

Cepsa launches the third edition of its Challenging U graduate program

- **Challenging U is aimed at new graduates who wish to develop their career in the energy sector. 30 places are on offer to carry out paid work practice in Madrid or Andalusia, as well as the possibility of obtaining a postgraduate diploma**
- **The program's objective is to have a young talent pool that meets the company's strategic needs in the coming years**
- **Graduates in the project build on their skills and expertise guided by experts**

Cepsa has launched the third edition of Challenging U, one of the most competitive graduate programs, which has 30 places aimed at new graduates interested in developing their career in the energy sector. The program offers paid internships at the company's Madrid headquarters or at its industrial centers in Andalusia, as well as a postgraduate degree in Business Management at the EOI Business School.

Challenging U is one of Spain's most attractive training programs, as it allows graduates to develop in one of the leading and growing companies in the energy sector. On top of this its graduates are paid above the national average (€1,000/month). Through this program, participants collaborate with professionals with extensive experience, in turn helping them to gain the skills and knowledge that will give them a competitive advantage in the development of their careers.

The program lasts one year, and there is a high possibility of that time being extended. The first two editions of the program saw 60 young professionals participate from a range of various academic backgrounds and countries such as Chemical and Industrial Engineering, Business Administration and Management, Economy and Law, as well as others such as Marketing and Communication. With an average age of 25 and a high level of English and other languages, 56% of participants had participated in Erasmus grants and 55% had a Master's degree or title.

The development of talent at Cepsa

The Challenging U initiative, launched by Cepsa in 2015, is part of the Talent Call program, which includes other initiatives of the company, such as Welcome U and Developing U, aimed at attracting, developing and retaining young talent.

Students interested in applying can do so through the Cepsa website until November 30:

https://www.cepsa.com/careers/Area_de_estudiantes/Programa_TALENT_CALL/Challenging_U/

Cepsa is an energy group wholly owned by Mubadala Investment Company. 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 petrochemical division that is tightly integrated with its oil refining segment, where feedstock is manufactured and sold to produce high added-value products, chiefly used in making next-generation plastics and biodegradable detergents. It has a significant presence in Spain and, thanks to the progressive internationalization of its activities, it is now also active on several continents, selling its products throughout the world.

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