

6. Finance revenue/(costs)

(all amounts in Euro thousands)

Interest income (note 29)	Exchange differences gains (note 29)	Gains on financial instruments (note 29)	Finance revenue
Interest expense (note 29)	Finance costs of actuarial studies (note 25)	Exchange differences losses (note 29)	Losses on financial instruments (note 29)
Losses on investments (note 29)	Finance lease interest (note 29)	Capitalized interest expense (note 11,29)	Finance costs

Group		Company	
2012	2011	2012	2011
4.235	4.355	950	204
4.919	1.141	1.832	624
2.162	1.752	999	749
11.316	7.248	3.781	1.577
-65.728	-55.703	-38.885	-37.912
-1.086	-1.843	-693	-1.276
-3.443	-13.059	-1.134	-458
-6.587	-2.704	-3.544	-2.473
-	-	-	-3
-41	-153	-	-
-76.885	-73.462	-44.256	-42.122
-	154	-	-
-76.885	-73.308	-44.256	-42.122

During 2011, the Group capitalized interest expense (note 11) of €154 thousands generated from the Bulgaria and Turkey operations. The amounts capitalized were calculated on an weighted average interest rate basis. At the end of 2011, the weighted average interest for the operations in Bulgaria (loans in BGN) was 3.86% and in Turkey (loans in euro) was 5.7%. The capitalization of interest for the Group's operations in Bulgaria relates to the RDF (Refuse Derived Fuel) Installation. The capitalization of interest for the Group's operations in Turkey relates to the construction of the third mill.

7. Staff costs

(all amounts in Euro thousands)

Wages and salaries	Social security costs	Share options granted to directors and employees (note 29)	Other post retirement and termination benefits - defined benefit plans (see note 4,6,25)	Total staff costs (note 5)
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Group		Company	
2012	2011	2012	2011
193.864	194.881	34.484	40.888
20.240	22.821	7.237	8.714
1.554	1.434	1.142	775
1.840	14.775	-232	10.027
217.498	233.911	42.631	60.404

The employees in the Group are employed on a full-time basis and analysed as follows:

Greece and Western Europe	North America	South Eastern Europe	Eastern Mediterranean
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Group		Company	
2012	2011	2012	2011
1.162	1.208	790	805
1.719	1.733	-	-
1.633	1.690	-	-
909	886	-	-
5.423	5.517	790	805