

## Moeve brings in 30 new young people through its renewed talent programs Challenging U

- The Company has welcomed 21 new hires from its first edition of the 'Challenging U Green Molecules' program, who will begin their careers in the energy sector, undertaking a unique 3-year program that will cover the main business areas.
- In addition, nine other young people have joined the Energy Parks and Technology, Projects and Services departments at Moeve through the 'Challenging U Business' program.

Moeve has welcomed 30 new young people who are joining the company as part of their 'Challenging U' talent programs, which have been redesigned to adapt to the new roadmap that marks the transformation the company is undertaking to become a benchmark for energy transition.

The 21 new hires from the 'Challenging U Green Molecules' program participated in a welcome event held at the Campo de las Naciones service station in Madrid, where they were able to see first-hand its transformation into ultra-convenience and multi-energy spaces.

The training that these 21 young people will receive is completely focused on acquiring the necessary know-how and skills to address the challenges of the energy transition, where they will gain in-depth knowledge of the key energies that the company promotes: green hydrogen, 2G biofuels, and electric mobility. Moreover, they will receive training in coordination with the Escuela de Organización Industrial (EOI), which includes sessions given by Moeve professionals.

"They will go through different itineraries and business areas between Madrid, Huelva and Cádiz for 3 years." A unique journey within the sector that will enable them to start their career with extensive training and experience," **said Bettina Karsch, Moeve's Human Resources Director**, who added: "They are the first class that will be entirely focused on green molecules, which are no longer the future but the present, which means that at Moeve we are doubling down on talent as the driving force of our transformation."

In addition to them, nine young people were hired at the beginning of the year through the 'Challenging U Business' program. Three of them have joined the Energy Parks teams in La Rábida (Huelva) and San Roque (Cádiz), and another six are part of the company's Technology, Projects and Services area.

The current Challenging U programs remain in essence based on three pillars: diversity applied to selecting candidates, training as the main value, and the indefinite contract that reflects the real commitment the company makes for the

future of the young people selected. Since the program started in 2016 to attract youth talent, approximately 471 young people have gone through it, of which approximately 80% are still employed by the company.

**Moeve** is a global company with over 11,000 employees, dedicated to advancing sustainable energy and mobility. Its ambition is to be one of the drivers of the energy transition in Europe and accelerate its decarbonization and that of its customers.

After leading the energy sector as Cepsa for more than 90 years, the company launched its new brand, Moeve, in October 2024. This new identity reflects the acceleration of its transformation to lead in the production of sustainable energy powered by green molecules, including green hydrogen and second-generation biofuels, as well as sustainable chemical products. It is also developing an extensive network of ultrafast electric chargers in Spain and Portugal to boost sustainable mobility.

Through its 2030 Positive Motion strategic plan, Moeve is working to transform mobility and energy to create a better world, ensuring today's energy supply while focusing on sustainable energy solutions for the future.

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