

11. Personnel costs

Personnel costs were equal to €459,443 as illustrated in the table below:

(Values in €/000)	Year 2013	% of Revenues
Wages and salaries	346,088	10.1%
Payroll costs	58,684	1.7%
Termination benefits	13,897	0.4%
Pensions and similar expenses	3,091	0.1%
Other costs	37,684	1.1%
Total personnel costs	459,443	

The geographical breakdown of personnel costs is as follows:

(Values in €)	2013	%
Italy	109,385	24%
EU excluding Italy	45,771	10%
Non-EU	22,245	5%
Asia	53,354	12%
Africa	87,878	19%
America	147,806	32%
Oceania	806	0%
Total Eliminations	(7,803)	(0)
Salini SpA Group - Geographical Area	459,443	