



One hundred young people join Cepsa to boost its new strategy

- **The company adds 96 young people to its offices and industrial facilities. Graduates from universities and Higher Vocational Training will form part of the company's pool of young talent to boost its 'Positive Motion' strategy**
- **Challenging U is one of the most competitive training programs in the market. This edition is the one with the highest number of new recruits; since the program has been running, more than 170 young people have participated, of whom more than 80% have joined the company's professional staff**

As part of the company's commitment to diversity and inclusion, the young people selected in the current edition of 'Challenging U' come from five different countries, close to 70% are women, and 3% have disabilities

- **In addition, Cepsa is launching the 'Impulsa-FP' program, a pioneering initiative to hire graduates of Higher Vocational Training in various areas of the company**

Cepsa is launching two programs to recruit young talent that will allow 96 recent graduates to further their careers in one of the leading companies in the sector. As part of its 'Positive Motion' strategic plan, Cepsa is reinforcing its workforce to advance its goal of leading the sustainable mobility and energy market. Both programs offer their participants training along with the possibility of collaborating with different company professionals.

In the sixth edition of the 'Challenging U' program, a total of 76 young people have joined Cepsa at the company's headquarters in Madrid and at its industrial centers in Palos de la Frontera (Huelva) and San Roque (Cádiz). This edition has seen the largest number of new hires since the program began. In addition, the selected young people will begin with an open-ended contract and will combine their professional experience with a postgraduate course in Business Management taught by the School of Industrial Organization (Escuela de Organización Industrial - EOI), one of the best business schools in Spain.

The company is currently working to become the leader of the energy transition, which is why these opportunities give recent graduates the chance to develop their careers in one of the sector's leading companies in the process of transformation. Young people from five different nationalities are taking part in this edition of the 'Challenging U' program, and Cepsa wanted to promote the participation of female talent, including 70% of women in the program, as well as encourage inclusion, with the incorporation of 3% of people with disabilities. Since Cepsa decided to launch the program for graduates,



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174 young people have participated, of which more than 80% have ended up joining the company's professional staff.

On the other hand, the company is launching the 'Impulsa FP' program to incorporate graduates in Higher Vocational Training into its workforce at its central and commercial offices, as well as at its industrial centers. In this first edition, those selected will receive a permanent employment contract. In addition, they will receive training composed of specific courses depending on their area and core training for all profiles in energy transition and digitalization, among others.

Bettina Karsch, Cepsa's Human Resources Director, welcomed the program participants in a ceremony held this morning at Torre Cepsa. She said: "This year, we are reinforcing our commitment to young talent, making our 'Challenging U' program more competitive and inaugurating the first edition of 'Impulsa FP' to boost Cepsa's 'Positive Motion' strategy. We live in a unique time in which we need your talent and passion to face the challenges of the sector and to be leaders in the energy transition."

Cepsa strives for equal opportunities, identifying and developing the full potential of people based exclusively on their abilities to perform their duties.

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