

2022

Sustainability Plan

TARRAGONA





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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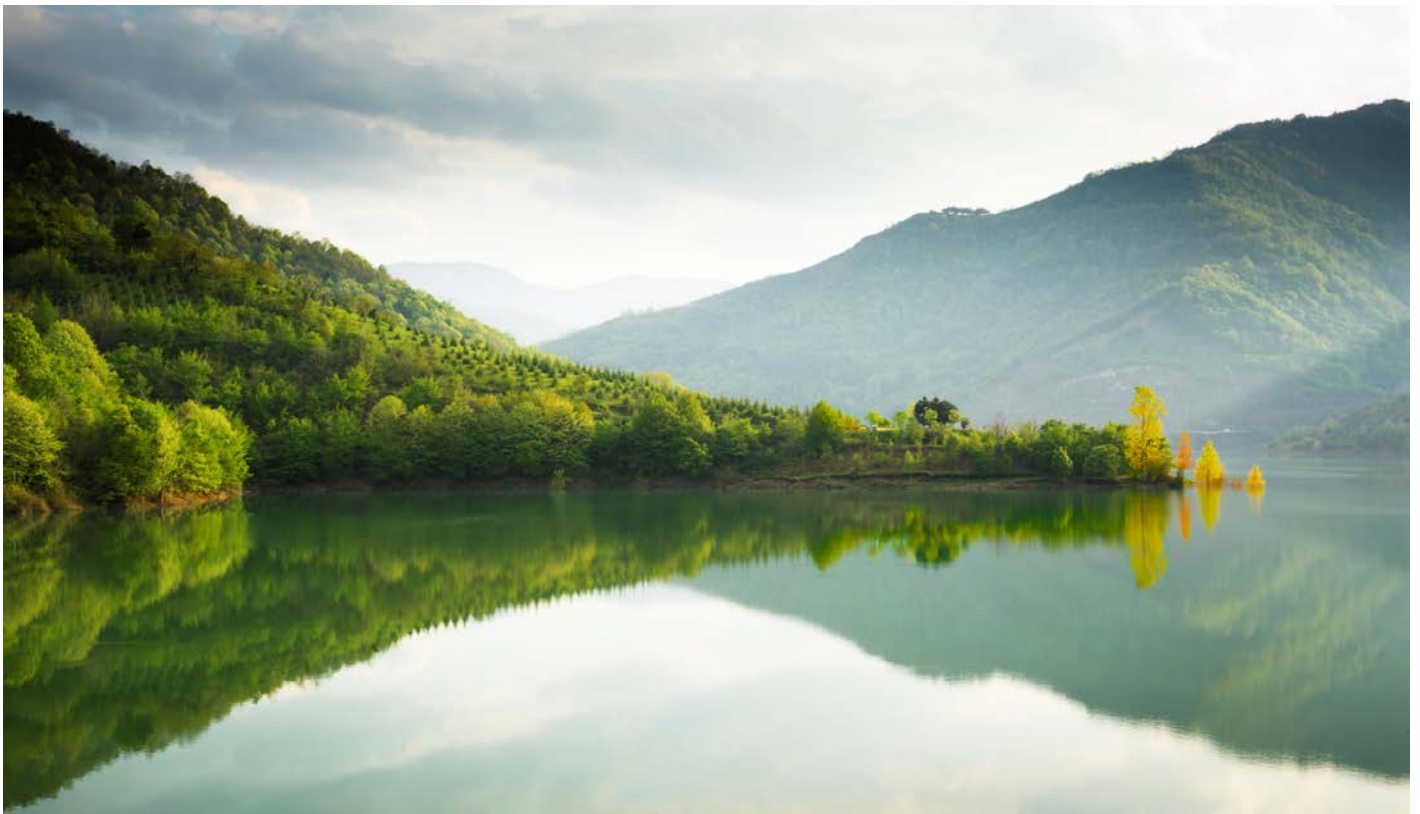
Our vision of Sustainability

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

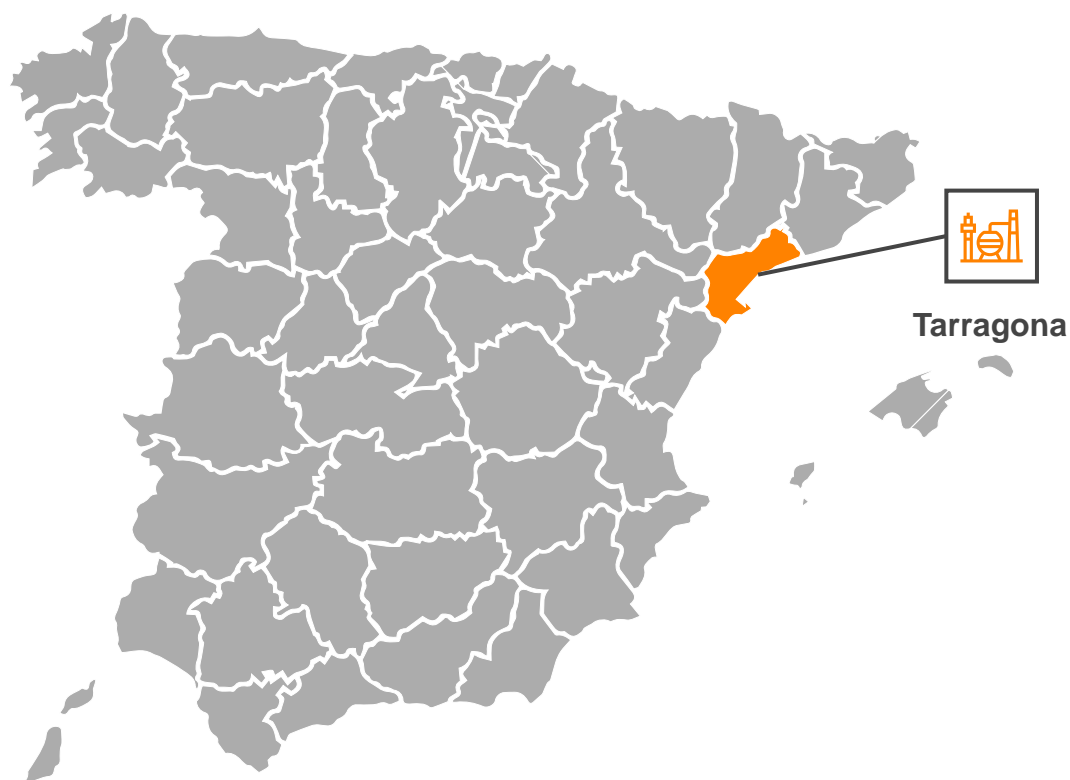
SDG Report with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at www.repsol.com.

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

14

Total actions



Climate change

4



Environment

3



Innovation and technology

2



Safe and secure operation

2



People

2



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

Manage the energy efficiency system according to the ISO 50,001 standard.



Description

We will continue with the consolidation and continuous improvement of the energy efficiency management system according to the ISO.5001 standard, with the aim of increasing efficiency in the consumption and use of energy and the reduction of associated CO₂ emissions.



Indicators

Pass the external audit to maintain the ISO 50001 certification.



Contribution to SGDs



Climate change → Actions



Action

Achieve a 100% reduction in tons of CO₂ in accordance with the emissions reduction program for the year 2022.



Description

The Repsol Tarragona industrial complex has assigned a series of actions within the plan to reduce CO₂ emissions. During the exercise, we will manage the assigned tasks for their correct development and completion.

Our work will be aimed at the identification, study, execution and start-up of new investments related to efficiency and operational improvements in the process units.



Indicators

1. Maintain ISO 14064 certification and pass the scheduled audits.
2. Achieve the reduction of a minimum of 19,000 t of CO₂.



Contribution to SGDs



Climate change → Actions



Action

Supervise and monitor the actions to improve energy efficiency and decarbonization to be carried out in the Refinery general shutdown.



Description

During the general shutdown of the Refining Units scheduled for May 2022, we will execute a series of investments aimed at improving energy efficiency and therefore reducing CO₂ emissions. The most notable projects are the installation of a new air preheater in the Platforming unit and the exchange area increases in the preheating trains in two of the Hydrodesulfurization units.



Indicators

Execution of projects according to plan: compliance with the progress curve.



Contribution to SGDs



Climate change → Actions



Action

Development of energy transition projects.



Description

We will identify and implement technologies for the biofuels production, to reduce the carbon footprint during production and achieve greater specialization. We will work on engineering studies for circularity projects. We will lead the strategic project of the Green Hydrogen Recovery, Transformation and Resilience Plan (PERTE) of Catalonia.



Indicators

1. Carrying out a conceptual engineering study for the processing of cooking oils in a hydrocracking unit (Isomax).
2. Process Pyrolysis oil in existing Units and Basic Engineering for a new unit for processing recycled oil from plastics into olefins.
3. Active participation in PERTE of renewable hydrogen.



Contribution to SGDs

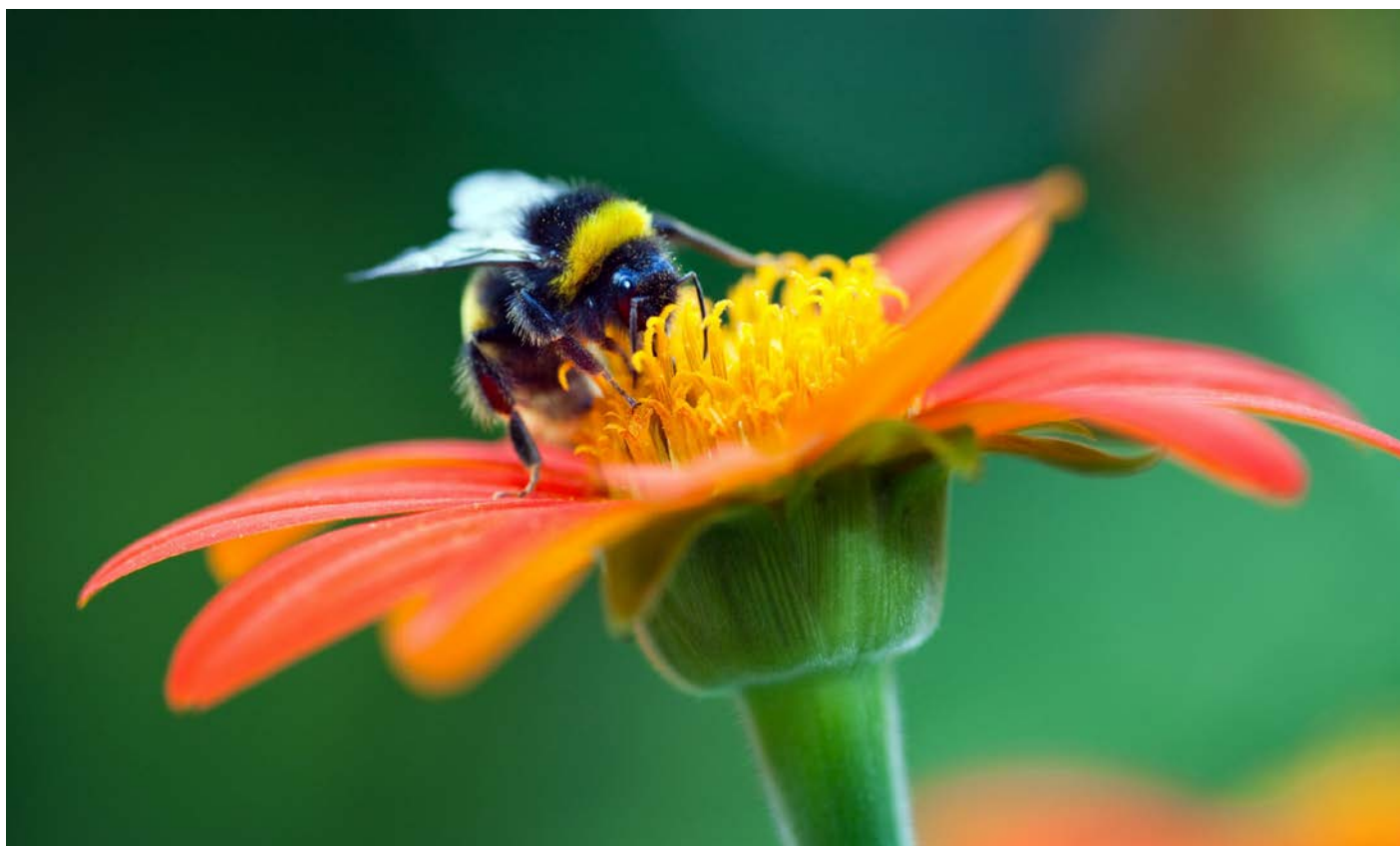


2022 Sustainability Plan

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

Actively participate in collective efforts to protect the environment.



Description

We will carry out coordinated actions with the Department of Climate Action, Food and Rural Agenda, the Repsol Public Advisory Panel (PPA), the Tarragona Chemical Business Association (AEQT), the Tarragona Port Authority (APT) and regional agents, guaranteeing a active participation to respond to social concerns and expectations about caring for the environment.



Indicators

1. Set up a working group with the Department of Environmental Quality and Climate Change (meetings and derived actions).
2. Participate in AEQT Industrial Safety, Occupational Safety and Environment subcommittees (meetings and derived actions).
3. Participate in a working group with the APT to guarantee air quality conditions (meetings and derived actions).



Contribution to SGDs



2022 Sustainability Plan

Environment → Actions



Action

Carry out training and awareness actions for employees in environmental culture and SDGs, with a special focus on "Zero Pellets Loss".



Description

We will promote culture through the "Basic Rules of the Environment" campaign, we will reinforce and homogenize the Preventive Observations of the Environment (OPMA) and the analysis of risks and environmental impact in work permits. We will apply the online training "Zero Pellets Loss".



Indicators

1. Start the "Basic Rules of the Environment" campaign.
2. Prepare the guide document on Preventive Observations in the Environment and the guide on aspects to include in work permits.
3. Achieve training according to the 2022 training action plan (PAF) to more than 85% of the group.



Contribution to SDGs



2022 Sustainability Plan

Environment → Actions



Action

Continue promoting the Observatory on air quality in "Camp de Tarragona".



Description

We will publish an explanatory document of the study (objectives, methodology, results, technical report, conclusions, articles for debate, new challenges), which will allow intensifying the monitoring and management of air quality in Camp de Tarragona. We expanded the study that verifies the levels of VOCs (Volatile Organic Compounds) to 22 towns, allowing us to show results on air quality, improving our transparency and trust with the environment.



Indicators

1. Publication of the 2021 Air Quality Observatory-Report.
2. Make six presentations to interest groups.



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 the development of the talent in the industrial complex and in the environment.



Description

Seeking to develop talent, we will make collaboration agreements to promote the Dual Degree of Rovira Virgili. In addition, we will incorporate employees representing the industrial complex in the Hydrogen Master, Data4Business or Data4Digital Master.



Indicators

1. Incorporation of students in practices and execution of the work plan in 100%.
2. Reach 80% approval of the employees who take the different master's degrees.



Contribution to SGDs



Innovation and technology → Actions



Action

Innovate in the forms of communication in the industrial complex.



Description

We will carry out a new internal communication strategy, where the employee is at the center, promoting a new way of communicating relevant information about the complex and information of interest to employees, with the use of new technology and digital tools.



Indicators

1. Develop a mobile application or app as an internal communication tool.
2. Implement this tool and update it with content of interest to employees.



Contribution to SGDs



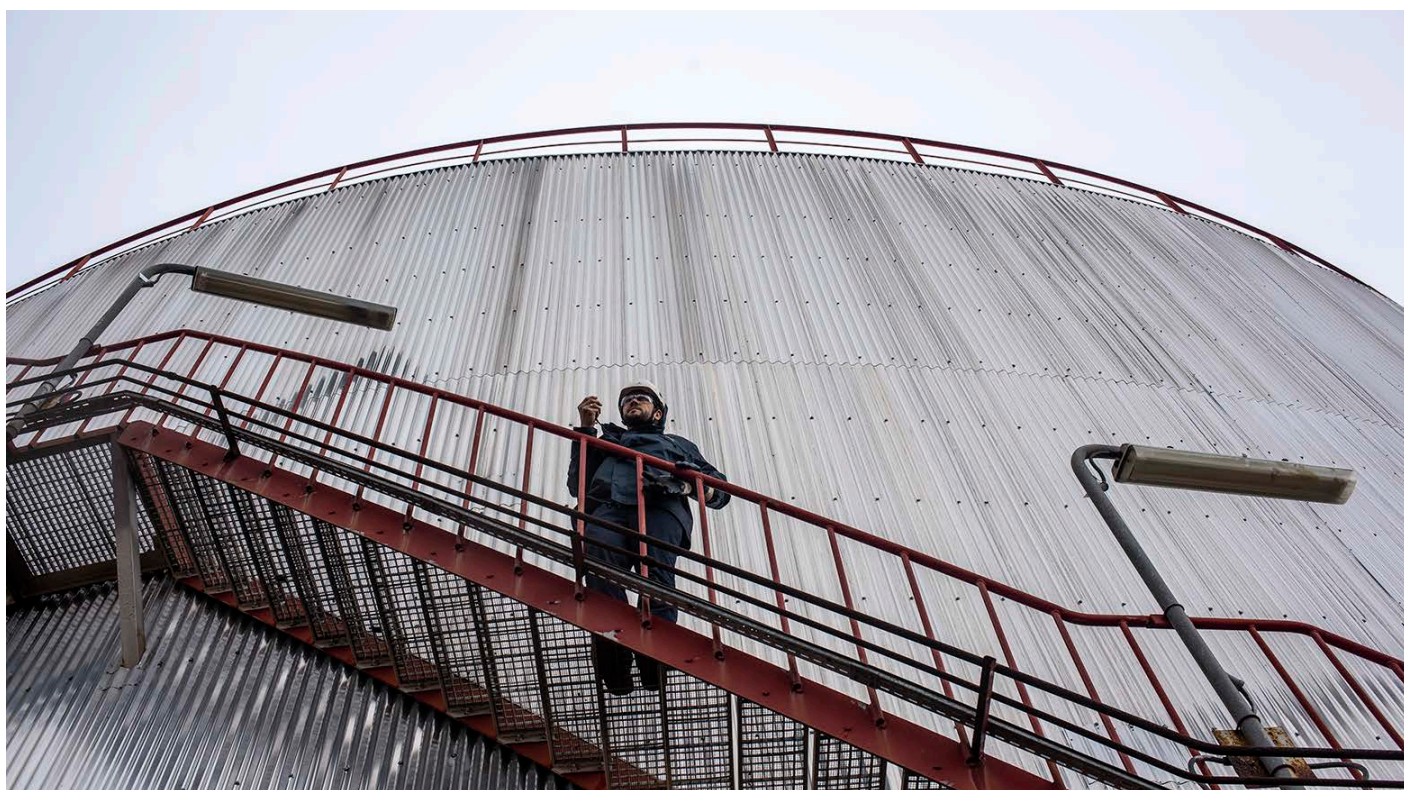
Safe and secure operation

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 mutual understanding between the Repsol safety teams and external emergency response organizations and security forces and bodies.



Description

To promote and strengthen the culture of safety, we will hold periodic meetings and define agreements and procedures for joint action with Fire Department, Civil Protection, Mossos d'Esquadra and the State Security Forces and Corps (Civil Guard and National Police) in Tarragona.

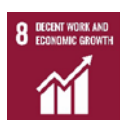


Indicators

1. Crossed visits with Bombers and definition of agreement and coordination procedures.
2. Crossed visits with Civil Protection. Development of topics of common interest.
3. Crossed visits with Bodies and Security Forces (Mossos, Civil Guard, National Police).



Contribution to SGDs



Safe and secure operation → Actions



Action

Comply with the company's safety leadership plan, helping to prevent risks and mitigate impacts in terms of industrial safety and occupational hygiene.



Description

We will develop the action plan for preventive safety in the industrial complex, focusing on aspects of safety leadership, risk perception and the human factor.

We will promote the improvement of the safety culture by disseminating key safety behaviors. We will focus on achieving zero accidents during the Fuel shutdown 2022.



Indicators

1. Achieve the goal of 95% compliance with the annual Preventive Security Action Plan for the Industrial Complex.
2. Achieve 95% attendance of the group at the Risk Perception sessions.
3. Achieve in the Fuel Stop 2022 an accident rate IFT < 1.53.



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

Guarantee the human resources necessary for the functioning of the operations.



Description

We will generate the job bank based on the operational needs through the Chemical Plant Operators courses with the collaboration of the academic institutions of the IES Comte de Rius, in addition to a new collaboration agreement with the Institut Francesc Vidal i Barraquer. We will establish the Somos Dual Program (Repsol brand ambassadors).



Indicators

1. Select 15 candidates to carry out the Professional Training DUAL program.
2. Signing of the collaboration agreement with the Institut Francesc Vidal i Barraquer.
3. Include two employees of the complex to be part of the Somos FP DUAL program.



Contribution to SGDs





Action

Promote equality and diversity, with the integration of people with disabilities and mentoring of students with a scientific-technological vocation.



Description

We will recruit interns through the ONCE Foundation's Inserta Empleo and we will establish a mentoring programme, made up of Repsol employees in collaboration with the Inspira STEAM project, a pioneer for the promotion of scientific and technological vocations among young women



Indicators

1. Incorporate an intern with a disability for the development of their internships.
2. Reach 80% of the number of mentorships.



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

Continue improving communication and transparency with our environment, identifying and responding to the information demands and concerns of society in relation to our activity.



Description

Through the different established mechanisms, we will continue executing the external communication plan, which allows us to maintain transparent and proactive communication with society. We will update the content of the industrial complex website, reporting on matters of interest to citizens, we will also issue press releases and promote the Public Advisory Panel.



Indicators

1. Make more than 25 press releases during 2022.
2. Hold a minimum of 4 meetings of the Public Advisory Panel.



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