

The Company's operations in the Netherlands, Belgium and the United States receive research and development grants and credits from various sources.

Personnel expenses for employees were as follows:

	December 31,	
	2018	2019
Wages and salaries	158,371	191,459
Social security	14,802	17,214
Pension expenses	6,937	8,408
Share-based payment expenses	8,215	10,538
Restructuring expenses	178	108
<b>Total</b>	<b>188,503</b>	<b>227,727</b>

Personnel expenses are included in cost of sales and in operating expenses in the consolidated statement of profit or loss.

The number of employees, exclusive of temporary workers, by geographical area at year-end was as follows:

Geographical location	December 31,	
	2018	2019
<b>Europe:</b>		
- the Netherlands	151	145
- EMEA	189	203
United States	576	639
Japan	248	271
South Korea	273	280
Singapore	463	474
Asia, other	281	325
<b>Total</b>	<b>2,181</b>	<b>2,337</b>

The number of employees, exclusive of temporary workers, by function at year-end was as follows:

Per function	December 31,	
	2018	2019
Research and development	544	612
Manufacturing	456	484
Marketing and sales	277	275
Customer service	716	779
Finance and administration	188	187
<b>Total</b>	<b>2,181</b>	<b>2,337</b>

## NOTE 24. EARNINGS PER SHARE

Basic net earnings per common share is calculated by dividing net income attributable to common shareholders by the weighted average number of common shares outstanding for that period. The dilutive effect is calculated using the treasury stock method. The calculation of diluted net income per share assumes the exercise of options issued under our stock option plans (and the issuance of shares under our share plans) for periods in which exercises (or issuances) would have a dilutive effect.

The calculation of basic and diluted net income per share attributable to common shareholders is based on the following data:

	December 31,	
	2018	2019
<b>Net earnings used for purposes of calculating net income per common share</b>		
<b>Net earnings from operations</b>	<b>157,133</b>	<b>329,013</b>
Basic weighted average number of shares outstanding during the year (thousands)	52,432	49,418
Effect of dilutive potential common shares from stock options and restricted shares	678	580
<b>Dilutive weighted average number of shares outstanding</b>	<b>53,110</b>	<b>49,999</b>
<b>Basic net earnings per share:</b>		
from operations	3.00	6.66
<b>Diluted net earnings per share:</b>		
from operations	2.96	6.58