

2022

Sustainability Plan

UNITED KINGDOM





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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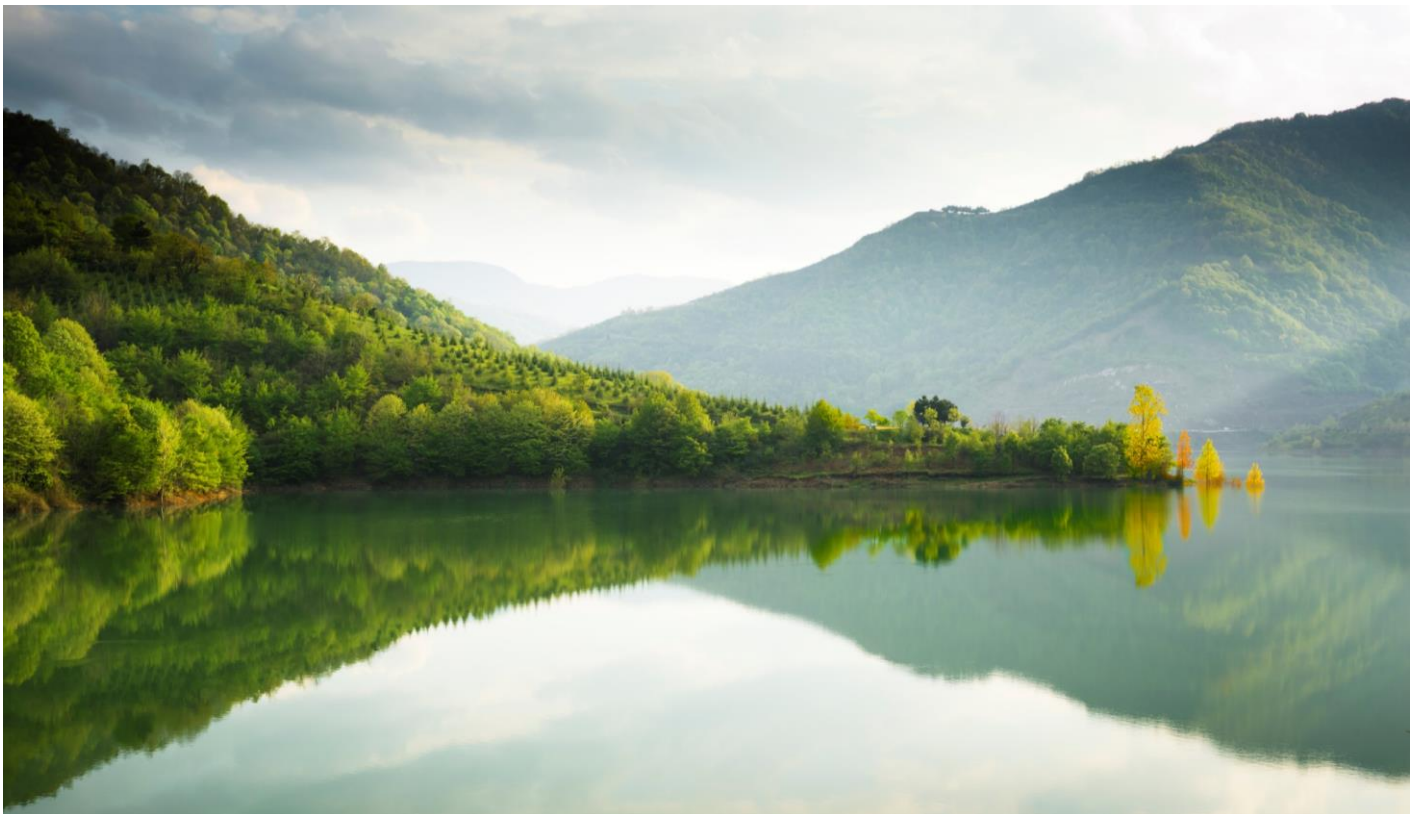
Our vision of Sustainability

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

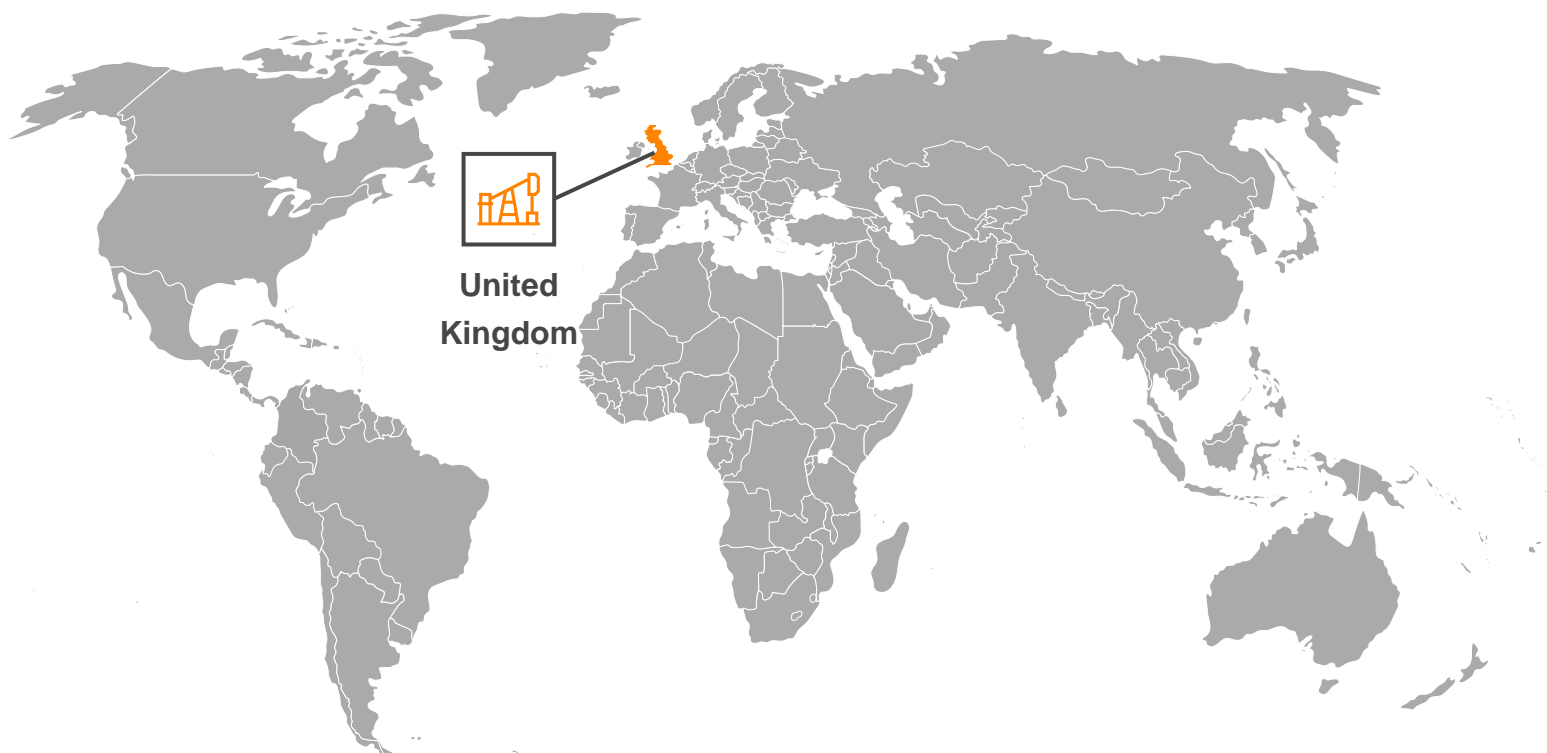
SDG Report with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at www.repsol.com.

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

12

Total actions



Climate change

1



Environment

1



Safe and secure operation

5



People

4



Ethics and transparency

1

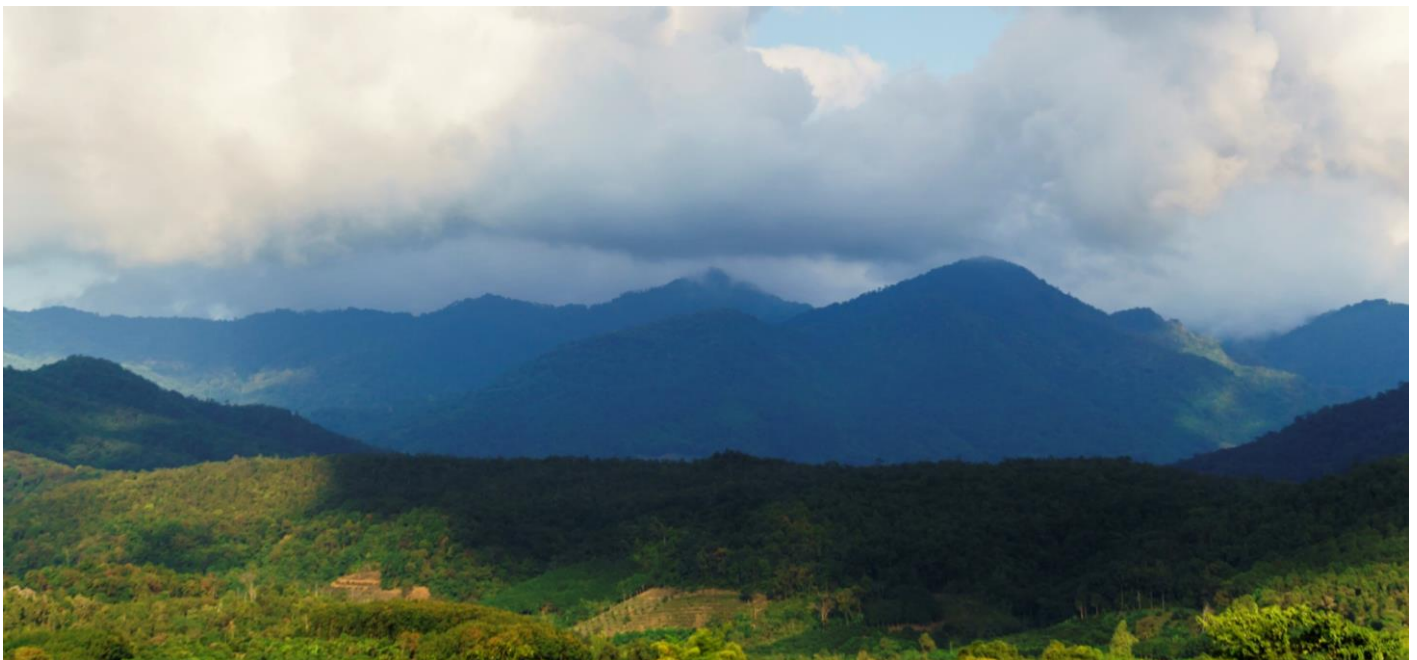
Climate change

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

Support the transition to a low carbon future by seeking to become a Net Zero Operator and an industry leader in the UK's energy landscape.



Description

We will work on the following actions to drive reductions in our emissions: 1) Automation of emissions' reporting, 2) Forensic review of flare and vent systems to understand sources and potential for reduction, 3) 3rd Party verification of baseline data, 4) Regular site performance / Emissions hopper review, 5) Annual site specific emission reduction plans in place and 6) Raise profile of emissions management through communications.



Indicators

1. Total CO₂e emissions. Target: 1,090,623 Tonnes CO₂e.
2. Total methane emissions. Target: 2,173 Tonnes of methane emissions.
3. Total flared gas. Target: 62,178 Tonnes of flared gas.



Contribution to SDGs

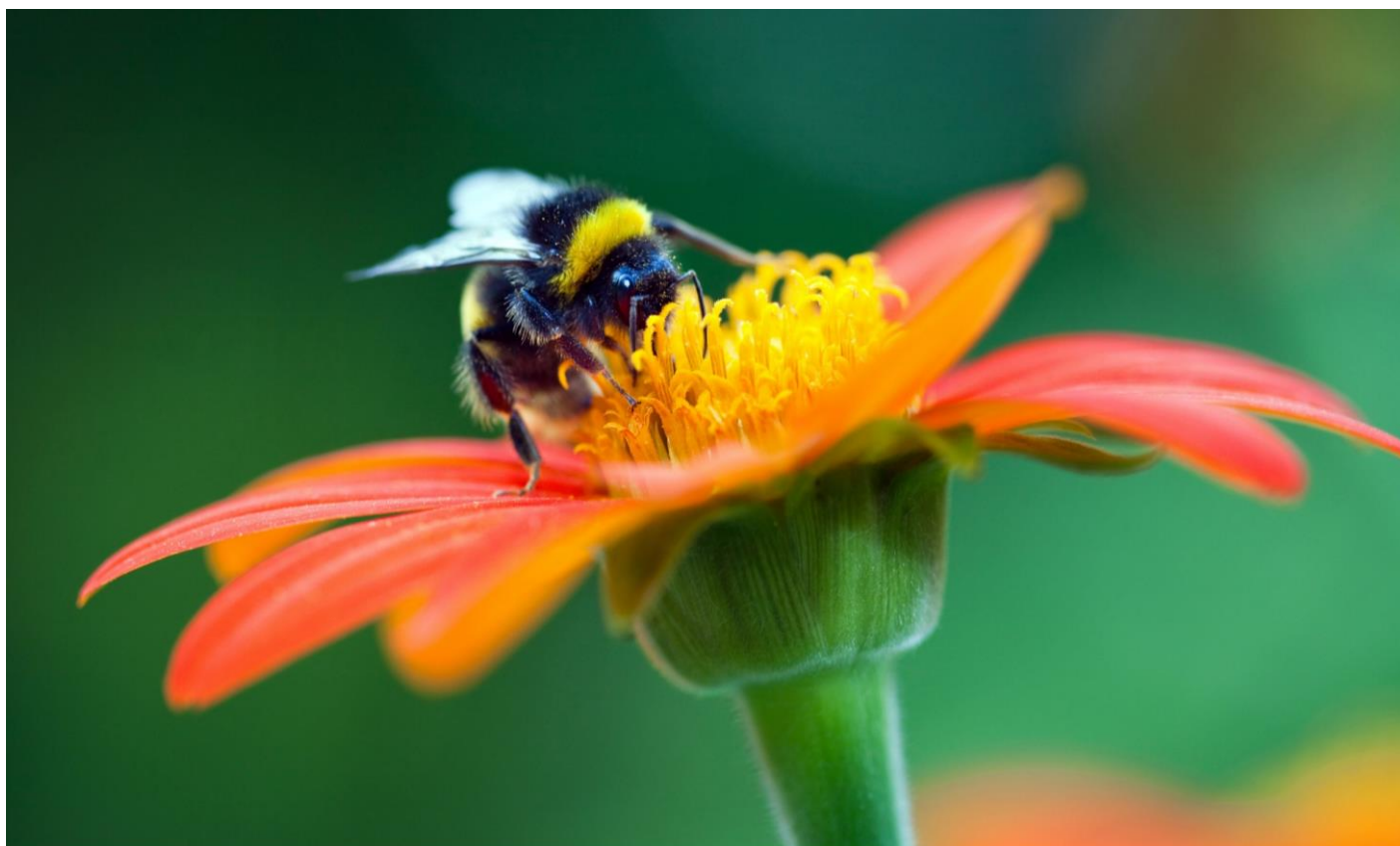


2022 Sustainability Plan

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

Enhance knowledge and understanding of our Environmental Management System.



Description

We will focus on establishing and embedding an Environmental Compliance Manual across the business.

Also, we will work on improving the visibility and management of Environmental Performance through PowerBI. For that, we will progress the construction of the Environmental PowerBi Dashboard – Atmospherics, Spills, NCs, Production Chemical performance, Oil in PW Performance, Waste Performance and audit / compliance monitoring.



Indicators

1. Develop, issue and roll out across the business an Environmental Compliance Manual.
2. Construct four PowerBi Dashboards.



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

Continue to integrate human factors into safety management.



Description

We will focus on integrating human factors in the incident reporting and investigation process and procedures and we will raise awareness of human factors in the workplace. Additionally, we will work on developing a roadmap for integrating human factors in decommissioning.



Indicators

1. Integrate human factors in incident reporting and investigation process and procedures.
2. Raise awareness of human factors in the workplace.
3. Roadmap for integrating Human Factors in Decommissioning.



Contribution to SGDs



Safe and secure operation → Actions



Action

Continue Prevent Dropped Objects.



Description

During 2022, we will maintain our corporate focus in Preventing Dropped Objects, to achieve a Target of zero incidents. We will work on monitoring compliance with Dropped Objects Prevention policies. Also, we will launch the "Spot it" campaign for Drop Objects Detection.



Indicators

1. Monitor and Report on asset HSE DROPS compliance against site specific plans.
2. Implementation and execution of the "Spot it" campaign for Drop Objects Detection. One campaign per platform.



Contribution to SGDs



Safe and secure operation → Actions



Action

Continue Reduction in Safety Critical Backlog.



Description

During this year, we will continue seeking the target zero backlog items. Our objective will be to achieve zero integrity related to SC backlog, proactively reduce department Integrity related backlog with a target of 30% by December 2022.



Indicators

Reduce Integrity related backlog by 30%.



Contribution to SGDs



Safe and secure operation → Actions



Action

Continue strengthen operational integrity through Hydrocarbon Release Prevention and Workforce Engagement.



Description

Improving asset integrity performance by preventing hydrocarbon releases is a primary goal for Repsol Sinopec. With that purpose, we will run quarterly hydrocarbon releases (HCR) prevention Initiatives / programmes in 2022 to cover Process Safety and HCR prevention. We will also introduce formal periodic reporting regarding HCRs, and we will embed a process to investigate HCRs to identify trends and causes to prevent recurrence as part of continuous improvement.



Indicators

1. Introduce formal periodic reporting regarding HCRs and publish to Offshore assets.
2. Enhance the communication of the HCR Performance expectations and relation to Repsol Sinopec personel.
3. Embed a process to investigate HCRs to identify trends and causes to prevent recurrence as part of continuous improvement.



Contribution to SGDs



Safe and secure operation → Actions



Action

Ensure safe decommissioning by defining an optimum post cease of production mode of operation for Clyde.



Description

We will transition and manage Clyde asset to cease of production or different operating modes safely and efficiently. To achieve this we will:

- 1) Establish clear definition of the required transition of the process plant from current to new status.
- 2) Deliver an approved revised safety case for the site, with hazards, risks, risks controls and safety management system in place.
- 3) Execute the changes defined in the revised safety case



Indicators

Define the post cessation of production mode of operation for Clyde by year end.



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

Support the local community's most vulnerable, developing partnerships with NGOs.



Description

We will generate positive impacts on our communities by supporting those less favoured with new opportunities. We will explore the market for creating new green business opportunities with the aim of making a difference to the communities affected by the energy transition, either by way of financial support or generating innovative projects. For that:

- 1) We will target local charities.
- 2) We will work actively with the shareholders and the local authorities in advancing the Flotta Hydrogen Hub project.



Indicators

Implement at least two of the initiatives in Repsol Sinopec Resources UK.



Contribution to SGDs



2022 Sustainability Plan

People → Actions



Action

Make Repsol Sinopec Resources UK the employer of choice.



Description

At Repsol Sinopec, we have developed an Employee Value Proposition, in response to what our employees have said is important in the employee surveys. The value proposition supports our desire to be an employer of choice in the area and support the development of our workforce. During 2022, we will implement a plan divided in four workstreams:

- 1) Company culture
- 2) Recognition & reward
- 3) Professional development
- 4) Professional experience



Indicators

Implement at least three of four initiatives in Repsol Sinopec Resources UK.



Contribution to SGDs





Action

Enhance inclusion and diversity.



Description

Aligned with our strategies for talent retention and gender diversity, we will work in empowering women in the workplace, taking the following measures:

- 1 - We will establish buddy system whilst employees are on maternity leave.
- 2 - We will increase visibility of menopause, and foster a culture where women feel comfortable discussing their symptoms and the impact this can have on their working lives.
- 3 - We will implement a wellbeing platform.



Indicators

Implement at least two of three initiatives in Repsol Sinopec Resources UK.



Contribution to SDGs





Action

Implementation of an Enhanced Decommissioning Operating Model.



Description

During this year, we will implement an enhanced operating model for decommissioning. This model will mean an increase in job opportunities both onshore and offshore. Likewise, this enhanced operating model will help build a sustainable future for Repsol Sinopec, developing talent in an area, the decommissioning of oil and gas, which is beginning and is expected to be one of the disciplines within the oil and gas that will have more activity in the medium long term.



Indicators

Implement an enhanced decommissioning operating model by year end.



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

Manage tax matters by applying good tax practice.



Description

We will facilitate access to information and prioritize non-judicial ways of resolving conflicts to strengthen relationships with tax administrations based on the principles of trust, professionalism, good faith, collaboration, loyalty and the search for understanding. We will keep engaging with EITI (Extractive Industries Transparency Initiative) and we will have a direct and fluent communication with the Customer Compliance Manager (CCM) at the HMRC (Her Majesty Revenues and Customs).



Indicators

1. Keep the direct relationship with the HMRC.
2. Publish the tax strategy in the UK in the web of the company.



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