

2022

Sustainability Plan

Sines





Legal notice

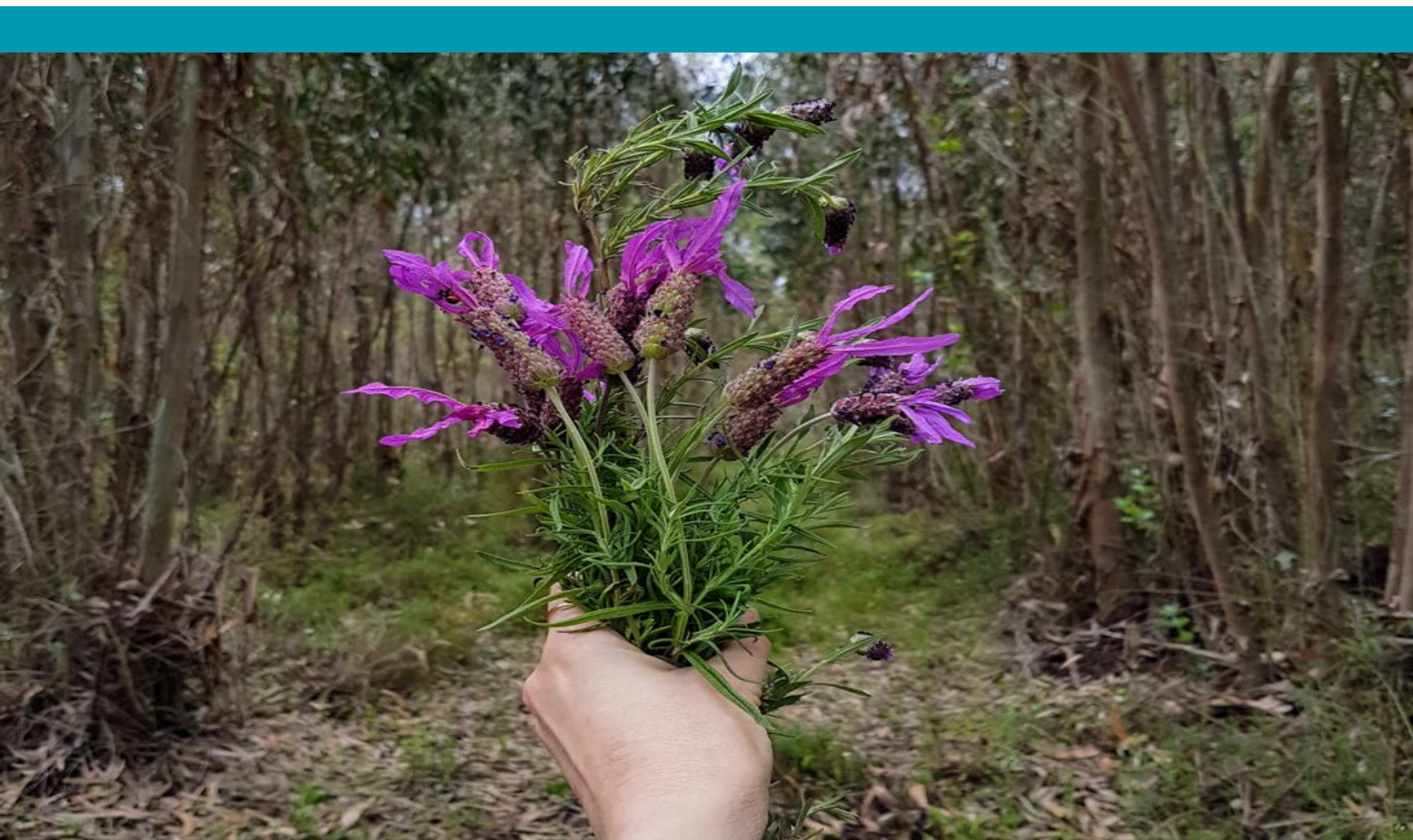
This Local Sustainability Plan sets out a set of objectives that, in whole or in part, go beyond what is required by law and are aimed at contributing to sustainable development. The participating companies of the Repsol Group have the firm intention of undertaking and fulfilling all of them. However,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

01.	Oy vision of sustainability	4
02.	Sustainable development goals	6
03.	2022 Sustainability Plan	8
3.1.	Summary	8
3.2.	Climate change	9
3.3.	Environment	12
3.4.	Innovation and technology	16
3.5.	Safe and secure operation	18
3.6.	People	23
3.7.	Ethics and transparency	27
04.	Process of updating the Plan	29



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** 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

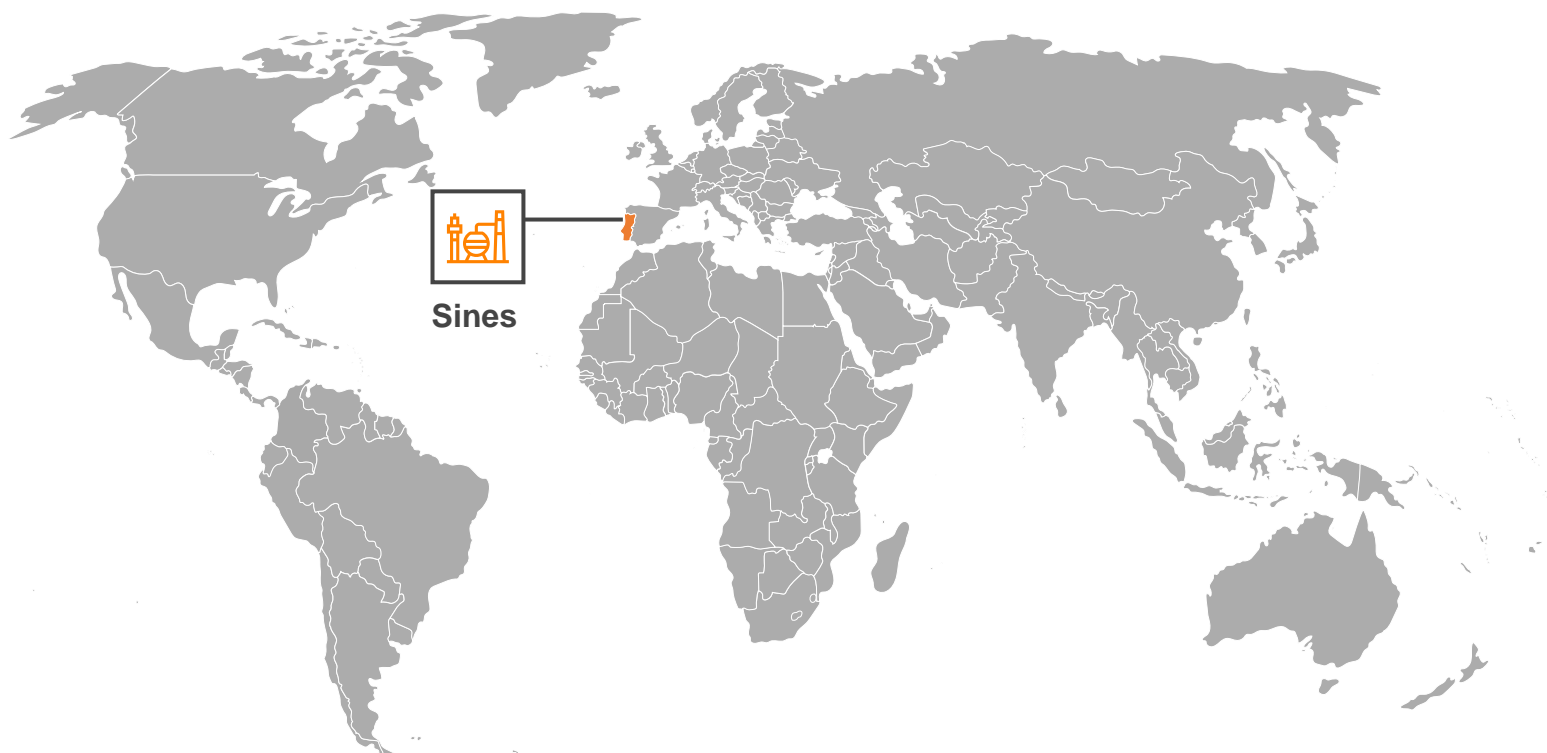
SDG Report with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at www.repsol.com.

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

14

Total actions



Climate change

2



Environment

3



Innovation and technology

1



Safe and secure operation

4



People

3



Ethics and transparency

1

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

Promote the use of renewable energy in the industrial complex.



Description

Install photovoltaic panels in the exterior car park of the complex, thus seeking greater energy efficiency by reducing emissions and reducing the impact and energy savings in the scope of the car park capacity expansion project.



Indicators

Award the commission of civil and electricity works.



Contribution to SGDs



Climate change → Actions



Action

Implement the study and evaluation plan for self-consumption, in order to install photovoltaic panels on land belonging to the Sines industrial complex.



Description

Start the EPC phase of the project for the installation of photovoltaic panel parks with the aim of reducing CO₂ emissions from the Sines industrial complex, launching different actions aimed at increasing energy efficiency in our processes. This project will reduce approximately 1,800 tons of CO₂/year.



Indicators

Start the equipment purchase phase and deliver the licensing process to the authorities.



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

Implement the 'Zero Pellets' plan by 2022.



Description

We will develop the Zero Pellets initiative, whose objective is to reduce the loss of pellets throughout the production and transport process, which will allow us to improve the impact of our activity on the environment. We will carry out operational improvements and development actions with a view to preparing the industrial complex for Zero Pellets certification, within the framework of our commitment to safety and respect for the environment.



Indicators

Through different initiatives, we will carry out 90% of the "Zero Pellets" plan.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Generate greater awareness about caring for the environment through the deployment of the campaign to raise awareness of the basic rules of the environment.



Description

We will deploy and promote a set of basic environmental rules in the Sines industrial complex, in order to generate greater awareness about caring for the environment and have greater control of possible impacts on the environment.



Indicators

Implement 100% of the campaign in the organization of the Sines petrochemical complex.



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Improve the control and reduction of emissions by implementing continuous monitoring in the complex's steam-cracker furnaces.



Description

As part of our commitment to improving the climate, we will install a system that allows continuous control of atmospheric emissions from the Cracker ovens. This project complies with the legal requirements of the unique environmental permit for the complex.



Indicators

Carry out the continuous monitoring implemented in the steam-cracker furnaces of the complex.



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 technological innovation with the implementation of software dedicated to advanced predictive applications in the production of polymers.



Description

We will carry out personalized optimization applications at the HDPE (High Density Polyethylene) plant, thus obtaining the benefit of energy savings in product transitions and improving the quality of our products.



Indicators

1. Conclude the study with the software licensor in June 2022.
2. Prepare documentation for investment decision making.



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 Repsol's safety culture in the contracting companies of the industrial complex.



Description

Define and implement monitoring of the environmental and safety actions of each of the companies belonging to the Integrated Network of Safety, Health and Environment Service Providers (RISSAPS), in the areas of information and communication, training, inspections, attitude in the face of risk, leadership and culture and innovation. Monitoring of accident reduction plans, implementation of the new work permit system and safe isolation of EVISION equipment.



Indicators

Comply with 90% of the annual plan of the RISSAPS (Integrated Network of safety, health and environment of contractor companies), committing the participants with objective.



Contribution to SGDs



Safe and secure operation → Actions



Action

Prevent risks and mitigate impacts in terms of occupational and industrial safety.



Description

We will develop an annual actions plan in Safety matters in the area of the entire industrial complex, which will consolidate and strengthen an oriented culture towards leadership and continuous improvement, exploring synergies between Repsol's businesses and complexes, to improve our processes and our systems. This plan contains actions in several areas: leadership, risk management, facilities, assessment and improvement, education and training, information and communication, and security.



Indicators

Achieve a compliance value of the 2022 safety action plan of the industrial complex greater than 90%.



Contribution to SGDs



Safe and secure operation → Actions



Action

Implement the new tool for work permits and safe isolation, seeking to reinforce the levels of personal and process security.



Description

We will launch a new tool for managing work permits and the process of isolation and safe delivery of equipment (LOTO/CEGADO).



Indicators

Comply with 95% of the implementation plan for the new tool, both for own staff and contractors.



Contribution to SGDs



Safe and secure operation → Actions



Action

Contribute to improving reliability rates through the integrity of manufacturing equipment.



Description

We will carry out the plans to improve the reliability of the Sines industrial complex, thus contributing to greater responsible consumption leveraged on innovation.



Indicators

Achieve 96.7% of the annual reliability index.



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

Hire 100 new collaborators to meet the milestones of generational change and ALBA expansion project (new industrial units).



Description

We will ensure the generational change derived from the departures of personnel due to pre-retirement and retirement from the industrial complex, allowing us to promote employment in the environment and reduce inequalities.



Indicators

Recruitment of 90% (90 people) of the staff necessary to meet the objective.



Contribution to SGDs





Action

Promote, participate and contribute to the development of social, cultural and sports initiatives in our environment.



Description

We will promote and support cultural, educational, social, health and sports activities promoted by associations and/or non-profit entities located in the vicinity of our industrial complex, by promoting the participation of our collaborators in the different activities. Highlighting the music concerts, sports championships, care for the elderly and young people with disabilities.



Indicators

Collaborate with at least three entities from the 2 municipalities in our area (Sines and Santiago do Cacém).



Contribution to SGDs





Action

Promote a new Operators course that will involve the hiring of people from local communities.



Description

We will hire young professionals from the environment who will participate in the "in company" course. The initiative is a boost to the employability of young people from local communities.



Indicators

Recruitment of 50 new plant operators.



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

Disseminate the 2022 sustainability plan internally and externally.



Description

We will communicate the Sustainability Plan on the Complex's website and we will disseminate it internally through internal channels to all collaborators.



Indicators

Carry out at least 2 actions to disseminate the sustainability plan to 100% of the collaborators.



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