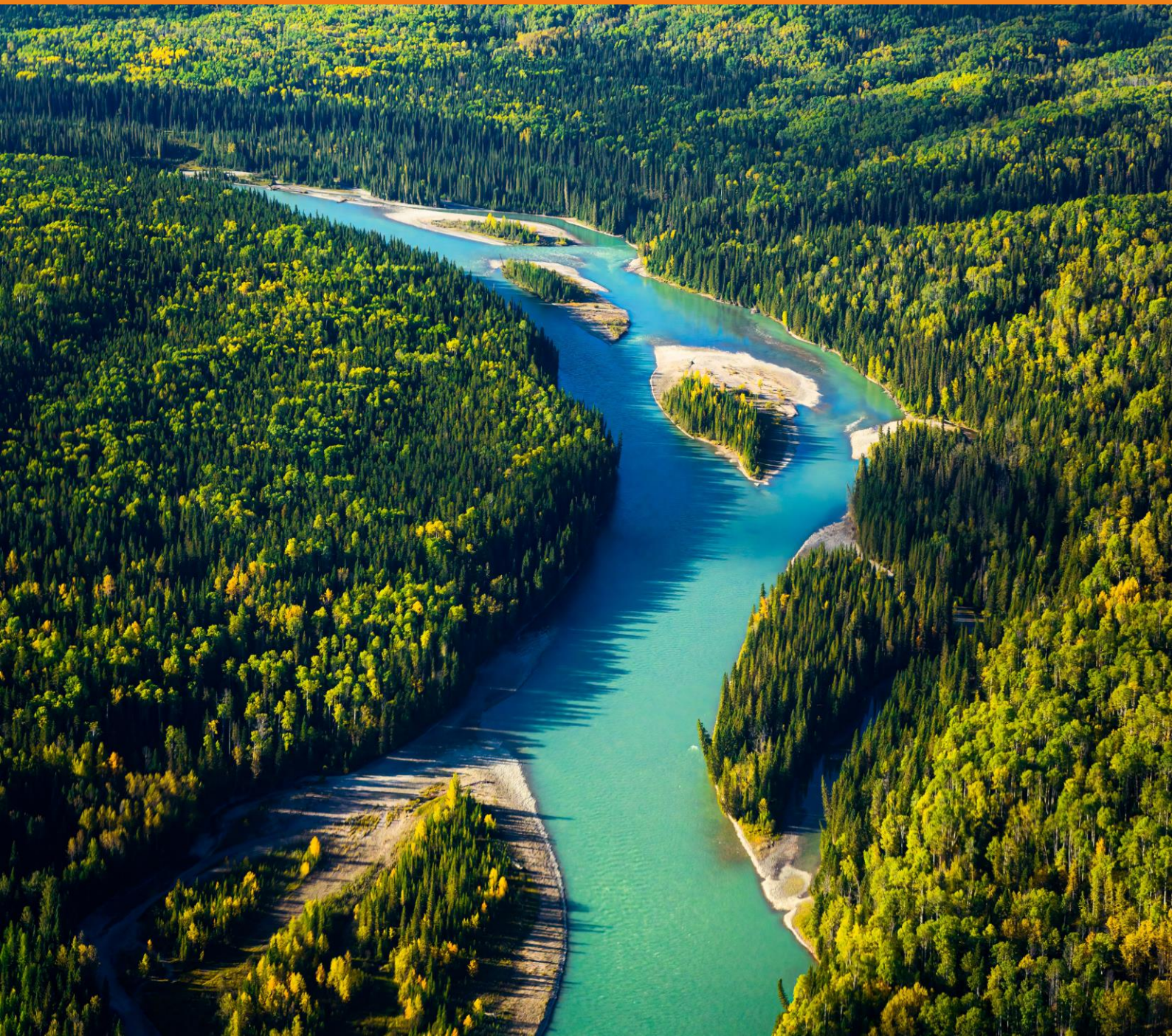


# 2023

## Sustainability Plan

CANADA







## 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		
Our vision of sustainability		4
02		
Sustainability Development Goals		6
03		
2023 Sustainability Plan		8
Summary		8
Climate change		9
Environment		14
Innovation and technology		18
Safe and secure operation		20
People		28
Ethics and Transparency		35
04		
Process of updating the Plan		38





# Of Sustainability

In accordance with **our mission** of becoming a company with a commitment to a sustainable world, in 2022 we reviewed our **Sustainability Policy** and included a commitment to becoming a net zero-emissions company by 2050 and to continue being a leader in fair energy transition, which is an essential feature of respect for basic human rights.

Our policy is implemented through a series of regulations and procedures organized around our **Sustainability Model**. This model is based on international standards and includes the most significant environmental, social and governance issues that have been identified as a result of ongoing dialogue with our stakeholders and

is a feature of our decision-making.

This exercise is repeated each year and generates initiatives that seek to maximize the positive impacts and minimize the negative impacts on society and the environment throughout our value chain.

This gives rise to **Sustainability Plans**, yearly public action plans in which we clearly demonstrate our commitments and the progress we make is subsequently reported. The **Global Sustainability Plan** is our roadmap and the basis for the deployment of **Local Sustainability Plans** for each country or Industrial Complex, taking into account the specific circumstances and requirements for each place where we operate.



# 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 honestly wherever we are present

# Goals

Repsol supports the **2030 Agenda** and the **17 Sustainable Development Goals** approved by the United Nations General Assembly in 2015. The goal of this global agenda is to put an end to poverty, protect the planet and improve the level of life for everyone. Repsol is working to include this at every level and in all businesses within the organization, as stated clearly in our Sustainability Policy.

In our role of providing accessibility to energy, contributing to social-economic development and mitigating the effects of climate change, we focus our efforts on **SDG 7, 8 and 13**. We also give priority to **SDG 6, 9 and 12** in our operations with a commitment to innovation, sustainable management and the efficient use of resources.

We are aware that these goals may only be reached if we promote collaboration with the different stakeholders by actively participating in public-private associations (**SDG 17**).

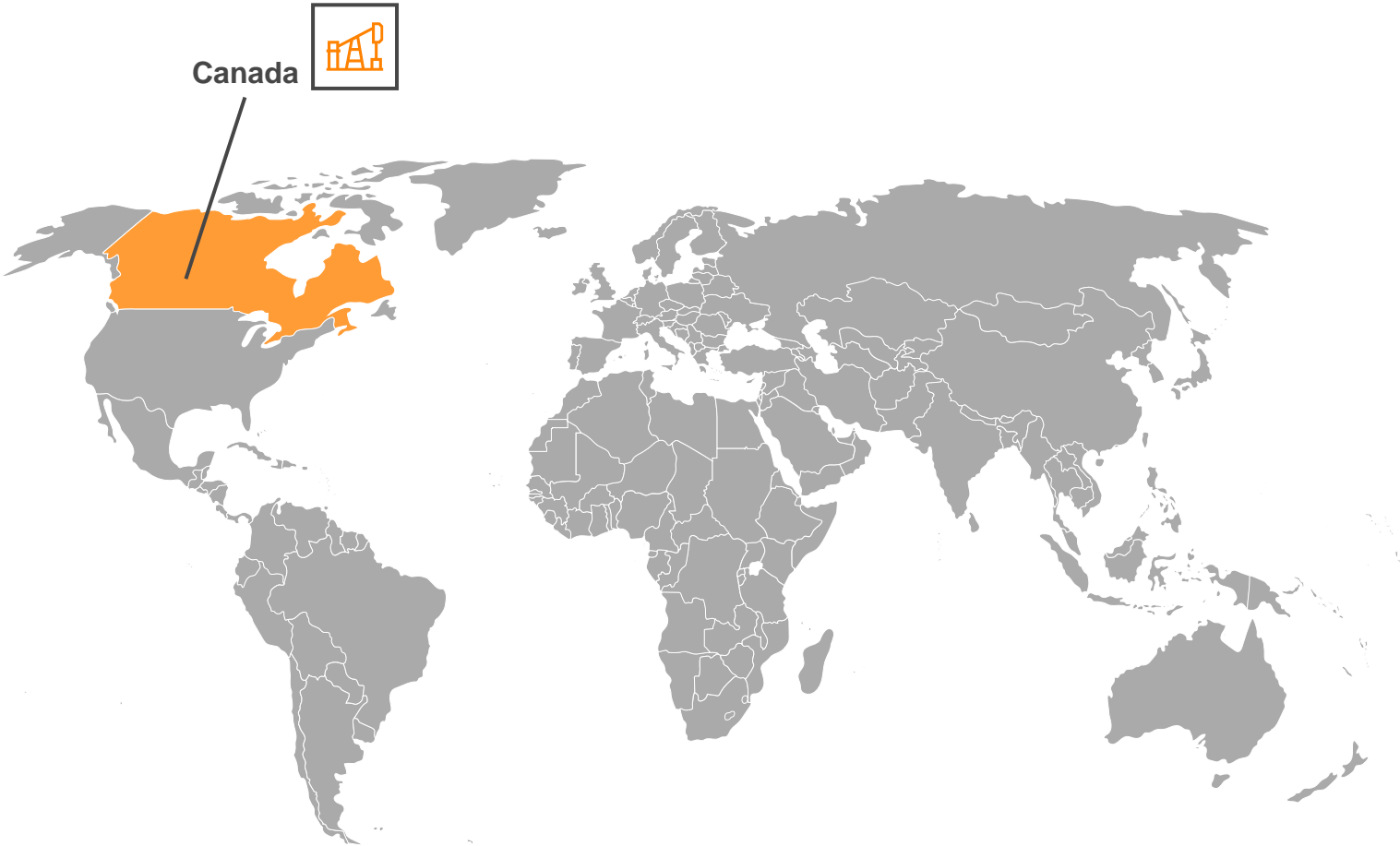
We publish a yearly report on our contribution to the United Nations 2030 Agenda in an **SDG Report** with numerous indicators, projects and proof of our contribution both globally and locally. The **SDG Reports** are available on [www.repsol.com](http://www.repsol.com)

As we are aware of the challenges that still remain with regard to the 2030 Agenda, in 2021 we participated in IPIECA to draw up **an SDG Roadmap for the oil and gas sector**. In 2022 we assessed Repsol's alignment with the roadmap for the sector in order to find out where we stand and what we need to concentrate on to progress with regard to the **SDGs** in the coming years.



# Goals

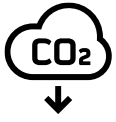
The **actions** that make up this **Plan**, defined taking into account the local context, contribute to supporting the **2030 Agenda** by addressing the following objectives:



# Summary







# CLIMATE CHANGE

We share society's concern with regard to the effect human activity is having on the climate and we are **firmly committed** to the Paris Agreement and its ambition to limit the increase in the global temperature to **well below 2°C** by the end of the century compared to preindustrial levels.

Over the last decades, Repsol has built a leading **position in relation to the energy transition and the fight against climate change**.

Repsol was the **first company in the sector** to support the Kyoto Protocol and to announce its commitment to becoming a net zero emissions company by 2050.

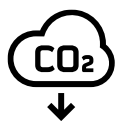
The energy transition is an unprecedented challenge. We are facing a so-called “energy trilemma” because it is necessary

to decarbonize the energy mix, while also guaranteeing a reliable and affordable energy supply.

We consider that technology and digitalization will play a key role in achieving emissions neutrality by 2050, with the main decarbonization levers being an improvement in energy efficiency for current operations, renewable electrification, renewable fuels (hydrogen, advanced biofuels and synthetic fuels) and the capture, use and storage of carbon.

Solving the problem of climate change represents a major challenge for society. Repsol wants to be part of the solution, and it has created a roadmap with specific targets that it is already starting to meet.





## CLIMATE CHANGE ACTIONS



### Action

Contribute to global emissions reduction targets in Edson Asset.



### Description

We will work to reduce methane emissions at our existing facilities through ongoing inspections and analysis of emission sources through our alternative Leak Detection and Repair Program. We will complete facility upgrades to eliminate the highest emitting sources. We will continue to improve methane emissions reporting by increasing our accuracy of emissions data to support the company's goal of achieving OGMP gold standard by 2023.



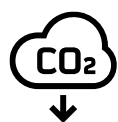
### Indicators

1. Implement use of drone technology in our Edson asset to detect fugitive emissions as existing well sites and facilities.
2. Reduce 8310 tonnes of carbon dioxide equivalent (CO<sub>2e</sub>) emissions.
3. Improve accuracy of emissions data by reaching OGMP level 4 on at least one emissions source in our Edson asset.



### Contribution to SDGs





CLIMATE CHANGE

# ACTIONS



## Action

Assess the use of bi-fuel to support drilling activities in our Edson asset.



## Description

We will identify opportunities to reduce GHG emissions resulting from new development activity in our Edson asset. We will evaluate the use of bi-fuel for our drilling activity to determine the feasibility of supplementing diesel with natural gas on wells that meet the technical requirements.



## Indicators

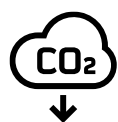
Assess the use of bi-fuel on 100% of the wells drilled in Edson in 2023.



## Contribution to SGDs







CLIMATE CHANGE

# ACTIONS



## Action

Contribute to global emissions reduction targets by reducing methane emissions in our Saint John LNG operations.



## Description

We will work to reduce methane emissions at our existing facilities through ongoing inspections and analysis of emission sources through our Lead Detection & Repair (LDAR) program in our Saint John LNG operations.



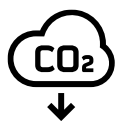
## Indicators

1. Add 500 additional source points to the inventory.
2. Maintain Leak Rate below 0.5%.



## Contribution to SGDs





CLIMATE CHANGE

# ACTIONS



## Action

Identify potential Carbon Capture and Storage (CCS) opportunities in Alberta.



## Description

We support the company's goals of advancing towards a low carbon future. We will evaluate converting an existing gas reservoir nearing economic end-of-life into a permanent carbon sequestration reservoir. In particular, we will lead the feasibility study for a CO2 storage project in Alberta in its Edson operating area that has been selected by the Accelerating CCS Technologies (ACT) program to receive funding from Emissions Reduction Alberta (ERA) and the United States Department of Energy (DOE).



## Indicators

Initiate and complete various phases of the feasibility study including technical feasibility, risk analysis and public outreach.



## Contribution to SGDs





# ENVIRONMENT

As part of our mission to become a global energy company committed to the sustainable development of the planet, Repsol has approved a new Environmental Policy through which we make public our commitment to providing society with energy and products while guaranteeing appropriate environmental protection and making sustainable use of resources. To achieve this, we are prioritizing the actions required to prevent negative impacts and enhance positive impacts, both of our operations and the products and services that we offer our customers, by encouraging measures that promote the protection of natural capital, applying the principles of **circular economy**, energy efficiency and the fight against climate change.

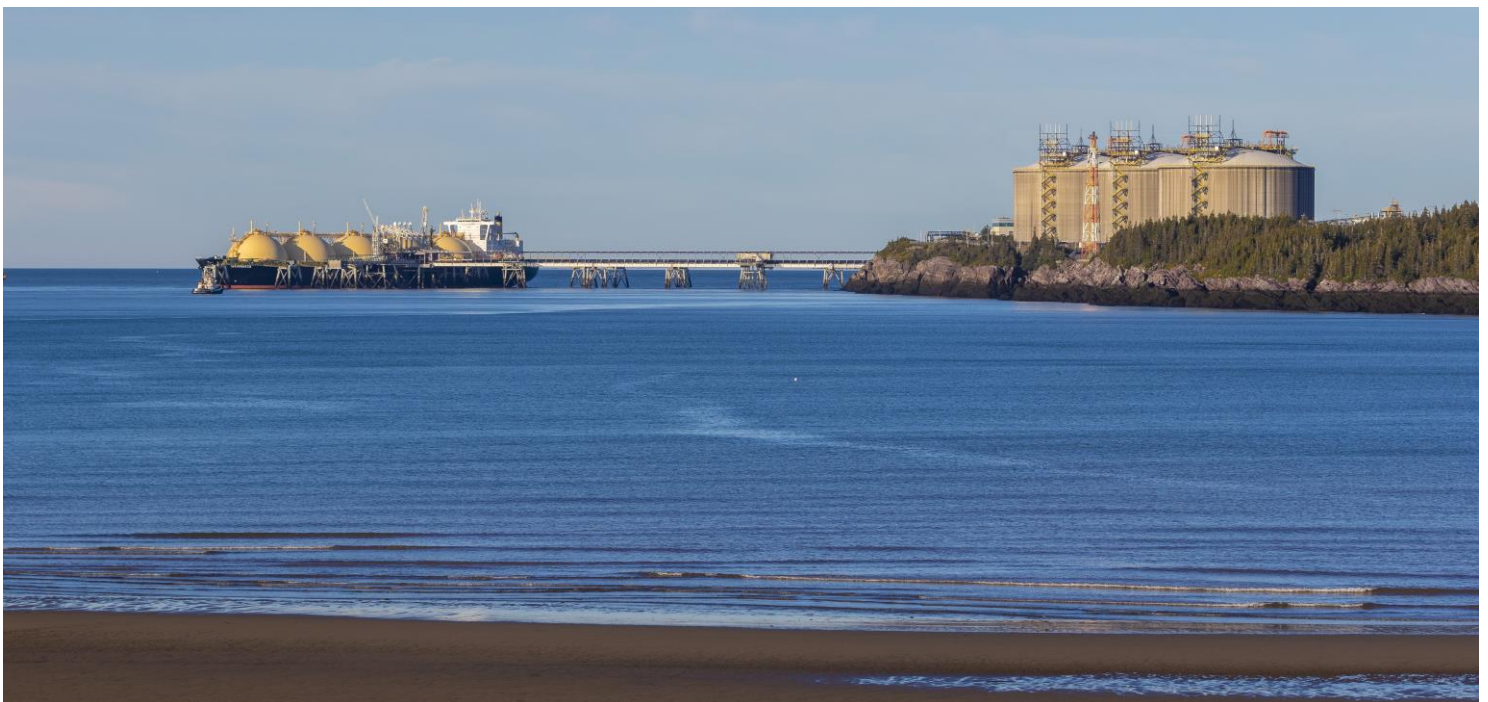
Our new Policy also involves a commitment to:

- Reducing **waste** generation to a minimum, managing it by prioritizing re-use and recycling over taking it to landfill.
- Protecting and conserving **biodiversity**, by

minimizing the impacts and dependencies on the ecosystems, resources, and the services these provide.

- Implementing a sustainable management of **water resources**.
- Applying the latest technology to minimize **emissions to the atmosphere** by our operations and products.

Our goal is to maintain the social license to operate by proving that we are sustainable throughout our value chain, both in our projects and operations and in the products and services we provide to our clients. With this in mind, we apply environmental management measures based on the mitigation hierarchy, where preventing and minimizing impacts, as well as restoring the environment in the areas where we operate, are the essential tools for this environmental management.







### Action

Reduce number and severity of environmental incidents in our Canadian Business Unit.



### Description

We will reduce Loss of Containment incidents by conducting preventive Non-Destructive Testing and promoting an increase to the reporting of potential leaks. We will complete asset integrity field inspections of our existing facilities.



### Indicators

1. Complete ongoing field inspections under Integrity plan at existing pipelines, well sites and facilities.
2. Complete Piping Inspection Program Edson Gas Plant.



### Contribution to SGDs





# ENVIRONMENT ACTIONS



## Action

Identify opportunities to reduce fresh water use at our Edson Gas Plant.



## Description

We will complete an initial feasibility study to determine potential opportunities to reduce fresh water use at our Edson Gas Plant by assessing water treatment and water reuse alternatives.



## Indicators

Complete feasibility study.



## Contribution to SGDs





# ENVIRONMENT ACTIONS



## Action

Minimize the environmental impact of our operations through continuous improvement of our overall environmental performance in our Saint John LNG operations.



## Description

We will minimize the environmental impact of our operations by maintaining a standard of providing high quality natural gas and crude oil handling, using advanced technology, operating in a safe manner, enlisting efficient practices, and championing rigorous standards for the benefit of all our stakeholders.



## Indicators

Maintain ISO14001:2015 Environmental Management Systems certification with Certech and obtain necessary documentation.



## Contribution to SGDs







# INNOVATION AND TECHNOLOGY

**Technological innovation** is an essential driver for building more sustainable energy models and meeting the challenge of decarbonization in our products and services.

**Repsol Technology Lab** is one of the most state-of-the-art private R+D models in Spain, where research is being made into the detection, validation and development of technologies that will enable us to reach the ambitious goal that the company has established with regard to decarbonization.

This in-house research work supplements **the Corporate Venturing** investment fund and an open innovation strategy by establishing partnerships with technology centers, companies and universities around the world.

In 2022 Repsol launched a new external capital venture fund to supplement the corporate fund. This new venture capital investment fund, **Net Zero Ventures**, created together with Suma Capital, focuses on decarbonization technologies and circular

economy, and will have a capital amounting up to 150 million euros. Both funds will contribute to promoting the entrepreneurial ecosystem and detecting technologies that may contribute to accelerating energy transition and reaching zero emissions by 2050.

Repsol is also participating with its Oil&Gas sector partners in **OGCI Climate Investments** (OCGI-CI), a vehicle for channeling more than 1 billion dollars into start-ups with a view to fighting climate change by reducing greenhouse gas emissions linked to the supply of energy.

Since its inception in 2017, Repsol's **Digitalization Program** has also remained firmly committed to sustainability by contributing to the digital transformation of the business units and generating value throughout the chain of activity.





# ACTIONS



## Action

Support digitalization efforts of our operations through improvements to our permit to work system within our Saint John LNG operations.



## Description

We will support global digitalization efforts through the completion of a feasibility study for adopting an electronic Permit-To-Work system to reduce the use of paper. The ePTW system also improves our risk management and enhances the overall safety of our assets.



## Indicators

1. Complete the feasibility study for adopting an electronic Permit-To-Work system.
2. Use results from feasibility study to define implementation.



## Contribution to SGDs





# SAFE AND SECURE OPERATION

Repsol is committed to undertaking all its **activities taking into consideration personal health and safety and the protection of the environment as essential values**, with a firm belief that all accidents can be preventable and are avoidable.

Even though the ongoing effort made in recent years has led to a significant improvement with regard to safety, the very nature of our activities means that we are always exposed to the risk of suffering severe accidents. This is why, when we talk about safety, we continually activate **reflection and learning mechanisms** that contribute to maintaining the desire to improve, to make sure our programs are effective and to avoid the sensation of conformity.

In the current global context, with an **accelerating process of digitalization**

throughout society, secure operation has also come to include digital operations. Factors such as the international geopolitical situation, the conflict in Ukraine and economic uncertainty are just some of the reasons for expecting the development of new threats and the appearance of new players. Overheating in the digitalization market has brought uncertainty in the form of new technologies and a growth rate that is hard to follow. In this context, cybersecurity is becoming more and more important.

For more than a decade we have been working **on improvement and adaptation** cycles for our processes and information technologies. As we are aware of this constant development and increasing complexity, far from slackening off, we are significantly increasing our efforts in each cycle.







SAFE AND SECURE OPERATION

# ACTIONS



## Action

Improve the HSE competency training and compliance in the Canadian Business Unit.



## Description

We will work to improve the overall safety of our employees and operations through training and competency assurance of compliance with our frontline workers and contractors to reduce potential safety incidents, and advance of our overall safety performance.

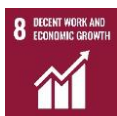


## Indicators

1. Complete implementation of Workday learning online training system for frontline employees including quarterly assurance of program compliance.
2. Achieve 80% of frontline Operations and Maintenance personnel to complete Mandatory Frontline Safety Training Program and Safety Critical Program.
3. Implement Safety Competency Assurance pilot program with two main contractors to verify contractor safety and training competency.



## Contribution to SGDs





SAFE AND SECURE OPERATION

# ACTIONS



## Action

Improve process safety and environmental hazard management of operations in our Canadian Business Unit.



## Description

We will work to improve preventative safety and environment measures by reinforcing the key associated elements and concepts of our Hazard Management plan to reduce potential incidents.



## Indicators

1. Update Edson Hazard Risk Register to identify major safety and environmental accident hazards.
2. Complete process safety diagrams (bowtie assessments) for each major accident hazard.



## Contribution to SGDs





SAFE AND SECURE OPERATION

## ACTIONS



### Action

Conduct Pressure Safety Valves study to increase reliability and reduce health and safety risks to workers in our Saint John LNG operations.



### Description

To reduce potential safety risks to our workers and operations we will conduct a risk assessment on the pressure safety values at our existing facilities.

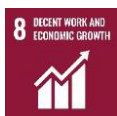


### Indicators

Complete the Pressure Safety Valves study.



### Contribution to SGDs







SAFE AND SECURE OPERATION

# ACTIONS



## Action

Continuous improvement of the safety performance of our workers in our Saint John LNG operations.



## Description

With the aim of making a positive impact to our safety culture and ensuring safe operation, we will establish a standard of providing high quality natural gas and crude oil handling, using advanced technology, enlisting efficient practices, and championing rigorous standards for the benefit of all our stakeholders.



## Indicators

Maintain ISO 45001:2018 Health & Safety Management System with Certech and obtain necessary documentation by December 31, 2023.



## Contribution to SGDs





SAFE AND SECURE OPERATION

# ACTIONS



## Action

Drive continuous improvement in operations through our cyber security campaign in our Saint John LNG operations.



## Description

We will conduct ongoing phishing campaigns for user awareness, and we will implement cybersecurity course in order to improve the performance, scalability and resiliency of IT services.

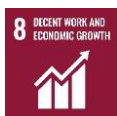


## Indicators

1. Ensure that at least 30% of users receive the phishing test compromise credentials in 2023
2. Ensure that 90% of staff complete the Cybersecurity training course.



## Contribution to SGDs





SAFE AND SECURE OPERATION

# ACTIONS



## Action

Lead continuous improvements in conducting our operations safely in our Saint John LNG Operations.



## Description

We will continue working to improve our safety performance by testing and implementing new portable gas detector technology.



## Indicators

Complete test period by December 2023 and use results to define implementation.



## Contribution to SGDs





SAFE AND SECURE OPERATION

# ACTIONS



## Action

Conduct Wave Transformation Study to understand wave impacts at our offshore Saint John LNG operations facility.



## Description

We will conduct above the waterline Lidar survey and seabed side scan assessment to see how the surface and seabed have changed since construction in order to better understand the impact of waves on our Saint John LNG operations offshore facility to mitigate potential safety and environmental incidents.



## Indicators

Complete study.



## Contribution to SGDs







# PEOPLE

Our employees, the communities, our commercial relationships and our clients are an essential feature of our **Sustainability Model**. We are aware that all the people involved with Repsol are our **main competitive advantage and the key to becoming a sustainable company**.

We are committed to equal opportunities, the management of diverse talent focusing on the employee, work-life balance, training and development and attracting and retaining talent.

Business activity is undertaken in a social environment that is increasingly demanding and informed, so companies like ours need to make an effort to establish **a firm**

**relationship** with the agents with whom we interact, especially with the communities in the areas around our operations. These should be based on respect, cultural awareness, integrity, accountability, transparency, good faith and non-discrimination.

Repsol is committed to respecting Human Rights, and we avoid our actions and decisions having a negative impact on the people in the surrounding area. If this should happen, we do all we can to repair any damage caused.





PEOPLE

# ACTIONS



## Action

Support Voluntary Principles on Security and Human Rights throughout our Canadian Business Unit



## Description

We will demonstrate our commitment of the Voluntary Principles on Security and Human Rights by completing a benchmarking exercise with our peers to discuss best practices and lessons learned to identify any potential opportunities for improvement on our conduct of protecting Human Rights in our business.



## Indicators

Host one meeting with Security personnel amongst peer companies to discuss and share best practices.



## Contribution to SDGs





PEOPLE

# ACTIONS



## Action

Contribute to the 2030 Agenda through social investment projects in our operating areas.



## Description

In our Canadian Business Unit, we will focus our social investment projects on initiatives concentrated on employability training of the local community to support social and economic development. In our Saint John LNG operations, we will demonstrate our commitment by identifying social investments that bring sustainable benefits to our community through Quality Education and Good Health and Well-Being.

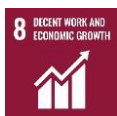


## Indicators

1. Identify one social investment project that supports employability for peoples with disabilities.
2. Identify one social investment project that supports adult learning and continuing education.
3. Identify five additional social investment projects aligned with the United Nations 2030 agenda.



## Contribution to SGDs





PEOPLE

# ACTIONS



## Action

Promote social and economic development of Indigenous Peoples in Alberta.



## Description

We will respectfully work with the Indigenous communities in our operating areas to identify social investment projects focused around social and economic development.

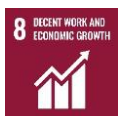


## Indicators

Ensure that 60% of our social investment projects with Indigenous communities will be focused on social and economic development.



## Contribution to SDGs







PEOPLE

# ACTIONS



## Action

Promote a culture that respects diversity and inclusion in the workplace in our Canadian Business Unit



## Description

We will continue to evolve our recruitment strategy with an increased focus on diversity and inclusion. We will improve selection bias through our recruitment process by masking applicants of gender and education to promote equal opportunities. We will increase diversity and inclusion awareness amongst staff.



## Indicators

1. Implement updates to recruitment strategy by June 2023.
2. Host and promote two diversity and inclusion activities for employees.



## Contribution to SGDs





PEOPLE

# ACTIONS



## Action

Support the wellbeing of our employees.



## Description

We will promote and support the physical, emotional and mental wellbeing of our employees through various initiatives, voluntary physical health challenges, and by offering resources throughout the year.

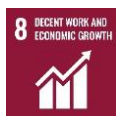


## Indicators

1. Implement expansion of teleworking policy in our Canadian Business Unit.
2. Conduct an employee experience survey with all staff in our Canadian Business Unit and implement one initiative based on the results.
3. Host six employee wellness sessions in our Saint John LNG operations.



## Contribution to SDGs





PEOPLE

# ACTIONS



## Action

Promote a safe workplace for all employees in our Canadian Business Unit



## Description

We will promote a safe working environment for all employees by increasing awareness of our anti-harassment and violence workplace policies.

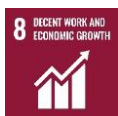


## Indicators

Achieve an 85% participation rate in the Anti-Harassment training.



## Contribution to SDGs



# ETHICS AND TRANSPARENCY

We act honestly in all the countries where we are present. Our ethical behavior does not only include strict compliance with the letter of the law, but also the spirit. In this area we have established a series of goals that ensure that the **company promotes and encourages a culture of honesty and**

**accountability** for all Repsol's employees, as well as for our suppliers, contractors and companies who collaborate with us.

We also define transparency and issuing accounts as differential features in **Repsol's Sustainability Model**. To be credible it is essential to be continuously transparent.





# ACTIONS



## Action

Continue to promote our culture of compliance in our Canadian Business Unit.



## Description

We will continue to improve our compliance culture through various initiatives aimed at increasing awareness of our compliance risks, applicable policies and procedures, as well as available compliance resources, while applying industry best practices. We will facilitate compliance training, compliance onboarding sessions for new hire and international assignees and promote our Annual Conflict of Interest and Certification Campaign to all employees.



## Indicators

1. Deliver two live Compliance Training sessions with 70% attendance.
2. Offer compliance onboarding sessions to 100% of new hires and international assignees.
3. Achieve an 80% response rate in annual Conflict of Interest and Certification Campaign.



## Contribution to SDGs







# ACTIONS



## Action

Promote cooperative relationships with local tax authorities.



## Description

We will continue to promote a cooperative relationship with local tax authorities. We will facilitate proactive, transparent and meaningful communication with the Canadian Revenue Agency (CRA) through regular and periodical meetings to conduct two-way dialogue on the Company's transactions.



## Indicators

Schedule regular meetings to discuss on-going tax audits and particular meetings to have meaningful and transparent discussions regarding 2022 transactions.



## Contribution to SGDs



# Process

**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.



