

2022

REPSOL Group

Integrated Management Report

*Translation of a report
originally issued
in Spanish. In the event
of a discrepancy,
the Spanish language
version prevails*



The Repsol Commitment
Net Zero Emissions
by 2050



The company

Repsol's **mission** (its reason for being) is to be an energy company committed to a sustainable world.

Our **vision** (where Repsol is heading) is to be a global energy company that relies on innovation, efficiency and respect to create sustainable value in the service of societal progress.

Repsol has laid down **values**—Value creation, Respect, Efficiency and Anticipation—and company behaviors—Results Orientation, Accountability, Cooperation, Entrepreneurial Attitude and Inspiring Leadership—to make this mission a reality and our vision an attainable challenge.

Further information available at www.repsol.com.

The Management Report

Repsol¹, as a further show of its commitment to transparency, has drawn up this **Consolidated Management Report** (the “*Management Report*”), which integrates both financial and non-financial information, specifically information on sustainability. This report is intended as the cornerstone of the Group's annual public reporting.

This Management Report faithfully presents the Repsol Group's business, results and financial position, together with a description of the main risks and uncertainties it faces, and the approach set out in the Strategic Plan. It also provides information on sustainability, including Environmental, Social and Governance (ESG) criteria.

The report not only complies with applicable legal requirements² but is also aligned with best practice, particularly the recommendations of the International Integrated Reporting Framework of the International Integrated Reporting Council (IIRC), the “*Guía para la Elaboración del Informe de Gestión de las Entidades Cotizadas*” of Spain's securities market regulator, the CNMV and the European Commission Guidelines on non-financial reporting (methodology for reporting non-financial information) (2017/C 215/01).

This report should be read together with the 2022 consolidated **Financial Statements**, which have been filed along with this report with the CNMV (www.cnmv.es) and are also available at www.repsol.com.

Report information

The **financial information** contained in this document, unless expressly indicated otherwise, has been prepared in accordance with the Group's reporting model, as described in Note 4 “Segment information” to the 2022 consolidated Financial Statements. Some of the financial indicators and ratios are considered Alternative Performance Measures (APMs) in accordance with the Guidelines of the European Securities Markets Authority (ESMA)³. The Repsol Group has a System of Internal Control over Financial Reporting (ICFR) so as to provide reasonable assurance that the Group's financial reporting is reliable.

The **information on sustainability** is presented in accordance with the Global Reporting Initiative (GRI)⁴. Appendix V.c) “GRI Index” contains a list of the sustainability indicators included throughout this report, in other public reports released by the Company, and also in Appendix V “Additional information on Sustainability (includes Non-Financial Statement)”. These indicators, together with the additional information required by Law 11/2018, and the breakdowns on environmentally sustainable activities in accordance with the requirements prescribed by the Sustainable Finance Taxonomy (Appendix V.e), comprise the Non-Financial Statement, the content of which is as indicated in Appendix V.d) “Non-Financial Statement” and is verified by an external auditor (PwC), according to ISAE 3000 (verification report available at www.repsol.com). Sustainability figures and indicators have been calculated according to corporate rules that specify the criteria and common methodology to be applied to labor, environment, human rights and social issues that are described in detail in each of its sections. The report also includes voluntary disclosures in accordance with the Sustainability Accounting Standards Board (SASB) (Appendix V.f), the Corporate Human Rights Benchmark (CHRB), IPIECA and the World Economic Forum (WEF); WEF Stakeholder Capitalism Metrics – International Business Council” (Appendix V.h). Lastly, the 10 Principles of the United Nations Global Compact⁵ have been taken into account in drawing up this information. The Repsol Group also has a System of Internal Control over Non-Financial Reporting (ICnFR).

Repsol also discloses information on **corporate governance** each year in the form of its Annual Corporate Governance Report (Appendix VI) and Annual Report on Director Remuneration (Appendix VII), both drawn up in accordance with Articles 540 and 541 of the Spanish Corporate Enterprises Law (*Ley de Sociedades de Capital*), as per the instructions provided in CNMV Circular 3/2021 of 28 September, amending the templates for the annual corporate governance and director remuneration reports of stock market listed companies. The Company also follows the recommendations of the Good Governance Code for Listed Companies, as last revised by the CNMV on 26 June 2020.

The **forward-looking information** contained in this document reflects the plans, forecasts or estimates of the Group's management at the date of their authorization for issue. Such forward-looking information is based on assumptions that are considered reasonable, and cannot be considered as a guarantee of the entity's future performance, in the sense that such plans, forecasts or estimates are subject to risks and uncertainties, meaning that the future performance of the Group will not necessarily coincide with what was initially planned.

¹ Henceforth, the names “Repsol”, “Repsol Group” or the “Company” are used interchangeably to refer to the corporate group consisting of Repsol, S.A. and its subsidiaries, associates and joint arrangements.

² Among others, the Spanish Commercial Code, the Consolidated Text of the Spanish Companies Act and Law 11/2018 of 28 December, which amends the Commercial Code, the Consolidated Text of the Companies Act and the Auditing Act as regards non-financial information and diversity, and transposes into Spanish law Directive 2014/95/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups.

³ Appendix II, “Alternative performance measures”, includes the reconciliation between the adjusted figures and those corresponding to IFRS-EU financial information.

⁴ All GRI standards are followed in their 2016 version, with the exception of the Water (2018), Occupational Health and Safety (2018), Taxation (2019), Waste (2020) and Universal (2021) standards. Additionally, the new GRI standard for the Oil & Gas sector (2021), replacing GRI-G4-OG from 2012, is followed.

⁵ See section 6.



Message from the Chairman

Dear shareholders,

In 2022 we were reminded once again that energy dependence remains one of the main weaknesses of the European economy. Our continent does not have enough energy of its own, so we have to import it from countries that often do not share our values or our environmental standards. A unified and stable energy model is therefore key to prevent unexpected events, such as Russia's invasion of Ukraine, from jeopardizing the well-being of our society.

This unjustified and wholly unacceptable action led to one of the biggest humanitarian crises in Europe since the Second World War, resulting in the displacement of millions of people, the destruction of civilian infrastructure and, sadly, the loss of thousands of lives. I would like to express my unwavering support for the people of Ukraine, in the hope that a solution to this conflict will be found and the rebuilding can soon begin, in which those affected can certainly count on the support of the European Union.


Aside from the humanitarian toll, the invasion of Ukraine has caused a profound energy crisis. The sanctions placed on Russia and its response by cutting the supply of gas into Europe called into question our continent's ability to find a reliable supply of hydrocarbons, quickly pushing up the prices of energy, metals and agricultural commodities. The consequences were soon felt, and throughout 2022 we witnessed a sharp rise in inflation and a slowdown in economic activity.

However, the war in Ukraine has not been the only factor jeopardizing the energy "trilemma" of security of supply, affordable prices and decarbonization. In Europe we have spent years focusing our energy policy on reducing emissions, with the design of a secure and competitively priced system taking a back seat. What this means, as indeed we saw last year, is that we rely excessively on Russian gas supplies and that today many households and businesses are finding it hard to pay their energy bills.

A smarter energy transition

The crisis we are now enduring also reveals certain failures in the energy transition process designed by the European authorities. For this reason, we believe that it is now high time to seriously rethink the EU's route to minimizing its greenhouse gas emissions, which still focuses on replacing the use of fossil fuels as soon as possible. In our expert view, we consider this decision to be overly hasty and unrealistic and fear that it may threaten the economy.

As an alternative, our sector would call for the development of a smarter energy transition that minimizes emissions as soon as possible, but always at a cost that society can afford and without making our industry less competitive in the process. To succeed in this task, it is important for European



“Our industry calls for the development of a smarter energy transition; one that minimizes emissions as soon as possible, but always at a cost that society can afford and without making our industry less competitive in the process.”

and Spanish regulations to respect the principle of technological neutrality, which means fostering the development of all solutions that can contribute to decarbonization, without prohibiting any technology a priori. Notably, this is a path that certain major players, including the United States, are already following.

The key is to diversify our options, without focusing on a single technology. And that is precisely what we are doing at Repsol, where we have long been committed to a multi-energy strategy to reduce our emissions and guarantee the security of energy supply for the benefit of society. More precisely, our strategy is to combine the deployment of new alternatives, such as hydrogen and renewable liquid fuels, with a gradual but planned reduction in the use of hydrocarbons, which, according to the International Energy Agency (IEA), will still be needed in the coming decades within key sectors of the economy, such as heavy industry, transportation, petrochemicals and healthcare, as well as for the production of a multitude of everyday items.


Given these forecasts, we believe that walking away from hydrocarbon production is not the way to go at this time. Oil and gas will still be part of our energy mix in 2050, to a greater or lesser extent, so it is best to concentrate our efforts on using them as efficiently as possible. With this in mind, our industry has been investing heavily for years to reduce both energy consumption and emissions across all of its processes and products, while also developing innovative technologies such as those used to capture, use and store CO₂ from the atmosphere or from an industrial facility.

All these developments demonstrate that European industry can, and indeed must, play a strategic role in decarbonization, thanks to our high capacity to innovate and develop new technologies. To unlock our full potential, we need regulation to be more supportive and protective of industry, with flexible and inclusive policies that drive innovation and avoid prohibitions that only hinder the competitiveness of a sector that, in the coming years, faces the daunting challenge of undertaking the biggest transformation in its history as we adapt to the demands of the energy transition.

Moreover, this transformation process is a hugely important opportunity to regain the leading role lost by the European industrial sector, which in the last decade, to give just one example, has had to endure the closure of 20 or so refineries due to an increasingly restrictive regulatory landscape in the field of hydrocarbons. It is time, therefore, to reindustrialize the continent, to continue to create jobs, to transform existing facilities to make them more energy efficient and to be able to manufacture the circular materials and low carbon footprint products that our economy now needs.

Spanish industry, a key player in the energy transition

To seize the opportunities offered by the energy transition, our industry's strategy is to transform —not replace— existing industrial facilities, adapting them to use new forms of energy as we build and develop the circular economy. At Repsol, we have been firmly committed to this industrial transformation for years, through which we aim to convert our complexes into multi-energy hubs, capable also of treating different types of waste and producing, among other products, renewable liquid fuels, which are essential for reducing the carbon footprint across all transport sectors.



“Our strategy is to combine the deployment of new alternatives, such as hydrogen and renewable liquid fuels, with a gradual but planned reduction in the use of hydrocarbons.”

The industrial transformation we are now undergoing shows that it is possible to strike the right balance between economic development and energy transition. As confirmed by our commitment to achieving net zero emissions by 2050, at Repsol we are aware that we must move quickly to address climate change, but also that we must do so without bringing the economy to a halt or destroying our industrial fabric in the process. To achieve this, we strongly advocate close collaboration between companies and authorities, in the conviction that our response must be coordinated, with regulatory decisions based on technological progress and not on ideology, and with simpler and clearer rules for all players in the sector.

The decarbonization of the economy is one of the greatest challenges of our time and we must face it together. Rest assured that Repsol has pledged to continue leading this process.

Thank you for your support and trust.



Antonio Brufau Niubó

Chairman



Message from the CEO

Dear shareholders,

I am writing to you after a year in which, as a company, we have once again faced enormous challenges, calling for the utmost flexibility and agility. Just when it seemed that we were about to recover a degree of normality in the wake of the pandemic, the war in Ukraine erupted; an unjustified invasion that, in addition to the human tragedy, brought new uncertainty, pushed up commodity prices and threatened our energy supply capacity. Allow me to start this letter by expressing my unflinching support for the people of Ukraine and all the victims of this tragedy. I sincerely hope that a solution to this conflict can be found as soon as possible, as it is not something that should be taking place in this day and age.

The invasion of Ukraine caused crude oil and gas prices to rise sharply during the first half of the year, and this upward pressure increased further as new sanctions against Russia were announced. Oil prices reached figures close to US\$140 per barrel, a level not seen since 2008, before plummeting to below US\$80 during the second half of the year amid fears of a global economic recession.

Faced with this complex situation, in 2022 Repsol reinforced its contribution as an essential service to society, increasing its inventories by more than €2,000 million to guarantee the supply of energy to the national market and the operation of its refineries.


We also did our level best to cushion the effects that the market volatility could have on our customers, by becoming the first company to offer significant discounts on the fuels we supply at our service stations in Spain. Between March 16 and December 31, 2022, we generated savings of €500 million for our customers, beyond those already achieved in the previous year. Our sensitivity to the current situation, which is still fraught with uncertainty, prompted us to extend these discounts until March 31, 2023, once again ahead of other market players.

We need to invest in industry

Last year was proof that the necessary improvement in sustainability is not the only challenge facing the energy sector. Coming up with a decarbonization model to transform the industry while also guaranteeing its future viability is also a key strategic concern. We operate in a sector of the economy that generates employment (200,000 families rely, in one way or another, on the refining sector in our country), makes Spain more energy independent and is essential for making further progress in the fight against climate change.

Our commitment to the future of industry is clear, with our investment in refineries having averaged €1 billion per year since 2008. This has allowed us to optimize the use of our assets and increase their efficiency and flexibility, as evidenced by the more than 50% reduction in gas consumption at our industrial facilities, compared to previous periods. Thanks to these steps, we have provided a better response to the tensions within the international fuel market, while at the same time helping to secure energy supply in Spain.

However, despite the positive results obtained by this business and its valuable contribution to the wellbeing of everyone, the outlook for the sector remains precarious. Europe has curtailed its refining capacity by more than 10% in the last decade, compounded by regulatory and fiscal uncertainty. The long-term profitability and competitiveness of these facilities will suffer if the endemic situation into which the European sector has been plunged is not corrected soon.



“In 2022, our company prioritized the security of supply in Spain by increasing its hydrocarbon inventories by more than €2,000 million.”

Notable progress toward our strategic objectives

The best tools for making it through this tumultuous period are our integrated business model and the 2021–2025 Strategic Plan, a roadmap focused on flexibility, efficiency and value creation that has allowed us to perform remarkably well so far. In 2022, we made further progress toward the objectives envisioned in the plan, by transforming the portfolio to decarbonize our activities, welcoming strategic partners, strengthening our balance sheet and increasing the dividend.

You will surely agree with me that we have taken hugely significant steps in relation to our dividend, such as the 11% increase in cash remuneration for 2023, allowing us to achieve our 2024 target under the Strategic Plan ahead of schedule. Notably, we have achieved our share buyback and redemption target three years ahead of schedule, with 200 million shares redeemed at the end of 2022, a target initially set for the entire 2021–2025 period. Both measures have helped to cement our status as one of the most attractive companies in the sector—and indeed on the IBEX-35 bluechip index—when it comes to shareholder remuneration, this being a target we set ourselves at the beginning of this strategic cycle. Our strong cash generation certainly helped in this regard and also paved the way for a significant reduction in net debt.

Our net profit for the year, at €4,251 million, allows us to partially offset the losses experienced in 2019 and 2020, when the global health pandemic hit us hard. Our businesses have performed remarkably well, while deepening their transformation and further boosting our multi-energy profile.

At this point I would like to highlight two milestones at our Upstream and Renewables divisions, which, with the incorporation of new strategic partners, have underscored the strength of their respective business models. Both operations demonstrate the value and worth of the roadmap for these divisions and, above all, reinforce our decarbonization strategy, based on the use of all technologies capable of reducing emissions, as well as the digitalization of our processes to improve decision-making and become more efficient.

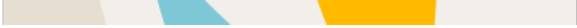
Towards the decarbonization of our assets

A key objective under this strategy is the development of renewable energies. To become a global operator, in 2022 we increased our international presence by acquiring Asterion Energies, which has a significant portfolio of projects in Spain and Italy, and by starting up our first photovoltaic plant in the United States, among other operations. In Spain, we launched Solar360, a joint venture with Telefónica to enable the self-consumption of photovoltaic energy by individuals, neighborhood communities and businesses.

In the realm of mobility, our main commitment for bringing about an immediate reduction in emissions within the sector is advanced biofuels. These renewable fuels can be used in today's engines, making them essential in minimizing the carbon footprint across all transport sectors. The plant we are now building at our Cartagena refinery, the first in Spain, will start operating in late 2023 and will produce 250,000 metric tons of these fuels per year from organic waste.

This circular economy project is the best example of the industrial transformation going on at Repsol, which is turning its facilities into multi-energy hubs capable of treating all manner of raw materials to manufacture more sustainable products. One of the main drivers of this process will be renewable hydrogen, the production of which we want to lead in Spain by 2030. To succeed, we have created Shyne (Spanish Hydrogen Network), the largest consortium for this sustainable gas, and we will also be launching several key projects in and around our industrial centers.

All these initiatives show that Repsol will continue to invest in the transformation of its industry, which will ultimately boost the Spanish economy and protect jobs within the sector. We are therefore firmly committed to a strategy based on the sustainable development of society, in which the 17 goals of the UN Agenda 2030 are fully integrated. In addition, in our daily running of the business we have pledged to respect the 10 Principles of the Global Compact



“Repsol will continue to invest in the transformation of its industry, which will ultimately boost the Spanish economy and protect jobs within the sector.”

on human rights, labor standards, anti-corruption and the environment, as evidenced by our adherence to the CEO Water Mandate last year, which will lead to further improvements in water management at our facilities.

Aside from these initiatives, I would be remiss not to mention the signing of the new Framework Agreement, governing key labor aspects such as wage increases and new teleworking arrangements. The commitment shown by our employees to this project and the support of our shareholders have been essential to achieving our objectives and pursuing our decarbonization strategy, which will ultimately allow us to become a net zero emissions company by 2050.

To all of you, my most sincere appreciation and gratitude.



Josu Jon Imaz
Chief Executive Officer

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Very good results, albeit not the best we have ever achieved and also not enough to fully recoup, together with our results in 2021, the losses sustained in 2019 and 2020.

- The good results are a product of the investment in previous years and the sound management of the businesses geared toward efficiency and transformation.
- Regulatory pressure and future uncertainty due to developments in the energy crisis, and the economic situation.

Commitment to customers, employees and shareholders

- Optimization of industrial facilities to ensure supply in Spain.
- Leading the way in discounts to cushion the impact of rising prices (Service Stations in Spain).
- Improving the value proposition for employees (Framework Agreement).
- Improving shareholder remuneration.
- More than 17,000 million paid in taxes.

1. 2022 Overview

Complex international context

While still in the recovery phase from the COVID-19 crisis, 2022 was affected by the global tensions caused by the war in Ukraine. Disruptions in supply chains, increased energy prices and, in general, a worsening of inflationary processes, as well as the tightening of financial conditions and the announcement of government policies to deal with this situation, have progressively marked the period, which ends with concern about developments in the energy crisis will in Europe and the economic situation in general.

In this context of volatility and uncertainty about the future, the demand for our products increased during the year following a relaxation of the mobility restrictions imposed due to the pandemic, and the international reference prices of a large proportion of our products have risen. • *For more information, see section 3. Environment*

Improved results and financial position

In 2022, we posted a profit of €4,251 million, a good result, for sure, but it is neither the best in our history nor is it yet sufficient, together with the profit reported a year earlier, to recoup the losses reported in 2019 and 2020. These strong earnings are not the result of chance but the product of a successful strategy and management focused on efficiency and business transformation.

In particular, the significant investments made in past years in the refining industrial complexes in Spain (when many of our international competitors reduced their capacity) have allowed us now to increase and optimize the use of our facilities in response to supply tensions in the international fuel market. In addition to this, the sound management of our portfolio of international oil and gas production assets, which we initiated in the previous context of very low prices, has allowed us to improve our profitability during the new cycle.

Results for the period

(Millions of euros)	2022	2021	Δ
Upstream	3,029	1,687	80%
Industrial	3,150	606	420%
Commercial and Renewables	540	542	—%
Corporate and others	(58)	(381)	85%
Adjusted net income	6,661	2,454	171%
Inventory effect	75	797	(91%)
Special items	(2,485)	(752)	(230%)
Net income	4,251	2,499	70%

Adjusted net income, which reflects the ordinary performance of the businesses, came to €6,661 million in 2022 (€2,454 in 2021), with Upstream and Industrial turning in notable performances.

The strong results at Upstream (€3,029 million) were driven by the rise in crude and gas prices. In the Industrial segment, the better results (€3,150 million) are explained by the increase in margins and production at the Refining businesses, offset by the drop in margins and demand at Chemicals.

At *Commercial and Renewables* (€540 million), in line with 2021, the decline in margins in the Service Stations business in Spain, owing to the discounts applied by Repsol on the retail selling price of fuels (more than €500 million additional discounts throughout 2022), was compensated by the increase in sale volumes following the lifting of restrictions during the pandemic and by better results at the low-carbon electricity generation businesses driven by increased production and high electricity prices.

The **Inventory effect** (€75 million), which shows the impact of crude prices on our inventories, was not significant during the period, as the increase in the first half of the year was neutralized by the decline seen in the second half.

Our businesses seize opportunities in a challenging environment	Industrial transformation and push toward decarbonization
<ul style="list-style-type: none"> • Increased utilization of refining facilities. • Increased sales at the commercial businesses. • Significant growth in digital customers. • Increase in the number of electricity and gas customers. • Increase in low-carbon electricity generation. 	<ul style="list-style-type: none"> • New partners to bring out the value of the Upstream segment and achieve growth in Renewables. • New projects and commitment to Hydrogen to transform and guarantee the future sustainability of our industrial businesses. • Shareholders approve the climate change strategy.

Lastly, **Special items** (€-2,485 million) comprise mainly the impairment recognized at the refineries in Spain due to the tougher regulatory and fiscal framework in Europe and its impact on the profitability and competitiveness of our facilities, which, as envisioned in the strategic plan, must undergo a profound industrial transformation to guarantee their future sustainability in the context of energy transition.

As a result **net income** obtained in the period came to €4,251 million (€2,499 million in 2021).

This net income includes a corporate income tax expense of €3,447 million (effective rate of 44%). The Group's tax contribution was the highest in its history, with a total payment in 2022 of €17,002 million in tax, with €11,923 paid in Spain (70%).

The increase in **EBITDA** (€13,813 million) allowed Repsol to obtain a high **cash flow from operations** (€8,923 million), despite the increase in working capital (€-1,871 million), impacted by the higher prices and volumes of inventories and an increase in tax payments. **Free cash flow**, which includes investments made during the period, amounted to €5,211 million. This improvement allowed us to significantly reduce **net debt**, which came to €2,256 million (leverage ratio of 8.0%), and increase **liquidity** (€12,014 million).

This solid financial position has been endorsed by rating agencies, with both Standard & Poor's and Moody's upgrading Repsol's long-term rating by one notch, with a stable outlook.

In 2022, the **share price** recovered significantly (+42%) and the **shareholder remuneration** amounted to €0.63 per share, 7% higher than in 2021. In addition, capital reductions through the redemption of a total of 200 million treasury shares improved earnings per share. • *For more information, see section 4. Financial performance and shareholder remuneration*

Business performance and transformation

Repsol continued its process of transformation in 2022. Key company actions in 2022 included the process of making business management more efficient and agile in order to adapt to the new situation in the markets, the incorporation of new technologies and the digitalization of operations, as well as the drive to build new businesses and transform traditional ones to achieve the decarbonization objectives and align with the energy transition environment.

At **Upstream**, the agreement to sell 25% of the stake in the entire Upstream business to EIG Global Energy Partners (EIG) was a particular highlight. This not only unlocks the value of the segment but will allow us to advance in fulfilling key objectives of the Strategic Plan. Asset portfolios were dynamically managed during the period to prioritize value over volume and to focus on strategic assets and on countries that offer competitive advantages; thus, the withdrawal from certain countries (Russia, Vietnam, Malaysia, Ecuador and Greece) and the sale of significant assets in Canada (Chauvin, Duvernay and Montney) were completed, while progress was made in the development of key projects in the United States (Alaska, Marcellus, Eagle Ford and Gulf of Mexico), Brazil, Trinidad, Colombia and Norway.

At **Industrial**, Refining adjusted its production, logistics and commercial schemes to respond to the new environment, characterized by a recovery in demand and in margins. The Chemicals businesses maintained an efficient operation without any significant operating incidents, although their activity was notably affected by lower demand, especially in the second half of the year. The Group also continued to focus heavily on innovation and digitalization, approving significant investments and industrial projects (renewable hydrogen, circular economy and differentiated materials, and production of advanced biofuels) to demonstrate how decarbonization, approached from a technology-neutral perspective, can guarantee the future and profitability of our industrial complexes.

At **Commercial**, highlights included an increase in sales of fuels in the Mobility businesses in Spain and in Aviation following the lifting of mobility restrictions, as well as the necessary adaptation to the current context of high prices in the electricity and gas retail businesses. Repsol showed its commitment to its customers by being the first operator in Spain to establish voluntary discounts at gas stations, lowering its margins to alleviate the impact on consumers of the rise in fuel prices. The customer-focused business strategy was driven by growth in the Waylet payment app (reaching 5.5 million users) and an increase in electricity and gas customers (climbing to 1.5 million customers).

At **Renewables**, Repsol's objectives for building this business were reinforced by the completion of the sale of a 25% stake to Crédit Agricole Assurances and funds managed by Energy Infrastructure Partners (EIP); with a commitment to invest 6 GW by 2025 and 20 GW by 2030, which includes entering new markets and incorporating complementary technologies, such as offshore wind power and battery storage. Meanwhile, the asset rotation strategy continued throughout the period, to bring in new investors on various projects, including The Renewable Infrastructures Group (TRIG) and Pontegadea Group. The company also continued to bring projects into operation in Spain and the United States and to add new projects to the portfolio under development. In December, an agreement was reached to acquire 100% of Asterion Energies, which manages a portfolio of renewable assets of 7,700 MW in Spain, Italy and France.

Repsol made **further progress in decarbonization** toward achieving the goal of net zero emissions by 2050. The final phase of construction at the Cartagena refinery of the first advanced biofuels plant in Spain began in March, and a stake was acquired in the Canadian company Enerkem, a world leader in the production of renewable fuels and chemical products through gasification of non-recyclable waste. Repsol has continued to develop its renewable hydrogen strategy by participating in the Regionals Valleys where it has significant activity (Coruña, Castilla-La Mancha, the Basque Country, Murcia and Catalonia) and by leading the consortium SHYNE (Spanish Hydrogen Network), which comprises 35 entities from different sectors. It should also be noted that, in addition to production projects for industrial and mobility use, Repsol promotes alliances such as the one recently agreed with Navantia for the installation of an hydrogen electrolyzer plant at its shipyards. ● *For more information, see section 5. Performance of our businesses and 6.3 Technology and innovation.*

In the calls for expressions of interest for **Next Generation European funds** launched by the Government of Spain, in 2022 Repsol presented a portfolio of 34 projects that combine technology, decarbonization, digitalization and circular economy, the creation of quality jobs and territorial balance, for an initial associated investment of €6,000 million. In 2022, Repsol submitted 325 dossiers under the European Union's recovery and resilience funds, securing €38 million in grants.

Sustainability

The 2022 General Shareholders' Meeting of Repsol, S.A. approved the company's **climate change strategy**. The Carbon Intensity Indicator (CII), which measures progress towards our decarbonization target, reached 70.3 g/CO₂e/MJ (down 10% on the base year of 2016; target of -15% by 2025). ● *For more information, see section 6.1. Energy transition and Climate change.*

The Company has agreed upon the "**Framework Agreement**" with the workers' representatives, which will remain in force until the end of 2024. The agreement governs important aspects such as wage increases and new teleworking arrangements, thus, improving the value proposition for employees in a context of high uncertainty. ● *For more information, see section 6.5. People.*

Regrettably, the following **safety-related** events took place during the year. In January, during the unloading of crude oil in Ventanilla, Peru, an uncontrolled movement of the vessel Mare Doricum caused an oil spill at sea, giving rise to one of the worst events experienced by the company during its nearly 30 years operating in this country. The origin of the accident is still under investigation and Repsol does not believe it was at fault, though the company has brought all of its financial, technological and human resources to bear in remediating the effects of the spill in the shortest possible time; at the date of this report, it has completed the first response cleanup actions in the affected areas and the Rehabilitation Plans are being drawn up. ● *For more information, see section 6.6.3 Spill management.*

Moreover, during 2022, several incidents took place in the Industrial Complexes, as a result of which three people died (all of them contractor personnel). ● *For more information, see section 6.6.1 Safety management system.*

Key figures and indicators

Financial indicators ⁽¹⁾⁽²⁾	2022	2021	Our business performance ⁽¹⁾	2022	2021
Results			Upstream		
EBITDA	13,813	8,170	Proven reserves ⁽⁵⁾ (Mboe)	1,909	1,916
Operating income	10,648	4,372	Proven reserves replacement ratio (%)	97	130
Adjusted net income	6,661	2,454	Liquids production (kbb/d)	185	206
Net income	4,251	2,499	Gas production (kboe/d)	365	366
Earnings per share (€/share)	2.96	1.64	Hydrocarbon production (kboe/d)	550	572
ROACE (%)	14.2	8.2	Crude oil realization price (\$/bbl)	90.0	62.7
Cash and liquidity			Gas realization price (\$/bep)	7.4	4.6
Cash flow from operations	8,923	5,453	EBITDA	7,485	4,429
Free cash flow	5,211	2,839	Adjusted net income	3,029	1,687
Cash generation	3,228	1,293	Cash flow from operations	5,706	3,355
Liquidity	12,014	10,606	Investments	2,127	1,223
Investment	4,182	2,994	Industrial		
Available capital and debt			Refining capacity (kbb/d)	1,013	1,013
Capital employed (CE)	28,229	28,556	Crude oil processed (Mt)	42.1	38.2
Net debt (ND)	2,256	5,762	Conversion utilization Spanish refinery (%)	95.2	83.4
ND / CE (%)	8.0	20.2	Distillation utilization Spanish refinery (%)	86.1	76.0
Shareholder remuneration			Refining margin indicator in Spain (\$/Bbl)	15.6	2.4
Shareholder remuneration (€/share)	0.630	0.588	Sales of petrochemical products (kt)	2,451	2,819
Taxes paid (€ million)	17,002	11,454	EBITDA	5,223	2,654
Sustainability indicators⁽³⁾	2022	2021	Adjusted net income	3,150	606
People			Cash flow from operations	2,639	1,031
No. of employees	23,810	24,134	Investments	1,025	859
New employees	4,540	2,982	Commercial and Renewables		
Total turnover rate (%)	21	17	Service stations (No.) ⁽⁶⁾	4,651	4,689
Investment in training (€ million)	12.1	8.4	Marketing sales in Spain of diesel and gasoline (km ³) ⁽⁷⁾	25,510	21,091
Safety			LPG sales (kt)	1,207	1,266
Tier 1 process safety events	3	3	Electricity generation (GWh)	8,734	5,283
Tier 2 process safety events	11	6	Electricity generation capacity in operation (MW)	3,870	3,738
Total Recordable Injury Rate (TRIR)	1.59	0.89	Electricity commercialization (GWh)	4,278	3,964
Environment			EBITDA	1,248	1,219
Carbon Intensity Indicator (gCO _{2e} /MJ)	70.3	73.9	Adjusted net income	540	542
Direct (Scope 1) CO _{2e} emissions (Mt)	15.7	19.4	Cash flow from operations	770	1,288
Annual CO _{2e} emissions reduction (Mt)	0.34	0.56	Investments	925	829
No. of spills ⁽⁴⁾	24	11	Macroeconomic environment	2022	2021
Stock market indicators	2022	2021	Brent (\$/bbl) average	101.3	70.9
Share price at year-end (€/share)	14.85	10.44	WTI (\$/bbl) average	94.3	68.1
Average share price (€/share)	12.97	10.20	Henry Hub (\$/MBtu) average	6.6	3.9
Market capitalization at year-end (million €)	19,712	15,940	Electricity Pool – OMIE (€/MWh) ⁽⁸⁾	167.7	111.4
			Exchange rate (€/€) average	1.05	1.18
			CO ₂ (€/Tn)	81.3	53.3

⁽¹⁾ In millions of euros, where applicable.

⁽²⁾ For more information, see section 4. and Appendix II. Alternative performance measures.

⁽³⁾ Figures and indicators calculated in accordance with the Group's management policies and guidelines. For more information, see section 5. of the 2022 Integrated Management Report.

⁽⁴⁾ Number of hydrocarbon spills exceeding 1 bbl to have reached the environment. In 2022, it includes the oil spill at Multiboyas Terminal No. 2 of the Pampilla refinery; see sections 4.2 and 5.

⁽⁵⁾ To estimate proved and unproved oil and gas reserves, Repsol relies on the criteria established by the "SPE/WPC/AAPG/SPEE/SEG/SPWLA/EAGE Petroleum Resources Management System", commonly referred to by its acronym of SPE-PRMS (SPE standing for Society of Petroleum Engineers).

⁽⁶⁾ The number of service stations includes those controlled and licensed.

⁽⁷⁾ Own marketing sales in Spain are those marketed through controlled and licensed Service Stations and the Direct Sales business unit.

⁽⁸⁾ Iberian Energy Market Operator.

2. Our Company

2.1 Value chain and businesses

Exploration

Following the acquisition of new mining acreage, Repsol carries out geological and geophysical work, environmental impact studies and exploratory drilling to assess its potential, a process in which the latest digital technologies are applied in analyzing the information.

Wholesale gas supply and sale

Repsol sells natural gas in North America, where it has an LNG regasification plant in Canada. It also sells LNG and natural gas to wholesale customers in Spain.

Refining

Repsol transforms crude oil and various alternative raw materials (urban, forestry, agricultural and agri-food industry waste) into value-added products, such as fuels, sustainable biofuels (hydro biodiesel, biogas, biojet, etc.) and carbon-neutral materials.

Development

Wells are drilled, and collection systems, processing plants and evacuation and transportation systems are built, always under policies of sustainability, safety and transparency that ensure the proper development of the project.

Production

Repsol extracts hydrocarbons from the oil field and then sell the oil and gas. It also carries out maintenance, control and transport activities by leveraging artificial intelligence technologies and adhering to the same sustainability and safety policies of previous phases.

Trading

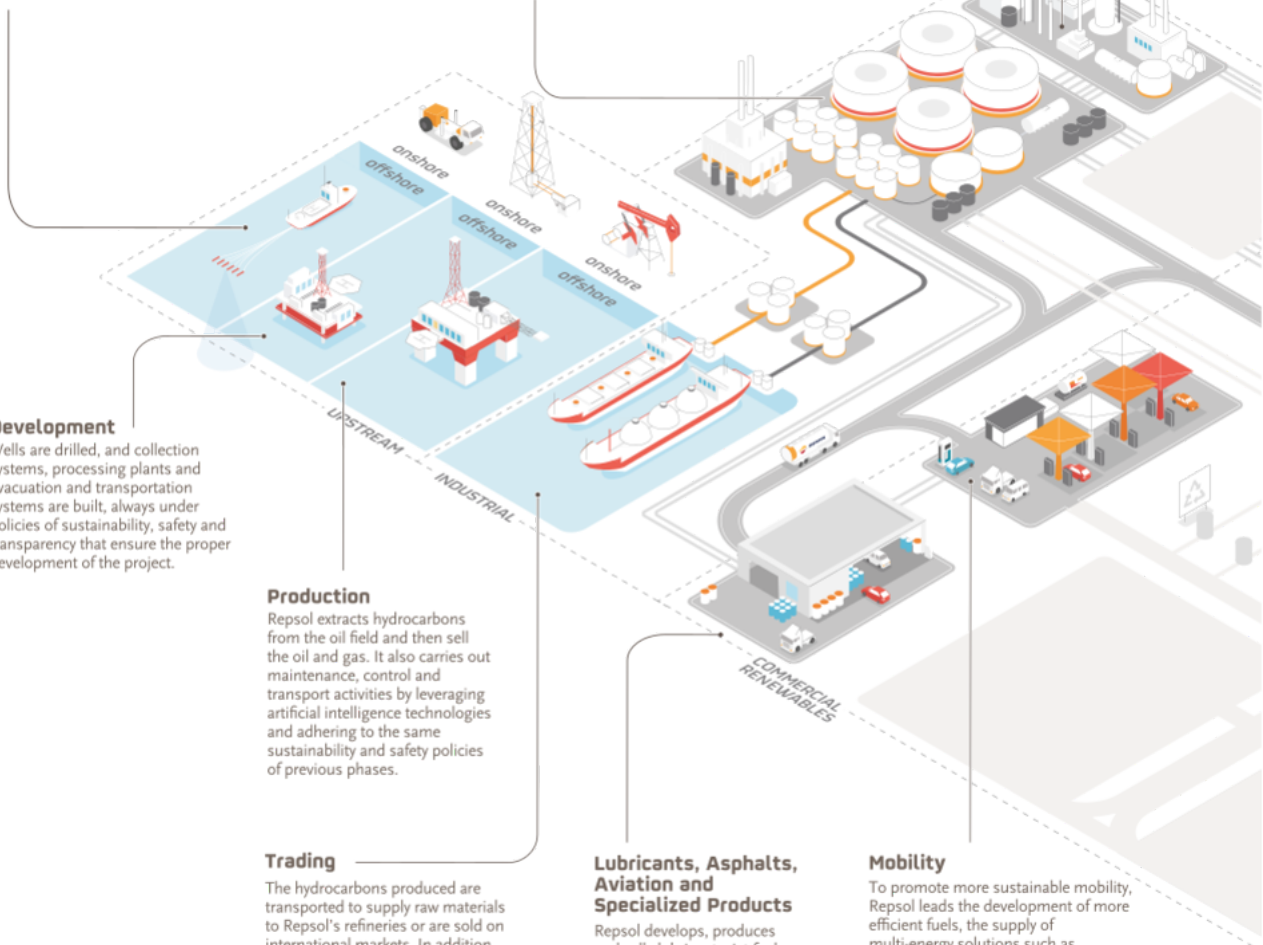
The hydrocarbons produced are transported to supply raw materials to Repsol's refineries or are sold on international markets. In addition, surplus production from our industrial complexes that is not consumed in the domestic market is exported.

Lubricants, Asphalts, Aviation and Specialized Products

Repsol develops, produces and sells lubricants, jet fuel, asphalt bitumen and oil-based specialized products in more than 90 countries.

Mobility

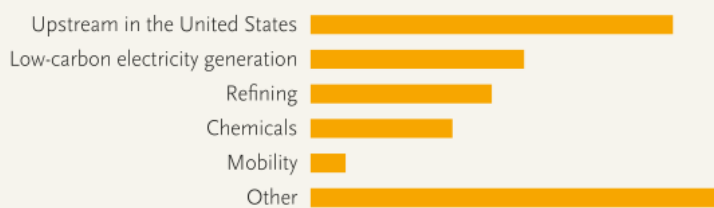
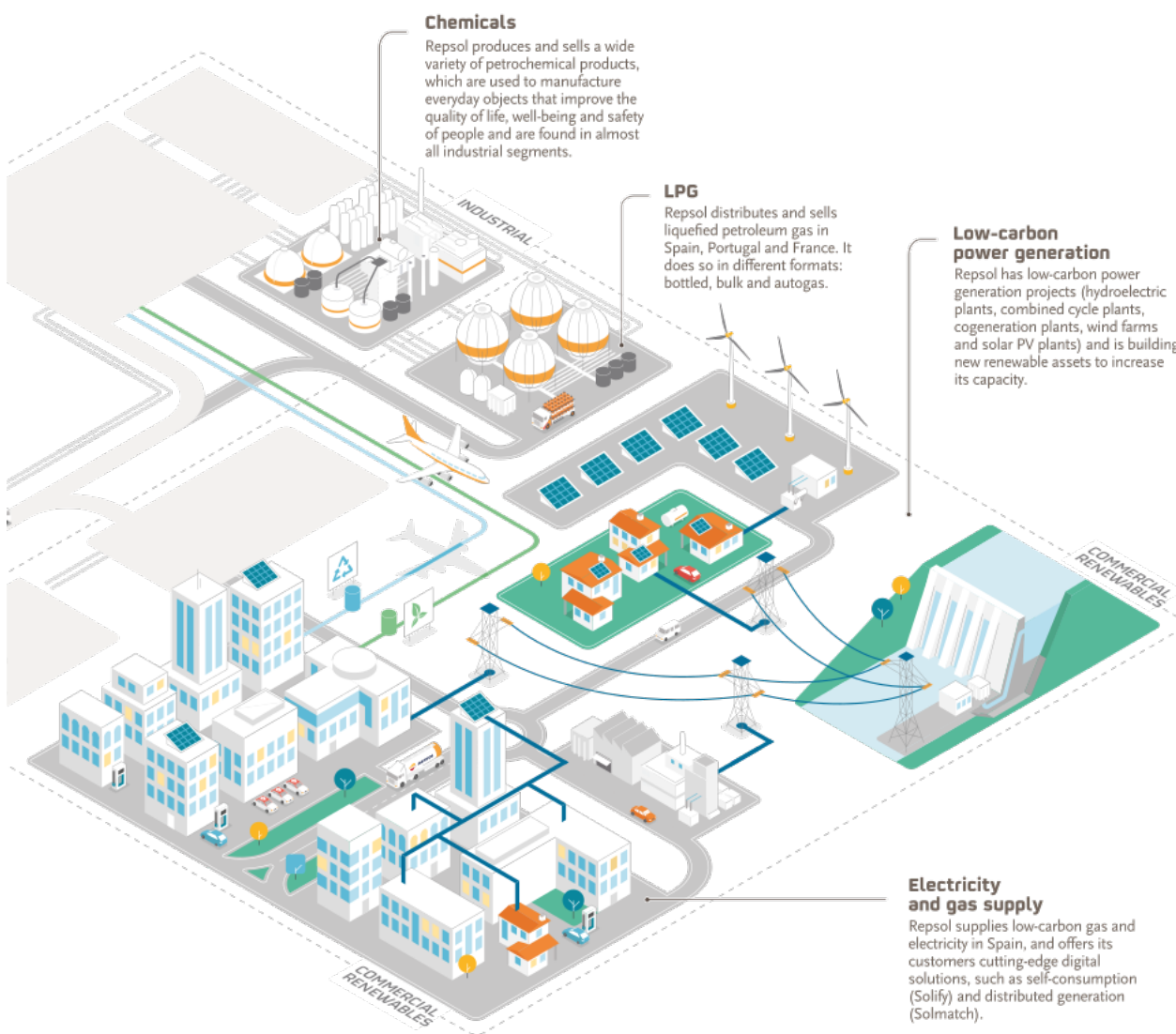
To promote more sustainable mobility, Repsol leads the development of more efficient fuels, the supply of multi-energy solutions such as AutoGas or Gas Natural Vehicular, and the commitment to electric charging and shared mobility through Wible, all while seeking to provide unrivaled levels of customer service and support through the Waylet app.



Value chain and businesses

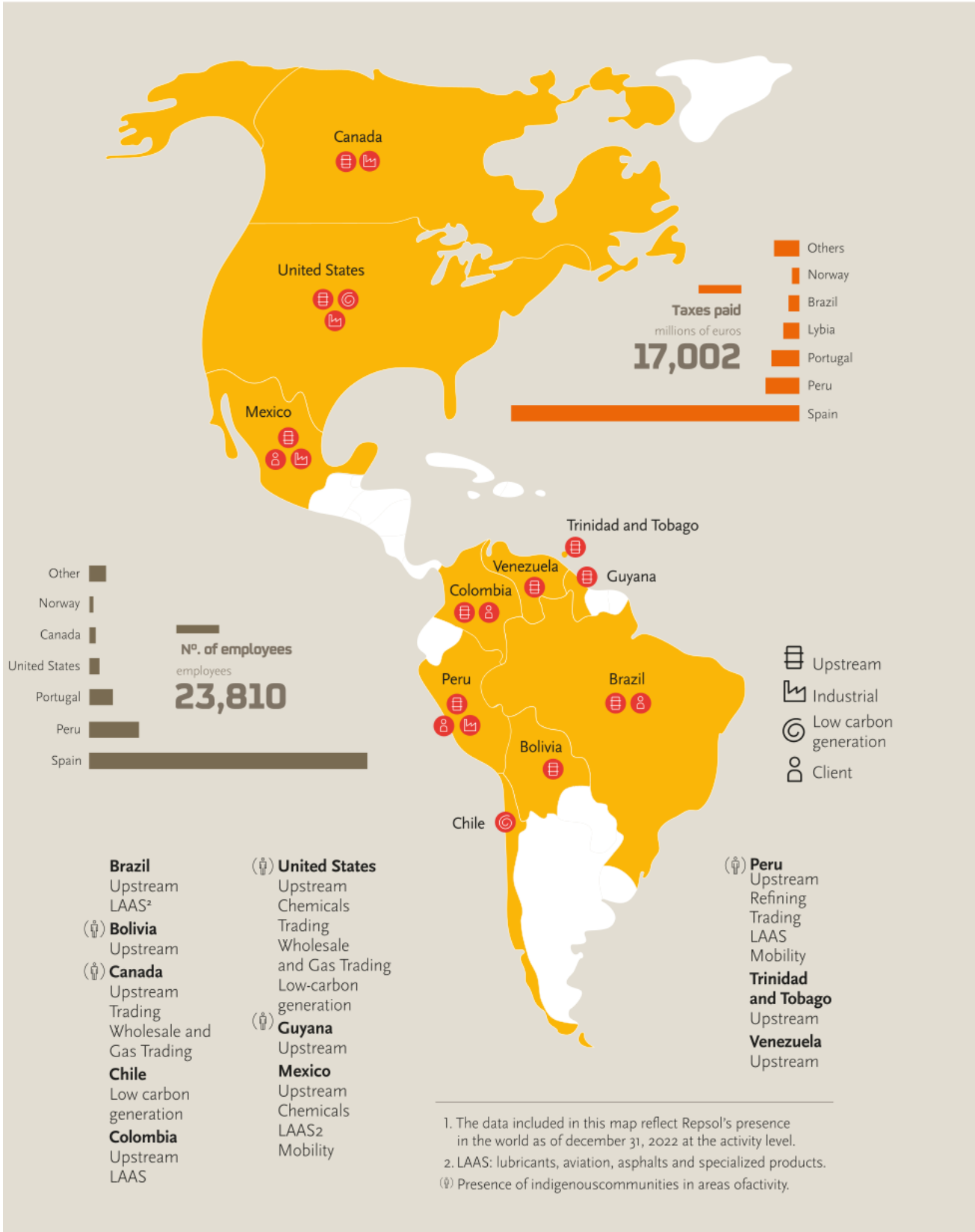
Repsol's activities are structured into three business segments:

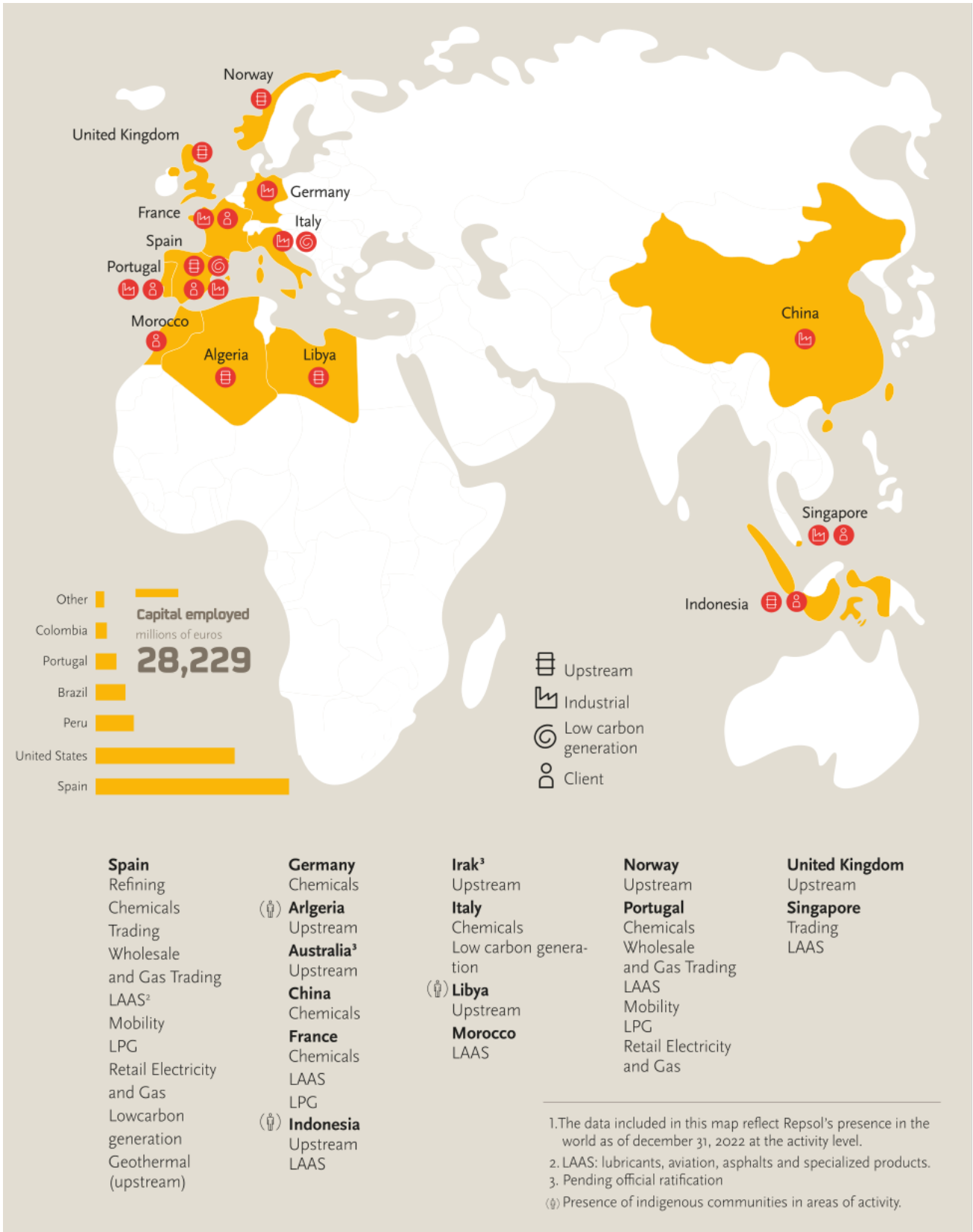
- **Exploration and Production (Upstream/E&P):** activities for the exploration, development and production of crude oil and natural gas reserves;
 - **Industrial:** mainly activities related to (i) refining, (ii) petrochemicals, (iii) trading and transportation of crude oil and oil products, and (iv) sale, transportation and regasification of natural gas and liquefied natural gas (LNG);
 - **Commercial and Renewables:** mainly businesses involved in (i) low-carbon power generation and renewable sources, (ii) sale of electricity and gas, (iii) mobility and sale of oil products, and (iv) LPG.
- For more information on business segments, see section 5, *Our businesses*.



Investment
million
€4,182

2.2 Repsol around the world¹

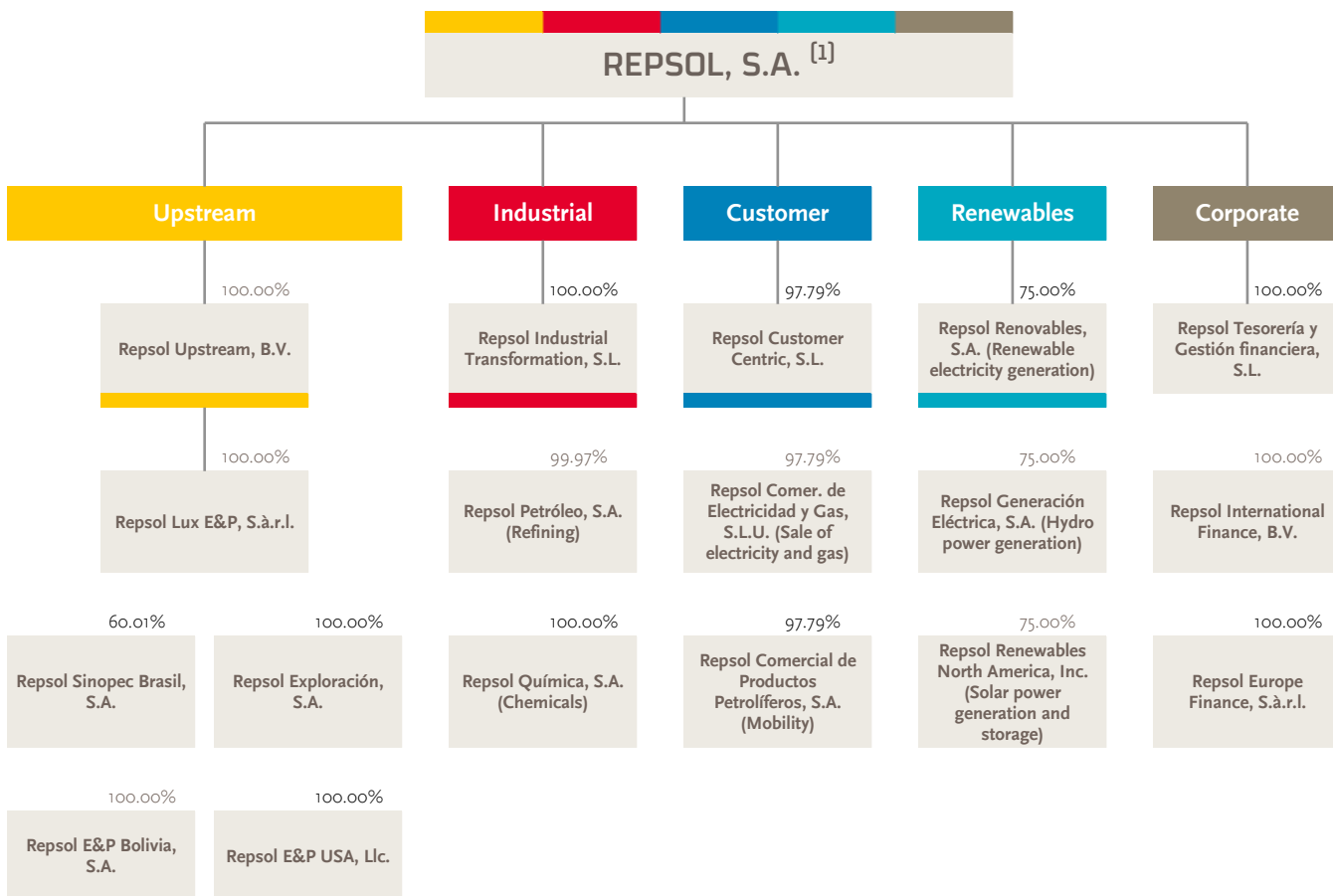




2.3 Corporate structure

The Repsol Group, whose parent company is Repsol, S.A., is made up of more than 300 companies across more than 36 countries¹.

The **corporate structure** of the Repsol Group is shown below, in the form of the main companies making up the Group:



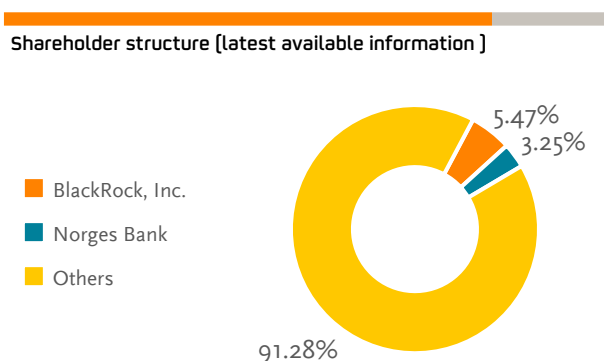
(1) Corporate organization chart as December 31, 2022. Percentages are total Group holdings.

• For more information, see Appendix II to the consolidated Financial Statements.

2.4 Corporate Governance

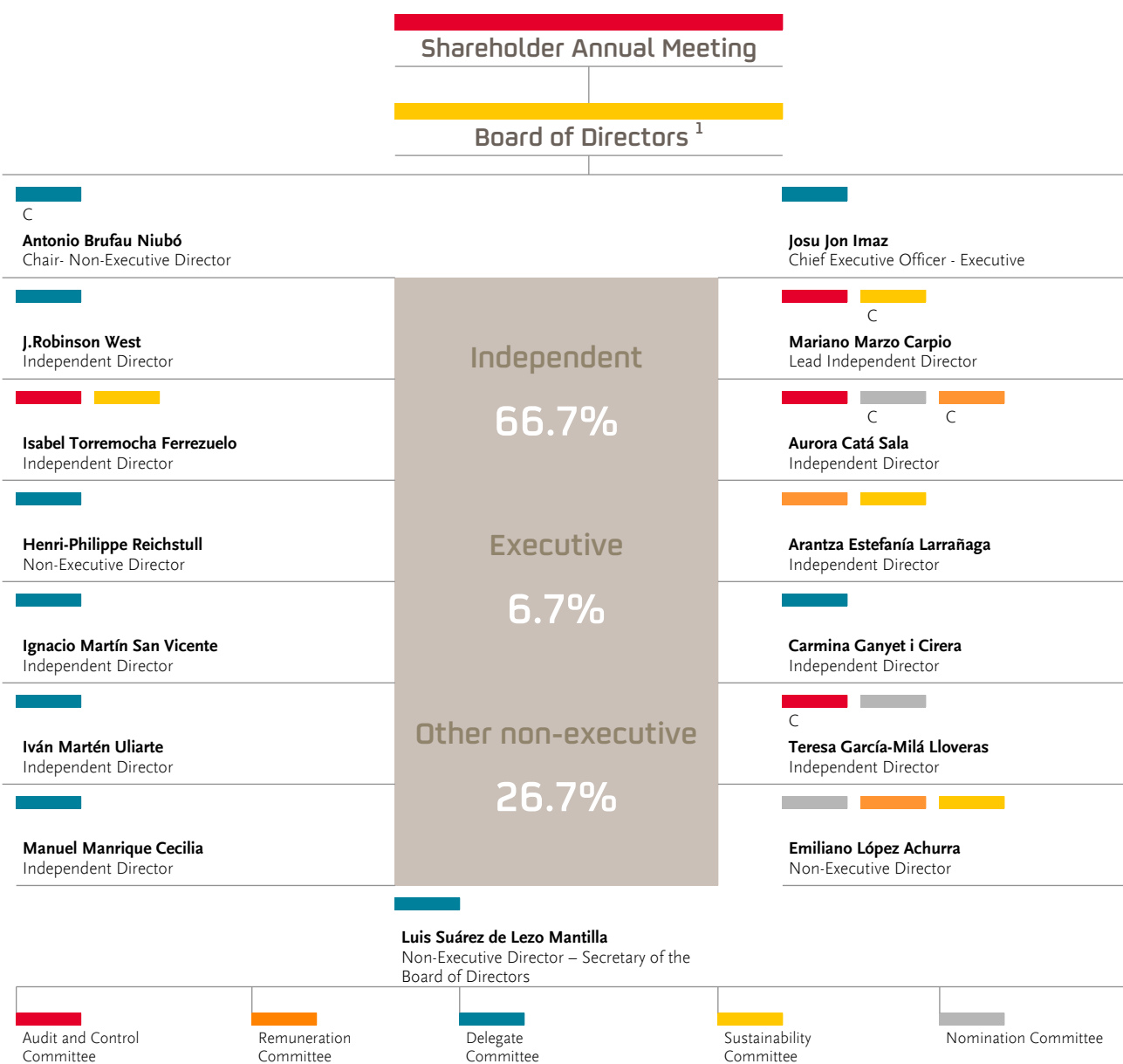
Repsol's system of corporate governance, which was established in accordance with best national and international practice and standards, guides the structure, organization, and operation of corporate bodies in the interests of the Company and of its shareholders, and is based on the principles of transparency, independence and responsibility.

The **governance structure** adequately differentiates governance and management functions from oversight, control, and strategic definition functions.



¹ For more information, see Appendix II to the consolidated financial statements.

Corporate Governance



1. Composition at date of preparing this document. For more information, see section A.3 of the Annual Corporate Governance Report.

2. C stands for Chair of the Committee.

Board Remuneration

Directors receive fixed remuneration for fulfilling their supervisory and decision-making duties. Aside from the remuneration payable to the Chairman of the Board of Directors, remuneration is calculated by assigning points for seats held on the Board or its various committees, or for holding specific positions on those bodies. Each point has a remuneration equivalence, meaning there is no difference in remuneration by gender. Detailed information regarding the application of the Remuneration Policy for Directors is set out in Repsol's Annual Report on Directors' Remuneration available at www.repsol.com.

• For further information on the remuneration of the Board and Senior Management, see Note 28 to the 2022 consolidated Financial Statements.

2.5 Strategy

In December 2019, Repsol was the first company in the sector to announce its commitment to become a net zero emissions company by 2050, which represented the start of its strategic reorientation. • *For more information, see section 6.1 Energy transition and climate change.*

The Strategic Plan 2021-2025 (SP 21-25 or the Plan) pursues the Company's transformation and sets the tone for accelerating the energy transition, following a cost-effective, realistic path and ensuring profitability, future success and maximum value for shareholders.

The Plan envisions two distinct periods: the first (2021-2022) is focused on ensuring financial robustness by prioritizing efficiency, investment reduction and capital optimization, while undertaking projects to lead the energy transition; the second (2023-2025), once the impact of the COVID-19 crisis is behind us, will focus on accelerating transformation and growth. • *For more information, see www.repsol.com.*

In 2021, new objectives were announced aimed at accelerating the transformation and decarbonization of businesses with a new **decarbonization roadmap** for achieving carbon neutrality by 2050, increasing the previous ambition presented in the Strategic Plan, so that the carbon intensity indicator is reduced by 15% in 2025, 28% in 2030 and 55% in 2040, compared to what was planned previously: 12%, 25% and 50%, respectively.

In 2022, Repsol promoted its transformation into a multi-energy company, reinforcing its leadership in the energy transition and accelerating compliance with the key objectives of the 2021-2025 Strategic Plan through three strategic agreements:

- In September, an agreement was reached for the **sale of 25% of Repsol's hydrocarbon Upstream** business to EIG (through its subsidiary Breakwater Energy Holdings S.A.R.L.) in exchange for \$3,350 million (subject to the customary pricing adjustments for this kind of transaction). The agreement values the Upstream business at \$19,000 million.

The transaction demonstrates Repsol's ongoing commitment to generating shareholder value, crystallizing the implicit value of its Upstream business. It strengthens the investment capacity of its energy transition strategy, with a less leveraged position that allows greater investment in decarbonization initiatives.

The agreement envisions a potential stock market launch of this business, foreseeably in the United States, as of 2026, provided that the market conditions are favorable.

The transaction is expected to be completed in the first quarter of the year, once the customary regulatory clearance has been secured and the corporate restructuring of Repsol's Upstream business is finalized.

- In September, the **sale of 25% of Repsol Renewables** to the consortium formed by the French insurer Crédit Agricole Assurances and funds managed by Energy Infrastructure Partners (EIP) was completed, generating cash of €986 million for the Group. Under the deal, the Repsol Renewables business is valued at €4,383 million². The transaction demonstrates the strength of Repsol's business and growth model, which was created just over three years ago. • *For more information on this transaction, see Note 6.5 of the 2022 consolidated financial statements.*

- In December, an agreement was reached to **purchase Asterion Energies**, a development platform that manages a portfolio of 7,700 MW of renewable assets in Spain, Italy and France, in exchange for €560 million.

Asterion Energies' asset portfolio includes 4,900 MW of solar photovoltaic generation and 2,800 MW of wind generation, of which 2,500 MW are in an advanced stage of development or under construction. In addition, Asterion Energies has a team of experts dedicated to the development of renewable and storage projects, which will be incorporated into Repsol's ambitious growth project in this business.

At the date of preparing this report, the transaction is subject to the customary regulatory approvals and is expected to be closed shortly.

The incorporation of partners at Repsol Renewables and the purchase of new renewable generation assets reinforces the commitment to investment for the growth of this business, in line with the ambitious objectives of the Plan to reach 6 GW of installed renewable generation capacity by 2025 and 20 GW by 2030, to enter into new markets and to incorporate complementary technologies, such as offshore wind power and storage.

Additionally, Repsol continues to make progress in fulfilling its strategic commitments, such as accelerating on the path of shareholder remuneration, having completed in just two years the repurchase of the two hundred million shares provided for in the Plan for the entire 21-25 period. • *For more information, see section 7.2 Outlook for our businesses.*

² Considers the business value after divestment of 49% of Delta's stake.

3. Environment

+ 43 %	+ 73 %	168 €/MWh	81 €/t
Increase in the average Brent price in 2022	Increase in the average Henry Hub price in 2022	Electricity pool average in 2022	Average CO ₂ price in 2022
High crude and gas prices	Economic growth slowed by the war	Stronger dollar	Rising interest rates

3.1 Macroeconomic environment

Russia's invasion of Ukraine

In 2021, the progress made in vaccination allowed the economic recovery to take hold (adjusting its speed as new strains appeared) and allayed fears of significant structural damage.

However, following Russia's invasion of Ukraine on February 24, 2022, economies around the world were significantly affected by the imposition of trade sanctions targeting Russian individuals, companies and institutions, triggering a significant reduction in trade between the West and Russia, pushing up prices in global markets for commodities such as oil, natural gas and wheat, and causing inflationary pressures, bottlenecks in the supply chain and volatility in the financial and commodity markets. **For more information on the risks and uncertainty arising from the war, see section 7.5 Russia's invasion of Ukraine.**

Recent economic trends

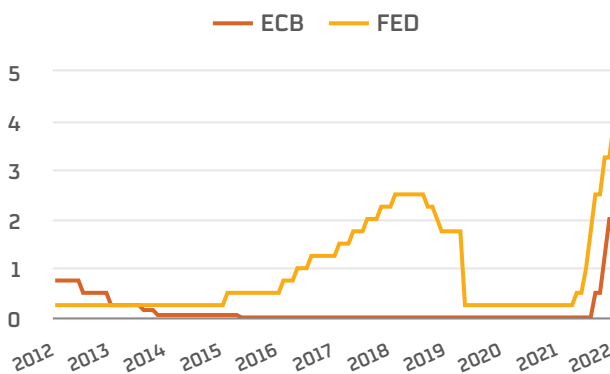
The global economy had finished 2021 showing high growth (world GDP grew by 6.0% in the year as a whole), in a context of recovery after the enormous shock caused by the COVID-19 pandemic.

But the economic environment has had to face serious and new challenges since the beginning of 2022, marked by the confluence of three adverse forces: i) greater geopolitical tensions and rising raw material prices, both as a result of the war in Ukraine; ii) the slowdown in China due to a real estate crisis and closures of companies and factories under the "zero COVID" policy; iii) higher inflation, aggravated by the two previous factors, causing a cost-of-living crisis (as income and spending in real terms contract) and a strong response from central banks, which have rapidly tightened

financial conditions in a synchronized manner, accompanied by an appreciation of the dollar. This last factor is especially unfavorable to the growth of emerging countries, since a stronger dollar pushes up import prices and leads to a higher cost of servicing their hard-currency-denominated debt.

Monetary policy is being tightened much more firmly than expected at the beginning of the year. Indeed, the US Federal Reserve, which began the tightening cycle in March when it raised reference rates from 0% to 0.25%, finally brought rates up to 4.25% at the end of the year. Meanwhile, the European Central Bank (ECB) abandoned its negative policy rates in July and ended the year with reference rates at 2.5%.

Trend in ECB and Fed interest rates

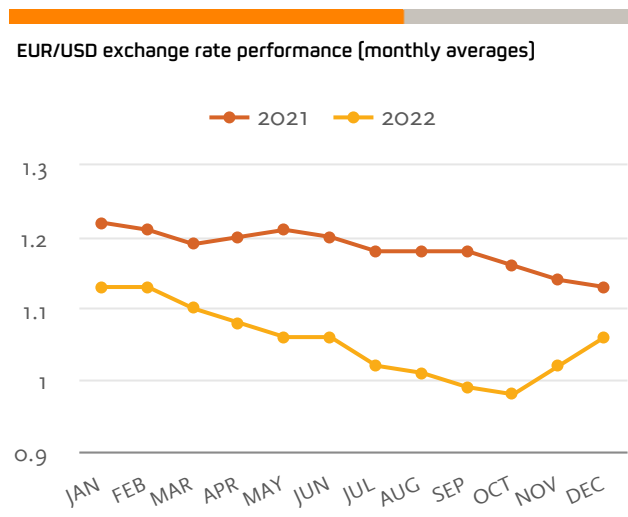


Source: Bloomberg and Repsol Research Department.

According to the latest forecasts of the International Monetary Fund (IMF, World Economic Outlook January 2023), growth of 3.4% is expected in 2022 and 2.9% in 2023, but these forecasts appear overly optimistic and the risks to growth are skewed to the downside.

Regarding the exchange rate, the environment of high uncertainty and high liquidity needs in the first months of the pandemic intensified appreciation of the dollar, which

reached levels of 1.078 dollars/euro at the beginning of April 2020. However, subsequently the dollar tended to depreciate, especially against the euro, falling to levels of 1.22 dollars/euro at the beginning of 2021. This was because the reduction in risk aversion meant that the interest rate differential and the fundamentals became more significant when determining the exchange rate. But, starting in the last quarter of 2021, better progress in the United States' economic recovery, together with greater upward risks in inflation, led to a new appreciation of the dollar against the euro, which was intensified by greater speed and decision in the Fed's monetary tightening. The price reached 0.96 dollars/euro at the end of September, but more recently this trend has reversed somewhat, returning to a level of 1.06 dollars/euro in December. The average for 2022 was 1.05 dollars/euro.



Source: Bloomberg and Repsol Research Department.
 • For more information, see section 7.1 Outlook for the energy sector

3.2 Energy landscape

Crude oil – Brent

Benchmark Brent crude oil went from trading at around 75 \$/bbl at the end of 2021 to reach levels of 139 \$/bbl in March. On February 23, one day before Russia invaded Ukraine, the Brent price was 96.8 \$/bbl. After the invasion, prices skyrocketed, the Brent barrel increasing by more than 20% in ten days and reaching levels not seen since 2008.

In 2022, the price of a barrel of Brent crude averaged 101.3 \$/bbl, almost 40% more than in 2021, although prices fell significantly in the second half of the year. The war in Ukraine has been a determining factor in prices, because of the direct sanctions imposed by some governments on importing Russian oil, and because of self-imposed

embargoes by companies that previously imported crude oil and oil products from Russia. But the war was not the only factor to explain the rise in prices: the advances made last year in the vaccination processes and the progressive end of confinements had already supported economic development and mobility, resulting in increased demand for crude oil and oil products.

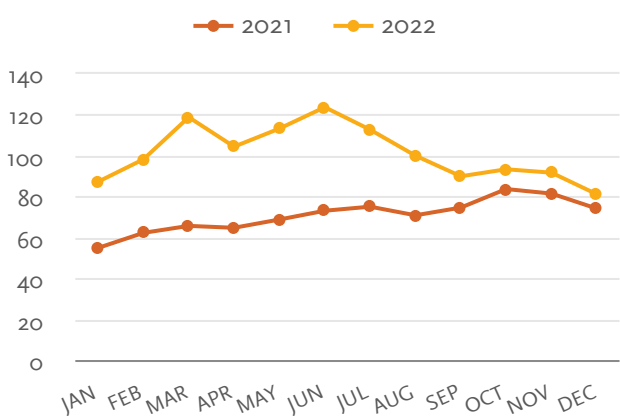
Additionally, this solid demand for oil met with a short-term supply controlled by the OPEC+ group, and determined in the medium/long term by low investment in recent years. The result was a tight balance in the oil markets, increased by indirect factors such as the sharp increase in natural gas prices at the end of 2021, which had a positive effect on the demand for oil for use, instead of natural gas, in electricity generation.

In principle, the most obvious impact of the war in Ukraine on the oil markets has to do with shorter supply. To give an idea of the importance of Russia in global energy markets, note that it is the third largest oil producer in the world, after the United States and Saudi Arabia (in January 2022, it produced 11.3 mb/d of petroleum, 10 mbb/d of crude, 0.96 mbb/d of condensates and 0.34 mbb/d of natural gas liquids) and the world's largest exporter of oil to global markets (in December 2021, it exported 7.8 mbb/d, comprising 5 mbb/d (64%) of crude oil and condensates and 2.8 mbb/d of oil products, mainly made up of 1.1 mbb/d of diesel, 650 kbb/d of fuel oil, 500 kbb/d of naphtha and 280 kbb/d of vacuum gasoil).

To reduce its dependency, the European Union imposed an embargo on the import of Russian crude oil by ship from December 5 and on the import of petroleum products as of February 5, 2023. The effect of this decision on prices is uncertain, although some analysts point to an environment of high prices in 2023. Any future sanctions in addition to those already implemented would create upside price risks.

The announcement of a 2 mb/d cut in production by the OPEC+ group adds even more uncertainty and volatility to the oil markets. The agreement provides for a reduction of 2 mb/d in its production from November 2022 to December 2023. However, it is estimated that the real and effective cut in the group's production will be in the range of 1 mb/d to 0.8 mb/d, as some members were already producing below their own quota. Nigeria and Angola stand out among the countries facing serious problems in increasing their production. In the first case, Nigeria's production has been affected by temporary problems, such as technical issues and interruptions, while Angola's production has been hampered by structural problems due to lack of investment and the decline of its most productive blocks. Regarding Russia, the general consensus points to a drop in its production in the range of 0.9 mb/d -1.4 mb/d in 2023. This would lead Saudi Arabia, Iraq and the United Arab Emirates (UAE) to bear the brunt of the cuts. Saudi Arabia could cut production by up to 520 kb/d, Iraq by 220 kb/d and the UAE by 160 kb/d.

Brent price performance (USD/bbl)

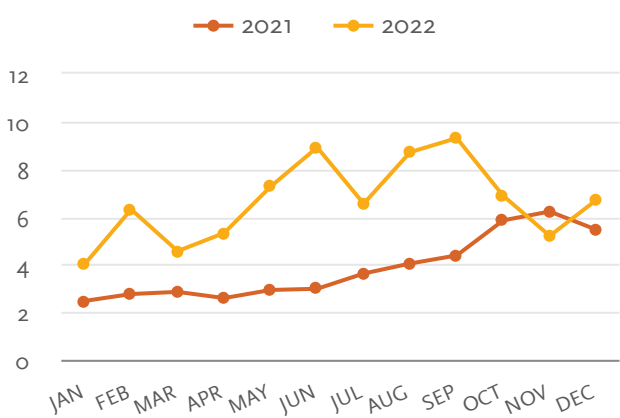


Source: Bloomberg and Repsol Research Department.

Natural Gas - Henry Hub (HH)

In 2022 the Henry Hub price of US natural gas averaged 6.6 \$/MBtu, well above the price in 2021 (3.9 \$/MBtu), and occasionally climbing above 9 \$/MBtu, setting all-time highs for the year. This increase in the price of gas was largely down to the dynamics of the domestic market. Demand remained high due partly to the boost in consumption in the residential, commercial and power generation sectors, and partly to the high exports of LNG, which regularly exceeded 13 Bcf/d for much of the second quarter of 2022. On the supply side, the maintenance of high production levels, especially in the third quarter of 2022, with levels around 100 Bcf/d, together with the slowdown in exports from the Freeport LNG terminal, acted as brakes on further potential price increases in the last months of the year. The high production volumes allowed inventories to be filled rapidly, which also helped to contain prices.

Henry Hub price performance (USD/MBtu)



Source: Bloomberg and Repsol Research Department.

Additionally, the situation in the gas market after the outbreak of the war in Ukraine kept global market uncertainty and price volatility high. The need for gas in Europe and Asia secures the market niche for LNG coming from the United States, which should keep prices high in the short term.

Electricity prices

The average wholesale price of electricity in 2022 was 167.7 €/MWh, well above the 111.4 €/MWh for the same period in the previous year. This price would have to have added to it the adjustment applied to consumers in the market following implementation of the electricity price adjustment mechanism (known as the gas “cap”), which would give an effective average of close to 210 €/MWh.

This mechanism has caused combined-cycle plants to become more profitable. This means that some that were barely used before have been started up, boosting the consumption of gas for electricity generation despite its price. Meanwhile, the reduction in prices due to this mechanism has also caused a price differential with the French market. This has led to a shift in the direction of the interconnection, which has become a net exporter to France.

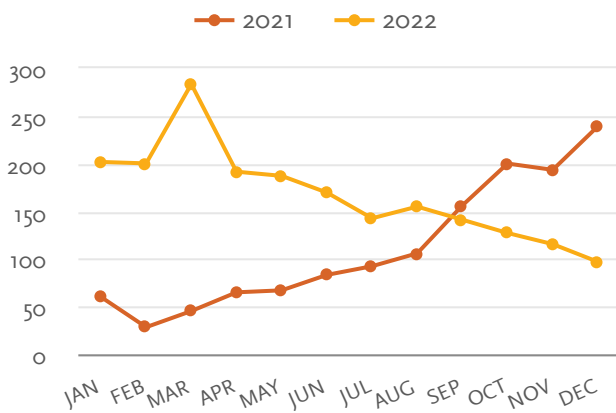
The increase in generation through combined cycle plants and exports was accompanied by notably lower hydro power generation in Spain during the period, due to the drought, and a sharp increase in photovoltaic generation (with changes of -45% and +33% respectively).

The lower operation of cogeneration plants is also very significant, affected at first by their being excluded for several months from the adjustment mechanism for consumers, meaning that their market share was absorbed by combined cycles, but also by lower industrial activity.

In the last few months of the year, a more favorable climate for renewables and somewhat more moderate gas prices allowed electricity prices to fall from the high figures reported in the summer, to a maximum hourly price of 700 €/MWh and a daily maximum of 545 €/MWh.

It should be noted that the increases in photovoltaic capacity implemented in recent months have not only led to new generation maximums being recorded, but have also to a change in the daily price profile, so that the lowest prices now occur in the early hours of the afternoon, instead of in the early morning, as was usual in the past.

Electricity Price Performance (€/MWh)



Source: Bloomberg and Repsol Research Department.

CO₂ emission allowances

The price of CO₂ emission allowances fluctuated significantly during 2022, due to the ongoing war in Ukraine and the economic climate. This uncertainty has caused a spread of 30 €/t in prices, which averaged 81.3 €/t in 2022, well above the 53.3 €/t traded at in the same period of 2021.

Despite the fuel price situation and lower security of supply, the European Union has made it clear that decarbonization is a priority objective, and this has continued to support prices. In late 2022, the European Council, the Parliament and the Commission provisionally agreed to increase to 62% the emission reduction to be reached by 2030 in the sectors covered by this regime (adapting to the new target of reducing CO₂ emissions by 55% in the European economy as a whole by 2030 compared to 1990 – Fit for 55). Another factor driving up emissions prices is the forecast of more coal-fired generation in countries that may have less gas supplied from Russia, especially Germany.

4. Financial performance and shareholder remuneration

4.1 Results

Million euros	2022	2021	Δ
Upstream	3,029	1,687	1,342
Industrial	3,150	606	2,544
Commercial and Renewables	540	542	(2)
Corporate and others	(58)	(381)	323
Adjusted net income	6,661	2,454	4,207
Inventory effect	75	797	(722)
Special items	(2,485)	(752)	(1,733)
Net income	4,251	2,499	1,752

The results for 2022 are affected by the **complex** geopolitical, macroeconomic and global energy context.

The improved results reflect the advantage taken of the opportunities offered by the current environment to some of our businesses (recovery in demand for fuels due to fewer restrictions on mobility, increase in crude oil and gas prices, improvement in the international refining margin), thanks to the company's strong industrial investment policy in previous years and its optimization of the international portfolio of oil and gas Upstream assets undertaken in the previous environment of very low prices.

Conversely, the discounts applied at service stations to mitigate the effects of the war and the tightening of future conditions for the activity of our businesses, notably increased regulatory and fiscal pressure, have had a negative impact on the results and prompted the recognition of impairment losses, mainly at the Refining Spain business.

Adjusted net income for the period amounted to €6,661 million, 171% higher than in the previous year, driven by the notable performance of the Refining and Trading businesses (high margins), Upstream (increased prices and efficiency measures deployed) and Renewables and Low Carbon Generation (high prices and higher production), and to a lesser extent, due to the positive impact of the treasury stock position and lower interest on the financial result.

With the inventory effect (€75 million) and special items (€-2,485 million, mainly impairment on Refining assets), **net income** amounted to €4,251 million.

Recovering prices at Upstream and margins at Industrial businesses, coupled with increased sales at the Commercial businesses, combined to push up **EBITDA** significantly in the period to €13,813 million (vs. €8,170 million in 2021).

EBITDA (Million euros)	2022	2021
Upstream	7,485	4,429
Industrial	5,223	2,654
Commercial and Renewables	1,248	1,219
Corporate and others	(143)	(132)
TOTAL	13,813	8,170

Upstream

Average production for the period was -4% down on 2021 (at 550 Kboe/d) and investment increased in both development and exploration. • *For more information* on the activities in the segment, see section 5.1 Upstream

Adjusted net income at Upstream amounted to €3,029 million, up €1,342 million on 2021.

The improvement in results is explained by the positive impact of higher realization prices for crude oil (+44%) and gas (+61%), which significantly boosted the results obtained in the United States, Norway, Trinidad and Tobago, Libya, Brazil, the United Kingdom and Peru, and by the appreciation of the dollar.

These positive impacts were partially offset by:

- a lower volume of sales compared to the previous year. Aside from the natural decline of fields, in Libya there were interruptions (over safety concerns and maintenance requirements); divestment of assets (Canada and Algeria); and operational incidents (Brazil). All this, despite the increase in production in the United States (new wells and investments at Eagle Ford and Marcellus) and in Peru (less maintenance and fewer incidents than in 2021);
- higher taxes on production and hydrocarbon royalties, in line with the rise in prices; as well as higher income tax (effective rate of 47%; 45% in 2021), in line with the improvement in results;
- higher production costs due to, among others, the start-up of strategic projects (YME in Norway), new investments and wells in the United States (Marcellus and Eagle Ford), maintenance in the Gulf of Mexico (Shenzi), and the increased cost of transport (Brazil) and CO₂ allowances (United Kingdom);
- increased expenses in exploration due to a more intense exploration campaign than in 2021, and optimization of the portfolio;

- increased depreciation due to the higher levels of investment (United States); and
- no further results reported for the countries in which Repsol sold its interests (Malaysia, Ecuador, Vietnam and Russia).

Investments (€2,127 million) was up on 2021 (+74%) due to an increase in drilling activity in the United States and the acquisition of new assets at Marcellus. Investment activity centered on assets in production and/or under development in the United States, Trinidad and Tobago, Norway, the United Kingdom and Brazil. Exploratory investment during the period centered on Gulf of Mexico (United States and Mexico), Indonesia, Guyana and Colombia.

Industrial

Adjusted net income amounted to €3,150 million in 2022, compared to €606 million in 2021. The main reasons for this change are as follows:

- The **Refining** businesses, which in the previous year obtained losses, improved their results by €2,806 million in an environment of very high international margins – impacted by the shortage of gasoil in Europe – and tensions along the supply chain that have increased sales in the domestic market. This improvement has been partially offset by higher costs for energy and CO₂ allowances.
- At **Chemicals**, the results were down by €490 million, mainly reflecting the drop in international margins (extraordinarily high in 2021, while in 2022 they were negatively impacted by higher naphtha prices and energy costs) and lower sales due to lower demand, mainly in the second half of the year.
- **Trading and Wholesale and Gas Trading** saw an improvement of €76 million in their results compared to the previous year, mainly at Trading (across almost all business lines, but notably in operations in the international crude oil, heavy crude and gasoil markets). Worse performance at Wholesale and Gas Trading amid high prices for natural gas and considerable market volatility.

Investment in 2022 amounted to €1,025 million, up 19% on 2021, mainly due to the purchase of 14% of the Canadian company Enerkem and an increase in investment in refineries. The investments were mainly in maintaining and improving levels of activity at industrial complexes and in starting up major decarbonization investments and projects.

- *For more information on the segment's activities, see section 5.2 Industrial*

Commercial and Renewables

Adjusted net income in 2022 came to €540 million, in line with that of 2021. The impact of the discounts applied at service stations in Spain was offset by the improvement at the other commercial businesses and at Renewables:

- Results at the **Mobility** businesses were down due to declining margins at service stations in Spain, a consequence of the more than €500 million in additional discounts applied to cushion the effects of the war. This negative impact was partially offset by the increase in volumes sold following the progressive easing of mobility restrictions and by the higher discounts.
- Earnings also improved at **LPG**, driven by higher margins on price-regulated operations in Spain, despite lower volumes sold in bottled products (due to higher temperatures), offset by an increase in bulk sales to industry and the services sector.
- Earnings were up at **Lubricants, Aviation, Asphalts and Specialized Products**, due to increased margins in Specialized Products, Lubricants and Asphalts and increased business volumes in Aviation.
- Slight improvement in results at **Retail Electricity and Gas**, albeit negative in both periods due to higher commercial costs and the negative impact of high volatility in gas and electricity prices in the Spanish pool (see section 3.2), which was not passed on to customers. All of this was mitigated by the higher volumes sold, both of electricity and gas, and by the higher number of customers (+10.3%, exceeding 1.4 million).
- At **Renewables and Low Carbon Generation**, earnings were higher than in 2021, due to the favorable price environment, increased production from combined cycles and the commissioning of new solar facilities in Spain and the United States.

Investments in 2022 totaled €925 million, mainly in the expansion of renewables in the United States (Frye Solar, Outpost and Jicarilla), and for the development and commissioning of new renewable facilities in Spain (Delta II and Sigma). They were up 12% on 2021, which included the acquisition of 40% of the US company Hecate Energy Group, LLC. and contributions for the development of projects in Chile (through the joint venture with Ibereólica).

- *For more information on the segment's activities, see section 5.3 Commercial and Renewables.*

Corporate and others

Earnings for 2022 amounted to €58 million (vs. €381 million in 2021). This change is largely down to an improved financial result, which was positively impacted by higher earnings from treasury stock positions and interest rates, lower interest on debt, and higher remuneration from investments due to the robust financial position (debt reduction of 61%) and high liquidity.

At Corporate, further efforts were made to reduce corporate costs, with results in line with those reported in 2021, while continuing to focus on digitalization and technology initiatives.

Net income

The following must be added to adjusted net income:

- The positive **inventory effect** of €75 million, compared with €797 million in 2021. The impact of the rise in the prices of crude oil and petroleum products in the first half of the year was almost completely countered by the negative price trend in the second half of the year.
- Special items** in 2022 came to €-2,485 million, relating mainly to impairment at the Industrial businesses and, to a lesser extent, provisions for credit risk (Venezuela), taxes on extraordinary income in the United Kingdom and the spill in Peru, partially offset by the recognition of tax credits.

Special items (Million euros)	2022	2021
Divestments	84	13
Indemnities and workforce restructuring	(63)	(93)
Impairment of assets	(1,775)	(699)
Provisions and others ⁽¹⁾	(731)	27
TOTAL	(2,485)	(752)

(1) Includes mainly provisions for credit risk in Venezuela, legal, tax and environmental litigation, as well as extraordinary income tax in the United Kingdom.

Turning to asset impairment, the main instances of impairment related to certain Refining assets in Spain. Medium and long-term expectations have been downgraded as a result of the new European measures to accelerate the energy transition, the increase in taxes and the negative impact (beyond the short term) of market dynamics driven by the war. These new circumstances will affect the profitability and competitiveness of some facilities and have led to provisions being recognized for impairment and dismantling of those units that would be more difficult to adapt in response to an accelerated energy transition and decarbonization process. The impact on results was -€1,479 million (-€1,247 million after tax). For more information on impairment, see Note 20 – Asset impairment to the 2022 consolidated financial statements.

As a result of all the foregoing, the **net income** of the Group in 2022 was €4,251 million, compared to €2,499 million reported in 2021, with significant improvements in the profitability indicators:

Profitability indicators	2022	2021
ROACE- Return on average capital employed (%)	14.2	8.2
Earnings per share (€/share)	2.96	1.64

4.2 Cash generation

Cash flows (Million euros)	2022	2021
EBITDA	13,813	8,170
Changes in working capital	(1,871)	(1,371)
Income taxes received/(paid)	(2,607)	(1,014)
Other collections/(payments)	(442)	(369)
Dividends received	30	37
I. Cash flow from operations	8,923	5,453
Payments on investments	(4,392)	(2,868)
Proceeds from investments	680	254
II. Cash flow from investing activities	(3,712)	(2,614)
Free cash flow (I + II)	5,211	2,839
Dividends ⁽¹⁾ and Operations with non-controlling interests ⁽²⁾	128	(425)
Net interests and leases	(397)	(399)
Treasury shares	(1,714)	(722)
Cash generation	3,228	1,293

(1) Dividends include perpetual bond coupons (other equity instruments) and those corresponding to non-controlling interests.

(2) Highlights in 2022 included the sales of 25% of Repsol Renovables and 49% of the stakes held in the Valdesolar and Kappa solar facilities (highlights in 2021: the Sale of Delta I).

Cash flow from operations (€8,923 million) was much higher than the figure reported in 2021, due to a significant increase in EBITDA in almost all businesses except for Chemicals and Mobility. This positive impact was partially offset by the higher taxes paid (Upstream and Refining performance) and by the negative impact of the higher cost of inventories (prices and volumes) and the acquisition of CO₂ allowances.

The increase in investments, compared to the previous year (+53%), resulted in lower **cash flow from investing activities** (€-3,712 million). Among the investments in 2022, those that stand out correspond to the Upstream segment (especially those made in the United States, including the disbursement for the acquisition of Rockdale in Marcellus) and to the Industrial segment (maintenance and improvement of the activities of the industrial complexes, start-up of decarbonization projects and purchase of 14% of Enerkem), as well as the commitments in Renewables to continue the international expansion in the United States and the development of projects in Spain. On the divestments side, highlights at Upstream included the cash released from the sale of assets in Canada and the divestments made in Malaysia and Russia.

Free cash flow amounted to €5,211 million, much higher than the €2,839 reported in 2021. In addition to this free cash flow, we have the cash obtained from the sale of 25% of Repsol Renovables and 49% of the Valdesolar and Kappa facilities without loss of control (transaction with non-controlling interests) (€1,130 million in total). **Cash generated** in 2022 amounts to €3,228 million, once Repsol has paid the remuneration to its shareholders (higher dividends), perpetual bond holders (-€79 million) and non-controlling interests (-€38 million), and met the cost of acquiring treasury stock (€-1,714 million) and financing and leasing costs (€-397 million). This cash generation is considerably higher than the €1,293 million reported in 2021.

4.3 Financial position

In 2022, in line with the commitment to strengthen the Group's financial structure, the various measures that have allowed solid levels of debt and low leverage to be achieved were continued.

In keeping with our policy of financial prudence and our pledge to maintain a high degree of liquidity, cash and cash equivalents held by the Group at the end of the year (in the form of cash and available credit facilities) were sufficient to cover debt maturities until the second quarter of 2033, without the need for refinancing, thus allowing us to

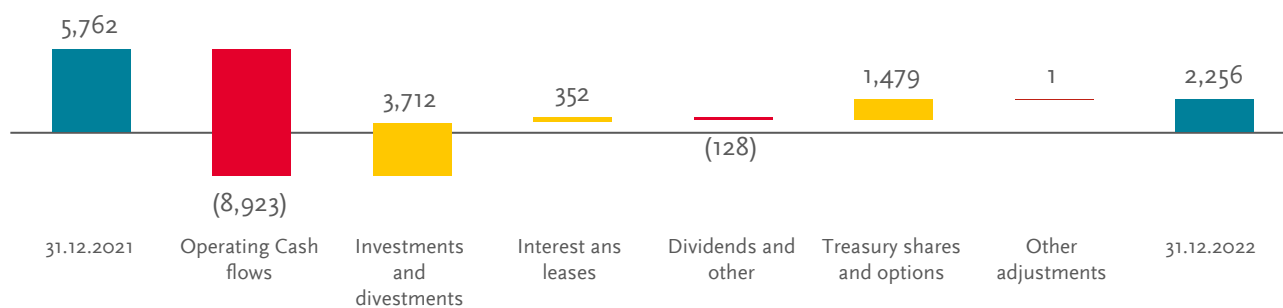
comfortably operate through the prevailing volatility and uncertainty in the financial markets impacted by the war in Ukraine.

Indebtedness

Net debt (€2,256 million) was down compared to December 2021, mainly due to increased cash flow from operations (driven by a significant improvement in EBITDA) and, to a lesser extent, to the cash obtained from divestments and sales of non-controlling stakes.

Net debt variation

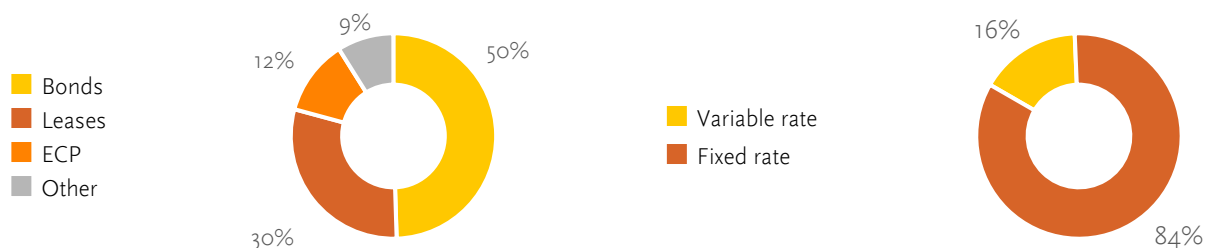
Million euros



The **leverage** ratio (8.0%) remains below the industry average and well below the levels reported in December 2021 (20.2%).

Gross debt amounted to €(12,537) million. Its maturity at December 31, 2022 is broken down on the next page.

Gross debt



Million euros	2023	2024	2025	2026	2027	2028 and beyond	TOTAL
Bonds(1)	360	848	1,748	499	747	2,082	6,284
Leases	651	451	361	307	278	1,668	3,716
Commercial paper (ECP)	1,532	—	—	—	—	—	1,532
Loans and credits	638	60	190	59	37	169	1,154
Other(2)	(184)	—	4	6	8	18	(148)

Note: the amounts shown in the table are the accounting balances recognized in the balance sheet.

(1) The maturity of the subordinated bonds is presented as occurring on the first call date.

(2) Includes mainly institutional financing and derivatives.

Main financing transactions

In 2022 the main financial transactions were as follows:

- In May, a Repsol International Finance, B.V. bond issue for a nominal amount of €500 million and a fixed annual coupon of 0.5% was redeemed at maturity.
- Between March and June, Repsol redeemed all the bonds issued by Repsol Oil & Gas Canada Inc. (ROGCI) for a total face value of \$412 million.
- In April, the loans arranged to finance the investment in the Saint-John LNG project in Canada were repaid, with a cash outflow of \$586 million. • For more information, see Note 7 Financial resources to the 2022 consolidated Financial Statements.

Sustainable financing framework

In June 2021, a new comprehensive sustainable financing strategy was released to accompany the energy transition process, offering flexibility and transparency in the issuance of financial instruments. It is implemented through a *framework* (available at www.repsol.com), which was updated in March 2022 with the new transition path published on *Low Carbon Day* and incorporates both instruments for the financing of specific projects (green and transitional) and instruments linked to sustainable company commitments (Sustainability-Linked Bonds, or SLBs).

Liquidity

Group liquidity at December 31, 2022, including committed and undrawn credit facilities, stood at €12,014 million, which is enough to cover its short-term debt maturities by a factor of 4.01. Repsol had undrawn credit facilities amounting to €2,681 million and €2,675 million at December 31, 2022 and 2021, respectively.

Credit ratings

The credit ratings assigned to Repsol, S.A. by the various ratings agencies are currently as follows:

Term	Standard & Poor's	Moody's	Fitch
Long-term	BBB +	Baa1	BBB
Short-term	A-2	P-2	F-2
Outlook	stable	stable	positive
Date of latest modification	11/16/2022	12/20/2022	10/11/2022

In 2022, Repsol maintained its investment grade rating, with both Moody's and Standard & Poor's upgrading their rating by one notch to Baa1 and BBB+ respectively, both with stable outlook.

4.4 Shareholder remuneration

Repsol does not have a formal policy on dividends, and the Company's decisions on shareholder return depend on several factors, including the performance of its businesses and its operating results.

The cash remuneration received by shareholders in 2022¹ was 0.63 €/share, which included:

- a dividend of €0.30 gross per share paid in January, charged to voluntary reserves from retained earnings, for a total of €439² million;
- a dividend of €0.33 gross per share paid out in July against 2021 earnings, for a total amount of €471³ million.

Additionally, in May³, October⁴ and December⁵ three capital reductions have been carried out, through the redemption, in each of the first two, of 75 million treasury shares and of 50 million shares in the third (a total of 200 million shares redeemed), which contributed to shareholder remuneration by increasing earnings per share.

Shareholder remuneration in 2023

In January 2023, shareholders were remunerated with €0.35 gross per share through the distribution of: (i) €0.325 gross per share paid out against voluntary reserves⁶; and (ii) a dividend of €0.025 gross per share paid out against 2022 earnings. The total amount paid out came to €454 million.⁷

In October the Board of Directors agreed to submit for the approval of shareholders, at the next Annual General Meeting to be held in 2023, a final dividend of €0.35 gross per share. Consequently, if the above-mentioned proposal is approved by the 2023 General Shareholders' Meeting, shareholders will receive a cash remuneration of €0.70 gross per share in 2023 (11% higher than in 2022).

Lastly, in February 2023, the Board of Directors agreed to launch a share buyback program targeting a maximum of 35 million treasury shares and to propose to the next Annual General Meeting a capital reduction through the redemption of 50 million treasury shares.

¹ For further information on the total returns received by shareholders, see the "Share capital" section of Note 6 "Equity" to the 2022 consolidated financial statements. The remuneration received by shareholders in 2021 was 0.588 €/share.

² Remuneration paid to Repsol, S.A. outstanding shares with entitlement to receive the dividend.

³ Approved at the 2022 Annual General Meeting, under item seven on the Agenda.

⁴ Agreed by the Board of Directors of Repsol, S.A. at its meeting held on July 27, 2022, within the scope of the resolution passed at the 2022 Annual General Meeting under item eight on the agenda.

⁵ Agreed by the Board of Directors of Repsol, S.A. at its meeting held on October 26, 2022, within the scope of the resolution passed at the 2022 Annual General Meeting under item eight on the agenda.

⁶ Agreed at the 2022 Annual General Meeting, under item six on the Agenda.

⁷ Remuneration paid to Repsol, S.A. outstanding shares with entitlement to receive the dividend.

At December 31, 2022, the outstanding balance of treasury shares was 225,565 million shares, representing 0.02% of share capital at that date.⁸

• For more information, see Note 6.2 Treasury shares and own equity investments to the 2022 consolidated Financial Statements.

Our share

During the year the Repsol share price showed a significant recovery with respect to the levels reported at the beginning of the year (+42.3%), outperforming the IBEX-35 average (-5.6%) and the average among peer companies (+29.6%) operating in the Oil & Gas sector.

This was due to the positive impact of the recovery in demand and crude oil prices, as well as by the recovery of refining margins.

The Group's main stock market indicators in 2022 and 2021 were as follows:

Main stock market indicators	2022	2021
Shareholder remuneration ⁽¹⁾ (€/share)	0.63	0.59
Share price at end of period ⁽²⁾ (euros)	14.85	10.44
Period average share price (euros)	12.97	10.20
Period high (euros)	16.12	11.69
Period low (euros)	10.42	7.98
Number of shares outstanding at end of the period (million)	1,327	1,527
Market capitalization at end of period ⁽³⁾ (million euros)	19,712	15,940
Dividend yield ⁽⁴⁾ (%)	6.0	7.1

(1) See previous section.

(2) Share price at year-end in the continuous market of the Spanish stock exchanges.

(3) Year-end closing market price per share, times the number of outstanding shares.

(4) Remuneration per share for each year / Share price at end of previous year.

Share price performance [€/share]



⁸ Treasury shares: For further information, see Note 6.2 Treasury shares and own equity investments of the 2022 consolidated financial statements.

5. Performance of our businesses

5.1 Upstream

January Divestments in Russia, Ecuador, Malaysia, Vietnam and Greece.	February Acquisitions of assets in the priority area of Marcellus.	March Positive result of the appraisal survey of Monument-2 in Gulf of Mexico.	April Successful dismantling of two fields in the UK.	May Decision made to invest in GoM [Leon and Castile].	June Increased production in Bolivia [connection of MGR-10 well].
July End of dismantling of Gyda in Norway.	August Asset sale agreements in Canada and FID Alaska.	September Agreement to sell 25% of the E&P business.	October Investment decision made on Lapa SW in Brazil and Cypre in T&T.	November Increased stake at Walker Ridge in the Gulf of Mexico.	December Agreement to acquire assets in the priority area of Eagle Ford.

Our activities

- New areas: identification and entry into new projects (organic or inorganic growth).
- Exploration: geology, geophysics and exploratory drilling activities in the search for hydrocarbon resources.
- Evaluation: drilling of appraisal boreholes, definition of the volumes discovered and determination of their commercial viability.
- Development: drilling of production wells, construction of collection systems, processing plants and evacuation and transportation systems for production of reserves. Always under policies of sustainability, safety and transparency to ensure that the project runs smoothly.
- Production: commercial operation of hydrocarbons.
- Dismantling: abandonment and refurbishment of all facilities to leave the area in the same environmental condition as prior to the commencement of operations.
- Low-carbon geological solutions: search for opportunities, studies and development of projects to generate geothermal energy, projects for the capture and storage of CO₂ and for the removal of surplus natural gas and green hydrogen, its storage in the subsoil and subsequent use.

Our performance in 2022

€ Million	2022	2021	Δ
Operating income	5,705	3,027	2,678
Income tax	(2,703)	(1,348)	(1,356)
Investees and non-controlling interests	27	8	19
Adjusted Net Income	3,029	1,687	1,341
Special items	(570)	(590)	21
Net Income	2,459	1,097	1,362
Effective tax rate (%)	(47)	(45)	(3)
EBITDA	7,485	4,429	3,056
Investments	2,127	1,223	904

Main operating figures

€ Million	2022	2021
Net undeveloped mining area (km ²)	48,680	98,944
Net developed mining area (km ²)	5,183	5,933
Proven reserves of crude oil, condensate and LPG	635	570
Proven natural gas reserves (Mboe)	1,274	1,346
Proven reserve replacement ratio (%) ⁽¹⁾	97	130
Net production of liquids (kbb/d)	185	206
Net production of gas (kboe/d)	365	366
Net hydrocarbon production (kboe/d)	550	572
Average crude oil realization price (\$/bbl)	90.0	62.7
Average gas realization price (\$/boe)	7.4	4.6

(1) Proven reserve replacement ratio: (quotient between total additions of proven reserves in the period and production in the period)

Information on oil and gas exploration and production activities

To coincide with the publication of this Management Report, Repsol publishes "Information on oil and gas exploration and production activities" on www.repsol.com, to provide detailed information on acreage, exploration and development activity, net proven reserves, future cash flows, production, and other useful information.

21-25 Strategic Plan : 2021-2025 Priorities

1	2	3	4
Free Cash Flow Priority	Resilient value contribution	Focused portfolio	First level CO2 emissions
<ul style="list-style-type: none"> FCF breakeven <\$40/barrel Low capital intensity and flexibility 15% reduction in OPEX 	<ul style="list-style-type: none"> Leading in profitability per project Short return periods Digital program 30% reduction in general and administrative expenses 	<ul style="list-style-type: none"> Value over volume Flexible production level Less, more focused, exploration 	<ul style="list-style-type: none"> 75% reduction in emissions intensity Rationalization toward a smaller Upstream portfolio Decline of/exit from carbon intensive and non-strategic assets

Main events

Repsol considers its Upstream business, including its long-term maintenance and consolidation, to be strategic. In the context of dynamic permanent management of the business portfolio, various opportunities were analyzed, resulting in the announcement, in September, of an agreement with the United States institutional investor EIG for the sale of a 25% stake. • *For more information, see section 2.5 Strategy.*

The efficiency measures and greater focus on the value of the portfolio of oil and gas assets, which were implemented in an environment of low prices, have been essential in taking full advantage of profitability in the current cycle of high prices. • *For more information, see section 4.1 Results.*

Management of the asset portfolio

In 2022, in addition to the agreement for the sale of 25% of the Upstream business, divestments (exiting countries) were completed in Malaysia, Russia, Ecuador and Greece, and various assets in Canada (Duvernay, Chauvin and Montney) were sold.

In order to focus on priority geographic areas, additional investments were completed in Marcellus, with the assets acquired from Rockdale Marcellus LLC and Abarta, and an agreement was announced to acquire new assets at Eagle Ford.

Average production

Average production totaled 550 Kboe/d in 2022, 4% Kboe/d lower than the previous year, mainly due to the sale of production assets in Canada, Algeria (TFT-II) and Norway (Brage) in 2021 and the Repsol Group's exit from certain countries (Malaysia, Ecuador, Russia and Vietnam), intermittent stoppages in Libya over security concerns and natural decline of the fields and the effect of higher prices on operating contracts in Bolivia. All of this was partially offset by the commissioning of new wells at the non-conventional

assets of Marcellus and Eagle Ford in the United States, the entry into production of the YME project in Norway, fewer operating incidents in Peru and Trinidad and Tobago, and higher demand for gas in Venezuela.

Exploration campaign

In 2022, drilling was completed on eight exploratory wells, two of them positive (both in Colombia) and six negative (two in Colombia and one each in the United States, Bolivia, Guyana and Indonesia); plus three appraisal wells in the United States, two with positive and one with negative results. At December 31, an exploratory survey was under way in Colombia.

Acreage

A final investment decision was made in relation to one project in the US Gulf of Mexico (Castile and Leon), on Phase 3 of development at Eagle Ford in the United States, on Phase I of the Pikka project in Alaska in the United States, on the Lapa project in southeast Brazil, and on the Cypre project in Trinidad and Tobago, to make further progress in strategic projects. In Alaska, unitization of the Quoka area and of the Alignment Agreement area was settled, which meant that Repsol entered with a 49% stake in 46 blocks that belonged 100% to Oil Search.

Reserves

A total of 194 Mboe in proven reserves was added in 2022, mainly a result of extensions and discoveries, reviews and buying and selling. The total reserve Replacement Ratio was 97% in 2022 (130% in 2021).

North America

Main assets

Countries	Main assets ⁽¹⁾	% Repsol	P/D/E ⁽²⁾	L/G ⁽²⁾	Description
USA	Shenzi	28.00%	P	L-G	Deep waters of the Gulf of Mexico south east of Louisiana
USA	Eagle Ford	91.77%	P	L-G	Unconventional onshore shale gas assets with associated liquids in south of the state of Texas
USA	Marcellus	85.03%	P	G	Non-conventional shale gas projects, mainly in the states of Pennsylvania, New York and West Virginia
USA	Buckskin	22.50%	P	L-G	Deep waters of the Gulf of Mexico southwest of Louisiana
USA	North Slope - Pikka	49%	D	L	Area under development in north Alaska
USA	North Slope - Horseshoe	49%	E	L	Exploratory area comprising the Horseshoe discovery in northern Alaska
USA	Castile y Leon	47.13%	D	L-G	Deep-sea exploratory asset in the Gulf of Mexico southwest of Louisiana State
Canada	Edson & Wild River	Average 64.66%	P	L-G	Non-conventional gas assets with related liquids in the state of Alberta

(1) Further information in Appendix IIB of the consolidated Financial Statements

(2) P: Production / D: Development / E: Exploration / L: Liquids / G: Gas

Main events

- **United States: expansion at Marcellus and Eagle Ford and final investment decision made on Castile and Leon, and phase three of development at Eagle Ford and Pikka.**

In January and February, in the United States, new assets were acquired at Marcellus, adding approximately 45,000 net acres in Tioga, Bradford and Lycoming counties (Pennsylvania), including additional production of approximately 80 million cubic feet per day and future drilling locations.

In February, the stake in Blacktip in the Gulf of Mexico was increased to 11.3%, by absorbing a portion of Chevron's stake following its exit from the project.

In March, an agreement was signed with the non-profit foundation MiQ (the main market standard for methane emissions performance in the United States) to obtain certification for the Marcellus Shale production in Pennsylvania. The Monument-2 delineation drilling in the Walker Ridge 271 block in the Gulf of Mexico was also completed with a positive result.

In May, the final investment decision (FID) was made to develop the Castile and Leon projects located in the Keathley Canyon extension area of the Gulf of Mexico (partners LLOG and Beacon).

In June, the FID was reached for the third phase of Eagle Ford development, which involves drilling a further 49 operated wells (on 12 platforms) that are expected to generate additional incremental lifetime net sales of 42 Mboe in the retrograde gas, wet gas and black oil windows.

In August, the final investment decision was made for development of Phase I of the Pikka project in Alaska. The project is designed with a carbon intensity index that is among the lowest in the global portfolio of assets.

Production is expected to start in 2026. In December, the authorities approved the project.

In November, Shell obtained a 20% interest in eight blocks at the Walker Ridge area (blocks 4, 5, 48, 90, 91, 92, 134 and 135) in the Gulf of Mexico, spread between the Shenandoah and Sparta projects. Repsol is a partner of Shell at several prospecting wells in the Shenandoah area, including Abilene. The agreement is subject to regulator approval.

In December, Carbon-Zero, Cox, Crescent Midstream and Repsol joined forces to develop one of the most important marine hubs on the Gulf of Mexico Coast for CCUS (Carbon Capture Usage & Storage).

In December, the acquisition of new acreage was agreed with the company INPEX in the strategic area of Eagle Ford.

- **Canada: sale of acreage in Alberta.**

In September, 95,000 net acres (38,000 hectares) of the Chauvin, Duvernay and Montney productive oil and gas fields in Alberta were sold to Teine Energy.

- **Mexico: return of blocks and restoration of reefs.**

In 2022, the National Hydrocarbons Commission authorized the return of exploration blocks 5, 10, 11, 14 and 15, located in the Burgos Basin in the Gulf of Mexico. Following these withdrawals, Repsol's presence in Mexico is limited to just block 29 in the deep waters of the Salina basin in the Gulf of Mexico, where it is an operator with a 30% stake.

In September, the reef restoration program began in Veracruz. Repsol, together with the National Commission of Protected Natural Areas of Mexico and Blue Tech/Oceanus, A.C., began a work program for the restoration of three hectares of reef in the Veracruz Reef System National Park. The objectives include increasing healthy and genetically diverse coral colonies and rehabilitating the area's structure and ecological functions, notably including the need to allow other species and organisms to grow and flourish there.

Performance indicators

Operations performance	2022	2021
Net production of liquids (Mbbbl)	17	16
Net production of natural gas (bcf)	250	224
Net hydrocarbon production (Mboe)	62	56
Crude oil realization price (\$/bbl)	90.5	63.5
Gas realization price (\$/boe)	5.8	3.5
Oil production wells	974	1,852
Gas production wells	1,877	1,975
Development wells completed:	80	19
Positives	78	19
Negatives	1	—
Under evaluation	1	—
Completed and ongoing exploration wells ⁽¹⁾ :	1	2
Positives	—	1
Negatives	1	1
Under evaluation	—	—
Ongoing	—	—

(1) Does not include appraisal wells: one completed with a positive result in 2021 and one that was in progress at the end of 2021 and one completed in 2020, also with a positive result

Main figures

	2022	2021
Net developed acreage (Km ²)	2,219	2,414
Net undeveloped acreage (Km ²)	7,912	8,815
Net acreage under development (Km ²)	3,749	4,550
Net exploration acreage (Km ²)	6,382	6,679
Net proven reserves (Mboe)	858	715

Sustainability performance

	2022	2021
Number of employees	819	855
% of women	33	32
% of women in leadership positions	25	24
Oil spills reaching the environment (t) ⁽¹⁾	12.03	1.69
CO ₂ e emissions (Mt) (Scope 1 + 2) ⁽²⁾	1.3	1.5
TRIR	4.11	1.30
No. of Tier 1 process incidents	1	—
No. of Tier 2 process incidents	8	2
Voluntary social investment (thousands of €)	396	441

(1) Oil spills of more than one barrel to have reached the environment.

(2) The Company's direct and indirect emissions (Scope 1 and Scope 2) will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the next edition of the Integrated Management Report.

Latin America

Main assets

Countries	Main assets ⁽¹⁾	% Repsol	P/D/E ⁽²⁾	L/G ⁽²⁾	Description
Trinidad and Tobago	BP TT	30.00%	P	L-G	Columbus offshore basin
Brazil	BM-S-9 (Sapinhoá)	15.00%	P	L-G	Ultra-deep waters in the pre-salt of the Santos basin
Brazil	BM-S-9A (Lapa)	15.00%	P / D	L	Ultra-deep waters in the pre-salt of the Santos basin
Brazil	BM-S-50 (Sagitario)	12.00%	E	L-G	Ultra-deep waters in the pre-salt of the Santos basin
Brazil	BM-C-33 (C-M-539)	21.00%	D	L-G	Ultra-deep waters in the pre-salt of the Campos basin
Brazil	Albacora Leste	6.00%	P	L-G	Deep Waters in the Campos Basin
Bolivia	Margarita - Huacaya (Caipipendi)	37.50%	P	L-G	Southern Sub-Andean Basin to the south of the country
Bolivia	Sábalo	24.17%	P	L-G	Southern Sub-Andean Basin to the south of the country
Bolivia	San Alberto	24.17%	P	L-G	Southern Sub-Andean Basin to the south of the country
Colombia	CPO-9 Akacias	45.00%	P / D	L	Llanos basin in the center of the country
Colombia	Cravo Norte	5.63%	P	L	Llanos Basin next to the border with Venezuela
Peru	Camisea (Bloques 56 y 88)	10.00%	P	L-G	Ucayali basin, in the Andean region
Peru	Bloque 57 (Kinteroni & Sagari)	53.84%	P / D	L-G	Madre de Dios basin (Andean region)

(1) Further information in Appendix IIB of the consolidated financial statements

(2) P: Production / D: Development / E: Exploration / L: Liquids / G: Gas

Main events

• Bolivia: increase in production.

Within the framework of the development works in the Caipipendi area, in Bolivia, the milestone of early connection of the MGR-10 Well was reached in June, increasing production by more than 2 Mm³/d ahead of schedule. Drilling of the well in 2021 reached a depth of 4,550 meters. The production test results confirmed the production volumes, which led to the approval of the project, with initial flows of more than 2 Mm³/d and 2,600 boe/d.

• Brazil: seismic acquisition in Albacora Leste and FID in Lapa SW.

In May, Repsol Sinopec Brazil and its partners Petrobras and Equinor began 4D seismic acquisition operations (892 km²) spanning the neighboring Roncador field in the deep waters of the Campos basin.

In January 2023, the final investment decision (FID) was made on the Lapa SW block in the Santos basin. When it goes into operation in 2025, Lapa Sudoeste will increase production from the Lapa field by 25,000 barrels of oil per day.

• Colombia: 2 positive exploratory wells.

In September, the Tejón-1 exploratory well, carried out at the CPO-9 block operated by Ecopetrol (Repsol holding a 45% stake), ended with positive results.

In October, drilling of the Cosecha GN 01 exploratory well in the Cosecha block, operated by SierraCol (with Repsol holding a 17.5% stake), was completed with positive results.

• Ecuador: end of production activity.

In January, the sale to New Stratus Energy of Repsol's 35% operating interest in heavy crude blocks 16 and 67 was completed.

• Trinidad and Tobago: Installation of the Cassia C platform and start of development of the Cyre project.

In July, Repsol, together with BP, completed installation of the upper part of the Cassia Compression (Cassia C) platform off the east coast of Trinidad. The installation marks an important milestone in the project that will allow access to and production of low-pressure gas reserves from fields currently in production in the Greater Cassia area, thus maximizing the recovery of these existing resources. Production started in November.

In September, Repsol, together with BP, confirmed the start of development of its Cyre offshore gas project (joint development of the SEQB and Macadamia discoveries). At its peak, the development is expected to generate average gas production of 250 to 300 million cubic feet per day (mmscfd).

• Venezuela: improvement of prospects for the operation

While the political and economic situation remains the same, the prospects for the operation have improved as a result of the incipient relaxation of the United States Government's coercive measures against Venezuela.

• Guyana: exploratory well.

In August the drilling of the Beebei-1 exploratory well (Kanuku block), which Repsol operates with a 37.5% stake, was completed with negative results.

Performance indicators

Main figures	2022	2021
Net developed mining area (Km ²)	688	704
Net undeveloped mining area (Km ²)	28,088	28,500
Net acreage under development (Km ²)	4,046	4,531
Net exploration mining area (Km ²)	24,731	24,673
Net proven reserves (Mboe)	846	941

Operations performance	2022	2021
Net production of liquids (Mbbbl)	27	29
Net production of natural gas (bcf)	381	382
Net hydrocarbon production (Mboe)	95	97
Crude oil realization price (\$/bbl)	82,5	58.1
Gas realization price (\$/boe)	6,4	3,8
Oil production wells	711	717
Gas production wells	224	207
Development wells completed:	29	15
Positives	24	12
Negatives	4	—
Under evaluation	1	3
Completed and ongoing exploration wells ⁽¹⁾ :	7	2
Positives	2	1
Negatives	4	—
Under evaluation	—	—
In progress	1	1

(1) Does not include appraisal wells (no activity in 2022 and 2021).

Sustainability performance	2022	2021
Number of employees	591	976
% of women	34	26
% of women in leadership positions	26	25
Oil spills reaching the environment (t) ⁽¹⁾	—	3,66
CO ₂ e emissions (Mt) (Scopes 1 + 2) ⁽²⁾	0.2	0.7
TRIR	1.55	0.28
No. of Tier 1 process incidents	—	1
No. of Tier 2 process incidents	—	1
Voluntary social investment (thousands of €)	4,727	3,939

(1) Oil spills of more than one barrel to have reached the environment.

(2) The Company's direct and indirect emissions (Scope 1 and Scope 2) will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the next edition of the Integrated Management Report.

• For more information on the geopolitical risks in Latin America, see Note 20.3 to the 2022 consolidated Financial Statements.

Europe, Africa and rest of the world

Main assets

Countries	Main assets ⁽¹⁾	% Repsol	P/D/E ⁽²⁾	L/G ⁽²⁾	Description
Norway	Operated assets (Varg, Yme, etc.)	Average 55.99%	P	L-G	Offshore assets located in the North Sea to the south of the country
Norway	Non-operated assets (Visund, Gudren, Mikkell, etc.)	Average 13.00%	P	L-G	Offshore assets located in the North Sea to the south of the country
United Kingdom	RSRUK operated assets (Beatrice, Claymore, Orion, Piper, etc.)	Average 40.83%	P	L-G	Offshore assets located mainly in the Central North Sea basin
United Kingdom	RSRUK non-operated assets (Balmoral, Cawdor, etc.)	Average 5.03%	P	L-G	Offshore assets located mainly in the Central North Sea basin
Algeria	Reggane Nord	29.25%	P / D	G	Gas assets in the center of the country in the Reggane basin
Algeria	Greater MLN/ Menzel Ledjmet Sud-Est	35.00%	P	L	Assets located in the Ghadames/Berkine basin, east of the country
Libya	NC-115	20.00%	P	L	Asset located in the Murzuk basin in the southwest of the country
Libya	NC-186	16.00%	P	L	Asset located in the Murzuk basin in the southwest of the country
Indonesia	Corridor	36.00%	P	L-G	Onshore asset in the South Sumatra basin
Indonesia	Sakakemang	45.00%	E	G	Onshore asset operated in the South Sumatra basin

(1) Further information in Appendix IIB of the consolidated financial statements

(2) P: Production / D: Development / E: Exploration / L: Liquids / G: Gas

Main events in the period

• Norway: Blane and Mikkell extension, and dismantling.

In February, the production license for the Blane field was extended until July 8, 2027, and production ceased at the Veslefrikk field (24 wells).

In July, dismantling of the 30,000-ton Gyda platform in Norway was successfully completed.

In November, the Norwegian Petroleum Operations Safety Agency (PSA) approved the use of the Mikkell subsea facilities until December 2039, which translates into a 16-year extension from July 2023. Subsea compression has achieved an increase in recoverable reserves, making this extension necessary.

• United Kingdom: dismantling and Pre-FEED Marigold study.

In April, dismantling of the Buchan and Hannay fields was completed, achieving a recycling rate and a reuse of recovered materials of 99%. New agreements were also signed to export the oil produced at Golden Eagle, Piper and Claymore to the Flotta Repsol terminal in Scarpa Flow, Orkney, until the end of the field's useful life in the 2030s.

In May, a team was set up to start the preliminary design and engineering study for development of the Marigold field, owned by Ithaca and Hibiscus, with the Piper Bravo platform operated by Repsol Sinopec UK (estimated maximum production of 40 Kboe/d and 12 Mscf/d).

• Libya: interruptions due to security conditions.

In January, March and April, there were interruptions in production at the El Sharara Field over security concerns.

• For more information, see Note 20.3 to the consolidated financial statements).

• Algeria: increased stake in Reggane.

In July, Repsol exercised its preferential subscription right to buy the Edison company's stake in the Reggane Nord natural gas project. The operation is part of the European strategy to seek opportunities to increase its stake in gas supplies to Europe. The shareholding percentages will be as follows: Repsol (operator, 36%), Sonatrach (40%), W-D (24%).

Operations have carried on normally despite the *Friendship, Good Neighbor and Cooperation Treaty* that was signed between both countries falling apart. • For more information see Note 20.3 to the consolidated financial statements).

• Russia: exit from the country.

In January, the last exploratory assets were sold to Gazprom Neft.

• Malaysia and Vietnam: exit from both countries.

In January, the sale was completed of the PM3 CAA, Kinabalu, PM305/314 assets in Malaysia and block 46 CN in Vietnam to a subsidiary of Hibiscus Petroleum.

In May, approval was received for the transfer of exploratory blocks 133-134 and 156-159 to Petrovietnam, meaning the cessation of activities in Vietnam.

• Greece: exit from the country.

In January, the sale of 50% of the Ionian block to Hellenic Petroleum was approved, putting an end to activities in the country.

Performance indicators

Main figures	Europe		Africa		Rest of the world	
	2022	2021	2022	2021	2022	2021
Net developed acreage (Km ²)	489	499	816	763	970	1,553
Net undeveloped acreage (Km ²)	1,440	4,773	4,642	4,696	6,598	52,160
Net development acreage (Km ²)	1,087	1,092	2,326	2,326	1,048	1,983
Net exploration acreage (Km ²)	842	4,180	3,132	3,132	6,520	51,730
Net proven reserves (Mboe)	54	69	115	124	36	67

Operations performance	Europe		Africa		Rest of the world	
	2022	2021	2022	2021	2022	2021
Net production of liquids (Mbbbl)	11	10	12	15	1	5
Net production of natural gas (bcf)	30	30	16	26	71	87
Net hydrocarbon production (Mboe)	16	16	15	20	13	20
Crude oil realization price (\$/bbl)	101.2	70.1	100.8	67.9	95.3	64.6
Gas realization price (\$/boe)	32.2	16.5	7.7	4.3	8.3	7.2
Oil production wells	184	187	383	377	2	84
Gas production wells	13	15	25	22	33	62
Development wells completed:	14	9	14	—	1	4
Positives	11	8	14	—	1	3
Negatives	1	—	—	—	—	—
Under evaluation	2	1	—	—	—	1
Completed and ongoing exploration wells ⁽¹⁾ :	—	1	—	—	1	—
Positives	—	—	—	—	—	—
Negatives	—	1	—	—	1	—
Under evaluation	—	—	—	—	—	—
In progress	—	—	—	—	—	—

⁽¹⁾ Europe: Does not include appraisal wells (no activity in 2022 or 2021). Africa: Does not include appraisal wells (no activity in 2022 or 2021). Rest of the World: Does not include appraisal wells (no activity in 2022 or 2021).

Sustainability performance	Europe		Africa		Rest of the world	
	2022	2021	2022	2021	2022	2021
Number of employees	616	694	109	107	90	454
% of women	31	32	13	13	41	33
% of women in leadership positions	26	28	—	—	36	26
Oil spills reaching the environment (t) ⁽¹⁾	1.47	—	—	—	—	—
CO ₂ e emissions (Mt) (Scopes 1 + 2) ⁽²⁾	0.14	0.1	—	—	0.4	5.3
TRIR	1.57	1.46	—	—	—	0.55
No. of Tier 1 process incidents	—	—	—	—	—	—
No. of Tier 2 process incidents	—	—	—	—	1	2
Voluntary social investment (thousands of €)	604	418	2,345	1,720	—	331

⁽¹⁾ Oil spills of more than one barrel to have reached the environment.

⁽²⁾ The Company's direct and indirect emissions (Scope 1 and Scope 2) will undergo additional verification in accordance with EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the following edition of the Integrated Management Report.

5.2 Industrial

January

Birth of SHYNE (renewable H2 consortium) and spill in Peru.

February

Start of Russia's invasion of Ukraine and onset of price volatility.

March

Start of construction on the advanced biofuels plant in Cartagena.

April

New stake in Enerkem (waste gasification).

May

Progress in the decarbonization projects of Petronor.

June

Announcement of new polyethylene plants in Puertollano and Tarragona.

July

Agreement with Navantia for renewable H2 industrial development.

August

September

The European Commission approves H2 projects in Cartagena and Bilbao.

October

New stake in Acteco (waste recovery).

November

Gradual decline in the margins of Refining and Chemicals.

December

Our activities

- **Refining:** production of fuel, sustainable biofuels and carbon-neutral materials.
- **Chemicals:** production and marketing of a wide range of products. Includes basic and derivative petrochemicals.
- **Trading:** transport and supply of crude oil, gas and products to the refining system, marketing of crude oil, products outside the proprietary system.
- **Wholesale and gas trading:** LNG/natural gas supply and trading, including LNG regasification and marketing to customers in North America and Spain.

Our performance in 2022

Million euros	2022	2021	Δ
Operating income	4,315	792	3,523
Income tax	(1,071)	(197)	(874)
Investees and noncontrolling interests	(94)	11	(105)
Adjusted Net Income	3,150	606	2,544
Inventory effect	56	746	(690)
Special Items	(1,884)	(300)	(1,584)
Net income	1,322	1,052	270
Effective tax rate (%)	(25)	(25)	—
EBITDA	5,223	2,654	2,569
Investments	1,025	859	166

Sustainability performance

	2022	2021
Number of employees	9,914	9,784
% of women	31	30
% of women in leadership positions	29	27

Main operating figures

	2022	2021
Refining capacity (kbb/d)	1,013	1,013
Europe	896	896
Rest of the world	117	117
Conversion rate in Spain (%)	63	63
Conversion utilization Spanish Refining (%)	95	83
Distillation utilization Spanish Refining (%)	86	76
Crude oil processed (millions of t)	42.1	38.2
Europe	38.6	34.0
Rest of the world	3.6	4.2
Refining margin indicator (\$/Bbl)		
Spain	15.6	2.4
Peru	18.5	6.3
Petrochemical production capacity (kt)		
Basic petrochemicals	2,656	2,656
Petrochemical derivatives	2,243	2,243
Sales of petrochemical products (kt)	2,451	2,819
Gas sales in North America (Tbtu)	598	736

2021-2025 Strategic Plan

	Refining	Chemicals	Trading
Returns Cash generation in a complex environment	<ul style="list-style-type: none"> Net cash margin for the first four months – Solomon and Wood Mackenzie Preferred position Improved competitiveness and operating performance 	<ul style="list-style-type: none"> Differentiation with high value products Growth in new opportunities Flexibility in raw materials 60% of liquefied petroleum gas in crackers vs. 25% average for the European Union 	<ul style="list-style-type: none"> Maximizing integration and value of assets Growth in key products and markets
Digitalization Industry 4.0. with a boost to integration and improved decision making	<ul style="list-style-type: none"> Optimization of units through automation and the use of real-time data Improved asset availability to maximize performance and optimize maintenance costs [-5% by 2025] Integration of supply chain management through planning models based on artificial intelligence and machine learning Use of smart energy optimizers to reduce consumption and greenhouse gas emissions [-0,1Mt CO₂] 		
New platforms	<ul style="list-style-type: none"> Leadership in new low-carbon businesses [hydrogen, waste revaluation, etc.] 	<ul style="list-style-type: none"> Circular economy platforms [recycling and chemicals from waste] 	<ul style="list-style-type: none"> Growth in low-carbon business [biogas/biofuels, CO₂, etc.]

Main events

2022 was marked by the continued recovery from the impacts of COVID-19 in the first months of the year, and later by the Russian invasion of Ukraine, which led to an increase in prices in the international crude oil, gasoline and diesel markets, significantly affecting global demand and the margin of Refining and Chemicals. In this environment, the Industrial businesses adapted their production, logistics and commercial schemes to the changing situation. The volatility in demand also required the Trading activity to adapt within the Industrials value chain (chartered vessels and time-charter voyages), while Wholesale and Gas Trading was affected by unprecedented levels of volatility as gas prices continue to rise, especially in Europe, but also in North America.

The volatility in prices made it possible to capture better margins occasionally, but the war has worsened the environment in which, foreseeably, the Industrial businesses must operate, and therefore significant impairments in the value of the assets were recognized in the period • *For more information, see Section 4.1 Results*

All this did not put a brake on the push for further progress toward decarbonization. This can be seen in the progress made in circular economy and advanced biofuel projects at industrial complexes, with new plants for 100% recyclable polymeric materials, and in the development of renewable hydrogen being carried out by various consortiums in the Iberian Peninsula.

5.2.1. Refining

Main assets

The Repsol Group owns and operates six refineries: five in Spain (A Coruña, Bilbao, Cartagena, Puertollano and Tarragona), with a total distillation capacity of 896 thousand barrels of oil/day (including the stake in Asfaltos Españoles S.A. in Tarragona), and one in Peru, where it owns a 99.2% stake, with an installed capacity of 117 thousand barrels of oil/day.

Refining capacity	Primary distillation	Conversion rate ⁽²⁾	Lubricants
	Thousands of bbl/d	(%)	(Thousands of t/d)
Cartagena	220	76	155
A Coruña	120	66	—
Puertollano	150	66	110
Tarragona ⁽¹⁾	186	44	—
Bilbao	220	63	—
Repsol Total (Spain)	896	63	265
La Pampilla (Peru)	117	24	—
TOTAL	1,013	59	265

(1) Includes 50% of the capacity of Asfaltos Españoles S.A. (ASESA), a company 50% owned by Repsol and CEPSA.

(2) Ratio of equivalent Fluid Catalytic Cracking ("FCC") capacity to primary distillation capacity.

Performance: high margins and spill in Peru

Last year was heavily affected by the international tensions arising from the war, most notably affecting Europe. Despite this environment, Repsol continued to run its business as an essential service for society and to guarantee supply in Spain.

The volatile environment resulting from these international tensions impacted the refining margin indicator, which retreated throughout 2021 and in the early months of 2022, largely due to the decline in demand for fuel. This situation promptly turned on its head in the second quarter of 2022, when international tensions and the veto on imports of raw materials and products from Russia led to a mismatch between supply and demand and, consequently, to higher world reference prices. This supply-demand mismatch was compounded by the endemic state of refining in the European Union, which has reduced its capacity by more than 10% in the last decade, mainly due to the closure of 24 facilities caused by an environment of low profitability and regulatory uncertainty. All of this ultimately fed through to the refining margin indicator, which reacted by climbing sharply to an average of \$28.8 per barrel in June.

However, between July and September there was then a further decline in the refining margin index to \$12.7/bbl on average, mainly due to high energy costs. In the last period of the year, volatility remained very high, with the average annual indicator of the refining margin index in Spain rising to 15.6 (4.4 \$/bbl in 2021 for the same period). Meanwhile, average distillation utilization was 86% in Spain compared to 76% in the previous year.

(Thousand metric tons)

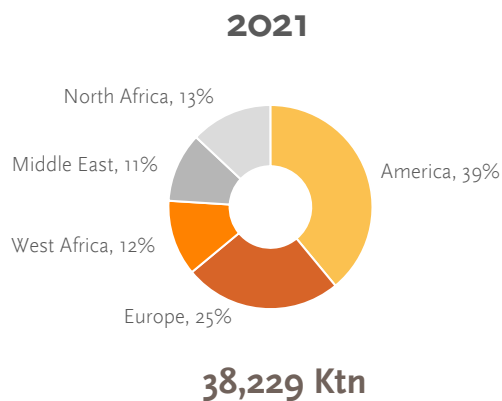
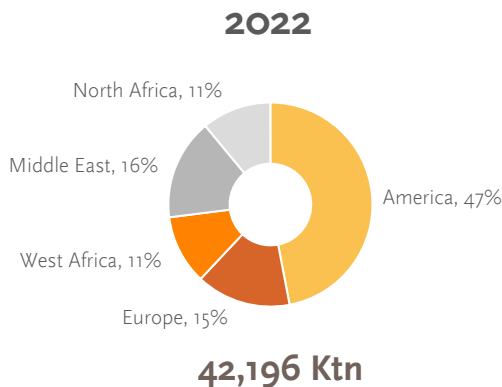
Processed raw material	2022	2021 ⁽¹⁾
Crude oil	42,196	38,229
Other raw materials	6,603	7,895
TOTAL	48,799	46,124

(1) In 2022, the presentation criteria between Crude oil and Other raw materials for the Group's refinery in Peru was updated to bring it in line with the criteria used in Spain, thus modifying the 2021 figures for comparative purposes.

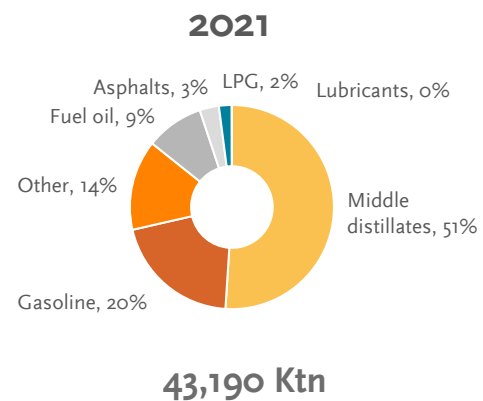
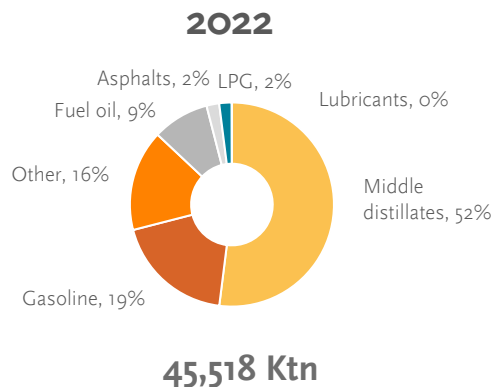
In Peru, the refining margin indicator stood at 18.5 dollars per barrel, up from 6.3 dollars per barrel in 2021 as a result of efficiencies in crude purchases, low sulfur fuel oil production and pricing mechanisms in the country. The country's performance was heavily affected by an oil spill that occurred on January 15, caused by an uncontrolled movement of a vessel that was unloading crude oil at the Pampilla refinery. •For more information, see section 6. Sustainability and Note 29.1 Environmental investment, expenses and provisions of the 2022 consolidated financial statements.

The average level of distillation in the year was 80%, compared to 96.2% in 2021, largely due to the incident, although levels gradually recovered throughout the year.

Source of crude oil process



Refining production



Development of cutting-edge decarbonization projects

In March, the last phase of construction began on the first advanced biofuels plant in Spain, at the Cartagena refinery. Repsol is set to invest more than €200 million in this project, which will come into operation in the second half of 2023, with capacity to produce 250,000 metric tons per year of advanced biofuels, such as hydro-biodiesel, sustainable aviation fuel (SAF), bionaphtha and biopropane. These can be used in aircraft, boats, trucks or cars, allowing a reduction of 900,000 metric tons of CO₂ per year.

We continue to make progress on the EcoPlanta project, the first plant in Spain to recover non-recyclable municipal solid waste to circular methanol, which will be used to manufacture new materials and advanced biofuels. The project already has financing to develop it on a large scale thanks to the agreement signed with the European Commission within the framework of the Innovation Fund formalized in March. EcoPlanta is one of seven projects selected at European level, and the only one in Spain. It represents a milestone in the Company's plans, both in the decarbonization of our industrial businesses and in promoting the circular economy.

• For more information, see section 6.3 Technology and innovation.

Sustainability performance	2022	2021
Oil spills (>1bbl) reaching the environment (t)	1,461.10	0.28
CO ₂ e emissions (Mt) (Scopes 1 + 2) ⁽¹⁾	8.6	7.8
TRIR	1.88	1.21
No. of Tier 1 process incidents	2	1
No. of Tier 2 process incidents	2	1
Voluntary social investment (thousands of €)	1,559	1,447

(1) The Company's direct and indirect emissions (Scope 1 and Scope 2) will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the next edition of the Integrated Management Report.

5.2.2. Chemicals

Main assets

Production at Repsol's Chemicals business is concentrated in three petrochemical complexes, located in Spain (Puertollano, Tarragona) and Portugal (Sines), in which there is a high level of integration between basic chemicals and derived chemicals, as well as with the Group's refining activities in the case of the Spanish complexes. Repsol owns various subsidiaries and affiliates through which it operates plants that manufacture polyolefin compounds, synthetic rubber and specialty chemicals, the latter through Dynasol, a 50% alliance with the Mexican group KUO, with plants in Spain, Mexico and China, alongside local partners.

Production capacity	(Thousand tons)
Basic petrochemicals	2,656
Ethylene	1,222
Propylene	909
Butadiene	185
Benzene	290
Methyl tert-butyl ether / Ethyl tert-butyl ether	50
Derivative petrochemicals	2,243
Polyolefins	
Polyethylene(1)	793
Polypropylene	513
Intermediate products	
Propylene oxide, polyols, glycols and styrene monomer	937

(1) Includes ethylene vinyl acetate (EVA) and ethylene butyl acrylate (EBA) copolymers.

Performance: margins and demand slipping

The performance of the Chemicals business was notably uneven throughout 2022, with a significant worsening in margins, mainly in the fourth quarter. The decline was down to a considerable decrease in demand as well as higher costs, leading to lower activity and adjustments in plant operations. Sales amounted to 2,451 Mt, down 13% on the previous year.

Thousand metric tons

Sales by product	2022	2021
Basic petrochemicals	651	889
Derivative petrochemicals ⁽¹⁾	1,800	1,930
Total	2,451	2,819
Sales by market		
Europe	2,033	2,270
Rest of the world	418	549
Total	2,451	2,819

(1) Includes ethylene vinyl acetate (EVA) and ethylene butyl acrylate (EBA) copolymers.

Differentiation and the Circular Economy

In March, Repsol entered into a partnership with Ravago, a global compounds manufacturer and recycler and distributor of polymers, under a long-term agreement for a new polypropylene compound plant for automotive applications, in Morocco. The plant, which is scheduled to start up in mid-2023, will have a manufacturing capacity of 18.5 kt/year of polypropylene compounds. It will be located in the duty free zone of Tangier and will cover local demand.

In April, following an investment of €54 million in shares and an additional €69 million in a subscription of convertible bonds, Repsol became a shareholder in Enerkem, a leader in gasification technology to obtain renewable fuels and chemical products from non-recyclable waste.

Also in April, the DYNASOL Group, Repsol's JV with the KUO group in the rubber sector, announced that it will increase its production capacity in Santander with the installation of a new line to produce styrene-butadiene rubber (SSBR). The investment will mean a 20 kt/year increase in production of SSBR in Spain (with the potential to reach 25 kt/year) and the line is expected to be operational in the first quarter of 2024.

In May, an investment of €18 million in the production of high-quality polymeric polyols in Tarragona was announced, with the goal of expanding the Alcupol® range, aimed at the bedding, furniture and automotive markets. The production line, expected to be in production in the last quarter of 2023, will use in-house technology developed by Repsol.

In June, investment of €105 million was announced for construction of the first ultra-high-molecular-weight polyethylene plant in Spain. The plant, scheduled for commissioning at the end of 2024 in Puertollano, will use DSM technology and will have an annual production capacity of up to 15 kt. In the same month, Repsol announced that it will invest in a cross-linked polyethylene (XLPE) plant in Tarragona for the manufacture of high and very high-voltage cables. With an investment of €35 million, the plant will have a manufacturing capacity of up to 27 kt/year (commissioning

scheduled for mid-2024). Finally, Repsol has inaugurated a new production line for fiberglass-reinforced compounds at the Polidux Monzón plant, Huesca, specially designed for the automotive sector.

Last but not least, in October, Repsol became a strategic shareholder of Acteco by acquiring a 27% stake in the integrated waste management and recovery company, thus strengthening its commitment to polyolefin recycling.

• For more information, see sections 6.2.4 Circular economy and 6.3 Technology and innovation.

Sustainability performance	2022	2021
Oil spills (>1bbl) reaching the environment (t)	—	—
CO ₂ e emissions (Mt) (Scopes 1 + 2) ⁽¹⁾	3.0	3.4
TRIR	2.36	0.53
No. of Tier 1 process incidents	—	1
No. of Tier 2 process incidents	—	—
Voluntary social investment (thousands of €)	361	299

(1) The Company's direct and indirect emissions (Scope 1 and Scope 2) will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the next edition of the Integrated Management Report.

5.2.3. Trading

The main function of Trading is to optimize the supply and marketing of the Group's positions in international markets for crude oil and petroleum products (integrated supply chain) and its activity consists of (i) the supply of crude oil and products for Refining systems and other Group needs, (ii) the marketing of crude oil and associated products from its own production, (iii) the maritime transport of crude oil and derivative products associated with these activities, and (iv) the management of crude oil and product hedges in the financial derivative markets.

Performance: capturing opportunities as they arise

Very good results in 2022 across the main businesses, both in Crude Oil and Products, as well as in Maritime transport and Bunker, supported by the strength of our value chain and the opportunities of the volatile environment.

In 2022, 1,401 ships were chartered (1,413 in 2021) and 382 fleet voyages were made under time charter arrangements (397 in 2021).

Technological development and decarbonization

In March, Repsol and Navantia signed a collaboration agreement to develop innovative solutions jointly to decarbonize maritime transport. The behavior of the new liquid fuels with a low carbon footprint to be supplied by Repsol (advanced biofuels produced from waste and synthetic fuels) will be jointly evaluated in both the propulsion and generation engines manufactured by Navantia. The project will focus on evaluating the technical and economic feasibility of the technology.

5.2.4. Wholesale and Gas Trading

Main assets and operations

At 31 December 2022, the Group had regasification and transport assets at its North American marketing businesses, including the Saint John LNG regasification plant (formerly known as Canaport) and gas pipelines in Canada and the United States.

In the North East United States, where natural gas supply is usually restricted, cold weather scenarios can cause significant spikes in the area's reference prices. The Company's activity in this area focuses on optimizing the margin from the marketing and sale of regasified LNG from Saint John LNG and natural gas acquired on the market. Repsol also markets and trades natural gas in North America from its own production in the United States (Marcellus) and Canada (Alberta), together with acquisitions from third parties.

Wholesale and Gas Trading also ensures the efficient supply of the Repsol Group's gas demands and markets and trades gas within the Spanish gas system and in the international liquefied natural gas (LNG) market.

Performance: highly volatile environment and steep gas prices

In 2022, commercial activity in the United States took place amid high prices for natural gas and LNG and extraordinary price volatility. The invasion of Ukraine has prompted many Central European countries to increase their liquefied natural gas supplies as a means of diversification. As a result, LNG exports from the United States to Europe have increased and, with it, the demand for natural gas in the US, thus pushing up natural gas prices there, as just mentioned.

LNG and natural gas marketing and trading activity in Spain was also impacted by the extreme volatility and high prices across all markets, especially in Spain and Europe. Against this backdrop, the consumption of natural gas at Repsol's industrial complexes fell by more than 50%, with natural gas being replaced by other lower cost raw materials, thus allowing for the optimization of the marketing and sale of these surplus volumes.

	2022	2021
LNG regasified (TBtu) at St. John LNG (100%)	10	23
Gas Traded in North America (TBtu)	598	736
NG and LNG for supply and marketing in Spain and International (TBtu)	239	290

Development of decarbonization projects

In the current context of high Liquefied Natural Gas (LNG) prices and increasing demand, Repsol continually explores all options to maximize the value of Saint John, focusing on new decarbonization opportunities in support of the energy transition. Along these lines, the company is exploring the possible construction of a liquefied natural gas facility on the east coast to supply Europe, and the possibility of adding liquefaction capacity at Saint John is also considered a viable option.

5.2.5. Firm commitment to hydrogen

January witnessed the birth of SHYNE (Spanish Hydrogen Network), the largest renewable hydrogen consortium in Spain. It is made up of 35 companies from different sectors and will deploy projects that are expected to generate more than 13,000 jobs. Repsol is leading this initiative in line with its renewable hydrogen strategy (presented in October 2021), in which it plans to invest €2,549 million by 2030.

In April, the creation of the Ebro Hydrogen Corridor was announced, as a benchmark in developing this renewable energy. The project will bring together the Basque Hydrogen Corridor (BH2C), the Hydrogen Valley of Catalonia (H2ValleyCat), the Hydrogen Valley of Aragon "GetHyGA" and the Navarre Green Hydrogen Agenda. The main aim is to contribute to the rapid and efficient deployment of the hydrogen economy by generating an outstanding geographical area for hydrogen development in Spain.

SHYNE will be a key driver of this new industrial ecosystem and will provide valuable support to projects and promote efficient knowledge management and research into pioneering technologies to position Spain at the forefront of this new energy vector.

In July, Repsol signed a collaboration agreement with Navantia for the industrial development of renewable hydrogen. Navantia's Turbine Factory in Ferrol (Galicia, Spain) will start up an electrolyzer production line and Repsol will contribute with its industrial capabilities to the development of the entire renewable hydrogen value chain and promote its use across different sectors as it seeks to lead this market in the Iberian Peninsula. In doing so, it will also help to achieve national and international capacity targets, set at 1.9 GW by 2030.

In September, the European Commission approved the IPCEI Hy2Use project, jointly prepared and notified by 13 Member States, which will provide up to €5,200 million. The project will include two of Repsol's renewable hydrogen projects, located in Cartagena and Petronor. These projects will help promote research, large-scale industrial deployment and the construction of infrastructure for the entire renewable hydrogen value chain:

- The Cartagena *Hydrogen Network* will promote the construction of an electrolyzer that will have, during phase one, a capacity of 100 MW and will help to decarbonize the industries located along the Escombreras Valley. It is estimated that this project will reduce CO₂ emissions by more than 167,000 metric tons per year and create some 1,100 jobs.
- *Bay of Biscay Hydrogen*, a joint initiative of Repsol and Petronor, envisions the development, construction and operation of a 100 MW renewable hydrogen production plant. Production from this plant will be used to decarbonize large industrial consumers in and around the Port of Bilbao, Margen Izquierda and the surrounding area. In addition, the production of renewable hydrogen locally and through electricity generated at renewable energy facilities on the Spanish mainland, will increase the security of energy supply to all consumers who use it. The project is currently in the design and development phase and construction of the plant will begin in 2024, with the facility expected to commence production in the second half of 2025.

The electrolyzer will also supply renewable hydrogen for mobility and heavy transport decarbonization applications, through the infrastructure that will soon be installed at the Energy Intelligence Center of the Ezkerraldea-Meatzaldea Technology Park, which will be directly connected to the production plant.

Meanwhile, Repsol is working with a consortium of companies to design and build the largest electrolyzer in Spain. The technology will be located in Tarragona and will have a capacity of 150 MW, in phase one. It is expected to be

commissioned by the end of 2025. An investment of €230 million is estimated for the project. In a second phase, starting in 2027, renewable hydrogen production capacity would be increased to 1 GW.

The electrolyzer will look to run on nearby renewable energy wherever possible, which it will supplement with a power purchase agreement (PPA). It will feature state-of-the-art technology to minimize water consumption for the production of renewable hydrogen and oxygen. The renewable hydrogen will be used as an industrial fuel for local industry, including uses relating to mobility, and will be injected into the natural gas transportation network.

A hydrogen collector will also be built to transport this gas between the electrolyzer, located in the northern estate of the Petrochemical Complex, and the southern area to connect the various consumers through an open network.

The renewable oxygen will also find uses in the surrounding industry and will be distributed via the gas pipeline that already exists at the Petrochemical Industrial Park.

Repsol is also exploring new opportunities to promote hydrogen hubs in other regions of Spain, such as Galicia. A 30 MW renewable hydrogen plant will be built in 2025 on the site of the former Meirama thermal power plant (Cerceda). This capacity will steadily increase as the different phases of the complex are completed, ultimately reaching 200 MW. Repsol is collaborating with Naturgy and Reganosa on this project.

- For more information, see section 6.3 *Technology and innovation*.

5.3 Commercial and Renewables

January Acquisition of electricity customer portfolio from Capital Energy.	February Start of Russia's invasion of Ukraine, which increases volatility.	March First company to apply discounts (service stations) and sale of 49% of Valdesolar project.	April Start of wind power production at Delta II and boost to US renewable expansion (acquisition of Frye).	May Start-up of renewable production in the United States.	June Agreement to sell 25% of Repsol Renovables.
July Sale of 49% of Kappa facility and commencement of gas and electricity sales in Portugal.	August New agreement to market and sell electricity (Phone House) and acquire a new customer base (Alterná).	September Sale of 25% of Repsol Renovables.	October Waylet reaches five million users.	November New renewable projects in the USA and digitalization of Lubricants (new web portal).	December Agreement to acquire Asterion Energies.

Our activities

- **Mobility:** marketing and sale of oil and other products at service stations and wholesale (Direct Sales), offering a differentiated value to industries such as shipping, heavy industries and end consumers.
- **Lubricants, aviation, asphalts and specialties:** production and sale of lubricants, bases for lubricants, bitumen for asphalts, jet fuel, extender oils, coke, sulfur, paraffins and propellant gases.
- **LPG:** acquisition, production, distribution, storage and wholesale and retail sale of liquefied petroleum gases.
- **Retail electricity and gas:** retail supply (residential and businesses) of electricity and gas in Spain.
- **Renewables and low-carbon generation:** low-emission power generation and development of renewable energy generation projects.

Our performance in 2022			
Million euros	2022	2021	Δ
Operating income	809	761	48
Income tax	(203)	(188)	(15)
Investees and non-controlling interests	(66)	(31)	(35)
Adjusted net income	540	542	(2)
Inventory effect	19	51	(32)
Special items	(167)	(7)	(160)
Net income	393	586	(193)
Effective tax rate (%)	(25)	(25)	—
EBITDA	1,248	1,219	29
Operating investment	925	829	96

Sustainability performance		
	2022	2021
Number of employees	9,408	9,188
% of women	48	46
% of women in leadership position	30	28

Main operating figures		
	2022	2021
Own marketing sales (kt)	25,510	21,091
Number of service stations	4,651	4,689
Europe	3,819	3,821
Rest of the world	832	868
Sales of lubricants, aviation, asphalts and specialized products (kt)	7,261	5,941
Europe	5,212	4,278
Rest of the world	2,049	1,664
LPG Sales (kt)	1,207	1,266
Europe	1,180	1,240
Rest of the world	27	26
Electricity generation capacity (MW)	3,870	3,738
Electricity generation (GWh)⁽¹⁾	8,734	5,283

(1) Does not include electricity generated by cogeneration plants

Incorporation of new partners to grow in the renewables business

In September, the sale of a 25% stake in Repsol Renovables was completed to the consortium formed by Predica Prévoyance Dialogue du Crédit Agricole, S.A. and certain funds managed by Energy Infrastructure Partners (EIP). • For more information, see section 2.5 Strategy.

Integrated range of products and services

Repsol has an attractive and integrated range of products and services that includes cutting-edge digital solutions, 100% low-emission certified electricity, exclusive benefits for customers and discounts at our service stations, basic energy, management service, LPG supply and the opportunity to have self-consumption installations installed, such as, such as Solmatch, the first large solar community to operate in Spain, and Solar360.

Main events

The segment's performance was the product of an environment characterized by the partial recovery from the pandemic (increased demand and activity) and Russia's invasion of Ukraine (high volatility in electricity and gas prices and measures taken by the Spanish government to mitigate its effects).

At the Mobility businesses, activity increased in a year that included the government's fuel rebates and Repsol's discount campaigns, which were brought forward to March, of 10 cents/liter for users of the Waylet and Solred Profesional payment platforms. This ultimately attracted more than 2 million users to the Waylet app. The development of the electric mobility charging station network also continued throughout the period, with more than 1,000 public charging stations installed by the end of 2022.

At the electricity and gas marketing business, Repsol had a portfolio of more than 1.5 million customers at the end of the period, including Gana Energía. Highlights include the agreements reached to acquire the customer portfolios of Capital Energy and Alterna and to market and sell electricity with *The Phone House* and *Fnac*, as well as the start of the marketing and sale of electricity and gas in Portugal.

At the other commercial businesses, in Lubricants, Aviation, Asphalts and Specialized Products, kerosene sales continued to improve at Aviation, following the recovery that had started in 2021, while sales were slightly down at LPG, largely due to higher temperatures.

At Renewables, highlights included the strategic agreement to dilute the 25% stake in Repsol Renovables, as well as the sale of the 49% stakes held in the Valdesolar and Kappa photovoltaic parks, both operational. Progress in the growing the business in the United States following the acquisition of new projects (*Frye*, *Pinnington and Outpost*) and, in other geographies, with the agreement to purchase 100% of Asterion Energies. Last but not least, the period saw the start-up of the first asset in the United States (*Jicarilla 2*) and Delta II in Spain.

5.3.1. Mobility

Assets

At December 31, 2022, Repsol had 4,651 service stations, with the following geographical distribution:

Country	No. of points of sale
Spain	3,304
Portugal	515
Mexico	265
Peru	567
Total	4,651

Performance: recovery in activity and focus on customers and digitalization

Fuel sales in the year at Service Stations in Spain were 10% higher than in the same period of 2021, while Direct Sales (gasoline + automotive diesel) were up 41%.

In March, Repsol became the first operator to apply a 10 cents/liter discount on fuel prices to its customers who pay through the Waylet and Solred Profesional apps, thus supplementing the 20 cents/liter discount approved by the Spanish Government, which remained in effect from April 1 to December 31. As a result, the fuel price reduction reached a minimum of 30 euro cents per liter of fuel.

Following the discontinuation of the government's discount on December 31, Repsol decided to extend Waylet's 10-cent discount until March 31, 2023. With these measures, Repsol is helping to mitigate the impact on its customers of the sharp increases in fuel prices.

In May 2022, the Fleet Management project was launched, a cloud-based product that helps professional customers make their processes more robust and efficient by centralizing, in a single platform, all the information generated by their vehicle fleets, thus cutting administrative and operating costs and reducing management time.

Also in May, Repsol signed an alliance with Burger King, whereby each Waylet payment made in its establishments generates a minimum 1.5% balance for the user, which is added to his or her digital wallet and can be discounted from future purchases.

At the end of 2022, the Waylet payment app had reached 5.5 million users, topping the table of transport apps with a 35.3% market share, while also winning the DEC 2022 Award for Best Innovation Project in June.

Electric mobility and sale of biofuels

In January, the Company signed an agreement with Uber, making Repsol an Uber-approved energy supplier for its drivers of VTC vehicles and taxis that are 100% electric or plug-in hybrids.

In 2022, an electric vehicle installation was unveiled with Nissan at the Elche service station, equipped with four ultra-fast charging points. With a power output of 50 kW, it is able to charge an electric vehicle in 25–30 minutes, depending on the size of the vehicle's battery. The first ultra-fast charging point has also been installed in the Community of Madrid, at the Venturada service station (kilometer 49 of the A-1), which in turn has four 350 kW charging points, quick enough to charge an electric vehicle in 5–10 minutes. At December 31, 2022, Repsol had a network of more than 1,087 public charging points.

In April, the supply of biofuel began to the French Formula 4 championship, the first single-seater competition in the world to use fuel from 100% renewable sources throughout the season. • *For more information, see section 6.3 Technology and innovation.*

Sustainability performance	2022	2021
Spilled hydrocarbons (>1bbl) reaching the average (t)	4.11	0.50
CO ₂ e emissions (Mt) (Scopes 1 + 2) ⁽¹⁾	0.02	0.02
TRIR	0.85	0.49
% of contracts with human rights, environmental and anti-corruption clauses	100	100
Voluntary social investment (thousands of €)	3	—

(1) The Company's direct and indirect emissions (Scope 1 and Scope 2) will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the next edition of the Integrated Management Report.

Distributed generation

In March, a 50/50 joint venture was created with Telefónica to develop photovoltaic self-consumption. The strategic agreement, approved by European Competition in June and known as Solar360, aims to offer innovative services for private customers, residential communities and companies (both SMEs and large corporations) through the installation of solar panels.

At the end of 2022, Repsol had 355 solar communities and numerous agreements in effect to create and promote them, such as the one signed with Ganvan and Caser in October to promote the energy transition and extend distributed generation at dealerships and repair shops. A further agreement was signed in November with educational institution La Salle to develop solar communities at 29 schools located in nine autonomous communities of Spain.

5.3.2. Lubricants, Aviation, Asphalts and Specialized Products

Assets and operations

Production of Lubricants, Asphalts and Specialized Products is mainly concentrated in Spain, although in the case of Lubricants there are two additional manufacturing hubs: Mexico, through the joint venture with Bardahl, which covers the Americas; and Indonesia and Singapore, through the joint venture with United Oil, which covers Southeast Asia. Both cover areas where the lubricants market is expected to grow the most on average over the coming years. The commercial division has a strong international component, with deliveries in more than 90 countries around the world.

Repsol markets and sells aviation fuel in various locations, most notably in Spain, France, Portugal and Peru.

Performance: recovery at Aviation

Total sales were 22% higher than in 2021, driven by the recovery of Aviation fuel sales (beginning in the second half of 2021), which were up 56% on 2021 (131% above 2020).

Decarbonization and digitalization

In April, a collaboration agreement was signed with the Spanish Air and Space Force. The agreement includes aspects such as improving sustainable mobility in the air sector, analyzing and drafting proposals to promote the development and consumption of new fuels with a low environmental impact, and joint R&D&i actions. Under this agreement, sustainable aviation fuel (SAF) produced by Repsol from biomass was used for the first time on October 12 on occasion of the parade of the Patrulla Águila demonstration team.

In June, the first three long-haul flights, from Madrid to the United States, were successfully completed using biofuels produced in Spain from waste at the Petronor refinery, within the framework of the agreement signed with Iberia.

At the Lubricants unit, the *lubricantes.repsol.com* web portal was launched in November, thus meeting one of the key milestones of the business on the path to digitalization. The portal includes the MyQR tool, which will allow us to digitalize marketing campaigns for our lubricants.

Over the course of 2022, the first carbon neutral lubricant range, known as the Master range and aimed at light vehicles, was launched globally.

Sales in the period by geographical destination are presented below.

Country (Thousand metric tons)	Lubricants	Asphalts	Specialized products ⁽¹⁾	Aviation	Total 2022	Total 2021
Spain	72	310	1,251	2,146	3,779	2,971
Europe	27	146	885	375	1,433	1,305
Africa	1	38	1,150	—	1,189	1,051
Americas	57	2	128	431	618	444
Asia and Oceania	62	—	180	—	242	169
TOTAL	219	496	3,594	2,952	7,261	5,941

(1) Includes mainly lubricant base, extensor oils, sulfur, paraffin and propellant gases

Sustainability performance	2022	2021
Spilled hydrocarbons (>1bbl) to have reached the environment (t)	—	—
CO ₂ e emissions (Mt) (Scopes 1 + 2) ⁽¹⁾	0.01	0.01
TRIR	0.41	0.42
No. of Tier 1 process incidents	—	—
No. of Tier 2 process incidents	—	—
% of contracts with human rights, environmental and anti-corruption clauses	100	100

(1) The Company's direct and indirect emissions (Scope 1 and Scope 2) will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the next edition of the Integrated Management Report.

5.3.3 LPG

Assets and operations

Repsol is the leading retail distribution company of LPG¹ in Spain. It is also one of the leading companies in Portugal (third largest operator) and has been operating in the French market since 2019.

LPG sales by geographical area (Thousands or metric tons)	2022	2021
Europe	1,180	1,240
Spain	1,084	1,149
Portugal	94	90
France	2	1
Latin America	27	26
Peru	27	26
TOTAL	1,207	1,266

In Spain, Repsol distributes bottled LPG, bulk LPG and AutoGas, with around four million active customers, and it also supplies other operators. In Portugal, Repsol distributes bottled LPG, bulk LPG and AutoGas to the end consumer and also supplies other operators. In Peru, it supplies AutoGas.

Thousand metric tons

LPG sales volume by product	2022	2021
Bottled	597	645
Bulk, piped and others ⁽¹⁾	610	621
TOTAL	1,207	1,266

(1) Includes AutoGas sales, LPG operations and other.

Performance: slight drop in sales

LPG sales in 2022 were slightly down on the previous year, mainly due to higher temperatures, although margins on regulated products followed a positive trend toward the end of the year, leading to a better result for 2022 as a whole.

Digitalization, decarbonization and customer focus

ISCC-Plus certification was earned during the year for the Puertollano facility, which will allow for the sale of Bio LPG produced by the refineries of sustainable origin. The year also witnessed the first photovoltaic plant in LPG, where the aim is to improve energy efficiency (the annual consumption of an LPG factory will come from its own solar generation).

LPG has become a perfect ally in tackling the ecological transition and is a genuine alternative for making immediate progress toward the decarbonization targets, without losing any competitiveness and taking into account the geographic and demographic circumstances of each region.

Sustainability performance	2022	2021
Oil spills (>1bbl) reaching the environment (t)	—	—
CO ₂ e emissions (Mt) (Scopes 1 + 2) ⁽¹⁾	0.004	0.004
TRIR	1.08	2.72
No. of Tier 1 process incidents	—	—
No. of Tier 2 process incidents	—	—
% of contracts with human rights, environmental and anti-corruption clauses	100	100

(1) The Company's direct and indirect emissions (Scope 1 and Scope 2) will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the next edition of the Integrated Management Report.

5.3.4. Retail Electricity and gas

Performance: customers and power sales both up

The business performance in 2022 took place in a complex environment. Prices and volatility in the energy markets hit all-time highs and regulatory changes fueled fierce levels of competition in the retail market.

Volumes sold at year-end 2022 amounted to 4,278 GWh of electricity (3,964 GWh in 2021) and 1,650 GWh of gas (1,586 GWh in 2021).

At year-end 2022, Repsol had 1.5 million customers in Spain—including Gana Energía—(+15% vs. 2021) and a market share of 4.15% (3.5% in 2021). This growth was achieved

¹ In Spain, prices continue to be regulated for piped LPG and LPG bottles of between 8 and 20 kg with a tare weight above 9 kg, excluding bottled mixtures for using LPG as fuel. For further information on the applicable legal framework in Spain, see Appendix III of the 2021 consolidated Financial Statements.

thanks to a strategy based on competitive terms for new customers, taking advantage of portfolio purchase opportunities, focusing on loyalty and growing Gana Energía.

New customers and markets

In line with the strategy of harnessing portfolio purchase opportunities, in January Repsol acquired Capital Energy's portfolio of residential and SME electricity customers, thus bringing in a further 21,000 customers. Repsol also won the sixth edition of the collective purchase of energy promoted by the Spanish Organization of Consumers and Users (OCU), thus acquiring more than 45,000 customers.

In March, Repsol entered into a partnership agreement with Caja Rural del Sur to offer electricity, gas and value-added services to customers through the bank's 320 branches. The aim is to respond to the energy needs among customers and offer them a personalized range of products and services tailored to their consumption habits. Cajas Rurales de Aragón and Zamora would then join this agreement two months later.

In June, a pioneering alliance was launched in the Openbank sector, whereby users who arrange electricity and gas from Repsol can earn a discount of up to 10 basis points on their mortgage with the bank. The partnership with Correos (Spanish Post Office) was also extended, and Repsol products can now be marketed exclusively in all of its 2,100 offices (1,078 in 2021).

It has been selling electricity and gas in Portugal since July 2022, offering 100% renewable electricity and gas to residential customers, as well as electricity to companies, reaching almost 2,500 customers across the country.

In August, Repsol signed a double agreement with Dominion to sell electricity and gas through its Phone House channel (comprising a network of more than 500 physical stores) and to acquire Alterna's electricity and gas customer portfolio (70,000 customers in total). In November, the Spanish Markets and Competition Commission (CNCM) gave the green light to this operation and the process of integrating these new customers got under way. This process was completed before the end of the year.

In December, an alliance was signed with Fnac to offer the Company's electricity and gas rates.

5.3.5. Low-carbon generation and renewables

Assets

Repsol is a major player in the Spanish electricity generation market, with a total installed capacity in operation of 3,870 MW and capacity under development of 2,588 MW as at December 31, 2022 (up 4% and 11% on 2021, respectively).

INSTALLED CAPACITY 2022	(MW)
Oviedo – Navia	193
Picos de Europa – Picos	113
Aguilar – Aguayo Aguilar	387
Hydroelectric and pumping plants⁽¹⁾	693
Zaragoza – Escatrón	804
Algeciras – Bahía de Algeciras	821
Combined cycle plants	1,625
Cogeneration plants	600
Wind	499
Solar photovoltaic	453
TOTAL generation capacity in operation⁽²⁾	3,870
Wind projects	997
Solar projects	1,591
TOTAL generation capacity under development⁽²⁾⁽³⁾	2,588

(1) Hydroelectric plants are a renewable and efficient source of electricity and serve to store usable electricity at times when there is a shortfall in other renewable sources.

(2) Includes the capacity pertaining to Repsol's stake in the joint venture with the Ibereólica Renovables Group in Chile.

(3) Relates to those assets under construction and those for which a final investment decision (FID) has been reached.

Repsol has hydroelectric power plants in operation with an installed capacity of 693 MW, located in the north of Spain and offering enormous potential for further organic growth, as it is planned to expand the capacity of the current Aguayo facility located in San Miguel de Aguayo in Cantabria with a second reversible pumping plant (Aguayo II), by leveraging the existing lower and upper reservoirs, with the aim of adding four generation unit of 250 MW each to achieve a total capacity of 1,361 MW.

Furthermore, the division has two gas combined cycle plants, in Algeciras (Cadiz) and Escatrón (Zaragoza), with a combined capacity of 1,625 MW, and cogeneration plants located at the Group's industrial complexes in Tarragona, Santander and Cartagena within its Chemical and Refining activity, with a combined capacity of 600 MW.

Operational wind power generation capacity amounts to 499 MW, corresponding to the Delta I projects (comprising eight wind farms located in Aragon with 335 MW) and two Delta II plants (Cometa I and Cometa II, with a total capacity of 60 MW and which started production in March 2022), as well as the first wind farm under the Pi project, located in Castilla y León (9.8 MW, operational as of December). In Chile, Repsol is part of a joint venture with the Ibereólica Renovables group for the commercial operation of the two phases of the Cabo Leones III wind farm, with a joint capacity of 188 MW (94 MW pertaining to Repsol).

Operational solar generation capacity amounts to 453 MW, corresponding to the Kappa (with 126.6 MW) and Valdesolar (with 263.7 MW) PV facilities in Spain, both of which entered production in 2021, and the Jicarilla 2 facility in the United States (with 62.5 MW), which entered production in 2022.

The wind and solar projects that Repsol is developing in Spain include the Pi wind project (located between Palencia and Valladolid), which will have a total installed capacity of 175 MW (of which 10 MW will come on stream in the early weeks of 2023), the Delta II wind facility (a further 729 MW,

with 99 MW already in operation in January 2023) and the Sigma solar plant in Cádiz, which will have a total installed capacity of 203.6 MW. Several projects are under way in Chile, including the Atacama wind farm, which will have a capacity of 82.7 MW (already operational in January 2023) and the Antofagasta site, with 171.6 MW, along with the Elena solar facility, with 37.3 MW (also operational in early January 2023). In the United States, there are three solar facilities, Frye with 637 MW (Texas), Outpost with 629 MW (Texas) and Jicarilla 1, with 62.5 MW of installed capacity, which also features 20 MW of battery storage.

Performance: production and prices up

The contribution made by this vertical segment to the Group's results saw a significant increase due to the favorable price environment and the higher volume of electricity generated.

In 2022, electricity production amounted to 8,734 GWh, compared to 5,283 GWh in 2021 (excluding production at cogeneration plants), due to the increase in production from combined cycle plants and the start-up of new facilities.

Strategic agreements and asset rotation

In 2022, in accordance with the Strategic Plan, Repsol completed the sale of the 25% stake in Repsol Renovables to the consortium comprising Predica Prévoyance Dialogue du Crédit Agricole, S.A. and Energy Infrastructure Partners, in exchange for €986 million. *For more information, see section 2.5 Strategy.*

The Company also completed the rotation of two very important assets. The sale of the 49% stake in the Valdesolar solar plant (Badajoz) to The Renewables Infrastructure Group (TRIG), in exchange for €117 million, and the sale of the 49% stake in the Kappa solar project (Ciudad Real), for €27 million, Repsol's second transaction with Pontegadea Inversiones, which had previously acquired 49% of the Delta I wind farm in November 2021.

In December, an agreement was reached (see section 2.5 – Strategy) to acquire Asterion Energies from the European infrastructure fund Asterion Industrial, at an estimated price of €560 million. Asterion Energies manages a portfolio of projects, mainly under development, totaling 7,700 megawatts (MW) of renewable energy in Spain (84%), Italy (12%) and France (4%).

Last but not least, an agreement was signed with Ørsted to identify and, as the case may be, jointly develop floating offshore wind projects in Spain.

Expansion in the United States

In the United States, Repsol began producing electricity in March at Jicarilla 2, in New Mexico, making it the first renewable solar plant to be operated by Repsol (62.5 MW). Another solar plant, Jicarilla 1, with an installed capacity of 62.5 MW and 20 MW of battery storage, is currently being developed at the same location and will come into operation in the coming months.

The *Frye* and *Outpost* facilities (capacity under development) were acquired in 2002, along with an additional facility at *Pinnington* (825 MW, awaiting final investment decision – highly visible pipeline), all of them located in Texas and utilizing solar technology.

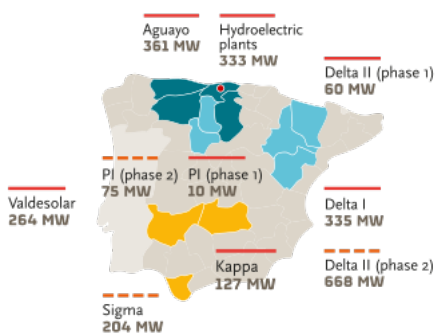
In the United States, Repsol holds a stake of 40% in Hecate Energy Group LLC, which develops photovoltaic projects and energy storage batteries.

Sustainability performance	2022	2021
CO2e emissions (Mt) (Scopes 1 + 2) ⁽¹⁾	2.4	1.2
TRIR	3.45	3.21
Voluntary social investment (thousands of €)	56	111.0

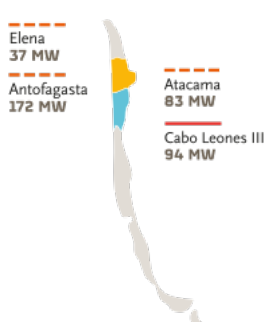
(1) The Company's direct and indirect emissions (Scope 1 and Scope 2) will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be updated in the next edition of the Integrated Management Report.

Geographical position of Repsol Renewables

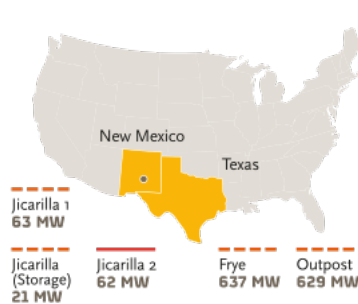
Spain



Chile



United States



— Operational — — — Guaranteed / under construction ● Hydroelectric ● Solar PV ● Wind ● Storage ● Pumping

Source: Company information

6. Sustainability

Sustainability model

Repsol's Sustainability Policy sets the goal of meeting the growing demand for energy and products, while contributing to sustainable development.

This policy, created in 2015 and updated in 2017, was revised in 2022 to reflect the Company's commitment to achieve net zero emissions by 2050 and contribute to a fair energy transition. ● *Zero net emissions, measured according to the IIC (Carbon Intensity Indicator) methodology, described at www.repsol.com (Sustainability - Carbon Intensity Indicator) (For more information see section 6.1.4)*

The policy is implemented through the Sustainability Model, in accordance with best practices in environmental, social and governance matters, and it is structured into six pillars: climate change, environment, innovation and technology, safe and secure operation, people, and ethics and transparency.

Sustainability plans are drawn up every year, serving as public commitments in line with the 2030 Agenda of the United Nations and its 17 Sustainable Development Goals (SDGs) and for which the Company is accountable year after year.

The 2022 Global Sustainability Plan (GSP), which sets out 49 medium-term objectives built around the six pillars of the model, incorporates new commitments this year to the production of renewable hydrogen and the reduction of absolute CO₂ and methane emissions to move towards net zero emissions.

Based on the GSP, Local Sustainability Plans (LSPs) are implemented in countries and operating centers. They incorporate annual initiatives that respond to the Company's objectives and the needs of local stakeholders. In 2022, Repsol had a total of 19 local plans in place: 13 across its countries (Algeria, Bolivia, Brazil, Canada, Colombia, United States, Indonesia, Mexico, Norway, Peru, United Kingdom, Libya and Venezuela) and six at its industrial facilities (Bilbao-Petronor, Cartagena, Coruña, Puertollano, Tarragona and Sines). The LSPs have led to the implementation of more than 3,000 initiatives since 2014, aligned with the 2030 Agenda and its Sustainable Development Goals. ● *For more information on the Global Sustainability Plan and Local Sustainability Plans, see www.repsol.com (Sustainability - Sustainability Strategy - Reports and KPIs - Sustainability plans).*

Succes stories

Throughout section 6, different success stories related to sustainability management in the Company are identified in boxes such as this one.



Repsol and the Sustainable Development Goals

Committed to the United Nations 2030 Agenda for Sustainable Development since its adoption in 2015, Repsol contributes to achieving the SDGs and works to ensure their implementation at all organizational and business levels.

Repsol focuses its efforts on SDGs 7, 8 and 13 with the aim of guaranteeing access to sustainable energy, promoting economic growth and fighting climate change. Moreover, it is committed to technological innovation, sustainable water management and the circular economy (SDG 6, 9 and 12) and it collaborates with its stakeholders and actively participates in business associations, in line with SDG 17.

Since 2019, Repsol has published an annual report which includes more than thirty indicators, projects and testimonials that show its contribution to the SDGs both globally and locally¹.

Likewise, in 2022 Repsol analyzed its contribution to the SDG Roadmap for the oil and gas sector, developed by IPIECA and the World Business Council for Sustainable Development (WBCSD), and in which it played a leading role in its preparation. This document sets out the actions that companies in the oil and gas sector should undertake to help achieve a future with a low carbon footprint and a healthier and more prosperous world in line with the 2030 Agenda.

On the basis of this analysis, the degree of alignment between Repsol's plans and the roadmap was established and improvements have been identified to continue making progress in the SDGs in the coming years.

Another major milestone was the Company's participation in two pilot projects for the valuation of impact assessment tools of the United Nations Development Program (UNDP) and UNEP-FI

¹The SDG reports are available at www.repsol.com (Sustainability - Sustainability strategy - Our contribution to the SDGs)

Repsol and the Sustainable Development Goals

Decent work and economic growth

€17,002M
paid in taxes

23,810
employees

4,017
suppliers

5,403
telecommuters

€21.04M
voluntary social
investment

39.6%
women

3,702
evaluations

79
nationalities

of **878 suppliers**

Clean and affordable energy

↑ 1.5 million
electricity customers

€770M
renewables investment
in 2022

3,870MW
total low-emission
installed capacity

355
solar communities
connect

3,400 tons
of CO₂ avoided

Clean water and sanitation

↑ 117%
increase in water
reused vs. 2015

25%
water reused of total
water used in the
Company's operations⁽¹⁾



17
Partnerships
for the goals

Industry, innovation and infrastructure

+500
digital
initiatives

12
new
patents

€59M
R&D investment

Climate action

337kt
reduction in CO₂e in 2022

9.6%
reduction in CII
compared to 2016 baseline

Goal
0
net
emissions
by 2050

29% CO₂e
reduction in absolute Scope
1+2 emissions compared
to base year 2016

Responsible production and consumption

+300
circular initiatives
in **12 countries**

+220
partnerships

35%
total recovered waste

+40
types of waste and technologies
under analysis

⁽¹⁾ Does not include water withdrawn and injected or water from open-loop cooling processes in combined cycle power plants.

Governance model

The Board of Directors approves, subject to oversight by the Sustainability Committee, the Company's sustainability strategy and policy proposed by senior management. This Committee, among other functions, oversees and guides the policy, objectives and guidelines in the environmental, social and governance domains. In 2022, the committee held a total of 5 meetings and addressed the following matters, among others:

- 2030-2050 business scenarios analysis of the Company's resilience to the energy transition.
- Accident rate scorecard.
- Global Sustainability Plan (year-end of Plan 2021 and Plan 2022).
- 2022 Report on Sustainable Development Goals.
- 2022-2027 Sustainability risk map.
- CO₂ emission allowances.
- Progress made on strategic safety and environmental projects.
- Assessment of the report on Repsol's participation in industry initiatives and associations.
- Local Sustainability Plans.
- Non-financial reporting framework strategy with a view to 2024.
- Progress in human rights: social management of the La Pampilla spill (Peru).
- Updates of the Sustainability Policy, Health and Safety Policy, and the new Environmental Policy.
- Results of the 2022 materiality analysis.
- Progress towards natural capital and biodiversity.
- Progress made on water management.
- Progress in human rights in the Low Carbon Generation business.
- ESG 2022 performance, valuations from the main ESG analysts and O&G sector rankings.
- Summary of COP27.

There is a growing demand for information from investors, analysts, shareholders and financial institutions regarding compliance with Repsol's energy transition strategy. ESG (Environmental, Social and Governance) criteria have become increasingly relevant in recent years, such that environmental, social and good governance factors are highly valued by investors, beyond financial results.

The Company provides its main stakeholders with timely, accurate and transparent information on ESG aspects during the quarterly and annual presentation of results and strategic events. The management team also conducts specific ESG roadshows, some of which are led by the CEO himself.

The sustainability ratings prepared by prestigious entities (MSCI, S&P, Sustainalytics, CDP, among others) represent an indicator of compliance with the strategic objectives and the quality of the Company's management and governance in this area.

The reports obtained from the roadshows and other ESG events, such as ESG Day held on October 4, 2022, are periodically presented to the Board of Directors. On this occasion, aspects about the role of technology in accelerating the energy transition were explained. Moreover, the Ecoplanta project was presented as an opportunity for a technology-driven circular economy. The main lines of work relating to diversity and inclusion, as well as Repsol's approach to assessing the climate credentials of an energy company were also discussed.

As for ethics and transparency, the Audit and Control Committee and the Ethics and Compliance Committee are responsible for ensuring compliance with the Code of Ethics and Conduct in all areas of the Company.

The Company's senior management defines the objectives, action plans and practices with regard to sustainability. To ensure that the organization is properly aligned, sustainability and decarbonization objectives accounted for 20-35% of the variable compensation of all Company employees in 2022, and 25% of the CEO's annual variable compensation. Additionally, there is a long-term incentive for the 2022-2025 period, where 40% of the objectives are linked to sustainability. It applies to all senior management, including the CEO, and other employees.

ESG Awards

(1) For more information on awards, see <https://www.repsol.com/en/about-us/our-brand/awards/index.cshhtml>

Leadership and talent

Merco Líderes Ranking
Antonio Brufau and Josu Jon Imaz are among the top 15 executives with the best reputation in Spain in 2022.

Merco Talento Ranking
Repsol ranks second among the top 100 Spanish companies with the greatest ability to attract and retain talent.

Technology and digitalization

Repsol Data School
It received an award from AMETIC in the category of more and better trained ICT professionals at the Digital Skills Awards Spain 2022.

HR Excellence in Research
The first private company research center in Europe to receive this award.

Accessibility

Leed Platinum certification awarded by the US Green Building Council
The corporate headquarters is a sustainable and 100% accessible workspace. Among other aspects, energy efficiency, use of alternative energies and efficiency in water use are valued.

Communication and corporate reputation

Repsol, with 72,4/100 points, has the **best corporate website** in Spain, according to data from the annual Webranking study. Sustainability is one of the most highly valued sections.

Repsol is among the **top 6 in corporate reputation** among Spanish companies, according to the Merco study.

37%

of institutional shareholders are ESG investors

ESG 2022 indexes and ratings

CDP Climate change
Repsol maintains its score of A- in the leadership category.

MSCI
Score of A (on a AAA-CCC scale) which places Repsol above the average for the O&G sector.

Sustainalytics
Repsol is among the best in its sector, with a rating of 26.9/100 (Medium Risk).

S&P ESG Evaluation
Score of 65/100. The sustainability strategy is highlighted as the most advanced in the sector.

Ecovadis
Within the top 8% of companies with the best valuation in the sector.

ISS-ESG
Prime rating, which places Repsol among the leading companies in its sector.

Repsol, a company recognized for its commitment to sustainability

Repsol maintains leadership positions in its sector in the main ESG ratings.

6.1 Energy transition and climate change^{1,2,3}

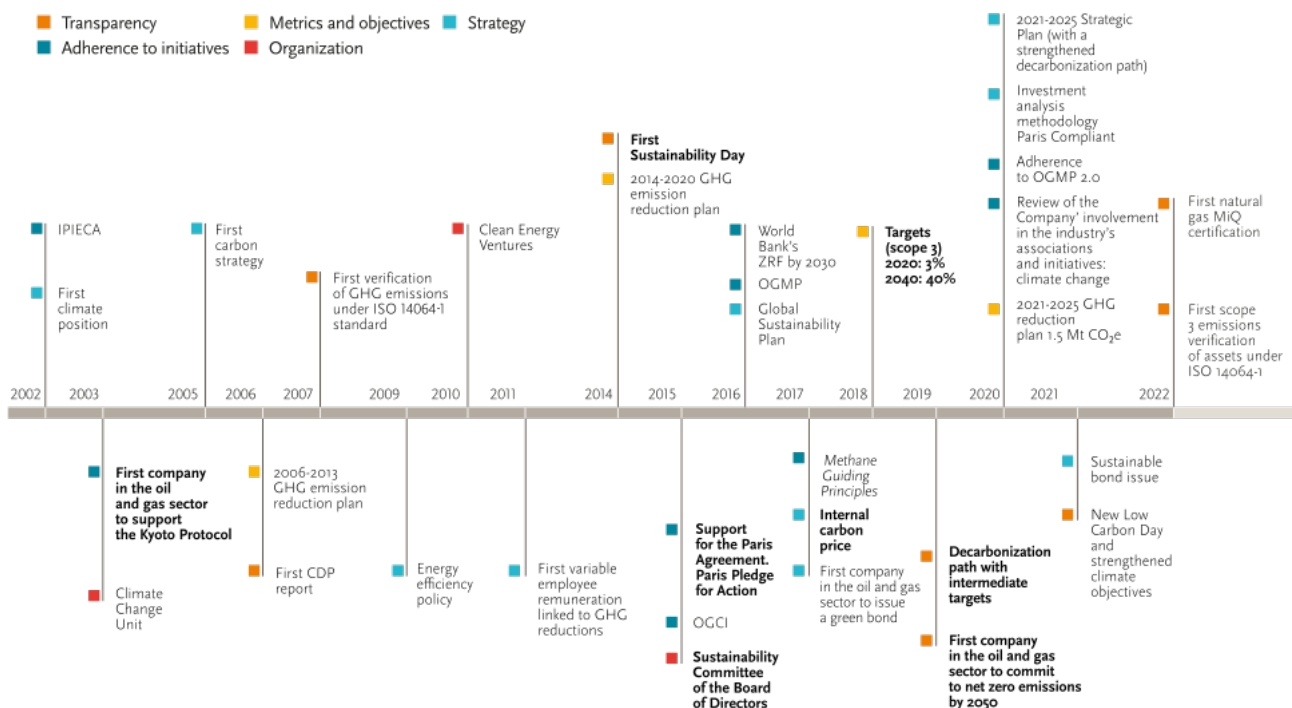


Over the past twenty years, Repsol has built a leading position in relation to the energy transition and the fight against climate change in the global O&G industry.

The Company has been a pioneer in the sector, by in 2019, taking on the challenge of achieving net zero emissions by 2050, in alignment with the Paris Agreement, and making a commitment to technology and digitization. Repsol is decarbonizing its traditional operations, investing in renewable electricity generation and producing renewable fuels to offer customers power with a low carbon footprint for the mobility, industry and residential sectors.

The energy transition is an unprecedented challenge. We are facing the so-called 'energy trilemma', it is necessary to decarbonize the energy mix, while also guaranteeing a reliable and affordable supply of energy. Solving climate change issues is a great challenge for society. Repsol wants to be part of the solution and it has created a roadmap with specific targets that it is already starting to meet.

Decarbonization in Repsol's DNA

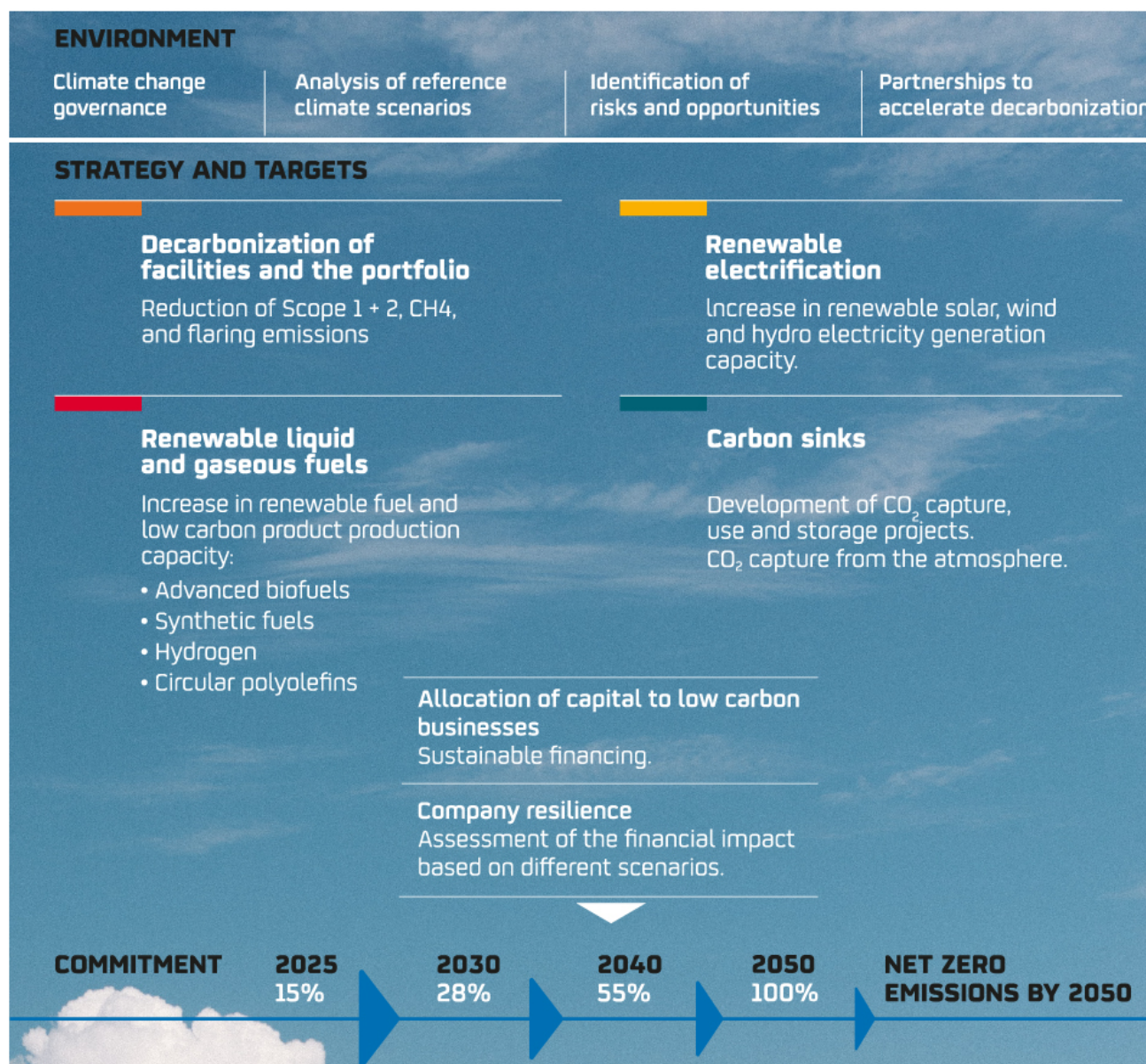


¹ The figures and indicators in this section have been calculated in accordance with corporate standards that set out the criteria and common methodology to be applied in energy transition, safety and environmental matters (S&E). As a general rule, environment and safety information includes 100% of the data from companies in which Repsol holds a controlling interest or control over operations.

² This section fulfills the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), to which the Company adhered in April 2018.

³ Each year, Repsol discloses additional climate change information in the CDP survey (available at www.cdp.net and at www.repsol.com [Sustainability - Sustainability Reports, indicators and alliances - Management and sustainability reports]).

Roadmap for the energy transition



6.1.1. Governance

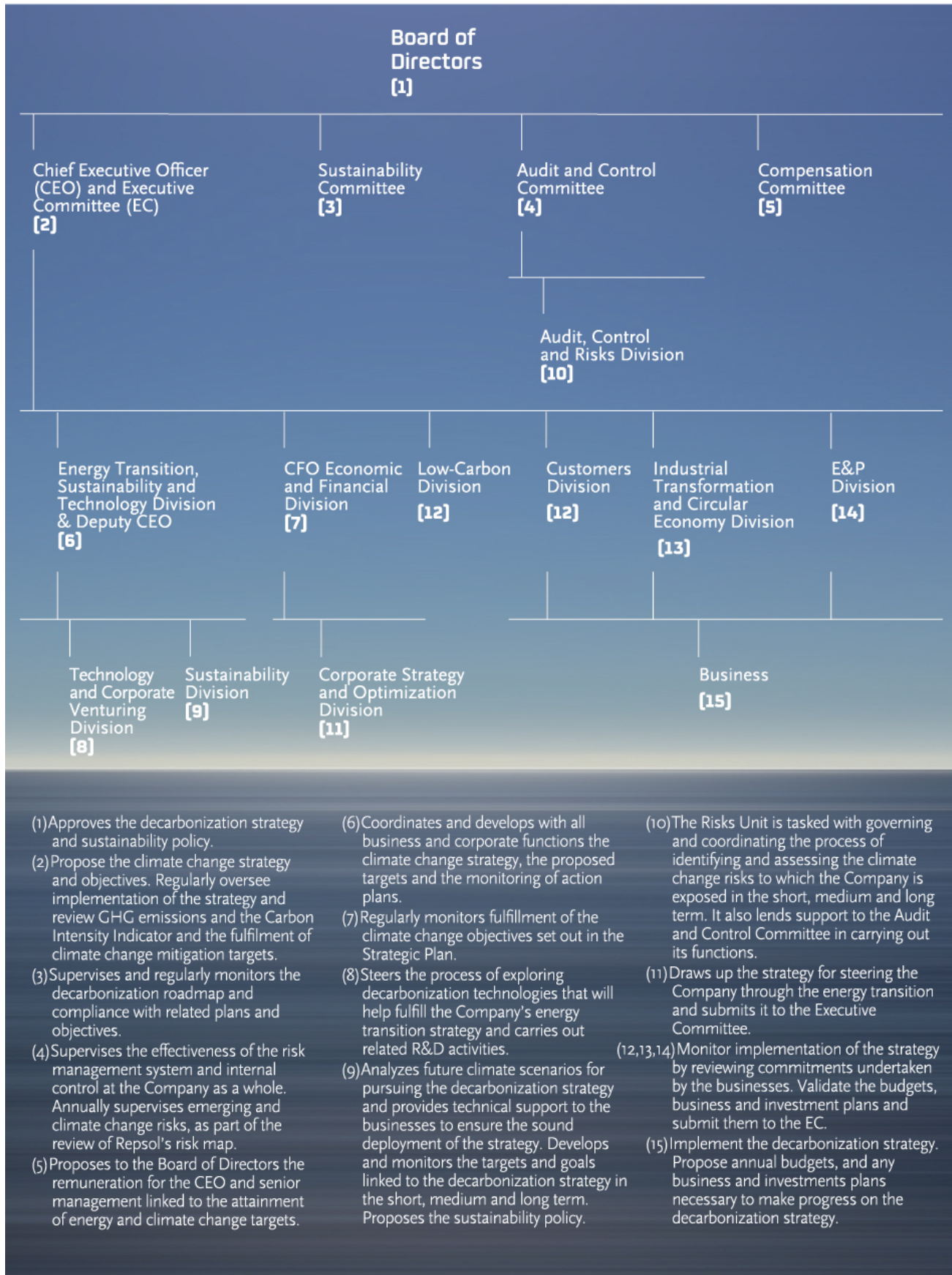
Repsol has a governance structure for managing matters related to climate change that is led by the Board of Directors, it approves the decarbonization strategy that forms part of the company's overall strategy and oversees its compliance by monitoring sustainability and energy transition targets and indicators. This monitoring includes performance metrics, targets for reducing emissions and carbon intensity, technological advances and investment proposals. By decision of the Board of Directors, the energy transition strategy and plans were submitted to the advisory vote of the General Meeting of Shareholders in 2022.

The Executive Committee (EC) and the Board of Directors oversee the compatibility of the investment proposals with the energy transition targets through specific reports drawn up by the Sustainability Department. In these reports, the impact of each investment on the Carbon Intensity Indicator (CII)⁴ is measured, a metric that indicates the progress made toward decarbonization.

Moreover, specific sessions have been held for Board members on matters related to the energy transition and climate change, such as critical minerals for the energy transition, technologies to transform waste into products and circular chemistry, artificial intelligence technologies, gas markets, and the impact of the war in Ukraine.

⁴ For more information, see Section 6.1.4. Metrics and targets.

Climate change governance



The Sustainability Committee and the Audit and Control Committee of the Board, as well as the Executive Committee, regularly monitor the information on the implementation of the climate change strategy and the change in compliance with the CII.

Specifically, in 2022 the Sustainability Committee reviewed the following aspects, among others:

- Fulfillment of the energy transition targets by the end of 2022.
- Quantification of investments to ensure they are in line with the energy transition.
- CO₂ emission allowances.
- Greenhouse gas (GHG) emissions map for 2022.
- Non-financial reporting frameworks.
- 2030-2050 business scenarios.
- Participation in industry initiatives and associations and their alignment with the Company's climate position.
- Results from COP27.

Meanwhile, the Audit and Control Committee reviewed the non-financial information published in the Management Report, as well as the non-financial risk control and management systems⁵.

The Executive Committee is directly responsible for managing matters related to the energy transition:

- It oversees and proposes to the Board of Directors a Company's strategy aligned with the energy transition, as well as the long-term scenario analysis (2030-2050).
- It approves and assesses the targets, budgets and annual investment plans.
- It approves the qualification of investments to ensure they are in line with the energy transition.
- It approves potential changes to the CII calculation methodology and monitors the progress made towards achieving the targets established for this key indicator at least once a year.

- It assesses the investment proposals and their impact on the CII.
- It periodically oversees the state of risk management policies and the emerging risks and climate change map presented by the Audit, Control and Risk Department.

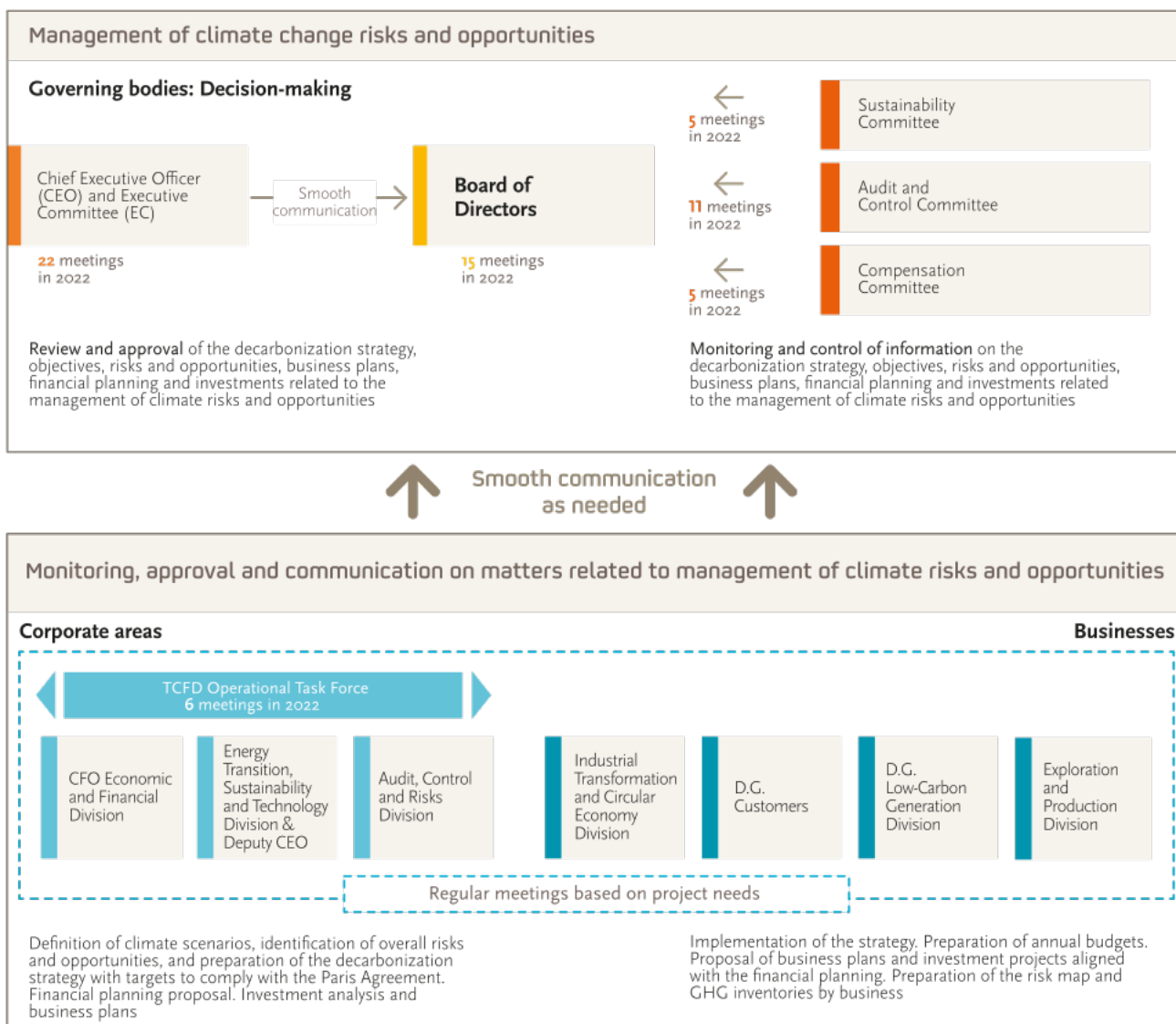
The executive managing divisions and business areas with the most significant impact on the energy transition strategy collaborate and hold regular coordination meetings. They review ongoing projects related to managing climate change risks and opportunities, and specialized teams advise them on climate-related issues. More than 60 full-time employees work on climate and energy transition issues, distributed across corporate functions (sustainability, legal, risk management, strategy, technology, investor relations, communication, institutional relations, etc.) and business units.

Fulfillment of the energy transition targets have a direct impact on the variable remuneration of all employees:

- Short-term variable remuneration is defined and reviewed on an annual basis. In 2022, up to 20% of this remuneration is based on sustainability commitments linked to the decarbonization pathway, which focus on CII reduction and making progress in renewable electricity generation capacity.
- Repsol also has a long-term incentive in place for the 2022-2025 horizon. 30% of this incentive is linked to compliance with the CII reduction goal and 10% is linked to compliance with the renewable generation capacity targets. This long-term variable remuneration applies to all executives and members of senior management, including the CEO, as well as a high percentage of leaders with managerial and technical responsibilities.

⁵ For more information, see the annual reports of the Audit and Control Committee and the Sustainability Committee and the Annual Corporate Governance Report.

Climate risk governance model



6.1.2. Strategy

Repsol's strategy focuses on achieving net zero emissions by 2050, including all emissions from production to final consumption of the primary energy that is produced.

To define this strategy, Repsol carried out a process to identify and analyze the risks and opportunities related to the climate and the energy transition⁶.

Repsol considers that the energy transition should be accompanied by technological development in a series of decarbonization areas:

- Energy efficiency and the decarbonization of current operations.
- Renewable electrification.
- Renewable liquid and gaseous fuels.
- Carbon sinks based on CO₂ capture.

The strategy is translated into on plans and targets for this decade, a period with greater visibility in terms of environmental conditions. In the long term (2031-2050), Repsol uses global and regional energy demand scenarios to analyze several possible energy transition routes. They take into account the uncertainty associated with factors such as the pace of technological development, regulations or the energy needs and habits of consumers.

⁶ See information in section 6.1.3 Risks and opportunities.

Reference energy scenarios

Given the uncertainty with regards to the pace and direction of the energy transition in the long term, the scenario analysis based on different assumptions about changes in the energy context (demand for oil and gas, growth of renewables, changes in new technologies, climate policies, etc.) will become particularly important. In this sense, Repsol will adapt its businesses to varying future conditions, without compromising its decarbonization targets. The scenario analysis should make it possible to test the resilience of the Company's strategy to financial risks that arise from climate change and the necessary transition toward a decarbonized energy portfolio.

As a reference for its business analysis, Repsol adopted the forecasts of oil and gas demand, renewable generation growth and other macroeconomic environmental conditions from the International Energy Agency (IEA) scenarios described in its World Energy Outlook 2021⁷, since they are widely referenced in the energy sector:

- **NZE (Net Zero Emissions by 2050 Scenario):** a scenario in which net zero emissions are achieved by 2050 in the global energy sector, and compatible with the temperature not increasing by more than 1.5 °C by 2100.
- **SDS (Sustainable Development Scenario):** a scenario which allows for a 1.65°C pathway to be reached in line with the Paris Agreement goal of maintaining it "to well below 2°C".
- **APS (Announced Pledges Scenario):** a scenario in line with the fulfillment of the commitments and pledges publicly announced by governments around the world.

It is important to note that the IEA highlights its NZE scenario as one of the many possible scenarios that can be proposed to limit the increase in temperature to 1.5°C:

"There are many possible paths to reach CO2e net zero emissions worldwide by 2050 and many uncertainties that could affect any of them; the NZE scenario is, therefore, one path but not the definitive one toward net zero emissions" (IEA, 2021, Net Zero by 2050: A Roadmap for the Global Energy Sector).

In fact, the Sixth Assessment Report, AR6, by the Intergovernmental Panel on Climate Change (IPCC), published in 2022, includes more than 200 scenarios in line with limiting the increase in temperature to 1.5 °C by 2100, of which only 28⁸ achieve emissions neutrality by 2050, whereas the rest do so later.

With regards to change in the demand for energy end products, Repsol considers a single scenario, determined by

the European Green Deal and the associated 2030 legislative package Fit for 55, as will be described later, since its industrial complexes (refining and chemicals) and commercial assets are mostly located in Spain and Portugal.

Repsol's Pathway to net zero emissions: 2030 strategy and 2030-2050 projections

In **this decade, until 2030**, Repsol will follow a decarbonization pathway that is based on specific business targets proposed in its Strategic Plan (November 2020) and bolstered in October 2021. In the **long term (2031-2050)**, the decarbonization pathway is built on Company projections considering the environmental conditions of the three IEA scenarios mentioned.

The hydrocarbon **upstream business** mainly responds to changes in global oil and gas supply and demand.

- Until 2030, the strategy focuses on optimizing the asset portfolio, prioritizing assets that are already productive as well as projects to develop profitable reserves at moderate crude oil prices, with a shorter life cycle and a lower carbon intensity. Hydrocarbon production in this period remains stable in the range 600-630 kboed, which compares with maximum production of 709 kboed in 2019. It will start to decline toward the end of the decade accompanied by a drop in demand in each scenario. During this period, a large part of the natural decline in field production will be offset by projects to develop reserves and contingent resources already discovered. Particular attention is given to reducing direct emissions from the assets, so that by 2025 methane intensity will fall below 0.2% and routine flaring emissions will decrease by 50%. In addition, for this decade CO2 capture and storage (CCS) has only been included in the Sakakemang project (Indonesia), but other opportunities are being explored.
- In the long term, a more severe drop in production from 2030 onwards has been taken into consideration than the worldwide decline envisaged in the IEA scenarios, entailing a greater contribution of lower-cost hydrocarbons in the hands of national companies in producing countries. This, meanwhile, makes it easier to reach Repsol's decarbonization targets. In 2050, hydrocarbon production is estimated to be at 350-400 kboed (APS scenario), 250-300 kboed (SDS scenario) or less than 100 kboed (NZE scenario). This last case entails the decline resulting from the depletion of the assets that are already in operation by 2030, assuming that no new developments will have been undertaken from that date.

The **industrial business** (refining, chemicals and new renewable and circular products) must adapt to the local or regional demand trends and regulations Repsol's industrial operations, mainly located in Spain and Portugal, will be subject to demand trends where the Fit for 55 legislative package, published by the European Commission in 2021, is expected to have a decisive influence. The European Union aims to reduce GHG emissions by 55% by 2030 compared to

⁷ In the latest edition of the WEO 2022, published after the development of scenarios by Repsol, the SDS scenario has been eliminated. The APS scenario revised in 2022 is close to the 2021 SDS (+1.7°C vs. +1.65°C, respectively) since emission reduction announcements from new countries were included. A Stated Policies 2022 scenario is maintained which incorporates only the current policies established by the countries and that leads to a +2.5°C pathway that is incompatible with the Paris goals.

⁸ The 28 scenarios correspond to those that reach net zero emissions from the energy sector with a > 95% reduction compared to 2021.

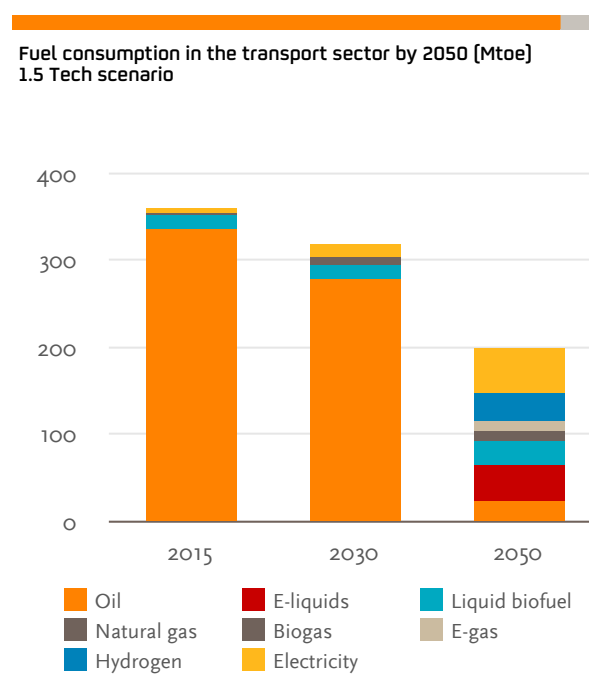
1990, as an intermediate step towards achieving emissions neutrality by 2050, as set forth in the European Green Deal.

Transport-related regulations will be particularly relevant to Repsol since they could lead to a very significant drop in the demand for petroleum products in the 2030-2050 period. These products would be progressively replaced by electricity in the light road transport segment (and partially in the heavy-duty segment), and by renewable fuels (advanced biofuels, synthetic fuels and hydrogen), in the latter case especially aimed at the transport segments that are most difficult to electrify (aviation, maritime and heavy road transport).

Thus, in the so-called 1.5 Tech Scenario prepared by the European Commission, the total demand for fuels in the transport sector by 2050 in the European Union would be covered by 15% conventional fuel, 25%⁹ electric mobility and 60% renewable fuels (including biofuels, synthetic fuels and hydrogen, all partly generated using renewable electricity as well).

Renewable liquid and gaseous fuels will be necessary for the decarbonization of the many energy uses where renewable electricity is not applicable or the most efficient option. The circular economy will also play a key role in decarbonization and the transformation of refining and petrochemicals industrial complexes, since a large part of the renewable fuels will be obtained from organic waste.

- Until 2030, Repsol's refining activity will continue to be high, with a reduction in crude processing toward the end of the decade of around 15% from 2019 values, while renewable fuel volumes will increase. Biofuel production will reach 1.3 Mt by 2025 and 2.0 Mt by 2030, and renewable hydrogen production will reach 0.55 GWe by 2025 and 1.9 GWe by 2030. In the chemicals segment, Repsol will recycle the equivalent of 20% of its total polyolefin production by 2030.
- In the longer term, distillation of crude oil is expected to drop by 80-90% by 2050, compensated by an increase in the production of renewable fuels (biofuels, synthetic fuels and hydrogen), which will constitute some 60-70%¹⁰ of the Company's energy product mix by 2050. It should be noted that the competitive position of Repsol's industrial assets (first quartile in the EU by economic profit and market share in Spain) currently makes it easier to undertake the necessary investments for their transformation:
 - Repsol's production of renewable hydrogen will reach 10-15 GWe by 2050.
 - The Chemicals business shows growth in line with the increase in demand estimated under the IEA scenarios. Circular economy projects (waste as raw material, mechanical and chemical recycling) will be the main investment vectors. By 2050, Repsol expects to recycle the equivalent of 50% of its total production of polyolefins, which will be used in applications with a long-life cycle.



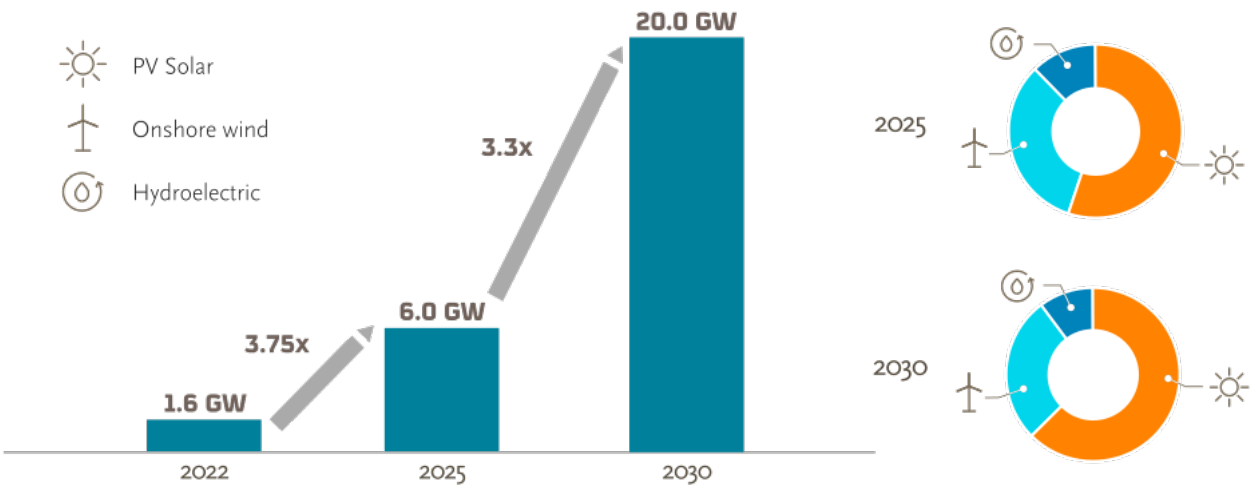
Source: 1.5 Tech scenario, Clean Planet for All.

Repsol's **renewable electricity generation** business' assets are distributed across various regions of the world, each with different perspectives in terms of growth in energy demand and other environmental conditions. These have been incorporated into the Company's projections.

- The Company aims to reach a renewable electricity generation capacity of 6 GW¹¹ by 2025 and 20 GW¹¹ by 2030.
- This will continue to be the business line that will see the most growth in the long term. By 2050 Repsol would reach an installed capacity of 40-45 GW under the SDS scenario and 50-55 GW under the NZE scenario.

⁹ 25% in terms of energy supply for mobility, equivalent to 51% of useful energy due to the greater efficiency of electric motors.
¹⁰ Percentage expressed in energy terms.
¹¹ Operated capacity expressed in gross terms.

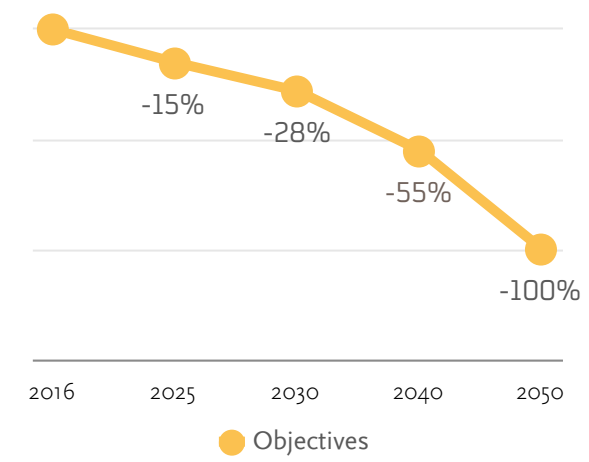
Renewable electricity capacity generation



In the **commercial** business, the strategy offers customers a multi-energy package of low-carbon products and services for mobility and for the residential and business sectors, leveraging digital channels for a more personalized relationship and with high levels of energy efficiency that go hand in hand with digital applications.

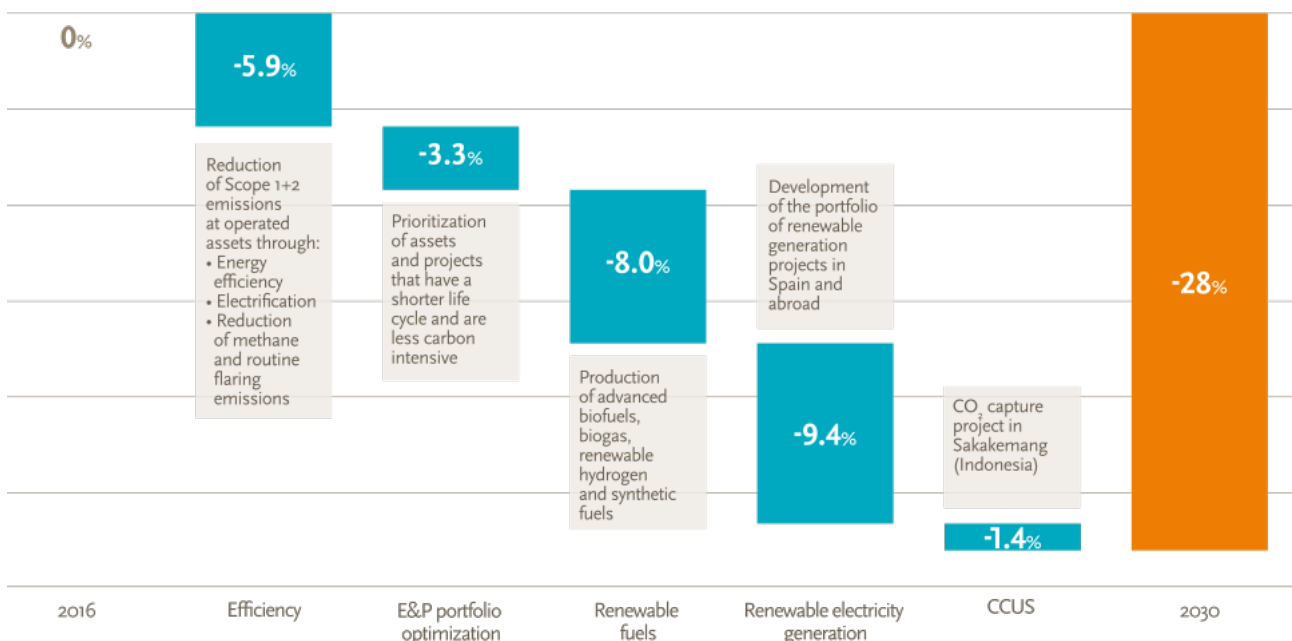
At the consolidated company level, the reduction in the CII is the key metric used to monitor and set targets for decarbonization toward becoming carbon neutral by 2050. This indicator includes both direct emissions (Scope 1) and indirect emissions (Scope 2 and Scope 3, the latter derived from the use of products obtained from the Company's production of primary energy). Since the announcement of its first decarbonization pathway in December 2019, Repsol has raised these targets twice and today they are set at 15% by 2025, 28% by 2030 and 55% by 2040, to reach 100% by 2050, in line with the goal of emissions neutrality.

Carbon Intensity Indicator (CII) Reduction targets

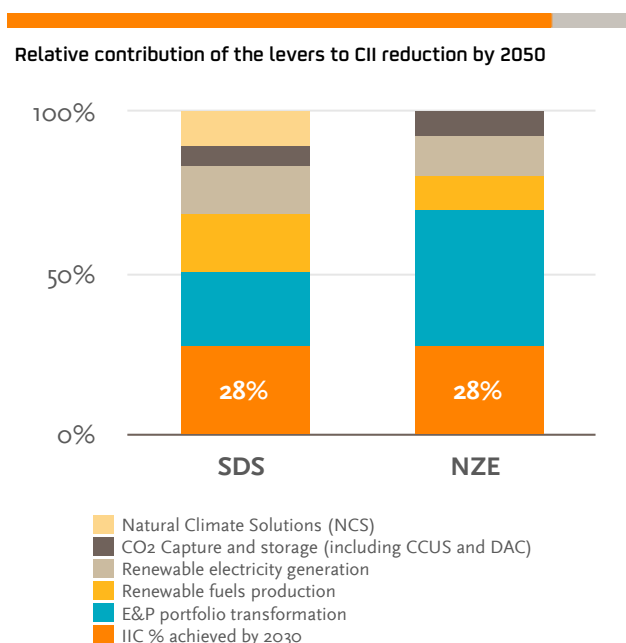


As for the period until 2030, the CII reduction target of 28% will be achieved by applying a broad combination of technologies and solutions. This is in line with Repsol's vision of the energy transition, according to which both renewable electrification and renewable fuels and CO2 capture will be required, alongside with the reduction of the carbon intensity of the traditional operations:

Contribution of the levers to CII reduction by 2030



In the 2031-2050 period, the relative contribution of the different decarbonization levers to the reduction of the CII reduction is (in relation to the different IEA scenarios analyzed):

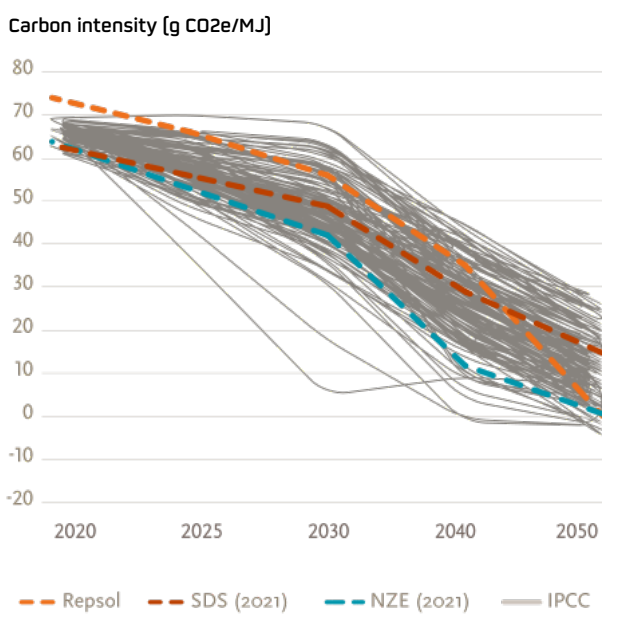


In the SDS scenario, more than 90% of decarbonization is achieved with energy solutions and the need to offset the remaining emissions through natural climate solutions (NCS) is anticipated, given potential technological limitations in sectors with emissions that are difficult to eliminate. In the NZE scenario, offsetting with NCS would not be required since Repsol's oil and gas production is already very low (net zero emissions are reached before 2050).

Lastly, Repsol compared its decarbonization pathway with that of the different 1.5°C scenarios of the IPCC (AR6, 2022), calculating their carbon intensity based on GHG emissions (CO₂, CH₄, N₂O) and primary energy data (IIASA)¹², to be able to compare them with Repsol's CII reduction.

As shown in the graph, the reduction rate of Repsol's pathway indicator declines, starting in the short term, within the variation interval of the 1.5°C scenarios of the IPCC, even when its starting point is higher due to the greater initial weight of oil and gas in its energy production. It should also be noted that in most IPCC scenarios emissions neutrality is achieved after 2050.

¹² IIASA (International Institute for Applied Systems Analysis) (2022), AR6 Scenarios Database hosted by IIASA, data.ene.iiasa.ac.at/ar6.



The role of carbon sinks at Repsol

- CO₂ capture from emission points or from the atmosphere itself will be necessary to achieve emissions neutrality, using both technological solutions and NCS, such as reforestation.
- Among the technological solutions, a reduction of CO₂ emissions in the range of 10-15 Mt/year through CCUS in 2050 has been considered.
- Repsol will apply the principle of “mitigate first; offset later”. Its decarbonization pathway does not include applying offsetting with NCS at least during the present decade. In the long term, only residual emissions unable to be removed by other means to achieve carbon neutrality by 2050 will be offset.
- Furthermore, Repsol has launched initiatives through which its customers and society as a whole can also contribute to mitigating their own emissions through NCS projects. It combines reforestation and social impact through job creation in rural areas), and the proposal to its customers to share the cost of offsetting the emissions that arise from the use of products purchased from Repsol through digital platforms such as Waylet.

Allocation of capital

Repsol's allocation of capital to the different businesses responds to compliance with the decarbonization target in the different scenarios described: committing increased investments to low-carbon segments in order to mitigate risks and take advantage of the opportunities generated as a result of the energy transition.

Investment in low carbon technologies and businesses¹³ represents **35% of total investments in the 2021-2025 period**. For the 2030-2050 period, Repsol estimates that the

allocation of capital under the different scenarios analyzed will be:

Percentage of capex in low carbon businesses out of total capex (average in the period)	2031-2040	2041-2050
Scenario consistent with APS demand	50-60	60-70
Scenario consistent with SDS demand	55-65	65-75
Scenario consistent with NZE demand	70-80	80-90

In 2030, Repsol plans to reach a capital employed of up to 45% in low-carbon businesses, a proportion that will continue to increase until 2050 at the pace of the energy transition in each scenario considered:

Percentage of capital employed in low carbon businesses out of the total	2030	2040	2050
Scenario consistent with APS demand	40-45	50-60	60-70
Scenario consistent with SDS demand	40-45	55-65	65-75
Scenario consistent with NZE demand	40-45	65-75	75-85

Resilience to the financial risks of climate change

In order to assess the financial resilience of the strategy in terms of climate change, an economic analysis of the current and future business models has been carried out in the three scenarios based on the IEA's forecasts. The result is shown in the following graph, in terms of net present value (NPV) variation in the different scenarios and contexts, taking the SDS scenario as the baseline:

The Company's value does not vary significantly in the different IEA demand scenarios, between -4% and +2% for the price levels considered in each of the three, for the following reasons:

- The environment of the Industrial and Commercial fuel businesses was considered invariable in the three scenarios, determined by the European Green Deal and the Fit for 55 legislative package. The strategy involves investments in low-carbon projects (renewable, synthetic and hydrogen fuels) that preserve the value of these businesses, today in the first quartile in the EU by economic profit and market share in Spain
- For its part, the upstream business maintains value in this decade, which are the years with the greatest impact in terms of NPV, and, starting in 2030 it progressively decreases, at the rate of the fall in production and the drop in prices due to lower demand.
- The Low Carbon Generation and Electricity Marketing businesses, on the other hand, create economic value at the rate of their growth.

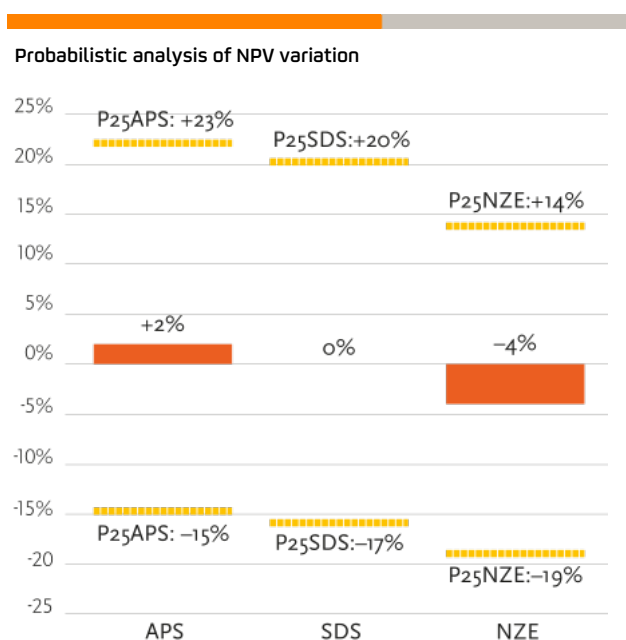
The limited variation of the Company's NPV in the three scenarios shows that the proposed strategy is resilient to the different speeds of the energy transition which are implicit in these scenarios.

¹³ Low carbon technologies and businesses: energy efficiency, renewable electricity generation, production and marketing of biofuels, renewable hydrogen, synthetic fuels, CCUS; marketing of renewable electricity, distributed generation and other value-added services such as electric mobility.

Regarding the prices in each scenario until 2030, Repsol has used its internal price pathway, framed by the references of analysts and agencies. From 2030 onwards, it has been linearly interpolated until reaching the IEA prices in 2040 in each of the three scenarios and thereafter, following that prices evolution.

The IEA estimates a deterministic price scenario in each of the demand scenarios. However, the current energy environment imposes great uncertainty on the supply-demand balance and the prices of raw materials, which adds to their inherent volatility. For this reason, for each of the three scenarios, a probabilistic analysis of sensitivity to oil, gas and refining margin prices has been carried out based on the historical variability of these indicators.

The results of this analysis are presented below, showing the P25 (25th percentile) and P75 (75th percentile) price ranges for each of the demand scenarios.



This variation in economic value is more related to the historical volatility of raw material prices than to the structural impact that the energy transition may have on these prices, but it is considered to provide useful supplementary information. In its price evolution, the IEA aims to provide a look at the impact of the energy transition on prices, calculating them from the marginal cost of production in the different demand scenarios, although other factors such as geopolitical ones are not taken into account.

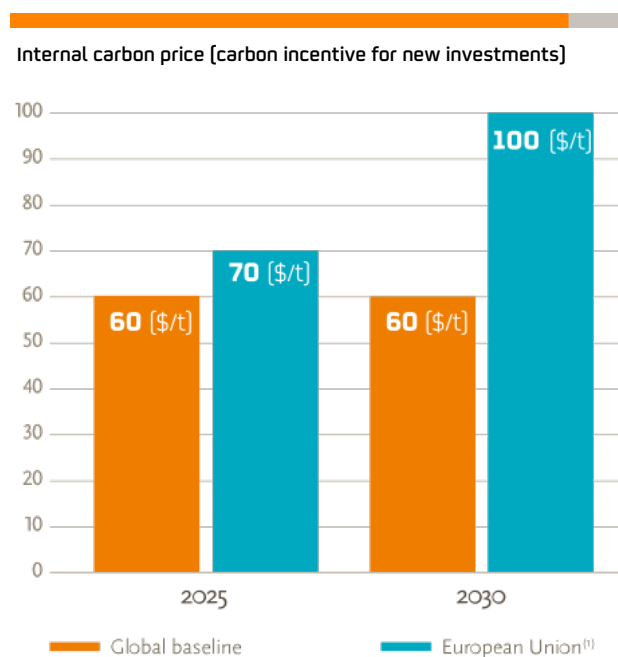
Mechanisms to incentivize decarbonization

Repsol has various internal mechanisms in place to promote the allocation of capital to low carbon investments, such as the internal carbon price and the methodology to gauge whether an investment is in line with the energy transition.

The Company has set an internal carbon price for making investment decisions on new projects. It applies to all investments, including cases where there is no regulated

carbon price. This has been done with the conviction that the cost of CO₂ emissions will be internalized through regulatory mechanisms in all geographical areas over the time horizon of the life span of such investments.

The internal carbon price¹⁴ used by Repsol distinguishes between the EU and the rest of the world. Thus, new investments in the EU are assessed at \$70/t over the 2022-2025 period (or the regulated price if this is higher), rising to \$100/t in 2030. In the rest of the world, in countries without more stringent specific regulation, \$60/t is applied across the entire 2022-2030 period.



⁽¹⁾ Based on EU projections. For other regulated markets that may arise, a similar methodology would be applied.

Furthermore, in 2021 Repsol developed its own methodology to assess whether a new investment is in line and consistent with its path towards decarbonization.

Any investment proposal submitted to the Executive Committee and the Board of Directors must include a report drawn up by the Sustainability Department that reflects its impact on the Company's CII.

The investments can be categorized as follows depending on whether the impact is positive, neutral or negative:

- **Aligned with the energy transition**, when it does not affect or facilitate the Company's CII reduction targets.
- **Enabling the energy transition**, if it has a negative impact on the CII of less than one percentage point and it can be offset by other initiatives. Additional conditions are also imposed on upstream investments (limited life of exploitable reserves and no investment in oil sands, extra-heavy crude and Arctic offshore).
- **Misaligned**, when it does not meet the requirements of either of the two previous categories.

¹⁴ Prices expressed in nominal terms.

In 2022, following the investment qualification methodology, the sustainability report was incorporated into 38 investment proposals that were submitted to the Executive Committee for approval (7 from E&P, 17 from Low Carbon Generation and 4 from Industrial Transformation and Circular Economy). Of these proposals, 61% were aligned, 33% were facilitators and 5% were misaligned.

Partnerships and collaborations

Repsol engages constructively in open and well-informed discussions with governments, companies, investors, academic institutions, non-governmental organizations and other shareholders on the key aspects of sustainable development and the energy transition. Being aware that a collective approach can lead to additional achievements to its individual action in defense of legitimate interests, Repsol participates in industrial and business associations. However, it must also ensure that any position expressed on its behalf or with its support are aligned with its own views on climate change.

Alignment with industry associations

Repsol works to ensure that all the associations and initiatives in which it takes part are in line both with the fulfillment of the objectives of the Paris Agreement and with its main courses of action regarding climate change. Since 2020, the Company has published the Assessing Repsol's participation in industry associations report on its website, analyzing the associations that are closely related to the energy sector because they operate in regions where the Company has a significant presence and have an important role to play when it comes to climate change. It is updated annually.

<https://www.repsol.com/content/dam/repsol-corporate/es/accionistas-e-inversores/pdf/informe-asociaciones-industria-2022.pdf>

developed for this purpose has been updated, taking the risk classification proposed by the Task Force on Climate-related Financial Disclosures (TCFD) as the main reference. It includes the categories of climate change risks, both those derived from the energy transition (regulatory, legal, technological, market and reputational) and the physical risks that could be exacerbated by the progress of climate change (acute and chronic). It includes a total of 17 risks classified according to their nature. Of these risks, the ten that account for most of the exposure are prioritized for subsequent analysis. These risks are prioritized by a group of the Company's experts in strategy, markets, regulation, finances, reputation, legal affairs, technology and sustainability. They reach a consensus using the Delphi technique.

The importance of each of the risks identified is determined by semi-quantitatively estimating their economic impact on each of the business lines and geographical areas. Each risk is considered a factor of uncertainty that may cause a deviation in the long-term economic results (2030-2050 horizon) in each of the scenarios analyzed according to the Company's decarbonization roadmap.

On the 2030 horizon, the risk analysis reveals that the probability of suffering negative impacts from the energy transition is relatively low. In other words, the Company is prepared for even the most rapid transition scenarios thanks to its decarbonization pathway. Thus, in 2030, the Company has a very high probability of being able to harness opportunities that will completely neutralize any potentially negative impacts, as a result of its position and its long-term climate strategy compared to the rest of the sector, which places it in a favorable competitive position. Examples of these opportunities include energy efficiency, renewable electricity generation, advanced biofuels, renewable hydrogen, the circular economy and, in the medium to long term, carbon capture and storage.

In the long term (2040 and 2050), exposure to climate risks will increase, as there will be added uncertainty associated with risk factors and the scale at which these factors may materialize and opportunities can be exploited.

However, the commitment to become a net zero emissions company by 2050 and the analysis of its response to different energy transition scenarios mitigate these risks and demonstrate the company's resilience (see the Resilience to the financial risks of climate change section, in section 6.1.2).

The exposure of all Repsol's businesses to the various risks has been examined in detail and differentiating elements can be seen, due to the specific characteristics of each business. The main risks, which may become opportunities through mitigation measures (see section 6.1.2, Strategy), are the following:

6.1.3. Risks and opportunities

The risks and opportunities associated with the energy transition and climate change are becoming increasingly important in the medium and long term.

Repsol identifies and assesses the long-term risks associated with the energy transition and climate change from several perspectives by using its own analysis methodology. It adapts the medium-term risk assessment envisioned in the Integrated Risk Management System with the aim of extending its scope to 2050. This supplements the Group's general risk map, (five-year horizon) and the emerging risk map (ten-year horizon) looking forward to 2030, 2040 and 2050 for climate change and energy transition risks.

- The risk analysis is based on the IEA's three scenarios: Announced Pledges Scenario (APS), Sustainable Development Scenario (SDS) and Net Zero Emissions (NZE) described in the previous section. Climate risks may have an adverse or positive impact depending on the strategies for mitigating risk and adapting to the scenarios, since they imply the emergence of business opportunities that can be unlocked.
- The most significant climate change risks for the Company have been identified. Thus, the taxonomy

TRANSITION RISK ⁽¹⁾	IMPACT ASSESSMENT				Geography			
	Time horizon relevance ⁽²⁾	Business ⁽³⁾						
Regulatory and legal	Regulatory changes that affect the Company's results	Short, medium, and long term	●	●	●	●	Special relevance for EU and North America	
	Increase in litigation derived from the effects of climate change	Greater relevance in the short and medium term	●	●	●	●		
Technological	Inefficient, late or premature adoption of new practices, processes or developing technologies.	Greater relevance in the long term	●	●	●	●	UE and rest of the world	
	Scarcity or unavailability of raw materials and natural resources		●	●	●	●		
Market	Decoupling of the portfolio management strategy with the speed of the energy transition	Short, medium, and long term	●	●	●	●	Special relevance for EU and North America	
	Changes associated with the preferences of final consumers or intermediaries	Greater relevance in the long term	●	●	●	●		
	Potential difficulty or limitation in raising funds	Short, medium, and long term	●	●	●	●		
	High competition in the markets associated with the energy transition	Greater relevance in the long term	●	●	●	●		
Reputation	Stigmatization of the O&G sector (includes failure to meet objectives)	Greater relevance in the long term	●	●	●	●	UE and rest of the world	
	Difficulties associated with talent management	Greater relevance in the short and medium term	●	●	●	●	Special relevance for EU	
⁽¹⁾ See Appendix V for a detailed description of climate change risks. ⁽²⁾ Short, medium and long term are understood as the time horizons 2030, 2040 and 2050 respectively. ⁽³⁾ The impact on each of the business divisions in a NZE 2050 scenario is semi-quantitatively determined on the basis of the consensus reached by the group of experts who participated in the analysis.. Three qualitative impact levels have been defined which reflect the relative contribution of each business to the total impact of each of the risks.								
E&P (upstream)		Industrial		Customer		LCG (Low Carbon Generation)		● High ● Average ● Low

Regarding the physical risks of climate change, given the nature and location of the Company's activities, the team of experts agrees that they are lower risk factors than those derived from the energy transition. However, and as a result of the public disclosure obligations arising from the European Union regulation (Taxonomy Regulation 852/2020), which establishes the framework to promote sustainable investment, Repsol has developed a semi-quantitative methodology to perform a detailed analysis of the physical risks of climate change in existing facilities, and especially in the new facilities that it includes in its portfolio and that meet the requirements established to be considered environmentally sustainable activities.

To carry out this long-term analysis, the global warming scenarios described by the Intergovernmental Panel on Climate Change (IPCC) were considered: RCP 8.5, RCP 4.5 and RCP 2.6¹⁵, with the same time horizon as for transition risks (2030, 2040 and 2050), in each of the geographic locations of the facilities studied¹⁶: wind, photovoltaic, hydraulic power plants and certain petrochemical plants.

The climate projections being used to carry out these analyses are, among others, those of the Copernicus services (the EU's Earth observation program coordinated and managed by the European Commission).

¹⁵ According to the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC), the RCP (Representative Concentration Pathways) scenarios used in this study correspond to a projected increase in global average temperature in 2100 of 4.5°C in the RCP 8.5 scenario; 2.8°C in the RCP 4.5 scenario; and 1.85°C in the RCP 2.6 scenario.

¹⁶ Wind power plants (PI, Delta I, Delta II, Atacama, Cabo Leónés, Elena and Antofagasta), photovoltaic power plants (Valdesolar, Kappa, Sigma and Jicarilla), hydraulic power plants (Aguayo, Picos and Navia), petrochemical power plants (C43 project in Cartagena; RECPUR project in Puertollano; Electrolyzer 2.5 MW in Bilbao).

In view of these climatic condition forecasts (studied through the analysis of the physical variables associated with acute and chronic risk factors related to variations in temperature, rainfall, wind speed, etc.), possible impacts on these facilities are analyzed, both from the point of view of potential structural damage due to intensification of extreme weather events and the potential production losses or operational inefficiencies as a result of these events or changes in weather patterns.

Likewise, the barriers currently implemented to mitigate these risks and other possible mitigation measures that can be implemented in the future are also analyzed, in the case

that these types of events, which significantly reduce the probability of having an impact, come about.

The conclusion reached is that Repsol is more exposed to transition risks than to physical risks. However, it is taking steps to reduce exposure to all risks.

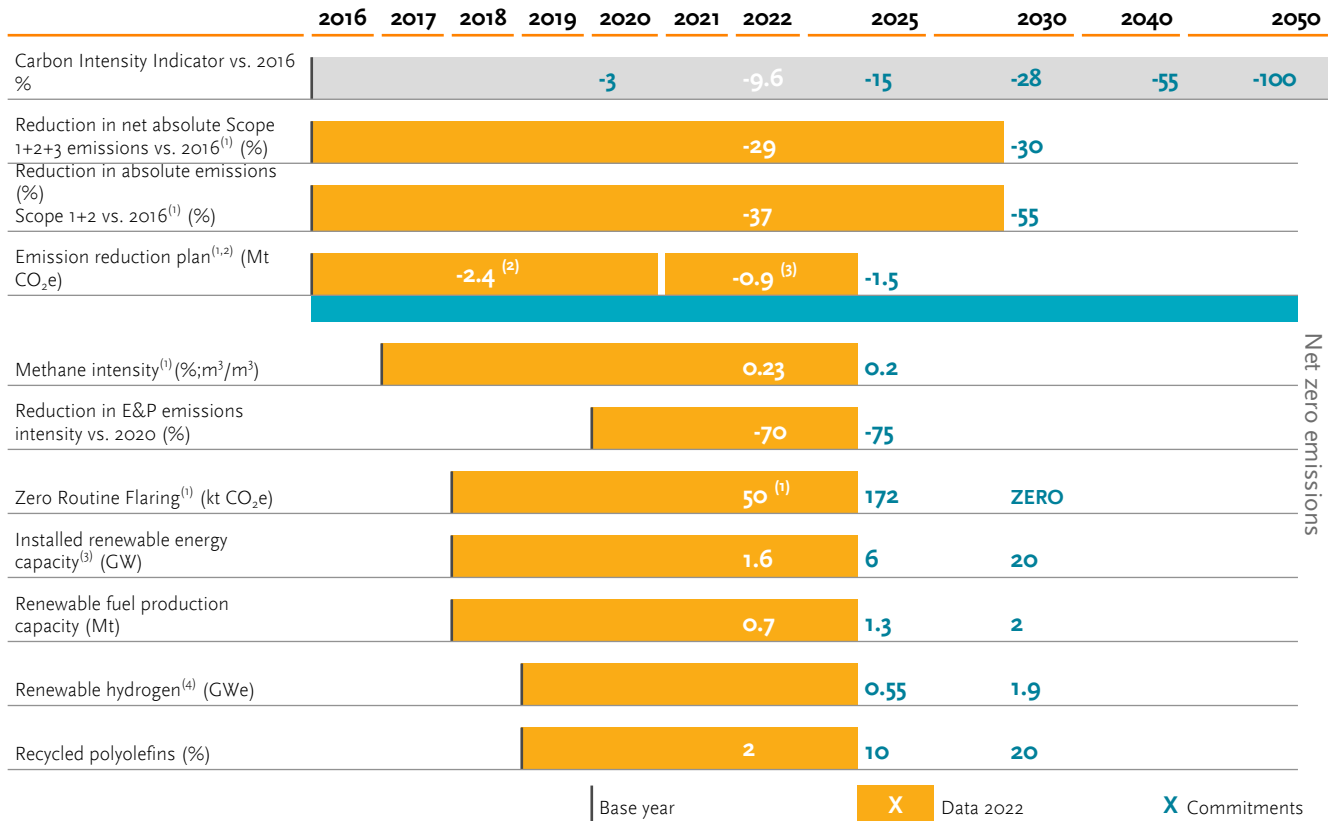
Climate change risks, both physical and transition risks, are managed and mitigated in the same way as the other risks to which the Group¹⁷ is exposed. However, the fact that they are emerging risks means that they will need to be examined in greater detail in the long term and mitigated through a long-term commitment to net zero emissions by 2050¹⁸, a decarbonization roadmap through to 2050 and a 2021-2025 Strategic Plan that is already laying the groundwork for the transition in the short term.

¹⁷ For more information, see Appendix V or section 7.4 Risks.

¹⁸ For further information on the measures of Repsol's decarbonization pathway, see section 6.1.2, Strategy.

6.1.4. Metrics and targets

Transition targets



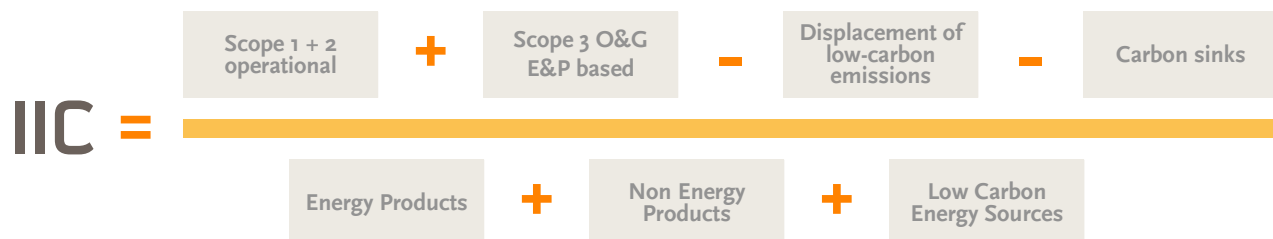
(1) Detailed information can be found below.

(2) Cumulative value in the 2014-2020 period. Exceeded the target in the 2014-2020 Emission Reduction Plan by 0.3 Mt CO₂e. New emission reduction plan for the 2021-2025 period.

(3) Capacity expressed in gross terms.

(4) Installed capacity for renewable hydrogen production. First commissioning scheduled for May 2023.

Carbon Intensity Indicator (g CO₂e/MJ)



Direct and indirect emissions and energy consumption

		2022	2021	2020	2019
Scope 1 emissions⁽¹⁾	Total GHG (Mt Co2e)⁽⁸⁾	15.7	19.4	22.4	24.7
	Total CO₂ (Mt CO₂)	14.9	17.0	19.0	20.1
	Total CH₄ (Mt CO₂e)	0.7	2.3	3.3	4.5
	Total N₂O (Mt CO₂e)	0.11	0.10	0.07	0.08
	Breakdown by source				
	Flaring	0.6	0.9	1.0	0.8
	Combustion	11.8	12.1	12.9	13.7
	Venting	0.7	4.2	6.2	7.6
	Fugitive emissions	0.1	0.2	0.3	0.4
	Process	2.4	2.0	2.0	2.2
Scope 2 emissions⁽¹⁾	Total GHG (Mt CO₂e)	0.4	0.4	0.5	0.5
Scope 1 and 2 emissions	Total GHG (Mt CO₂e)	16.1	19.9	22.8	25.2
	Refining ⁽²⁾	8.6	7.8	7.6	8.7
	Chemicals	3.0	3.4	3.3	3.3
	Upstream ⁽³⁾	2.1	7.5	9.9	11.0
	Power & Gas	2.4	1.2	2.0	2.1
	Others ⁽⁴⁾	0.05	0.04	0.1	0.1
Allocation of emissions to Repsol facilities under European regulation EU ETS (Mt CO₂)		7.3	7.6	7.7	
Intensity of Scope 1+2 emissions	E&P emissions intensity (t CO ₂ e/ thousands of boe produced)	17	53	56	66
	Refining energy intensity (t CO ₂ e/t crude processed)	0.2	0.2	0.2	0.2
Scope 3 emissions⁽⁶⁾	Raw materials (category 1)⁽⁷⁾				
	Crude oil (Mt CO ₂ e)	5.6	5.5	5.4	7.6
	Hydrogen (Mt CO ₂ e)	0.6	0.6	0.6	0.7
	Use of sold products (category 11)				
	Use of refinery output products (Mt CO ₂ e) ⁽⁵⁾	161	151	151	180
	Use of primary energy base products (Mt CO ₂ e)	66	69	79	88
	Use of marketed energy products (Mt CO ₂ e)	182	172	175	205
Use of marketed energy products to end users (Mt CO ₂ e)	70	65	67	77	
Energy (Scope 1+2)	Total (M GJ)	244	246	265	278
	Chemical energy (Scope 1+ 2) (M GJ)	54	61	60	
	% of electricity grid	0.2%	2%	3%	
	of which % renewable	42%	47%	44%	
	Total electrical energy generated by Repsol Chemicals (M GJ)	1.3	3.0	4.3	
Energy intensity	E&P energy intensity (GJ/boe produced)	0.2	0.3	0.3	0.3
	Refining energy intensity (GJ/t processed crude oil)	2.9	2.8	3.2	2.9
Energy (Scope 3)	Total (M TJ)	2.5	2.3	2.3	2.8
	Use of refinery output base products (M TJ)	2.4	2.3	2.3	2.7
	Raw materials (M TJ)	0.06	0.07	0.06	0.08
TOTAL Flared hydrocarbons (Mt)		0.31	0.37	0.43	0.32
Vented hydrocarbons (Mt)		0.03	0.10	0.15	0.19

(1) The Company's direct and indirect emissions (Scope 1 and Scope 2) in operated assets reported in gross basis will be subject to additional verification according to EU-ETS and international standard ISO 14064-1. Once verified, the data will be available at www.repsol.com and it will be updated in the next edition of the Integrated Management Report. For the 2021 financial year, no relevant changes were observed after verification.

(2) The steam cracker plant is included in the Chemicals business.

(3) The breakdown by source for the Upstream business is as follows: 1.1 Mt CO₂e for fuels; 0.2 Mt CO₂e for flaring; 0.1 Mt CO₂e for fugitive emissions; and 0.7 Mt CO₂e for venting.

(4) Includes LPG, lubricants, asphalts and specialized products, mobility and headquarters.

(5) Scope 3: use of products counting the production of natural gas at E&P (Upstream) and the production of LPG, naphtha, gasoline, kerosene, diesel, fuel oil and petroleum coke produced at the refineries.

(6) For more information see the Scope 3 emissions report section.

(7) Calculated based on refinery input.

(8) Global warming potential (GWP) factors from the IPCC's Fourth Assessment Report are used as a reference.

Research and development investment

	2022	2021	2020	2019
Research and development investment (€M)	59.0	57.0	65.0	72.0
Percentage allocated to achieve neutrality⁽¹⁾ (%)	40	35	20	8

(1) The percentage allocated to the development of low-carbon technology projects is calculated on the total investment of the Tech Lab.

Scope 3 emissions report

Although there are up to 15 categories of Scope 3 emissions in the oil and gas sector, most emissions come from those derived from the final use of its products. Repsol decided to link its target of reaching net zero emissions and its intermediate targets to a Carbon Intensity Indicator (CII) that takes into account the energy and emissions associated with the use of fuel products derived from its primary energy production (oil and natural gas). Doing this, instead of referring to the emissions from the products it sells, makes more sense strategically and it entails a number of positive aspects:

- Hydrocarbon production is the most capital-intensive activity and its investments have a longer life cycle. Investment decisions today translate into production and product use many years later. The marketing activity, on the other hand, is much less capital intensive and can be adapted more easily to demand in the short term.
- Energy products are bought and sold successively throughout the value chain, meaning that a sales-based system could count emissions from the same product multiple times

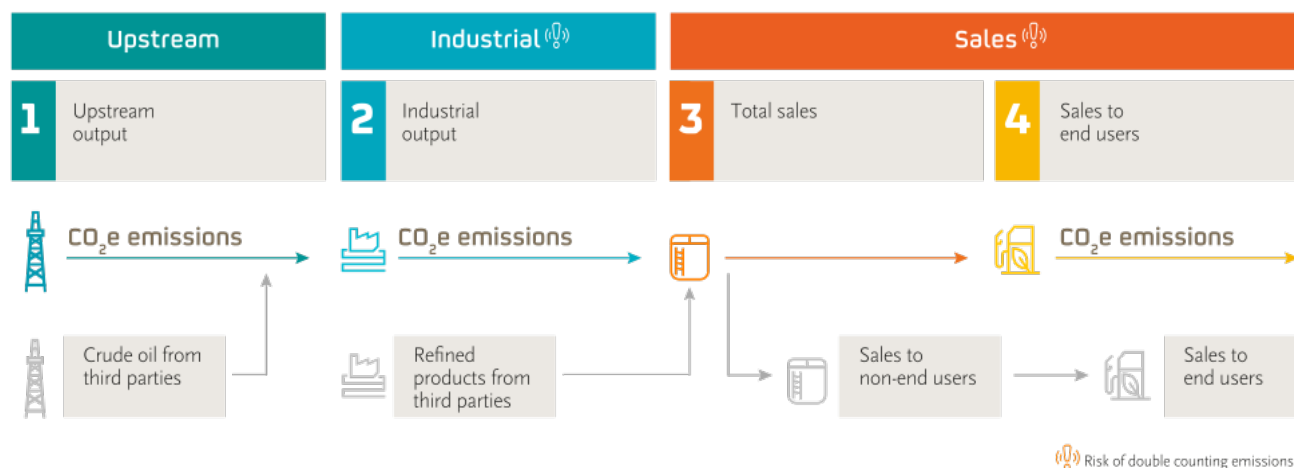
- An emissions accounting system based solely on sales will allow an integrated company to increase its hydrocarbon production without impacting its Scope 3 emissions if it sells a greater volume of products than the hydrocarbons it produces.

However, Repsol also considers that metrics related to Scope 3 emissions of marketed products can provide a useful complementary perspective to understand companies' energy transition strategy. That is why this management report includes the following metrics, in addition to the Scope 3 emissions of the products obtained from its own production of hydrocarbons¹⁹ that are used for the CII:

- Scope 3 emissions of the products marketed by Repsol to the end user (the one who uses the fuel and, therefore, generates the emissions).
- Scope 3 emissions of all products marketed, excluding those that Repsol buys and resells to a non-final consumer without any other intermediate transformation.

Scope 3 (category 11) Mt CO ₂ e	2022	2021	2020	2019
Marketed energy products	182	172	175	205
Marketed energy products to end users	70	65	67	77

Scope 3



¹⁹ Corresponds to Scope 3 category "Use of primary energy products (Mt CO₂e)" in the table: Direct and indirect emissions and energy consumption.

Reduction in the Carbon Intensity Indicator

As indicated, Repsol has defined its CII in g CO₂e/MJ as the main metric for monitoring the Company's progress toward the goal of net zero emissions by 2050 upon achieving a 100% reduction in the CII. Moreover, it has set intermediate reduction targets of 15% by 2025, 28% by 2030 and 55% by 2040 compared to the base year (2016).

Carbon intensity	2022	2021	2016
g CO ₂ e/MJ	70.3	73.9	77.7

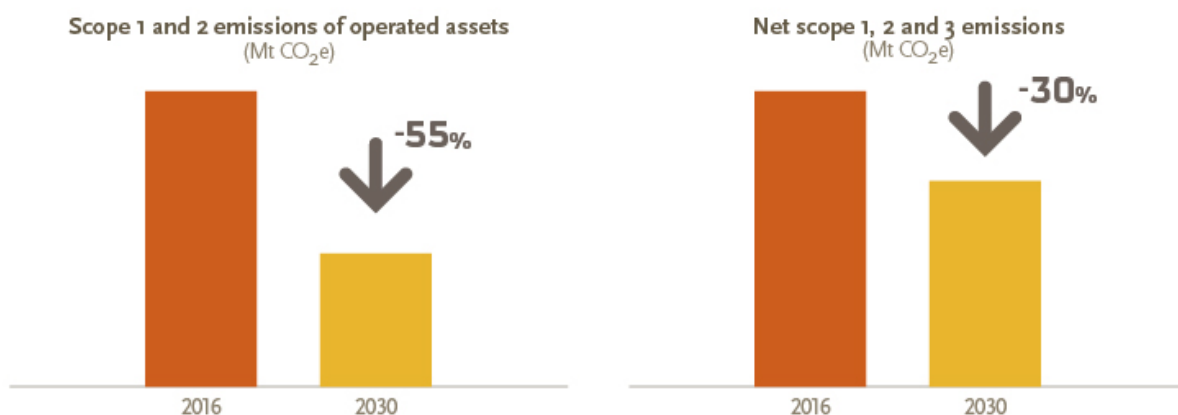
In 2022, a reduction of 9.6% was achieved with respect to the base year 2016, mainly due to the optimization of the E&P business asset portfolio, together with the continuation of the energy efficiency plans, the management of methane emissions in E&P operated assets and the growth in installed renewable capacity.

The numerator of the CII shows the emissions generated by the Company's activities (direct and indirect emissions, Scope 1 and Scope 2, derived from E&P and Refining and

Chemicals, and from Electricity Generation), as well as Scope 3 emissions generated by the use of fuel products derived from primary energy production (oil and natural gas) and the displacement of emissions from the fossil mix through renewable energy substitution. The denominator shows the energy that Repsol makes available to society in the form of end products derived from the production of primary energy from oil and gas and from low carbon energy sources²⁰.

In addition to the CII reduction targets, and in response to the demands of its stakeholders, the Company has set two new targets based on its absolute emissions. In October 2021 the company announced for the first time, its targets for reducing absolute emissions, Scope 1+2 of operated assets and for net emissions under Scope 1+2+3:

Reduction in absolute emissions [%]



Reduction in absolute Scope 1+2 emissions

Repsol aims to reduce its emissions from operated assets by 55% by 2030 compared to 2016.

This commitment focuses on Scope 1 emissions (those produced by sources directly controlled by Repsol) and Scope 2 emissions (associated with the purchase of electricity, heat, cooling or steam consumed by Repsol).

Today, the Company has already undertaken initiatives with which it has achieved a 37% reduction in emissions through portfolio optimization, energy efficiency measures, reduction of methane emissions and reduction of gas flaring in the E&P business, and recovery of flare gases in the Industrial business.

Absolute Scope 1+2 emissions	2022	2021	2016
Mt CO ₂ e	16.1	19.9	25.4

Reduction in net absolute Scope 1+2+3 emissions

The target of reducing these emissions, which make up the CII numerator, by 30% compared to the base year of 2016, has been established.

²⁰ Further information in www.repsol.com/content/dam/repsol-corporate/es/sostenibilidad/indicador-intensidad-carbono.pdf

In 2022, a reduction of 29% was achieved due to the reduction of Scope 1+2 emissions described above, lower E&P production and the positive impact of renewable electricity generation, due to emissions displacement. Given that it has reached values very close to achieving the 2030 target, Repsol will consider the possible reformulation of a more ambitious objective.

CO₂e emission reduction plan

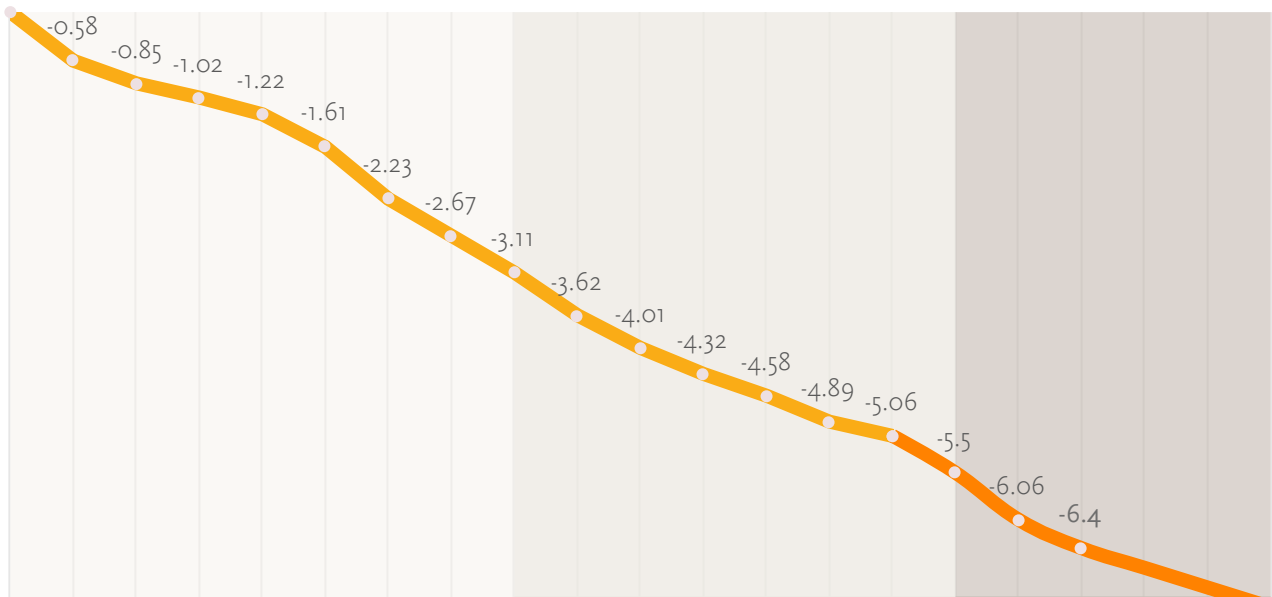
Repsol has multi-year emission reduction plans (Scope 1 and 2) that envision various measures to improve operational efficiency. These plans were launched in 2006 and remain in force today. A plan for the 2021-2025 period is underway, with the aim of achieving an additional reduction of 1.5 Mt CO₂ by 2025, which includes, among others, electrification projects, energy integration of units, process optimization, operation efficiency of the facilities and reduction of methane emissions. In 2022, Repsol achieved a reduction of 0.34 Mt CO₂e. In energy terms, this is equivalent to a reduction of 3.1 million GJ.

Net absolute Scope 1+2+3 emissions	2022	2021	2016
Mt CO ₂ e	79.1	87.1	111.7

CO₂e emission reduction (Mt)

Reduced Mt CO₂e per year

2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
—	-0.58	-0.27	-0.17	-0.2	-0.39	-0.62	-0.44	-0.44	-0.51	-0.39	-0.31	-0.26	-0.31	-0.17	-0.44	-0.56	-0.34



2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025

2006-2013 Reduction: -3.1 Mt CO₂e | 2014-2020 Reduction: -2.4 Mt CO₂e | 2021-2025 Target: -1.5 Mt CO₂e | Mt CO₂e cumulated reductions

Reduction of methane emissions intensity

The detection, monitoring and reduction of methane emissions throughout the gas chain is of great importance given the role of natural gas in the energy transition.

Repsol participates in initiatives aimed at establishing standards of excellence in methane reduction and it has adopted short-term reduction targets.

OGMP 2.0

In 2020, UNEP launched the OGMP 2.0 initiative, which already involves more than 80 signatory companies throughout the entire gas value chain (from production to distribution).

With this commitment, Repsol began deploying different technologies in its operated assets, combining measurements at the source and aerial level (especially drones and light aircraft), to confirm the measurements detected at ground level.

In October 2022, the International Methane Emissions Observatory (IMEO) published its second report, and Repsol again obtained the Gold Standard from UNEP for its report and implementation plan. This indicates that the Company is well on its way to achieving the goal of reporting under the Gold Standard for all its operated assets by 2023 and non-operated assets by 2025.

MIQ:
we supply certified natural gas from the Marcellus Shale

On November 1, Repsol started supplying the North American market with certified natural gas in the Marcellus Shale (Pennsylvania), demonstrating its commitment to providing safe, reliable and environmentally responsible. The Company certified **100%** of its production in the field, which represents more than **400** million cubic feet per day of dry natural gas from more than **680** wells.

Reduction target

Repsol aims to reduce the methane intensity to 0.20% by 2025 at its operated E&P assets. This value is recognized as near zero for the oil and gas sector by international organizations such as the UNEP, and it is consistent with the commitment recently announced by the Oil and Gas Climate Initiative (OGCI), of which Repsol is a member.

Methane intensity ⁽¹⁾	2022	2021	2017
CH ₄ emissions /gas produced (%)	0.23	0.77	1.34

⁽¹⁾ Calculation based on volume..

This year there has been a greater decrease in methane intensity due to the addition of divestments of carbon-intensive asset to the reduction initiatives.

Reduction of routine flaring

The progressive reduction of routine gas flaring is key to the E&P business. That is why Repsol, in June 2016 joined the World Bank's Zero Routine Flaring by 2030 initiative, which brings together governments, oil and gas companies and international development organizations.

Repsol also set an intermediate target of achieving a 50% reduction in CO_{2e} emissions from routine gas flaring activity by 2025 at its operated E&P assets and with 2018 as the baseline year, along with specific action plans to achieve it.

In 2022, the volumes of hydrocarbons sent for routine flaring decreased very significantly due to the additional contribution of divestments in Malaysia and Ecuador, exceeding the target set for 2025.

Routine gas flaring	2022	2021	2018
kt CO _{2e} flaring routine at upstream	50	327	344

6.2. Environment^{1,2}



Repsol supported the Nature Is Everyone Business call of the Business for Nature international initiative, which drives business action aimed at business models that value nature and are environmentally friendly and nature-positive by 2030

Repsol is committed to protecting the environment and the sustainable use of resources. For this reason, it prioritizes the necessary actions to prevent and minimize the potential impacts of both its operations and the products and services it offers to its customers, and it encourages measures that promote the protection of natural capital.

These commitments were reaffirmed this year through the approval of a specific environmental policy for the first time in the Company. This policy reflects the commitments to protection and preservation of biodiversity and ecosystem services, the sustainable management of water resources, the preservation of air quality, the fight against climate change and the application of the principles that govern the circular economy, extending all these commitments to the entire value chain. The circular economy fosters the optimization of natural resources and proper waste management, following the principles of the management hierarchy, reducing waste or, when this is not possible, giving it a second life in its own processes or in third-party processes by reusing and recycling it.

Repsol implements certification, verification and assurance processes through internal and external audits to ensure proper compliance with current regulations. Moreover, it addresses voluntary processes, such as the certification granted by AENOR to Repsol's 100% Circular Strategy, which are a sample of its commitments to society and the environment, beyond those that are strictly regulated.

6.2.1. Air quality

Repsol is aware of the importance of protecting air quality for society and the environment. That is why one of the commitments of the new Environmental Policy promotes "applying the latest technologies to minimize air emissions from both our operations and from the products we manufacture", using the most demanding standards to achieve this.

Air quality is mainly affected by the concentration of pollutants caused by combustion. It is determined by the energy mix, the size and density of populations, meteorological conditions, etc. Air quality management focuses mainly on emissions of sulfur dioxide (SO₂), nitrogen oxide (Nox) and particulate matter and volatile organic compounds (VOCs).

To control air emissions, Repsol closely monitors the conditions under which its operations are carried out. Its industrial facilities have a network of continuous measurement systems and immission cabins (shared with the authorities) that allow the composition and levels of atmospheric emissions to be continuously measured and analyzed, with the results being sent to the environmental authorities for monitoring and control.

To cite a specific example, in 2022, Repsol continues to lead the Air Quality Observatory initiative at Camp de Tarragona (Spain) and collaborate with the Chemical Business Association of Tarragona, with technical support from scientific institutions such as the Universitat Rovira i Virgili and the Eurecat Technological Center of Catalonia in Tarragona. The entity is coordinated by the Institut Cerdà which aims to provide an ongoing assessment of air quality in the cities and neighborhoods of Camp de Tarragona to improve the environment and the sustainability of the region.

Minimization of emissions from operations

Emissions from processes are continuously minimized through the implementation of the best technologies available. This includes low NO_x burners (DLN technology), vapor recovery units or particulate abatement systems. In addition, and in order to control and minimize fugitive emissions, periodic Leak Detection and Repair (LDAR) campaigns are carried out and high sealing systems are installed to prevent the leakage of volatile organic compounds.

Minimization of emissions from products

The commitment to air quality goes beyond operations, as Repsol is constantly working to expand the range of products offered that generate lower emissions when used by customers. For example, renewable energy for mobility, advanced biofuels, synthetic fuels, renewable hydrogen, LPG, ad-blue, Autogas, LNG or specific gas oils for state-of-the-art boilers, among many others.

¹ For more information, visit www.repsol.com (Sustainability - Environment)

²The figures and indicators in this section have been calculated in accordance with corporate standards that set out the criteria and common methodology to be applied in safety and environmental matters. As a general rule, environment and safety information includes 100% of the data from companies in which Repsol holds a controlling interest or control over operations.

6.2.2. Natural capital and biodiversity

Repsol and natural capital

Natural capital is defined as the inventory of both renewable and non-renewable natural resources. Through ecosystem services, it provides benefits to people by contributing to their well-being, the development of society and progress in the world economy, and it does so in the form of energy, materials supply, cultural aspects, etc. Repsol, like other companies, depends on natural capital and generates both positive and negative impacts through its operations. Therefore, conservation and protection are key factors in achieving sustainable development and ensuring that the benefits provided by these ecosystems, and specifically biodiversity, are safeguarded for present and future generations, in line with the commitments of the Environmental Policy.

In the scope of natural capital, Repsol has adopted a unique approach that makes it possible to quantify and value from an economic point of view the services provided by ecosystems in general, and biodiversity in particular, which makes it easier to include them in management decision-making. This approach is especially relevant, since it provides a new way of understanding the Company's relationship with nature and the related risks and opportunities, with the ultimate goal of guiding actions for its protection.

To this end, Repsol developed the Global Environmental Management Index (GEMI³) methodology, which comprehensively assesses the environmental impacts of projects and operations globally, and it has implemented it as a digital solution (READS⁴). In 2022, new functionalities were added and implemented to cover the entire energy sector. Thus, it covers all the Company's activities throughout the entire value chain.

READS helps to advance management by providing key indicators for the economic analysis of the impacts of projects and assets on biodiversity and ecosystem services, climate change, water resources and well-being.

In 2022, Repsol has modeled all types of facilities in the READS tool, which has made it possible to obtain an analysis of its portfolio with natural capital criteria and thus understand the impacts, in order to develop and prioritize specific action plans.

Reads | Capitals Valuation | T
TRANSPARENT

In 2022, READS, the digital solution developed by Repsol to improve natural capital management in all types of organizations, was selected as a reference tool in the Update Report 4 of the report Assessment of Biodiversity Measurement Approaches for Businesses and Financial Institutions, published by the European Commission's EU Business@Biodiversity platform. It was also recognized as an appropriate methodology for valuation and accounting of natural capital impacts within the Transparent project, funded by the European Commission and developed by the Value Balancing Alliance (VBA), The Capitals Coalition and the World Business Council for Sustainable Development (WBCSD), which aims to develop standardized principles for accounting and valuing natural capital in companies, in accordance with the goal of the European Green Deal.

Measuring impacts on natural capital in the energy sector

In 2022, the **Measuring what matters. Impacts and dependencies of natural capital in the Spanish energy sector** report, which Repsol helped draw up, was presented. It addresses the link between energy and natural capital, through the analysis of the impacts and dependencies of the sector, as well as the analysis of the main impacts and dependencies in the entire energy value chain. This is the first step in the transition to a nature-positive global economy (more information at capital-natural.es).

In 2022, Repsol assessed its dependence on natural capital as a company and the ecosystem services it provides. To carry out the analysis, it used the ENCORE methodology⁵, developed by Natural Capital Finance⁶ in collaboration with UNEP-WCMC. Among other things, it allows the risks and opportunities associated with the dependencies on natural capital to be assessed, with the ultimate goal of managing them properly. The following table summarizes the results obtained:

³ Recognized in 2020 by experts from The Capitals Coalition (www.capitalscoalition.org) and the World Conservation Monitoring Centre (www.unep-wcmc.org) of the United Nations Environment Programme (UNEP-WCMC) for its scientific soundness, for its adaptation to the standards established in that program, and for being in line with the Natural Capital Protocol and the Biodiversity Supplement that accompanies it.

⁴ For more information, visit www.repsol.com (Sustainability – Environment)

⁵ The tool has a database that encompasses a selection of ecosystem services, natural assets and drivers of environmental change for the different economic sectors.

⁶ Economic sectors follow the Global Industry Classification Standard (GICS), while the categorization of ecosystem services is based on the Common International Classification of Ecosystem Services (CICES). The classification of natural assets follows that established by a group of researchers at the United Nations Environment Programme World Conservation Monitoring Centre (UNEP-WCMC).

⁶ naturalcapital.finance.

Type of ecosystem service	Ecosystem services (included in ENCORE)	Upstream	Refining	Chemicals	Lubricants and specialized products	LPG	Customer	Service stations	Low Carbon Generation	Corporation
		Are enabling factor for all or part of a production process	Maintain nursery habitats							
Soil quality			●							
Ventilation										
Water flow maintenance	●		●	●	●				●	
Water quality	●		●							
Pollination										
Help to mitigate direct impacts associated with a production process	Bioremediation	●	●							
	Dilution by atmosphere and ecosystems									
	Filtration	●	●							
	Attenuation of sensory impacts			●	●			●		
Input into a production process	Fibers and other materials									
	Animal-based energy									
	Genetic materials									
	Ground water	●	●	●	●				●	
	Surface water	●	●	●	●			●	●	
Provide protection from disruption to the production process	Disease control									
	Buffering and attenuation of mass flows									
	Climate regulation	●	●		●	●	●		●	
	Flood and storm protection	●	●	●	●	●	●	●	●	
	Mass stabilization and erosion control	●	●		●	●	●		●	
	Pest control									

All economic activity, in the same way that it produces impacts (positive or negative) on natural capital, also has dependencies on ecosystem services generated by that capital. This table contains a summary of the dependency analysis carried out in 2022 (see text) using the ENCORE tool⁷. Only the dependencies (rows) for the representative economic activities in each of Repsol Group's main business lines (columns) are included, without taking into account the dependencies with a "low" or "very low" level according to the results provided by ENCORE. Each business line will show dependency on a given ecosystem service provided that at least one of the economic activities of that business line has this dependency.

Biodiversity protection and conservation in all our activities

One of the main assets of natural capital is biodiversity. This term encompasses not only ecosystems and their living components, but also the ecological processes that sustain them and the valuable offer of services on which society depends.

In December 2022, during the United Nations COP15 High-Level Segment on Biodiversity was established the commitment of the signatory countries to undertake a coordinated global action "to stop the loss of biodiversity by 2030 and to achieve the goal of living in harmony with nature by 2050". Repsol, through IPIECA, is working to establish a Global Biodiversity Framework (GBF) together with IUCN, with traceable targets and goals to halt the current decline in biodiversity and guarantee its conservation and recovery.

As an energy company with a clear commitment to a sustainable world, Repsol plans and develops its projects and operations, regardless of their location, bearing in mind biodiversity conservation and protection, as well as the mitigation of the impacts⁷ that may arise. To do this, it applies the mitigation hierarchy (avoid, minimize, restore and offset) throughout the life cycle of its operations, and especially in protected areas. This commitment has been embodied in the new Environmental Policy published in 2022.

Likewise, and fully aware of the positive role that companies can play in finding solutions to the challenges regarding the loss of biodiversity and ecosystem services, Repsol develops its management practices according to the following principles:

⁷ For more information on the potential impact of operations on biodiversity, see Appendix V – Further information on sustainability (includes Non-Financial Statement).

- Integrating natural capital, biodiversity and the protection of ecosystem services into decision-making processes.
- Engaging with local communities and other stakeholders, and understanding their expectations regarding biodiversity.
- Assessing the impacts and dependencies associated with the ecosystem services and provided by the elements of natural capital, with special focus on biodiversity.
- Preventing and minimizing impacts on biodiversity and natural capital, in addition to restoring the environment in which activities are carried out and offsetting residual impacts if necessary, applying the mitigation hierarchy at all times, with a special focus on sensitive and protected natural areas.
- Developing indicators to measure performance and optimize management efforts.
- Involvement in research, biodiversity conservation, education and awareness projects.

Repsol has internal environmental management regulations that envisage the performance of environmental, social and health impact assessments (ESHIA) for all new operations or facilities (even when not required by local legislation).

According to this regulation, and considering the pre-existing environmental baseline, risks and impacts on biodiversity are assessed from the design phase to the decommissioning of each project, advanced assessment and monitoring procedures are developed in areas where biodiversity is especially sensitive, and appropriate mitigation measures are defined.

This information is used to draw up biodiversity action plans (BAPs), which are developed at sites and operations located in areas that are sensitive in terms of biodiversity.

Described below are some of the main protection and restoration activities⁸, along with other actions related to biodiversity management that are carried out by Repsol in 2022. It should be noted that independent and competent legal bodies have overseen the standards and methodologies used in each case.

Repsol and its commitment to biodiversity



Release of the first Bonelli's eagle chicks in Aragon, Spain.

Repsol released five Bonelli's eagles in the Sierra y Cañones de Guara Natural Park (Huesca, Aragon). The action is part of the plan on accompanying measures developed by the Company and defined in the environmental impact statements of the wind farms associated with the Aguas Vivas complex, belonging to the Delta I project. Repsol funded and promoted the program with the oversight of the Department of Agriculture, Livestock and Environment of Aragon (through its Natural Environment and Forestry Management Division) and the technical support of the GREFA association (Group for the Rehabilitation of Native Fauna and its Habitat). This bird of prey is one of the most threatened in the Autonomous Community of Aragon and it is listed

as an "endangered" species. Its main threat today is related to electrocution and collision with powerlines. The Bonelli's eagle population in Aragon has dropped by 35% in the last 15 years and currently stands at 20 pairs. The project envisages the release of a total of 25 chicks in 5 years, and involves maintaining contact and collaboration with local agents, Natural Park representatives and all related associations and sectors, as well as local society. In this sense, informative talks and presentations of results will be held to promote awareness and dissemination of nature conservation and the importance of all native species in the balance of ecosystems.



Repsol Exploration Mexico begins its reef restoration program in Veracruz

This year, and in collaboration with the National Commission of Protected Natural Areas (CONANP) and the company Blu Tech/Oceanus AC, a work program started to restore 3 hectares of reef in Mexico's Veracruz Reef System National Park (PNSAV). This program is aligned with compliance with the compensation constraints established in the Environmental Impact Authorization for the exploratory drilling projects in Block 10 and Block 29, both located in deep waters. One of the aims of this program is to increase healthy and genetically diverse coral

colonies, rehabilitating their structure and ecological functions, as well as establishing other species. The procedures developed by the Oceanus AC company, the technical expert that will implement the program, will be followed and it will allow for an increase of 15,000 coral colonies in 3 reefs through the installation of nurseries, fragment stabilization, colony transplantation and monitoring. All this will be complemented with education and dissemination activities, a handbook of good practices, and training and certification to promote sustainable tourism.

⁸ For more information, see Appendix V. Further information on Sustainability (includes Non-Financial Statement)



Land Custody Agreement for the Gaià Reservoir, Spain.

As a continuation of the actions framed in the Biodiversity Action Plan (BAP) of Repsol lands around the Gaià reservoir (Repsol owns 499.44 Ha in the Gaià River Natural Area), the company signed a custody agreement for that land with the “La Sínia” Environmental Association, with which it has been collaborating since 2014 to protect this area of high faunal and ecological interest. Both entities agree on the need to use the land in a manner that is compatible with the conservation of its natural, landscape and heritage elements.

One of the noteworthy actions set forth in the custody agreement is the collaboration with the land turtle (*Testudo hermanni*) reintroduction project in the protected natural area of the Gaià River, which is promoted by the Generalitat of

Catalonia and has the technical support of CRARC, Amphibian and Reptile Recovery Center of Catalonia.

This custody agreement seeks to establish joint lines of work to maintain, promote and increase the conservation of the Gaià River natural area. Moreover, it encourages the celebration and joint organization of events, conferences, talks, and scientific and technical studies for dissemination of the natural values of the Gaià River natural area, such as those already carried out for the creation of a shelter for bats, margin restorations and improvements in riparian vegetation or fostering corporate volunteering with Repsol workers through actions such as support rafts for fauna, plantations of riparian vegetation, construction of nest boxes, etc.



Wildlife rescue at La Pampilla in Peru

Following the incident of January 15 2022 at La Pampilla refinery terminal in Peru, together with the other environmental measures implemented by Repsol, the rescue of the affected fauna was carried out in a meticulous manner and hand in hand with the competent authorities, the National Service of Natural Protected Areas by the State (SERNANP) and the National Forestry and Wildlife Service (SERFOR), in association with the Las Leyendas Zoo, also contracting a consulting firm of international prestige for its expertise in the recovery of animals after oil spills: Akaupa.

After the identification, capture and transfer of the affected individuals, clinical examinations

were carried out with the evaluation of vital parameters, hydration with saline and/or electrolyte solutions, division of birds by species groups, appropriate care according to their condition, and feeding with fish or supplements, until their condition was stabilized. Once they met the clinical criteria, they were washed, rinsed and dried; then they were kept in pools until they recovered waterproofness of their feathers and their weight, with appropriate feeding and constant medical attention.

More than 100 birds have already been released into their natural habitat, including Peruvian boobies, gulls, cormorants and pelicans.

6.2.3. Water

2025 target

To have integrated water management at 100% of our assets and industrial facilities at the Upstream, Refining and Chemical businesses

Water, a key element in energy management

Water and energy are intrinsically connected. Water is used in industrial processes, factories and in hydrocarbon upstream activities. For this reason, the strategic and joint management of water and energy resources is key.

In this regard, Repsol, as an energy provider, is committed to carrying out sustainable water resource management, promoting the search for new solutions to optimize water use, guaranteeing the reduction of freshwater withdrawal and promoting measures to increase internal and external reuse as well as to preserve the quality of the receiving environment, as stated in the new Environmental Policy.

In 2022, Repsol reinforced its commitment to address global water challenges by endorsing the CEO Water Mandate, an initiative led by the United Nations Global Compact. This mandate offers a unique platform to share best practices and establish multi-stakeholder partnerships to address challenges related to scarcity, quality, governance, and access to water and sanitation.

Endorsement to the CEO Water Mandate

Repsol's CEO, Josu Jon Imaz, supports this mandate by making public Repsol's commitment to continuous improvement in water management and transparent progress reporting.

Specifically, the **six** lines of action for strategic water management that the company is committed to working on are:

- Direct operations.
- Supply chain and watershed management.
- Collective action.
- Public Policy.
- Community engagement.
- Transparency.

Repsol will define its company objectives and align its main projects in a way that allows the company to uphold the commitments made.



Interactions with water as a shared resource

Most of the water withdrawn by Repsol comes from the ocean (77%) and is used for cooling processes. The remaining water comes from different sources: from third parties (13%), mainly public water network suppliers, from surface water sources (5%), production and flowback water (3%); and from groundwater sources (2%).

Of the total water withdrawn, 19% is freshwater and only 0.6% of this freshwater comes from regions with high or extremely high water stress levels.

The main use of the withdrawn water is for industrial cooling process. It is also used to produce steam or be incorporated into industrial processes, in drilling activities and, to a lesser extent, to supply sanitation networks, firefighting systems and cleaning services.

In terms of water discharge, the main destination is the ocean (95%). Other minority destinations for effluents are surface water bodies (3%) or their transfer to third parties for effluent treatment or final disposal (2%).

Repsol promotes optimization and circularity in the use of water at all facilities. That is why in 2022 19 Mm³ of water were reused internally, 25% of the total incoming water, excluding that water withdrawn for once-through cooling processes in combined cycle power plants and produced and flowback water. By implementing this type of responsible water reuse practices, it has been possible to reduce the withdrawal and dependence on natural environment and its potential impacts.

Strategic action lines for 2025

For several years, Repsol has been working on a series of strategic lines in water management that are based on the analysis of its main risks and the implementation of specific

actions to minimize the impacts, on the incorporation of its real economic value in decision-making, and on promoting a responsible water culture in the Company.

In this sense, efforts are being made to define and implement improvement action plans in the different business areas until 2025. Specific targets are set in some selected cases, and regular monitoring of key performance indicators is carried out at each facility or operational center.

Analysis and management of water risks

Given that water is used throughout the life cycle of projects and activities, it is essential for Repsol to have the Repsol Water Tool (RWT), which allows it to identify and minimize associated risks.

The RWT was developed in 2013 to identify and assess the main water-related risks to which operations are exposed. Its analysis methodology takes into account both internal factors (measurement level, types of use, quality treatment, withdrawal sources and discharge receptors) and external factors (future availability, regulatory changes and reputational aspects).

RWT was fully updated in 2022 to incorporate functionalities such as exposure to the risk of water stress⁹ and the option to calculate the value of water price¹⁰ based on the risks associated with quantity and quality, which allows this value to be used in the economic analysis for strategic decision making.

Once its analysis criteria was updated, the scope of risk calculations has been expanded to include new businesses and operations, in order to identify those centers or critical assets where greater effort must be made to mitigate risks by prioritizing and implementing improvement programs.

⁹ The reference tool used to analyze the risk of water scarcity is the Aqueduct Water Risk Atlas, from the World Resources Institute (WRI, www.wri.org/aqueduct).

¹⁰ The reference tool used to calculate the price of water is Water Risk Monetizer, developed by Ecolab in partnership with Trucost and Microsoft, about.smartwaternavigator.com.

Strategic lines until 2025. Sustainable water management

EXTERNAL REUSE OF WATER

Encouragement of the search for and use of alternative sources of water.

At the Marcellus E&P operations in the USA, agreements have been reached with other operators in the area to exchange and reuse surplus produced water from Repsol Operations to avoid water withdrawal from the environment. This good practice of shared water management encourages the use of alternative non-freshwater sources.



EFFICIENT USE OF WATER

Work to reduce and optimize water consumption in the different activities that are carried out.

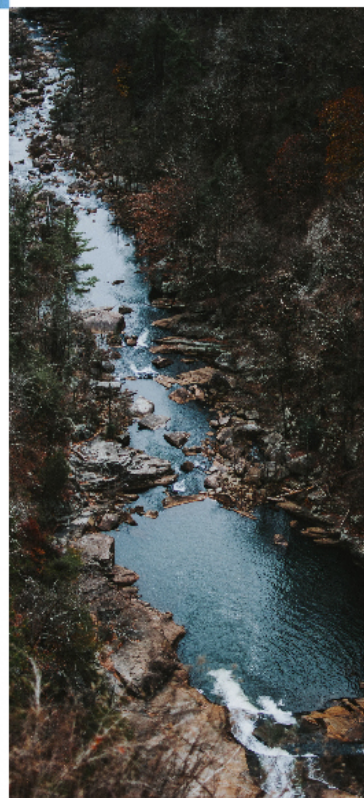
At the Marcellus E&P operations in the USA, agreements have been reached with other operators in the area to exchange and reuse surplus produced water from Repsol Operations to avoid water withdrawal from the environment. This good practice of shared water management encourages the use of alternative non-freshwater sources.



REDUCING THE IMPACT OF DISCHARGES

In 2022, a total of 31.7 million m³ of water has been discharged, without counting once-through cooling processes in combined cycles power plants. This made for a reduction of 37% compared to 2015.

An initiative has been implemented at the Escatrón combined cycle power plant (Spain) An initiative has been implemented at the Escatrón combined cycle power plant (Spain) to improve the efficiency and control of chemical parameters in all sanitary water discharge lines.



INTERNAL REUSE OF WATER

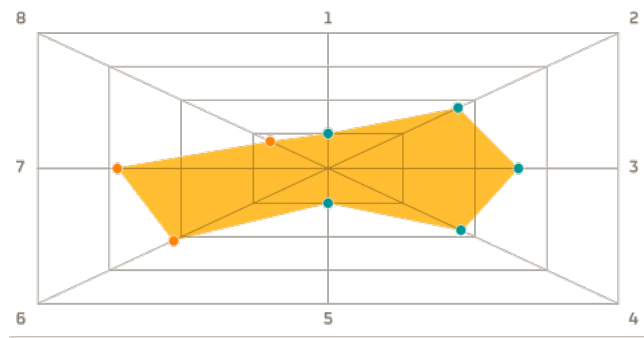
Use of the most advanced treatment technologies to obtain high-quality treated water for reuse in its operations. Reused water increased by 117% between 2015 and 2022. In 2022, reused water accounted for 27% of total water used in the Company's operations, not including produced water withdrawn and injected open loops in the combined cycle power plants of the Low Carbon Generation business and considering E&P produced water and flowback.

At the Cartagena refinery (Murcia), an ultrafiltration unit was installed before the reverse osmosis membranes in the boiler water treatment plant number 2 (PTAC no. 2). As a result, the quality of the inlet water to the membranes is improved and contamination is minimized, the useful life is increased, the number of required chemical cleanings is reduced, and the reliability of the PTAC is improved. Likewise, by increasing the recovery of effluent water, both in the production of boiler water and in other uses, water withdrawal from the network is reduced.

The plant began operations in April 2022 and water recovery has more than doubled (from 80 to 180 m³/h). This improvement will increase internal recirculation, equivalent to the consumption of more than 3,700 families in one year.

Repsol's water risk analysis

Internal factors
1. Measurement
Level of knowledge and monitoring of all water flows (volume and quality) of the water balances.
2. Water use
Determination of the volumes based on the different types of water use and the internal management capacity (efficiency and reuse) of all water flows (volume and quality) of the water balances.
3. Water quality
Analysis of water treatment technologies to ensure their quality (water withdrawn and discharged).
4. Water sources
Assessment of the impact and importance of the water withdrawal sources (based on their availability, environmental sensitivity, degree of protection and water stress).
5. Water receiving bodies
Assessment of the impact and importance of the discharge receptors (based on their availability, environmental sensitivity, degree of protection and water stress).



External factors
6. Future availability
Study on the access and guarantee of water supply (short term) and comparison of the demand for water vs. competition (medium term).
7. Regulation
Assessment of potential risks derived from regulatory changes and impacts in the case of non-compliance with the regulations.
8. Reputation
Analysis of the relationship with other stakeholders and users of shared water resources.

Minimization of impacts

The main potential impacts derived from the use and water consumption in operations are related to withdrawal and the consequent reduction of availability in the environment. Regarding discharges, there may be potential impacts with the possible decrease in quality in the receiving bodies.

To carry out proper identification and monitoring, a series of specific tools are applied, including:

- Environmental, social and health impact assessments, which are conducted in accordance with the requirements established by legislation in the countries where the Company operates, internal regulatory standards and requirements of reporting, controlling and monitoring each facility or asset on a regular basis as agreed upon with the environmental authorities and based on internal requirements.
- Analysis of the impacts and dependencies of Upstream assets, following the internal GEMI (Global Environmental Management Index) methodology, which assesses water management as a key element, based on a natural capital approach.
- Analysis of the product life cycle, including the water vector.
- Water footprint studies, such as the Blue Certificate of the Peru Business Unit and other detailed technical analyses (water map studies or environmental risk analysis carried out at the LPG factories).

Managing the impacts derived from the use of water at Repsol takes into account both compliance with legal requirements that affect operations and internal standards developed according to the best international practices and recommendations published by IOGP, IPIECA, CONCAWE or other governmental agencies in which the Company participates.

Collaborative approach to water management

To promote an integrated water resource management, it is necessary to adopt a participatory approach that involves all users, water planning authorities and water government agencies at all levels.

For Repsol, it is important to establish relationships with all stakeholders involved in water management, including regulators, and taking their needs and interests into account. This approach leads to more effective management strategies to help prevent risks and mitigate impacts in each river basin where it is present.

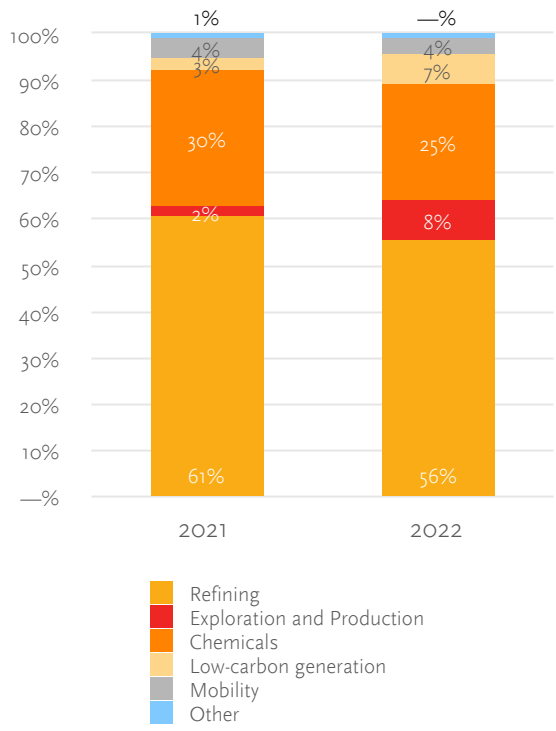
Examples of collaboration with stakeholders with regard to water include:

- Participation in sectorial working groups at associations such as IPIECA, CONCAWE, AOP, CEFIC and FEIQUE. In the case of IPIECA, specifically in the water risks and opportunities working group, one of the initiatives in 2022 involved validating the accuracy and usefulness of the global flood and drought risk identification tools vs using local data. The aim is to determine whether these global

tools can assess risks at a local level, with the same accuracy as local tools or assessments, reinforcing the standardization of their use and the comparability of results.

- Establishment of permanent dialogue channels between society and the Company, such as public advisory panels at the industrial facilities, which allow us to become aware of and convey the concerns of neighbors regarding safety, health and the environment (including water).
- Multidisciplinary coordination at the operational level through the Operational Excellence Group (OEG) for water management among industrial facilities (refineries and chemical plants) with the participation of technical experts in the field.

Evolution of freshwater withdrawal by activity



Water management	2022	2021
Freshwater withdrawn (thousands of m ³)	59,681	50,519
Reused water (thousands of m ³)	19,532	17,691
Discharged water (thousands of m ³) ⁽¹⁾	276,637	250,858
Hydrocarbons in discharged water (tons)	71	158

In 2022, freshwater withdrawal increased by 18%, mainly due to an increase in Refining and Low Carbon Generation production (use of water for once-through cooling) and for carrying out drilling campaigns in E&P North America. On the other hand, non-freshwater withdrawal dropped 4% due to a decrease in the extraction of produced water from E&P after divestment of assets. This reduction offsets the increase in seawater withdrawal in Low Carbon Generation for once-through cooling.

6.2.4. Circular economy¹¹

In recent decades, the industrialization of emerging economies and the accelerated production and consumption models of developed countries have led to unparalleled growth in demand for resources. The link between economic development and the consumption of raw materials, the basis of the linear economy, represents an unsustainable model over time.

The risks of a linear economy are not only associated with resource scarcity, with the problems involved in sourcing the supply chain or the impact on the price of commodities, but also with growing waste generation with a high environmental impact on ecosystems.

Given this scenario, the circular economy emerges as a new production and consumption model that promotes maintaining a balance between the preservation of the planet and economic development.

Since 2016, Repsol has promoted the circular economy, not only as a key lever in the industrial transformation and decarbonization process, but also as a clear reflection of its duty to preserve the environment. In 2022, the new Environmental Policy reinforces Repsol's express commitment to the principles of the circular economy.

2025 target | Develop cross-company circular economy initiatives in partnership with external firms, working with all businesses

Repsol applies the circular economy in all the countries in which it operates and throughout its value chain. This encourages extending the life of products, optimizing the use of resources, reducing the consumption of raw materials and reusing waste, giving it a new life or recycling it to turn it into new products.

The Company relies on the Repsol Technology Lab to apply circularity to its production processes and to the products it offers to society. Moreover, it works closely with partners, suppliers and customers, generating synergies and partnerships that allow progress to be made in technological developments and the implementation of projects.

To this end, it analyzes circular raw materials and technological pathways that progressively reduce the use of fossil fuels: municipal solid waste, organic waste, residual plastics, biogas, renewable hydrogen, CO₂, etc.

In the framework of its strategic objectives, Repsol will:

- Process 4 Mt of waste by 2030.
- Reach low carbon biofuel production capacity of 1.3 Mt by 2025 and more than 2 Mt by 2030, of which more than 65% will be produced from waste.
- Recycle the equivalent of 20% of its polyolefin production by 2030, incorporating waste plastic material from mechanical and chemical recycling into the manufacture of new polymers.

¹¹ More information about the circular economy and Repsol's commitment at www.repsol.com (Sustainability – Circular Economy)

+300 **+220** **+160** **+40** **+4**

circular initiatives in 12 countries

strategic alliances

circular projects under development with strategic partners

types of waste and technologies under analysis


million tons in waste processed as raw materials by 2030

In 2022, some of the most notable advances in the circular economy that are worth mentioning are:

- Search and assessment of new pathways, technologies and raw materials. In 2022, more than 40 different types of waste and technologies were assessed to ensure the production of advanced biofuels and circular petrochemical materials.
- Progress in the decommissioning of the Tarragona and Puertollano thermal power plants following the principles of circularity. Joint work with specialized waste managers in order to optimize a new life for waste as resources through reuse and recycling.
- To disseminate good circular practices, Repsol collaborated in the third conference series “Towards a circular economy”, organized by Repsol Foundation and Funseam, which had more than 900 participants.
- Repsol Foundation and the University of the Basque Country launched the Energy Transition Classroom, focused on the role of the circular economy in the industry’s value chain.
- Active collaboration in the public consultations initiated by the Government of Spain and the European Commission on circularity. In 2022, it has participated in more than 50 consultations directly or through sector organizations.

- Contribution, as a signatory company to the Circular Economy Pact and for the third consecutive year, to the initiatives launched by the Government of Spain: business indicators and the development and dissemination of good circular economy practices.
- Active participation in more than ten national and international circular economy working groups (World Economic Forum, IPIECA, CONCAWE, Plastics Europe, CEFIC, Spanish Chamber of Commerce, CEOE, COTEC, CTN323 UNE, Circular Economy Observatory by the Club de Sostenibilidad, Spanish Association of Petroleum Product Operators, FORÉTICA Circular Economy Group, etc.).
- First multi-energy company to obtain the voluntary 100% Circular Strategy certification from the Spanish Standardization and Certification Association (AENOR), which endorses the commitment to the goal of reaching net zero emissions by 2050.

In addition, this year Repsol has launched various circular economy initiatives. • *For more information, see Section 5.2, Performance of our businesses - Industrial, Section 5.3, Performance of our businesses - Commercial and Renewables, and Section 6.3.1, Technologies for Decarbonization.*



Repsol obtains the 100% Circular Strategy certification granted by AENOR

In 2022, Repsol obtained the 100% Circular Strategy certification, which endorses its commitment to circularity and sustainability.

Through the audit, AENOR learned about the strategic plan and the roadmap to become a net zero emissions company by 2050, in which it has the circular economy as a key lever. It also validated the strategy’s alignment with the pillars that support the certification: share, optimize, virtualize, exchange, regenerate, innovate and act with transparency.

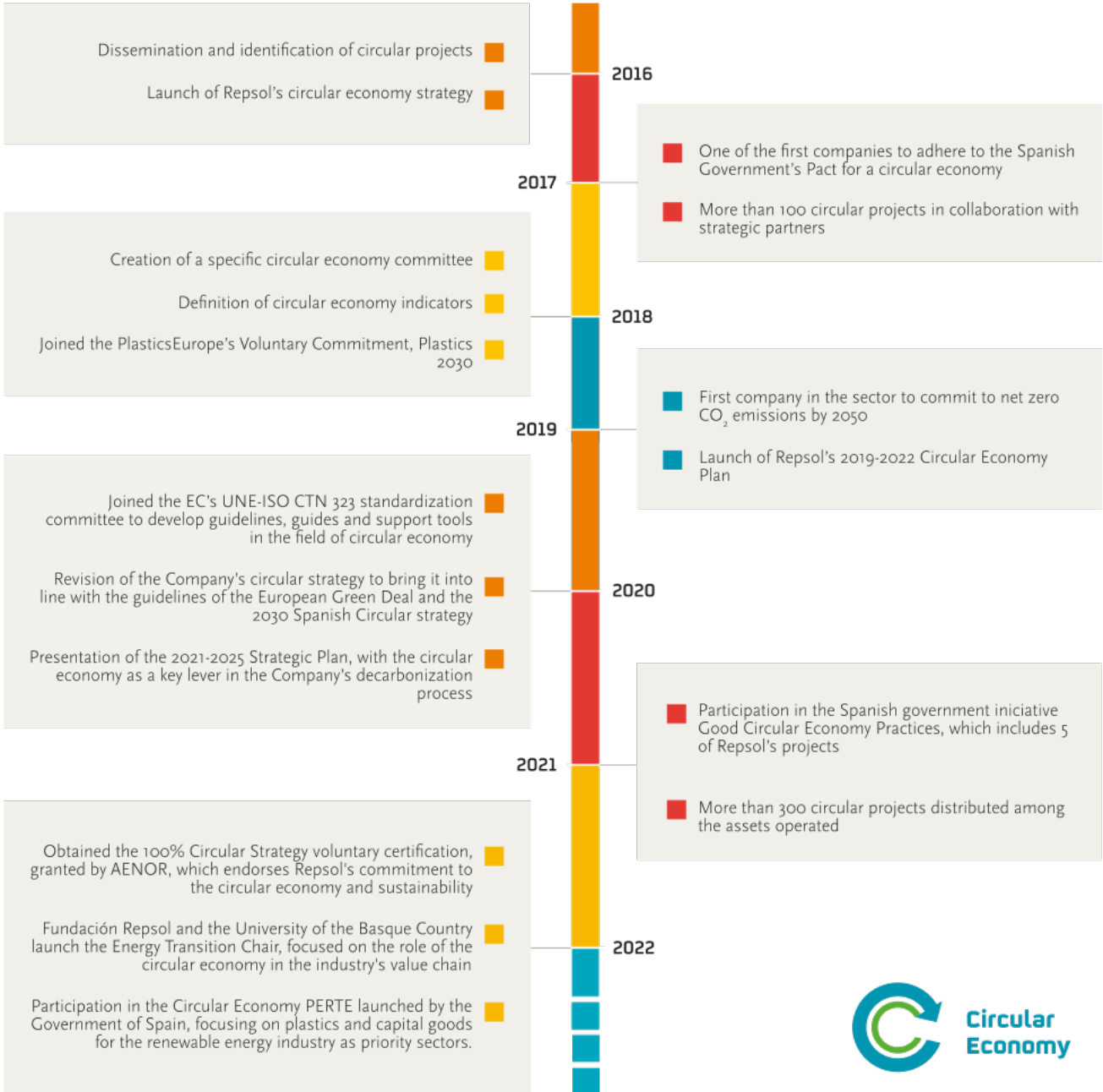


Repsol, Grupo Sesé and Scania come together to test renewable fuels in long-distance freight transport

Repsol, Grupo Sesé and Scania started a one-year pilot project to promote decarbonization in freight and car transport with renewable fuels. This project is supported by Seat and Cupra, as well as the commitment of Coca-Cola Europacific Partners, where all the links in the freight transport value chain are represented.

In Spain and Europe, **ten Scania trucks** from Grupo Sesé will circulate for one year and until May 2023 using Repsol’s advanced biofuel, produced from waste to verify the reduction of CO2 emissions that, with the use of these fuels, can be up to 90%.

Repsol's commitment to the circular economy



6.3. Technology and innovation

6.3.1. Technology and innovation¹



Ambition

Drive technological innovation as a lever of transformation towards more sustainable business models

Technological innovation is an essential driver for building more sustainable energy models and meeting the challenge of decarbonization in industrial production and transportation.

Repsol's technological development resides in its Technology Lab and it supplements the Company's own research work with the Corporate Venturing investment fund and an open innovation strategy by establishing partnerships with technology centers, companies and universities around the world.

Repsol Technology Lab works on detecting, validating, and developing relevant technologies for its industrial activity, among which the most important are those aimed at decarbonization, such as:

- Production of renewable hydrogen through the use of technologies such as first- generation electrolysis and development of future generations from renewable electricity, biomethane reforming and photoelectrocatalysis.
- Production of renewable fuels from waste, and development of synthetic fuels from CO₂ and renewable hydrogen.
- Circular economy as one of the pillars for transforming the industrial centers into large multi-energy hubs, capable of using different types of waste and converting them into carbon-neutral products.
- Development of technological products for the energy transition, such as the Energy Management System (EMS), which optimizes the electric energy consumed, generated, and stored by customers.

**2027
target**

50% of the investment in R&D projects in line with the pillars of the Sustainability Model.

Production of renewable hydrogen at refineries and petrochemical plants

Repsol has recently proposed an ambitious renewable hydrogen development strategy with objectives set at 550 MWeq in 2025 and 1,900 MWeq in 2030. To succeed, more mature electrolysis technologies that allow for early development will be needed, as well as disruptive technologies to improve the efficiency of the process over the medium term. Repsol Technology Lab is working on both time horizons.

With regard to more mature technologies, such as alkaline electrolysis and Proton Exchange Membrane (PEM), efforts in 2022 have focused on selecting the most suitable technologies and their use in industrial applications for projects that are expected to be launched over the short and medium term. At the same time, we continue looking for new solutions that allow us to improve the efficiency and the investment costs of both technologies, seeking to implement said technologies in medium- and long-term projects.

In addition, a project subsidized by the Center for the Development of Industrial Technology (CDTI) program Misiones (Missions) called Zeppelin has been developed in collaboration with companies and technology centers such as Técnicas Reunidas, Naturgy, Aqualia, Reganosa, Redexis, Norvento, and Perseo Biotechnology to explore different alternatives for the production of renewable hydrogen from waste.

Work also continues on initiatives for the development of disruptive technologies capable of improving the efficiency of the renewable hydrogen production process. One such initiative has turned into a consortium of Spanish companies for the development and scaling of SOEC technology (solid oxide electrolyzer cells), being submitted to two national calls for public aid (PERTE H₂ and "Misiones" - "Missions" 2022).

The second initiative, based on photoelectrocatalysis technology, was developed in 2021 through the spin-off Sunrgyze, together with the company Enagás. During 2022, we have continued supporting Sunrgyze in its optimization and scaling so that it can be implemented in a demo plant that will start up in 2025 at the Puertollano refinery, for which an European aid was received under the Innovation Fund (Small Scale) call.

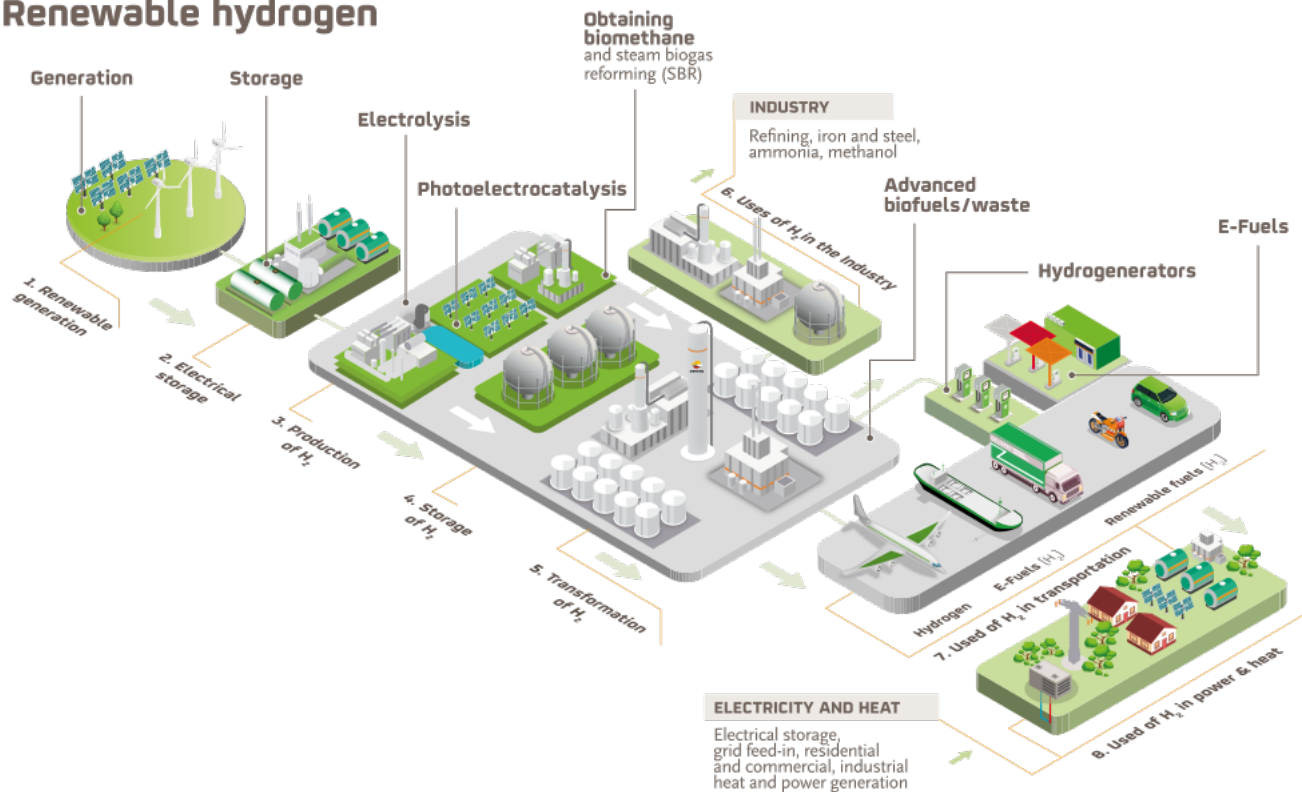
¹ The figures and indicators in this section have been calculated in accordance with corporate standards that set out the criteria and methodology applicable.

Development of fuels with a low carbon footprint for mobility

Repsol is working to seek out new carbon neutral fuels for road, air and maritime transport. During 2022, progress has continued in the activities started in 2021, such as the

design, manufacture, and supply of the first 100% renewable gasoline for single-seater competition, manufactured at Repsol Technology Lab.

Renewable hydrogen



Production of synthetic fuels from renewable hydrogen and CO₂

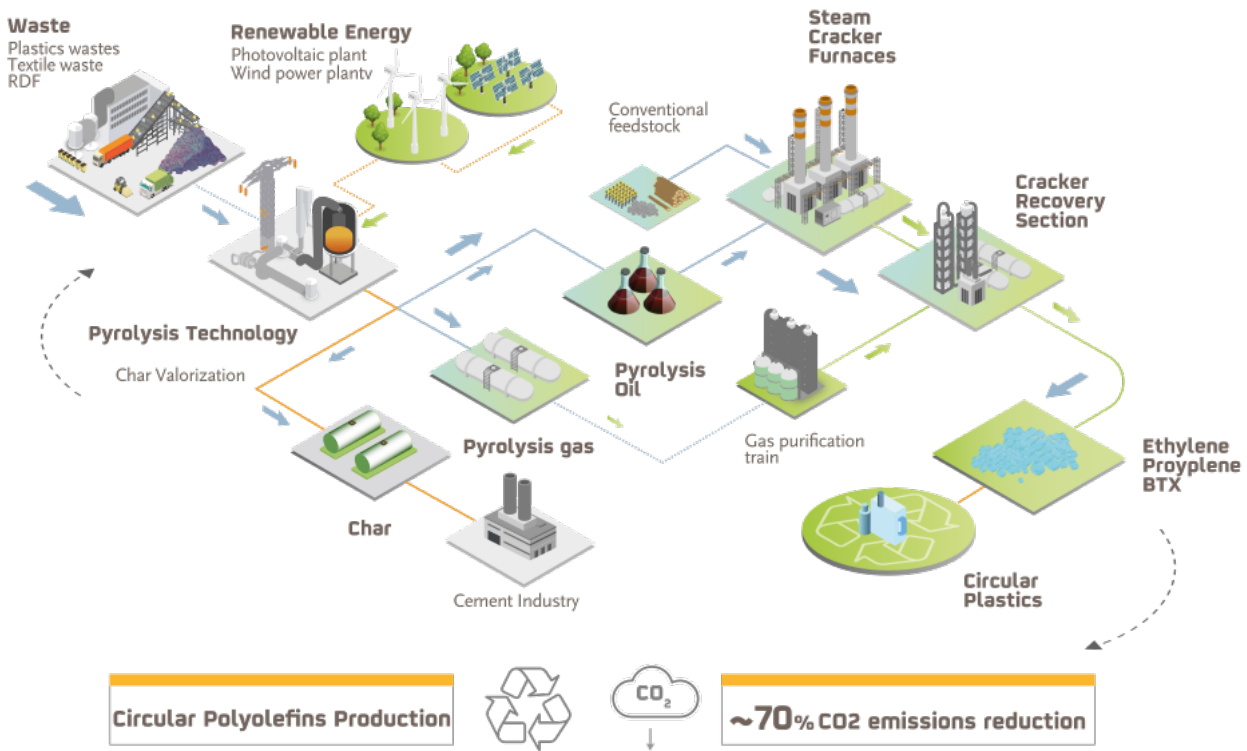
In 2022, in collaboration with Saudi Aramco, a demonstrational project was developed for the production of synthetic fuel from renewable hydrogen and CO₂. The installation is located at the Port of Bilbao, in the vicinity of the Petronor refinery. The project will allow for the validation of a key technology to achieve the objectives set by the European Commission.

Decarbonization and circular economy in refineries and petrochemical plants

Repsol is working to transform its existing refineries and petrochemical plants into industrial centers that can convert organic waste and recycled plastics into carbon-neutral fuels. In 2022, the following initiatives were implemented:

- **Development of the basic engineering design for the first plant on the Iberian Peninsula to transform waste into chemicals and fuels**, doing so in alliance with Enerkem. The plant will be able to convert around 400,000 tons of non-recyclable municipal solid waste into approximately 220,000 tons of methanol, which can be transformed into renewable plastics or advanced biofuels.
- **Start of the Horizon Europe Plastic 2 Olefin project.** Repsol is coordinating the project, which aims to develop a new technology for the chemical recycling of plastic waste for the production of circular olefins, doing so in a consortium with twelve other technological and industrial partners. Its objective is to scale the technology from a pilot plant to a demo phase, building a demo plant in one of Repsol's industrial complexes in 2027.

Plastic2Olefins Project



Biomethane production

In 2022, an alliance between Reganosa, Repsol, and Naturgy was established to create a network of biomethane production plants. The agreement aims to progressively deploy a network of plants throughout Spain that use cattle, pig, and poultry slurry for the production of renewable energy.

CCUS

Repsol and its Oil & Gas Climate Initiative (OGCI) partners are channeling their efforts into the development of carbon capture, utilization and storage (CCUS) technologies through the Climate Investment Fund². The OGCI brings together 12 major companies in the oil and gas sector, and its fund invests in decarbonization technologies. During 2022, it invested in five new companies and projects with which it hopes to reduce emissions from various industrial sectors.

Repsol is likewise appraising CCUS opportunities at its upstream assets with the scientific support of the Repsol Technology Lab.

Intelligent systems for energy management and flexibility

Repsol is working on developing integrated solutions based on artificial intelligence and complex optimization algorithms applied to energy systems.

EMS (Energy Management System) is a technology developed at Repsol Technology Lab and tested with positive results at customer facilities over the last two years was transferred in August of 2022 to the company Smarkia.

EMS is an energy management system that allows us to remotely and autonomously optimize the customers' consumption (residential, commercial, and industrial), saving them on their electricity bill while reducing CO₂ emissions. It is based on predictive intelligence and physical modeling of assets.

Repsol and MNB invest in the Smarkia energy management platform

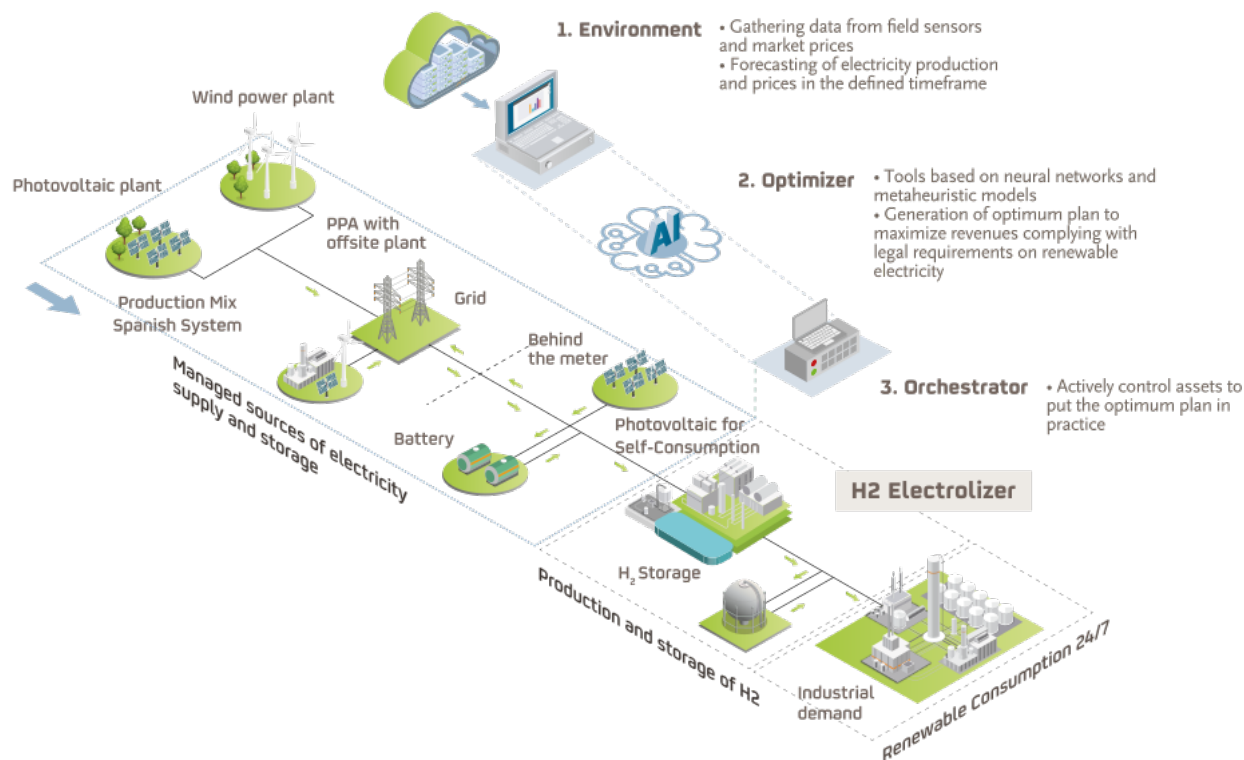
Repsol, through its Repsol Deep Tech investment facility, has entered into the capital of the technology startup Smarkia together with MNB Energy, one of the largest renewable energy companies of the USA, founded as part of Goldman Sachs Asset Management. Repsol –in addition to contributing capital– is transferring energy optimization technology based on artificial intelligence.

² For more information, visit oilandgasclimateinitiative.com/climate-investments.

H2Opera. Its aim is to maximize profit in the production of renewable hydrogen by undertaking the intelligent and autonomous management of elements such as an electrolyzer, a battery, and/or self-consumption photovoltaic

solar panels, all the while taking into account available renewable electrical energy. It is under development for application in power supply systems for Repsol's future electrolyzers.

H2Opera



Quantum computing

Repsol participates in the CUCO project, subsidized by the Center for the Development of Industrial Technology (CDTI) and supported by the Ministry of Science and Innovation under the Recovery, Transformation, and Resilience Plan. Its aim is to progress in quantum computing algorithms both scientifically and technologically through public/private collaboration between companies, research centers, and universities, thus accelerating the implementation of these technologies for use over the medium term. In addition, it identifies a series of relevant cases for use in the Spanish economy in which concept tests can be carried out. In this context, cases will be investigated in which this technology has been used in Earth observation, the fight against climate change, the traceability of information throughout the supply chain, etc.

Open innovation model

Repsol's open innovation model covers all phases of innovation and allows for the establishment of strategic alliances and collaborative efforts with third parties, doing so with the aim of joining forces and bringing together capabilities in order to offer solutions for the global energy transition challenge and for the company's own aim of being, in terms of emissions, a net-zero company by 2050.

The objectives of Repsol's networked open innovation model are:

- Early detection of technologies that solve the challenges of the energy industry.
- Validation and scaling of technologies developed by third parties.
- Accelerate innovation cycles and ensure that technological solutions reach the market as soon as possible.

2023 target

Creation of an industrial innovation hub together with other corporations, with a focus on decarbonization and the circular economy to accelerate the process of detecting and adopting technologies that help achieve sustainability goals.

Repsol Corporate Venturing^{3,4}

In 2022, Repsol diversified its investment capacity in startups, launching (along with Suma Capital) **SC Net Zero Tech Ventures**, a new venture capital fund for decarbonization technologies.

It is a venture capital investment fund focused on technologies for the energy transition. It will accompany companies that develop technologies aimed at decarbonization and the circular economy to promote said technologies' growth and international expansion and accelerate their application on an industrial scale. The fund will have an approximate size of €150 million.

Simultaneously, Repsol Corporate Venturing has kept its own corporate investment fund, which is starting a new phase under the name **Repsol Deep Tech Fund**. It will invest in technological startups in the most incipient phases of development and has 50 million euros.

6.3.2. Digitalization



The year 2022 was key to completing the Digital Program which has been consolidated at Repsol since its creation in 2017.

Among its objectives, the following are noteworthy:

- Obtaining economic benefits along the entire value chain through the implementation of digital tools.
- Promote sustainability, advance in decarbonization, and contribute positively to the achievement of Repsol's goal of having zero net emissions by 2050.
- Promoting the transformation of work methods and develop employees' digital capabilities.

Foundations of the digital program and results

The Digital Program was based on three main pillars:

- **Practical application and results oriented.** More than 500 digital cases were deployed in the last five years, and the goal of €800 million of impact captured in 2022 was surpassed (after discounting the positive effect derived from macro variables, such as the price of crude oil and gas or the refining margin).
- **Focused on people and new ways of working.** More than 1,200 employees have participated in digital cases. One of the priorities of the program is the development of digital talent, accompanying people in their training and in new, more streamlined ways of working.
- **Focused on data and artificial intelligence.** Over 60% of the digital cases deployed have a data analytics and artificial intelligence component.

The digital program numbers

+500	Digital initiatives
+1,200 people involved	4 continents +20 countries
9 Technological HUBS	Including Data Analytics Omnichannel RPA User Experience
+180 new hires in two years	

Digitization along the value chain

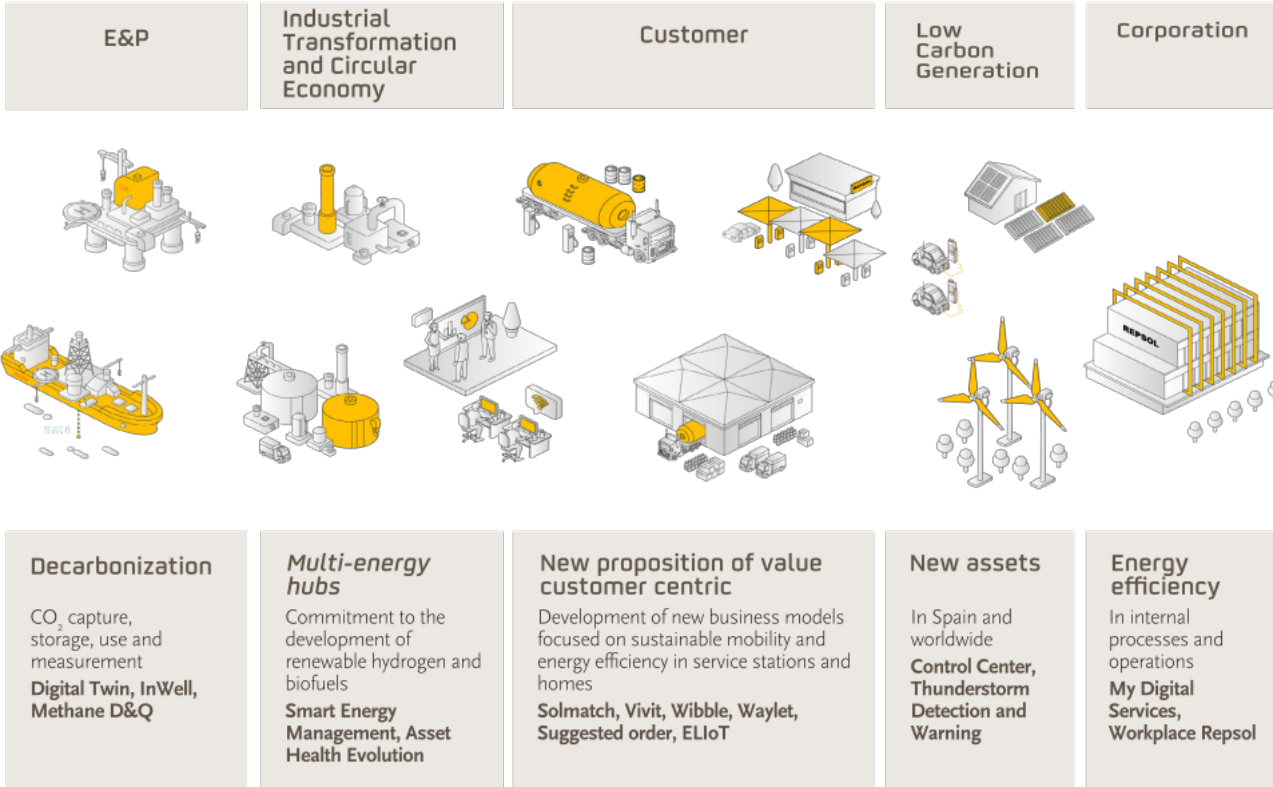
Digitization is integrated into all areas of the Company and all business units have numerous digital initiatives.

The following initiatives are those most related to the decarbonization strategy:

³ For more information, visit www.repsol.com (Energy and innovation - Open innovation).

⁴ See ventures.repsol.com

Digitization and decarbonization in our entire value chain



Commitment to digital capabilities

Repsol has continued to promote initiatives that foster the development of skills and training in digital technologies, such as our Data School, which contributes to creating a data-driven culture through employee training.

Also, and with the aim of improving the way we work and of meeting the needs of businesses and employees in the future, the Workforce for the Future initiative has been implemented, which allows such requirements to be planned.

Digital capabilities

Data School

16 editions held
500 employees trained
26 editions
800 employees in 2023

Digital ecosystem

Repsol believes that collaboration is key to the digital program's success, as collaboration allows access to skills, experience in implementation, and technology platforms. In 2022, a digital ecosystem was consolidated with more than 60 partners. This digital ecosystem is making it possible to accelerate digital innovation.

To this end, consortia and alliances have been established with SMEs and startups with capabilities in very specialized areas – such as Kabel, Tinamica, and Touring.

Likewise, partnerships have been formed with large technology companies (Microsoft, AWS, Celonis, Salesforce) and business consortia such as INDESIA have been promoted.

Second digital wave

Building on its success from the initial years, Repsol is committed to giving new impetus to the digital transformation; therefore, throughout 2022, a new digital

wave with a time horizon of 2025 was planned, a digital wave to tackle the strategic challenges and incorporate a special focus on multi-disciplinary platforms and the generation of synergies between businesses. Likewise, new actions have been defined which allow us to reinforce digital training and the promotion of talent.

Strategic partnerships

Microsoft

Collaboration focused on accelerating digital innovation and the energy transition by developing co-innovation initiatives to promote decarbonization, sustainability and efficiency in operations, such as:

- **DIY.** Deployment of the DIY Center to give greater support to users and the scaling of digital cases.
- **Bonsai.** Platform to accelerate the development of automation driven by artificial intelligence, from Microsoft.
- **Viva Insights.** Tool to evolve the way of working, with the aim of achieving a greater degree of efficiency, ensuring a work-life balance and reinforcing team cohesion in the context of hybrid work.

Celonis

Collaboration based on the execution management system (EMS), which will enable Repsol to obtain greater visibility in terms of the variants of processes in real time, increasing their efficiency and boosting capacity to simplify operations.

Salesforce

Strategic agreement based on the development of the platform. It makes it possible to offer a global service that includes discounts, cross-offers and personalized advantages through a single channel accessible from any device.

AWS

Through a collaboration agreement, AWS will provide Repsol with new cloud services to accelerate its digital transformation and continue developing its multicloud commitment.

IndesIA

Repsol co-founded a consortium to promote the use of data and artificial intelligence in industrial companies. Its mission is to launch digital initiatives that position Spain as a benchmark in this field.

External recognition 2022

Gartner

Gartner published a case study that highlights Repsol as an example of digitalization leadership in companies that are beginning their digital transformation.

MIT

The Massachusetts Institute of Technology (MIT) analyzed Repsol's digital model and recognized its scaling at scale capacity (the possibility of multiple digital innovation initiatives yielding a big value from their innovation).

CIO 100 Awards Spain

Award to the 2022 Organization of the Year as a Large Company at the CIO 100 Awards of Spain, which recognize the most outstanding digital innovation projects of the year.

Enertic X Edition Awards

Enertic 2022 Awards Two winning Repsol initiatives at the Enertic X Edition Awards, which recognize innovation projects in information technology disciplines: (i) READS, for the valuation and accounting of impacts on natural capital, and (ii) The Green Engine marketplace, as a CO2 compensation platform for citizens and companies.

National Industry 4.0 Award

The Factory of the Future initiative, aimed at transforming industrial complexes, received the National Industry 4.0 Award in the Industry 4.0 category for Large Industrial Companies, as well as the Community of Madrid Digitization Award for the best initiative undertaken in the field of raw material, energy, and/or water production/distribution.

Cybersecurity

The progress made toward digitalization certainly brings great benefits. However, as the use of new technologies and their capabilities increases, so do the risks derived from their exposure in cyberspace, the reliance on the systems deployed and the information generated at the Company.

The risks are not only technical but also business-related and may take the form of operational disruptions, theft of intellectual property or sensitive information, fraud, etc. Exposure to these risks has increased with the international pandemic and the mass use of online working and remote connections. The war in Ukraine and its overflow to cyberspace has also meant an increase in the level of alertness maintained since the start of the war especially for the energy sector.

Even so, in 2022 Repsol did not encounter any relevant incidents for which it was necessary to trigger the crisis management model for cyber-attacks or business continuity due to the massive unavailability of information systems.

To mitigate these risks, the Strategic Plan and the Cybersecurity Operating Model promote the concept of information system resilience (in all aspects: management IT, industrial IT, digital environments, cloud environments, data, etc.) and the operations that support and strengthen the resources assigned to cybersecurity. This model is constantly being adapted and reinforced. Its main features are:

- The person responsible for the model within the organization possesses the necessary hierarchical level and independence to perform his or her tasks and make decisions.
- It is implemented in the form of a policy, regulations and procedures to ensure the protection of information and the sound management of cybersecurity concerns.
- It is based on the risks generated within the business, which are identified and periodically monitored, controlled and mitigated at the corresponding areas and with the senior management.
- Internal cybersecurity analysis and third-party audits are conducted on a regular basis. They are certified by international standards and continuously follow independent ratings and benchmarks that measure their performance. The Company also regularly takes part in the relevant national and international forums.
- It is reinforced by continuous training and awareness-raising for all workers through specific training and awareness campaigns.
- Business continuity and incident response plans are continually improved to include new threats and response processes with periodic training exercises (tabletop, red and purple team, breach and attack) and other simulations.
- It has a security operations center and a cyber-intelligence service that continuously detects, analyzes, reports and corrects alert information and potential threats, identifies cyber-attack patterns and manages security incidents.

Repsol applies state-of-the-art detection and protection technology that is constantly evolving. It is configured according to risk prioritization, the principle of zero trust, least privilege, and security and privacy by design, and it draws on the capabilities of artificial intelligence, machine learning and automation in cybersecurity.

In this context of constant evolution, more than 50 initiatives have been deployed over the last year through the ambitious 2021-2023 Cybersecurity Strategic Plan, some of the most significant of which are listed below:

- Obsolescence remediation.
- Deployment of state-of-the-art protection and detection technologies on all user devices.
- Isolation and immutability of backups.
- New micro-segmentation scenarios for communications between computers in the network.
- New cyber intelligence analysis scenarios.
- Improvement of risk management in relationship with providers of industrial control systems.
- Centralization and integration of monitoring for industrial control networks.
- Deployment of advanced monitoring and threat hunting services.
-

6.4 People

6.4.1 People-centered and just transition

Repsol is committed to a just energy transition towards a future with low emissions

For Repsol, the energy transition can only be understood if it includes the principles of efficiency, sustainability, and fairness and it must be achieved with solutions that minimize the social and economic impact on workers, local communities, and society in general always being based on respect for human rights and paying special attention to the most vulnerable groups of people.

As an integrated, multi-energy company, Repsol is diversifying its business portfolio by creating jobs in low carbon activities, investing in new energy sources, and improving processes through technologies that help reduce and neutralize emissions.

Repsol recognizes the need to collaborate with key players from the public and private sectors and society in general to achieve a just transition. In addition, the Company actively participates in different forums, such as IPIECA and The Council for Inclusive Capitalism, with the aim of sharing best practices and expert knowledge.

6.4.2 People management



Repsol's management and organization of people is a way to respond to the challenge of transforming the business to advance in terms of the energy transition and to achieve net-zero emissions before 2050. This challenge will be achieved by boosting people's development with the help of committed leaders who inspire and promote the employees' professional development so that they can be main players in this transformation, with talent management aimed at responding quickly to business needs and change management that involves digitalization, new ways of working, and the deployment of agile and flexible organizations. All of this, of course, must be done while taking care of people and ensuring their commitment, well-being, diversity, and inclusion.

Leading to transform

For Repsol, leadership is a key strategic pillar in the process of the energy transition and cultural evolution. Repsol is investing its efforts in analyzing what leaders need in order to deploy training and support programs so as to promote the type of leadership that the strategy requires.

Promote inspirational leadership

Leaders play a crucial role in talent management by engaging employees so that they achieve business objectives, generating a sense of purpose, and driving and facilitating continuous development.

During 2022, a leadership survey was carried out to identify and assess the strengths and areas for improvement of our leaders (2,700 people) based on the Company's leadership model, after which an individual development plan was defined. The results were very favorable, as reflected in the external benchmark,¹ placing Repsol's leaders in the first quartile when compared to the market (84% vs. 81% of the market).

In order to accompany new leaders and boost their growth at such an important time in their careers, Repsol launched a flash mentoring program in 2022, the first edition of which had 122 senior leaders mentoring newly promoted leaders.

Promoting entrepreneurial leadership

Repsol needs an entrepreneurial leader who is capable of identifying and promoting the needs for change in the areas he/she is responsible for, likewise being able to guide teams towards the challenges of the transformation at hand.

In 2022, the LEAD training program concluded. This is a program which, for the last three years and with the participation of around 1,800 leaders from all over the world and an NPS² of 77.17%, has focused on promoting transformative and inspiring leadership by developing the skills of prioritization, communication, digitization, and innovation. It has become as a disruptive proposal with excellent results that has received external recognition, such as the gold medal for the best leadership development program by Brandon Hall.³

During 2022, renewal of our management structure continued in order to accelerate Repsol's evolution (17 departures, 49 moves, 8 appointments, and 2 new additions to the Executive Committee).

Transforming to advance

The 2021-2025 Strategic Plan envisions a new company operating model in which the organization and the way of working must evolve in order to streamline decision-making, improve efficiency, and champion innovation. In this plan, a different, anticipatory approach to talent management is key in order to respond to business needs.

Deploying an agile and adaptable organization

The Company's transformation involves adopting a more integrated and efficient operating model, supported by a more agile, flatter organization with greater adaptability. To this end, in 2022 Repsol continued with its process of evolving and transforming in terms of the different units' operating models and organization.

For example, in Upstream, the Excellence Centers⁴ have been consolidated, concentrating support for the central areas to the business units and adapting the organization to the entrance of a new partner. In the Industrial Transformation and Circular Economy Division, a new operating and organizational model has been implemented that lays the foundations for new growth platforms in businesses and multi-energy and decarbonized assets. In the Customer Division, a new transformational phase has been embarked upon to advance in the challenge of offering multi-energy solutions adapted to the needs of each customer. In the Low-Carbon Generation and Carbon areas, the organization has been adapted to the current context and the entry of a partner. And in the Corporate Areas, the optimization and efficiency process has continued, consolidating the Global Services model while transformation processes have been undertaken in the Legal, Tax, Digital, and IT areas.

Within this context of evolution, the simplification and flattening of the organizational structure has continued, improving the ratio of employees per manager from 5.9 in 2021 to 6.4 in 2022.

Promoting change in ways of working

Repsol faces the challenges of making the way teams and people work evolve to be more efficient, promoting collaboration, innovation, and digitization, and adapting to a hybrid and flexible work environment.

During 2022, Repsol undertook an alliance with Microsoft to design and implement the Microsoft Viva Insights⁵ tool in the Company. This technological solution allows for obtaining key data and analytics on how people work and how they use digital tools.

¹ Benchmark prepared by Korn Ferry with more than 600 companies. It evaluates leaders with a 14-question quiz based on their team's perception. Based on the answers, results are obtained that allow companies to be evaluated and positioned.

² Net Promoter Score.

³ Brandon Hall Group is a leading professional development company providing data, research, insights, and certification to learning and talent executives and organizations.

⁴ Our Excellence Centers are organizational units responsible for certain technical or support activities for the different business units. Repsol has eight Excellence Centers: Health, Safety, and Environment, Planning, Purchasing, Underground, Production Engineering, Maintenance Engineering, and Information Management.

⁵ Microsoft Viva Insights is a solution that helps individuals and teams to improve productivity and wellbeing with data-driven, privacy-protected insights and recommended actions.

Additionally, a support program was launched to achieve efficient work in a hybrid and flexible working environment. Its objective, initially, is to integrate the new ways of working into the teams in order to improve efficiency through optimal management of individual time and collaboration, facilitating well-being and the reconciliation of people's personal and professional life and reinforcing team cohesion. Based on diagnosis of the current situation, an action plan is generated with specific objectives to improve the adoption of new ways of working.

Anticipatory talent management

Anticipatory talent management is essential to ensure that the Company has the talent it needs when it needs it. The development and reinforcement of existing talent together with the attraction of new profiles are the two key pillars to achieve a human team capable of facing present and future challenges.

Repsol is working to promote ongoing strategic planning and anticipation of the talent needs in the different businesses delving deeper into the use of data analytics for people management. Thus, the development of digital tools for the projection of talent needs and for the analysis of the main people management indicators has allowed the Company to model various scenarios, to analyze voluntary turnover data, to focus on talent renewal and the loyalty of critical team members, and to establish a roadmap of the types of profiles and resources necessary to fulfill the growth strategy.

New methodologies have been developed and applied to identify key positions that, due to their impact or uniqueness, will make an essential contribution to achieving Repsol's strategy. Along with this process, a successor identification process is being deployed in order to more accurately diagnose the available talent and draw up action plans to go along therewith.

Talent attraction

In order to face the challenge of being a multi-energy company, Repsol must be able to identify and attract specific and innovative talent profiles that allow the Company to respond to the needs of the changing context of its business activity -- without neglecting the talent it needs to guarantee the efficiency and safety of all operations.

To do this, during 2022 Repsol hired 1,313 people with permanent contracts, of which 14% corresponded to strategic profiles that expand knowledge in emerging disciplines such as hydrogen, industrial optimization, solid waste management, and the circular economy -- thus contributing to the transformation of the industrial sector. In line with the "Primera Ola Digital" ("First Digital Wave") Program,⁶ key profiles specializing in big data, artificial intelligence, and cybersecurity were added.

In addition, the Low-Carbon Generation Division launched a two-year program for young graduates, something which ensures a pool of professionals who will help achieve corporate objectives thanks to their development inside the Company.

In order to ensure proper generational change, the Company annually plans scholarship and internship opportunities in varied and adaptable formats. These programs ensure that students can put their knowledge into practice by developing technical skills and gaining experience in real situations. During 2022, a total of 707 scholarships for university students were handled, as well as having 189 dual vocational training students who were able to carry out their internships at Repsol. Thus, in addition to helping to bring talent into Repsol, the Company contributes to improving the employability of young students.

30% of the students who participated in the scholarships and internships that we organized during 2022 joined the Company as employees at the end of their programs

Talent development

Repsol is convinced of the importance of the talent of its people and the value of their knowledge and experience. For this reason, the Company is developing and deploying new approaches and activities for development, training, learning, and mobility.

The design of career and professional development plans is perfected year after year. In order to accelerate the development of its professionals to ensure critical talent needs over the medium and long terms, the Company started a program in 2022 that includes the identification of employee interests and the detection of successors in key positions so that they can be provided with the necessary training, as well as giving them opportunities for mobility and challenging projects that allow them, together with external support, to create their development plan.

Also during 2022, 300 professionals participated in the Learn&Lead training program⁷ and 100 participated in an external development assessment.

As part of Repsol's commitment to developing potential successors in management positions, 24 experienced leaders participated in development assessment programs and 17 participated in management development programs at business schools.

Additionally, with the aim of bringing about new development possibilities for professionals with key technical knowledge, the Engineering and Technology areas updated

⁶ "Primera Ola Digital" is a company program that promotes the design and development of strategic projects to promote digitization. They are deployed and assessed by applying agile methodologies.

⁷ The Learn&Lead program has as a learning objective to understand the importance of the role of leader in an environment of change and transformation and to strengthen commitment and motivation.

the competencies of the technical studies program. At the same time, the definition of specialist positions continued,⁸ totaling more than 60 in different areas.

At Repsol, training is a key to development. To this end, training plans are designed that respond to the needs linked to the company's strategic challenges, all with an increasing focus on sustainability and the development of new, low-carbon businesses.

Examples of this are training in the energy transition and green exploration for the Upstream business (covering topics related to hydrogen, geothermal energy, and the capture, storage, and use of CO₂), as well as training in industrial safety and renewable energy for the Industrial Transformation and Circular Economy Division (dealing with issues such as the hydrogen value chain and the storage of renewable energy and its relevance in the energy transition). In addition, all service station employees participated in a program on the sale of electricity and gas.

Additionally, awareness was reinforced of the importance of data-based management and decision-making. During 2022, 1,136 people received online training and 480 started face-to-face programs within the context of the Repsol Data School, a learning program that improves the knowledge and analytical skills of employees.

Key talent retention

Given the competition for key talent on the labor market in 2022, Repsol acted quickly by developing new, more flexible compensation formulas that help retain the talent that is needed and even attract new key talent for new businesses and operations, doing so without harming internal equity between employees. In this way, more individualized compensation formulas have been developed, such as retention bonuses, premiums for expertise or critical specific knowledge, success bonuses for results, etc.

In addition, in high-demand labor markets such as that of renewable energy, case-specific salary measures have been taken to ensure the attraction and loyalty of strategic talent.

Taking care of people to prosper

Repsol knows that its employees are the main players in the transformation that the Company is undergoing and is working with the firm commitment to manage them in a sustainable way that is focused on their wellbeing and fair and inclusive treatment.

Satisfied and committed people

Repsol is convinced that a motivated and committed team is the key to succeeding in the challenges it faces. The Company is in a continuous process of updating and improving its value proposition for employees, doing so from a perspective that guarantees the generation of resilient teams which are prepared to face challenges – guaranteeing sustainable employment, proper working and remuneration conditions, and a continuous dialog with workers.

Active listening to employees

For Repsol, employees' opinions are important, and for this reason the Company periodically launches a global culture survey, as well as different perception surveys on topics of general interest. This is done in order to measure employee perception.

The 2022 culture survey (79% participation) obtained an average favorable score in all the survey questions of 71%, exceeding the target defined in the Strategic Plan (70%). Among the most positively ranked aspects, it is worth highlighting our employees' sense of belonging and their recognition of Repsol as a good place to work (80% favorable score).

Fair, flexible, and variable compensation

Repsol has built a full compensation model based on fair remuneration and components that contribute to people's well-being as a crucial part of the Company's value proposition to employees. This approach aims to offer a competitive and attractive system.

In general, full compensation includes the base salary, short- and long-term variable remuneration, and a set of benefits (pension plans, healthcare, life and disability insurance, stock plan, among others).

In addition, Repsol's full compensation model promotes the Company's sustainability strategy by linking the variable remuneration of leaders and employees with strategic objectives and the sustainable transformation of the business. Examples of this are the inclusion of sustainability and decarbonization criteria in the annual variable salary and long-term incentive for the CEO (such as an increase in renewable generation, a reduction of intensity in terms of carbon, and growth in low-carbon businesses).

Regarding pay equality, Repsol carries out continuous and transparent monitoring to ensure internal equity and outward competitiveness at each location, and therefore efficiently meet the requirements of each country.

The compensation policy is continuously adapted to ensure that talent is attracted and retained. In 2022, in a context of higher-than-normal inflation and with a labor market featuring increasing mobility, the remuneration of employees was improved through an increase in the fixed salary, adapting it depending on the collective and on the realities of each country.

Work-life balance and flexibility

We at Repsol are aware that work-life balance and flexibility are fundamental elements on the current labor market; thus, these good practices are continuously promoted worldwide through ongoing programs, initiatives, and informational campaigns to raise awareness and promote a culture that strives towards work-life balance, digital disconnection, and flexible working hours.

⁸ Profiles with specific critical technical knowledge.

In 2022, there was a 19.9% increase in the number of employees who applied for telework, rising to 5,403 [4,506 in 2021]

Aside from teleworking, many countries have established flextime, whereby employees can adjust their workplace entry and departure times to ensure a healthier work-life balance. This system is in operation in Brazil, Canada, the USA, Spain, the Netherlands, Portugal, Indonesia, Luxembourg, and Norway. In addition, many countries have adapted their work schedules during the week so that their employees have Friday afternoons off.

Throughout 2022, in countries whose local law does not include provisions to this end (Bolivia, Peru, Trinidad and Tobago, and Venezuela), numerous work-life balance benefits were extended to the LGTBI+ collective, which makes it easier for people in this group to access leave for marriage, maternity, and/or paternity and allows them to be included on the health insurance of their partners.

Diversity and equal opportunities

Repsol considers diversity a fundamental part of its corporate culture and of the just transition and, for this reason, it works to promote the integration of different profiles, as well as to raise awareness regarding inclusion and respect.

In this regard, Repsol continues to work towards its target of 35% of women in leadership positions by 2025, after having achieved 32.2% in 2022 (31.4% in 2021). The figures are improving year after year, working to attract female talent and make it more visible. This is evidenced by the fact that in 2022, 47% of external hires were women -- something which has contributed to positioning Repsol as a diverse and inclusive company.

Repsol is a company committed to hiring people with disabilities, aiming to eliminate the barriers that hinder their inclusion. In Spain, it exceeds the legal requirements of the General Law on Disability,⁹ as 2.16% of the Company's employees have a degree of disability greater than 33%. The total number of employees with disabilities in the countries where Repsol is present amounts to 486. In 2022, a collaboration agreement was signed with Down Spain to promote the occupational inclusion of people with intellectual disabilities through hiring at service stations.

To achieve a more inclusive environment for the LGTBI+ collective, different internal awareness activities have been developed, including the development and offering of the "Energía con Orgullo" ("Power with Pride") training. The Proud at Repsol Group¹⁰ has grown and it now has more than 200 people in 10 countries.

Social dialogue

As part of the commitment to manage people in a responsible and sustainable manner, freedom of association and the effective recognition of the right to collective bargaining are part of Repsol's culture.

Collective bargaining in Spain, where 72.31% of the group's employees are based, is best exemplified by the Framework Agreement. Entered into with the most representative trade unions, it includes overarching labor issues that are later transferred to the collective bargaining agreements of the companies included within its scope. In September 2022, Repsol signed the X Framework Agreement, which includes (among other relevant issues) new teleworking formulas and salary increases for agreement employees, taking into account the current market and the inflationary context, internal equity, and value contribution. By signing this agreement, the Company reaffirmed its commitment to people while guaranteeing the sustainability of industrial employment, salary competitiveness, and an attractive offer for its employees.

On the international scene, Repsol has employees under collective bargaining agreements in Spain, Peru, Portugal, Brazil, Indonesia, France, Italy, and Norway, all represented by an internal body or by an industry-wide trade union. Of the total number of employees from these countries, nearly 85.91% of them were covered by a collective bargaining agreement in 2022, representing more than 79.44% of the Group's total workforce.

Since 1997, Repsol has had a European Works Council — a body for information, consultation, and communication on issues that may affect the Group in general and which focuses more specifically on key issues affecting the Company on a European scale.

The Company has formalized an Equality Plan with the Equality Plan Monitoring and Negotiation Commission, which the majority unions are a part of – and this plan falls under the scope of the Framework Agreement. The plan puts the focus on female talent, with measures in areas such as selection, training, professional promotion, remuneration, and professional classification. The last update of 2022 concludes that there is no discriminatory treatment at Repsol, nor are there inequalities based on sex. The plan was modified to respond to a new challenge: to advance the presence of women in the Company due to the fact that our sector continues to be mostly male, despite the progress made in recent years.

In addition, the plan includes a broad and improved set of reconciliation measures, a protocol for prevention and action against harassment, and a protocol for the protection of victims of violence in the family environment.

Since 2020, Repsol has held a Sustainability Roundtable with the Group's most representative unions in Spain, where issues such as sustainability plans, non-financial information

⁹ Royal Legislative Decree 1/2013, dated November 29, which approves the Consolidated Text of the General Law for People with Disabilities and for their Social Inclusion.

¹⁰ In 2020, the LGTBI+ Ally Group was created ("Grupo Aliad@s LGTBI+") in order to bring together the forces of those committed to creating a secure and inclusive ecosystem, supporting and implementing initiatives related with equality and non-discrimination against the LGTBI+ collective.

from management reports, circular economy initiatives, strategic S&E projects, etc. are discussed.

Employee health and wellbeing

Repsol is committed to investing efforts and resources in health and well-being and, since 2018, it has approached this mission with a holistic approach and attention being paid to mental health as a key aspect for employee well-being in a context of transformation in terms of how work is done.

Repsol continues working on the review of health protocols issued by the authorities so as to adapt them to the current times in each country and any new health emergencies that may arise.

The Company has a strategic framework for occupational health and well-being implemented in all countries and which aims to share common guidelines and make resources available to employees to help them improve and maintain their health and well-being. During 2022, initiatives focused on physical, emotional, and cardiovascular wellbeing were developed, as well as on other health-related prevention and promotion campaigns.

Thus, the Company is prepared to face the challenges of the present and the future; it values its legacy and continues to transform and develop its professionals by providing them with the tools they need to enhance their talent and by taking care of each one of them through competitive working conditions, fair and inclusive treatment, and with concern for health, flexibility, training, and wellbeing.

6.4.3 Respect for human rights and community relations¹¹



Repsol considers the role of companies as agents of change to be key in terms of respecting human rights and, thus, this idea constitutes a very relevant managerial aspect in all of the company's business activities. The two cornerstones of respect for human rights are as follows: governance and commitment at the highest level, as well as excellent social performance on a day-to-day basis.

The Company's aim is to always operate with the acceptance of internal and external stakeholders, maintaining solid relationships therewith based on respect and honest, proactive, and transparent dialog that seeks shared benefit and contributes to local, socioeconomic, and environmental development.

Human rights due diligence is the management model used to identify, prevent, mitigate, and remedy negative impacts and to maximize the positive consequences of the Company's business activities. Therefore, there is a commitment from top management (which also extends to the people who work in the field) that brings them to carry out their work based on the most demanding international standards, and this commitment is accompanied by a process of dialog with all stakeholders. This commitment is present throughout the value chain, providing support to contractors and partners to achieve better performance in terms of handling social aspects.

Repsol's commitment to human rights

Repsol is committed to complying with the most demanding international standards on respect for human rights throughout its value chain

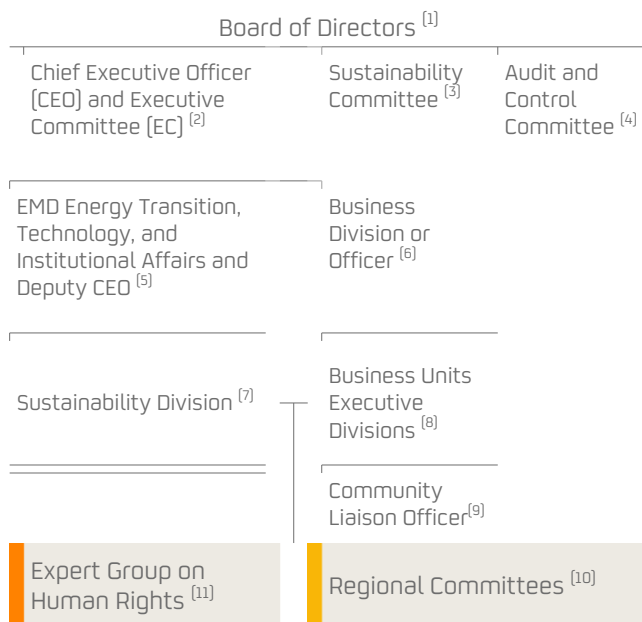
Since its approval in 2008, the Human Rights and Community Relations Policy has been adapted to comply with the highest international standards. It represents the formal commitment of top management to steer the Company's endeavors in this area.

This commitment spans the entire life cycle of the Company's business activities, from the design, construction, and commissioning phases of the projects to their execution and decommissioning. Repsol also promotes compliance with the highest international standards among employees, contractors, suppliers, and partners.

To this end, the Company actively takes part in industry-wide initiatives, in partnership with other companies from the sector. For example, through IPIECA, an association in which Repsol collaborates in different working groups. These include Social Responsibility and SDG.

¹¹ For more information on human rights management and community relations, see www.repsol.com (Sustainability - Human Rights and Sustainability - Communities and Shared Value).

Governance in human rights



1. Approves the Company's human rights strategy.
2. Approves human rights policies and oversees the implementation of the strategy. As part of the Crisis Committee they also manage critical claims.
3. Regularly monitors the strategy and compliance with human rights action plans and objectives.
4. Oversees the process of preparing financial and non-financial information and the integrity thereof (including human rights), as well as the risk management and control processes.
5. Works alongside the businesses and corporate functions to coordinate and develop the sustainability strategy and monitor action plans.
6. Steers and implements the human rights strategy across the different businesses.
7. Carries out strategic analysis and coordinates and provides technical support through the expert area of community relations and human rights.
8. Deploys the strategy in each business unit.
9. Link between the communities and the Company in its operations.
10. Share good practices and address material issues in the areas where Repsol operates.
11. Coordinates the global strategy with the businesses and cross-cutting areas.

Human rights governance is established at the highest level and is supplemented by specialized teams that carry out the day-to-day management of human rights and the relationship with the surrounding communities. Repsol has a Human Rights Expert Group since 2020 which coordinates the global strategy throughout the Company. One of the actions carried out in 2022 was the Human Rights Course being published on the Company website and open to all, with special attention focused on suppliers and contractors since the procurement and contracts function has already carried out this training in 2021.

In this regard, the Code of Ethics and Conduct for Suppliers has also been reviewed, including new social risks.¹² In addition, work is being done to adapt to the future European Directive on Due Diligence on Human Rights, focusing especially on new renewable energy projects.

As part of the due diligence process, Repsol annually defines human rights objectives at global and local levels. These objectives are added to the Global Sustainability Plan and the 19 local sustainability plans, which include information on the progress.

Priority issues on human rights

Repsol identifies and prioritizes human rights issues based on the severity and scope of the impacts of its activities and how easily they can be remediated. The Company therefore relies on several sources: analysis of risks and impacts, social audits, grievance mechanisms, consultations with stakeholders and the feedback received from the different countries with operations.

¹² See 6.8, Supply Chain.

Social management in renewable energy projects

Under the strategy to achieve net-zero emissions by 2050, Repsol is carrying out the deployment and adaptation of its social framework to the new projects that are part of the Low-Carbon Generation business. In this way, the Company is complying with the commitment to act with due diligence in human rights in all areas where it develops activities.

In the specific case of renewable energy projects, the entire human rights due diligence process is covered – this includes analysis of the social context, identification and evaluation of social impacts, the social action plan with mitigation measures, and social investment initiatives aligned with the impacts detected and the needs shown by the communities. All the while, maintaining a continuous and transparent relationship with the identified stakeholders.

At the moment, three social impact assessments are in their final phase of development: two for Jiloca and Cinca clusters (both are part of the Delta II Project) and one for the hydroelectric plants of Picos, Aguayo, and Navia clusters -- all of which are currently in operation. In addition, Repsol uses social monitoring in all projects under construction – an innovative process by which it makes a grievance channel available to local stakeholders to address their concerns and needs, in line with the Company's grievance mechanisms.

- Identification and assessment of risks, as well as negative and positive impacts.
- Design and implementation of mitigation plans for risks and negative impacts.
- Identification of social opportunities to maximize positive impacts.

These actions are combined with participation strategies with local communities and other stakeholders in all operating projects. All this contributes to the sustainable development of the communities in the area of influence of our operations and helps Repsol to obtain and maintain its social license to operate.

An example of an initiative involving local stakeholders is the Caipipendi Block (Bolivia), where nearby communities are informed of the scope of all projects being carried out in the block. In addition to describing the scope of the project, the benefits for the community are reported during these meetings and the number of local staff members and services to be contracted is agreed. Subsequently, the committed agreements are monitored and followed up on, evidence of our commitment to transparency at all times.

Activities are developed in accordance with the environmental, social, and health impact assessment standard in force since 2011, which ensures that an environmental, social, and health risk and impact assessment process is carried out for all Repsol projects and activities in order to identify and assess risks and impacts and, where applicable, deploy the necessary prevention and mitigation measures, all the while involving stakeholders. Before starting a new project, business units run a preliminary analysis of the social, environmental and health context, as well as of the legal requirements, identified potential impacts and the vulnerability of the local environment.

The social impact assessment takes into account, among other matters, the right to land and its natural resources, the right to a healthy environment, and the right to preserve the identity and culture of communities. In addition, the Company has had its own methodology for assessing human rights impacts since 2014.

All impact assessments conducted in 2022 (5 in total: 1 in Peru, 3 in Spain, and 1 in the USA) included social and human rights aspects.

Repsol includes human rights clauses in contracts with partners and suppliers, assesses their performance, and provides support through awareness-raising activities to ensure human rights due diligence along the entire value chain.

In operations in which Repsol does not participate in the management of social aspects, as is the case with non-operating assets, information is shared with partners on commitments, policies, and practices and the Company's know-how, expertise, and techniques necessary to implement its objectives are made available thereto.

Due diligence management model

Ambition

Promoting proactive dialog and early management of social impacts and opportunities

Repsol uses due diligence in human rights as the ideal model for managing internal processes with an anticipatory approach focused on the identification, evaluation, and mitigation of risks and impacts associated with the activity itself, as well as in the search for new opportunities. The due diligence model is applied throughout all stages of the life cycle of the assets, from the beginning to abandonment. Proactive and fluid dialog is at the heart of human rights due diligence and the process involves all stakeholders: contractors, partners, employees, communities, etc. and it is based on the main international standards.

The objective is to minimize the risks and any negative impacts and maximize the positive impacts. The following actions are therefore carried out in all projects and operations:

- Exhaustive analysis of the context and the specific social, economic, and cultural characteristics of each area.

Grievance and remediation mechanisms

Repsol promotes claim mechanisms as the preferred way of resolving disputes.

Repsol has grievance mechanisms for communities, employees, partners, suppliers, customers, and any third party. The Company is committed to verifying any report or complaint received and to cooperating to remediate the impact caused by its activities or those of its partners or contractors. This allows us to be proactive, respond to minor incidents before they escalate, and provide an early way of reparation for to affected parties.

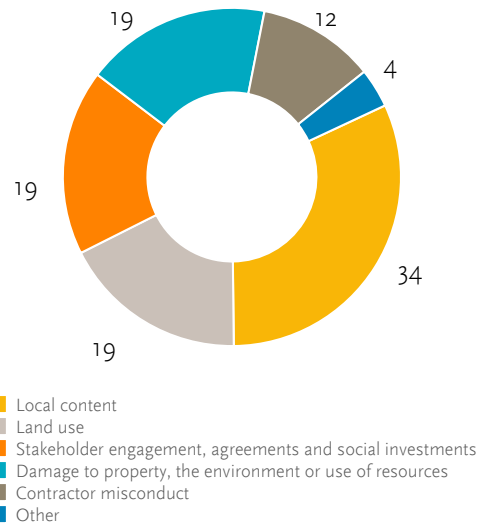
These mechanisms include the Repsol Ethics and Compliance Channel, the Employee Service Desk, and the Customer Care Service. However, many of the concerns, worries, and complaints from stakeholders are related to impacts on the communities near operations, which is why it is essential to have operational-level grievance mechanisms as well.

These mechanisms are designed in accordance with the United Nations Guiding Principles on Business and Human Rights, in collaboration with partners and other stakeholders. They are adapted to the specific characteristics of the environment and are accessible to all so that they are considered legitimate by all concerned. This helps to create an environment of trust and respect that makes it easier for anyone to report complaints or grievances without fear of retaliation. Moreover, these mechanisms are no impediment to in-court or out-of-court proceedings, nor do they affect the legitimate and peaceful activities of human rights defenders.

Relevant complaints are handled at the local level and forwarded to the communities and human rights expert team of the Sustainability Division so that, if necessary, they may be submitted to the Executive Committee for review and possible management.

During 2022, a total of 107 grievances were received (96 in 2021), excluding those related to the incident that occurred in Terminal 2 of the La Pampilla refinery, which are treated separately due to that incident's magnitude (it came up as a result of an impact generated and not normal operations). The increase compared to 2021 is due to the inclusion of claims from the renewables business (47) for the first time. All claims have been addressed and 81% resolved.

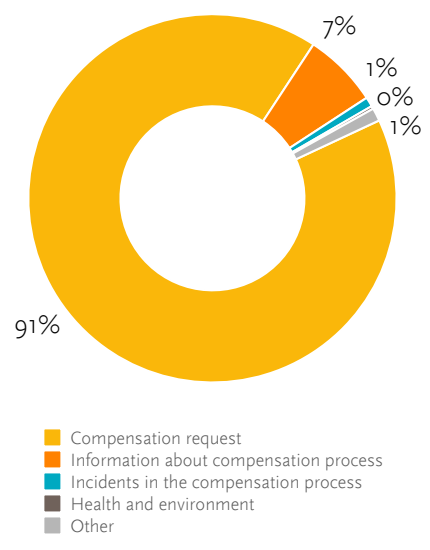
Types of social grievances in 2022



As a result of the accident that occurred in Terminal 2 of the La Pampilla refinery (Peru) on January 15, 2022, a grievance mechanism adapted to the circumstances was designed and implemented, accessible to anyone through different communications channels, including the web page where the progress in the environmental and social remediation is being published. The image 'Social action plan for the incident at La Pampilla refinery terminal 2' shows additional information on the social action plan put in place to respond to the implemented social action plan in response to the incident. Claims could be filed through the website, by email, phone, WhatsApp, social media or in person.

Grievances received during 2022 related to this accident amounted to 3,932. All of them were addressed and resolved throughout the year. Additionally, community liaison officers took care of more than 7,400 queries from the population and more than 8,000 case files related to the compensation process, presented by the Parties' Reporting Desk, are being managed. The types of grievances received are detailed below:

Types of social grievances at La Pampilla in 2022



Indigenous communities

Repsol recognizes and respects the unique nature of these communities and their rights to the land and natural resources. Actions in environments with indigenous communities are governed by Convention 169 of the International Labor Organization (ILO), regardless of whether or not it has been transposed into the national legislation of each country.

In accordance with this commitment and the requirements included in Repsol’s regulatory framework, feasible alternative designs that minimize land acquisition and restrictions on land and subsoil use are considered prior to starting each activity to avoid resettlement and adverse impacts on local communities and those using the land.

Another key aspect of managing indigenous communities is respect for their right to free, prior, and informed consultation. Repsol verifies the level of acceptance of the indigenous peoples in all its activities and actively seeks the consent of those potentially affected. Otherwise, both the potential impacts and the advisability of continuing with the project are assessed, a decision that is taken by the Executive Committee.

Economic impact on communities and shared value

The Company, in line with its commitment to the Sustainable Development Goals, contributes to social development by maximizing the positive impacts generated by its activities and enhancing shared value in its projects. The social investment strategy focuses on an exhaustive analysis of the needs of the context, and on the priority SDGs for Repsol (6, 7, 8, 9, 12, 13, and 17).

The social investment management standard, aimed at guaranteeing transparency and optimizing positive impacts, governs these processes: Repsol assesses opportunities that bring about positive impacts in each context and enhance the shared value when undertaking projects, while at the same time avoiding future dependencies. Sustainable socio-economic development stemming from planning based on dialog and consensus with local communities is a key priority and determines the scope of the investment.

In 2022, social investment amounted to 49 million euros (33 million euros in 2021).¹³

Security and human rights

Repsol has been adhered to the United Nations Voluntary Principles on Security and Human Rights since 2013 to guarantee the security of operations in sensitive or conflict zones through working procedures that ensure respect for human rights.

Repsol asks private security companies to guarantee that 100% of the employees providing services at its facilities are trained in human rights. The Company oversees this training or undertakes courses for corporate security personnel. In addition, in some countries, public security and law enforcement agencies receive specific training in human rights.

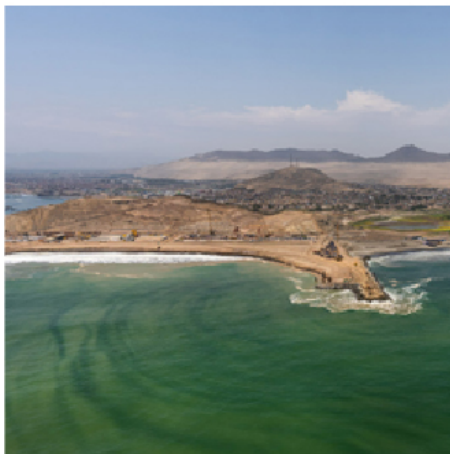
Human rights	2022	2021
Number of employees trained in human rights	921	714
Number of training hours in human rights	952	714
Contracts with security firms that include human rights clauses (%)	100	100
Security providers evaluated according to human rights criteria (%)	99	100

¹³ For more information and examples of social investment projects, see Appendix V. Further information on Sustainability (includes Non-Financial Statement).

Social Action Plan for the Incident at Terminal 2 of La Pampilla Refinery, Peru

On January 15, 2022, an uncontrolled movement of the Mare Doricum ship during unloading caused a crude oil spill on the coasts of 5 municipalities north of La Pampilla Refinery.

In an immediate response to the accident, Repsol designed and implemented a Social Management Plan consisting of 3 phases:



Repsol continues to work to compensate more than 10,000 families in Ventanilla, Aucallama, Chancay, Ancón and Santa Rosa and also implement social and sustainable development projects in the affected areas.



First response to the emergency

The main objective of this phase was to define the impacted municipalities and preliminarily identify affected groups and provide emergency aid for basic needs. More than 10,400 vouchers were provided to more than 4,700 people.



Remediation Phase

The major milestone of this phase was the signing of an agreement with the Peruvian government to establish a Single Registry of Affected Persons, which resulted in more than 10,300 affected people being identified by Peruvian authorities.

As part of this agreement, Repsol provided advances of the final compensation to these affected people. In 2022, the Company signed compensation agreements with more than 6,600 people and will continue to focus on compensating the remaining people listed in the Single Registry of Affected Persons, prepared by the Presidency of the Council of Ministers (PCM) and the National Institute of Civil Defense (INDECI).

During this phase, Repsol hired an expert consultant in business and human rights to prepare a Human Rights impact study, in compliance with the Company's commitment to due diligence in Human Rights.

This analysis was carried out in compliance with the highest international standards set forth in the United Nations Guiding Principles on Business and Human Rights and by applying Repsol's Human Rights Impact Assessment Guide.

Currently, this phase is still ongoing, being carried out in continuous dialogue with the different stakeholders (communities, authorities, associations, etc.) to optimize the process and verify its effectiveness. The company will maintain ongoing transparent dialogue with the affected communities and the authorities.



Development Phase

Repsol is designing, developing and implementing a **strategy of social investment and sustainable development projects**. This strategy is based on project proposals in line with the needs of the affected people and with the collaboration of the affected communities, social institutions, national and international organizations, as well as the relevant authorities. The projects will be aligned with Repsol's commitment to the United Nations 2030 Agenda.

6.5. Safe operations¹



Repsol is committed to carrying out its activities considering the health and safety of its people and environmental protection as essential values, based on the firm conviction that all accidents are preventable and avoidable. This continuous effort in recent years has led to a significant improvement in safety, although we are certain that we can continue to improve, as serious accidents are still occurring. Therefore, the Company considers it essential to focus on the interactions between people, the safety culture, facilities, processes, and work systems.

This drive to improve safety is reinforced with the **2022 update of the Health and Safety Policy**, which includes commitments in terms of the human factor, fair recognition, and error management as a source of organizational learning. Said policy includes the commitments that allow our activities to be carried out while preserving the integrity of our people and avoiding any damage to the environment, all the while ensuring a healthy and safe work environment from both a physical and mental point of view:

- Leadership from the Executive Committee, with the line of command responsible for application.
- Proactive risk management, with the aim of minimizing the probability of damage to people and the environment, especially major accidents, and incorporating that into decision-making processes.
- Consideration of human factors as a key for continuous improvement.
- Organizational learning, both in terms of investigating incidents and based on the systematic analysis of habitual work practices, treating human error and failures to comply as elements for analysis and learning.
- Requirement of individual responsibility and compliance with rules and procedures.
- Involvement of employees, contractors, and other stakeholders in continuous improvement and in the definition of health and safety management programs and systems that make it possible to systematically evaluate performance and undertake the appropriate corrective measures.

In addition, in 2022 the **Safety and Environment Excellence Program** has been launched, the aim of which is to take a qualitative leap while promoting the culture of safety and the environment protection. The program was born with a clear operational focus, led by new corporate management in coordination with those responsible for all the Company's businesses. Currently, has already advanced in the first diagnostic phase, with the entire organization involved in said phase, including partners and collaborators. This will make it possible to identify strengths and weaknesses in order to later move on to the implementation and monitoring phases.

As a basis for the diagnosis, the safety management system updated and formalized during 2022 is being used. In accordance with international and industry standards and best practices, the system establishes the safety requirements applicable to operations throughout the entire life cycle and it facilitates uniform risk management in all areas throughout Repsol. It is made up of the following key attributes:

- Two fundamentals, which constitute the bases of the management system: leadership and culture, and continuous improvement.
- Nine elements, each of which is made up of an objective and a series of requirements:

Safety management system



¹The figures and indicators in this section have been calculated in accordance with corporate standards that set out the criteria and common methodology to be applied in safety and environmental matters (S&E). As a general rule, environment and safety information includes 100% of the data from companies in which Repsol holds a controlling interest or control over operations. In particular, in the field of security, this includes data from contractors that provide services under a direct contract.

The safety culture is one of the fundamentals of the management system, without which its effective and full implementation is not possible. Thus, in order to achieve and maintain excellent safety performance, it is necessary to ensure that the attributes of Repsol's safety culture model are reflected in the elements of the management system.

The second fundamental, continuous improvement, is key to preventing accidents, especially the most serious ones. To spark continuous questioning, promote learning, and avoid possible complacency inside the organization, it is essential to have specific improvement processes. Thus, Repsol continues to work on deploying specific safety culture diagnostics across its assets and businesses. In 2022, the LPG business and the Spanish Upstream unit's diagnostics were completed, contemplating the dismantling of the Casablanca and Poseidón assets, something which brings the sum to more than 25 since the start in 2015.

Fair recognition is one of the attributes of Repsol's safety culture model and a key element in achieving a climate of trust in which safety information flows, latent system risks are identified and corrected, and organizational learning is promoted.

During 2022, the bases were established and the conceptual framework was defined which has allowed for the development of a pilot project in the LPG business, incorporating the lessons learned into a second pilot in the Upstream business. Both will make it possible to continue laying the foundations for deployment in the rest of the businesses in the coming years -- something which is in line with the provisions of the Health and Safety Policy.

Attributes of Repsol's safety culture model



As an example of concrete actions from these pilots, work is being done to eliminate the differences between "imagined work" and "performed work" for key processes, both in terms of safety and operations. This is making it possible to identify actions for improvement at all levels of the organization at both a technical and a human level.

In safety leadership training, the Safety Leap program has been tailored and delivered to the technical groups that are part of the Industrial business and the Upstream business units based in North America (Eagle Ford, Marcellus, and Canada).

Repsol is convinced that collaboration between different companies and industry associations is key to improving safety and accelerating the learning process. Repsol continuously participates and collaborates in organizations such as:

- International Oil & Gas Producers (IOGP), promoting a shared vision and some principles to improve human performance.
- Energy Institute, sponsoring the JIP Toolbox as a tool to share lessons learned from accidents.
- International Process Safety Group (IPSG), acting as hosts at the A Coruña refinery for the 2022 international conference in which topics such as hazard identification in transient operations, contractor management, and human performance were discussed.
- Center for Chemical Process Safety (CCPS), hosting the European regional meeting on digitization in process safety.

All these collaborations have also been reflected internally with the preparation of the internal guide entitled "Improving Human Performance in Safety: Understanding before Acting," which analyzes the interactions of the organization, the work environment, and the people and provides tools applicable to asset managers.

6.5.1 Personal safety

The Company is working to reduce personal accidents, especially those with the most serious potential consequences, doing so in conjunction with the groups that are most involved: employees, contractors, and suppliers.

In 2022, the incident management standard was revised and concepts such as "remote work" and "on mission work" were included. Likewise, the requirements for the management of high potential indicators (HPI) were clarified and simplified and the reporting area was reviewed and aligned in accordance with good industry practices.

Transport continues to be one of the main causes of harm to people, both personally and professionally. For this reason, the Safe Mobility course has been re-done, also being updated online with all the new means of transport.

Repsol is constantly developing tools that allow for the digitization of security:

- Internet of Things (IoT), with the increase of sensors for better knowledge on the location and state of equipment, the environment, and the workers.
- Digital Twins & Analytics, to monitor operations in real time and for the early identification of risks.
- Artificial intelligence, for process optimization, risk mitigation, decision making, and situation assessment.

- Broadband Mobile, for communications with latency, which allows for a real-time response and the transmission of large volumes of data.
- Robotization and remote control, to improve safety by reducing human participation in dangerous environments.
- Automation, agility, and simplification in actions stemming from risk situations and events that impact health and safety.
- IT tools for key processes such as change management and work permits, or the Guided Operations tool.

In 2022, it is worth noting the launch of a proof of concept from the Knowledge Graph Accident Taxonomy, IA (KATIA) project, whose objective is to improve safety through the analysis of spill data.

At Repsol, occupational accident indicators are reported in accordance with the incident management standard, based on international standards (IOGP and OSHA), which establishes the common criteria and methodology to properly record and manage incidents, improvement actions and lessons learned. Accordingly, incidents are classified depending on the severity of their actual and potential consequences.

All employees are required to report any incident they experience or witness. The incident is recorded in the IT tool and an investigation process is then opened to identify the root causes and to propose improvement actions and lessons learned. The standard affects 100% of the companies in which Repsol has a majority interest or control over operation. Incidents affecting contractors that provide their services under a direct contract are also recorded.

Unfortunately, in 2022 we had to regret the death of three subcontracted workers in occupational accidents. In March at the A Coruña refinery: during the opening of a line cover. When two workers were carrying out this task, they were affected by the inhalation of gases. One of them died days later in the hospital. The investigation committee was made up of specialist technicians from the different areas of the refinery, as well as workers' representatives. In October, also at the A Coruña refinery, a worker from an auxiliary company died while carrying out specialist tasks in a construction project. The accident was caused by the impact of an element of the tool used during concrete injection.

In addition, in October, a tanker truck (tractor and trailer unit) overturned, and a second vehicle was also involved. The driver of the overturned tanker died in the accident. Although the event is still under investigation by the competent authority, it has been confirmed that the vehicle complied with applicable safety measures and legal inspections, and that the environmental and road conditions posed no difficulties.

The 2022 TRIR increased from 0.89 to 1.59. This is mainly due to incidents that occurred during the remediation work from the spill that occurred in Terminal 2 of the La Pampilla Refinery and to incidents linked to an increase in drilling activity when compared with 2021. Repsol continues to work to promote leadership in safety, as well as actions to strengthen preventive safety observations, digitization, etc., which will also be promoted through the Safety and Environment Excellence Program.

Main personnel safety indicators ⁽¹⁾	2022	2021
Lost Time Injury Rate (LTIR) ⁽²⁾	1.13	0.64
Employee lost time injury rate	0.81	0.56
Contractor lost time injury rate	1.49	0.73
Total Recordable Injury Rate (TRIR) ⁽³⁾	1.59	0.89
Employee total recordable injury rate	1.01	0.74
Contractor total recordable injury rate	2.24	1.06
Number of employee fatalities	—	—
Number of contractor fatalities	3	—
Number of safety training hours	254,145	164,568

- (1) There is a corporate regulation that explains the criteria and methodology for recording incidents.
(2) Number of personal consequences (fatalities and with days lost) during the year, for every million hours worked. Includes company employees and contractor staff.
(3) Total number of cases with personal consequences (fatalities, with days lost, medical treatment and restricted work) accumulated during the period, for every million hours worked. Includes company employees and contractor staff.

Severity	2022			2021		
	Men	Women	Total	Men	Women	Total
Very serious	3	—	3	—	—	—
Serious	4	—	4	2	—	2
Moderate	64	24	88	40	6	46
Minor	34	3	37	21	3	24
Trivial	2	—	2	5	—	5
Total	107	27	134	68	9	77

6.5.2. Process safety

Repsol considers process safety to begin in the design phase of the installation and to continue throughout the entire life cycle of the asset and until the dismantling and abandonment of the installations. To this end, the Company works on the design, implementation, management, and maintenance of safety barriers and critical processes that guarantee the integrity of the facilities through operational discipline and compliance with our global standards and operating procedures, based on international standards such as API, NFPA, ISO, EN, IEC, IOGP, and CCPS.

Repsol runs inspection and preventive maintenance programs to check the correct functioning of safety-critical systems and equipment. These programs are part of the Company's tools that help improve and prevent leaks of dangerous products.

In 2022, the number of safety incidents from Tier 1 and Tier 2 processes increased with respect to 2021 by 5 accidents, although these indicators are in asymptotic values, and are better than the target values established in the continuous improvement path. These incidents mainly took place in Upstream, due to a significant increase in activity and to the integrity of the facilities. Actions are being carried out to improve integrity, inspection plans, and monitoring programs.

Process safety indicators ⁽¹⁾	2022	2021
Tier 1 process safety events	3	3
Tier 2 process safety events	11	6

(1) A process safety accident is one in which the first line of control has been breached. The following criteria must be met simultaneously: i) There is a process or chemical involved. ii) It occurs in a specific location; that is, it occurs in a production, distribution, storage, auxiliary services (utilities) facility or pilot plants related to the process or chemical product involved. iii) It results in an unplanned or uncontrolled release of material --including non-toxic and non-flammable materials (for example, steam, hot water, nitrogen, compressed CO₂, or compressed air)-- with certain levels of consequences. The process safety accident will be classified as Tier 1 or Tier 2, according to the defined thresholds.

6.5.3 Spill management

Spills	2022	2021
Number of oil spills (>1 bbl) reaching the environment	24	11
Volume of oil spills (>1 bbl) reaching the environment (tons) ⁽¹⁾	1,510	6

(1) Data corresponding to oil spills of more than one barrel to have reached the environment.

In 2022, two relevant spills occurred in Peru. The first occurred on January 15 at Terminal 2 of the La Pampilla Refinery while crude oil was being unloaded from the ship Mare Doricum. The amount spilled was 1,460 tons (see infographic on the next page entitled "Environmental actions against the spill in Terminal 2 of the La Pampilla Refinery," and Section 5.2.1, "Refining"). The second spill occurred as a result of a tanker overturning while trying to avoid two mounds of minerals on a sloping curve and under rainy weather conditions. The driver was unharmed, but one of the hatches opened, spilling 32 tons of the product it was carrying. The remediation work was carried out through a specialized external company.

The Company has internal and external emergency response mechanisms and has specialized and trained teams that use the most advanced detection tools and follow specific management and training protocols to ensure the allocation of the highest priority required in each case. Once the situation has been controlled, new preventive actions are established to prevent the same thing from happening again. These mechanisms are critical components for Repsol, and are fundamental in reducing the impact on individuals and the environment.

In the event of maritime spills, in addition to our own response means, Repsol has contracts in place that guarantee rapid action by external specialists and equipment (Oil Spills Response Limited - OSRL, including access to the Global Dispersants Stockpile, Wild Well Control, Helix, etc.).

Environmental actions in response to the spill at terminal 2 of the La Pampilla refinery

On January 15, 2022, an oil spill occurred at sea, at the facilities of the terminal Multiboyas No. 2, La Pampilla refinery (Peru), while crude oil was being unloaded from the 'Mare Doricum' ship. The spill had an impact on the natural environment and the surrounding populations.

The cleanup, containment and recovery of oil from the 28 affected beaches was carried out in coordination with the competent authorities, and the Technical Advisory Committee chaired by the General Directorate of Captaincies and Coastguards (DICAPI) participated during the response, in which environmental, regional and local authorities also intervened.

Repsol established an Emergency Control Center at the La Pampilla Refinery and worked together with a team of companies and professionals specialized in containing national and international oil spills.

Leading experts include Edward Owens, a renowned specialist in the detection and assessment of oil spills in coastal areas, Oil Spill Response, a global company with more than 30 years of experience in managing oil spills, and Marino Morikawa, a Peruvian scientist specializing in nanotechnology and ecological cleaning, among many others.



The work was carried out using the SCAT methodology, an international coastal assessment technique that seeks to determine the best cleaning practices for each area, taking into account the characteristics of the terrain and protecting the identified environment. The latest reports on the state of the sea and the beaches, issued by the OANNES NGO, Environmental Resources Management (ERM) and the School of Fisheries at the Agrarian University, conclude that they are oil-free, which makes it possible to resume fishing and reopen beaches.

⁽¹⁾ Environmental Evaluation and Enforcement Agency of Peru. It is attached to the Ministry of the Environment of Peru.

6.5.4 Emergency preparedness and crisis management

Repsol does its utmost to prevent accidents, which is done with careful preparation for any possible contingency. Therefore, in addition to prevention, it works on mechanisms that enable early detection of any situation and the rapid and effective management of safety, environmental or other emergencies.

The Company continues to make progress and improve its comprehensive crisis and emergency management model. In addition to traditional oil and gas sector and in-house expertise, it includes industry best practices and is applied to crisis and emergency management at the business or corporate levels. It involves senior management in the most serious cases and ensures the allocation of specific resources, such as management support teams specifically trained and coached each year, with 24/7 coverage.

The crisis and emergency management standard ensures a minimum and uniform management standard, as well as frequent training, drills, and exercises at all levels -- including at least one annual exercise at the highest level of the Company.

In 2022, the annual drill to learn how to act in the event of crises and emergencies was developed around a hypothetical scenario of a cyberattack on the Company's main systems, preventing normal operations. Senior management participated in this drill and it was led by the CEO. In addition to training the teams on how the crisis plan should be carried out and executed, the aim was to verify that the technical resources and the complex coordination mechanisms between the various management groups would function when activated at the same time (Crisis Management Team, Business Support Team and CMT Support Group).

6.6. Responsible tax policy

€17,002 M
Taxes paid by
Repsol



Responsible tax policy

Repsol is aware of its responsibility for the well-being and social and economic development of the countries where it operates, and about the relevance that the taxes it pays have for these purposes. For this reason, it has defined a tax policy that is related to the responsible payment of taxes, through the application of good fiscal practices, the transparency of its actions and the promotion of cooperative relations with governments.

Through this tax policy, which is in line with the mission and values of the Company and the Sustainable Development Goals, Repsol aims to be publicly recognized as a company that practices integrity and transparency in its tax affairs. Our tax policy is available at www.repsol.com.

Tax contribution and impact

2022 tax contribution reached a historical record level: €17,002 million paid in taxes and similar public levies.

By countries, Spain's tax contribution is especially noteworthy, exceeding €11,900 million, which accounts for 70% of the Group's tax payments.

This significant tax contribution, generated by our activities and paid by the Group companies, is borne both by the company (tax burden) and by its customers, employees and investors (tax collected).

Its tax burden paid in 2022 amounts to €4,544 million (€1,672 million in Spain). For its part, corporate income tax amounts to €2,595 million (€783 million in Spain).

Lastly, the Group's tax contribution related to preserving the environment also reached historical highs in 2022, coming to €6,397 million (€5,429 million in Spain).

Details of tax payments by country, can be found in *Appendix V to this report* and at www.repsol.com.

Taxes paid in 2022⁽¹⁾

Million euros	Tax paid ⁽²⁾		Tax burden			Tax collected				Profit	
	2022	2021	Total	Tax on profits	Other taxes on profits	Total	VAT	HI ⁽³⁾	Other	2022	2021
Europe ⁽⁴⁾	13,397	9,155	2,078	1,099	979	11,319	4,929	5,870	520	2,468	1,297
Latam and Caribbean	2,295	1,239	1,241	562	679	1,054	701	267	86	1,030	766
Asia and Oceania	239	299	229	228	1	10	4	—	6	-48	91
North America	337	207	267	34	233	70	16	—	54	430	-7
Africa	734	554	729	672	57	5	—	—	5	371	351
TOTAL 2022	17,002		4,544	2,595	1,949	12,458	5,650	6,137	671	4,251	
TOTAL 2021		11,454	2,290	1,042	1,248	9,165	3,282	5,363	520		2,498

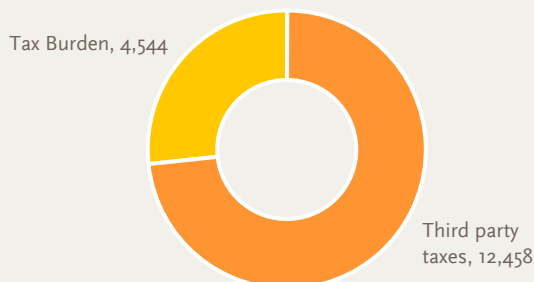
⁽¹⁾ Information prepared in accordance with the Group's reporting model, as described in Note 4 – Segment information of the 2022 Consolidated Financial Statements.

⁽²⁾ The amount includes returns from previous years.

⁽³⁾ Hydrocarbon tax. Includes receipts from logistics operators where the Company is ultimately responsible for payment.

⁽⁴⁾ Includes, among others, production taxes, local taxes, social security paid by the employer, public untaxed payment on fuels, etc.

Our tax contribution: tax burden and tax collected from third parties (€ million)



56% tax burden on our profits⁽¹⁾

44% effective rate of corporate income tax

(1) Percentage corresponding to the Company's tax burden accrued on the net result. The Company's tax burden paid and accrued is typically different due to the offsetting of tax credits from previous years that reduce the tax burden paid.

Tax contribution made to environmental protection⁽¹⁾

€6,397M in 2022	€5,556M in 2021
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(1) Classification according to EuroStat. More information in our "Tax contribution report 2022", available at www.repsol.com.

commitment to transparency

Repsol explains its tax contribution and discloses relevant information so that it can be appraised by interested parties. The main reports available on the company's website (www.repsol.com) are the following:

1. Tax Contribution Report. It discloses all taxes and other public levies paid, broken down by item and country.
2. Country-by-country report for corporate income tax. Report as presented to the tax authorities and which Repsol publishes on a voluntary basis, containing further disclosures relating to the corporate income tax paid in each country in which we operate.
3. Report on Repsol's presence in tax havens. It describes and explain the activities carried out and the taxes paid in these jurisdictions.

This commitment to transparency has earned us numerous recognitions.¹

Good tax practices

The Group's tax decisions are made responsibly in accordance with a reasonable interpretation of tax regulations, following not only the letter but also the spirit of the law. In the event of any disagreement or dispute with the tax authorities, Repsol prioritizes amicable solutions, though if the disagreement persists, the company defends its legitimate rights and interests through the legally available channels and appeal mechanisms.

Repsol is committed to complying with best practices of responsible taxation and tax governance through voluntary adherence to internationally accepted principles, guidelines and recommendations (Code of Good tax Practices, GRI 207, OECD, B-Team). For more information, see Appendix V and www.repsol.com include detailed information on Repsol's compliance with these transparency standards and, more precisely, with GRI 207.

Accredited good tax practices

Repsol is compliant with GRI 207 [see Appendix V].

Cooperative relations with tax authorities

Repsol is committed to maintaining cooperative relations with the tax administrations of the various countries in which it operates, based on the principles of good faith, transparency and mutual trust, and with the shared goal of ensuring the effective application of the tax system.

Following this approach, Repsol expects to reduce the inherent risks and uncertainties applying tax rules, facilitate the tax authorities to understand its operations and avoid unnecessary conflicts.

Notably, Repsol has submitted, as has been doing since 2015, its Voluntary Tax Transparency Report before the Spanish Tax Office (AEAT). It also continues to lend its support to international cooperation initiatives for the prevention of tax risks and, after having taken part in the first program of the OECD International Compliance Assurance Programme (ICAP), it is now participating in the European Trust and Cooperation Approach (ETACA) of the European Union and in the CONFIA program in Brazil.

Presence in non-cooperative jurisdictions for tax purposes

2023 target

Reducing presence in non-cooperative jurisdictions.

Repsol is committed to having no presence in tax havens, unless it is for legitimate business reasons, in which case it undertakes to be transparent in its activities.

Repsol's presence in these non-cooperating jurisdictions is immaterial and any presence it does have is not intended to conceal its business activities or make them less transparent. The revenue obtained there does not account for even 0.01% of our turnover and there is only one active Group company that has presence, through a permanent establishment, in one of these territories (Trinidad and Tobago), carrying out hydrocarbon upstream activities.

Repsol releases detailed information on its presence and activities not only in non-cooperative tax jurisdictions but also in other territories considered controversial for tax purposes by civil organizations, even though they may not be included on official lists².

¹ Norges Bank, the Corporate Responsibility Observatory, Transparency International Spain, OXFAM, Haz Fundación (which has awarded us its top score for transparency – three stars) and, more recently, the Dutch association VBDO (which awarded Repsol the EU Tax Transparency Award 2022).

² For further information, see in Appendix V to this report, or visit www.repsol.com.

6.7. Supply chain and customers



6.7.1. Supply chain¹

Sustainable supply chain management

Repsol responds to the expectations of stakeholders and compliance with ethical, labor, environmental, safety and social standards through the sustainability of its supply chain. Likewise, it promotes employment and the rights of employees among local communities and drives local economic and social development where it operates. In this regard, it is aligned with the United Nations 2030 Agenda for Sustainable Development and contributes to the 17 SDGs, seeking to integrate commitment, dissemination and action in favor of this global agenda into its culture.

In this regard, the space available on the Repsol website, called 'Sustainable Management along the Supply Chain', features relevant content related to sustainability and the commitment to the United Nations 2030 Agenda. This space seeks to disseminate the culture and actions carried out to support this global agenda and in this regard the Repsol Sustainable Development Goals Contribution Plan has been made available to all suppliers. Another tool developed to raise awareness on this matter is a dissemination course for employees and suppliers, called ODStories. This course works like a fictitious social network and navigates through the different SDGs, showing examples of how Repsol contributes to them.

This sustainable supply chain management requires greater transparency in the information disclosed to both local communities and consumers, while at the same time promoting good practices among suppliers and contractors. The relationship with suppliers and their respect for human rights are fundamental pillars to achieve a just transition to which Repsol is committed. Moreover, the goal of managing risks and being diligent with the impacts derived from commercial relations with its partners, suppliers and contractors² was also set.

Suppliers play an important role in Repsol's value chain. That is why they must comply with current regulations and adopt the Group's good practices. For their part, contractors must adopt behaviors in line with the Suppliers Code of Ethics and Conduct, aimed at mutual benefit, by including obligations such as the rejection of child labor, the rejection of forced labor, freedom of association and the right to collective bargaining, in addition to ethical behavior and measures against bribery, corruption and conflict of interest.

Likewise, they must act in accordance with the code, as well as with the Anti-corruption Policy.

Repsol ensures the absolute integrity of its commitments to suppliers, which are based on mutual respect and trust. With this aim, control levels and a procedure to ensure that they behave in accordance with the Company's commitments in this regard were implemented. This allows for continuity of operations and mitigates the risks of the process.

Training for supplier and contractor employees

As proof of Repsol's commitment to sustainability and the United Nations 2030 Agenda, it launched a plan throughout the value chain to promote the SDGs. This plan covers the entire life cycle of operations and disseminates compliance with the most demanding international standards among employees, contractors, suppliers and partners. This plan includes developing training and awareness in sustainability [compliance, human rights, safety and the environment] for employees, contract holders and the most relevant suppliers in terms of impact on these matters.

As a good practice and to disseminate Repsol's regulations and minimize exposure to risks in activities carried out by contractors in the field, during 2022 various training activities were carried out focused on training contractor employees in human rights and ways of relating to the community. Repsol also encouraged the contractors themselves to choose to organize talks on the various topics in the Code of Ethics and Conduct.

A total of 492 Repsol contractor employees attended this type of training. It should be noted that the human rights and community relations norms and policies are part of the introduction processes in the field, for both contractor staff and subcontractor staff. The follow-up of activities of this type is verified through a record of the sessions and an attendance control (online and in-person).

Risk management

Repsol is aware that the supply chain poses specific risks and can help create jobs and promote local economies where it operates. Thus, it works to ensure that suppliers and contractors behave in accordance with the commitments they have undertaken. In this regard, the company is adapting selection, qualification and monitoring processes to identify and mitigate risks at different stages of the business relationship. Suppliers who want to work with Repsol must undergo a due diligence process relating to risk management, integrity, and international sanctions and embargoes, among others.

The Company inserts specific clauses in its contracts insisting that the counterparty complies with internationally recognized standards and observes the safety, environmental, ethical behavior and respect for human rights provisions of its internal rules and regulations.

¹ Information related to the Repsol Group's purchases, managed by the purchasing function in accordance with the Company's internal regulatory framework, is included
² By law, the illegal assignment of workers is not allowed. For this reason, Repsol's internal purchasing and procurement regulations establish that services are contracted with suppliers and not with people. This condition prevents specific data on employees who are not workers from being provided.

Likewise, awareness-raising activities are carried out among the counterparties and there is a standard of due diligence with third parties, applicable to business relations to manage the risks related to corruption, money laundering and terrorist financing, and international sanctions and embargoes.

Repsol has set itself the goal of developing and implementing agile and effective mechanisms whereby it can verify compliance with the agreed conditions and implement corrective measures if deemed necessary, so that the performance of the participants in the supply chain is the one that corresponds.

The procedure established to ensure efficient risk management in the supply chain is illustrated below.

Supply chain risk management

Performance assessment

- Assessing performance in the management of human rights, environment and safety over the term of the contract and upon its termination.
- Applying corrective measures if the required standards are not met or if the commitments assumed are not honored.
- A low or poor performance assessment has an impact on subsequent negotiation processes and contractual relationships.

Procurement and recruitment

- Accepting Repsol's General Terms of Contract, which include the obligation to respect the legislation and international standards in force relating to human rights, anti-corruption, data protection, safety and environment, labor relations and other key areas of sustainability.
- Greater demand in critical safety and environmental activities (appraising bids and performance assessment).



Due Diligence and scoring

- Registration of suppliers and contractors
- Expressly accepting Repsol's Code of Ethics and Conduct for Suppliers.
- Reputational analysis of all suppliers.
- Assessment of compliance risks (anti-corruption, international sanctions and embargoes, etc.).
- Analysis of financial and business aspects (financial statements, tax obligations, insurance, etc.).
- Validation of Safety and Environmental criteria in critical procurement.

Environmental and social assessment of suppliers

Repsol works together with its value chain to implement initiatives related to the environment, SDGs and circular economy. In this sense, it defines the principles of action on the environment in the phase of carrying out new contracts and agreements with partners and third parties. As for the acquisition of goods and services with a high safety and environmental risk, the inclusion of environmental criteria in supplier performance qualification and assessment, contractual clauses and bid evaluation is monitored.

Thus, in the due diligence phase, suppliers are registered in the purchasing management systems, undergoing prior filtering using the Refinitiv World Check One tool. This tool is used to assess aspects of integrity, anti-corruption, bribery and international sanctions and embargoes to mitigate risks. This information is regularly reviewed and updated for all suppliers that maintain a relationship with Repsol.

Likewise, the Company has internal and external audit procedures that examine and monitor to ensure that the established requirements are met. Moreover, and depending on the purpose of the award, it is necessary to fill out several compliance questionnaires on the security of operations and compliance with additional legal requirements (data protection, illegal assignment of workers, cybersecurity, etc.).

Thus, in 2022, integrity, corruption and bribery aspects were assessed at 9,338 suppliers worldwide (4,015 in 2021). These assessments revealed material information on 20 companies (21 on 2021) relating to international sanctions, judicial investigations for fraud and/or bribery, fines for anti-competitive activities or environmental damage, and relationships with politically exposed persons. In accordance with Repsol's internal regulations, the responsible areas undertook due diligence actions by applying the specific analyses included in the internal regulations, in order to mitigate any compliance risks that might arise. To this end, several instructive actions have been carried out for employees in the purchasing area and for some suppliers in certain regions.

Furthermore, in 2022, in the tender processes, suppliers are assessed on the basis of a safety and environmental technical benchmark, with relevant issues and aspects for the new contract and relationship. The aim is to maintain the social license to operate, demonstrating that Repsol is sustainable throughout its entire value chain.

Thus, in 2022, 5 assessment audits were conducted on suppliers, in which financial and business aspects, among others, related to their fiscal, tax and insurance obligations were analyzed. As a result, it was determined that none of the audited companies present any relevant non-conformities, meaning they are therefore considered serious and reliable to establish a satisfactory business relationship.

In addition, a total of 3,702 performance assessments were completed in 2022 at 878 suppliers and contractors, taking into consideration environmental, labor, social and integrity aspects.

From this procedure, there is a supplier disqualification process, through which any current and future business relationship with a certain supplier is blocked for a period of time or even indefinitely. It takes into account all kinds of aspects in the relationship with the supplier (ethical, social, safety, environment, etc.) and is approved by the Purchasing Functional Committee. In 2022, 2 suppliers were disqualified by these means.

Indirect economic impact

Repsol indirectly contributes to the generation of wealth in the local economy by supporting local companies, encouraging them to join its network of suppliers and contractors. Moreover, local purchasing has the advantage of geographical proximity between the point of origin and the point of demand, which provides a faster response to emerging needs and greater flexibility in operations.

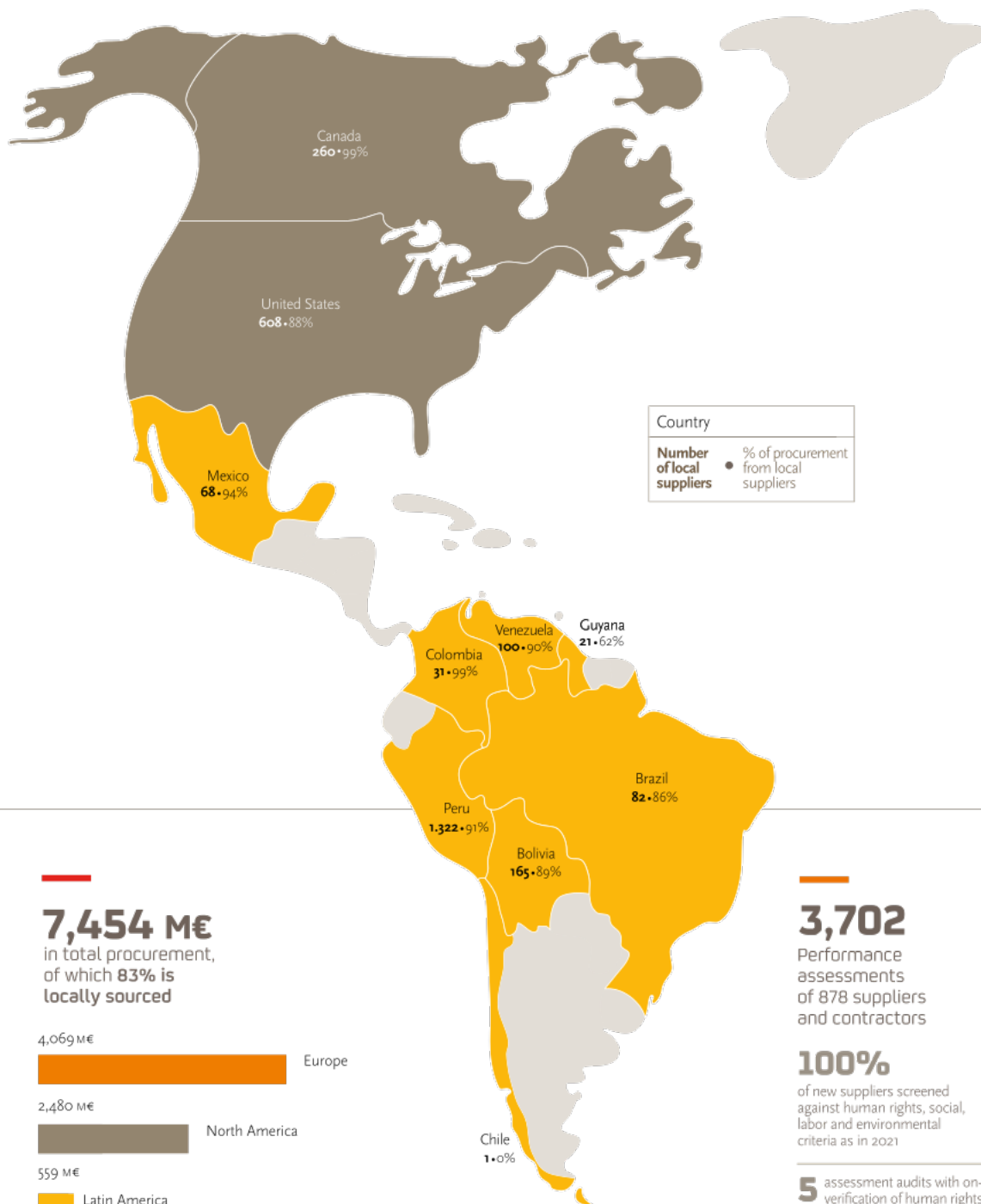
In the same way, Repsol generates indirect employment opportunities in the projects it carries out in different countries. The percentage of purchases and procurement that were made locally in 2022 represents 83% of the total purchases in the year. These purchases focused on medical services, logistics (civil engineering, catering, accommodation, vehicle rental and driver rental), warehouse and office lease, and IT support, waste management and courier services.

Furthermore, the Company aims to develop cross-company circular economy initiatives in partnership with external firms and working with all Group businesses to add secondary raw materials to its value chain, maximize process efficiency, reduce waste, create new products and services and driven eco-design.

Average payment period to suppliers

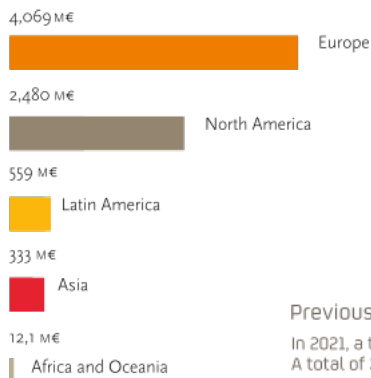
The average period for payment³ to suppliers of Spanish companies in 2022 was 38 days, below the maximum statutory period of 60 days set out in Law 15/2010, of 5 July (amended by the final provision two of Law 31/2014), on measures to combat late payment in commercial transactions.

³ For further information, see Note 17 – Trade debtors and other receivables, of the consolidated Financial Statements.



7,454 M€

in total procurement, of which **83%** is locally sourced



Previous year's data

In 2021, a total of **5** assessment audits were carried out. A total of **3,010** performance assessments were conducted among **1,125** suppliers and contractors and **1,055** suppliers were scored. In 2021, total procurement came to **€5,251** billion from **4,235** suppliers, **78%** of which were local, and 74% of total expenditure went to local suppliers.

3,702

Performance assessments of 878 suppliers and contractors

100%

of new suppliers screened against human rights, social, labor and environmental criteria as in 2021

5 assessment audits with on-site verification of human rights and other aspects

100%

of contracts include clauses on human rights, anti-corruption and the environment, the same as in 2021

2 breaches of contract due to safety concerns

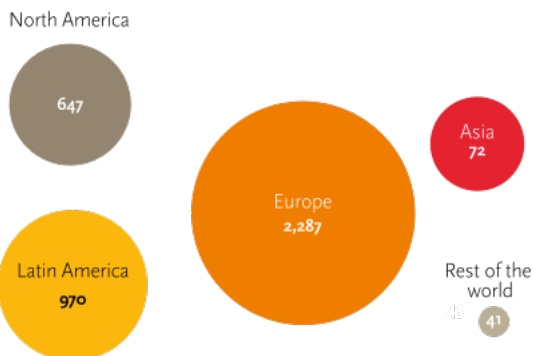


1,299
suppliers
scored⁽¹⁾

4,017
suppliers worldwide,
of which **86%**
are local⁽²⁾

Assessment of impacts
on health and safety
for **100% of significant
products and services**

Number of suppliers



(1) In 2022, as was the case in 2021, the supplier assessment and audit processes found that no supplier had breached the rights of freedom of association or collective bargaining of its employees; been complicit in child labor; or forced its employees to engage in forced labor in any shape or form.

(2) Suppliers are those to which Repsol has made new awards in 2022. Repsol considers local suppliers to be companies established or nationalized under the laws of the country in which Repsol carries out operations as part of which the supply will be made or service provided.

6.7.2. Responsible management of customers

Safety across the product life cycle

Managing the safety of the products sold is a priority for the Company and is present through all stages of their life cycle. In addition to the applicable legislation in force, Repsol has internal regulations that establish the requirements to ensure appropriate management of risks from the very beginning of the research to design a product until it is sold on the market.

During the design phase, any hazards are identified and potential risks arising from use are assessed in order to take the appropriate measures to manage these risks. As an example, in the project for new circular polyols manufactured from polyurethane waste, knowledge has been generated about the possible adverse effects on people and the environment by carrying out several laboratory studies. This knowledge was applied to assess the potential risks associated with manufacturing at the centers and subsequent use by customers. This information is being communicated to workers and customers through the safety data sheet, which includes the conclusions from the results of the studies and the measures for safely handling the product.

Ensuring product safety involves ongoing monitoring to detect new or changing risks. Therefore, products already made available to customers are also re-assessed in order to ensure efficient updates.

Repsol encourages participation in voluntary programs of the sector itself and European bodies that examine in greater detail specific knowledge about certain products. For example, together with European companies that manufacture diesel processed with hydrocarbons from renewable sources (vegetable oil or animal fats), the Company is participating in several studies aimed at obtaining further knowledge about their possible adverse effects.

The Company is also part of a project focused on improving scientific knowledge of NLP (no longer polymers) polyols. This project, led by the top manufacturers of this type of product, seeks to improve toxicological knowledge of the same based on a limited number of studies, and subsequent extrapolation of results between different polyols within the same group or category.

Technological innovation also makes it possible to increase safety, optimize the use of raw materials, eliminate emissions and contribute to reducing the waste generated.

Communication of hazards

In compliance with internal regulations, Repsol provides information on the hazards of each product it sells through safety data sheets and hazard labels so that customers can take the appropriate measures to handle them safely.

It works with a global tool that allows access to all product safety documents from a single repository available to all employees. This tool also allows an advanced analysis to be carried out, by company or by product range, of the different parameters of the products handled for the entire company. These documents are available to Repsol customers and employees in accordance with the laws of the country where the product is to be handled. Business and product data come together in the tool, which allows Repsol to automatically send safety documents to customers.

Customer privacy⁴

Privacy and personal data protection is one of the most relevant issues for companies today, due to the volume of information handled, which includes personal and financial data of customers, suppliers and employees.

Repsol ensures the fundamental right to the protection of personal data of all individuals that have a relationship with the Group companies. The Company therefore carries out all its activities in accordance with the laws of the countries in which it operates, in keeping with its spirit and purpose, and ensuring respect for the right to honor and privacy in the processing of the different types of personal data.

The Data Protection Division, which is part of the Compliance Processes Department, is tasked with advising on and managing the personal data protection compliance model. This division is composed of a team of professionals specializing in privacy that offer advisory services to the entire Company through a corporate mailbox. In 2020, the OneTrust software suite was acquired as an ideal platform for ensuring compliance with data privacy regulations across all sectors and jurisdictions, including the EU GDPR and Privacy Shield. Throughout 2021, a loading of the records of processing activities and risk analysis was carried out. In 2022, a method for monitoring recommendations from the Data Protection area was implemented through the corporate tool SACI, an Onetrust optimization process was carried out and the security breach module of this tool was started to be used.

⁴ En 2021 reported data includes information relating to breaches of customer privacy and loss of customer data at Group companies in Spain and Portugal.

The configuration of the module and the fact of having a tool that serves as a register to record any analysis of incidents that affect data independently of their criticality has led to a substantial increase in the number of incidents reported, since it has made it possible to strengthen the model and not only count incidents not only of medium or high risk but also of low or negligible risk.

Substantiated complaints concerning breaches of customer privacy and losses of customer data	2022	2021
Total number of substantiated complaints relating to breaches of customer privacy	11	–
Complaints received from third parties and substantiated by the organization	9	–
Claims raised by regulatory authorities	2	–
Total number of identified cases of leakage, theft or loss of customer data	13	3

Managing customer grievances

Repsol has procedures that allow claims and complaints from customers in all business areas to be heard and managed. These contacts may correspond to business customers (business to business) or household customers (business to consumer).

No matter the type of customer, claims or complaints relating to sustainability issues are handled with the aim of minimizing or mitigating potential environmental or social impacts. The process for handling claims is as follows:

- Claims received by the relevant agents provided (Customer Service, Technical Assistance and Development technicians, business department, etc.), through the enabled channels (telephone, email, social media, in-person, etc.) .
-

- Claim registered in the computer systems, with detailed categorization of each case, by process, petitioner, origin, classification levels, etc.
- Assignment the area responsible for handling and following up on the claim to the resolving group.
- Management: information gathering, analysis of the root cause, proposal and start-up of control, corrective and improvement actions.

In 2022, the number of claims received in Spain rose to 41,641 (of which 93.7% have been resolved). In Portugal, 7,025 claims were received, of which 98% have been resolved.

Registered claims Customer Care Service	Total no. of claims	% vs. total registrations
Spain	41,641	1.5%
Portugal	7,025	4.5%

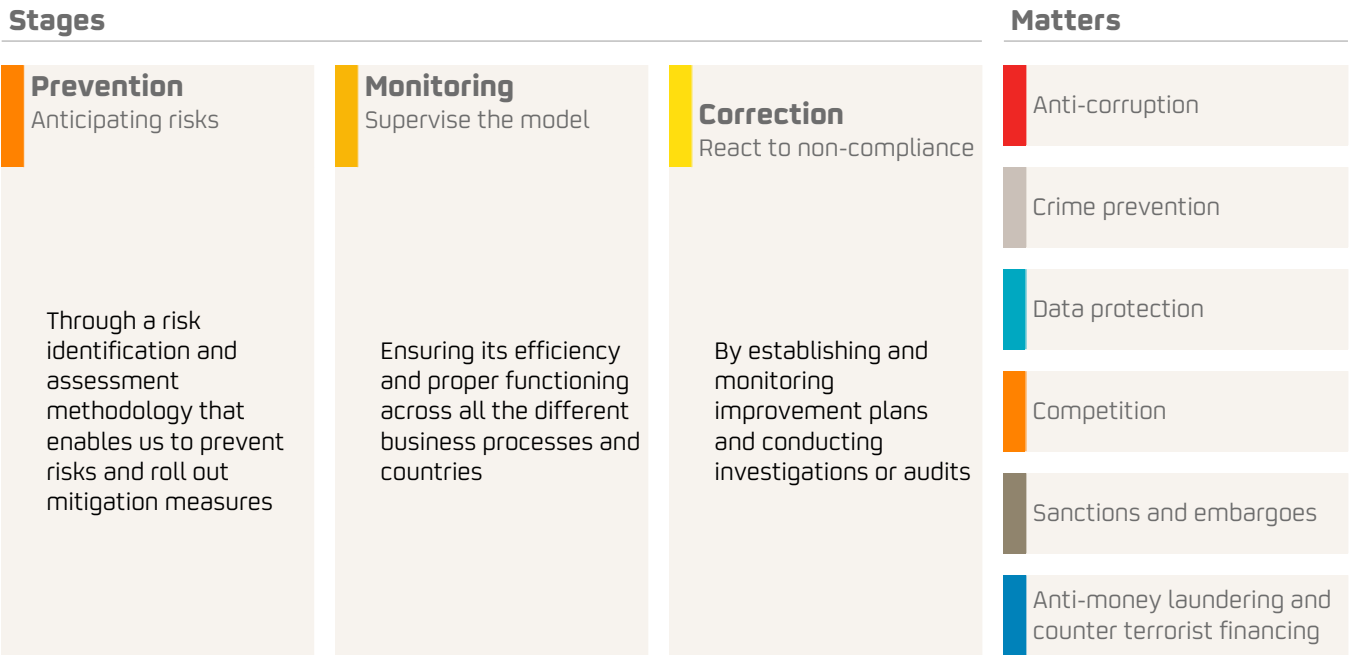
In 2022, Repsol digitized the CRC. It operates in a Genesys and Salesforce Cloud environment as a cross-company CRM (Customer Relationship Management) system for the Lubricants, Asphalts, Specialties, Service Stations and Direct Sales, Waylet and LPG businesses (in progress), replacing several tools. With this it has achieved:

- A unified, homogeneous experience in each of the channels.
- Promoting digital channels for optimal resolution.
- A single work tool.
- Personalized customer service and traceability of interactions.
- Automation of processes of lesser value to customers.

6.8 Ethics and compliance¹



Comprehensive compliance management model



Having a **self-surveillance model** prevents or mitigates potential liability in the event of a legal breach

Repsol has in place a range of procedures, an overarching action framework and a specialized team dedicated solely to ensuring that its internal and external obligations are properly fulfilled. The compliance function reinforces compliance culture across the Group and improves our ability to identify and monitor ethics and compliance risks. We focus especially on anti-corruption measures, anti-money laundering and counter terrorist financing, crime prevention, international sanctions and embargoes, antitrust rules and personal data protection.

Code of Ethics and Conduct²

Repsol's Code of Ethics and Conduct is approved by the Board of Directors and applies to all directors, executives, and employees, whatever the nature of their contractual relationship with Repsol. Our business partners, including non-operated joint ventures, contractors, suppliers and other third parties, are an extension of Repsol, and for this reason they should act consistently with our code, as well as any applicable contractual provisions, when working on our behalf or in collaboration with us. These business partners are also encouraged to develop and implement ethics programs that are consistent with our standards. This Code creates a frame of reference for understanding and putting into practice the Company's expectations as to each person's behavior, in light of the Group's principles of action.

¹ The figures and indicators in this section include 100% of the data from companies in which the Company holds a controlling interest or control over operations, with the exception of communications received through the Ethics and Compliance Channel, the scope of which would be that established in Repsol's own Code of Ethics and Conduct.¹

² Available at www.repsol.com

In 2022, Repsol once again has undertaken a global initiative for training on and dissemination of its Code of Ethics and Conduct. This includes all employees (even part-time employees –something new this year) and aims to continue promoting a positive culture of compliance, as well as to measure the knowledge that employees have on certain issues to this end. Specifically, the dissemination campaign entitled “Los intachables” (“The Flawless”) has been developed with a total of seven dissemination initiatives by senior management that included sketches, interviews, podcasts, and ethics regulations. Likewise, mandatory training has been deployed for all employees (entitled “Tu conducta en juego” – “Your conduct at stake”) in an interactive, innovative, and disruptive format. Additionally, it is worth noting the expansion of our voluntary network of compliance ambassadors to more than 100 people and our holding of three compliance days: one worldwide (with recognition of the best practices in this area) and two local ones (in Mexico and Houston, USA).

The “Los Intachables” (“The Flawless”) campaign

In 2022, the dissemination campaign entitled “Los Intachables” (“The Flawless”) was deployed and it reached the entire Company while maintaining the relaxed tone of previous years. There were seven content deliveries in different formats and for different types of media [email, digital signage, digital dissemination via MyRepsolnet], all of which were consumable in an easy, attractive, and accessible way.

This content allowed the relevant messages on the Code of Ethics and Conduct and the basic regulations on Compliance to be properly positioned and emphasized. In terms of the main pieces of data, the following numbers stand out: 71% opening rate for the 126,588 emails of the campaign sent during the period [March to September of 2022]; more than 12,000 page views on MyRepsolnet, almost 40,000 reproductions of campaign content via streaming [Spanish and English], and 10 pieces of digital signage published globally.

The aim, among others, of the Ethics and Compliance Committee is to manage the monitoring and compliance system for the Code of Ethics and Conduct. In accordance with the committee’s own internal regulations, it is a collective, high-level, multidisciplinary body, with autonomous powers of initiative and control, and other powers necessary to carry out its functions. It comprises representatives from Legal Affairs, People and Organization (Corporate), Audit, Control and Risk, Legal Services (Corporate) and Chief Compliance Officer (CCO) and Labor Relations, Labor Legal Affairs and Occupational Health.

The Ethics and Compliance Channel³ is accessible 24 hours a day, seven days a week. It is managed by an external service provider, which allows employees and any third party to communicate directly with the committee with absolute confidentiality and anonymity, and in any language. Said individuals can raise queries or report possible breaches of the Code of Ethics and Conduct and the Crime Prevention Model.

In 2022, 91 pieces of correspondence were received through the Ethics and Compliance Channel, of which 55 resulted in an investigation. At the end of the year, 6 cases of discrimination and harassment were confirmed, although most of them correspond to situations involving a lack of respect and unwanted or annoying behavior, of minor importance. No cases of corruption, or violation of human rights were proven.

The Company has the internal investigation procedure of the Ethics and Compliance Committee, as well as an orientation guide for investigators and channel managers regarding personal data protection and other regulations. The regulation emphasize that no type of retaliation is allowed against a person who in good faith discloses or alerts a breach or raises questions about the code, internal regulations, and/or the law. Nor are retaliations allowed against anyone who collaborates in an investigation. Specifically, everything mentioned above is guaranteed and regulated first and foremost by the principles of impartiality, confidentiality, professionalism, and independence.

Ethics and compliance	2022	2021
Number of participants in the Code of Ethics and Conduct training ⁽¹⁾	22,814	21,758
Number of communications received through the Ethics and Compliance Channel	91	47

⁽¹⁾ Includes anti-corruption training..

Fight against corruption and bribery

Repsol reiterates its commitment to strict compliance with regulations for the prevention and fight against corruption⁴ and fraud in all their forms, developing the principles contained in the Code of Ethics and Conduct and extending compliance therewith not only to all employees of the companies in which we exercise direct or indirect managerial control, but also to our business partners.

During the general recurring process of reviewing and updating internal regulations, in 2022 the Company reviewed its Anti-Corruption Policy, changing its name to the Integrity Policy as its contents were expanded to include aspects related not only to corruption but also to fraud (following the lines of European regulations). Said regulations include Repsol’s express position regarding illegal conducts like

³ Available at ethicscompliancechannel.repsol.com.

⁴ Corruption: offering, promising, granting, receiving, requesting, or accepting an unjustified benefit for oneself or for a third party in exchange for unduly favoring another party in the acquisition or sale of goods, in the contracting of goods and services, or in business relations. This includes both the public sphere and the private/business sphere and also when the purpose or result of such conduct implies the breach of the contractual, fiduciary, and/or legal duties by the corrupt individual person.

corruption, fraud, and conflicts of interest in an additional, more detailed way than what is listed in the Code of Ethics and Conduct, covering not only illegal conduct but also aspects that are unethical or dishonest.

The Ethics and Compliance Committee is also Repsol's crime prevention unit for the purposes of Article 31 bis (2) (2) of the Spanish Criminal Code. Repsol has internal framework (Crime Prevention Model and Internal Investigations by the Ethics and Compliance Committee) that dictates the preventative measures and response mechanisms for breaches of the Code of Ethics and Conduct or suspected or confirmed criminal offenses within the scope of the Repsol Crime Prevention Model⁵.

In this context, the Ethics and Compliance Committee approves and monitors the annual plan for the updating and continuous improvement of the Crime Prevention Model. In terms of said Model, the following objectives and work carried out should be highlighted:

- Adaptation of the model (internal regulations and criminal risk matrices) to Organic Law 10/2022, of September 6, on the Comprehensive Guarantee of Sexual Freedom, which modifies different aspects of the Criminal Code, among which we must highlight the expansion of the list of crimes that a legal entity may be responsible for (mental wellbeing, sexual harassment, and discovery and disclosure of secrets).
- Digitization of key compliance processes (risks, gifts and hospitality, and conflicts of interest).
- Review of the risk control framework (such as fraud in terms of subsidies and discovery and disclosure of secrets).
- Definition of minimum control standards for companies with a limited size or business activity.

The Company has internal standards and guidelines on due diligence with third parties, conflicts of interest, gifts and hospitality, social investment, and relations with public officials. These rules are specifically focused on mitigating potential risks in terms of corruption and fraud. Repsol also has a Criminal Prevention Manual to improve the company's understanding of criminal risks and the actions and behaviors expected of employees. In addition, we have a comprehensive training plan that includes, among other things, simultaneous actions on the role of leaders, managers, executives, and the Repsol representative. Finally, an online course is available for those responsible for

running and managing Crime Prevention Model controls and the whistleblowing channels for raising queries and reporting breaches in relation to the Model.

Likewise, the Company has a guide to the anti-corruption compliance domain management system which describes the general standards and requirements, as well as controls and associated risks (bribery of officials, bribery in the private sector [offering and accepting bribes], and influence peddling). In 2022, 11 specific assessments were carried out in relation to corruption risks⁶.

Protection of fair competition

Repsol is firmly committed to complying with anti-trust regulations in all its spheres of action and in all countries in which it operates. This commitment is a core element of Repsol's Code of Ethics and Conduct.

The Company believes in fair and effective competition on the market and we do not engage in inappropriate practices that might impair free competition. Nor does it seek to obtain competitive advantage through the use of unethical or illegal business practices.

In addition, specific risk assessments continue to be carried out in terms of competition, and the measures implemented to prevent or mitigate risks are improved or reinforced as needed. Likewise, the Company has developed specific training and awareness initiatives, among which we can highlight the development of guidance and training materials, the development of micro-learning sessions on fair competition, and complementary training actions for the most sensitive groups. In 2022, an 80% attendance rate for synchronous training was reached and a total of 648 employees received training on compliance with competition regulations.

Repsol has an Anti-Trust Compliance Manual, a guide on how to act in the event of home inspections, guidelines on risks associated with participation in business associations, and a procedure for state aid, among other materials. The main aim is to continue to drive the implementation of these regulations, help all employees understand the fundamental principles governing anti-trust regulations, and provide them with clear guidelines to identify potential risk situations for the Company.

Additionally, the Ethics and Compliance Channel is available, among other resources, through which any employee or third party can direct any type of query or alert regarding compliance with anti-trust law.

⁵ Among the crimes included in the model is money laundering (crime no. 15). Likewise, the Company has a guide that describes the general standards and requirements in terms of money laundering and there are models for compliance/anti-money laundering and counter terrorist financing for those bound by local/specific regulations.

⁶ In 2022, there were zero confirmed cases in which contracts with business partners were terminated or not renewed due to corruption-related offenses. Moreover, there were no public legal cases related to corruption filed against the organization or its employees during the reporting period, and there have been no confirmed cases in which an employee has been dismissed for corruption or in which disciplinary action has been taken in this regard.

7. Outlook

7.1 Outlook for the energy sector

Macroeconomic outlook

In early 2022, a slowdown in growth was expected as the relatively easy gains made following the re-opening of the economy in the wake of COVID-19 gradually faded, and also due to a reversal of sorts of the exceptional monetary and fiscal policy support that had been provided in 2020 and 2021. That said, growth was still expected to be very strong and relatively high by historical standards. However, the global economic outlook then suffered a serious setback, largely due to Russia's invasion of Ukraine.

On balance, the IMF's January 2023 baseline scenario expects global GDP growth of 3.4% in 2022 and 2.9% in 2023. While the outlook was downgraded throughout 2022, an upgrade is now expected for 2022 and 2023, of 0.2 percentage points (pp) from the October forecast.

Notably, the negative repercussions have varied greatly between regions and countries. Europe has been more heavily affected by the war, given its greater reliance on energy imports. Thus, the Eurozone's growth forecast for 2023 has been trimmed to just 0.7%, although this is an improvement of 0.2 percentage points on the previous forecast, in response to the surprising resilience shown by Europe in the third quarter and the relatively ease in adapting to the new environment.

IMF macroeconomic forecast

	Real GDP growth (%)		Average inflation (%)	
	2023	2022	2023	2022
Global economy	2.9	3.4	6.6	8.8
Advanced countries	1.2	2.7	4.6	7.3
Spain	1.1	5.2	4.9	8.8
Emerging countries	4.0	3.9	8.1	9.9

Source: IMF (*World Economic Outlook* January 2023) and Repsol Research Department.

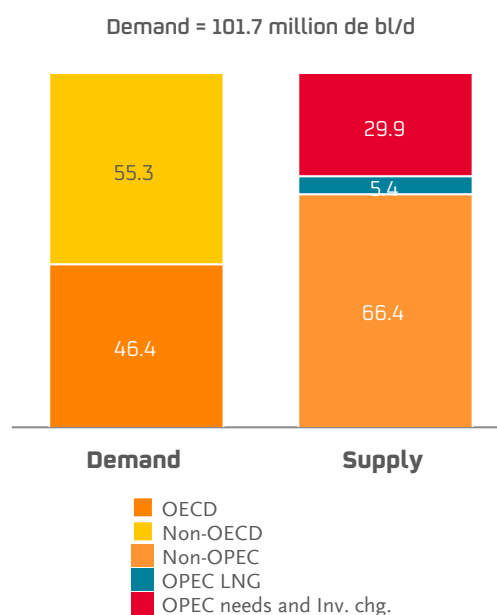
Against this backdrop, forecasts and projections will be fraught with uncertainty. And the risks to these growth forecasts are skewed to the downside.

Firstly, the emergence of Omicron is a timely reminder that the pandemic is not over and that new virus variants may emerge, carrying additional risks and possibly derailing the recovery process, either because they are highly infectious or otherwise able to evade the protection given by vaccines.

Secondly, supply problems, coupled with the release of pent-up demand and the rebound in commodity prices, have caused a rapid rise in inflation, which could be more permanent than initially expected. Monetary tightening is more evident in the US, while in Europe the ECB will have to strike a delicate balance between addressing inflation, supporting activity and avoiding the risks of financial fragmentation. A sudden reassessment of the monetary policy outlook could tighten financial conditions and slow the recovery.

Energy sector outlook

Global supply/demand balance in 2023



Source: International Energy Agency (IEA) and Repsol Research Department.

According to November estimates of the International Energy Agency (IEA), global demand should rise 1.6 Mbbbl/d in 2023 to reach average demand in 2023 of 101.4 Mbbbl/d.

Consumption among non-OECD countries would grow by 1.3 Mbbbl/d, with China increasing its oil use by 0.8 mbbl/d. In contrast, demand in OECD countries would rise by only 0.3 Mbbbl/d. On the supply side, the IEA expects the sanctions on Russia to cause its oil production to fall by 1.4 Mbbbl/d in 2023.

This, together with the cut announced by the OPEC+ cartel, led by Saudi Arabia and Russia as *de facto* leaders, could generate tensions within the markets. However, the IEA estimates the actual cut within the cartel to be 0.8 Mbbl/d, as some of the producing countries in the group were already encountering serious difficulties in reaching the production quota set by themselves. On the non-OPEC+ supply side, production increases in 2023 would come mainly from the US (1 Mbbl/d), Brazil (0.3 Mbbl/d) and Norway (0.27 Mbbl/d). In any case, the oil markets are having to contend to high uncertainty and volatility, due to geopolitical issues such as the release of strategic oil reserves in the US, the signing of the nuclear agreement with Iran, which could return around 1 Mbbl/d to the market, or the easing of sanctions in Venezuela.

As for the Henry Hub natural gas market, the EIA expects natural gas prices to rise from late 2022 levels as a result of higher winter natural gas demand and increased LNG exports. The spot price is expected to exceed \$6/MMBtu in 1Q23, and prices will likely begin to decline thereafter once the winter is over and as gas storage levels in the US approach the average for the past five years, largely in response to increased domestic gas production. Price volatility is expected to continue throughout 2023.

Meanwhile, production is expected to increase in 2023, despite persistent limitations in the Permian Basin due to a lack of pipeline capacity, as has been the case in previous years. On the demand side, a year-on-year contraction is expected in response to lower consumption in the generation and industrial sectors.

LNG trading will remain high once activity resumes at Freeport LNG, which is expected to reach full operating capacity by March 2023.

Long-term energy sector outlook

The world is in the midst of its first global energy crisis, a shock of unprecedented scale and complexity. The market pressures actually precede Russia's invasion of Ukraine, although Russia's actions have turned what was promising a speedy economic recovery from the pandemic (albeit stretching all manner of global supply chains, including energy, to near breaking point) into a full-blown energy crisis. Russia has been by far the world's largest exporter of fossil fuels, though its restrictions on natural gas supplies into Europe, coupled with European sanctions on Russian oil and coal imports, are cutting off one of the main arteries of global energy trade. While all fuels have been affected, the gas markets have been the epicenter, as Russia seeks leverage by exposing consumers to higher energy bills and supply shortages.

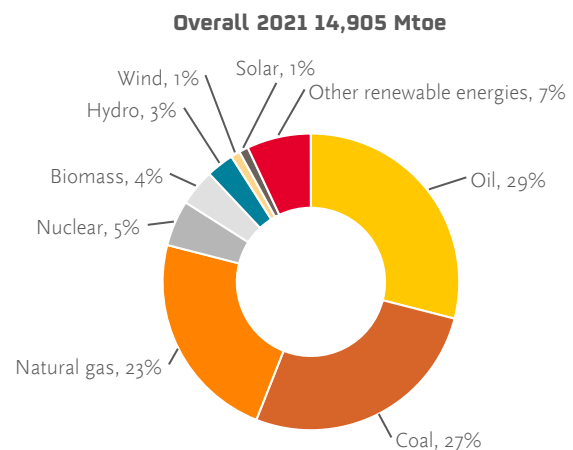
According to scenarios published in WEO 2022 by the IEA, under the STEPS baseline scenario, use of coal will decline over the coming years, demand for natural gas will plateau by the end of the decade, and rising electric vehicle (EV) sales mean that oil demand stabilizes in the mid-2030s before declining slightly through to 2050. Total fossil fuel demand will decline steadily from the mid-2020s by about 2 exajoules per year on average through 2050; an annual

reduction roughly equivalent to the lifetime production of a large oil field.

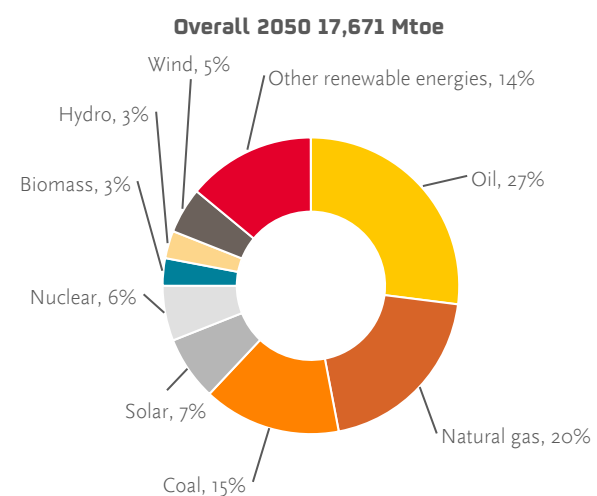
The share of fossil fuels in the global energy mix has remained stubbornly high, at around 80%, for decades. By 2030 under the STEPS, this proportion falls below 75%, and to just over 60% by 2050. A high point for global energy-related CO2 emissions is reached in STEPS in 2025, at 37 billion metric tons (Gt) per year, before falling back to 32 Gt by 2050. This would be associated with an increase of about 2.5°C in global average temperatures by 2100. This is a better outcome than projected a few years ago: the renewed policy momentum and technological advances achieved since 2015 have been successful in reducing the long-term temperature increase by about 1°C. However, a reduction of only 13% in annual CO2 emissions by 2050 under STEPS is far from being enough to avoid the severe impacts of a changing climate.



World primary energy matrix under the IEA's STEPS scenario



Source: IEA and Repsol Research Department.



Source: IEA and Repsol Research Department.

7.2 Outlook for our businesses

In 2023, the Group will continue to focus on pursuing its Strategic Plan and, therefore, on growth and on accelerating the transformation. The 21–25 Strategic Plan, the roadmap for the Company's transformation, envisioned an initial period of resilience, during 2021 and 2022, which is now behind us, and a second period, 2023 to 2025, in which the main growth projects would take shape.

The Group continues to pursue its ambition of being a leader in the energy transition and in meeting the goals of growth, diversification and focus on multi-energy, while ensuring strong profitability and maximizing shareholder value. All of this would be achieved by developing a prudent financial policy and continuing to exercise caution in a still volatile environment.

The Renewables business remains very much a central pillar in the energy transition, with the goal of reaching 6 GW of renewable electricity generation capacity in operation by 2025. To succeed, in 2023 Repsol will continue to launch development projects in Spain, Chile and the United States, while also making progress on new projects in its portfolio, including those to have resulted from the acquisition of Asterion Energies (mainly located in Spain and Italy), and pressing on with its international expansion.

In 2023, the Industrial businesses will continue to drive transformation and the circular economy by bringing renewable hydrogen generation projects to fruition, such as the start-up of the first electrolyzer in Bilbao and the production of advanced biofuels at Cartagena, along with other initiatives in biogas, efuels, circular economy and waste recovery. All this while continuing with our decarbonization program through CO₂ emission reduction plans at our industrial centers and increased plant reliability and flexibility, working to differentiate high-value products, and incorporating energy efficiency measures.

The commercial businesses will continue to optimize operations and support customers through the energy transition in a bid to make Repsol their multi-energy supplier of choice. In doing so, we will place the customer at the center of our decisions by offering them digital solutions and an end-to-end differentiated value proposition, thus bolstering our competitive position as we seek to serve society.

The Upstream segment will continue to focus on value generation through cash generation, focusing on operational efficiency and safety.

And in the corporate areas, in 2023 we will continue to work on increasing efficiency, automating processes and making the entire organization more profitable. To succeed, a Second Digital Wave will be launched in 2023 in order to

accelerate digital transformation as a key lever in the transition toward digital transformation energy and business efficiency, promoting the implementation of models, digital products and disruptive technologies. As an additional lever, the Technology strategy will allow us to have the best alliances and partners in innovative disciplines, giving support to businesses to improve their competitiveness in the medium and long term and providing agility and efficiency.

In order to accelerate the Company's transformation by implementing the projects envisioned in the 21–25 Strategic Plan, organic investment in 2023 is expected to increase significantly compared to previous years, reaching more than €5,000 million, provided that the macroeconomic and business environment is suitably propitious.

In addition, in 2023, we will offer an attractive remuneration to our shareholders, equivalent to 25–30% of cash flow from operations. This distribution is expected to take the form of a dividend of €0.70 per share, which will be submitted for approval at the General Shareholders' Meeting, and a reduction in capital stock.

Repsol expects that in 2023 it will be able to generate cash to finance its organic investment needs and remunerate its shareholders.

7.3 2023 relevant events

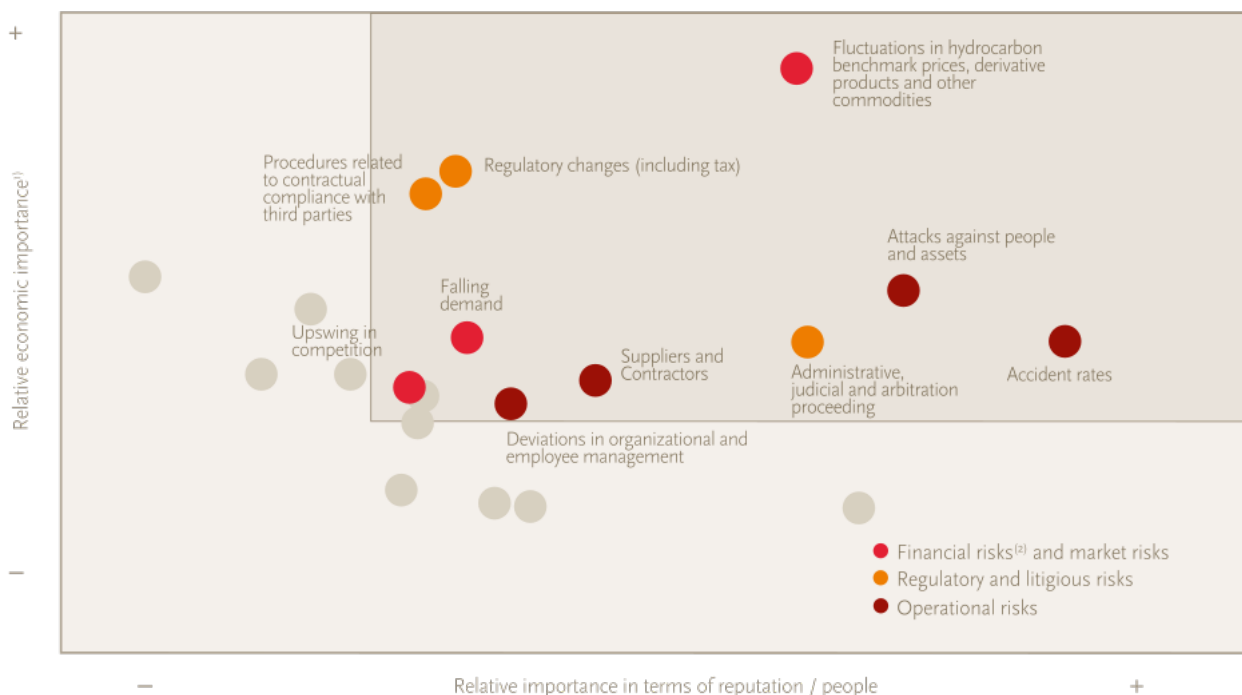
In 2023, and prior to the publication of this report, the following key events took place:

- In January, Repsol International Finance B.V. completed the partial repurchase of a €1,000 million bond issued in March 2015 (maturing in March 2075 and paying an annual coupon of 4.5%) for a nominal amount of €229 million.
- On 31 January, the acquisition of 100% of Inpex EagleFord, LLC, owner of production assets in the Karnes Trough area (Eagle Ford), was completed.
- On February 15, 2023, the Board of Directors of Repsol, S.A. agreed to implement a share buyback program for a maximum of 35 million shares and to propose to the next Annual General Meeting a capital reduction through the redemption of 50 million shares of treasury stock.
- In relation to the proceedings into the engagement of Cenyt, S.A., the Criminal Division of the National Court (Audiencia Nacional) has confirmed the dismissal and closure of the proceedings with respect to Repsol, S.A., its Chairman, the director Secretary and two former executives. • *For further information, see Note 30 of the Consolidated Annual Accounts 2022.*

7.4 Risks

The Group's main risks are identified below on a five-year horizon¹, based on their importance in terms of finance, reputation and people:

Main Risks



Note: The risks identified in the diagram are described in Appendix IV "Risks".

- (1) Relative economic weight is measured in terms of loss at the 95th percentile (potential loss in scenario) according to distribution of probability of losses for each risk.
- (2) See Note 10 to the 2022 consolidated Financial Statements.

Some of these risks are sensitive to the phenomenon of climate change and to the scenarios of transition to a low carbon economy, particularly those associated with regulation, future trends in demand, fluctuations in the prices of hydrocarbons, derivative products and other commodities, the potential upswing in competition, available talent, and adequacy of skills for the deployment of low-carbon technologies.

Given the emerging nature of the climate change risks in the current energy context, the Group is committed to extending the scope of the analysis of these risks to ensure that they are viewed on a long-term basis. This risk map is regularly

updated and the Sustainability Committee and the Audit and Control Committee are informed of the methodology used and the risk profile. ● For further information on climate change risks, see section 6.1 Energy transition and climate change.

In addition, risks related to cybersecurity are becoming increasingly relevant given the current geopolitical uncertainty. ● For more information on the Integrated Risk Management System and for a detailed description of the main risks facing the Group on a five-year horizon, see Appendix IV. "Risks".

¹ The Group has a methodology that, by applying common metrics, allows it to obtain an overview of the key risks, classify them according to their materiality, characterize them in an understandable and robust manner, quantify the potential economic, reputational and human impact that each business unit or corporate area may sustain, including Repsol as a whole, should it materialize, and identify, where appropriate, effective mitigation measures.

7.5 Russia's invasion of Ukraine

Last year was dominated by a shift in the global economic and geopolitical situation, most notably following Russia's invasion of Ukraine on February 24, 2022. Following the divestment of our assets in Russia in 2021, the Group's exposure so far to the direct risks stemming from the war has been limited, though it has been affected by certain indirect risks arising from the new macroeconomic environment, which have pushed up commodity and product prices (*see section 3. "Environment"*), the tightening of trade sanctions and monetary policy, cybersecurity and the risk of regulatory changes affecting our business.

One of the biggest indirect risks to have arisen from the new macroeconomic landscape is the prevailing uncertainty regarding the supply chain, which was already stretched in 2021 due to the lingering effects of the COVID-19 pandemic. This situation may impact the availability of certain materials and services and also push up procurement prices, thus negatively affecting the operating costs of the businesses and the cost and time objectives of ongoing investment projects. In a bid to cushion the effects of this situation, Repsol is more closely monitoring its awards to mitigate possible logistical restrictions on key materials and equipment and to adjust their supply accordingly in response to prevailing market conditions affecting suppliers and contractors.

Meanwhile, the complex economic landscape, with rampant inflation and uncertainty over the future economic recovery, could prompt the authorities to introduce temporary measures in the energy markets, or push through new legislation affecting the tax framework of the businesses.

In addition, cybersecurity risks are on the rise worldwide, threatening the confidentiality, availability and integrity of critical systems and their information. Repsol has not suffered any relevant incident or attack forcing it to activate its business continuity plans and it has continued to work alongside the competent government authorities in ensuring close monitoring and follow-up measures for this risk.

Lastly, due to the current geopolitical situation, the Group may be affected by a tightening of the sanctions and trade embargoes to have been imposed, among others, by the European Union, its Member States, the United States, and supranational bodies such as the United Nations, on certain countries in which the Group operates and/or on related companies or individuals. • *For more information on the indirect impacts of the invasion of Ukraine and the Group's exposure to other geopolitical risks (Algeria, Libya, Venezuela or Bolivia), see Note 20.3 Geopolitical risks of the 2022 consolidated Financial Statements.*



Appendices

Appendix I. Table of conversions and abbreviations

Appendix II. Alternative performance measures

Appendix III. Consolidated Financial Statements - Repsol reporting model

Appendix IV. Risks

Appendix V. Additional information on Sustainability (includes Non-Financial Statement)

Appendix VI. IAnnual Corporate Governance Report

Appendix VII. Annual Report on the Remuneration of Directors

Appendix I. Table of conversions and abbreviations

			Oil				Gas		Electricity
			Liters	Barrels	Cubic meters	toe	Cubic meters	Cubic feet	kWh
Oil	1 barrel ⁽¹⁾	bbl	158.99	1.00	0.16	0.14	162.60	5,615.00	1.7x10 ³
	1 cubic meter ⁽¹⁾	m ³	1,000.00	6.29	1.00	0.86	1,033.00	36,481.00	10,691.50
	1 ton of oil equivalent ⁽¹⁾	toe	1,160.49	7.30	1.16	1.00	1,187.00	41,911.00	12,407.40
Gas	1 cubic meter	m ³	0.98	0.01	0.001	0.001	1.00	35.32	10.35
	1,000 cubic feet=1.04x10 ⁶ Btu	ft ³	27.64	0.18	0.03	0.02	28.30	1,000.00	293.10
Electricity	1 megawatt hour	MWh	93.53	0.59	0.10	0.08	96.62	3,412.14	1,000.00

(1) Benchmark mean: 32,35 °API and relative density 0.8636.

			Meter	Inch	Foot	Yard
Length	Meter	m	1	39,37	3,281	1,093
	Inch	in	0.025	1	0.083	0.028
	Foot	ft	0.305	12	1	0.333
	Yard	yd	0.914	36	3	1

			Kilogram	Pound	Ton
Mass	Kilogram	kg	1	2.2046	0.001
	Pound	lb	0.45	1	0.00045
	Ton	t	1,000	22.046	1

			Cubic foot	Barrel	Liter	Cubic meter
Volume	Cubic foot	ft ³	1	0.178	28.32	0.0283
	Barrel	bbl	5,615	1	158.984	0.1590
	Liter	l	0.0353	0.0063	1	0.001
	Cubic meter	m ³	35,3147	6,2898	1,000	1

Term	Description	Term	Description	Term	Description
bbl/bbl/d	Barrel/ Barrel per day	kbb	Thousand barrels of oil	Mm³/d	Million cubic meters per day
bcf	Billion cubic feet	kbb/d	Thousand barrels of oil per day	Mscf/d	Million standard cubic feet per day
bcm	Billion cubic meter	kboe	Thousand barrels of oil equivalent	kscf/d	Thousand standard cubic feet per day
boe	Barrel of oil equivalent	kboe/d	Thousand barrels of oil equivalent per day	MW	Megawatt (million watt)
Btu/MBtu	British thermal unit/ Btu/million Btu	km²	Square kilometer	MWh	Megawatts per hour
LPG	Liquefied petroleum gas	Kt/Mt	Thousand tons/ Million tons	Tcf	Trillion cubic feet
LNG	Liquefied natural gas	Mbbl	Million barrels	toe	Ton of oil equivalent
Gwh	Gigawatts per hour	Mboe	Million barrels of oil equivalent	USD/Dollar/\$	US dollar

Appendix II. Alternative performance measures

Repsol's financial information contains indicators and measures prepared in accordance with applicable financial reporting standards and regulations, as well as other measures prepared in accordance with the Group's Reporting Model, defined as Alternative Performance Measures (APMs). APMs are measures that are "adjusted" compared to those presented in accordance with IFRS-EU or with Supplementary Information on Oil and Gas Upstream Activities, and the reader should therefore consider them in addition to, but not instead of, the latter.

Repsol presents its segment performance measures including joint ventures or other companies which are jointly managed in accordance with the Group's investment percentage, considering its operational and economic indicators within the same perspective and degree of detail as those for companies consolidated under the full consolidation method. Thus, the Group considers that the nature of its businesses and the way in which results are analyzed for decision-making purposes is adequately reflected.

APMs are useful for users of financial information as they are the measures employed by Repsol's Management to evaluate its financial performance, cash flows or financial position when making operational or strategic decisions for the Group.

• For more historical quarterly APM information, see www.repsol.com.

1. Financial performance measures

Adjusted net income

Adjusted net income is the key financial performance measure that Management (the Executive Committee) consults when making decisions.

Adjusted net income is calculated as **net income from continuing operations at current cost of supply** (or CCS) net of taxes and non-controlling interests. It excludes certain income and expenses (**Special items**) and the **Inventory effect**. **Financial income** is allocated to the adjusted net income of the "Corporate and others" segment.

Adjusted net income is a useful APM for investors in evaluating the performance of operating segments while

enabling increased comparability with Oil & Gas sector companies that use different inventory measurement methods (*see the following section*).

Inventory effect

For current cost of supply (CCS) earnings, the cost of volumes sold is calculated on the basis of procurement and production costs¹ incurred during the period in question and not based on weighted average cost (WAC), which is the accepted methodology under European accounting law and regulations. The difference between CCS earnings and WAC earnings is included in the so-called **Inventory effect**, which also includes other adjustments to the valuation of inventories (write-offs, economic hedges, etc.) and is

presented net of taxes and minority interests. This Inventory effect largely affects the Industrial segment. Repsol management considers that this measurement is useful for investors, considering the significant variations arising in the prices of inventories between periods.

WAC is a generally accepted European accounting method for measuring inventories. It factors in purchase prices and historic production costs, valuing inventory at the lower between this cost and its market value.

Special items

Significant items for which separate presentation is considered desirable to facilitate the task of monitoring the ordinary management of business operations and for comparison between periods and companies in the sector. This heading includes capital gains/losses due to divestments (capital gains and losses due to transfers or disposals of assets), restructuring costs (compensation costs...), impairments (provisions and reversals resulting from the impairment test on fixed assets, recoverability of tax credits, etc.), provisions for risks and expenses (provisions and reversals of provisions for tax, legal, environmental, geopolitical risks, etc.) and other major income or expense items outside the ordinary management of the businesses (provisions for dismantling and remediation; exchange rate impacts on fiscal positions in foreign currency; costs and compensation due to claims; sanctions and fines; valuation of financial instruments resulting from accounting asymmetries, etc.). Special items are presented net of taxes and minority interests.

¹ Cost of supplies is calculated on the basis of international quoted prices in the reference markets in which the Company operates. The relevant average monthly price is applied to each quality of distilled crude. Quoted prices are obtained from daily crude oil publications according to Platts, while freight rates are estimated by Worldscale (which publishes global reference prices for freight costs from one port to another). All other production costs (fixed and variable costs) are valued at the cost recognized in the accounts.

Special Items	Cumulative 12 months				Fourth Quarter	
	2022		2021		2022	2021
Divestments		84		13	23	(2)
Indemnities and workforce restructuring	(63)		(93)		(47)	(27)
Impairment of assets ⁽¹⁾	(1,775)		(699)		(328)	(667)
Provisions and others	(731)		27		(47)	215
Total	(2,485)		(752)		(399)	(481)

(1) The difference with the heading “(Charges for)/reversal of impairment provisions” in the IFRS-EU income statement is largely down to the fact that the latter includes impairment of credit risk and dry wells and impairment of exploratory wells in the normal course of business and excludes the tax effect of impairment, impairment of deferred tax assets and impairment of joint ventures.

The following is a reconciliation of the Adjusted Income under the Group’s reporting model with the income prepared according to IFRS-EU:

Results	Cumulative 12 months											
	Adjustments										IFRS-EU profit/loss	
	Adjusted net income		Reclassifications of joint ventures		Special items		Inventory effect ⁽²⁾		Total adjustments			
Million euros	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Operating income	10,648	4,372 ⁽¹⁾	(1,819)	(541)	(3,072)	(1,173)	103	1,099	(4,788)	(615)	5,860	3,757
Financial result	86	(315)	178	137	67	449	—	—	245	586	331	271
Net income of companies accounted for using the equity method - net of tax	(22)	(3)	1,030	314	(19)	(10)	—	—	1,011	304	989	301
Net Income before tax	10,712	4,054	(611)	(90)	(3,024)	(734)	103	1,099	(3,532)	275	7,180	4,329
Income tax	(3,938)	(1,590)	611	90	517	(22)	(25)	(279)	1,103	(211)	(2,835)	(1,801)
Consolidated net income for the year	6,774	2,464	—	—	(2,507)	(756)	78	820	(2,429)	64	4,345	2,528
Net income attributed to non-controlling interests	(113)	(10)	—	—	22	4	(3)	(23)	19	(19)	(94)	(29)
TOTAL NET INCOME ATTRIBUTABLE TO THE PARENT COMPANY	6,661	2,454	—	—	(2,485)	(752)	75	797	(2,410)	45	4,251	2,499

(1) Net income from operations at current cost of supply (CCS).

(2) The inventory effect represents an adjustment to “Procurements” and “Changes in inventory of finished goods and work in progress” on the IFRS-EU income statement.

Results	Fourth Quarter											
	Adjustments										IFRS-EU profit/loss	
	Adjusted net income		Reclassifications of joint ventures		Special items		Inventory effect ⁽²⁾		Total adjustments			
Million euros	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Operating income	2,993	1,606 ⁽¹⁾	(365)	(209)	(1,122)	(588)	(793)	232	(2,280)	(565)	713	1,041
Financial result	143	(176)	37	44	177	98	—	—	214	142	357	(34)
Net income of companies accounted for using the equity method - net of tax	(25)	(5)	313	156	(16)	(10)	—	—	297	146	272	141
Net income before tax	3,111	1,425	(15)	(9)	(961)	(500)	(793)	232	(1,769)	(277)	1,342	1,148
Income tax	(1,072)	(541)	15	9	586	17	201	(60)	802	(34)	(270)	(575)
Consolidated net income for the year	2,039	884	—	—	(375)	(483)	(592)	172	(967)	(311)	1,072	573
Net income attributed to non-controlling interests	(32)	(12)	—	—	(24)	2	13	(3)	(11)	(1)	(43)	(13)
TOTAL NET INCOME ATTRIBUTABLE TO THE PARENT COMPANY	2,007	872	—	—	(399)	(481)	(579)	169	(978)	(312)	1,029	560

(1) Net income from continuing operations at current cost of supply (CCS).

(2) The inventory effect represents an adjustment to “Procurements” and “Changes in inventory of finished goods and work in progress” on the IFRS-EU income statement.

EBITDA:

EBITDA, or “Earnings Before Interest, Taxes, Depreciation and Amortization”, is a financial indicator which determines the operating margin of a company prior to deducting interest, taxes, impairment, restructuring costs, and amortization. Since it does not include financial and tax indicators or accounting expenses not involving cash outflow, it is used by Management to evaluate the company’s results over time, for a more straightforward exercise in making comparisons with peers within the Oil & Gas sector.

EBITDA is calculated as operating Income + depreciation and amortization + impairment as well as other items which do not represent cash inflows or outflows from transactions (restructuring, capital gains/losses from divestment, provisions etc.). Operating income corresponds to the result from operations at weighted average cost (WAC). Where **net income from operations at current cost of supply** (CCS) is used, it is known as **CCS EBITDA**.

EBITDA	Cumulative 12 months					
	Group Reporting Model		Reclassifications of joint ventures		IFRS-EU ⁽²⁾	
	2022	2021	2022	2021	2022	2021
<i>Million euros</i>						
Upstream	7,485	4,429	(2,527)	(1,385)	4,958	3,044
Industrial	5,223	2,654	(49)	(54)	5,174	2,600
Commercial and Renewables	1,248	1,219	(23)	(19)	1,225	1,200
Corporate and others	(143)	(132)	(7)	7	(150)	(125)
EBITDA	13,813	8,170	(2,606)	(1,451)	11,207	6,719
Upstream	—	—	—	—	—	—
Industrial	(74)	(1,030)	8	—	(66)	(1,030)
Commercial and Renewables	(29)	(69)	—	—	(29)	(69)
Corporate and others	—	—	—	—	—	—
Inventory effect⁽¹⁾	(103)	(1,099)	8	—	(95)	(1,099)
CCS EBITDA	13,710	7,071	(2,598)	(1,451)	11,112	5,620

(1) Before tax.

(2) Corresponds to “Income before tax” and “Adjustments to profit” on the consolidated statement of cash flows under IFRS-EU.

EBITDA	Cumulative 12 months					
	Group Reporting Model		Reclassifications of joint ventures		IFRS-EU ⁽¹⁾	
	2022	2021	2022	2021	2022	2021
<i>Million euros</i>						
Net income before tax	7,791	4,419	(611)	(90)	7,180	4,329
(-) Financial result	(153)	(134)	(178)	(137)	(331)	(271)
(-) Net income from investments accounted for using the equity method	41	13	(1,030)	(314)	(989)	(301)
Operating income	7,679	4,298	(1,819)	(541)	5,860	3,757
Depreciation of property, plant and equipments	2,935	2,562	(596)	(558)	2,339	2,004
Operating provisions	3,288	1,348	(189)	(413)	3,099	935
(Provision for) / Reversal of impairment provisions	3,005	1,348	(332)	(413)	2,673	663
(Provision for) / Reversal of provisions for risks	283	—	143	—	426	272
Other items	(89)	(159)	(2)	(390)	(91)	(549)
EBITDA	13,813	8,170	(2,606)	(1,451)	11,207	6,719

(1) Corresponds to “Income before tax” and “Adjustments to income” on the consolidated statement of cash flows under IFRS-EU.

EBITDA	Fourth Quarter					
	Group Reporting Model		Reclassifications of joint ventures		IFRS-EU ⁽²⁾	
	2022	2021	2022	2021	2022	2021
<i>Million euros</i>						
Upstream	1,641	1,502	(558)	(451)	1,083	1,051
Industrial	956	790	(2)	(5)	954	785
Commercial and Renewables	325	347	(8)	(6)	317	341
Corporate and other	28	(55)	(33)	(18)	(5)	(73)
EBITDA	2,950	2,584	(601)	(480)	2,349	2,104
Upstream	—	—	—	—	—	—
Industrial	762	(213)	(3)	—	759	(213)
Commercial and Renewables	31	(19)	—	—	31	(19)
Corporate and other	—	—	—	—	—	—
Inventory effect⁽¹⁾	793	(232)	(3)	—	790	(232)
CCS EBITDA	3,743	2,352	(604)	(480)	3,139	1,872

(1) Before tax.

(2) Corresponds to "Income before tax" and "Adjustments to profit" on the consolidated statement of cash flows under IFRS-EU.

EBITDA	Fourth Quarter					
	Group Reporting Model		Reclassifications of joint ventures		IFRS-EU ⁽¹⁾	
	2022	2021	2022	2021	2022	2021
<i>Million euros</i>						
Net income before tax	1,357	1,157	(15)	(9)	1,342	1,148
(-) Financial result	(320)	78	(37)	(44)	(357)	34
(-) Net income from investments accounted for using the equity method	41	15	(313)	(156)	(272)	(141)
Operating income	1,078	1,250	(365)	(209)	713	1,041
Depreciation of property, plant and equipments	776	664	(161)	(149)	615	515
Operating provisions	1,129	702	(75)	(174)	1,054	528
(Provision for) / Reversal of impairment provisions	973	702	(56)	(174)	917	528
(Provision for) / Reversal of provisions for risks	156	—	(19)	—	137	—
Other items	(33)	61	—	(148)	(33)	(87)
EBITDA	2,950	2,584	(601)	(480)	2,349	2,104

(1) Corresponds to "Income before tax" and "Adjustments to income" on the consolidated statement of cash flows under IFRS-EU.

ROACE:

This APM is used by Repsol Management to evaluate the capacity of its operating assets to generate profit, and therefore measures the efficiency of Capital employed (equity and debt).

ROACE ("Return on average capital employed") is calculated as: (Adjusted Net Income before non-controlling interests and excluding finance income + Inventory effect + Special

items) / (**average capital employed** for the period in operations, which measures own and external capital employed by the company, and comprises Total equity + **Net debt**). This includes capital employed in joint ventures or other companies managed operationally as joint ventures. If the Inventory effect is not used in the calculation process, it is known as **CCS ROACE**.

NUMERATOR (Million euros)	2022	2021
Operating income (IFRS-EU)	5,860	3,757
Reclassification of joint ventures	1,819	541
Income tax ⁽¹⁾	(3,594)	(1,994)
Net income of companies accounted for using the equity method - net of tax	(41)	(13)
I. ROACE result at weighted average cost	4,044	2,291
DENOMINATOR (Million euros)	2022	2021
Total equity	25,973	22,794
Net debt	2,256	5,762
Capital employed at period-end	28,229	28,556
II. Average capital employed⁽²⁾	28,393	27,937
I/II ROACE (%)⁽³⁾	14.2 %	8.2 %

(1) Does not include income tax corresponding to financial results.

(2) Corresponds to the average balance of capital employed at the beginning and end of the year.

(3) ROACE on CCS (without taking into account the Inventory Effect) amounts to 13.9%.

2. Cash flow measurements

Cash flow from operations:

Cash flow from operations measures the generation of cash flow corresponding to operations and is calculated as: EBITDA +/- changes in working capital + collection of dividends + collection / - payment of income tax + other collections / - payments relating to operating activities. For its usefulness and to show how cash flow evolves between periods by isolating changes in current capital, Cash flow from operations can be presented excluding working capital (Cash flow from operations "ex working capital" or "OCF exWC").

Free cash flow measures cash flow generation from operating and investment activities, and is useful for evaluating the funds available for paying shareholder dividends and servicing debt.

Cash generation is **free cash flow** less dividend payments, payment of remuneration for other equity instruments (coupons on perpetual bonds), transactions with non-controlling interests, net interest payments, and payments for leases and treasury shares. This APM measures the funds generated by the Company before financial transactions (mainly debt issuance and repayments).

The following is a reconciliation of the **Free cash flow** and **Cash generated** under the Group's reporting model with the consolidated statement of cash flows under IFRS-EU:

Cash metrics	Cumulative 12 months					
	Adjusted cash flow		Reclassifications of joint ventures and others		IFRS-EU statement of cash flow	
<i>Million euros</i>	2022	2021	2022	2021	2022	2021
I. Cash flows from / (used in) operating activities (cash flow from operations)	8,923	5,453	(1,091)	(776)	7,832	4,677
II. Cash flows from / (used in) investing activities	(3,712)	(2,614)	(391)	(319)	(4,103)	(2,933)
Free cash flow (I+II)	5,211	2,839	(1,482)	(1,095)	3,729	1,744
Cash generation	3,228	1,293	(1,450)	(1,052)	1,778	241
III. Cash flows from / (used in) financing activities and others ⁽¹⁾	(4,172)	(1,511)	1,360	1,041	(2,812)	(470)
Net increase / (decrease) in cash and cash equivalents (I+II+III)	1,039	1,328	(122)	(54)	917	1,274
Cash and cash equivalents at the beginning of the period	5,906	4,578	(311)	(257)	5,595	4,321
Cash and cash equivalents at the end of the period	6,945	5,906	(433)	(311)	6,512	5,595

(1) Includes payments for dividends and returns on other equity instruments, interest payments, other proceeds from/ (payments for) financing activities, proceeds from / (payments for) the issue / (return) of equity instruments, proceeds from / (payments for) financial liabilities and the exchange rate fluctuations effect.

Cash metrics	Fourth Quarter					
	Adjusted cash flow		Reclassification of joint ventures and others		IFRS-EU statement of cash flow	
<i>Million euros</i>	2022	2021	2022	2021	2022	2021
I. Cash flows from / (used in) operating activities (cash flow from operations)	2,804	2,082	(378)	(218)	2,426	1,864
II. Cash flows from / (used in) investing activities	(1,743)	(1,098)	(717)	(197)	(2,460)	(1,295)
Free cash flow (I+II)	1,061	984	(1,095)	(415)	(34)	569
Cash flow generated	88	865	(1,093)	(401)	(1,005)	464
III. Cash flows from / (used in) financing activities and others ⁽¹⁾	(2,066)	(982)	1,061	422	(1,005)	(560)
Net increase / (decrease) in cash and cash equivalents (I+II+III)	(1,005)	2	(34)	7	(1,039)	9
Cash and cash equivalents at the beginning of the period	7,950	5,904	(399)	(318)	7,551	5,586
Cash and cash equivalents at the end of the period	6,945	5,906	(433)	(311)	6,512	5,595

The Group measures **Liquidity** as the sum of “cash and cash equivalents” on-demand cash deposits at financial institutions, and short and long-term credit facilities that

remain undrawn at the end of the period, i.e., credit facilities granted by financial institutions that may be drawn on by the Company on the terms, in the amount and subject to the other conditions agreed in the contract.

Liquidity	Group Reporting Model		Reclassification of joint ventures		IFRS-EU	
	Dec-2022	Dec-2021	Dec-2022	Dec-2021	Dec-2022	Dec-2021
<i>Million euros</i>						
Cash and banks	3,021	2,786	(345)	(278)	2,676	2,508
Other financial assets	3,924	3,120	(88)	(33)	3,836	3,087
Cash and cash equivalents	6,945	5,906	(433)	(311)	6,512	5,595
Deposits of immediate availability ⁽¹⁾	2,389	2,025	—	—	2,389	2,024
Undrawn credit lines	2,681	2,675	(7)	(12)	2,674	2,664
Liquidity	12,014	10,606	(440)	(323)	11,575	10,283

(1) Repsol contracts time deposits but with immediate availability, which are recorded under “Other current financial assets” and which do not meet the accounting criteria for classification as cash and cash equivalents.

Operating investments (investments):

Group Management uses this APM to measure each period's investment effort and allocation by business segment, reflecting operating investments by the various Group business units (including accrued and unpaid investments). The figure includes joint ventures or other companies managed operationally as joint ventures.

Investments may be presented as organic (acquisition of projects, assets or companies for the expansion of the Group's activities) or inorganic (funds invested in the development or maintenance of the Group's projects and assets). This distinction is useful in understanding how the Group's Management allocates its resources and allows for a more reliable comparison of investment between periods.

Investments	Cumulative 12 months					
	Operating investments		Reclassifications of joint ventures and others		IFRS-EU ⁽¹⁾	
	2022	2021	2022	2021	2022	2021
<i>Million euros</i>						
Upstream	2,127	1,223	(236)	(493)	1,891	730
Industrial	1,025	859	(26)	(33)	999	826
Commercial and Renewables	925	829	(108)	19	817	848
Corporate and other	105	83	1	—	106	83
Total	4,182	2,994	(369)	(507)	3,813	2,487

(1) This corresponds to "Payments on investments" on the consolidated statement of cash flows prepared under IFRS-EU, and does not include items corresponding to "Other financial assets".

Investments	Fourth Quarter					
	Operating investments		Reclassifications of joint ventures and others		IFRS-EU ⁽¹⁾	
	2022	2021	2022	2021	2022	2021
<i>Million euros</i>						
Upstream	778	534	(148)	(246)	630	288
Industrial	476	493	(10)	(22)	466	471
Commercial and Renewables	494	294	(50)	21	444	315
Corporate and other	37	39	13	—	50	39
Total	1,785	1,360	(194)	(247)	1,590	1,113

(1) This corresponds to "Payments on investments" on the consolidated statement of cash flows prepared under IFRS-EU, and does not include items corresponding to "Other financial assets".

3. Financial metrics

Debt and financial position ratios²:

Net debt is the main APM used by Management to measure the Company's level of debt. The figure is made up of financial liabilities less financial assets, cash and cash equivalents, and the effect arising from the mark-to-market of

financial derivatives. It also includes the net debt of joint ventures and other companies operationally managed as such.

Net Debt	Net Debt	Reclassifications of joint ventures	IFRS-EU balance sheet
	Dec-2022	Dec-2022	Dec-2022
<i>Million euros</i>			
Non-current assets			
Non-current financial instruments ⁽¹⁾⁽²⁾	688	667	1,355
Current assets			
Other current financial assets ⁽²⁾	3,148	(91)	3,058
Cash and cash equivalents	6,945	(433)	6,512
Non-current liabilities			
Non-current financial liabilities ⁽²⁾	(9,540)	(590)	(10,130)
Current liabilities			
Current financial liabilities ⁽²⁾	(3,497)	(48)	(3,546)
NET DEBT ⁽³⁾	(2,256)	(495)	(2,751)

⁽¹⁾ Amounts included under "Non-current financial assets" in the consolidated balance sheet.

⁽²⁾ Includes net non-current and current leases amounting to €(3,043) and €(643) million, respectively, according to the Reporting model and €(2,395) and €(511) million, respectively, according to the IFRS-EU balance sheet.

⁽³⁾ The reconciliations in previous period are available at www.repsol.com.

Gross debt is the measure used to analyze the Group's solvency and includes financial liabilities and the mark-to-market value of derivatives. It also includes the net debt of

joint ventures and other companies operationally managed as such.

Gross Debt	Gross Debt	Reclassifications of joint ventures	IFRS-EU balance sheet
	Dec-2022	Dec-2022	Dec-2022
<i>Million euros</i>			
Current financial liabilities (ex derivatives)	(3,181)	(48)	(3,229)
Net mark to market valuation of current financial derivatives	184	—	184
Current gross debt	(2,997)	(48)	(3,045)
Non-current financial liabilities (ex derivatives)	(9,540)	(590)	(10,130)
Net mark to market valuation of non-current derivatives	—	—	—
Non-current gross debt	(9,540)	(590)	(10,130)
GROSS DEBT ⁽¹⁾	(12,537)	(637)	(13,175)

⁽¹⁾ The reconciliations in previous periods for this figure are available at www.repsol.com.

² To help monitor progress under the previous Strategic Plan, until 2020 the debt and profitability measures were further broken down by excluding the effect of lease liabilities.

The following ratios are used by Group Management to evaluate Leverage ratios and Group Solvency.

- The **Leverage ratio** is **Net debt** divided by **Capital employed** at the end of the period. This ratio can be used to examine financial structure and degree of indebtedness in relation to capital contributed by shareholders and financing entities. Leverage is the

chief measure used to evaluate and compare the Company's financial position with respect to its peers in the Oil & Gas industry.

- The **Solvency ratio** is calculated as **Liquidity** (section 2 of this Appendix) divided by current Gross debt and is used to determine the number of times the Group may service its current debt using its existing liquidity.

Leverage	Group Reporting Model		Reclassifications of joint ventures ⁽¹⁾		IFRS-EU balance sheet	
	2022	2021	2022	2021	2022	2021
<i>Million euros</i>						
Net debt	2,256	5,762	(495)	145	2,751	5,617
Capital employed	28,229	28,556	495	(145)	28,724	28,411
Leverage	8.0 %	20.2 %			9.6 %	19.8 %

Solvency	Group Reporting Model		Reclassifications of joint ventures		IFRS-EU balance sheet	
	Dec-2022	Dec-2021	Dec-2022	Dec-2021	Dec-2022	Dec-2021
<i>Million euros</i>						
Liquidity	12,014	10,606	(440)	(323)	11,575	10,283
Current gross debt	2,997	3,592	48	862	3,045	4,454
Solvency	4.0	3.0			3.8	2.3

Appendix III. Consolidated Financial Statements - Repsol reporting model

Prepared in accordance with the Group's reporting policies (see Appendix II).
(Unaudited figures in millions of euros)

Statement of Financial Position

	12/31/2022	31/12/2021
NON-CURRENT ASSETS		
Intangible assets	2,077	3,607
Intangible assets	27,237	26,547
Investments accounted for using the equity method	684	570
Non-current financial assets	557	294
Deferred tax assets	3,048	3,249
Other non-current assets	883	946
CURRENT ASSETS		
Non-current assets held for sale	6	641
Inventories	7,516	5,443
Trade and other receivables	10,187	9,608
Other current assets	301	343
Other current financial assets	3,148	2,459
Cash and cash equivalents	6,945	5,906
TOTAL ASSETS	62,589	59,613
TOTAL EQUITY		
Shareholders' equity	24,611	22,320
Other cumulative comprehensive income	683	94
Non-controlling interests	679	380
NON-CURRENT LIABILITIES		
Non-current provisions	4,616	4,742
Non-current financial liabilities	9,540	10,810
Deferred tax liabilities and other tax items	3,100	2,674
Other non-current liabilities	1,199	674
CURRENT LIABILITIES		
Liabilities related to non-current assets held for sale	—	463
Current provisions	1,645	1,140
Current financial liabilities	3,497	3,748
Trade and other payables	13,019	12,568
TOTAL LIABILITIES	62,589	59,613

Income statement

	2022	2021
Revenue	78,724	52,130
Operating income/loss	10,648	4,372
Financial result	86	(315)
Net income from investments accounted for using the equity method	(22)	(3)
Net income / loss before taxes	10,712	4,054
Income tax	(3,938)	(1,590)
Income from operations	6,774	2,464
Net income / loss attributable to non controlling interests	(113)	(10)
ADJUSTED NET INCOME	6,661	2,454
Inventory effect	75	797
Special items	(2,485)	(752)
NET INCOME	4,251	2,499

Statement of cash flow

	2022	2021
I. CASH FLOWS FROM OPERATING ACTIVITIES		
EBITDA	13,813	8,170
Changes in working capital	(1,871)	(1,371)
Dividends received	30	37
Income taxes received/ (paid)	(2,607)	(1,014)
Other proceeds from/ (payments for) operating activities	(442)	(369)
	8,923	5,453
II. CASH FLOWS USED IN INVESTMENT ACTIVITIES		
Payments for investment activities:	(4,392)	(2,868)
Organic investments	(4,006)	(2,335)
Inorganic investments	(386)	(533)
Proceeds from divestments:	680	254
	(3,712)	(2,614)
FREE CASH FLOW (I+II)	5,211	2,839
Payments for dividends and payments on other equity instruments:	128	(425)
Net interests	(397)	(399)
Treasury shares	(1,714)	(722)
CASH GENERATED IN THE PERIOD	3,228	1,293
Financing activities and others	(2,189)	35
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS	1,039	1,328
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE PERIOD	5,906	4,578
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	6,945	5,906

Appendix IV. Risks

Risk management

Repsol’s Integrated Risk Management System – [SGIR]

Repsol operates an Integrated Risk Management System: through coordinated action among all units involved, the key risks arising from the Group’s activities are identified, measured, managed and supervised in line with the risk policy, management systems effectively mitigate the risks to the stipulated levels. Repsol’s Integrated Risk Management System (Spanish “SGIR”) provides a reliable and advance overview of all risks to which the Company is exposed, based on a Risk Management Policy adopted by the Board of Directors. The principles of the system are embodied in an Integrated Risk Management Standard adopted by the Executive Committee.

The core pillars of the SGIR are:

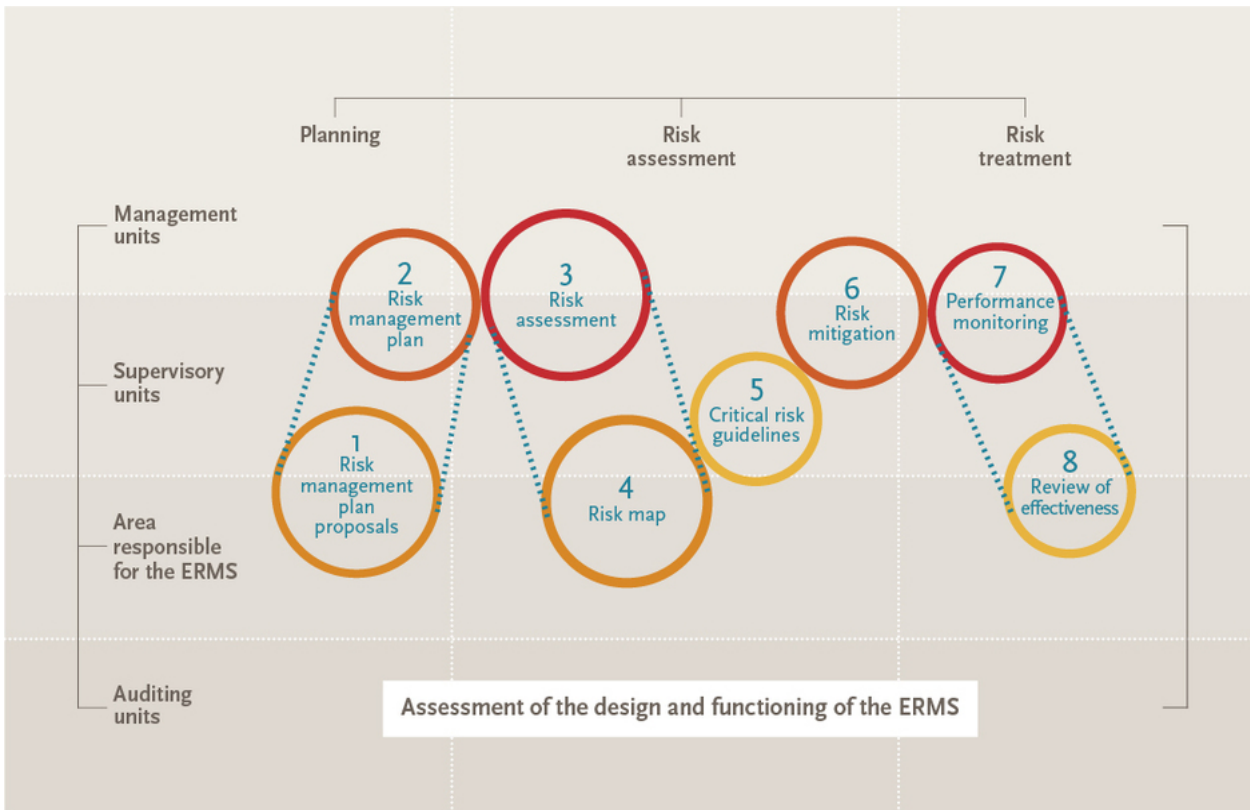
- Senior Management leads integrated risk management.
- The risk perspective is integrated into management and decision-making processes.
- Businesses and corporate areas play a role in the implementation of the model with different levels of

responsibility and specialization (risk management units, supervisory units and audit units, in accordance with the three lines of defense model) as well as the Risk Unit, which governs and coordinates the system.

- Risks are identified, assessed and addressed in accordance with the guidelines of ISO 31000.
- Promotion of continuous improvement to gain efficiency and responsiveness.

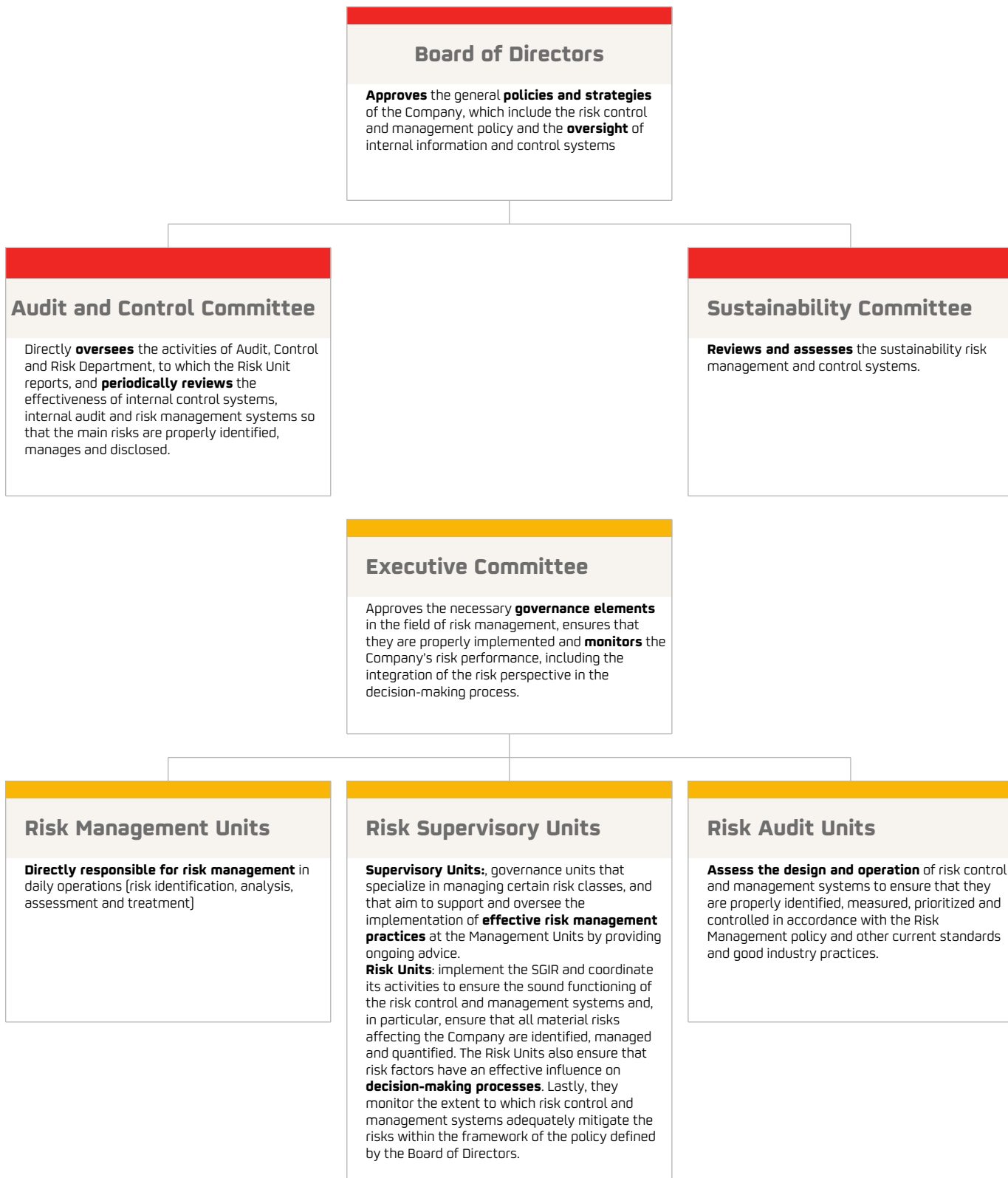
Another key element is the risk tolerance declaration, which is set out in the Risk Management Policy along with the above principles. Repsol aspires to a low-to-medium risk profile that is appropriate for an integrated and diversified energy company, differentiating between risks in which the Company is ready to accept exposure within its overall tolerance threshold, and others in which it seeks to reduce exposure to levels as low as reasonably possible. The latter type would include accident, environmental, health, safety, ethics and conduct, image and reputation and compliance risks.

ISO 31000 Risk Management – Principles and guidelines



Below are details on the Company bodies involved in the definition, implementation, monitoring and supervision of the SGIR, as well as their responsibilities:

Overview of the corporate bodies involved in the SGIR



Under the SGIR, the risk profile of each management unit is reported at least once a year to its senior manager for formal validation. However, the processes are prepared such that if, at any time, it is thought that the Group's risk profile may have changed substantially due to a change in exposure to an especially significant risk, the analysis of such risks is updated.

Where appropriate, the head of the management unit sets in motion appropriate actions or control mechanisms to align the risk profile with the organization's expectations, in line with the risk tolerance declaration set out in the Risk Management Policy. This gives the Company reasonable assurance as to compliance with the objectives of each organizational area, including operational, financial and non-financial, financial and non-financial reporting, and regulatory compliance, through internal reporting and control systems based on the principles of the COSO framework¹.

The risks unit consolidates individual risk maps to obtain the consolidated Risk Map for the Repsol Group, and any partial consolidation agreed to be reported to the executive and governing bodies, which, where appropriate, issue guidelines on the treatment of certain risks, in view of the risk profile, the maturity of risk management systems and the risk tolerance declaration set out in the Risk Management Policy.

The resulting mitigation actions are driven forward by the oversight units and, when they involve management units, converge with those units' own risk management strategies. The supervisory units include, among others, the technical functions and business specialists and the corporate functions of communication, institutional relations, finance and tax, corporate security, strategy, legal services and compliance, sustainability, finance, technology, engineering, procurement management, corporate governance, people and organizational management, digitalization and information systems, internal control and reserve control.

In the course of these activities, the risks unit collects information from the management and oversight units on their performance and expectations in relation to achieving the objectives of the SGIR. This information collection is supplemented, when appropriate, with campaigns specifically designed to obtain certain data, such as surveys or backtesting studies. By reference to this information, the area responsible for the SGIR reviews its effectiveness and ensures that the findings result in continuous improvement of the SGIR.

At all stages of the integrated risk management process, in accordance with their planning, the audit units evaluate the reasonableness and adequacy of the design and operation of the Repsol Group's risk control and management systems, to ensure that risks are properly identified, prioritized, measured and controlled within the tolerance levels set by the Board in its Risk Management Policy, looking to prevailing standards and good industry practice. The audit units plan their engagements annually, based on the state of the risks and other considerations, with a focus on the key risks.

The variables in the economic models on which key decision-making processes are based, such as the preparation of the annual budget and the preparation and regular updating of the strategic plan, are subject to risk analysis, and information is received from the SGIR accordingly. Going beyond single-scenario approaches, these analyses provide a probabilistic view of the achievable result by simulating multiple scenarios in which these variables, correlated to some extent or another, take different values depending on their prior statistical modeling.

System of Internal Control over Financial Reporting (ICFR)

The Repsol Group has a System of Internal Control over Financial Reporting (ICFR) whose proper functioning provides reasonable assurance as to the reliability of the Group's financial reporting. The ICFR model is based on the methodological framework of COSO 2013 (Committee of Sponsoring Organizations of the Treadway Commission) as set out in their report Internal Control-Integrated Framework, which provides an integrated framework for internal control over financial reporting that is designed to ensure that transactions are recorded faithfully, in conformity with the applicable accounting framework, providing reasonable assurance in the prevention or detection of errors that might have a material impact on the information contained in consolidated financial statements. The Audit, Control and Risks department annually evaluates the design and functioning of the Group ICFR and draws conclusions on its effectiveness.

System of internal control over Non-financial Reporting (ICNFR)

The Repsol Group also has a system of Internal Control over Non-Financial Reporting (ICNFR), the aim of which is to provide reasonable assurance as to the reliability of the non-financial information disclosed. Development of the model began following the entry into force of Spanish Law 11/2018, on non-financial information and diversity. This law requires the Group to draw up a Non-Financial Statement (NFS), which should include information relating to environmental, social and personnel-related issues, respect for human rights, the fight against corruption and bribery, and the Group's impact on society. As with the ICFR, the ICNFR is defined on the basis of the COSO 2013 methodological framework (described in the previous section), and is there to contribute to the accurate and reliable disclosure of information, in accordance with international standards. As regards the differentiated responsibility of the units and bodies involved in risk management, the ICNFR system is based on the three-line model, which is a standard recommended by the Institute of Internal Auditors Global. The Audit, Control and Risk Management Division annually assesses the design and operation of controls, processes and other elements of the Group's ICNFR system.

¹ COSO Internal Control – Integrated Framework. Repsol has an Integrated Internal Control model in place that follows the COSO framework and includes the Group's formally developed Internal Control and Compliance Systems, most notably the System of Internal Control over Financial Reporting, the System of Internal Control over Non-financial Reporting, and the Crime Prevention Model, among other compliance models.

Main risks

The main risks identified in section 7.4 of this document are as follows:

Financial and market risks	
<i>Fluctuations in benchmark prices for hydrocarbons derivative products and other commodities</i>	<p>Oil and gas prices, and indeed derivative prices, are subject to exogenous factors and, therefore, to volatility as a result of fluctuations in international supply and demand. This can be caused by the prevailing geopolitical and macroeconomic environment, the influence of OPEC, technological changes, natural disasters, pandemics, or the energy transition process. Note that price deviations from the Group's projected figures may be favorable or unfavorable.</p> <p>The average price of Brent crude was \$101/bbl in 2022, up 40% on the average price in 2021. Meanwhile, the average Henry Hub natural gas price stood at 6.6 \$/Mbtu in 2022, well up on the average price in 2021 (3.9 \$/Mbtu). The sanctions imposed due to the ongoing war in Ukraine is a determining factor in explaining the price increases, as is the increase in demand for crude oil and energy products due to the progressive recovery of economic activity and mobility, following the lifting of restrictions as the vaccination campaigns roll on.</p> <p>The reduction in crude and gas oil prices adversely affects the profitability of Upstream activity, the valuation of its assets, its capacity to generate cash and its investment plans. Rising prices have the opposite effect. A potential drop in investment could adversely affect Repsol's ability to replace its crude oil and gas reserves. For further information regarding the impact of variations (positive and negative) on the calculation of the recoverable amount of the assets that undergo an impairment test, see Note 20.1 of the 2022 consolidated financial statements.</p> <p>In turn, the price of international crude oil and its derivatives may impact the value of inventories stored at the Industrial segment. In 2022, the impact of price fluctuations on inventories is reflected in the "Inventory effect" (see section 4.). The price of finished products can also affect demand for them.</p> <p>Moreover, the macroeconomic environment, dependent in the short run on how the Russia-Ukraine conflict pans out, as well as by the emission reduction scenarios associated with the energy transition process and the effects of climate change, may affect the price of other commodities. There was a significant increase in 2022 in electricity prices and CO₂ emission allowances (in 2022, the average wholesale electricity price rose to 167.7 €/MWh, well above the 111 €/MWh of the previous year). The former mainly impact the low-carbon generation and electricity trading businesses, while the latter affect the margins of the industrial businesses.</p> <p>For more information on the prices of hydrocarbons, derivative products and other commodities in 2022, see section 3.2 of this report. For more information on the effect of prices on the earnings and performance of the businesses, see sections 4 and 5 of this report.</p>
<i>Fiercer levels of competition</i>	<p>The energy industry is a fiercely competitive place in which to operate. This competition can be further heightened by a number of factors including the entry of new competitors, changes in market conditions, the expiration of administrative concessions, technological obsolescence or insufficient differentiation, acceleration of the energy transition process and growing levels of competition due to access to low-carbon resources. The combined effect of these factors may affect market share and margins.</p>
<i>Drop in demand</i>	<p>Should demand for crude oil, gas, electricity or oil derivatives drop beneath the Group's forecasts, the results of its main businesses would be adversely affected (E&P, Refining, Mobility, Chemicals, Trading, LPG, Electricity and Gas, etc.) as this would affect business volume. These changes in demand forecasts may be caused by a broadly adverse economic climate (slowdown in economic growth in the countries to which the Group is exposed, increased unemployment, higher inflation, etc.), political climate (national or transnational conflicts or trade tensions between the major powers, etc.), or social climate (epidemiological lockdowns and restrictions, changes in consumer habits, etc.), or may be linked to climate change and energy transition scenarios. In 2021, the launch of vaccination programs across most countries and economic and fiscal stimuli were successful in pushing the economy back on course. However, it suffered a setback in 2022, due mainly to the geopolitical scenario resulting from Russia's invasion of Ukraine and the context of rampant inflation. These factors may impact economic activity in the countries where the Group is present, thus reducing the demand for our products.</p> <p>For more information on the impacts on activity and profitability of the businesses, see sections 4. and 5.</p>
Regulatory and litigation risks	
<i>Administrative, judicial and arbitration proceedings</i>	<p>Disputes may arise concerning the application or interpretation of current law and regulations in certain realms. Notably, this exposure may arise in areas such as tax regulations and their interpretation, energy transition regulations, the huge array of environmental and safety regulations (environmental quality of products, air emissions, climate change and energy efficiency, extractive technologies, water discharges, soil and groundwater remediation, as well as generation, storage, transport, treatment and final disposal of waste), accounting regulations and those governing financial and non-financial information disclosed to the market, financial market regulation, competition, good corporate governance, money laundering and financing of terrorism, labor law, data protection and, in general, all those required by the public authorities. Furthermore, Repsol reports on proven oil and gas reserve estimates, a process that inherently involves a degree of uncertainty, including judgments and estimates (see Note 3.5 of the 2022 consolidated financial statements). In addition, Repsol may be affected by the existence of sanctions and trade embargo regimes adopted by the EU, its Member States, the US or other countries, as well as supranational bodies such as the United Nations, on certain countries in which it operates and/or companies or individuals based in them. For further information on the regulatory framework applicable to the Group's main activities, see Appendix III of the 2022 consolidated financial statements and for tax-related developments, see Note 22.4.</p>
<i>Proceedings relating to contractual performance with third parties</i>	<p>The Repsol Group is subject to the effects of administrative, judicial and arbitration proceeding arising from the normal course of its business. The scope, content or outcome of these events cannot be reliably estimated. For more information, see Note 15.2 of the 2022 consolidated financial statements.</p>

Operational Risk

<i>Accident rate</i>	<p>Repsol's industrial and commercial assets (refineries, petrochemical complexes, regasification plants, power generation plants (cogeneration, combined cycle, wind farms and photovoltaic facilities), bases and warehouses, port facilities, pipelines, ships, tanker trucks, service stations, etc.) as well as Upstream installations (exploratory or production wells, surface facilities, oil platforms, etc.), both onshore and offshore, are exposed to accidents such as fires, explosions, toxic product leaks and environmental incidents with a potentially significant impact. Such accidents may cause death and injury to employees, contractors, residents in surrounding areas, as well as damage to the assets and property owned by Repsol and third parties as well as damage to the environment.</p> <p>Repsol is exposed to impacts from any type of damage or temporary interruption of service associated with accidents in operations or involving vehicles for land, sea-river and air transportation of persons, substances, goods or equipment.</p>
<i>Deviations in organizational and employee management</i>	<p>The Repsol Group is exposed to negative impacts arising from the management of the organization and its employees, which constitute a key asset for the Group and which, in certain business contexts, may prove inadequate for achieving its objectives. The factors triggering such impacts include aspects such as talent attraction and retention, organizational structure, both in terms of design and dimensioning, and labor relations.</p>
<i>Suppliers and Contractors</i>	<p>The Repsol Group is exposed to negative impacts associated with the unavailability or scarcity of market goods and services, price and cost fluctuations, as well as interruptions and deviations in time and form in the supply of goods or the provision of services, including the supply of raw materials, which may eventually force the interruption of the affected business activities. Specifically, part of the processing, transportation and marketing of crude oil and gas production from Upstream assets is carried out through infrastructure (pipelines, processing and purification units or liquefaction terminals) operated by third parties. This infrastructure is exposed to various risks, such as unscheduled shutdowns or accidents, which may affect the provision of these logistical services by the suppliers concerned. In addition, in certain countries where the Group operates that are prone to socio-political instability, there may be a shortage of qualified suppliers or contractors, which could in turn affect business. The Company is also exposed to risks arising from its relations with other firms along the supply chain, or where Repsol is held jointly liable for their actions, including non-compliances with applicable laws and other regulations, external policies and standards or administrative requirements.</p> <p>It bears repeating that the new macroeconomic environment is having an impact on supply prices, which may push up business operating costs and cause deviations in the amount of planned investments. There may also be restrictions in the supply of certain critical equipment, particularly those related to low-carbon generation technologies, demand for which has risen due to the new global energy context.</p>
<i>Attacks against people or assets</i>	<p>In general, but especially in certain countries where it operates, Repsol is exposed to potential impacts deriving from acts of direct violence that may endanger the integrity or safety of the Company's assets and people as a result of the actions of persons or groups motivated by any interests, whether governmental or not, including, among others, acts of terrorism, asset blockades, crime and piracy.</p>

In 2022, various regulatory and litigation risks materialized. The legislative developments to have impacted the company include the regulatory and intervention measures in the energy markets adopted by the Spanish Government due to address the economic and social consequences of the war in Ukraine (see Appendix III of the consolidated financial statements), the approval of extraordinary temporary levies on the profits of energy companies (see Note 22.1 to the 2022 consolidated financial statements) or the extraordinary temporary discounts on the retail prices of certain energy products, as part of the package of urgent measures enacted by the Spanish Government in response to the economic and social consequences of the war in Ukraine (see Note 19.1. of the 2022 consolidated financial statements). With regard to financial and market risks, although in the short run the war and the sanctions imposed on Russia have made raw materials more expensive and reduced the supply of products, thus bolstering industrial margins, the conflict is likely to encourage the acceleration of the energy transition in Europe on a longer-term horizon. More precisely, the new REPowerEU decarbonization roadmap or the decision to bring forward the ban on combustion engines are driving

forward the transformation of Repsol's industrial business in Spain in line with its commitment to becoming a zero net emissions company by 2050. The impact for the Company of these new dynamics is explained in Note 20.1 to the 2022 consolidated financial statements.

In relation to operational risks, on January 15 there was an oil spill into the sea while unloading crude oil at the La Pampilla refinery, generating an impact on the surrounding populations and the natural environment. More information on how the incident was handled can be found in sections 6.6 Safe Operation, while 6.5.3 Human rights and relations with the communities describes the grievance and redress mechanisms put in place as part of the Social Management Plan for the incident. It is also regrettable that three contractor workers died as a result of occupational accidents during 2022 (see section 6.6.1 Personal safety). Lastly, it should be mentioned that, due to the ongoing socio-political instability in Libya, there were interruptions of operations at the Al Sharara field in order to ensure the safety of both the Company's assets and the people linked to them (see Note 20.3 to the 2022 consolidated Financial Statements).

Appendix V. Additional information on Sustainability (includes Non-Financial Statement)¹

Repsol publishes a Management Report that combines financial and non-financial information and, specifically includes sustainability information. In its commitment to transparency and based on best practices in preparing corporate reports — particularly the recommendations contained in the “International Integrated Reporting Framework” of the International Integrated Reporting Council (IIRC).

This appendix contains the content that makes up the non-financial information report established under Law 11/2018, of 28 December, on the disclosure of non-financial information and diversity, which are included throughout the document (in particular, in Chapter 6 – Sustainability), in this appendix and in the additional reports that make up the Management Report (Annual Corporate Governance Report and Annual Report on Directors’ Remuneration). The international framework of reference used to prepare the sustainability indicators is the Global Reporting Initiative (GRI) guidelines, using the “exhaustive” option².

Furthermore, it complements the Group’s sustainability information with:

- Detailed information on the 2022 materiality analysis, which defines the most relevant sustainability matters to the different stakeholders, who are referred to in the report.
- The breakdown of environmentally sustainable activities, as per the requirements established in the sustainable finance regulations (section e of this Appendix).
- Information on the sustainability indicators that form part of the reporting frameworks: Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD) and Stakeholder Capitalism Metrics (SCM) in the World Economic Forum (WEF) and Principal Adverse Impacts (PAI) of the Sustainable Finance Disclosure Regulation (EU).
- Reference indexes in relation to the content of the Management Report, which respond to the indicators of the reporting frameworks mentioned above.

¹ In this section, the numeric references in parenthesis correspond to GRI and SASB indicators.

² The new universal (GRI 1, 2, 3) and sectoral (GRI11) standards of 2021 have been incorporated in this report. Additionally, all GRI thematic standards are followed in their 2016 version, with the exception of the Water (2018), Health and Safety (2018), Taxation (2019) and Waste (2020) standards.

a) Materiality and stakeholder engagement

Materiality [GRI3-1 a|GRI3-3] and stakeholder engagement [GRI2-29]

Repsol's relationship with stakeholders is a key aspect of the business model. That is why the Company is working to improve the process through which it establishes communication with them to identify and understand their information needs through active listening. It has tools to transparently cover these needs.

The stakeholder map is regularly updated, in collaboration with the areas of Repsol that are in direct contact with the groups. With the aim of improving communication and meeting expectations, the available channels and their effectiveness are reviewed.

The materiality analysis aims to identifying those environmental, social and governance (ESG) issues that are

the most material for the Company and its stakeholders to make them part of its internal decision-making processes and help generate further economic, social and environmental value.

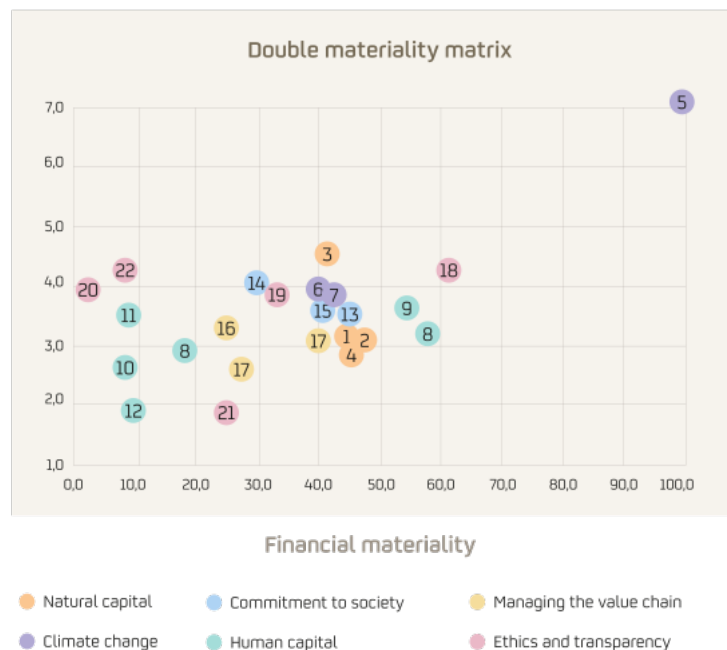
In 2022, Repsol developed a new methodology based on the new requirements of the reference standards, which indicate how to act with a dual materiality approach:

- Impact materiality, which includes the impacts of activities on the environment and how they affect the stakeholders.
- Financial materiality, which includes the potential economic impact of ESG risks and opportunities in the Company.

Matters identified by stakeholders

Natural capital <ul style="list-style-type: none"> 1 Air quality 2 Water quality and management 3 Circular economy and waste management 4 Biodiversity and ecosystems 	Human capital <ul style="list-style-type: none"> 8 Labor rights and employee satisfaction 9 Health and prevention of workplace accidents 10 Physical safety against third parties 11 Diversity and equal opportunities 12 Talent attraction, retention, and development 	Managing the value chain <ul style="list-style-type: none"> 16 Sustainable supply chain 17 Customer satisfaction and safety
Climate change <ul style="list-style-type: none"> 5 Energy transition strategy and sustainable technologies 6 Adaptation to climate change: environmental management and natural disasters protocol 7 Sustainable finance 	Commitment to society <ul style="list-style-type: none"> 13 Human rights 14 Social commitment and community relations 15 Just transition for communities 	Ethics and transparency <ul style="list-style-type: none"> 18 Integrity 19 Regulatory compliance 20 Good governance and responsible leadership 21 Transparent relationship with the Administration 22 Responsible communication

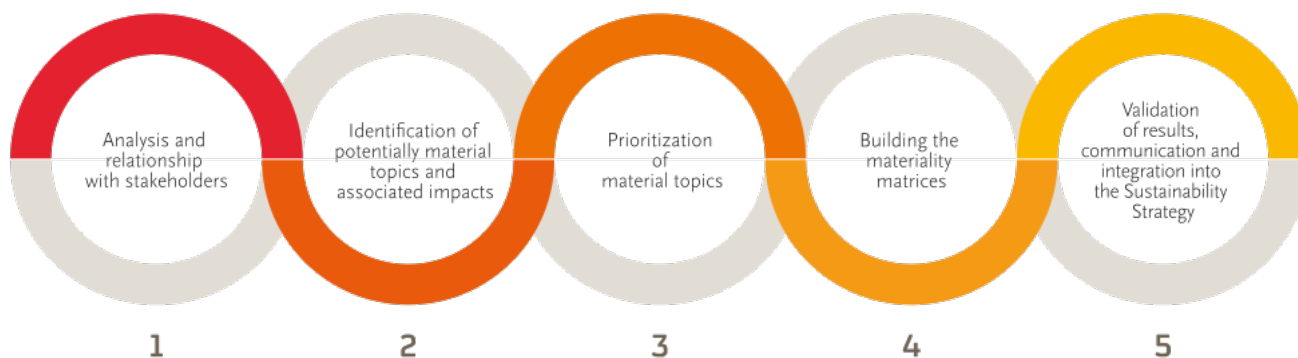
R. ⁽¹⁾	Topic	ID	Category
1	Energy transition strategy and sustainable technologies	5	Critical
2	Integrity	18	Significant
3	Health and prevention of work-related accidents	9	Significant
4	Circular economy and waste management	3	Critical
5	Labor rights and employee satisfaction	8	Significant
6	Human rights	13	Significant
7	Sustainable finance	7	Significant
8	Adaptation to climate change: environmental management and natural disaster protocol	6	Significant
9	Just transition for communities	15	Significant
10	Air quality	1	Significant
11	Water quality and management	2	Significant
12	Biodiversity and ecosystems	4	Significant
13	Regulatory compliance	19	Significant
14	Customer satisfaction and safety	17	Significant
15	Social commitment and community relations	14	Significant
16	Sustainable supply chain	16	Significant
17	Transparent relationship with the Public Administration	21	Significant
18	Responsible communication	22	Important
19	Diversity and equal opportunities	11	Important
20	Physical safety against third parties	10	Important
21	Talent attraction, retention, and development	12	Important
22	Good governance and responsible leadership	20	Important



⁽¹⁾ Ranking.

Repsol's materiality assessment is a comprehensive process throughout the organization that is divided into 5 phases¹.

Process of preparing the materiality analysis



- 1. Analysis and relationship with stakeholders.** In 2022, the stakeholder map was reviewed. It is divided into 9 broad stakeholder groups (see the Stakeholders infographic below), which are then sub-divided into a total of 40 categories. To determine which stakeholder has the most weight for Repsol, a ranking exercise was carried out based on criteria of power and interest in the Company.
- 2. Identification of potentially material topics.** The list of topics decreased from 34 to 22. Moreover, impacts associated with each of them were defined. The list, which is divided into 6 axes, includes sustainability-related issues with the potential to generate challenges and opportunities for both the Company and its stakeholders. To prepare it, the opinion of a panel of experts within Repsol was consulted and the specific context of the company was analyzed, as well as current and future trends in terms of sustainability.
- 3. Prioritization of material topics.** Material topics are prioritized by applying the concept of 'double materiality' set out in Article 1 of Directive 2014/95/EU on disclosure of non-financial information. Financial materiality is based on expert judgment and takes the Company's risk analysis, among others, as a reference. The positive and negative impacts associated with each of the material topics are assessed, and afterwards an aggregation is carried out at the material topic level. Impact materiality is mainly determined using the results obtained after the assessment carried out through the listening channels. These results are weighted considering the stakeholder hierarchy made with the power-interest matrix. In 2022, different communication channels were activated: workshops (3), interviews (35) and surveys (>2,700). The response rate was 30%.
- 4. Building the materiality matrices.** To define the double materiality matrix, the results obtained for financial materiality are moved to the X axis, and the results of impact materiality to the Y axis. To identify the material topics, the categorization thresholds for the most significant or material topics are designated. After applying them in 2022, 22 material topics were identified (21 issues in 2021). As in the previous year, a global matrix and nine stakeholder-specific matrices were obtained during the process.
- 5. Validation of results, communication and integration into the Sustainability Strategy.** The results of the materiality analysis are appraised by a committee of experts comprising risk, reputation and sustainability specialists and are then presented to the Executive Committee, which is responsible for validating them. The resulting materiality is then integrated into the Sustainability Strategy and implemented through the Global Plan and local sustainability plans. The actions envisioned in the plans, both locally and globally, are aimed at improving performance and minimizing the impact of the identified sustainability risks. This enables the Company to think strategically and take decisions to evolve the business model to ensure economic, environmental and social sustainability.

¹ For more information, see www.repsol.com (Sustainability – Sustainability Strategy - Materiality Assessment).

Stakeholders

Repsol stakeholder map	How we relate	How we add value at Repsol ⁽¹⁾⁽²⁾
<p>Periodic review in collaboration with stakeholder management areas</p>	<p>At Repsol, the relationship is both direct and indirect and we work to identify the preferred channels for each stakeholder</p>	<div style="text-align: center;"> </div> <p>Climate change The energy transition is the central pillar of the company's strategy: commitment to have net zero emissions by 2050. Carbon Intensity Indicator (CII) targets for 2030, 2040 and 2050.</p>
<p>1 Shareholders and financial community</p>	<p>Results presentations Senior management Roadshows Events (AGM, Low Carbon Day)</p>	<div style="text-align: center;"> </div> <p>Ethics and transparency Comprehensive compliance management model. Rejection of all forms of corruption and commitment to compliance with anti-trust regulations. Governance system established in accordance with national and international best practices and standards.</p>
<p>2 Customers</p>	<p>Commercial network, specialized events and trade fairs Television and social networks Repsol website</p>	<div style="text-align: center;"> </div> <p>Natural capital Priority is given to minimizing potential impacts. Circular economy, biodiversity and water management strategy. Targets defined in the Sustainability Plans for 2025.</p>
<p>3 Society</p>	<p>Social programs Grievance mechanisms Television, social networks and Repsol website</p>	<div style="text-align: center;"> </div> <p>Human capital Work environment based on equal opportunity, diversity and inclusion. Targets in the Sustainability Plans for 2025. Commitment to safety is embedded in the culture of the organization. It ensures spill management, process safety, and crisis and emergency management.</p>
<p>4 Regulatory bodies and Institutions</p>	<p>Forums, seminars and conferences Digital apps (webinars, etc.) Repsol website (queries mailbox)</p>	<div style="text-align: center;"> </div> <p>Commitment to society Policies and regulations aligned with the UN <i>United Nations Guiding Principles on Business and Human Rights</i> Targets in the Sustainability Plans for 2025.</p>
<p>5 People in the organization</p>	<p>Presentations or events Intranet and e-mail Trade union representatives</p>	<div style="text-align: center;"> </div> <p>Managing the value chain Innovation and research in technologies to develop sustainable products. Managing the safety of products and services throughout the life cycle.</p>
<p>6 Media and opinion formers</p>	<p>Press releases Specific interviews Repsol website and social networks</p>	<div style="text-align: center;"> </div>
<p>7 Companies and business associations</p>	<p>Trade negotiations Seminars and conferences Sector associations (OGCI, etc.)</p>	
<p>8 Suppliers and partners</p>	<p>Trade negotiations Trade fairs, forums and conferences Digital platforms</p>	
<p>9 Research center</p>	<p>Conferences Digital platforms Seminars and conferences</p>	

⁽¹⁾ The pillars have been selected based on the top 10 issues in the materiality matrix for each stakeholder.
⁽²⁾ Further information in Chapter 8 'Sustainability' and at Repsol.com

b) Sustainability indicators

Corporate governance

[2-11] Chair of the highest governing body

Since 2014, the Chairman of the Board of Directors and the Chief Executive Officer have been considered different posts at Repsol. Antonio Brufau Niubó serves as the non-executive Chairman of the Board of Directors and Josu Jon Imaz serving as the Chief Executive Officer of the Company and, therefore, heads up the Executive Committee.

On May 31, 2019, at their annual general meeting, the shareholders approved the re-election of the Chairman of the Board of Directors, Antonio Brufau Niubó, and of the Chief Executive Officer, Josu Jon Imaz, for the bylaw-mandated term of four years, so that both may continue to perform the duties with which they have been entrusted to date and which they have been carrying out in an outstanding manner: with Mr. Imaz focusing on executive tasks and Mr. Brufau being responsible for the work related to supervision and institutional representation of the Company.

[2-20] Stakeholder involvement in remuneration

Repsol's Annual Report on Director Remuneration is submitted to the advisory vote of the shareholders. At the General Meeting of May 6, 2022, this report was broadly supported, being approved by a majority of 95.310% of the working capital.

With respect to the year, Repsol has produced the Annual Remuneration Report since 2018, using a free-form approach, together with the statistical appendix, so that shareholders and stakeholders can have all relevant information on the remuneration of the directors.

Likewise, the General Shareholders' Meeting held on March 26, 2021 approved, with 97.566% of votes in favor, the Director Remuneration Policy of Repsol, S.A. for 2021, 2022 and 2023.

The average remuneration of directors, by gender, is shown below:

	2022		2021	
	Women	Men	Women	Men
Director average	297,451	336,133	290,118	332,273
Chairman	N/A	2,500,000	N/A	2,500,000

For more information, please see the Annual Report on Director Remuneration.

Climate change

Energy efficiency and climate change

[11.2.2] Investment in renewable energy (1)

Repsol's low-emissions business is one of the pillars of the Company to achieve net zero emissions by 2050. Repsol is currently working on various renewable energy projects in Spain, Chile and the United States (see section 5.3 of this Report).

Total amount of renewable energy generated, by source (MWh)		
Source	2022	2021
Hydro <10MW	44,458	70,140
Hydro >10 MW	831,901	1,024,692
Onshore wind	1,087,638	1,088,583
Solar	820,513	330,468
Total	2,784,509	2,513,877

Note: In 2022 and 2021 the information includes 100% of the data of the renewable projects in Spain and the Jicarilla project (USA), as well as the data corresponding to the percentage of Repsol's interest in the joint venture with the Group (Iberóica renewables in Chile).

Total investment in renewable energy, by type of technology (€ thousands)		
Technology	2022	2021
Onshore wind	259,691	304,387
Solar	490,885	119,160
Conventional hydro	11,134	3,054
R&D Biofuels 1st generation	3,222	2,442
R&D Advanced biofuels	6,050	4,496
Total	770,983	433,538

Note: includes the investment corresponding to Repsol's percentage interest in the joint venture (Iberóica renewables in Chile)

Investment growth to 2021 is in line with the Company's expansion plan. 2022 has been a year with scarce renewable resources, so despite the increase in capacity, production has not increased in the same proportion. • For more information, see section 5.3.5. Low-carbon generation and renewables.

[EM-RM-410a.1] Percentage of Renewable Volume Obligation (RVO) achieved through production of renewable fuels and purchase of “differentiated” Renewable Identification Numbers (RINs)

As part of the Company’s commitment to having net zero emissions by 2050, Repsol helps to reduce CO₂ emissions released during transport through the use of biofuels incorporated in gasoline, kerosene and gasoil. In addition, it is focusing on the implementation in refineries and the promotion of projects of advanced biofuels (based on non-food, waste-sourced raw materials) with a strong technological content and high reduction of the carbon footprint. Work is currently under way at the Technology Lab.

To ensure the sustainability of its biofuels, Repsol has signed up to international frameworks that certify compliance with the sustainability parameters defined in the Renewables Directives (RED I and RED II) and the traceability of the raw materials employed throughout the chain of production, from their origin to the finished product. Specifically, at its industrial plants and centers, the Company’s operations follow the ISCC sustainability frameworks and have been certified under the National Sustainability Verification System (SNVS). The percentage of biofuels incorporated into gasoline and diesel fuel in 2022 is higher than the minimum limits mandated by law.

It is worth noting that during 2022, biofuels manufactured using raw materials recovered from waste have been included in the portfolio, thus reducing emissions even further than is normally the case with conventional or first generation biofuels.

The total volume of biofuels incorporated into the fuels marketed by Repsol in 2022 was 1,045,361 m³ (1,077,935 m³ in 2021), of which 416,761 m³ (511,931 m³ in 2021) was produced at the Group’s refineries. The rest, 628,599 m³ (566,004 m³ in 2021), was purchased from third-party

companies and blended in the right proportion to meet gasoline and diesel specifications and our customers’ requirements. These biofuels have reduced emissions released during transport by 2.7 million tons of CO₂. Repsol’s biofuel production capacity is 960,000 m³/year, divided up between BioETBE (429,000 m³/year) and hydrogenated vegetable oil (HVO, 531,000 m³/year).

Likewise, in 2022 Repsol continued to promote the use of renewable fuels as a tool for the decarbonization of transport. Throughout the year, numerous agreements were established with institutions and companies for the use of renewable fuels, among which it is worth mentioning the agreements made with the Regional Transport Consortium of Madrid, Tragsa, Grupo Avanza, Grupo Sesé, New Holland, Pepsico, Geregras, and with Iberia and Air Europa in the air sector, and Navantia Seaenergies in the maritime sector.

In March 2022, it has begun the last phase of the construction of the first plant in Spain for the production of low-emission advanced biofuels at the Cartagena refinery.

The plant will have a production capacity of 250,000 tons of advanced hydrobiodiesel, and will also produce pure biojet. Placing this production on the market will prevent the emission of 900,000 tons of CO₂ per year.

The construction phase is expected to create more than 1,000 jobs. The investment amount, approved in September 2020, comes to €188 million and it will become operational in the third quarter of 2023.

Climate change risks

TRANSITION RISKS	DESCRIPTION
Regulatory and legal	
Regulatory changes that affect Company's results	Regulatory changes that affect operations, either derived from the obligation to adopt measures to mitigate climate change (e.g., limitation of the production and use of hydrocarbons) consistent with the decarbonization commitments acquired by each of the countries or of an environmental or tax nature (e.g., emissions trading scheme systems or increased tax charges).
Litigation derived from the effects of climate change	Climate-related litigation that holds companies in the oil & gas sector responsible for the consequences of climate change.
Technological	
Inefficient, late or premature adoption of new practices, processes or developing technologies	The impact of this risk would mainly arise from investments in technologies aimed at the production of energy (including renewable energy), its distribution and its storage which become obsolete before being deployed in the market.
Scarcity or unavailability of raw materials and natural resources	Scarcity of raw materials and natural resources required for the development of key technologies associated with the energy transition (minerals such as lithium, nickel, cobalt, graphite and other chemical elements). Exposure will increase as the transition progresses and therefore the demand for said materials and resources will foreseeably become more acute in a NZE scenario.
Market	
Decoupling of the portfolio management strategy with the speed of the energy transition	Uncertainty associated with the climate scenario that finally materializes; there may be multiple factors that imply an acceleration or slowdown of the energy transition. The impact would be associated with asset investment/divestment decisions.
Changes associated with the preferences of final consumers or intermediaries	Changes associated with the preferences of consumers as a result of increased concern about climate change, which could lead to reduced consumption of fossil fuels (demand) compared to other alternative energy sources and/or significant changes in the price of raw materials (margins).
Potential difficulty or limitation in raising funds	Potential difficulty or limitation in raising the necessary funds to meet its obligations or to carry out its activities or those associated with a possible decrease in the credit rating (ESG factors included) that impacts the Group's financing capacity in the markets.
High competition in the markets associated with the energy transition	Increased competition in the markets associated with the energy transition due to the entry of new competing companies as a result of the increase in the attractiveness of low-carbon businesses in a favorable investment environment or as a result of the change in positioning of already existing companies in the energy sector in the different markets.
Reputational	
Harm to the reputation of the Company or the industry	Harm to the reputation of the Company or the industry caused by social disapproval of the activity or its performance in relation to sustainable development initiatives, including potential non-fulfillment of the commitments undertaken by the company.
Challenges associated with people management in the energy transition process	Challenges associated with people management in the company's transformation process: attraction/retention of talent as a result of the deterioration of the company's image, or due to a shortage of specialized profiles in the market, which would make it difficult to achieve the goals of the Transformation Plan and meet the targets set.

Environment

Non-GHG emissions

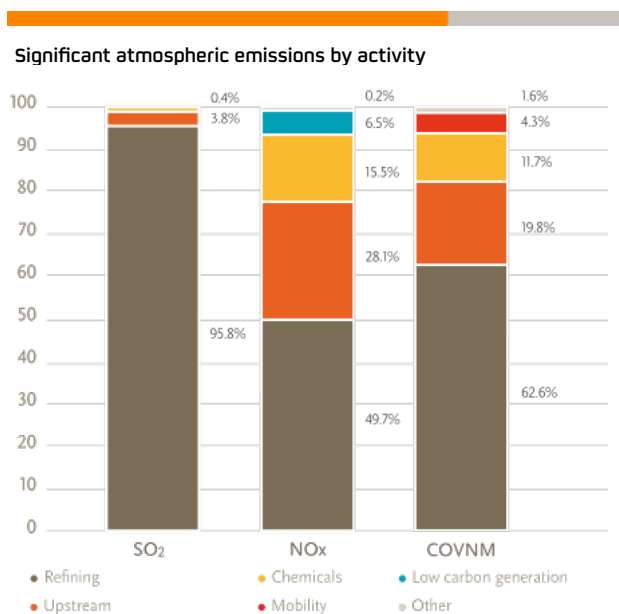
[305-7/11.3.2] Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions

SO ₂ , NO _x , NMVOC, VOC and PM ₁₀ emissions (t)	2022	2021
SO ₂	18,066	25,190
NO _x	12,711	18,197
NMVOC	15,945	19,214
VOCs	42,635	110,123
Particles	352	538

When the applicable regulations do not define a method of calculation or direct measurement, these emissions are calculated using the methodologies described in the internal guidelines for reporting environmental parameters. In particular, SO₂ and NO_x emissions in the Refining and Chemical businesses are measured with continuous smoke concentration and flow analyzers.

[EM-EP-120a.1] [EM-RM-120a.1] [RT-CH-120a.1] NOx (excluding N₂O), SOx, volatile organic compound (VOCs), particle (PM₁₀) air emissions

Air emissions (t)	2022				2021			
	SO ₂	NO _x	VOCs	PM ₁₀	SO ₂	NO _x	VOCs	PM ₁₀
E&P	682	3,567	27,859	128	5,063	9,508	96,128	222
Refining & Marketing	17,318	6,340	12,557	201	20,065	6,046	11,061	279
Chemicals	65	1,969	2,220	23	62	2,222	2,934	37



In 2022, the Company significantly reduced SO₂ (-28%), NO_x (-30%), NMVOC (-17%) and PM₁₀ (-35%) emissions.

This reduction can be partly attributed to the outflow of E&P assets (in 2021 unlinked assets contributed 17% SO₂, 35% NO_x, 20% NMVOCs and 11% PM₁₀ of the Company). On the other hand, this reduction in emissions is also due to a decrease in SO₂ emissions in Refining as a result of maintenance shut-downs and improvements to the sulfur recovery systems, and to a decrease in NMVOC emissions in Chemicals after completing an LDAR (Leak detection and

Repair) campaign for leak repairs as well as to partial shutdowns for operational needs.

This reduction in emissions is likewise reflected in the emissions intensity indicators referred to below.

Intensity of significant atmospheric emissions

Atmospheric emissions per ton of crude oil processed at refineries and per barrel of oil equivalent (boe) produced at E&P assets are as follows:

Refining	2022	2021
Tons SO ₂ / thousands of tons of oil processed	0.41	0.52
Tons NO _x / thousands of tons of oil processed	0.15	0.16
Tons NMVOC / thousands of tons of oil processed	0.24	0.23

E&P ⁽¹⁾	2022	2021
Tons of SO ₂ / thousands of boe produced	0.006	0.036
Tons of NO ₂ / thousands of boe produced	0.029	0.069
Tons of NMVOC / thousands of boe produced	0.026	0.050

⁽¹⁾ The intensity indexes have been calculated on the basis of the gross production of the operated assets, as reported atmospheric emissions include 100% of emissions for such assets, irrespective of the Repsol's percentage in them.

Repsol fuels have a safety sheet and a technical sheet, where consumers can consult information on the benzene and sulfur content in gasolines and diesel fuels. This information is made available to customers and/or end consumers when requested.

Water¹

[303-2/11.6.3] Management of water discharge-related impacts

Minimization of impact associated with discharges, definition of minimum criteria to ensure the quality of water returned to the environment and determination of priority substances of the effluents are mainly based on compliance with the requirements under applicable legislation in each of the locations where Repsol operates and which are included in the discharge licenses for the facilities. For example, the requirements in the European Union under the Water Framework Directive, the Industrial Emissions Directive and the Best Available Techniques Reference documents (BREF).

The E&P business has specific internal norms to ensure compliance with quality standards in discharges wherever there is no applicable local regulation, through the

Environmental Performance Practices (EPPs). They affect the quality of sanitary effluents, drilling fluids and production water in relation to their potential impact on the environment. A technical guide establishes guidelines on how to develop wastewater disposal plans. These internal technical reference documents take into account international standards recommended by IOGP, IPIECA and EPA.

The Refining and Chemicals divisions have technical experts dedicated to disseminating operational knowledge to improve the management of discharge at operational units by controlling these critical parameters at the source, the implementation of best measurement practices or developing guidelines for effluent treatment

[303-3/11.6.4] Water withdrawal

[EM-EP-140.a.2]

Water withdrawal (thousands of m ³)		2022		2021	
		All areas	Water stress areas	All areas	Water stress areas
Total water withdrawal	Total	315,603	388	317,770	387
	Freshwater	59,681	361	50,519	368
	Other water	255,922	27	267,251	19
	Surface water (total)	16,717	26	15,774	22
	Freshwater	16,717	26	15,774	22
	Ground water (total)	5,279	30	2,698	28
	Freshwater	3,342	3	747	8
	Other water	1,937	27	1,951	20
	Water withdrawal by source	Seawater (total)	244,620	—	212,700
	Freshwater	244,620	—	212,700	—
	Produced water - generated (total) [EM-EP-140.a.2]	9,026	—	52,562	—
	Other water	9,026	—	52,562	—
	Third-party water (total)	39,961	332	34,036	338
	Freshwater	39,622	332	33,998	338
	Other water - Produced water	339	—	38	—

Freshwater: total dissolved solids <1000 mg/l.
Other water: total dissolved solids > 1000 mg/l.

¹ Upstream operations use production water from the reservoirs, which is mostly reused by reinjection into the same reservoirs to maintain pressure. As part of this closed cycle, production water is not available as an ecosystem service and is returned to oil and gas reservoirs without generating an environmental impact. Reinjecting water is not considered discharged or consumed water.

[303-4/11.6.5] Water discharge

Water discharge (thousands of m ³)		2022		2021	
		All areas	Water stress areas	All areas	Water stress areas
Total water discharged	Surface water + ground water + seawater + third-party water (total)	276,637	140	250,858	147
Water discharge by water type	Freshwater ⁽¹⁾	29,720	140	31,259	147
	Other water	246,917	—	219,599	—
Water discharge by destination	Surface water	8,759	54	10,423	79
	Ground water	—	—	—	—
	Seawater	263,155	—	235,914	—
	Third-party water	4,723	86	4,520	68
Water discharge by treatment level	Primary treatment or no treatment	1,477	—	5,833	—
	Secondary treatment	265,194	—	233,451	—
	Tertiary treatment	9,966	—	11,573	—
Produced water [GRI 11.6.5. a] [EM-EP-140.a.2]	Other water - Produced water injected	7,849	—	47,583	—
	Other water - Produced water reduced	102	—	5	—
	Other water - Produced water discharged by third parties	404	—	278	—
	Other water - Produced water discharged into the ocean	676	—	4,736	—

Fresh water: total dissolved solids <1000 mg/l.

Other water: total dissolved solids > 1000 mg/l

⁽¹⁾ The figure for fresh water discharged in 2021 is modified following a change in data consolidating criteria

[303-5/11.6.6] Water consumption

Water consumption (thousands of m ³)	2022		2021	
	All areas	Water stress areas	All areas	Water stress areas
Total consumption (Withdrawal - Discharge)	28,061	221	17,084	221

Water withdrawn is considered as consumed when it is not returned to the environment in a way that can be used by other users. The data provided corresponds to freshwater.

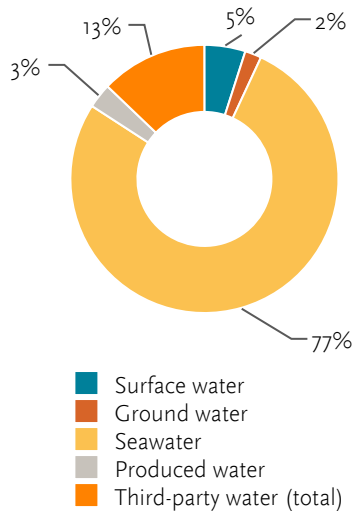
[EM-EP-140a.1], [EM-RM-140a.1] and [EM-CH-140a.1] Freshwater withdrawn

Total freshwater withdrawn by activity (thousands)	2022	2021
E&P	4,946	1,066
Refining & Marketing	35,731	33,104
Chemicals	15,001	14,869

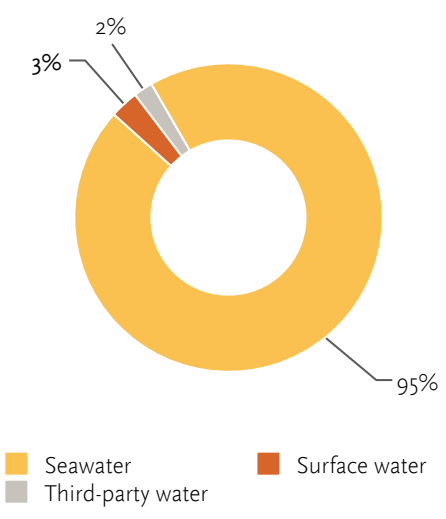
[EM-RM-140a.1] Percentage of water reused

Percentage of water reused (% Water reused / Water entering operations)	2022	2021
Refining & Marketing	32%	32%

Water withdrawal by source



Water discharged by receiver



93% of discharged water into the ocean comes from once-through cooling system in the Low Carbon Generation Business that withdraws seawater and returns it in optimal physicochemical condition.

Treatment of the effluents

Fluid effluents generated in the processes and activities are subjected to purification treatment to minimize their potential impact of the discharge on the environment and to ensure compliance with legal requirements. The used treatment technologies are adjusted to the type of activity and the characteristics of the facility. It may be physicochemical (primary treatment), completed with a biological process (secondary treatment), or even incorporate a more advanced treatment stage (tertiary treatment) or other specific ones for pollutants that cannot be degraded by non-conventional treatments.

Main contaminants discharged

The main contaminants discharged at Repsol's facilities are hydrocarbons, suspended solids, and organic matter susceptible to oxidation, measured as chemical oxygen demand (COD).

[303-4d] Priority substances of concern for which discharges are treated

Priority substances (t)	2022	2021
Hydrocarbons discharged	71	158
COD	2,498	2,502
Suspended solids	794	791

In 2022, the hydrocarbon load in effluent discharges was reduced by 55% after the sale of E&P assets. On the other hand, the increase in water reuse and the reduction of effluents discharges in Refining contributed to maintaining the COD and suspended solids load in a scenario of increased production.

[303-4/11.6.5 b] Hydrocarbons discharged in produced water and process wastewater

[EM-EP-140a.2] Hydrocarbon content in discharged water

Actividad	2022		2021	
	t	%	t	%
E&P	24.61	34.7 %	107.23	67.9 %
Produced water discharged ⁽¹⁾	24.59	34.7 %	107.12	67.9 %
Rest of discharges	0.02	— %	0.11	0.1 %
Refining	40.50	57.2 %	43.92	27.8 %
Chemicals	0.59	0.8 %	1.27	0.8 %
Mobility	4.72	6.7 %	4.80	3.0 %
Low Carbon Generation	—	— %	—	— %
Other	0.43	0.6 %	0.64	0.4 %
Total	70.85	100.0 %	157.86	100.0 %

(1) Norway and Malaysia assets until their outflow

Waste Management

[GRI 306-1/11.5.2] Waste generation and significant waste-related impacts

[GRI 306-3/11.5.4] Amount of waste managed by hazardousness and composition

	Total waste managed (t)		Waste diverted from disposal (t) ⁽¹⁾		Waste directed to disposal (t)	
	2022	2021	2022	2021	2022	2021
Non-hazardous waste						
Construction and demolition waste, including environmental restoration	55,980	107,397	27,345	77,859	28,635	29,538
Municipal waste	22,979	20,919	8,298	9,528	14,681	11,391
Wastewater and water treatment waste	3,045	3,074	2,626	2,765	419	309
Natural gas purification and oil refining waste	1,658	3,231	354	1,703	1,304	1,528
Remaining waste	8,443	7,024	3,543	3,492	4,900	3,532
Total	92,105	141,645	42,166	95,347	49,939	46,298
Hazardous waste						
Natural gas purification and oil refining waste	33,596	14,256	2,317	4,933	31,279	9,323
Liquid fuel and oil waste	12,211	8,351	4,944	3,848	7,267	4,503
Chemical process waste	7,606	4,362	1,828	2,312	5,778	2,050
Construction and demolition waste, including environmental restoration	1,716	23,515	184	16,651	1,532	6,864
Remaining waste	5,652	12,894	2,411	4,031	3,241	8,863
Total	60,781	63,378	11,684	31,775	49,097	31,603

⁽¹⁾ In 2021, "Waste diverted from disposal" includes incineration with energy recovery. In 2022 this waste treatment method is considered as waste directed to disposal.

The composition of the waste managed by Repsol is divided into the categories defined in the European List of Wastes (LoW). In 2022, the Company's main non-hazardous waste derives from construction, decommissioning and environmental restoration activities, of which 49% have been recovered (recycled or reused). As for hazardous waste, the main waste comes from oil refining and natural gas purification activities, having recovered 7%.

In 2022, the amount of non-hazardous waste managed is reduced by 35% compared to 2021, when there was an increase due to extraordinary activities (earthwork for the

biofuel project in Cartagena or the incident contingency in Puertollano). The amount of hazardous waste managed remains stable in 2022, mainly due to the extraordinary generation of waste due to the spill contingency in Peru and an increase in production and shutdowns for scheduled maintenance in Refining.

The overall waste recovery through reuse or recycling is at 35%, reducing the figure reached the previous year (62% in 2021) due to changes in the profile of the waste generated and their geographical location, which has resulted in a greater challenge for recovery.

[306-4/11.5.5] Waste diverted from disposal due to recovery activities

	Managed at facilities (t)	Managed offsite (t)	Total (t)	Managed at facilities (t)	Managed offsite (t)	Total (t)
	2022	2022	2022	2021	2021	2021
Non-hazardous waste						
Prepared for reuse	34	651	685	41	2,218	2,259
Recycled	613	40,867	41,480	369	83,133	83,502
Other recovery treatment ⁽¹⁾	—	—	—	192	9,394	9,586
Total	647	41,518	42,165	602	94,745	95,347
Hazardous waste						
Prepared for reuse	10	1,648	1,658	9	1,855	1,864
Recycled	55	9,971	10,026	7	21,383	21,390
Other recovery treatment ⁽¹⁾	—	—	—	36	8,485	8,521
Total	65	11,619	11,684	52	31,723	31,775

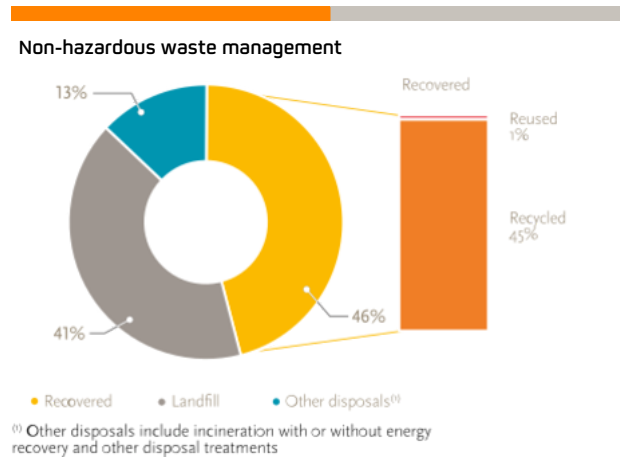
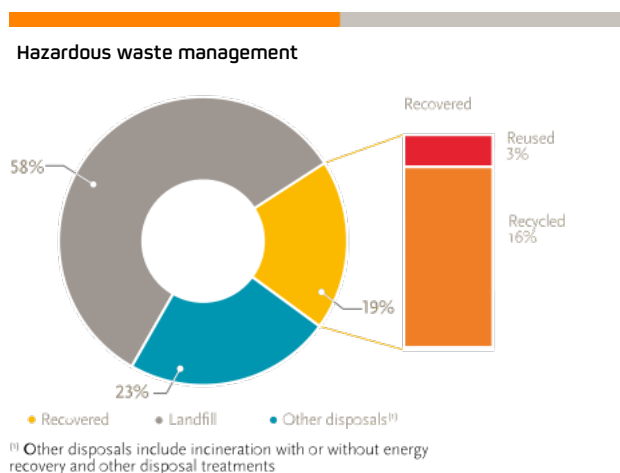
(1) In 2021, "Other recovery operations" includes incineration with energy recovery and composting. In 2022 this incineration method is considered as waste directed to disposal and composting is included in recycled waste."

[306-5/11.5.6] Waste directed to disposal

	Managed at facilities (t)	Managed offsite (t)	Total (t)	Managed at facilities (t)	Managed offsite (t)	Total (t)
	2022	2022	2022	2021	2021	2021
Non-hazardous waste						
Incineration (with energy recovery)	—	529	529	—	—	—
Incineration (without energy recovery)	34	28	62	—	—	—
Transfer to landfill	59	37,652	37,711	17	33,289	33,306
Other disposal treatments ⁽¹⁾	198	11,440	11,638	209	12,783	12,992
Total	291	49,649	49,940	226	46,072	46,298
Hazardous waste						
Incineration (with energy recovery)	99	640	739	—	—	—
Incineration (without energy recovery)	25	467	492	—	—	—
Transfer to landfill	—	35,240	35,240	—	14,368	14,368
Other disposal treatments ⁽¹⁾	41	12,586	12,627	13	17,222	17,235
Total	165	48,933	49,098	13	31,590	31,603

(1) In 2021, 'Other disposal operations' includes waste treated by incineration without energy recovery.

The following charts show the actions carried out in 2022 for each category.



Activity	Hazardous waste (t)		Non-hazardous waste (t)	
	2022	2021	2022	2021
E&P	10,006	16,040	22,615	19,325
Refining	36,257	30,411	46,848	96,764
Chemicals	9,853	11,329	13,095	17,516
Mobility	4,319	5,296	5,811	5,613
Lubricants, Aviation, Asphalts and Specialized Products	163	142	476	505
LPG	51	22	908	1,382
Low Carbon Generation	44	44	169	281
Other	88	93	2,183	259
Total	60,781	63,377	92,105	141,645

[EM-RM-150a.1] [RT-CH-150a.1]

Hazardous waste generated, percentage recycled

Total hazardous waste (t) and percentage recycled	2022		2021	
	tons	%	tons	%
Refining & Marketing	40,790	20	35,871	54
Chemicals	9,853	17	11,329	21

[306-3/11.5.4] Amount of drilling waste (drilling mud and cuttings)

The Oil & Gas industry typically generates waste such as scale and sludge resulting from cleaning process equipment, drilling waste or tailings (oil sands washing waste).

Repsol does not operate any oil sands asset. Drilling waste data, including mud and cuttings, are excluded from the data indicated in the previous section, since they are classified according to the type of lubricating fluid, following IOGP standards.

Drilling waste generated (t)	2022	2021
Water-based cuttings and fluids	34,076	43,790
Non-water-based cuttings and fluids	111,060	24,795

Management of waste from drilling operations (cuttings and fluids) is controlled by the Company's internal norms known as Environmental Performance Practices (EPP). These requirements establish a set of standards that must be followed in Upstream activities and that are applicable to all geographical areas in which the company operates and regardless each country's specific legislation.

Unconventional drilling activity grew significantly at E&P North America in 2022, resulting in increased mud and cuttings wastes associated with this activity.

Biodiversity

[304-1/11.4.2] Operational sites owned, leased, managed in, or adjacent to, protected areas or areas of high biodiversity value outside protected areas

Repsol participates in the Proteus Consortium, where the UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC) makes available to the companies that are a part of it information related to the distribution of the species listed in the IUCN Red List of Threatened Species and the protected natural areas recorded

on the World Database on Protected Areas (WDPA). All this information is obtained and analyzed through the IBAT tool (Integrated Biodiversity Assessment Tool), and allows its use as another layer of information to make decisions throughout the life cycle of the projects.

In the analysis of the protected areas, we considered all the operating centers of Repsol's businesses except activities with a high geographical dispersion (service stations, for example) and temporary activities.

Type of operation	Geographical location	Location in respect of the protected area	Surface area within the protected area (ha)	Type of protection
Upstream - Operation	Bolivia	Partly within protected area	155	Environmental Protection Area
	Canada	Partly within protected area	7,735	Natural Area, Provincial Park, private land for conservation
		Adjacent to protected area	-	Recreational Area
	Ecuador	Within protected area	7,000	National Park, Biosphere Reserve (UNESCO)
		Partly within protected area	58,276	National Park, Biosphere Reserve (UNESCO)
	Peru	Partly within protected area	5,614	Community Reserve
	Spain	Within protected area	16,025	Special Protection Area for Birds (SPA), Marine Protected Area (OSPAR)
		Partly within protected area	12,676	Special Protection Area for Birds (SPA), Marine Protected Area (OSPAR)
		Adjacent to protected area	-	National Park, Natural Park, Site of Community Importance (SCI), Special Protection Area for Birds (SPA)
	United States	Partly within protected area	542	Private Protected Area, Wetlands Reserve Program, Protected Waterway, State Forest, Local Conservation Area
Low-carbon generation	Spain	Within protected area	3.48	National Park, Site of Community Importance (SCI), Special Protection Area for Birds (SPA), Regional Park
		Adjacent to protected area	-	Site of Community Importance (SCI), Special Protection Area for Birds (SPA)
LPG factories	Spain	Adjacent to protected area	-	Site of Community Importance (SCI), Special Protection Area for Birds (SPA), Natural Landscape
Asphalt plants	Spain	Adjacent to protected area	-	Site of Community Importance (SCI), Special Protection Area for Birds (SPA)
Chemical plants	Portugal	Adjacent to protected area	-	Site of Community Importance (SCI)
	Spain	Adjacent to protected area	-	Site of Community Importance (SCI)
Refineries	Spain	Adjacent to protected area	-	Site of Community Importance (SCI), Special Protection Area for Birds (SPA)
Corporation - Offices	Spain	Within protected area	1.52	Regional Park, Site of Community Importance (SCI)

Compared to 2021, there are significant changes in this indicator, but only for E&P activity in the United States. The surface partially within the protected area is reduced due to

changes in the areas of the operated blocks. In general, however, operations within or adjacent to protected areas are unchanged compared to 2021

[304-2/11.4.3] Significant impacts of activities, products, and services on biodiversity

Operations and activities within the energy industry can affect the natural and social environments where they take

place. The following table contains the potential impacts that they may have on biodiversity as a result of the Company's operations.

	ACTIVITY ASPECT	DESCRIPTION	PHASES		
			DEVELOPMENT AND CONSTRUCTION	OPERATION	DECOMMISSIONING
LAND USE	Physical presence	Physical on-site presence may generate a visual impact on the environment. Other related potential impacts include the alteration, fragmentation or loss of habitat and changes in the presence and distribution of local species.	■	■	■
	Physical disturbance (site clearing and preparation)	Physical disturbance is an activity largely associated with the start and end of the life of an asset and may have a visual impact on the environment. Other related potential impacts include the alteration, fragmentation or loss of habitat and changes in the presence and distribution of local species.	■	■	■
	Consumption/ extraction of water	Water consumption for use in processes can lead to reduced water availability and potentially affect the ecosystems and habitats of certain species.	■	■	■
EMISSIONS	Noise and vibrations	Noise and vibrations caused by processes can disturb local wildlife.	■	■	■
	Light	The light emitted by our activities can generate a visual impact at night.	■	■	■
	Dust	Dust emitted can generate impacts when it lands on vegetation, while also disturbing local fauna in the vicinity of the facilities.	■	■	■
	Exhaust/ combustion emissions (GHG, NOx, SOx, PM, VOC)	Exhaust emissions associated with the operation of the fuel-burning equipment can impact local air quality and also climate change on a global scale.	■	■	■
	Fugitive emissions and venting	Unplanned fugitive emissions and venting can impact local air quality and also climate change on a global scale.	■	■	■
	Gas flaring	Gas flaring can impact local air quality and also climate change on a global scale. It can also have an associated thermal and visual impact on the surrounding wildlife.	■	■	■
DISCHARGES	Wastewater, gray water and food waste	The discharge of treated wastewater may cause changes in the quality of available water.	■	■	■
WASTE	Hazardous waste	Waste can lead to contamination of soil and groundwater/surface water, possibly impacting the ecosystems and habitats of certain species.	■	■	■
	Non-hazardous waste	Contamination of soil and groundwater/surface water, possibly impacting the ecosystems and habitats of certain species.	■	■	■
ACCIDENTAL EVENTS	Spills	Accidental events such as spills can lead to contamination of soil and groundwater/surface water, possibly impacting the ecosystems and habitats of certain species.	■	■	■
	Fire or explosions	Accidental events such as fire or explosions can generate thermal and visual impacts on wildlife, affect local air quality, or lead to habitat alteration and fragmentation.	■	■	■
	Introduction of invasive species	The unintentional introduction of invasive species can lead to changes in the occurrence and distribution of species within the area of operation.	■	■	■

■ High potential impact ■ Potential impact ■ Unlikely or low potential impact

[304-3/11.4.4] Habitats protected or restored

Restoration is the third option in the mitigation hierarchy. It consists of helping the recovery of an ecosystem that has been degraded, damaged or destroyed. The requirements that must be implemented in accordance with good industry practices are established in the Company's internal regulations.

The following table includes activities or projects for the protection, restoration or other biodiversity management actions initiated in 2022 or earlier and continued this year.

In all cases, independent and competent legal bodies have overseen the standards and methodologies used.

Diversity and the types of restoration actions undertaken in 2022 are similar to those implemented in 2021, as all centers operated by the Company are included in the scope.

Habitats protected or restored

Location	Activity	
Canada	E&P	In 2022, restoration work was undertaken in forests, agricultural areas and meadows in 11 locations (wells and related facilities). The restoration of 24.15 ha was completed following the 2019 Alberta soil and groundwater remediation guidelines, among others. In all cases, 100% of the habitat was finally restored. All actions were approved by the competent legal authority.
Colombia	E&P	In 2022, a partial restoration of 7.03 ha of gallery forest was carried out, recovering the soil on surfaces with slopes greater than 15%, and densifying the canopy coverage of the Quebrada Pelagallina forest that supplies water to the village aqueduct of Canoas La Vaga. It was carried out in accordance with environmental licensing requirements in collaboration with the local City Council, although it is still pending approval by the Colombian National Environmental Licensing Authority.
Indonesia	E&P	In 2022, reforestation maintenance work was carried out on 22.88 ha of peat swamp forest, which included replacing plants, fertilizing activities, and soil management. These works are a continuation of those carried out in 2021 where more than 14,300 seedlings were planted, with a density of 625 seedlings per hectare. A 96% survival rate was achieved in both years, although the target rates were 95% and 55% for 2021 and 2022, respectively. The works were carried out in areas adjacent to the Berbak Sembilang National Park, habitat of different endangered species such as the Sumatran tiger (<i>Panthera tigris sumatrae</i>). Restoration was considered complete, and was approved by the Republic of Indonesia's Ministry of Environment and Forestry.
Peru	E&P	In 2022, together with Ecoashaninka Community Organization, several actions were carried out (Construction of ridges, manual loosening of the land, direct seeding, natural regeneration, underpinning, foliar fertilization, implementation of bird perches, construction of water evacuation canals, weed control and thinning) for the partial restoration of 11.12 ha of sparse primary Pacal forest and semi-dense primary Pacal forest, on the Mapi platform and the Mashira platform. All actions were approved by the Peruvian Ministry of the Environment.
Spain	Low Carbon Generation	Creation of a permanent meadow by means of an agroforestry mosaic on 7 hectares of the Valdesolar photovoltaic plant, giving rise to the creation of new ecological niches to promote biodiversity, as well as the improvement of ecological connectivity around the plant.
Spain	Low Carbon Generation	In 2022, 23 ha were densified by planting 800 holm oaks for the regeneration of a feeding ground for cranes at the Los Berciales estate (Monterrubio de la Serena, Badajoz). It was complemented with the increase in the availability of food during the winter.
Spain	Low Carbon Generation	The following management measures were implemented in the Kappa photovoltaic project (Manzanares, Madrid) to improve the habitat for birdlife: Installation of a structure for 30 nests. Installation of 3 platforms for owls. Installation of 12 cairns (4 with owl nests).
Spain	Low Carbon Generation	In 2022, different measures were implemented to increase the establishment of birdlife in the surroundings of the Valdesolar photovoltaic plant. Among them, it is important to mention the installation of 25 cairns (plant/stone), two dovecotes and two multi-refuges for bats. Moreover, five naturalized water points were created at the same plant to improve habitat conditions for amphibian populations and other fauna in the project environment, for which population control has been established.

Other biodiversity management measures

Location	Activity	Description of the protection or restoration action and its aims
Bolivia	E&P	Improved knowledge of the entomofauna in the Caipipendi area, with special focus on Coleoptera, Hymenoptera, Lepidoptera and Odonata species, given their ecological interest, their role as bioindicators, their conservation status and threats.
Canada	E&P	Biodiversity Training: 5 members from the Safety and Environment team of the Canadian Business Unit attended a course on basic principles of biodiversity management, incorporating the latest trends in its assessment (Align, BISI, TNFD, etc.) and tools and indicators for management and reporting.
Indonesia	E&P	Collaboration in managing the presence of the Sumatran tiger outside the restored area, which had had a deadly impact on local populations. Work was done together with local authorities and wood companies to install camera trap that made it possible to know the condition of the forest and the availability of prey for felines. A tiger footprint tracking program, as well as a reforestation area safety program, were established. No trace of any additional tigers has been found since June 2022.
Spain	Hydroelectric Plants	Covering of a section of the Aller River canal of the La Paraya Hydroelectric Plant (Asturias) to mitigate its possible barrier effect and maintain the continuity of the habitat, reducing the risk of animals falling. Approximately 280 meters of canal have been covered.
Spain	Hydroelectric Plants	Rescue of fish specimens from the canals of the Arenas and Camarmeña Hydroelectric Plants (Asturias). This activity is carried out annually and in the presence of rangers from the Picos de Europa National Park and the corresponding Ministries of Castilla y León and Asturias. This activity was carried out in 2022, taking advantage of the emptying of the canals to carry out maintenance activities.
Spain	Hydroelectric Plants	Monitoring of the ecological status/potential of reservoirs and rivers downstream of the hydroelectric plants. The purpose of these campaigns is to provide monitoring so as to prevent any effects on these ecosystems that are directly related to the activity of hydroelectric energy production.
Spain	Low Carbon Generation	Adaptation of 1 power line identified as a conflict by the Aragón Department of Biodiversity. It involves 17 supports along 2.9 km of power lines of a 15Kv line, with the aim of reducing the accident rate of birds due to the electrocution of specimens.
Spain	Low Carbon Generation	Blade painting in position RO2-1 of the Romerales II wind farm (Aragón), with the aim of reducing the mortality of birds due to collisions with wind turbines.

[304-4/11.4.5] IUCN Red List species and national conservation list species with habitats in areas affected by operations

[EM-EP-160a.3] Percentage of proven and probable reserves in or near sites with protected conservation status or endangered species habitats

To prevent and mitigate impacts on biodiversity it is vital to know the species that are potentially distributed in the area of influence of the operations. Repsol uses the information provided by Proteus to determine the threatened species included in the IUCN Red List of Threatened Species. All this information is obtained and analyzed through the IBAT tool (Integrated Biodiversity Assessment Tool). The following table shows the number of species based on the extinction risk category and with a potential distribution in the areas of influence of the Company's assets.

Classification	Number of species
Critically endangered (CR)	115
Endangered (EN)	318
Vulnerable (VU)	691
Near threatened (NT)	745

In 2021, we reported 114 critically endangered, 287 endangered, 673 vulnerable and 742 near threatened species. In 2022, the values for this indicator increased slightly for two of the categories, due to the updating of the IUCN Red List of Threatened Species database and the inclusion of new operations within the scope of the indicator; however, this increase is not really significant. In the analysis of the species, we included all the operating centers of Repsol's businesses except activities with a high geographical scattering (gas stations, for example) and activities of a temporary nature:

On the other hand, 35% (44% in 2021) of proven reserves and 19% (36% in 2021) of probable reserves operated by Repsol belong to blocks located within protected areas. The variations with respect to the 2021 figures are mainly due to a reduction in reserves located within protected areas due to changes in the portfolio of operated blocks.

People

Employment²

The energy transition and the circular economy are driving the emergence of new professions and new paradigms. Repsol responds to this in an active way, committing to the incorporation of hydrogen into the business and thus promoting projects of this vector and in the United States with new renewable energy businesses for electricity production.

Overall employee figures	2022	2021
Number of employees (<i>headcounts</i>) ⁽¹⁾	23,810	24,134
Average age	43.3	43.4

(1) Refers to employees at the companies in which Repsol establishes policies and guidelines relating to people management, excluding the managed companies Societat Catalana de Petrolis, S.A. and Klikin Deals Spain S.L, that represent 1.4% of the total workforce.

In 2022, some employees have left the Company: Russia, 8 employees; Ecuador, 383 employees; Malaysia, 345 employees; and Greece, 1 employee. In Canada, the workforce was reduced by 16% (69 people) due to the effect of the sale of the Chauvi/Duvernay asset and with it the presence in this country.

Repsol has a diverse human team of 79 different nationalities that works in 29 different countries. Detailed information related to employees is shown below.

Nationalities by country ⁽¹⁾	2022	2021
Algeria	10	12
Belgium	1	1
Bolivia	4	4
Brazil	9	10
Canada	18	18
Colombia	3	2
USA	22	23
Spain	57	57
France	3	3
Guyana	2	1
Indonesia	6	7
Libya	8	7
Luxembourg	2	1
Mexico	6	6
Norway	8	9
Netherlands	5	6
Peru	7	7
Portugal	11	11
United Kingdom	6	7
Singapur	4	5
Switzerland	1	2
Trinidad and Tobago	1	1
Venezuela	2	—

(1) Countries that have the greatest number of nationalities (excluding those of their own country). In certain countries, labor law does not require companies to request certain personal information from employees (nationality). As is the case in the United States and Canada.

Number of employees by country

Country	2022	2021	Country	2022	2021
Germany	2	4	Libya	52	50
Algeria	59	57	Luxembourg	9	6
Belgium	2	1	Morocco	1	1
Bolivia	199	202	Mexico	156	167
Brazil	108	103	Noruega	210	254
Canada	361	430	Netherlands	8	9
Colombia	41	39	Peru	3,068	3,012
Chile	2	1	Portugal	1,435	1,338
USA	629	565	United Kingdom	11	11
Spain	17,171	16,848	Singapur	26	25
France	19	21	Switzerland	3	4
Guyana	2	1	Trinidad and Tobago	9	8
Indonesia	86	94	Venezuela	132	133
Italy	4	5	Vietnam	5	8

² All data, unless otherwise specified, refers to employees at the companies in which Repsol establishes policies and guidelines relating to people management, excluding Societat Catalana de Petrolis, S.A., Energy Express, S.L. and Klikin Deals Spain, S.L., that represent 1.4% of the total workforce.

[2-7] Employees³

Information on employees	Africa						Asia					
	2022			2021			2022			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of employees	15	97	112	15	93	108	43	74	117	154	326	480
Number of permanent employees	15	95	110	15	91	106	41	69	110	137	294	431
Number of temporary employees	0	2	2	0	2	2	2	5	7	17	32	49
Number of full-time employees	15	97	112	15	93	108	43	74	117	154	326	480
Number of part-time employees	0	—	—	—	—	—	—	—	—	—	—	—

	Europe						Latin America					
	2022			2021			2022			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of employees	7,191	11,683	18,874	6,892	11,610	18,502	1,810	1,751	3,561	1,806	2,076	3,882
Number of permanent employees	6,366	10,766	17,132	5,857	10,644	16,501	1,702	1,450	3,152	1,712	1,799	3,511
Number of temporary employees	825	917	1,742	1,035	966	2,001	108	301	409	94	277	371
Number of full-time employees	6,649	11,492	18,141	6,306	11,341	17,647	1,795	1,738	3,533	1,805	2,076	3,881
Number of part-time employees	542	191	733	586	269	855	15	13	28	1	—	1

	North America						Total					
	2022			2021			2022			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of employees	376	770	1,146	370	792	1,162	9,435	14,375	23,810	9,237	14,897	24,134
Number of permanent employees	376	770	1,146	370	792	1,162	8,500	13,150	21,650	8,091	13,620	21,711
Number of temporary employees	0	—	—	—	—	—	935	1,225	2,160	1,146	1,277	2,423
Number of full-time employees	369	769	1,138	360	792	1,152	8,871	14,170	23,041	8,640	14,628	23,268
Number of part-time employees	7	1	8	10	—	10	564	205	769	597	269	866

(1) The number of permanent employees includes 24 employees with discontinued permanent contracts.

Average annual contracts by type of employment and contract ⁽¹⁾

Professional classification	Temporary		Regular/permanent		Total 2022	Total 2021
	Full-time	Part-time	Full-time	Part-time		
Executive	—	—	223.5	1.0	224.5	252.6
Manager	1.8	—	2,260.7	23.3	2,285.8	2,357.2
Professional/ Specialist	257.5	3.2	9,391.8	151.3	9,803.8	10,187.3
Administrative	36.1	0.8	904.3	20.3	961.5	1,066.6
Workers	1,618.3	117.7	8,259.6	219.7	10,215.3	9,776.7
Overall total 2022	1,913.7	121.7	21,039.9	415.6	23,490.9	—
Overall total 2021	1,954.5	140.7	21,128.9	416.1		23,640.3

⁽¹⁾ It is calculated as the sum of the average accumulated workforce grouped by professional category, gender, type of contract, work day (Full Time/Part Time).

³ The People and Organization (HR) area does not have personal information from contractors/suppliers who collaborate with Repsol for confidentiality reasons. All contractors/suppliers are required to know and accept the Code of Ethics and Conduct for Suppliers at the time of signing the collaboration with Repsol.

Average annual contracts by gender and age range ⁽¹⁾

Professional classification	<30	30-50	>50	Total 2022	Total 2021
Executive	—	76.9	147.6	224.5	252.6
Men	—	57.0	121.8	178.8	199.8
Women	—	19.9	25.8	45.7	52.8
Manager	1.4	1,381.0	903.4	2,285.8	2,357.2
Men	0.7	855.7	664.7	1,521.1	1,593.4
Women	0.7	525.3	238.7	764.7	763.9
Professional/ Specialist	494.4	6,935.2	2,374.2	9,803.8	10,187.3
Men	284.5	4,243.5	1,736.6	6,264.6	6,592.4
Women	209.9	2,691.7	637.6	3,539.2	3,594.9
Administrative	47.8	631.8	281.8	961.5	1,066.6
Men	22.0	169.5	67.4	258.9	306.3
Women	25.8	462.3	214.4	702.6	760.3
Workers	1,591.0	6,438.0	2,186.3	10,215.3	9,776.7
Men	808.8	3,741.6	1,508.2	6,058.6	5,987.1
Women	782.2	2,696.4	678.1	4,156.7	3,789.6
Total general 2022	2,134.6	15,462.9	5,893.3	23,490.9	
Total general 2021	2,030.2	15,876.5	5,733.6	—	23,640.3

(1) To calculate this indicator, all existing contracts in the period were taken into account, including existing contracts, first hires and rehires.

[401-1/11.10.2] New employee hiring and staff turnover

Overall contracts and turnover	2022	2021 ⁽⁶⁾
New employees	4,540	2,982
Total turnover rate ⁽¹⁾	21%	17%
Executive turnover rate ⁽²⁾	10%	10%
Voluntary turnover rate ⁽³⁾	8%	5%
Total turnover rate excluding ⁽⁴⁾ Points of Sale ⁽⁵⁾	8%	8%
Voluntary turnover rate excluding ⁽⁴⁾ Points of Sale ⁽⁵⁾	3%	3%
Number of dismissals	315	215

(1) Total departures over total employees at year-end.

(2) Total executive departures over total executives at year-end.

(3) Total voluntary departures over total employees at year-end.

(4) Corresponds to the number of departures (total and voluntary) of employees minus departures at service stations, divided by the total number of employees at year-end minus employees at service stations.

(5) Companies with service stations have been excluded: Campsared, Spain; Recosac, Peru; and Gespost, Portugal.

(6) The 2021 turnover data was recalculated to unify the company's departure criteria.

In 2022, the company hired 4,540 people, which represents 19% of the total and an increase of 52% compared to 2021 (2,982 employees). This increase was a result of the Company's entry in new businesses and maintenance in traditional businesses.

As shown in the data, a high percentage of voluntary turnover is concentrated in points of sale (Service Stations), specifically in the companies Campsared Spain, 506 people; Recosac Peru, 703 people; and Gespost, Portugal, 122 people. This is a consequence of high turnover in the retail sector.

Number and percentage of new hires ⁽¹⁾

Region		<30				30-50				>50				TOTAL			
		2022		2021		2022		2021		2022		2021		2022		2021	
		Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Africa	Women	—	—	1	100	1	8	—	—	—	—	—	—	1	7	1	7
	Men	2	33	3	100	—	—	1	2	—	—	—	—	2	2	4	4
	Total	2	29	4	100	1	1	1	1	—	—	—	—	3	3	5	5
Asia	Women	1	25	1	8	3	9	9	8	—	—	1	5	4	9	11	7
	Men	—	—	4	29	9	13	22	9	—	—	1	2	9	12	27	8
	Total	1	20	5	19	12	12	31	8	—	—	2	3	13	11	38	8
Europe	Women	626	105	496	94	883	17	605	12	124	8	85	6	1,633	23	1,186	17
	Men	818	101	478	70	739	10	435	6	136	4	109	3	1,693	14	1,022	9
	Total	1,444	102	974	81	1,622	13	1,040	8	260	5	194	4	3,326	18	2,208	12
Latin America	Women	307	67	152	33	218	17	96	8	—	—	1	1	525	29	249	14
	Men	284	77	199	52	177	16	114	9	1	0.36	4	1	462	26	317	15
	Total	591	71	351	41	395	17	210	8	1	0.27	5	1	987	28	566	15
North	Women	9	36	24	75	42	18	34	15	13	11	3	3	64	17	61	16
	Men	21	43	25	41	102	20	66	12	24	12	13	7	147	19	104	13
	Total	30	41	49	53	144	19	100	13	37	12	16	5	211	18	165	14
Total	Women	943	87	674	65	1,147	17	744	11	137	8	90	5	2,227	24	1,508	16
	Men	1,125	91	709	62	1,027	11	638	7	161	4	127	3	2,313	16	1,474	10
TOTAL	Total	2,068	89	1,383	64	2,174	14	1,382	9	298	5	217	4	4,540	19	2,982	12

(1) Calculated as the number of new hires over to total employees as of December 2022. The rate reflects the number of new hires with no previous employment relationship with the Company as a ratio of the original population of the analyzed segment. The data of % higher than 100% are due to the reactivation of the temporary hires analyzed. For more information, see [401-1/11.10.2] New employee hiring and staff turnover

Voluntary employee turnover ⁽¹⁾

Region		<30				30-50				>50				TOTAL			
		2022		2021		2022		2021		2022		2021		2022		2021	
		Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Africa	Women	—	—	—	—	1	8	—	—	—	—	1	50	1	7	1	7
	Men	—	—	—	—	—	—	4	3	—	—	1	4	—	—	5	5
	Total	—	—	—	—	1	1	4	5	—	—	2	7	1	1	6	6
Asia	Women	1	25	—	—	1	3	23	19	—	—	—	—	2	5	23	15
	Men	—	—	2	15	11	16	34	13	1	17	5	9	12	16	41	13
	Total	1	20	2	8	12	12	57	15	1	8	5	6	14	12	64	13
Europe	Women	145	24	103	20	225	4	169	3	45	3	19	1	415	6	291	4
	Men	173	21	103	15	244	3	159	2	86	2	31	1	503	4	293	3
	Total	318	23	206	17	469	4	328	3	131	3	50	1	918	5	584	3
Latin America	Women	231	50	156	34	197	16	110	9	1	1	2	2	429	24	268	15
	Men	197	53	145	38	125	11	94	7	8	3	12	3	330	19	251	12
	Total	428	52	301	36	322	14	204	8	9	2	14	3	759	21	519	13
North	Women	6	24	5	16	25	11	19	8	5	4	9	8	36	10	33	9
	Men	14	29	5	8	62	12	36	7	8	4	10	5	84	11	51	6
	Total	20	27	10	11	87	12	55	7	13	4	19	6	120	10	84	7
Total	Women	383	35	264	25	449	7	321	5	51	3	31	2	883	9	616	7
	Men	384	31	255	22	442	5	327	3	103	3	59	1	929	6	641	4
TOTAL	Total	767	33	519	24	891	6	648	4	154	3	90	2	1,812	8	1,257	5

(1) The 2021 turnover data has been recalculated to reunify the company's exit criteria.

Total employee turnover ⁽¹⁾

Region		<30				30-50				>50				TOTAL			
		2022		2021		2022		2021		2022		2021		2022		2021	
		Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Africa	Women	—	—	—	—	3	25	—	—	—	—	1	50	3	20	1	7
	Men	—	—	—	—	—	—	4	6	—	—	3	11	—	—	7	8
	Total	—	—	—	—	3	4	4	5	—	—	4	13	3	3	8	7
Asia	Women	1	25	1	8	5	15	39	33	1	17	—	—	7	16	40	26
	Men	—	—	5	36	16	24	48	19	2	33	5	9	18	24	58	18
	Total	1	20	6	23	21	21	87	23	3	25	5	6	25	21	98	20
Europe	Women	604	101	488	93	955	19	764	15	281	18	222	16	1,840	26	1,474	21
	Men	690	85	477	70	737	10	599	8	557	16	565	16	1,984	17	1,641	14
	Total	1,294	92	965	80	1,692	14	1,363	11	838	17	787	16	3,824	20	3,115	17
Latin America	Women	257	56	169	36	224	18	125	10	13	13	11	12	494	27	305	17
	Men	241	65	162	42	170	15	131	10	62	22	45	12	473	27	338	16
	Total	498	60	331	39	394	17	256	10	75	20	56	12	967	27	643	17
North	Women	7	28	7	22	38	16	38	17	17	15	25	23	62	16	70	19
	Men	15	31	13	21	126	24	64	12	34	17	48	25	175	23	125	16
	Total	22	30	20	22	164	22	102	13	51	16	73	24	237	21	195	17
Total	Women	869	80	665	64	1,225	19	966	15	312	18	259	16	2,406	26	1,890	20
	Men	946	76	657	58	1,049	11	846	9	655	16	666	16	2,650	18	2,169	15
TOTAL	Total	1,815	78	1,322	61	2,274	14	1,812	11	967	17	925	16	5,056	21	4,059	17

(1) The 2021 turnover data has been recalculated to reunify the company's exit criteria. This is calculated as the turnover of employees out of the total number of employees at 31.12.2022.

Number of dismissals ⁽¹⁾

	<30		30-50		>50		TOTAL	
	2022	2021	2022	2021	2022	2021	2022	2021
Men	21	8	97	60	100	69	218	137
Executive	—	—	—	—	2	3	2	3
Manager	—	—	6	12	16	23	22	35
Professional/ Specialist	2	5	41	35	35	20	78	60
Administrative	—	—	1	—	3	—	4	—
Workers	19	3	49	13	44	23	112	39
Women	12	2	51	50	34	26	97	78
Executive	—	—	—	—	1	—	1	—
Manager	—	—	2	6	4	3	6	9
Professional/ Specialist	1	—	14	22	15	4	30	26
Administrative	—	—	6	5	1	10	7	15
Workers	11	2	29	17	13	9	53	28
Total	33	10	148	110	134	95	315	215

(1) The 2021 turnover data has been recalculated to reunify the company's exit criteria.

Personnel expenses, remuneration and benefits

In 2022, the average cost per employee was 78.7 thousand euros⁴ (69.8 thousand in 2021), growth mainly due to the improvement in salary conditions. Special benefit costs were 98.46 million euros⁵ (118.3 million euros in 2021), of which 65% took the form of healthcare and pension fund contributions. In 2022, social security payments amounted to 277 million euros (258 million euros in 2021) and the overall investment in training totaled 12.1 million euros (8.4 million euros in 2021).

As regards remuneration, in accordance with Law 11/2018 and the new requirements in Spain under RDL 6/2019, RD 901/2020 and RD 902/2020, employee remuneration is analyzed on an annual basis, including the adjusted salary gap in each country with significant operations, to determine the factors that underpin the differences in salary between men and women, such as professional level, type of work day, seniority, business, etc.

⁴ Corresponds to personnel expenses over the average accumulated workforce managed. Personnel expenses include social contributions and other items and excludes severance pay, director remuneration and travel expenses.

⁵ Expense corresponding to employees of the managed workforce (Includes Societat Catalana de Petrolis S.A.)

[2-21] Annual total compensation ratio

There have been no substantial changes with respect to the previous year. In general terms, the differences with respect to the previous year are due to staff turnover.

Country ⁽¹⁾	2022			2021		
	Total annual compensation of the highest paid individual ⁽²⁾⁽³⁾ / average total annual compensation of all employees	Total annual compensation of the highest paid individual ⁽²⁾⁽³⁾ / median total annual compensation of all employees	Percentage increase in total annual compensation of the highest paid individual / Percentage increase in median total annual compensation of all employees	Total annual compensation of the highest paid individual ⁽²⁾⁽³⁾ / average total annual compensation of all employees	Total annual compensation of the highest paid individual ⁽²⁾⁽³⁾ / median total annual compensation of all employees	Percentage increase in total annual compensation of the highest paid individual / Percentage increase in median total annual compensation of all ⁽⁴⁾ employees
Spain	13.53	13.65	0.46	14.21	14.32	—
Peru	15.59	51.20	1.70	15.53	47.23	—
Portugal	7.40	8.48	2.30	6.87	7.81	(0.98)
United States	4.17	4.82	0.32	4.45	5.29	—
Canada	2.64	2.79	0.46	2.82	3.01	—
Bolivia	3.23	3.52	0.96	3.24	3.53	—

(1) The data include the most representative countries in terms of revenues and headcount. Information on the Group's senior management worldwide is not included. This information is available in note 29 to the consolidated financial statements. The CEO's remuneration is described in section 6 of the Annual Report on Director Remuneration for 2022.

(2) The highest-paid individual was identified without taking into account senior management, expatriate staff from other origins and employees who departed prior to December 31 of the year in question.

(3) Total remuneration received by employees on a cash basis..

[202-1] Ratio of standard entry level salary by gender to local minimum wage

Country ⁽¹⁾⁽³⁾	Country minimum wage (local currency/month)		Repsol minimum wage (2) (local currency/month)		Repsol salary / national salary	
	2022	2021	2022	2021	2022	2021
Spain	1,166.70	1,125.83	1,598.66	1,421.80	1.37	1.26
Peru	1,195.83	1,085.00	1,195.83	1,085.00	1.00	1.00
United States	1,256.67	1,256.67	3,553.33	3,250.00	2.83	2.59
Canada	2,600.00	2,600.00	4,833.33	3,824.27	1.86	1.47
Portugal	822.50	775.83	845.83	799.17	1.03	1.03
Bolivia	2,437.50	2,344.33	13,520.00	13,000.00	5.55	5.55

(1) The data include the most representative countries in terms of revenues and headcount.

(2) The Repsol minimum salary reflected in the table includes only base wages and fixed allowances, excluding other remuneration such as variable bonuses, incentives and remuneration in kind.

(3) The figures for all countries are expressed considering 12 payments.

In accordance with Repsol's equal opportunities policy, wages are established in relation to a position, so there is no need to include segmentation by gender.

Repsol's fixed minimum wages are equal to or higher than the local minimum wage in all countries, and higher when total remuneration is considered, with a notable improvement in certain geographies compared to 2021.

[401-2/11.10.3] Benefits provided to full-time employees that are not provided to temporary or part-time employees

In Spain, the Master Agreement and, in particular, the various collective bargaining agreements contain information on employee benefits in terms of eligibility and scope criteria. There are no differences in social benefits for temporary and permanent employees, except for loans and study aid, which are only allocated to permanent employees

in those companies that offer them. The benefits and their eligibility and scope criteria are set down in applicable collective agreements or internal manuals, are applied consistently in each country.

In general, Repsol offers the following benefits: pension fund, life insurance, medical insurance, disability assistance, cover for disability, parental leave, study aid, food allowances, share-purchase programs, and loans and subsidized interest.

[405-2/11.11.6] Ratio of basic salary and remuneration of women to men

Ratio of basic salary and remuneration of women to men⁽¹⁾⁽²⁾

Country	2022					2021				
	Executive ⁽³⁾	Manager	Professional / Specialist	Administrative	Workers	Executive ⁽³⁾	Manager	Professional / Specialist	Administrative	Workers
Spain	0.74	0.95	0.94	1.01	0.64	0.84	0.94	0.94	0.99	0.64
Peru	-	1.01	0.90	0.91	0.56	NS	0.96	0.87	0.94	0.60
Portugal	-	0.93	0.84	1.26	0.60	-	0.98	0.82	1.17	0.57
United States	-	0.84	0.82	-	-	-	0.88	0.83	NS	-
Canada	-	0.92	0.82	-	-	-	0.97	0.83	NS	NS
Bolivia	-	NS	0.97	-	-	-	1.05	0.99	-	-

(1) The data reported include the most representative countries in terms of revenues and headcount.

(2) No ratios are given in categories with non-representative female or male workforces (fewer than five), as these are considered not statistically significant (N.S.). (-) is shown where there are no employees of either gender.

(3) Includes all executives except the CEO..

There were no significant changes with respect to 2021. In the case of the manual workers in Spain, Peru and Portugal, the ratios that result from grouping the businesses with their differing salary conditions show greater differences than each company or business when analyzed separately. The gaps by business for this group (manual) never exceed 0.78, 0.8 and 0.85 in Peru, Portugal and Spain, respectively.

Average compensation and gender gap

The following shows the ratio of women's average compensation to that of men, and data on the compensation gap. The required data were prepared using the criteria and segmentations of the indicators in the GRI standard and following the requirements of Spanish Royal Legislative Decree 11/2018.

The data reported include the most representative countries in terms of revenues and headcount.

The variations in remuneration measured in 2022 compared to 2021 are mainly due to the company's effort to improve the remuneration of its employees in all countries, the natural movements of the workforce, and the linking of remuneration to results, especially variable remuneration. Moreover, the values shown in the tables are affected by the exchange rate to euros, with a significant impact in all countries with a currency other than € (Peru, Bolivia, the United States and Canada) (see the table of 2022 and 2021 exchange rates).

Average compensation by occupational category (1) (2) (3)

Occupational category	Average compensation 2022									
	Executives ⁽²⁾		Manager		Professional/ Specialist		Administrative staff		Workers	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Spain	239,523	341,067	101,085	106,690	54,087	60,940	42,945	43,489	23,750	40,839
Peru	-	249,143	101,689	124,294	33,734	42,341	10,801	11,457	5,341	10,590
Portugal	-	IC	85,779	92,633	34,410	44,889	40,162	32,761	14,283	31,057
United States	-	504,106	223,400	269,785	117,358	146,136	64,694	-	-	106,576
Canada	IC	-	156,287	175,418	88,080	110,522	59,251	-	-	110,552
Bolivia	-	-	171,088	158,773	75,113	80,945	IC	-	-	52,143

Occupational category	Average compensation 2021									
	Executives ⁽²⁾		Manager		Professional/ Specialist		Administrative staff		Workers	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Spain	244,585	303,156	87,359	92,054	48,932	55,278	40,873	41,839	22,493	38,137
Peru	IC	193,477	68,844	76,283	23,694	29,918	7,725	8,609	3,748	7,349
Portugal	-	IC	82,939	85,571	32,773	43,330	34,329	30,593	12,974	28,244
United States	-	394,873	187,402	213,044	94,052	114,983	54,579	IC	-	90,029
Canada	IC	-	135,677	142,733	72,924	89,170	52,142	84,287	IC	90,431
Bolivia	-	-	133,672	127,220	61,405	66,068	IC	-	-	42,441

(1) All cash remuneration received by employees, accounted for on a cash basis and stated in euros. Excludes employees on international assignment, partial retirees and employees who left before December 31 of the year in question.

(2) Includes senior management and other executives except the CEO, whose remuneration is disclosed in Note 29 to the consolidated Financial Statements, in detail and in itemized form, for both his executive and Board functions.

(3) Remuneration is not disclosed for those categories that contain fewer than three female or male employees because the information is considered confidential (CI). Where there is no employee in either gender, (-) is shown..

Compensation broken down by age range⁽¹⁾⁽²⁾⁽³⁾

Age	<30 years				30-50 years				>50 years			
	Women		Men		Women		Men		Women		Men	
Country	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Spain	26,749	26,181	33,628	31,119	46,100	42,723	57,549	52,159	50,811	46,177	68,549	62,041
Peru	7,745	5,661	12,966	10,223	14,381	9,815	33,385	22,638	26,792	28,222	46,510	35,330
Portugal	18,711	16,912	25,515	22,519	24,757	21,722	38,032	34,410	32,203	31,266	55,185	51,973
United States	91,403	78,178	110,388	85,888	133,641	109,516	166,240	136,145	138,938	114,346	220,608	170,009
Canada	IC	55,219	113,019	84,411	96,622	78,864	122,788	96,545	111,930	92,663	127,598	106,434
Bolivia	29,448	26,921	-	33,184	82,364	66,467	85,685	70,506	111,764	89,976	122,156	97,255

(1) All cash remuneration received by employees, accounted for on a cash basis and stated in euros. Excludes employees on international assignment, partial retirees and employees who left before December 31 of the year in question.

(2) Includes senior management and other executives except the CEO, whose remuneration is disclosed in Note 29 to the consolidated Financial Statements, in detail and in itemized form, for both his executive and Board functions.

(3) Remuneration is not disclosed for those categories that contain fewer than three female or male employees because the information is considered confidential (CI). Where there is no employee in either gender, (-) is shown.

Gender gap⁽¹⁾⁽²⁾⁽³⁾

Occupational category ¹	Executives ⁽²⁾		Manager		Professional/ Specialist		Administrative		Workers		Adjusted gap in the country ⁽⁴⁾	
	Country	Woman/Man	Woman/Man	Woman/Man	Woman/Man	Woman/Man	Woman/Man	Woman/Man	Woman/Man	Woman/Man	Woman/Man	Woman/Man
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Spain	0.70	0.80	0.94	0.91	0.93	0.89	1.02	0.96	0.91	0.91	0.94	0.94
Peru	-	NS	0.96	0.92	0.89	0.86	0.92	0.91	0.80	0.74	0.98	0.97
Portugal	-	-	0.91	0.97	0.84	0.83	1.12	1.11	0.92	0.92	0.93	0.93
United States	-	-	0.83	0.89	0.80	0.82	-	NS	-	-	0.94	0.93
Canada	-	-	0.89	0.95	0.80	0.82	-	NS	-	NS	0.89	0.95
Bolivia	-	-	NS	1.07	0.94	0.94	-	-	-	-	1.03	0.99

(1) All cash remuneration received by employees, accounted for on a cash basis and stated in euros. Excludes employees on international assignment, partial retirees and employees who left before December 31 of the year in question.

(2) Includes senior management and other executives except the CEO, whose remuneration is disclosed in Note 29 to the consolidated Financial Statements, in detail and in itemized form, for both his executive and Board functions.

(3) Repsol operates in Spain, Peru and Portugal in different sectors and through different corporate entities that are subject to different collective bargaining agreements, which means widely different salaries, depending on the company and the sector. Most employees in these categories are paid salaries directly determined by the relevant collective bargaining agreements, which in no case set gender-based differences in pay. A combined analysis of the pay realities of different sectors under different agreements might be misleading. The gap reflected in the table is therefore the weighted average gap of the different entities operating in these three countries.

(4) To state a value that represents all employees in a country together and allows for a more representative comparison of substantially similar situations, we relied on the following factors to calculate the adjusted wage gap: business/collective bargaining agreement concerned, occupational category and employee age. This adjusted wage gap has been calculated as the weighted average ratio of women's average pay to men's average pay, segmented by company, occupational category and age range. Considering all the employees in these countries together, and without taking into account factors other than gender, the average pay of women compared to the average pay of men shows a gross pay gap of 0.69.

(5) No ratios are given in categories with non-representative female or male workforces (fewer than three), as these are considered not statistically significant (N.S.). (-) is shown where there are no employees of either gender.

Exchange rates to €			
2022		2021	
0.9496	USD	0.8455	USD
0.2432	PES	0.2149	PES
0.7300	CAD	0.6746	CAD
0.1384	BOB	0.1232	BOB

The gender gap evolves favorably in 3 of the 6 countries. In the case of Canada, the differences compared to 2021 are mainly due to staff turnover, which has the greatest impact in countries with smaller populations.

Employment framework, health and safety at work

[2-30] Collective bargaining agreements

The Group's Framework Agreement, together with the collective bargaining agreements (eleven company collective bargaining agreements, six sectoral agreements and five company agreements), provide the basis for a framework of sustainability and trust underpinning the mutual interests of Company and employees.

As regards the legal representation of workers in Spain, in September 2022 Repsol had 802 workers' representatives at the 15 companies included in the Framework Agreement, belonging to 10 different trade union organizations, and of whom 31 additional representatives were outside the scope of that Framework Agreement.

Of the total number of employees that make up the Repsol Group, 79.66% of the workforce are covered by collective bargaining agreements.

Repsol has employees under collective bargaining agreements in Spain, Peru, Portugal, Brazil, Indonesia, France, Italy, Mexico and Norway. In 2022, of the employees in these countries, nearly 85.22% are covered by a collective bargaining agreement. The detail for each country is shown below:

Employees covered by collective bargaining agreements		
Country	% Employees covered by collective bargaining agreements	
	2022	2021
Spain ⁽¹⁾	100%	100%
Brazil	87.96%	90.29%
Indonesia	83.72%	82.98%
Peru	13.85%	11.69%
Portugal	67.25%	65.17%
Mexico ⁽²⁾	87.82%	N/A
Norway	38.10%	34.65%
France	100%	100%
Italy	100%	100%

(1) Although a few are governed by their individual contracts in some matters
 (2) In Mexico an agreement was signed with a local union that covers all local employees, however, it does not apply to expatriate staff.

It is worth noting that Repsol has other work-life balance measures in place at the Group, such as additional days of vacation or paid and unpaid leave. In Spain, for example, employees can take unpaid leave for personal reasons or additional days of paid leave and vacation time. In Canada, the law provides for various kinds of unpaid leave, though Repsol still chooses to pay the workers part of their wages while on leave. In Peru, the company provides additional leave, such as for marriage, relocation or bereavement. And in Brazil, maternity and paternity leave days have been extended. Repsol also applies minimum standards of leave worldwide to ensure a proper work-life balance. These standards are more generous than the leave provided for by law and relate to maternity, breastfeeding, paternity, marriage or death of a family member.

With this philosophy, it works to encourage more efficient agenda management and digital disconnection. Repsol has the Group's Right to Disconnect Protocol, having been agreed with the workers' representatives, which establishes guidelines for limiting the use of technologies that guarantee respect for rest periods, leaves of absences and vacations.

Health and well-being

Repsol considers people's health to be an essential value in the development of all the Company's activities. To this end, it has a strategic framework for health and well-being from which different actions are deployed to achieve a healthy work environment.

[403-1/11.9.2] Occupational health and safety management system

The health management system has been integrated into all businesses and covers all company employees, across all activities and work centers. In relation to emergency medical care, this cover also extends to contractors.

Repsol complies with the legal requirements of each of the countries where it operates and with its own internal regulations. The best practices of the industry (IOGP, OSHAS) are also followed.

The industrial complexes in Spain and Sines (Portugal), Saint John LNG (Canada), Reggane (Algeria), Repsol Butano, RLESA, GESPEVESA, Repsol Electricity Generation, Repsol Combined Cycles Generation and Asset Management in the Madrid buildings, are all certified according to ISO 45000:1. Repsol S.A. is certified as an Empresa Saludable (Healthy Company).

The health management systems undergo regular external and internal audits in accordance with the legislation of each country and to earn and maintain the relevant certifications.

[403-3/11.9.4] Occupational health services

Health Services are available in all countries and their role is to identify working conditions that might affect health and propose corrective measures, while also promoting the general wellbeing of employees. To carry out this function, preventive medical examinations are carried out, emergency medical care and consultation is provided, and assessments by medical specialists are followed up when required. Furthermore, health-related prevention and promotion programs and activities are carried out.

In some countries the services are covered in part by the company's own employees (Bolivia, Spain, Peru and Venezuela). In all other countries they are entrusted to an external health services provider. All professionals who provide these services possess the necessary qualifications in accordance with the law in each country, and the type of activity to be performed: occupational health, emergency care, community health, etc. In all countries there is at least one in-house employee for the health and wellness function, who acts in coordination with the expert governance function of corporate medical services.

Medical centers may be on or offsite, depending on the type of activity and work center. At offshore and field sites and large industrial facilities, a medical center is available within the facility itself and provides care 24 hours a day, seven days a week. Certain office buildings, such as in Madrid, Lima, Lisbon, Santa Cruz de la Sierra, Puerto La Cruz, Mexico City, Stavanger and Yakarta have medical services on hand at the work center itself, which operate during all or part of working hours, depending on the number of employees at the center and the legal requirements in the country concerned. At the Sines industrial complex in Portugal, the services of an off-site medical professional are available for one hour a day to provide medical care to workers' families.

Health care services are offered during working hours and in some cases employees can also go outside of these hours. In the case of medical consultations, in addition to in-person care, access to telemedicine consultations is provided.

The confidentiality of medical information is protected through the use of software that complies with the data protection laws in force in the country or to Repsol's own standards, which comply with Spanish legislation but offer even higher levels of data protection. Only employees themselves have access to their health data.

The company receives information on suitability for the position and, if applicable, prevention recommendations for workstation or activity adaptations or support measures for emergency evacuation without stating the health reason for these recommendations. Aggregate epidemiological information from medical examinations and health

campaigns is also provided to evaluate the performance of preventive and health promotion programs and make improvements to them.

Compliance with health data protection regulations is regularly audited internally. There may be external audits if the country's legislation so requires.

[403-4/11.9.5] Worker participation, consultation, and communication on occupational health and safety

The means of communication, participation and consultation are adapted to the characteristics of each business and work center. All manner of media are used to provide workers with information on health, prevention measures, campaigns and related activities: MyRepsolnet, e-mail, digital signage, newsletters, brochures, health services surveys, meetings, etc. The Workday Learning platform offers informative talks and health courses, so that employees can select the topics that interest them and access them when it best suits their time availability.

Medical services and occupational health representatives are available to employees to respond to suggestions, requests and any type of communication they may wish to raise.

Workers receive information on risk assessments for their job positions.

Health and safety committees, with company and employee representation, also exist and have constitution, powers and operation that are regulated by the applicable legislation in each country:

Country	Committees
Algeria	Health and Safety Committee at the Algiers offices. Quarterly meetings. Employee Health and Safety Committee based in Madrid and the Algiers office. Quarterly meetings.
Bolivia	Occupational Health and Safety Mixed Committee. Monthly meetings.
Canada	Health and Safety Committees at the three work centers of Calgary, Edson and Chauvin. Monthly meetings.
Colombia	Joint Committee on Occupational Health and Safety (COPASST) Monthly meetings. Labor Coexistence Committee (CCL). Quarterly meetings.
Spain	Health and Safety Committees at the company and work center level. Quarterly meetings. Health and Safety Committee of the Framework Agreement. Quarterly meetings.
Mexico	Health and Safety Mixed Committee. Quarterly meetings.
Norway	Work Environment Committee. Quarterly meetings. The Rehabilitation Subcommittee is within it.
Peru	Health and Safety Committees of the companies RELAPASAA, RECOSAC and REPEXSA. Monthly meetings.
Portugal	Occupational Health and Safety Committee, at the Sines center. Monthly meetings.
Venezuela	Occupational Health and Safety Committee. Monthly meetings.

[403-5/11.9.6] Worker training on occupational health and safety

With regards to health and safety training, Repsol continued with its employee development and awareness programs in this post-pandemic phase. The online Occupational Risk Prevention course (5oh) completed by 74 employees, which corresponds to the certification indicated in Royal Decree 39/1997, is worth noting. In the Industrial Complexes, multiple operations and prevention programs were carried out in a continuous and diverse manner with the aim of reducing the risks of accidents. This is reflected in the 54% increase compared to the previous year, with a total of 254,145 hours of safety training. Moreover, at Service Stations in Spain, the entire workforce (more than 4,000 employees) was trained in Safety Simulation, Tanker Truck Unloading and a Basic Course on Safety and Environment (S&E) at Service Stations and chemical agents.

[403-6/11.9.7] Promotion of worker health

At the beginning of the year, prevention and health promotion activities are planned for the entire Company, based on the strategic health and well-being framework.

Activities are organized by the Health and Well-being Area with covers all employees, and they are recorded and can be accessed on the Stream/www.repsol.com YouTube channel to be viewed at the employee's convenience. In 2022, special emphasis was placed on activities related to emotional health.

In 2021, Repsol focused once again on the need to vaccinate against influenza and it also helped vaccinate against COVID in countries where the health authorities allowed it, such as Bolivia, Venezuela and the Cartagena refinery (Spain).

As in previous years, vaccination is carried out against other diseases such as hepatitis A and B, diphtheria, tetanus, measles, rubella, mumps and yellow fever.

Awareness, information and prevention campaigns against various forms of cancers (colon, breast, prostate) are also carried out worldwide.

Highlight initiatives by country:

- Bolivia: Information sessions on snakebites, heat stroke, breast cancer. Nutrition workshop. Basic first aid recommendations.
- Brazil: talks on different health topics, ergonomics advice, consultation with a nutritionist, offered by an external provider.
- Canada: Drug awareness course. External provider platform with wellness resources.
- Colombia: employees affiliated with an external provider of health promotion activities, being able to access family medicine, psychology and psychiatry services. Ergonomics workshops and active breaks. Cardiovascular risk prevention.

- Spain: psychological support and physiotherapy for all employees through the Conciliation Services. Colon and prostate cancer prevention campaigns. Assessment of psychosocial risks complemented with a self-reported health scale. Emotional management workshops. Inclusion of determining vitamin D in people over 45 years of age in the medical examination analysis. Cardiovascular risk prevention. Back care and ergonomics workshops.
- Indonesia: talks on fatigue, stress, ergonomics, health care in teleworking.
- Mexico: Ergonomic orientation workshops. Ultrasound and mammography campaign. Talk on diabetes with glycemia control. Talk on preventing sexually transmitted diseases with HIV testing.
- Norway: healthy lifestyle screening. Physiotherapy service.
- Peru: Ergonomics workshops including active breaks, prevention of communicable diseases. Tips for stress and anxiety. Nutrition services through health insurance provider.
- Portugal: psychological support program for employees, cardiovascular risk prevention, addictive substance consumption prevention, workshops on musculoskeletal disorders, prevention and treatment of high blood pressure.
- Trinidad and Tobago: Financial assistance for employees to help them keep in shape. First aid talk.
- Singapore: financial assistance to employees for services or courses related to health and physical activity.
- United States: Advice on nutrition, physical activity, psychological, social and community well-being, menu planning, fitness videos through an external provider. Assistance program for employees who request psychological and legal advice, as well as support and conciliation services.
- Venezuela: Talks on digital disconnection and mental health, post-COVID syndrome, anti-inflammatory diet and heart care.

[RT-CH-320a.2] Efforts to assess, control, and reduce employee and contractor exposure to long-term (chronic) health risks

Repsol runs a specific risk assessment for each job position to assess the physical, chemical, ergonomic and/or biological hazards to which employees may be subjected. Psychosocial risks are also assessed. As a result of the assessments, preventive recommendations are made, such as changing chemical products, improving processes and/or work procedures, using personal protective equipment, information and training for employees in occupational risk prevention.

The risks are reassessed periodically and preventive measures are monitored.

In addition, all potential hazards at the Company's facilities are communicated to service contractors. These hazards are included in the risk assessment and measurements in relation to the work that those companies carry out on Repsol facilities.

As for chemical risks, monitoring is carried out at both European level (ECHA, REACH, etc.) and national level for all substances that might pose a risk to health, both now and in the long term, so that they can be taken into account at both exposure and design level. For this purpose, an assessment of potential exposure sites is carried out, along with a specific measurements — including those relating to design specifications — and modifications at local level if necessary.

The aim is to ensure that health risks are always below half of the limit values, both now and in the reviews normally planned over the next two to four years. Therefore, the Company ensures that these substances always below the exposure limit values or otherwise there is no exposure to them at all.

[403-10/11.9.11] Work-related ill health

In 2022, five occupational diseases were reported, three in men and two in women. Two cases are infectious diseases, another two cases are musculoskeletal diseases and one case is a dermatological disease. All the cases were medically assessed and the recommended preventive measures were adopted.

Occupational diseases are reported according to applicable legislation in each country in relation to occupational diseases, requesting in the different countries a medical certificate confirming the information offered with regard to this indicator.

Actions related to the risks that can cause work-related ill health are indicated in section RT-CH-320a.2.

Health information on contractor personnel is not available due to legal requirements governing the protection of health-related data.

In 2022, 1,685,369 hours of absenteeism were recorded, with an increase of 6.57% compared to last year (1,803,791 hours in 2021) due to the health situation that is still ongoing. At the Company's discretion, hours of absenteeism exclude incidents caused by occupational accidents or professional illnesses. This year, data from Colombia and Libya have also been included as part of the perimeter, meaning that 99.15% of the total number of employees has been covered.

Talent development

Repsol has in place a talent development model based on a generic skills system and regular talent and performance assessment processes to identify key personnel according to the needs of the organization.

Talent development tools include mobility to positions with opportunities for professional development and retraining supported by training programs for leadership development, reskilling or upskilling.

Accordingly, in 2022, the total investment in training increased by 3.7 million euros, which represents an increase of 27% per employee.

General training data

	2022	2021
Investment per employee ⁽¹⁾ (€)	514.0	354.0
Total investment in training (€ M)	12.1	8.4
Training hours per employee ⁽¹⁾	30.6	24.0

(1) Data obtained from the average accumulated workforce.

[404-1/11.10.6] Average hours of training per year per employee

Average training hours per year by person and by gender⁽¹⁾

Category	Hours of training/year	Total 2022	Total 2021
Executives⁽²⁾	Hours of training/year	8,091	9,071
	Person	36	36
	Women	59	36
	Men	30	36
Manager	Hours of training/year	73,310	59,218
	Person	32	25
	Women	35	26
	Men	31	25
Professional/Specialist	Hours of training/year	326,491	274,760
	Person	33	27
	Women	30	27
	Men	35	27
Administrative staff	Hours of training/year	19,529	25,044
	Person	20	23
	Women	20	20
	Men	22	31
Workers	Hours of training/year	290,428	192,972
	Person	28	20
	Women	15	10
	Men	38	26
Total	Hours of training/year	717,849	561,065
	Person	31	26
	Women	23	24
	Men	35	29

(1) Data obtained from the average accumulated workforce. (2) Includes governing bodies.

[404-2/11.7.3/11.10.7] Programs for upgrading employee skills and transition assistance programs; [403-5] Worker training on occupational health and safety; and [EM-EP-320a.1] Average hours of training in health, safety, and emergency response

Area	Subject
General	In 2022, within the framework of principles of action and ethics defined in Repsol, new training is made available to achieve a higher level of understanding of the expected behaviors, carried out by around 22,000 employees, with a score by the employees of 3.4 vs 4 and NPS 32. In terms of Cybersecurity, an interactive learning experience is made available to the entire company to raise awareness about the culture of cybersecurity, carried out by more than 16,000 employees with a score of 3.2 vs 4. NPS 15. The Company's Strategic Plan includes Digitalization as a key vector in people development. For this reason, the Data School programs continue, with 870 people participating in online courses, receiving an average score of 3.5 vs 4. From the point of view of Safety and Environment, training was undertaken for Incident Investigation, Occupational Risk Prevention, and Evacuation and Emergencies at the Company's headquarters. The online Occupational Risk Prevention course (50h) completed by 74 employees within the Company's industrial complexes, is worth noting. Continuing with the Strategic Plan in the area of Leadership, the LEAD program was completed with around 1400 leaders from all over the world. This program received two recognized awards. For the segment of area leaders, high-impact programs were offered to take on greater responsibilities. For the segment of future leaders, the Learn&Lead program develops management and leadership skills, in which more than 200 Senior Professionals delved into Economic-Financial content, New Ways of Working, Digitization and Leadership, with a 100% virtual format and in two languages.
Health, Safety and Environment	The Company continues to work on leadership in safety and promote aspects that strengthen the safety culture, by specifically adapting the Safety Leap program for the Industrial area aimed at technical personnel working at the operational divisions, a program carried out by more than 200 employees.
Master Programs	The challenge of redefining the Industrial and Maintenance Management master programs is posed both at the level of methodology and updating the content of the energy value chain, promoting a modular, flexible and practical structure that establishes different specialization pathways. Moreover, in September a new edition of the Master's degree in Instrumentation and Control was launched.
Upstream	Repsol continues to respond to strategic challenges such as the energy transition and reskilling through training for the so-called Green Exploration (related to training on hydrogen, on CO2 capture, storage and use, and on geothermal energy), Data Driven, and Upskilling with a comprehensive plan and the incorporation of close to one hundred courses in the internal catalog that respond to 80% of the more than 5,000 identified technical training needs. Furthermore, process standardization is developed, with programs related to One Repsol Way, such as the Operating Manual, the Engagement program, and the Learn & Lead program, which have been extended to the entire Upstream organization.
Industrial Transformation and Circular Economy Division	The Company continues to work on leadership in safety and promote aspects that strengthen the safety culture, by specifically adapting the Safety Leap program to the Industrial area aimed at technical personnel working at the operational divisions, a program carried out by more than 200 employees. Training in the Preventive Observations process, keys to dialogue and learning, was deployed with more than 30 editions and 1,859 participants. Moreover, various training programs were carried out which respond to the needs for risk analysis, root causes, work permits, transport of dangerous goods and protection of strategic infrastructures. The development of hydrogen as an energy vector was another focus of 2022, developing a program on the hydrogen value chain, renewable energy storage and its relevance in the energy transition.
Customers and Low-Carbon Generation	The Multiskilling project was consolidated, which includes development actions, on-the-job experience and a training plan for the sales force, increasing the range of training options in this regard. A program based on customer experience and knowledge of the company's products and services was developed for all Customer personnel, carried out by more than 2,370 employees, with a score of 3.4 vs 4 and an NPS 50. The University of Deusto program, aimed at sales personnel, continued and around 60 people passed through it, with a score of 3.4 vs. 4 and NPS 25. Awareness of the energy transition was promoted with a program for Service Station personnel through which more than 1,500 people have passed, with a score of 3.8 vs 4 and an NPS 74. A program on electricity and gas trading was developed, through which more than 50 employees have passed, with a score of 3.9 vs. 4 and an NPS 88. This year, special focus was placed on the digitalization and transformation of the sales network, with two programs, the first aimed at promoting digital customer contracting through Solred, carried out by around 80 employees, (score of 3.4 vs. 4 and an NPS 31), and the second aimed at improving customer management with Salesforce, carried out by 170 employees, (score of 3.6 vs 4. and an NPS 60). Repsol also focuses on its commercial channels in line with the Company's strategy, highlighting the program aimed at hospitality schools in Spain, (score of 3.6 vs 4 and an NPS 62, awarded by Brandon Hall), and the commercial management program aimed at managers of distribution agencies and taught by the Pontifical University of Salamanca.

[404-3] Percentage of employees receiving regular performance and career development reviews

Performance and career development reviews at Repsol			
Category	Gender	2022	2021
		%	%
Executives	Women	96%	87%
	Men	94%	92%
	Total	94%	91%
Manager	Women	97%	95%
	Men	98%	92%
	Total	98%	93%
Professional/Specialist	Women	88%	85%
	Men	88%	82%
	Total	88%	83%
Administrative staf	Women	83%	82%
	Men	75%	74%
	Total	81%	80%
Manual	Women	93%	96%
	Men	81%	80%
	Total	86%	87%
Total	Women	91%	91%
	Men	86%	82%
	Total	88%	85%

The changes compared to 2021 are largely down to the decision to exclude (from the final assessment milestone) all employees at locations where operations are in the process of being closed down.

Data for 2022 include information related to the companies RELAPASA and RECOSAC, which was introduced for the first time in 2021.

Diversity and equal opportunities

Repsol has an Equal Opportunity Plan in place with Repsol group companies in Spain whose goal is to improve the occupational position of women in terms of their employment and career (see the section 6.5 People). With a view to strengthening Repsol's commitments to equality, the following initiatives are of particular note:

- First company in the energy sector in Spain to belong to the Bloomberg's Gender-Equality Index 2022, also being one of the companies to improve its scores the most compared to the previous year.
- Renewal of the "Equality at the Company" certification, which is awarded to companies that show a special commitment to applying equality policies.
- Other actions that are carried out include joining the ClostinGap cluster, whose goal is to analyze the opportunity cost of the gender gap; the REPSOL Digital Girls initiative, which has already developed its third edition, and whose goal is to awaken STEM vocations in girls and young people in the Technovation Girls Challenge program; being the first company in the sector to promote the Puntos Violeta initiative to raise awareness and involve society in the fight against gender violence; making female talent visible by disclosing actions of women entrepreneurs, on the days of women and girls in science and other related events.

To expand the space for inclusion and strengthen the inclusion of people belonging to the LGBTI+ community, the Proud At Repsol group takes part in various projects and working groups to increase its impact and be a benchmark in this realm. Internally, communication actions were carried out in committees and business and area meetings, in addition to internal awareness actions (LGBTI elements and symbols, campaign showing diverse families, LGBTI international round table, etc.) that have been accompanied by external repercussions.

Furthermore, the commitment to the inclusion of people with disabilities is embodied in the accessibility to work centers. The central offices are 100% accessible. Following the study conducted in 2018 with the aim of diagnosing the level of accessibility of the environment, services and management — a new project for Campus Accessibility, which is still being implemented — was designed for 2019-2021.

[405-1/11.11.5] Diversity of governance bodies and employees

Number of employees by category, age and gender

Category		2022			2021		
		<30	30-50	>50	<30	30-50	>50
Executive	Women	—	20	25	—	25	22
	Men	—	57	118	—	58	127
	Total	—	77	143	—	83	149
	% M	%	26%	17%	—	30%	15%
Manager	Women	—	530	228	—	524	222
	Men	2	855	644	2	907	639
	Total	2	1,385	872	2	1,431	861
	% M	0%	38%	26%	—	37%	26%
Professional/	Women	247	2,763	631	246	2,844	586
	Men	353	4,303	1,703	312	4,625	1,777
	Total	600	7,066	2,334	558	7,469	2,363
	% M	41%	39%	27%	44%	38%	25%
Administrative	Women	25	468	207	41	499	209
	Men	28	174	63	25	206	73
	Total	53	642	270	66	705	282
	% M	47%	73%	77%	62%	71%	74%
Workers	Women	814	2,800	677	750	2,660	609
	Men	857	3,774	1,444	798	3,827	1,521
	Total	1,671	6,574	2,121	1,548	6,487	2,130
	% M	49%	43%	32%	48%	41%	29%
Total	Women	1,086	6,581	1,768	1,037	6,552	1,648
	Men	1,240	9,163	3,972	1,137	9,623	4,137
	Total	2,326	15,744	5,740	2,174	16,175	5,785
	% M	47%	42%	31%	48%	41%	28%

[202-2/11.11.2/11.14.3] Proportion of senior management hired from the local community

Country	% of executives, managers and technical managers from the local community ⁽¹⁾	
	2022	2021
Algeria	5.26%	6.25%
Bolivia	87.18%	89.47%
Brazil	67.65%	67.65%
Canada	54.41%	61.11%
United States	17.35%	17.32%
Spain	89.18%	88.26%
Indonesia	56.52%	53.85%
Libya	31.25%	31.25%
Mexico	58.62%	67.86%
Norway	70.97%	67.44%
Peru	84.54%	86.79%
Portugal	94.37%	92.86%
Venezuela	93.75%	100.00%
Vietnam	100.00%	66.67%

(1) Includes executives and managers in countries with more than 50 employees.

Repsol remains committed to, and continues to increase its management teams with individuals from the local community in most countries where it has a significant presence. This enhances the Company's cultural diversity, enabling it to better respond to the needs of the societies in which it is present, while also contributing to their development.

[401-3/11.10.4/11.11.3] Parental leave

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.

Return to work		2022	2021
Total number of employees who took leave	Women	288	349
	Men	402	450
	Total	690	799
Total number of employees who returned to work after ending leave	Women	275	314
	Men	384	437
	Total	659	751
Return to work rate ⁽¹⁾	Women	95.5%	90.0%
	Men	95.5%	97.1%
	Total	95.5%	94.0%

Retention		2022	2021
Total number of employees who retained their job 12 months after returning	Women	303	270
	Men	415	438
	Total	718	708
Retention rate ⁽²⁾	Women	96.5%	93.4
	Men	95.0%	95.6
	Total	95.6%	94.5

(1) Number of employees returning to work after maternity or paternity leave / Number of employees due to return after leave.
(2) Number of employees who remained in the same job 12 months after returning from maternity or paternity leave / Number of employees returning after ending leave the previous year.

Human Rights and community relations

Risks, opportunities and due diligence

Management approach

[EM-EP-210a.3] Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights and operation in areas of conflict.

In accordance with Repsol's Human Rights and Community Relations Policy introduced in 2008, the company respects internationally recognized human rights. These rights encompass those set forth in the International Bill of Human Rights and the principles on the rights established in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the eight Fundamental Conventions that implement them: freedom of association (N. 87), collective bargaining (N. 98), forced labor (N. 29, N. 105), child labor (N. 138, N. 182), fair wages (N. 100) and discrimination (No. 111). Repsol mandates respect for employees' human rights to extend compliance with this policy throughout the value chain⁶.

Repsol also recognizes and respects the unique nature of indigenous, tribal, aboriginal and native peoples and their rights, in accordance with current legislation and ILO Convention 169, whether or not it forms part of the legislation of a given country.

This includes rights to land, territory and resources, including the right to water; to their organization and to their social and economic structure; and to free, prior and informed consultation through appropriate procedures and, in particular, through their representative institutions, whenever legislative or administrative measures are envisaged that may affect them directly, in good faith and in a manner appropriate to the circumstances, with the purpose of seeking understanding or contributing to reaching consent on the project and the possible mitigation measures proposed

Working in a conflict zone requires the use of strategies that do not aggravate the conflict and promote peace, such as:

- Partnership with prestigious international organizations such as the UNDP (United Nations Development Program) to carry out social investment projects that improve the quality of life of local communities and show an ongoing commitment to sustainable development.
- Implementation of the Voluntary Principles on Security and Human Rights on the use of security forces in the context of operations.
- Foster training in respect for Human Rights for better social performance throughout the value chain, focusing on partners and contractors.
- Support for S&E culture to ensure the safety of employees and operations.
- Compliance with Repsol's highest ethics and anti-bribery and corruption (ABC) standards and requirements.
- Strengthening our social license by building our social performance capacity.

Repsol works to the highest human rights and security standards in all its operations, with special attention to areas of conflict. Stakeholder identification is key to human rights management, in conjunction with risk assessment and training of security contractors. Repsol is currently operating in Libya, where it leads a consortium of companies that work alongside the National Oil Company at two assets. In Libya, the Company places its human rights expertise at the disposal of the consortium and provide training to National Oil Company employees to ensure compliance with the Company's standards.

Repsol's goal is to build strong relationships with communities within the areas of influence of our projects and assets, based on the principles of respect, cultural sensitivity, integrity, accountability, transparency, good faith and non-discrimination. For indigenous communities, this is reflected in the signing of formal agreements to create shared value with the communities and support their sustainable development.

The political commitment, due diligence processes and grievance mechanisms are detailed in Chapter 6.4.3 – Respect for human rights and community relations of this report, as adapted to the specific rights of these peoples

[EM-EP-210b.1] [RT-CH-210a.1] Discussion of process to manage risks and opportunities associated with community rights and interests

The Company has an organization, procedures and systems in place so as to reasonably manage the social, environmental, cultural and economic risks related to the management of human rights of communities in the settings in which it operates. This risk management constitutes an integral component of the Company's decision-making, at the level of corporate governance bodies and in business management. Human rights risks are integrated with corporate management as part of the Integrated Risk Management System (SGIR in Spanish), both in the management of strategic risks (reputation and image) and operational risks (Code of Ethics and Conduct).

⁶ For more information, see Appendix V, Sustainability indicators – Human rights and community relations – Indicators 407-1, 408-1, 409-1.

The due diligence processes applied by Repsol to assess impacts arising from start-up of operations are set out in Chapter 6.5.3 – Respect for human rights and community relations of this report and in the corresponding part of Appendix Vb. Further information on Sustainability (includes Non-Financial Statement) - Human Rights, as adapted to the specific rights of indigenous peoples.

The Company applies the Environmental, Social and Health Impact Assessment Standard (ESHIA) to ensure that environmental, social and health impacts are properly identified and mitigated. This ensures that our businesses engage in inclusive dialogue with stakeholders during the impact assessment process, provide them with relevant information and involve them in the actions to be undertaken as specified in the prevention, mitigation and monitoring plan. The reparation measures for environmental, social and health impacts consider the needs and priorities of stakeholders, and are not limited to direct monetary compensation.

In the case of the Social Management Plan for the incident at Terminal 2 of the La Pampilla refinery, a remediation phase is being developed which mainly aims to reach individual compensation agreements with groups affected by the spill. The agreements are based on the income that the affected people stopped receiving when they were unable to carry out their working activities and on the degree to which each family was affected.

The Company has different processes, procedures and practices in place to manage community interests:

- Implementation of specific socially sensitive environmental projects.
- Engagement with local organizations that protect community interests.
- Opening of channels for direct dialogue, such as the Public Advisory Panel, where local residents' concerns and interests can be discussed.

Continuing with the example of Peru, in 2022 and as an action included in the Social Management Plan for the incident, a human rights impact assessment was carried out for the five districts affected by the spill: Ventanilla, Santa Rosa, Ancón, Aucallama and Chancay. As the basis of this analysis, Repsol created a social baseline from:

- A documentary analysis of public and internal information related to the affected communities before and after the incident.
- Field work to study the affected communities and interviews with their representatives.

Next, impacts on the human rights of individuals and groups in the five districts affected by the spill and the degree to which they were affected were identified. Mitigation measures and social development projects associated with the social impacts generated in the communities were defined. Impact identification and assessment and the conclusions of the study were shared with the affected communities for their knowledge, feedback and validation.

In 2022, social impact studies were also undertaken for the Jiloca and Cinca clusters (both are part of the Delta II Project) and one for all Repsol hydroelectric plants, facilities that have been operating for years in northern Spain.

Furthermore, the Eagle Ford Business Unit began working on a social impact study in preparation for the drilling activity planned for the third quarter of 2023 in Kenedy, Texas (USA).

Additional examples of environmental impact prevention and mitigation are set out in Chapter 6.2 – Environment of this report.

The Company identifies and strengthens positive impacts and shared value in regions where it is present as a result of a consensus with communities. A key tool for achieving positive impacts are social investment initiatives. Priority is given to entrepreneurship projects that empower local communities to avoid future dependency. Furthermore, the Company's activity has a positive impact through wealth creation in its sphere of influence, via local employment and supplier development. The context determines the scope and specific form of the investment⁷.

⁷ For further information and examples of social investment projects, see indicators 203-1 and 203-2.

Indirect economic impacts

[203-1/11.14.4] Infrastructure investments and services supported and [203-2/11.14.5] Significant indirect economic impacts

We identify and strengthen positive impacts and shared value in regions where Repsol is present as a result of a consensus with communities.

The context determines the scope and specific form of the investment, so we offer a number of examples.

Country	Project	SDGs
Mexico	<p>Partnerships for projects in the marine environment</p> <p>Women-operated oyster farm: Repsol, in a partnership with the local government and the Buena Vista women's cooperative, provided an initial investment for an oyster farm in Laguna Madre in the State of Tamaulipas and thus be able to sell them locally.</p> <p>Coral reef restoration project: Repsol is restoring 3 hectares of reef at the Veracruz Reef System National Park, in coordination with the National Commission of Protected Natural Areas. An increase in the number of healthy, genetically diverse coral colonies will be achieved, rehabilitating their structure and ecological functions.</p>	  
Bolivia	<p>Communal micro-irrigation in Cumandaroty</p> <p>The micro-irrigation project for the Cumandaroty community has been achieved thanks to the Community Relations Agreement signed with the authorities of the communities neighboring the operations. Repsol provides the necessary materials to carry out the project and the project beneficiaries themselves will provide the manpower to implement it.</p>	 
Canada (Saint John LNG)	<p>Support programs for disadvantaged youth and youth with disabilities</p> <p>The Saint John LNG regasification plant provides financial support to the Sistema NB Program, which offers disadvantaged youth intensive and ongoing education on a musical instrument.</p> <p>It also collaborates with Shining Horizons to support their equine therapy program for youth with disabilities.</p>	
Venezuela	<p>Fish and macroinvertebrate identification and inventory at Campo Perla</p> <p>The Funindes-USB community of marine biologists carried out an exhaustive process of fish and macroinvertebrate identification and inventory at Campo Perla. The results of the records help give continuity to marine biodiversity studies that were previously carried out in the Gulf of Venezuela.</p>	 
Peru (La Pampilla Refinery)	<p>Extension of the Ángeles D-1 Program to municipalities affected by IT2</p> <p>The main purpose of the D1-Repsol Movement is to contribute to social inclusion through dance, and to prevent risk behaviors among the youth in conditions of structural vulnerability. This program was carried out every year in Ventanilla, but this year cultural spaces have been inaugurated in Ancón and Chancay, and invitation has been extended in both spaces to the districts affected by IT2: Ancón, Chancay, Santa Rosa and Aucallama.</p>	  
Colombia	<p>Continuation of the Agroemprende Cacao project</p> <p>This initiative, which began in 2019 with the support of the Canadian Embassy, aims to continue improving the quality of life of more than 1,000 cocoa producers in 11 municipalities in the department of Meta through a cooperative approach, a vision of sustainable development and greater empowerment of women.</p>	  
Canada	<p>Women's Emergency Center</p> <p>Support for the Hinton Women's Emergency Shelter, which is a local emergency safe house for women fleeing domestic violence in the region. During engagement actions with community in 2022, the significant increase in domestic violence due to the effects of the pandemic was highlighted.</p>	 
United States	<p>Mitigation of urban heat islands through community cooling and the reduction of air pollution</p> <p>This project aims to contribute greater climate equity by planting trees in an underprivileged neighborhood that is at the highest risk of suffering the negative effects of urban heat islands. Restoration includes planting almost 500 mature native trees and delivering 500 seedbeds to establish a linear forest in the neighborhood.</p>	  
Guyana	<p>Support for the Rupununi young indigenous communities</p> <p>Repsol, through the Rotary Club of Demerara, donated bicycles, helmets, and accessories to 3 indigenous villages in Region 8, Potaro-Siparuni in Guyana, so that the children can attend school.</p>	 

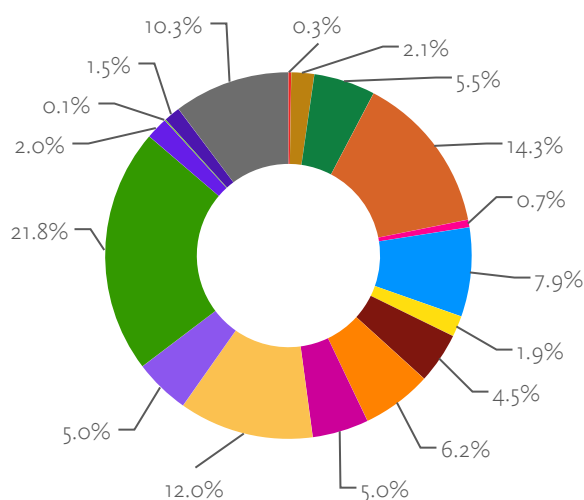
Voluntary social investment

This includes the social programs carried out on a voluntary basis, or which arise from voluntary agreements with communities.

Voluntary social investment (€M)		
	2022	2021
Repsol	10.14	8.70
Repsol Foundation	10.90	10.57
Total	21.04	19.27

Voluntary social investment by type of contribution (€M)		
	2022	2021
Contribution in cash	15.18	12.94
Contributions in time	0.15	0.60
Contributions in kind	0.13	0.40
Management costs	5.58	5.34
Total	21.04	19.27

Contribution of voluntary social investment to the SDGs



- SDG 1- End poverty
- SDG 2- Zero hunger
- SDG 3- Health and well-being
- SDG 4- Quality education
- SDG 5- Gender equality
- SDG 6- Clean water and sanitation
- SDG 7- Affordable and clean energy
- SDG 8- Decent work and economic growth
- SDG 9- Industry, innovation and infrastructure
- SDG 10- Reduction of inequalities
- SDG 11- Cities and sustainable communities
- SDG 12- Production and responsible consumption
- SDG 13- Climate action
- SDG 14- Life below water
- SDG 15- Life of ecosystems terrestrial
- SDG 16- Peace, justice and strong institutions
- SDG 17- Partnerships for log

Voluntary social investment by country (€M)

	2022	2021
Algeria	—	0.02
Bolivia	0.48	0.46
Brazil	1.43	1.07
Canada	0.25	0.32
Colombia	0.16	—
Spain	12.28	11.98
Guyana	0.05	0.05
Libya	2.35	1.70
Mexico	0.13	—
Norway	0.51	0.33
Peru	2.11	1.58
Portugal	0.14	0.16
United States	0.10	0.12
Venezuela	1.07	0.05
Total	21.04	19.27

Obligatory social investment

Repsol makes contributions owing to legal or regulatory requirements, or stipulations set out in the operating contract. These contributions may be fully managed by the Company — through social programs —, or a third party (such as the national hydrocarbon company, institution or government agency) to whom we deliver the amount due.

Mandatory social investment in 2022 amounted to 28.01 million euros (13.7 million euros in 2021), which was made in:

Mandatory social investment by country (€M)

	2022	2021
Bolivia	0.05	0.02
Brazil	16.88	6.61
Indonesia	0.08	0.15
Mexico	0.22	—
United States	10.77	6.79
Venezuela	—	0.12
Total	28.01	13.69

Mandatory social investment is made pursuant to contractual obligations and is usually linked to the volume of activity carried out. In 2022, mandatory social investment increased by more than 100% compared to 2021 for different reasons. In the United States, for example, it increased mainly due to the reactivation of the drilling campaign (54 additional wells) in Marcellus (USA) and the increase in gas prices this year. In Brazil, mandatory social investment also increased significantly due to the increase in international oil and gas prices.

Human rights

Training of employees in human rights policies or procedures

Repsol promotes a culture of respect for human rights among its employees. In 2021, the new online course on human rights was made available to all employees, 100% accessible to anyone who is visually or hearing impaired and based on the United Nations Guiding Principles on Business and Human Rights.

One of the actions carried out in 2022 based on the initiatives of the Human Rights Expert Group was this course on human rights, published on the website and open to all, with a focus on the Company's suppliers and contractors.

In 2022, the course *Superando barreras / Overcoming Barriers* was delivered to 410 people (193 in 2021), equivalent to 410 hours (193 in 2021).

[406-1/11.11.7] Incidents of discrimination and corrective actions taken⁸

In 2022, 25 pieces of correspondence were received through the Ethics and Compliance Channel and the Harassment Protocol mailbox of the Repsol Group Equality Plan, of which 21 resulted in an investigation, 6 of which are still ongoing. At the end of the year, no cases of harassment had been reported which, after the investigations carried out, was proven to be a violation of the code of ethics and compliance, a conflict between colleagues, or dismissed. As in 2021, no cases of discrimination, corruption, or violation of human rights were proven.

[407-1], [408-1], [409-1] Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk, or at significant risk for incidents of child, forced or mandatory labor

In accordance with the Company's Code of Ethics and Conduct, which applies to directors, executives and employees of Repsol, partners, non-operated joint ventures, contractors, suppliers and other collaborating companies, in all countries where Repsol operates, the Company is committed to abiding by internationally recognized human rights while also complying with local legal requirements. This commitment encompasses the rights set forth in the

International Bill of Human Rights and the principles set forth in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the eight Fundamental Conventions that implement them, including matters such as freedom of association and collective bargaining, and forced or child labor.

Independently of local legislation, Repsol is committed to respecting labor rights in all countries in which it operates. To this end, clauses are inserted in contracts and all contractors are required to comply with the Company's Code of Ethics and Conduct.

[EM-EP-201a.2] Percentage of proven and probable reserves in or near indigenous land

In 2022, 28.1% of the Company's 1P reserves (proven) (32.5% in 2021) and 27.9% of its 2P reserves (proven and probable) (31.7% in 2021) are located in areas where indigenous communities are present. The reduction with respect to the previous year is due to the cessation of operations following the sale of assets in Algeria (Tin Fouye Tabankort).

[11.17.3] Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place

Repsol conducts its activity in six countries: Bolivia (4 operations), Canada (3 operations), Indonesia (2 operations), Peru (1 operation), Guyana (1 operation), United States (1 operation) that are taking place within or adjacent to the land of indigenous communities.

All of these operations have at least one of the following elements: public consultation and consultation plans; reference studies; social impact evaluations and action plans; relocation plans, community development plans; grievance mechanisms; and other documents from community information centers. 100% of significant assets have development programs for local communities based on the needs of the latter and participation plans for stakeholders based on their geographic distribution.

⁸ For cases of harassment of employees at Spanish companies included in the scope of application of the Repsol Group's Framework Agreement, the Harassment Prevention Protocol defined for Spain is applied; in other jurisdictions, the legal requirements at local level are applied. In any case, the Code of Ethics and Conduct contains the general principles applicable to workplaces free from harassment.

Country	Description	Participation strategy
Bolivia	Guarani present in the areas of Cambeiti, Huacaya, Mamoré and Margarita, and Quechua communities in Mamoré.	Process of prior consultation for environmental license in new projects and ongoing dialog with communities in active projects. Impacts are assessed and monitored. Continuous execution of action plans and continuous contact with communities through participative dialog. Monthly meetings with communal and community leaders. Operational level formal grievance mechanisms in place. Social investment projects carried out with communities and in conjunction with municipalities of Huacaya and Entre Rios.
Canada	27 indigenous communities in the operating areas of Greater Edson, Duvernay South and British Columbia.	Management plans are in place for the communities in the three operating areas, including plans for local development, impact assessments, risk identification and mitigation measures managed through stakeholder engagement plans for the area, consultation processes to report activities in Alberta in accordance with regulatory requirements, as well as social investment projects focused on promoting economic development, education and the preservation of culture, heritage and language. In 2022, these plans include the indigenous communities that could be potentially impacted by the recovery activities. In addition, there are specific consultation processes in effect in accordance with regulatory requirements for First Nations and Métis peoples.
United States	Indigenous community, Jicarilla Apache Nation, in the operating area of the Jicarilla 1 and 2 renewable projects.	The Jicarilla solar energy project is located on Jicarilla Apache Nation land in the state of New Mexico. Prior to Repsol's acquisition, the necessary legal steps were taken with the Jicarilla Apache Nation to approve the project. The Bureau of Indian Affairs (BIA) issued a Finding of No Significant Impact of the project, while the Tribal Historic Preservation Office issued a letter of agreement and a notice of compliance with the National Historic Preservation Act.
Guyana	Amerindian community indirectly influence by the Company's activity in the Kanuku block (offshore asset).	The stakeholder engagement plan prioritizes the various stakeholders and follows up with all of them. Repsol holds communication meetings with the different stakeholders, including local and national authorities, NGOs and coastal fishing communities in the areas of indirect influence of the Company's offshore operations.
Indonesia	Maluku and Suku anak dalam communities in the areas of Aru and South East Jambi, respectively.	Development programs have been designed with the participation of the community and the Government of Indonesia.
Peru	Machiguenga, Caquinte and Ashaninka communities in the area of Block 57	Operations being carried out are covered during all stages of the community relationship through participation strategies, which are deployed in accordance with the Community Relations Plan under social impact management programs (community monitoring and citizen surveillance; compensations; grievance register; promotion of local employment; communication and community relations) and social investment and contribution to local development. Community relations are conducted with respect for the cultural patterns of each ethnic group (Machiguenga, Caquinte, Asháninka). The socio-economic situation of each community and stakeholder group was also considered.

Local communities

[413-2] Operations with significant actual and potential negative impacts on local communities

Activity	Potential impacts identified
Downstream Industrial complexes and Low Carbon Generation	Smells, noise, gas emissions into the atmosphere, dust, visual impacts, social fracture, discharges and spills.
E&P Onshore	Potential health effects on the people living locally as a result of the inhalation of gases associated with exploration activities. Temporary use of land to carry out the exploration work. Hiring of non-local manpower to carry out the exploration work. Migratory movements toward operations that may cause the overuse of local services.
E&P Offshore	Temporary change in fishing routes to accommodate the presence of boats and other equipment related to oil and gas operations. Change over time in fishing sector income due to the installation of equipment and facilities for offshore exploration purposes. Economic activity related to tourism. Hiring of non-local manpower to carry out the exploration work.

[GRI 11.7.4 y 11.7.5] Decommissioned sites, decommissioned structures left on site

At the end of a facility's useful life and in accordance with applicable regulations, obligations and commitments, the Company draws up decommissioning plans to ensure that the necessary measures are taken to minimize the impact on the environment. Repsol also collaborates with the corresponding authorities to transfer the necessary responsibilities, once the Company no longer has a presence in the area.

The Company has internal regulations on asset integrity and risk management, which ensure that any serious accident scenarios that may occur during decommissioning are identified and evaluated, including those that may arise from interference with assets in operation. For each scenario identified, measures are implemented that seek to preferably eliminate or minimize these dangers, and when this not possible, control and/or mitigate them, so that the risks to health and the environment are tolerable.

In 2022, 5 service stations were decommissioned in Spain (with another 4 in the process of being decommissioned), and the thermal plants in Escucha, Puertollano and Tarragona are in the process of being decommissioned.

We must also highlight the asset recovery project at the Puertollano plant thanks to a circular economy framework contract with SURUS. At the E&P business, work was carried out in 2022 to decommission three assets: the Boyui X2 well in Margarita, Bolivia and the Mapi and Mashira wells of Block 57 in Peru. It should be noted that within the framework of the plan to definitively abandon the BUY X2 well in Bolivia, the facilities, accesses and esplanades of the exploratory well will be adapted into a productive unit for raising cattle, benefiting several families in the area. At Block 57, we continue to implement the Ecological Restoration Plan, carried out under an agreement with the ECO-ASHÁNINKA indigenous organization at the Mapi and Mashira wells, performing revegetation monitoring work and implementing the social investment plan provided for in the exit strategy.

[EM-EP-21ob.2] Number and duration of non-technical delays

In 2022, three (3) shutdowns were reported for non-technical reasons in Libya with a total delay of 60 days. The main reasons were the force majeure circumstances declared by the National Oil Company for 55 days and the 5 days of protest from one of the communities in the area of influence of the operations. The number and duration of shutdowns increased compared to 2021, when there was only 1 shutdown lasting 10 days.

Safe Operation

[403-2] Hazard identification, risk assessment and incident investigation

At each stage of the life cycle of the project, asset or activity, measures are adopted that aim to understand the environment, identify hazards and analyze risks.

The risk reduction measures are defined according to the design criteria, and in the following order:

- Completely eliminate hazards.
- Replace the substances used by other less hazardous ones.
- Decrease the amount of hazardous substances stored, used or generated.
- Modify the technical and management processes in other intrinsically safe ones.
- Isolate dangerous processes or activities, minimizing risks with optimal distribution.

Likewise, businesses are responsible for ensuring the implementation of prevention and protection measures, which contribute to:

- A safe workplace: controlling workplace hazards.
- Safe activities: controlling interactions between the employee, the activity or process, and the workplace.
-

- Safe employees: enabling employees to anticipate and recognize hazards, communicate them to the chain of command, and participate in improvement initiatives.

Moreover, Repsol has Basic Safety Rules to promote a safe work environment that helps prevent situations with the greatest risk in its activities.

Experts in both the methodologies and the activities analyzed participate in all hazard identification and risk management processes. There is training at both the corporate and business level available to all employees.

Psychosocial risk assessments are also carried out, using recognized methods and ensuring the anonymous, voluntary participation of all employees, which make it possible to know the psychosocial aspects (related to the structure and content of work) that can have an effect on employees' health, as well as establish preventive measures when appropriate.

The operating sites have several programs for observing and communicating hazards and risks and unsafe conditions (for example, Planned Observation Programs) which can be reported anonymously through various tools, thus ensuring confidentiality at all times. These observations are analyzed at the corresponding levels for action.

Repsol has implemented a Stop Work Authority policy at all its centers. This policy is supported by a culture in which all employees understand their responsibility to stop an activity or task when they consider that the associated risks are not properly controlled.

Repsol has an incident management process that is summarized in the following figure, recording the entire process in the Synergi Life tool.

[403-7] Prevention and mitigation of impacts on the health and safety of workers directly linked to business relations

Repsol's approach in this regard is included in the Health and Safety Policy. The following are some of the principles included in it and directly linked to the indicator:

- Comply with the legal requirements in force in each place, as well as the established internal regulations, which are prepared considering legislative trends and international standards, as well as other commitments that the organization signs with its stakeholders.
- Provide a healthy and safe work environment, in which everyone collaborates in a process of ongoing improvement to promote and protect employee health and well-being.
- Involve employees, contractors and other stakeholders in the ongoing improvement and in defining health and safety management programs and systems.
- Repsol will promote and extend the principles and commitments set forth in this policy to its employees and, to the extent possible, to its contractors, partners and collaborators.

In addition, the Commercial Relations with Third Parties Policy includes the following among its commitments:

- Demand the highest levels of ethics and transparency in the selection, negotiation and formalization processes of any relationship with a third party, and act and demand that action be taken during these processes in accordance with the law and in line with Repsol's values and the guidelines, policies and standards on ethics and conduct, safety, the environment, respect for human rights and sustainability.
- Transfer to their counterparts the commitment to observe ethical, safety, environmental and social guidelines in their relations with third parties in accordance with those promoted by Repsol.
- Systematically assess the behavior and performance of the counterparties with which the Company establishes a relationship, identifying both risk situations that may

require corrective actions, termination or that involve the suspension of the relationship, as well as those partners, customers, suppliers or contractors who, due to their capacity for innovation, collaboration, commitment, reliability or other reasons, represent a competitive advantage for Repsol.

On the other hand, Repsol has defined the requirements and responsibilities to ensure adequate risk management during the design and supply of products, as well as those associated with the manufacture, handling, sale and final use of the products that may affect the health of people, facilities and the environment.

The classification of the hazards of substances and mixtures is carried out following the criteria of the Globally Harmonized System (recommended by the United Nations) and European regulation 1272/2008 CLP. The prevention and mitigation of potential impacts is carried out based on this classification and the expected uses throughout the life cycle and packaging.

[403-9] Work-related injuries

Work-related injuries		2022	2021
Personal safety indicators			
Total	Total fatalities	3	—
	Fatal Accident Rate (FAR) ⁽¹⁾	0.04	—
	Number of high-consequence injuries	4	2
	Total rate of high-consequence injuries ⁽²⁾	0.05	0.02
	Total recordable work-related injuries	134	77
	Total Recordable Injury Rate (TRIR) ⁽³⁾	1.59	0.89
	Number of hours worked	84,197,368	86,067,609
Own employees	Total fatalities	—	—
	Fatal Accident Rate (FAR) ⁽¹⁾	—	—
	Number of high-consequence injuries	1	1
	Total rate of high-consequence injuries ⁽²⁾	0.02	0.02
	Total recordable work-related injuries	45	33
	Total Recordable Injury Rate (TRIR) ⁽³⁾	1.01	0.74
	Severity index ⁽⁴⁾	0.034	0.025
Number of hours worked	44,519,853	44,703,013	
Contractor staff	Total fatalities	3	—
	Fatal Accident Rate (FAR) ⁽¹⁾	0.08	—
	Number of high-consequence injuries	3	1
	Total rate of high-consequence injuries ⁽²⁾	0.08	0.02
	Total recordable work-related injuries	89	44
	Total recordable Injury Rate (TRIR) ⁽³⁾	2.24	1.06
	Number of hours worked	39,677,515	41,364,596.00

(1) Number of fatalities during the year, for every million hours worked.

(2) Number of high-consequence accidents during the year, not including fatalities, for every million hours worked.

(3) Total number of cases with personal consequences (fatalities, with days lost, medical treatment and restricted work) accumulated during the period, for every million hours worked.

(4) Number of days not worked due to occupational accidents with sick leave over the year for every thousand hours worked.

Work-related injuries

Personal safety indicators by gender		2022		2021	
		Men	Women	Men	Women
Total	Total fatalities	3	—	—	—
	Number of high-consequence injuries	4	—	2	—
	Total recordable work-related injuries	107	27	68	9
Own employees	Total fatalities	—	—	—	—
	Number of high-consequence injuries	1	—	1	—
	Total recordable work-related injuries	28	17	25	8
	Severity index	0.046	0.015	0.031	0.015
	Total Recordable Injury Rate (TRIR)	1.04	0.96	0.91	0.47
Contractor staff	Total fatalities	3	—	—	—
	Number of high-consequence injuries	3	—	1	—
	Total recordable work-related injuries	79	10	43	1

The most frequent injuries were dislocations, sprains, contusions, fractures and superficial injuries (cuts).

At Repsol, when analyzing an incident, all potential sources of damage or harm are identified and categorized by types of event and by “cause of injury”, in the case of personal injury. For each accident scenario, the inquiry also analyzes the specific context in which it occurred and all root causes that may have contributed to the harm, identifying technical, human or organizational shortcomings (human and organizational factors). The actions must act on all root causes identified.

In 2022, the hazards that caused high-consequence injuries belong to the categories of entrapment and blows against objects.

The Company's S&E Risk Management Standard incorporates measures to control and reduce risk, in line with the hierarchy and design philosophy, and promotes taking preventive action.

The actions, whether they are proactive actions or incidents, are classified according to their criticality in terms of potential role in avoiding harm. All improvement actions identified have to be specific, achievable, measurable, attainable, relevant and time-bound. Their effectiveness must be validated and organizational learning and sustained change must be facilitated. .

[EM-EP-320 a.1], [EM-RM-320a.1] and [RT-CH-320a.1] Total Recordable Injury Rate and Fatal Accident Rate for E&P, Refining & Marketing, and Chemicals

Personal safety indicators	2022			2021		
	E&P	Refining & Marketing ⁽³⁾	Chemicals	E&P	Refining & Marketing ⁽³⁾	Chemicals
Total Recordable Injury Rate (TRIR) ⁽¹⁾	0.48	0.25	0.47	0.15	0.18	0.11
Fatal Accident Rate (FAR) ⁽²⁾	—	0.01	—	—	—	—

(1) Total Recordable Injury Rate (TRIR): total number of cases with personal consequences (fatalities, with days lost, medical treatment and restricted work) accumulated during the year, for every 200,000 hours worked. Includes company employees and contractor staff.

(2) Fatal Accident Rate (FAR): number of fatalities during the year, for every 200,000 hours worked. Includes company employees and contractor staff.

(3) The 2021 indicators have been recalculated for every 200,000 hours.

[EM-EP-540 a.1] Tier 1 Frequency Rate

Tier 1 Frequency Rate ⁽¹⁾	2022	2021
E&P	0.03	0.02

(1) Number of Tier 1 process safety accidents for every 200,000 process hours worked. The 2021 indicator has been recalculated for every 200,000 hours.

[EM-RM-540 a.1] and [RT-CH-540 a.1] Tier 1 and Tier 2 Frequency Rate

	2022		2021 ⁽³⁾	
	Refining & Marketing	Chemicals	Refining & Marketing	Chemicals
Tier 1 FR ⁽¹⁾	0.02	—	0.02	0.03
Tier 2 FR ⁽²⁾	0.02	—	0.01	—
Tier 1 Number	—	—	—	1
Tier 2 Number	—	—	—	—

(1) Tier 1 Frequency Rate (Tier 1 FR): Number of Tier 1 process safety accidents for every 200,000 process hours worked.

(2) Tier 2 Frequency Rate (Tier 2 FR): Number of Tier 2 process safety accidents for every 200,000 process hours worked.

(3) The 2021 indicators have been recalculated for every 200,000 hours.

Responsible tax policy

GRI 207: Tax policy

Proper management of a business group's tax obligations has a direct effect on the social and environmental areas, since payment of taxes in accordance with the current legal framework has a major impact on countries' development and progress.

Moreover, transparency on tax strategy and policy has recently gained immense significance among stakeholders. Aware of this challenge, Repsol has embraced the most rigorous international standards when it comes to tax disclosure, including those under GRI 207.

To graphically illustrate the Repsol Group's degree of compliance with the aforementioned commitments, the following table provides a summarized reconciliation between the B-Team⁹ principles endorsed by Repsol and the requirements under the GRI 207 global standard. Evidence is also provided regarding the practical implementation of each requirement, organized according to the seven responsible tax principles of the B-Team:

Responsible tax policy

RESPONSIBLE TAX PRINCIPLES	APPLICATION AND EVIDENCE OF COMPLIANCE	GRI 207
1 Responsibility and governance Taxation is a crucial part of corporate responsibility and is supervised by the Board of Directors.	<ul style="list-style-type: none"> The Board of Directors approves the Tax Policy. The Board of Directors monitors enforcement of the strategy and tax risk management at least once a year. The tax strategy is published on the corporate website. Compliance with the letter and spirit of the law. The GSP includes tax objectives. 	GRI 207-1
2 Compliance Compliance with tax legislation, within the letter and spirit of the law, and making payment in due time in the countries where Repsol creates value.	<ul style="list-style-type: none"> Regulations, internal control processes and whistleblowing channel to ensure compliance with tax obligations. Tax control framework compliant with best standards and validated by an independent expert. Tax risks built into the SGIR (see Appendix IV), with medium/low tolerance. Monthly review of compliance with tax obligations. Internal procedure for setting transfer prices in line with the creation of value and the principle of full competition. Appropriate organizational structure and resources. Professional team undergoing continuous training, subject to a common compensation policy and with a contingency plan for key positions. 	GRI 207-2
3 Corporate structure On commercial grounds and with genuine substance. We do not seek abusive tax advantages.	<ul style="list-style-type: none"> Corporate structure aligned with the business and adapted to legal requirements and corporate governance standards. Removing dormant companies from the corporate structure. Non-use of special purpose entities in tax havens. 	GRI 207-1
4 Cooperative relations⁽¹⁾ Development of corporate relations with tax authorities, grounded in mutual respect, transparency, and trust.	<ul style="list-style-type: none"> Application of the Spanish Code of Best Tax Practices. Voluntary submission of the Tax Transparency Report to the Spanish tax authorities. Voluntary participation in the ETACA⁽²⁾ of the European Union, continuing with the ICAP⁽³⁾ of the OECD. Participation in the CONFIA⁽⁴⁾ cooperative program in Brazil and in programs from other 	GRI 207-3
5 Seeking and accepting tax incentives Promotion of guarantees to ensure transparency and consistency with the legislative and regulatory framework.	<ul style="list-style-type: none"> Claiming and using tax benefits in compliance with the letter and spirit of the regulations. Verifying that the incentives applied are widely available to all economic operators. Supporting the publication of oil contracts and their tax incentives. Describing the main impacts that the application of incentives have on the effective tax rate in the countries where Repsol operates (CbCR). 	GRI 207-2
6 Supporting an effective tax system⁽⁵⁾ Dialog with governments, business groups and civil society to support the development of an effective tax system.	<ul style="list-style-type: none"> First non-mining energy company part of the EITI⁽⁶⁾ to sign the beneficial ownership transparency agreement. Collaboration with international organizations (OECD, UN or EU), governments and NGOs. Taking part in debates and public consultation processes. Participation in international responsible taxation and tax governance initiatives (B-Team). 	GRI 207-3
7 Transparency Disclosing information on tax strategy and taxes paid.	<ul style="list-style-type: none"> Pacesetters in Spain and the EU in terms of tax transparency according to various third-party reports. Publication of tax payments by country. Publication of the Country by Country Report following OECD criteria. Detailed tax information available at www.repsol.com and in the annual reports. 	GRI 207-1 GRI 207-4

(1) Repsol maintains cooperative relations with the main tax administrations in the countries where it pays tax (Brazil, Canada, Spain, United States, Netherlands, Portugal, United Kingdom, Singapore, etc.) and participates at different forums to promote transparent collaboration with the mutual objective of facilitating and improving the application of the taxation system, increasing tax certainty and reducing litigation. For more information, see www.repsol.com.

(2) European Trust and Cooperation Approach: program sponsored by the European Commission aimed at facilitating tax compliance by companies, based on increasing cooperation, transparency and trust between taxpayers and authorities through the supervision of tax risks in terms of transfer prices of multinational groups. The tax authorities of Spain, the Netherlands, Luxembourg, Portugal and Germany all currently supervise Repsol and it is expected to cover financial years 2019 and 2020.

(3) International Compliance Assurance Programme: OECD initiative that seeks to enhance cooperation between the tax authorities to supervise tax risks at multinational groups, mainly in terms of transfer prices and permanent establishments. The first ICAP program (pilot) covered financial year 2016 and lasted until 2018. The authorities of Canada, Spain, the United States, the Netherlands and the United Kingdom supervised Repsol.

(4) CONFIA: Cooperative relations program developed by the Brazilian tax authorities. It aims to foster a culture of responsible tax compliance. (5) Repsol is a member of several subcommittees created by the UN's Committee of Experts on International Cooperation in Tax Matters. It also sits on the Tax Committee of the OECD's Business and Industry Advisory Committee (BIAC).

(6) Extractive Industries Transparency Initiative: initiative to ensure transparency within extractive industries. The EITI is the global standard for the good governance of oil, gas and mining resources. It ensures transparency with respect to how a country's natural resources are governed.

⁹ Group of companies that seek to promote sustainable development and, especially, responsible taxation and good governance in tax matters. For more information, see www.bteam.org

Table summarizing compliance with GRI 207

GRI 207	Requirements	Evidence of compliance by the Repsol Group
GRI 207-1 Tax approach		
Balance in tax compliance, business activities, ethical, social and sustainable development expectations	a.i) Tax strategy	Repsol has a tax strategy in place, which was approved by the Board of Directors and is mandatory for all Group employees and companies. The Tax Policy is published on the corporate website. See https://www.repsol.com/content/dam/repsol-corporate/es/sostenibilidad/documentos-sostenibilidad/politica-fiscal-corporativa-extend.pdf
	a.ii) Body tasked with reviewing the tax strategy	Repsol's tax strategy is reviewed by the Board of Directors at least annually. The Board also oversees compliance and the key aspects of tax matters and risks. In 2022, the Tax Policy was ratified by the Executive Committee without submitting a proposal for modifications to the Board of Directors as it is considered current.
	a.iii) Approach to regulatory compliance	In awareness of its responsibility in the social and economic development of the countries where it is present, Repsol accords priority to responsible compliance with the payment of taxes in host countries. Its commitment to comply respects both the letter and the spirit of the law. Repsol ensures stringent respect for the regulatory and jurisdictional framework in force in the different States, with the defense of its legitimate interests, through legally available resources and actions, in cases where it considers that certain initiatives raise doubts about their compliance with the Law.
	a.iv) Link between tax approach, business strategy and sustainable development	The Group's Tax Policy is aligned with the Company's mission and values and its Sustainable Development Goals. Repsol seeks to be publicly recognized as a company of integrity and fiscal responsibility. Tax decisions are adopted responsibly in accordance with a reasonable interpretation of tax regulations, and are aligned with the economic activity of the various businesses. The tax function is present in the Group's business decisions to ensure that they are in line with the principles of its Tax Policy and with the economic reality and motivation of its businesses. Hence there are internal regulations and procedures (rules on investments, related-party transactions, etc.) that ensure the adoption of tax positions based on sound economic or business grounds (avoiding abusive tax planning schemes or practices), avoidance of opaque or artificial corporate structures to hide or reduce the transparency of activities, and application of the principle of open competition in intra-group transactions. For more information, see also the report "Presence in non-cooperative jurisdictions and disputed territories" on the corporate website www.repsol.com/es/sostenibilidad/fiscalidad-responsable/transparencia-fiscal/index.cshtml . For more information on the tax objectives under the GSP, see the Sustainability section of www.repsol.com .
GRI 207-2 Tax governance, control and risk management		
Description of tax governance and control framework	a.i) Governing body responsible for compliance with tax strategy	The Board of Directors is the governing body in charge of adopting the Repsol Group's Tax Policy, which contains the tax strategy. The implementation and monitoring of the tax strategy is overseen at meetings held at least once a year where they are informed, among other issues, of the content of the Voluntary Fiscal Transparency Report, of the incidence of tax risks, of the mechanisms for their management and control, of the Group's presence in tax havens and of initiatives related to fiscal transparency. For further information, please refer to the Audit and Control Committee's Annual Report, which is made available to shareholders ahead of the General Shareholders' Meeting.
	a.ii) How the tax approach is integrated into the organization	The orderly management of Repsol's tax affairs is conducted within a performance framework (Tax Governance and Control Framework) that rests on four pillars: (i) Principles of action, (ii) Expert team, (iii) Tax compliance processes and systems, and (iv) Tax risk control and management. For further information on how the tax approach is integrated into Repsol's organization, see https://www.repsol.com/es/sostenibilidad/fiscalidad-responsable/marco-control-fiscal/index.cshtml Integration of the tax approach at Repsol is governed by an orderly compliance management model comprising policies, rules (general and specific), internal procedures and controls, and standardized processes, all of which are subject to the guidelines of the Code of Ethics and Conduct, aimed at mitigating the key tax risks. Repsol's tax department is made up of experts in a range of tax-related disciplines; these professionals are responsible for managing all the tax affairs of the businesses and areas of the Group. Reporting solely to the Corporate Financial and Tax department (DCEF), the tax units of each country and/or business handle tax management on a decentralized basis in order to suitably address the specifics of each business and tax system. The continuity of strategy implementation and tax management in the face of unforeseen events is underpinned by a contingency plan that ensures suitable succession in key tax-management positions. The Group's tax experts are subject to the same remuneration and incentive policy as the rest of the Company's employees, and receive a comprehensive and continuous training plan, updated annually, which allows them to strengthen and complete their professional skills and renew their commitments to comply with the obligations derived from the Code of Ethics and Conduct.
	a.iii) Tax risks, identification, management and oversight	Tax risk management at Repsol is embedded in the global policy of the Integrated Risk Management System (SGIR in Spanish) and is reflected in the existence of processes, systems and internal controls (ICFR, Compliance Plan, key controls, etc.). A cornerstone of the SGIR is the concern to maintain a risk profile that is aligned with a medium-low risk tolerance, typical of a global and integrated multi-energy company business model that is present throughout the value chain. The Corporate Financial and Tax department (DCEF) is responsible for managing the Group's tax risks, as the body responsible for tax compliance. In the context of the SGIR, the DCEF monitors tax risks through preparation and updating of a risk map, which comprises identification, analysis, valuation, verification and reporting stages. To mitigate tax compliance risks, Repsol has implemented standardized and documented processes that regulate essential aspects of tax compliance. These processes identify the people and areas responsible for each phase of tax management and specify all activities to be carried out for the preparation of tax returns and self-assessments. Tax management processes must, therefore, ensure the reliability and traceability of the information and establish a suitable level of prior reviews. In addition, Repsol operates robust information management systems that assure the integrity of the information and tax compliance processes while minimizing the possibility of human error.

GRI 207 Requirements Evidence of compliance by the Repsol Group

GRI 207-2 Tax governance, control, and risk management

Description of tax governance and control framework	a.iv) Evaluation of compliance with the tax governance and control framework	<p>Tax risk control and tax-related reporting are supplemented by procedures and controls that assure the integrity and reliability of the accounting information used in tax processes. One of the main functions of the Audit and Control Committee is to support the Board of Directors in its oversight duties. Its remit includes the periodic review of the effectiveness of internal control systems, internal audit and risk management systems, including tax risks, the procedure for the monitoring and periodic evaluation of the Internal Control over Financial Reporting System (ICFR) and of the effective implementation of the strategy and management of tax risks, and submitting operations that carry special risks to the Board for approval.</p> <p>Likewise, the rules and procedures are reviewed by the Corporate People and Organization department, whose purpose is to assure the integrity, uniformity, validity, availability and accessibility of the Company's internal regulatory documents and to support management through established channels and approval at the appropriate level.</p> <p>For further information, see Appendix IV: Risks.</p>
	b) Description of channels for reporting tax-related concerns	<p>Any employee or third party may report any possible breach of the Code of Ethics and Conduct or the Crime Prevention Model, including any potentially unethical or illegal conduct that might affect the integrity of the organization in relation to taxation. Any such matters may be communicated in an absolutely confidential and anonymous manner through the whistleblower channel permanently managed by an independent third-party and set up for this purpose.</p>
	c.) Tax content verification process	<p>Repsol has an expert team that analyzes the good tax governance initiatives of international organizations to align its tax strategy with the principles that inform global best practices.</p> <p>Hence, Repsol performs a self-assessment of its tax control framework by comparing it to the highest standards in tax governance, including the B-Team responsible tax principles, which have been compared to another B-Team company in a peer-review process, the requirements under GRI 207 and the OECD model for controlling tax risks, among others. The alignment of the tax control framework to international best practices in tax compliance is verified and tested by independent experts. According to the evaluation of these experts, Repsol's tax control framework achieves a high level of convergence and compliance with the criteria set out in international standards and the requirements of the UNE 19602 – Tax Compliance standard. Finally, as mentioned earlier, the Board is informed of the implementation of the Group's tax policy and strategy.</p> <p>For further information, see the Good Tax Practices Self-Assessment report available at https://www.repsol.com/es/sostenibilidad/fiscalidad-responsable/estrategia-fiscal/index.cshmtl</p>

GRI 207-3. Cooperative relations and advocacy

Stakeholder engagement and management of tax concerns ⁽¹⁾	a.i) Commitment to tax authorities	<p>In accordance with the principles that guide our Tax Policy, Repsol is committed to supporting an effective tax system and maintaining cooperative relations with the tax authorities of the countries where it operates, based on mutual respect, transparency and trust. To this end, it cooperates with tax authorities in the detection and search for solutions to fraudulent tax practices, facilitates access to information and prioritizes non-litigious channels for dispute resolution. This approach encompasses adherence to cooperation agreements and active audits in real time.</p> <p>Key examples of Repsol's initiatives in the field of cooperative relations include: (i) voluntary adherence in Spain to the Code of Good Tax Practices, and presentation, since 2015, of the Voluntary Tax Transparency Report; (ii) Repsol's qualification as an authorized economic operator in the European Union and Peru, in recognition of its status as a reliable operator in the field of customs procedures; (iii) involvement in the EU's ETACA pilot program aimed at facilitating tax compliance by companies on the basis of a relationship of greater cooperation, transparency and mutual trust in line with the OECD's ICAP initiative (coordinated verification by the tax authorities of different countries that assess tax risks, including transfer pricing) and, as a result, classification of Repsol as an entity with a low risk of non-compliance by the tax authorities participating in the initiative; and (iv) strengthening cooperative relations with the Canada Revenue Agency, the CONFIA program in Brazil and through similar formulas to the Compliance Assurance Process (CAP) in the United States.</p>
	a.ii) Advocacy of public policy on taxation	<p>Many of the laws and regulations on tax transparency and fiscal responsibility currently in force arose from the debates and forums of international organizations (UN, OECD, EU, etc.). Hence at Repsol we support institutional relations with these authorities and other stakeholders to align the Company's tax policies with social reality, contribute responsibly to the creation of a fairer and more balanced international tax framework, and enable anticipation in tax management in the face of any regulatory changes to minimize their risks and impacts. An example of this is Repsol's involvement, sometimes on its own behalf, in the public information regularly issued by various international organizations such as the OECD, the EU or the Platform for Collaboration in Tax Matters (UN, OECD, IMF and World Bank).</p> <p>Through engagement in these discussions (usually at the invitation of the corresponding organization), Repsol has had the opportunity to present its views on key issues in the current environment, such as the global minimum tax (OECD and EU), European legislation on energy taxation or the carbon border adjustment, among other regulatory projects. Repsol is a member of several of the subcommittees created by the UN's Committee of Experts on International Cooperation in Tax Matters, which discuss and draw up tax guides for the authorities in developing countries. Repsol is also a member of the Tax Committee of Business at OECD (formerly known as BIAC) and holds the position of vice-chair of the Tax Commission of the International Chamber of Commerce (ICC).</p>

(1) For further information, see the Cooperative Relations report available at www.repsol.com/es/sostenibilidad/fiscalidad-responsable/relaciones-cooperativas-y-entorno/index.cshmtl

GRI 207 Requirements Evidence of compliance by the Repsol Group

GRI 207-3. Cooperative relations and advocacy

a.iii) Processes for eliciting and considering stakeholder opinions and concerns	Repsol conducts a continuous and honest dialogue with NGOs and social action platforms (Intermon OXFAM, Fundación Haz) in the search for a fairer and more effective tax system. This interrelationship has provided first-hand knowledge of the main concerns of stakeholders regarding Repsol's social accountability process and has facilitated a better understanding of the true magnitude and dimension of the Company's tax contribution in the countries in which it is present. Many of the concerns raised by stakeholders were addressed by the enhanced tax transparency initiatives referred to in this appendix. Stakeholder response to these initiatives has been positive. Thus, organizations of renowned international prestige, such as Norges Bank, the Observatory on Corporate Social Responsibility, Transparency International Spain, OXFAM, Fundación Haz and the prize awarded at the end of 2022 by VBDO in recognition of the most tax-transparent company among those in the EU, have confirmed the high degree of compliance by Repsol with the accountability commitments undertaken in its Tax Policy.
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GRI 207-4. Country-by-country reporting

Presentation of financial, economic and tax information for each jurisdiction in which Repsol operates.	The latest published report provides the 2021 data, as presented to the Spanish tax authorities in 2022 for automatic sharing with other tax authorities. The publication of this report represents advance compliance with European legislation (Directive (EU) 2021/2101) by Repsol. The report includes additional information to aid an understanding of Repsol's presence, performance and tax contribution in each country, which exceeds the scope of the Directive. The data included in the country-by-country report follow the OECD standards. Furthermore, to comply with the requirements of GRI 207-4, in Appendix 3 to the public country-by-country report Repsol discloses and itemizes the income received in each tax jurisdiction facing related parties in other tax jurisdictions. For further information, see the country by country report at www.repsol.com/es/sostenibilidad/fiscalidad-responsable/index.cshhtml
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Presence in non-cooperative jurisdictions

Repsol's tax policy prohibits the use of opaque or contrived structures that hide or reduce the transparency of our activities. Therefore, the Group is committed to not having a presence in tax havens and, where it does, to be transparent in its activities.

The definition of a tax haven or non-cooperative jurisdiction is unsettled. Repsol considers "tax havens" to be those territories qualified as such by Spanish¹⁰ and European

Union¹¹ regulations, and those included by the OECD in its list of non-cooperative jurisdictions in terms of transparency and exchange of information.

Only three Repsol Group companies have a presence in non-cooperative jurisdictions, and their results and earnings are relatively immaterial. One is engaged in hydrocarbon upstream activities in Trinidad and Tobago and the other two, currently dormant, were active in the hydrocarbon upstream business and the reinsurance business in the past.

Repsol Group in non-cooperative jurisdictions

Company	Jurisdiction	Holding	Status	Total Income (€M)	Profit or loss before tax (€M)	Rate income tax rate	Income tax accrued (€M)
Greenstone Assurance Ltd.(1)	Bermuda	100%	Dormant	-	-	0%	-
Repsol Angostura, Ltd.(2)	Trinidad and Tobago	100%	Dormant	-	-	55%	-
Repsol Exploración Tobago, S.A. (Spanish company with a branch in Trinidad and Tobago) ⁽³⁾	Trinidad and Tobago	100%	Active	3	(1)	55%	-

(1) Insurance company the current purpose of which is limited to liquidating risks undertaken in the past. In "run off" situation.

(2) Company that provided, with its local staff, technical and support services to other Group entities in Trinidad and Tobago. Company in the process of liquidation.

(3) Spanish company with a branch in Trinidad and Tobago that conducts hydrocarbon upstream activities in the country.

Some non-governmental organizations concerned with responsible business practices also draw up their own lists of tax havens under different criteria and objectives. Repsol has selected some of these lists because of their public

visibility or representativeness, and it has termed the countries included there "controversial territories". In an exercise of enhanced transparency, Repsol also identifies its companies and activities in those territories and publishes detailed information on www.repsol.com.

¹⁰ In Spain, the list of tax havens contained in RD 1080/1991 of July 5.

¹¹ In the European Union, the list of non-cooperative jurisdictions on matters relating to tax drawn up by the Economic and Financial Affairs Council (ECOFIN) of the European Union.

Responsible tax policy

Profit/(loss) generated and taxes effectively paid in 2022, by country ⁽¹⁾

Million euros	Tax paid			Tax burden		Taxes collected				Profit ⁽²⁾	
	2022	2021	TOTAL	Income tax	Other income taxes ⁽³⁾	TOTAL	VAT	HT ⁽⁴⁾	Other	2022	2021
Spain	11,923	8,167	1,672	783	889	10,251	4,554	5,236	461	1,544	863
Portugal	1,164	1,090	126	98	28	1,038	383	634	21	8	148
Norway	317	(174)	303	290	13	14	(3)	—	17	161	127
France	14	9	3	3	—	11	11	—	—	—	—
The Netherlands	9	3	13	13	—	(4)	(4)	—	—	99	3
Italy	2	45	2	2	—	—	—	—	—	—	24
Germany	—	1	—	—	—	—	—	—	—	1	1
Luxembourg	—	1	—	—	—	—	—	—	—	380	163
Switzerland	—	—	—	—	—	—	—	—	—	—	—
Ireland	—	—	—	—	—	—	—	—	—	—	—
Bulgaria	—	—	—	—	—	—	—	—	—	1	—
Andorra	—	—	—	—	—	—	—	—	—	1	—
Finland	—	—	—	—	—	—	—	—	—	—	—
Greece	(1)	(1)	—	—	—	(1)	(1)	—	—	—	(8)
United Kingdom	(31)	13	(41)	(90)	49	10	(11)	—	21	273	(24)
Europe	13,397	9,155	2,078	1,099	979	11,319	4,929	5,870	520	2,468	1,297
Peru	1,424	780	467	262	205	957	669	267	21	292	243
Brazil	458	254	452	138	314	6	3	—	3	393	503
Trinidad and Tobago	248	66	265	125	140	(17)	(18)	—	1	186	(24)
Bolivia	89	43	12	1	11	77	23	—	54	(70)	(51)
Colombia	62	24	34	33	1	28	22	—	6	90	27
Venezuela	14	66	11	3	8	3	2	—	1	132	94
Guyana	—	—	—	—	—	—	—	—	—	(44)	—
Chile	—	1	—	—	—	—	—	—	—	(7)	(9)
Ecuador	—	4	—	—	—	—	—	—	—	87	5
Barbados	—	1	—	—	—	—	—	—	—	(29)	—
Bermudas	—	—	—	—	—	—	—	—	—	—	(23)
Latam and Caribbean	2,295	1,239	1,241	562	679	1,054	701	267	86	1,030	766
Indonesia	239	180	228	227	1	11	5	—	6	(24)	137
Singapore	—	70	1	1	—	(1)	(1)	—	—	4	11
Vietnam	—	34	—	—	—	—	—	—	—	(9)	20
Russia	—	17	—	—	—	—	—	—	—	—	(52)
Malaysia	—	(1)	—	—	—	—	—	—	—	(5)	(22)
Australia	—	—	—	—	—	—	—	—	—	(1)	(1)
Iraq	—	—	—	—	—	—	—	—	—	(2)	(1)
East Timor	—	—	—	—	—	—	—	—	—	(11)	—
Asia y Oceania	239	299	229	228	1	10	4	—	6	(48)	91
United States	185	99	159	16	143	26	—	—	26	458	181
Canada	126	62	65	—	65	61	41	—	20	97	(166)
Mexico	26	46	43	18	25	(17)	(25)	—	8	(125)	(22)
North America	337	207	267	34	233	70	16	—	54	430	(7)
Libya	681	71	679	623	56	2	—	—	2	295	138
Algeria	53	483	50	49	1	3	—	—	3	76	213
Morocco	—	—	—	—	—	—	—	—	—	—	—
Angola	—	—	—	—	—	—	—	—	—	—	—
Sierra Leone	—	—	—	—	—	—	—	—	—	—	—
Tunisia	—	—	—	—	—	—	—	—	—	—	—
Africa	734	554	729	672	57	5	—	—	5	371	351
TOTAL	17,002	11,454	4,544	2,595	1,949	12,458	5,650	6,137	671	4,251	2,498

Information prepared in accordance with the Group's reporting model, as described in Note 5 – Segment information of the 2022 consolidated Financial Statements.

(1) The amount includes returns from previous years totaling 152 million euros in 2022, and 254 million euros in 2021.

(2) Net profit after tax and minority interests, including the profit of joint ventures and other companies operationally managed as such, in addition to income from discontinued operations.

(3) Includes production taxes, local taxes, social contributions, non-tax public asset benefit on fuels, etc.

(4) Hydrocarbon tax. Includes income through logistics operators when the Company is ultimately responsible for payment.

Number and percentage of employees who have received training regarding anti-corruption measures by region ⁽¹⁾

Country	Governing bodies		Executives		Managers		Professional/ Specialist		Administrative staff		Manual workers	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Africa			2	100 %	33	100 %	75	95 %	1	100 %		
Asia			2	67 %	27	82 %	89	86 %	2	100 %		
Europe	7	78 %	173	88 %	1,695	94 %	7,481	90 %	661	88 %	7,693	66 %
North America			13	72 %	211	91 %	1,233	88 %	241	89 %	2,099	81 %
Latin America			12	92 %	280	91 %	625	77 %	22	82 %	137	61 %
Total 2022	7	78 %	202	87 %	2,246	93 %	9,503	88 %	927	88 %	9,929	69 %
Total 2021	8	73 %	217	89 %	2,178	86 %	9,581	86 %	1,010	87 %	8,764	67 %

(1) Data obtained from the maximum accumulated average workforce.

Ethics and Compliance

Anti-corruption

[205-2] Communication and training about anti-corruption policies and procedures

The Company has digital and blended courses (online classrooms) for training on anti-corruption to promote a culture of compliance in the organization.

The course that provides the reference framework is the Code of ethics and conduct, a recurring annual training program for all employees in which a new course is updated every year to reinforce and refresh this knowledge in an enjoyable way.

The following courses are available for anti-corruption training:

- Courses with the regulations taught in online classroom format, such as the Anti-Corruption and Basic Regulations course for team leaders.
- Anti-Corruption Policy microlearning, aimed at all employees, using visual and interactive resources to highlight key elements for enhanced acquisition of learning objectives.
- Crime Prevention Model, aimed at managers responsible for controls or persons whose function may be involved in any non-compliance with the model.
- Anti-money laundering and counter terrorist financing (available to employees in Peru).
- Anti-Bribery & Corruption Awareness, Training 2020 (available for Asia Pacific employees).

[EM-EP-210a.1] Percentage of proved and probable reserves in or near areas of conflict and [EM-EP-510a.1] Percentage of proved and probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index

	1P (proven) and 2P (proven and probable) reserves (%)			
	2022		2021	
	1 P	2 P	1 P	2 P
% reserves in conflict zones	5.0	5.2	5.2	5.8
% reserves in countries ranked in the bottom 20 of the Corruption Perception Index	20.0	17.5	20.5	18.7

Payments to governments

[GRI 11.21.8] Volume of oil and gas purchased from the state

The volume of crude oil and refined products purchased from state companies such as PMI Comercio Internacional S.A. de C.V. or State Oil Marketing Organization amounted to 15 Mt in 2022 for a value of €9.76 billion.

Public policy

[415-1] Contributions to political parties and/or representatives

In 2022 (as in 2021), Repsol made no contributions to political parties and/or representatives, meaning, therefore, that there was no breach of the Code of Ethics and Conduct.

In the European Union and in Spain, the Company engaged in discussion and public consultations to cooperate with institutions and society at large in the development of a range of legislative initiatives.

Repsol takes the view that lobbying activities should be undertaken transparently and in compliance with current legislation. Accordingly, the Company reports such activity in all areas where formal registration is required, and pursuant to the requests made by competent authorities, where such information is public and accessible.

Specifically, such activity is registered in the following jurisdictions: the European Union, the United States at federal level and in Canada at federal and provincial level (Alberta).

• For more information and for links to the official lobby registration pages, see www.repsol.com.

Regulatory compliance^{12,13,14}

[206-1] Legal actions for unfair competition and monopolistic practices and against free competition. Lawsuits due to anti-competitive practices (number of cases brought)

Lawsuits ⁽¹⁾ due to anti-competitive practices (number of cases brought)	2022	2021
Cases filed	—	—

(1) Number of lawsuits or administrative proceedings initiated during the year that are significant for the Repsol Group.

In order to foster growing awareness and stay permanently abreast of anti-trust legislative developments, the company continued to provide subject-specific training throughout 2022.

[416-2] Incidents of non-compliance concerning the health and safety impacts of products and services

The number of lawsuits or administrative proceedings ending in 2022 with a final decision, imposing significant fines or sanctions levied against the Repsol Group due to its failure to adhere to European product safety regulations (REACH and CLP regulations) is zero.

Supply chain and customers

Management of the supply chain and its impacts where the company operates

[308-2] Negative environmental impacts in the supply chain and measures taken

We conducted 3,702 assessments (3,010 in 2021) on environmental issues regarding 878 suppliers (1,125 in 2021). In 29 evaluations, corresponding to 17 suppliers, the environmental performance score was below 5 out of 10 (compared with 12 assessments on 10 suppliers in 2021). Negative scores are related to logistics contracts and equipment installation, cleaning, business services and maintenance, among others. As in 2021, after these negative assessments, improvements were agreed with 100% of the suppliers affected. We have not terminated any supplier relationship for environmental reasons.

[414-2] Negative social impacts in the supply chain and measures taken

We conducted 3,702 assessments (3,010 in 2021) on social issues regarding 878 suppliers (1,125 in 2021). We found 112 assessments (41 in 2021) corresponding to 46 suppliers (30 in 2021) with a performance score in social aspects below 5 out of 10. As in 2021, negative assessments largely concerned the Code of Ethics and Conduct and human rights aspects. As in the previous year, after these negative assessments, improvements were agreed with 100% of the suppliers. As in 2021, no supplier relationships were terminated due to social concerns (e.g., human rights or labor issues).

Responsible customer management

[RT-CH-410b.2] Strategy to (1) manage hazardous chemicals and (2) develop alternatives with reduced human or environmental impact

Repsol has internal rules in the field of safe product management that lay down the requirements to ensure suitable handling of the risks at each stage in the life cycle of a product, from design to placement on the market. The Chemicals business has implemented these requirements through a procedure whereby:

- During product design, it is necessary to study potential adverse effects and identify uses to put in place suitable risk management measures. This stage tests whether it is necessary to seek substitute products, if technically and economically feasible.
- During procurement of raw materials and additives, information is compiled on their hazardousness and suitable measures for safe handling.
- During operations, by means of the inherently safe design of facilities, we assess operational risks and waste management.
- When products are placed on the market, customers must be provided with the necessary information for them to take steps to handle the products Repsol supplies safely.

The procedure is supported by a new digital tool used to manage the safety documents of products supplied, manufactured and sold from a single point quickly and easily.

Current legislation is often what determines product hazardousness and it is crucial to monitor regulatory changes. Repsol has tools with which it continuously monitors changes to legislation. Once a change that impacts the product portfolio is detected, said impact is assessed and possible actions are decided.

¹² The information corresponds to companies operated and controlled by Repsol.

¹³ Only litigation relating to matters raised by competition authorities is reported. Litigation with private entities or individuals is not reported.

¹⁴ Litigation is reported only to the extent that a final decision or ruling has been delivered within the reporting period.

At the Polyolefins business, several key projects are underway to replace substances that could be a concern for humans and the environment. Phthalates, coming from the catalytic system, have been removed from the entire range of food applications and only remain in some grades intended for extra-high impact technical parts, and not food. To remove it from these grades, alternatives are being sought in a pilot plant.

In the field of food safety, we seek to identify and replace substances in food contact materials that migrate into food at a threshold rate. A range of plant stearates has already been assessed and approved, and they have been changed in

the entire range of polypropylenes, although some in polyethylene are still pending. Several lines of work are also underway in this field to assess the behavior of materials and reduce the impact on health and the environment: generation and content of NIAS (Non-Intentionally Added Substances), organic volatiles, products generated by secondary reactions in the reactor, etc.

Furthermore, we have also approved a new additive in the process to replace the current one in which we have detected properties that are harmful for human health.

Work has already been carried out in one of the two plants that used it, which has allowed it to be replaced. The necessary works in the second plant are expected to be completed before the end of 2022.

Economic performance

[201-1] Economic value generated and distributed and [201-4] Financial assistance received from government

Item (€M)	Reference in the 2022 Consolidated Financial Statements	2022	2021
Direct economic value generated		77,901	51,145
Sales	Section "Sales" of the consolidated income statement.	74,828	49,480
Income from services rendered and other operating income	Under "Income from services rendered and other income" and the corresponding part of the heading "Other operating income" in Note 19.8.	1,850	1,272
Finance income	Note 21.	157	82
Net income from companies accounted for using the equity method	Under "Income from companies accounted for using the equity method".	989	301
Gains on disposal of fixed assets	Under "Gains/(losses) from disposal of assets" in the consolidated income statement.	77	10
Economic value distributed		(69,646)	(47,957)
Suppliers and contractors:		(57,058)	(37,290)
Procurements and supplies	Under "Procurements" and "Supplies" in the consolidated income statement excluding excise taxes for €5,823 million and €5,216 million euros in 2022 and 2021, respectively.	(51,174)	(33,001)
Transport	Under "Transport" in the consolidated income statement.	(1,781)	(1,103)
Training providers		(12)	(8)
Other operating expenses	Corresponds to the heading "Other operating expenses" in Note 19.8, excluding "Taxes" (included under "Public Administration" below).	(4,092)	(3,178)
Employees	Under "Personnel expenses" in the consolidated income statement, excluding training costs.	(1,955)	(1,794)
Public administration	Income tax – Note 22; Other taxes – Note 19.8; Excise taxes on hydrocarbons – Note 19.1; Tax effect of financial expenses on hybrid bonds – Note 22.	(9,230)	(7,522)
Shareholders	Note 6.3.	(910)	(886)
Financial community	Under "Interest paid" in the consolidated cash flow statement and hybrid bonds (Note 24).	(444)	(432)
Investments in communities		(49)	(33)
Economic value retained		8,255	3,188

Note: The comparative information for 2021 has been modified for comparison purposes and to reflect the change in presentation of the headings "Other operating income" and "Other operating expenses" of the consolidated income statement (see footnote to the consolidated income statement and Note 19.8 to the 2022 consolidated financial statements), in order to exclude the impact of the measurement of trade derivatives from the calculation of the indicator.

In addition, financial aid was received from government agencies in the amount of 21 million euros in 2022 and 15 million euros in 2021, respectively.

c) GRI Index

GRI Indicators

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
GRI 2: General contents				
2-1	Organization details	Consolidated Financial Statements 2022 – Note 1. About these Financial Statements Section 2.2. Repsol around the world Section 5. Performance of our businesses Consolidated Financial Statements 2022 – Note 1. About these Financial Statements Consolidated Financial Statements 2022 – Note 6. Total equity		
2-2	Entities included in sustainability reporting	About this report- Report information		
2-3	Reporting period, frequency and contact point	Year 2022 Address any questions, queries, suggestions, or other related matters through the Shareholder Office, whose telephone number is 900 100 100 or by email to infoaccionistas@repsol.com or to repsolteescucha@repsol.com.		
2-4	Update of information	No relevant adjustments in the period		
2-5	External assurance	Verification report on non-financial information		
2-6	Activities, value chain and other business relationships	Section 2.1. Value chain and business segments Section 5.1. Upstream Section 5.2. Industrial Section 5.3. Commercial and Renewables Consolidated Financial Statements 2022 – Note 2. Operating result Section 6.8 – Supply chain and customers		(2)
2-7	Employees	Section 6.4 People Appendix V: Further information on sustainability – Sustainability indicators - People		
2-8	Non-employee workers	Section 6.4 People Appendix V: Further information on sustainability – Sustainability indicators - People		
2-9	Governance structure and composition	Section 2.4. Corporate Governance Appendix VI: 2022 Annual Corporate Governance Report – B.2 The Company's ownership structure Appendix VI: 2022 Annual Corporate Governance Report - B.3.1 Composition of the Board of Directors Appendix VI: 2022 Annual Corporate Governance Report - B.4 Committees of the Board of Directors		
2-10	Appointing and selecting the highest governance body	Policy to ensure diversity in the Board of Directors and for the selection of board members (www.repsol.com Sustainability - Policies) Appendix VI: 2022 Annual Corporate Governance Report - B.3.1 Composition of the Board of Directors		
2-11	Chair of the highest governance body	Section 2.4. Corporate governance Appendix V: Further information on sustainability - Sustainability indicators - Corporate governance Appendix VI: 2022 Annual Corporate Governance Report - B.3.1 Composition of the Board of Directors		
2-12	Highest governance body's role in overseeing the management of impacts	Regulations of the Board of Directors - Article 5 www.repsol.com, Investors and shareholders - Corporate governance - Board of Directors Appendix VI: 2021 Annual Corporate Governance Report – B.8.1. Control and risk management systems Appendix VI. 2021 Annual Corporate Governance Report – B.8.2. Internal control and risks management systems related to the financial reporting process (ICSR)		
2-13	Delegation of responsibility for managing impacts	Section 2.4. Corporate Governance Section 6.1.1 Climate change governance		
2-14	Highest governance body's role in sustainability reporting	Appendix VI: 2022 Annual Corporate Governance Report - B.4 Committees of the Board of Directors		
2-15	Conflicts of interest	Appendix VI: 2022 Annual Corporate Governance Report – B.6 Related-party and intragroup transactions – Mechanisms for detecting, determining and resolving conflicts of interest		
2-16	Notifying critical concerns	Appendix VI. 2022 Annual Corporate Governance Report - A.4. Interaction with investors		
2-17	Collective knowledge of the highest governance body	Appendix VI. 2022 Annual Corporate Governance Report - B.3.2. Competencies of the Board of Directors		

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
2-18	Evaluating the highest governance body's performance	Section 2.4 Corporate Governance Regulations of the Board of Directors - Article 11 www.repsol.com, Investors and shareholders - Corporate governance - Board of Directors Appendix VI: 2022 Annual Corporate Governance Report – B.3.4 Function of the Board of Directors – Assessment of the Board of Directors Articles of Association -Article 45 quater		
2-19	Remuneration policies	Appendix VI: 2022 Annual Corporate Governance Report – B.4.4 Remuneration Committee Appendix VI: 2022 Annual Corporate Governance Report - B.5 Remuneration of directors and senior management Appendix VII: 2022 Annual Report on the Remuneration of Directors Policy on Director Remuneration, 2021-2023 (www.repsol.com - Investors and shareholders - Corporate governance - Remuneration of Board of Directors) 2022 Consolidated Financial Statements - Note 27. Obligations to employees (in relation to retirement benefits) and Note 28. Remuneration of members of the Board		
2-20	Process for determining remuneration	2022 Consolidated Financial Statements – Note 28. Remuneration of members of the Board of Directors and executive personnel Appendix VI: 2022 Annual Corporate Governance Report – B.4 Committees of the Board of Directors – Remuneration Committee - B.4.4 Appendix VII: 2022 Annual Report on the Remuneration of Directors Appendix V: Further information on sustainability - Sustainability indicators - Corporate governance		
2-21	Annual total compensation ratio	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Remuneration and benefits		
2-22	Statement on sustainable development strategy	Message from the Chairman Message from the Chief Executive Officer		
2-23	Commitments and policies	Section 6.1 Climate change - Risks and opportunities Section 6.2 Environment Section 6.5.1 Safety management system Section 7.4 Risks Appendix IV: Risks		
2-24	Inclusion of commitments and policies			
2-25	Processes to remedy negative impacts			
2-26	Mechanisms for requesting advice and raising concerns	Repsol ethics and compliance channel. (ethicscompliancechannel.repsol.com) Section 6.8. Ethics and Compliance		
2-27	Compliance with laws and regulations	2022 Consolidated Financial Statements - Note 16.2, Lawsuits and Note 22.4, Government and legal proceedings with tax implications		
2-28	Membership associations	www.repsol.com (Sustainability - Sustainability strategy - Reports, indicators and alliances)		
2-29	Approach to stakeholder engagement	Appendix V: Further information on sustainability - Materiality and stakeholder engagement Appendix V: Further information on sustainability - Materiality and stakeholder engagement Further information on www.repsol.com (Sustainability - Sustainability strategy - Our model)		
2-30	Collective bargaining agreements	Appendix V: Further information on Sustainability - Sustainability indicators - People - Employment framework, health and safety at work		

GRI 3 Material Topics

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
3-1	Process for determining material topics	Appendix V: Further information on sustainability - Materiality and stakeholder engagement		
3-2	List of material topics	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Materiality and stakeholder engagement Changes in material topics and their coverage are included in the materiality matrix.		
3-3	Management of material topics	See references in GRI 3 Management approach	GRI 11	
Energy transition strategy and sustainable technologies				
Adaptation to climate change: environmental management and natural disasters protocol				
GRI 201 Economic Performance (2016)				
3-3	Management approach	Section 6.1.3 Risks and opportunities 2022 Consolidated report on payments to governments for hydrocarbon upstream activities Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Economic performance	11.2.1	
201-2	Financial implications and other risks and opportunities due to climate change	Section 6.1.3 Risks and opportunities Section 6.1.2 Strategy	11.2.2	
GRI 302 Energy (2016)				
3-3	Management approach	Section 6.1.4 Metrics and targets Section 5.2 Industrial Section 5.3 Commercial and Renewables Section 6.2.4 Circular Economy Section 6.3 Technology and Innovation	11.1.1	
302-1	Energy consumption within the organization	Section 6.1.4 – Metrics and targets	11.1.2	(5)
302-2	Energy consumption outside of the organization	Section 6.1.4 – Metrics and targets	11.1.3	
302-3	Energy intensity	Section 6.1.4 – Metrics and targets	11.1.4	(5)
302-4	Reduction of energy consumption	Section 6.1.4 – Metrics and targets		(5)
302-5	Reductions in energy requirements of products and services	Section 5.2 Industrial Section 5.3 Commercial and Renewables Section 6.2.4 Circular Economy Section 6.3 Technology and Innovation		
GRI 305 Emissions (2016)				
3-3	Management approach	Section 6.1. Climate change Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Non-GHG emissions	11.1.1	
305-1	Direct GHG emissions (scope 1)	Section 6.1.4 – Metrics and targets	11.1.5	(5)
305-2	Indirect GHG emissions when generating energy (scope 2)	Section 6.1.4 – Metrics and targets	11.1.6	(5)
305-3	Other indirect GHG emissions (scope 3)	Section 6.1.4 – Metrics and targets. Scope 3 emissions report	11.1.7	(9)
305-4	GHG emissions intensity	Section 6.1.4 – Metrics and targets	11.1.8	(5)
305-5	GHG emission reduction	Section 6.1.4 – Metrics and targets	11.2.3	(5)
305-6	Emissions of ozone-depleting substances (ODS)	Repsol does not manufacture or market substances classified as "ozone depleting substances (ODS)", nor does its activity generate these substances as by-products. The presence of ODS substances is limited to some firefighting or refrigeration system equipment installed in the past, and the level of ODS emissions is estimated to be very low. Repsol is currently in the process of developing an inventory of equipment/potential sources of ODS emissions. It is estimated that this project will be completed in early 2024.		
GRI 11 Oil and Gas (2021)				
11.2.4	Development of public policies on climate change	Section 6.1.2 Strategy - Incentive mechanisms for decarbonization		

Integrity

GRI 205 Anti-corruption

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
3-3	Management approach	Section 6.8. Ethics and compliance – Fight against corruption and bribery Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Ethics and compliance - Fight against corruption	11.20.1	
205-1	Operations assessed for corruption-related risks	Section 6.8. Ethics and compliance – Code of Ethics and Conduct	11.20.2	
205-2	Communication and training on anti-corruption policies and procedures	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Ethics and compliance - Fight against corruption	11.20.3	
205-3	Confirmed corruption cases and measures taken	Section 6.8. Ethics and compliance – Code of Ethics and Conduct	11.20.4	(10)
GRI 415	Public Policy (2016)y			
3-3	Management approach	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Ethics and compliance - Public policy	11.22.1	
415-1	Political contributions	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Ethics and compliance - Public policy	11.22.2	
GRI 11	Oil and Gas (2021)			
11.20.5	Approach to contract transparency	Not applicable. Applies to governments or state entities.		
Circular economy and waste management				
GRI 301	Materials (2016)			
3-3	Management approach	Section 5.2.1 Refining Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Non-GHG emissions		
301-1	Materials used by weight or volume	Section 5.2.1. Refining		(4)
301-2	Recycled input materials	Repsol does not have common and homogeneous reporting criteria. To date, recycled inputs with different origins are used in the manufacturing processes of products from some of the company's businesses. Repsol is currently working on the integration and homogenization of this information.		
301-3	Reused products and packaging materials	Repsol does not have common and homogeneous criteria for obtaining this information in the different assets, industrial complexes, factories, business units and corporate areas. Repsol encourages the internal and external reuse of products and packaging materials and is working on the integration and homogenization of this information.		
GRI 306	Effluents and waste (2016)			
306-3	Significant spills	Section 6.5.3 Spill management 2022 Consolidated Financial Statements - Note 20.3: Environmental risks - spill in Peru	11.8.2	
GRI 306	Waste (2020)			
3-3	Management approach	Section 6.2 Environment Section 6.2.4 Circular economy Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Waste management	11.5.1	
306-1	Waste generation and significant waste-related impacts	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Waste management	11.5.2	
306-2	Management of significant waste-related impacts	Section 6.2.4 Circular economy Section 6.7.1 Supply chain	11.5.3	
306-3	Waste generated	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Waste management	11.5.4	
306-4	Waste diverted from disposal	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Waste management	11.5.5	
306-5	Waste directed to disposal	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Waste management	11.5.6	
Labor rights and employee satisfaction				
GRI 2	General contents			
2-7	Employees	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Employment		(1)
2-21	Annual total compensation ratio	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Personnel expenses, remuneration, and benefits		

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
2-30	Collective bargaining agreements	Section 6.4.2 People management - Social dialog Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment framework, health and safety at work		
GRI 201 Economic Performance (2016)				
201-3	Defined benefit plan obligations and other retirement plans	2022 Consolidated Financial Statements – Note 27 Obligations to employees		
GRI 401 Employment (2016)				
3-3	Management approach	Section 6.4.2 People management Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Employment	11.10.1	
401-1	New employee hires and employee turnover	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Employment	11.10.2	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Personnel expenses, remuneration, and benefits	11.10.3	
401-3	Parental leave	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Diversity and equal opportunities	11.10.4	
GRI 402 Labor/ Management Relations				
3-3	Management approach	Repsol respects the period of notice established in the legislation of the countries in which it operates, as well as those provided for in collective or political agreements, if applicable.	11.10.1	
402-1	Minimum notice periods regarding operational changes	Repsol respects the period of notice established in the legislation of the countries in which it operates, as well as those provided for in collective or political agreements, if applicable.	11.7.2, 11.10.5	
Sustainable financing				
GRI 201 Economic Performance (2016)				
201-1	Direct economic value generated and distributed	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Economic performance	11.14.2, 11.21.2	(3)
201-2	Financial implications and other risks and opportunities due to climate change	Section 6.1.2. Strategy Section 6.1.3. Risks and opportunities 2022 Consolidated Financial Statements – Note 3.5.2	11.2.2	(6)
201-4	Financial assistance received from government	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Economic performance	11.21.3	
Social commitment and community relations				
GRI 203 Economic impacts (2016)				
3-3	Management approach	Section 6.5.3 Respect for human rights and community relations – Economic impact on communities and shared value Section 6.7.1 Supply chain – Indirect economic impact Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human Rights and community relations - Indirect economic impacts	11.14.1	
203-1	Infrastructure investments and services supported	Section 6.4.3 Respect for human rights and community relations – Economic impact on communities and shared value Section 6.7.1 Supply chain – Indirect economic impact Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Indirect economic impacts	11.14.4	
203-2	Significant indirect economic impacts	Section 6.4.3 Respect for human rights and community relations – Economic impact on communities and shared value Section 6.6 Responsible tax policy Section 6.7.1 Supply chain – Indirect economic impact Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Indirect economic impacts	11.14.5	
GRI 413 Local Communities (2016)				
3-3	Management approach	Section 6.4.3 Respect for human rights and community relations Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Local communities	11.15.1	
413-1	Operations with local community engagement, impact assessments, and development programs	Section 6.4.3 Respect for human rights and community relations – Due diligence management model	11.15.2	

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
413-2	Operations with significant actual and potential negative impacts on local communities	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Local communities	11.15.3	
GRI 11 Oil and Gas (2021)				
11.7.4	Dismantled sites	Appendix V: Further information on sustainability – Sustainability indicators - Human rights and community relations – Local communities		
11.7.5	Dismantled structures that have remained on site and reasons for this	Appendix V: Further information on sustainability – Sustainability indicators - Human rights and community relations – Local communities		
11.7.6	Monetary value of financial forecasts for closure and renovation	2022 Consolidated Financial Statements. Note 15 Provisions		
11.15.4	Number and types of claims from local communities	Apartado 6.4.3. Derechos humanos y relaciones con la comunidad - Mecanismos de reclamación		
11.16.2	Locations of operations that have caused resettlement and description of how the sites were affected and how they were restored	As was the case in 2021, there were no cases of involuntary resettlements this year as a result of the activities of the organization.		
Air quality				
GRI 305 Emissions (2016)				
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Non-GHG emissions	11.3.2	
Human rights				
GRI 410 Security Practices				
3-3	Management approach	Section 6.4.3 Respect for human rights and community relations – Security and human rights	11.18.1	
410-1	Security personnel trained in human rights policies or procedures	Section 6.4.3 Respect for human rights and community relations – Security and human rights	11.18.2	
GRI 411 Rights of Indigenous Peoples (2016)				
3-3	Management approach	Section 6.543 Respect for human rights and community relations Appendix V: Further information on sustainability (includes Non-Financial Statement) - Human rights and community relations - Human rights	11.17.1	
411-1	Incidents of violations involving rights of indigenous peoples	As was the case in 2021, in 2022 there were no incidents related to violations of indigenous people's rights reported to the Company's whistleblower channel.	11.17.2	(12)
GRI 412 Human Rights Assessment (2016)				
3-3	Management approach	Section 6.4.3 Respect for human rights and community relations – Due diligence management model Section 6.7.1 Supply chain Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human Rights and Community Relations - Human rights		
412-1	Operations that have been subject to human rights reviews or impact assessments	Section 6.4.3 Respect for human rights and community relations – Due diligence management model		
412-2	Employee training on human rights policies or procedures	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights		
GRI 11 Oil and Gas (2021)				
11.17.3	Locations where there are indigenous peoples affected by the organization	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Local communities		
11.17.4	Participation by indigenous peoples in processes of free, prior, and informed consent (FPIC)	Section 6.4.3 Respect for human rights and community relations – Due diligence management model		
Just transition with communities				
3-3	Management approach for just transition with communities	Section 6.4.1 People-centered just transitions Section 6.4.3 Respect for human rights and community relations Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Local communities	11.2.1	
Health and the prevention of work-related accidents				
GRI 403 Occupational health & safety				

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
3-3	Management approach	Section 6.5 Safe Operations Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment framework, health and safety at work	11.9.1	
403-1	Occupational health and safety management system	Section 6.5.1 – Safety management system	11.9.2	
403-2	Hazard identification, risk assessment, and incident investigation	Section 6.5.4 Personnel accident rate Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Safe operation	11.9.3	
403-3	Occupational health services	Appendix V. Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment framework, health and safety at work	11.9.4	
403-4	Worker participation, consultation, and communication on occupational health and safety	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment framework, health and safety at work	11.9.5	(11)
403-5	Worker training on occupational health and safety	Section 6.5.5 Safety culture Appendix V: Appendix V. Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators - People - Talent development	11.9.6	
403-6	Promotion of worker health	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment framework, health and safety at work	11.9.7	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Section 6.5.1 Safety management system Section 6.7.2 Responsible customer management – Safety across the product life cycle Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Safe operation	11.9.8	
403-8	Workers covered by an occupational health and safety management system	Section 6.5.1 Safety management system	11.9.9	
403-9	Work-related injuries	Section 6.5.4 Personnel accident rate Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Safe operation	11.9.10	
11.8.3	Number of level 1 and level 2 safety incidents	Section 6.5.2. Process safety		

Water quality and management

GRI 303 Water and effluents (2018)

3-3	Management approach	Section 6.2.3 Water Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Water	11.6.1	
303-1	Interactions with water as a shared resource	Section 6.2.3 – Water	11.6.2	
303-2	Management of water discharge-related impacts	Section 6.2.3 – Water	11.6.3	
303-3	Water withdrawal	Section 6.2.3 Water Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Water	11.6.4	
303-4	Water discharge	Section 6.2.3 Water Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Water	11.6.5	
303-5	Water consumption	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Water	11.6.6	

Biodiversity and ecosystems

GRI 304 Biodiversity (2016)

3-3	Management approach	Section 6.2.2 Natural capital and biodiversity – Biodiversity protection and conservation in all our activities Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Biodiversity	11.4.1	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Biodiversity	11.4.2	(7)

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
304-2	Significant impacts of activities, products, and services on biodiversity	Section 6.2.2 Natural capital and biodiversity – Biodiversity protection and conservation in all our activities Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Biodiversity	11.4.3	(8)
304-3	Habitats protected or restored	Section 6.2.2 Natural capital and biodiversity – Biodiversity protection and conservation in all our activities Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Biodiversity	11.4.4	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Biodiversity	11.4.5	

Customer satisfaction and safety

GR 416 Customer Health and Safety (2016)

3-3	Management approach	Section 6.7.2 Responsible customer management – Safety across the product life cycle Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Ethics and compliance - Regulatory compliance		
416-1	Assessment of the health and safety impacts of product and service categories	Section 6.7.2 Responsible customer management – Safety across the product life cycle Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Supply chain and customers - Responsible customer management	11.3.3	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Ethics and compliance - Regulatory compliance		

GR 418 Customer Privacy (2016)

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Section 6.7.2. Responsible management of customers		
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Transparent relationship with the Government

GRI 201 Economic Performance (2016)

201-4	Financial assistance received from government	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Economic performance	11.21.3	
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GRI 207 Tax policy

207-1	Approach to tax	Section 6.6 Responsible tax policy Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Responsible tax policy	11.21.4	
207-2	Tax governance, control, and risk management	Section 6.6 Responsible tax policy Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Responsible tax policy	11.21.5	
207-3	Stakeholder engagement and management of concerns related to tax	Section 6.6 Responsible tax policy Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Responsible tax policy	11.21.6	
207-4	Country-by-country reporting	Section 6.6 Responsible tax policy Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Responsible tax policy	11.21.7	

GRI 11 Oil and Gas (2021)

11.21.8	Oil and gas purchased from the State	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Payments to governments		
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Diversity and equal opportunities

GRI 202 Market Presence (2016)

3-3	Management approach	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Employment Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Expenses, remuneration, and benefits	11.11.1, 11.14.1	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Expenses, remuneration, and benefits		
202-2	Proportion of senior management hired from the local community	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Employment	11.11.2, 11.14.3	

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
GRI 405 Diversity and equal opportunities				
3-3	Management approach	Section 6.4.2 People management Section 6.9 Ethics and compliance – Code of Ethics and Conduct Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights	11.11.1	
405-1	Diversity of governance bodies and employees	Section 2.4 Corporate governance Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Diversity and equal opportunities	11.11.5	
405-2	Ratio of basic salary and remuneration of women to men	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Expenses, remuneration, and benefits	11.11.6	
GRI 406 Non-discrimination				
3-3	Management approach	Section 6.4.2 People management Section 6.8 Ethics and compliance – Code of Ethics and Conduct Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights		
406-1	Incidents of discrimination and corrective actions taken	Section 6.8. Ethics and compliance – Code of Ethics and Conduct Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights	11.11.7	
Sustainable supply chain				
GRI 204 Procurement Practices (2016)				
3-3	Management approach	Section 5.1. Upstream Section 6.7.1 – Supply chain – Indirect economic impact		
204-1	Proportion of spending on local suppliers	Section 6.7.1 – Supply chain – Indirect economic impact		(2)
GRI 407 Environmental assessment of				
3-3	Management approach	Section 6.7.1 Supply chain – Environmental and social assessment of suppliers Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Supply chain and customers		
308-1	New suppliers that were screened using environmental criteria	Section 6.7.1 Supply chain – Environmental and social assessment of suppliers		
308-2	Negative environmental impacts in the supply chain and actions taken	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Supply chain and customers		
GRI 407 Freedom of association and collective bargaining				
3-3	Management approach	Section 6.7 – Supply chain and customers Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights	11.13.1	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Section 6.7 – Supply chain and customers Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights	11.13.2	(6)
GRI 408 Child Labor				
3-3	Management approach	Section 6.7 – Supply chain and customers Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights		
408-1	Operations and suppliers at significant risk for incidents of child labor	Section 6.7 – Supply chain and customers Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights		(6)
GRI 409 Forced or Compulsory Labor				
3-3	Management approach	Section 6.7 – Supply chain and customers Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights		

GRI Standard	Indicator description	Reference in the Management Report, Reports or online	Ref no. for the GRI Standard	Notes
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Section 6.8 – Supply chain and customers Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights	11.12.2	(6)
GRI 412	Human Rights Assessment			
3-3	Management approach	Section 6.4.3 Respect for human rights and community relations – Due diligence management model Section 6.7.1 Supply chain Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Human rights		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Section 5, Performance of our businesses - Sustainability performance (by business) Section 6.4.3 Respect for human rights and community relations – Due diligence management model Section 6.7.1 Supply chain		
GRI 414	Supplier Social Assessment			
103	Management approach	Section 6.7.1 Supply chain – Environmental and social assessment of suppliers Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Supply chain and product safety	11.10.1, 11.12.1	
414-1	New suppliers that were screened using social criteria	Section 6.7.1 Supply chain – Environmental and social assessment of suppliers	11.10.8, 11.12.3	
414-2	Negative social impacts in the supply chain and actions taken	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Supply chain and product safety	11.10.9	
Regulatory compliance				
GRI 206	Unfair Competition (2016)			
3-3	Management approach	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Ethics and compliance - Regulatory compliance		
206-1	Legal actions related to unfair competition and monopolistic practices and against free competition	Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Ethics and compliance - Regulatory compliance		(13)
Physical security faced with third parties				
GRI 410	Security Practices			
3-3	Management approach	Section 6.4.3 Respect for human rights and community relations – Security and human rights	11.18.1	
410-1	Security personnel trained in human rights policies or procedures	Section 6.4.3 Respect for human rights and community relations – Security and human rights	11.18.2	
Talent attraction, retention, and development				
GRI 404	Training and Education (2016)			
3-3	Management approach	Section 6.4.2 People management Appendix V: Appendix V. Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators - People - Talent development	11.10.1, 11.11.1, 11.7.1	
404-1	Average hours of training per year per employee	Appendix V. Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Training and development	11.10.6, 11.11.4	
404-2	Programs for upgrading employee skills and transition assistance programs	Appendix V: Appendix V. Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators - People - Talent development	11.7.3, 11.10.7	
404-3	Percentage of employees receiving regular performance and career development reviews	Appendix V: Appendix V. Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators - People - Talent development		

- (1) Information reported only for own personnel.
(2) Information on the supply chain refers exclusively to purchases worth more than €1 million made by the corporate purchasing and procurement department, and excludes purchases of crude oil, gas and materials.
(3) The referenced report on payments to governments by country has not undergone any verification, and only the overall reasonableness of the payments has been analyzed. The information on taxes effectively paid includes payments for liquidity of taxes and duties, not including effective tax refunds or surcharges and penalties.
(4) The main material, namely processed crude oil, is broken down.
(5) The overall reasonableness of the data has been verified. The data are subject to change once the audits of the emissions at each site and asset under ISO 14064 have been conducted.
(6) Qualitative information is disclosed.
(7) The value for biodiversity outside protected areas is not reported..
(8) Impacts are not reported by type.
(9) Scope 3 emissions do not include Upstream transport categories in Upstream, nor the fixed asset and investee categories.
(10) Sanctions or warnings stemming from breaches of the Code of Ethics are reported.
(11) Information on the representation of employees on existing safety and health committees is reported.
(12) Incidents related to violations of rights of indigenous peoples received through the Company's whistleblower channel are reported.
(13) Only lawsuits exceeding €5 million are reported.

d) Statement of non-financial information

The table set out below presents the non-financial and diversity information requirements established by Law 11/2018 (of December 28) and the sections of the Integrated Management Report in which this information is disclosed.

Contents	GRI Standards	Reference in Management Report, Reports or online	Comments
o. General contents			
a) Business model: 1) business environment, 2) organization and structure, 3) markets in which it operates, 4) objectives and strategies, 5) the main factors and trends that may affect its future evolution.	2-6	Section 2.4. Corporate Governance Section 2.1. Value chain and businesses Section 2.2 Repsol around the world Section 2.5 Strategy Section 5. Performance of our businesses Section 7. Outlook Consolidated Financial Statements 2022 – Note 20.2 Sensitivities	
b) Policies	3-3	Section 6. Sustainability – Sustainability model	
c) Policy outcomes. KPIs	3-3	About this report Section 6. Sustainability – Sustainability model Section 6.2 Environment Appendix V: Further information on sustainability (includes Non-Financial Statement)	
d) Risks over the short term, medium term, and long term	102-15, 205-1, 413-1, 407-1, 408-1, 409-1	Section 2.4. Corporate Governance Section 6.1. Energy transition and climate change Section 6.2. Environment Section 6.4.2. – Respect for human rights and community relations – Due diligence management model Section 6.5 Safe operations Section 6.7 Supply chain and customers Section 6.8 Ethics and compliance Section 7.5 – Russia’s invasion of Ukraine and other risks Appendix IV. Risks Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Climate change	
e) KPIs		About this report	
1. Environmental issues			
a) General: - Real and foreseeable effects of the company on the environment - Environmental assessment or certification procedures - Resources dedicated to the prevention of environmental risks - Principle of precaution, provisions and environmental guarantees	3-3, 2-23, 201-2, 307-1, 308-1, 308-2	Section 2.4. Corporate Governance Section 6.1.3. Risks and opportunities Section 6.2. Environment Section 6.5. Safe operations Section 6.7.1. Supply chain – Environmental and social assessment of suppliers Section 7.5. Russia’s invasion of Ukraine Appendix IV. Risks Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Ethics and compliance - Compliance Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Supply chain and customers	Information on resources in place to foresee and anticipate environmental risks and provisions is disclosed in Note 29.1 of the 2022 Consolidated Financial Statements. Information on environmental guarantees is disclosed in Note 25.2 of the 2022 Consolidated Financial Statements. Furthermore, Repsol has ISO 14001 Environmental Management Systems in place to ensure that applicable legal and regulatory limits are not breached and that help to prevent and improve the management of environmental impacts, risks, and opportunities at the Company.
b) Pollution	3-3, 305-5, 305-7	Section 6.1. Energy transition and climate change Section 6.1.4. Metrics and targets Section 6.2.1 Air quality Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Non-GHG emissions	Light pollution is not reported on as it is not considered a material issue (see Materiality Matrix, Appendix 5.a)
c) Circular economy and waste prevention and management	3-3, 306-1, 306-2, 306-3, 306-4, 306-5	Section 6.2.4 Circular economy Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Environment – Effluents and waste	The actions taken to combat food waste are not reported on as this is not considered a material issue (see Materiality Matrix, Appendix 5.a)
d) Sustainable use of resources - The water consumption and water supply according to local limitations	3-3, 303-3, 303-4, 303-5	Section 6.2.2. Water Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Water	

Contents	GRI Standards	Reference in Management Report, Reports or online	Comments
<ul style="list-style-type: none"> Consumption of raw materials and measures taken to improve the efficiency of their use 	3-3, 301-1, 301-2	Section 5.2.1. Refining Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Non-GHG emissions	The improved efficiency in the use of raw materials is not reported on as it is not considered a material issue (see Materiality Matrix, appendix 5.a)
<ul style="list-style-type: none"> Direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energies. 	3-3, 302-1, 302-2, 302-3, 302-4, 302-5	Section 6.1.4. Metrics and targets Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Climate change - Energy efficiency and climate change	
e) Climate change <ul style="list-style-type: none"> Greenhouse gas emissions generated by the Company's activities Measures rolled out to adapt to the consequences of climate change Greenhouse emission reduction targets in the mid to long run 	3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 201-2	Section 2.5. Strategy Section 6.1. Energy transition and climate change Section 7.5. Russia's invasion of Ukraine and other risks Appendix IV. Risks Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Climate change - Energy efficiency and climate change	
f) Protection of biodiversity	3-3, 304-1, 304-2, 304-3, 304-4	Section 6.2.2. Natural capital and biodiversity - Biodiversity protection and conservation in all our activities Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Biodiversity	

2. Social and personnel matters

a) Employment			
<ul style="list-style-type: none"> Total number and distribution of employees by gender, age, country and professional classification 	3-3, 2-7, 405-1	Section 2.4. Corporate Governance Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Diversity and equal opportunities	
<ul style="list-style-type: none"> Total number and distribution of employment contract types 	2-7	Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment	
<ul style="list-style-type: none"> Average annual number of contracts, temporary contracts and part-time contracts by gender, age and professional classification 	2-7, 405-1	Section 2.4. Corporate Governance Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Diversity and equal opportunities	
<ul style="list-style-type: none"> Number of dismissals by gender, age, country and professional classification 	401-1	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment	
<ul style="list-style-type: none"> Average remunerations and their development broken down by gender, age and professional classification or equal value 	405-2, 2-21	Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Remuneration and benefits	
<ul style="list-style-type: none"> Salary gap, remuneration of equal or average jobs in society 	405-2	Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Remuneration and benefits	
<ul style="list-style-type: none"> The average remuneration of directors and executives, including variable remuneration, plus expenses, indemnities, payment to long-term savings pension systems and any other payment broken down by gender 	3-3, 2-19, 2-20	Appendix VI. Annual Corporate Governance Report 2022 - B.4.4. Compensation Committee Appendix VI. Annual Corporate Governance Report 2022 - B.5 Remuneration of directors and senior management Appendix VII. Annual Report on the Remuneration of Directors 2022. 2021-2023 Director Remuneration Policy (www.repsol.com [Shareholders and investors - Corporate governance - Board of Directors Remuneration]) Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Corporate governance Consolidated Financial Statements 2022 - Note 28. Remuneration of the members of the Board of Directors and key management personnel	Remuneration of members of the Board of Directors and executive personnel is included in note 28 to the 2022 Consolidated Financial Statements.
<ul style="list-style-type: none"> Implementation of labor right to disconnect policies 	3-3	Section 6.4.2. People management	
<ul style="list-style-type: none"> Employees with disabilities 	405-1	Section 2.4. Corporate Governance Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Diversity and equal opportunities	

Contents	GRI Standards	Reference in Management Report, Reports or online	Comments
b) Organization of work • Number of hours of absenteeism • Work-life balance measures	3-3, 401-3	Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Diversity and equal opportunities Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment framework, health and safety at work	
c) Health and safety: • Frequency and severity of occupational accidents, by gender • Occupational diseases	3-3, 403-1, 403-2, 403-3, 403-6, 403-7, 403-8, 403-9, 403-10	Section 6.5. Safe operations Section 6.5.4. Personnel accident rate Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment framework, health and safety at work Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Safe operation	
d) Social relations: • Organization of employee dialog • Percentage of employees covered by collective agreement, by country • List of collective agreements in the realm of occupational safety and health	3-3, 2-30, 407-1, 403-4	Section 6.7. Supply chain and customers Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment framework, health and safety at work Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Human Rights and Community Relations - Human rights	
e) Training	3-3, 403-5, 404-1, 404-2	Section 6.5.2. People management - Anticipatory talent management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Talent development	
f) Universal accessibility for disabled persons	3-3	Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Employment	
g) Equality	3-3	Section 6.4.2. People management Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Diversity and equal opportunities	

3. Human rights

• Applying due diligence procedures in human rights • Preventing the risk of human rights violations • Reports of human rights violations • Championing and ensuring compliance with ILO provisions on the right to collective bargaining, child labor and forced labor	3-3, 2-26, 412-1, 412-2, 412-3, 410-1, 406-1, 407-1, 408-1, 409-1	About this report Section 5. Performance of our businesses – Sustainability performance (by business) Section 6.4.3. Respect for human rights and community relations – Due diligence management model Section 6.4.3. Respect for human rights and community relations – Grievance and remediation mechanisms Section 6.7. Supply chain and customers Section 6.8. Ethics and compliance Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Human Rights and Community Relations - Human rights Code of Ethics and Conduct (www.repsol.com [Sustainability – Ethics and transparency]) Repsol ethics and compliance channel (ethicscompliancechannel.repsol.com)	
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4. Corruption and bribery

• Measures taken to prevent corruption and bribery	3-3, 2-26, 205-1, 205-2, 205-3	About this report Section 6.8. Ethics and compliance Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Ethics and compliance - Fight against corruption Code of Ethics and Conduct (www.repsol.com [Sustainability – Ethics and transparency]) Repsol ethics and compliance channel (ethicscompliancechannel.repsol.com)	
• Measures to combat money laundering	205-2	Section 6.8. Ethics and compliance – Fight against corruption Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Ethics and compliance - Fight against corruption	
• Contributions to foundations and non-profit entities	413-1	Section 6.4.2. Respect for human rights and community relations – Economic impact on communities and shared value	

5. Society

Contents	GRI Standards	Reference in Management Report, Reports or online	Comments
a) The company's commitment to sustainable development	3-3, 2-28, 2-29, 202-1, 202-2, 203-1, 203-2, 204-1, 411-1, 413-1, 413-2	Section 6.4.2. Respect for human rights and community relations – Economic impact on communities and shared value Section 6.4.2. – Respect for human rights and community relations – Due diligence management model Section 6.6. Responsible tax policy Section 6.7.1. Supply chain and – Indirect economic impact Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Materiality and stakeholder engagement Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Remuneration and benefits Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Employment Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Human Rights and Community Relations - Indirect economic effects Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Human Rights and Community Relations - Local communities	
b) Subcontracting and suppliers • Making social and environmental concerns part of the procurement policy • Oversight systems and audits and related findings	3-3, 102-9, 308-1, 308-2, 414-1, 414-2	Section 6.7. Supply chain and customers Section 6.7.1. Supply chain – Environmental and social assessment of suppliers Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Supply chain and customers	
c) Consumers: • Measures to protect the health and safety of consumers • Grievance systems, complaints received and outcome	3-3, 416-1, 416-2, 418-1	Section 6.7.2. Responsible customer management – Safety across the product life cycle Section 6.7.2 – Responsible customer management – Management of customer claims Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Ethics and compliance - Compliance	
d) Tax information • Profits obtained country by country Tax on profits paid	3-3, 201-1, 207	Section 6.6. Responsible tax policy Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Economic performance Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Responsible tax policy	
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6. Other significant information

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b) Corporate Governance	2-9,2-10,2-11,2-12, 2-13,2-14,2-15,2-16, 2-17,2-18,2-20,	Section 2.4. Corporate Governance Section 6. Sustainability – Sustainability model Section 6.1.1. Climate change governance Appendix VI. Annual Corporate Governance Report 2022 Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Corporate governance	
c) Stakeholder engagement	2-29	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Materiality and stakeholder engagement More information www.repsol.com (Sustainability – Sustainability Strategy)	
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e) Sustainable Finance Taxonomy

On June 18, 2020, the European Parliament enacted Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investment (framework also known as Sustainable Finance Taxonomy¹) as an instrument to reach the goal of achieving a climate-neutral European Union in 2050.

This taxonomy, which came into force in 2021, establishes a series of economic activities ("eligible" activities) that are included in 13 macro-sectors.

However, for an activity classified as "eligible" to be considered as environmentally sustainable because it is "aligned" to the taxonomy, it must make a substantial contribution to at least one of the environmental objectives defined to date by the EU² (climate change mitigation and adaptation), it must not significantly harm the other environmental objectives (sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems), and it must also comply with a minimum number of social safeguards.

Repsol has defined a work process involving all the Company's businesses, thus enabling it to carry out the exercise of classifying its activities as "eligible" or "aligned" in accordance with the criteria set out in the European taxonomy (see the next section, "Alignment determination process"). To accomplish this, multidisciplinary technical teams have been set up to determine what activities could be classified as "eligible" or "aligned." Once the classification for each activity was established, the economic teams obtained the information from the economic indicators (KPI for turnover, capex, and opex³) defined by the Delegated Regulation, whose amounts were extracted from the economic-financial systems of each business. In the last stage of consolidation and review, the proportion of each indicator on the IFRS-EU consolidated magnitude was calculated, ensuring the integrity and sole allocation of the economic indicators reported in accordance with the breakdown criteria defined.⁴

This information is reached by the System of Internal Control over Financial Reporting (ICFR) and non-financial ICnFR (see Appendix IV), as well as the verification of the external auditor (PwC).

Alignment determination process

The process of determining the alignment of the activities identified as "eligible" by the Sustainable Finance Taxonomy starts with the verification of compliance with the criteria of having a substantial contribution to the mitigation of climate change (see the table on the next page). Once the activities that meet the requirements are identified, compliance with the criteria of not causing significant harm (hereinafter, "DNSH") is validated with respect to the different environmental objectives (adaptation to climate change, water resources, pollution, circular economy, and biodiversity). Finally, the appropriate checks are carried out to determine that Repsol complies with the so-called "minimum safeguards" (OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, and the International Bill of Human Rights).

Compliance with the criterion of making a substantial contribution to the mitigation of climate change

The Taxonomy establishes different types of substantial contribution criteria. Thus, the activities identified by Repsol can be classified as follows (which are specific for each activity):

- Activities that meet the substantial contribution criteria by nature.
- Activities that must exceed an established threshold of GHG emissions savings throughout their life cycle when compared to the conventional process or generate GHG emissions below a certain threshold.
- Activities that must exceed a certain energy density threshold.
- Activities that must comply with the applicable regulations.

The following table summarizes the degree of compliance with the criterion of making a substantial contribution to climate change mitigation for each of the activities identified:

¹ In conjunction with the Delegated Regulations implementing Regulation (EU) 2020/852 relating to technical and economic requirements.

² Pending the rest of the objectives development: (i) sustainable use and protection of water and marine resources, (ii) transition to a circular economy, (iii) pollution prevention and control, and (iv) protection and restoration of biodiversity and ecosystems.

³ Turnover: "sales" and "income from services rendered and other income" headings of the IFRS-EU profit and loss account. Capex: movements in operating investments for the period (organic or through business combinations) under the headings "tangible fixed assets" and "intangible fixed assets" on the IFRS-EU balance sheet. Opex: this is calculated with the expenses needed to guarantee the continuous and efficient operation of the assets included in the subheadings "maintenance and conservation" (which includes expenses incurred in building renovation measures), "leasing expenses," and "research and development expenses" of the heading "other operating income/expenses" of the IFRS-EU profit and loss account.

⁴ Criteria established by Delegated Regulation (EU) 2021/2178 and Delegated Regulation (EU) 2022/1214.

Eligible activities: compliance with the substantial contribution criterion.

	Nature of the activity	GHG emissions savings	GHG emissions generation	Energy density threshold	Regulatory compliance
3.10. Manufacture of hydrogen ⁽¹⁾		✓			
3.14. Manufacture of organic basic chemicals ⁽²⁾			✗		
3.17. Manufacture of plastics in primary form (polyols and recycled polyolefins) ⁽³⁾			✓		
3.17. Manufacture of plastics in primary form (rest of polyols and polyolefins) ⁽⁴⁾			✗		
4.1. Electricity generation using solar photovoltaic technology ⁽⁵⁾	✓				
4.3. Electricity generation from wind power ⁽⁶⁾	✓				
4.5. Generation of electricity from hydroelectric power ⁽⁷⁾	✓		✓	✓	
4.10. Storage of electricity ⁽⁸⁾	✓				
4.13. Manufacture of biogas and biofuels for use in transport and of bioliquids ⁽⁹⁾		✓			
4.29. Electricity generation from fossil gaseous fuels ⁽¹⁰⁾			✗		
4.30. High-efficiency co-generation of heat/cool and power from fossil gaseous fuels ⁽¹¹⁾			✗		
5.12. Underground permanent geological storage of CO ₂ ⁽¹²⁾					✓
6.15. Infrastructure enabling low-carbon road transport and public transport ⁽¹³⁾	✓				
7.6. Installation, maintenance, and repair of renewable energy technologies ⁽¹⁴⁾	✓				
9.2. Research, development and innovation for direct capture of CO ₂ ⁽¹⁵⁾	✓				

⁽¹⁾ This includes projects for the development, construction, and operation of electrolytic hydrogen manufacturing plants at the different industrial facilities belonging to the Company, contributing to the fulfillment of the strategy of producing 0.5 GW of renewable hydrogen in 2025 and 1.9 GWe in 2030 to reduce emissions from industrial facilities.

⁽²⁾ This includes the production of monomers such as ethylene, propylene, benzene, and butadiene in the steam cracking process, as well as propylene oxide, styrene, and glycols in the intermediates business. Due to the Company's high level of integration, the vast majority of these raw materials are used to manufacture Repsol's petroleum products and the rest are sold. With respect to the glycols produced by the Company, although not explicitly included in the description of the activity 3.14. established by the taxonomy, they also constitute an intermediate product used to obtain other compounds that are eligible according to said taxonomy.

⁽³⁾ This activity includes new recycled polyol and polyolefin products stemming from mechanical recycling, as well as chemical recycling projects that also reduce the carbon footprint. In terms of the recycling line, the Company has a recycling target set at 20% of polyolefin sales in 2030.

⁽⁴⁾ Repsol's petroleum chemistry is focused on plastics manufacturing and includes polyols and polyolefins. Regarding polyolefins, there are a wide variety of products: low-density polyethylene, high-density polyethylene, metallocene linear low density polyethylene, polypropylene, and EVA/EVA copolymers. With respect to polyols, they include polyether polyols for flexible, rigid, and CASE applications, as well as polymeric polyols.

⁽⁵⁾ This includes projects for the development, construction, and operation of solar parks for the generation of electricity from solar photovoltaic technology.

⁽⁶⁾ This includes projects for the development, construction, and operation of wind farms for the generation of electricity from wind energy.

⁽⁷⁾ This includes projects for the operation of hydroelectric power plants for the generation of electricity.

⁽⁸⁾ This includes the development, construction, and operation of pumped-storage hydroelectricity plants.

⁽⁹⁾ This includes projects for the development and construction of advanced biofuels such as hydrobiodiesel, biojet, bionaphtha, and biopropane for planes, ships, trucks, and cars.

⁽¹⁰⁾ This includes the operation of combined cycle power plants for the generation of electricity from gaseous fossil fuels.

⁽¹¹⁾ This includes the operation of the cogeneration systems located in the industrial facilities for the generation of electricity and heat from gaseous fossil fuels.

⁽¹²⁾ Projects in the exploratory phase or in the initial phases of development for the permanent geological storage of CO₂, including transport from the capture point. This includes both the dimensioning and characterization of possible geological repositories, as well as the associated initial engineering.

⁽¹³⁾ This includes the installation of electrical charging points at different facilities: service stations, LPG factories, refineries, chemical facilities, etc.

⁽¹⁴⁾ This includes the installation of solar panels at different facilities: service stations, LPG factories, refineries, chemical complexes, etc. as well as at third parties, through initiatives like Solmatch.

⁽¹⁵⁾ Research, development, and innovation for the direct capture of CO₂ from the atmosphere for its introduction into refinery processes for the manufacture of carbon negative products.

Compliance with DNSH criteria

The Company has evaluated compliance with each of the DNSH criteria for all the activities that meet the substantial contribution criteria.

- *Adaptation to climate change.* Repsol has developed a semi-quantitative methodology to analyze in detail the physical risks of climate change at existing facilities, and especially at new facilities that have been added to the Company's portfolio. To carry out this long-term analysis, the global warming scenarios described by the Intergovernmental Panel on Climate Change (IPCC) were considered (RCP 8.5, RCP 4.5, and RCP 2.6), taking into account the years 2030, 2040, and 2050. At the moment, the physical risk analysis work shows a low impact in general due to the engineering design bases of these facilities and the mitigation measures implemented. • *For more information, see section 6.1.3.*
- *Sustainable use and protection of water and marine resources.* The Company has environmental impact studies (which include assessments of impact on the water environment) and reports on the ecological, chemical, and physical state of the water -- all of which guarantees that the ecological quality of water flows aligns with the Water Framework Directive that the DNSH criteria makes reference of.
- *Transition to a circular economy.* Repsol has approved a new environmental policy that establishes specific commitments in terms of the circular economy: promoting the application of the principles of the circular economy and optimizing the use of natural resources and raw materials, including energy and water resources. In addition, since 2019 the Group has had a framework contract with the company Surus for the application of circular economy principles to all the assets that are no longer used by the Company. Repsol participates in international consortia that promote circular economy principles. What's more, the circular economy commitments are applied in each project through the contracting of suppliers that have express commitments to withdraw and reuse equipment and components.
- *Pollution prevention and control.* Repsol has specific reports on the implementation of the Best Available Techniques (BAT) and on compliance with the emissions/discharge limits associated therewith. Likewise, the Company complies with the applicable European regulations regarding the presence of dangerous substances in equipment and products (REACH and ROHS, among others).
- *Protection and restoration of biodiversity.* The Company has environmental impact studies and reports on the mitigation and compensation measures adopted in the affected terrestrial ecosystems, guaranteeing compliance with the DNSH principles in this area.

Compliance with minimum social safeguards

Repsol complies with the most demanding and relevant international standards in this area⁵: the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights (including the principles and rights established in the eight fundamental conventions identified in the International Labor Organization Declaration on Fundamental Principles and Rights at Work), and the International Bill of Human Rights.

- *Human rights* (includes labor rights). Since 2008, Repsol has had a Human Rights and Community Relations Policy that complies with the aforementioned international standards. In addition, it has a human rights due diligence model for the management of internal processes. The due diligence model is applied throughout all stages of the life cycle of the assets, from analysis to abandonment, and is based on the main international standards. These actions are combined with engagement strategies aimed at local communities and other stakeholders in all operating projects. • *For more information, see section 6.5.3 Respect for human rights and community relations.*
- *Corruption and bribery.* The Company's Integrity Policy is the reference framework for action in aspects related to both corruption and fraud. In addition, there is a comprehensive compliance management model that contributes to reinforcing a global culture of compliance and to improving identification, monitoring, and support in the management of compliance risks including corruption. Repsol has training programs and response mechanisms for events that could represent breaches of the Code of Ethics and Conduct or suspected or confirmed criminal offenses within the scope of the Repsol Crime Prevention Model. • *For more information, see section 6.8 Ethics and compliance.*
- *Tax policy.* Repsol is committed to complying with the best practices of responsible taxation and tax governance through voluntary adherence to internationally accepted principles, guidelines, and recommendations (B-Team, GRI 207, and the OECD standard for tax risk control). • *For more information, see section 6.6 Responsible tax policy, and Appendix V.*
- *Fair competition.* Repsol is committed to complying with anti-trust regulations in all its spheres of action and in all countries in which it operates. This commitment is a core element of Repsol's Code of Ethics and Conduct. In addition, specific risk assessments are carried out in terms of competition, and the Company has measures to prevent or mitigate the risks. Additionally, specific training and awareness activities have been developed in this regard. • *For more information, see section 6.8 Ethics and compliance.*

⁵ The company does not have final sentences convicting it in matters of human rights (including labor rights), corruption, tax evasion, and/or competition.

Economic indicators

Below is the result of the three KPIs is shown by economic activity and in terms of their eligibility and alignment with the Sustainable Finance Taxonomy.

The information has been reported in accordance with the templates included in Appendix II of Commission Delegated Regulation (EU) 2021/2178, dated July 6, 2021.

Turnover				Substantial contribution criteria ⁽¹⁾						DNSH criteria (‘Does Not Significantly Harm’)										
Economic activities	Code ⁽²⁾	Absolute turnover (€M)	Proportion of turnover (%)	Climate change mitigation (%)	Climate change adaptation (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity and ecosystems (%)	Climate change mitigation (Y/N)	Climate change adaptation (Y/N)	Water and marine resources (Y/N)	Circular economy (Y/N)	Pollution (Y/N)	Biodiversity and ecosystems (Y/N)	Minimum safeguards (Y/N)	Taxonomy-aligned proportion of turnover 2022	Taxonomy-aligned proportion of turnover 2021	Category (E: enabling activity)	Category (T: transitional activity)
A. Taxonomy-eligible activities																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Manufacture of hydrogen	3.10.	–	–%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	–%	N/A		
Manufacture of plastics in primary form	3.17.	8	0.0%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	0.0%	N/A		T
Electricity generation using solar photovoltaic technology	4.1.	65	0.1%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	0.1%	N/A		
Electricity generation from wind power	4.3.	35	0.0%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	0.0%	N/A		
Generation of electricity from hydroelectric power	4.5.	46	0.1%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	0.1%	N/A		
Storage of electricity	4.10.	111	0.1%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	0.1%	N/A	E	
Manufacture of biogas and biofuels for use in transport and of bioliquids	4.13.	–	–%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	–%	N/A		
Underground permanent geological storage of CO ₂	5.12.	–	–%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	–%	N/A		
Infrastructure enabling low-carbon road transport and public transport	6.15.	2	0.0%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	0.0%	N/A	E	
Installation, maintenance, and repair of renewable energy technologies	7.6.	–	–%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	–%	N/A	E	
Research, development and innovation for direct air capture of CO ₂	9.2.	–	–%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	Y	–%	N/A	E	
Total A.1.		267	0.4%	100%	0%	N/A	N/A	N/A	N/A								0.4%	N/A		
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of basic chemical products	3.14.	769	1%														N/A	N/A		
Manufacture of plastics in primary form	3.17.	3,777	5%														N/A	N/A		
Generation of electricity from hydroelectric power	4.5.	8	0.0%														N/A	N/A		
Production of biogas and biofuels for the transport and production of bioliquids	4.13.	–	–%														N/A	N/A		
Generation of electricity from gaseous fossil fuels	4.29.	719	1%														N/A	N/A		
High efficiency cogeneration of heat/cold and electricity from gaseous fossil fuels	4.30.	285	0%														N/A	N/A		
Total A.2.		5,558	7%														–%	–%		
Total (A.1+A.2)		5,825	8%														0.4%	N/A		
B. Taxonomy-non-eligible activities																				
Turnover of Taxonomy-non-eligible activities (B)		69,328	92%																	
TOTAL (A+B)		75,153	100%																	

(1) Only the climate objectives have been included for the substantial contribution analysis, since they are the only ones approved at the date of this report's publication.

(2) The code assigned to each of the economic activities is the one included in Appendix I of Delegated Regulation (EU) 2021/2178.

Capex

Economic activities	Code ⁽²⁾	Absolute CapEx (€M)	Proportion of CapEx (%)	Substantial contribution criteria ⁽¹⁾						DNSH criteria ('Does Not Significantly Harm')						Taxonomy-aligned proportion of CapEx 2022	Taxonomy-aligned proportion of CapEx 2021	Category (E: enabling activity)	Category (T: transitional activity)
				Climate change mitigation (%)	Adaptation to climate change (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity and ecosystems (%)	Climate change mitigation (Y/N)	Adaptation to climate change (Y/N)	Water and marine resources (Y/N)	Circular economy (Y/N)	Pollution (Y/N)	Biodiversity and ecosystems (Y/N)				
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of hydrogen	3.10.	5	0.1%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	0.1%	N/A		
Manufacture of plastics in primary form	3.17.	11	0.3%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	0.3%	N/A	T	
Electricity generation using solar photovoltaic technology	4.1.	455	12%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	12%	N/A		
Electricity generation from wind power	4.3.	203	5%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	5%	N/A		
Generation of electricity from hydroelectric power	4.5.	1	0.0%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	0.0%	N/A		
Storage of electricity	4.10.	10	0.2%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	0.2%	N/A	E	
Manufacture of biogas and biofuels for use in transport and of bioliquids	4.13.	99	3%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	3%	N/A		
Underground permanent geological storage of CO ₂	5.12.	1	0.0%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	0.0%	N/A		
Infrastructure enabling low-carbon road transport and public transport	6.15.	23	1%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	1%	N/A	E	
Installation, maintenance, and repair of renewable energy technologies	7.6.	8	0.2%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	0.2%	N/A	E	
Research, development and innovation for direct air capture of CO ₂	9.2.	0	0.0%	100%	0%	N/A	N/A	N/A	N/A	Y	Y	Y	Y	Y	Y	0.0%	N/A	E	
Total A.1.		816	21%	100%	0%	N/A	N/A	N/A	N/A							21%	N/A		
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of basic chemical products	3.14.	234	6%													N/A	N/A		
Manufacture of plastics in primary form	3.17.	70	2%													N/A	N/A		
Generation of electricity from hydroelectric power	4.5.	–	0%													N/A	N/A		
Production of biogas and biofuels for the transport and production of bioliquids	4.13.	3	0%													N/A	N/A		
Generation of electricity from gaseous fossil fuels	4.29.	15	0%													N/A	N/A		
High efficiency cogeneration of heat/cold and electricity from gaseous fossil fuels	4.30.	10	0%													N/A	N/A		
Total A.2.		333	9%													N/A	–%		
Total (A.1+A.2)		1,149	30%													21%	N/A		
B. Taxonomy-non-eligible activities																			
CapEx of Taxonomy-non-eligible activities (B)		2,709	70%																
TOTAL (A+B)		3,858	100%																

(1) Only the climate objectives have been included for the substantial contribution analysis, since they are the only ones approved at the date of this report's publication.

(2) The code assigned to each of the economic activities is the one included in Appendix I of Delegated Regulation (EU) 2021/2178.

Opex

Economic activities	Code ⁽²⁾	Absolute OpEx (€M)	Proportion of OpEx (%)	Substantial contribution criteria ⁽¹⁾								DNSH criteria (‘Does Not Significantly Harm’)					Taxonomy-aligned proportion of OpEx 2022	Taxonomy-aligned proportion of OpEx 2021	Category (E: enabling activity)	Category (T: transitional activity)
				Climate change mitigation (%)	Adaptation to climate change (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity and ecosystems (%)	Climate change mitigation (Y/N)	Adaptation to climate change (Y/N)	Water and marine resources (Y/N)	Circular economy (Y/N)	Pollution (Y/N)	Biodiversity and ecosystems (Y/N)	Minimum safeguards (Y/N)				
A. Taxonomy-eligible activities																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Manufacture of hydrogen	3.10.	0	—%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	0.0%	N/A		
Manufacture of plastics in primary form	3.17.	0.1	0%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	0.0%	N/A	T	
Electricity generation using solar photovoltaic technology	4.1.	1	0%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	0.3%	N/A		
Electricity generation from wind power	4.3.	4	1%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	1%	N/A		
Generation of electricity from hydroelectric power	4.5.	1	0%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	0.3%	N/A		
Storage of electricity	4.10.	1	0%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	0.3%	N/A	E	
Manufacture of biogas and biofuels for use in transport and of bioliquids	4.13.	0	—%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	—%	N/A		
Underground permanent geological storage of CO ₂	5.12.	0	0%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	0.0%	N/A		
Infrastructure enabling low-carbon road transport and public transport	6.15.	1	0%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	0.1%	N/A	E	
Installation, maintenance, and repair of renewable energy technologies	7.6.	0.2	0%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	0.0%	N/A	E	
Research, development and innovation for direct air capture of CO ₂	9.2.	0	—%	100%	0%	N/A	N/A	N/A	N/A		Y	Y	Y	Y	Y	Y	—%	N/A	E	
Total A.1.		8	2%	100%	0%	N/A	N/A	N/A	N/A								2%	N/A		
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of basic chemical products	3.14.	20	4%														N/A	N/A		
Manufacture of plastics in primary form	3.17.	52	11%														N/A	N/A		
Generation of electricity from hydroelectric power	4.5.	0	—%														N/A	N/A		
Production of biogas and biofuels for the transport and production of bioliquids	4.13.	0	—%														N/A	N/A		
Generation of electricity from gaseous fossil fuels	4.29.	5	1%														N/A	N/A		
High efficiency cogeneration of heat/cold and electricity from gaseous fossil fuels	4.30.	9	2%														N/A	N/A		
Total A.2.		86	17%														N/A	—%		
Total (A.1+A.2)		94	19%														2%	N/A		
B. Taxonomy-non-eligible activities																				
OpEx of Taxonomy-non-eligible activities (B)		398	81%																	
TOTAL (A+B)		492	100%																	

(1) Only the climate objectives have been included for the substantial contribution analysis, since they are the only ones approved at the date of this report's publication.

(2) The code assigned to each of the economic activities is the one included in Appendix I of Delegated Regulation (EU) 2021/2178.

In view of the previous templates, in 2022, eligible turnover amounted to €5,825 million (8%), of which €267 million (0.4%) was considered environmentally sustainable according to the Taxonomy. This was mainly to turnover from the generation and storage of energy from renewable sources. The income eligibility KPI for the year 2021 was 10%. The inter-annual variation is explained by the increase on the non eligible business (Upstream and Refining), offset by the turnover of the activities related to fossil gas (non eligible activities in 2021).

In 2022, eligible capex amounted to €1,149 million (30%), of which €816 million (21%) was considered environmentally sustainable according to the Taxonomy. Likewise, the capex eligibility KPI for the year 2021 was 28%; which is in line with the amount from the year 2022.

Lastly, in 2022, eligible opex amounted to €94 million (19%), of which €8 million (2%) was considered environmentally sustainable according to the Taxonomy. The eligibility percentage remains in line with that of last year, which was 18%.

Other relevant information

Repsol through joint ventures consolidated by the equity method in the Group's financial statements (see Note 13 to the Consolidated Financial Statements), additionally participates in the following activities:

- Electricity generation using solar photovoltaic technology and electricity generation from wind power (aligned), through Repsol's participation in Chile. In 2022, the invested capex amounts to €40 million and the income to €16 million.
- Manufacture of biogas and biofuels for use in transport and of bioliquids. This activity is carried out through participation in Ecoplanta Molecular Recycling Solutions, first plant in Spain for the recovery of non-recyclable urban solid waste into circular methanol that will be used to manufacture new materials and advanced biofuels. In 2022, the invested capex amounts to €16 million.

- Manufacture of plastics in primary form (eligible), including the manufacture of synthetic rubber solutions and emulsions and chemicals for rubber. This activity is carried out through a 50% alliance with the Mexican group KUO. Income from this activity in 2022 amounted to €515 million and capex to €23 million.
- Manufacture of hydrogen, carried out through Sunzhy, a project developed by Repsol and Enagás (50% participation each) which allows the direct transformation of solar energy into hydrogen through a photoelectrocatalysis plant (PEC technology).
- Installation, maintenance, and repair of renewable energy technologies (eligible) through Solar360, joint venture with Telefónica for the development of the photovoltaic self-consumption business.

It should be noted that the investment planned for low-carbon technologies and businesses⁶, in accordance with 2021-2025 Strategic Plan, represents 35% of total investments in the 2021-2025 period (for more information, see section 6.1.2 Strategy - Allocation of capital). Additionally, the Company is working to define investment valuation criteria to ensure a gradual alignment of its activity with the requirements of the Sustainable Finance Taxonomy.

Information on activities related to fossil gas

The information in this section meets the public disclosure requirements listed in Delegated Regulation (EU) 2022/1214, of March 9, 2022. The templates below only include information related to fossil gas activities that Repsol carries out which meet the objective of making a substantial contribution to climate change mitigation. For this reason, information on activities 4.31 (fossil gas) and 4.26, 4.27, and 4.28 (nuclear energy) has not been included.

Specific templates on activities related to fossil gas

Row	Template 1: Fossil gas related activities	Turnover	CapEx	OpEx
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	YES	YES	YES
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES	YES	YES
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO	NO	NO

⁶ Its definition covers low-carbon technologies and businesses corresponding to: energy efficiency, renewable electricity generation, production and marketing of biofuels, renewable hydrogen, synthetic fuels, CCUS, renewable electricity marketing, distributed generation and other value-added services such as electric mobility.

Template 2 Taxonomy-aligned economic activities (denominator)

Row	Economic activities	Climate change mitigation (CCM)					
		Turnover	%	CapEx	%	OpEx	%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI.	719	1 %	15	— %	5	1 %
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI.	285	— %	10	— %	9	2 %
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI.	74,149	99 %	3,833	99 %	478	97 %
8.	Total applicable KPI	75,153	100 %	3,858	100 %	492	100 %

Template 3 Economic activities that align with the taxonomy (numerator)

Row	Economic activities	Climate change mitigation (CCM)					
		Turnover	%	CapEx	%	OpEx	%
4.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI.	0	— %	0	— %	0	— %
5.	Amount and proportion of taxonomy- aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI.	0	— %	0	— %	0	— %
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI.	267	100 %	816	100 %	8	100 %
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI.	267	100 %	816	100 %	8	100 %

Template 4 Taxonomy-eligible but not taxonomy-aligned economic activities

Row	Economic activities	Climate change mitigation (CCM)					
		Turnover	%	CapEx	%	OpEx	%
4.	Amount and proportion of taxonomy- eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI.	719	13 %	15	5 %	5	6 %
5.	Amount and proportion of taxonomy- eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI.	285	5 %	10	3 %	9	10 %
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI.	4,554	82 %	308	92 %	72	84 %
8.	Total amount and proportion of taxonomy eligible but not taxonomy- aligned economic activities in the denominator of the applicable KPI.	5,558	100 %	333	100 %	86	100 %

Template 5 Taxonomy non-eligible economic activities

Row	Economic activities	Climate change mitigation (CCM)					
		Turnover	%	CapEx	%	OpEx	%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI.	0	— %	0	— %	0	— %
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI.	0	— %	0	— %	0	— %
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI.	69,328	100 %	2,709	100 %	398	100 %
8.	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI.	69,328	100 %	2,709	100 %	398	100 %

f) SASB Indicators

SASB Indicator	Description of the indicator	Reference in Integrated Management Report, Reports or website	GRI Standard
Climate change & energy transition			
EM-EP-110a.1 EM-RM-110a.1 RT-CH-110a.2	Direct GHG emissions (scope 1), percentage covered under emissions-limiting regulations	Section 6.1.4. Metrics and targets – Direct and indirect consumptions	305-1 (Partial)
EM-EP-110a.2	Direct GHG emissions (scope 1) from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Section 6.1.4. Metrics and targets	201-2 11.1.1 (Partial)
EM-EP-110a.3 EM-RM-110a.2 RT-CH-110a.2	Description of long-term and short-term strategy or plan to manage direct GHG emissions (scope 1), emissions reduction targets, and an analysis of performance against those targets	Section 6.1.2. Strategy Section 6.1.3. Risks and opportunities Section 6.1.4. Metrics and objectives – Targets for the transition	201-2,305-5
RT-CH-130a.1	(1) Total energy consumed (2) Percentage of electricity consumed from the grid (3) Percentage of renewable electricity consumed (4) Total self-generated energy	Section 6.1.4. Metrics and targets – Direct and indirect emissions and indirect consumption	302-1 (Partial)
EM-EP-420a.4	Analysis of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for the exploration, acquisition, and development of assets	Section 6.1.2. Strategy	
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Climate Change - Energy efficiency and climate change Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainable Finance Taxonomy	11.2.2 (Partial)
EM-RM-410a.1	Percentage of Renewable Volume Obligation (RVO) met through: (1) production of renewable fuels (2) Purchase of “differentiated” renewable identification numbers (RIN)	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Climate Change - Energy efficiency and climate change	
RT-CH-410a.1	Revenues from products designed for resource efficiency in their use phase	In 2022, Repsol has earned 209 million euros in applications that contribute, in their use, to improve energy efficiency (applications for the automotive, batteries, photovoltaic panels and construction - pipelines)	302-5
Air quality			
EM-EP-120a.1 EM-RM-120a.1 RT-CH-120a.1	Emissions to the air from the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10), H2S (RM), HAP (CH)	Section 6.2.1. Air quality Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Non-GHG emissions	305-7
Water management			
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Section 6.2.3. Water – Water risk analysis and management	
EM-EP-140a.1 RT-CH-140a.1	(1) Total freshwater withdrawn (2) Total freshwater consumed (3) Percentage of each in regions with a high level of water stress	Section 6.2.3. Water – Interactions with water as a shared resource Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Water	303-3,303-5
EM-RM-140a.1	(1) Total freshwater withdrawn (2) Reused water percentage (2) Percentage of water withdrawn in regions with a high level of water stress	Section 6.2.3. Water – Interactions with water as a shared resource Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Water	303-3,303-5
EM-EP-140a.2	(1) Volume of produced water and flowback fluid generated during operations (2) Percentage of produced water and flowback fluid discharged, injected and recycled (3) Hydrocarbon content in discharged water	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Waste	11.6.5 (Partial)
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	100%, via FracFocus web	
EM-RM-140a.2 RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Regulatory compliance	2-27 (Partial)
Hazardous Waste Management			
EM-RM-150a.1 RT-CH-150a.1	Hazardous waste generated, percentage recycled	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Waste	306-2
Safety & Environmental Stewardship of Chemicals			
RT-CH-410b.2	Strategy to (1) manage hazardous chemicals and (2) develop alternatives with reduced human or environmental impact	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators - Supply chain and customers – Responsible management of our customers	

SASB Indicator	Description of the indicator	Reference in Integrated Management Report, Reports or website	GRI Standard
Biodiversity impacts			
EM-EP-160a.1	Description of environmental management policies and practices for the Company's active sites	Section 6.2.2. – Natural capital and biodiversity – Biodiversity protection and conservation in all activities	3-3
EM-EP-160a.3.	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Environment - Biodiversity	304-1 (Partial)
Security, Human Rights & Rights of Indigenous Peoples			
EM-EP-210a.1.	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators - Ethics and compliance	
EM-EP-210a.2.	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Appendix V. Additional information on Sustainability (includes Non-Financial Statement)- Sustainability indicators - Human Rights and Community Relations - Human rights	11.17.3 (Partial)
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Human Rights and Community Relations - Risks, opportunities and due diligence	3-3 (Partial)
Community relations			
EM-EP-210b.1 RT-CH-210a.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators -,Human Rights and Community Relations - Risks, opportunities and due diligence	203-1 (Partial) 413-1 (Partial)
EM-EP-210b.2.	Number and duration of non-technical delays	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Human Rights and Community Relations - Local communities	
Occupational health & safety			
EM-EP-320a.1. EM-RM-320a.1 RT-CH-320a.1	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Frequency rate for events with the potential to cause environmental or human damage or interruptions to operations (NMFR) (Upstream, R&M) (4) Average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees (Upstream)	Section 6.5.4. Personnel accident rate Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Training and development	403-5 (Partial) 403-9 (Partial)
EM-EP-320a.2. EM-RM-320a.2	Discussion of management systems used to integrate a culture of safety	Section 6.5.6 Safety culture	403-1
EM-EP-540a.1 EM-RM-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	Section 6.5.3 Process safety	11.8.3
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Section 6.5.3 Process safety	11.8.3 (Partial)
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Section 6.5.7. Emergency and crisis management	
RT-CH-320a.2.	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Health and well-being	
Business Ethics and Transparency			
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators - Ethics and compliance – Anti-corruption	
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Section 6.8. Ethics and compliance - Fight against corruption and bribery	3-3 (Partial)
Management of the Legal & Regulatory Environment			
EM-EP-530a.1 EM-RM-530a.1 RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Section 2.5. Strategy Section 6.1. Energy transition and climate change Section 7.5. Russia's invasion of Ukraine Appendix IV: Risks	
Activity metrics			
EM-EP-000.A	Production of: (1) crude oil, (2) natural gas, (3) synthetic crude, and (4) synthetic gas	Section 5.1. Upstream	
EM-RM-000.A	Crude oil and other refined raw materials	Section 5.2. Industrial	301-1
EM-RM-000.B	Refining operating capacity	Section 5.2. Industrial	
RT-CH-000.A	Production by business segment	Section 5.2. Industrial	

f) TCFD Index

TCFD Framework	Reference in Integrated Management Report, Reports or website
Governance	
a) Describe the board's oversight of climate-related risks and opportunities,	Section 6.1.1. Governance
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Section 6.1.1. Governance.
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Section 6.1.3 Risks and opportunities.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Section 6.1.2. Strategy. - Reference energy scenarios - Repsol's Pathway to net zero emissions: 2030 strategy and 2030-2050 projections - Allocation of capital
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Section 6.1.2. Strategy. - Reference energy scenarios - Resilience to the financial risks of climate change
Risk Management	
a) Describe the organization's processes for identifying and assessing climate-related risks.	Section 6.1.3 Risks and opportunities.
b) Describe the organization's processes for managing climate-related risks.	Section 6.1.3 Risks and opportunities.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Section 6.1.3 Risks and opportunities.
Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Section 6.1.2 Strategy Mechanisms to incentivize decarbonization 6.1.3 Risks and opportunities
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Section 6.1.4. Metrics and Targets.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Section 6.1.4. Metrics and Targets.

TCFD Metrics Index (1)

Category	Indicator	Reference in the Management Report or elsewhere
GHG Emissions	Net Scope 1, 2, and 3 emissions Energy consumption Energy intensity and emissions CO2 emissions, Emissions trading (EU ETS) Emissions reduction targets	Section 6.1.4. Metrics and targets
Transition Risks	Upstream operations' contribution to the Group total Industrial's contribution to the Group total Commercial and Renewable Operations' contribution to the Group total Group's net CO2 expense	Section 4. Financial performance and shareholder remuneration Section 5. Performance of our businesses Consolidated Financial Statements 2022. Note 3
Physical risks	GRI 303-3 Water withdrawal by source in water stress areas GRI 303-4 Water discharge in water stress areas	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment – Water
Climate-related opportunities	Resilience of the strategy Risks and opportunities	Section 6.1.2. Strategy Section 6.1.3. Risks and opportunities
Capital distribution	% CAPEX and capital employed in low carbon businesses	Section 6.1.2. Strategy
Internal carbon price	Internal carbon price evolution, UE and rest of the world	Section 6.1.2. Strategy
Remuneration	Variable remuneration linked to energy transition targets compliance	Section 6.1.1. Governance

(1) The metrics index has been calculated following the TCFD guidelines in its Guidance on Metrics, Targets, and Transition Plans, published in October 2021.

h) WEF Indicators

Items and metrics	Description of items/ metrics	Reference in the Management Report, reports, or online	GRI Indicator / Law 11/2018
MAIN INDICATORS			
PRINCIPLES OF GOVERNANCE			
Purpose of governance			
Establishment of purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders	Code of Ethics and Conduct (www.repsol.com [Sustainability – Ethics and transparency]) Section 6.8. Ethics and compliance About this report	GRI 2-9
Quality of governance body			
Governance body composition	Statement from senior decision-makers	Code of Ethics and Conduct (www.repsol.com [Sustainability – Ethics and transparency]) Section 6.8. Ethics and compliance About this report	GRI 2-9 GRI 405-1a
Commitment to stakeholders			
Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were involved.	Section 6. Sustainability – Sustainability model Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Materiality and stakeholder engagement	GRI 2-29 GRI 3-3
Ethical behavior			
Anti-corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years. b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	Section 6.8. Ethics and compliance – Code of Ethics and Conduct Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Ethics and compliance - Fight against corruption	GRI 205-2 GRI 205-3
Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behavior and organizational integrity; and 2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity	Repsol ethics and compliance channel (ethicscompliancechannel.repsol.com) Section 6.8. Ethics and compliance	GRI 2-26
Risk and opportunity oversight			
Integration of risks and opportunities in business processes	Integrating risk and opportunity into business process Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data management.	Section 2.5. Strategy Section 6.1.3. Risks and opportunities Section 7.5. Russia's invasion of Ukraine Appendix IV: Risks	GRI 102-15
PLANET			
Climate change			
Greenhouse gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Section 6.1.4. Metrics and targets	GRI 305-1 GRI 305-2 GRI 305-3

Items and metrics	Description of items/ metrics	Reference in the Management Report, reports, or online	GRI Indicator / Law 11/2018
TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above preindustrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	Section 6. Sustainability Appendix Vg. TCFD Index	
Nature loss			
Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment – Biodiversity	GRI 304-1
Freshwater availability			
Water consumption and withdrawal in water-stressed areas	Report, for operations considered material: megaliters of water withdrawn, megaliters of water consumed, and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	Section 6.2.3. Water Appendix V. Additional information on Sustainability (includes Non-Financial Statement)– Sustainability indicators – Environment – Water In general, in the energy sector the water withdrawn is not included in the products and, therefore, applying the GRI formula set out in indicator 303-5 (water consumed = water withdrawn - water discharged) does not reliably reflect how the Company manages its water consumption. Work is in progress to improve the interpretation of this indicator in the Group's activities so that it may be included in future reports.	GRI 303-3 GRI 303-5
PEOPLE			
Dignity and equality			
Diversity and inclusion	Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	Section 6.4.1. Human capital Section 2.4. Corporate Governance Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – People – Diversity and equal opportunities	GRI 405-1b
Pay equality (%)	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Remuneration and benefits	GRI 405-2
Wage level (%)	Ratio of standard entry level wage by gender compared to local minimum wage. Ratio of the annual total compensation of the CEO to the average of the annual total compensation of all employees, except the CEO.	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Remuneration and benefits	GRI 202-1
Risk for incidents of child, forced or compulsory labor	An explanation of the operations and suppliers considered to pose a significant risk for instances of child labor, forced, or compulsory labor. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	Section 6.7. Supply chain and customers Appendix V. Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Respect for Human Rights and Community Relations - Human rights	GRI 408-1b GRI 409-1
Health and well-being			
Health and safety (%)	The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	Section 6.5.4. Personnel accident rate Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – Safe operations Appendix V. Additional information on Sustainability (includes Non-Financial Statement)- Sustainability indicators - People - Employment framework, health and safety at work	GRI 403-9a&b GRI 403-6a
Knowledge for the future			
Training provided (#, \$)	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – People - Talent development	GRI 404-1

Items and metrics	Description of items/ metrics	Reference in the Management Report, reports, or online	GRI Indicator / Law 11/2018
PROSPERITY			
Employment and wealth generation			
Absolute number and rate of employment	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Appendix V. Additional information on Sustainability (includes Non-Financial Statement)– Sustainability indicators – People - Employment	GRI 401-1a&b
Economic contribution	1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – Economic performance	GRI 201-1 GRI 201-4
Financial investment contribution	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	2022 Consolidated Financial Statements – Note 7.3. Dividends and shareholder returns, 12. Intangible assets and 13. Tangible fixed assets Section 2.5. Strategy Section 4.4. Shareholder remuneration Section 7.2. Outlook for our businesses	
Innovation of better products and services			
R&D investment	Expenses related to research and development	Section 6.3. Technology and innovation	
Community and social vitality			
Tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Section 6.6. Responsible tax policy Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – Responsible tax policy	GRI 201-1 Law 11/2018
ADDITIONAL INDICATORS			
PRINCIPLES OF GOVERNANCE			
Purpose of governance			
Establishment of purpose	The stated purpose of the company, how that purpose integrates into company strategies, policies, and objectives	Code of Ethics and Conduct (www.repsol.com [Sustainability – Ethics and transparency]) Section 6.8. Ethics and compliance About this report	GRI 2-24
Quality of governance body			
Remuneration	1. How the performance criteria of the remuneration policies relate to the objectives of the highest governance body and senior management in economic, environmental, and social terms, in relation to the stated purpose, strategy, and long-term value of the company. 2. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: – Fixed and variable compensation, including performance-based compensation, stock-based compensation, bonuses, and deferred or vested shares. – Hiring bonuses or hiring incentives. – Severance pay. – Reimbursement. – Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees	Appendix VI: Annual Corporate Governance Report 2022- – B.4.4 Remuneration Committee Appendix VI: Annual Corporate Governance Report 2022- B.5 Remuneration of Directors and Senior Management Appendix VII: Annual Report on the Remuneration of Directors 2022- on the Remuneration of Directors Policy on Director Remuneration, 2021-2023 (www.repsol.com - Investors and shareholders - Corporate governance - Board of Directors)	GRI 2-19
Ethical behavior			
Alignment of the strategy and policies with the different stakeholders	The significant issues around which the company's participation in public policy development and lobbying are focused, the company's strategy in relation to these areas of interest, and any differences between lobbying positions and purpose, stated policies, objectives, and/or other public positions.	Appendix V: Additional information on Sustainability (includes Non-Financial Statement) - Sustainability indicators - Ethics and compliance - Public policy	GRI 415

Items and metrics	Description of items/ metrics	Reference in the Management Report, reports, or online	GRI Indicator / Law 11/2018
PLANET			
Climate change			
Target GHG emissions aligned with the Paris Agreement	Define and describe progress made against GHG emissions targets using the SBT approach, in line with the goals of the Paris Agreement: limit global warming to below 2°C higher than preindustrial levels and pursue efforts to limit warming to 1.5°C. This should include defining a date before 2050 when net zero GHG emissions will be achieved, as well as intermediate reduction targets based on an SBT approach. If an alternative approach is taken, specify the methodology used to calculate the targets and the basis on which the Paris Agreement targets are met.	Section 6.1.4 – Metrics and targets	GRI 305-5
Emissions			
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Report (if material) throughout the value chain: nitrogen oxides (NOx), sulfur oxides (SOx), particles and other significant air emissions. Wherever possible, estimate the proportion of emissions that occur in or adjacent to urban/ densely populated areas.	Appendix V: Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators - Environment – Non-GHG emissions	GRI 305-7
PEOPLE			
Dignity and equality			
Annual total compensation ratio	1. Average pay gap in terms of the base salary and remuneration of relevant full-time employees based on gender (female vs. male) and diversity indicators (e.g., BAME vs. non-BAME) at company level or by significant location of operations. 2. Ratios between the organization's highest-paid individual in each country of significant operations to the average compensation for all employees in the same country (not counting the highest-paid individual).	Appendix V: Additional information on Sustainability (includes Non-Financial Statement) – People – Remuneration and benefits	GRI 2-21
Employment and wealth generation			
Infrastructure and service investments	Qualitative information to describe the following components: 1. Degree of development of significant infrastructure investments and supported services. 2. Current or anticipated impacts on local communities and economies, including positive and negative impacts as applicable. 3. Whether these investments and services are commercial commitments, paid in kind, or pro bono.	Section 6.4.2. Respect for human rights and community relations – Economic impact on communities and shared value Section 6.7.1 – Supply chain – Indirect economic impact Appendix V: Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators - Human rights and community relations – Indirect economic impacts	GRI 203-1
Significant indirect economic impacts	1. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. 2. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities (e.g. national and international standards, protocols, policy agendas)	Section 6.4.2. Respect for human rights and community relations – Economic impact on communities and shared value Section 6.6 – Responsible tax policy Section 6.7.1 – Supply chain – Indirect economic impact Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - Human rights and community relations - Indirect economic impacts	GRI 203-2
PROSPERITY			
Innovation of better products and services			
Social value generated (%)	Percentage of revenue from products and services designed to deliver specific social benefits or to address specific sustainability challenges	Section 6.3. Technology and innovation	
Community and social vitality			
Taxes paid by country	Total taxes paid and, if filed, additional taxes sent in, by country (for significant locations)	Section 6.6. Responsible tax policy Appendix V. Additional information on Sustainability (includes Non-Financial Statement) – Sustainability indicators – Responsible tax policy	GRI 201-1

i) Principal Adverse Impacts (PAI)

Items and metrics	Description of items / metrics	Reference in the Management Report, reports, or online	GRI Indicator / Law 11/2018
CLIMATE AND ENVIRONMENTAL INDICATORS			
Greenhouse gas (GHG) emissions			
Greenhouse gas (GHG) emissions	Scope 1, Scope 2, Scope 3 GHG emissions and total GHG emissions	Section 6.1.4 Metrics and targets	GRI 305-1 GRI 305-2 GRI 305-3
Carbon footprint	Carbon footprint	Section 6.1.4 Metrics and targets	GRI 305-1 GRI 305-2 GRI 305-3
Investee company GHG intensity	Investee company GHG intensity	Section 6.1.4 Metrics and targets	GRI 305-1 GRI 305-2 GRI 305-3
Exposure to companies active in the fossil fuel sector	Percentage of investments in solid fossil fuel sectors		
Percentage of non-renewable energy consumption and production	Percentage of non-renewable energy consumption and non-renewable energy production at investee companies from non-renewable energy sources versus renewable energy sources, expressed as a percentage of total energy sources	2021 CDP (www.repsol.com - Sustainability - Reports, indicators, and alliances)	
Intensity of energy consumption by sector with a high impact on the climate	Energy consumption in GWh per million euros of revenue from investee companies, by sector with a high impact on the climate	Section 6.1.4 Metrics and targets	GRI 302-1
Biodiversity			
Activities that negatively affect sensitive areas from the biodiversity point of view	Percentage of investments in investee companies with sites/operations located in or near sensitive areas from the biodiversity point of view, where the activities of said investee companies negatively affect those areas	Appendix V: Further information on sustainability – Sustainability indicators - Environment – Biodiversity	
Water			
Water discharge	Tons of water discharges generated by investee companies per million euros invested, expressed as a weighted average	Section 6.2.3 Water Appendix V: Further information on sustainability (includes Non-Financial Statement) – Sustainability indicators – Environment - Water	GRI 303-4
Waste			
Hazardous and radioactive waste ratio	Tons of hazardous and radioactive waste generated by investee companies per million euros invested, expressed as a weighted average	Section 6.2.4 Circular economy Section 6.7.1 Supply chain	GRI 306-2
SOCIAL AND LABOR ISSUES, RESPECT FOR HUMAN RIGHTS, FIGHT AGAINST CORRUPTION AND BRIBERY			
Social and labor issues			
Violations of the principles of the United Nations Global Compact and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.	Percentage of investments in investee companies that have been involved in violations of the principles of the United Nations Global Compact or the OECD Guidelines for Multinational Enterprises.	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainable Finance Taxonomy	
Lack of compliance processes and mechanisms to monitor compliance with the principles of the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises	Percentage of investments in investee companies that lack policies to monitor compliance with the principles of the United Nations Global Compact or the OECD Guidelines for Multinational Enterprises, or mechanisms to manage complaints or claims to deal with violations of the principles of the United Nations Global Compact or the OECD Guidelines for Multinational Companies.	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainable Finance Taxonomy	
Wage differences between men and women	Average salary gap not adjusted for gender at investee companies	Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People – Remuneration and benefits	GRI 405-2
Gender diversity on the Board	Average ratio of female/male board members in investee companies, expressed as a percentage of total board members	Section 2.4 Corporate governance Appendix V: Further information on sustainability (includes Non-Financial Statement) - Sustainability indicators - People - Diversity and equal opportunities	GRI 405-1
Exposure to controversial weapons (antipersonnel mines, cluster munitions, chemical weapons, and biological weapons)	Number of convictions and fines for violation of anti-corruption and anti-bribery laws by investee companies	Not applicable	



Appendix VI. I Annual Corporate Governance Report

The 2022 Corporate Governance Report is included as an appendix and forms an integral part of this report, as required under Article 538 of the Spanish Companies Act (*Ley de Sociedades de Capital*).



Appendix VII. Annual Report on the Remuneration of Directors

The 2022 Report on the Remuneration of Directors is included as an appendix and forms an integral part of this report, as required under Article 538 of the Spanish Companies Act (*Ley de Sociedades de Capital*).

Financial Statements Repsol Group 2022

Management Report

Information on the Group's business, results, financial situation and sustainability, together with the main risks and uncertainties facing the Group.

Annual Financial Statements

Information on equity and financial position at December 31, in addition to profit and loss, changes in equity and cash flows for the period

Public Periodic Information [CNMV filing]

Statistical financial information drawn up using CNMV templates, which can be downloaded and viewed (allowing for comparisons with other issuers) at [CNMV.es](https://www.cnmv.es).

Fourth Quarter 2022 Results

Information on results (prepared under the Group's reporting model) and financial position during the fourth quarter (and summary information for 2022 as a whole)

Annual Corporate Governance Report

Information on the Company's corporate governance structure and practices

Annual Report on the Remuneration of Directors

Detailed information on the application of the Board remuneration policy

Information on hydrocarbon upstream activities

Information on acreage, exploration and development activities, proven net reserves, future cash flows, production, results and investment

Report on payments to public administrations for hydrocarbon upstream activities

Information on payments made to Public Administrations as a result of Extraction operations by country, by project and by public administration

Audit and Control Committee Report on the independence of the external auditor¹

Opinion of the Audit and Control Committee on the independence of the Auditor and assessment of the provision of non-audit services

Activities report of the Audit and Control Committee¹

Composition and main activities of the Audit and Control Committee

Sustainability Committee's Activities Report¹

Composition and main activities of the Sustainability Committee

¹ Published along with the announcement of the Shareholder Annual Meeting.



**Repsol, S.A. and investees
comprising the Repsol Group**

Independent verification report
Statement of Non-Financial Information
31 December 2022



This version of our report is a free translation of the original, which was prepared in Spanish. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

Independent verification report

To the shareholders of Repsol, S.A.:

Pursuant to article 49 of the Code of Commerce, we have verified, with the scope of a limited assurance engagement, the Consolidated Statement of Non-Financial Information ("SNFI") for the year ended 31 December 2022 of Repsol, S.A. (Parent company) and subsidiaries (hereinafter "Repsol" or the Group) which forms part of the accompanying Repsol's Consolidated Management Report attached.

The content of the consolidated management report includes information additional to that required by current mercantile legislation in relation to non-financial information, which has not been covered by our verification work. In this respect, our work was limited solely to verifying the information identified in tables: c) "GRI Index" and d) "Statement of non-financial information" of Appendix V. "Additional information on Sustainability (includes Non-Financial Statement)" included in the accompanying Consolidated Management Report.

Responsibility of the directors of the Parent company

The preparation of the SNFI included in Repsol's consolidated management report and the content thereof, are the responsibility of the directors of Repsol, S.A. The SNFI has been drawn up in accordance with the provisions of current mercantile legislation and in accordance with the criteria of the Sustainability Reporting Standards of the Global Reporting Initiative ("GRI Standards") and Oil & Gas Industry Supplement as per the details provided for each matter in the tables: c) "GRI Index" and d) "Statement of non-financial information" of Appendix V. "Additional information on Sustainability (includes Non-Financial Statement)" of the Consolidated Management Report.

This responsibility also includes the design, implementation and maintenance of the internal control considered necessary to allow the SNFI to be free of material misstatement due to fraud or error.

The directors of Repsol, S.A. are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the SNFI is obtained.

Our independence and quality management

We have complied with the independence requirements and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants ("IESBA Code") which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

*PricewaterhouseCoopers Auditores, S.L., Torre PwC, Pº de la Castellana 259 B, 28046 Madrid, España
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Our firm applies current international quality standards and maintains, consequently, a quality system that includes policies and procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory provisions.

The engagement team consisted of professionals specialising in non-financial information reviews, specifically in information on economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in a limited assurance independent report based on the work we have performed. We carried out our work in accordance with the requirements laid down in the current International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and in the Guidelines for verification engagements of the Statement of Non-Financial Information issued by the Spanish Institute of Auditors (“Instituto de Censores Jurados de Cuentas de España”).

In a limited assurance engagement, the procedures performed vary in nature and timing of execution, and are less extensive, than those carried out in a reasonable assurance engagement and accordingly, the assurance provided is also lower.

Our work consisted of posing questions to management as well as to the various units of Repsol that were involved in the preparation of the SNFI, of the review of the processes for compiling and validating the information presented in the SNFI, and in the application of certain analytical procedures and review procedures on a sample basis, as described below:

- Meetings with the Repsol, S.A. personnel to understand the business model, policies and management approaches applied, principal risks relating to these matters and to obtain the information required for the external review.
- Analysis of the scope, relevance and integrity of the content of the SNFI for the year 2022, based on the materiality analysis carried out by Repsol and described in section a) "Materiality and stakeholder engagement" of Appendix V. "Additional information on Sustainability (includes Non-Financial Statement)" of the Consolidated Management Report, taking into account the content required by current mercantile legislation.
- Analysis of the procedures used to compile and validate the information presented in the SNFI for the year 2022.
- Review of information relating to risks, policies and management approaches applied in relation to material matters presented in the SNFI for the year 2022.
- Verification, by means of sample testing, of the information relating to the content of the SNFI for the year 2022 and that it was adequately compiled using data provided by the sources of the information.
- Obtaining a management representation letter from the directors and management of the Parent company.



Conclusion

Based on the procedures performed in our verification and the evidence we have obtained, nothing has come to our attention that causes us to believe that the SNFI of Repsol, S.A. and its subsidiaries, for the year ended 31 December 2022 has not been prepared, in all material respects, in accordance with the provisions of current mercantile legislation and in accordance with the criteria of GRI and Oil & Gas as per the details provided for each matter in the tables: c) "GRI Index" and d) "Statement of non-financial information" of Appendix V. "Additional information on Sustainability (includes Non-Financial Statement)" of the consolidated management report.

Emphasis of matter

The Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 relating to the establishment of a framework to facilitate sustainable investments establishes the obligation to disclose information on the manner and extent to which the company's activities are associated with economic activities aligned in relation to the objectives of climate change mitigation and adaptation to climate change for the first time for the year 2022, in addition to the information referring to eligible activities required in the year 2021. Consequently, comparative alignment information has not been included in the accompanying SNFI. On the other hand, to the extent that the information referring to eligible activities in the year 2021 was not required with the same level of detail as in the year 2022, detailed information regarding eligibility is not strictly comparable either in the accompanying SNFI.

Additionally, it should be noted that Repsol's directors have incorporated information on the criteria that, in their opinion, best allow compliance with the aforementioned obligations and that are defined in note e) "Sustainable Finance Taxonomy" of Appendix V. "Additional information on Sustainability (Includes Non-Financial Statement)" of the accompanying SNFI. Our conclusion has not been modified in relation to this matter.

Use and distribution

This report has been drawn up in response to the requirement established in current Spanish mercantile legislation and therefore may not be suitable for other purposes and jurisdictions.

PricewaterhouseCoopers Auditores, S.L.

A handwritten signature in blue ink, appearing to be 'Pablo Bascones Ilundáin', written in a cursive style.

Pablo Bascones Ilundáin

16 February 2023