

## **Cepsa revamps Challenging U, its youth talent acquisition program, to bolster its energy transition efforts**

- **The company has developed three distinct programs to enhance participants' specialization: Sales, Green Molecules, and Business**
- **Participants will be encouraged to gain cross-functional experience within the company and receive training in areas related to the energy transition**
- **We'll maintain the diversity objectives used so far, with a target of 70% women and 5% of people with disabilities.**
- **Cepsa has initiated the application process for participation in Challenging U Sales and Challenging U Business for the Trading business.**

Cepsa has evolved its training and talent acquisition program, Challenging U, to align it with the current needs of the company in its effort to become a benchmark for energy transition in Europe. In this way, the company has created three distinct programs to enhance participants' specialization: Challenging U Sales, which has already opened the application period for its first edition, Challenging U Green Molecules, which will begin in September, as well as Challenging U Business, which is already underway with applications for the Trading business, and further offers will arise for specific businesses or areas.

Moreover, participants will have the opportunity to rotate through the various business units of the company, gaining cross-functional experience that they can apply in their areas of specialization.

Bettina Karsch, Cepsa's Director of Human Resources, emphasized: "Challenging U is one of our cornerstones for attracting the young talent needed to address our energy transition. The real driving force behind this transformation is the people, and with the new approach of this program, we aim to address the challenges posed by the market and foster cross-disciplinary teams, while also providing more specialized training to further promote the professional growth of participants.

The three-year Challenging U Sales program will focus on recruiting young talent with a technical-commercial profile. It's aimed at recent graduates in Chemical Engineering, Industrial Engineering, Sciences, Chemistry, Physics, with a high level of English proficiency. They'll receive specific commercial training at a business school, and during

the program, participants will rotate through the areas of Commercial & Clean Energies, Mobility & New Commerce, and Chemistry.

On the other hand, through Challenging U Business, Cepsa will seek specialized young talent to address the needs of the company's various business areas. In this regard, this program kicks off with an initial offer of vacancies to join Cepsa's Trading team. The requested profiles are recent graduates in Engineering, Mathematics, Economics, or Law with a high level of English proficiency.

Finally, the Green Molecules journey will focus on training young professionals with the knowledge and skills necessary to address the challenges of the energy transition. The ideal candidates are graduates in Chemical Engineering, Industrial Engineering, Renewable Energy, Environmental Studies, or other fields related to sustainability. Participants in this program will receive specialized training in key areas of the energy transition such as hydrogen, biofuels, electric mobility, renewable strategies, and more.

**Challenging U stays true to its essence: diversity, training, and indefinite contracts.**

Aside from the new paths participants may take, the program will retain the essence of previous years. In this regard, the diversity goals set for participants will be maintained: 70% women and 5% individuals with disabilities.

Additionally, those who are selected will join the company with a permanent contract. Furthermore, the training provided to participants will continue, albeit even more specialized and tailored to meet the needs of each program's profiles.

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 CO<sub>2</sub> emissions by 55% and the carbon intensity index of energy products sold by 15%-20%, versus 2019, with the goal of achieving net zero emissions by 2050.

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