

ADVERTORIAL



SASOL INVESTS IN HUMAN CAPITAL DEVELOPMENT TO STRENGTHEN THE SKILLS OF MOZAMBIKAN PROFESSIONALS

Over the years of its presence in Mozambique, Sasol has supported several skills development initiatives in Mozambique. A special note to the award of scholarships to Malaysia and South Africa, as well as the funding of the master's degree in Hydrocarbon Processing Engineering at Eduardo Mondlane University (UEM).

In addition, the company invested in infrastructure and technical and vocational training, through the construction of the Inhassoro Vocational Training Centre and the provision of a Mobile Training Unit for the most remote areas.

FROM MOZAMBIQUE TO MALAYSIA: 10 MORE SCHOLARSHIP HOLDERS GO TO PETRONAS UNIVERSITY



In September, Sasol participated in the farewell ceremony of 10 Mozambican scholarship students, who will go to Malaysia in October 2026 to continue their academic training with the support of the company. Of the total number of beneficiaries, three come from Inhambane province and seven from other provinces of the country.

The ceremony was led by the National Director of Planning and Cooperation of the Ministry of Mineral Resources and Energy (MIREME), Marcelina Joel, and was attended by the parents and guardians of the students.

Launched in 2013, the programme has already benefited more than 60 Mozambican students, as part of a partnership between Sasol and MIREME. The selection of candidates is carried out through a public tender conducted by the Scholarship Institute (IBE), at the

request of MIREME.

The Memorandum of Understanding currently in force provides for the award of 20 scholarships, until 2030, for training at the Petronas University of Technology, in Malaysia. According to the terms of the agreement, half of the beneficiaries must come from the province of Inhambane, the centre of operations in Mozambique. The selection process considers academic merit and sets a gender balance target of 50%.

In addition to the assessment of academic performance, candidates undergo language preparation and an international English language proficiency test (IELTS). Since 2024, preparation in English has been provided by the British Council training centre in Maputo as part of the process of preparing students for training abroad.



≈60

Beneficiaries
since 2014



≥50%

Minimum Quota
for Inhambane



≥50%

Minimum Quota
for Women



10

Students
in Training



+10

New Group
2026



Investing in education means going beyond building schools and training centres. It means creating conditions for young Mozambicans to develop their potential, acquire skills relevant to the labour market and become protagonists in the development of their communities

Sónia Matsinhe Chembeze, Vice President & Mozambique Country Manager

TALENT DEVELOPMENT: 61 MASTERS GRADUATES AND USD 2.8 MILLION FOR UEM

Started in 2016, Sasol and the Faculty of Engineering of Eduardo Mondlane University (UEM) maintain a partnership for the implementation of the Master in Hydrocarbon Processing Engineering. The initiative aims to train technicians and researchers capable of contributing to the design and optimization of industrial processes, the operation of processing units and the transformation of energy resources in Mozambique.

The program combines academic training, applied research, exposure to industry and international cooperation. Professors from UEM and professors from institutions such as the South African University of Cape Town and the University of Pretoria participate, in disciplines related to hydrocarbon processing.



Students on a Study Visit to Sasol in Inhassoro District

	Personal	Resident and Visiting Teacher Grants, Teacher Training
	Laboratories	Laboratory Reagents & Consumables, External Laboratory Services
	Scholarships	Tuition Fees, Study Visits and Practical Classes
	Teaching Material	Software, Computer Equipment and Consumables
	Exams and Evaluations	Logistics for Presentations of Papers and Exams.
	Library and Operational Material	Books, Office Consumables & Advertising

Sasol Financing Coverage



Students on a Study Visit to Sasol in Inhassoro District

The practical component includes internships at Sasol's operations in Temane and other companies in the sector. The dissertations bring academia and industry closer together, addressing topics such as fuel production from natural gas condensate, optimization of fuel gas consumption, properties of pipeline gas, methanol production and energy efficiency.

The program is in its 9th edition, with the 10th in preparation. In 2025, this course has obtained approval and recognition *from the Inter-University Council for East Africa*, allowing graduates of this course to have international recognition.

The regional evaluation highlighted the qualification and availability of the faculty, the resources for postgraduate education, the internationalization and the commitment of the UEM leadership to quality, while the accreditation process works as a reference for the continuous improvement of the program.

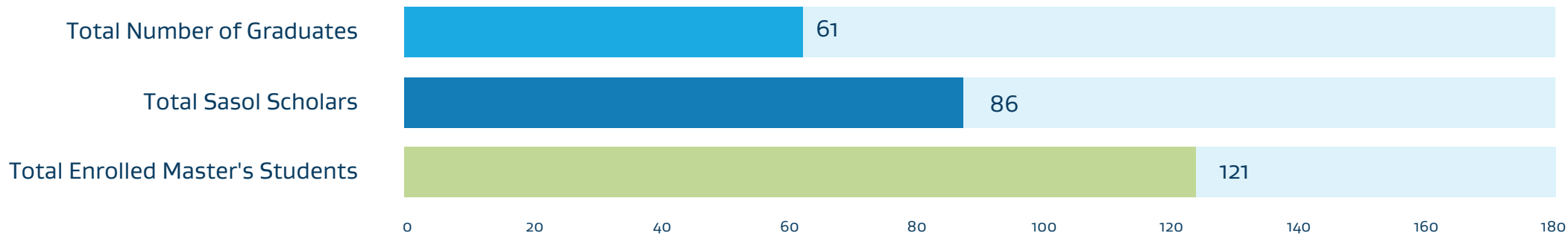


Table 2: Impact of the EMU and Sasol Partnership by Category 2016-2025

\$1 Million for Engineering Lab Renovation

The partnership includes financing the renovation of the Hydrocarbon Processing Engineering Laboratory at Eduardo Mondlane University (UEM), in an investment of US\$1 million by Sasol. The implementation of the laboratory is under the university responsibility itself, and its completion of the renovation is scheduled for the end of 2026.

The project also includes the institutional strengthening of the Faculty of Engineering of UEM, through academic cooperation, the participation of Sasol specialists, mobility programs and curriculum updating, contributing to the development of skills and the strengthening of training in hydrocarbons.

PLAN OF 30 SCHOLARSHIPS FOR YOUNG PEOPLE FROM GOVURO, INHASSORO AND VILANKULO UNTIL 2030

Sasol will fund 30 scholarships at Eduardo Mondlane University (UEM) for young people from Govuro, Inhassoro and Vilankulo, under the second Local Development Agreements (ADL II). The scholarships are distributed proportionally, by the 3 surrounding districts, with 14 scholarships for Inhassoro, 10 for Govuro and 6 for Vilankulo, primarily for Science, Technology, Engineering and Mathematics (STEM) courses, over a period of 5 years, 2025 to 2030.

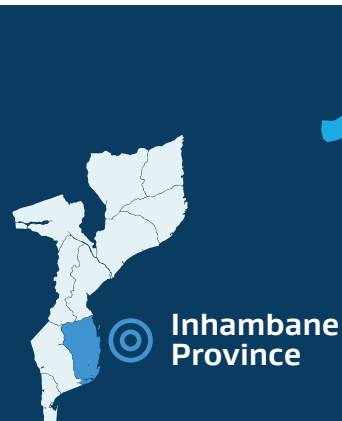
The initiative is not limited to the financing of higher education. Before the award of the scholarships, candidates will participate in a preparation phase for the entrance exams to UEM and other public universities, aimed at strengthening the knowledge necessary for entry. The program will be able to use distance learning solutions and provides technological means for students in communities where access to the Internet and digital equipment is limited.

After preparation, candidates will take the exams under the same conditions as those applicable to other students. Among those approved, those with the best performance will be selected, respecting the distribution defined by district. The process will be monitored by the governance structures of ADL II, with the participation of the Government, communities, Sasol and implementing partners, seeking to ensure transparency and merit.

For those selected, the scholarships will cover tuition and academic fees, accommodation, study materials and support for essential expenses. The performance of the scholarship holders will be monitored throughout the courses, with the aim of favouring the permanence and completion of training. Thus, the initiative integrates preparation for entry, financing and academic monitoring, creating a path of skills development for young people from the communities close to Sasol's operations.



30
Total Scholarships



Govuro District **10 Scholarships**

District of Inhassoro **14 Scholarships**

Vilankulo District **6 Scholarships**

INHASSORO VOCATIONAL TRAINING CENTRE CONSOLIDATES ITSELF AS A REFERENCE IN YOUTH TRAINING

The Inhassoro Vocational Training Centre (CFPI) was built and equipped by Sasol with an investment of approximately USD 17.5 million, as part of the commitments associated with the Production Sharing Agreement Project). The definitive facilities were handed over to the Mozambican State, through the Alberto Cassimo Institute for Vocational Training and Labour Studies (IFPELAC), in November 2022.

The Centre has classrooms, equipped workshops, administrative and residential facilities and other support infrastructures. The training offer includes Mechanics, Electricity, Industrial Welding and Chemical Processes, and was later extended to Refrigeration and Informatics. The structure allows combining theoretical and practical training and serving young people from different districts of Inhambane.

The Training Centre has had a significant impact, counting on the number of graduations: 95 students, in 2024, of which 14 were scholarship holders from the surrounding communities. On the other hand, in 2025, 165 trainees were enrolled, including 20 scholarship holders from the same communities.

In order to support the initial operation of the Centre, in November 2022, Sasol and IFPELAC entered into a 3-year Partnership Agreement with the funding of an additional USD 1.3 million to subsidize the training of trainers and managers, purchase of consumables, essential services, student support, certification, management assistance and the development of the long-term sustainable management model.

The agreement includes the technical and pedagogical training of trainers in the areas of Mechanics, Electricity and Welding, as well as training of managers in fund management, human resources, monitoring and evaluation of courses.

In 2024, the international certification of Industrial Mechanics training was completed by the Engineering Construction Industry Training Council, a UK entity responsible for setting the standards of training, qualifications and skills development for the construction engineering sector.



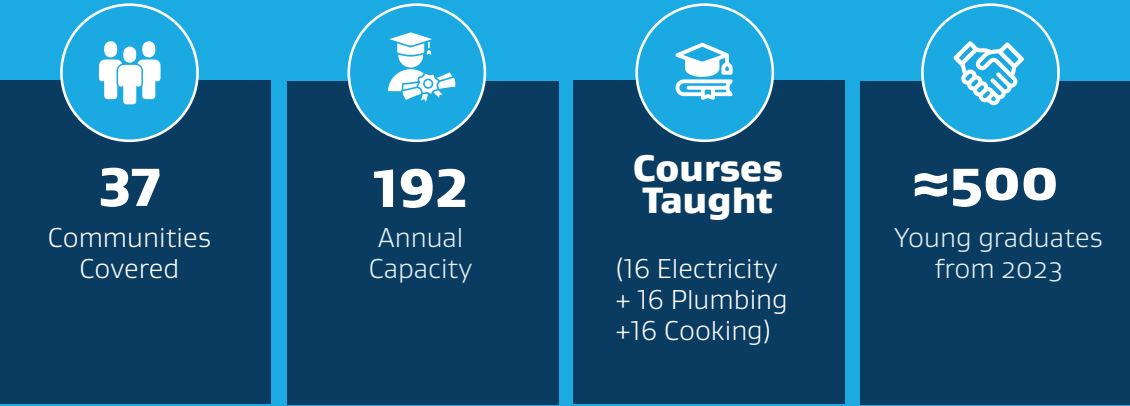
Between 2015 and 2022, while the construction works of the CFPI's definitive facilities were underway, the Centre operated in temporary facilities, where IFPELAC, with funding from Sasol, trained around 480 technicians in various courses. In 2022, the temporary facilities and the respective equipment were donated to the Estrela do Mar Industrial and Commercial Institute of Inhassoro.

MOBILE UNIT TO TRAIN YOUNG PEOPLE IN REMOTE AREAS



In February 2023, Sasol delivered to IFPELAC a Mobile Vocational Training Unit to expand access to technical training in 37 communities in Govuro and Inhassoro.

The unit offers training in Electricity, Plumbing and Cooking, receiving 48 trainees simultaneously on a quarterly basis, divided into classes of 16 students. The course lasts 3 months, with an annual capacity of 192 students, in the 4 cycles. Equipped for practical classes, the Mobile Unit has a generator and solar panels to operate autonomously in remote areas.





MORE THAN 450 YOUTH TRAINED THROUGH THE *FIELD READY* PARTNERSHIP

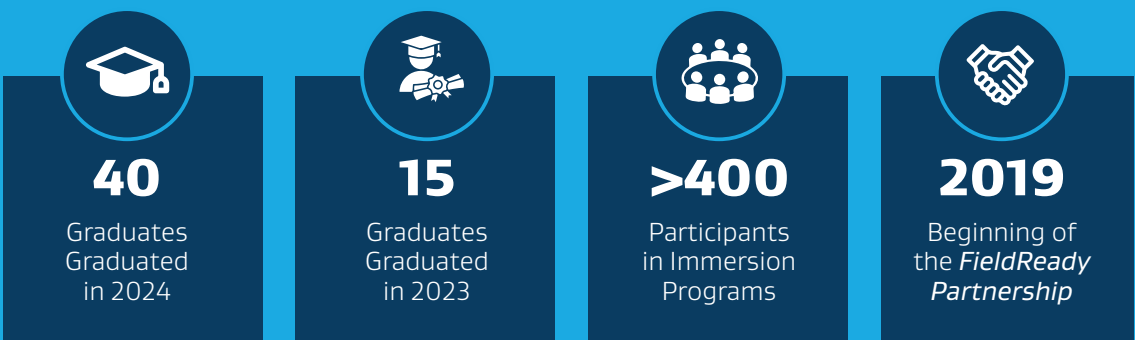
In 2026, Sasol sponsored its largest practical training programme for employability, covering 300 young people from the districts of Govuro, Inhassoro and Vilankulo. This is in addition to the more than 150 young people, including graduates, previously covered by the partnership, mostly from Govuro and Inhassoro.

The training was provided directly in these districts, facilitating access for young people from local communities and avoiding the need to travel to Maputo.

Field Ready's *programs*, supported by Sasol, aim to prepare young people for the job market, through the development of technical, behavioural and professional skills. The training combines practical components, Occupational Health and Safety, English and exposure to real work contexts, working as a bridge between academic and technical training and the demands of the job market.

As part of the initiative, participants can also access paid internship opportunities, benefiting from subsidies, insurance coverage and other associated support.

Sasol has been part of the *Field Ready Alliance* since 2019. In Mozambique, the initiative is implemented in conjunction with the Industrial and Commercial Institutes of Matola and Nampula, with the support of the authorities in the technical-vocational education sector.



FUNDING FOR SCIENTIFIC RESEARCH IN THE AREAS OF AGRICULTURE AND POULTRY FARMING, IN PARTNER-SHIP WITH ESUDER AND UNISAVE

Sasol has funded around 30 scientific research projects, benefiting an equal number of students from Eduardo Mondlane University (UEM), through the School of Rural Development (ESUDER), and Save University (UniSave), with a focus on Agriculture and Poultry.

In agriculture, field trials, plot monitoring, and the introduction of improved techniques were carried out on crops such as maize, cowpeas, tomatoes, and sweet potatoes. In poultry farming, support included technical assistance to egg production programs in the community aviaries of Mucocuene and Nhacolo.



5 ANNUAL SCHOLARSHIPS IN EXACT SCIENCES FOR MOZAMBICAN UNIVERSITIES

In line with its commitment to enhance the training of young Mozambicans in the areas of Science, Technology, Engineering and Mathematics (STEM), Sasol launched, in 2024, a Scholarship program that offers 5 annual vacancies.

Through this initiative, Sasol finances undergraduate courses at public higher education institutions in Mozambique, with a duration of 4 years. The scholarship fully covers the payment of tuition fees, food allowance, school supplies, computer and other associated academic expenses.

Since its launch in 2024, the program is benefiting 14 young Mozambicans with high academic potential and in situations of financial vulnerability.

This initiative aims to ensure a continuous flow of qualified talent in strategic areas, contributing directly to the sustainable socio-economic development of Mozambique. The recruitment process is done through Sasol platforms.



“Over the last 25 years, Sasol has invested more than USD 100 million in social investment projects and programmes, of which around 40% were allocated to the area of education”

Mateus Mosse, Senior Manager of Mozambique Corporate Affairs

Investment in Infrastructure in the Education Sector

A significant part of Sasol's social investment in Mozambique, in the education sector, has been directed towards the construction, rehabilitation and equipping of school infrastructures and technical and vocational training, contributing to the improvement of teaching and learning conditions.

Among the main projects, the following stand out:

Investment / Project	Location
Construction and Equipping of Doane Secondary School	Govuro
Construction and Equipping of the Pande Secondary School	Govuro
Installation of Temporary Infrastructure and Supply of Equipment for Inhassoro Vocational Training Centre	Inhassoro
Construction and Equipping of the Permanent Facilities of the Vocational Training Centre of Inhassoro	Inhassoro
Construction and Equipping of Mangungumete Primary School	Inhassoro
Construction and equipping of the Technical School of Mabote	Mabote
Distribution of School Desks in Schools	Inhassoro, Govuro and Vilankulo
Construction of Seven Blocks of Two Classrooms, in the Districts of Inhassoro and Govuro, within the scope of (ADL I)	Inhassoro and Govuro,
Construction of Chitsotso Secondary School	Inhassoro