

Cepsa adheres to the UN Standards of Conduct for Business to promote inclusion of the LGBTI+ community

- **This set of United Nations guidelines aims to help companies promote diversity and the equality of LGBTI+ people in the workplace**
- **This is another step reinforcing Cepsa's commitment to establish an action framework to guarantee equal opportunities, non-discrimination, optimal diversity of the workforce, and the inclusion of all professionals**
- **The company has decorated several of its service stations with the LGBTI+ Pride flag this month to underscore its commitment to the community.**

Cepsa has announced its incorporation into the Standards of Conduct for Business, a United Nations initiative based on international human rights standards, whose objective is to promote diversity and equality in business by reviewing companies' internal policies and establishing different initiatives that encourage respect for and promotion of the rights of this group. This is another step Cepsa has taken to promote diversity within the company and one that especially continues advancing the company's commitment to the LGBTI+ community.

This international initiative aims to establish an environment of tolerance towards LGBTI+ employees, promoting proposals that allow the adoption of best practices within companies committed to this dimension of diversity. By joining this initiative, Cepsa is further boosting guarantees of equal opportunities and positioning itself as a benchmark in the field of diversity and inclusion in the energy sector.

On the company's adherence to these principles, María de Santos, head of Employee Experience and Culture at Cepsa, said, "We are strongly committed to making Cepsa a safe environment for the LGBTI+ community as the cornerstone of our commitment to non-discrimination and equal opportunities. We believe in the value of diversity and want our professionals to feel and know that they can be themselves regardless of their sexual orientation or gender identity. Joining this initiative reinforces our commitment and helps us to forge ahead with our purpose."

Being a company where all employees can thrive, regardless of their personal, physical, or social circumstances is crucial for Cepsa. For this reason, the company strives to be a place where all its professionals can truly equally participate and progress via the corporate Diversity and Inclusion policy. Prior to adhering to the UN Standards of Conduct for Business, the company joined REDI, a business network for diversity and LGBTI inclusion in 2020 to identify best practices and find support implementing initiatives, as a sign of its commitment to fostering an inclusive environment where employees' talent is valued above all else and where everyone feels included, respected and accepted.



PRESS RELEASE

On the occasion of **International Pride Day**, which is on June 28, Cepsa will carry out a series of activities to raise awareness on the LGBTI+ community among staff, in addition to turning the spotlight on the community both in and outside the company. For instance, this month the company has hung the Pride flag at a number of its service stations.

Cepsa, recognized for its diversity work

Cepsa has won several awards thanks to its implementation of various actions, driven by the company's Diversity and Inclusion policy, aimed at achieving the full inclusion of its employees. A few months ago, it was recognized by the Financial Times as the leading company in the energy sector in Spain, and the tenth in Europe, in the third edition of its annual "Financial Times Diversity Leaders" ranking and more recently it received the Diversity Leading Company Seal, certifying it as a top company in diversity, equity, and inclusion, and the Empowering Women's Talent Seal, for the promotion of female talent within the organization, awarded by Equipos y Talento.

Cepsa is a leading international company committed to sustainable mobility and energy with a solid technical experience after more than 90 years of activity. The company also has a world-leading chemicals business with increasingly sustainable operations.

In 2022, Cepsa presented its new strategic plan for 2030, 'Positive Motion', which projects its ambition to be a leader in sustainable mobility, biofuels, and green hydrogen in Spain and Portugal, and to become a benchmark in the energy transition. The company places customers at the heart of its business and will work with them to help them advance their decarbonization objectives.

ESG criteria inspire everything Cepsa does as it advances toward its Net Positive objective. This decade, it will reduce its Scope 1 and 2 CO₂ emissions by 55% and its Scope 3 emissions by 15 to 20%, with the objective of reaching net zero emissions by 2050.

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