

**ExxonMobil Mozambique, Limitada (EMML)  
PUBLIC ANNOUNCEMENT FOR EXPRESSION OF INTEREST**

**PROVISION OF RECRUITMENT SUPPORT SERVICES FOR LOCAL PROFESSIONAL  
AND TECHNICAL WORKFORCE RECRUITMENT CAMPAIGNS IN SUPPORT OF  
ROVUMA LNG**

**ExxonMobil Mozambique, Limitada ("EMML")**, invites all interested companies (hereinafter referred to as "Candidates") to submit their expression of interest ("Expression of Interest") to provide recruitment support services for local professional and technical workforce recruitment campaigns to support ExxonMobil Moçambique, Limitada, within the Republic of Mozambique.

**SCOPE OF WORK**

The scope of work includes the following:

Provision of recruitment support services for local professional and technical workforce recruitment campaigns to support EMML.

- The services will include but not limited to:
  - Direct coordination with ExxonMobil Global Recruitment team;
  - Media advertising campaigns;
  - School and community recruitment event coordination across all Mozambique provinces, including Cabo Delgado;
  - Conduct applicant aptitude testing, utilizing approved testing tools and including in-person and online programs, based on targeted population.
  - Applicant screening and recommendation;
  - Applicant logistics support during the recruitment process; and

- Identification of Mozambican Talent currently outside of Mozambique (Diaspora).
- The recruitment campaigns will target the fields of:
  - Operations and maintenance technician trainees (primary).
  - Engineering, safety, security, logistics, miscellaneous (other as needed).

**Note:** EMML will continue to independently advertise positions in addition to those positions covered by the campaigns provided under this Expression of Interest.

**REQUIRED DOCUMENTS**

All the Candidates interested in this invitation shall register by completing the company information and submit the required documents listed below in Supplier Registration Portal (<https://prod-moz.daismp.com/>) by the deadline for submission listed below in the last paragraph of this Expression of Interest.

Note: The registration must refer to commodity code: **SS04AB06 – Services Related to Personnel: Recruitment and Selection** (Within the portal, under Goods and Services tab/section, click Edit → select + Add Goods and Services → choose SS04 – Professional Services – Consultancy → SS04AB – Professional Services → SS04AB06 – Services Related to Personnel: Recruitment and Selection)



Additionally, Candidates are requested to submit a cover letter including statement of interest in performing the services, company details and contact information and the following supporting documents:

1. A notarized copy of the Candidates valid license issued by the relevant authority.
2. A copy of the updated certificate of commercial registration issued in the last three months, legal entity name and contact person for receiving qualification and commercial information.
3. Copy of the Official Gazette (Boletim da República – BR) in which the company's articles of association was published, together with subsequent amendments;
4. Statement on local content and use of local suppliers;
5. A copy of Candidate's last three years of financial statements/Annual Report;
6. Candidate and group structure with the list of major shareholders and ultimate beneficiaries;
7. General information about the Candidate profile;
8. Number of staff (current company size);
9. Number and types of Candidates in database;
10. Office locations;
11. Prior experience with multinational companies;
12. Confirm ability to handle travel needs of staff;
13. Evidence the Candidate has Foreign Corrupt Practices Act and UK Bribery Act compliance systems.

The purpose of the information and documents is to identify qualified companies with proven capability, and relevant experience. Based on the responses EMML will evaluate the requested documentation submitted by Candidates through the qualification

process for the scope of work. Candidates may be subsequently required to sign a Confidentiality Undertaking.

Only Candidates, consortia or joint ventures that have proven capability and recent experience of supplying the above required services will be considered for potential tender for the scope of service described above.

This enquiry shall not be considered as an invitation to bid and does not represent or constitute any promise, offer obligation, or commitment of any kind on the part of EMML to enter into any agreement or arrangement with Candidates nor shall it entitle Candidate to claim any indemnity from EMML.

The Candidates should upload an electronic version of all responses as a "native file" (e.g., in Microsoft Word, PowerPoint, Excel, or Adobe PDF format), including all supporting documents and attachments. Candidates should not submit any hard copies of any documentation requested as part of this Expression of Interest process.

The Candidates should NOT submit or otherwise disclose to EMML any confidential or proprietary information or material.

Candidates understand that EMML does not accept any obligation of confidence with respect to items acquired or any information disclosed by the Candidate in response to this Expression of Interest. Candidate agrees that it will not place any restrictive notices on any document. However, if Candidate places a notice, EMML is hereby authorized to nullify, obliterate, remove, or disregard any such restrictive clauses and EMML shall be free to use or disclose any or all the information contained thereon to affiliates and third parties without consulting with the Candidate.

Any costs incurred by Candidates or any of its subcontractors replying to this Expression of Interest shall be solely the Candidates responsibility and shall be fully born by the Candidate and shall have no recourse to EMLL. Note that only companies, which meet EMLL's minimum requirements, will be invited to the next stage of qualification.

The deadline for submission of responses to Items 1–13 of the Expression of Interest form, is set for on or before **7 November 2025 by 14:00** (Maputo Time).