



The Energy Transition

An opportunity for Human Capital Development in Africa

Lilongwe, 06 June 2023



Background

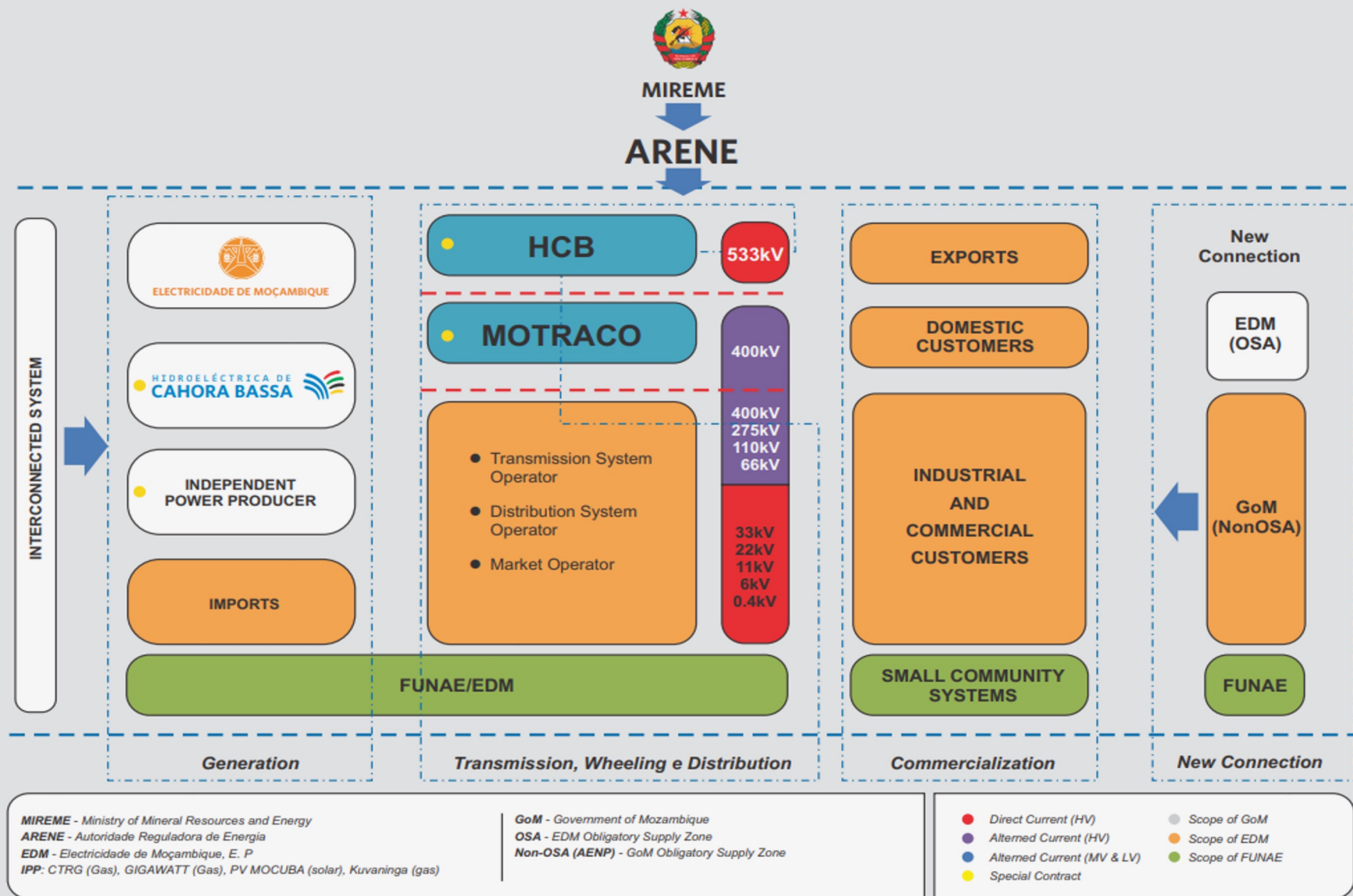
- Mozambique's Development Plan highlights industrial development, infrastructure and tourism. To improve productivity and become more competitive, industry needs stable and reliable electricity supply.
- Power can play a meaningful part in Mozambique's development by putting in place the necessary capacity, detailing the correct energy mix, instituting investment policies that are business and tax friendly, and ensuring the collection and proper use of revenue by the power distributors to ensure a minimal and predictable burden on all consumers.
- Availability of financial resources for Investments in the energy sector in Mozambique is the key driver to increase electricity access towards **Universal Access by 2030**. These will complement the Government of Mozambique efforts envisaging poverty reduction, improvement of agriculture activities and stimulate industrialization of country.

EDM's Three Strategic Priorities

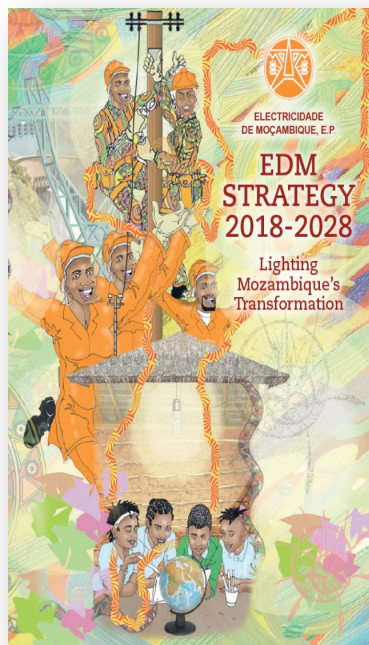
- The achievement of universal access to electricity in Mozambique.
- The establishment of Mozambique as a southern African energy powerhouse.
- The development of a model smart utility epitomizing gender equality and managerial and operational excellence.



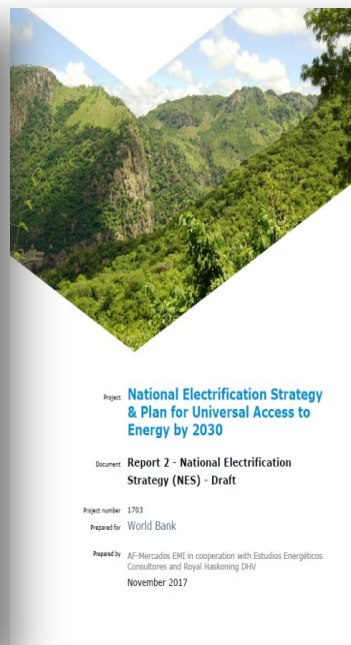
Mozambique Power Sector Framework



EDM Guiding Documents



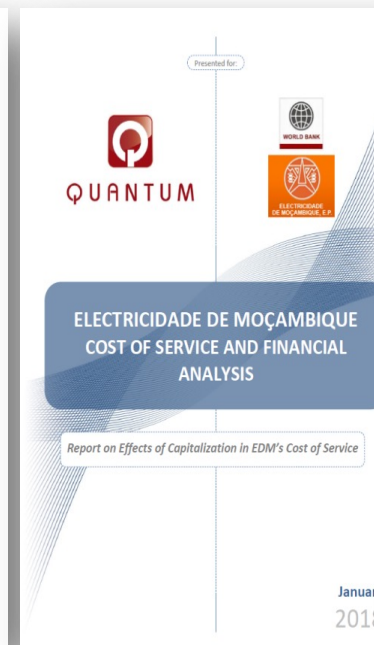
EDM STRATEGY
2018 – 2028



NATIONAL
ELECTRIFICATION
STRATEGY



INTEGRATED MASTER PLAN
2018 – 2043



COST OF SERVICE AND
FINANCIAL ANALYSIS



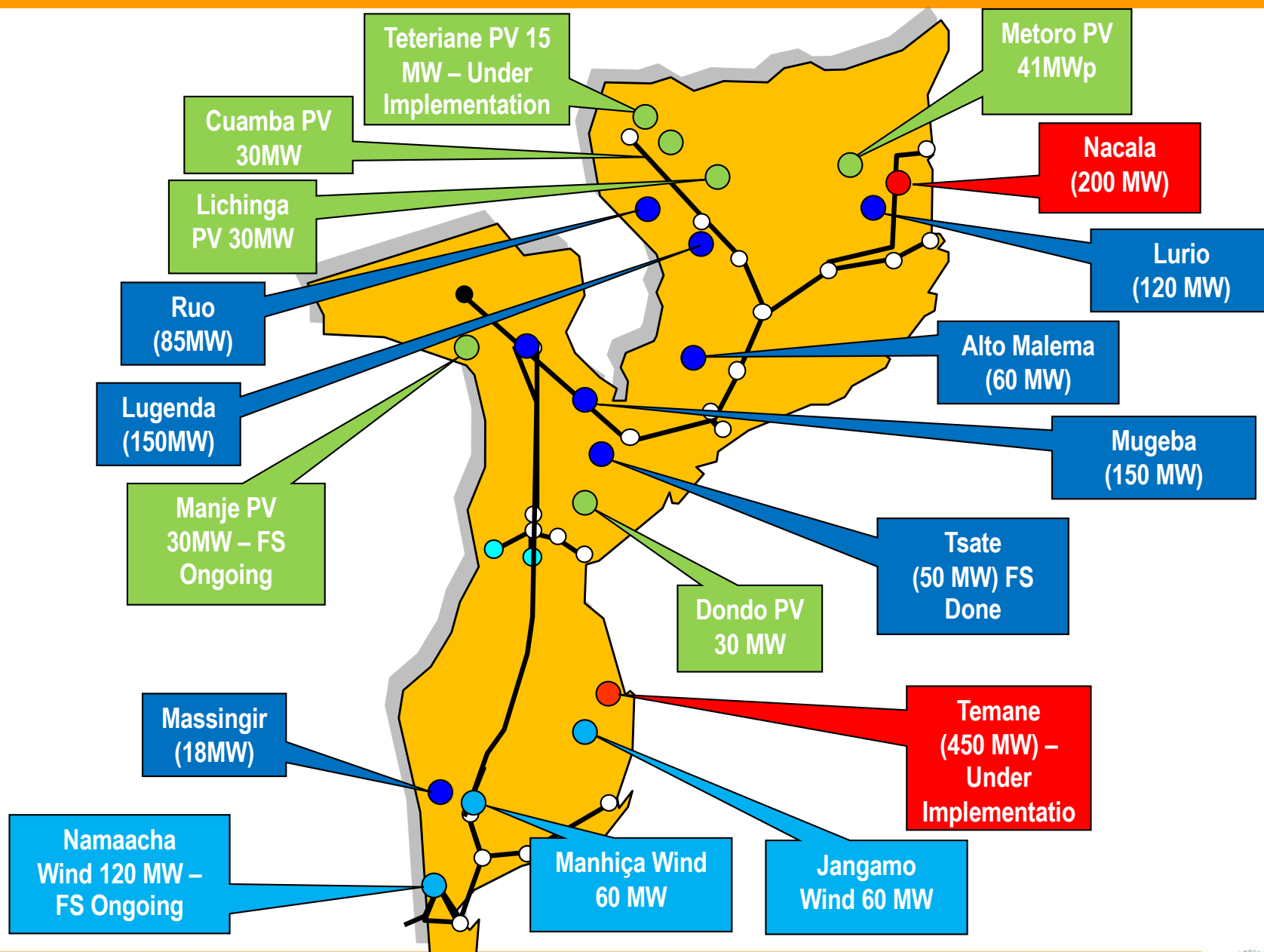
EDM BUSINESS PLAN
2020 - 2024

EDM Strategy

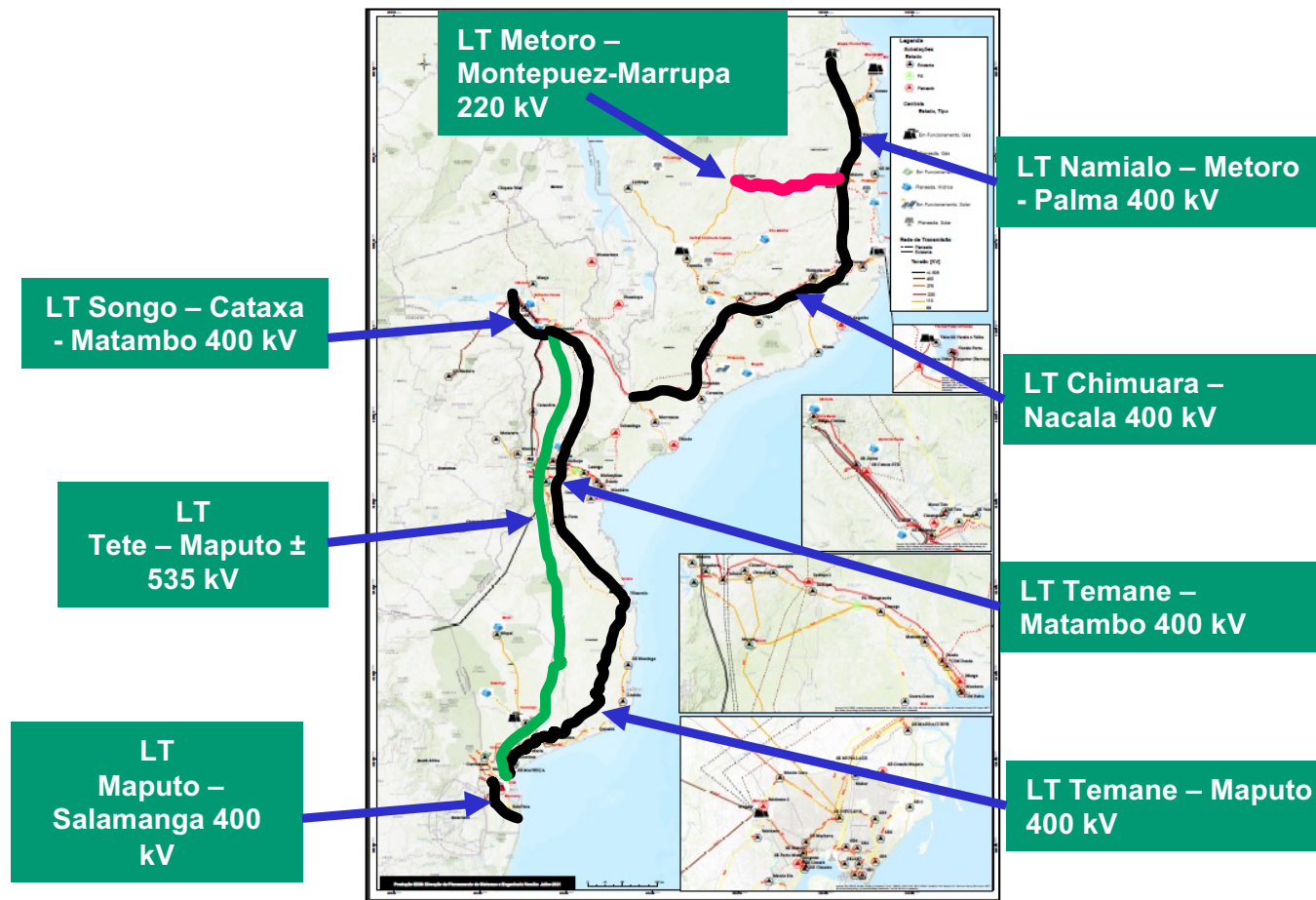
- Achieve **Universal Access to Energy by 2030.**
- Increase the contribution of **Renewable Energy to the Generation Matrix.**
- Promote the utilization of **natural gas and water** for energy generation.
- Ensure **Sustainable Environmental Development** for generation incl. RE, transmission and distribution projects.
- Develop a **Human Capital Strategy** to overcome the challenge of national electrification and energy transition.
- Develop a **Leadership Program** to build strength to drive the company in order to achieve the strategic objectives.

Generation Projects

- Hydro
- Solar
- Wind
- Gas



Transmission priorities project



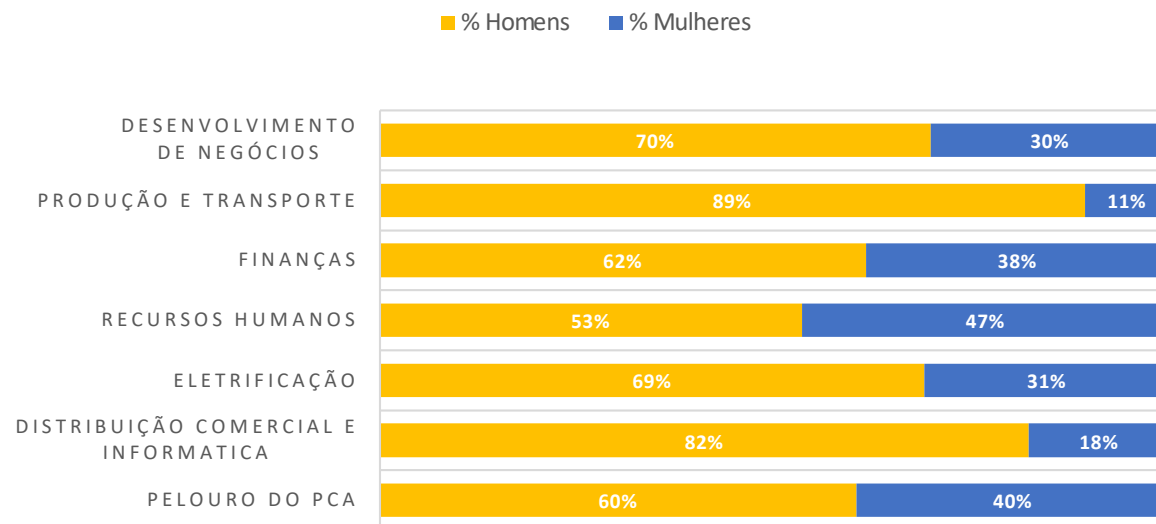
Human capital: Improve efficiencies and enhance professionalism

- One of five actions for success of EDM is to **Improve Efficiencies and Enhance Professionalism**. EDM aims to improve its service delivery through a continuous programme of staff development, customer focus and stakeholder engagement.
- **Staffing:** Improving performance through training interventions to fill competency gaps identified in personal development plans whilst actively promoting gender equality throughout EDM, shifting corporate culture to a performance culture, strengthening teamwork and using a management system that places a continuous emphasis on safety in the workplace.

Whit this action we are committed that the key factor for all those initiatives of energy transition only can be achieved by human capital development and gender equity



HUMAN CAPITAL DEVELOPMENT



2023

3900
EMPLOYEES



TRABALHADORES
2023

81,47%
18,53%



2030

4900
EMPLOYEES

HUMAN CAPITAL DEVELOPMENT

EMPLOYEE LIFE CYCLE (ELC)



- ✓ ELC is composed by 40 activities and it guides from retention to retirement on how to manage the life of the employee.
- ✓ To achieve universal access, EDM have been contracting more than 200 employees/year.
- ✓ + 1500 employees have to be trained per year with focus on:
 - a) Specialised training in operations (Distribution, Generation and Transmission).
 - b) Technical training for women to move from basic level to expert level.
 - c) Technical support to implement 11 laboratory facilities and train the trainers.

Closing Remarks

- **EDM is committed to energy transition** through ongoing efforts to achieve Universal Access to energy by 2030 and net zero by 2050 Ensure Universal Access to Energy by 2030.
- **Mozambique needs energy**, and it needs it fast. Energy is an enabler of development.
- With its **abundant RE (renewable energy)** resource, Mozambique can play a huge role in the regional power generation.
- **Integrated Master Plan for Power Sector** will require a large amount of capital investment in infrastructure to enable RE intermittency projects and energy efficiency.
- There is a **clear opportunity for investors** to play a key role in technical assistance and the development of power projects in Mozambique, through **Public-Private Partnership and project finance methodologies**.
- **“Gender equity is part of EDM key strategy”** EDM recognizes the importance of addressing gender disparities and aims to create a more inclusive and balanced environment within the industry.
- **Local content** is adding value to the host country.





Thank You!