

TO WHOM IT MAY CONCERN

15. December 2023  
BEB/

### FEE INDEX 2010 - 2023

This is to certify the fee index 2010 – 2023 from the Association of Consulting Engineers, Norway (RIF). The fee index is based upon yearly increase in wages from 14.461 employees (in 2023) in our member companies in Norway.

| FEE INDEX 2010-2023 - all groups |       |            |
|----------------------------------|-------|------------|
| Year                             | Index | % Increase |
| 2010                             | 100,0 |            |
| 2011                             | 103,2 | 3,2 %      |
| 2012                             | 106,5 | 3,2 %      |
| 2013                             | 109,6 | 2,9 %      |
| 2014                             | 112,8 | 2,9 %      |
| 2015                             | 115,0 | 2,0 %      |
| 2016                             | 117,1 | 1,8 %      |
| 2017                             | 118,7 | 1,4 %      |
| 2018                             | 120,8 | 1,7 %      |
| 2019                             | 123,2 | 2,0 %      |
| 2020                             | 125,1 | 1,6 %      |
| 2021                             | 130,3 | 4,1 %      |
| 2022                             | 135,2 | 3,8 %      |
| 2023                             | 142,4 | 5,3 %      |

Yours truly  
Association of Consulting Engineers, Norway (RIF)

Bjørn Erik Berg