

Human rights and Repsol

2024 edition



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“All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.”

Article 1 of the Universal Declaration of Human Rights

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Josu Jon Imaz
Chief Executive Officer

Message from the CEO »

“At Repsol, we are convinced that companies have a key role to play as drivers of change in respecting human rights. We have adhered to the United Nations Global Compact Principles since 2002 and have had human rights regulations in place since 2003.

We have continued to move forward since then. In 2008, we signed our first human rights public policy and when the United Nations published its Guiding Principles on Business and Human Rights in 2011, we adopted them as our roadmap, convinced that this way of working helps us be a more sustainable company.

We respect the human rights of all the people involved in our activity, starting with our employees, by taking care of working conditions in all the countries where we operate. Freedom of association and effective recognition of the right to collective bargaining are rights that are well integrated in Repsol’s culture, as seen by the great importance the company attaches to maintaining high-quality social dialogue within the group. Repsol understands that flexibility and work-life balance is also vital for the well-being of our workforce.

We extend our commitment to our contractors and support them to achieve better performance. And no less importantly, regarding our neighboring communities, we apply due diligence from the start of our projects to manage risks and impacts and establish constructive and trusting relationships with all of them.

We base our work on continuous, transparent and constructive dialogue at all levels, from top management to the teams working in the field. We engage in dialogue with all stakeholders, shareholders, investors, authorities, associations and neighbors, and we take special care in our relations with indigenous communities.

As an energy company, we have an additional commitment to companies in other sectors. We contribute to sustainable development by meeting the essential energy demand to provide for basic needs, in a safe, affordable and sustainable way.

We want to lead the energy transition, in line with the goals of the Paris Agreement and with the United Nations 2030 Agenda. We were the first company in our sector to set a goal of zero net emissions by 2050. We have aligned our strategy with this commitment, also setting ambitious intermediate decarbonization targets for this decade. We will continue to advance in achieving the energy transition in a sustainable, fair and profitable manner, clearly driven by the desire of adding value to society.

Year after year we position ourselves among the best valued companies by the CHRB [Corporate Human Rights Benchmark] and we are proud to have topped this global ranking in 2023. And also of the increased presence of ESG* investors in our institutional shareholders, which already represent 36%. This third-party testing and recognition helps us measure the effectiveness of our social

Repsol has had a human rights policy since 2008

and human rights efforts. It helps us to improve, advance and address responsibly the new challenges we face in this area because it is part of our mission as an energy company committed to a sustainable world.

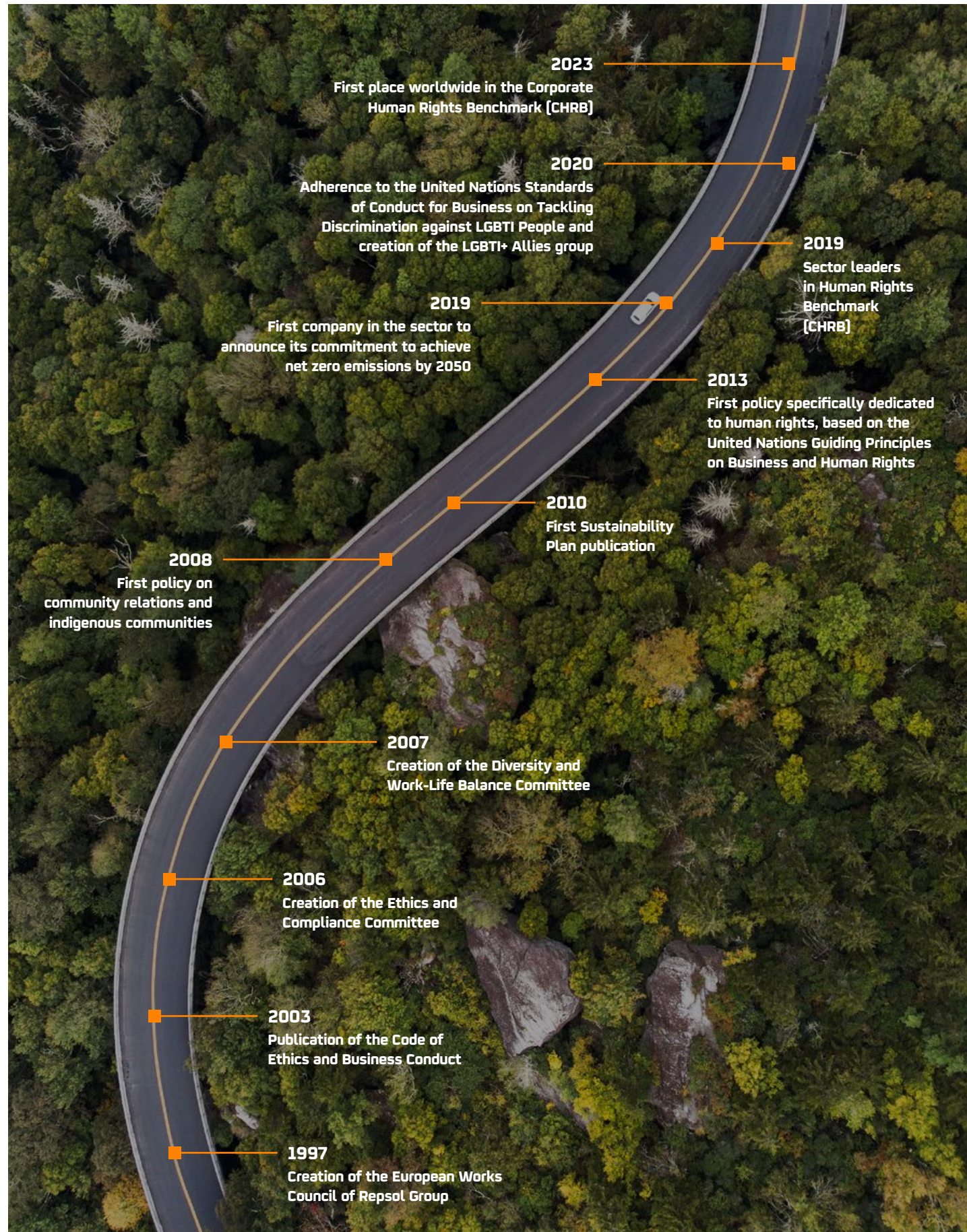
Inequalities in the world have increased in the wake of the pandemic and we, as companies, must continue to set an example of our firm commitment to respect human rights.

We first published this report in 2021 to mark the tenth anniversary of the United Nations Guiding Principles on Business and Human Rights. In this review which you have in your hands we update the path we have taken over the years as guarantors of human rights in our operations and as an agent of change for society as a whole.

I hope this document proves to be of interest to you.”

* ESG: Environment, Social and Governance. Socially responsible investors focused on environmental, social and corporate governance aspects.

» Our history in human rights



» Our vision of sustainability



Our mission: our reason for being

An energy company committed to a sustainable world.



Our vision: where we are headed

To be a global energy company that creates value in a sustainable manner through innovation, efficiency, and respect to drive progress in society.

Sustainability is a key concept that is repeated in our vision and in our mission. Our business practices are aimed at creating value in the short and long term throughout our entire value chain, maximizing positive impacts and minimizing any negative impacts on society and the environment through ethical and transparent behavior.

Repsol is committed to fostering best sustainability practices and regularly reviewing of its performance. In addition, it is committed to knowing and studying the expectations of the company's different stakeholders, such as shareholders and the financial community, employees, customers, partners, suppliers, local communities and society in general.

Therefore, at Repsol we establish guidelines for action, according to Repsol's values, in matters such as respect for human rights, people's health and safety, environmental protection, energy management, carbon footprint reduction and efficient use of resources, diversity, equal opportunities, fiscal responsibility, and prevention of illegal behavior and corruption.





Our approach

- Our commitments
- Due diligence
- Grievance mechanisms
- Remediation
- How we improve: lessons learned
- Governance in human rights
- Our alliances
- Digital transformation



“The new generations and today’s society in general are increasingly demanding with regard to companies and governments stimulating them to achieve a sustainable future. As businesses, we need to make sustainability values an essential part of corporate culture and strategy, so that each and every employee genuinely lives them and takes them into account when making decisions, whether small or large. We also need to incorporate policy commitments, deploy them in internal processes and ensure adequate governance.

Repsol has had public commitments to human rights since 2003 and a broad internal regulatory framework focused on international standards of due diligence, especially the United Nations Guiding Principles on Business and Human Rights. Proactive fluid dialogue with all our stakeholders is at the heart of the strategy.

The company’s governance bodies play a key role in deploying this strategy. The functions of the Sustainability Committee and the Audit and Control Committee include overseeing and steering the Group’s policy, objectives and guidelines on sustainability and human rights, as well as reviewing and evaluating the controls for management systems and non-financial reporting. The existence and efficiency of these bodies enable the company to address the challenges that today’s society demands of us.”

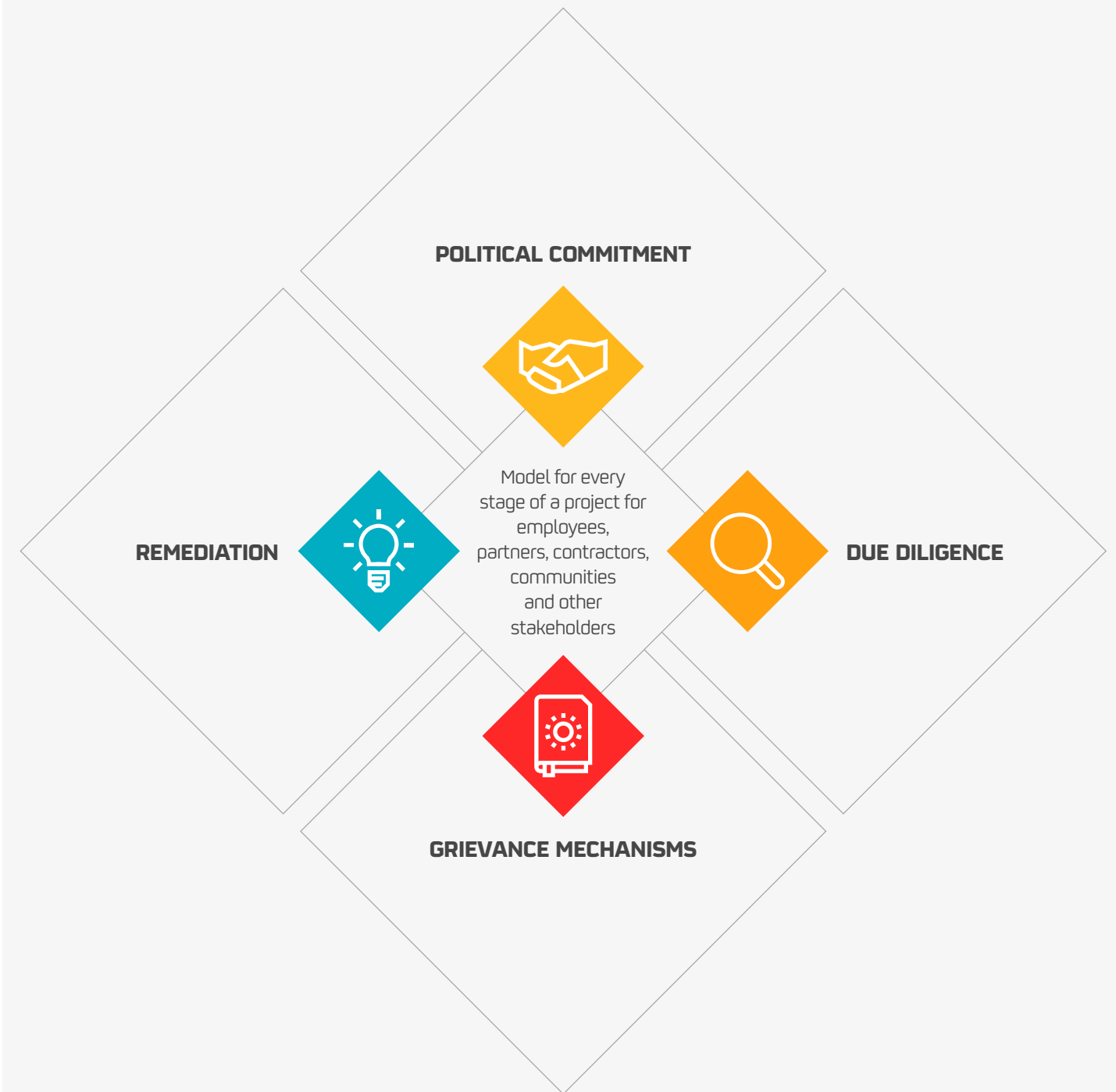
Isabel Torremocha Ferrezuelo

Independent Non-executive Director and member of the Sustainability Committee

Respect for human rights is a priority for Repsol in every country in which we operate, aligned with the strictest international standards and based on two fundamental pillars:

- Commitment maintained at the top level of the company.
- Outstanding performance in all operations.

To achieve this excellence performance, Repsol undertakes **human rights due diligence** as the ideal model for managing internal processes and identifying, preventing and mitigating the impacts of the company’s activities. Additionally, the grievance mechanisms in place help us to detect and remediate any violations of human rights and feed back into our due diligence processes.



» Our commitments

The actions of each and every person who belongs to Repsol determine both the present and future of our company. We therefore have our own Code of Ethics and Business Conduct as well as a series of policies to define our commitment to human rights and guide all our activities.

Code of Ethics and Business Conduct »

Approved by the Board of Directors, our [Code of Ethics and Business Conduct](#) regulates the way we behave in all our activities and operations. Our managers take the Code into account in all their decisions and lead by example those of us who are part of the company.

The aim of the code is to ensure that all our actions are carried out responsibly and with integrity throughout our value chain, reflecting our commitment to human rights, equal

opportunities, environmental protection, and information transparency.

Our business partners, contractors, suppliers and other collaborating companies are an extension of Repsol and must act in accordance with the corporate code. We have a specific Ethics and Conduct Code for Suppliers, and the company encourages its business partners to develop and implement ethics programs that are consistent with Repsol's standards.

Key requirements of our Code:

- **Freedom of association and the right to collective bargaining**
- **Abolition of child labor**
- **Abolition of forced labor**
- **Respect for human rights and the establishment of strong and long-lasting relationships in the communities in which the company is present**
- **Fight against bribery and corruption**



Human Rights and Community Relations Policy »

Our **aim** is to respect in all our activities and commercial relationships the human rights internationally recognized in the Treaties and international standards on business and human rights. Therefore, our [policy's commitments](#) are:

Proceed with human rights due diligence. Integrate human rights due diligence into all our activities and commercial relationships, in all the countries where we operate and in all the phases of the life cycle, including decommissioning.

Remediate the impacts our activities, products, or services may have caused on human rights.

Maintain solid relationships with our stakeholders:

- Respecting the human rights of all those people who work at Repsol, in particular, health and safety, freedom of association, and right to collective bargaining, as well as the standards relating to working hours.
- Establishing solid relationships with the communities and stakeholders of the areas of influence of our projects and assets, based on the principles of mutual respect, trust, recognition, cultural sensitivity, integrity, responsibility, transparency, good faith, and non-discrimination, through proactive engagement and responsible and transparent management of social impacts and opportunities.
- Respecting the human rights of our customers. Rejecting any type of discrimination against customers and product and service users. Respecting at all times the right to their privacy, protecting and correctly using the personal data entrusted to us by our customers and users.
- Identifying opportunities to optimize the positive impacts of our activity and promote the shared value and the sustainable development of communities through contribution to local socioeconomic development and the environmental preservation of the areas of influence of our projects and assets, in line with our commitment to the United Nations 2030 Agenda.

Work with our commercial relationships to extend these commitments. Repsol expects its partners, suppliers, contractors, distributors, and other commercial relationships to respect these commitments and human rights in the development of their activities in any part of the world and, consequently, address any negative impacts in which they are involved.



International treaties on human rights:

- International Bill of Human Rights, Convention on the Elimination of All Forms of Discrimination Against Women, Convention on the Elimination of All Forms of Racial Discrimination, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, and Convention on the Rights of the Child.
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the eight conventions that develop them: Freedom of Association and Collective Bargaining, Elimination of All Forms of Forced or Compulsory Labour, Effective Abolition of Child Labour, and Elimination of Discrimination in Respect of Employment and Occupation.
- Convention number 169 of the ILO. Humanitarian law in conflict areas.
- International Treaties in regional human rights protection systems where we operate.

International standards on business and human rights:

- United Nations Guiding Principles on Business and Human Rights.
- Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.
- International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability.
- The 10 Principles of the Global Compact.



Success story

Communication with our contractors in Bolivia

In order to ensure an adequate dissemination of our Human Rights and Community Relations Policy in the Bolivia business unit, since 2019 we carry out awareness-raising campaigns aimed at our employees and contractors, communities close to our operations, partners, and civil society institutions.

This policy is part of the training contents to enter the field in assets operated by Repsol. The 2019 update was used to reinforce our knowledge and implementation of the policy across all our operations and those of our contractors to ensure ongoing integration of the commitments it sets out. Moreover, we further raised awareness of our operational grievance mechanism which was implemented back in 2011. This mechanism ensures that claims, complaints, and compliance breaches are handled properly.

In addition to communication initiatives by means of leaflets and posters, 703 people including all our employees, contractors and communities were trained through 32 training lessons carried out near our operations in Caipipendi and Mamoré.



Other public policies that ensure human rights »

In addition to our explicit commitment to human rights, we have implemented other policies that help us to create an environment of respect.

Risk Management Policy

We strive to provide greater certainty for shareholders, customers, employees and other stakeholders by anticipating, managing and controlling the risks to which we are exposed.

Protection of Tangible and Intangible Assets Policy

We ensure protection against internal and external aggressions and bad practices of all types, whether physical or digital.

Sustainability Policy

Our goal is to meet the growing demand for energy and products by maximizing our contribution to sustainable development, with a commitment to becoming a net zero emissions company by 2050 in line with the Paris agreement.

Safety and Occupational Health Policy

Our aim is to carry out all the company's activities preserving people's integrity and avoiding any damage to the local area and the environment, as well as to ensure a healthy and safe working environment from both the physical and emotional point of view.

Environment Policy

We are committed to protecting

the environment, to the sustainable use of resources, and preventing pollution.

People Management Policy

We maintain an open dialogue with employee representatives, in a climate of trust and respect, we safeguard equal opportunities as a distinctive element of an integrating, diverse and inclusive company, and we promote the prevention of occupational risks, healthy lifestyle habits and work-life balance.

Privacy and Data Protection Policy

We guarantee the fundamental right to the protection of the personal data of all the individuals with whom we engage, ensuring respect for the right to honor and privacy.

Commercial Relations with Third Parties Policy

We ensure that our relations with partners, suppliers, contractors, and customers are based on laws, ethical principles, and the values that characterize us.

Integrity Policy

We reiterate our commitment to strictly comply with regulations that prevent and combat corruption, along with the development of principles outlined in the Code of

Ethics and Business Conduct, and expand compliance not only to all our employees, but also to our business partners.

Communication Policy

We develop communication actions with honesty, integrity, transparency, and responsibility, providing truthful, clear and verifiable information, and ensuring consistency in all the messages we convey.

Policy on Diversity in the Composition of the Board of Directors and the Selection of Board Members

We publish the guidelines underpinning the selection of candidates to the Board of Directors and we guarantee the diversity of the members in terms of skills, knowledge, experience, nationality, age and gender.

Corporate Tax Policy

We are committed to managing our tax affairs by applying good tax practices and acting with transparency, to pay our taxes responsibly and efficiently, and to promote cooperative relationships with governments, trying to avoid any significant risks and unnecessary conflicts.

All our policies are approved by our Executive Committee and reflect the firm commitment of top management to all aspects of human rights. The commitments set out in our policies are translated into mandatory standards and procedures, supported by guides on their implementation. Our internal regulations are drawn up at the initiative of the specialized areas, but are defined in collaboration with the businesses and cross-company areas, which can suggest amendments or new regulations at their committees and in their routine relations with the specialized areas.

» Human rights due diligence

Human rights due diligence is conducted in line with our regulations on human rights, due diligence on third parties, environmental, social and health risk assessment, people and organization, and procurement and contracting, among other factors.

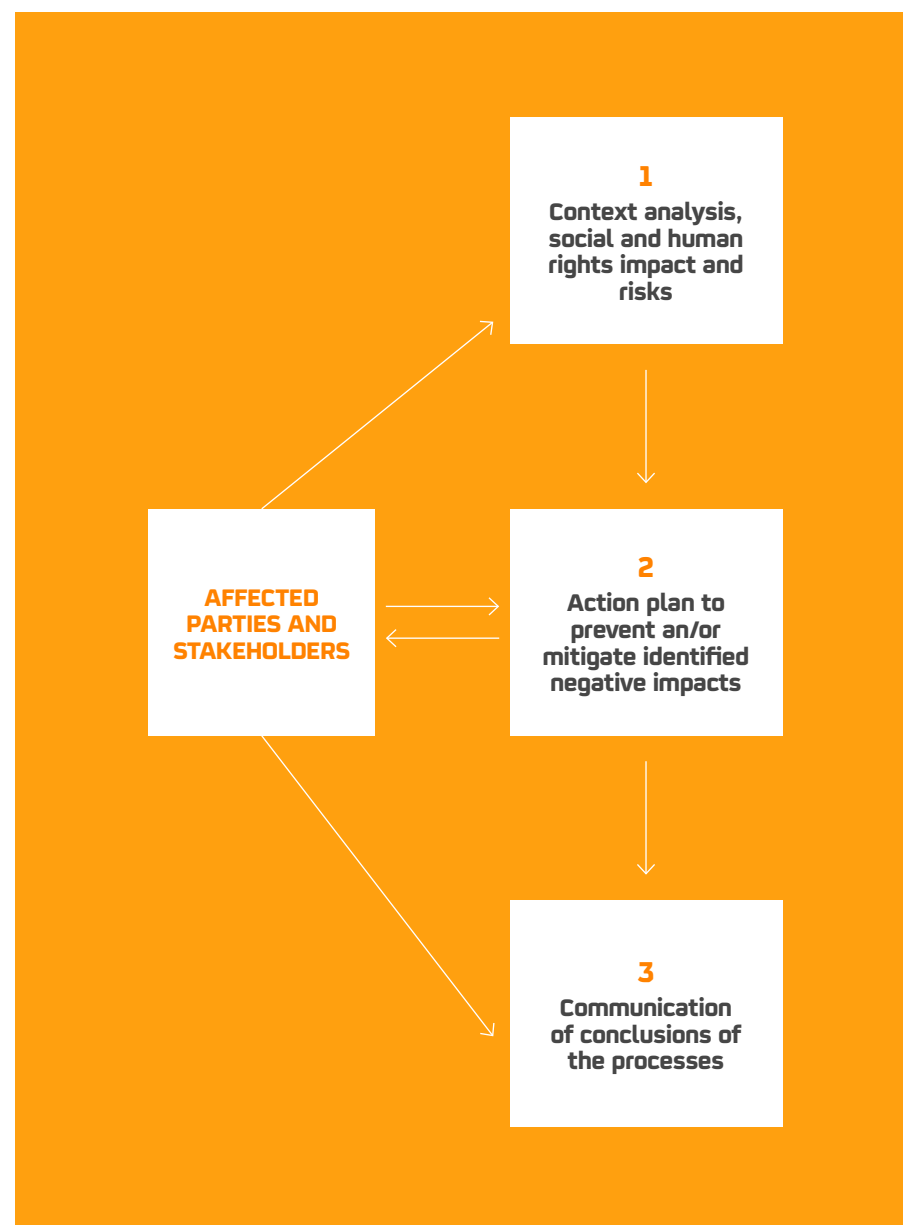
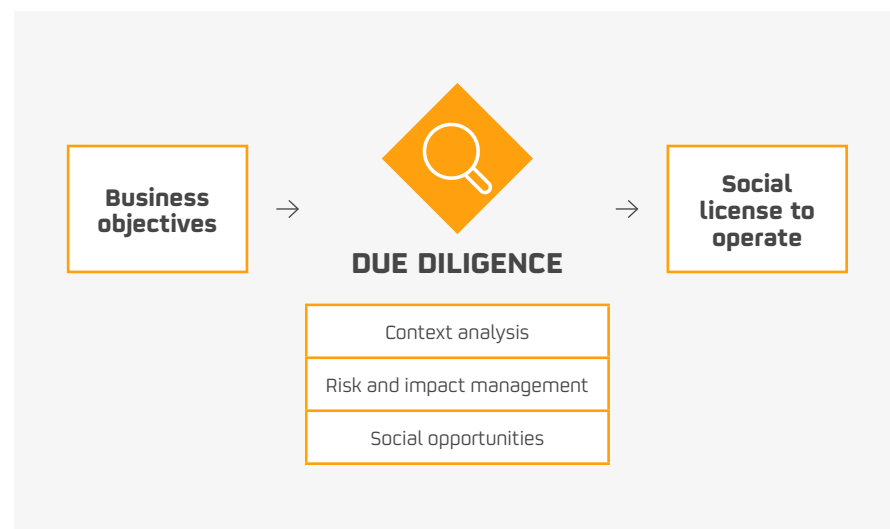
These regulations are mandatory across the entire company, and our agreements with business partners include specific clauses to ensure human rights risks and impacts are suitably managed.

Risk and impact management »

The nature of our activities determines the potential risks and positive and negative impacts on human rights in the environments where we operate. Among our activities, we monitor especially those derived from:

- The execution of industrial projects
- Our business relations (partners, suppliers, contractors and customers)
- Our relations with the different communities
- Our relations with public and private security forces

Our aim is to minimize the negative risks and impacts and maximize the positive impacts of our activities. We therefore carefully analyze the context of each project, we assess our impacts, we design mitigation plans, and we look for social opportunities. This enables us to contribute to sustainable development around our operations, while maintaining the social license to operate.



1. Context analysis and risk and impact assessment on human rights

We analyze the particular context of each of our activities

Before starting any operation, we carry out a social baseline study to help us to know and analyze the context and the particular social, economic and cultural characteristics of the area. Working closely with the local public authorities and social organizations, we identify the stakeholders to know their expectations, needs, concerns, and aspirations. These stakeholders include neighbors, local authorities and associations, customers and suppliers, and all legitimate rights holders who may be impacted by our operations. Each context where we operate is different and we need to analyze it in detail so that we can anticipate and implement impact mitigation measures. In this way, we avoid possible non compliance of our policy and regulations on human rights.

We identify and assess the impacts related to our activities

In 2011, we issued a global internal standard on environment, social and health assessment that incorporates the assessment of human rights impacts in line with the highest international standards. We carry out a social impact study for every project linked to a meticulous analysis of the social context.

These impact assessments involve the affected parties and stakeholders, with whom we establish a continuous transparent dialogue.

The assessments we conduct ensure that all potential impacts are identi-

fied as early as possible in the project life cycle, and also that these are taken into account to prevent and mitigate their effects. We consider both our own impacts and those that may be derived from our business relations, including our partners in the operations.

If the analysis of the social context reveals the existence of particularly sensitive or vulnerable communities or elements, we carry out an additional specific assessment on human rights, following the appropriate methodology.

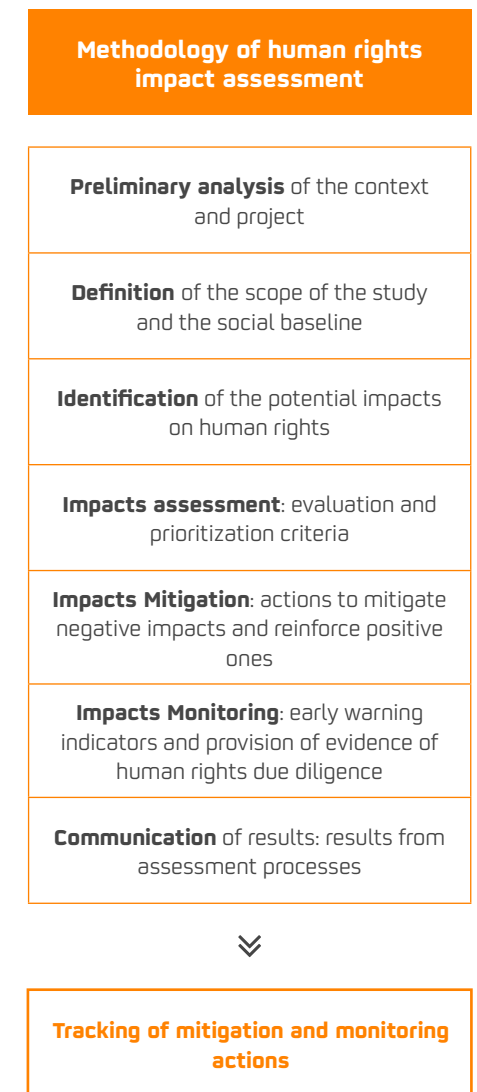
This is the particular case of assets located in the vicinity of indigenous communities, whose special rights, recognized in international conventions, we are committed to respect. The implementation of the strictest standards applies everywhere we operate, whether or not the recognition of these communities is included in the legislation of the host countries. For this purpose we are supported by human rights experts and a multi-agency methodology that involves the affected communities and stakeholders, the government and other independent bodies depending on the case.

We have developed a methodology for human rights impact assessment

In 2014, we drew up an internal guide to support the units that assess human rights impacts. To date, in addition to the Environmental, Social, and Health Impact Assessments conducted at the beginning of each

project, specific human rights impact assessment studies have been conducted at our renewable energy assets in Spain, in the La Pampilla refinery in Peru, and in our Exploration and Production assets in Eagle Ford and Marcellus in the United States, Caipipendi in Bolivia, Lote 57 in Peru, Reggane in Algeria, and in an exploration project in La Guajira, Colombia, where the results of the study conditioned the company's decision not to intervene in of the blocks of the concession.

Stages of the methodology





Success story

No-Go decision following the human rights impact assessment in La Guajira

Impact assessments are the cornerstone of our human rights due diligence. This example of our actions in La Guajira, Colombia, is evidence of our commitment to the United Nations Guiding Principles on Business and Human Rights, and in particular the duty of respect.

According to our Human Rights Policy, we carried out human rights impact assessments prior to our exploratory activities in the RC 12 West offshore Block in La Guajira peninsula, home to members of the Wayuu ethnic community.

The impact assessment was carried out with a participatory approach and respect for the local cultures. We presented the methodology in advance to the traditional authorities and the interviews involved the active participation of all the members of the community to ensure diversity and seek their consent. This process enabled us to ratify that the transparency and accessibility of truthful information is key to maintaining a relationship of trust with our communities.

Thanks to these preliminary studies, we were able to identify and assess the potential impacts of our offshore 3D seismic mapping activities on the rights of these ethnic communities,

and integrate the conclusions of the assessments in the internal decision-making processes to take the necessary measures and prevent and mitigate potential impacts from our operations.

The studies were carried out by a multidisciplinary team comprising an independent group of human rights experts and qualified members of the Wayuu community. The results were shared with the communities at well-attended meetings conducted in the local language (Wayuunaiki) to ensure that everyone had access to truthful information.

These meetings highlighted aspects related to territoriality, loss of young people's identity, em-

ployment rights, economic rights, women's rights and environmental rights, all as points to be taken into account during the execution of the project. However, the main impact identified was the protection of sacred spaces (Jepira), generating a cultural impact where no mitigation measures were possible. Senior management was informed and company's decision was not to continue operations in this block, in line with our policy of recognizing and respecting communities' cultural diversity.

This case was presented at the European Parliament during the "Companies and Due Diligence in Latin America" private event in 2019.

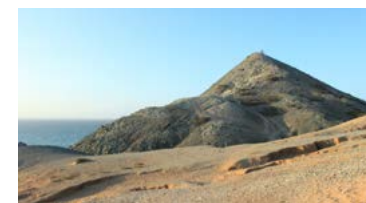


Meaning of Jepira for the Wayuu people

Jepira represents the place where the spirits of the Wayuu dead go to begin their journey into the unknown.

In Wayuu mythology, Jepira is an island in the sea and the place where the souls of the deceased meet again with their ancestors and the livestock they owned when they were alive.

The area is a sacred place, accessed via the Pílon de Azúcar or Kama'ichi hill. The Wayuu believe that it is located offshore, in the direct area of influence of the Western RC 12 Project.



"Implementing international human rights standards, such as due diligence before a company embarks on operations in a given territory, is crucial to building a relationship of trust in areas where vulnerable communities are present and where there may be divergent views of the territory, opening up a space for engaging with the local population and respecting differences. Knowing to respect."

Patricia Lagos Salinas

Manager of Relations with Partners, Institutions and Communities



"Repsol is a company that had the courage to fulfill its moral and political duty, its duty of intercultural connection. This type of bond, in the framework of human rights due diligence studies, is an opportunity for all companies and indigenous peoples to change the method of communication and interaction and embark on a new stage of life where we understand each other from different economic, political, social and organizational perspectives. It is a pleasant experience because the understanding is reached through the permissibility of both parties and not by one party imposing its rules on the other party. Dialogue enables us to understand each other better. It is better to spend hours and days talking than both parties trying to lay down the law."

Armando Valbuena Gouriya

Consultant of the National Indigenous Organization of Colombia (ONIC), named Indigenous Master of Wisdom by Unesco in 2009

We identify, assess, and manage human rights risks

We understand human rights risks as potential impacts on human rights that could materialize in certain circumstances.

Social risks are analyzed through from a human rights perspective and the requirements of our internal human rights standard. We identify real and potential risks and impacts from the design stage of our projects to their abandonment or hand over. This includes investment operations leading to the acquisition or exchange of assets, concession of land or ownership to carry out an activity, acquisition or possession of corporate stocks, including mergers, alliances and joint ventures, disinvestments, and of course all interventions related to our development projects and operations in general.

This analysis feeds the company's annual risk assessment exercise, serving for comparison purposes with other types of risks. Human rights risks are also included in our integrated risk management system. At the

operational level these are part of the project and activity management of the different businesses.

Due diligence is at the heart of all our operations

By implementing our policy and standards, we are able to assess the real and potential impacts of our direct activity and move forward to include the ones related to our value chain, because our assessment of performance cannot be independent of our relationship with our partners, suppliers, contractors and customers.

Our aim is to continue improving the methodology for detecting and monitoring risks and impacts in all our activities. Our internal management processes already include this verification for activities directly managed

by Repsol, and we are working to implement it in our supply chain.

All our assets, including the ones located in conflict areas, have action plans to prevent, mitigate or remediate human rights violations. These plans are derived from the risk and impact analyses as well as our grievance mechanisms.



Transparency plays a key role in our due diligence processes

2. Action plan to prevent and mitigate negative impacts

We design solutions for possible negative impacts in general and on human rights in particular.

Based on the local context and reality, we look for the suitable solutions for each case. We develop specific risk and impact prevention and mitigation plans.

This way we actively intervene and cooperate to remediate the damage caused by our own activity or the activity of our partners and contractors, who we encourage to know and comply with our commitments.

3. Communication of the progress and conclusion of the processes

We engage in ongoing proactive dialogue with the stakeholders. The progress and final results of the impact management are shared transparently with the local community through a constructive dialogue open to participation by all concerned. We therefore establish continuous monitoring through participatory dialogue with the affected communities, individuals and stakeholders.

This interaction is supported by grievance mechanisms specific for each context, which provide the company valuable additional information from an external perspective.

Finally, we align our actions with the latest trends and corporate reporting frameworks to make transparency a pillar of our due diligence.

We are constantly improving the way we communicate the main risks and making progress in providing evidence of our actions to mitigate them.



Success story

Social management framework in Low-Carbon Generation

We have developed a social management framework to implement human rights due diligence in Spain's renewable energy business.

We seek the social license to operate in each of our projects by carrying out social impact studies in a participatory way with stakeholders, to then design, jointly validate, and implement local development plans that promote sustainable community development.

» Grievance mechanisms

Repsol prioritizes the speedy and early response to complaints, concerns and grievances from local communities affected by our projects and assets, and from our stakeholders, employees and value chain

In our Human Rights and Community Relations Policy, **we are committed to remediate the impacts that our activities, products, or services may have caused** on human rights.

In the event of significant negative impacts, we carry out a due diligence process to manage remediation in accordance with the United Nations Guiding Principles for Business and Human Rights.

In addition, we make ourselves available to national or international human rights protection systems, both judicial or extra judicial, in order to work together to find solutions.

At Repsol, we are committed not to hinder its normal func-

tioning, but rather we establish a collaborative relationship that benefits the process's robustness and, as such, the reparation of the affected people.







When impacts have been made by one of our partners, we work together supporting them in finding an effective remedy for all those affected.

How do our grievance mechanisms work? »

We define the grievance mechanisms in close collaboration with our partners, neighbouring communities and other stakeholders.

We undertake to verify all complaints and grievances received, and we actively cooperate to remediate the damage caused by our activity or the activity of our contractors or partners, anticipate and respond to minor incidents from our activities before they escalate, and conduct remediation with the affected parties as early as possible.

From start to close-out, a complaint process can take anywhere from a few weeks to several months, depending on its complexity.

-  1. Identify complaints and grievances
-  2. Register, analyze and classify
-  3. Alert the parties involved
-  4. Investigate the causes
-  5. Speak to the claimant
-  6. Analyze with the parties involved
-  7. Generate options for solving the matter and steps for improvement
-  8. Develop solutions with the claimant
-  9. Agree solutions to establish commitments
-  10. Report and monitor



Success story

Good Neighbor Program in the United States








Being a good neighbor is one of our top priorities, and we consider transparent communication a core value across our company. Our Good Neighbor Program in the United States clearly identifies our commitments in managing the impact of our activities and helps to ensure that we are all working together toward a common goal.

The Good Neighbor Resolution Center offers a contact point and speedy response to questions, concerns and complaints from residents in our operating areas in the United States.

Key performance indicators:

- Calls returned within 24 hours
- 85% of questions answered in the initial call
- Related tasks closed within 30 days

The Resolution Center offers speedy solutions to the concerns of rights holders, landowners and members of the community by following a complaint escalation protocol to ensure that grievances are handled by the appropriate person as quickly as possible.

-  Legitimate
-  Accessible
-  Predictable
-  Equitable
-  Transparent
-  Compatible with human rights
-  A source of continuous learning

Relevant grievances are managed locally and transferred to the expert team in Human Rights and Community Relations within the Division of Sustainability and, if necessary, are then transferred to members of the Executive Committee for their knowledge and possible management.

Anyone can inform us of their grievances, complaints or concerns as follows:

- In person, directly through our community liaison officers, who proactively visit our communities to detect complaints and grievances at the earliest possible stage, or through any other staff member who will transfer the message to the liaison officers
- Intermediate channels
- Email
- Telephone

All communication will be handled confidentially and may be submitted anonymously.

We design grievance mechanisms in line with the United Nations Guiding Principles on Business and Human Rights, which set out the guidelines for such procedures.

General grievance mechanisms »

We have several reporting channels in place for handling information requests, grievances and concerns from employees, contractors, partners, suppliers, and customers. The main ones are the following:

Our **Ethics and Compliance Channel** is a confidential means for company employees and any third parties to ask questions or confidentially and anonymously report potential breaches of the [Code of Ethics and Business Conduct](#) or the Crime Prevention Model anonymously, if desired, in complete confidence. It is managed by an independent third-party provider that offers reporters the possibility of getting in contact by telephone, mail, or email, 24 hours a day, 7 days a week. Whenever a concern is raised regarding any potential breaches through this channel, this is then reported to the company departments in charge of managing such matters and carrying out the corresponding investigations.

No retaliation is permitted against anyone who, in good faith, reports a breach or raises questions about the code, internal regulations or legislation, or against anyone who collaborates in the investigation of suspected irregular conduct.

The **Employee Service Desk** (SAE) is the main reporting channel for employees. Its purpose is to address employees' needs with regard to the company in a timely and confidential manner. SAE supports all employees at key moments of their life, such as maternity/paternity, retirement, sick leave, etc.

Our **Customer Care Service** (CRC) handles all customer care matters for the various Repsol businesses. Provided by a specialized external supplier, the service manages the petitions, suggestions, complaints and grievances received through the different channels made available to customers: telephone, email, corporate website, specific business website, and social media.

We accompany our customers in an integral and continuous way. We are available during our extensive business hours and for our most critical services we deliver comprehensive

continuous support 24/7. The service is multilingual, comprising the official languages of Spain as well as English and French to cover the current spectrum of customer needs. We also have a special sign language interpretation channel for customers with hearing impairment, in line with our firm commitment to inclusion and social responsibility.

Personal data are managed and processed in accordance with the confidentiality guarantees set out in the current legislation, and customers' needs are handled in a timely and appropriate manner.



"I have been working with the native communities in Block 57 for six years and, thanks to the dialogue and trust we have established with the leaders, authorities and populations of the communities in the operating area of influence, we have achieved a mutual understanding and shared value that benefits everyone. We maintain the social license to operate and we promote sustainable development projects in communities like Nuevo Mundo, Camisea and Shivankoreni.



José Luis Castillo Malca
Community Liaison Officer for Block 57, Peru

Operational-level grievance mechanisms »

To anticipate and prevent impacts, we implement operational-level grievance mechanisms in all our projects.

Our Human Rights and Community Relations Policy specifically outlines a commitment to establish operational-level grievance mechanisms in the local context, that adapt to each particular activity from the moment it begins and as early on as possible in the planning of the project. This enables anyone directly affected by our operations to report any human rights concern, information request or impact.

Each grievance mechanism is unique to its context and available to everyone in local languages. The process is based on informed engagement and designed according to the United Nations model.

As well as contributing to Repsol's commitment to respect human rights, the operational-level grievance mechanisms feed back into the due diligence process, enabling us to anticipate and respond to minor incidents derived from our activities and conduct remediation with the affected parties as early as possible.

It is our ambition that these mechanisms will greatly contribute to the sustainability of our operations.

Types of grievances received in our operations: »

Local content
Use of land
Participation, agreements and social investment
Damage to property
Misbehaviour of company staff or contractors
Others

Our community liaison officers play a crucial role in detecting discrepancies at the earliest possible stage because they build dialogue and trust by proactively approaching the communities to seek their perception of the impacts of our operations on the local environment.

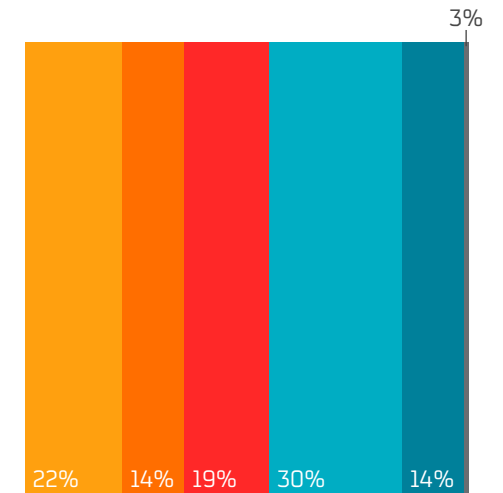
If the company's operations or those of its partners or contractors generate any social or environment impact, Repsol actively cooperates in its remediation.

Each grievance received from the communities feeds back into the due diligence process, serving as continuous learning and enhancing the lessons learned process. We adopt the appropriate measures to improve the mechanisms implemented and the relationship with our neighbors. This enables us to prevent future grievances and harm.

The two main functions of these operational-level grievance mechanisms are the following:

1. To help identify actual and potential human rights impacts and offer a channel for people directly affected by our operations to express their concerns without fear of reprisal in an environment of understanding and respect for human rights. The grievances received may come from our own grievance mechanisms or from any other judicial or extrajudicial channel.
2. To enable the company to address any adverse impacts and to make any necessary remediation early and directly.

Types of grievances received in 2023:



■ Local content
■ Land use
■ Participation, agreements and social investment
■ Damage to property, the environment and use of resources
■ Misbehaviour of company staff or contractors
■ Others

» Remediation

In our Human Rights and Community Relations Policy, we are committed to remediate the impacts that our activities, products, or services may have caused on human rights.

Therefore, in the event of significant negative impacts, we carry out a due diligence process to manage remediation in accordance with the United Nations Guiding Principles on Business and Human Rights.

In addition, we make ourselves available to national or international human rights protection systems, both judicial or extra-judicial, to work together to find solutions. At Repsol, not only are we committed to not hindering its normal functioning, but rather we establish a collaborative relationship that benefits the process's robustness and, as such, the reparation of the affected people.

In the case of impacts generated by any of our partners or contractors, we work with them to support them in the effective remediation for all people affected.



Repsol challenge

Environmental and social repair and remediation process in La Pampilla (Peru)

On January 15, 2022, an uncontrolled movement of the Mare Doricum tanker during unloading caused an oil spill on the coasts of 5 districts north of La Pampilla Refinery: Ventanilla, Santa Rosa, Ancón, Aucallama, and Chancay. From the outset, Repsol assumed responsibility for carrying out a process of environmental and social repair and remediation consistent with its internal policies and standards, as well as with international standards on business and human rights, mainly around the UN Guiding Principles on Business and Human Rights.

As part of its immediate response to the accident and in parallel to the environmental remediation and cleanup efforts, Repsol designed a **Social Action Plan** to remediate the negative impacts on the communities caused by the spill.

Emergency Phase »

This phase was launched immediately after the spill to manage the social emergency as soon as possible, demonstrating Repsol's commitment to all the people affected. The main goal of this phase was to identify the stakeholders and people affected by the temporary cessation of their activities and provide them with social support to cover their basic needs. The affected groups identified belong to 5 districts: Chancay, Ancon, Santa Rosa, Aucallama, and Ventanilla. They include associations and people engaged in fishing, commerce, and other trades related to the activity on the beaches.

As part of this Emergency Phase, 141 emergency aid agreements were signed benefiting more than 4,700 people. The type of support provided and the frequency of the deliveries were previously agreed on and optimized with these communities. Although the people affected initially requested vouchers to be exchanged for basic necessities such as food, after dialog with those affected and their associations, cards were delivered to also pay for basic services such as electricity and water. As part of these agreements, more than 10,400 vouchers/cards were delivered to those affected. This emergency phase ended on March 31, 2022.



Remediation Phase »

During the Remediation Phase of the Social Action Plan, Repsol hired an internationally renowned independent expert consultancy firm in business and human rights to develop a Human Rights Impact Assessment. As part of this assessment, the consultancy firm prepared a Socioeconomic Baseline at the time of the spill and designed a Mitigation and Remediation Plan of the impacts generated by the accident that Repsol is implementing.

In addition, as contribution to the Human Rights Impact study, a detailed analysis of the family units of affected areas was conducted by a specialized local company. This study was prepared by applying a

gender and human rights approach, in a way that it allowed to identify the different vulnerable groups and make the women affected more clearly visible.

In parallel, during this Remediation Phase, a digital tool was created to be able to have updated information of all the people affected, depending on variables such as gender, health, age, place of residence, dependents, and economic activity.

The Human Rights Impact Assessment was developed on a participatory basis through workshops and interviews with the people affected. The people who took part in the workshops were informed and trained on human rights. Afterwards, these same people commented in an atmosphere of trust how they

felt they had been impacted by the spill and the needs they had.

The results of the assessment were shared, discussed, and validated with the communities of the 5 affected districts. The voluntary participation of affected people and associations was decisive in identifying and assessing impacts realistically and defining some coherent remediation proposals with the needs of the region and validated by the affected communities.

The Human Rights Impact Assessment was carried out according to the highest international standards and by applying Repsol's Human Rights Impact Assessment Guide.

Taking into account that more than 80% of the population in the affected areas are informal workers and

do not have any kind of proof or support to prove their income, on March 4, 2022, Repsol and the Government of Peru signed an agreement to set up a Single Registry of Affected Persons, made up of around 10,300 people identified by the Peruvian authorities.

As part of this agreement and in demonstration of its commitment to Peruvian society, Repsol gave advances of the final compensation to the people that were affected to mitigate the impact on their work activities.

Informative meetings were held in the 5 affected districts about the en-

vironmental and social remediation underway. The goal was to explain to the attendees the Company's commitments regarding the remediation of human rights impacts, the process of the Social Action Plan and its stages, open channels for grievance mechanisms, and the next steps to be taken. Moreover, doubts were clarified and comments and suggestions on the Social Action Plan were received from the people affected.

Repsol has proactively assumed the commitment to remedy the effects produced without the need for any public institution to require it to do so. In this way, it proposed to the

more than 10,300 people directly affected an economic compensation to remedy the main impacts they have suffered.

As part of this compensation process, a participatory negotiation procedure was designed to which all the people affected by activity group are invited. This is a voluntary and mutual agreement process, in which both parties must feel there is transparency and that everything is based on good faith.



“Right from the start, the Company has taken responsibility for all the environmental and social consequences of the spill, following our commitment to act with Human Rights Due Diligence in all the places where we operate.”

For this, we have relied on the best international experts, both in the environmental and social areas. We have the chance to be pioneers in an unprecedented environmental and social remediation, showing the way forward in such a critical situation.

At Repsol, we are deeply sorry for the consequences that the spill caused and we ratify our commitment to achieving the economic and social reactivation of the area affected. We continue working with the authorities, fishing community, and sellers, and to respond effectively to the public with transparency.”



Luis Alberto Vasquez Madueño

Director of Communication and Institutional Relations Repsol Peru



Stage 1

Briefing

The goal of the first meeting is to obtain information on the economic income, temporality, dynamics, and characteristics of each job and the amount of compensation considered by the group.

Stage 2

Compensation meeting

The results of the analysis of the information collected and the estimated amount of compensation are explained.

Stage 3

Negotiation meeting

We once again explain the details of the process and conclusions reached regarding the amount of money that a specific group of affected people should receive. An amount is offered and negotiations are carried out to reach a consensus.

Stage 4

Signing the agreement

The agreement is signed in the presence of a notary to verify the signatory's identity. At that moment, the bank is ordered to pay and have the money at their disposal within a maximum period of 10 days. The signed document is sent to a notary to be Legalized and a copy is returned to the person after receiving the final compensation.



“One of my passions is the sea and everything related to it: its life, its resources, its strength, the feeling of freedom it transmits, the admirable life of fishers, motivation and sacrifice, subsistence, camaraderie... This is why I've always worked in the fishing sector. When Repsol contacted me to support social management after the spillage, I thought it was a great opportunity to help by putting my knowledge into practice to collaborate with Repsol and give back to the population with a productive sea, cleaner beaches, improving their quality of life and providing development opportunities. From the get go, I understood that the Company was committed to remedying the environmental and social impacts of the spillage and that the final result was going to benefit those affected and the entire population in general of the 5 affected districts.



Social management is proving to be a challenge in every sense of the word, but I remain convinced that the path we've chosen is the right one. With great effort, dedication, and, above all, transparency, we've managed to establish a continuous dialog with those affected and rebuild trust in the Company. We've achieved this by providing accurate information, recommendations, and a 24/7 open-door policy, offering spaces for dialog in which those affected can feel safe and re-assured. “It's been a huge challenge and honor to have reached compensation agreements with over 10,000 affected people, which just shows the determination of the Repsol Peru social management team.”

José Edgardo Allemant

Consultant specialized in Fisheries.

As of December 31, 2023, the Company has reached compensation agreements with people considered affected and from the Single Register of Affected Persons prepared by the Presidency of the Council of Ministers (PCM) of Peru and the National Institute of Civil Defense (INDECI), reaching 10,109 agreements for lost profits in 2022 and 9,682 people in 2023, resulting in a 95% progress in compensation.

The numbers provided are based on the Single Registry of Affected Persons (PUA) which contains 10,273 people.

Development phase »

During the Development Phase, Repsol has designed and is implementing a strategy of social investment and sustainable development projects, which make up Impulsared, the social and economic re-activation program for the area affected by the spill. This strategy is based on proposals in accordance with the needs of those affected, which come about from the workshops and meetings held in the 5 districts and through the collaboration of the affected communities, associations, social, national, and international organizations, as well as the corresponding authorities.

For the Development Phase to succeed, participation and feedback by all the agents involved is key for optimizing the program, promoting the empowerment of the communities, and ensuring that the wealth generated remains in the territory.

The actions carried out as part of the Impulsared pilot phase in 2023 are:

- Creation and launch of the Center for Entrepreneurship and Innovation. This is the cornerstone of the program and was created in collaboration with Fundación Pachacutec. From this Center, the technical capabilities and productivity of the beneficiaries are strengthened. Training is also provided in social economy, vision, and business models, which is key so for the beneficiaries of the program to be able to design

Action lines

Fisheries/Professions, Nutrition and Wellness, Environment/Circular Economy, Sustainable Tourism.

Main goal

Improve the economic activity of the area through entrepreneurship, promoting social well-being with greater community cohesion, while focusing on gender.

Beneficiaries of the program

People from the 5 affected districts related to the affected productive chains.



and launch their social economy ventures and businesses and formalize their employment situation.

- Selecting the beneficiaries of the Impulsared pilot. 127 people selected to take part in the pilot phase who belong to the fishing sector (filliters and fishers) and cooks from Ollas Comunes. Over 70% of those selected to take part in the pilot phase are women.
- Alliances with collaborating organisations to exponentially enhance the Impulsared's scope. During the pilot phase, collaborations were formed with Fundación Pachacutec, the Universidad de Ingeniería y Tecnología UTEC, the CITE pesquero, CETPRO Ventanilla and CCORI Cocina Óptima (with chef Palmiro Ocampo).
- Design and launch of ventures

for the beneficiaries of the pilot phase. During this pilot phase, the beneficiaries of the project created a total of 7 social economy companies based on the technical and innovation and entrepreneurship training provided. The selected ventures will receive seed capital for their start-up and support during their start-up and operation.

All activities and processes related to Impulsared are aligned with the United Nations 2030 Agenda, a commitment Repsol acquired since its approval. Repsol is aware of the company's important role and the positive social impact of its activities contributing to sustainable development while satisfying energy demand, which is essential to cover people's basic needs in a safe, affordable, and sustainable way.

CLAIM AND COMMUNICATION CHANNELS

All actions that are part of this Social Action Plan are being carried out in continuous dialogue with the associations and representatives of these interested parties to optimize the process and verify its effectiveness. Repsol maintains continuous and transparent dialog with the affected communities and authorities.

Communication channels have been set up so that any affected person can contact the Company and make a claim, complaint or raise a concern without fear of retaliation and with the commitment to protecting personal data.

A grievance mechanism was designed and implemented adapted to the circumstances of the context and those affected. This complaints mechanism was designed to be ac-

cessible to anyone through different communication channels and has been adapted and updated based on observations and analysis of interactions with those affected who use them.

The necessary communication channels were identified as emails, social networks, filling out a form on the compromisrepsol.pe website, phone calls with continuous attention, and our community relations' Whatsapp. Those people who cannot make a report through any of these means can present their claim at the La Pampilla Refinery Reception Desk or to our community relations officers who work in the different affected districts.

The grievance mechanism was explained during the training sessions provided to those persons from the affected areas and through announ-

cements on social media, by broadcasting in markets and community centers, and also by the community relations officers present in the 5 districts.

Everyone has access to the grievance mechanism without fear of retaliation. Repsol undertakes to analyze each claim case by case and respond as soon as possible.

In 2022 and 2023, the number of people affected and the extent of the spill generated a large number of claims, requests for information, and concerns, with the vast majority being related to the compensation process for those affected.

In addition, in the website compromisorepsol.pe all progress and recovery work can be consulted. Progress is also shared on the company's social profiles.



“At Repsol, we believe in the effort and entrepreneurial capacity of the people of Peru. The experience gained in social management and dialog with the those affected after the spill has been key to setting up Impulsared program.



This project is part of the remediation actions and has the ambitious goal of improving socioeconomic conditions in the five districts affected by the spill.

Impulsared's goal is to promote sustainable entrepreneurship in the area with a gender approach and focus on the Sustainable Development Goals of the UN's 2030 Agenda.

Through technical training and entrepreneurship skills, the beneficiaries of the project will launch their own social economy business initiatives. They will receive support for the formalization of their ventures, seed capital, and will be able to increase their income in a sustainable manner.

For the program's success, we have the guidance of experts such as Akuaipa Transformation and solid strategic alliances such as Fundación Pachacutec, CITE Pesquero Callao, UTEC, and chef Palmiro Ocampo, co-founder of CCORI Cocina Óptima, who share Repsol's vision and contribute substantially to the program's goal. Impulsared is a collaborative project in which we are going to continue incorporating partners, links, and fellow travelers to continue building and benefiting more and more people.”

Tine van den Wall Bake
Impulsared



» How we improve: lessons learned

Monitoring compliance with the policies and their associated regulations and standards is the responsibility of the work center or business unit management, which analyzes the non-conformities, grievances and suggestions to define the necessary corrective actions and, where appropriate, transfer the experience to other areas to create a lesson learned.

This continuous improvement mechanism is formalized in the framework of the Health, Safety and Environment management systems. We set improvement objectives and goals that systematically take into account our stakeholders' requirements, and we continuously evaluate performance in these three areas and implement the necessary corrections to achieve the proposed targets, defining verification, audit and control processes to ensure this.

Specifically, regarding Safety, our main objective is to reduce the probability of serious and high potential accidents from occurring, improving and systematizing the safety management process, for which we work on people, facilities, and processes. Prevention, incident analysis, communication, improvement actions, and the company's lessons learned process help us to control and manage risks. Our assessment methodology also analyzes the degree of maturity of the safety culture in the different facilities and business units, and with the results obtained during these assessments, we develop improvement plans. These related actions and the evaluation of their efficiency contribute to the continuous improvement process.

Apart from the Health, Safety and Environment areas, as regards human rights it is the expert areas that propose the monitoring measures as well as any corrective actions, if necessary.

At Repsol, we draw up annual sustainability plans by area and business based on a continuous improvement cycle. The main beneficiaries are people and the environment, and the plans have great potential capacity to transform the company. They allow us to anticipate ongoing social changes and give us the opportunity to adapt to them in an orderly and progressive manner.

The company's compliance function strengthens compliance culture across the Group and improves our ability to identify ethics and compliance risks. We focus especially on anti-corruption measures, money laundering and terrorist financing prevention, crime prevention, international sanctions, antitrust rules and personal data protection.

In the Diversity and Inclusion area, the information in compliance with the Spanish Disability Act is reported monthly and surveys are periodically conducted among employees to gauge the workplace climate and perception about our people policies.

With regard to labor rights, the collective bargaining process between the company and the unions is the framework for monitoring and continuously improving labor relations.

The company's expert areas consolidate and monitor the results of the relevant indicators at least once a year. Performance is appraised and

compared with external references to determine the necessary measures for continuous improvement. We work with other companies and sector organizations to draw up standards, analyze best practices and transfer lessons learned.



Our commitment to transparency is reflected in the Integrated Management Report, the cornerstone of our annual public reporting that includes both financial and sustainability information



Success story

Air Quality Observatory of Camp de Tarragona

Air Quality Observatory of Camp de Tarragona was created as a response by Repsol and the Institut Cerdà to the concern detected in the territory about air quality by social and institutional agents.

The Observatory is a tool for measuring, assessing and publishing regular data on emissions — from volatile organic compounds in particular— in the industrial areas of Tarragona. The Air Quality Observatory is open to the participation of all the agents the territory, expanding the scientific and technical contributions and serving as a point of knowledge sharing and debate for the benefit of the population.

At our industrial complexes in Spain, we handle grievances with the methodology in our certified environment management systems based on ISO 14001, and we have telephone lines open 24/7, contact mailboxes or WhatsApp groups to help us to engage with our environment and enable any citizen or collective to inform us of their complaints, concerns and comments.



Human rights objectives »

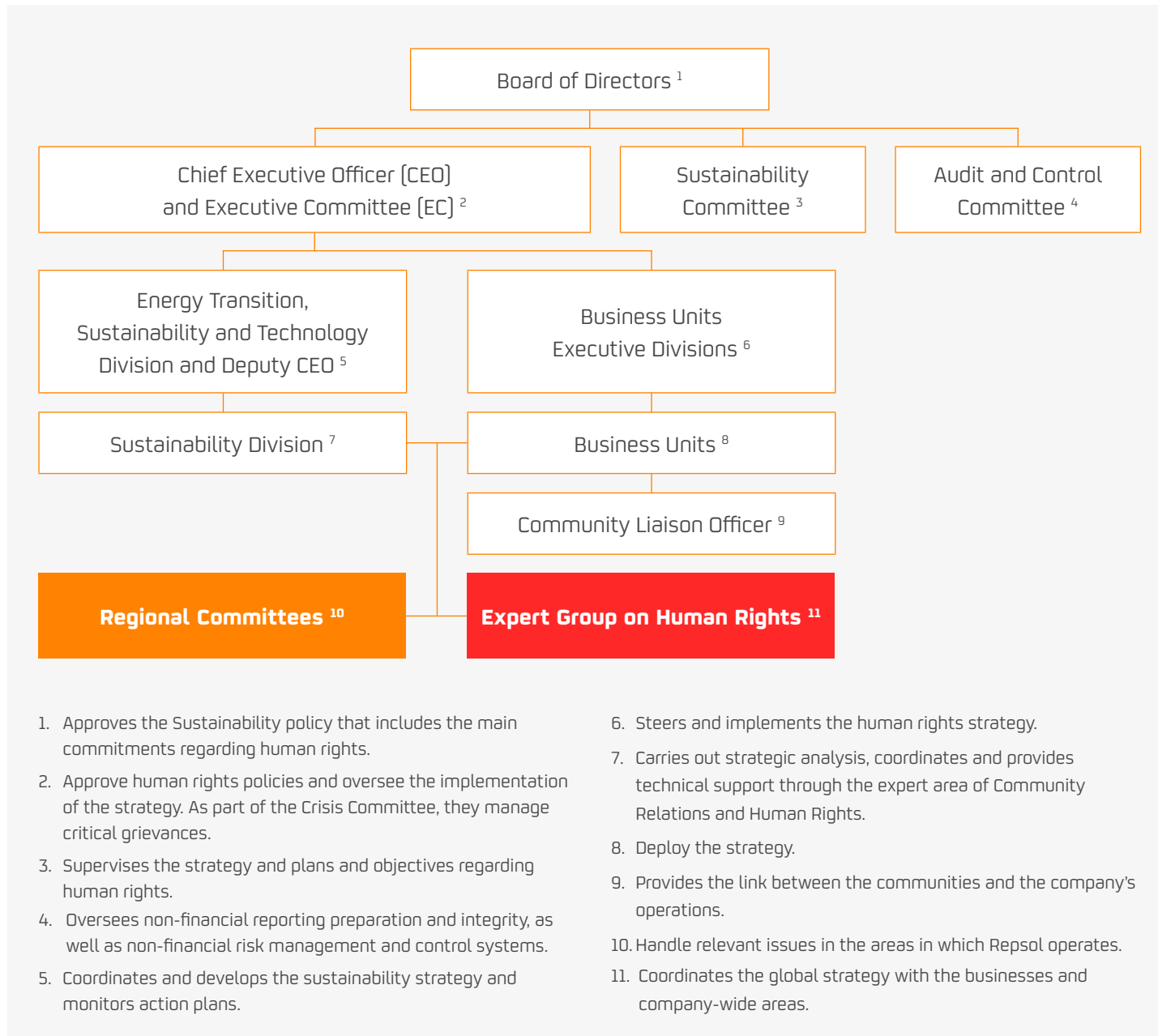
As part of the due diligence process, every year the company defines global and local human rights objectives, adapted to the context of its operations. These objectives are enshrined in the

[Global Sustainability Plan and the Local Sustainability Plans](#), which include information about the progress in achieving the objectives.

We also set sustainability objectives that have an impact on performance-based remuneration at the different levels of the organization.

In the case of long-term variable compensation, which affects all senior management -including the CEO, and other employees, 40% of the objectives for the period 2023-2026 are linked to sustainability. Business annual sustainability objectives are weighted between 20% and 40%.

» Governance in human rights



"From the perspective of the Operations Unit, governance in human rights is about managing good relations with our stakeholders, identifying their needs and concerns, anticipating risks and impacts, finding areas of common interest between them and the company, implementing our policy and regulations, and translating challenges into opportunities. You cannot do business without good relation with stakeholders, and you can only achieve good relations by respecting human rights."

Amir Faisal Jindan
Stakeholders Relations Manager in Indonesia

Repsol carries out governance in human rights at different levels and across all businesses and corporate areas.

Governance commences with the company's Executive Committee and passes through our multidisciplinary Ethics and Conduct Committee. It encompasses a series of specialized functions, such as Human Rights, Community Relations, and Compliance, as well as company-wide areas like Procurement, People and Organization, and Information Technologies, all of which play a critical role in ensuring respect for human rights in their respective areas of influence.

Executive Committee »

The Executive Committee approves all internal regulations on community relations and human rights, and monitors the key issues related to these areas. For example, particularly critical grievances may escalate for management by members of the Executive Committee.

Ethics and Compliance Committee »

The Ethics and Compliance Committee sees to manage the prevention, monitoring and response system of the Repsol Group's Crime Prevention Model and compliance with the Ethics and Business code of conduct.

The committee is multidisciplinary, comprising representatives from the following areas: Legal, People and Organization, Communication, Insti-

tutional Relations, Audit, Control and Risks Management, Labor Relations, Occupational Legal Proceedings, and Occupational Health.

Community relations and human rights »

Repsol's Sustainability Division includes a Community Relations and Human Rights Corporate area that establishes, controls and monitors the regulatory framework and proposes action and training plans.

At the regional level, different committees meet periodically to address specific issues of the social function in all the locations where we operate.

At a local level businesses rely on the community liaison officers. They are the company's visible face for the communities. This team of experts creates a friendly environment based on good faith. They are the nexus between the company and the communities for mediating in any discrepancies and conflicts that may arise, seeking an understanding that is beneficial for both parties.

People and organization »

People and Organization comprises several areas with responsibilities related to the human rights.

The Diversity and Inclusion area promotes the development of an inclusive culture based on the principles of equality and non-discrimination. They encourage diversity on every level and dimension.

The Labor Relations area of People and Organization is responsible for the collective bargaining with the employees' representatives and monitors compliance with the current labor legislation.

Focused on employees, the Framework Agreement Monitoring Committee is the highest level of employee representation and its mission is to ensure compliance with the contents of the Framework Agreement as the maximum expression of collective bargaining in Spain.

Additional committees created under the collective bargaining agreement like the guarantees, Health and Safety, and Equality committee, work to incorporate the perspective of both the company and the employees.

Procurement management »

The procurement management units of each business are responsible for the human rights aspects in our supply chain, through a close and straightforward interaction with the suppliers, following the standards established by the procurement corporate area.

» Our alliances



The 2030 Agenda has revealed the importance of alliances between different organizations to achieve complex objectives. At Repsol, we understand that collaboration is vital if we want to make real progress in reaching objectives. We accept our role as an element of change in society, and we know full well that by working closely with other entities our positive impact will be stronger and more immediate.

In these alliances, we encourage collaboration with the communities, with partners to extend best practices in the sector, with our suppliers through supplier development projects, with civil society on sustainable development projects, with national and local governments, with organizations that group communities, and with international organizations.

As an example of this collaboration, in 2018, we signed an agreement with

the United Nations Development Program (UNDP) to promote sustainable development in 20 countries.



At the sector level, we are involved in working groups at various levels:

- The country teams are actively involved in the local groups alongside other companies in the Oil&Gas and extractive industries.
- At the corporate level, we are involved in international working groups on social responsibility, safety and the environment, where the aim is to share best practices and develop international regulations:



These working groups allow us to improve by leveraging the experiences, lessons learned and best practices of different companies and specialized organizations.



Success story

Alliances with other companies in our industrial complexes

Our complex in Bilbao collaborates with local companies, driving initiatives to harness synergies between businesses and public institutions and steering technological developments toward potential decarbonized energy markets. Our industrial complex in Cartagena works closely with other companies to achieve Sustainable Development Goals at the Port of Cartagena.



Success story

The broad alliance in the sector to tackle the climate change challenge



Repsol is a member of the voluntary Oil and Gas Climate Initiative (OGCI), which shares best practices and solutions in the field of climate action with the aim of accelerating the industry's response to climate change. The initiative includes OGCI Climate Investments, a billion-dollar fund that invests in technologies and projects to accelerate the energy transition in oil and gas, industry and transport.

Led by the CEOs of 12 major energy companies from around the globe, OGCI is a clear example of the necessity of collaboration to achieve the most ambitious objectives.



Combining efforts is the way to go farther and faster in the fight against climate change

Josu Jon Imaz



Success story

Driving sustainable development and social protection of the indigenous peoples of Megantoni (Peru)

In the Lower Urubamba basin, where the operations of Block 57 are located, Repsol has been promoting multi-stakeholder partnerships since 2020 through the project “Recovery and social protection of indigenous peoples - Phase II”, strengthening the territorial development of the Megantoni communities in the province of La Convención, Cusco. The Company **has helped articulate and promote territorial development under the human rights policies** that guide our social performance, in the form of a long-term project that is comprised of different phases.

FACING THE HEALTH CRISIS

In **2020**, the project focused on **responding to the challenges of the Coronavirus pandemic** in the region through the strengthening of the health platforms of the Megantoni - COVID Indigenous Commando of Cusco. The reactivation of the Covid-19 Amazonian Commando was a fundamental action. Made up of the indigenous federations, subnational health organizations, NGOs, and public and private institutions, the platform is responsible for identifying the progress and challenges of Covid-19 as well as new actors and key information to contribute to the definition of the local plan in the medium term, beyond recovery.

The Recovery and social protection Phase II of indigenous peoples project continued in **2023** with the following actions:

IDENTIFYING THE ENVIRONMENT'S PRIORITIES

In **2021 and 2022**, through our allies in the territory, and within the framework of a dialog and engagement process with local communities and their indigenous organizations, a **Territorial Development Plan** was formulated and validated by the communities themselves, which defined local priorities for their own sustainable development, especially in light of the necessary economic recovery following the Covid-19 pandemic.

The process of defining the **“Action plan for the socioeconomic response and recovery from Covid-19 in the Megantoni District communities”** generated an interesting exchange of data, discovery of evidence, and a process of analysis with the different stakeholders, which allows for the identification of comprehensive, consensual, and sustainable solutions to safeguard the future of one of the most vulnerable populations in the country.

STRENGTHENING OF THE HEALTH PLATFORMS OF MEGANTONI

Technical support is provided to the COVID Indigenous Commando of Cusco, by strengthening the capacities of its members and the dissemination and positioning of the Action Plan for the Response and Recovery from Covid-19 in the Megantoni district. The Commando is made up of public institutions and

indigenous organizations (CGBU, DDC Cusco, GERESA, AYNÍ Desarrollo), which have united to formulate a joint implementation proposal with the Social Development and the Economic Development Departments of the Municipality of Megantoni. Furthermore, the CGBU is accompanied in presenting the Action Plan in different dissemination spaces in order to channel the financing necessary to undertake this ambitious program.

PROMOTING COMMUNITY-BASED ECONOMIES IN MEGANTONI

Based on the request for technical support in cocoa production systems expressed by indigenous leaders and, finding in the reflections and perspectives of local actors, many gaps in information on their value chain, an **Analysis of the technical, social, and economic feasibility of the production and marketing of cocoa in the indigenous communities and rural settlements of the Megantoni district** was carried out.

A participatory methodology was proposed to gather information on the cocoa value chain. This methodology was defined with the support of indigenous organizations in the area and in collaboration with producer association. The collection of field information was led by the CGBU and, with this information, the productive, economic, and social model of the activity was es-

tablished, generating important strategic information for the development of the chain and for proposing improvements in technical support services.

STRENGTHENING CAPACITIES TO PRODUCE SUSTAINABLE COCOA

Within the framework of the Project, communities receive technical support in cocoa production systems in three phases:

- Identification of the productive reality of each community [Baseline].
- Development of a training plan.
- Implementation of a training workshop per community and rural settlement.

In the indigenous communities of Puerto Rico, Miaria, Sensa, Nueva Luz, Nuevo Mundo, and Nueva Vida, this technical support was carried out directly, while in the communities of Sababantiari and Saringabeni and Kitaparay Rural Settlements, it was done within the allocation of a micro-credit to the Machiguenga Council of the Urubamba River (COMARU).

IDENTIFYING GENDER BARRIERS IN SUSTAINABLE DEVELOPMENT IN MEGANTONI

Within the framework of promoting gender equality and the empowerment of women, Repsol conducted a gender analysis in the indigenous communities of the Megantoni District. The aim was to identify the differences and inequalities that influence the equal participation of women and men in the development of strategies aimed at energizing territorial development based on the cocoa value chain, and in the

implementation of the Action Plan for socioeconomic recovery from COVID 19 in the district of Megantoni. Information was collected from an analysis carried out in 7 indigenous communities: Camisea, Shivankoreni, Kiriguetai, Nuevo Mundo, Sensa, Miaria, and Puerto Rico.

The study identifies structural problems in the area regarding the participation of women in development processes, such as:

- a) The levels of participation of women and men in community decision-making, in the labor market, and in the use and control of natural resources (forest management and economic activities such as cocoa) and
- b) The patterns of cultural and social behavior in direct opposition to the interests of women's associations or ventures.

In addition to the gender and intercultural approach of these activities, the perspective of adapting to climate change is also considered a key factor in the different projects being undertaken in the Peruvian Amazon. Through the coordination of authorities, indigenous federations, and local communities, we contribute to the territorial development of native communities, centered around people and their livelihoods.



“A few years ago, we began a transformation process for the company's social management. We call this transformation “sustainable coexistence”. While carrying out this transformation, we encountered questions and major challenges. We searched for strategic partners for contributing to territorial development, and we saw the communities and their indigenous organizations as key actors in carrying out this transformation successfully.

Taking this path, we encountered severe limitations arising from the pandemic in an unfamiliar context. However, we conducted an innovative process through a positive multi-stakeholder dialogue that involved everyone in achieving the proposed goals.

The road ahead is long. We have moved forward, but there are still challenges to overcome. However, the experience of building alliances with communities and other actors makes us hopeful that we will succeed in bringing about change”.



Vanessa Carolina Joo Garfias
Community Relations
Senior Analyst

Key issues »

In line with the recommendations of the United Nations Guiding Principles (UNGPs) reporting framework, we rank human rights issues according to the severity, scope, and ease of remediation of the impacts our activities may generate on people.

We use several sources to help us detect the most critical issues that we need to address with particular care:

1. Risk and impact assessments
2. Grievance mechanisms
3. Consultations with stakeholders: investors, rating agencies and customers
4. Feedback from our businesses in countries
5. Social audits

We consider the following issues to be critical or key for our company:

- Climate change
- Labor rights
- Rights of communities and special rights of indigenous communities
- Human rights in the value chain
- Health and safety

- Equity and diversity
- Environmental rights
- Harassment and discrimination
- Security forces and human rights
- Land rights

In addition to these key issues, which are embedded in our management system due to their relevance for our activities, there are other issues that demand our attention. These issues are in the sights of our stakeholders, or may be key issues for the company's decarbonized businesses. Therefore they are included in our management system to avoid risks in the future. These issues are as follows:

- Minerals in conflict areas
- Forced and child labor
- Right to clean water and sanitation

Repsol adheres to the United Nations 2030 Sustainable Development Agenda and contributes to the 17 Sustainable Development Goals (SDGs).

The 2030 Agenda highlights the need to encourage the necessary alliances between public and private entities as a means of finding solutions

and best practices to achieve the 17 goals, which address economic growth, social inclusion and protection of the environment.

For Repsol, the SDGs mean an opportunity for conducting more responsible businesses.

They promote innovation and technology as essential tools for responding to the energy transition and demand the collaboration of the multiple actors involved in this common effort for the whole society. We contribute to all the SDGs, but in view of our stakeholders and the energy sector to which we belong, we believe that our efforts should be particularly focused on the goals where we can make a real difference.

These are:



Leticia Padura
ESG Investor Relations
Manager

Analysis of double materiality »

The relationship with stakeholders is a fundamental element of our business model. Therefore, we work to identify and understand their expectations regarding our sustainability and human rights performance, as well to integrate them into our decision-making processes.

We listen to our stakeholders

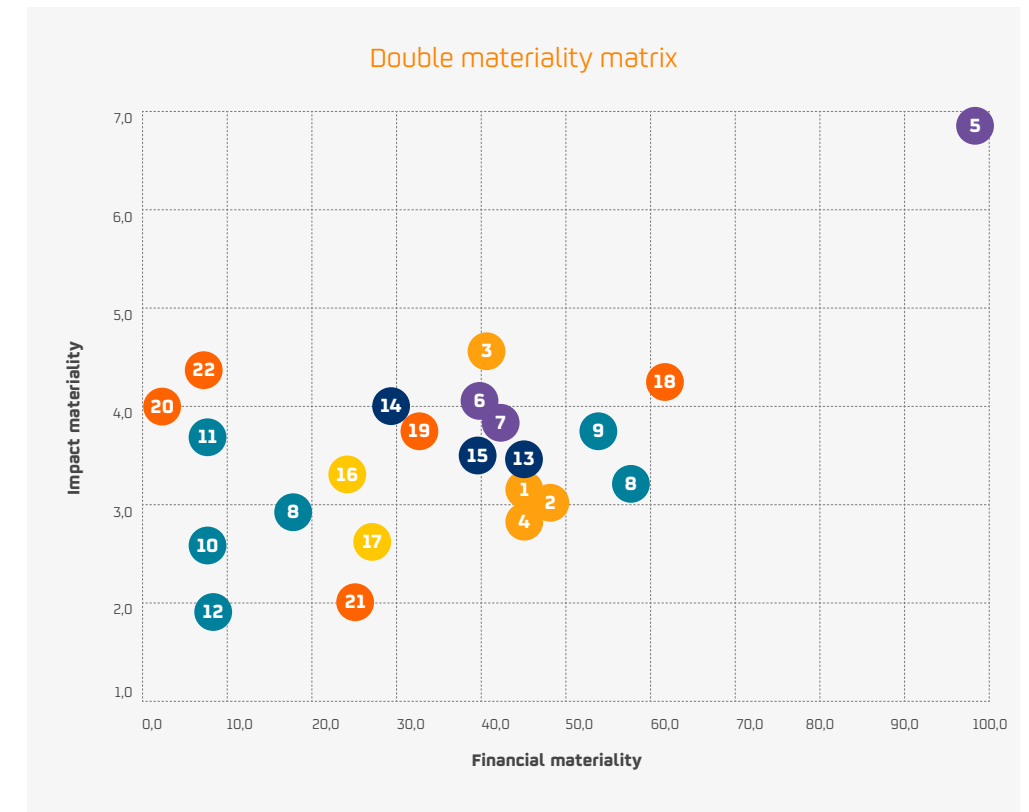
2023 material topics

R ¹	Topic	ID	Category
01	Energy transition strategy and sustainable technologies	5	Critical
02	Integrity	18	Significant
03	Health and prevention of work-related accidents	9	Significant
04	Circular economy and waste management	3	Critical
05	Labor rights and employee satisfaction	8	Significant
06	Human rights	13	Significant
07	Sustainable finance	7	Significant
08	Adaptation to climate change: environmental management and natural disaster protocol	6	Significant
09	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 security	10	Important
21	Talent attraction, retention, and development	12	Important
22	Good governance and responsible leadership	20	Important

¹ Ranking

The materiality analysis is constructed in 5 stages and aims to identify the most relevant environmental, social, and governance (ESG) matters for the Company and its stakeholders.

1. Analysis of stakeholders
We identify and classify them based on their relationship with the company.
2. Creation of a preliminary list of sustainability matters and associated impacts
3. Prioritization of material topics, applying the concept of double materiality
 - Financial materiality reflects the potential economic impact of ESG risks and opportunities on the Company itself.
 - Impact materiality refers to the impact that our activities have on the surroundings, environment, and society. It is obtained through consultations with stakeholders.
4. Building of the double materiality matrix
5. Validation of results, communication, and incorporation into the Sustainability Strategy



- Natural capital
- Climate change
- Human capital
- Commitment to society
- Value chain management
- Ethics and transparency

» Digital transformation



During the course of its ongoing digital transformation process, Repsol has evolved into a customer-centric, multi-energy company boosted by big data, artificial intelligence (AI), and other technologies.

Repsol is one of the eight founding Spanish companies of IndesIA, the first data economy and AI consortium in Spain's industrial sector.

The creation of the Generative AI Competence Center has achieved to democratize access to information, removing any geographical, economic, or social barrier and allowing education and knowledge.

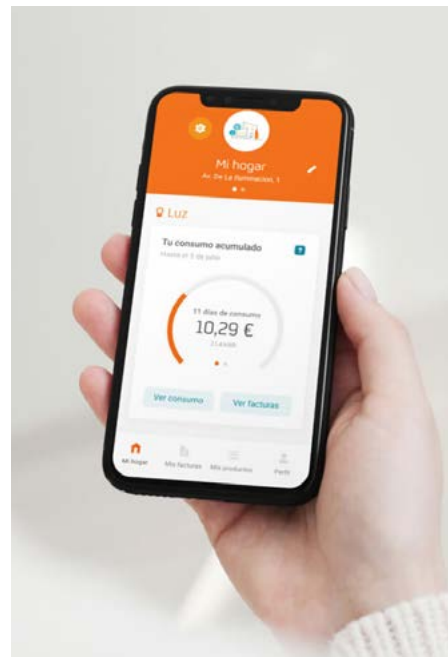
AI is the cornerstone in the development of the majority of our most important digital initiatives. Seismic data in Exploration and Production, efficiency and safety in our 4.0 industries, the customization of experiences, and artificial intelligence in data among others, are all key to our success as a multi-energy company.

One of the numerous practical applications of this technology is Autonomous Plants, where AI uses data to learn from past situations, making operations safer and more efficient.

We can predict what will happen in the future to optimize maintenance tasks and avoid errors to improve the safety of people and facilities or anticipate hazards before they occur. We can supervise operations remotely, reaching any location in the world and guaranteeing efficiency and safety.

However, the challenges of responsible use of AI are not few in number. Repsol has defined 6 principles (privacy and data governance, security and protection, transparency and explainability, justice, control and human monitoring, and environmental sustainability), as well as procedures aligned with the European AI Act.

One of the first steps we have taken as a company is to undertake a peer review of our collaborating companies, whereby the Data & Analytics Hub conducts a specific procedure to grant a "seal of approval" to collaborators who develop AI with Repsol.



We prioritize training and awareness-raising about cybersecurity and data protection

Other examples of steps in the digital transformation that Repsol is currently carrying out related to sustainability are:



represents an example of the use of digitalization to create 100% sustainable energy models to pave the way to distributed generation through solar communities in urban areas.



is a digital product targeted at connected customers committed to efficient energy management at homes that allows to voluntarily offset the emissions derived from their gas consumption and decide the source of the energy they use.

#SMApp uses digitalization to leverage safety and environment enhancements, providing employees with immediate access to information about safety in their work environment: they can check their mobile anywhere, anytime, to see the progress on safety objectives and updates on preventive measures and lessons learned.

Cybersecurity and data protection »

We are aware that digitalization brings challenges that affect people and their basic rights. The privacy of our employees and customers is a challenge that we address proactively and with determination.

The Data Protection Officer and their team guarantee that the personal data we process are properly protected, ensuring respect for honor and privacy throughout their life cycle.

From the Chief Information Security Officer (CISO) to the Local Information Security Officers (LISOs) in countries and key assets, we have a large team of people working to ensure cybersecurity awareness and governance.

Set of regulations »

Our company has a regulatory framework headed by a Code of Ethics and Business Conduct, which reflects values such as inclusion, trust and integrity in the work environment, applicable to all personnel and commercial partners.

We have an advanced personal data management system, which establishes privacy principles in a tangible and operative manner, rigorous protocols to respond with determination and precision to the demands and rights concerning data protection.

In addition, a due diligence procedure has been established for the selection of suppliers that handle personal data, which seeks to guarantee that prior to contracting, the security measures are evaluated to ensure the confidentiality and data integrity.

Principles and lines of action »

Applying the **principles** ...

... allows us to coordinate the following **lines of action**:

Risk-based management

We implement safety measures based on risk analysis in order to protect people and our operations.

Zero trust

For protection from cybercriminals, we establish maximum safety measures in all our activities and systems, even if they have an apparently safe zone.

Safety and privacy

The safest product is the product that is designed as safe from the start, and safety and data protection are therefore built into our processes for creating products, processes and systems.

Governance

The Data Protection Compliance area creates controls, internal policies, and implements measures to assist with compliance with the data protection principles from the design stage and by default.

Identification

We have a Cybersecurity Strategic Plan based on internal assessments and independent benchmarks, as well as risk analysis of our activities.

Protection

We maintain and continuously improve processes and technologies to protect our systems and devices, including an annual control to record all processing activities.

Detection

We monitor our networks, systems, and devices in real time to detect any attempted attack.

Response

We are trained to respond quickly and minimize the impact of a cyberattack. If the incident affects personal data, we launch strategic plans and monitor the situation, reporting to the Privacy Group.

Recovery

Once an incident has been detected and controlled, our systems quickly recover their normal activity thanks to our Business Continuity Management.



Our employees

- Decent work
- Remuneration
- Safety
- Health and well-being
- Diversity, inclusion, equality and non-discrimination
- Freedom of association and collective bargaining
- Ethics and conduct
- Training



Carmen Muñoz Pérez
Corporate Director of People and Organization

At Repsol, we know that our main competitive advantage lies in the people who make up the company and hence the strategic value of managing our employees and teams and of developing talent. This is an organization with a diverse team of skilled, qualified and committed professionals that sets it apart from others in its field.

To achieve this, we follow a talent management policy that guarantees equal opportunities and equity and we promote professional growth and evolution of ways of working. Our goal is to have an increasingly flexible working environment, promoting collaborative work and contributing to make a more competitive, innovative and modern company that adapts to the changing needs and lifestyles of the societies in which it operates.

Labor rights are well integrated in our culture in all the countries where we operate and quality social dialogue is an essential tool for achieving suitable working conditions and fair wages.

The goal of our global compensation strategy: to go beyond mere salary competitiveness and create a value proposal for our employees that generates an emotional salary and a sense of belonging to the people who work at Repsol.

We promote and facilitate work-life balance and we adapt to the different environments and countries in which we operate. Work-life balance is a key pillar of our agenda and we

go beyond what is legally required to offer our employees a work environment that safeguards their safety and their physical and mental health.”

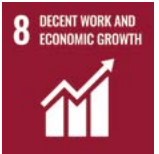
» Our firm commitment to fundamental rights

As part of its commitment to ensure decent work for all its employees, Repsol respects the human rights recognized in the Universal Declaration of Human Rights and the Fundamental Principles and Rights at Work established by the International Labour Organization.

As indicated in the Crime Prevention Manual and the Ethics and Conduct Code for Suppliers, Repsol pursues and reports in all its operations and business relationships any behavior related to crimes against workers' rights and modern slavery, such as deceiving or abusing workers with detriment of their labor rights, recruiting people by offering deceptive working conditions, employing people without a work permit, limiting the exercise of freedom of association or the right to strike, human trafficking, forced labor or exploiting minors.

To work with partners and contractors, we add clauses in contracts that include the obligation to comply with our Code of Ethics and Business Conduct and we carry out a rating process that helps us to rule out suppliers that do not meet our human rights requirements.





» Decent work

Working time »

At Repsol, we ensure that international standards and national laws are observed regarding working time in our organization. Our main objective is to combine high productivity while safeguarding the physical and mental health of our employees.

Repsol carries out its activity in a challenging environment with a high demand for work. In this context, Repsol understands how critical flexibility and work-life balance are for the well-being of its employees, favoring the balance between their personal and work lives and promoting flexibility. Cultural, generational, and professional diversity involves different needs and ways to achieve this balance, a key aspect in management since all the studies confirm

that only when employees are satisfied do they feel committed.

Work-life balance implies cultural development, a change in the traditional conception of work. To promote these changes, since 2007, we have a **Diversity and Work-life Balance Committee** (currently the Diversity and Inclusion Committee) in which top management participates, leading programs to improve diversity management and facilitate work-life balance.

An emblematic program at Repsol and a pioneer in Spain is **teleworking**, which was started in 2008 as a pilot experience and was rolled out in several stages.

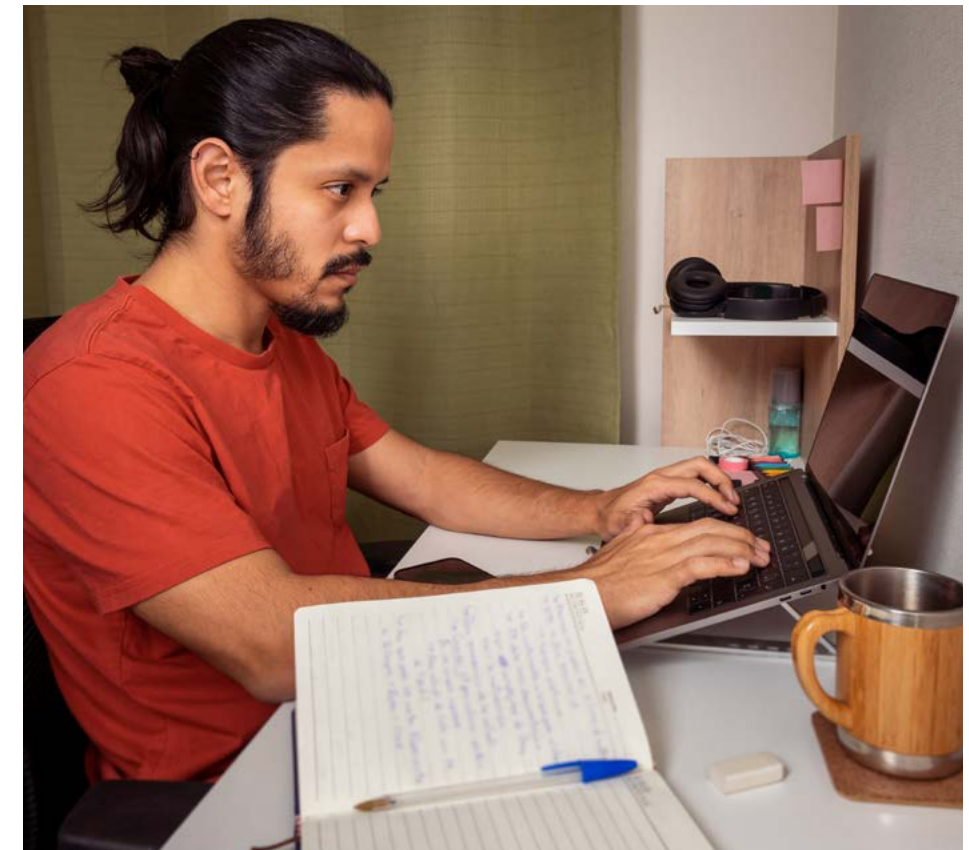
Following the successful results, Repsol decided to make a strong commitment to teleworking, progressi-

vely adapting its implementation to the company's different situations. The Technical Committee for Equal Opportunities of the 4th Framework Agreement, of which the main unions in Spain are members, agreed with the pilot's approach and took part in the follow-up. This allowed the text of the 5th Framework Agreement to include the operating rules for teleworking and to agree on its progressive implementation throughout 2009 and 2010.

Having consolidated the different teleworking options, in 2023, Repsol advanced in flexibility and included a new flexible teleworking modality without having to establish set days, thus committing to the trust, self-management, and responsibility of people, and allows for the option to telework from a second residence.

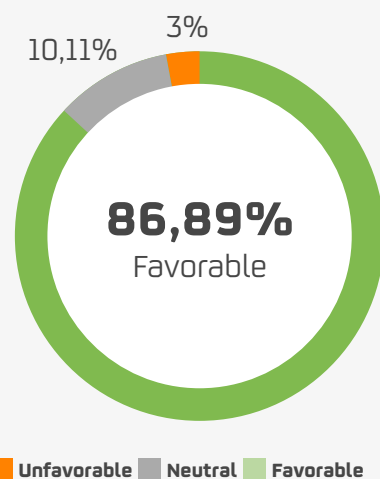
Repsol has been implementing teleworking progressively in other countries for more than a decade, applying a mixed model that combines physical presence and remote work for suitable positions. In 2023, the number of people teleworking has increased by 25.7% compared to 2022, amounting to a total of 6,796 people (4,506 in 2021).

In addition to teleworking, many countries have established the practice of **flexible hours**, which allows employees to adjust the start and end of their workday to meet their personal needs. Employees can start work before or after the scheduled time, while fulfilling certain core hours in which they must provide service, excluding the lunch break. This is the case, for example, of Germany, Brazil, the United States, Spain, France, Netherlands, Italy, Luxembourg, Portugal, Indonesia, and Norway. In addition, many countries have compressed their working hours during the week so that employees can benefit from Friday afternoons off and more rest on the weekend. And even Spain has compressed the annual working time to allow for a summer schedule.



Success story

Survey on the impact of teleworking in Spain



In May 2021, we ran a survey of 7,379 employees to find out how they perceive our current way of working. The survey, managed by Rate & Grade, had a response rate of 79.94%. We obtained the following results:

Strengths: ability to concentrate, travel time saved, and time management improvement.

Areas of improvement: disconnecting after working hours, less social connection, and an increased number of meetings.

Some other work-life balance measures, such as additional vacation days and paid and unpaid leave, have also been implemented in the Repsol Group. Rights improvements have been implemented in some of the countries where we operate, such as in Spain, where employees have a higher number of days of leave and vacations or unpaid leave for personal reasons. In Peru, the company grants additional leave, such marriage, moving, or mourning leaves. In Brazil, maternity and paternity leave entitlements were extended. In Algeria, Indonesia, and Libya, additional days off are granted for religious holidays.

In countries such as Peru, Venezuela, Trinidad and Tobago, and Bolivia, work-life benefits are applicable to the LGBTQI+ community, regardless of whether local legislation provides for it, making it easier for people in this community to access leave for marriage, maternity/paternity leave, and to include their partner on the health insurance.

Repsol applies, worldwide, certain **global minimum work-life balance leaves**. These minimums enhance local legislation or close the gap in those countries where such regulations do not exist. Specifically, all

employees worldwide are granted the following minimum rights related to:

- Paid maternity leave, for a minimum of 12 weeks after childbirth or adoption
- Breastfeeding leave, with a duration of 1 hour per day
- Paid paternity leave, for a minimum of 3 calendar days
- Paid leave for the death of a first or second degree relative; minimum of 2 days
- Paid leave for marriage; minimum of 5 calendar days

In an increasingly digital and accessible environment, Repsol is committed to digital disconnection

The Repsol Group, with a worldwide presence in many different time zones, operates in various sectors with centers working non-stop. The company's work-life balance policies offer employees the possibility of organizing their working hours in a wide range of times to suit their respective personal circumstances, which should create a global compatibility with the nature and reality of our activities.

Our internal policy in this matter was agreed in Spain with employees'

representatives in the context of the Framework Agreement of November 28th, 2019. It places great importance on work-life balance in the company, as well as our commitment to ensure our employees' quality of life, health, and safety by helping all of them to digitally disconnect from work outside of working hours.

Digital disconnection or "right to disconnect" is a best practice that is now encouraged worldwide over the company's intranet.

» Remuneration

Our organization moves forward and evolves thanks to our employees and their contribution to the corporate results and strategy. Our compensation policy accordingly promotes recognition of their contribution and fair remuneration by offering additional options that enhance well-being and boost motivation and personal satisfaction.

Our compensation strategy aims to offer a competitive and attractive system as total reward, the result of an appropriate package of monetary remuneration and different benefits. In general terms, the total compensation, in addition to the base salary, includes a short and long-term variable compensation and some benefits such as pension plans, health care and life and disability insurance.

Based on an analysis in the countries and business sectors where we operate, the compensation package is reviewed annually to ensure external

competitiveness and internal equity at each location and thus efficiently meet the needs of each country.

In addition, our company promotes to ensure pay transparency and equal pay. In the Integrated Management Report, Repsol annually publishes average remuneration and remuneration ratios by professional level for all countries where we have a significant presence. Additionally, in accordance with Spanish Law 11/2018 and the new obligations in Spain under Royal Decree-Law 6/2019, Royal Decrees 901/2020 and 902/2020, our employees' compensation is analyzed annually, including segmentation by gender (pay gap) so as to ensure pay equity by gender.

These remuneration analyses have formed part of the Equality Plan, designed with the employees' representatives and registered in the "official Spanish institutions" in 2022.

As options to enhance the well-being of our employees, our benefits include a program with initiatives and measures for work-life balance such as work-from-home, flexible working hours, continuous working hours at certain sites and other services offered in some geographies, such as health programs, free home assistance for the family unit, telepharmacy, teleassistance and specialized treatments (physiotherapy, psychology, etc.), or a free legal queries service.

Our goal is our team to be fulfilled, motivated and committed. Therefore, in recent years we have launched recognition programs, which reward effort and commitment among colleagues.

Also in 2023, the global shares plan for employees was completed, launched on a global scale that voluntarily offered employees the possibility of becoming shareholders in advantageous conditions.



Keys to digital disconnection



Rest and vacation times will be respected, and sending messages and making phone calls related to work will be avoided, as far as possible.



If it is essential **for a message to be read immediately**, the recipient will be notified by a means that allows them to be aware quickly.



In case of **different time zones**, communications will be maintained during overlapping hours between the different affected persons.



A **rational use will be made of the digital work tools** that the company makes available to its workers.



If emails are sent outside of working hours, the **delayed sending** setting will be used to make messages arrive within working hours.



During vacations, it is recommended to indicate the **contact details of available colleagues** to deal with urgent issues.



"The Global Share Purchase Plan has given me the opportunity to participate in Repsol's future and contribute to its growth. I believe that these types of plans commit us and bring us closer to the company."

Cristina Guillamón

Compensation and Performance Senior Consultant

Advanced analytics in talent management »

One of the challenges of our digital transformation is focused on exploiting the full potential of digital tools and data analytics to strengthen our strategic management of talent, allowing us to improve our anticipatory approach in the new global context.

In this regard, we have tools such as **Workforce for the future /Delfos**, which allows us to visualize the impact of the environment and business decisions on our projections for required profiles, skill gaps and associated costs, helping us to identify training routes and strategies for attracting talent to adapt to the future

requirements of Repsol's businesses.

This strategic view also offers an opportunity for our employees to enhance their development in the skills and disciplines that will grow in the coming years, through the training and development programs that we are promoting.

An example to be highlighted is that of the actions to foster the development of skills and knowledge associated with digitalization and new technologies, which we have been promoting in our Repsol Data School, through which our employees are improving their knowledge and analytical skills so that we can advance together as a #DataDriven company.

In 2020, we signed an agreement with the *"Instituto Superior para el Desarrollo de Internet"* (ISDI) and with

other providers, such as Telefónica, to support learning programs such as **Data4Everyone**, for employees who are getting started in data culture and management, and **Data for Digital** (D4D) and **Data for Business** (D4B), for those who already have a more advanced level and who need to take a further step in their knowledge of data science in order to promote change in corporate culture and the way of working. More than 3,900 employees have already been trained at the Data School.

They will allow employees to learn about the areas that make up this field (big data, artificial intelligence, Internet of Things, visualization, data governance) and expand their knowledge through practical application in the development of a project or a business case.

» Safety

Our Health and Safety policy, approved by the Executive Committee, establishes the objective of developing all the Company's activities preserving the people's integrity and avoiding any damage to the surroundings and the environment, as well as ensuring a healthy and safe work environment both physically and emotionally.

To guarantee the protection of the people who work at Repsol, our contractors, society in general, and the safety of our facilities, we have a robust risk management process aligned with the most demanding international standards and focused on three fundamental pillars:

People: At Repsol we believe that it is us people who build safety and that is why we focus on values and beliefs, behaviors, and attitudes. We carry out specific safety diagnoses and have programs to work on safety culture and leadership among all employees. We also promote the required climate of trust for safety information to flow transparently in the organization, in a way that allows unsafe conditions and latent risks to be detected.

S&E Management System: We have a systematic and structured set of interrelated policies, norms, procedures, processes and tools used by Repsol for the planning, execution, monitoring, and evaluation of S&E activities and their implications in the different operations and support functions of the Company.

Facilities: We design, implement, and maintain safety barriers to guarantee

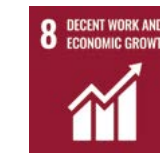
the integrity of our facilities.

Our partners, contractors, the local communities where we operate and our customers are key to achieving the challenges set. That is why we work with them to define processes to guarantee the safety of all our products and operations. We focus primarily on our contractors, who are our closest collaborators. We maintain a constant dialogue with them to guarantee that we share the same culture and a common ambition for excellence in safety.

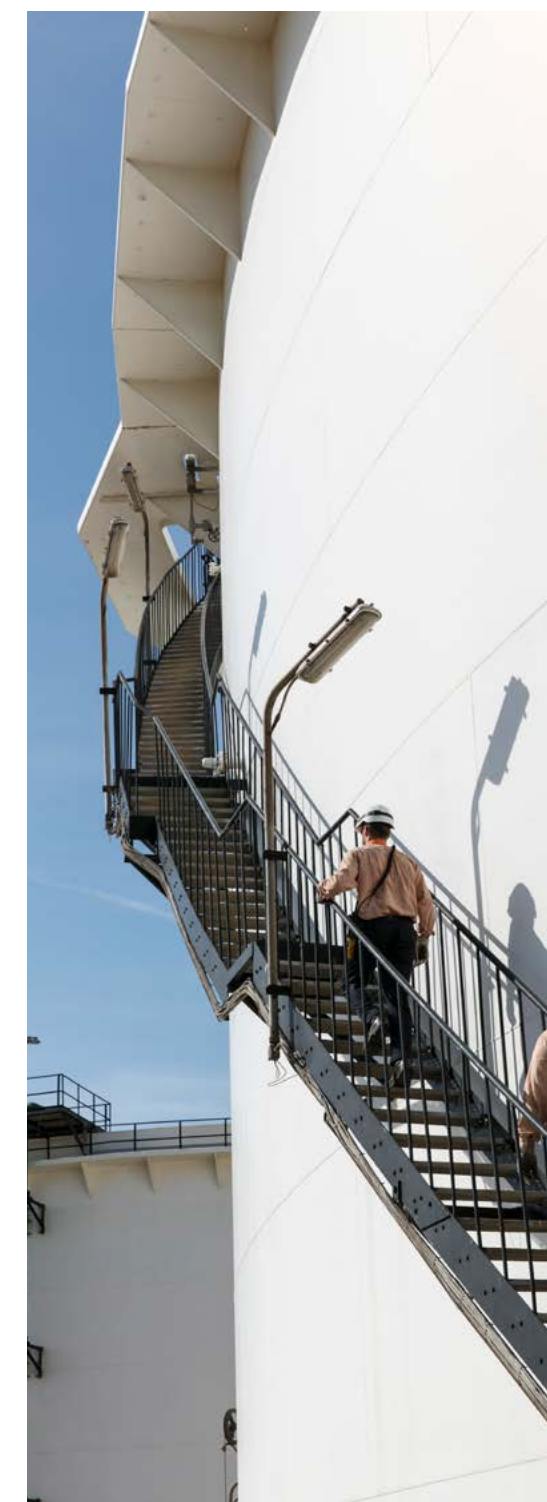
We are firmly convinced that the best way to avoid accidents is to anticipate them, and thus we work with all levels of the organization on mechanisms that allow us to learn from normal operations and both detect risk situations and mitigate them, or identify best practices and expand them throughout the rest of the organization. We consider human factors one of the major elements of improvement in all our analysis and learning processes. Error and non-compliance are treated as aspects for analysis and sources of organizational learning, separating them from disciplinary procedures.

We collaborate with other companies and associations to share best practices and develop international standards.

Our commitment to guarantee the health and safety of workers and society, in addition to protecting the environment, is reinforced by responsible management of the products that we handle in our facilities and that we



put on the market, regulated through our own internal regulations, which follow the most demanding international standards.









» Health and well-being

Health management is integrated into each business, covering all the people who work at Repsol and goes beyond the workplace, seeking an impact on the personal, family, and social environment.

Due to our industrial activity, with a clear vocation for excellence in safety, we continue to focus on an integral health perspective that combines physical and emotional well-being at the same level. With this approach, awareness, prevention and health promotion activities are planned in detail each year based on the well-being plans.

Health and well-being plans:

 Physical Exercise, ergonomics, nutrition, sleep hygiene...
 Emotional Stress management, psychosocial risks...
 Cardiovascular Control and risk factors analysis...
 Other programs Addictions, disconnection, cancer...

As part of the process of continuous improvement of the health and well-being value proposition to employees, Repsol participates and collaborates in forums, professional associations, institutions, and entities of recognized prestige where, in addition to keeping up to date with the latest trends, we share expert knowledge and success stories.

In addition, we cultivate the fundamental role that managers play in fostering a culture of healthy leadership, both from the perspective of the leader's own self-care and the care of their teams. The leader relies on the medical teams to drive the development of specific wellness plans that impact both the individual and collective level.

Occupational health services »

In all countries, there are health services that cover health care, prevention, and health promotion activities for workers.

Preventive medical check-ups are carried out according to the risks assessed in the workplace, managed by the medical services or representatives of the health function in the country.

Another of our main activities is to provide assistance in the work activity. The following initiatives are highlighted:

- Support for the integration of people with disabilities by adapting workplaces.

- Accompaniment during the reincorporation of people to work after a prolonged sick leave or with illness-related conditions.

Evolution towards precision medicine »

At Repsol we are making solid progress in our commitment to the integral health of our employees. We are incorporating artificial intelligence into our processes, allowing us to develop data analysis models whose conclusions guide our medical teams towards precision medicine, thereby providing differential value to the employee.

- **Medical check-ups**, which go beyond what is related to the work activity. In a personalized way, the medical team incorporates diagnostic tests according to their characteristics (gender, age, background, etc.) and accompanies the employee with individualized recommendations, using all the health and well-being resources that the Company makes available to employees, such as health insurance, support services, specific health plans, webinars and informative exercises.
- **Awareness, prevention, and health promotion campaigns:** with a precise segmentation of the different employee groups, our medical teams direct the campaigns according to identified needs in pursuit of the desired impact.

Information and communications: multichannel access »

Different channels are available for employees to access health and well-being information: digital and physical communication signage, intranet, newsletters, etc. Additionally, they can contact health professionals in person or virtually. A human team is behind all our processes to bring warmth and empathy to the profession and to accompany those who require assistance.

Training and activities »

Training

Our employees receive health training related to occupational hazards and general health issues. Some examples are:

- Practical workshops on emotional management to create safe, healthy, and accident-free environments
- Action plans derived from these evaluations
- Healthy habits
- Cardiovascular risk factors
- First aid
- Active breaks
- Cancer prevention

Activities

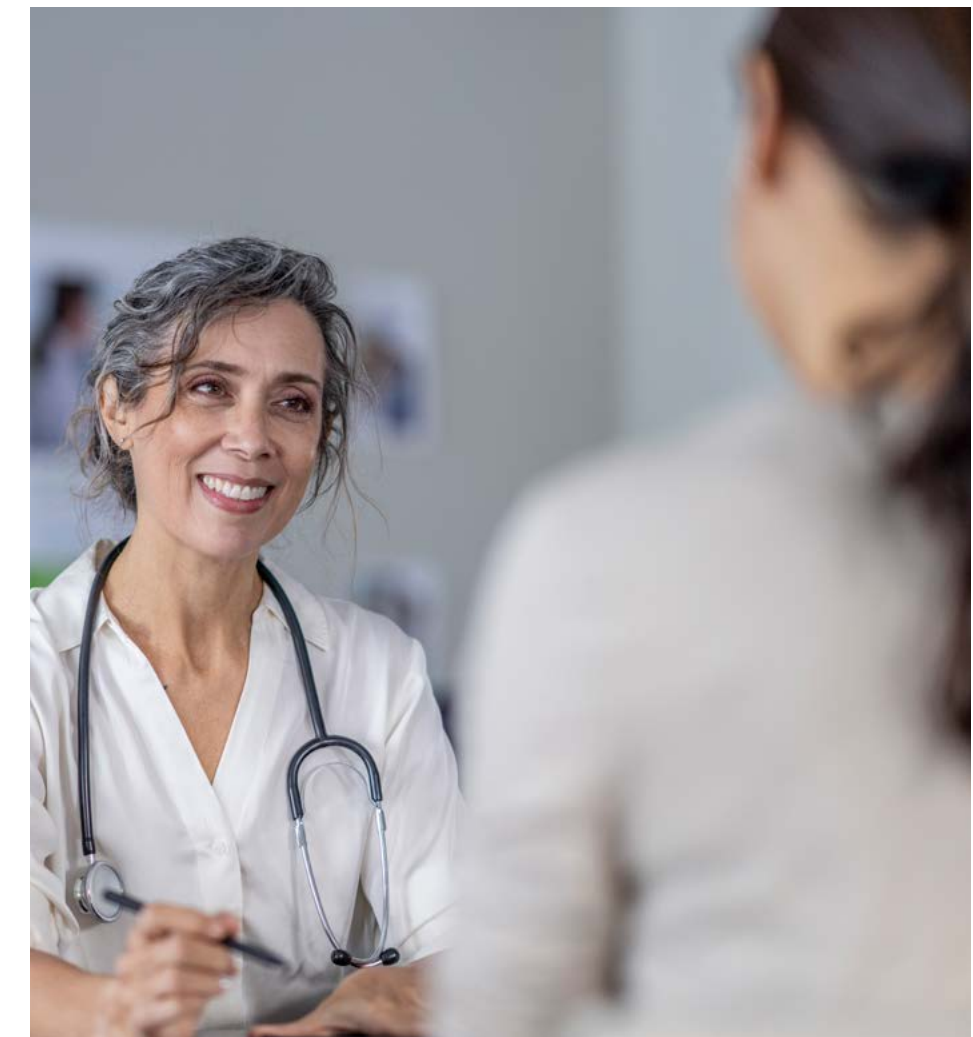
In order to take care of the health of the people who work in our facilities

around the world, we deploy a series of specific actions internationally on a recurring basis, such as:

- Malaria prevention
- Vaccination campaigns
- Awareness and substance abuse prevention campaigns

In addition to the actions carried out among our employees, at Repsol we organize activities for our shareholders in which renowned and prestigious speakers present different health and current affairs topics.

We strongly advance our commitment to the holistic health of our employees by deploying plans and initiatives and embedding Artificial Intelligence in the analytics of health indicators.



» Diversity, inclusion, equality and non-discrimination

Inclusion contributes to innovation and the sustainable success of companies in a diverse and changing world

and we believe that the best solutions are those that are based on different ideas and points of view. We aim to create an environment in which we all have the opportunity to carry out our work in the best possible way, thanks to:

- Creating an environment in which we can fully contribute to develop and fully use our skills and abilities.
- Keeping our minds open to new ideas, different cultures, customs and different points of view.

Diversity has undergone an evolutionary process in Repsol, giving way to a model. This model is characterized by its making use of individual differences and aligning them with the organization's general purpose and objectives, thus involving the company in a continuous learning process.



Repsol's people have a wide range of ages, professional backgrounds, skills and cultures. The combination of such a wealth of talent creates diverse, committed and dynamic teams that contribute to meeting the company's challenges.

Cooperation and teamwork are an essential part of our way of working

Benefits and advantages of diversity and inclusion



We obtain a better financial performance



We show more creativity and innovation



We access a broader talent market



We improve the pride of belonging to Repsol



We increase our reputation and social value



We reflect society and we know our customers better



Diversity and Inclusion Committee »

Composed of senior managers, it promotes sustainable growth by managing diversity in an inclusive way, encouraging employees to develop their individual potential to the maximum.

Gender Equality »

One of the opportunities arising from the energy transition is the possibility of reversing the gender inequality, in terms of the presence of women, found in the energy sector.

We are committed to gender equality and equity to allow us to take advantage of the talent available in society. This commitment extends to the highest level of the company and translates into a clear objective: by

2025, 35% of leadership positions are to be held by women.

Repsol is outstanding for its equality policies and for its promotion of female talent in STEM disciplines.

Other examples of how Repsol promotes and encourages access for girls to STEM careers and, in particular, to digital disciplines, are the campaigns via the Repsol Digital profile #yosoyniñastem on LinkedIn in celebration of the International Day of Women and Girls in Science and the International Day of the Girl Child.

We take part in the Technovation Girls initiative, through the Repsol Digital Girls program, which will have its 5th edition in 2024. This initiative aims to reduce the technological gap among women, through a program for girls and young women between 8 and 18 who, in a team, and with the help of people who work at Repsol,

develop a mobile application or artificial intelligence project to solve a social problem in their environment.

This initiative, as well as being part of a project that helps to reduce the gender gap in the study of STEM careers and subsequent access to the job market, helps, both mentors and girls, to develop themselves in new fields and acquire new skills. The digital projects presented by the girls and young women tackle questions such as the care or loneliness of the elderly, connecting organizations and associations with individuals who want to make donations, caring for the sick, supporting the circular economy, among others.

With an increasing number of participants in each edition, the acceptance has been very successful. 130 girls, 60 mentors, and 31 teams, took part in the 5th Edition, doubling the number achieved in the previous one.



Success story

Awareness-raising actions on unconscious biases

Over 8,600 employees have been trained and raised awareness through the "Unconscious Biases in Decision Making" course. A programme that has provided theoretical knowledge, practical tools and specific and tangible strategies to address unconscious biases in decision-making, thus contributing to more equitable work environments.

An excellent opportunity to explore and address key issues related to people management in an inclusive cultural environment.

Integrating people with disabilities »

The inclusion of people with disabilities is part of our commitment to equal opportunities and aims to identify talent, improve quality of life, facilitate integration, and remove barriers that prevent a full integration of people with disabilities.

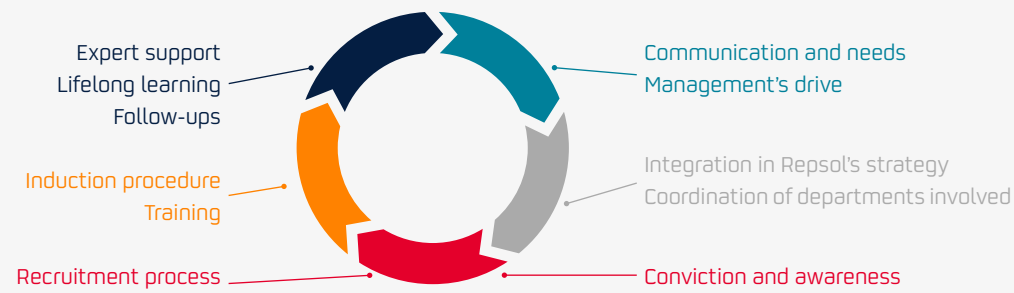
We have been pioneers in Spain for the incorporation of people with disabilities and we work to extend our scope of action to other coun-

tries through our responsible procurement and accessibility policies.

At Repsol, we have systematized the progress made through different publications such as the White Paper: Diverse Talent - "The expansion of a great project", where we have reflected the progress made in the program for the incorporation of people with disabilities from a global perspective."

Thanks to the agreement with DOWN España and other associations from the different communities, we can count on professionals with an intellectual disability who have been hired at our service stations under the employment with support methodology and who strengthen our conviction to offer equal opportunities, demonstrating that labor inclusion favors everyone, from companies to society as a whole.

Success wheel in the integration of people with disabilities at Repsol



"I've worked at Repsol since 2012 and I have a physical disability. From the first visit to the Repsol headquarters for the job interview, I was able to confirm that disability integration is something real and noticeable, not just a list of good intentions in a report; that initial feeling has been confirmed and reinforced by my experience with the company over the years. Repsol has been able to see that diversity, in its multiple manifestations, is a strengthening element that adds value to teams. In the case of disability, those of us who experience it firsthand are very often pushed to think differently than usual in order to manage our daily lives, we learn to solve problems differently, and this way of thinking spreads to all areas, including the professional field. Diversity enriches work environments by contributing different life experiences, cultures, backgrounds, feelings and, in summary, different ways of understanding the world that provide the group with greater skills to face challenges. Repsol has understood the great strength of its employees, and therefore has a diverse team that we're proud to be part of."

Juan Felipe Jurado
Content technician

Diversidad LGTBI+ »

Our challenge is to be an attractive company to work by being recognized as respectful and non-discriminatory related to sexual orientation and gender identity.

As part of Repsol's commitment to LGTBI+ diversity, the LGTBI+ Allies group of employees has been created, which currently includes people from 11 countries, as well as representation from various areas of the company. The group is actively supported by two members of the Executive Committee.

In addition, in our 2025 Sustainability Plan we have committed to developing initiatives to favour inclusion of the LGTBI+ community.



"The Allies group is a self-managed, independent team whose mission is to act as a hinge between society and the company in matters of LGTBI+ diversity. It tries to ensure real equality for all people who interact with Repsol, regardless of their sexual orientation or gender identity. And it promotes transformative initiatives that contribute to continuous improvement in this dimension of diversity."

Top management recognizes the value contribution of this group to the well-being of employees, to the retention and attraction of talent, to corporate responsibility and image and, ultimately, to making Repsol a better company, with a constant commitment to keep progressing in all dimensions of diversity."

Miguel Martínez Amoraga
Repsol LGTBI+ Allies Group

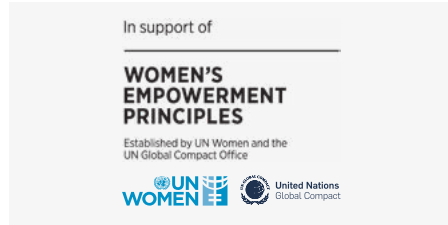


Success story

Diversity points in our Industrial Complexes major shutdowns

During the planned mayor shutdowns, thousands of contractors visit our facilities. Since 2023, we have set up diversity stands to raise awareness among our staff employees from other companies about the importance of respect and meaningful inclusion of all people, regardless of their differences.

Alliances and commitments related to diversity and inclusion »



Repsol has signed the Women's Empowerment Principles (WEP), established by UN Women and the UN Global Impact. The WEPs are based on international human rights and labor standards and are based on the recognition that companies have an interest and a responsibility for gender equality and women's empowerment.



Its core mission is to join forces, seek synergies, and promote specific initiatives that contribute to shaping an education and training system that eliminates gender stereotypes and empowers women in STEAM disciplines in the early stages of their education. It also seeks to help close the gender gap, which enables young women to access these disciplines at a national and international level.



Repsol is part of the Inserta Empleo Program, the Fundación ONCE's training and employment entity, for the incorporation of people with disabilities into the Company. The agreement also includes the promotion of other activities that indirectly favor the employment of people with disabilities.



Generation and Talent Observatory: we are part of the observatory, which promotes the active management of generational diversity.



Our CEO has signed the Standards of Conduct for Business in LGBTI non-discrimination. These principles seek to help companies to examine their policies and practices, as well as establish new strategies to respect and promote the human rights of the LGBTI community.



Network of companies to achieve the inclusive employment of people with Down syndrome throughout Spain - Thanks to the agreement with Down España and other associations from the different communities such as A toda vela, among others, we can count on professionals with an intellectual disability who strengthen our conviction to offer equal opportunities and who give us different perspectives and provide us with added value.



We are signatories of the Diversity Charter, committing to principles of equal opportunities and inclusion.



We are part of the Global Business and Disability Network and we implement labor inclusion initiatives for people with disabilities.



We are part of the Ibero-American Network of Inclusive Companies (RIEI), coordinated by the Ibero-American Social Security Organization (OISS), committed to the inclusion of people with disabilities.



We are part of the Alliance for Dual Vocational Training (AFPD) and the Spanish Ministry of Education's Alliance for Vocational Training for improving the employability of young people.



Our Equality Plan has earned recognition from the Spanish Ministry of Equality.



We are part of REDI, the first network of companies in Spain working for diversity and LGBTI inclusion.



2030 Agenda: we promote the development of people and their environment, guaranteeing equal opportunities.



We are part of the ClostinGap cluster that analyzes the economic impact of gender inequality.



We participate in the initiative "Companies for a Society Free of Gender-Based Violence", by the Spanish Institute of Women.



Success story STEM projects in the United States and Canada

As part of its commitment to diversity and inclusion, Repsol develops initiatives to raise awareness in girls about the careers they can pursue if they command skills in science, technology, engineering and mathematics (STEM).

The initiatives of the **Marcellus business unit** in the United States include: The "STEM Careers in Energy" program, which offers students the chance to learn about the details of STEM careers, with women who work in the energy sector showing them how their skills can be turned into exciting and rewarding careers. Women employees of Repsol taught this class for 18 girls at MHY Family Services, in Butler County, PA, an organization that provides assistance, education and housing to at-risk youth.

Collaboration with "STEM Expo", where Repsol teamed up with the Girl Scouts to offer girls the opportunity to learn about scientific principles through a practical experiment. STEM Expo, held at the Pennsylvania College of Technology, attracted about 500 girls between the ages of 5 and 15.

At the **Houston Office**, the Repsol Student Innovation Awards initiative has awarded the excellence of students for several years. Although the awards are open to both male and female students, in the 2021 edition, Repsol decided to award three female students, who presented their projects during the awards ceremony.

In the **Canada business unit**, Robotics toolkits were provided to 35 students from a local rural school in Chauvin, Alberta. The toolkits consisted of programmable robotic balls that students could manipulate and code, developing their creativity and STEM skills. The financing of this project supports Repsol's global objective of promoting training in the scientific-technical field with the widest possible scope and that includes girls from the community. Repsol continues to educate girls and boys who, by combining STEM skills with their creativity and enthusiasm, can thrive in exciting careers.

» Freedom of association and collective bargaining

The Spanish scenario »

In Spain, the rights of freedom of association and collective bargaining are recognized in the Constitution and developed by Organic Law 11/1985, on freedom of association, which establishes that all employees have the right to unionize freely to promote and defend their economic and social interests and that the exercise of union activity includes the right to collective bargaining.

In Spain, where more than 70% of Repsol's workforce is located, collective bargaining plays a very important role in maintaining fluid labor relations and agreeing on fair wages and adequate working conditions. 100% of our employees are subject to a collective bargaining agreement.

The first company agreements were endorsed in 1966 and, in 1997, the first Framework Agreement was signed. This transversal agreement signed with the main trade unions of Repsol in the country, entailed a change in the model of union relations and collective bargaining. Said Framework Agreement regulates transversal labor issues (remuneration, working days, schedules, training, social benefits, occupational hazards prevention, etc.), which are transposed to the different company agreements included in its scope of application, thus achieving greater homogeneity.

Regarding employee's representation, as of January 2023, Repsol had 825 employees' representatives from the 15 companies included in the Fra-

mework Agreement, belonging to 12 different unions.

The Framework Agreement, together with the collective bargaining agreements (11 collective bargaining agreements, 6 sector agreements, and 5 specific company agreements), are the basis for the sustainability and trust framework underpinning the mutual interests of companies and employees.

In addition, since 2005, Repsol has signed an equality plan with the majority of the group's unions within the scope of the Framework Agreement. This plan focuses on female talent, with measures in issues such as selection, training, vocational training, remuneration, and job classification.

Our commitment goes beyond guaranteeing freedom of association and the right to collective bargaining at national level. Following approval of Directive 94/45/EC on the establishment of a European Works Council and its transposition into Spanish law in 1997, Repsol was one of the first Spanish multinational companies to set up its own European Works Council in that same year.

The **European Works Council of the Repsol Group** is an information, consultation, and communication body created to achieve an environment of free and responsible debate on issues that may affect the group in general, with special attention to issues that affect Europe, and its employees in particular.

Its field of action extends to the knowledge on industrial, economic,

financial, and social plans that affect the group's labor policy, provided such plans are within the European Union. It also discusses issues such as the structure of the company, its economic and financial situation, activities, production and sales, employment, investments, etc.

The European Works Council meets once a year at the Repsol Group headquarters in Madrid. It currently has employee representatives from countries such as Norway, Portugal, and Spain.

Since 2020, Repsol has celebrated the Sustainability Table with the Group's most representative unions in Spain, where issues such as sustainability plans, non-financial information from management reports, circular economy initiatives or strategic safety and environmental projects.

International scenario »

Repsol reiterates the importance of maintaining quality social dialogue within the group. We recognize internationally the principles of freedom of association, protection of the right to organize unions, and collective bargaining.

We respect freedom of thought and the right of employees to form and join unions, without fear of retaliation. When our employees act as above, Repsol establishes constructive and regular dialogue with the representatives elected by the employees, negotiates with them in good faith, and involves them when

important decisions that affect the workforce are made.

The countries in which Repsol has employees covered by collective agreements are Spain, Peru, Portugal, Brazil, Indonesia, France, Italy, and Norway, and they are represented by an internal body or by the sector's union. Around 85.91% of the employees in these countries were and continue to be under collective bargaining agreements in 2022, which represents more than 79.44% of the Group's total workforce.

Future scenario »

Collective bargaining will be carried out in a very complex and demanding context for our activity, marked by the uncertainties generated by the energy transition and by the change in the regulatory framework for our operations in some countries. This situation entails the need to make important adjustments, accelerating the pace of adaptation to this new reality and forcing us to undertake a profound transformation of our businesses to face the new energy scenario and the evolution of the regulatory framework with guarantees.

To go down this path we will rely on our strategic stakeholders, including, of course, employee representatives through proactive engagement.



“To be part of the Repsol European Works Council has been a great opportunity to meet with employees from

Repsol in Europe on an annual basis. We are informed and consulted by management about the progress of our business in areas such as health and safety, investments, new working methods, and employee trends within the company. This gives us the opportunity to reflect on whether there is something that may affect our working conditions and to provide feedback if necessary.”

Cecilie Hettervik
E&P Asset Management Sr Responsible in Norway and former member of the European Works Council



» Ethics and conduct



“One of the aims of Sustainable Development Goal 16, regarding peace, justice and strong institutions, is to reduce considerably corruption and bribery in all their forms.

It is not only a political statement, but sets goals for governments, the private sector and civil society to work together to implement specific sustainable measures that effectively combat corruption.

How do we contribute to the implementation of SDG 16 at Repsol?

We have developed internal regulations for the prevention of corruption: Code of Ethics and Business Conduct, Anti-Corruption Policy, regulations for due diligence with third parties, regulations for the management of gifts, favors and conflicts of interest.

We have a guide on keys to manage our relationship with public officials, which contains best practices to be taken into account when, in carrying out our professional activity, we interact with public officials. As an

organization committed to society, we recognize the value that good governance, legality and transparency in public institutions has for society and we actively collaborate with such institutions, in each country, for an adequate, effective and responsible regulatory and social environment.

We consider transparency to be an essential element in the fight against corruption and we publish

information related to contracts and agreements signed with public administrations.

We have created a comprehensive compliance management model, with stages for risk prevention and control, monitoring of the model and response to regulatory breaches.

We include due diligence regarding third parties in our processes, so that we are informed about third parties with which we are going to have, or already have, a relationship. In September 2021, Repsol committed to the Extractive Industries Transparency Initiative, which supports initiatives to inform the beneficial owners of such operations.

Although we are on the right track, more needs to be done, both to raise awareness in our own environment about the importance of building just societies, with predictable institutions that apply to all and are legally robust, and to determine in what specific ways we can continue to contribute effectively toward achieving the Sustainable Development Goals.”

Our [Ethics and Conduct Code](#) establishes the reference framework for behavior and expectations of our employees when performing their work. The level we demand of ourselves is above what is established by law and we provide the means to achieve it. The code is also a reference guide for our relationship with third parties and helps to strengthen relationships with our stakeholders and with society.

A culture of compliance »

We are aware of the importance of the culture of compliance and of training and awareness-raising. We have teams dedicated to promoting this culture internally and we hold mandatory annual courses for all employees on the Code of Ethics and Business Conduct.

The courses are designed following analysis of best practices, which we base on risk analysis by country and business, and on legal requirements and internal audit recommendations. Training is adapted to each group, using various digital formats to strengthen awareness on matters of anti-corruption, money laundering and terrorism financing, crime prevention, international sanctions and embargoes, competition, and personal data protection.

Repsol has an ethics and compliance channel and an Information system based on the right to anonymity, the reporter's confidentiality, the prohibition of retaliation, respect for the rights of the person being investigated and the protection of personal data.

Our integrity policy »

Our company is firmly committed to strict compliance with the regulations on the prevention and the fight against corruption, as well as

with the legislation in force in all our areas of activity and in all the countries where we are present, respecting its spirit and purpose. We extend the above compliance commitment to our business partners and we undertake as follows:

- Not to use practices that are unethical and/or against applicable law to influence the will or objectivity of people outside the company in order to obtain some benefit or advantage.
- Not to give, promise or offer, directly or indirectly, any goods of value to individuals or legal entities, in order to obtain improper advantages for the company.
- Do not allow any facilitation payments.
- Not to finance or show any other kind of support for, directly or indirectly, any political party or its representatives or candidates.
- Not to use donations to cover up improper payments.
- Not to request or unduly receive, directly or indirectly, commissions, payments or benefits from third parties in the course of or resulting from investment, divestment, financing or expense operations carried out by the company. And to take special care in cases where there are indications of lack of integrity in the people or entities with which business is carried out, in order to ensure that Repsol establishes business relationships

only with qualified persons and entities of appropriate reputation.

A sound crime prevention model »

We have appropriate mechanisms for the prevention, detection and investigation of corruption: our Crime Prevention Model aims to prevent and, where necessary, uncover criminal conduct by any member of our company.

This model takes the form of formalized compliance and control procedures that have controls aimed at mitigating risks of non-compliance with regulations, both internal and external. We assess the effectiveness of these models annually and apply due diligence processes to evaluate and manage risks prior to carrying out any acquisition or exchange of assets, merger, alliance or joint venture.

Repsol has prepared and disseminated to the entire organization a Crime Prevention Manual to provide guidance and an understanding of the main criminal risks that the company faces and mechanisms to prevent them.

María Díaz Aldao
Chief Compliance Officer

» Human rights training



Because training and raising awareness in our employees are key to ensuring they act responsibly, we train people in the values that should govern our behavior. We organize sessions and courses annually on human rights, both from a more general perspective and with more specific content. This training influences the actions of the people who make up Repsol and who build our present and our future.

Our goal is to extend awareness-raising campaigns to the entire value chain, especially in our relationships where there may be higher risk: partners, contractors and suppliers.

Examples of courses and awareness-raising campaigns related to human rights »

Human rights

Global course updated in 2021.

Ethics and conduct

Annual mandatory course whose aim is to strengthen certain critical behaviors within Repsol's Code of Ethics and Business Conduct.

2030 Agenda and SDGs

Launched in 2020.

Diversity and inclusion

- **Energy with Pride.** This course explores the reality and challenges faced by the LGTBI+ community in different corners of the world and the need to build a more inclusive culture and safe environment for all people.
- **Unconscious biases.** Workshop that seeks to identify the biases that each person may have in a broad sense (origin, gender, age, disability, etc.) and that may be having an impact on decision making.
- **Gender Equality and Opportunities.** We consider it especially important to raise awareness in the organization and to take care of communication, in order to evolve towards an inclusive and integrated language and to minimize unconscious biases related to gender.
- **Overcoming barriers.** Aimed at understanding the value of people

with disabilities and learning how to manage and relate appropriately with them.

Safety

- **A digital platform for awareness-raising and training on the 10 basic safety rules.** An open website with more than 11,500 registered users from 98 countries.
- **Virtual reality.** We have been pioneers in developing a training application for practicing the 10 basic safety rules in virtual environments. More than 7,000 employees and contractors have tried this innovative training.
- **Incident investigation** with analysis of the impact of human factors.
- **Human Factors.** Large deployment in 2023 for the E&P business and a wide deployment for the Industrial area is expected in 2024.
- **Preventive driving courses.**
- **Introduction to safety and the environment** on basic concepts and their application at Repsol.
- **Fire extinguisher simulator course in offices.** Carried out in 2023 for all Campus employees.

Environment

- **Introduction to environmental management.** Basic concepts.
- **Environmental Performance**

Practices in Onshore E&P Operations. Specific course available for employees and contractors.

- **Environmental training in industrial complexes.** Periodic training sessions for employees and contractors.
- **Energy efficiency training** at lubricant factories and industrial facilities.
- **LideraTE.** Digital course available for all employees that provides an overview of all energies marketed by Repsol and their contribution to the aim of being an emissions-neutral company by 2050.
- **Repsol Climate Change and Energy Transition.** Digital course available for all employees in which the basics and impacts of climate change are explained, the impact of the energy sector on climate change, and Repsol's energy transition strategy and objectives.

Health and well-being

- **Travel health and safety.** Mandatory course before traveling abroad.
- **Healthy habits.** A course on healthy habits, physical activity and nutrition for employees at our industrial assets.
- **In-person courses on first aid, basic CPR and using an AED,** mandatory in all countries for our own and external personnel.
- **Cardiovascular risks and healthy habits.**
- **Stress prevention and management, mental/**

emotional health and fatigue management.

- **Ergonomics.**
- **Risk prevention in work outside the office.**
- **Prevention of blood-borne diseases.**
- **Food safety and hygiene.**

Cybersecurity and data protection

- **Cybersecurity and information protection.** A course to increase the ability to recognize, manage and communicate the different threats.



- **Industrial cybersecurity** for personnel working in our industrial assets, so that they can recognize, manage and communicate the different threats.
- **Annual mandatory Cybersecurity course.** Every year a new digital course is launched with the aim of raising employee awareness of the dangers we are exposed to and helping to minimize them.
- **Phishing campaigns** to raise employee awareness of the dangers of not being alert to all received e-mails.
- **Specialized cybersecurity training programs.**





Our value chain

Suppliers and contractors

Our partners

Principles on Security



“We are aware that because of the nature of our activities and the conditions of some places where we operate there are some areas that have a risk of relevant impact on all human rights issues.

As companies and operating contexts change, so do risks to individuals.

It is crucial to identify, prevent, mitigate, remedy and monitor the risks to and impacts on the human rights of employees, customers and other stakeholders that may be affected by our business, particularly in our supply chain. In this way, the the Procurement Management Area helps the company contribute to the United Nations Sustainable Development Goals.

Our relationship with suppliers and their respect for human rights is key to achieving the just transition to which Repsol is committed.”

Fernando Duro Ruiz
Global Services Director

» Our suppliers and contractors

At Repsol, we aim to control risks and manage the impacts of all business relationships with our partners, suppliers and contractors.

We are working to prevent corruption throughout our value chain. In all our business endeavors, we consider it essential that our partners uphold ethical, social and environmental standards comparable to our own. We therefore include human rights clauses in the contracts we sign with our partners.

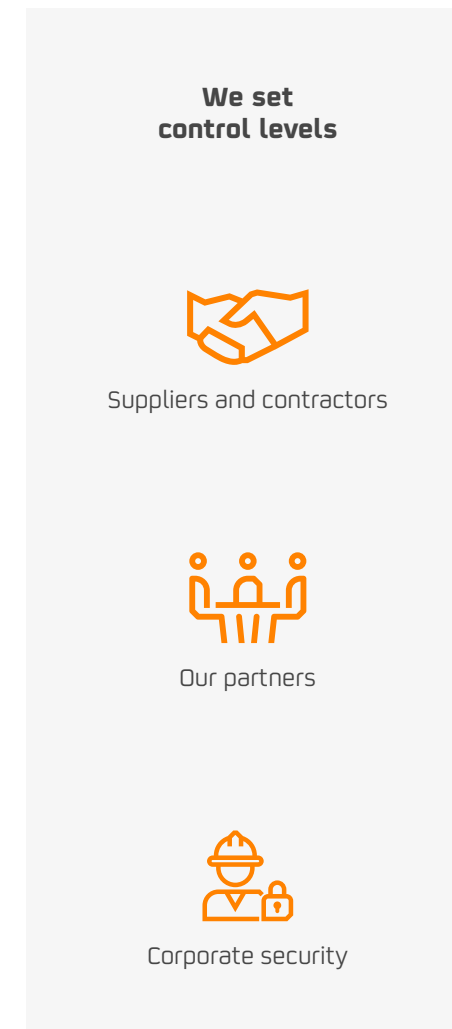
We have in place a standard of due diligence facing third parties that governs business relationships to

manage risks related to corruption, money laundering and terrorist financing, and international sanctions and embargoes. Based on the standard, we identify, evaluate, prevent and mitigate risks to integrity in our business relationships in the value chain.

We do all of this so that prior to formally commencing the relationship with the third party and during the relationship itself, the Repsol Group can have adequate information for the decision-making process and in the assessment and mitigation of the related compliance risks.

We control risks in our business relationships

Our suppliers' contribution is vital to achieve our human rights and Agenda 2030 commitments.



Supplier and contractor management »

Responsible supply chain management is crucial to prevent and mitigate risks. Although they are independent organizations, our suppliers play a key role in Repsol's value chain. We therefore encourage our suppliers to become familiar with and adopt our [Code of Ethics and Conduct for suppliers](#), and behave accordingly. We are aware that the supply chain poses specific risks. It is also tied in with job creation and local economic development in the communities where we operate. We are committed to reinforce our internal control systems to ensure that our suppliers and contractors behave in accordance with our commitments.

We are working to ensure our suppliers and contractors abide by our human rights policy

We encourage respect for human rights so that our business relationships remain aligned with our commitments. We are adapting our screening, rating and monitoring processes to identify and mitigate human rights risks at different stages of our business relationship with suppliers and contractors.

Under specific contract clauses, we require a commitment to comply with internationally recognized standards and with our internal rules on safety, the environment, ethical conduct and respect for human rights. We also run special activities to raise awareness among our partners.

We are committed to gradually enhance our supply chain performance. Our goal is to develop and implement agile and effective mechanisms to check compliance with contract clauses and take remedial action if necessary.

Responsible management of suppliers and contractors

1. Registration and rating

Supplier registration: All our suppliers must register in our procurement management systems and accept our Ethics and Conduct Code for Suppliers.

Based on a spirit of cooperation, the code aims to achieve mutual benefit while respecting the role of each of the parties. It includes obligations such as prohibiting child labor and forced labor while supporting freedom of association and the right to collective bargaining. We ensure and advocate for the integrity of our relationships with our suppliers, based on mutual respect and trust.

We conduct a reputational assessment of all suppliers by querying public and private databases on legal and regulatory breaches, misconduct and other aspects of compliance.

Rating process: At this stage, we rate suppliers from a business/financial point of view based on evidence presented by the suppliers themselves.

2. Contract award and signing

The General Terms and Conditions for the Contracting of Services and/or Works set out an obligation to abide by internationally recog-

nized human rights. At a minimum, the supplier must comply with the Charter of the United Nations and the principles the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

3. Performance assessment

During the performance of the works or after completion, we conduct an assessment of the supplier's performance in critical business cases with the highest identified risk.

The depth to which we examine each issue is greater the more critical the supplier is in terms of the type of goods or service or the place where the goods are made or the service is provided.

In this assessment, we review quality, safety and environmental management systems, the supplier or contractor's own code of ethics, respect for human rights, labor practices, measures against fraud and corruption measures, and supply chain management.

We keep working to evolve our model to provide feedback for the future procurement processes and strengthen risk management regarding suppliers and contractors.



» Our partners

We are aware of the change we can bring about alongside our partners in the countries where we operate

Our commitment embraces the entire life cycle of the company's operations and promotes compliance with the strictest international standards among employees, contractors, suppliers and partners.

Repsol actively participates in international initiatives, shoulder to shoulder with other oil and gas companies. Our corporate and business teams are actively involved in working groups. In particular the IPIECA's social responsibility working group, where we hold discussions on human rights issues.

1. Assessment of partners. Before making a decision to acquire an asset, we assess existing and potential risks that may arise in operations and conduct a due diligence process.

2. Agreements. We use a Joint Operating Agreement (JOA) model that delimits the responsibilities and powers that each partner has over the operation and management of an asset.

3. Human rights clause. We have a specific regulation that expressly states that the operator must respect the internationally recognized human rights. The application of this regulation consists of the inclusion of a contract clause requiring respect for human rights on the terms established by our standards. This means refrain from violating human rights or face the consequences.

4. Audits. We conduct regular checks to ensure the above three requirements are being met.



Success story

Bolivia: Ongoing coordination with authorities to mitigate any conflicts or impacts

As part of inter-institutional coordination, Repsol Bolivia sends a daily report to the state-owned YPFB (Yacimientos Petrolíferos Fiscales Bolivianos) on social conflict in Repsol's areas of operation, located in four Bolivian departments. This mechanism is ongoing and constitutes a permanent alert system on conflict situations and related remedial measures. The scheme allows reporting complaints that may arise in areas of operation and ensures YPFB's involvement in their resolution.

For example, complaints arose about dust generated by transportation of company equipment. We solved it with mitigation measures (irrigation prior to transportation), local labor recruitment in company activities, etc.

This partnership enables us to have an ongoing smooth relationship with different areas of the state-owned company. It also ensures their involvement and prompt response whenever required.

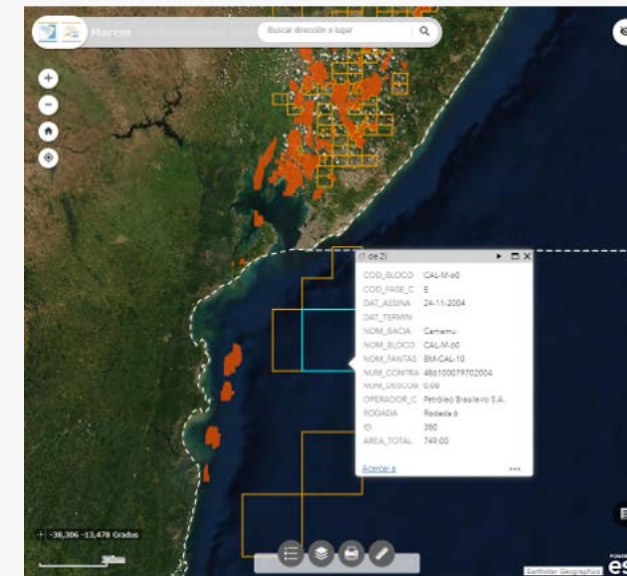


Success story

Brazil: Working with our partners to protect human rights

Respect for human rights also guides our businesses operated by third parties. We regularly review the activities of third-party operators to improve joint performance in human rights, safety and the environment. We work alongside the leading companies that operate in joint blocks with Repsol, sharing standards and best practices, our regulations -based on the highest international standards- and our success stories.

A case study is the MAREM project (Mapeamento Ambiental para Reposta à Emergência no Mar), which we implemented with IBP (Instituto Brasileiro de Petróleo, Gás e Biocombustíveis), IBAMA (Instituto Brasileiro de Meio ambiente e Recursos Naturais Renováveis) and other partners. It consists of a georeferenced database of the entire Brazilian coastline and coastal islands to support planning and management of operations in case of an oil spill accident at sea.



We work due diligence with our strategic partners »

In a country in conflict like Libya, we implement strategies to avoid aggravating the situation and promote peace. We work with the authorities and our partners and establish alliances to improve infrastructures that result in better living standards for neighboring settlements.

Due diligence in this environment requires thorough analysis of the situation and its implications to underpin the entire process. We reinforce application of the Voluntary Principles on Security and Human Rights, support the highest ethical, anti-bribery and corruption standards and requirements, and endeavor to extend our good practices in human rights throughout our value chain.

Repsol works closely with the National Oil Corporation (NOC) of Libya, its subsidiaries, and its international partners to develop skills in sustainability and social management in particular. Repsol has been one of the leading partners over the past few years, with NOC and Repsol's sustainable development departments working to set goals and coordinate projects to ensure access to basic services for all cities and towns surrounding the El-Sharara oil

field and the production line. In 2018, a memorandum of understanding (MOU) was signed between NOC and a consortium of companies (Repsol, Total, OMV, Equinor) led by Repsol, to implement a series of sustainable development projects. The memorandum states the interest and contribution to support most basic and essential services, such as education, health, water, and many other programs that contribute to improving the lives of local communities.



Caso de éxito Testimonio de nuestro contratista local en Libia

The company Al Ahya Addakika, which implements water tanks construction and maintenance projects in Libya, is an outstanding example of a local contractor that takes social responsibility into account in project execution:

“At the beginning of a project, we research in depth the social and economic conditions of the region where the project is to be implemented, including development needs. We support training for local workers in plumbing and electricity for construction or other needs. Our excellent technicians enable us to have local workers well trained. This procedure is highly successful in working with communities.

We are keenly aware of the impact of these projects on communities, so we always make sure to establish a good relationship to ensure smooth operations.



“Our responsibility towards local communities continues in the scope of our operations, and our commitment to Human Rights is upheld throughout the execution of social investment projects. From the start of the project, through the planning process, supply chain management, and ending with procurement operations, we remain steadfast in aligning our actions with our core values.

REMSA's (our subsidiary Repsol Exploration Murzuq S.A.) commitment to the value chain was reflected in the execution of several projects that had a positive impact on the local beneficiary communities. In the past two years, we have made it possible for 100,000 people to have access to drinking water by drilling 10 wells and maintaining 23 water tanks in the southern regions near the Sharara oil field. Three water reservoirs were also constructed in the areas of Mount Nafusa, through which the pipeline connecting the Sharara oil field to the Zawia refinery passes. Our social activities were not just limited to access to water, but also included access to health care. We contributed to improving health services at the medical oncology center in the city of Sebha, which proved to be an urgent need for the residents of the areas surrounding the Sharara oil field. It is also worth mentioning our plan to sign two memorandums of understanding with the National Oil Corporation in 2024. The first MOU would be related to the development of the Ubari General Hos-

pital, which is considered the most important health facility near the Sharara oil field. The second MOU involves reaching agreements on development projects for the next five years. Through these next two MOUs, as well as those that have preceded them, we aim to strengthen cooperation frameworks and ensure the sustainable continuity of our operations, with a positive impact on the region and its communities.



All of this is in line with our concern for human rights and our commitment to social responsibility with local communities. In addition, REMSA participates every year in the Repsol International Volunteer Week, which for 3 years has focused on initiatives related to emissions reduction. A total of 1,500 trees were planted over two years. This ini-

tiative was well received by our main stakeholder (National Oil Corporation), as our activity inspired them to launch an initiative to plant 1,000,000 trees in several regions of Libya with the participation of several foreign and local companies. REMSA's social and ethical responsibility is not limited to business standards; we pledge our solidarity with the people of Libya, providing vital assistance in times of hardship, crisis, and catastrophe, strengthening our ties through meaningful contributions to their well-being.”



Mikel Erquiaga
Director of Libya Business Unit

» Voluntary Principles on Security and Human Rights

The ability to respond in unpredictable situations is closely tied to human rights training and awareness

Since December 2013, we have been a member of the international Voluntary Principles on Security and Human Rights (VPSHR) initiative, which aims to enhance the security of operations in high-risk and conflict zones through procedures that respect human rights. Our actions include the following:

Implementation of Voluntary Principles

Identification of key stakeholders
Dialogue with communities and other stakeholders
Awareness of laws and regulations
Human rights risk and impact assessments ↓ Mitigation measures
Contracts with private security forces ↓ 100% of contracts include clauses requiring compliance with our policies
Security forces training ↓ Training for 100% of private security forces Cooperation with training of government security forces Number of people trained ↓ 2020 → 670 2021 → 749 2022 → 765 2023 → 714
Agreements with government security forces
Grievance mechanisms ↓ Employees, contractors and third parties

For further information, see the [Annual Report on the implementation of the Voluntary Principles on Security and Human Rights](#). These actions are assured by corporate security teams and are conducted and verified annually.

The strategic importance of energy facilities exposes them to the risk of terrorist attack or armed conflict. Hence the infrastructure must be protected in cooperation with private security companies and government security forces.



Success story

Agreement with the Bolivian Army to step up security

Under the agreement, which is renewed annually, the following actions are highlighted:

- In partnership with the CEDIH, the International Humanitarian Law Research Institute of the Spanish Red Cross, we created an annual education program in Human Rights and International Humanitarian Law. We award **12 scholarships per year to attend the advanced course on International Humanitarian Law** at the International Institute of Humanitarian Law (IIHL), in Sanremo, Italy.
- Repsol E&P Bolivia S.A. sponsored and hosted the **International Criminal Justice Conference** in February 2016.
- Cooperation with the Government to incorporate War Crimes and Crimes against Humanity in Bolivian legislation**; a commitment taken on by Bolivia in international treaties and conventions. This initiative was recognized as a major contribution to Bolivia by all the high authorities of the national and regional governments that took part. Once approved, for reasons unrelated to the protection of human rights, the Bolivian government decided finally not to amend the Penal Code. However, Rep-

sol, alongside the organizations referred to above, encourage and participated in the amendment.

Two working groups were set up. A Spanish working group, made up of staff from the CEDIH, and a Bolivian working group, chaired by the Dean of the Faculty of Legal and Social Sciences of the Private University of Santa Cruz de la Sierra (UPSA) and comprising professors of International Law, Constitutional Law and Criminal Law.

- International Humanitarian Law Conference** in 2017, at the Training Center of the Spanish Agency of International Cooperation for Development in Santa Cruz de la Sierra, and a further conference at the Army Officers' Circle in the city of La Paz.

- Development and presentation of the **Project for the Dissemination of the 1954 Hague Convention for the Protection of Cultural Property in the Event of Armed Conflict** at the Ministry of Cultures and Tourism in June 2016, with the involvement of the Ministry, the Bolivian Army, the Bolivian Red

Cross and the Private University of Santa Cruz de la Sierra (UPSA).

Goals:

- Signpost cultural property in accordance with the existing registry at the Ministry of Cultures and Tourism.
- Train members of the armed forces in the protection of cultural property.
- Awareness-raising, through publications and under agreements between local offices of the Bolivian Red Cross and army units in the area with the principals of secondary schools.





Our communities

- Ongoing dialogue
- Use of land and natural resources
- Indigenous communities
- Projects with vulnerable groups
- Shared value at Repsol



“Our teams in the field work every day to connect with the communities around us by actively listening to their needs and concerns and collaborating to address challenges that may arise.

We cultivate a dialog based on recognition, mutual respect, consideration of cultural differences, integrity, accountability, transparency, good faith and non discrimination. This strategy is the key to obtaining and maintaining the social license to operate in an ever-changing world.

Each year we continue to improve our processes in anticipation of the regulatory challenges ahead. Society recognizes our work with neighboring communities, as evidenced by our first place worldwide ranking in the 2023 CHRB. However, we continue learning from past experiences. In 2021, we committed to remediate the negative impacts on the communities affected by the oil spill at the Pampilla Refinery in Peru, a process that we are successfully completing and that has meant another lesson learned in the application of due diligence in human rights.”

Clara Rey
Director of Sustainability

» Continuous dialogue

We promote dialogue and communication »

We foster a culture of respect for human rights and continuous dialogue that creates an environment of trust. Proactive, transparent, continuous and participatory dialogue in an honest and culturally appropriate manner is key to building trust with our communities. Dialogue should take place at all stages of a project, based on an open exchange of information.

This context we create and the be-

lieve that respect for human rights in everything we do is an essential condition for keeping our social license to operate. Therefore, our communities do not need to demand their rights in order to obtain an active listening on our part.

We involve the communities in the area of influence of our operations from the earliest stages of a project, in a context of respect for human rights, especially those of the most vulnerable.

Our grievance mechanisms build up dialogue and fluid communication

with our communities, our employees and contractors and other local stakeholders. This climate of trust means that, without fear of retaliation, anyone can raise any complaint.

In our Policy, we are committed to respecting and not hindering the peaceful leadership of **human rights defenders**. We do not tolerate or contribute to threats or aggressions and, when the situation requires it, we collaborate with these people by creating safe environments for dialog.



Success story

Dialogue at industrial complexes in Spain

We keep up an ongoing and transparent dialogue through our public advisory panels, which provide maximum information transparency on our activities. Each panel is a permanent channel for continuous dialogue between the community and business. It is a consultative body that seeks to improve public information about our activity and promote awareness activities for a better understanding of the industry, while answering questions frequently asked by society.

For example, in A Coruña we have a 24-hour available telephone hotline for local residents. Calls are logged and connected to our management systems.

The panel meets in Puertollano quarterly to discuss projects, topics of interest and concerns of the people and sectors that make up the public advisory panel.

In Cartagena, we run a WhatsApp group with representatives of all local neighbor organizations for immediate communication.

In addition to this two-way communication promoted by Repsol, we take part in other initiatives to support the community. At Petronor complex in Bilbao, we take part in strategy forums on the needs of the region and in the urban planning advisory council -where, in partnership with other public and private institutions, we propose infrastructure plans and urban planning actions. Although public panels had to be temporarily cancelled during the pandemic, communication was kept up with citizen engagement councils to clarify issues affecting our operations.

In Tarragona, our mayors' committee helps us to implement an ongoing forum for communication and coordination with local authorities.

» Use of land and natural resources

We recognize and respect the rights of peoples and legitimate right holders over their lands and natural resources. We therefore provide the means for their protection, especially in the case of the most vulnerable.

In line with this commitment and the requirements of our regulatory framework, before starting any activity we research viable alternative designs to minimize land acquisition and restrictions on land and subsoil use this way, we avoid resettlement and adverse impacts on the communities and people who use the land.

Once the site is selected, we identify landowners and land users at each location through existing official mechanisms. In addition, to protect the rights of the most vulnerable, we actively search for other legitimate rights holders, such as indigenous communities that use land or a specific resource.



Success story

Land use permits management: landowners identification, access authorization and compensations management for our seismic campaigns

Geophysical campaigns require the use of large areas of land for short periods of time. This is a challenge for our permit management teams. The stages of temporary land use management are the following:

1. Land characterization and identification of all landowners.
2. Managing permits prior to land access. We contact each owner to explain the nature and schedule of the work and the calculation and payment process of compensation. Landowners who agree sign a letter of intervention to grant formal permission for temporary use of their land.
3. Assessment of potential damages and calculation of compensation are based on the rates set by the local government. To avoid cash payments, the amounts are transferred to owners through a local contractor, once the letter of acceptance has been signed.



Managing water and other natural resources »

Natural capital encompasses natural resources that contribute to people well-being, the development of society and the progress of the global economy. This contribution translates into ecosystem and abiotic services from which we benefit, as energy, materials and cultural enrichment. We have developed a methodology and a digital tool, [READS](#), which supports comprehensive assessment of environmental impacts and project dependencies at a global level.

tion processes and supply society with more sustainable products.

We thoroughly monitor operations to control emissions. Our industrial facilities are equipped with a network of continuous measurement systems. The data obtained are provided to the environmental authorities. We monitor air quality using emission booths to ensure a rapid response if any quality deterioration.

We manage impacts along all environmental vectors:



Water. Water is a scarce resource. Therefore, our sustainable management encourages a search for new solutions to ensure minimal consumption. Water management efforts should arise from a joint relationship with stakeholders to mitigate impacts.



Air. Aware of the importance of taking care for air quality, we apply the best available technologies (BATs) and the most stringent standards to minimize emissions from our produc-



Biodiversity. As an energy company that is committed to a sustainable world, in our projects and operations we are always concerned about the impacts on biodiversity and the resources it provides us with. We are aware of the significant role we play in finding solutions to the global challenges of loss of biodiversity and ecosystem services.



Waste. We optimise our production processes to minimise the generation of waste, which we manage under circular economy criteria. We recover third-party waste as alternative raw materials to make our products in a more sustainable way.

We prioritize our actions to minimize the potential impacts of our operations and products



Experimental action

Bonelli's eagle release in Aragon, 2022 and 2023

One example of our commitment to protect biodiversity is a plan to reinforce the population of Bonelli's eagle, an endangered species, in Aragon, supported by our Low Carbon Area.

The "cage-hacking" release has already been successfully tested in other regions of Spain.



» Indigenous communities

Indigenous communities may be at greater risk of suffering adverse consequences from our activities, and they are considered vulnerable groups. For this reason, they have special rights that Repsol is committed to recognizing and respecting in accordance with our policy, current legislation and the Indigenous and Tribal Peoples Convention, 1989 [No. 169] of the International Labor Organization (ILO), whether or not such standards are incorporated to the legislation of each country.

Such rights include among others:

- **Right to land, territories and resources**
- **Right to their own organization and social and economic structures**

• **Right to free, prior and informed consent (FPIC)**

As part of this commitment and acting with due diligence in human rights in all our activities, we verify the extent of acceptance of indigenous organizations and actively seek the consent of those potentially affected. Otherwise, we assess the potential impacts and the advisability of continuing with the project. This decision rests with the company's Executive Committee.

In operations where the company does not have control over management, such as assets operated by third parties, we inform our partners of our policies and make our knowledge and techniques available to them for implementation of the objectives.

We respect the unique nature of indigenous peoples and we dialogue in a context of respect for human rights



“We support Repsol as international experts in human rights and in due diligence application in projects in various countries, especially in areas with indigenous communities, where we conduct human rights impact assessments with the assistance of local specialists.

We bring our experience to Repsol's methodology and apply a participatory and intercultural approach as cross-cutting vectors of human rights due diligence. These approaches enable the firm to go beyond

human rights as an abstract theoretical element and effectively integrate these concerns into the day-to-day operations of business units. We apply core concepts such as respect, the right to privacy, integrity, independence and impartiality of the assessment.

All these concepts are highly relevant to indigenous cultures, whose sensibilities and rights differ from those of other communities. In this way, we seek to ensure that the outcomes of our assessments are both useful and legitimate for all stakeholders, and thus earn social licenses

and serve as tools to build trust with the communities in areas where Repsol operates.”



Mikel Berraondo

Doctor of Public International Law, international expert in human rights of indigenous peoples and business and human rights. Founding Partner of Akuaipa Transformation

Due diligence in areas with indigenous communities »

Repsol acts with due diligence in all its operations, especially where indigenous communities are present, respecting their special rights. We are committed to promoting the full satisfaction of their social, economic, and cultural rights. In every project we carry out the following activities:

1. Social impact assessment in areas with indigenous communities

Social impact assessment is critical in areas where indigenous communities live. Precisely because of the special rights and vulnerability of these communities, Repsol puts in place specific mitigation measures to reduce risks and impacts on these groups.

We identify the social context based on a **social baseline**, got with the collaboration of governments and key local, regional and national organizations. We identify and gather information on indigenous communities at various stages of contact with the majority culture that may be affected by our activities.

Once these are identified and analyzed, we must study how and to what extent we can impact the human rights of these communities.

Among the impacts on the rights of indigenous peoples, we at least analyze the following:

- **Natural resources used for their livelihood**
- **Rights over their land**
- **Customs, traditions and institutions**
- **Cultural identity and religious beliefs**
- **Education, safety, health and welfare**

- **Economic development**
- **Right to free, prior and informed consultation (FPIC)**
- **Settlements**
- **Right to compensation**

At Repsol, we ensure that through consultation and participatory dialogue communities are able to understand the impacts that the project could have on their rights.

After identifying and assessing risks and potential impacts, we define specific and effective prevention and mitigation measures in alignment with the needs of the stakeholder peoples.

After first trying to find alternatives in operations to avoid impacts on indigenous communities, the sequence of action will be according to the following mitigation hierarchy:



The action plan is open to ongoing consultation with the communities. We also establish monitoring plans to ensure that implemented measures are effective.

If the area of influence is inhabited by indigenous communities in voluntary isolation or in initial contact, we consider them in a special way. We conduct additional specific actions to eliminate social risk in these operations:

- Develop an anthropological contingency plan
- Identify and evaluate rights of ownership and use of traditional resources
- Document efforts to prevent and mitigate impacts, especially those related to land, natural resources and important natural areas.



2. Process of participatory dialogue with indigenous communities

Dialogue is the cornerstone of our relationship with indigenous peoples. Our commitment translates into a constant search for a proactive, transparent, continuous and participatory dialogue focused on seeking agreements and the consent of the communities.

Thanks to this approach, Repsol creates strong relationships with the communities of the areas of influence of its projects and assets. The trust relationships created by Repsol are guided by these principles:

- **Respect, good faith and cultural sensitivity**
- **Integrity, accountability and transparency**
- **Non-discrimination**

For indigenous communities, this is reflected in formal agreements aimed at promoting shared values and sustainable development of the communities.

From the earliest stages of a project, Repsol plans approach and dialogue strategies with representative stakeholders, based on the results of the social context.

This participatory dialogue must be transparent, culturally appropriate and conducted in a language and format that can be understood by indigenous communities.

- Communities must be informed about project activities and potential positive and negative impacts.
- Dialogue must be participatory and inclusive and must address the issues and priorities of the communities, not just the needs of the project.

- Decisions agreed upon in the course of dialog must abide by the conventions, protocols and representativeness of the communities.
- We must keep a record of dialogue actions, stating the opinions of the communities, reached agreements, committed actions and their deadlines.

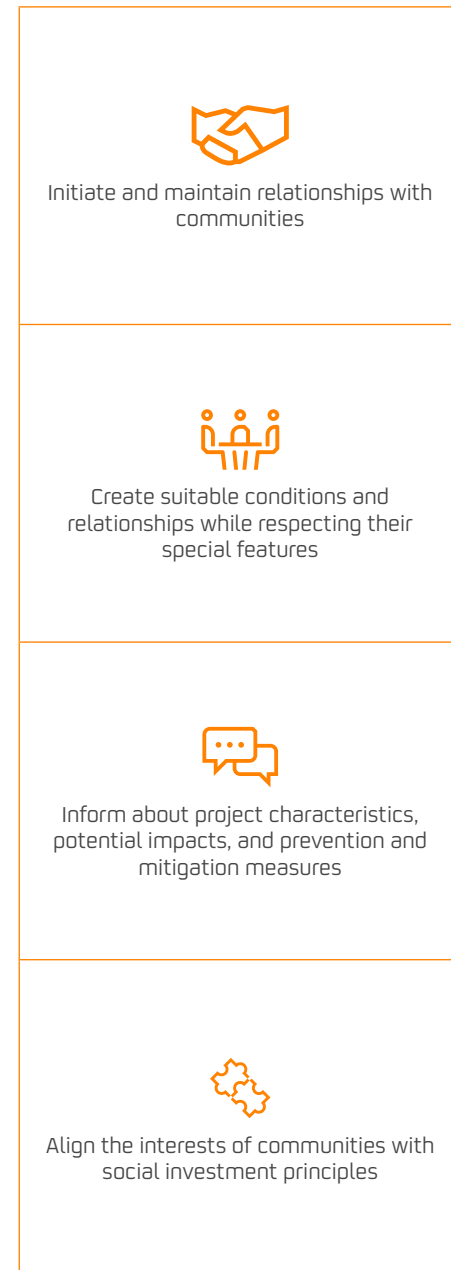
Thanks to this dialogue:

- We **adapt** our activities to the cultural characteristics of each ethnic group or community.
- We **involve** the representative bodies of indigenous communities.
- We **ensure and promote**, according to the social and cultural structure of each community, the representation of men and women and different age groups and leaders.
- We **schedule** collective decision-making processes in advance to accommodate the timing of the project to community decisions.
- We **verify** that every project involves free, prior and informed consent (FPIC) granted to indigenous peoples through their representative institutions and that it has enough support. In any case, we always establish mechanisms that ensure respect for the rights protected by the consultation.
- We **confirm** that the State has obtained the consent of the communities to implement the project.
- We **reach agreements** with the concerned indigenous communities.

Community liaison officers: our link to the communities

To assure dialogue with indigenous peoples, our community liaison officers establish a dialogue based on trust and respect. They approach our communities to gather complaints or grievances at an early stage.

Our community liaison officers perform the following functions:



They are our visible face for the communities, and create a friendly environment based on good faith. They are our nexus with the communities for mediating in any discrepancies and conflicts that may arise, looking for an understanding that is beneficial for both parties.

Thanks to their role, 100% of our significant assets have development programs for local communities based on their needs, as well as participation plans for stakeholders based on their geographic distribution.



Success story Archeological impact assessment, Bolivia

In 2018, during the construction of the access road and esplanades of the Boicobo Sur-X1 Well, archeological remains were discovered at Caipipendi. Given our commitment to respect cultural heritage, we conducted an archeological impact assessment to identify a five-hectare archeological site where lithic remains, ceramics, funerary urns and stone tools were found. We conducted a range of analyses to obtain information on the way of life of the Guarani populations that, in 1690 had still not contacted the Spanish. We handed over the artifacts to the Municipality of Villa Vaca Guzmán for exhibition in a museum.



Success story Indigenous communities and Covid-19

Repsol is keenly aware of the impact of the health and social crisis resulting from Covid-19 on host communities. To help to mitigate its effects, we have carried out actions such as collaboration with public services, donations of healthcare materials, support to contractors, or isolation of vulnerable indigenous communities to avoid contagion and preserve their rights. Special measures adopted included:

- Isolation of indigenous communities from the outside, avoiding any contact with employees and contractors.
- Provision of water, food and medicines for isolated communities.

- Reduced presence of employees and contractors on field.
- Covid-19 testing before employees and contractors enter the blocks.
- Massive distribution of information on prevention measures in Spanish and in local languages.
- Transportation to health centers for affected community members.
- Comprehensive preventive health checks.
- Coordination of medical and social actions with local governments and authorities.
- Strengthening of channels with the communities to address concerns related to Covid-19.

» Vulnerable groups

Some groups may be more vulnerable to the negative consequences of corporate activities or suffer from them in different ways. In particular, women, minorities, migrants, disabled persons, indigenous peoples, etc.

Other groups, such as children, may be vulnerable in certain circumstances, and will require different protection measures.

Repsol takes on the responsibility to protect them by paying special attention to the impact of activities that may cause a higher risk of vulnerability and marginalization.

We place special interest on monitoring the effectiveness of our responses to impacts on people within these groups. Dialogue with them should be complemented by additional processes.

We have a wide range of examples of programs and projects for vulnerable groups that highlight Repsol's due diligence in all its activities:



Success story

Equine therapy for children with West syndrome in A Coruña, Spain

Since 2015, at the A Coruña refinery we support equine therapy activities for children with West syndrome or other pathologies classified as rare, that belong to the Asociación West Galicia. Therapy with horses helps the children to achieve greater autonomy and promotes their social integration, thus improving quality of life for the children and their families.



Success story

Sustainable productive projects, Bolivia

Repsol supports the most vulnerable communities surrounding our activities in the Margarita Field to develop sustainable projects that improve their quality of life.

The agreements with the indigenous communities of the Guarani People are renewed annually to promote sustainable enterprises, such as crafts projects for women, beekeeping initiatives, or the processing of goat meat.



Success story

Procurement of Medical Equipment to Sabha Cancer Center, Libia

Access to healthcare in Sabha is a pressing need, as revealed in our Social Baseline Study. A survey was carried out to identify the needs of the Cancer Center and a project was undertaken to donate 13 pieces of equipment that were found to be urgently needed by the residents of the communities surrounding the Sharara Camp.



Success story

Empowering women entrepreneurs in Sakakemang, Indonesia

Support for women in micro and small businesses focused on the processing, marketing, and sale of packaged food and processed root vegetable products.



» Shared value at Repsol

Repsol seeks to be a key actor among host communities and society. A committed company that aids the creation of shared value and sustainable development

tainable development through social investment projects that enhance positive impacts, while maintaining the social license to operate.

Social investment projects may involve risks relating to corruption, terrorist financing and international sanctions and embargoes. Therefore, between 2018 and 2019, a multidisciplinary team formed by the Compliance, Human Rights, Sustainability, Legal and Security areas developed a new regulatory framework to minimize the risks of social investment projects through due diligence guided by risk management.

The process was completed in 2019 with the approval of global internal regulations focused on ensuring the transparency of the process and establishing the necessary measures to gain an accurate knowledge of the third parties with whom we interact when carrying out our projects: we evaluate the recipients and the investment being made, while also taking into account the risk of the host country. We thus identify, assess, prevent and mitigate integrity risks in our activities and business relationships throughout the value chain in our social investment projects.

Our social investment process »

Our activity positively impacts wealth creation, local employment and the development of suppliers in our area of influence. The context of the operation determines the scope and focus of the investment.

Business unit areas in charge of coordinating and developing social investment projects use a range of elements to know the needs of the communities and identify priority areas for action. These include:

- Specific studies to identify stakeholder concerns and expectations.
- Social context or baseline analysis and socioeconomic surveys of the population.
- Strategy, risks and impacts analysis of Repsol's activities on the context. Identified opportunities should be culturally appropriate, take into account the community's perspective, and enable achievement of the business goal, while not creating dependency links between the beneficiary group and the company.

The company evaluates opportunities that bring about positive impacts and enhance shared value in the development of the projects, avoiding future dependencies. Our priority is sustainable socioeconomic development driven by planning through dialogue and consensus with the communities. These factors determine the scope of the investment.

Thanks to strong and sustainable collaboration with communities, we create positive impacts in the areas where we are present through social investment projects:

- Development of local skills and knowledge
- Maximizing local employment opportunities
- Opportunities for local suppliers and contractors

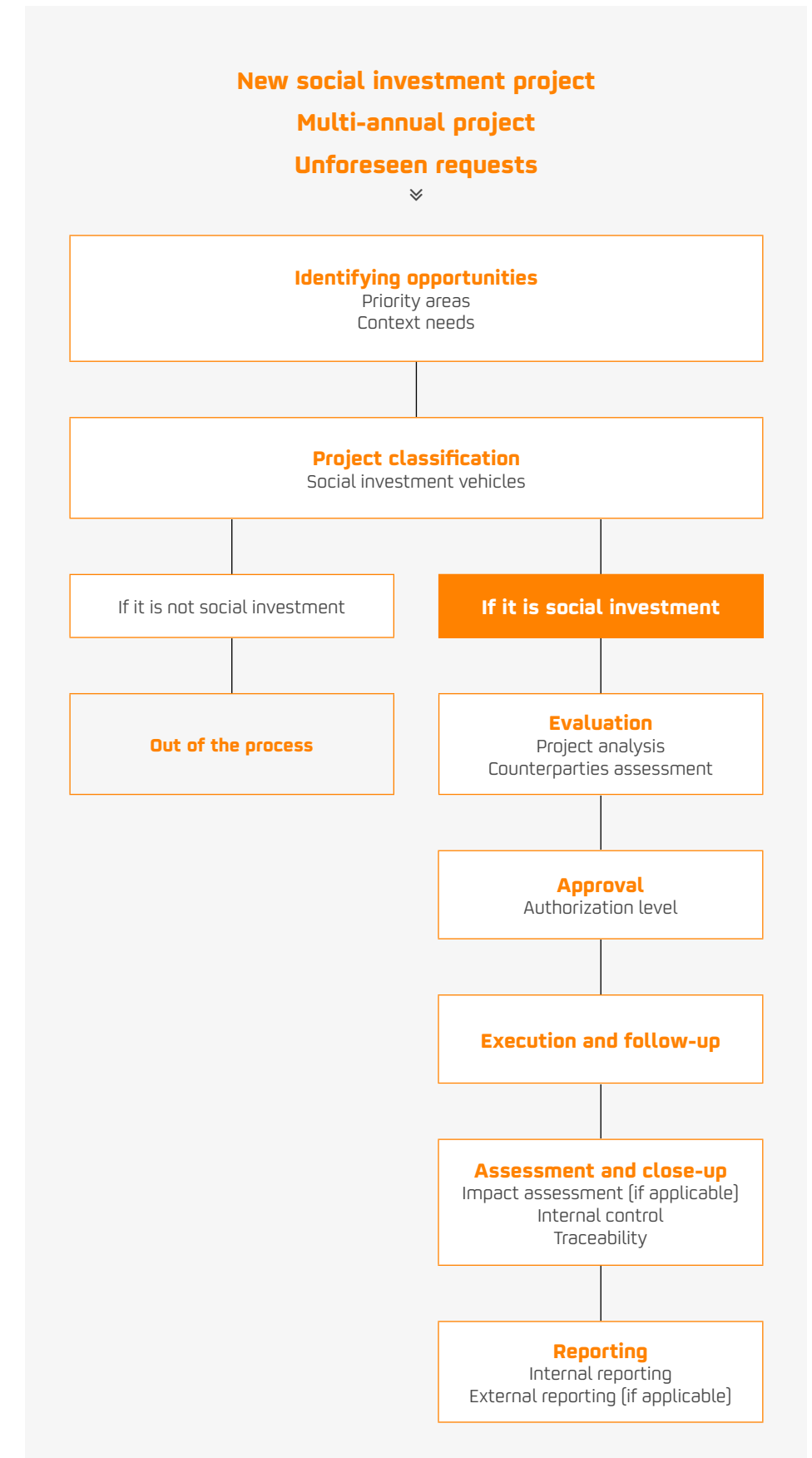
- Projects for access to energy
- Shared local infrastructure development projects
- Local environmental conservation projects
- Contributing to payment of taxes
- Support for volunteering

We focus on planned and sustainable socioeconomic development in dialogue with the communities. This is why we align all our social investment projects with the Sustainable Development Goals of the United Nations 2030 Agenda.

100% of operating assets, including high-risk countries, have strategies of engagement with local communities that lead to local development projects. The economic data on social investment projects are reported annually in the company's Integrated Management Report.

In addition, Repsol responds to stakeholders' immediate needs arising from emergency situations or other exceptional circumstances. This embraces basic needs, such as food, health and/or education, disaster relief or other investments for specific purposes.

Social investment process:



Examples of social investment projects:



Support for aquaculture and salt production (Indonesia)

Within the framework of the productive projects carried out in Indonesia, we include initiatives to empower those responsible for the milkfish aquaculture farms and the salt cultivation program that provides support to farmers in the area. With an investment of 13,000 euros, the project will help improve the living conditions of 200 people in a sustainable manner.

Decent housing (Peru y Bolivia)

Improve the quality and living conditions of housing in the communities of the Guarani people of Itikaguasu in Bolivia and in the surrounding areas of our Nuevo Mundo operations in Peru.



Food banks

Contribution to food banks in Bolivia, Brazil, Canada, Colombia, Peru, Spain, Trinidad and Tobago, the United States, and Venezuela.



Health care support (Venezuela)

Repsol has invested €1,770,000 to improve health care for more than 677,000 people with the donation of specialized diagnostic equipment for cancer detection and supplies for the Jacinto Convit Foundation, wheelchairs for the Pro-cura de la Parálisis Foundation, supply of medicines and surgical material to the Secretary of Health of the state of Falcón, and primary health care, rehabilitation of water systems, livelihood recovery, and the distribution of basic necessities to vulnerable groups affected by the rains in the states of Anzoátegui and Aragua.

Mental health for indigenous communities (Canada)

Donation of funds for the Tsuut'ina Nation community workplace mental health empowerment training program in Alberta.



Support for local indigenous culture (Guyana)

Development and printing of a makushi language songbook that includes a collection of indigenous songs translated into English and traditional Guyanese songs translated into makushi. The book contributes to the preservation of the indigenous language and its culture, documenting it, since no such project has been carried out before in Guyana. Donation of 50,000 books to supply existing libraries and create new ones in indigenous areas of Guyana.

Support for STEM education (United States, Canada, and Venezuela)

Scholarships to promote STEM education, focusing on safety, the environment, and industry and the set-up of STEM centers in schools in the US, and donations for summer STEM camps in Canada. STEM centers are turnkey science facilities that provide schools with the right equipment, furniture, training, and curriculum to offer students a fun and hands-on STEM education. In Venezuela, computer science equipment was donated to schools, offering high school students with access to modern technologies.

Scholarships and education support

Scholarships programs and education support in Algeria, Brazil, Canada, Colombia, Ecuador, Libya, Malaysia, Norway, Peru, Spain, and the United States.

Educational platform (Brazil)

Itinerant program to promote the socioeconomic development of coastal communities by providing fishermen with professional qualifications. More than 950 fishermen awarded a professional card and more than 21,000 fishermen from 26 cities that were visited in 10 years.



Oyster farms in Tamaulipas (Mexico)

Training and entrepreneurship support for women to manage their own oyster farms.

Promotion of female entrepreneurship (Indonesia)

Training of women to promote the creation of micro businesses for the processing, marketing, and sale of packaged food and processed root vegetable products in the village.



Access to water in Zintan (Libya)

In Libya, a country in conflict where scarcity makes water the most precious commodity, the project to improve access to water is ongoing. Since 2019, more than €5,000,000 has been invested in the construction of wells and water tanks for the communities. The sustainability of this project is ensured through partnerships with the authorities, who are in charge of maintenance of the facilities.

Water supply (Algeria)

Provision of infrastructure for irrigation and water supply from our wells to the foggaras, the systems used by local communities for agriculture. In 2023, we also conducted an analysis of the impact of our activities on groundwater, for which we built a model of the aquifer in the area of influence of our facilities, concluding that the impact is minimal.



Access to energy (Indonesia, Peru, Colombia, and Libya)

Energy access projects for indigenous communities and other communities neighboring our operations, as well as the installation of solar panels in water pumping facilities.



Entrepreneurship optimization (Indonesia)

Empowering communities to raise livestock using circular economy principles. Support to orange grove farmers and other entrepreneurs through training and providing equipment to optimize their processes.

Sustainable productive projects (Bolivia)

Agreements with the different communities surrounding our operations to promote sustainable ventures, such as beekeeping projects or goat meat processing to improve the quality of life of the indigenous communities of the Guarani people.

Local development plans for renewable energy generation assets (Spain)

In the environment of our wind and solar projects, we design Local Development Plans in a participatory manner with the communities to promote actions that encourage sustainable development in the territory.

Local transportation infrastructure (Bolivia)

Support for local transportation infrastructure (roads and bridges) and wastewater infrastructure.

Removal of sand from routes and shared infrastructure development (Algeria)

We remove sand from Reggane's roads after sandstorms for the benefit of nearby communities. Likewise, the maintenance of local infrastructure for the use of vehicles from our facilities also has a positive impact on the communities.

Nuevo Mundo Community Development Fund (Peru)

Repsol's social investment agreements with the Nuevo Mundo Native community made it possible to bring state economic resources closer to the communal territory to carry out the "Support service improvement for cocoa chain productive development" project, with an investment of over 2 million USD from 2023, benefiting 180 cocoa-producing families. Sixteen family entrepreneurship business plans were also implemented, contributing to their economic development, and improving their quality of life. The activities were carried in a collaborative way in coordination with community leaders and families, and all those involved received training and technical assistance in developing and implementing their business plans.

STEM skills (United States)

Repsol works with Space Center Houston to involve students in activities relating to STEM (science, technology, engineering and mathematics) skills, innovation and exploration. Repsol contributes to programs focused on robotics and sensory events for students with sensory processing challenges, such as those with autism spectrum disorder, to engage in a sensory-reduced environment. There are 1,800 project beneficiaries and an investment of more than 80,000 euros.



Industrial complexes (Spain)

Repsol invested 1 million euros in areas surrounding the company's industrial complexes in Spain to support local communities through arts, educational and environmental projects of varying scope.



Arts and culture projects (Norway)

Since 2013, we have partnered with Rogaland Theater in an arts and culture project involving support for the Church City Mission charity, which fosters the pride of belonging both for Repsol volunteer employees and the entities we support. In 2020, the project won *The Pearl of the Year* award for social initiatives that, with a limited budget, achieved significant results.



Circular economy (Spain)

Radio shows and awareness activities on the circular economy in A Coruña.

Radio broadcasts (Peru)

Sponsorship of the environmental radio show "Te quiero verde."



Research and development (Brazil)

Laboratory for materials characterization, performance testing, and technology validation for CO₂ direct air capture processes.

Repsol Foundation, Energy Transition Chair

Promotes research and public education on the major challenges of climate action, such as the recovery and use of CO₂, sustainable mobility, hydrogen and industry emissions reduction from a technological, economic and social point of view.

Climate action entrepreneurs fund

Support for climate action start-ups in the fields of efficiency in the energy and chemical industries, digitalization and advanced mobility, circular economy, new materials for industry, construction, home and transportation, distributed energy resources and new technologies in oil and gas exploration and production.

Mangrove restoration in Campeche and Tabasco (Mexico)

Empowerment and employment generation in the communities through a project for the recovery of ecosystem services in Laguna de Términos. Restoration of mangroves in the San Pedro River by means of community plant nurseries to promote biodiversity and improve the quality of life of the communities.



Environmental awareness on invasive corals (Venezuela)

Talks on the invasive coral *Unomia Stolonifera* with the support of the "Unomia Project" aimed at students as well as management and teaching staff of the Calatrava School. As part of International Volunteer Week, the talk was also given to company employees and family members in Valle Seco, where the invasive coral began to spread into Mochima National Park.





Reef Restoration in the Veracruz Reef System National Park (Mexico)

Installation of coral nurseries and transplantation of 15,000 healthy and genetically diverse coral colonies to rehabilitate the structure and ecological functions of 2 reefs and allow for the establishment of other species and organisms. The project will be complemented by training activities on best practices for the community and free diving service providers.



LIFE Divaqua project near our hydropower plants

Restoration of protected aquatic ecosystems in the Picos de Europa National Park and its surroundings; enhancing conservation status of aquatic habitats and species of community interest.

Reforestation in our vicinity (Spain)

Reforestation is a natural climate action solution with a transformative effect in rural areas, boosting the local economy, creating inclusive employment and growing new forests as carbon sinks. For this reason, we conduct reforestation projects in the vicinity of our industrial complexes. Via Repsol Foundation, we support the voluntary market for offsetting carbon emissions through large-scale reforestation projects in Spain.

Environmental regeneration of coasts and riverbanks (Peru and Venezuela)

Beach cleanup campaigns in Ventanilla, Santa Rosa, Ancón, Chancay, and Aucallama (Peru) and volunteer activities for Oceans Day. Environmental study of the Chillón River surroundings for its cleanup and environmental adaptation. Civil society, authorities, and private enterprise join forces on World Beach Day to carry out a cleanup and sanitation campaign along the coastline near to our central offices in Venezuela.



Agroemprende Cacao Project (Colombia)

Support for 1,000 cocoa producers in 11 municipalities with a focus on sustainable development and greater empowerment of women. The initiative is supplemented by a bird-watching tourism project as an ecotourism strategy to generate additional income. The total investment of more than 200,000 euros is an engine for creating legal employment to sustain peace in the area. After 10 years of supporting this initiative, the cocoa from our beneficiaries was recognized as Gold Category in the "Cacao of Excellence" Contest in 2024.



Social investment agreements with the state-owned company and our partners (Libya)

Agreement with the Libyan National Oil Corporation and other partners to establish a common social investment framework to stimulate economic recovery and build resilience in local communities facing conflict-related challenges. Social investment in Libya focuses on access to water, energy and education.



Contribution of each SDG in our social investment projects (2023)



A transformative Foundation »

Our Foundation is one of the solutions to Repsol's dedication to social responsibility. It is a strategic pillar for the company in its commitment to an efficient energy transition and building a more sustainable world where everyone fits.

Our aim is aligned with the company's strategy, the Agenda 2030 Sustainable Development Goals and the Paris Agreement, and is deployed along four vectors of action:

Green and social economy

The Repsol Foundation is a pioneer in promoting a new green and social economy based on ESG principles (environmental, social and corporate governance). To this end, we invest in companies that generate this triple impact and work for the energy

transition in the areas of emissions reduction and offsetting, energy efficiency, circular economy, and sustainable, efficient, fair, and inclusive mobility.

Since 2019, we have had participation in and invested in five SMEs that work on reforestation and carbon footprint offsetting with Green Engine and Sylvestris; on the circular economy and recycling with Recycling4all; sustainable logistics and mobility in cities with Koiki; energy efficiency in lighting with Hispaled; and eco-sustainable renovations with GNE Finance.

Entrepreneurs Fund

The accelerator for startups that provides innovative technological solutions to face the challenges of the energy transition. The Repsol Foundation has been supporting entrepreneurship for 12 years, with a focus on new technologies in fields

related to low-carbon emissions, circular economy, sustainable mobility, and digitalization. Our accelerator has become a recognized and effective initiative to promote the development of the most innovative solutions, thus contributing to accelerating the energy transition.

During this time, 77 innovative startups have been accelerated with more than a 70% survival rate, which have developed 950 prototypes and pilot tests, have registered around 200 patents, and have obtained more than 450 million euros in public and private financing.

The Fund offers startups selected access to advice from specialized Repsol technologists and experienced energy and business management mentors. Moreover, they also have the chance to test and validate their innovations in real contexts.

Knowledge dissemination

At the Repsol Foundation, we promote expert, rigorous, and scientific knowledge on the energy transition through our network of Education and Research Programs, Open Room, and Zinkers. We make relevant and current information available to society, expediting solutions to build a more sustainable world.

The **Open Room digital platform** is a digital knowledge and dissemination space supported by reputable experts and institutions from the public, private, academic, and social spheres. Open Room promotes rigorous and objective discourse on the energy transition based on competence and considering the variety of available and emerging technologies, respecting the technological neutrality principle. It currently has more than 22,000 users and has held more than 140 events, including ceremonies, webinars, and courses.

The Repsol Foundation has a **network of Energy Transition Education and Research Programs** in prestigious universities made up of the **Universidad de Navarra (Tecnun)**, focused on hydrogen as an energy vector; **Universidad Rovira i Virgili**, focused on CO₂ capture and use technologies; **Universidad Politécnica de Madrid**, focused on sustainable mobility; **Universidad de Comillas-ICAI**, analyzing the sustainable emissions reduction of industry; **Universidad del País Vasco**, on circular economy; and the recently incorporated **Universidad Nova School of Business and Economics (Nova SBE)** in Lisbon, the first in Portugal, focused on cities and the emissions reduction of urban environments.

Zinkers is a digital educational program that promotes sustaina-

bility learning and contributes to raising awareness among Primary and Secondary Education students about the challenges of the future of energy. It allows teachers to explain students key content adapted to the school curriculum on energy, climate change, sustainable mobility, circular economy, and Sustainable Development Goals (SDGs).

Its content has been designed alongside energy and education experts, such as **Chema Lázaro and Javier Espinosa**, both winners of the National Education Award in Spain, and **Juan Núñez**, teacher specialized in educational innovation.

The platform is free and is based on new active education methodologies promoted by the new Spanish Law on Education (LOMLOE), very useful for teachers.

Social transformation

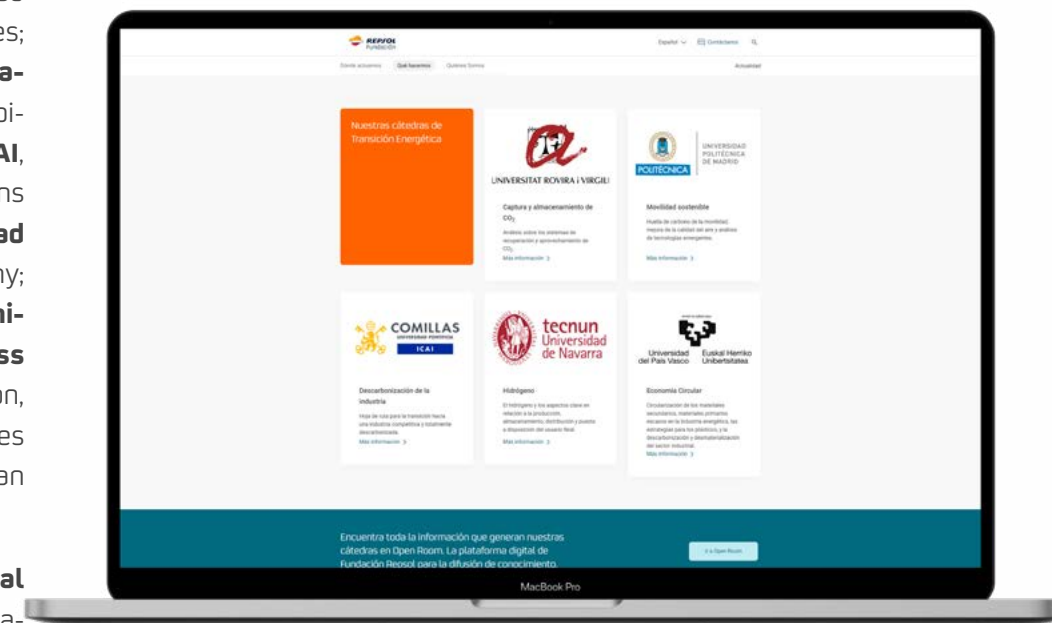
The Repsol Foundation responds to the social challenges of the energy transition and Sustainable Development Goals by promoting social deve-



lopment and the inclusion of people in situations of vulnerability.

Moreover, it has the commitment of more than 4,000 Repsol Volunteers who dedicate their time, knowledge, and professional experience to social projects to promote a just and inclusive energy transition in more than 23 countries.

The Repsol Foundation develops training programs for employment, through the generation of partnerships, identification of new green jobs, training of people in situations of social vulnerability, favoring self-employment actions in social organizations, and raising awareness among companies for the hiring of people in situations of vulnerability.





The
challenge
of a just
transition



The challenge of a just transition »



Industry is key to the recovery of the path of prosperity after the pandemic and to achieving a more sustainable future

“The concept of Just Transition is incorporated for the first time in the Paris Agreement, which states that parties are to take action to combat climate change, taking into account respect for human rights, the right to health, indigenous peoples and people in vulnerable situations, addressing equality and economic and social inclusion. On this basis, the energy sector must lead the energy transition to a greenhouse gas (GHG) neutral system, taking into account its social and economic impacts on people, workers, and communities. This is recognized in our Sustainability Policy.

At Repsol, we have defined a decarbonization pathway to achieve net GHG emissions neutrality by 2050, with intermediate and measurable targets, in line with the Paris Agreement and the Sustainable Development Goals.

Luis Cabra Dueñas

Executive Managing Director of Energy Transition, Sustainability and Technology and Deputy CEO

We believe that achieving complete decarbonization requires guaranteeing universal access to secure and affordable energy.

A sustainable energy system will be the one that, on the basis of the current energy mix, provides an affordable and reliable supply for most of the population and evolves to progressively reduce its carbon intensity at a rate that allows it to meet the climate change mitigation targets of the Paris Agreement. This will only be possible by taking into account all available and emerging technologies, respecting the technological neutrality principle. This is what we do when we dedicate more than 35% of our investments to low-carbon projects, such as renewable electricity generation, renewable fuels, or those that reduce emissions from our current exploration and production, refining and petrochemical operations.

We recognize the need to collaborate with key players in the public and private sectors and civil society to achieve a just transition. For this reason, we have been actively participating in different forums such as IPIECA or The Council for Inclusive Capitalism, with the aim of sharing best practices and expert knowledge. Through the Just Transition Framework for Company Action, we share different best practices focused on emissions reduction, diversity, talent adaptation, and social development.

Today, we continue to advance towards a just transition by creating jobs in low-carbon activities such as renewable electricity generation or

CO₂ capture and storage, reassigning staff from our industrial complexes to support new renewable fuel and hydrogen plants, as well as deploying training programs in digitalization for people working at Repsol.

We conduct formal human rights due diligence in all our operations, in close collaboration with nearby communities to minimize any possible negative impact and in order to maintain the social license to operate. Our experience gained in exploration and production businesses has facilitated the implementation of this social management process in the new low-carbon generation businesses as well.

We are aware that the challenge is big but so are the benefits. A just and inclusive transition allows the preservation of employment, the development of the industry and the creation of new quality jobs. Our major challenge in the energy transition is to do so without overlooking anyone by supplying the energy and products that society needs in a sustainable and affordable manner, safeguarding employment and ensuring the well-being of the communities where we operate.”





Human rights and Repsol

2024 edition

