

2022

Sustainability Plan

PUERTOLLANO





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

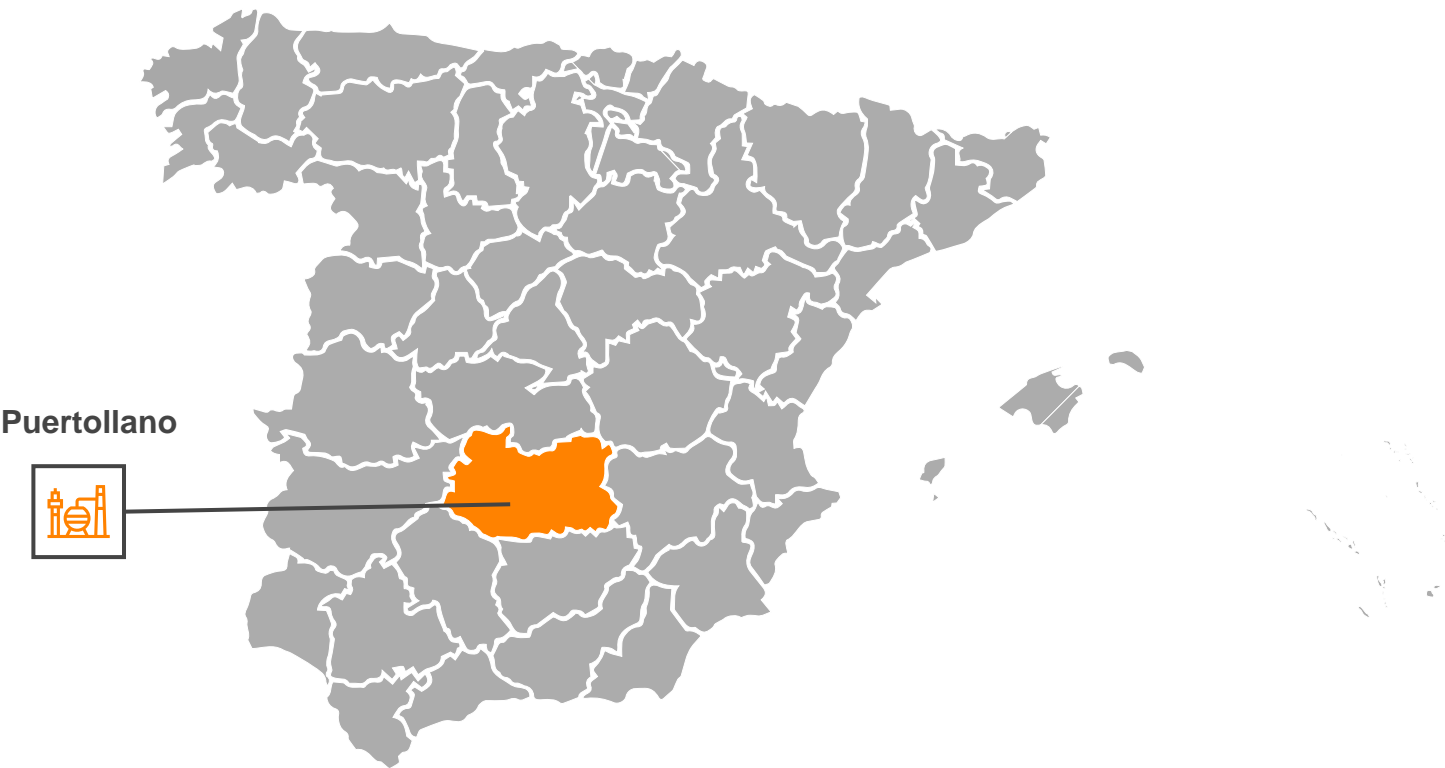
SDG Report with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at www.repsol.com.

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

1



Environment

4



Innovation and technology

5



Safe and secure operation

4



People

3



Ethics and transparency

3

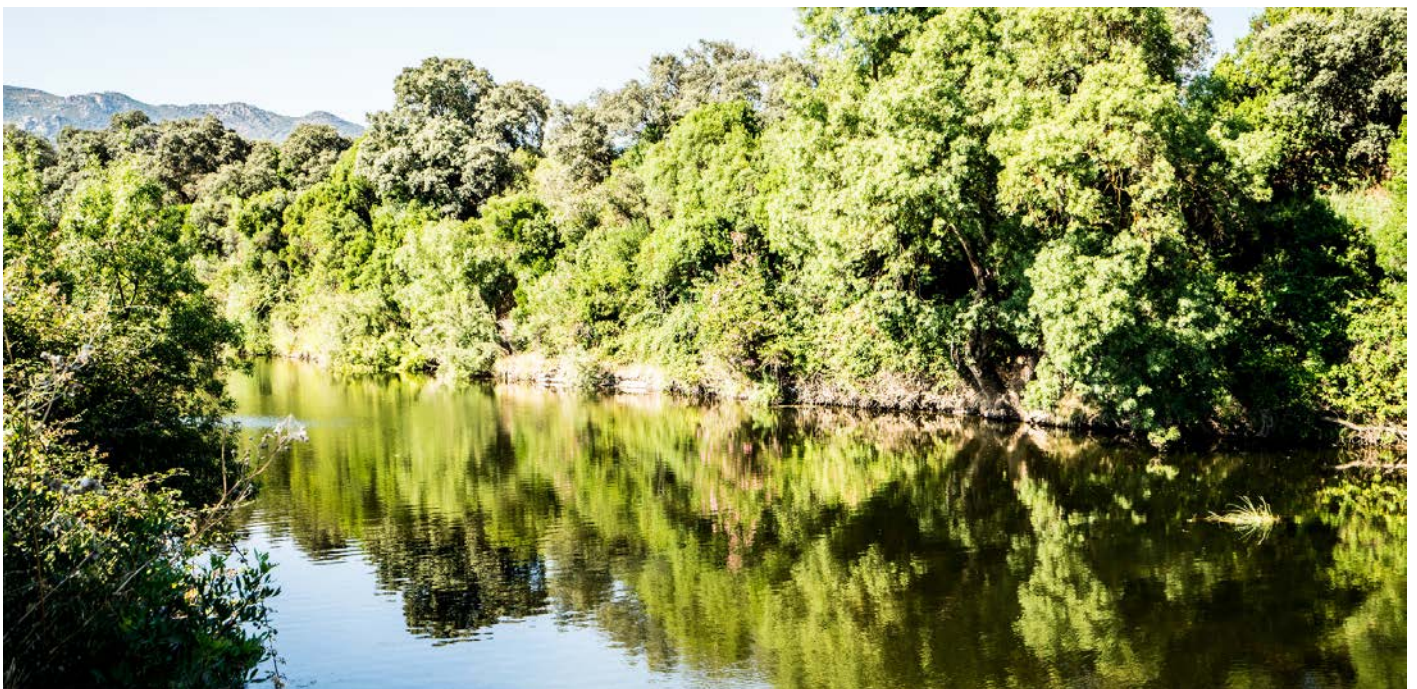
Climate change

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

Reduce CO₂ emissions through energy efficiency.



Description

The reduction of CO₂ emissions is one of our fundamental objectives in the daily performance of our activity, therefore, we will reduce our CO₂ emissions by applying our energy management system and seeking operational excellence. We will implement different actions aimed at increasing energy efficiency in our processes. Our goal is to contribute to the goal set by Repsol to be a net zero emissions company by 2050.



Indicators

1. Reduce CO₂ emissions by at least 47,000 tons/year by 2022, in line with the goal of having net zero emissions by 2050.
2. Dedicate at least 15% of the total planned investment to improvements aimed at reducing CO₂ emissions.



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

Reduction of emissions into the atmosphere and air quality improvement, through the production of Biojet in the hydrogenation units and greater consumption of vegetable oils in them.



Description

Through different initiatives, we will minimize the environmental impact of our activity. To this end, we will apply the best available techniques and advance in the development of projects that aim to produce biofuels in a more sustainable manner. In addition, we will incorporate other biofuels into the production process, in line with the commitments made in Repsol's 2021-2025 Strategic Plan.



Indicators

1. Reduce by 1% the emissions of tons of CO₂ by incorporating vegetable oil and UCO (used cooking oil) in the middle distillate desulfurization units.
2. Reduce the equivalent emission of SO₂ into the atmosphere by 250 tons due to the incorporation of biofuels into the production process.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Continue to improve environmental management and reduce waste generation, through the development of circular economy initiatives.



Description

We will promote the principles of the circular economy in the environmental management of waste, reincorporating it into the production process. For this we will use waste (reprocessed plastics) as raw material and we will maintain the Zero Pellets project to avoid the arrival of pellets in the environment.



Indicators

1. Incorporate 100% of the hydrocarbon from reprocessed plastics provided by recovery companies into the production process.
2. Zero Pellets Plan: Execution of actions defined in the plan to reduce the arrival of plastic waste in the environment. Compliance 90% of plan actions.
3. Incorporate 100% of the used cooking oil provided by recovery companies into the production process.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Optimize water management by maximizing the recovery and quality of discharged water.



Description

We will promote the responsible use of water resources, minimizing water consumption and maximizing its reuse. We will reduce the consumption of this natural resource and we will guarantee the quality of the water after its industrial use with the application of new technologies.



Indicators

1. Incorporate 30% of recirculated water over the total water captured by the Complex.
2. Incorporate the use of microbial electrochemical systems in the treatment of industrial waters.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Continue to disseminate the importance of environmental protection through the training of the industrial complex's employees.



Description

We will promote training sessions on the use of water and protection of our environment to minimize the impact of our industrial activity on the environment, both for Oil and Chemicals personnel, as well as in local schools. The objective is to raise awareness of the importance of the entire organization complying with prevention measures and acting as an environmental leader, and we will extend this training to society in general, especially to young people.



Indicators

1. Teach three days of environmental awareness in schools.
2. Provide 12 days of awareness of the uses of water to the staff of the Petroleum and Chemistry shift.



Contribution to SGDs



Innovation and technology

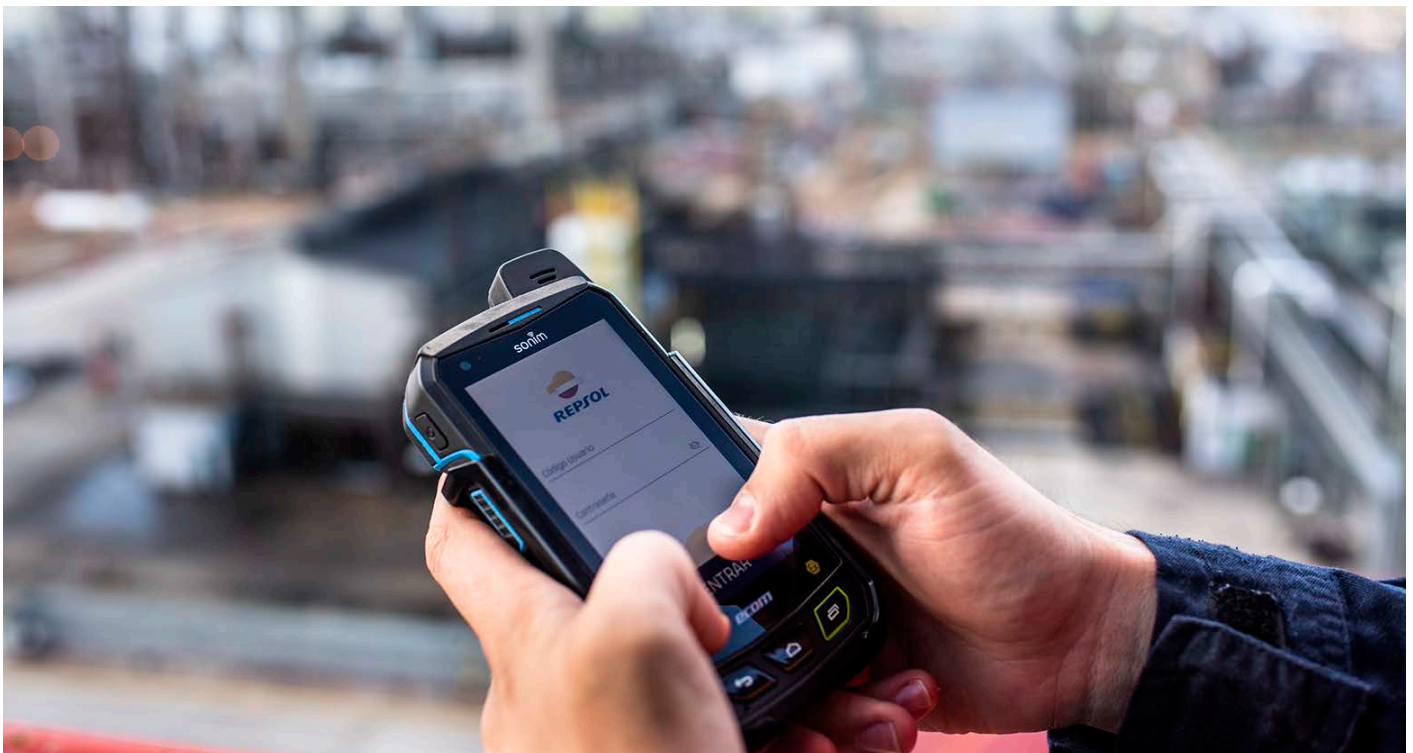
Technological innovation is an essential lever for building more sustainable energy models and meeting the challenge of decarbonizing our products and services.

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

Increase the competitiveness of the chemical area of the industrial complex and access to new markets, through the development of new products and improvement of current ones.



Description

We will promote the competitiveness of the chemical area with the manufacture of new grades, maintaining the quality of the grades that we already manufacture and seeking greater differentiation and specialization. We will promote research and innovation to manufacture more versatile and more useful products for society.



Indicators

Performance of 20 development tests in the chemical units, related to innovation, research and range development.



Contribution to SGDs



Innovation and technology → Actions



Action

Increase the recirculation of our production processes in the Chemical area, thus advancing in the industrial transformation of the industrial complex.



Description

As part of Repsol's Strategic Plan 2021-2025, we are building the first polyurethane foam recycling plant in Spain in the chemical area of the Puertollano Industrial Complex, with an investment of 12 million euros, which will manufacture a new recycled polyol that will serve as raw material for the production of new mattresses. In this way, we are making progress in the differentiation and specialization of our products, applying the most innovative technology to our processes.



Indicators

Advance 70% in the construction of our Recpur project, a new chemical recycling plant for polyurethane foams.



Contribution to SGDs



Innovation and technology → Actions



Action

Contribute to the circular economy through innovation, with the growth of our Reciclex range (incorporation of recycled polymer into new products).



Description

Our commitment to the circular economy and to increasing the number of products that incorporate recycled material in their manufacture is permanent, for this reason, our commitment will focus on the start-up of a new Composition 3 unit, which would mean a 25% increase in our production of Reciclex circular polyolefins, which already have 85% recycled or post-consumer material.



Indicators

Increase the production of the Reciclex range by 25% with the start-up of the new Composition 3 unit.



Contribution to SDGs



Innovation and technology → Actions



Action

Move towards more sustainable business models using the drive for technological innovation as a lever for transformation.



Description

We continue to strengthen digitization as a lever for transformation in the Puertollano industrial complex, with the incorporation of tools in many of the industrial processes to increase safety, improve reliability and optimize production, increasing competitiveness.



Indicators

Complete the implementation in the Puertollano Industrial Complex of at least 8 new digitization tools/projects.



Contribution to SGDs



Innovation and technology → Actions



Action

Promote the growth and development of the local economy through the execution of the investment plan.



Description

We will continue with the execution of investment projects in order to reinforce and improve the safety, competitiveness and energy efficiency of the industrial complex. We will have the participation of local companies for the execution of these works, given their high level of specialization, thus having repercussions on the socioeconomic development of the environment.

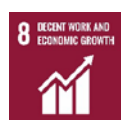


Indicators

Maintain the level of disbursement in the investment plan above 80% of the 2018-2021 average.



Contribution to SGDs



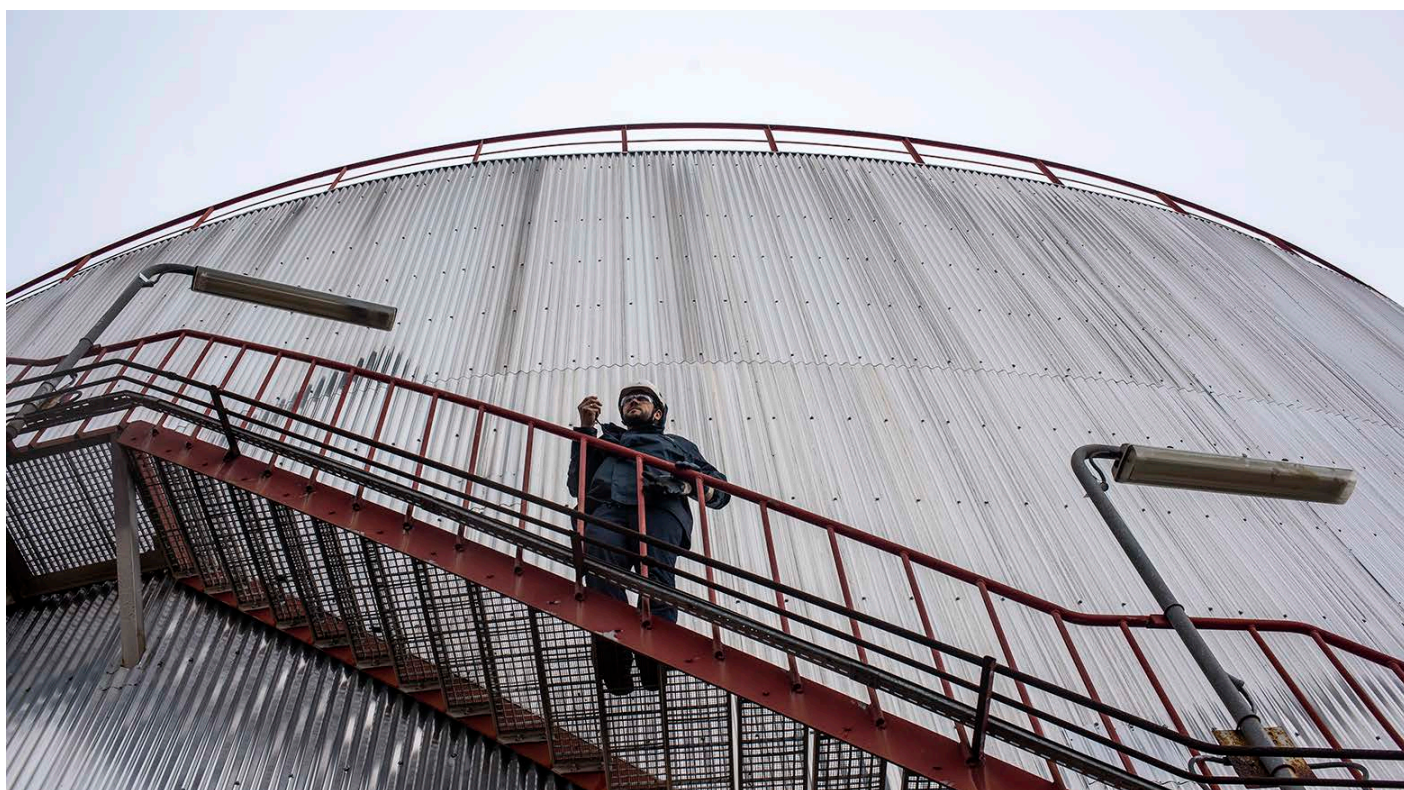
Safe and secure operation

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 a safety culture with Public Institutions.



Description

We will continue to cooperate with institutions and companies in the region, promoting security training in our complex and exchanging information, necessary to keep all established collaboration mechanisms fully operational, providing the contribution of the specialized knowledge of our staff, as well as collaborating in the maintenance of security means.



Indicators

1. Continue with the review and calibration of 100% of the security equipment belonging to various institutions.
2. Provide security training to 100% of the personnel of the Public Administrations that participate in Repsol's training programs.



Contribution to SGDs



Safe and secure operation → Actions



Action

Raise security levels in society by disseminating good security practices through our customers, suppliers and contractors.



Description

Through approved companies we will reinforce safety training for suppliers and contractors. We will measure its effectiveness with the safety observations program. We will promote the preventive activity of service companies, increasing their participation in risk assessments. With the annual security award, we will encourage the involvement of companies in security. We will publicize and disseminate good security practices to visitors.



Indicators

1. Complete 100% of the program of security dissemination actions, facilitating the learning and extension of best practices in security matters.
2. Deliver the annual security recognition to our service companies.
3. Strengthen actions to coordinate business activities in the area of security through daily meetings.



Contribution to SGDs



Safe and secure operation → Actions



Action

Continue with the continuous improvement of our performance in terms of health and safety.



Description

We will continue with the improvement and implementation of our annual health and safety plan, which includes all preventive activity, from programs aimed at improving behavior, education and training, to inspection and preventive maintenance programs. In addition, this year, we will develop training actions on property security aimed at strengthening our global security culture.



Indicators

1. Comply with 100% of the preventive security actions in the complex.
2. Carry out 100% of the hours of safety training.
3. Train 90% of the complex's own staff in asset surveillance (Strategic Infrastructure Protection Course).



Contribution to SGDs



Safe and secure operation → Actions



Action

Improve safety performance in the process through continuous improvement.



Description

We will continue to reinforce the importance of process safety, collecting all the activity aimed at improving behaviour, training and training. We will give specific training in process safety and drills. We will implement transversal digitization projects that will facilitate daily management.



Indicators

1. Carry out training and specific training in process safety and compliance with the safety leadership visit program.
2. Compliance with the Guided Aid digitization project implementation plan in all areas, to strengthen safety in process operations.
3. Carry out 100% of the established emergency drills.



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 with institutions and the educational community in the education and training of young people.



Description

We will promote collaboration with educational institutions to participate in different curricular internship programs that benefit young people in our environment, offering them practical training so that they can complement their theoretical studies in different disciplines and academic levels.



Indicators

1. Incorporate at least 20 university students in the curricular internship program.
2. Tutor at least 4 students to participate in Dual Vocational Training and 20 more to carry out Training practices in Work Centers.
3. Sponsor two prizes for the best final year project in the specialties of Chemical and Industrial Engineering.



Contribution to SDGs





Action

Strengthen the capabilities of our staff in cybersecurity, through training focused on guaranteeing the security of our equipment and facilities.



Description

We will reinforce the culture and awareness of cybersecurity, both in the personal and professional environment, minimizing the risks to which we are exposed, such as theft of information, interruption of operations or damage to facilities, in an increasingly hyperconnected world. We will carry out training for our employees, to train more responsible and informed citizens.



Indicators

Carry out training in cybersecurity and technology protection for 90% of the workforce.



Contribution to SGDs





Action

Develop social investment projects that meet Repsol's commitment to Puertollano and benefit its citizens.



Description

We will carry out actions focused on society in order to improve the quality of life and opportunities for the residents of Puertollano. We will collaborate with social entities for their development and will promote our own actions aimed at children and youth.



Indicators

1. Promote the call for social aids for social entities and NGOs of Puertollano that develop their work in the locality.
2. Develop two actions focused on children or on the improvement of our environment.



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 active communication and transparency with Puertollano society; media, Public Advisory Panel and other entities.



Description

We will communicate the advances in the decarbonization process of the industrial complex, focused on the great vectors of transformation: energy efficiency, circular economy, use of new energies and raw materials, production of biofuels and electrification of processes.



Indicators

1. Carry out 10 communications through the media on the industrial transformation process of the Puertollano industrial complex.
2. Hold 3 regular meetings with the Public Advisory Panel.



Contribution to SGDs



Ethics and transparency → Actions



Action

Contribute to the economic development of the surroundings of the industrial complex, taking advantage of the potential of the business fabric of the area.



Description

We will promote the inclusion of local and regional companies in the contracting processes, in which they meet the technical requirements, allowing us to act as a driving company in the economic development of our environment.



Indicators

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



Contribution to SGDs



Ethics and transparency → Actions



Action

Guarantee good practices in safety and environmental protection by evaluating the companies with which we work.



Description

We will evaluate the good performance of the safety and environmental policies of the external companies with which we work, through rigorous analysis and information, ensuring compliance with our requirements in these two fundamental and priority vectors in our industrial activity.



Indicators

Evaluate the good safety and environmental performance of all the companies that work in the industrial complex in compliance with current regulations.



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