

Cepsa makes progress as a Flexible and Responsible Company

- **The Company has been awarded four new EFR (Flexible and Responsible Company) certifications, in addition to the four it already possesses**
- **Certification qualification improves on last year, and places Company among proactive companies in ranking**
- **Cepsa employees have over 100 work-life balance measures at their disposal, including flexible working hours, teleworking and internal mobility**

Cepsa has continued to make progress in the implementation of the 'Flexible and Responsible Company' (EFR) certification across its various businesses. This year, it has been awarded four new certificates on top of the four it already holds.

Gas and Electricity, Cepsa Business Services, Trading and Bunker and Fundación Cepsa were awarded the certification for the first time, following the other four Group companies to have already achieved it (Cepsa SAU, Cepsa Química, Cepsa Comercial Petróleo and Cepsa Exploración y Producción).

This certification endorses the measures implemented by Cepsa in the areas of equal opportunities, work-life balance, opportunities for personal and professional development, as well as other fields, and qualifies the company as a 'proactive' business in these areas.

The Company offers a full range of work-life balance measures, including flexible working hours, teleworking, health benefits, aid for dependency and disability, and the internal mobility of its professionals.

For Carlos Morán, Director of Human Resources at Cepsa, these new certifications "further confirm Cepsa's commitment to its employees and to their work-life balance. Our employees can enjoy these benefits based on respect, mutual commitment, continuous improvement and trust. These measures also create better workplaces and put us at the cutting edge of this area in Spain."

In order to obtain these certificates, companies must pass an audit carried out by AENOR. In addition, in a survey conducted by an external consultant, employees were asked about their degree of satisfaction with the Company's work-life balance measures. It showed that 93% of respondents are satisfied with their work and 75% think that Cepsa has above average benefits for companies in its sector in terms of work-life balance.

EFR is an international certification program corresponding to a new social, labor and business reality based on flexibility, respect and mutual commitment. The Másfamilia Foundation promotes the EFR certification program, which is unique in the area of work/life balance, thanks to the tools that it offers providing a simple and effective methodology to enable work-life balance processes within companies.

Cepsa is a global energy company, which operates in an integrated manner at all stages of the hydrocarbon value chain. In addition to manufacturing products from plant-based raw materials, it also has a presence in the renewable energy sector. Mubadala Investment Company, one of the largest sovereign wealth funds in the world, is the only shareholder.

Cepsa's experience spans more than 85 years and its team, made up of close to 10,000 professionals, offer technical excellence and a capacity for adaptation. It is present in all five continents through its business areas of Exploration and Production, Refining, Chemicals, Marketing and Distribution, Gas and Electricity and Trading.

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