

Other relevant information

Madrid, January 14, 2026

In execution of the resolution adopted by the Board of Directors held on September 24, 2025, Repsol, S.A. has launched the Share Acquisition Plan 2026 (the “Plan”), that applies to Repsol Group’s employees in Spain that meet the requirements of its general conditions and who voluntary decide to opt for the same.

This Plan allows its beneficiaries to receive part of their 2026 remuneration in Repsol, S.A. shares up to a maximum annual limit of 12,000 euros.

For 2026, the Plan commenced on January 1st and will end on December 31st. 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 2026 Plan, in addition to individual communications to be made by certain participants in accordance with applicable laws and regulations:

Number of current participants	3,487
Maximum amount (in euros) requested by all current participants in the Plan, to be paid in shares	24,977,324

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