

| Most important sector/job role by Region |   |               |   |                 |
|--|---|---------------|---|-----------------|
| Region                                   | Most important sector   | n<br>(sector) | Most important job role   | n (job<br>role) |
| Agder, NO                                | Energy technology manufacturer  | 8             | IT/Data Science   | 7               |
| Dalarna, SE                              | Iron/steel/mining, Other  | 1             | Engineering, Management/CEO   | 1               |
| Gävleborg, SE                            | Energy Utility  | 10            | Engineering   | 13              |
| Gotland, SE                              | Research/Education  | 2             | Engineering   | 2               |
| Halland, SE                              | Energy Utility  | 1             | Quality Assurance   | 1               |
| Hovedstaden, DK                          | Consulting  | 78            | Finance/Business development,<br>Management/CEO                             | 42              |
| Jämtland, SE                             | Energy Utility, Other   | 1             | Management/CEO, Quality Assurance   | 1               |
| Kalmar, SE                               | Energy Utility  | 4             | Manufacturing/Maintenance/Industrial<br>work/Technicians                    | 3               |
| Kronoberg, SE                            | Other manufacturing   | 7             | Engineering   | 7               |
| Midtjylland, DK                          | Hydrogen technology manufacturer  | 20            | Engineering   | 21              |
| Møre og<br>Romsdal, NO                   | Consulting, Energy technology<br>manufacturer, Hydrogen technology<br>manufacturer, Transport | 1             | Engineering   | 2               |
| Nordjylland, DK                          | Other   | 5             | Manufacturing/Maintenance/Industrial<br>work/Technicians, Project managment | 3               |
| Nordland, NO                             | Consulting  | 3             | Engineering, Project managment  | 2               |
| Norrbotten, SE                           | Other   | 8             | Management/CEO  | 9               |
| Oslo, NO                                 | Energy technology manufacturer  | 94            | Engineering   | 126             |
| Östergötland, SE                         | Energy technology manufacturer  | 27            | Engineering   | 21              |
| Rogaland, NO                             | Consulting  | 91            | Engineering   | 117             |
| Sjælland, DK                             | Research/Education  | 4             | PhD   | 2               |
| Sjælland, SE                             | Chemicals   | 1             | Engineering   | 1               |
| Skåne, SE                                | Research/Education  | 8             | Engineering, PhD  | 5               |
| Södermanland,<br>SE                      | Energy Utility  | 9             | Engineering   | 9               |
| Stockholm, SE                            | Energy Utility  | 12            | Engineering   | 14              |
| Syddanmark, DK                           | Hydrogen technology manufacturer  | 37            | Manufacturing/Maintenance/Industrial<br>work/Technicians                    | 17              |

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| Troms og<br>Finnmark, NO                 | Energy technology manufacturer                               | 19            | Engineering  | 17              |
| Trøndelag, NO                            | Research/Education   | 29            | PhD  | 15              |
| Uppsala, SE                              | Energy Utility   | 10            | Engineering  | 11              |
| Värmland, SE                             | Energy Utility   | 1             | Quality Assurance  | 1               |
| Västerbotten, SE                         | Consulting   | 3             | Engineering, PhD   | 2               |
| Västernorrland,<br>SE                    | Consulting, Government/Public<br>sector, Other manufacturing | 2             | Engineering, Other, Procurement/Supply Chain<br>Management/Logistics | 2               |
| Västmanland, SE                          | Energy Utility   | 9             | Engineering  | 10              |
| Västra Götaland,<br>SE                   | Consulting   | 18            | Engineering  | 20              |
| Vestfold og<br>Telemark, NO              | Hydrogen technology manufacturer                             | 20            | Engineering  | 17              |
| Vestland, NO                             | Consulting   | 84            | Engineering  | 91              |
| Viken, NO                                | Consulting   | 72            | Engineering  | 92              |