

| LEADERSHIP | ANSWER | LINK | SUPPLEMENTARY INFORMATION |
|---|--------|---|---|
| Percentage of women on company board | 40% | https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/informes-anales/2023/corporate-governance-report-2023.pdf | https://www.repsol.com/en/shareholders-and-investors/corporate-governance/board-of-directors/index.cshtml |
| Chairperson is a woman | NO | | |
| Gender balance in board leadership | 60% | https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/informes-anales/2023/corporate-governance-report-2023.pdf | |
| Chief executive officer (CEO) is a woman | NO | | |
| Woman chief financial officer (CFO) or equivalent | NO | | |
| Percentage of women executive officers | 23% | https://www.repsol.com/en/shareholders-and-investors/corporate-governance/executive-committee/index.cshtml | |
| Chief diversity officer (CDO) | YES | | DIRECTOR OF TALENT, CULTURE AND TRANSFORMATION |

| TALENT PIPELINE | ANSWER | LINK | SUPPLEMENTARY INFORMATION |
|---|--------|---|---------------------------|
| Percentage of women in total management | 32,40% | | |
| Percentage of women in senior management | 22,00% | | |
| Percentage of women in middle management | 31,40% | | |
| Percentage of women in non-managerial positions | 40,80% | | |
| Percentage of women in total workforce | 40,30% | https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/informes-anales/2023/integrated-management-report-2023.pdf | Page 97 |
| Percentage of women total promotions | 41,00% | | |

| TALENT PIPELINE | ANSWER | LINK | SUPPLEMENTARY INFORMATION |
|---|--------|---|--|
| Percentage of Women IT/Engineering | 36,91% | https://www.repsol.com/es/tecnologia-digitalizacion/iniciativas-stem/digital-girls/index.cshtml | We promote the Technovation Girls program that awakens STEM vocations in girls and young women. With our "Repsol Digital Girls" initiative, which is part of this program, our professionals guide various teams throughout their projects, offering them both Repsol's technological and digital resources and the experience and knowledge of their mentors, who are assigned to each Repsol Digital Girls group. They also advise them when choosing the topic to be addressed, helping to detect what real problems there are within their communities, in order to have a real application. |
| Percentage of new hires are women | 52% | https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/informes-anuales/2023/integrated-management-report-2023.pdf | Page 97 |
| Percentage of women attrition | 47,73% | | Includes employees with temporary contracts |
| Time-bound action plan with targets to increase the representation of women in leadership positions | YES | https://www.repsol.com/content/dam/repsol-corporate/es/sostenibilidad/informes/2024/plan-global-sostenibilidad-2024.pdf | Page 76 |
| Time-bound action plan with targets to increase the representation of women in the company | NO | | |

| PAY | ANSWER | LINK | SUPPLEMENTARY INFORMATION |
|--|--------|---|---|
| Adjusted mean gender pay gap | | https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/informes-anuales/2023/integrated-management-report-2023.pdf | Page 168. [405-2/11.11.6] Ratio of base salary and remuneration of women to men |
| Global mean (average) raw gender pay gap | | | Page 169. Gender gap |
| Time-bound action plan to close its gender pay gap | | | Page 76: goals 2025-2030 |
| Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI) | | | Annual variable compensation takes into account the achievement of both business objectives and individual objectives of employees, including Executives. Some of these goals area focused on promote the diverse talent. As the level of responsibility increases, these objectives focus on gender diversity, equity, and inclusion have a greater weight in the variable remuneration. |

| INCLUSIVE CULTURE | ANSWER | LINK | SUPPLEMENTARY INFORMATION |
|--|--------|---|---|
| Number of weeks of fully paid primary parental leave offered | 16 | https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml | In the case of Spain, the country with the largest volume of employees, 16 weeks for each parent with different forms of enjoyment. In other countries, we adapt to local regulations |
| Number of weeks of fully paid secondary parental leave offered | 16 | https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml | |
| Parental leave retention rate | | https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/informes-anuales/2023/integrated-management-report-2023.pdf | Page 178. The figures of this indicator are based on the number of employees across the entire Group. Every single employee is entitled to parental leave. All Group employees, no matter where they work, are entitled to parental leave, whether under the laws of their country, by virtue of a local collective bargaining agreement, or global work-life balance minimum standards that are applied across all Group companies to enhance or supplement local regulation |
| Back-up family care services or subsidies through the company | YES | | Company provides health and welfare services to employees and their families |
| Flexible working policy | YES | https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml | |
| Employee resource groups for women | YES | https://www.repsol.com/en/careers/benefits-of-working-at-repsol/equality-and-diversity/proud-to-be-the-energy-for-all-people/index.cshtml | We have an ERG that supports the LGBTI community and others from IT Women and E&P Women. |
| Unconscious bias training | YES | | <p>The following online diversity and equality courses are available to all Company employees. Unconscious biases in decision making, also mandatory for managers and management, with the aim of identifying the biases that each person may have in a broad sense, and that may be having an impact on decisions about people that are making us not identify talent.</p> <p><i>Energy with Pride</i>, which delves into the reality and challenges faced by the LGBTBI+ collective.</p> <p><i>Gender equality and opportunities</i>, aimed at identifying unconscious gender biases.</p> <p><i>Overcoming barriers</i>, aimed at getting to know the different types of disability, understanding the value of people with disabilities and learning how to address them appropriately.</p> <p>In addition to these courses, employees have more courses available to them to further deepen their understanding of diversity management.</p> |
| Annual anti-sexual harassment training | YES | https://secure.ethicspoint.eu/domain/media/en/gui/103095/index.html | <p>Training on this topic is available to all employees, accessible at any time from any device in the "Ethics and Behavior" course. In addition, specific classroom courses on harassment have been held in 2023, aimed at specific expert areas and business partners from all the group's businesses. In 2024 the same training will be available in e-learning format for all company employees.</p> <p>The Repsol Group has a worldwide Ethics and Compliance Channel in which an independent internal committee analyzes and investigates reported facts that may contravene the Repsol Group's Code of Ethics and Conduct, including sexual harassment. In addition, in Spain there is a protocol for the prevention of harassment, which has been negotiated with union representatives and included in the Equality Plan.</p> <p>In addition, since 2023, our points of sale, corporate headquarters and industrial centers have had the Violet Point, a guide on how to act in the event of gender-based violence, as well as resources for the victims themselves. It also includes information on what gender violence is, its different manifestations and how to detect it. We offer visibility and access to whoever needs it: through a QR code read from a cell phone, you can access all the information and resources necessary to act in a case of gender violence.</p> |