

Cepsa, distinguished as a Top Employer for the seventh consecutive year

- **The energy company has received the Top Employers Institute seal, certifying it as one of the best companies to work for in Spain.**
- **The results of this edition place Cepsa above the average of the companies in the energy and chemical sector in Europe**

Cepsa has been recognized, for the seventh consecutive year, as one of the best companies to work for in Spain by the Top Employers Institute. With this certificate, the organization has recognized the competitive and differential value proposition of the energy company, with advanced measures in terms of work-life balance and talent development for its professionals and the excellence of its policies and practices oriented to this end. The organization has especially valued the company's strengths in applying digital tools and the incorporation of sustainability indexes in Human Resources management, the promotion of inclusive and transformational leadership, its *onboarding* and professional development processes, and change management.

In addition, Cepsa has improved its valuation concerning its competitors at the European level, thus positioning itself as a benchmark in the energy and chemical sector on the continent in the field of Human Resources.

After receiving this recognition, Carlos Morán, Cepsa's Human Resources Director, emphasized that "this type of distinction is recognition of one of the main objectives of our people management activity: continuous improvement in the value proposition to employees, through the incorporation of different measures of flexibility, conciliation, well-being, training, diversity and inclusion, which year after year we are expanding, adapting and personalizing. We want to offer our professionals the best experience so that they can grow, develop personally and professionally and thus contribute together to advance in the exciting challenge of the energy transition in which we find ourselves."

Among the different projects that have led Cepsa to obtain this seal, its Integrated Talent Management Model stands out, made up of different initiatives that favor continuous improvement in people's management and professional and personal development. Additionally, the company has a program to manage the balance of personal, family, and work and life, in which measures such as flexible hours and remote working stand out.

In diversity and inclusion, the company has developed an *ad hoc* program to promote inclusive environments where people can develop their potential, regardless of their background, culture, physical condition and gender. Among the different measures developed, the following stand out: *mentoring* programs; diversity and inclusion training, both general for all professionals and specific for Human Resources professionals; or the incorporation of the blind curriculum in the selection processes to ensure objectivity in decision making.



PRESS RELEASE

In terms of innovation, Cepsa continues with its firm commitment to digital tools that contribute to promoting the work-life balance and development of its employees, such as Max Planet. This virtual assistant, a pioneer in Spain and based on artificial intelligence, combines a human resources knowledge base, a consultation management platform, and a virtual assistant (Max).

Strengthening flexibility during the pandemic

Another point in the company's Human Resources strategy is closely linked to the health emergency caused by COVID-19. In addition to the measures already implemented in terms of work-life balance, since the beginning of the Covid-19 pandemic, Cepsa has developed and reinforced programs to prioritize the health and well-being of its employees, such as teleworking, remote training and safety and hygiene actions in Service Stations and industrial facilities.

Overall measurement process

The Top Employers Institute program certifies organizations based on their participation and the results of their HR Best Practices Survey and awards this seal after an exhaustive audit in which companies must pass a complex analytical process and certain levels of requirements in the field of Human Resources. This analysis encompasses six domains of the people area, divided into 20 different dimensions, such as people strategy, work environment, talent acquisition, learning, well-being, and diversity and inclusion, among many others.

Cepsa is a global energy and chemical company operating 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.

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