

Cepsa endorses the UN Women's Empowerment Principles

- **The aim of these principles is to promote gender equality and the empowerment of women in the workplace, the labor market and society**
- **This is a further step in Cepsa's commitment to promote the full development of female talent in the company, the elimination of gender biases and barriers, and the fair and equal treatment of women**
- **The company's goal is to reach at least 30% of women in leadership positions by 2025, a commitment on which it advanced by 2.7% in the last year, with more than 25% female leaders**

Cepsa adheres to the United Nations Women's Empowerment Principles (WEP), an initiative created by UN Women and the United Nations Global Compact. These guidelines, based on international human and labor rights standards, provide a set of reflections aimed at helping the private sector focus on key elements for the promotion of gender equality in the workplace, the labor market and society.

Through this initiative, which consists of seven principles, the signatory companies commit themselves to issues such as promoting gender equality from high-level corporate leadership, treating people equally regardless of their sex, encouraging women's education, training and career advancement, carrying out practices in favor of female empowerment or promoting equality through community initiatives.

Cepsa CEO Maarten Wetselaar, after signing these principles on the company's behalf, said: "At Cepsa, we firmly believe that diverse talent is a competitive advantage to accelerate our transformation; a source of innovation and a way to ensure our future growth. We are strongly committed to making Cepsa a more inclusive space every day. One of our objectives is to boost women's contribution to the company and society, promoting their presence in leadership positions and eliminating gender barriers. To achieve real change, it is essential to set concrete and ambitious challenges. Therefore, our adherence to the Women's Empowerment Principles strengthens our commitment to continue moving towards a more just and equal future."

The adherence to these principles by the more than 6,000 member companies is fundamental to establish more stable and just societies, achieve the development, sustainability and human rights goals agreed upon around the world, and improve women's quality of life in the workplace.

Female talent as a competitive advantage

For Cepsa, female talent is a source of innovation and a competitive advantage, as well as a way to make the company an inclusive environment that values differences and where all voices are respected and heard. To boost female talent in leadership positions, Cepsa aims to have at least 30% of these positions occupied by women by 2025. In the last year, the number of female leaders reached 25.4%, an increase of 2.7%.

Cepsa and Fundación Cepsa are also part of the STEM Alliance promoted by the Ministry of Education and Vocational Training, which pursues synergies and promotes educational and training measures to eliminate gender stereotypes associated with certain vocations and professions. It also works to promote female empowerment in STEM disciplines (science, technology, engineering and mathematics) from the early stages of education and to help eliminate the gender gap in access to these disciplines. In this regard, Cepsa and its foundation pursue different actions together with Inspiring Girls to encourage the professional ambitions of girls, as well as their job expectations, in less female-dominated sectors such as STEM.

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 around 10,000 employees, who combine technical excellence with adaptability. Cepsa operates on five continents.

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