

## 6. Finance expense

(all amounts in Euro thousands)

### i) Finance income

|                                    | Group        |              | Company   |           |
|------------------------------------|--------------|--------------|-----------|-----------|
|                                    | 2016         | 2015         | 2016      | 2015      |
| Interest income and related income | 1,569        | 1,767        | 24        | 52        |
| Fair value gains on derivatives    | 1,331        | -            | -         | -         |
| <b>Finance income</b>              | <b>2,900</b> | <b>1,767</b> | <b>24</b> | <b>52</b> |

### ii) Finance expenses

|  | Group          |                | Company        |                |
|--|----------------|----------------|----------------|----------------|
|  | 2016           | 2015           | 2016           | 2015           |
| Interest expense and related expenses                        | -65,992        | -65,044        | -22,041        | -23,105        |
| Finance costs of actuarial studies (note 25)                 | -533           | -554           | -249           | -238           |
| Unwinding of discount of rehabilitation and other provisions | -268           | -277           | -43            | -40            |
| Finance lease interest                                       | -510           | -226           | -              | -              |
| Fair value losses on derivatives                             | -              | -1,259         | -              | -              |
| <b>Finance expense</b>                                       | <b>-67,303</b> | <b>-67,360</b> | <b>-22,333</b> | <b>-23,383</b> |

### iii) (Losses)/gains from foreign exchange differences

|   | Group          |               | Company    |              |
|---|----------------|---------------|------------|--------------|
|   | 2016           | 2015          | 2016       | 2015         |
| Net exchange (losses)/gains                             | -24,367        | 38,097        | 303        | 1,477        |
| Fair value losses on derivatives                        | -1,615         | -20,662       | -          | -            |
| <b>(Losses)/gains from foreign exchange differences</b> | <b>-25,982</b> | <b>17,435</b> | <b>303</b> | <b>1,477</b> |

## 7. Staff costs

(all amounts in Euro thousands)

|  | Group          |                | Company       |               |
|--|----------------|----------------|---------------|---------------|
|  | 2016           | 2015           | 2016          | 2015          |
| Wages, salaries and related expenses   | 249,461        | 235,263        | 44,334        | 41,471        |
| Social security costs  | 24,080         | 22,808         | 8,890         | 8,519         |
| Fair value of share options granted to directors and employees (note 29)             | 1,620          | 1,010          | 1,376         | 876           |
| Other post retirement and termination benefits - defined benefit plans (note 4,6,25) | 5,127          | 4,779          | 1,665         | 1,534         |
| <b>Total staff costs</b>   | <b>280,288</b> | <b>263,860</b> | <b>56,265</b> | <b>52,400</b> |

Group employees are employed on a full-time basis. The breakdown is as follows:

|                           | Group        |              | Company    |            |
|---------------------------|--------------|--------------|------------|------------|
|                           | 2016         | 2015         | 2016       | 2015       |
| Greece and Western Europe | 1,185        | 1,176        | 842        | 829        |
| North America             | 2,049        | 1,996        | -          | -          |
| South Eastern Europe      | 1,282        | 1,426        | -          | -          |
| Eastern Mediterranean     | 966          | 1,056        | -          | -          |
|                           | <b>5,482</b> | <b>5,654</b> | <b>842</b> | <b>829</b> |