



sasol

FINAL STAGE OF CONSTRUCTION FOR THE PSA PROJECT

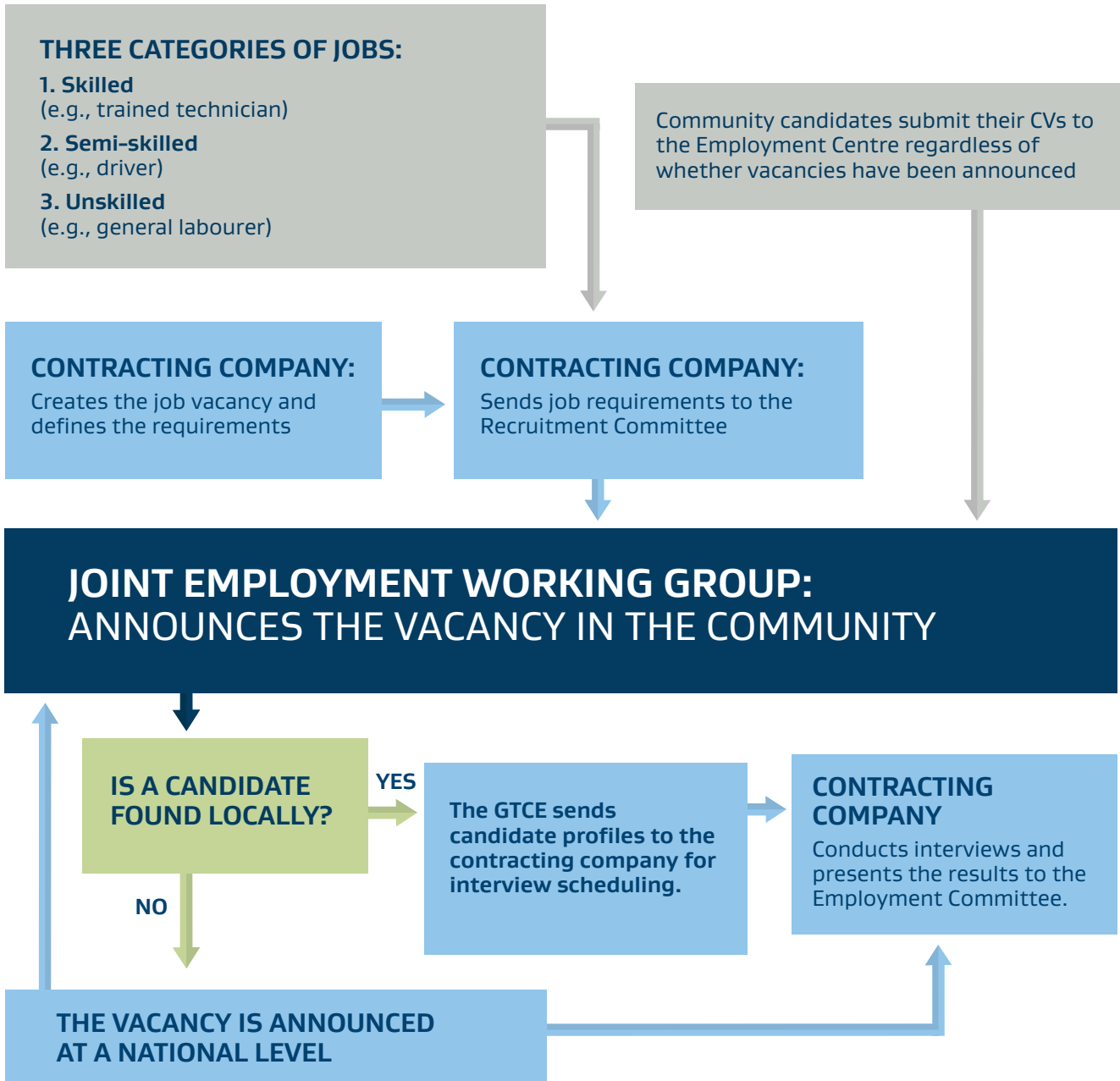
Workforce Demobilisation

The PSA (Production Sharing Agreement) Project involves the construction of infrastructure that will ensure the production of 23 million gigajoules of gas per year. This gas will supply the Temane Thermal Power Plant (CTT), generating 450MW of electricity, as well as the LPG Plant, which will produce 30,000 tonnes of cooking gas annually—covering 75% of Mozambique’s domestic gas demand—along with light oil and surplus gas for export.

With construction beginning in 2021, the project has stimulated the job market in the districts of Inhassoro, Govuro, and Vilankulo, employing approximately 3,100 workers at its peak in 2023. Around 70% of these workers come from these three (3) districts, with a particular concentration in Inhassoro. Their selection has been managed by a Joint Employment Working Group (GTCE), a type of local recruitment centre designed to ensure transparency in employment access.



GTCE STRUCTURE AND OPERATIONS



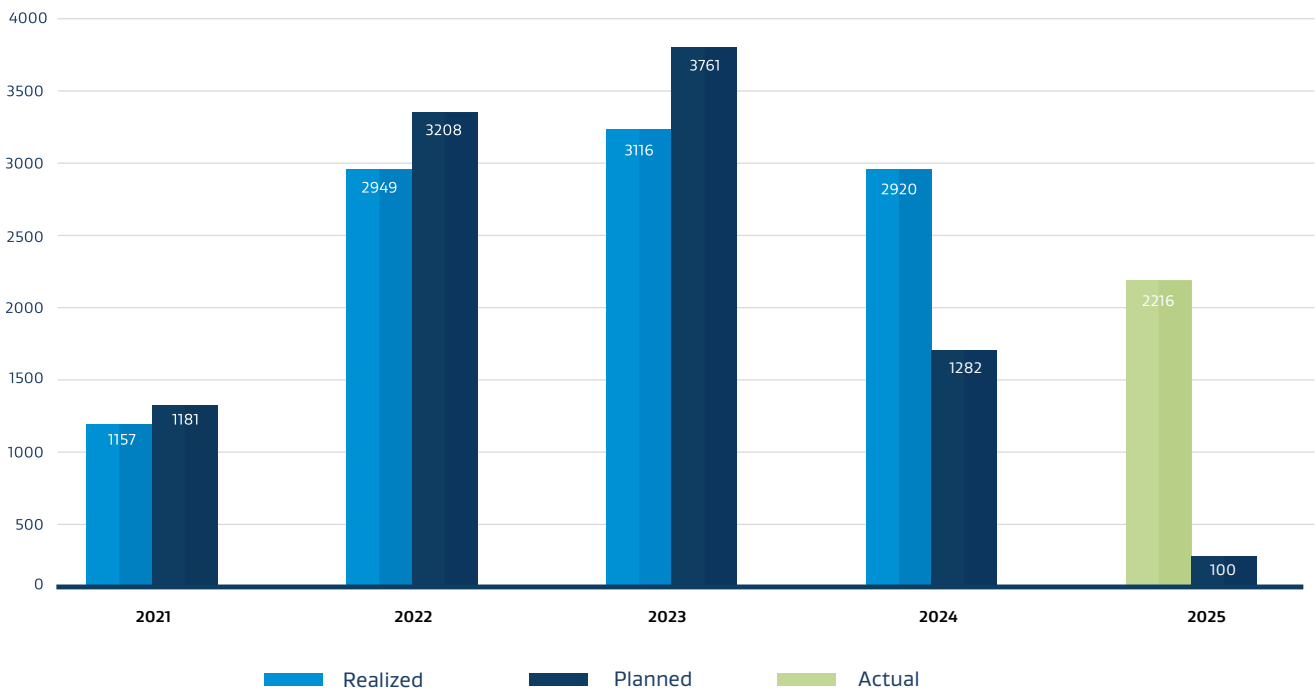
GTCE COMPOSITION

- 1 Representative of Youth Groups from Inhassoro
- 1 Representative of Youth Groups from Govuro
- 3 Representatives from the Communities of Inhassoro
- 2 Representatives from the Communities of Govuro
- 1 Representative from the Govuro District Government
- 1 Representative from the Inhassoro District Government
- 1 Human Resources Specialist from Sasol
- 1 Technician from the National Institute of Employment (INEP)

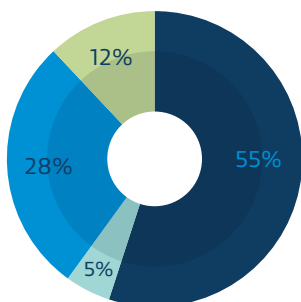
- The GTCE is a structure created under the Local Development Agreements and reports to the Partnership Committee.
- The Employment Technician and two community members have been working full-time since January 2022 and receive rewards paid by Sasol.
- Since November 2021, recruitment reports have been produced by the GTCE, with support from the Employment Technician.
- As with the Partnership Committee, the GTCE's chairmanship alternates between the Government and the Community.

With the completion of civil works and the commencement of specialised tasks as planned, a gradual reduction in the project workforce has been observed since late 2024.

The chart below illustrates workforce execution up to December 2024 in relation to the project plan.



This chart also represents the current distribution of the workforce by origin. It is important to highlight that project workers returning to the labour market are registered in a database managed by the National Institute of Employment (INEP) for future job opportunities in the area and other regions of the country.



Workers Provenience	Sasol & Partners (December 2024)
Govuro, Inhassoro and Vilankulo	1209
Other districts of Inhambane	119
Rest of the Country	626
Foreigners	262
Total	2216



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