

LEADERSHIP	ANSWER	LINK	SUPPLEMENTARY INFORMATION
Percentage of women on company board	33,33%	<a href="https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/cnmv/2023/ori16022023-corporate-governance-report.pdf">https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/cnmv/2023/ori16022023-corporate-governance-report.pdf</a>	<a href="https://www.repsol.com/en/shareholders-and-investors/corporate-governance/board-of-directors/index.cshtml">https://www.repsol.com/en/shareholders-and-investors/corporate-governance/board-of-directors/index.cshtml</a>
Chairperson is a woman	NO		
Gender balance in board leadership	60%	<a href="https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/cnmv/2023/ori16022023-corporate-governance-report.pdf">https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/cnmv/2023/ori16022023-corporate-governance-report.pdf</a>	
Chief executive officer (CEO) is a woman	NO		
Woman chief financial officer (CFO) or equivalent	NO		
Percentage of women executive officers	11%	Los ejecutivos son tal y como los define la empresa o como las personas que forman el comité ejecutivo/consejo de administración o el comité de gestión/consejo de administración de la empresa o equivalente.	
Chief diversity officer (CDO)	YES		DIRECTOR OF TALENT, CULTURE AND TRASNFORMATION
TALENT PIPELINE	ANSWER	LINK	SUPPLEMENTARY INFORMATION
Percentage of women in total management	20,55%		
Percentage of women in senior management	31,57%		
Percentage of women in middle management	34,04%		
Percentage of women in non-managerial positions	40,52%		
Percentage of women in total workforce	39,66%		
Percentage of women total promotions	44,91%		
Percentage of Women IT/Engineering	34,75%	<a href="https://www.repsol.com/es/tecnologia-digitalizacion/iniciativas-stem/digital-girls/index.cshtml">https://www.repsol.com/es/tecnologia-digitalizacion/iniciativas-stem/digital-girls/index.cshtml</a>	We promote the Technovation Girls program that awakens STEM vocations in girls and young women. With our "Repsol Digital Girls" initiative, which is part of this program, our professionals guide various teams throughout their projects, offering them both Repsol's technological and digital resources and the experience and knowledge of their mentors, who are assigned to each Repsol Digital Girls group. They also advise them when choosing the topic to be addressed, helping to detect what real problems there are within their communities, in order to have a real application.
Percentage of new hires are women	47%	<a href="https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/resultados/2022/q4/integrated-management-report-2022.pdf">https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/resultados/2022/q4/integrated-management-report-2022.pdf</a>	Page 97
Percentage of women attrition	47,93%		Includes employees with temporary contracts
Time-bound action plan with targets to increase the representation of women in leadership positions	YES	<a href="https://www.repsol.com/content/dam/repsol-corporate/es/sostenibilidad/informes/2023/plan-global-sostenibilidad-2023.pdf">https://www.repsol.com/content/dam/repsol-corporate/es/sostenibilidad/informes/2023/plan-global-sostenibilidad-2023.pdf</a>	Page 32
Time-bound action plan with targets to increase the representation of women in the company	NO		
PAY	ANSWER	LINK	SUPPLEMENTARY INFORMATION
Adjusted mean gender pay gap		<b>2022 Integrated Management Report:</b> <a href="https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/resultados/2022/q4/integrated-management-report-2022.pdf">https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/resultados/2022/q4/integrated-management-report-2022.pdf</a>	Page 167. [405-2/11.11.6] Ratio of basic salary and remuneration of women to men
Global mean (average) raw gender pay gap			Page 168. Gender gap
Time-bound action plan to close its gender pay gap		<b>2022 Sustainability Plan</b> <a href="https://www.repsol.com/content/dam/repsol-corporate/en_gb/sostenibilidad/reports/2022/2022-sustainability-plan-for-usa.pdf">https://www.repsol.com/content/dam/repsol-corporate/en_gb/sostenibilidad/reports/2022/2022-sustainability-plan-for-usa.pdf</a> <b>2023 Sustainability Plan</b> <a href="https://www.repsol.com/content/dam/repsol-corporate/en_gb/sostenibilidad/reports/2023/2023-global-sustainability-plan.pdf">https://www.repsol.com/content/dam/repsol-corporate/en_gb/sostenibilidad/reports/2023/2023-global-sustainability-plan.pdf</a>	<b>2022 Sustainability Plan. Page 48. Goals 2025</b> <b>2023 Sustainability Plan. Page 174</b> <b>Goal 2025:</b> To establish <b>parity in the contracting processes</b> and to ensure the application of criteria for inclusive diversity at all stages of professional development, with the aim of reaching <b>35% of women in leadership positions</b> . To be acknowledged as a diverse, inclusive company
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)			Annual variable compensation takes into account the achievement of both business objectives and individual objectives of employees, including Executives. Some of these goals area focused on promote the diverse talent. As the level of responsibility increases, these objectives focus on gender diversity, equity, and inclusion have a greater weight in the variable remuneration.
INCLUSIVE CULTURE	ANSWER	LINK	SUPPLEMENTARY INFORMATION
Number of weeks of fully paid primary parental leave offered	3	<a href="https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml">https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml</a>	Maternity leave: employees have the right to paid paternity leave of 12 weeks after the birth of a child or adoption (worldwide minimum) When local legislation exceeds those 12 weeks, local legislation applies. In the case of Spain, the country with the largest volume of employees, 16 weeks for each parent with different forms of enjoyment.

Number of weeks of fully paid secondary parental leave offered	3	<a href="https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml">https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml</a>	Paternity leave: employees have the right to paid paternity leave of 3 calendar days after the birth of a child or adoption (worldwide minimum) When local legislation exceeds those 3 days, local legislation applies. In the case of Spain, the country with the largest volume of employees, 16 weeks for each parent with different forms of enjoyment.
Parental leave retention rate		<a href="https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/resultados/2022/q4/integrated-management-report-2022.pdf">https://www.repsol.com/content/dam/repsol-corporate/en_gb/accionistas-e-inversores/resultados/2022/q4/integrated-management-report-2022.pdf</a>	Page 175-176. The figures of this indicator are based on the number of employees across the entire Group. Every single employee is entitled to parental leave. All Group employees, no matter where they work, are entitled to parental leave, whether under the laws of their country, by virtue of a local collective bargaining agreement, or global work-life balance minimum standards that are applied across all Group companies to enhance or supplement local regulation
Back-up family care services or subsidies through the company	YES		Company provides health and welfare services to employees and their families
Flexible working policy	YES	<a href="https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml">https://www.repsol.com/en/careers/benefits-of-working-at-repsol/work-life-balance-and-flexibility/index.cshtml</a>	
Employee resource groups for women	YES	<a href="https://www.repsol.com/en/careers/benefits-of-working-at-repsol/equality-and-diversity/proud-to-be-the-energy-for-all-people/index.cshtml">https://www.repsol.com/en/careers/benefits-of-working-at-repsol/equality-and-diversity/proud-to-be-the-energy-for-all-people/index.cshtml</a>	We have an ERG that supports LGBTI collective and another of IT Women
Unconscious bias training	YES		The following online diversity and equality courses are available to all Company employees. <i>Unconscious biases</i> in decision making, also mandatory for managers, with the aim of identifying the biases that each person may have in a broad sense, and that may be having an impact on decisions about people that are making us not identify talent. <i>Energy with Pride</i> , which delves into the reality and challenges faced by the LGBTI+ collective. <i>Gender equality and opportunities</i> , aimed at identifying unconscious gender biases. <i>Overcoming barriers</i> , aimed at getting to know the different types of disability, understanding the value of people with disabilities and learning how to address them appropriately.  In addition to these courses, employees have more courses available to them to further deepen their understanding of diversity management.
Annual anti-sexual harassment training	YES	<a href="https://www.repsol.com/en/sustainability/sustainability-strategy/policies/code-of-ethics-and-business-conduct/index.cshtml">https://www.repsol.com/en/sustainability/sustainability-strategy/policies/code-of-ethics-and-business-conduct/index.cshtml</a> <a href="https://www.repsol.com/en/sustainability/sustainability-strategy/policies/code-of-ethics-and-business-conduct/index.cshtml">Repsol se une a los Puntos Violeta en sus más de 3.000 estaciones de servicio para concienciar sobre violencia de género (europapress.es)</a>	The training about this topic is available to all employees, accessible at any time from any device in the course "Ethics and Behaviour". We are also working on a specific course. The Repsol Group has a worldwide Ethics and Compliance Channel where an independent internal committee analyses and investigates reported facts that may contravene the Repsol Group's Code of Ethics and Conduct, including sexual harassment. In addition, in Spain there is a protocol for the prevention of harassment, which has been negotiated with trade union representatives and included in the Equality Plan  In addition, since 2022, our service stations have been equipped with the Violet Dot, a guide on how to act in the event of gender-based violence, as well as resources for the victims themselves. It also includes information on what gender violence is, its different manifestations, and how to detect it. We are the first service station network to implement Violet Points in our more than 3,000 service stations. We offer our stations to give greater visibility and facilitate access to anyone who may need it: through a QR code read from a cell phone, you can access all the information and resources necessary to act in a case of gender violence.