Namibia Oil and Gas Conference

3rd Edition

From exploration to action: Positioning Namibia as the next energy frontier

FROM COMPLIANCE TO CAPABILITY: UPSKILLING LOCAL TALENT FOR A JUST ENERGY TRANSITION

CLC
CENTER FOR LOCAL CONTENT SOLUTION

HOST

economic association of namibia ean

IN PARTNERSHIP WITH

NIPDB Namibia Investment Promotion & Development Board

Hanns Seidel Foundation

STRATEGIC PARTNERS

NAMCOR

SNC INCORPORATED

RHINO RESOURCES

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WHAT IF AFRICA'S ENERGY LEGACY WASN'T IN BARRELS OR WATTS, BUT IN THE PEOPLE?

THE JUST ENERGY TRANSITION: AFRICA'S EQUATION

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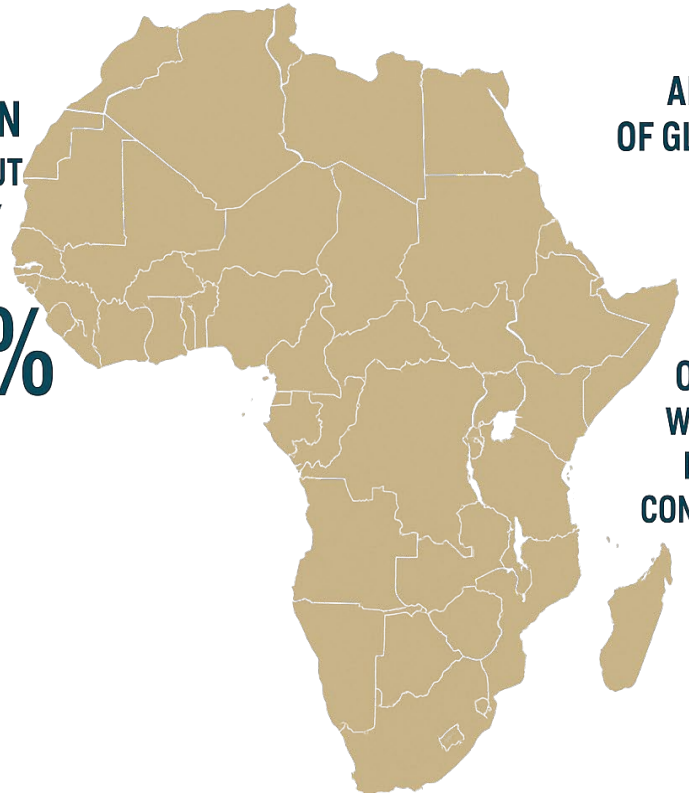
GOO MILLION
PEOPLE WITHOUT ELECTRICITY
43%



AFRICA'S SHARE OF GLOBAL EMISSIONS
3%

OF COUNTRIES WITH NATIONALLY DETERMININED CONTRIBUTIONS (NDCs)
97%

600M+
People lack electricity

+70%
not connected grid

More Than Green — It Must Be Just (JET): Access, Equity, Skills and Sustainability

A NEW OPPORTUNITY – THE GREEN SKILLS REVOLUTION

18%
Annual Growth

38M
Global Jobs by 2030

324K
Africa's Share - 2023

16.2 M
In 2023

Potential 100M jobs by 2050

<2%
of global green jobs

DATA SHOWS THAT GREEN ENERGY STILL DEPEND ON FDI

WHY COMPLIANCE BASED LOCAL CONTENT APPROACH FALLS SHORT?

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Massive Investment ≠ Local Capability

Economic Value: 25–30% & Skilled Labor: ~30–40%

NUMBERS OVER CAPABILITIES → REGIONAL SYNERGY → TECH TRANSFER and R&D → HIGH FOCUS UPSTREAM → POLICY VS. PRACTICE → COMPLIANCE TRAP

"WE BUILT PIPELINES. BUT DID WE BUILD PEOPLE?"

HOLISTIC APPROACH TO SHARED-VALUE CREATION

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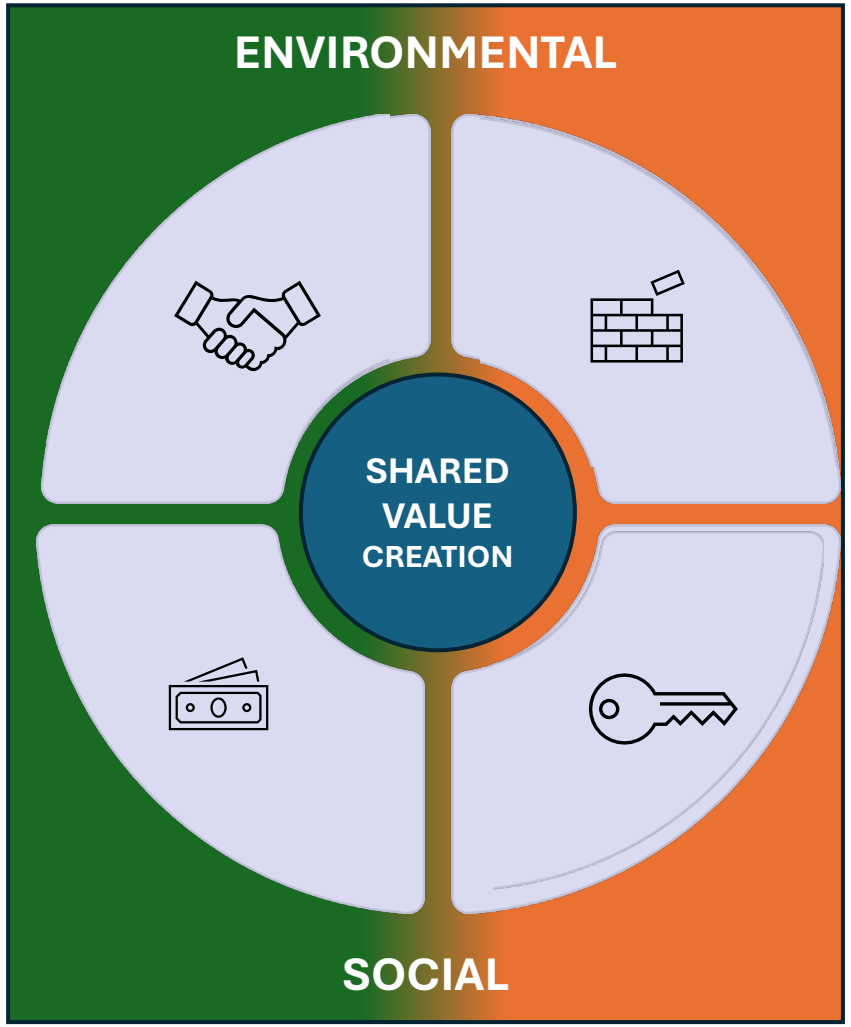
ALIGN

Building stronger partnerships between government and industry, multinationals and local SMEs, academia and business, and between African countries

INVEST

Embedding green economy into frameworks through solar manufacturing, battery assembly, and training for renewable technologies



BUILD

Moving beyond headcounts to building human capital through long-term training, supporting entrepreneurs, and funding technical education

ENABLE

Integrating local content with education systems, trade policy, industrial policy, and SME finance to turn intention into impact

CALL TO ACTION - PRIORITIES FOR A CAPABILITY TRANSITION

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BUILD SKILLS FOR THE LONG TERM

- Plan your anticipated and targeted future needs
- Create training pathways from technician to engineer to innovator.
- Link every major project to apprenticeship and certification programs.

INVEST IN LOCAL INDUSTRY

- Support intrapreneurs and manufacturing of components like panels, cables, and transformers.
- Give local suppliers incentives to develop and keep talents

SECURE TECHNOLOGY TRANSFER

- Contract are be an opportunity to grow;
- Toolboxs are important to favor transfer of knowledge, skill and technology.
- Partner with universities and R&D.

MEASURE WHAT MATTERS

- Track progress against a long-term plan ?
- Measure impacts on the industry not just "capabilities"?: number of certified professionals, domestic value-added, patents developed locally - not just jobs counted.
- Use measures / indicator beyond communication (e.g. be

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“OUR LEGACY WOULD BE THE ENGINEERS, INNOVATORS, AND ENTREPRENEURS WHO POWER AFRICA’S FUTURE — LONG AFTER THE LAST BARREL IS SOLD AND THE LAST TURBINE TURNS.”

Lucas Cossa

OUR PRODUCTS

Empower Growth. Drive Impact

Operating on the ground across Africa, we are pioneering innovative solutions for African business ecosystems. With our dedicated team and local partners, we are expanding the boundaries of business ecosystem engagement. Our focus is on enhancing the ability to identify and address opportunities for local actors.

Consulting Services

- **Local Content / In-Country Value**
  - Diagnostics
  - Planning
  - Strategy
  - Negotiation
  - Training
- **Partnerships & Supply chain development**
- **Stakeholder engagement**
- **Project management & technical support**

Beyond traditional advisory services, we re-invest 30%+ of our revenue in R&D.

R&D Products

We have developed innovative platforms **to unlock business opportunities** and foster an inclusive and collaborative business ecosystem. Our key products are:

LOCAL COMPASS PLATFORM — **Connection**

LC SUCCESS STORIES — **Communication**

MULTI-STAKEHOLDERS COLLABORATION (MSC) — **Collaboration**

20
25

DEVELOP YOUR LOCAL CONTENT COMPETITIVENESS

The advisory solutions are customized to fit our client's activities and resources.

KEY STEPS TO IMPACT YOUR ACTIVITIES:	BEST FIT FOR: MAJORS	SME'S	INSTITUTIONS
1. KNOW WHERE YOU STAND - LC DIAGNOSTIC	✓	✓	—
2. UNDERSTAND THE LOCAL MARKET IN REGARD TO WORKFORCE, CAPACITY BUILDING AND LOCAL GOODS & SERVICES	✓	—	✓
3. DEFINE YOUR LC STRATEGY	✓	✓	✓
4. BUILD YOUR LC PLAN	✓	✓	—
5. OPTIMIZE YOUR PERFORMANCE	✓	—	—
6. IMPLEMENT REPORTING & MONITORING	✓	✓	✓
7. VALUE YOUR ACHIEVEMENTS - COMMUNICATION	✓	✓	✓

4+ Representations in Countries
15+ Work Covered in Countries
3 Years of Operation

2025

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ENDORSED BY

Ministry of Industries, Mines and Energy, Republic of Namibia

THANK YOU

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CASE STUDY: COCONUT BIODIESEL INCENTIVES IN MOZAMBIQUE

Mozambique launched a coconut biodiesel initiative aligned with LNG investments. The goal is to replace mineral diesel with locally produced biofuel, using a fully integrated value chain — from seed research to biodiesel distribution.

Key Features:

- 400,000 coconut trees cultivated by 3,000 smallholder farmers
- Performance-based incentives: Farmers earn quarterly payments based on seedling survival rates
    - 96.4% survival rate across 10,332 seedlings
    - MZN 249,000 distributed to 83 farmers — averaging MZN 3,000 per farmer
    - Targeting 5,000 tonnes/year of biodiesel output by 2027

Relevance:

- Local content in action: Builds rural capability and economic resilience
- Outcome-driven model: Rewards performance, not just participation
- Energy transition: Reduces carbon footprint and supports clean fuel adoption