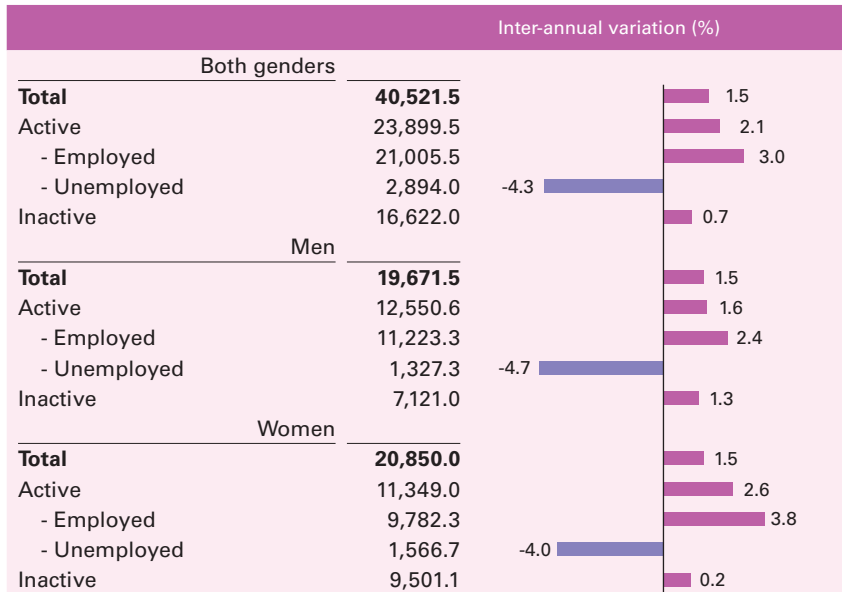




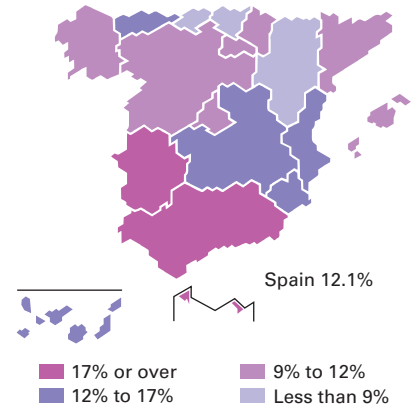
Population aged 16 and over according to their work activity and sex. 2023

(Thousands of people)



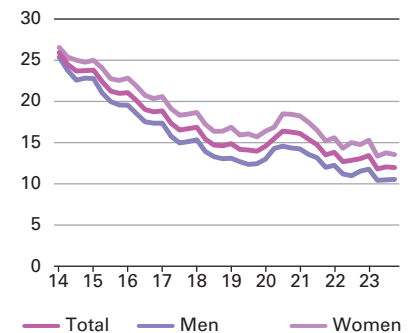
Unemployment rate. 2023

(%)



Unemployment rate

(%)



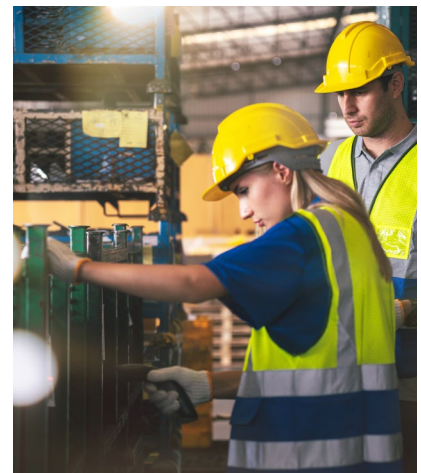
Active population reaches 24 million

According to the Economically Active Population Survey (EAPS), the economically active population increased 2.1% in 2023, and stood at 23.9 million people.

The unemployment rate is 12.1% (13.8% are women and 10.6% are men). In ten autonomous communities, these values are lower.

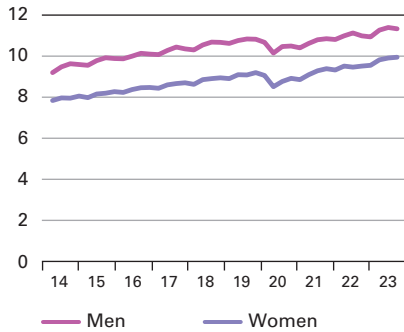
6.6% of households have all their active members unemployed in the last quarter of 2023, one point less than the previous year.

Households with at least one active member where all active members are unemployed (%)



Employed population

Million



Involvement rate of employees in education and training. 2022

People aged 18 to 64 years (%)

| Country | Rate (%) |
|----------------|-------------|
| European Union | 15.7 |
| Sweden | 37.8 |
| Netherlands | 36.0 |
| Denmark | 32.7 |
| Finland | 29.3 |
| Slovenia | 27.5 |
| Estonia | 25.7 |
| Luxembourg | 19.6 |
| Austria | 19.6 |
| Spain | 18.5 |
| France | 17.8 |
| Ireland | 17.4 |
| Malta | 16.7 |
| Slovakia | 16.6 |
| Portugal | 15.5 |
| Cyprus | 13.3 |
| Germany | 12.8 |
| Latvia | 12.7 |
| Belgium | 12.0 |
| Lithuania | 11.6 |
| Czechia | 11.4 |
| Italy | 10.9 |
| Poland | 10.8 |
| Hungary | 9.8 |
| Romania | 8.1 |
| Croatia | 5.6 |
| Greece | 4.0 |
| Bulgaria | 2.1 |



Employed according to their professional status. 2023

Thousands of people

| Professional status | Thousands of people | Inter-annual variation (%) |
|---------------------------------------------------------|---------------------|----------------------------|
| Total | 21,005.5 | 3.0 |
| Self-employed | 3,159.1 | 1.1 |
| Employer | 1,007.0 | 2.1 |
| Business person without employees or independent worker | 2,067.7 | 1.5 |
| Member of a cooperative | 24.7 | -8.9 |
| Family Assistance* | 59.7 | -21.7 |
| Employee | 17,839.3 | 3.4 |
| Public sector employees | 3,542.4 | 1.5 |
| Private sector employees | 14,296.9 | 3.9 |
| Other professional situation | 7.2 | -45.0 |

* People who work without pay in the business of a family member with whom they live.

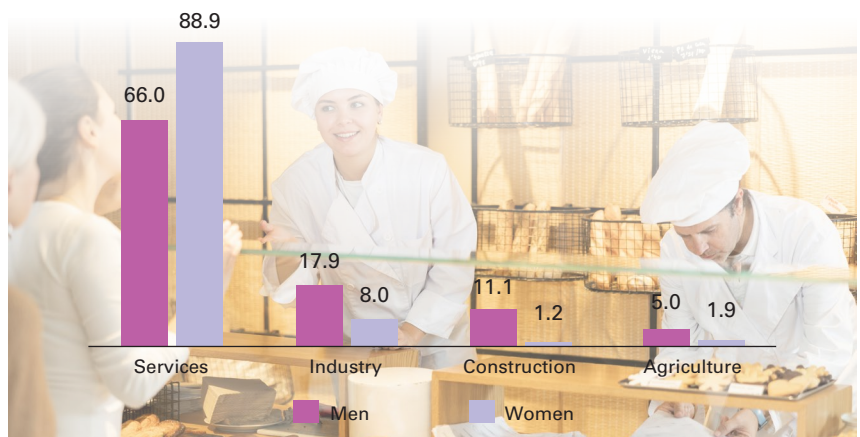
Almost 85% of employed persons are employees

In 2023, there was an annual average of 21.0 million employed people, 3.0% more than in 2022. Of these, 84.9% are salaried employees, a professional situation that increased 3.4% compared to the previous year.

There are a little over 3 million self-employed people. Just over two million of them do not have employees, 1.5% more than in 2022.

According to Eurostat data, in 2022 the number of employees in education and training is 18.5%, almost three points more than the EU average.

Percentage distribution of employed persons of each sex according to economic sector. 2023 (%)



Net labour cost and wages by sector. 2022

| | Net cost* | | Wages and salaries | |
|--------------|-----------------|--------------------------|--------------------|--------------------------|
| | Euros | Inter-annual variation % | Euros | Inter-annual variation % |
| Total | 34,058.8 | 4.1 | 25,353.2 | 4.6 |
| Industry | 39,557.4 | 3.1 | 29,075.9 | 4.0 |
| Construction | 33,958.3 | 4.1 | 24,415.6 | 5.2 |
| Services | 33,119.8 | 4.4 | 24,782.0 | 4.7 |

* Gross cost less subsidies and deductions. This excludes fees and travel expenses.

23.5% of labour costs are social security contributions

According to the Annual Labour Cost Survey, the net cost in 2022 was 34,058.8 euros per worker, after deducting 227.2 euros in subsidies and deductions received from the Public Administrations to promote employment and vocational training. This is a 4.1% increase vs. the previous year. Salaries and wages increased by 4.6%.

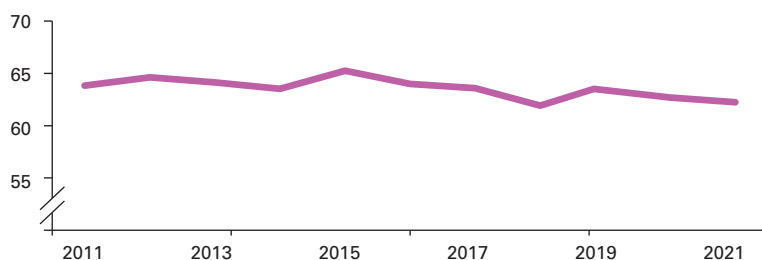
The most significant non-salary cost item was mandatory Social Security contributions (8,055.6 euros per worker), which represented 23.5% of the total cost.

Power supply reduces average annual gain

The Salary Structure Survey shows that in Spain, during 2021, the most frequent annual wage was around 18,502.5 euros, while the median wage was 21,638.7 euros and the mean was 25,896.8 euros. Hospitality was the economic activity with the lowest mean salary income per worker (14,633 euros), while the Supply of electricity, gas, steam and air-conditioning had the highest one (52,986 euros), although this number lower than in the previous year.

Women in the total number of employees with a low income*

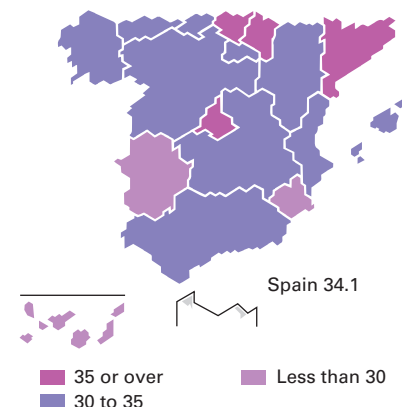
Percentage



* Employees whose earnings per hour is below 2/3 of the median value.

Net cost per worker. 2022

Thousands of euros



Activities with the highest average annual profit. 2021

| | Euros |
|------------------------------------------------------------|---------------|
| Electricity, gas, steam and air conditioning supply | 52,986 |
| Financial and insurance activities | 46,122 |
| Information and communications | 36,630 |

Activities with the lowest average annual profit. 2021

| | Euros |
|------------------------------------------------|---------------|
| Hospitality | 14,633 |
| Administrative and support services activities | 18,119 |
| Other services | 18,221 |

The mean annual salary for women represents 81.6% of that of men, a difference that is reduced when considering similar jobs.