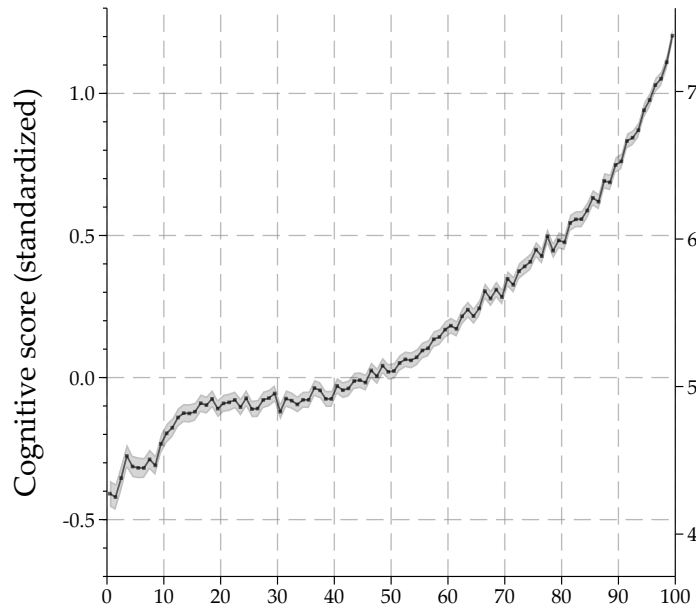
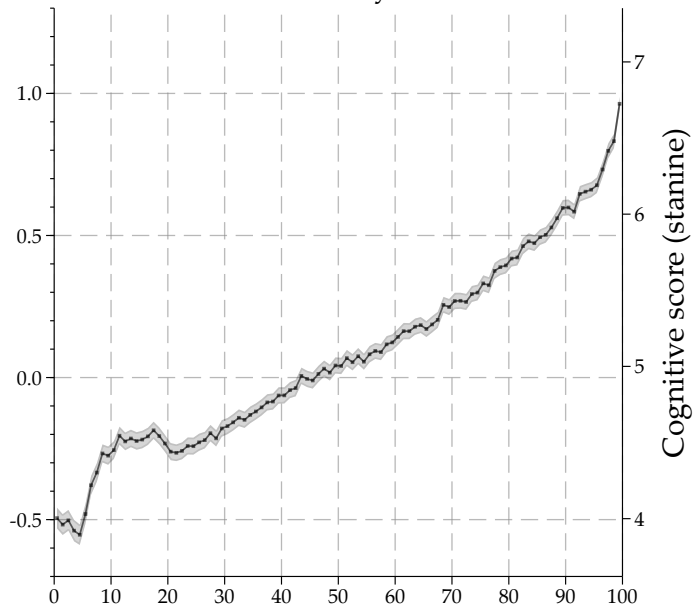


Finland



Norway



Earnings (percentile)