

SETTING THE SCENE FOR A SUSTAINABLE GROWTH OF SKILLS AND PEOPLE

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DATACENTER FORUM, OSLO, NORWAY

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**Would you only
consider academic
success and
qualifications, or
someone that you see
potential in?**



INDUSTRY DEMAND VS RECRUITMENT CHALLENGES

Navigating Skills Scarcity in a High-Demand Tech Economy

Limiting Ourselves

- ▶ “DC experience and 10 years of relevant industry experience”

Innovation vs. Intuition

- ▶ As technology rapidly evolves within our industry, it is moving at such pace that the “experienced” talent for these systems does not even exist yet.

The Race Between Rapid Tech and Ready Talent

- ▶ Alternative sources of energy
- ▶ Liquid Cooling
- ▶ Heat recovery



SHIFT FROM “BUYING” TO BUILDING TALENT

Shared Ownership Drives Success



Turnover of personnel
Ranging over 60%



“It takes two to tango”
Commitment is a
shared attribute



Loyalty is earned
from investing into
our people

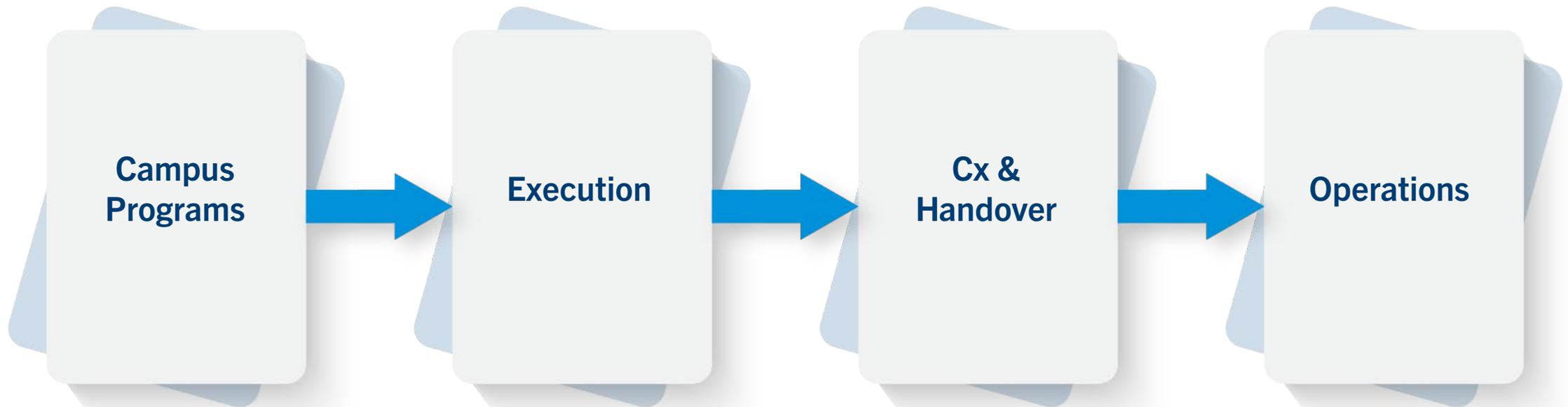


The Power of Upskilling

PARTNERING WITH LOCAL COMMUNITIES

Nurturing Long-Term Engagement

- ▶ Knowledge loss
- ▶ Opportunity for longstanding commitment
- ▶ Targeted outreach to underserved groups



EXPLORING OTHER INDUSTRIES

Tapping Into the Undiscovered

- ▶ Shifting Hiring Focus – can they learn it?
- ▶ Transferable Skills



**Aviation /
Aerospace**



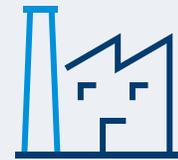
**Marine
Engineering**



Ex-Military



Logistics



**Manufacturing /
Industrial
Automation**

INITIAL CAPITAL INVESTMENT

It's starts at the Conceptual Stage

- ▶ Total market capex is expected to reach **\$1 trillion by 2026** globally, where around **\$400 billion** are from hyper-scalers alone
- ▶ Scaling Team Capability from the First Outlay



CAPITALIZING TALENT DEVELOPMENT AS A DAY-ONE INVESTMENT

Thank you for your time, any questions?

- ▶ **Niclas Sandström**
Project Manager
Email: Niclas.Sandstrom@fluor.com
+45.221.731.59 M

