

Cepsa, doubly awarded for its conciliation and equality policies

- **The company received the 2020 Flexible Company Award from the General Directorate of Family Diversity and Social Rights of the Ministry of Social Rights and 2030 Agenda**
- **It was also recognized with Honorable Mention at the 16th edition of the Madrid Flexible Company Awards, granted by the Government of the Autonomous Community**

Cepsa received the 2020 Flexible Company Award granted by the communication consultancy CVA, in collaboration with the General Directorate of Family Diversity and Social Rights of the Ministry of Social Rights and 2030 Agenda, which recognizes the comprehensive flexibility and conciliation policy that the company in place for all of its employees.

In addition, the Government of the Community of Madrid recognized Cepsa with Honorable Mention at the 16th edition of the Madrid Flexible Company Awards; the company was also awarded the Most Equal Remuneration distinction for promoting a talent-based remuneration model among its employees, which has contributed to curbing the impact of the salary gap between men and women.

These awards recognize Cepsa as one of the companies with the best conciliation policies aimed at improving employees' work-life balance, improving equality with the company and promoting co-responsibility. These are the newest additions to the Company's other distinctions in the area of employee conciliation and wellbeing, such as Top Employer or the EFR Certification.

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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