

## Official Notice

Madrid, January 14, 2020

In execution of agreements approved by the Annual General Shareholders' Meeting held on May 11, 2018 under item thirteenth of the Agenda, Repsol, S.A. has launched the Share Acquisition Plan 2020 (the "Plan"), the Plan applies to Repsol Group's employees in Spain that meet the requirements of its general conditions and who voluntarily decide to opt for the same.

This Plan allows its beneficiaries to receive part of their 2020 remuneration in Repsol, S.A. shares up to a maximum annual limit of 12,000 euros.

For 2020, the Plan commenced on January 1<sup>st</sup> and will end on December 31<sup>st</sup>. The delivery of shares to the beneficiaries will be made on a monthly basis.

The first delivery of shares to current beneficiaries will be made today, at the closing share price of Repsol, S.A. shares in the Spanish Stock Market.

Below are the principal figures for the 2020 Plan, in addition to individual communications to be made by certain participants in accordance with applicable laws and regulations:

Number of current participants	1,663
Maximum amount (in euros) requested by all current participants in the Plan, to be paid in shares	12,511,131.08 €

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