



2022

Sustainability Plan

LIBYA





Legal notice

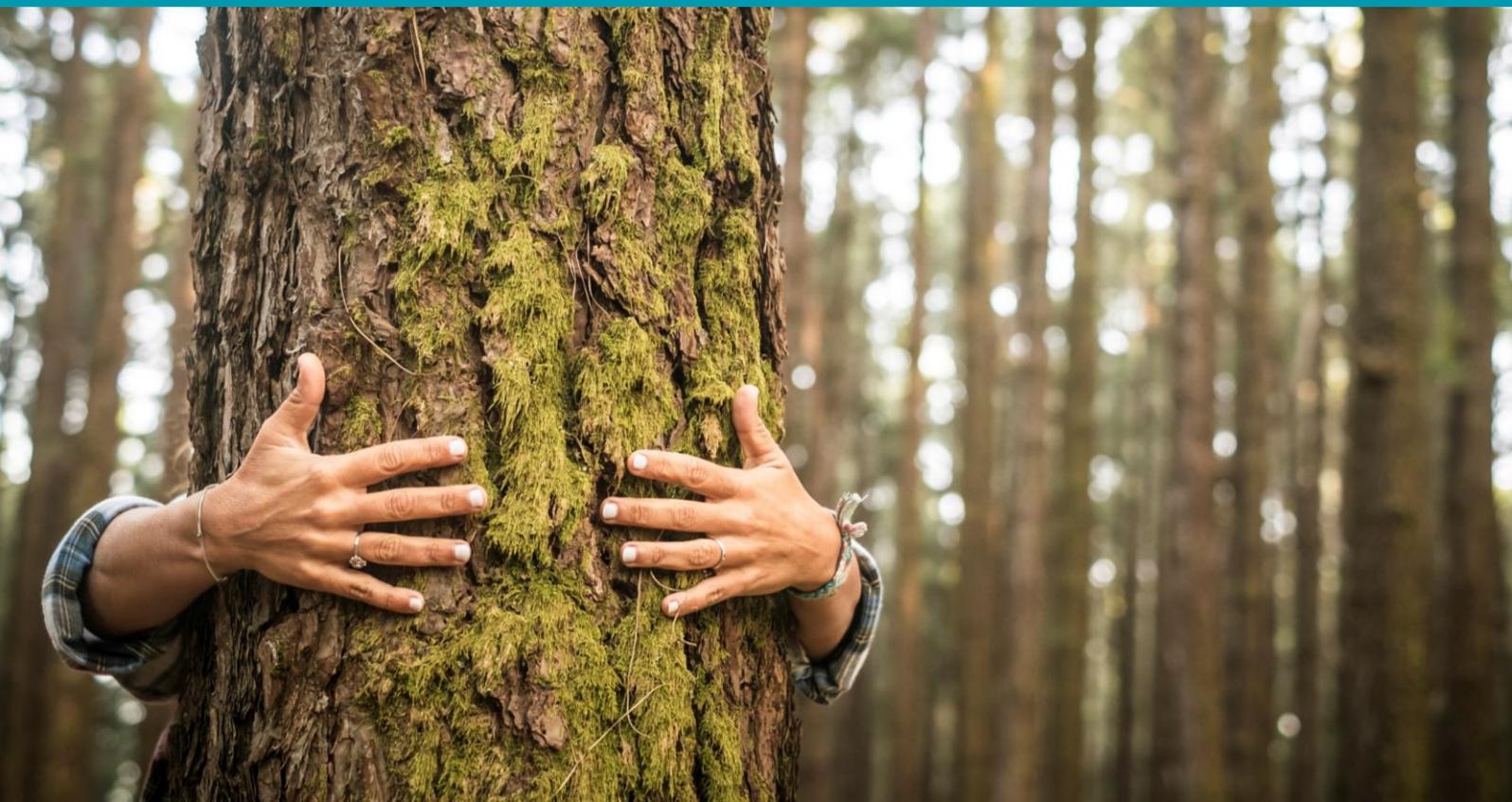
This Local Sustainability Plan sets out a set of objectives that, in whole or in part, go beyond what is required by law and are aimed at contributing to sustainable development. The participating companies of the Repsol Group have the firm intention of undertaking and fulfilling all of them. However, 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. Sustainable Development Goals	6
03. 2022 Sustainability Plan	8
3.1. Summary	8
3.2. Climate change	9
3.5. Safe and secure operation	13
3.6. People	15
3.7. Ethics and transparency	20
04. Process of updating the Plan	23



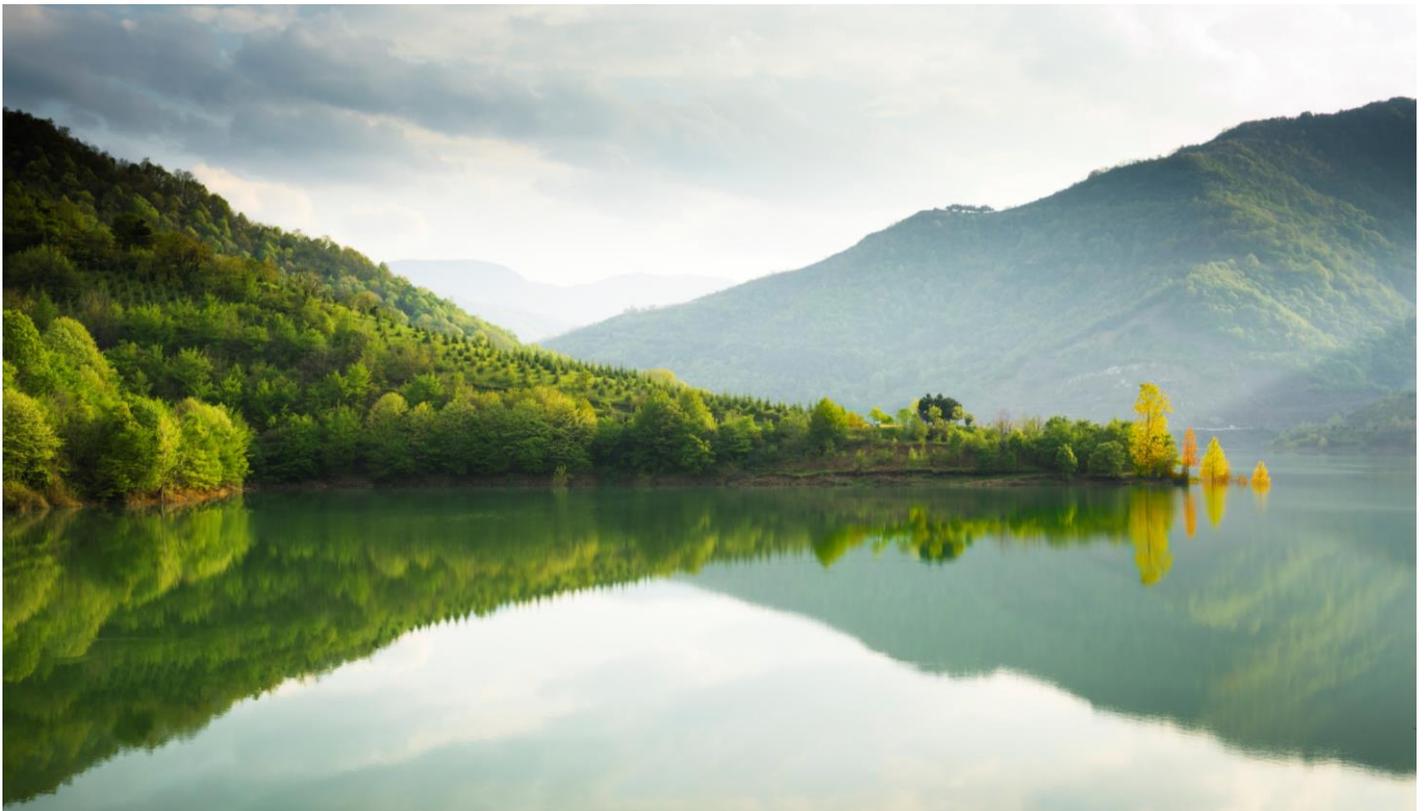
Our vision of Sustainability

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

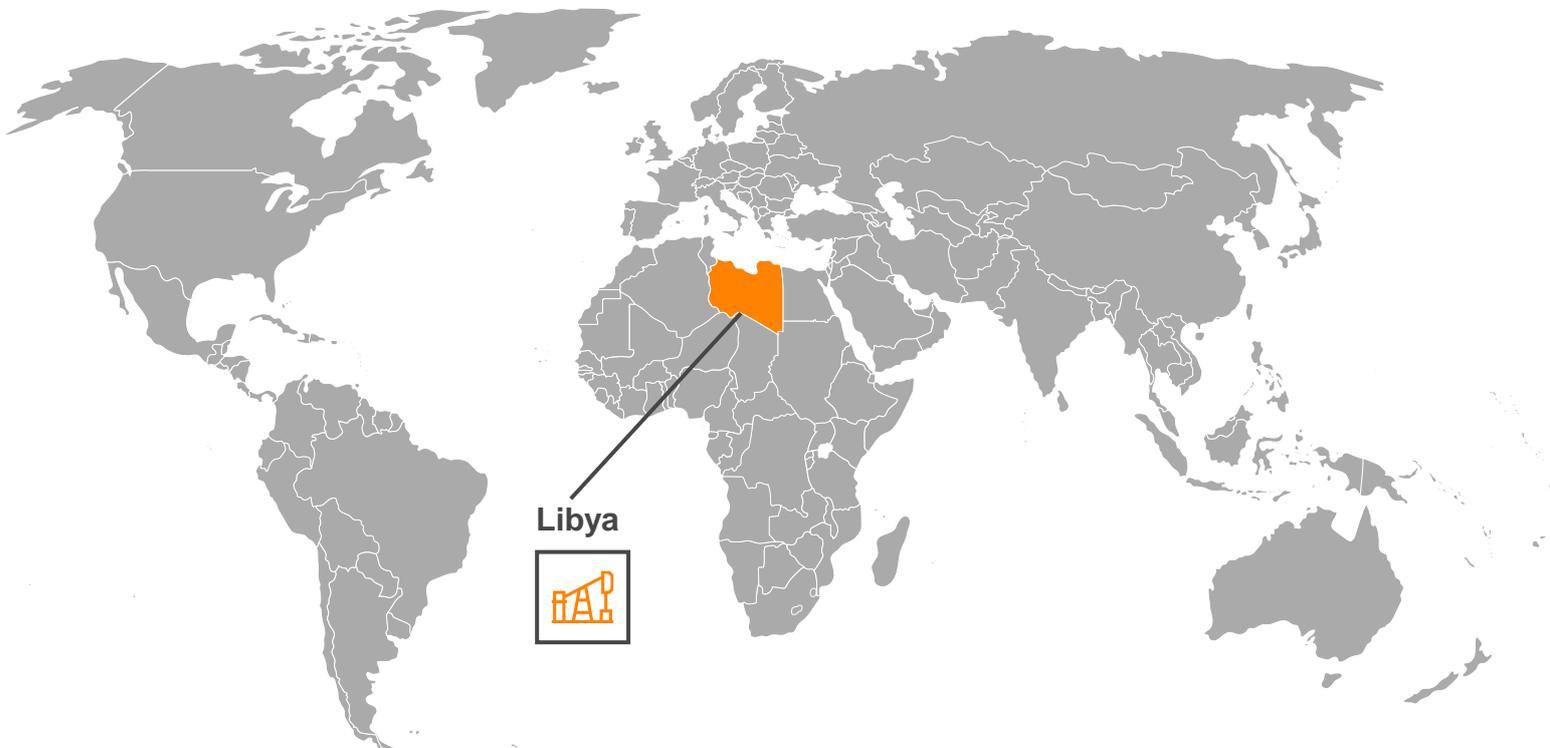
SDG Report with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at www.repsol.com.

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

10
Total actions

 **Climate change**
3

 **Safe and secure operation**
1

 **People**
4

 **Ethics and transparency**
2

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

Operating REMSA Complex with Solar energy.



Description

We will prepare the feasibility study of fully operating REMSA Complex with solar energy.



Indicators

Prepare the Statement Of Work, run the tender and select an awardee to implement the project.



Contribution to SGDs



Climate change → Actions



Action

Support the transition to a low carbon future by encouraging our Operator Akakus Oil Operations (AOO) to become an OGMP Gold Standard Operator which will enhance its position in the Energy sector in Libya.



Description

We will encourage AOO to achieve this gold standard of reporting which will demonstrate that they are contributing to climate change mitigation and delivering against their methane improvement targets. In particular, we will work on the following actions:

Improve the reporting framework by installing measurement devices to ensure accurately methane emissions reporting.

Hold a workshop to increase AOO's knowledge and awareness about the ultimate goal of becoming a net zero emissions company in the future.



Indicators

1. Install flow meters to quantify the methane emissions in the flaring.
2. Hold a workshop with attendance of AOO's Chairman, AOO HSE Manager and the technical staff to increase their awareness and knowledge about the ultimate goal.



Contribution to SDGs



Climate change → Actions



Action

Participate in Repsol's International Volunteering week 2022.



Description

We will contribute to the climate change initiative by planting around 90 trees in Tripoli.



Indicators

1. Ensure that at least 30 people participate in the initiative of planting trees in Tripoli.
2. Ensure that 75% of BU employees participate in the global activity.



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, the 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 of 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

Increase the awareness and the knowledge of our national stakeholder (NOC) and our operator (AOO)'s security teams in terms of industrial security.



Description

We will provide a specific security training to the National Oil Corporation and to our Operator AOO's Security teams in order to contribute to improving the safety and the security of the installations and the physical security of people, on the field and along the production line.

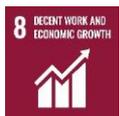


Indicators

Ensure that 100% of NOC and AOO Security teams are trained.



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

Provide our National Stakeholder NOC and our Operator Akakus, a training on Social Performance to contribute to building their capacity in managing sustainable development programs and social investment projects.



Description

In coordination with experts on Social Performance (SP), we will provide the second phase of Social Performance Training. This training will build the capacity of our national stakeholder (National Oil Corporation - NOC) and our operator Akakus Oil Operations (AOO) to be able to draft their social performance strategy, which will allow them to take ownership in managing social investment projects.

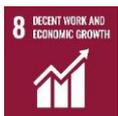


Indicators

1. Provide the training to 100% of targeted people (Sustainable Development teams for AOO and NOC).
2. AOO Sustainable Development Team to draft the SP strategy for 2023.



Contribution to SGDs



2022 Sustainability Plan

People → Actions



Action

Continue reinforcing trust and engaging with local communities by promoting local development.



Description

We will continue implementing social investment initiatives to support local development through basic service delivery in coordination with NOC (National Oil Corporation) and in close consultation with local authorities.



Indicators

Implement at least 80% of the social investments projects planned for 2022.



Contribution to SDGs



2022 Sustainability Plan

People → Actions



Action

Improve our staff's work efficiency, skills, and knowledge by providing them with the necessary training for that.



Description

Each department will develop and implement specific training plans for its employees aiming at promoting its professional growth and development.

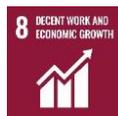


Indicators

Implement at least 80% of the development plans.



Contribution to SGDs





Action

Raise awareness of REMSA Security staff (Employees and Contracted Personnel) about Human Rights.



Description

We will promote the participation of REMSA Security staff in a new online course on Human Rights, reaffirming our commitment to respecting human rights in our activities and workplace.



Indicators

Ensure that 100% of the Security staff participate in the training initiative.



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

Increase the efficiency of our cost controllers and contract holders in the new purchasing and contracting processes.



Description

We will continue building the capacity in terms of compliance with Repsol's processes and procedures by providing our cost controllers and contract holders a series of presentations on Repsol's Procurement & Contracts processes in order to ensure transparency.



Indicators

Ensure that awareness on Repsol's new system is provided to 100% of REMSA Employees.



Contribution to SGDs



Ethics and transparency → Actions



Action

Promote Repsol's high Ethics and Antibribery and Anti Corruption (ABAC) standards and requirements among local contractors.



Description

We will encourage compliance with Repsol`s Code of Ethics and Business conduct, Repsol`s Antibribery, Anti Corruption Policy, and Integrity Due Diligence among all our contracted local suppliers by holding a workshop to raise their awareness in this relevant matter.



Indicators

Ensure that 100% of current contracted local suppliers participate in the workshop



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