



BattKOMP-prosjektet

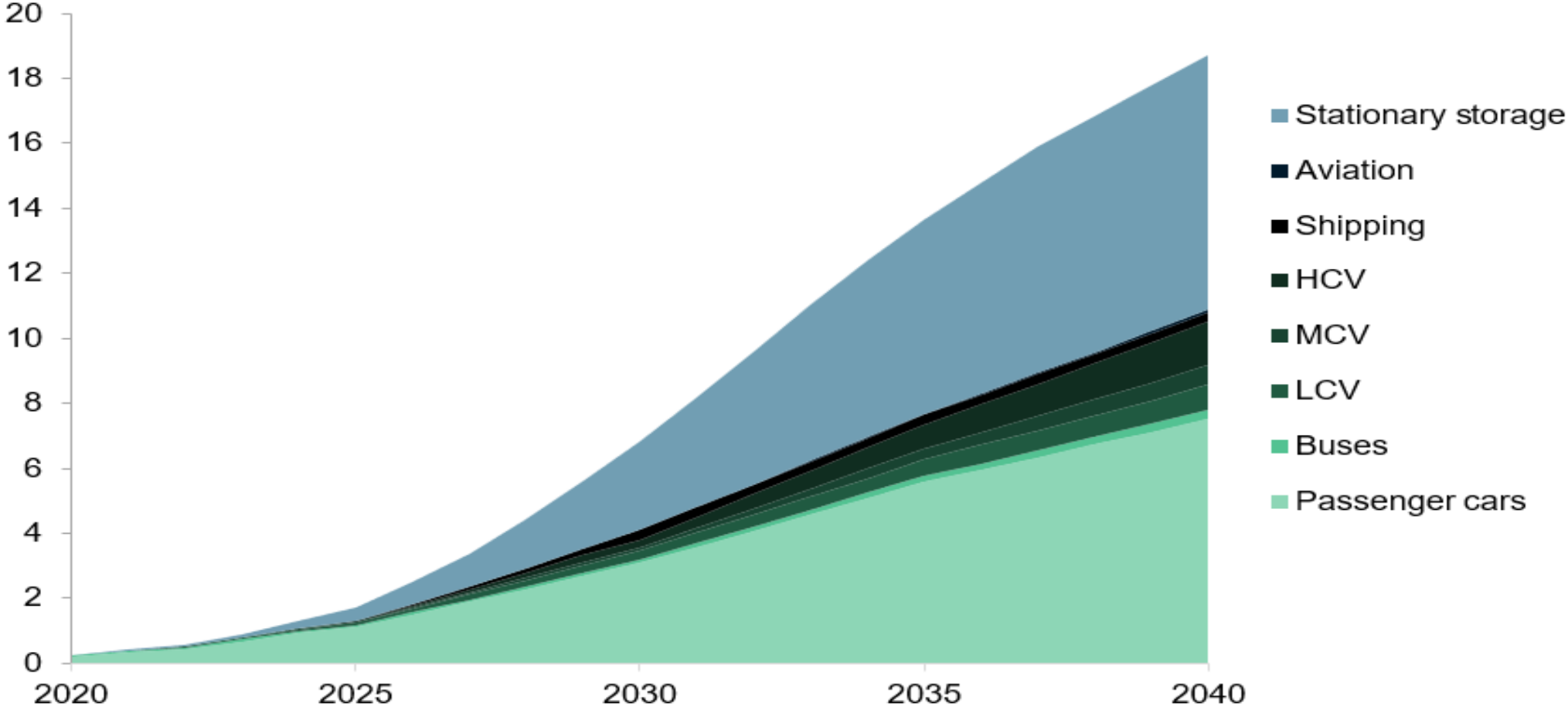
Tuesday November 16th 2021

Battery Demand Projected to Grow Rapidly

ESS market emerging as major catalyst for energy transition

Energy related* battery demand potential

Terawatt hours (TWh)

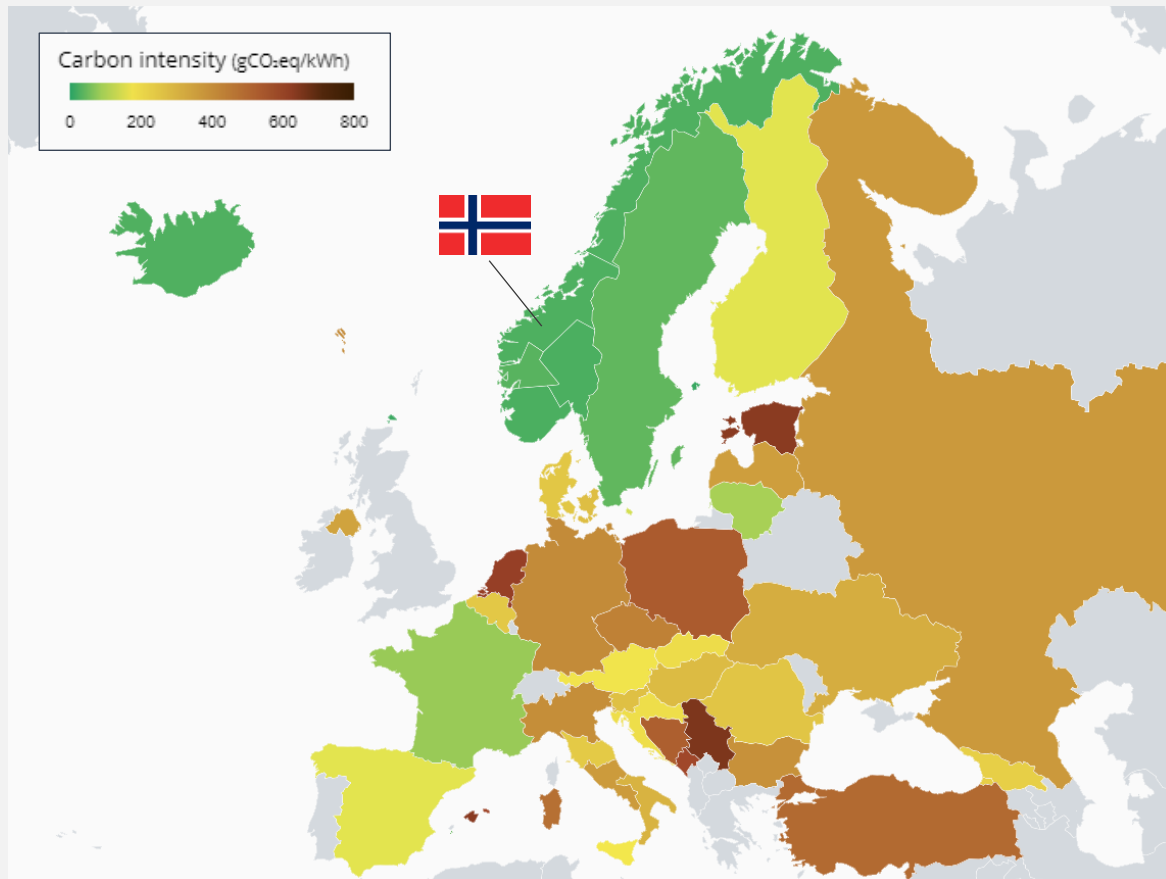


Source: Rystad Energy



Norway's Advantages

Carbon Intensity of Electricity Produced



Source: electricityMap.org, Dec 2020

Low-carbon energy

Competitive energy prices

Skilled workforce

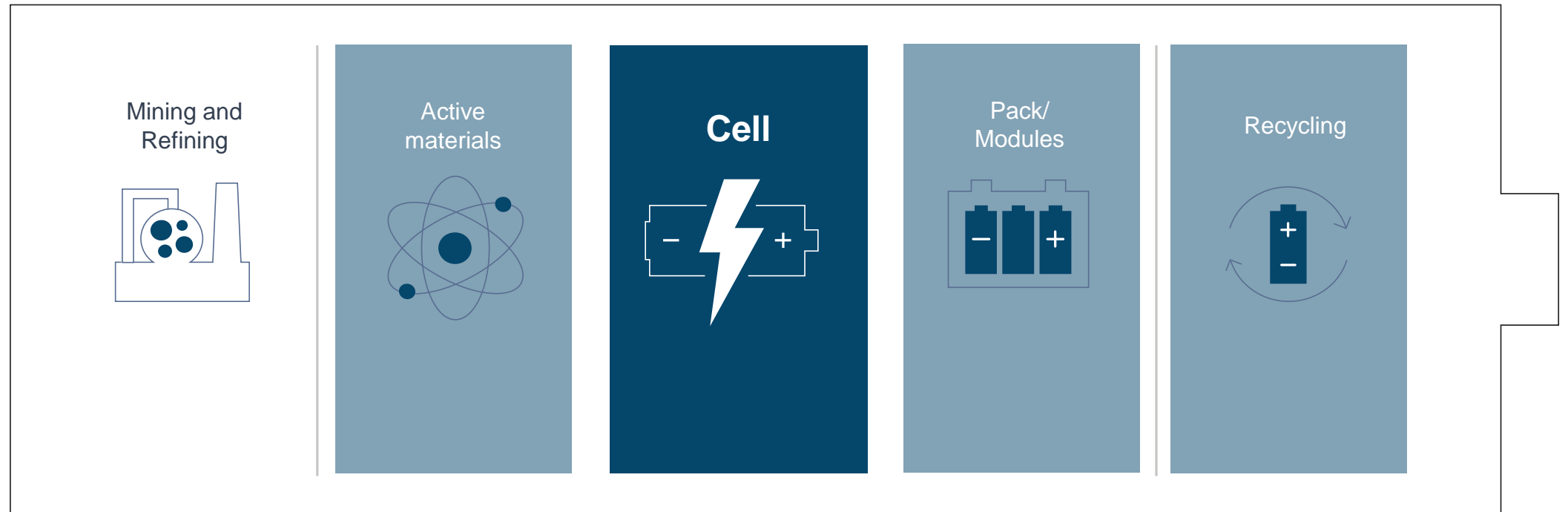
Process industry experience

Highly digital and automatised industry

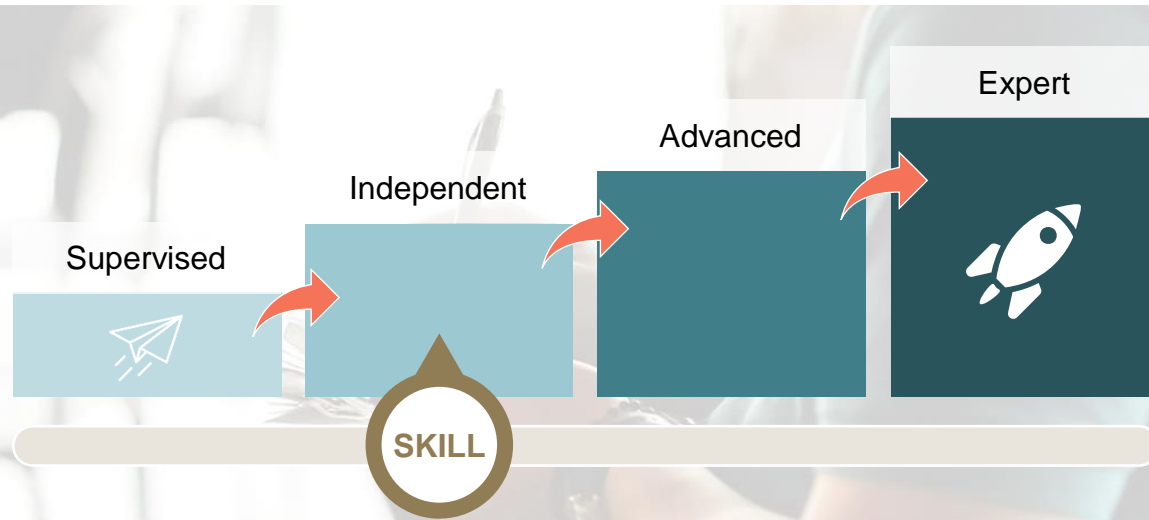
Beneficial logistical access to markets

Security of supply for customers

The Battery Value Chain



We grow our own talent with on-the-job training and competence development

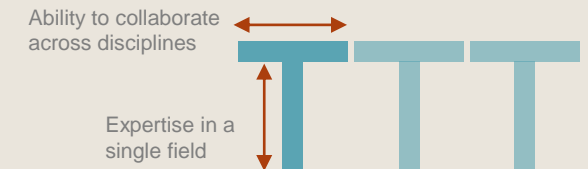


Activities to promote on the job training and competence development

- Mentoring, role modelling and shadowing
- Formal training, continuing education and certification
- Internal knowledge sharing and courses
- Behavior observation and training

- Within each discipline there are 4 skill levels: supervised, independent, advanced and expert
- All employees are trained to minimum requirements to get into production, while being supervised by more experienced colleagues
- Employees have On the Job Training (OJT), ensuring a life cycle perspective on competence development
- We avoid front loading competence development and training, with possibly soon to be outdated knowledge
- Employees will be offered both horizontal and vertical career paths
- Our workforce will have T-shaped skills to build interdisciplinary teams

T-shaped skills



The Battery Learning-Life



Learn 24/7



The screenshot shows the FREYR learning platform interface. At the top, there is a search bar with the text "What do you want to learn?" and a search icon. To the right of the search bar is a user profile icon for "Marcus Borley". Below the search bar, there are three sections of learning assignments, each with a left and right navigation arrow. The first section, "Your current learning assignments", includes "Professional English", "Battery Basics", "24M Production", and "Lean Basics". The second section, "Recommended for you", includes "Risk Analysis", "Safety at work", "Working towards team goals", and "5S in practice". The third section, "Most popular", includes "Data Analysis", "Preparation for Six Sigma Yellow Belt", "Microsoft 365 Tools", and "Data Science". To the right of these sections is a vertical sidebar with three items: "My development plan" (with a gear and chart icon), "Browse upcoming classes" (with a classroom icon), and "Want to become a trainer?" (with a group of people icon).



On-site facilities



Integrated learning to optimise on-the-job training / learning in-flow

Programs for internships and apprenticeships

Downloadable learning plans and other learning resources

Trainer/ Assessor opportunities for employees (Train-the-Trainer)

External academic partners

Outreach activities for local community