

Consolidated financial statements at December 31, 2014

28.4 Personnel expenses

Personnel expenses for the period amounted to €494.1 million, up by €110.9 million compared to the

same period of the previous year. The item is made up as follows:

(Amounts in thousands of euros)	2014	% of revenue	2013	% of revenue	Change
Wages and salaries	369,132	8.8%	292,079	9.0%	77,053
Social security and pension contributions	64,012	1.5%	48,454	1.5%	15,558
Post-employment benefits and employee benefits	14,980	0.4%	15,259	0.5%	(279)
Other personnel expenses	45,977	1.1%	27,371	0.8%	18,606
Total	494,101	11.8%	383,163	11.7%	110,938

Other personnel expenses mainly relate to termination benefits and repayments of travel expenses.