

CEPSA + IE UNIVERSITY PARTNERSHIP AGREEMENT

Cepsa and IE University, one of the world's top business schools, have established a collaboration to bring training, of the highest international quality, to **CEPSA** professionals and managers to help them tackle the new challenges and needs of today's changing environment.



In this Learning Hub, everyone in the Cepsa organization will find cutting-edge proposals from the IE University ecosystem:

- ❑ **Insights:** The latest articles, case studies, videos, audio clips and infographics from faculty and experts on the hottest aspects of areas such as leadership, entrepreneurship, marketing and sales, talent management, competitiveness and growth, strategy, finance and control, innovation, etc.
- ❑ **IE University training programs**, from which Cepsa employees will benefit from special conditions and which they can access through a personalized admission process.
- ❑ **The multimedia catalog**, offering highly interactive digital content, excellent functionality, and an optimized user experience.
- ❑ **Events around the world on advanced topics** open to Cepsa employees.



CORPORATE PARTIAL SCHOLARSHIPS FOR SACYR EMPLOYEES

IE offers a Corporate Partial Scholarships program for CEPSA employees (including employees of any of its affiliates, subsidiaries or related companies) for its various executive education programs until July 2021.

Eligibility requirements and terms and conditions of IE's Corporate Partial Scholarships for CEPSA employees:

- Candidates for these **Corporate Scholarships** must have been employed or under contract by **CEPSA** or one of its affiliates or subsidiaries for at least six (6) months prior to beginning the admissions process for the corresponding program, have successfully applied to **IE**, and have been accepted to the corresponding program.
- The award of the **Corporate Partial Scholarship** will be at the complete discretion of **IE**, which reserves the right not to award it should it consider, on justified grounds, that the candidate's profile and/or performance in the admissions process do not meet the minimum standards for its award.
- The **Corporate Partial Scholarships** will apply solely to those programs determined by **IE**. The amount of the scholarship will depend on the type and category of the chosen program and will at all times be subject to the availability of places in the program in question. For all the details of programs to which the Corporate Partial Scholarships apply, refer to your Human Resources Department.
- To determine the amount of the **Corporate Partial Scholarship** for each program, the information request form must be sent through the "IE Learning Hub" platform that CEPSA has included in its intranet.
- **Corporate Partial Scholarships** will apply solely and exclusively to the tuition fees in force for the program for the 2019/2020 and 2020/2021 academic years. They do not apply to any other items. Should a candidate qualify for multiple benefits, the largest one will be applied.
- A **Corporate Partial Scholarship** awarded to a specific employee will be non-transferrable.