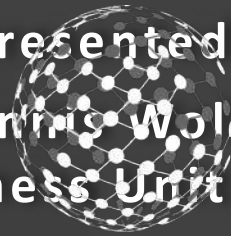




Results Datacenter Survey FINLAND 2025

Presented by:
Dennis Wolbrink
Business Unit Manager



**DATACENTER
FORUM**



Agenda



1

Introduction & Survey Overview

2

Industry Confidence & market trends

3

Sustainability & Technology Impact

4

Workforce & Cyber Security Challenges

5

Budget Priorities & Future Investments

6

Key takeaways & Q&A

Introduction & Survey Overview



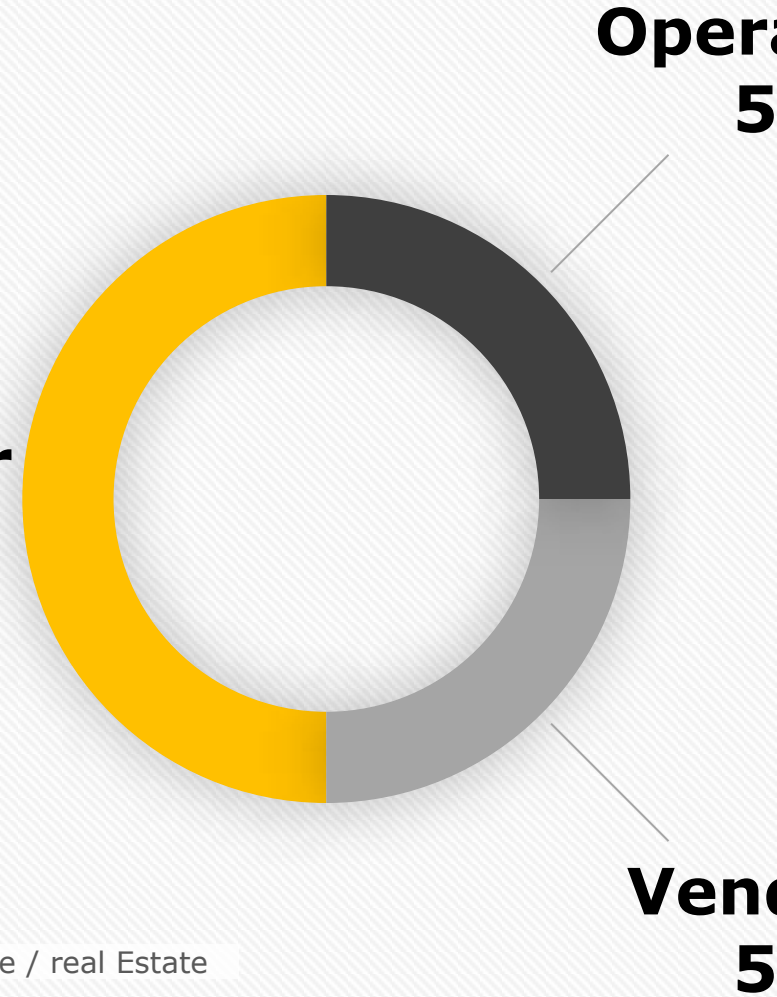
- Why this survey?
- Over 100 respondents From Norway and Finland from the Datacenter industry
- Key focus areas: Sustainability, AI, Workforce and investments



Who Participated and What is Their Level of Confidence?

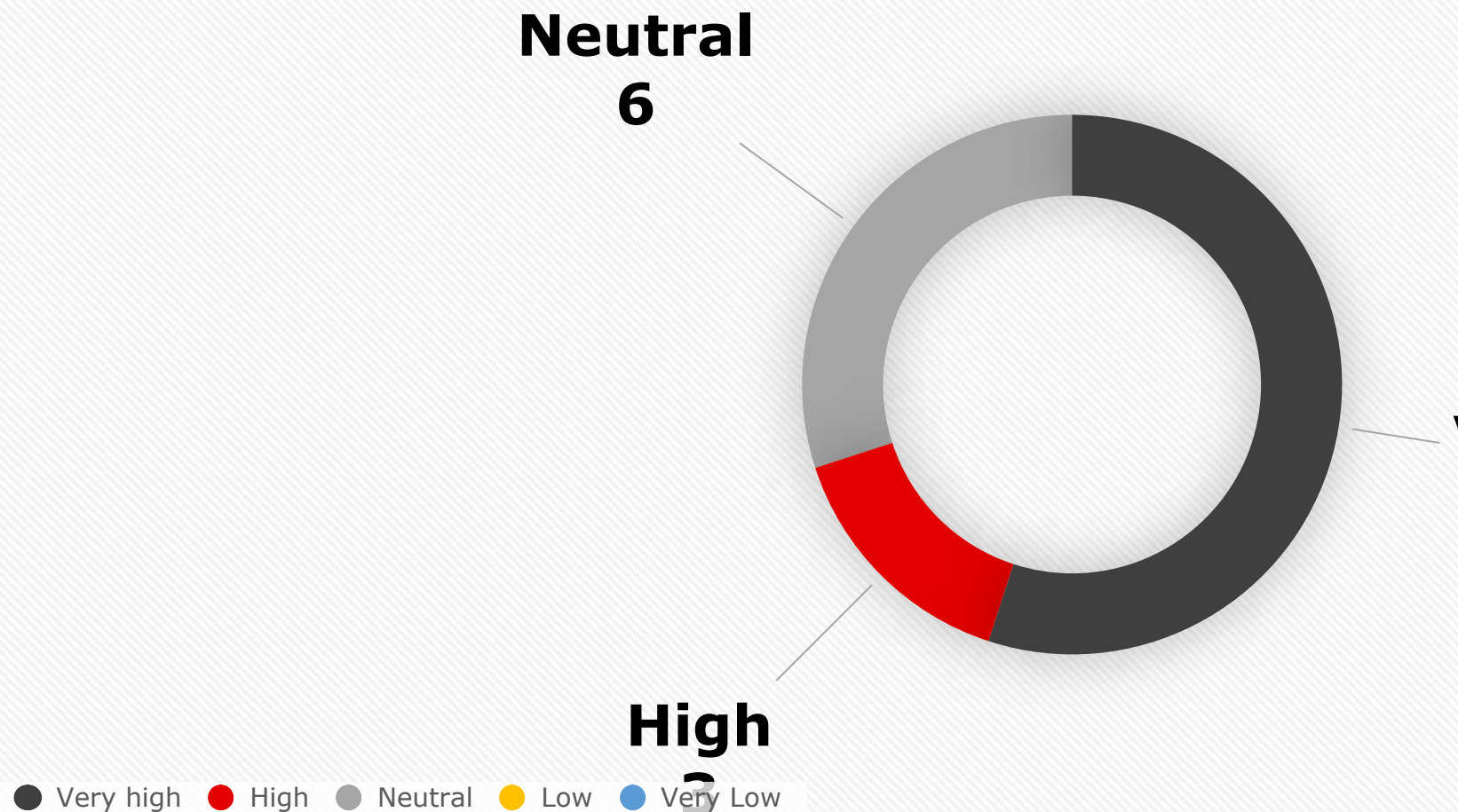
1. What s

**Service Provider
10**

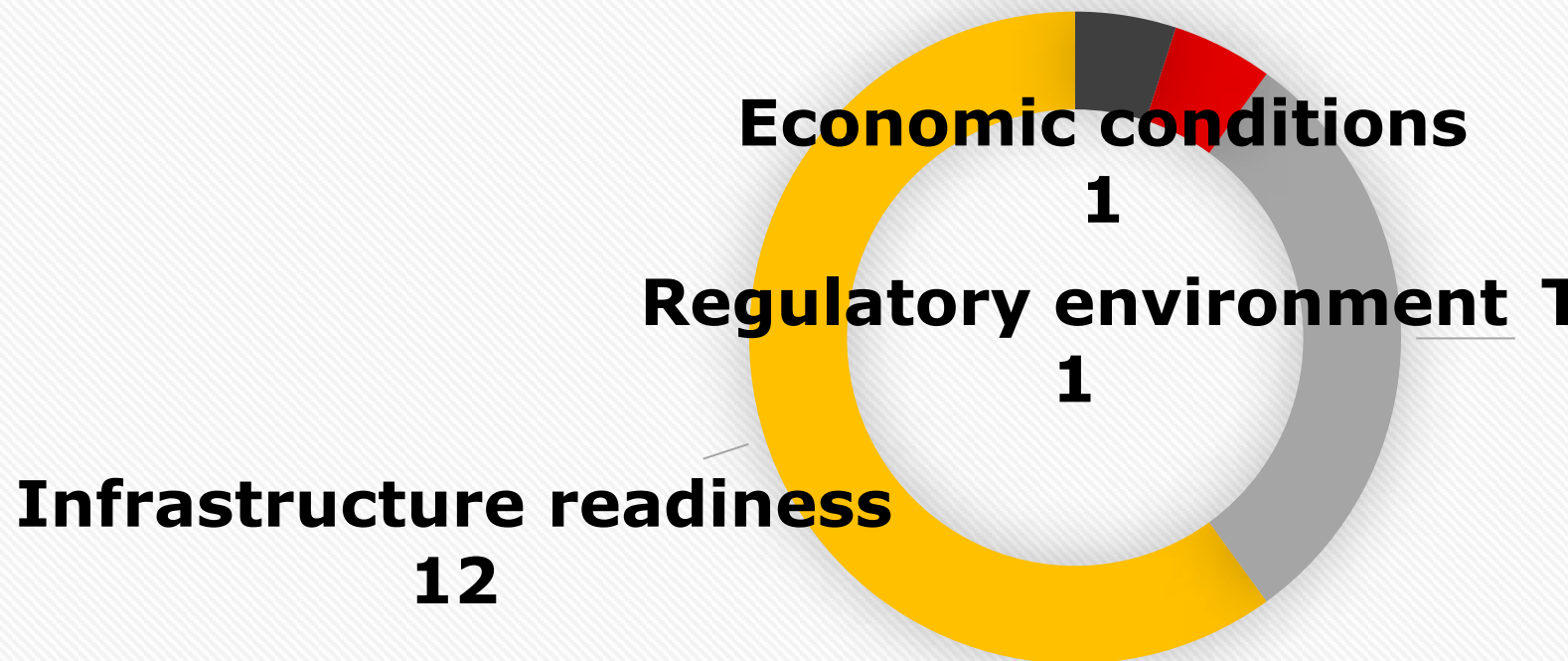


● Operator ● Enterprise ● Vendor ● Service Provider ● Finance / real Estate

2. How would confidence in future growth data



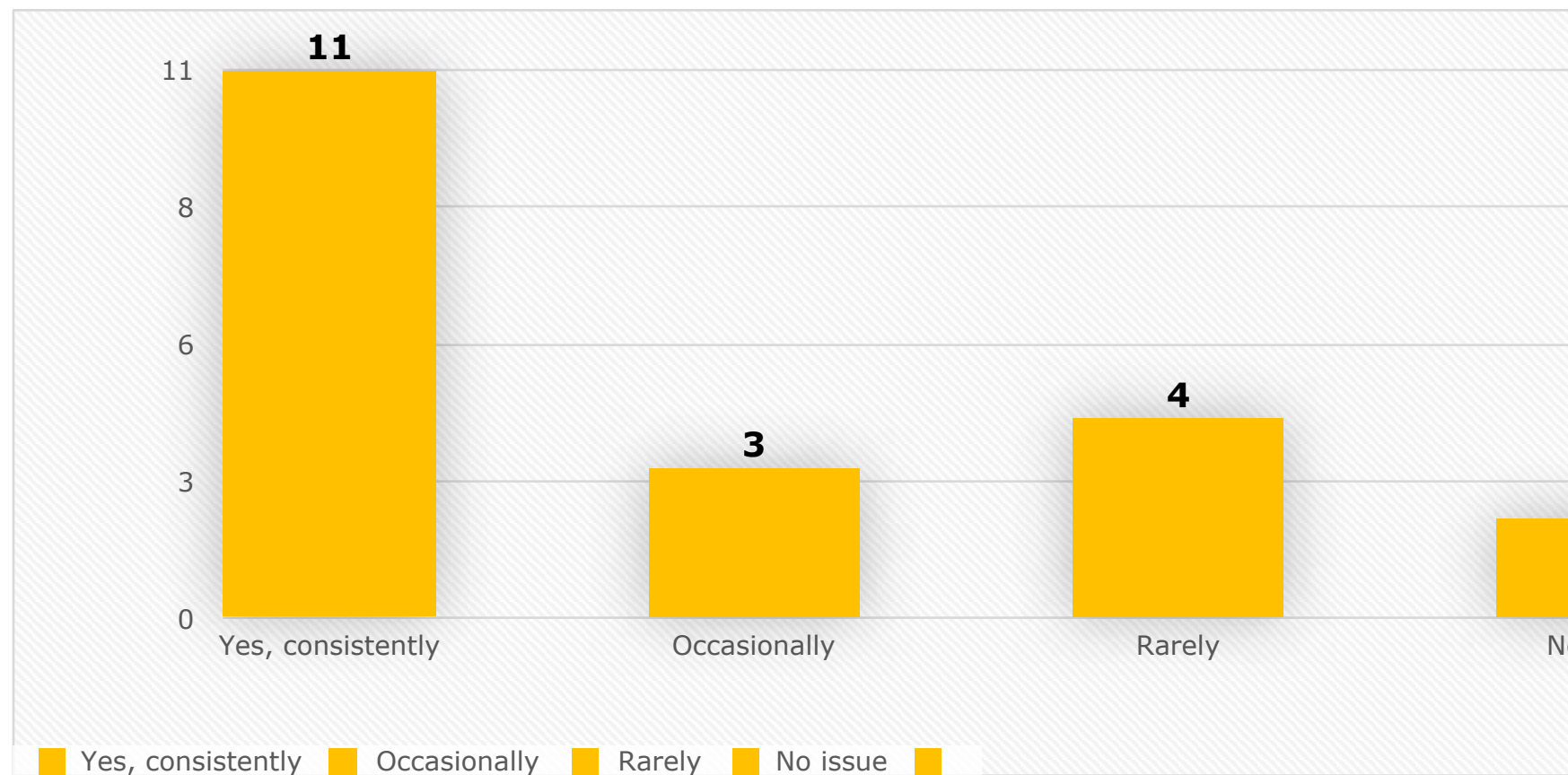
4. What inf



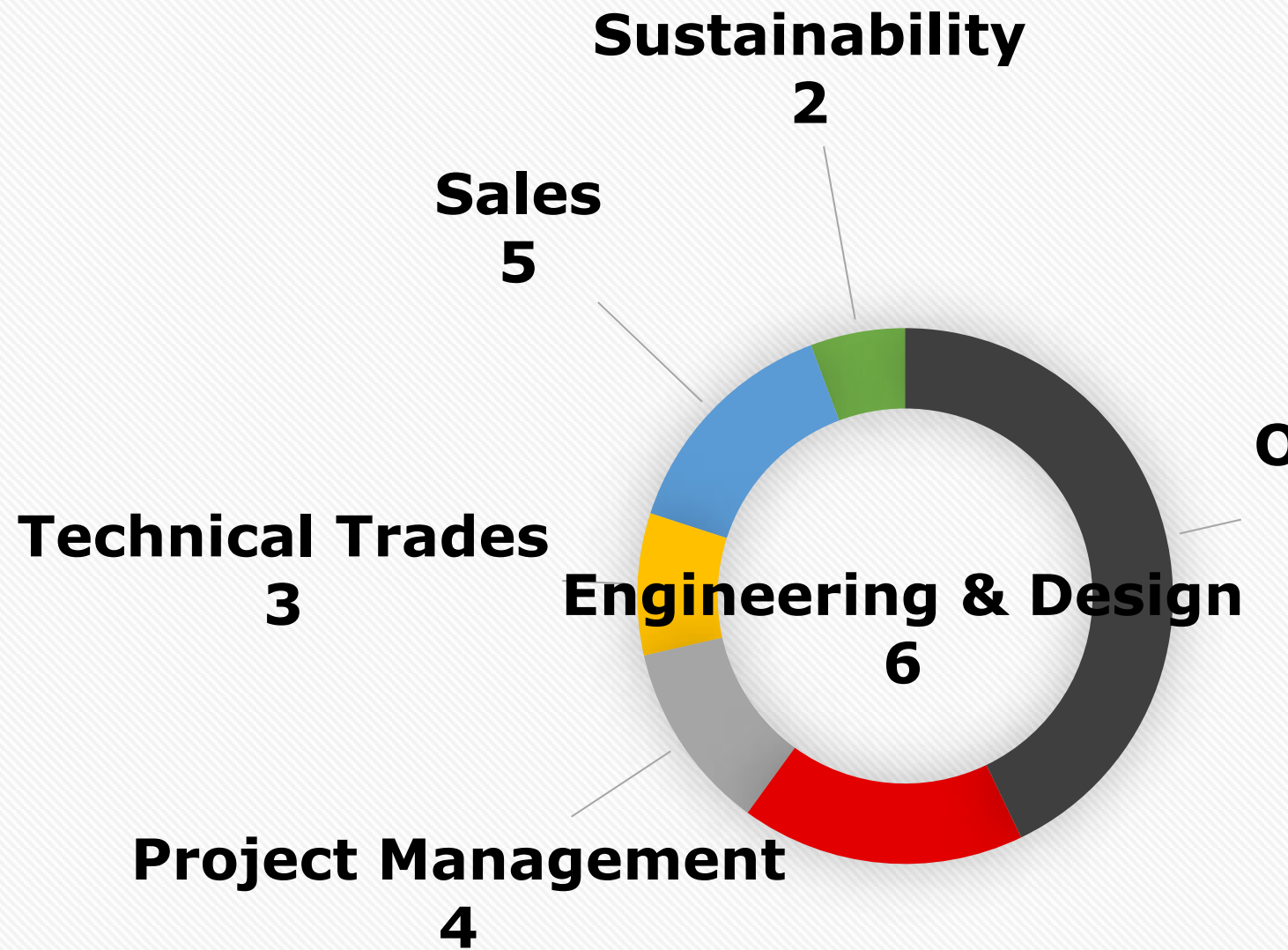
● Economic conditions ● Regulatory environment ● Technology adoption
● Infrastructure readiness ● Competitive landscape

Workforce

7. Have you experienced challenges in recruiting skilled personnel for your data center operations?

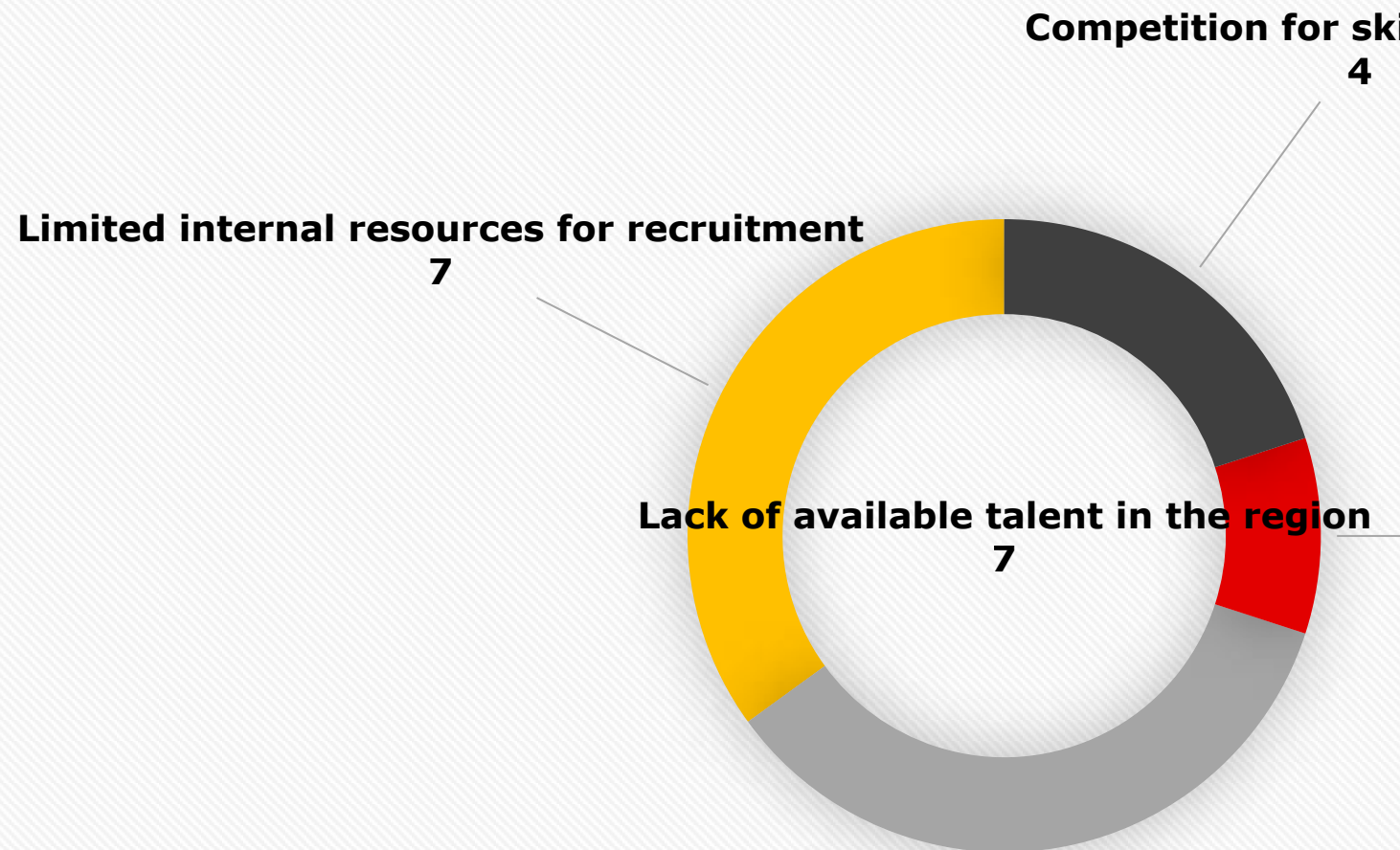


8. Work



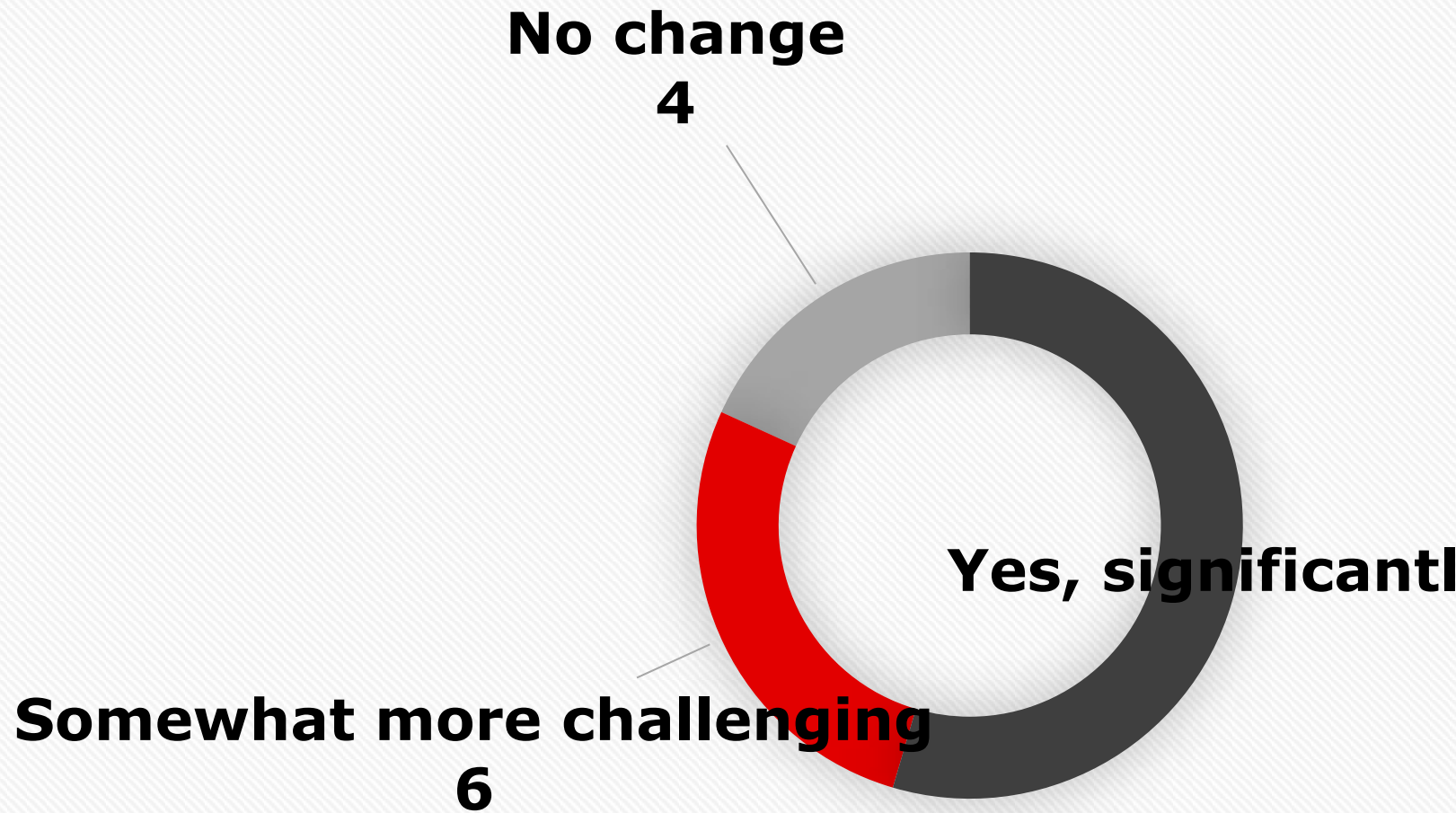
● Operations ● Engineering & Design ● Project Management ● Technical Trades ● Sales ● Sustainability

9. W



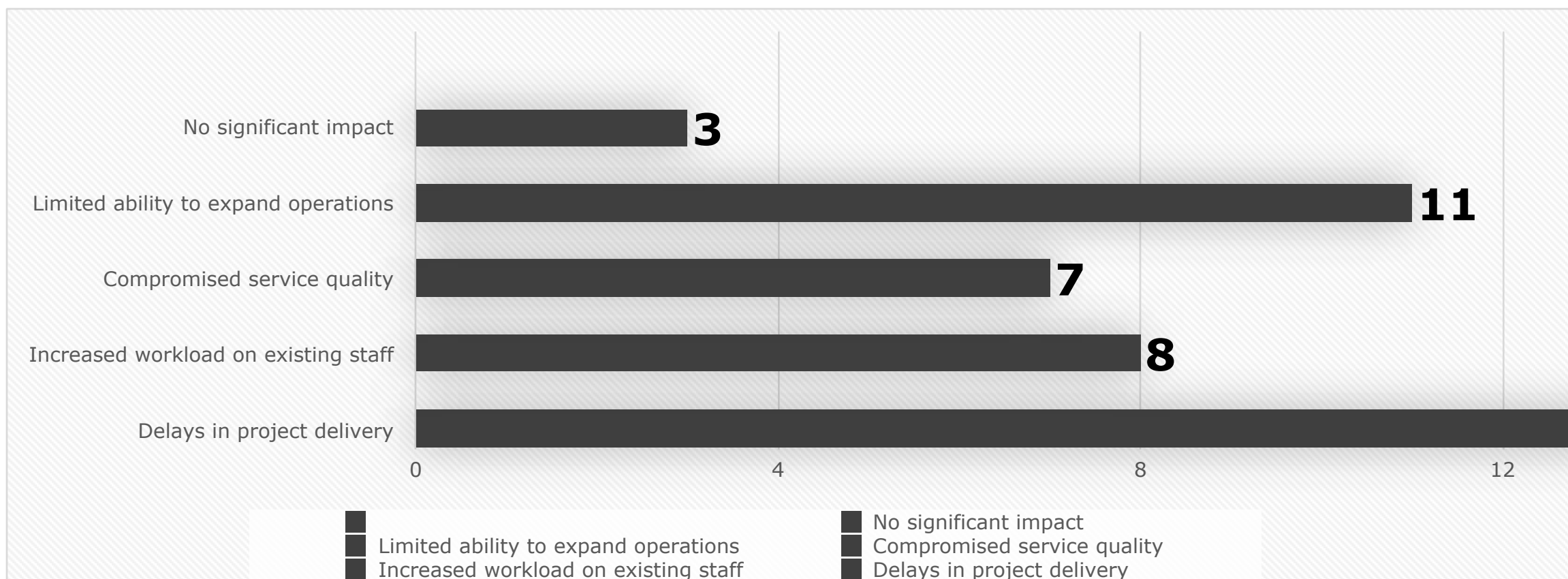
- Competition for skilled personnel
- Lack of available talent in the region
- Salary expectations
- Limited internal resources for recruitment

10.



● Yes, significantly more challenging ● Somewhat more challenging ● No change ● Less challenging ●

11. How have these challenges impacted your operations?



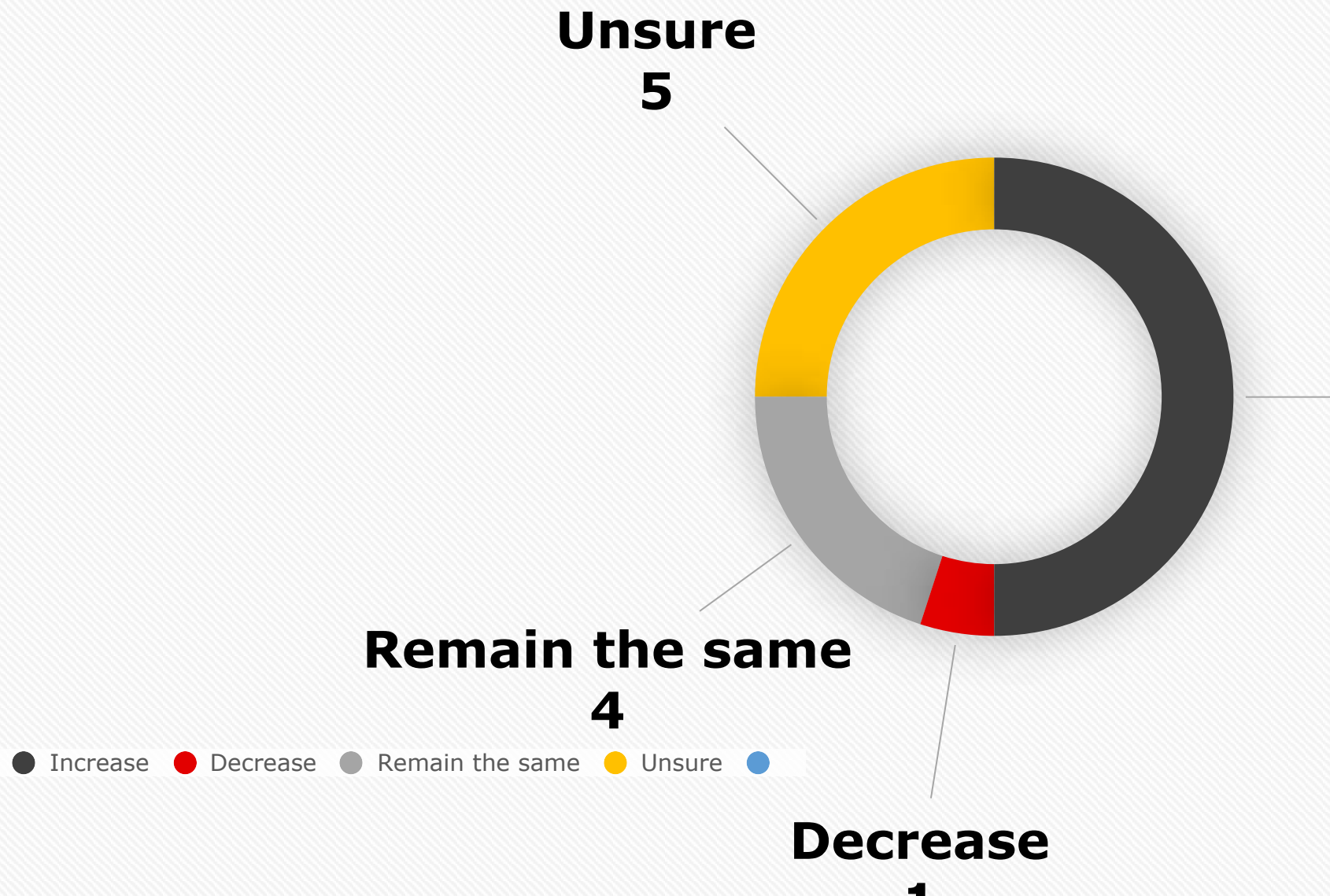
12. W C



- Outsourcing or contract work
- Upskilling internal teams
- other

- Offering competitive salaries/benefits
- Partnering with training providers

13. Do you increase, decrease over



What About Skills Management

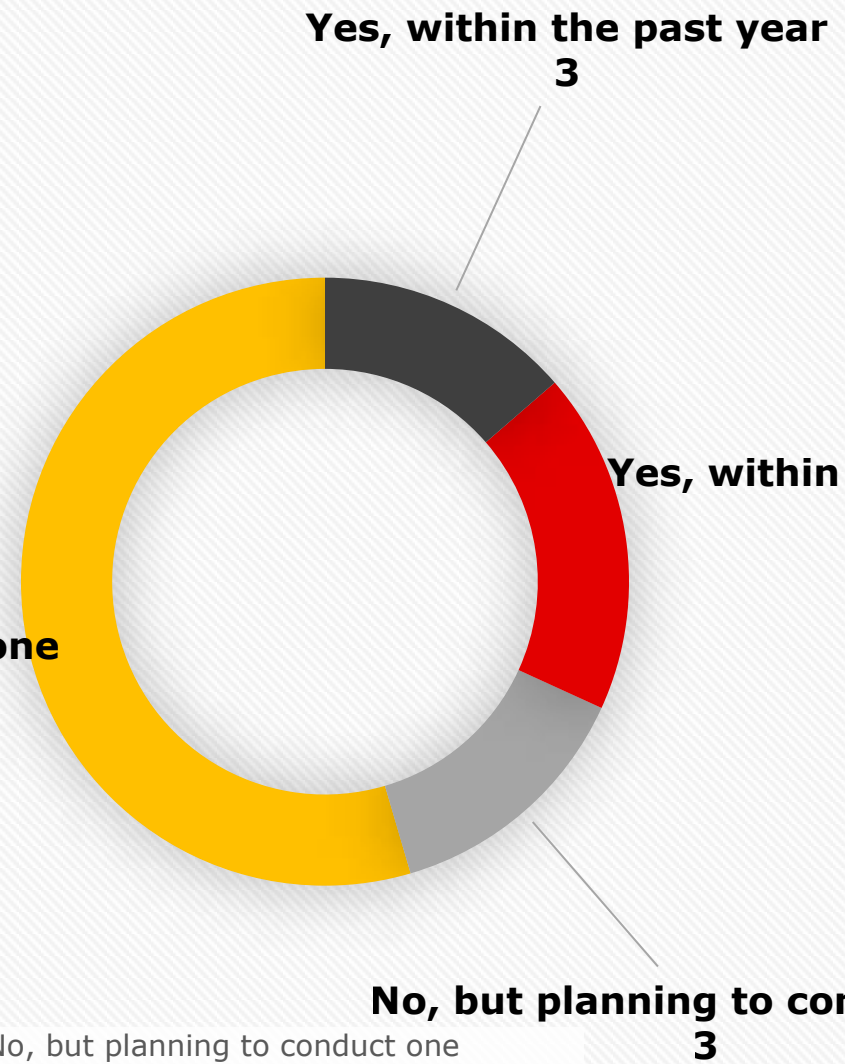
0

● Yes, within the past year
● No, and no plans to conduct one

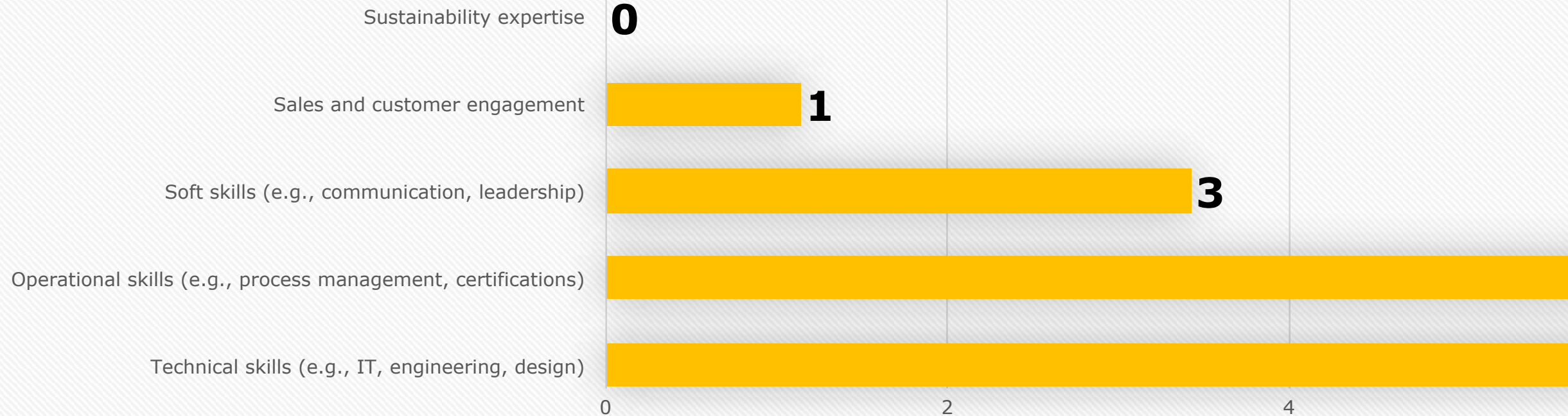
● Yes, within the past two years

● No, but planning to conduct one

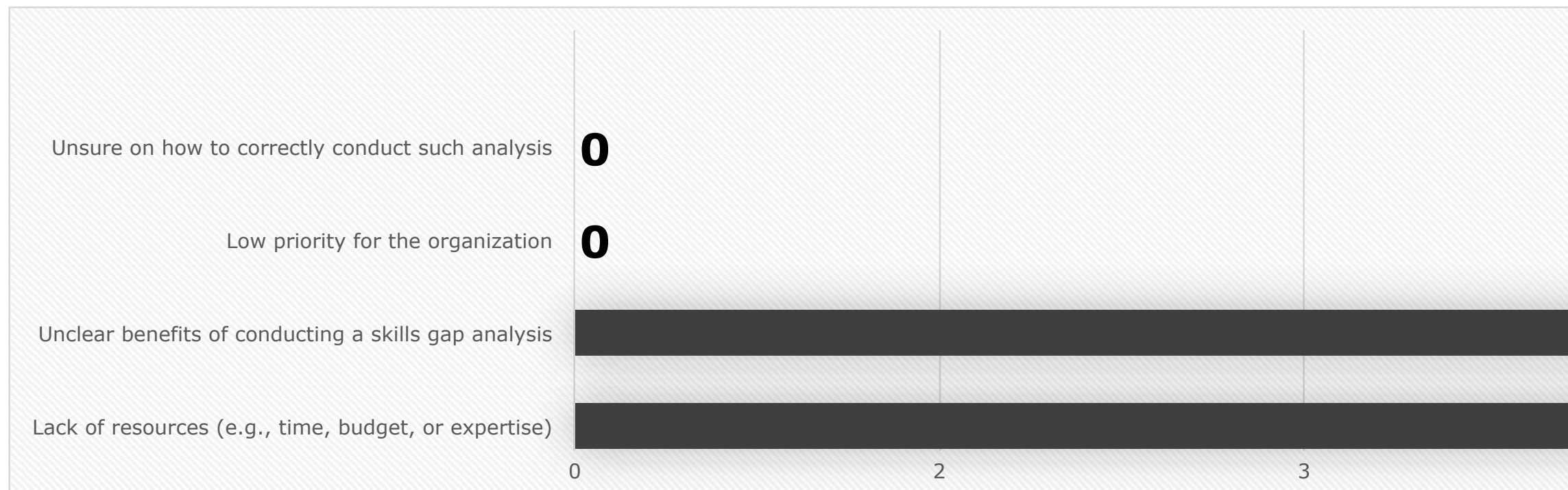
No, and no plans to conduct one
12



15a. If yes, what key skills gaps were identified?

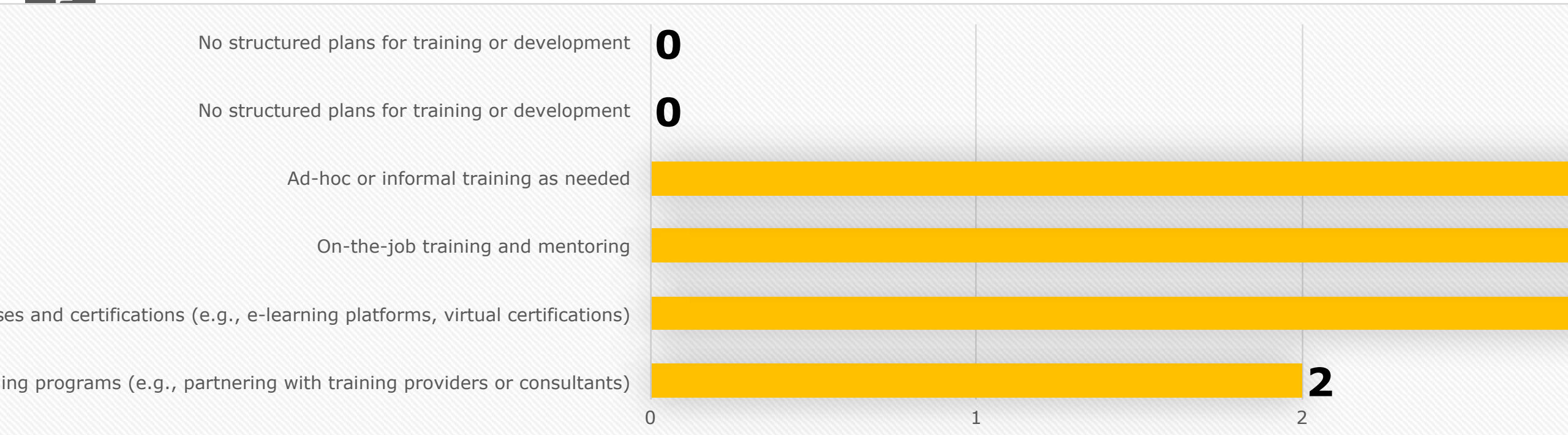


15b. If no, what has prevented your organization from conducting a skills gap analysis?

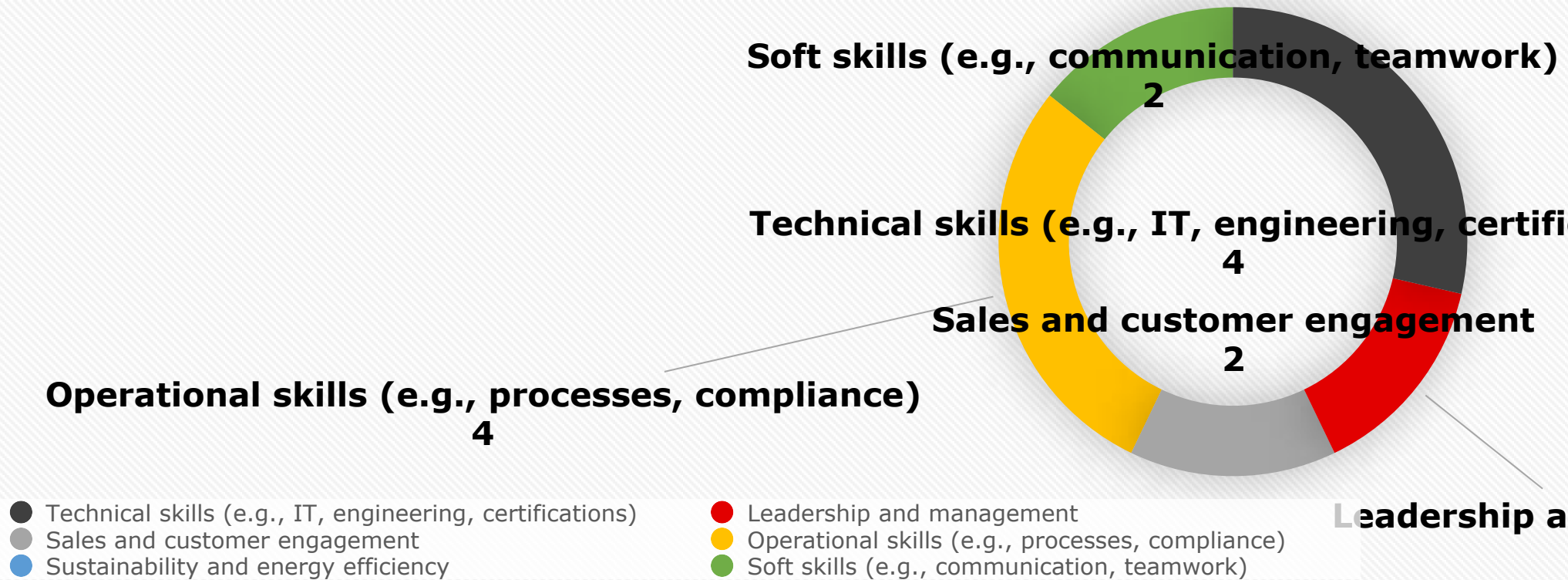


Training & Development

17. How does your company approach employee training and development?

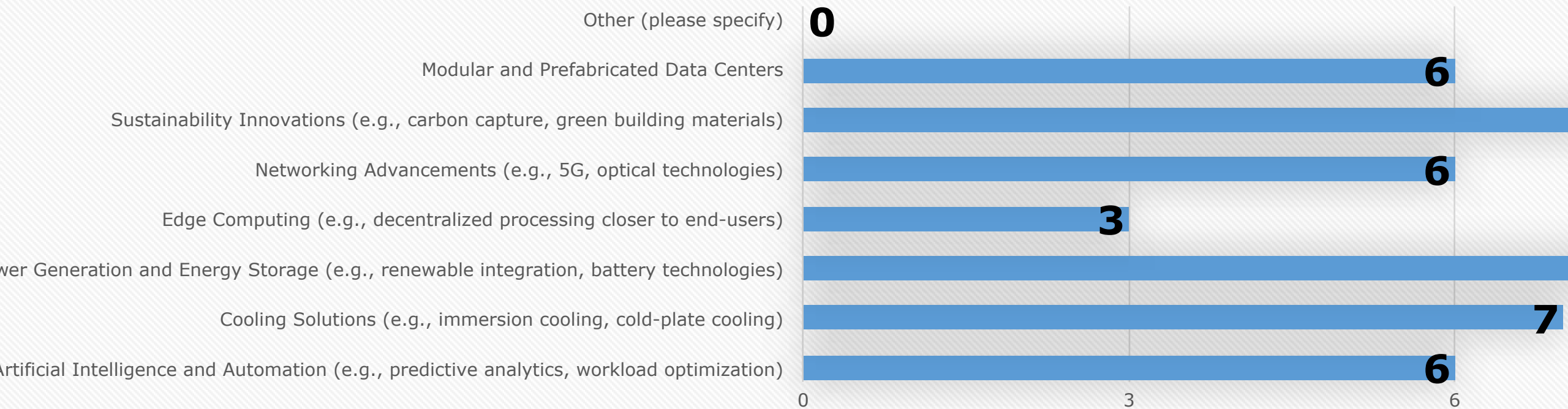


18. W

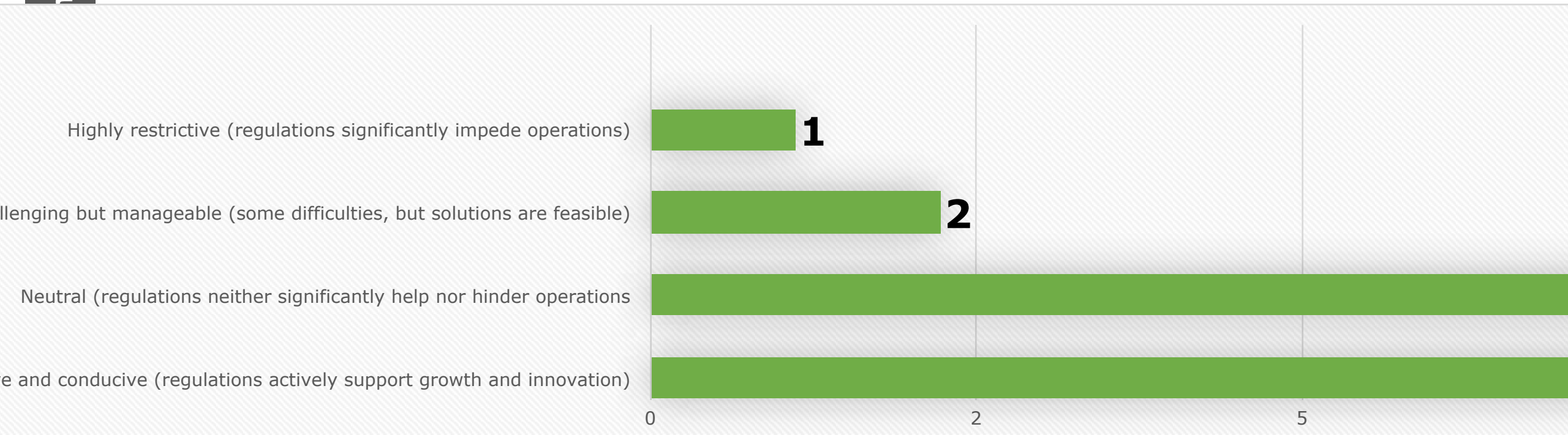


Emerging Trends

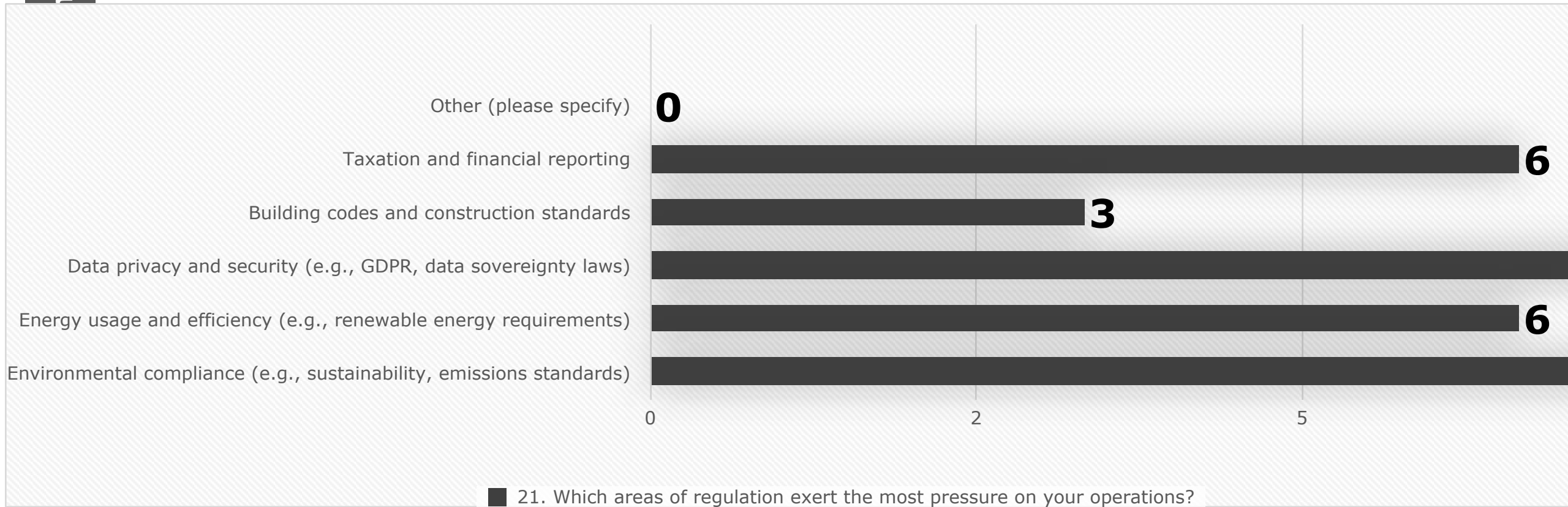
19. Which emerging technologies do you believe will have the greatest practical impact on improving data center performance in the next 3 to 5 years?



20. How do you perceive the impact of existing regulations on data center operations in your country?



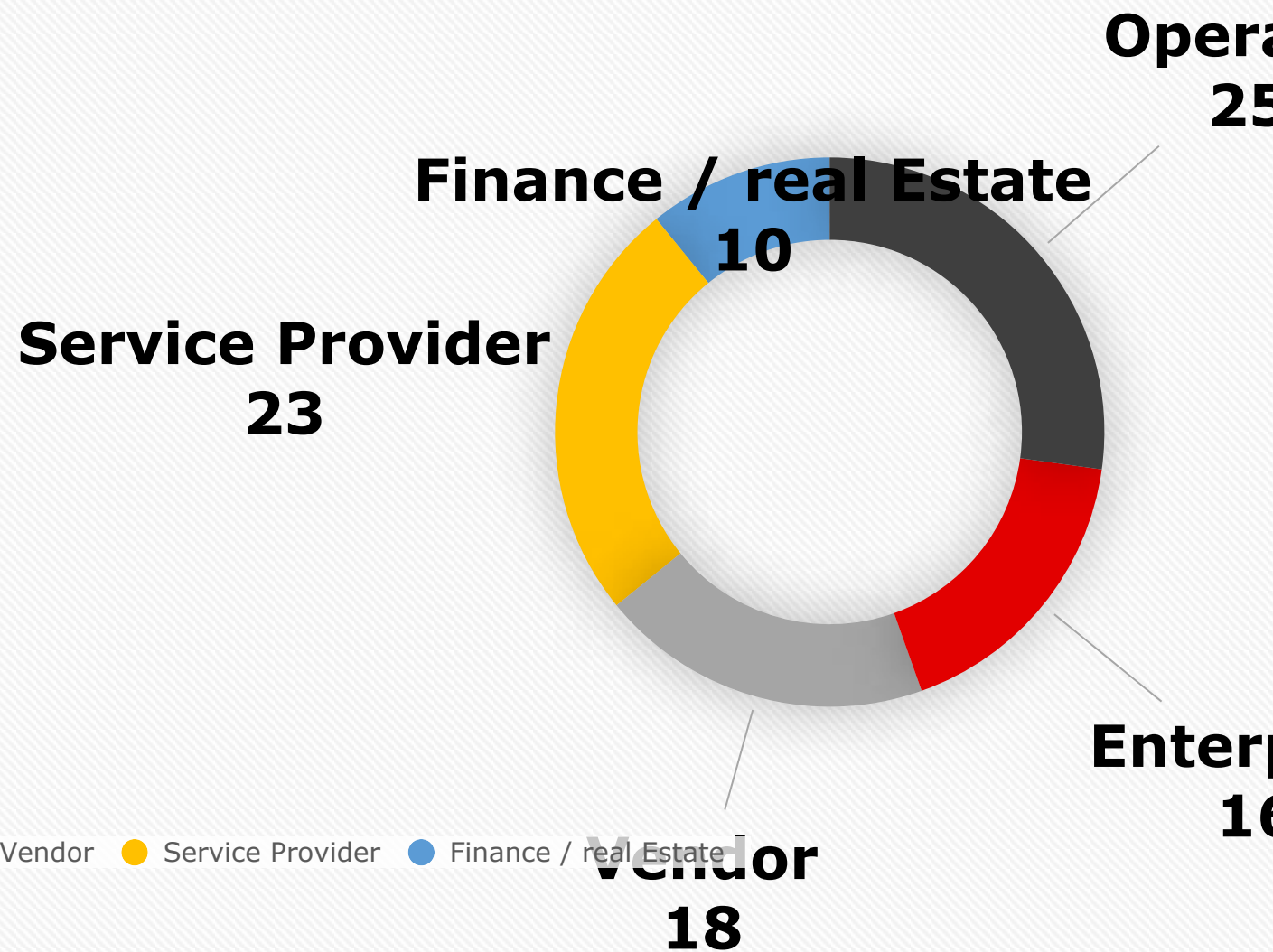
21. Which areas of regulation exert the most pressure on your operations?



■ 21. Which areas of regulation exert the most pressure on your operations?

Budget

23. Which role are you most likely to perform?



Summary

Summary



Diverse Market Representation



**Supportive or Neutral
Regulatory Environment**



High confidence levels.



**Strong focus on Energy and
Sustainability Compliance**



**Infrastructure Readiness as
a Key driver**



**Budget Priorities Expansion
and Efficiency**

Free Downloads



For Managers

DCCF

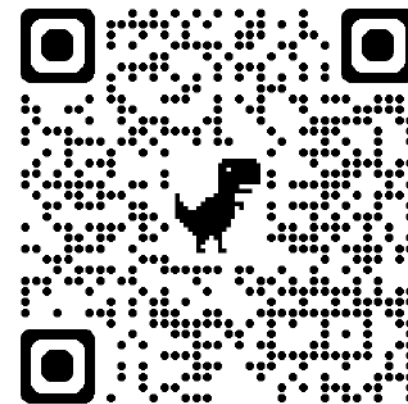
Data Center
Competence Framework



For Professionals

DCPT

Data Center
Career Planning Tool



THANK YOU!



www.epi-ap.com



dennis@epi-ap.com



Protecting **Your** Interests

3 8 Y E A R S

1 9 8 7 - 2 0 2 5

WWW.EPI-AP.COM



SCAN ME