

25. Retirement and termination benefit obligations

(all amounts in Euro thousands)

Assumptions	Group		Company	
	1,0% increase	1,0% decrease	1,0% increase	1,0% decrease
Year ended 31 December 2016				
Impact on the net defined benefit obligation:				
Discount rate	-3,366	3,996	-1,557	1,845
Salary	2,171	-1,873	1,820	-1,567
Health care costs	-96	111	-	-
Impact on the current service costs:				
Discount rate	-30	35	-86	108
Salary	147	-122	113	-91
Healthcare costs	6	-5	-	-
Year ended 31 December 2015				
Impact on the net defined benefit obligation:				
Discount rate	-3,229	3,853	-1,334	1,588
Salary	1,873	-1,609	1,569	-1,345
Health care costs	-152	179	-	-
Impact on the current service costs:				
Discount rate	-12	29	-119	146
Salary	131	-107	150	-124
Healthcare costs	8	-7	-	-

The sensitivity analyses above have been determined based on a method that extrapolates the impact on net defined benefit obligation as a result of reasonable changes in key assumptions occurring at the end of the reporting period.

The following payments are expected payments to be made in the future years out of the defined benefit plan obligation:

	Group		Company	
	2016	2015	2016	2015
Not later than 1 years	2,821	2,992	1,428	1,516
Later than 1 years and not later than 5 years	7,441	7,037	1,868	1,585

	Group		Company	
	2016	2015	2016	2015
Later than 5 years and not later than 10 years	11,767	11,217	4,777	4,178
Beyond 10 years	33,521	32,562	11,145	9,263
Total expected payments	55,550	53,808	19,218	16,542

The components of re-measurement (gains)/losses recognized immediately in the other comprehensive income for the years ended 31 December 2016 and 2015 are as follows:

	Group		Company	
	2016	2015	2016	2015
Due to experience	-619	-231	41	316
Due to assumptions (financial)	2,635	-2,710	2,026	-1,917
Due to assumptions (demographic)	-308	-146	-	-
Re-measurement losses/(gains) on DBO	1,708	-3,087	2,067	-1,601
Re-measurement (gains)/losses on plan assets	-230	336	-	-
Re-measurement losses/(gains) for the period	1,478	-2,751	2,067	-1,601