

Cepsa continues to expand its pool of young talent with more than 50 positions

- **The company welcomes the 18 young people selected in the first edition of the 'Challenging U Sales' and 'Challenging U Business' programs for the Trading business, and opens 37 vacancies for 'Green Molecules' and 'Business' in the areas of Technology, Projects and Services and Energy Parks**
- **Participants will gain transversal experience in the company and receive training in areas related to the energy transition**
- **Cepsa promotes diversity by hiring 70% women and 5% people with disabilities.**

Cepsa welcomes the 18 young people who are joining the energy company's offices in Madrid and opens up 37 positions for a new process for recent graduates who will join the company in early 2025. This happening at its headquarters in Madrid and at its industrial centers in Andalusia, located in Palos de la Frontera (Huelva) and San Roque (Cádiz).

All will be part of the new graduating class of "Challenging U", the training and talent recruitment program that the company has redesigned into three different ones to increase the specialization of the participants: 'Challenging U Sales', which now has 13 people, 'Challenging U Business', which has 5 people joining in the Trading business and is now opening 10 vacancies for the Technology, Projects, and Services area and 6 in Energy Parks, and 'Challenging U Green Molecules', which also has a deadline for receiving applications for 21 vacancies.

Bettina Karsch, Cepsa's Human Resources Director, has noted: "It fills me with satisfaction to receive today at our headquarters young people committed to our purpose of transforming energy and mobility in order to improve the world together. At Cepsa, we remain committed to young and diverse talent as the driving force behind this transformation.

Participants will have the opportunity to rotate through different businesses of the company, gaining transversal experience that they can apply in their areas of specialization. In addition, those selected will join the company with a permanent contract and will receive specialized and specific training to meet the needs of the profiles of each of the programs. To promote diversity, the company is maintaining its goal of hiring 70% of women and 5% of people with disabilities.

Three training paths adapted to the company's transformation

The 'Challenging U Sales' program, which lasts for three years, is focused on the search for young talent with a technical-sales profile. It is aimed at recent graduates in Chemical Engineering, Industrial Engineering, Sciences, Chemistry,



Physics, and with a high level of English. They will receive specific sales training at a business school and during the program, participants will rotate through the areas of Commercial & Clean Energies, Mobility & New Commerce and Chemistry.

Also, through Challenging U Business, Cepsa seeks specialized young talent to meet the needs of the company's different business areas. The requested profiles are recent graduates in Engineering, Mathematics, Economics or Law with a high level of English.

Finally, the Green Molecules path will focus on training young professionals with the knowledge and skills necessary to tackle the challenges of the energy transition. Here, the desired profile is for graduates in Chemical Engineering, Industrial Engineering, Renewable Energy, Environmental or other sustainability-related disciplines. Participants in the program will receive specific training in key areas of the energy transition such as green hydrogen, biofuels, electric mobility, renewable strategies and so on.

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

Cepsa is a leading international company committed to sustainable mobility and energy with a solid technical experience after more than 90 years of activity. The company also has a world-leading chemicals business with increasingly sustainable operations.

Under its Positive Motion strategic plan for 2030, Cepsa aims to be a leader in sustainable mobility, biofuels, and green hydrogen in Spain and Portugal, and to 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 achieve their decarbonization objectives.

ESG criteria inspire everything Cepsa does as it advances toward its net positive objective. Over the course of this decade, it will reduce Scope 1 and 2 CO2 emissions by 55% and the carbon intensity index of energy products sold by 15-20% versus 2019, with the objective of achieving net zero emissions by 2050.

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