

# WÄRTSILÄ 2023

TIIA-MARIA KINNULA, EMPLOYER BRANDING SPECIALIST

# AGENDA

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This is Wärtsilä

2

the Sustainable Technology Hub

3

Factory balcony tour



## Safety moment

Founded in 1834

# GLOBAL LEADER

In decarbonisation of Marine and Energy markets

## ENERGY

“TOWARDS A 100%  
RENEWABLE ENERGY  
FUTURE”

## MARINE

(3 BUSINESSES)

“DECARBONISING  
MARITIME”

MARINE POWER  
MARINE SYSTEMS  
VOYAGE

# Our diverse teams make a difference

We build strong, diverse, and inclusive teams

**~17,00**  
personalities

**~130**  
nationalities

**>200**  
Locations and local  
cultures world-wide

**68**  
countries

**42,2+**  
average age

**18,14%**  
3,313 women

**81,85%**  
14,949 men



**314MEUR**  
Operating results

# THE WÄRTSILÄ WAY



## Purpose

Enabling sustainable societies through innovation in technology and services



## Target position

Shaping the decarbonisation of Marine and Energy

- Financial targets
- “Set for 30” – decarbonisation targets



## Strategic priorities

Roadmap to improve performance and reach Target position



## Values

Customer Success, Passion, Performance

# ENABLING SUSTAINABLE SOCIETIES THROUGH INNOVATION IN TECHNOLOGY AND SERVICES

INNOVATING  
SINCE 1834

TOGETHER

FOR A  
SUSTAINABLE  
FUTURE

# Our values

## CUSTOMER SUCCESS

- We are successful by making our customers successful
- We truly understand our customers' business
- We listen to and talk with our customers
- We provide reliability and efficiency

## PASSION

- We are proud of our work and celebrate success
- We innovate and find new ways to create value
- We value teamwork and inclusiveness
- We foster candour, respect and trust
- We engage with energy and drive
- We drive sustainability

## PERFORMANCE

- We are committed to safety and zero injuries
- We take ownership and go the extra mile to deliver on our commitments
- We continuously improve and learn something new every day
- We look after Wärtsilä's best interests
- We take pride in quality
- We act with integrity

# Delivering customer value through leading R&D and partnerships

- We believe that the shift to new technologies will be gradual, and there will be a need for a broad array of solutions to decarbonise marine and energy.
- Our focus will remain in developing our core technologies and through partnering we can ensure a broad solution offering for our customers.
- Wärtsilä will continue to invest a stable ~3% of net sales in R&D.

**175 MEUR**

In 2021, R&D investments amounted to 175 MEUR, representing 3.7% of net sales.

**2,800**

Patents and applications.  
Current patent portfolio in 2022: approx. 2,500 patents and 300 patent applications in 50 countries.

# Wärtsilä's position as a global company is reflected in the geographical breakdown of our net sales

## Net sales, geographical

**33%**  
Europe

**31%**  
Asia

**27%**  
Americas

**9%**  
Other



This is Wärtsilä



Founded in

**1834**

Active in

**68 countries**

Revenue (EUR)

**~5BN**

Our personnel approx.

**17,000**

# Ambitious decarbonisation targets for 2030

To provide a product portfolio which will be ready for zero carbon fuels

To become carbon neutral in our own operations

# Wärtsilä Energy



# Towards a 100% renewable energy future

The energy landscape is in transition towards more flexible and decarbonised energy systems. **We envision a 100% renewable energy future.**



**Decarbonisation is feasible  
with current technologies  
– and does not cost more**

**Technologies needed for a net zero  
power system**

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**Wind and solar**

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**Energy storage**

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**Engine power plants**

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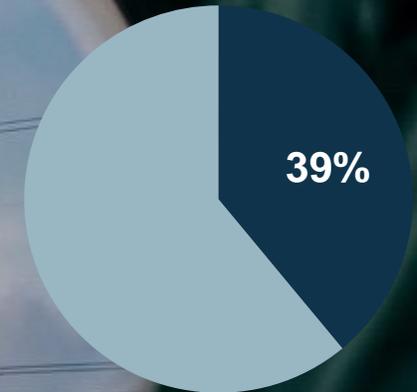


**Sustainable fuels**

# Wärtsilä Energy

- Wärtsilä Energy leads the transition towards a 100% renewable energy future.
- We help our customers in decarbonisation by developing market-leading technologies.
- These cover future-fuel enabled balancing power plants, hybrid solutions, energy storage and optimisation technology, including the GEMS energy management platform.
- Wärtsilä Energy's lifecycle services are designed to increase efficiency, promote reliability and guarantee operational performance.

Share of total net sales

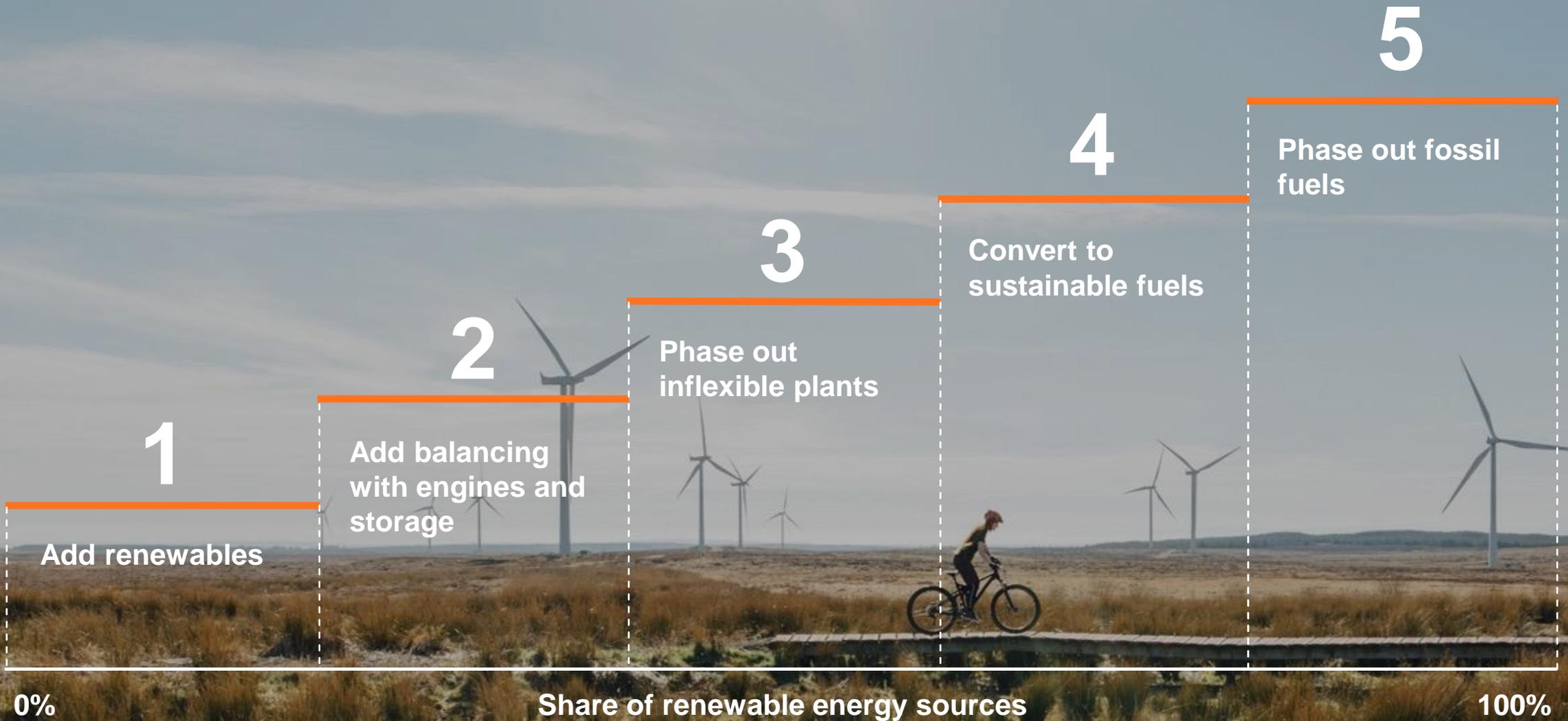


Personnel

**4,980**

# What are the steps for regions worldwide to reach net zero?

The path is similar everywhere.



# We optimise your power system for a renewable energy future



Engine  
power plants



Energy  
storage



Software and  
digitalisation



Lifecycle  
services



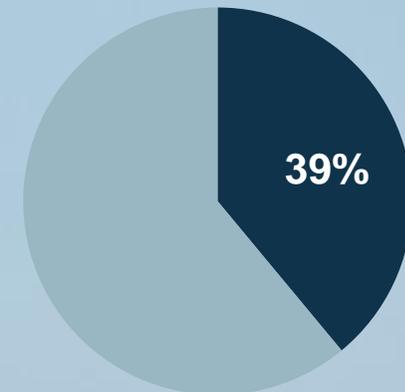
# Wärtsilä Marine Power



# Marine Power

- Wärtsilä Marine Power leads the industry in its journey towards a decarbonised and sustainable future.
- Our broad portfolio of engines, propulsion systems, hybrid technology, and integrated powertrain systems deliver the efficiency, reliability, safety, and environmental performance needed to support our customers.
- Our offering includes performance-based agreements, lifecycle solutions, and an unrivalled global network of maritime expertise.

Share of total net sales



Personnel

**8,224**



# The right solution For each vessel



Engine optimisation  
& fuel flexibility



Electrification

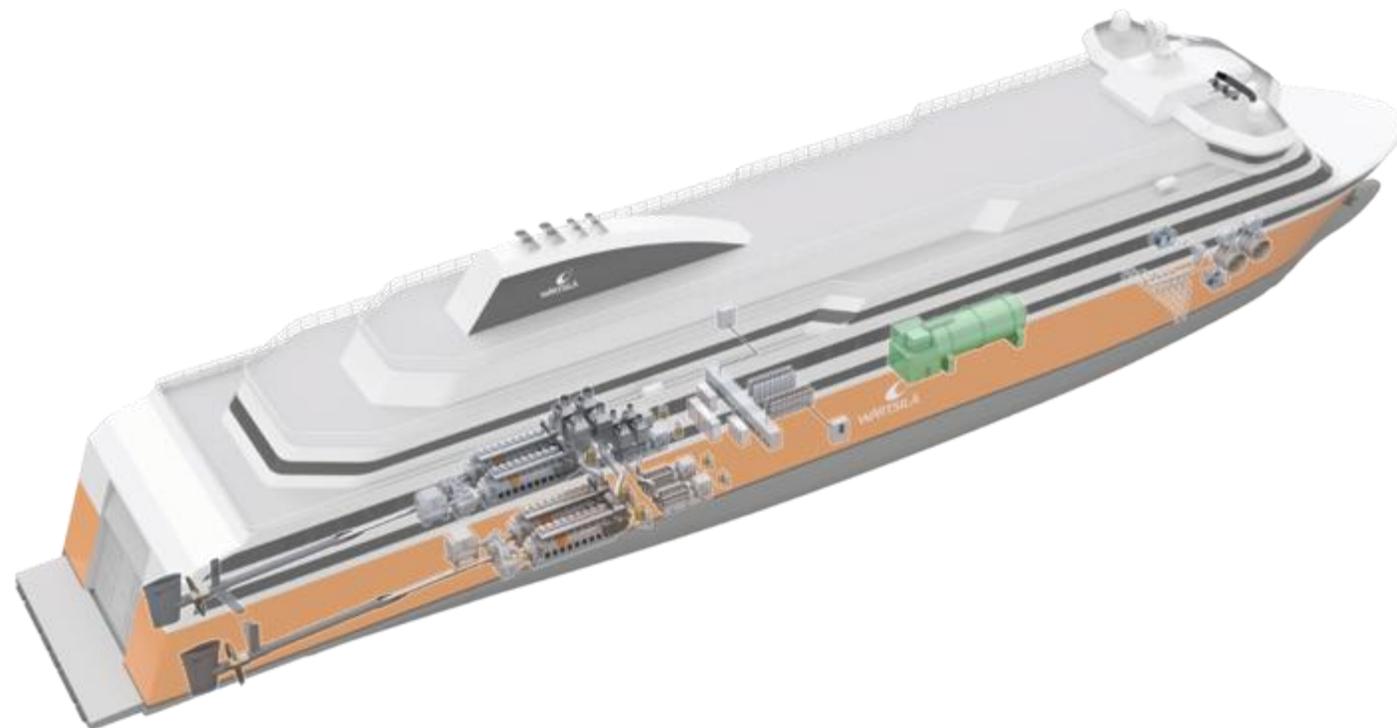


Energy saving  
devices



Lifecycle  
solutions

# Marine Power product portfolio provides upgradable solutions for a net-zero future



**Propulsion equipment**



**Multi-fuel engines**



**NOx reducers (SCR)**



**Energy & power management systems**



**Hybrid systems (including batteries)**



**Fuel gas supply systems (storage)**



**Transactional services**



**Agreements**



**Performance-based agreements**



**Project services**

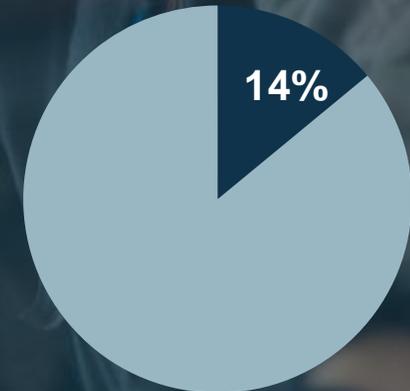
# Wärtsilä Marine Systems



# Marine Systems

- We at Wärtsilä Marine Systems support our customers with high quality products and lifecycle services related to the gas value chain, exhaust treatment, shaft line, underwater repair and electrical integrations.
- We are committed to providing the latest and most efficient solutions, in line with Wärtsilä's vision for a safe and sustainable future for our customers, our communities and our planet.

Share of total net sales



Personnel

**1,894**

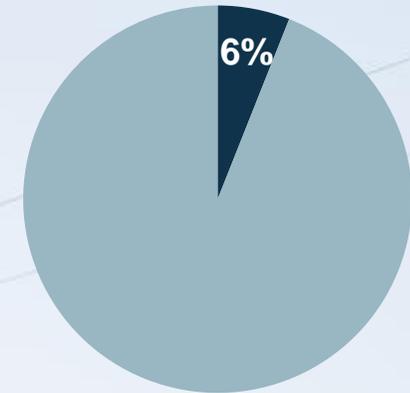
# Wärtsilä Voyage



# Wärtsilä Voyage

- Radically transforming how vessels perform their journeys and ports manage their operations by leveraging the latest digital technologies.
- Using data and AI-driven software, we help instantly optimise shipping operations, enhance safety and reduce CO2 emissions.
- Solutions combine bridge infrastructure, cloud data services, decision support systems, and smart port solutions to enable shore-to-shore connectivity and continuous flow of cargo, across the whole marine and ports ecosystems.
- We are committed to building an end-to-end digital infrastructure for shipping where all vessels and ports are integrated, and all operations are safe and sustainable.

Share of total net sales



Personnel

**1,725**

# Solutions for a shore-to-shore connected shipping and logistics ecosystem



## HELPING MANAGE:

- **The Vessel:** automation, navigation and training
- **The Voyage:** optimisation and fleet management
- **The Port:** vessel traffic and port call optimisation

# Our operations in Finland



# 3700 Employees in Finland

61 different nationalities among personnel

## VAASA 3 000 PEOPLE

- All Business Functions, R&D, Engine assembly, Land and Sea Academy

## TURKU 325 PEOPLE

- Some business functions (RDE, Finance)

## HELSINKI 375 PEOPLE

- Head Office

**+550 summer trainees in Finland**



# Summer Power 2023

One application, endless possibilities

Summer Power trainee search is open: 2.1-28.2.2023!

500+ SUMMER JOBS  
EVERY YEAR

IN VAASA, HELSINKI  
AND TURKU WITH  
HYBRID WORK  
POSSIBILITIES

FOR STUDENTS FROM  
ALL TECHNICAL AND  
BUSINESS FIELDS

JOIN US IN ENABLING  
SUSTAINABLE SOCIETIES!  
[WARTSILA.COM/  
SUMMERPOWER](https://www.wartsila.com/summerpower)

# Why Wärtsilä?

- +500 opportunities to build your career during your studies
- International culture! Colleagues from around the world
- Dedicated program and activities for trainees
  - Learning opportunities for getting to know our business
  - Sports, After Works and other in-formal events
- Best colleagues you could ask for!
- Possibilities to continue after the summer
  - on-call, graduate and thesis possibilities
- Interesting networks and hobbies to connect with people
  - Young Wärtsilians offers free time activities around Finland
  - Other clubs organise around shared interests
- True possibilities for impact and develop our operations

**“ During the summer I truly understood that one of the most precious thing Wärtsilä has is its people, and they are indeed awesome. “**



# Software Developer

## Vaasa or Helsinki

➤ <https://careers.wartsila.com/job/Helsinki-Software-Developer/863736401/>

### Below will enable you to shine in this role

- B.Sc. or M.Sc. studies in Software Engineering, Information Technology or equivalent work experience
- Hands-on software development experience with Angular and JavaScript, others are considered as advantage (e.g. Java, Python)
- Experience of CI/CD (Atlassian) practices of deploying frontend and backend applications
- Experience with integration technologies (REST)
- Experience in AWS and/or Azure platforms
- Self-driven, supportive, analytical and goal-focused, with a 'can do' attitude
- DevOps practices
- Keen interest in new frameworks and programming languages
- Fluency in English

➤ Apply by 13.11

# Trainee, Turbocharger Code Resolution

## 0-25h/week

### Turku or Vaasa

- <https://careers.wartsila.com/job/Turku-Trainee%2C-Turbocharger-Code-Resolution/864954401/>

**As an ideal candidate**, you have gained understanding from Wärtsilä's products and have been studying engineering.

For you to succeed in the position, we hope you to have problem solving skills and willingness to take initiative and learn new skills.

In this role, fluent written and spoken English is essential due to our communication language within Wärtsilä family.

**Apply by 27.11.2022**



# WÄRTSILÄ VOICE



**Follow us !**

The account showcases:

- Trainee experiences
- Career stories
- "My day" stories
- Smart Technology Hub project updates
- Job announcements
- And much more..

# STH

This is the Sustainable Technology Hub

Aino Helin, Employer Branding trainee

Logistiikkakeskus

Teknologiakeskus  
"Hub"

Toimistorakennus

# Sustainable Technology Hub

**STH is unique in its field.**

It enables agile development and efficient research of sustainable solutions for the marine and energy industries. Flexible manufacturing systems, robotics and data are central to the operations of STH, and our aim is to maximise the lifecycle value for our customers.

STH is an **ecosystem of collaboration** both locally and globally. The ecosystem around STH is built on Wärtsilä's technologies and partners' capabilities, thus giving a 360-degree showcase of our solutions and how an ecosystem operates.

**STH is a concrete proof point that we are committed to the green transformation.**

## Partner Campus & technology partners

- At the STH Partner Campus we invite customers, partners, academia, and other innovators to incubate ideas together.
- The Partner Campus is a global model for co-creating new business and solutions together in the ecosystem, and it is connected to Wärtsilä's other Centres of Excellence globally.
- For the Technology Partners, STH is a co-creation platform where to further develop their solutions, with us and other partners.



PARTNER  
CAMPUS



## Sustainable logistics & energy self-sufficiency



- At the STH Logistics Centre deliveries are unloaded, packed and transported inside minimising outdoor movement that might affect the quality of the materials and products.
- High level of automation speeds up and streamlines the material flow between logistics and production facilities – ensuring also a safer workplace for employees.
- Up to 80% of all materials are transported around STH using Automated Guided Vehicle (AGV) trucks.
- Highest logistics centre in Finland
- STH is targeting **energy self-sufficiency** both for electricity and heat, with total energy efficiency being above the industry average
  - Thermal energy produced during engine tests and other processes, is collected and re-used in-house.
  - Electricity is used in our offices and excess power is fed back to the grid.
- With the building management system, we monitor energy, electricity, heat and water consumption and the system performance of STH.

# Questions?

- The demand for marketing work in your company?
- On going research projects?
- What kind of skills are needed for a software developer in your companies?
- What are the company's biggest challenges to integrate renewable energies and flexible energy systems on a large scale? What kind of energy optimization do you use to reduce energy costs?
- What is the recruitment process? what are the demanded skills? how to land a part time or trainee job in technical sector?
- is it possible to get a job as an immigrant without knowledge of Finnish/Swedish?
- how do I stand out if I have the qualifications for a job but do not speak Finnish or Swedish fluently?



**WÄRTSILÄ**