

### Present value of defined benefit obligations

	2015	2014
Balance at 1 January	<b>1,564</b>	<b>1,279</b>
Changes:		
- Service costs	37	26
- Interest costs	34	40
- Contributions	14	13
- Actuarial (gains)/losses	43	223
- Past service costs	(4)	-
- Curtailments/termination benefits	(9)	(8)
- Acquisitions/disposals	(2)	-
- Exchange differences	131	59
- Settlements	-	(16)
- Benefits paid	(63)	(52)
Balance at 31 December	<b>1,745</b>	<b>1,564</b>