



Indicators

Participate in three forums per year that promote diversity and inclusion in younger generations.



Contribution to SGDs





Action

Train employees on diversity and inclusion and Human Rights.



Description

We will promote among employees the creation of an inclusive and respectful environment for all by conducting the "Energy with Pride" online course and the Human Rights course, both through the Workday corporate platform.



Indicators

Achieve participation of at least 95% of employees in the courses.



Contribution to SGDs





Action

Encourage local projects that benefit the community and/or the environment.



Description

We will make a call to identify projects that support the community in those locations where we operate. We will value projects focused on the following lines of action: vulnerable groups, disability and dependency, environment and diversity and inclusion.



Indicators

Conduct an annual call for proposals that benefits at least 20 projects in communities where Repsol Mexico Mobility operates.



Contribution to SDGs





Action

Promote the welfare of a community of women by supporting the development of oyster farming in the Laguna Madre de Tamaulipas.



Description

We will identify the needs of the women's community in that area and provide the necessary tools and inputs to strengthen the oyster farm that generates an economic livelihood with a gender perspective.

We will also train the women in a basic financial management course and provide a graphic identity for their organization.



Indicators

1. Execute the maximum of the budget allocated for the program.
2. Give a graphic identity logo and a course on finance and entrepreneurship.



Contribution to SDGs





Action

Promote youth employment, encouraging the hiring of candidates from non-governmental organizations (NGO's) located in the areas where our service stations are located.



Description

We will identify NGO's in the areas near directly managed service stations that support the search for jobs for young people and that are a source of hiring employees from this group.



Indicators

Identify at least one NGO per zone and carry out five recruitments in the year through these NGOs.



Contribution to SGDs





Action

Train the managers of the direct management stations in administration and training to lead their human resources.



Description

We will provide training courses with practical and fun dynamics on the good management of a team of people, tools to manage good mental health and communication skills, promoting the development of professional competencies of managers and their reports.



Indicators

Provide at least one leadership course to 100% of the managers of directly managed stations at the national level.



Contribution to SDGs





Action

Promote a safety culture for Repsol Mexico in which all employees, local and expatriate, participate in key areas of the business.



Description

We will provide tailor-made trainings with Repsol personnel and a qualified external, aimed at employees in key areas, so that they are ambassadors of good safety practices, capable of detecting "red spots" that could affect people and the company's assets.



Indicators

Achieve between 80% and 100% training of employees selected for the program.



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

Reinforce good governance practices with the implementation of the review program and clear processes for a Comprehensive Preventive Verification (VIP).



Description

We will create an internal team organization for document review of equipment and installations, to ensure regulatory compliance and safety standards in all our own network stations.



Indicators

1. Achieve a bimonthly review at each self-management station.
2. Have zero authority sanctions attributable to management.



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