

## Cepsa adds more than 850 new jobs in 2022 to drive its green shift

- **More than half of these new additions are associated with areas linked to its new strategy, *Positive Motion*, with which Cepsa aims to lead the energy transition in terms of sustainable mobility and clean energy in Spain and Portugal**
- **The incorporation of women tripled versus 2021, putting the company on track to meet its goal for at least 30% of leadership positions to be held by women in 2025 after reaching 26.7% in 2022**

Cepsa increased the number of employees in its workforce with 850 new hires in 2022 to drive its 2030 strategy, *Positive Motion*, which aims to make the company a leader in sustainable mobility and energy in Spain and Portugal and a key benchmark in the energy transition.

The company grew its workforce by 5% to 10,310 employees in 2022 versus 2021, strengthening its bet on the energy transition by developing its staff and hiring talent in new green businesses. More specifically, the largest percentage increase was in the *Commercial & Clean Energies* area (22%), which is developing decarbonization solutions for customers through the production of biofuels, green hydrogen, and renewable energy (solar and wind). Among other business lines, a significant number of new jobs were also added in *Energy Parks* (15%) and *Mobility & New Commerce* (11%), which manages the transformation of Cepsa's service stations to boost electric mobility and develop new digital solutions for *New Commerce*.

Bettina Karsch, Cepsa's Human Resources Director, said: "We have a great, very experienced team that we are strengthening with the addition of new profiles in engineering and technology to boost our 2030 *Positive Motion* strategy. To become the employer of choice in the energy transition, we are aware that in addition to talent, we must also continue to make progress on other goals, such as promoting safety and environmental protection in our employees' day-to-day work, investing more in training and increasing the number of women in leadership positions."

### **A firm commitment to diverse talent**

At Cepsa, diversity is considered a source of innovation and a competitive advantage, as well as a way to create an inclusive environment that values differences and where all voices are respected and heard. To boost female talent in leadership positions, Cepsa aims to have at least 30% of management roles filled by women by 2025. In the last year, the number of female leaders reached 26.7%, an increase of 1.7% during this period.



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Furthermore, Cepsa adheres to the United Nations Women's Empowerment Principles (WEP), an initiative created by UN Women and the United Nations Global Compact. These guidelines, based on international human rights and labor standards, offer a set of guidelines aimed at helping the private sector to identify key elements for the promotion of gender equality in the workplace, the labor market, and society.

In terms of Cepsa's new hires over the last year, 38% had postgraduate and/or master's degrees and 35% bachelor's degrees, while 22% were vocational training students. The company has also made a firm commitment to the development of its workforce, promoting more than 500 professionals and increasing by 20% investment in new skills training for staff.

Cepsa is committed to both young and senior talent. Three out of every four people who join Cepsa are under 40 years of age, while new hires between the ages of 40 and 49 account for 20% of the total.

**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 all of Cepsa's actions as it advances toward its net positive objective. Over the course of this decade, it will reduce our Scope 1 and 2 CO<sub>2</sub> emissions by 55% and the carbon intensity index of our products by 15-20%, with the goal of achieving net zero emissions by 2050.

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