

Cepsa Commits to Young, Diverse Talent in 5th Edition of 'Challenging U' Program

- **49 young people have joined Cepsa today for paid internships at its offices and facilities in Madrid and Andalusia, and to study a postgraduate program at the School of Industrial Organization.**
- **As part of the company's commitment to diversity and inclusion, the young people selected come from five different countries, 73% are women, and 7% are people with disabilities.**
- **Nearly 130 young people have participated in previous editions of this program, with over 80% later joining the company's professional staff.**

Cepsa has launched the 5th edition of 'Challenging U,' one of the most competitive training programs on the market, which allows recent graduates to launch their careers in one of the leading companies in the energy sector. This edition has the highest number of incorporations in the history of the program: a total of 49 young people, who have joined Cepsa today for 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 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.

Carlos Morán, Cepsa's Human Resources Director, welcomed the program participants in a ceremony held this morning at Torre Cepsa. He said: "In the current energy transition scenario, the objective of the 'Challenge U' program is to have a pool of young talent that will contribute to meet the company's needs in the coming years. You are joining Cepsa at a unique time in which, with your talent, qualifications and different skills, together with those of the experienced professionals working in the company, we will tackle the future challenges of our sector."

In this new edition of 'Challenge U' young people of five different nationalities, with international experience and good academic records in various fields such as Law, Economics, Business Administration and Management, Communication or different Engineering degrees, will take part in internships in corporate, commercial and industrial areas of the company. In addition, Cepsa wanted to promote the participation of female talent, including 73% of women in the program, as well as to encourage inclusion, with the incorporation of 7% 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.

