

Moeve joins the Green Energy Hub to promote skills development in the energy transition

- **In the framework of the Alliance for Vocational Training led by the Ministry of Education and Vocational Training, the Hub seeks to identify key profiles in the energy sector, develop training programs for technological advances and establish a certification system that fosters employability and professional development within the energy transition**
- **This is a public-private initiative that strengthens the connection between business, education and technology in facing the challenges of the energy future**

Moeve, in collaboration with Repsol, Endesa, Naturgy, the Spanish Energy Club and ManpowerGroup, has announced the creation of the Green Energy Hub led by the General Secretariat of Vocational Training under the Ministry of Education and Vocational Training. It is a public-private initiative designed to develop the professional skills that will be necessary in the energy transition. The presentation took place during the annual event of the Alliance for Vocational Training, an initiative of the Ministry of Education and Vocational Training that promotes cooperation between business and the vocational training system.

One of the Hub's objectives is to anticipate the needs of the labor market by identifying key profiles in the energy sector to drive the energy transition. In addition, it will collaborate with the Ministry of Education to design and update training programs, including vocational training programs, micro-credentials and specialized courses for technological advances. Lastly, it will establish a certification system that recognizes skills acquired in both training and professional experience, thus ensuring the employability and professional development of workers in the sector.

In order to achieve these objectives, the Hub will promote internships in companies, thus integrating both students and teachers in real work environments. It will also promote the official recognition of the training designed by participating companies and companies in their value chain, ensuring that they meet the standards of quality, equity, and equal opportunities laid down by the Vocational Training system.

Rafael Fernández Qúndez, Director of Talent at Moeve, has pointed out: "At Moeve, we believe that the development of specialized talent is essential in order to move forward in the energy transition. The creation of the Green Energy Hub boosts our commitment to public-private collaboration as a key tool to prepare professionals who will lead the change towards a more sustainable energy paradigm."

According to the report "Green Molecules: The Upcoming Revolution in the European Job Market," presented by ManpowerGroup and Moeve, Spain will lead the generation of green molecule-related jobs in Europe, with 181,000 new

positions by 2040, thus accounting for 11% of the total employment generated in the EU and UK. This leadership highlights the need to promote green skills and support the development of talent so as to successfully face the challenges and opportunities of the future.

In addition, Moeve is working on initiatives such as the Green Academy, an ecosystem designed for learning, knowledge generation, and collaboration related talent development oriented toward green molecule-based energies. The Green Academy aims to offer reskilling and upskilling programs to prepare professionals for the challenges of the energy transition, establish partnerships with educational and business institutions and promote spaces for innovation and best practices that allow for agile and effective adaptation to the sector's progress.

With these actions, Moeve is driving forth talent and knowledge in the field of energy transition and contributing to the creation of a more sustainable, competitive and generating energy model, while providing professional opportunities and development.

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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