

3.2.1.2.11 Labor Expenses Own Variable

Variable costs arising from the employment of personnel as part of the Group Reporting Units' payroll where the contractual obligation to employ the resource is driven entirely by business activity and directly related to volumes produced.

Note that the classification as labor expenses variable or fixed is derived from the employment contract of a person. A person (FTE) is considered as working either on a variable or on a fixed basis and no split of the cost is allowed e.g. overtime compensation paid to personnel working on a fixed contract basis is not considered a variable cost and is therefore booked as [Labor Expenses Own Fixed](#).