

People Management Policy (00-00487PO)



Our aim

Attract, develop and retain the necessary talent to meet the Company's objectives in a sustainable way, through a Value Proposition to the Employees with whom we maintain a relationship based on mutual respect and trust.

Our commitments

- Offer stimulating, challenging and efficiency-oriented employment, promoting the implementation of new ways of working, digitalization and a continuous process of organizational development.
- Promote ways of working that encourage active listening, innovation and collaboration, as well as the exchange of experiences and knowledge among our employees and with external collaborators, in order to evolve towards an entrepreneurial mindset.
- Guarantee equal opportunities as an aspect that distinguishes us as an integrated, diverse and inclusive Company.
- Support our leaders to develop towards a more inspiring and innovative management style, where teams are the key players in the Company's transformation, within a leadership environment based on accountability, performance oriented and collaboration.
- Promote professional development that drives the achievement of strategic objectives, generating a framework that favors meritocracy and the recognition of the key contributions of our professionals, responding to the different realities of the teams. We understand professional development as a continuous process of learning and improvement of capabilities, skills and behaviors driven by our training offer and internal mobility model. This process combines an updated training offer with the implementation of the skills acquired in daily activities.

- Offer an attractive total compensation system that guarantees external competitiveness and internal equity, responds to the different realities of the Company and generates a framework that favors meritocracy and the recognition of key contributions of our professionals.
- Ensure the improvement of the employees' health, well-being and safety, preserving the integrity of people and avoiding any damage to the surroundings and the environment, as well as to provide a healthy and safe working environment from both the physical and emotional point of view in the development of the Company's activities.
- Promote digital disconnection through the responsible use of technology and flexibility policies to promote the well-being of our employees and the balance between personal and professional life.
- Foster a work environment that supports the Company's transformation and is based on a high level of commitment and a feeling of belonging.
- Maintain an open dialogue with employee representatives, in an atmosphere of trust and respect, promoting freedom of association and collective bargaining.

Likewise, we expect from our employees behaviors and a management style in accordance with our culture and values: **efficiency, respect, anticipation and value creation.**

Revision 2.0 approved by Repsol's Executive Committee on November 22, 2022.

