

## 10. Personnel costs

Personnel costs were equal to €97,914, an increase of €15,756 as illustrated in the table below:

(Values in €/000)	Year 2013	Year 2012	Change	% Chg
Wages and salaries	85,100	70,498	14,602	21%
Payroll costs	10,288	9,817	470	5%
Termination benefits	5	17	(12)	-71%
Pensions and similar expenses	2,479	1,825	654	36%
Other costs	42	0	42	–
<b>Total personnel costs</b>	<b>97,914</b>	<b>82,157</b>	<b>15,756</b>	<b>19%</b>

The number of employees at 31 December 2013 was 15,261, up on the figure at 31 December 2012 (12,362

employees), due to the full operation of the foreign work sites.