

A photograph of three King penguins in profile, facing right. They have black heads and necks with a prominent yellow patch on the side of the neck. Their bodies are white with a yellow stripe. The background is a soft, out-of-focus blue.

Skills and competences - An industry perspective

NTNU, 05.06.2024

Agenda

Introducing Jotun

Perspectives and gaps

The way forward



Introducing Jotun



Our values



Loyalty



Care



Respect



Boldness

Jotun Group 2023

100+

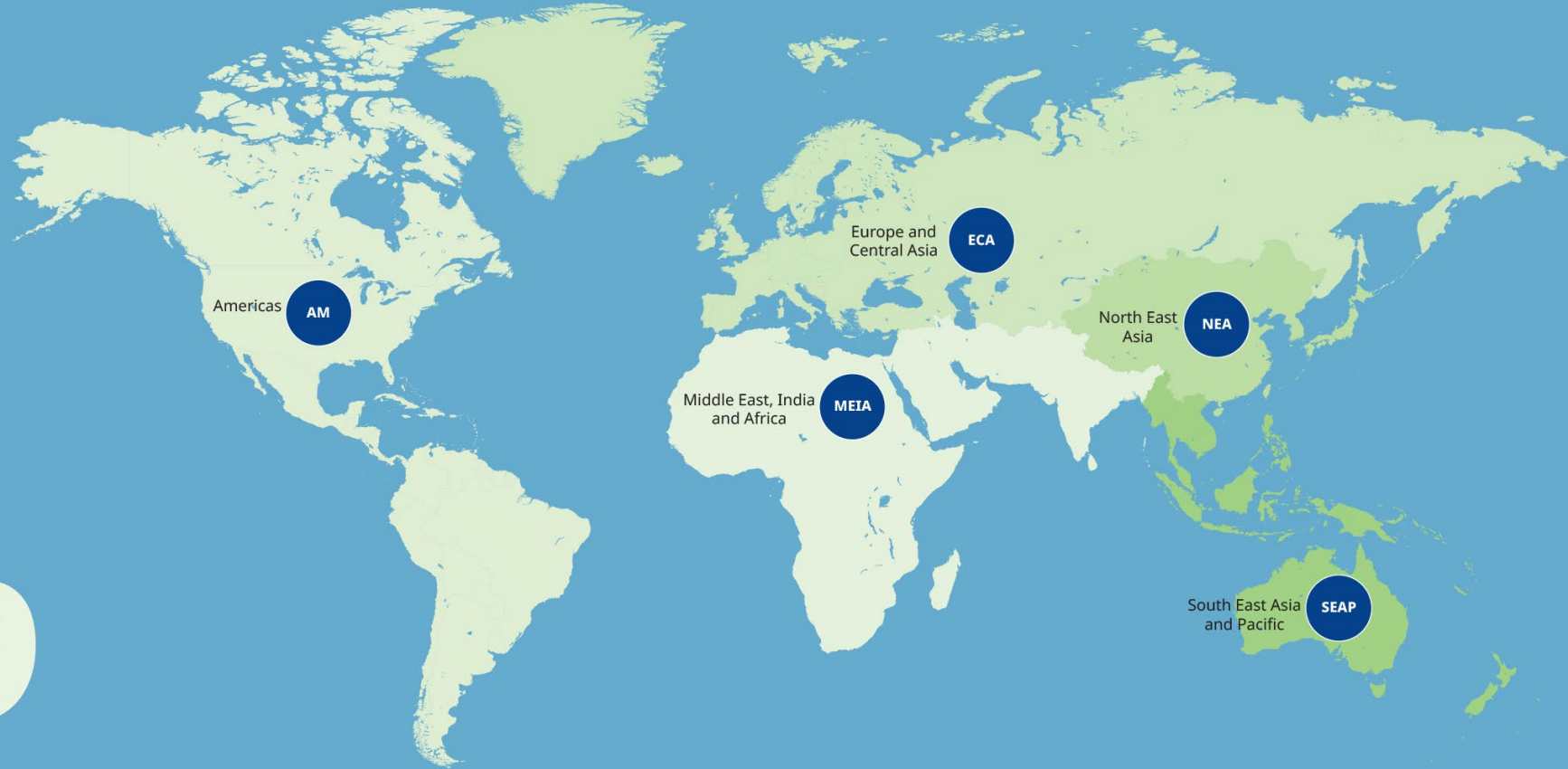
Countries

40

Factories

10 349

Employees



The regional setup from 1.1.2024



Jotun today

- NOK 31.8 billion in revenues
- 3 per cent of the world's total paint market
- Headquarters in Sandefjord
 - Hubs in Kuala Lumpur, Dubai and Shanghai
- 4 segments, 5 regions
- Family controlled; long-term business approach



Revenue distribution

Decorative paints 37 %

Protective coatings 29 %

Marine coatings 27 %

Powder coatings 7 %



* Incl. 100 % of sales in associates and joint ventures

Environmental ambitions

based on status, progress and simulation; KPIs 2017-2030



50 %

Reduced carbon footprint* by 2030
(baseline 2017)

*Own operations (Scope 1 and 2, Corporate
Standard, Greenhouse Gas Protocol)



70 %

Renewable electricity by 2030

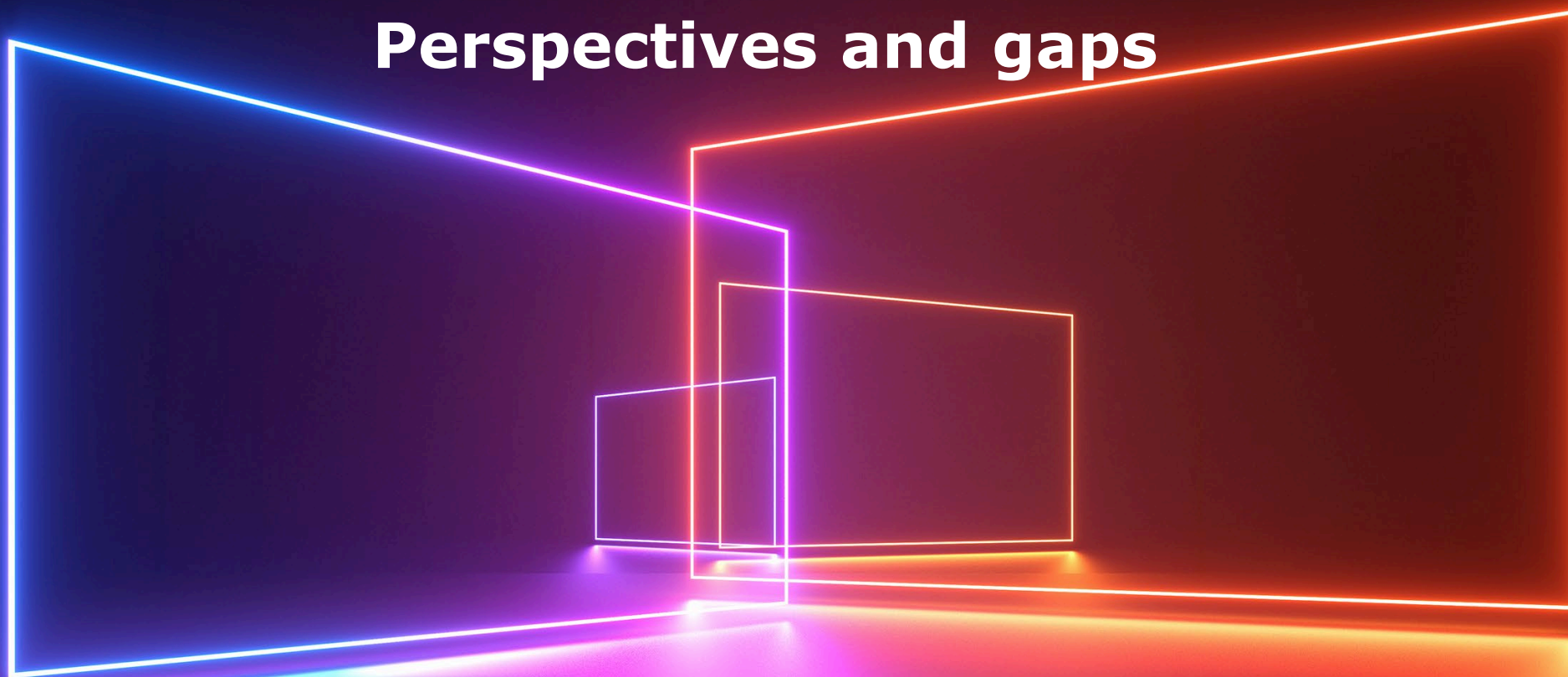


Research and Development

- 450+ people in R&D
- Group R&D centre in Norway
- Regional labs in
 - UAE
 - India
 - Malaysia
 - South Korea
 - USA
 - China
 - Turkey
- Rising investment in R&D, innovations



Perspectives and gaps



Wider range of competences

Generalist knowledge is a specialist skill!

Ability to understand and relate to others

Collaborate and discuss across disciplines



More cross-functional competences

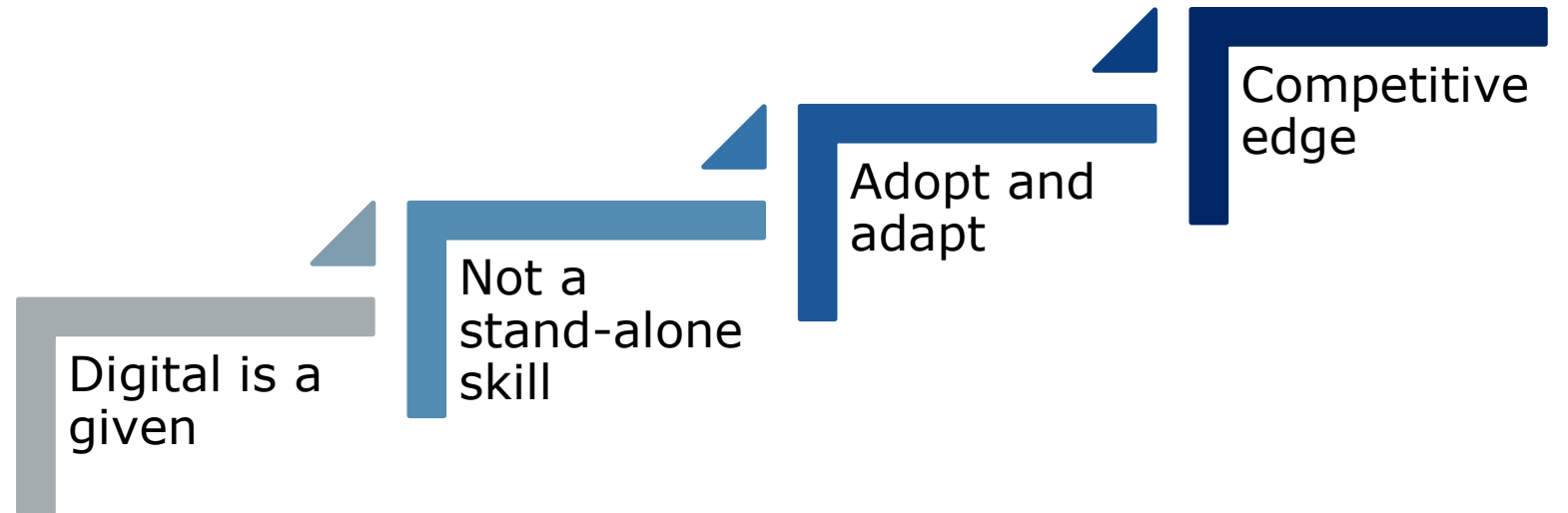
Collaboration across disciplines cultivates teamwork and communication skills.

Diverse perspectives from cross-functional teams lead to innovative solutions.

We do not operate in isolation



Digital capabilities



Sustainability as a hygiene factor

Fundamental element

Integrated across all disciplines

Complex and interdisciplinary

Contextual understanding

Closing the gap to the “real world”

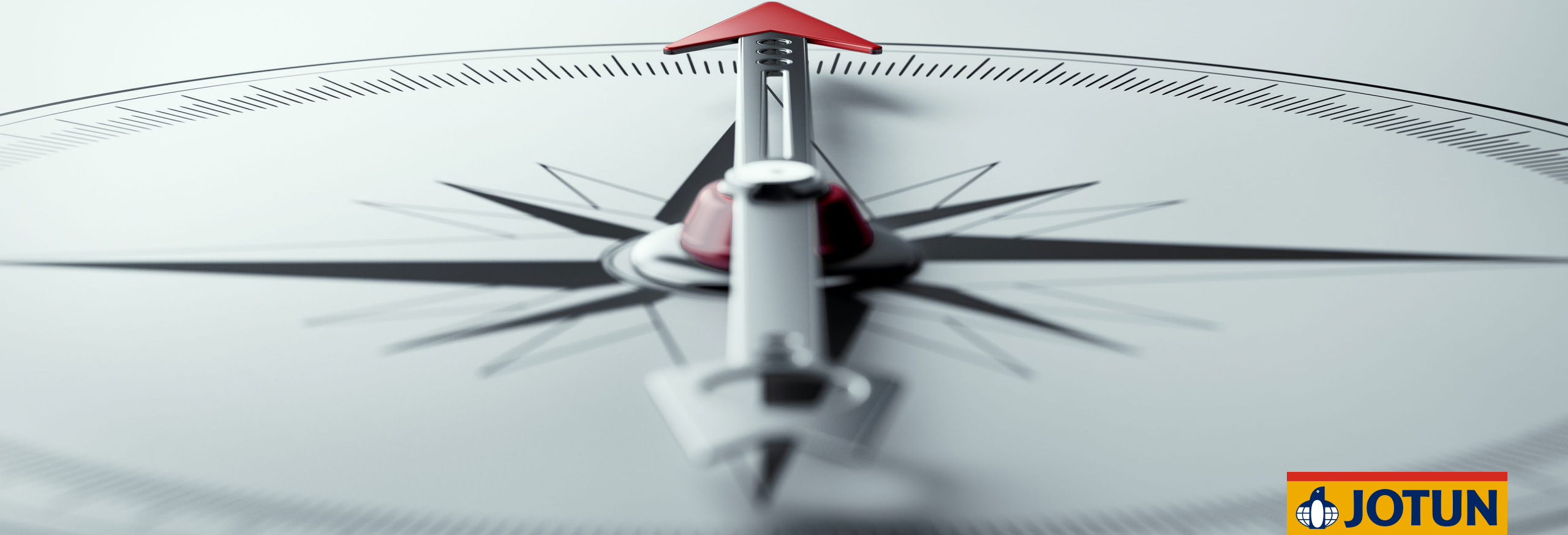
Reality is rarely a textbook example

What is “good enough”?

Technical pragmatism

Every day is an exam

The way forward





Jotun Protects Property