



The People Business of Renewables & GreenTech

Titan GreenTech





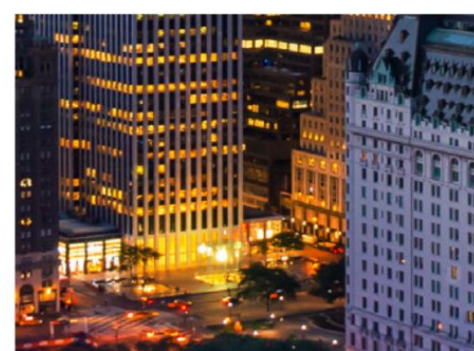
RENEWABLE ENERGY



CLEAN TECHNOLOGY



GREEN FINANCE



"At Titan Greentech, we recruit with purpose. Every introduction we make allows a talented professional to leverage their skills, expertise, and experience to maximise their positive impact for the energy transition."

- Award-winning Tokyo-based boutique executive search firm est. 2014.
- Japan-specific focus with bilingual search team.
- Dedicated to renewables, cleantech and decarbonisation solutions.
- Partner with Fortune 500 companies, Japanese trading houses to Silicon Valley and Tokyo startups.
- Focus on key management-level searches.



RECRUITMENT | EXECUTIVE SEARCH | MARKET ENTRY

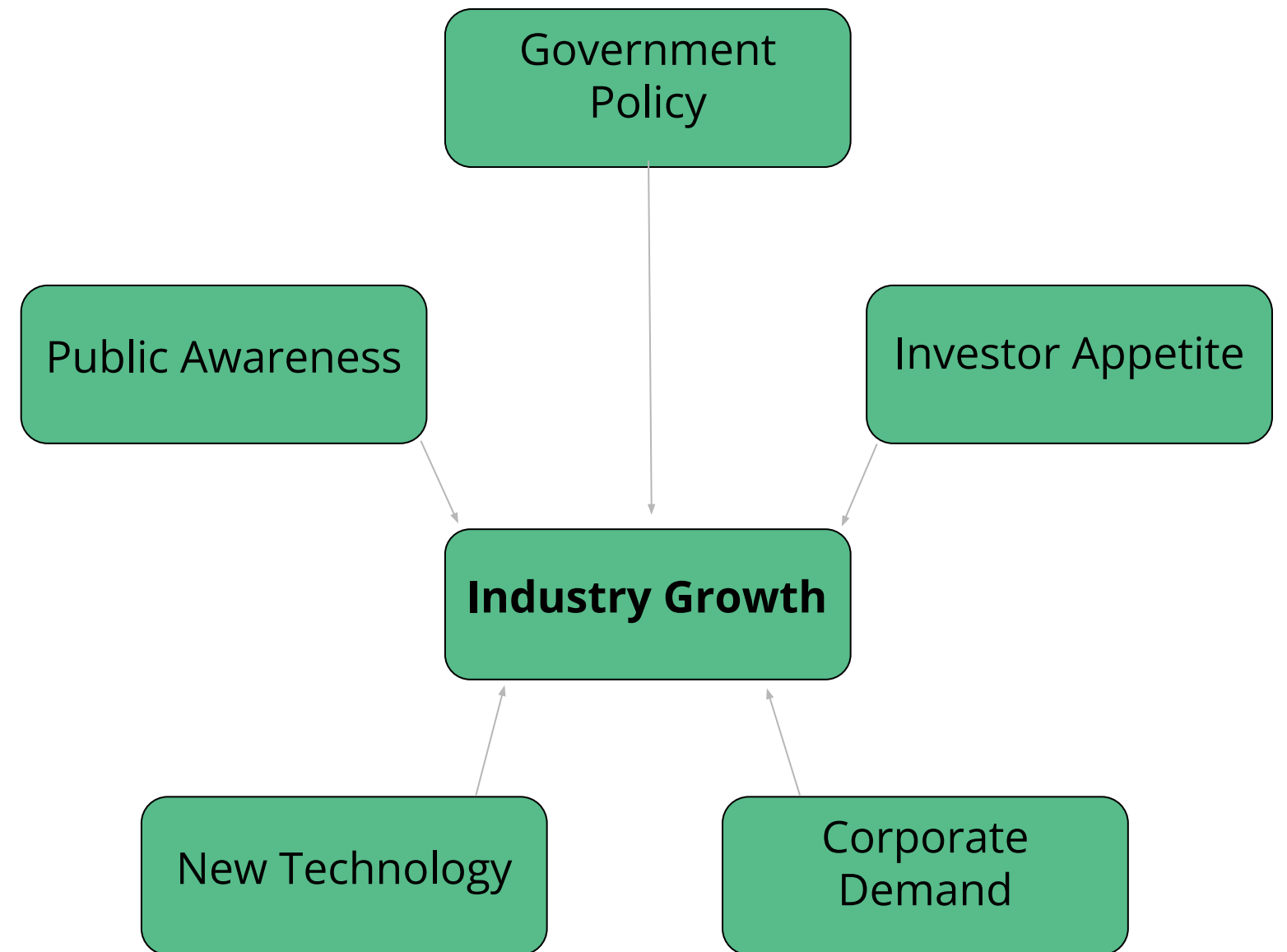


Growth and Demand Sectors

Japan now hosts second highest number of RE100 firms after United States

For companies looking to power their operations sustainably, Japan has been a challenging market. As more businesses commit to renewables targets, pressure is piling on the government to live up to its climate pledge.

	(FY2019 ⇒ previous energy mix)	Energy mix in FY2030 (ambitious outlook)
Energy efficiency improvement	(16.55 million kl ⇒ 50.30 million kl)	62 million kl
Final energy consumption (without energy conservation)	(350 million kl ⇒ 377 million kl)	350 million kl
Power generation mix	Renewable energy (18% ⇒ 22-24%)	36-38%
Electricity generated: 1,065 TWh	Hydrogen/Ammonia (0% ⇒ 0%)	<small>※If progress is made in utilization and implementation of R&D of renewable energy currently underway, 38% or higher will be aimed at.</small>
⇒	Nuclear (6% ⇒ 20-22%)	
Approx. 934 TWh	LNG (37% ⇒ 27%)	
	Coal (32% ⇒ 26%)	
	Oil, etc. (7% ⇒ 3%)	
		<small>(details of renewable)</small> solar 14~16% wind 5% geothermal 1% hydropower 11% biomass 5%



High demand - Low supply

Markets

- **Offshore wind**
- **CPPA**
- **Battery Storage**
- CCS/CCUS
- New fuels (Hydrogen / Ammonia)
- Energy Management Systems
- Mobility
- PV Solar

Functions

- **Engineers** (Project Engineering, Design, Due Diligence, Industrial, Civil/Geotechnical, Structural, Marine)
- **Business/Project Development**
- Project Management
- Project & Structured Finance
- **Commercial & Procurement**
- Investment Professionals



Candidate tips: Getting into the market



Generalisation is good

'Clean Energy' companies are typically smaller, flatter, faster than conventional businesses. Your role will be wider, and you will need to communicate with more people/functions.

Agility is critical

Don't expect everything to be clear and perfectly set up in a smaller business. Things change, quickly and often.

Prove you can learn something new

Stability is not always your friend - companies have doubts about 'long-term lifers'. Ability to learn, adjust to new projects, new environments is highly valued.

Language!

As more global players enter the market, communication in English becomes more important. On the other hand the market is still domestic, 90% of roles require strong Japanese.

Talent attraction in a competitive market

Buyer's market

Professionals with specific industry experience looking to do similar work, and opening up to the market can expect multiple offers.

Such is the demand that 'transferable skills' non-perfect match talent will also garner multiple offers.

Attract smart

- Do your due diligence - are 2 interviews really enough to judge a future employee, let alone attract them?
- Make a story, sell your brand, sell your culture. Kill your insider company jargon on job descriptions.
- Speed and package. Time kills all deals. *Your first offer is how the candidate feels you value them.*
- Master identifying potential. In a growth market you will not always find exactly what you are looking for.
- Design your interview process - get top talent in front of decision makers and influencers fast.
- Partner with your agents and engage your current employees. We work harder for those we like ;)

Japan specific challenges



Stability + Commitment + Winning ability

Foreign companies in Japan must show that they are committed to this market, and also show how they plan to succeed here. Partnerships are crucial in this country.

Contract employment rates are low

As stability is valued in Japanese society, we see global record lows of skilled contract employment here

What gender diversity?

D&I is a relatively new concept here. Though companies and Government are pushing, it will take time for female leadership to catch up to Western markets, energy in particular...

Low salaries at Japanese companies, true or false?

Large Japanese companies offer excellent benefits - the true value of their salary packages are often not readily apparent.

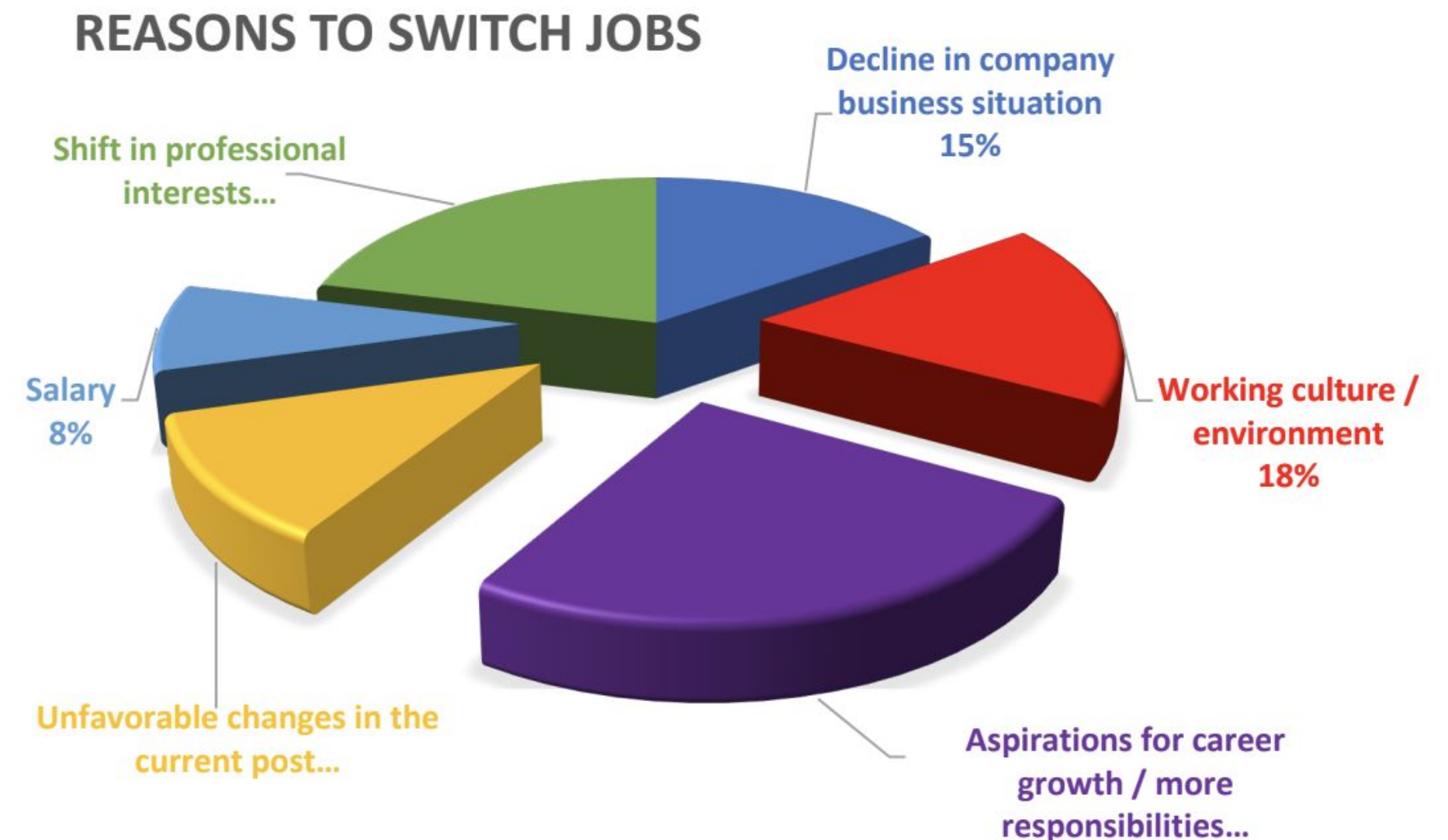
Talent retention

Minimising push factors

- Deliberately design your culture, and protect it
- Communicate any changes / rotations ahead of time and involve employee in decision.
- Avoid stagnation in career development.
- Give control of career path to employee.

Protection from pull factors

- Understand the salary market. Invest in your existing talent, not just new joiners.
- Clearly communicate mission and vision through organisation.
- Be accessible. Someone leaving as a surprise is a failure of management.



Thank you for your time and attention



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道徳なき経済は罪悪であり、
経済なき道徳は寝言である。

二宮尊徳

