

Cepsa expands its certifications as a Flexible and Responsible Company

- **Cepsa's Commercial Petroleum and Exploration and received the Flexible and Responsible Company (EFR) certification for their advanced work-life balance measures**
- **These certificates are besides those already granted to Cepsa and Cepsa Chemicals, which received the EFR certification in 2015**
- **The certification highlights the value proposal quality and the commitment of the Company's management of its professionals**

Cepsa continues to implement the Flexible and Responsible Company (EFR) certification in its business areas and subsidiaries. As a result, Cepsa's Commercial Petroleum and Exploration and Production business areas have received the awarded granted by the Másfamilia Foundation.

This recognition, which endorses the measures put in place to support equal opportunities, balancing work and family life and professional development possibilities, among other aspects, come in addition to the certifications granted to Cepsa and Cepsa Chemicals in 2015.

The EFR certification highlights Cepsa's commitment with people, new ways of working and work-life balance, with the aim of promoting individual responsibility, a results-driven working environment, and continuous improvement. Cepsa now has a wide range of work-life balance measures, which include flexible working hours, remote working or the development of health campaigns. In addition, Cepsa also invests in internal mobility as the main platform for professional development. As such, in 2016 62.26% of job vacancies were met internally.

During the presentation ceremony of the certificates Carlos Morán, Director of Human Resources at Cepsa, stressed that: "Cepsa firmly believes in work-life balance as a vehicle for achieving greater motivation, commitment, reputation and efficiency in the daily work of our professionals. This certification reaffirms the fact that work-life balance is already part of Cepsa's culture and, in addition, it is now also part of our management."

EFR is an international program that responds to a new social, work and business reality based on flexibility, respect and mutual commitment. The Másfamilia Foundation promotes the EFR certification program, which is unique in the area of work-life balance thanks to the tools that it offers providing a simple and effective methodology to enable work-life balance processes within companies.



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PRESS RELEASE

Cepsa is an energy group wholly owned by the International Petroleum Investment Company (IPIC). It employs more than 10,000 professionals and operates at every stage of the hydrocarbon value chain. It is engaged in petroleum and natural gas exploration and production activities, refining, the transportation and sale of oil and natural gas derivatives, biofuels, co-generation and the sale of electricity.

The Company has developed a world-class chemicals division that is tightly integrated with its oil refining segment, where feedstock is manufactured and sold for the production of high-added-value components, chiefly used in making next-generation plastics and biodegradable detergents. It has a significant presence in Spain and, by progressively internationalizing its activities, it is now also active in 15 countries, selling its products throughout the world.

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