

**BLOOMBERG GENDER EQUALITY INDEX (GEI) SURVEY
YPF KEY PERFORMANCE INDICATORS**

KPI	DEFINITION	DATA 2022	COMMENTS
Leadership			
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end. This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	9.1%	Sustainability Report 2022 page 11 page 112 Focused on improving this KPI, YPF has female representation on the board of directors of its investee companies, reaching 20.45% of women.
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	No	Sustainability Report 2022 page 12
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	0%	Sustainability Report 2022 page 12 Taking into consideration two committees outside of those of the board of directors, the Diversity Committee and the Domestic Violence Committee are chaired and co-chaired by women.
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	No	Sustainability Report 2022 page 4 Woman General Manager for OPESSA. Our retail distribution network for automotive petroleum products as of December 31, 2022, consisted of 1,658 YPF-branded service stations, which represent 35.1% of gasoline service stations in Argentina, of which we operate 157 through our wholly owned subsidiary Operadora de Estaciones de Servicios S.A. ("OPESSA").
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	No	Woman Executive Accounting & Reporting Manager reporting to the CFO 20F page 1

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Percentage of women executive officers	<p>Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end.</p> <p>Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.</p>	16.2%	<p>Sustainability Report 2022 page 112</p> <p>By the end of 2017 YPF launched its Gender Equality plan, at that time the percentage of senior executive leadership positions held by women was 5.8% by the end of 2022, as a result of our actions this percentage raised to 16.2%.</p>
Chief diversity officer (CDO)	<p>Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.</p>	Yes	<p>The Vice President of People and Culture (CHRO) is the main sponsor of the YPF Diversity Committee.</p> <p>Woman Diversity Leader, reporting to People & Culture Vice President, dedicated to diversity and inclusion (D&I) strategy at the company.</p> <p>Diversity Leader Chairs YPF's Diversity Committee and co-chairs YPF's Domestic Violence Committee</p> <p>https://diversidad.ypf.com/comite-de-diversidad.html</p> <p>https://diversidad.ypf.com/Diversidad-Subcomite-Violencia-Domestica.html</p>

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Talent Pipeline			
Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.	18.7	<p>Sustainability Report 2022 page 112</p> <p>18.7% includes unionized and non-unionized women employees, this means an increase of 1.6 points since 2017 (17.1%)</p> <p>We reached 22.6% of total participation in the non-unionized women employees' segment, which means an increase of 5.2 points since 2017 (17.4%)</p>
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.	17.7%	<p>Sustainability Report 2022 page 112</p> <p>17.7% means an increase of 5 points since 2017 (12.7%)</p>
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.	19%	<p>Sustainability Report 2022 page 112</p> <p>19% means an increase of 6 points since 2017 (13%)</p>
Percentage of women in non-managerial positions	<p>Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end.</p> <p>Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.</p>	22.2%	<p>22.2% includes unionized and non-unionized women employees, this means a decrease of 0.9 points since 2017 (23.3%)</p> <p>We reached 32.1% of total participation in the non-unionized women employees' segment, which means an increase of 2 points since 2017 (30.1%)</p>
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.	21.6%	<p>21.6% includes unionized and non-unionized women employees, this means an increase of 0.5 points since 2017 (21.1%)</p> <p>We reached 28.6% of total participation in the non-unionized women employees' segment, which means an increase of 3.3 points since 2017 (25.3%)</p> <p>Sustainability Report 2022 page 112</p>
Percentage of women total promotions	<p>Percentage of women promoted of total promotions during fiscal year-end.</p> <p>Refers to women that were promoted or underwent career advancement out of total employees promoted.</p>	31.5%	31,5% means an increase of 7.9 points since 2017 (23.6%)
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	15.4%	Sustainability Report 2022 page 113

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Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.	16.8%	<p>Sustainability Report 2022 page 115</p> <p>16.8% includes unionized and non-unionized women employees</p> <p>New hires for non-unionized women employees reached 33.3%</p>
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.	14.1%	<p>14.1% includes unionized and non-unionized women employees</p> <p>24,7% of non-unionized women left the company</p>
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions.	Yes	<p>To get closer to the milestone of reaching 25% of women in leadership positions by 2025, we define annually women participation goals for this range.</p> <p>Our action plan includes leadership, training, mentoring, career development, recruiting, talent, recognition, promotion, awareness, unconscious bias, and communication initiatives, among others, to improve women's participation at all levels, businesses, and areas of the company.</p> <p>Since 2017, female participation in this segment has increased by 47.9%.</p> <p>Sustainability Report 2022 page 62</p> <p>YPF Form 20F 2022 Our People pages 97, 98</p>
Time-bound action plan with targets to increase the representation of women in the company	Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	Yes	<p>We annually set participation goals for women in senior and middle management positions and non-managerial positions.</p> <p>We carry out permanent monitoring of indicators that allow us to follow the progress of women in different areas, including remunerations, participation, development, and recognitions. On the other hand, we integrate the gender equity perspective into our recruitment, mobility, entry of young professionals, internships, talent maps, succession plans, and fixation of salaries.</p> <p>YPF Form 20F 2022 Our People page 98</p>

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Pay			
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	Yes	Each year, we make technical pay gap adjustments for all employees. A key criterion considered is the gender pay gap. For non-unionized employees, tenure is not considered a variable of adjustment.
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	93,5%	Sustainability Report 2022 page 62 page 114 The 6.5% gender pay gap in favor of men is mainly due to the level of the position and the performance of each employee.
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	No	Although we make gender pay gap adjustments, this information is not yet public. We are scheduled to share it in the 2023 Sustainability Report.
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	Yes	Annually YPF sets company and business unit level goals referred to women representation. The accomplishment of this goals impacts with different percentages the annual bonus of all employees including executives. Diversity is an item on YPF's Sustainability Report Index. Sustainability Report 2022 page 3 onwards

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Inclusive culture			
Number of weeks of fully paid primary parental leave offered	<p>Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government).</p> <p>Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.</p>	17	<p>This means 30 extra days over the 90 days paid by the government, fully paid by the company.</p> <p>Sustainability Report 2022 page 65</p>
Number of weeks of fully paid secondary parental leave offered	<p>Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government).</p> <p>Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.</p>	4	<p>This means 28 extra days over the 2 days paid by the government, fully paid by the company.</p> <p>Sustainability Report 2022 page 65</p>
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.	87%	Sustainability Report 2022 page 116
Back-up family care services or subsidies through the company	<p>Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.</p> <p>Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.</p>	Yes	Sustainability Report 2022 pages 64, 65
Flexible working policy	<p>The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home).</p> <p>This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.</p>	Yes	Sustainability Report 2022 pages 64, 65
Employee resource groups for women	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining, and developing women.	Yes	<p>YPF has various Diversity Communities focused on increasing women's participation in operative areas with lower levels of female representation.</p> <p>Our Diversity Communities are: Upstream NOC, Logistics, Industrialization, Refineries, Conventional Upstream, and Gas Stations.</p> <p>YPF Women's ERG was launched in October 2023.</p> <p>Link</p>

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Unconscious bias training	<p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors.</p> <p>Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement, and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>	Yes	<p>Unconscious bias training and communication awareness campaigns are key drivers of our action plan and, without being mandated, are available to all employees.</p> <p>Gender equality and diversity are a value in our Code of Ethics and Conduct.</p> <p>We have a Diversity & Inclusion Policy, an Equal Opportunities Protocol and a Gender Identity Transition Protocol.</p> <p>Based on this value, policies and protocols we</p>
Annual anti-sexual harassment training	<p>Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint</p>	Yes	<p>Under the claim #NosTratamosBien (we treat each other well), we carry out awareness workshops on good treatment, which promote the appreciation of diversity, inclusion, respect, and non-discrimination.</p> <p>Gender equality and diversity are a value in our Code of Ethics and Conduct.</p> <p>We have a Workplace Free of Abuse and Harassment Policy, and a Behaviour Manual.</p>