

## **24. Post-employment benefits and employee benefits**

At 30 June 2016, the Group's liability due to its employees determined using the criteria set out in IAS 19 is €88.5 million.

The balance mainly consists of the liability for Lane Group's defined benefit plan for its full-time employees not covered by trade union agreements. This liability is calculated on the basis of the employees' years of

service and remuneration and is subjected to an actuarial valuation. Lane Group also provides healthcare cover to retired employees, hired before 31 December 1992 with at least 20 years of service.

The caption also includes the Italian post-employment benefits (TFR) related to Salini Impregilo S.p.A. and its Italian subsidiaries. The liability is the outstanding amount at the reform effective date, net of benefits paid up to the reporting dates. The liability is considered part of a defined benefit plan under IAS 19 and has, therefore, been subjected to actuarial valuation. The valuation was performed with the assistance of an independent expert.

Changes in the item are as follows:

	31 December 2015	Accruals	Payments	Net actuarial losses	Other changes	Contributions paid to INPS treasury and other funds	30 June 2016
(€'000)							
<b>Post-employment benefits and employee benefits</b>	<b>25,412</b>	<b>7,204</b>	<b>(22,446)</b>	<b>(6,972)</b>	<b>85,342</b>	<b>-</b>	<b>88,539</b>

“Net actuarial losses” include the actuarial gains and losses recognised in the actuarial reserve as per the revised IAS 19 while “Other changes” include the effects of the acquisition of Lane Industries on 4 January 2016 as well as exchange rate gains and losses.