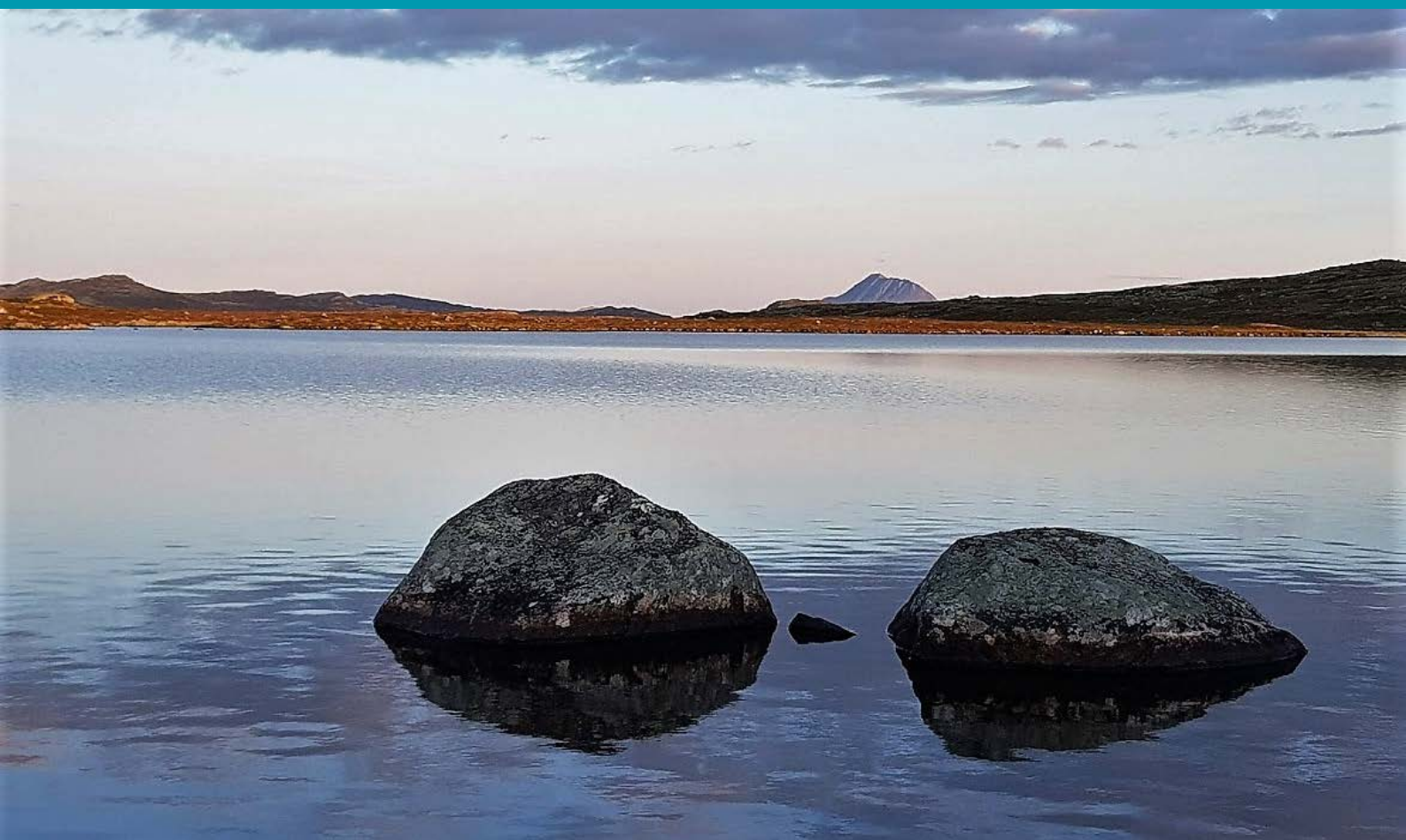


**Balance**

# 2022

## Sustainability Plan

**Norway**





## 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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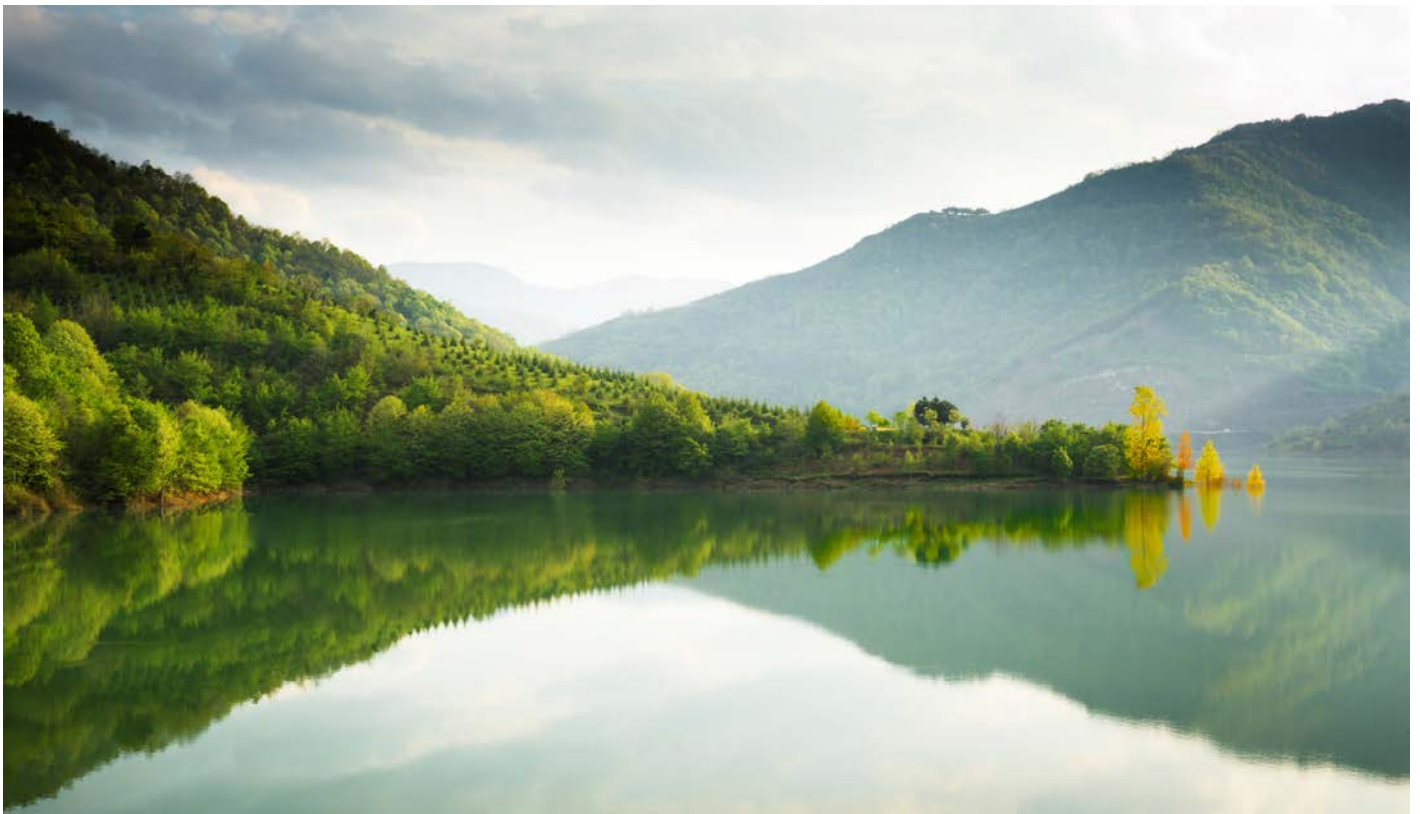
# Our vision of Sustainability

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

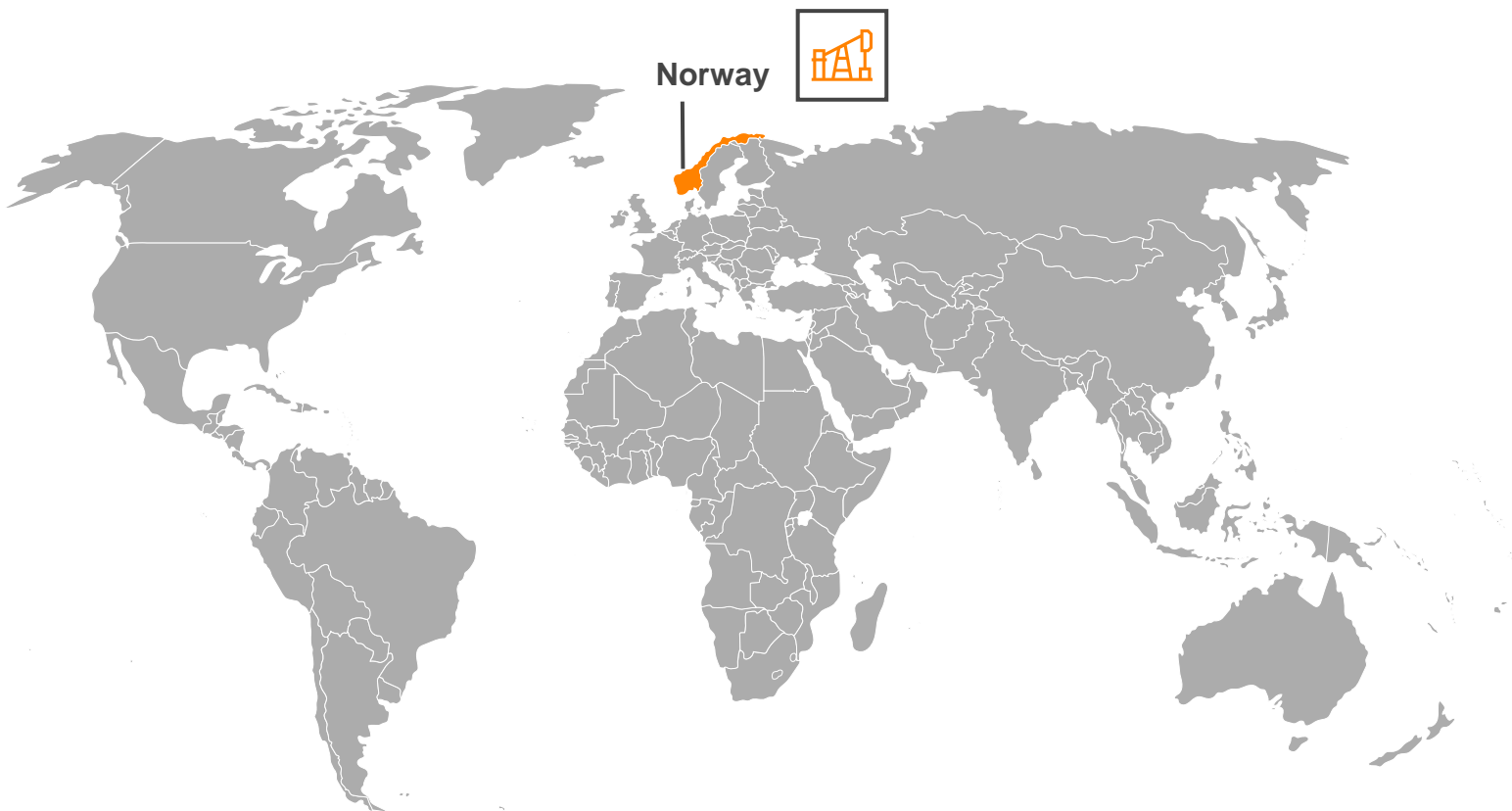
**SDG Report** with numerous indicators, projects and testimonials that show our contribution at global and local level. The SDG Reports are available at [www.repsol.com](http://www.repsol.com).

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

## Noteworthy projects

### At Repsol we contribute to sustainable development...

Repsol's strategy in Norway is to steadily increase our value and resilience, lowering the carbon footprint and always staying safe.



### Emission reductions on Yme

We have established an Offshore External Environment Committee for Yme with staff from the offshore crew. So far three emission reduction initiatives have been defined and included in an improvement plan for follow-up. The initiatives are related to energy optimization (turbines vs. engines), improved personnel planning to reduce helicopter flights and more efficient use of water pumps.



### Knowledge sharing from the Gyda Decommissioning Project

We have written a close-out report and facilitated an internal peer review session for the plugging and abandonment of wells part of the project. A formal close-out report for the facilities removal part of the project will be written by the third quarter of 2023 according to authority requirements. We have already shared lessons learned for the whole decommissioning project to several key stakeholders in the industry, including the association Offshore Norge.



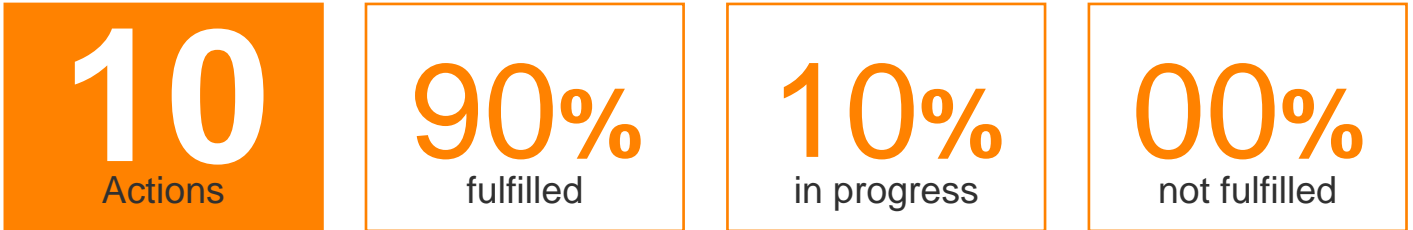
### Foster engagement and motivation among employees

We have engaged close to 150 (55%) of our staff in a health and training program in 2022. We have developed an activity calendar which we have promoted in all internal communication channels throughout the year. We have organised 30 different events and we have had about 1.100 participations.



# Balance

At the end of the year, it is time to report on each of the initiatives that are part of the Sustainability Plan. The balance of the degree of achievement was as follows:



**Climate change**

**1**

**Environment**

**1**

**Innovation and technology**

**1**

**Safe and secure operation**

**2**

**People**

**4**

**Ethics and transparency**

**1**

Below, you can consult the detailed information on each of the actions included in the plan, along with their indicators and other information about them.

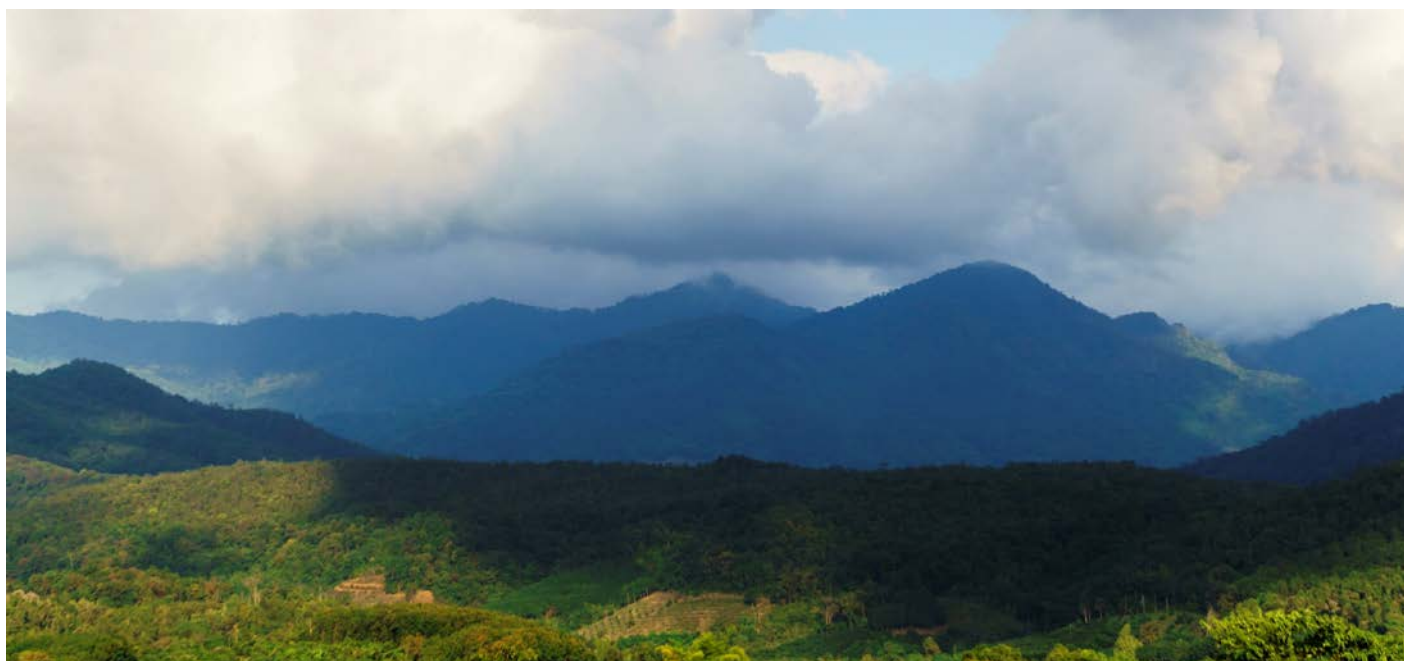
# Climate change

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 CO<sub>2</sub> 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

Ensure emission reductions for Yme.



## Description

We will develop organisational processes and plans to ensure implementation of emission reductions on Yme.



## Indicators

1. Nominate participants and kick-off the Offshore Environment Committee to ensure plant optimization on Yme.
2. The Offshore Environment Committee to propose a plan with at least three emission reduction initiatives.
3. Perform a closed flare engineering study to reduce emissions to air.



## Contributions to SDGs



## What we have achieved

We have established an Offshore External Environment Committee for Yme with staff from the offshore crew. So far, three emission reduction initiatives have been defined. The initiatives are related to energy optimization (turbines vs. engines), improved personnel planning to reduce helicopter flights and more efficient use of water pumps. We have performed an engineering study to assess the potential to install a closed flare system, with the final report issued in December.



## 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

Implement circular economy initiatives.



### Description

We will implement circular economy initiatives for our own operated assets and with focus on re-use of materials.



### Indicators

1. Map material re-use opportunities for operation and decommissioning for own operated assets.
2. Identify and implement at least two opportunities in 2022



### Contribution to SGDs



### What we have achieved

We have mapped our decommissioning activities and operations, assessing and implementing several options for reuse. We have performed a study for the Rev subsea asset and identified equipment and infrastructure with potential for re-use. Instead of scrapping used production pipes from the Yme asset, we have sold them for re-use. On Yme, we have been replacing old light sources with LED and, in the most popular coffee shop, all paper cups with washable cups.



# Innovation and technology

Technological innovation is an essential lever for building more sustainable energy models and meeting the challenge of decarbonizing our products and services.

Repsol Technology Lab is one of the most cutting-edge private R&D models in Spain, working on the detection, validation and development of technologies that will help us achieve the ambitious goal of decarbonization that we have set ourselves as a company.

Our own research work is complemented by the Corporate Venturing investment fund and an open innovation strategy, establishing alliances with technology centers, companies and universities around the world.

In addition, Repsol participates together with its partners in the Oil&Gas sector in the OGCI Climate Investments (OCGI-CI), a vehicle for channeling committed investment of more than 1 billion dollars in startups with the aim of combating climate change by reducing greenhouse gas emissions associated with energy supply.

Also, since its creation in 2017, the Repsol Digitalization Program has maintained a firm commitment to Sustainability, contributing to the digital transformation of business units, generating value throughout the activity chain.



# Innovation and technology → Actions



### Action

Participate in Research & Development (R&D) projects aiming at lowering our carbon footprint.



### Description

We will continue to participate in R&D to ensure we deliver on Repsol Norge's strategy applying internal resources and competence. We will collaborate with the Deep Purple Project, which uses offshore wind energy to produce hydrogen from seawater and using a fuel cell to generate electrical energy when wind generation is insufficient. We will conduct a Carbon Capture Storage (CCS) study in the Gyda reservoir.



### Indicators

1. Actively participate in the Deep Purple Project lead by Technip FMC.
2. Conduct a technical engineering study for CCS study in the Gyda reservoir.
3. Develop and offer a course for hydrogen specific issues related to process, safety and maintenance aspects of a plant.



### Contribution to SDGs



### What we have achieved

We have assigned four technical resources to contribute in different work groups in the Deep Purple Project. We have participated in panel debates promoting the project at both the Energy Connect conference in Oslo in May, as well as at ONS in Stavanger in August. We have started a CCS study, and the early evaluation has showed that CCS injection in the Gyda reservoir is complicated and possibly not optimal. We have therefor decided to put this project on hold. A hydrogen training course has been developed.



# 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

Ensure knowledge sharing from the Gyda platform decommissioning.



## Description

We will develop a report to share learnings from the plugging and abandonment of the wells and removal of the Gyda facilities on governing risks and health, safety and environment.

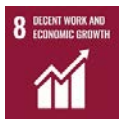


## Indicators

Present our learnings and share knowledge internally and to the Norwegian Oil & Gas Association.



## Contribution to SGDs



## What we have achieved

We have written a close-out report and facilitated an internal peer review session for the plugging and abandonment of wells part of the project. A formal close-out report for the facilities removal part of the project will be written by the third quarter of 2023 according to authority requirements. We have already shared lessons learned for the whole decommissioning project to several key stakeholders in the industry, including the association Offshore Norge.



# Safe and secure operation → Actions



## Action

Sustain safety awareness on Yme.



## Description

We will deploy actions to ensure a continuous high focus and awareness on safety for travelers offshore to and working on Yme, including our own workforce and our contractors.



## Indicators

1. Deploy a campaign offshore to reinforce Repsol's 10 Basic Safety Rules.
2. Develop and implement a new introduction offshore safety course.



## Contribution to SDGs



## What we have achieved

We have postponed the planned campaign to 2023 due to high operational activity level offshore on Yme. However, we have been working on the new offshore safety course, which will be available for offshore personnel in the first quarter 2023. We have approved script and finalized all the film raw material, including film shooting offshore, in the fourth quarter of 2022.



# 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.



# 2022 Sustainability Plan

## People → Actions



### Action

Commit to local community through volunteer work.



### Description

We will continue our cooperation with the Salvation Army, providing training on basic economy to identified groups.

We will participate in Repsol volunteering week initiative 2022.



### Indicators

1. Give presentation on basic economy to identified groups.
2. Participate in the Repsol volunteering week and do a minimum of two activities during this week.



### Contribution to SGDs



### What we have achieved

We have facilitated a presentation about “economy” to the women network group within the Salvation Army. Approximately 30 women attended the presentation. We have participated in the Repsol Global Volunteering week 2022; we have served lunch to approximately 70 Church City users and about 40 employees and families have participated in our beach cleaning day in our nearby surroundings where we live and work



# 2022 Sustainability Plan

## People → Actions



### Action

Foster engagement and motivation among employees through physical exercise.



### Description

We will use our cooperation with Tour of Norway and our 2022 internal health program to promote physical activities for all staff both onshore and offshore through the year.



### Indicators

1. Engage more than 140 people in our health and training program.
2. Develop and promote an activity calendar to increase employees' awareness and motivation related to physical exercising.



### Contribution to SGDs



### What we have achieved

We have engaged close to 150 (55%) of our staff in a health and training program in 2022. We have developed an activity calendar which we have promoted in all internal communication channels through the year. We have organised 30 different events and we have had about 1.100 participations.



# 2022 Sustainability Plan

## People → Actions



### Action

Adapt new ways of working.



### Description

We will implement new ways of working, open landscape and remote work, in our offices. For this purpose, we will develop the appropriate capabilities of our staff needed both in our normal day to day operations and during incidents.



### Indicators

1. Establish guidelines and train all staff in how to work efficiently in open landscape in our offices.
2. Share best practices and continue to arrange training sessions for how to use the digital tools.
3. Implement recommendations from external study to adapt new ways of working in the emergency response organization.



### Contribution to SDGs



### What we have achieved

We have established guidelines for new ways of working and all staff has been guided in how to work the most efficiently. We have established a training programme for office behaviours and digital/IT tools, inviting all employees to participate. The program was completed throughout April, May and June.

The recommendations from the external study's evaluation of emergency preparedness set up has been implemented in the Repsol Norge organization.



# 2022 Sustainability Plan

## People → Actions



### Action

Promote and raise the awareness on human rights among our employees.



### Description

We will promote a new online course in Human Rights to relevant departments in Repsol Norge.



### Indicators

Ensure that 50% of relevant Repsol Norge's employees complete the 1-hour online training course.



### Contribution to SDGs



### What we have achieved

We have increased our employees' knowledge regarding human rights through an online course, which was completed by 80% of relevant Repsol Norge staff.



## 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

Strengthen the integration of sustainability in the organization.



## Description

We will continue embedding sustainability into the thinking and doing of our business unit. For this purpose, we will identify and point out sustainability responsible persons in relevant departments to ensure progress on sustainability actions is incorporated within the organization and make sustainability more visible.



## Indicators

1. Implement Sustainability responsible mandate and initiative.
2. Conduct 10 meetings to focus on implementation of sustainability actions.
3. Evaluate initiative and propose revisions for 2023.



## Contribution to SGDs



## What we have achieved

We have appointed six sustainability responsables who all have sustainability actions embedded in their role. We have performed monthly sustainability meetings through the year. We have approved a couple of new initiatives in 2022. The activities have been streamlined to fit with organisational context. This work is continuous, and we are currently evaluating continuation of two projects that are planned to be finalized in 2023.



# 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