

Cepsa reaffirms its commitment to the 'Diversity Charter' to promote equality and inclusion

- **As part of the initiatives in which it participates in this area, the company has extended its adherence to this European code until 2023, promoted in Spain by Fundación Diversidad which it has been a member since 2014.**
- **The company has recently set the goal of reaching 30% of women in leadership positions in its workforce by 2025 and raising the number of professionals with a disability to 3%.**
- **Since 2019, Cepsa has had a Diversity and Inclusion Program and Strategic Committee, aligned with SDGs 5 and 8, focused on gender equality and women's empowerment and the promotion of decent work and economic growth.**

Cepsa has renewed its adherence to the Diversity Charter until 2023, a European code of ten fundamental principles to which more than 1,000 companies and organizations in Spain and more than 12,000 throughout the European Union voluntarily subscribe to express their commitment to diversity and inclusion in the workplace.

Since Cepsa joined in 2014, the Diversity Charter has been established as one of the most iconic initiatives for the company in the field of equal opportunities and measures aimed at preventing any type of discrimination. By renewing this commitment, Cepsa is promoting its ten basic principles and its goal of extending them to its entire environment—employees, customers, suppliers—to foster a community that enhances the quality of life and work of people and their organizations.

"At Cepsa, we foster inclusive environments where everyone can develop their potential, regardless of their origin, culture, physical condition, or gender, etc." And we do this not only because it is the right thing to do, but also because we are aware that including different cultures, ages, skills, and genders fosters creativity and innovation, and this in turn adds value to our business," said Margarita Marcos, Cepsa's Director of Diversity and Inclusion and Labor Relations.

Specific objectives and policies within the organization

Cepsa's commitment to equal opportunities can be seen in specific measures implemented in the organization itself. In 2019, it launched its Diversity and Inclusion Program with concrete actions linked to SDG 5 (Gender Equality and Women's Empowerment) and SDG 8 (Decent Work and Economic Growth). In the same year, a Diversity and Inclusion Strategic Committee was created, in which the company's senior management participates.

In this regard, the company has recently set specific objectives to promote inclusion and diversity at a global level, which include reaching 30% of women in leadership positions in the workforce and increasing the number of disabled professionals with a disability to 3% by 2025.

Commitments and recognition

Under its CEO, Philippe Boisseau, Cepsa also participates in the "CEOs for Diversity" platform, a strategic alliance promoted by the Adecco Foundation and the CEOE Foundation that already brings together 70 companies around a common, innovative vision of diversity, equity and inclusion to reduce inequality and exclusion in Spanish society.

In addition, the company has been awarded the "More Equal Remuneration" recognition, granted by the Community of Madrid in recognition of its commitment to guaranteeing equal pay in a real and effective manner, thus making it possible to advance in favor of equality; the diploma granted by the 50 Plus association in recognition of Cepsa's commitment to the favorable development of people management regardless of their age with respect for generational diversity; and the EFR seal, from Fundación Másfamilia, which certifies the implementation of a management model that favors reconciliation of the professional and personal spheres of employees. In addition, the company participates in Intrama's Network of Companies Committed to Diversity and Equality (ECDI) with the aim of working, leveraging research, analysis, and training, to raise awareness of the importance of implementing Diversity Management policies in the company; and is a member of REDI, the Business Network for Diversity and LGBTI Inclusion.

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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