

## Cepsa promotes digitalization in recruiting talent for its Service Stations

- **Cepsa has become the first company in the sector to design a digital platform for staff selection and apply it in these processes at service stations**
- **This innovation will streamline the recruitment process for both candidates and station managers, while also reducing lead times and standardizing selection criteria**
- **The project was recognized in the 14th edition of the CEGOS Awards for Best HR Practices with Teams and Talent**

As part of its commitment to digitalization, modernization, and optimization of its internal processes, Cepsa has launched a digital platform to manage the selection processes associated with its service stations and dining centers. The company will use this new platform to post vacancies, collect resumes, and have permanent employment portal to reduce recruitment times. It is the first major company in the sector to use this system for its service stations in Spain.

The new platform will have a [microsite](https://cepsaempleoestacionesdeservicio.com) [cepsaempleoestacionesdeservicio.com] designed by the specialized company Filmijob that can be accessed from [Cepsa.com's Talent Attraction portal](https://cepsa.com). This initiative will benefit candidates since it will simplify all the procedures for applying for positions and can be used to filter positions by physical distance or area of preference. Similarly, station managers will also be provided with easier access to more information on candidates with an updated database, in addition to the option of video interviews and a professional skills test. They will also be able to filter the applications and classify them according to their preference, standardizing the process, facilitating the decision, and ensuring the ideal candidate is selected.

Bettina Karsch, Cepsa's Human Resources Director, affirmed: "With this new platform, we continue to update and optimize all our selection processes, while also ensuring that they meet environmental criteria by eliminating the use of paper. The ultimate goal is to create a more agile and simpler process for everyone involved, but also to ensure that talent is selected in accordance with the values this company is known for."

Moreover, with this innovation, Cepsa is also making progress in how sustainable its processes are. By digitalizing the selection processes at service stations, the company will completely eliminate the use of paper in these procedures, reducing the environmental impact.

The pioneering nature of the project to digitize the job selection process for the Cepsa Service Station network in Spain has been recognized this year at the 14th edition of the CEGOS Awards for Best HR Practices with Teams and Talent, in the category of



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'Attracting and Integrating Talent.' In this aspect, Cepsa strives for equal opportunities, identifying and developing the full potential of people based exclusively on their abilities to perform their duties.

As part of its 2030 Positive Motion strategy, Cepsa is working to become a reference in the energy transition in this decade. To this end, the company is becoming more focused on the needs of its customers, who also face their own challenges in decarbonization. In the area of sustainable mobility, Cepsa, through its Mobility and New Commerce business unit, is transforming its network of service stations, the second largest in Spain and Portugal, into digitalized spaces offering a wide variety of high convenience and dining services. It also aims to offer multi-energy solutions for refueling on the road and alternatives for heavy land, sea, and air transport by developing green molecules, mainly second-generation biofuels and green hydrogen.

**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.

In 2022, Cepsa presented its new strategic plan for 2030, Positive Motion, which projects its ambition 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 advance their decarbonization objectives.

ESG criterion inspire all of Cepsa's actions as it advances toward its net positive objective. Over the course of this decade, it will reduce its Scope 1 and 2 CO<sub>2</sub> emissions by 55% and its carbon intensity index by 15-20%, with the goal of achieving net zero emissions by 2050.

Madrid, November 27, 2023

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