



## 12. ADMINISTRATIVE EXPENSES

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	2014	2013
Employee benefits	(2,672,435)	(2,514,763)
Overheads	(1,485,414)	(1,289,796)
Amortisation and depreciation, of which:	(747,164)	(579,240)
tangible fixed assets	(317,886)	(312,627)
intangible assets	(427,614)	(266,603)
investment properties	(1,664)	(10)
Taxes and other charges	(106,322)	(71,041)
Contribution and payments to the Bank Guarantee Fund	(233,806)	(167,703)
<b>Total</b>	<b>(5,245,141)</b>	<b>(4,622,543)</b>



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### Employee benefits

	2014	2013
Wages and salaries*, of which:	(2,249,319)	(2,071,231)
expenses on employee pension programme	(38,549)	(25,701)
Social Insurance, of which:	(352,581)	(375,011)
contributions for retirement pay and pensions	(303,955)	(300,687)
Other employee benefits	(70,535)	(68,521)
<b>Total</b>	<b>(2,672,435)</b>	<b>(2,514,763)</b>

In the position 'Wages and salaries' the effect of release of provision in 2013 for retirement benefits and pensions and anniversary bonuses in the amount of PLN 179 million was included.



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## Operating lease agreements

### Operating lease – lessee

Lease agreements under which the lessor retains substantially all the risk and rewards incidental to the ownership of an asset, are classified as operating lease agreements. Lease payments under operating leases are recognised as expenses in the income statement, on a straight-line basis over the lease term.

Rental and tenancy agreements concluded by the Group in the course of its normal operating activities meet the criteria of operating leases. All of the above are arm's length agreements.

The table below presents data on operating lease agreements concluded by the Group.

Total value of future lease payments under irrevocable operating lease for the period:	31.12.2014	31.12.2013
up to 1 year	218,584	153,102
from 1 year to 5 years	394,358	261,039
over 5 years	81,402	49,476
<b>Total</b>	<b>694,344</b>	<b>463,617</b>



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Lease and sub-lease payments recognised as an expense of a given period from 1 January 2014 to 31 December 2014 amounted to PLN 237 708 thousand (in the period from 1 January 2013 to 31

