

## Note 20 - Personnel expenses

For detailed information on emoluments to top management 2021, please see The executive pay report published on smn.no

Parent Bank			Group	
2020	2021 (NOK million)		2021	2020
644	562	Wages	1,703	1,685
56	60	Pension costs (Note 22)	115	105
32	27	Social costs	64	60
<b>732</b>	<b>650</b>	<b>Total personnel expenses</b>	<b>1,882</b>	<b>1,850</b>
668	670	Average number of employees	1,627	1,644
660	646	Number of man-labour years as at 31 December	1,482	1,560
678	662	Number of employees as at 31 December	1,600	1,653