



Cepsa continues to expand its pool of talent with the addition of more than 40 young professionals

- **46 young people have joined “Challenging U,” one of the most competitive programs on the market, now in its 8th edition, adding to the 30 young graduates incorporated last September**
- **Participants will join different areas and businesses of the company in Madrid and Andalusia to drive the energy transition**
- **More than 250 young people have participated in the program since its launch in 2015 and more than 70% have ended up securing a position at the company**
- **Cepsa is promoting the participation of female talent with the incorporation of at least 74% women**

The company welcomes the 46 young people who completed the eighth edition of the “Challenging U” program. In this edition, a total of around 80 young recent graduates have joined the energy company's offices in Madrid and its industrial centers in Andalusia, located in Palos de la Frontera (Huelva) and San Roque (Cadiz).

Cepsa's goal is to have a pool of young talent to meet the needs of its Mobility and New Commerce, Commercial and Clean Energies, Energy Parks and Chemicals business units, as well as its corporate areas (ESG, Finance, Technology, etc.). With this program, young people have the opportunity to start their careers at one of the leading companies in the sector, while expanding their training through a graduate course in Business Management taught by the School of Industrial Organization (Escuela de Organización Industrial - EOI), one of the best business schools in Spain.

Bettina Karsch, Cepsa's Human Resources Director, welcomed the new group and said: "Young people are not only the future but also the present. At Cepsa, we want to have diverse talent, committed to the energy transition and enthusiastic about undertaking new projects, qualities necessary to drive our Positive Motion strategy and goal of becoming leaders in sustainable energy and mobility."



PRESS RELEASE

Since Cepsa launched the “Challenging U” program for graduates in 2015, over 250 young people have participated in it and more than 70% have ended up joining the company’s professional staff.

The “Challenging U” initiative is part of the “Talent Call” program, which also includes other company initiatives such as “Welcome U” and “Developing U,” all aimed at attracting, developing and retaining young talent. Cepsa strives for equal opportunities, identifying and developing the full potential of people based exclusively on their abilities to perform their duties.

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.

Through its strategic plan for 2030, Positive Motion, Cepsa 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 criterion inspire all of Cepsa’s actions as it advances toward its net positive objective.

Over the course of this decade, it will reduce its Scope 1 and 2 CO₂ emissions by 55% and its carbon intensity index by 15-20%, with the goal of achieving net zero emissions by 2050.

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