

## IDI Pay Bands 2019

IDI Pay bands are set based on surveys of the market median in Norway, excluding the oil and gas sector. The pay bands for each position are set at a percentage below the market median for equivalent positions. These pay bands were approved by the IDI Board on 9 November 2018. New pay bands will be surveyed in 2019 and will be used to set salary in 2020 and 2021. Per IDI's new remuneration policy, these will be approved by the Nomination and Remuneration Committee.

Position	Lower band	Upper band
Director General	975 000	1 463 000
Deputy Director General Capacity Development	883 000	1 325 000
Deputy Director General Admin and Global Foundations	750 000	1 124 000
Senior Manager	714 000	1 072 000
Manager	578 000	868 000
Senior Coordinator	424 000	636 000
Coordinator	379 000	569 000