

## **Cepsa invests in young talent to tackle the challenges of the energy transition**

- **The company launches the 5th edition of 'Challenging U,' one of the most attractive training programs in Spain, which allows recent graduates to launch their careers in one of the leading companies in the energy sector.**
- **In the current energy transition scenario, the objective of the program is to have a pool of young talent that will contribute to meet the company's needs in the coming years.**
- **A total of 45 young people will have the opportunity to join Cepsa through paid internships at its offices and facilities in Madrid, Huelva or Cadiz, and to obtain a postgraduate degree from the School of Industrial Organization**
- **In this new edition, Cepsa aims to promote the participation of female talent with the incorporation of 70% of women, as part of its commitment to diversity. In addition, with the goal of encouraging inclusion, the company will promote the incorporation of 4% of people with disabilities**
- **Nearly 130 young people have already participated in this program, of which more than 80% have ended up joining the company's professional staff.**

Cepsa announces the fifth edition of 'Challenging U,' one of the most competitive training programs in the market. This edition of the program is offering the largest number of places, a total of 45, aimed at recent graduates interested in developing their professional careers in the energy sector. Specifically, the program is offering paid internships at the company's headquarters in Madrid, as well as at its industrial centers in Huelva and San Roque (Cádiz). In addition, the selected young people will be able to combine the internship with a postgraduate course in Business Management taught by the School of Industrial Organization (Escuela de Organización Industrial - EOI), one of the best business schools in Spain.

The company is currently undertaking work to address the challenges of the energy transition, which is why this new call for 'Challenging U' is giving recent graduates the opportunity to grow in one of the leading companies in its sector and in the process of transformation. The program will last for a maximum of two years and will select young people with international experience and good academic records in various fields such as Law, Economics, Business Administration and Management, Communication or different Engineering degrees, to carry out internships in corporate, commercial and industrial areas of the company.

In this new edition, Cepsa aims to promote the participation of female talent with the incorporation of 70% of women, as part of its commitment to diversity. In addition, with the goal of encouraging inclusion, the company will promote the incorporation of 4% of people with disabilities.

Through this program, participants will collaborate with various Cepsa professionals, whose extensive experience will help students develop their skills and knowledge, giving them a competitive advantage in the development of their careers.

### **Continuous and sustainable source 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, 129 young people have participated in it, of which more than 80% have ended up joining the company's professional staff.

For more information, click [here](#).

*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 global energy and chemical company operating end-to-end at every stage of the oil and gas value chain. Cepsa also manufactures products from plant-based raw materials and operates in the renewable energy sector. Cepsa has 90 years of experience and a team of over 10,000 employees, who combine technical excellence with adaptability. Cepsa operates on five continents.

Madrid, April 21, 2021

### **Cepsa – Communications**

[medios@cepsa.com](mailto:medios@cepsa.com)

Tel.: 34 91 337 62 02

[www.cepsa.com](http://www.cepsa.com)

Tel.: 34 91 337 60 00