



11 March 2021

Labour Hire & Services Agreements with Key Contractors to the \$44 billion* LNG Projects in Mozambique

Key Points

- Several key contractors to the \$44 billion LNG projects in Mozambique have begun formalising their workforce plans, including the hiring of local workers
- RBR's labour services subsidiary, Futuro People, has secured agreements as a provider of local recruitment and labour services

Labour and training specialist RBR Group (ASX: RBR) is pleased to announce that it has secured labour services and recruitment agreements with the companies below. These companies, in turn, are key contractors to either or both of the developers of the \$44 billion LNG projects in the Rovuma Basin of Mozambique, or their engineering, procurement and construction (EPC) contractors which are leading the projects' construction activities.

Van Oord Gulf FZE

Van Oord, in consortium with TechnipFMC, in contract with TOTAL E&P MOZAMBIQUE AREA 1, LIMITADA as operator of the Mozambique LNG Project, formerly Anadarko Moçambique Area 1, has been awarded a contract for its Area 1 Mozambique Golfinho/Atum development. The contract covers the Engineering, Procurement, Construction and Installation (EPCI) of the subsea systems. Van Oord will execute the shallow offshore installation scope while its consortium partner TechnipFMC is responsible for the deep water scope.

Van Oord has selected and appointed Futuro People to provide Recruitment and/or Outsourcing of local personnel on the project.

WRS – Worldwide Recruitment Solutions

WRS, an international recruitment agency with its head office in Cheshire, UK has appointed Futuro People as its local content service provider, supporting WRS in the execution of its recruitment services contract with an EPC contractor.

General Comment

The above agreements secured by Futuro People contain fee structures which align with the prevailing market rates for these services in Mozambique, e.g. upfront recruitment fees equating to a fixed percentage of the candidates' salary, or daily margins of c. \$10-\$15 for labour hire of local workers, adjustable to reflect skills and experience.

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Further, the scope of the agreements is undefined and open-ended, necessitated by the fluid timing and scale of the clients' contracts, and the availability of suitable candidates when required.

The Company confirms that there are no minimum or maximum recruitment obligations under each of the agreements and there are no material conditions precedent to the agreements.

Richard Carcenac, CEO says: "These agreements are a clear endorsement of the ability of RBR's Futuro People to provide project-critical labour services in Mozambique and will elevate the Company's profile with the key players in the LNG developments. Many of the roles covered by these agreements will create further demand for localised skills development, training and verification of competency services which RBR's training subsidiary, Futuro Skills, is capable of providing."

The Company is confident that securing these agreements signifies a turning point in the local content opportunities in Mozambique, which is the core activity of RBR Group.

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For the purpose of ASX Listing Rule 15.5, the Executive Chairman and Chief Executive Officer have authorised for this announcement to be released.

The information in this announcement has been disclosed by RBR and is the responsibility of RBR. Neither Van Oord Gulf FZE or WRS, nor their directors, officers, employees or agents assume any responsibility for the accuracy or completeness of that information.

* Capital expenditure figures include the Coral South FLNG project (Area 4) and the first two onshore LNG trains for the Mozambique Area 1 project, as per a presentation by Standard Bank dated 11 November 2020.