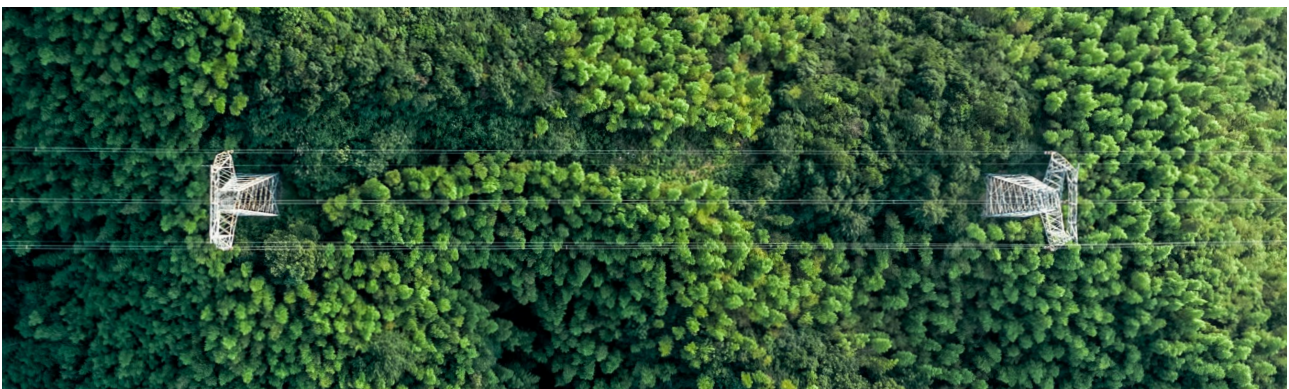


3t Energy Group Case Study

January 2022

ESG in Action: People Power for the Energy Transition



Acknowledging the global skills shortage...

The renewable energy sector is experiencing unprecedented growth as technological advances support the emergence of new developments globally.

There are concerns, however, that the pace of the energy transition is being slowed by a potential skills shortage across many key disciplines.

The International Renewable Energy Agency reported in 2020 that building the skills base to support the ongoing transition from fossil fuels to renewables required more investment in vocational training, stronger curricula and expanded use of information and communications technology for remote learning.

...and doing something about it

3t Energy Group works closely with the international industry to help ensure its skills requirements are understood and met.

It trains thousands of delegates every year, with – in relation to renewables – a specific focus on the wind sector: its training business, AIS Survivex, has invested in wind training to the extent it is now the market leader in the UK.

It offers the full suite of Global Wind Organisation (GWO) courses from two state-of-the-art centres in Newcastle and Aberdeen in the UK while, more widely, it has worked with others to set up a GWO training centre in Maryland to service the fast-growing industry along the USA's East Coast.

It is an internationally-focused strategy that serves to address skills deficits in major growth areas.



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Case Study

Reducing travel, cutting emissions, supporting net zero ambitions

3t Energy Group's focus on technology and service development is also supporting clients as they pursue their net zero objectives.

Specifically, it is helping to reduce staff travel requirements by offering a variety of solutions which enable training to be delivered remotely.

(An Open University study showed that distance learning courses on average involved 87% less energy consumption and produced 85% fewer CO2 emissions per student.)

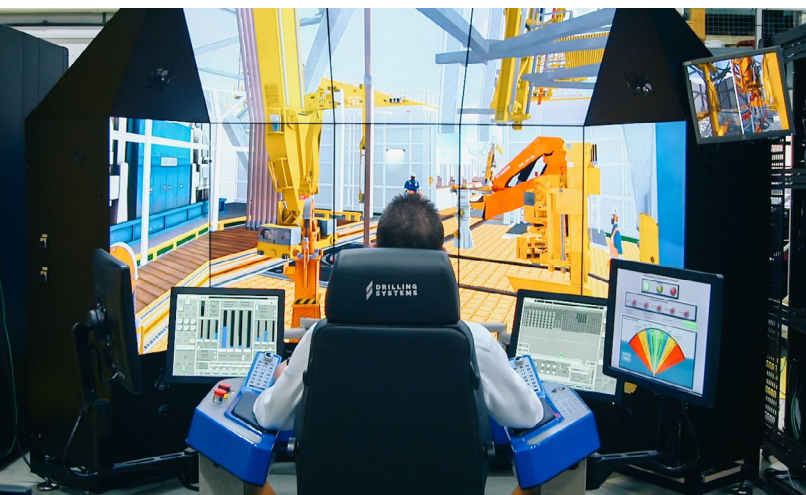
3t Energy Group's 3t Transform business is developing innovative solutions to reduce travel and off-rotas time. Today the group's overall portfolio includes remote Live Learning courses as well as digital twin solutions, virtual reality training programmes, e-learning courses and virtual drilling simulators. To cite just some examples:

- AIS Survivex delivered a four-week Live Learning upskilling training programme from Aberdeen for energy workers in Asia. A total of 70 people completed the safety-critical training, developed specifically for a key client
- Drilling Systems has in the space of just a year deployed more than 100 virtual training simulators to facilitate remote learning. The iDrillSIM solution not only helps the energy industry stay safe and compliant but also reduces travel commitments.

3t Energy Group's focus on technology and service development is also supporting clients as they pursue their net zero objectives.



3t Energy Group's work to support the energy transition and meet the environmental goals of clients directly reflects some of our key ESG priorities at Bluewater.



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Virtual training simulators deployed in the space of just one year