



Overview 2021 Sustainability Plan Canada



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Legal Notice

This Sustainability Plan includes a set of actions which, in whole or in part, go beyond what is required by law and are aimed to contribute to sustainable development. Participating companies of Repsol Group have the firm intention to undertake and fulfill them. However, they reserve the right to modify, postpone or cancel their implementation without incurring liability, but undertake to publicly justify these possible cases.

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1 Our vision of sustainability

At Repsol, we contribute to sustainable development by seeking to satisfy the growing demand for energy, which is essential for the fulfillment of people's fundamental rights, and by creating value in both the short and long term.

We maximize our positive impact and minimize our negative impact on society and the environment throughout our value chain by acting ethically and transparently. In doing so, we seek to comply not only with the regulations in force but also with the main international standards.

Under these premises, our sustainability model incorporates ethical, environmental, and social considerations into our decision-making process, based on dialogue with stakeholders. We do this every year, creating initiatives that address the concerns of these stakeholders. This is how the **Sustainability Plans** — action plans that are available to the public and created on an annual basis — are born. The **Global Sustainability Plan** is the roadmap forming the basis for deployment of **Local Plans**. The plans also contain commitments in relation to the local context.

The **Sustainability Plans** are put together on the basis of the **six axes** of Repsol's Sustainability Model.



We want to be part of the solution to climate change



We consume the resources needed to generate power more efficiently and with the least possible impact



We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment



We guarantee the safety and security of our employees, contractors, partners, and the local community



We are committed to people and promote their development and social environment



We act responsibly and fully where we are present

2 2021 Sustainability Plan

Sustainable Development Goals



At Repsol we support the United Nations' **2030 Agenda** for Sustainable Development and use the 17 Sustainable Development Goals (SDGs) as a reference when defining our priorities.

We believe that we must focus on the SDGs in which we can maximize our impact. Thus, regarding the company's strategic plan, the material issues and the local contribution in each of the Sustainability Plans, the following SDGs have been selected:

Given our role in access to affordable energy, our contribution to social economic development and the fight against climate change, we have prioritized SDGs 7, 8 and 13.



We believe that the most efficient way of contributing to the 2030 Agenda is to collaborate with other entities



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Given our commitment to the optimization of water management, our support for Innovation and Technology, and our focus on the Circular Economy, we have prioritized SDGs 6, 9 and 12.

In 2021, we are publishing our annual SDG report for the second time.

We want to make our contributions to the 2030 Agenda clear by publishing more than 30 indicators and commitments, painting a panorama of the efforts we make all around the Company, both locally and globally, to provide solutions to the social challenges we face.

We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition, and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.

2 2021 Sustainability Plan

Sustainable Development Goals



The **actions** of which this **Plan** is composed, defined in due consideration of the local context, help support **2030 Agenda** by addressing the following goals:



2021 Sustainability Plan

Noteworthy projects

At Repsol, we contribute to sustainable development...

In Canada, we are committed to leading sustainable development throughout our operations. This is demonstrated through various initiatives we completed in 2021 including emission reductions, creating sustainable workplaces for our employees, and supporting responsible production and consumption of energy.



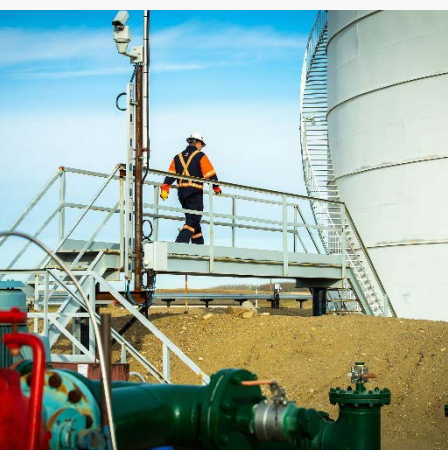
Contribute to the company's pledge to achieve net zero emissions by 2050

In 2021, we set out to reduce our carbon dioxide equivalent (CO₂e) emissions by 32,000 tonnes. We worked diligently to refine our understanding of fugitive CO₂e emissions from our existing well sites through data analysis of statistical review of our emissions and by conducting a field campaign to measure our emission sources. We successfully reduced 33,280 tonnes of CO₂e.



Fostering workplace cultures that respect Diversity and Inclusion

In 2021, we developed the framework of our diversity and inclusion program and created initiatives and resources to support, enhance and raise awareness of employee diversity and inclusion.



Responsible production and consumption of energy

In 2021, we successfully completed work on three energy consumption efficiency initiatives. This included equipment and facility modifications and upgrades, operational maintenance, and field optimization of existing facilities, promoting our efforts towards responsible production and consumption of energy.

2 2021 Sustainability Plan

Overview

At the end of the year, it is time to review each of the initiatives that are part of the Sustainability Plan. The degree to which the objectives have been fulfilled is as follows:

18
Actions

100% Fulfillment



Further down, you can obtain more detailed information for each of the actions included in the plan, their indicators, and all other relevant information.



Climate change

At Repsol, we contribute to sustainable development...

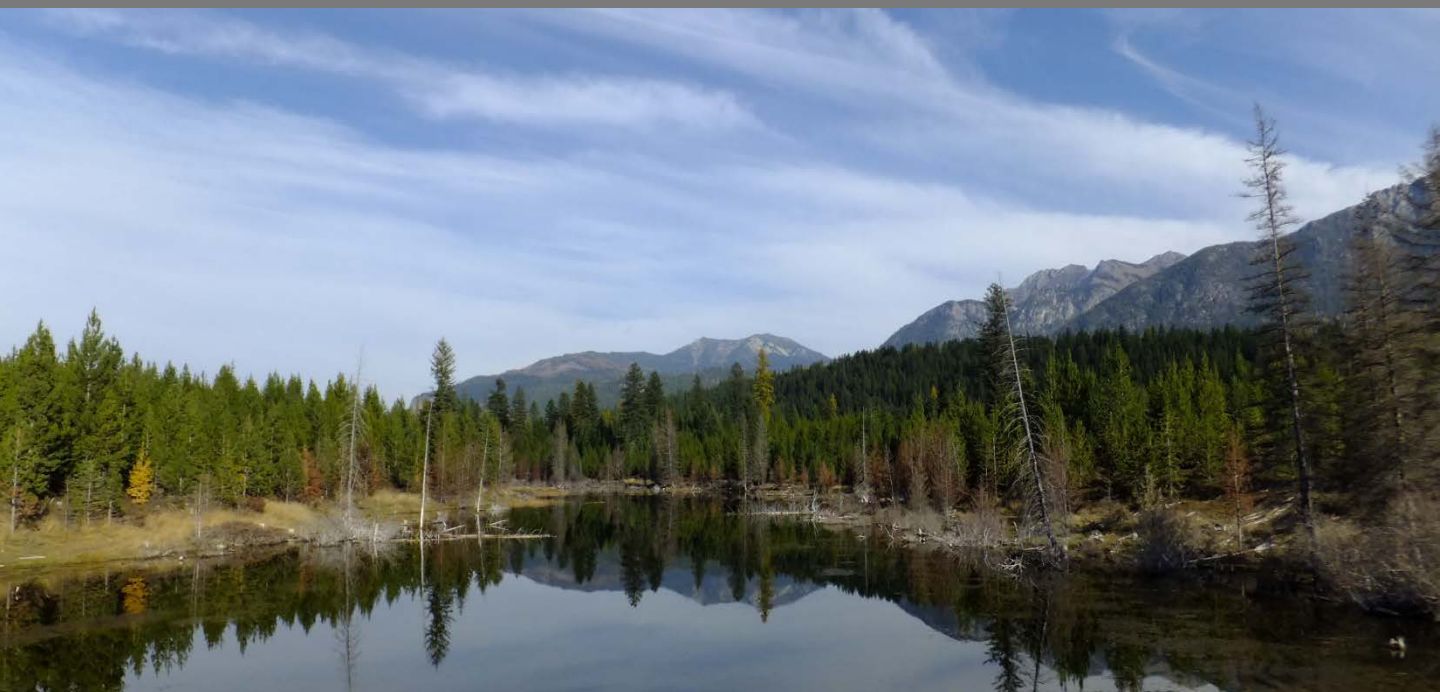
We share society's concern about the effect that human activity is having on the climate and we are firmly committed to the aspiration of limiting the increase in the planet's global average temperature well below 2°C with regard to pre-industrial levels.

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. Our 2021-2025 Strategic Plan sets out the roadmap for continuing to successfully advance the energy transition. 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.

There follows a list of Sustainability Plan actions in this regard.





Climate change

Action

Contribute to the Company's pledge to achieve net zero emissions by 2050.

Description

We will continue to contribute to the Company's objective to reduce carbon emissions through various initiatives. We will work to detect and quantify the methane emission sources at our operated assets, improving our estimates of fugitive emissions which will advance our reporting and identify opportunities for reduction.

Indicator

Reduce 32,000 tCO₂eq emissions by December 31, 2021.

Continue methane emissions detection and quantification program and update methane emissions inventory by December 31, 2021.

Participate in the global Energy Components GHG reporting project.

What we've achieved



In 2021, we successfully reduced 33,280 tonnes of carbon dioxide equivalent (CO₂e) within our Canadian assets.

We worked diligently to refine our understanding of our fugitive CO₂e emissions from our existing well sites through data analysis of statistical review of our emissions and by conducting a field campaign to measure our emission sources.

We also actively participated in the global GHG reporting project, aligning our reporting efforts with global practices.

Contribution to the SDGs:





At Repsol, we contribute to sustainable development...

In order to guarantee society sustainable growth over time, at Repsol we work prioritizing the actions necessary to minimize environmental impacts. For this, we optimize the use of the resources that we use in our industrial processes in the manufacture of our products, including water, and we minimize emissions to air and water, as well as the generation of waste, giving them a second life whenever possible.

The conservation of natural capital and biodiversity, as well as the implementation of the circular economy, are key aspects when developing our activity.

Our Safety and Environment Strategy defines the key lines of action on which the company will focus its environmental efforts by 2025: we must be able to quantify and assess the impacts and dependencies on the environment when making business decisions, focusing on the most sensitive aspects of our operations. Our goal is to maintain the social license to operate through excellent environmental management, showing that we are sustainable throughout our entire value chain, both in our projects and operations, as well as in the products and services that we make available to our customers.

This Sustainability Plan is committed to courses of action in accordance with the lines of work which Repsol operates in terms of sustainability.





Environment

Action

Contribute to the Company's goal to maintain the social license to operate through excellent environmental management.

Description

We will reassess potential environmental risks identified in 2020 by completing field assessments to minimize environmental impacts.

Indicator

Complete field inspections on highest risk geohazard locations identified through 2021 desktop studies, to be completed by December 31, 2021.

Conduct quarterly review meetings to analyze progress of the expanded piping inspection program and determine next steps based on results.

What we've achieved



We have completed field inspections on the highest risk geohazard pipeline locations that included assessments of slopes and watercourse crossings in our Edson asset to identify measures for ongoing environmental risk management.

We have conducted meetings, developed a piping inspection program and conducted field inspections at various facilities in our Chauvin and Edson asset areas. The field inspections assisted in identifying potential integrity issues on our pipelines and facilities.

Contribution to the SDGs:





Environment

Action

Support responsible production and consumption of energy.

Description

We will work to reduce energy consumption and improve energy efficiencies at existing facilities throughout our assets.

Indicator

Implement one energy consumption efficiency initiative outlined in our Energy Management Plan.

What we've achieved



In 2021, we have successfully completed work on three energy consumption efficiency initiatives. This included equipment and facility modifications and upgrades, operational maintenance, and field optimization of existing facilities, promoting our efforts towards responsible production and consumption of energy.

Contribution to the SDGs:





Environment

Action

Promote the use of shared infrastructure amongst local operators.

Description

We will identify and evaluate opportunities for other operators to utilize our existing water infrastructure, in efforts to minimize new disturbance to the landscape that will contribute to mitigating the broader social impacts in our surrounding communities.

Indicator

We will engage with local operators during quarterly operator's group meetings.

What we've achieved



We have conducted engagement with various operators and identified two opportunities for third-party water operations utilizing Repsol's existing infrastructure. These engagements supported efforts to minimize new disturbance to the landscape and promote responsible development.

Contribution to the SDGs:



2 2021 Sustainability Plan



Innovation and technology

At Repsol, we contribute to sustainable development...

Advancing in the decarbonization of processes and products and in Sustainability is a key objective in the future strategy of our industry. For this reason, at Repsol, we are strongly committed to the decarbonisation of our industrial and transport production, counting on a strong investment in R&D&i at our research center (Repsol Technology Lab).

Also since its creation in 2017, Repsol's Digitalization Program has maintained a firm commitment to Sustainability. On a transversal basis, this program is contributing to the digital transformation of Repsol's business units, obtaining impacts throughout the entire value chain.

Repsol Technology Lab promotes open innovation, that is, collaboration with the innovative ecosystem by building a work environment capable of accelerating the full deployment time of disruptive technological products. This collaboration model is essential to obtain successful results and build more efficient and sustainable energy systems.

As an example of open innovation, Repsol has an investment fund that is intended to acquire stakes in start-ups that offer solutions in three areas of action: decarbonisation and circular economy, advanced mobility and renewables, and digital technology and asset optimization.

This Sustainability Plan includes a commitment to the following actions, in step with the lines of work that Repsol has set on this axis of sustainability.





Innovation and technology

Action

Support global digitalization efforts through our Electronic Permit To Work (ePTW) system.

Description

We will support global digitalization efforts through the implementation of 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.

Indicator

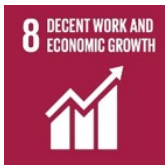
Implement Electronic Permit To Work system in our Chauvin and Edson assets by December 31, 2021.

What we've achieved



In 2021, we have successfully implemented the Electronic Permit to Work (ePTW) system by December 31, 2021. We achieved this by coordinating system training for field staff and deploying new devices to staff for compatibility with the system.

Contribution to the SDGs:



2 2021 Sustainability Plan



Innovation and technology

Action

Automated production management.

Description

We will work to unify all digital information related to wells that come from many data sources and systems to integrate analysis to improve efficiencies and field optimization.

Indicator

Chauvin and Edson Integrated Operating Centre and Production Engineering teams will implement a Minimum Viable Product (MVP), by September 30, 2021.

What we've achieved



We have implemented use of the Automated Production Management system in November 2021 in Edson and Chauvin. We have achieved this action through several working sessions with Production Engineering staff, sharing progress of the tool, and identifying opportunities for future use and improved efficiencies of the tool.

In Chauvin we identified a new module for water flooding monitoring for implementation of use in 2022 which will improve production of water injection wells.

Contribution to the SDGs:



2 2021 Sustainability Plan

Safe and secure operation



At Repsol, we contribute to sustainable development...

We pursue the ambition of Zero Accidents by demanding a high level of safety in our processes and facilities, with special attention to the protection of people and the environment that surrounds us, also working to raise awareness of our suppliers and contractors.

As a result of the conviction that safety is the basis for the creation of value, excellence and responsibility, our Safety and Environment Strategy for 2025 sets the key lines of action on which to focus our safety efforts: promoting the culture, transformative leadership and safety awareness. In addition, as a sign of our commitment, the safety objectives have an impact on the variable remuneration of our employees of 10%.

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.

Below we demonstrate courses of action pointing to our commitment to safe and secure operation.



2 2021 Sustainability Plan



Safe and secure operation

Action

Lead continuous improvements in conducting our operations safely through safety-focused training.

Description

We will continue to strengthen the safety culture and skill set amongst our staff and demonstrate our commitment to safe operations through training initiatives.

Indicator

Coordinate Safety and Environmental Management Safety online training program to CBU staff by December 31, 2021.

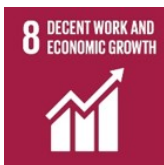
Coordinate Process Safety/Hazard Management online training program to CBU staff by December 31, 2021.

What we've achieved



Safety and Environmental Management System training went live in 2021 and has been made available to all staff. The Canadian Business Unit Safety team completed the SEMS training and the extensive Process Safety training in 2021, which included seven staff. Consolidation of training programs will continue through 2022, including the rollout and assurance to all staff in the Canadian Business Unit in 2022.

Contribution to the SDGs:





Safe and secure operation

Action

Implement HSE Passport to Safety with main Canadian Business Unit contractors.

Description

We will demonstrate our ongoing commitment to safety and safe operations by engaging main contractors on Repsol's HSE Passport to Safety program which will document safety training certifications.

Indicator

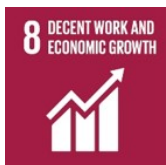
Implement HSE Passport to Safety Program with one hundred percent (100%) of main contractors in the Canadian Business Unit by December 31, 2021.

What we've achieved



In 2021, we successfully implemented the HSE Passport to Safety Program with 100% of main contractors in the Canadian Business Unit that included 23 contractor companies and a total of 92 Passports, completed by December 2021.

Contribution to the SDGs:





At Repsol, we contribute to sustainable development...

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 integration of people with disabilities, multi-culturalism, work-life balance, health and wellness, 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 consequences for local people and, if such a thing does occur, doing everything possible to repair the damage done.

This axis includes the following initiatives.





People

Action

Respect Human Rights through the support of Voluntary Principles on Security and Human Rights throughout our operations.

Description

We will demonstrate our commitment of the Voluntary Principles on Security and Human Rights through training of field security personnel and monitoring external inquiries.

Indicator

Implement annual training to all field and office security staff by September 30, 2021.

Monitor Voluntary Principles on Security and Human Rights Canada inbox, replying to one hundred percent (100%) of inquiries within five (5) business days.

Promote the new online training course through our employee Internal Communications for Canada.

What we've achieved

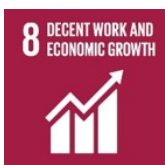


We have successfully completed training with five field security staff and one office security staff by August 24.

We have conducted active monitoring on our Voluntary Principles on Security and Human Rights inbox. In 2021, we received zero inquiries or complaints through this inbox.

In 2021, Repsol released our Human Rights global training program which was promoted throughout our Canadian Business Unit.

Contribution to the SDGs:





People

Action

Manage the social impacts and grievances of our operations through our Good Neighbour Program.

Description

We will maintain the privilege of working and living in Stakeholders' communities by anticipating and managing the impacts from our activities and potential concerns, with a commitment to prevention and meaningful dialogue through our Good Neighbour Program.

Indicator

Address 95% of the grievances relating to our social impacts within two business days.

What we've achieved



We have successfully managed stakeholder grievances resulting from our operations by placing a high emphasis on our response times. 100% of all grievances received in 2021 were addressed within a maximum of two business days.

Contribution to the SDGs:





People

Action

Strengthen and maintain positive relationships with our Indigenous communities and local external stakeholders.

Description

We will demonstrate our commitment to ongoing meaningful engagement with our Indigenous communities and local external local stakeholders through our Stakeholder Engagement Plan. We will continue to maintain strong relationships of trust and mutual respect with local communities close to our operations, based on principles of respect, cultural sensitivity, integrity, accountability, transparency, good-faith, and non-discrimination.

Indicator

Engage Indigenous communities on a quarterly basis to provide activity updates, identify and support social investment projects that benefit the communities.

Conduct stakeholder engagement activities with local stakeholders, providing updates on Canada's 2021 E&P Strategy, complete by June 30, 2021.

What we've achieved



We have conducted proactive and transparent engagement with our Indigenous communities to provide updates on our Canadian Business on a quarterly basis. We identified and executed social investment projects focused on cultural preservation, education, and economic development opportunities and delivered our Indigenous Scholarship program, issuing 15 scholarships. We conducted ongoing engagement with our local stakeholders throughout 2021, completing stakeholder engagement by December 1, 2021.

Contribution to the SDGs:





People

Action

Strengthen our social performance by supporting local communities near our operations through our Social Investment strategy.

Description

We will demonstrate our commitment to continuous improvement of our social performance by mitigating our impacts and working to bring sustainable benefits to our communities. We will identify community-based projects to support that are aligned with Repsol's Social Investment strategy and framework, focusing on supporting social investment projects that meet the priority Sustainable Development Goals for the Company.

Indicator

95% of our social investment initiatives will achieve a 95% alignment of the investment with the United Nation's 2030 Agenda for Sustainable Development Goals.

What we've achieved



We have contributed to our social performance and sustainability efforts by executing all social investment opportunities in our local operating areas which were 100% aligned with the United Nations 2030 Agenda for Sustainable Development Goals (SDG's). The main SDG's we contributed to are 2: Zero Hunger, 4: Quality Education, 8: Decent Work and Economic Growth, 10: Reduced Inequalities, 11: Sustainable Cities and Communities and 15: Life on Land.

Contribution to the SDGs:





People

Action

Promote a culture that respects diversity and inclusion in the workplace.

Description

We will develop the framework of our diversity and inclusion program that will create initiatives and resources to support, enhance and raise awareness of employee diversity and inclusion.

Indicator

Implement diversity and inclusion committee, incorporating all Repsol Canada locations and staff.

Develop annual diversity and inclusion plan that includes new initiatives and activities for 2021.

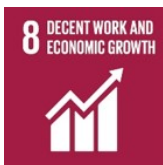
What we've achieved



We have successfully implemented a Diversity and Inclusion Committee by March 31. We have developed an annual Diversity and Inclusion plan by June 30. Each month the Diversity and Inclusion Committee recognized internal diversity days that were communicated with employees.

Five initiatives and events were planned and implemented in 2021. The committee also ensured that all engagement and wellness activities were inclusive for everyone.

Contribution to the SDGs:





People

Action

Promote work-life balance in the workplace by expanding teleworking program.

Description

We will continue to encourage an employee culture that promotes work-life balance by providing flexible work arrangements, increasing the number of employee teleworkers; demonstrating our commitment to employee health and wellbeing.

Indicator

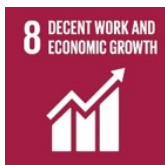
Achieve a 60% participation rate in teleworking program amongst eligible roles, by December 31, 2021.

What we've achieved



Through ongoing promotion of our teleworking program, we have achieved an 86 % participation rate in program amongst eligible roles by December 31, 2021, far exceeding the established target.

Contribution to the SDGs:





People

Action

Strengthen the employee experience through the development of our employee engagement program.

Description

We will raise awareness and promote employee centric culture that improves their experience and supports their development. We will develop and implement our employee engagement program offering new initiatives and activities to enhance employee connectivity with the organization and peers, along with a focus on employee development.

Indicator

Host employee development sessions with all Canada staff by March 31, 2021.

Implement employee engagement committee, incorporating all Repsol Canada locations and staff.

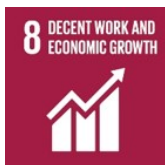
Develop annual employee engagement plan that includes new employee engagement initiatives and activities for 2021.

What we've achieved



We have hosted three employee development sessions with all staff by March 31. Also, we have successfully developed and implemented an Employee Engagement Committee consisting of 12 employees from our Canadian Business Unit. Finally, we developed an Employee Engagement Plan and implemented 10 employee engagement initiatives for 2021. Due to Covid-19 public health measures, some of the in-person initiatives were impacted.

Contribution to the SDGs:





People

Action

Support the wellbeing our employees through the development of an annual employee wellness program.

Description

Promote comprehensive health, physical and emotional wellbeing through initiatives with indicators that allow us to measure their effectiveness as well as the perception of employees.

Indicator

Implement wellness committee, incorporating all Repsol Canada locations and staff.

Develop annual wellness plan that includes wellness initiatives and resources for 2021.

Implement one new technology from our wellness plan to promote new ways of working.

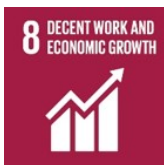
What we've achieved



In 2021, we have implemented a Wellness Committee consisting of seven employees and we have developed a wellness plan that included identifying three employees wellness initiatives for 2021. Each month we highlighted and promoted wellness resources with employees.

We also implemented one new technology from our wellness plan to promote new ways of working. Due to Covid -19 public health measures, some of the in-person initiatives were impacted and will be carried out in 2022.

Contribution to the SDGs:



2 2021 Sustainability Plan

Ethics and transparency



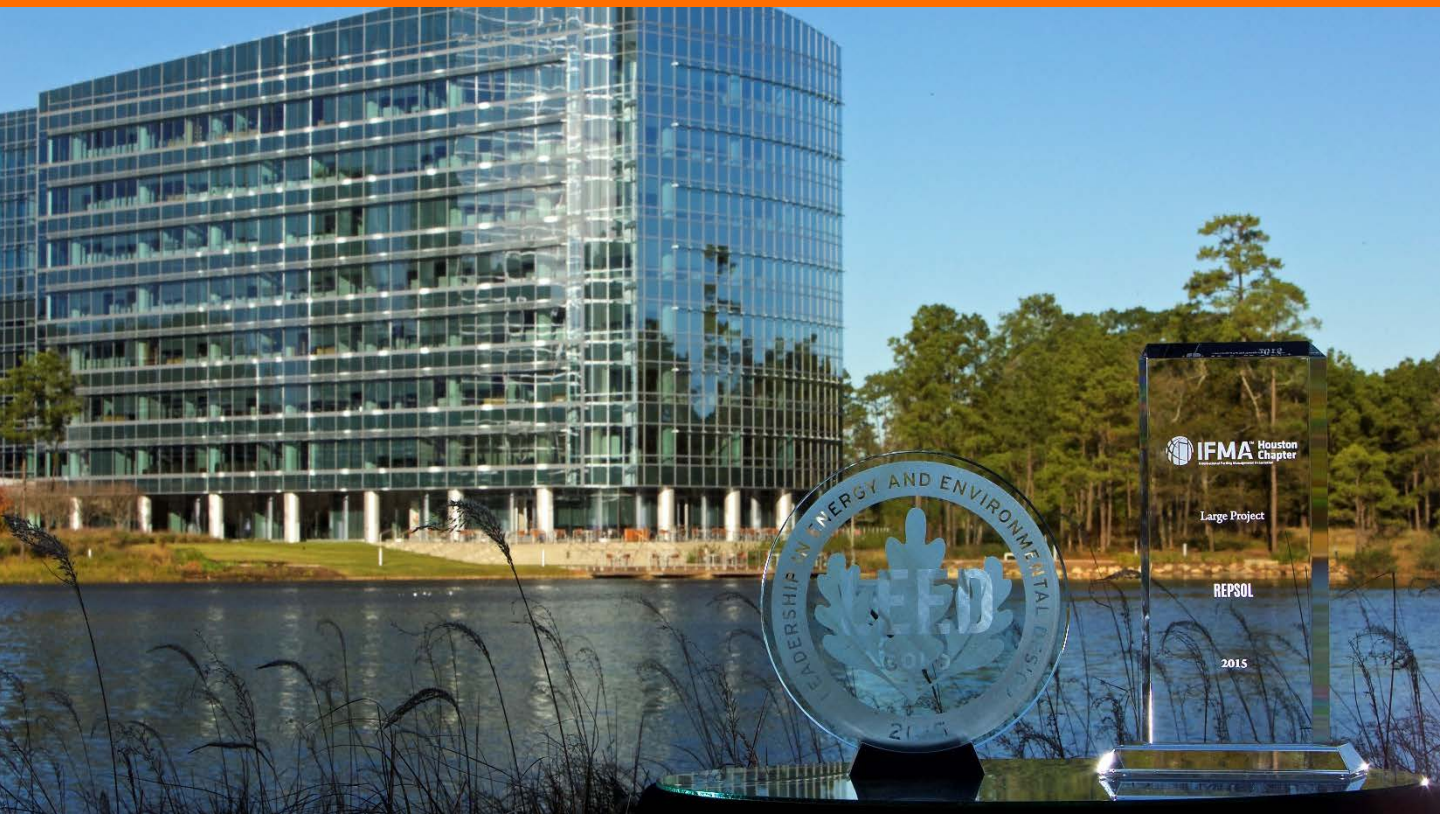
At Repsol, we contribute to sustainable development...

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 must be consistently transparent. We want to be publicly recognized as an honest and transparent company in tax-related matters. Thus, **we are engaged in EITI** (Extractive Industries Transparency Initiative) with the aim of strength our cooperative relationships with the administrations.

In this Sustainability Plan, we have committed to actions that will help the company overcome the challenges we have set for ourselves in this area, while responding to the main expectations of our stakeholders





Ethics and transparency

Action

Promote and encourage a culture of integrity and responsibility for all employees, operating in strict accordance with our Code of Ethics.

Description

We will demonstrate our commitment to compliance by ensuring staff in Canada complete the Code of Ethics corporate training.

Indicator

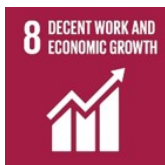
Achieve a 90 percent response rate with a minimum of 80% percent.

What we've achieved



In 2021, we have achieved a 96.5% completion rate of the Code of Ethics corporate training for employees in Canada. This was accomplished through ongoing dialogue between leadership and employees with a high emphasis placed on the importance of this training.

Contribution to the SDGs:



2 2021 Sustainability Plan



Ethics and transparency

Action

Promote cooperative relationships with local tax authorities.

Description

Repsol will engage with Canadian Revenue Agency and Internal Revenue Service by initiating a Mutual Agreement Procedure in order to eliminate the imposition of double tax that arose on the marketing fee between Repsol Energy Canada and Repsol Energy North America after Canadian Revenue Agency inspection of Repsol Energy Canada .

Indicator

Obtain relief from double tax to be completed by December 31, 2021..

What we've achieved



Through our constant commitment to promote cooperative relationships with local tax authorities, in 2021 we were successful in obtaining relief from double tax. This was achieved by conducting respectful, proactive, and ongoing engagement with the local tax authorities.

Contribution to the SDGs:



3 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.



