



## SUSTAINABILITY POLICY

### Our aim

To satisfy the growing demand for energy by optimizing our contribution to sustainable development, in order to meet current needs without compromising the needs of future generations. Our business practices are designed to create value in both the short and long term. They maximize positive impacts and minimize negative impacts on society and the environment throughout our value chain through ethical and transparent conduct.

### Our commitments

Repsol is committed to encouraging best practices in sustainability and to regularly reviewing its performance. It also commits to identifying and analysing the expectations of the Company's various stakeholders. These include its shareholders and the financial community, employees, customers, partners, suppliers, and society in general.

The Company has a set of policies that set out its principles for action, in line with Repsol's values, regarding employee conduct guidelines related to health, safety, occupational hazard prevention, protection of the environment, the fight against climate change, efficient and responsible use of resources, respect for human rights, employment, diversity, equal opportunities, community relations, the value chain, and the fight against corruption.

Repsol understands that sustainability must be integrated in all the Company's businesses and organizational levels, taking into account the perspective of its stakeholders. For this reason it has tools for:

- Managing the risks and opportunities associated with its activities in order to prevent harm to people and the environment.
- Assessing and reviewing the systems for systematically managing and controlling risks.
- Establishing targets to help achieve the targets established in the sustainable development goals.
- Establishing mechanisms for improvement, assessing performance, and applying the necessary corrections to achieve proposed sustainability objectives, establishing verification, auditing, and control processes to ensure the objectives are met.
- Encouraging the search for sustainable businesses by promoting the creation of social value, forming partnerships and collaborations with other stakeholders.
- Transferring its culture of sustainability to the entire value chain: customers, partners, suppliers, and other stakeholders.
- Responding to stakeholders transparently, using economic, environmental, and social performance indicators which are published in the Company's reports.



The Company has several communication channels that are available and accessible, which it uses to inform, involve, and maintain continuous dialogue with its stakeholders.

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