

Cepsa boosts talent attraction to drive its new strategy

- **The company is launching two campaigns aimed at university and *Formación Profesional Superior* graduates with the aim of developing a pool of young talent to help drive its transformation and become a leader of the energy transition**
- **'Challenging U' is one of the most competitive training programs on the market. In previous editions, more than 170 young people have participated in this program**
- **This year Cepsa is also launching 'Impulsa FP', a pioneering program for *Formación Profesional Superior* graduates that offers young participants a permanent contract**
- **As part of its commitment to female talent and diversity, Cepsa aims to ensure that 70% of 'Challenging U' participants are women and that 5% are people with disabilities**

Cepsa is starting two talent recruitment programs aimed at continuously reinforcing its workforce to move forward with its goal of leading the mobility and sustainable energy market, within the framework of its 'Positive Motion' strategic plan. The company is launching the sixth edition of 'Challenging U', its program for university graduates, and 'Impulsa FP', a pioneering program to *Formación Profesional Superior* graduates.

Carlos Morán, Cepsa's HR and Organization Director, said: "We are looking forward to taking on the challenges before us in order to become a leading company in the energy transition. To create value and help develop a better world for all, we need to surround ourselves with the best talent. In addition, we continue to focus on diverse talent as a key springboard to boost our competitiveness and promote equality and diversity in our workforce".

Both programs will offer participants the possibility of collaborating with different Cepsa professionals, whose extensive experience will help them develop their skills and knowledge, providing them with a competitive edge in their future career.

'Challenging U'

The sixth edition of this program, one of the most attractive in Spain for recent graduates, allows young people to boost their careers in a leading energy sector company. This year, the selected participants will start developing their professional career at Cepsa with a permanent contract, as well as attractive social benefits, while continuing their training through a master's degree at the Escuela de Organización Industrial (EOI), one of the best business schools in Spain.

Since this initiative was launched, framed within the company's 'Talent Call' program aimed at attracting, developing and retaining young talent, 174 young people have



participated. To take part, Cepsa values that the candidates have international experience and a good academic record in different degrees such as Law, Economics, Business Administration and Management, Communication or different Engineering, to carry out internships in corporate, commercial and industrial areas of the company.

Cepsa, recognized as one of the best companies to work for in Spain by the Top Employers Institute, is strongly committed to empowering female talent and, in line with the goal that was already implemented in the 2021 edition of the Challenging U program, will ensure that 70% of participants are women. Likewise, with the aim of promoting inclusion, the company has increased the percentage of people with disabilities who will join the program to 5%.

'Impulsa FP'

On the other hand, Cepsa has designed an innovative program to recruit *Formación Profesional Superior* graduates called 'Impulsa FP'. In its first edition, those selected will have a permanent employment contract, as well as a competitive value proposition: economic/social benefits, parking, canteen, etc.

The company offers this opportunity to recent graduates in *Formación Profesional Superior* in various fields such as Chemistry, Installation and Maintenance, Mechanics, Administration and Finance or Marketing; to cover the needs of both the company's business units (Mobility & New Commerce, Commercial & Clean Energies, Energy Parks, Chemistry and ESG), and its corporate areas (Economic-Financial, Communication, HR, etc.).

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

Find out more about these programs [here](#).



PRESS RELEASE

Cepsa is a leading international company committed to sustainable mobility and energy with strong technical expertise after more than 90 years of activity. It also has a global Chemicals business with world leading positions and a progressive green plan.

The company presented in 2022 its new strategy for 2030, Positive Motion, projecting its ambition to be a leader in sustainable mobility, biofuels, and green hydrogen in Spain and Portugal and a key benchmark in the Energy Transition. Cepsa puts customers at the heart of its activity and will work with them to help design and achieve their decarbonization efforts.

ESG criteria inspire everything the Company does as part of its goal to become Net Positive. Cepsa intends to cut scope 1 and 2 CO₂ emissions by 55% this decade and scope 3 emissions by 15-20%, aiming to reach net zero across all three scopes by 2050.

Madrid, May 4th, 2022

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