

## **Cepsa offers more than 70 vacancies for young recent graduates**

- **This year, the company is recruiting 78 young people through its "Challenging U" program, of which more than 40 will join the company in the coming months**
- **In addition to starting their professional careers at its centers in Madrid and Andalusia, those selected will have access to a postgraduate course at the Escuela de Organización Industrial (School of Industrial Organization)**
- **The objective of the program is to have a pool of young talent to help drive the company's strategy to lead the energy transition**
- **Cepsa wants to promote the participation of female talent with the incorporation of at least 70% women. And, with the aim of promoting inclusion, the company will push for 5% of the incorporations to be for people with disabilities**
- **More than 250 young people have joined in previous editions of the program and more than 70% have remained on the company's professional staff**

Cepsa's talent attraction program "Challenging U", aimed at boosting the professional careers of recent graduates in different disciplines, has consolidated its position as one of the most competitive programs at national level, in which young people from different backgrounds and with different trainings can begin their working careers in one of the leading companies in the sector.

In 2023, the company will incorporate 78 young recent graduates through this program at its offices in Madrid and its industrial centers in Andalusia, located in Palos de la Frontera (Huelva) and San Roque (Cadiz). In addition to a permanent contract and different social benefits, they will be able to expand their training with a postgraduate course in Business Management taught by the School of Industrial Organization, one of the best business schools in Spain.

Some thirty young people, graduates in Law, Economics, Business Administration and Management, Communication or different Engineering degrees, who have joined today the corporate, commercial and industrial areas of Cepsa, will have the opportunity to join the different projects that are being developed within the company. In addition, with the aim of promoting the participation of female talent, the company has selected 77% of women in this edition, and in its commitment to inclusion, has incorporated 10% of people with disabilities.

During the welcome ceremony for this new generation of Challenging U, Bettina Karsch, Cepsa's Human Resources Director, highlighted: "Our Positive Motion strategic plan also entailed redefining our values as a company to talk about caring for people and the planet, working together, being passionate about our customers and daring to be entrepreneurial... I am certain that the young talent joining our company today embodies these values and that their knowledge, courage, innovation, and commitment will help us bring about the transformation that the industry needs."

In addition, Cepsa wants to incorporate in the coming months another 48 recent graduates in all types of degrees to meet the needs of both its business units of Mobility and New Commerce, Commercial and Clean Energies, Energy Parks and Chemicals, as well as its corporate areas (ESG, Finance, Technology, etc.). The company is looking for proactive people with a lot of potential, who are enthusiastic about teamwork, willing to learn, and committed to energy transition. It will also maintain its diversity and inclusion objectives in this call.

### **Promotion, support and development of young talent**

The "Challenging U" initiative, launched by Cepsa in 2015, 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.

Since Cepsa decided to launch the "Challenging U" program for graduates, over 250 young people have participated in it, of which more than 70% have ended up joining the company's professional staff.

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

More information and vacancies: ["Challenging U In Company" Talent Program - Cepsa](#)

**Cepsa** is a leading international company committed to sustainable mobility and energy with consolidated 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 Positive Motion, its new strategic plan with an eye on 2030 that maps out its ambition to lead sustainable mobility, biofuels and green hydrogen in Spain and Portugal and 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 CO<sub>2</sub> emissions by 55% and the carbon intensity index of its products by 15-20%, with the goal of achieving net-zero emissions by 2050.

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