

Gender Pay indicators 2020

Employee Level	Average Women salary	Average Men Salary
Executive level (base salary only)	2,588,333	3,459,449
Executive level (base salary + other cash incentives)	2,588,333	3,459,449
Management level (base salary only)	1,177,527	1,339,248
Management level (base salary + other cash incentives)	1,177,527	2,165,446
Non-management level	680,338	807,417

SEK converted to NOK: Average annual rate 102,39