

Cepsa and Fundación ONCE join forces to promote the employment of people with disabilities

- **Both organizations have signed the Inserta agreement to promote the hiring of at least 100 people with disabilities in Cepsa over the next three years**
- **This alliance will also promote the training and employability of people with disabilities through the promotion of responsible purchasing and special employment centers**
- **Cepsa, as part of its diversity and inclusion objectives, has set itself the goal of reaching at least 2% of people with disabilities in its workforce and 1% in its collaborating companies by 2025**

Cepsa has reached an agreement with Fundación ONCE to become part of Inserta Empleo and promote the hiring and training of people with disabilities. Through this alliance, Cepsa wants to promote the incorporation of people with disabilities in its workforce and aims to hire a hundred employees with disabilities in the next three years.

The agreement also contemplates the promotion of other actions that favor the labor insertion and employability of people with disabilities indirectly, through the acquisition of goods and the contracting of services to special employment centers.

After signing the agreement, Bettina Karsch, Cepsa's Human Resources Director, expressed her satisfaction: "We are proud to reach this collaboration agreement with Fundación ONCE. Hand in hand with one of the leading organizations in our country, we take another step forward in our social and business commitment to the inclusion of people with disabilities in the labor market. At Cepsa we care about people, this is the basis of our values and our company culture, and this agreement reflects our determination to be an increasingly diverse company, in which we all feel included and respected."

For his part, José Luis Martínez Donoso, has recalled that, in order to advance in the hiring of people with disabilities, "we cannot do it alone, we need the commitment of companies like Cepsa, which as of today will become a strategic partner that we are sure will offer many job opportunities for people with disability in different positions in the company. At Fundación ONCE and Inserta Empleo we are committed to offering you the profiles you need and training them, if necessary."

This collaboration also promotes dissemination and social awareness actions and values social innovation projects aimed at promoting the hiring of young people with disabilities and women with disabilities.

The agreement is part of the operational programs for Social Inclusion and Social Economy (Poises) and Youth Employment (POEJ), being developed by Fundación ONCE through Inserta, with co-financing from the European Social Fund and the Youth Employment Initiative, to increase the training and employment of people with disabilities.



A recognized commitment to inclusion

For Cepsa, this collaboration agreement is a lever to advance their objective of promoting diversity and inclusion in their teams. Specifically, the company has set itself the goal of reaching at least 2% of people with disabilities in its workforce and 1% in its collaborating companies by 2025.

The company's commitment and conviction in this area, managed through its Diversity and Inclusion policy, has led Cepsa to win various awards. Among others, Cepsa was recognized by the Financial Times in 2021 as the leading company in the energy sector in Spain and tenth in Europe in the third annual "Financial Times Diversity Leaders" ranking. And recently, it has also received the Diversity Leading Company Seal, which certifies it as a leader in diversity, equity and inclusion, and the Empowering Women's Talent Seal, for the promotion of female talent within the organization, awarded by Teams y Talent.

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 criteria inspire all of Cepsa's actions as it advances toward its net positive objective. Over the course of this decade, it will reduce our Scope 1 and 2 CO₂ emissions by 55% and the carbon intensity index of our products by 15-20%, with the goal of achieving net zero emissions by 2050.

Fundación ONCE is an ONCE solidarity instrument created in 1988 to improve the living conditions of other groups with disabilities, through labor inclusion and training programs, as well as the dissemination of the concept of universal accessibility, with the creation of environments, products and globally accessible services.

Inserta Empleo is the human resources entity of the Fundación ONCE, an expert in caring for people with disabilities and focuses its activity on improving their training and achieving their inclusion in the labor market. It has more than 25 years of experience and a team of guidance and intermediation experts, spread across its 46 offices throughout Spain. It helps people with disabilities find employment, trains them if necessary, and offers companies the best candidates for the positions they need to fill. All this for free.

Twitter user: @portalento_

More information on the labor market for people with disabilities in Spain is available at: www.odismet.es

More information at: www.portalento.es

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