

# Equal pay table 2021

DNB GROUP, EXCLUDING EMPLOYEES IN SECURITIES AND PORTFOLIO MANAGEMENT				EMPLOYEES IN SECURITIES AND PORTFOLIO MANAGEMENT		
Position category measured by degree of responsibility and complexity (1 = low, 6 = high)	Proportion of women (%)	Women's fixed salary as a proportion of men's (%)	Women's total salary as a proportion of men's (%)	Proportion of women (%)	Women's fixed salary as a proportion of men's (%)	Women's total salary as a proportion of men's (%)
1	58	105	104	-	-	-
2	59	95	95	-	-	-
3	46	91	89	38	99	79
4	36	93	91	14	90	67
5	37	91	90	13	97	63
6	40	94	91	18	93	60

The table above shows gender balance and salary differences for employees in the Group in Norway divided into six categories based on the position's degree of responsibility and complexity. The gender pay gap without considering the degree of responsibility and complexity is 86 per cent for fixed salary, and 85 per cent for total salary. 47 per cent of the employees are women.

The figures for employees in market functions in Markets and portfolio management in DNB Asset Management have been placed in a separate table, as these areas have a different market practice for the determination of salaries. For these positions, the gender pay gap without considering the degree of responsibility and complexity is 88 per cent for fixed salary, and 60 per cent for total salary. 21 per cent of employees in this category are women.

For more information on processes and methodology, see the separate discussion of the work on equal pay in the chapter Diversity and inclusion in the annual report for 2021.