



Overview 2021 Sustainability Plan United States



Index

1	Our vision of sustainability and the preparation of this Plan	3
2	Sustainability Plan 2021	4
	Sustainable Development Goals	4
	Overview	7
	 Climate change	8
	 Environment	11
	 Innovation and technology	14
	 Safe and secure operation	17
	 People	22
	 Ethics and transparency	26
3	Process of updating this Plan	28

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.

© REPSOL, SA 2021: All rights reserved. This document is the exclusive property of REPSOL, S.A. and their total or partial reproduction is allowed only for non-commercial distribution.

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.



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



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



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:



2 Sustainability Plan 2021

Noteworthy projects

At Repsol, we contribute to sustainable development...

In the United States, we have carried out projects to drive progress toward a more sustainable future by reducing emissions, ensuring safe operations and supporting sustainable communities.



Innovation and technology to reduce emissions

We have carried out projects to help combat climate change by using technology to identify and mitigate greenhouse gas and methane emissions from our operations, including expanding our leak detection and repair (LDAR) program and optimizing the number of gas processing units at well sites.



Digitalization to promote safety

We have implemented digital processes to ensure safe operations, including launching electronic permit to work and transitioning from paper-based to web-based safety reporting systems. Additionally, we have conducted multiple safety evaluations to identify improvement areas and introduced safety committees to promote communication and knowledge sharing.



Collaboration to support sustainable communities

We have collaborated on projects to protect the well-being of the community and environment near our Pikka project in Alaska, including a wastewater treatment plant and boat launch project to support the Village of Nuiqsut.

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:

14
Actions

86% Fulfillment
14% Ongoing



Climate
change

2 Actions



Environment

2 Actions



Innovation
and technology

2 Actions



Safe and secure
operation

4 Actions



People

3 Actions



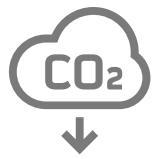
Ethics and
transparency

1 Action

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

2 2021 Sustainability Plan

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 global emissions reduction targets in the Eagle Ford Business Unit.

Description

We will identify opportunities to reduce emissions in the Eagle Ford Business Unit.

Indicator

Identify at least two projects and start with the visualization by the end of the year.

What we've achieved



We have carried out one workshop to review emissions by source and identified 52 reduction opportunities. The first project planned in 2022 will replace gas-driven compressors with electric units at three facilities and adopt alternative methane quantification technologies for improved leak identification and quantification. We also have a project underway for ongoing flare metering and operations to improve the accuracy of emissions representation and achieve routine zero flaring by 2025.

Contribution to the SDGs:





Climate change

Action

Contribute to global emissions reduction targets in the Marcellus Business Unit.

Description

We will implement processes to more accurately calculate fugitive emissions and modify our facilities to minimize the use of fuel gas in the Marcellus Business Unit.

Indicator

Reduce GHG emissions by 60,000 tCO₂eq.

What we've achieved



We have reduced emissions from our operations in the Marcellus Shale by 61,000 metric tons of CO₂ equivalent, which exceeds our target objective for 2021, by increasing the number of well sites included in our leak detection and repair (LDAR) program, optimizing the number of gas processing units at well sites and other minor maintenance projects.

Contribution to the SDGs:



2 2021 Sustainability Plan

Environment



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

Protect the environment and biodiversity near our activity.

Description

We will contribute to improving environmental protections in the indigenous community near our activity in Alaska with a project to upgrade the residential sewage system and other infrastructure projects, in alignment with the Environmental Impact Statement for our development project.

Indicator

Assign funding to start engineering for the system upgrade.

What we've achieved



We have assigned \$396,000 to start engineering for community and compliance projects in the Village of Nuiqsut that will include the wastewater treatment upgrade project, bridge replacement and Pikka boat launch project, of which \$110,000 has already been contributed in 2021.

Contribution to the SDGs:





Environment

Action

Promote healthy and sustainable communities through environmental partnerships.

Description

We will partner with non-profit organizations to promote environmental awareness and support sustainability initiatives in the community.

Indicator

Participate in at least one project for the Eagle Ford Business Unit.

What we've achieved



We have contributed \$10,000 to support the Central Texas Floodplain Reforestation Program with the non-profit organization Tree Folks. The objective is to reforest two acres of critical riparian zone to improve management and protection of local waterways and capture CO₂ emissions in Travis County near our office in Austin, Texas.

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 decarbonization 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: decarbonization 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.



2 2021 Sustainability Plan



Innovation and technology

Action

Drive innovation to build an efficient and sustainable business.

Description

We will identify opportunities to continue building a safe and efficient upstream asset through digitalization initiatives in the Eagle Ford Business Unit.

Indicator

Successfully migrate from paper-based to electronic-enabled permit to work for at least one work site or facility.

Adopt at least one new technology system to support the digitalization of our operations.

What we've achieved



We have carried out the electronic permit to work at six facilities (Kolo, Bluhm, 99, Cooke, STS and Ybar), and we are currently training other teams to implement the program too.

We are collaborating with the corporate office to implement the electronic permit to work technology system and Site Inspection form that is managed in the global online safety reporting database Synergi, which will replace the former system of paper copies and Excel files.

Contribution to the SDGs:



2 2021 Sustainability Plan



Innovation and technology

Action

Promote digital learning and development.

Description

We will advance the capabilities of our employees to be more efficient and productive through the participation of Data School trainings.

Indicator

Achieve more than 40% of US employees participation.

What we've achieved



We have participated in two types of Data School trainings with a combined 15% of US employees participation and enrollment ongoing.
We have achieved 95% acceptance with 26 candidates proposed to the Data4Business mini-masters program.
Finally, we have enrolled 50 employees in the first Data4Everyone online training campaign during the third quarter of 2021.

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

Drive continuous improvement in our safe operations.

Description

We will launch a Safety & Environment (S&E) committee within the Eagle Ford Business Unit to ensure active and consistent collaboration between S&E personnel, operations teams and leadership to raise awareness of our health, safety and environment performance and identify opportunities to promote safe operations.

Indicator

Form committee with 10 members and host 12 committee meetings.

What we've achieved



We have launched the monthly leadership S&E Committee with 20+ members from multiple departments and adopted a charter that identified five goals and 14 objectives. We formed a field S&E Committee with front-line staff to facilitate bottom up input and S&E staff in an advisory role.

We launched a monthly Eagle Ford Business Unit S&E Leadership meeting to facilitate top down direction with leaders and the S&E team to update on risks and mitigations, taking into account input from the field S&E Committee.

Contribution to the SDGs:





Safe and secure operation

Action

Standardize our safety processes to ensure the protection of people and the environment.

Description

We will integrate Repsol's global Safety & Environment Management System (SEMS) into our Eagle Ford Business Unit operations to advance the One Repsol Way in our safety processes.

Indicator

Complete at least one gap analysis and identify measures to ensure compliance with the applicable norms, policies and procedures.

What we've achieved



We have completed a gap analysis of the global Safety & Environment Management System (SEMS) in the Eagle Ford Business Unit, which enabled us to improve our compliance with critical SEMS elements from 65% to 74% by year-end, and began the development of a gap closure case in Repsol's global online safety reporting database Synergi.

Contribution to the SDGs:





Safe and secure operation

Action

Contribute to achieve zero accidents.

Description

We will develop a program to efficiently and effectively identify and manage key risks in our Eagle Ford Business Unit, and we will collaborate with the corporate team to launch a communication campaign to support the program.

Indicator

Define and implement the program in our field offices and operations.

What we've achieved



We have performed 9 environmental assessments for our development and producing operations. We have launched our Risk Management program and performed Process Hazards Analyses (HAZOP) for our drilling and completions and production facilities. We have rolled out the International Oil and Gas Producers Process Safety fundamental and distributed information to all Eagle Ford Business Unit employees. We have developed six "bowties" and hazard risk registers and shared with operations and maintenance teams.

Contribution to the SDGs:



2 2021 Sustainability Plan



Safe and secure operation

Action

Improve the safety and environment culture.

Description

We will conduct assessments of third-party safety and environment systems in the Marcellus Business Unit.

Indicator

Create an improvement plan based on the assessment for immediate implementation.

What we've achieved



We have completed Phase 1 and Phase 2 of the Marcellus Business Unit safety and environment culture survey / assessment, which included 200 employees and main contractors.

An action plan has been created based on the results of the project with 22 actions identified for implementation in 2021 and 2022 related to leadership, contractor management, training & competency and safety & environment management systems.

Contribution to the SDGs:





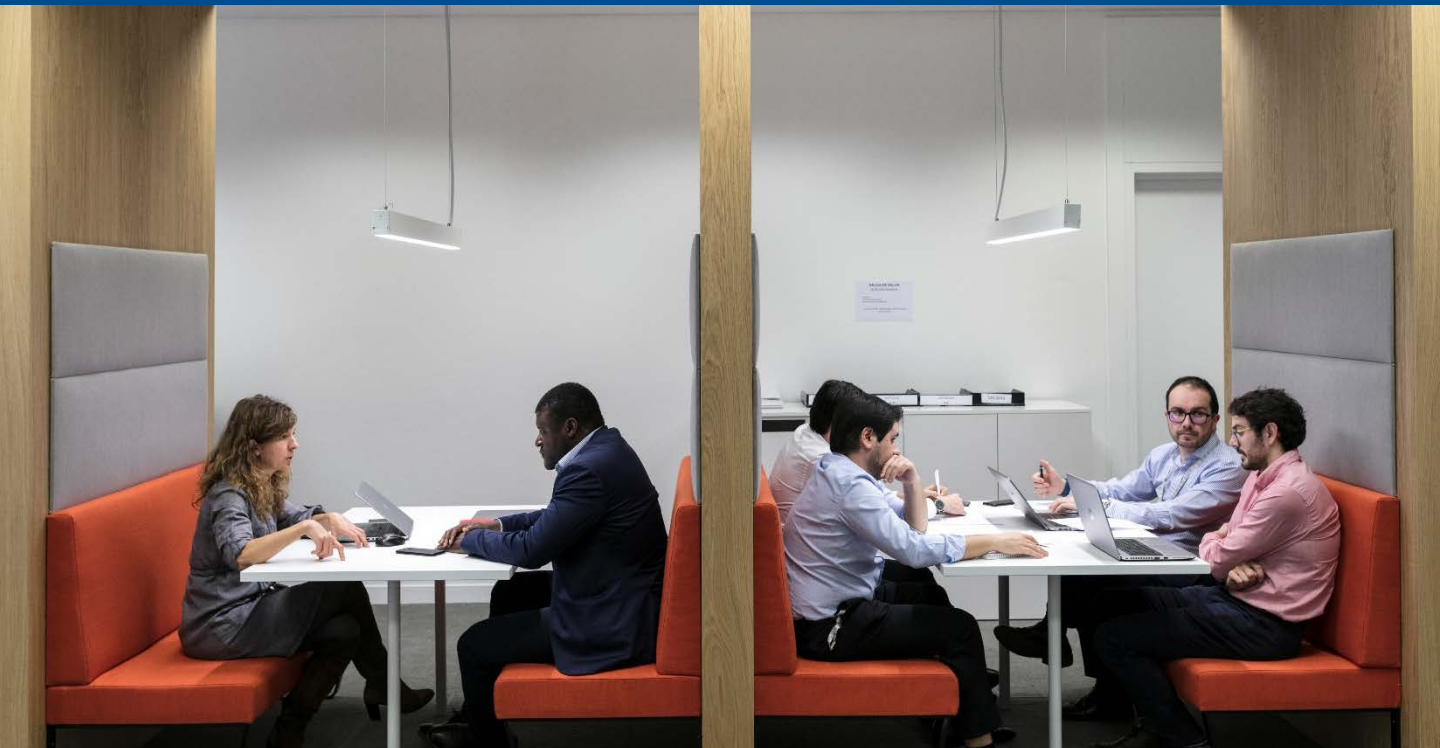
At Repsol, we contribute to sustainable development...

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

To be an inclusive organization with a management of diverse talent focused on the employee and which guarantees equal opportunities.

Description

We will develop and deepen communication and awareness training to foster an inclusive environment for the LGBTQ collective. We will encourage the direct employment of people with disabilities and strengthen our position by forming part of local and international networks.

Indicator

Create synergies with other countries in Repsol and expand the Grupo de Aliados LGBTQ to the US.

Offer at least 4 webinars or Diversity Talks.

Develop a strategy for employment of people with disabilities, including expanding networks and improving access to information & special needs on the intranet.

What we've achieved



We have contributed to the growth of Aliados (Allies) LGBTQ by adding support members from Canada, Bolivia, Colombia, Peru, Ecuador.

We have offered five diversity talks in two town halls for the Americas, attended by 800+ employees each. We have modified the language in our recruiting platforms to be more inclusive.

We have expanded networks in the Abilities and Gender committees to engage 35 employees / 12 organizations and launched the Generational networking pilot with 12 participants.

Contribution to the SDGs:





People

Action

Make a commitment to people's well-being.

Description

We will apply the appropriate medical protocols in the management of the Covid-19 pandemic to protect health and maintain essential activity. We will promote comprehensive health, both physical and emotional.

Indicator

Successfully execute Covid-19 Safety Protocols, a safe Return to Workplace Program and case management.

Send at least 2 internal communications about the US Wellness program and increase its effectiveness.

Survey at least 50% of employee perceptions to measure value and target response rate.

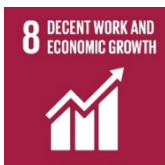
What we've achieved

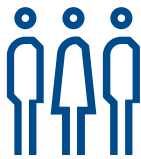


We have successfully executed the Covid-19 Safety Protocols and a safe Return to Workplace program for more than 500 employees and more than 250 contractors in five office locations.

We have sent more than 10 internal communications to engage employees in the US Wellness program, with the survey postponed to 2022 due to COVID-19 limitations on deployment of a comprehensive wellness plan.

Contribution to the SDGs:





People

Action

Continue working for the employability and future of young talent.

Description

We will raise awareness in area students of the interesting and rewarding careers that exist in energy.

Indicator

Participate in at least one career-oriented educational event for middle or high school students in the Marcellus operating area.

What we've achieved



We have presented "STEM Careers in Energy" for five middle-school classes in the Troy School District (four in June and one in September) and participated in the Green Career Day event with Bradford County Conservation District (September) in Repsol's Marcellus Shale operating area.

Contribution to the SDGs:



2 2021 Sustainability Plan

Ethics and transparency



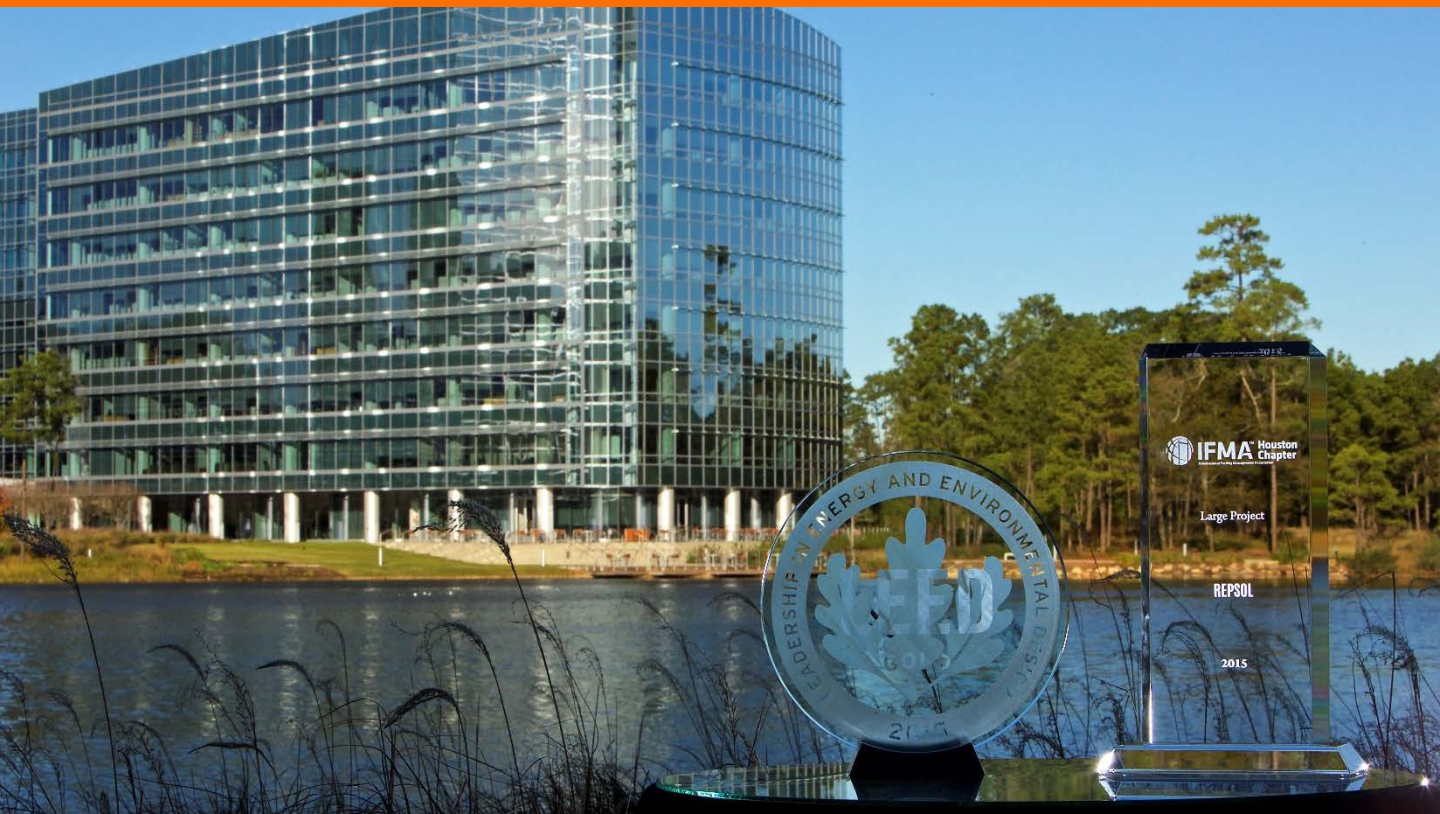
At Repsol, we contribute to sustainable development...

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 cooperative relationships with tax authorities.

Description

We will continue to promote a cooperative relationship with the taxing authorities through participation in international cooperative programs and domestic engagement.

Indicator

Monitoring and engagement in new cooperation & transparency opportunities with tax authorities.

What we've achieved



We have continued to support transparency in tax compliance and to promote cooperative relationships with tax authorities such as the US Internal Revenue Service (IRS).

Open communication and transparency resulted in tax relief granted by the IRS to resolve double taxation.

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.



