

Moeve, the first energy company certified by AENOR in diversity and inclusion management

- **AENOR's audit for ISO 30415 certification has highlighted Moeve's governance model, senior management commitment, and inclusive culture, reinforced by employee networks that promote diversity across all levels**

Moeve has obtained the AENOR certification that accredits the implementation of its Diversity and Inclusion Management System in accordance with the recommendations of the ISO 30415 standard. In the final audit report, which has been successfully completed after widely meeting the reference standard, aspects such as Moeve's governance model, senior management commitment, and inclusive culture that promotes pride in belonging among its workforce have been highlighted.

AENOR's Director of Business Development, Nicolás Henríquez, presented the certificate to Moeve's CEO, Maarten Wetselaar, and Human Resources Director, Bettina Karsch, who highlighted: "This endorsement, which endorses our management system, not only recognizes Moeve's real commitment to equity and inclusion for all people, but also provides us with a valuable tool to continue moving towards a more inclusive and equitable future."

Nicolás Henríquez, AENOR's Director of Business Development, emphasized that "proper management of diversity and inclusion is necessary for any company that wants to be aligned with the demands of today's society. "This AENOR certification allows Moeve to build trust among its professionals and other stakeholders, demonstrating its commitment to best practices and the challenges and requirements of the 21st century.

The audit team highlighted the Diversity and Inclusion Policy as one of the company's strengths, stemming from its governance model. Furthermore, the existence of the Diversity and Inclusion Committee, composed of seven members of the company's Management Committee, demonstrates the commitment of senior management. Similarly, the creation of the following employee networks has been positively valued, which contributes to the promotion of inclusive culture in the company: Anexa, which seeks to promote awareness and equal opportunities for men and women, Equal, to promote LGBTIQ+ inclusion, Capaz, that promotes and raises awareness about the inclusion of people with disabilities in the workplace, and InterGen, to promote diversity and intergenerational inclusion.

The company reaffirms its commitment to diversity and inclusion, after being recognized in the 2024 Financial Times ranking as Diversity Leaders and receiving one of the awards from INTRAMA Diversity & Inclusion Awards for its special promotion of inclusion for the LGTBI+ community.

Moeve continues making progress towards its diversity goals. In this sense, it has set a target to reach 30% of women in leadership positions and 2% of people with

disabilities in its workforce by 2025, as well as 1% through our collaborating companies. Likewise, Moeve's program to recruit young talent, Challenging U, one of the most competitive in the market, is committed to incorporating 70% women and 5% people with disabilities.

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 more than 90 years as a benchmark in the energy sector as Cepsa, it launched its new brand, Moeve, in October 2024, and this reflects the acceleration of its transformation to lead the production of sustainable energies based on green molecules, such as green hydrogen and second-generation biofuels and the production of sustainable chemical products. Moreover, the company is developing an extensive high power electric charging network in Spain and Portugal in order to promote sustainable mobility.

Through its strategic plan for 2030, Positive Motion, Moeve works to transform mobility and energy to improve the world, ensuring today's energy supply while prioritizing the transition to sustainable energy for the future.

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About AENOR

AENOR contributes to the transformation of society by creating trust between organizations and people, through conformity assessment services (certification, inspection and testing), training, information and business transformation consulting. It is the leading entity in generating trust in Spain, more than 88,000 work centers in the world have one of the AENOR certificates in fields such as Quality Management, Sustainability, Verification of non-financial information, Animal Welfare, Safety and Health at Work, Digitalization or Compliance.

Among AENOR's differential competitive advantages are the highest brand recognition among companies (B2B) and consumers (B2C); have its own staff, which allows it to manage the accumulated knowledge for the benefit of its clients; innovate in resolving new competitiveness gaps thanks to its proximity to sources of knowledge; and its geographical and sectoral capillarity.

AENOR is a global entity, which already carries out operations in 87 countries. In Spain it has 19 offices in all the Autonomous Communities with its own auditors and a permanent presence in 12 other countries, mainly in Latin America and Europe.

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