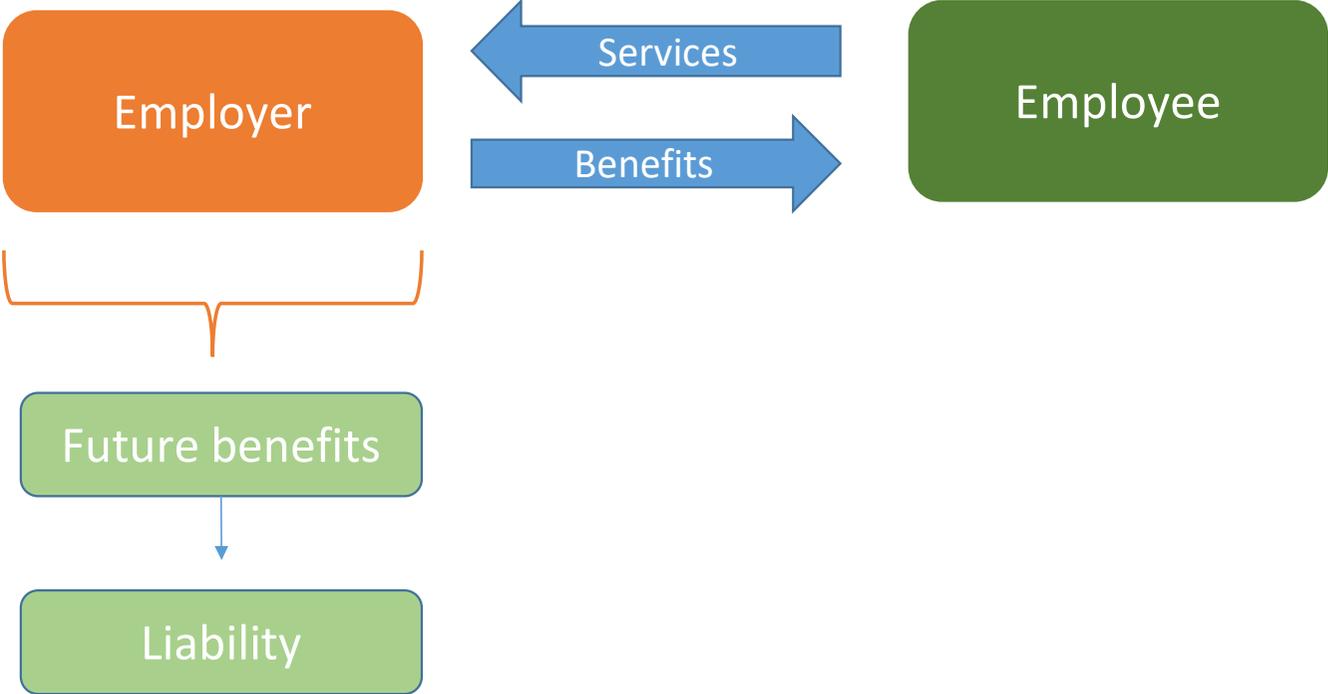


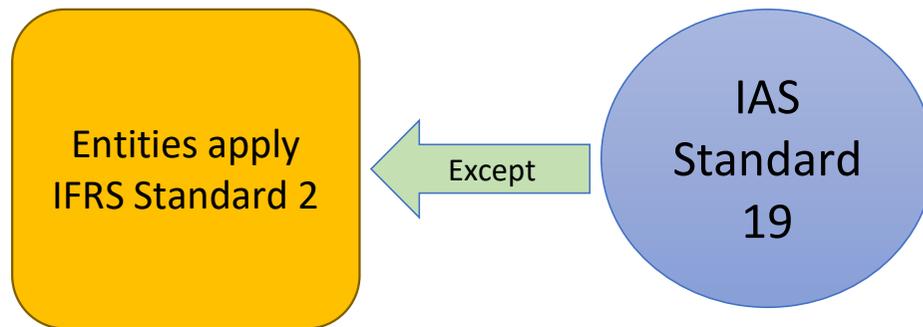
SCOPE AND KEY DEFINITIONS



SCOPE AND KEY DEFINITIONS



SCOPE AND KEY DEFINITIONS



SCOPE AND KEY DEFINITIONS



SCOPE AND KEY DEFINITIONS



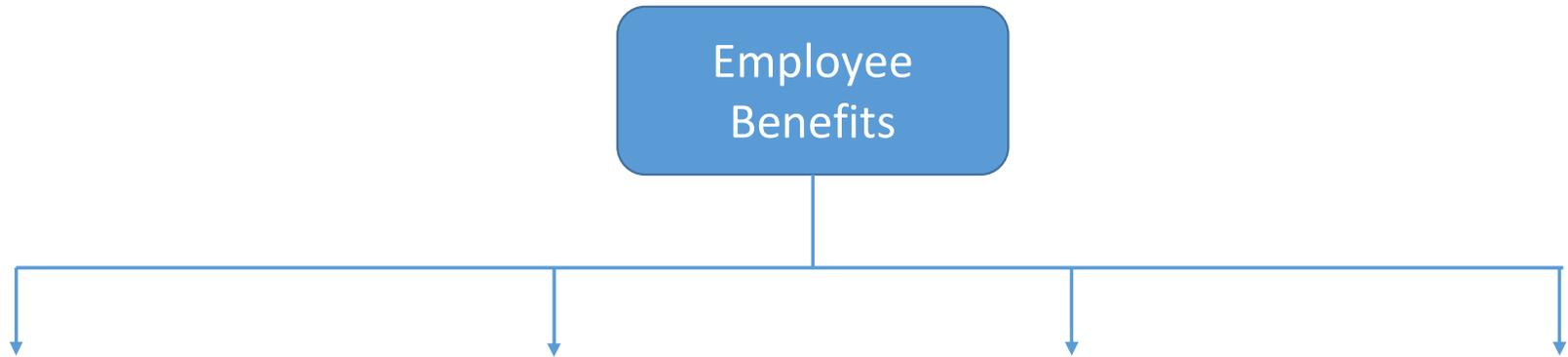
SCOPE AND KEY DEFINITIONS



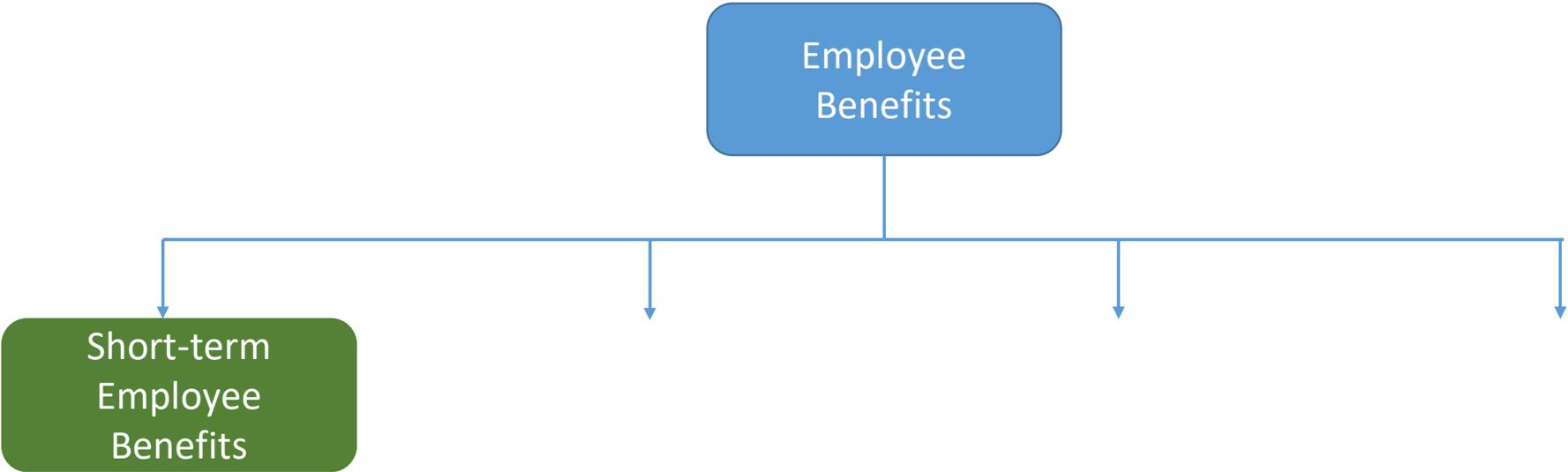
SCOPE AND KEY DEFINITIONS

Employee
Benefits

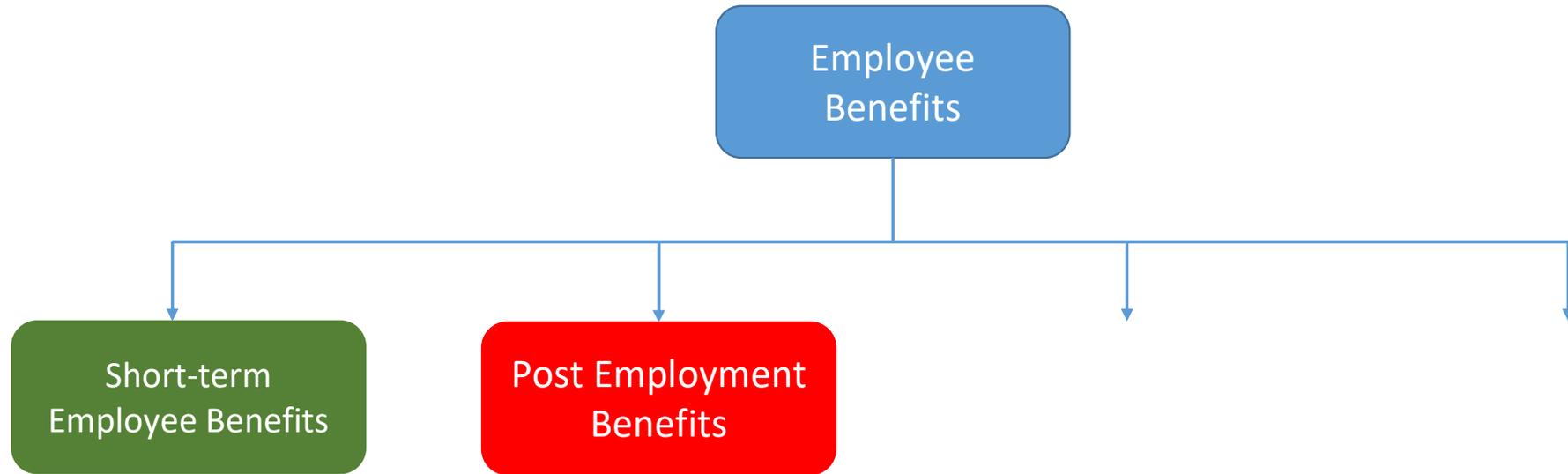
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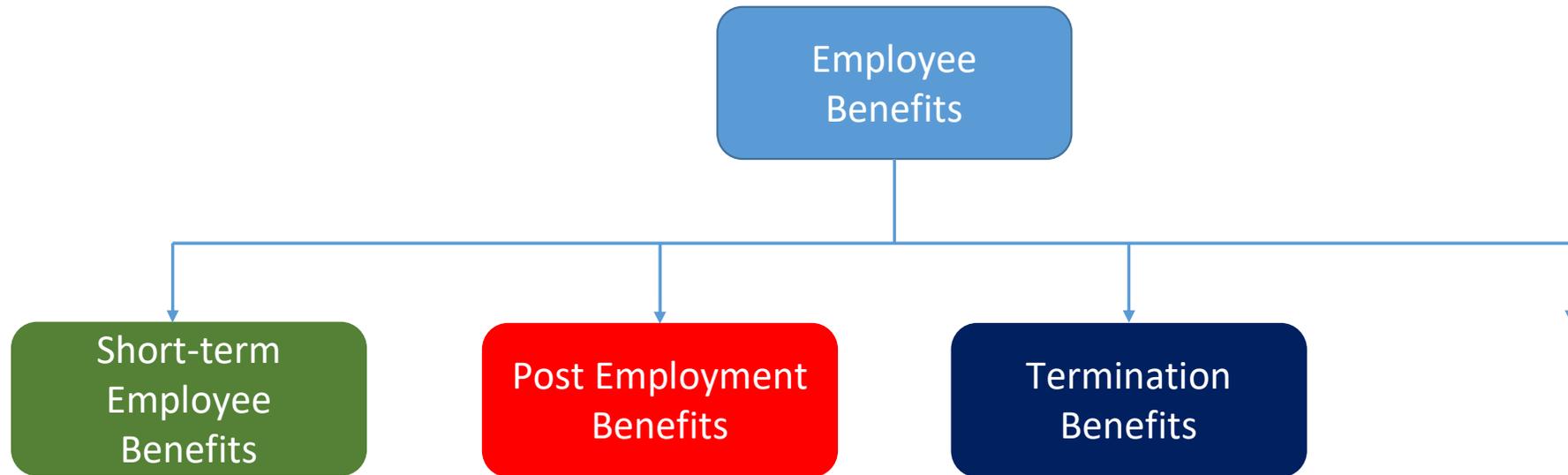
SCOPE AND KEY DEFINITIONS



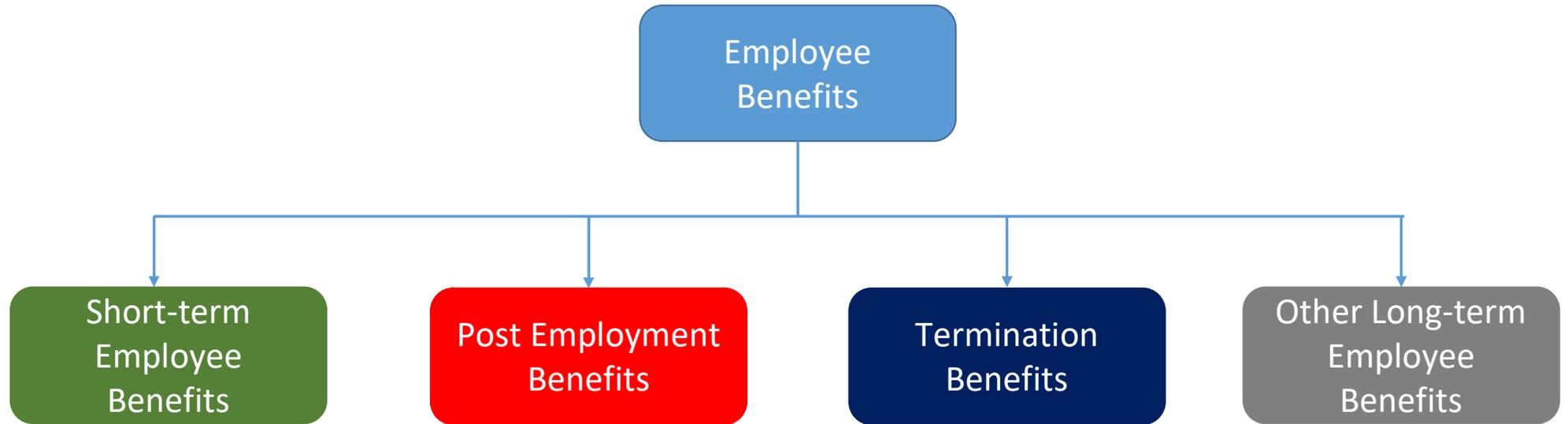
SCOPE AND KEY DEFINITIONS



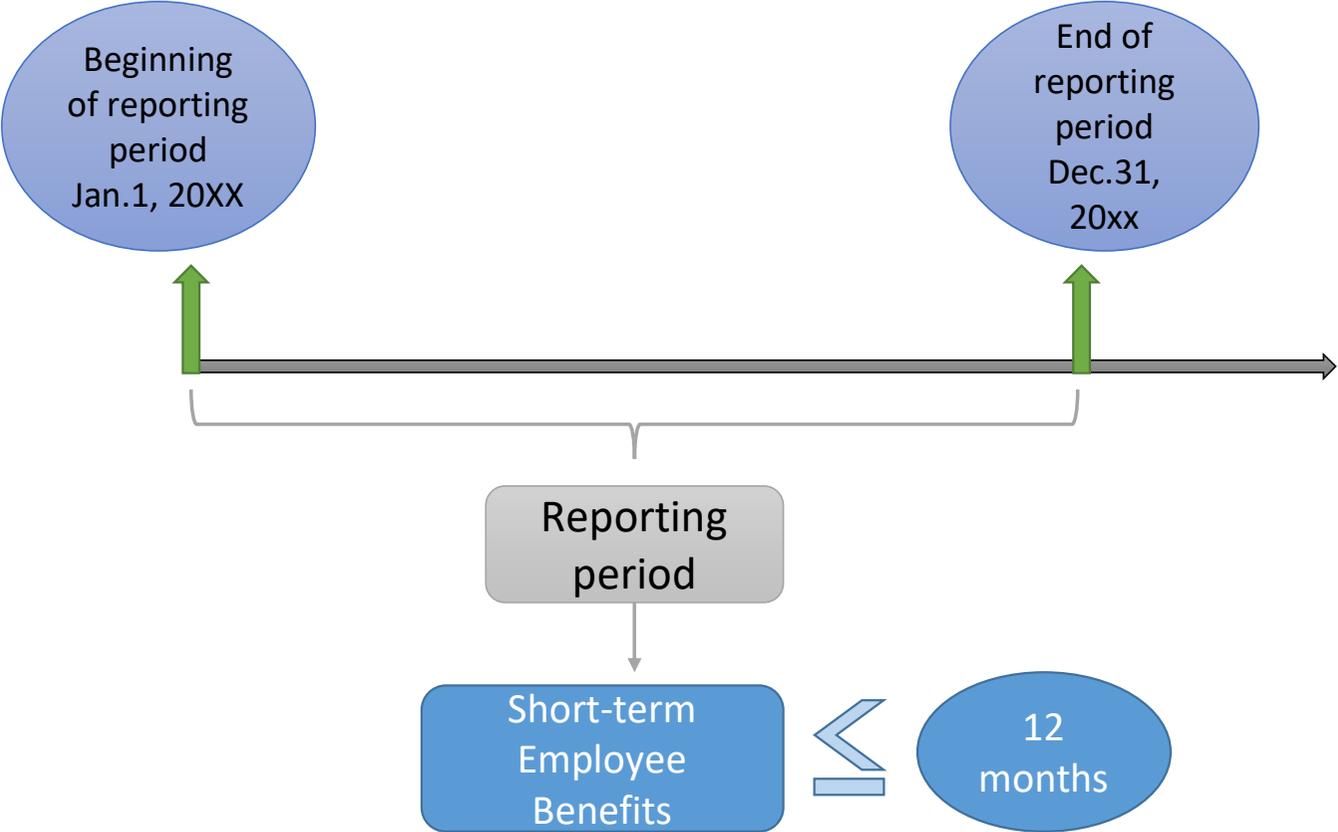
SCOPE AND KEY DEFINITIONS



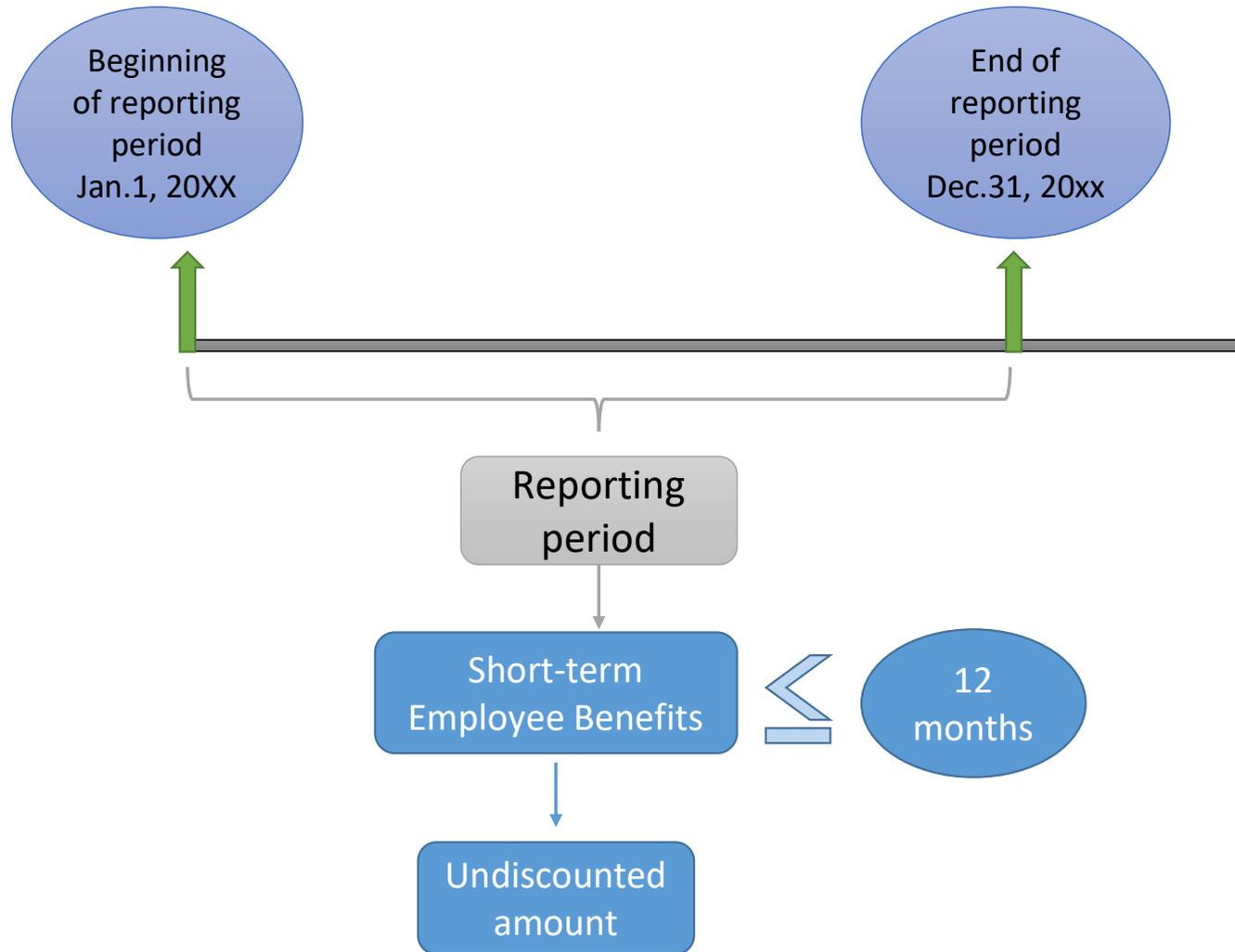
SCOPE AND KEY DEFINITIONS



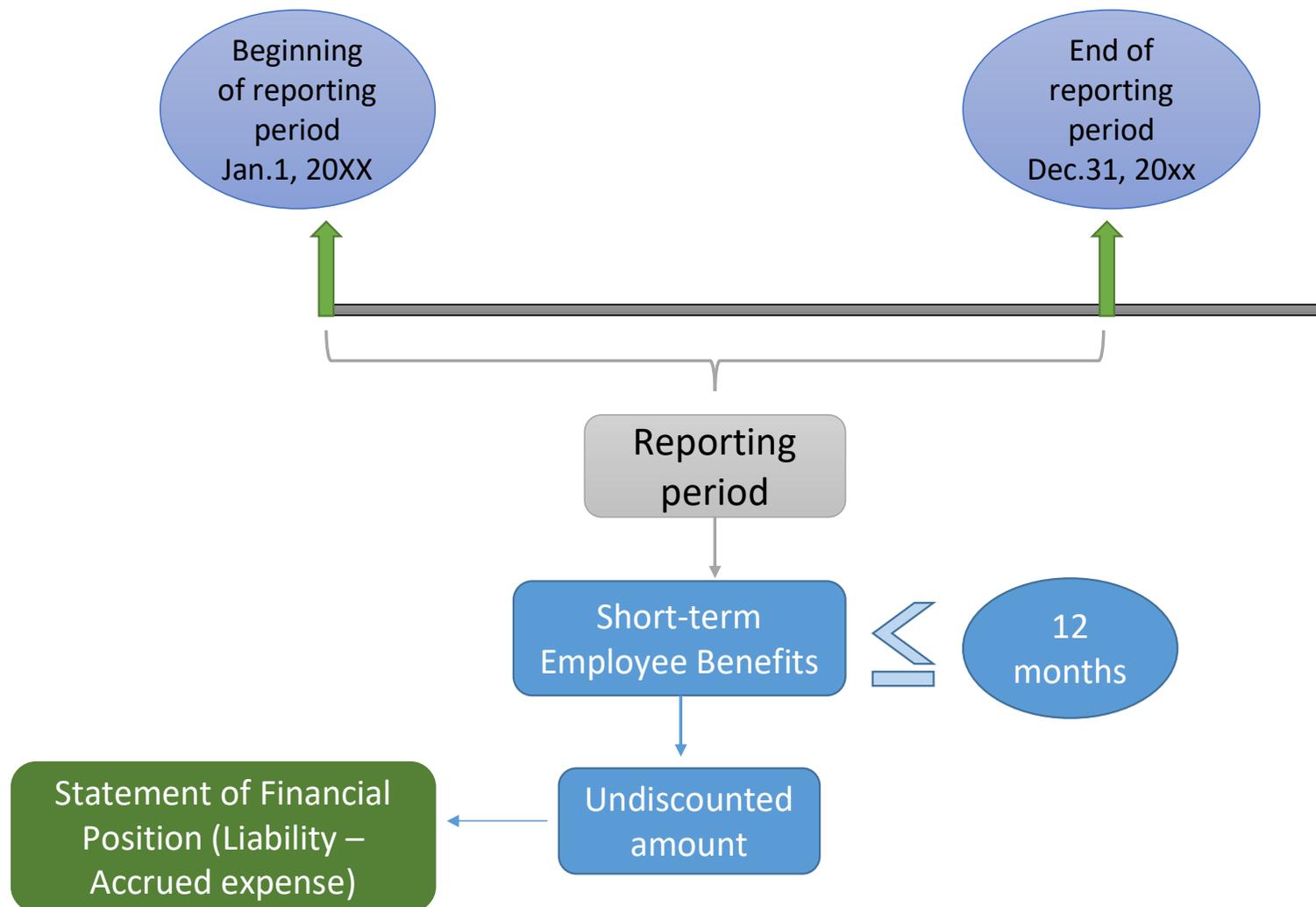
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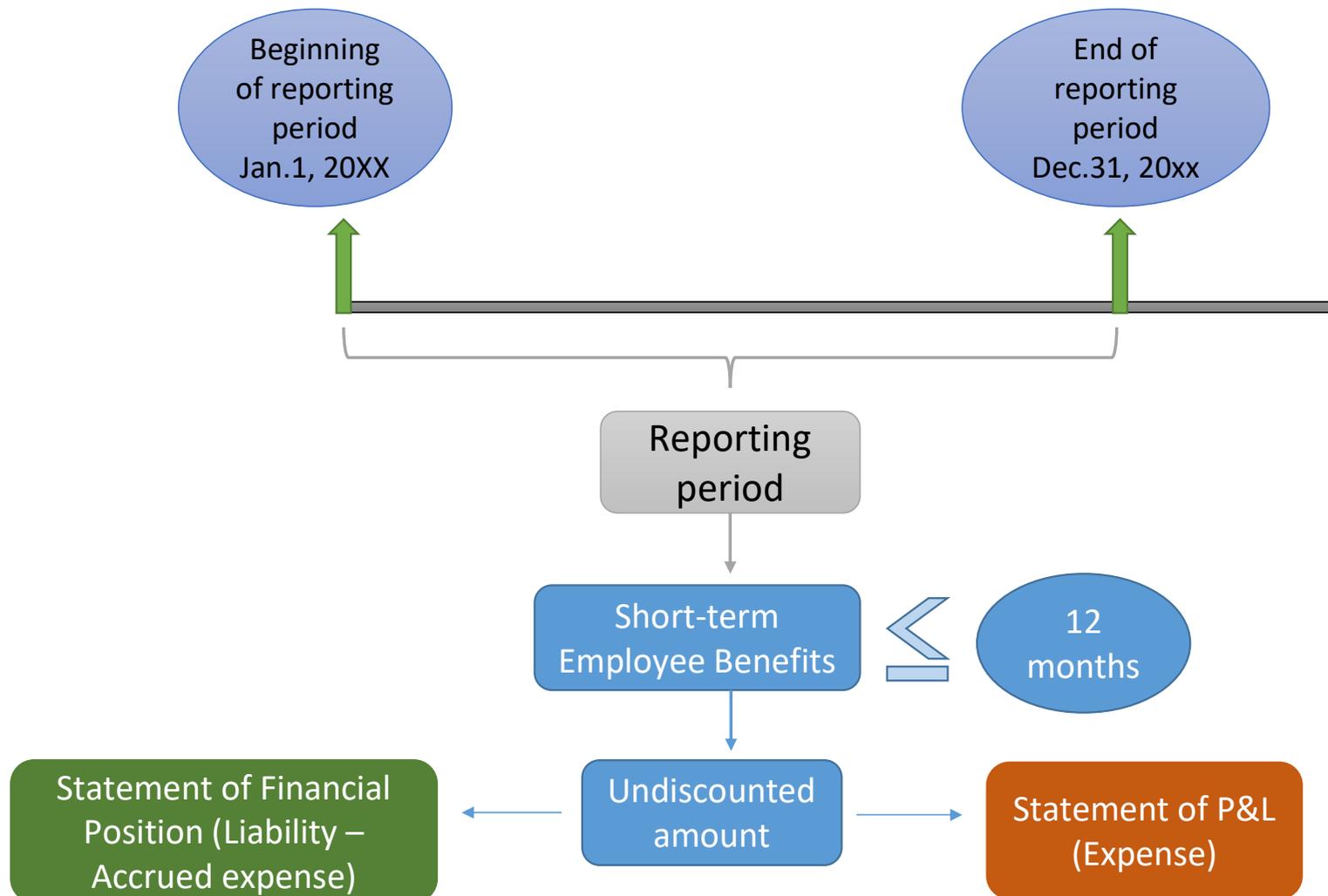
SHORT-TERM EMPLOYEE BENEFITS



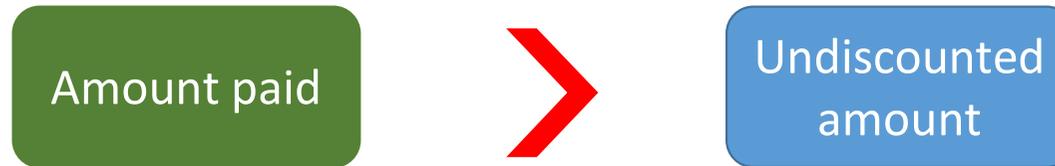
SHORT-TERM EMPLOYEE BENEFITS



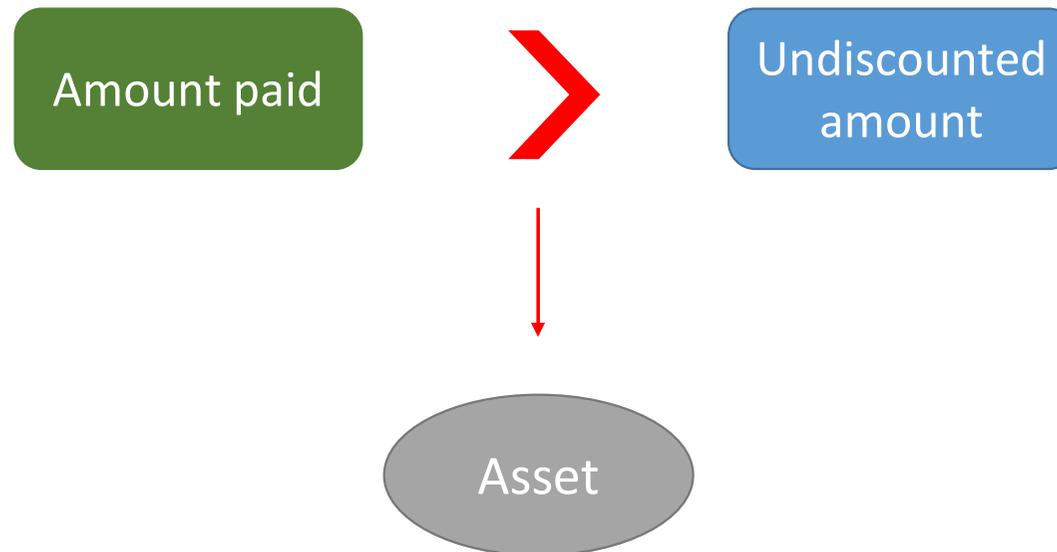
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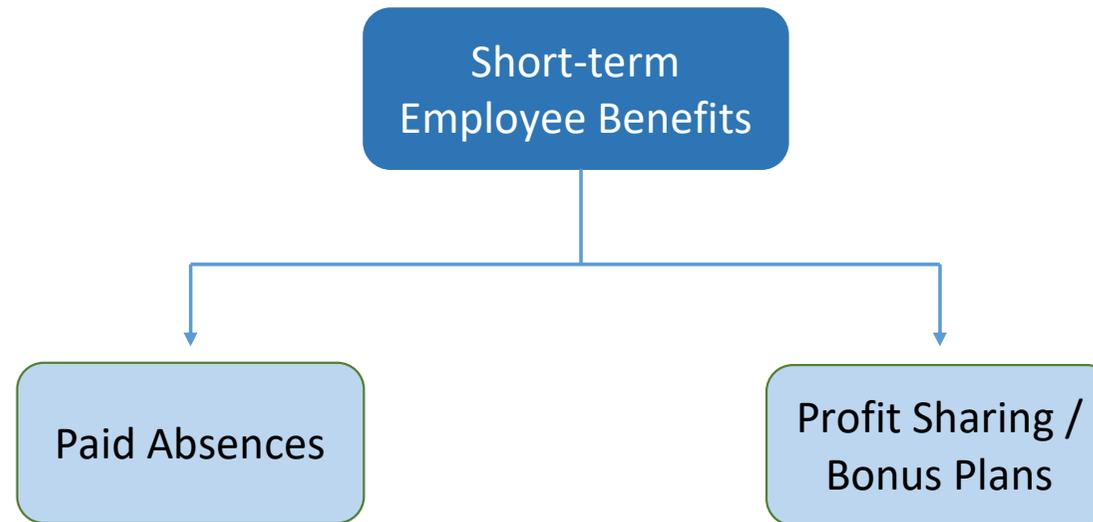
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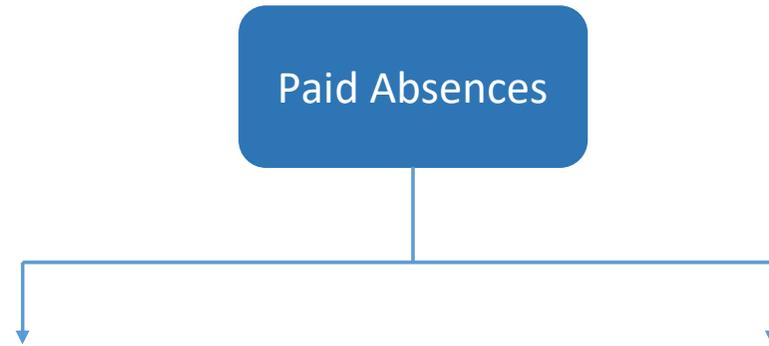
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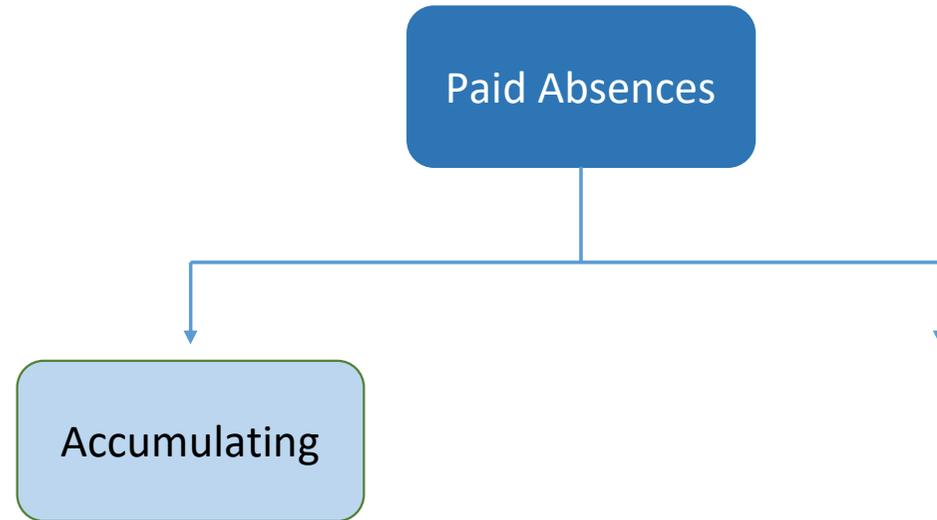
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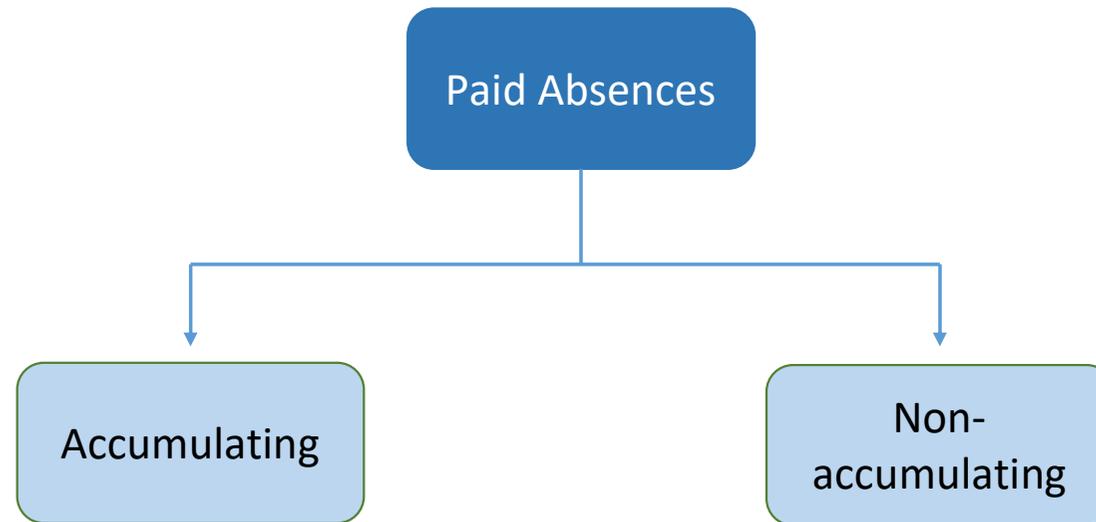
SHORT-TERM EMPLOYEE BENEFITS



SHORT-TERM EMPLOYEE BENEFITS



SHORT-TERM EMPLOYEE BENEFITS



EXAMPLE

- As of December 31, 2020 and December 31, 2021 total number of the office employees was 50. At December 31, 2020, the average amount of unused leave was 5 days per employee. At December 31, 2020 the entity a related liability of CU 20,000.

- Entity's policy regarding annual leave is as follows:

“In addition to all general holidays, you will be allowed 15 days of paid annual leave each year in accordance with the policy below. Annual leave is accrued after the completion of one month's service. Accrual of annual leave is limited to your annual leave entitlement. Annual leaves not used by employees in the current year can be carried over to the next year (only 1 year)”

EXAMPLE – 2

- The average salary increase on January 1, 2021 was 2%. During the year 2021, the average amount of annual leave taken was 14 days (5 days from 2020 and 9 days from 2021) per employee, which included all leaves carried forward from 2020.

Total Liability

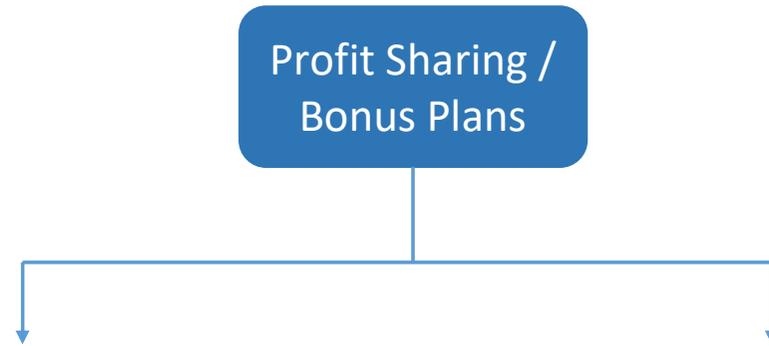
$$\text{CU } 24,480 = \text{CU } 20,000 * (100\% + 2\%) * 6^*/5$$

$$(*6 \text{ days (for the year 2021)} = 15 \text{ days} - 9 \text{ days})$$

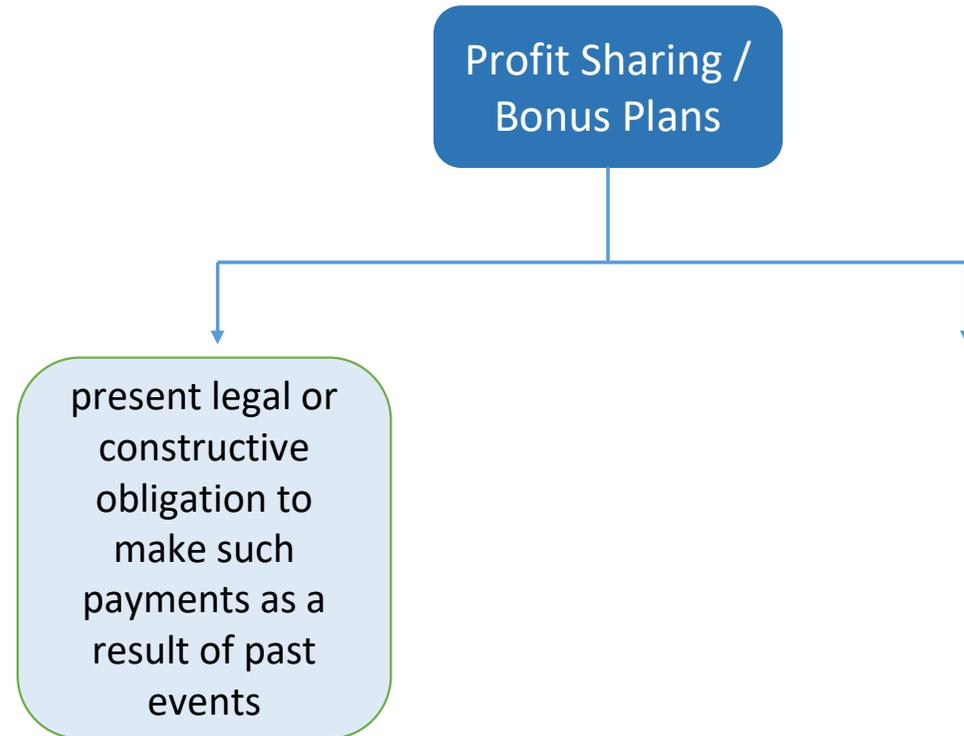
Total Expense

$$\text{CU } 4,480 = \text{CU } 24,480 - \text{CU } 20,000$$

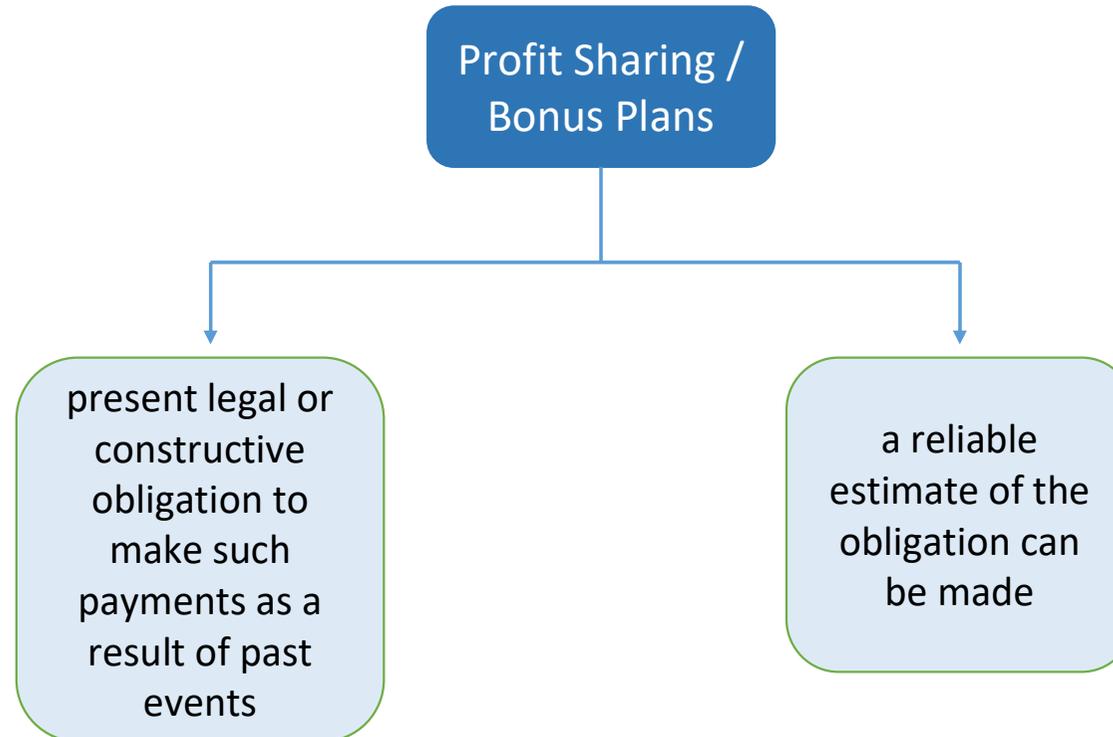
SHORT-TERM EMPLOYEE BENEFITS



SHORT-TERM EMPLOYEE BENEFITS



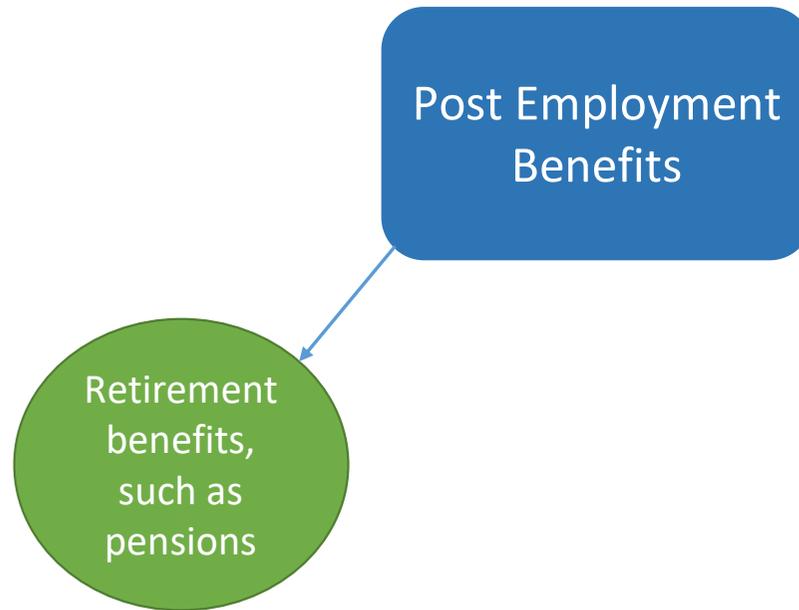
SHORT-TERM EMPLOYEE BENEFITS



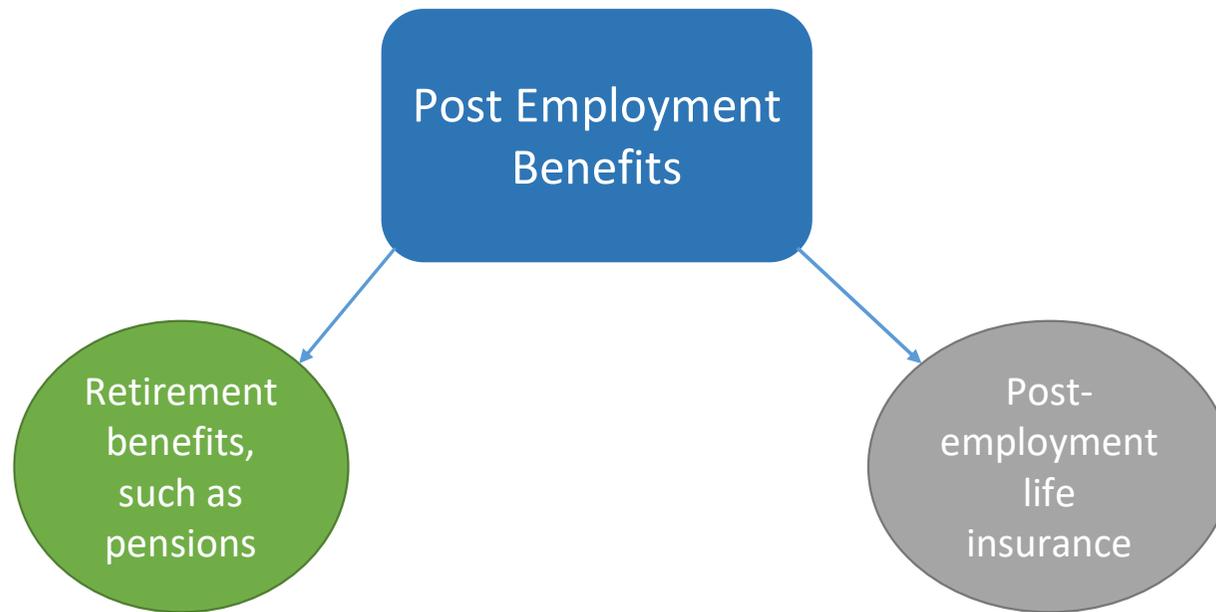
POST EMPLOYEE BENEFITS

Post Employment
Benefits

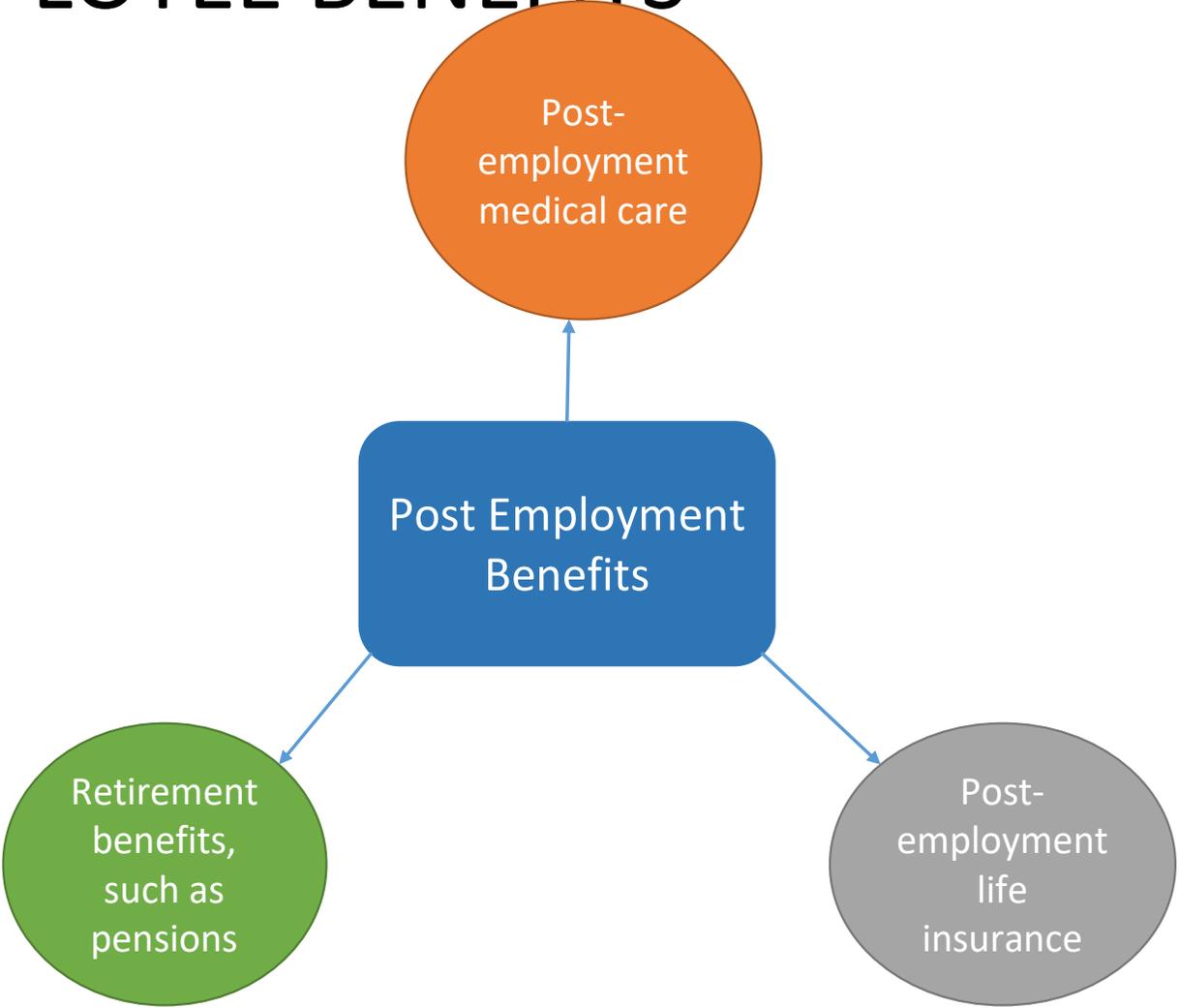
POST EMPLOYEE BENEFITS



POST EMPLOYEE BENEFITS



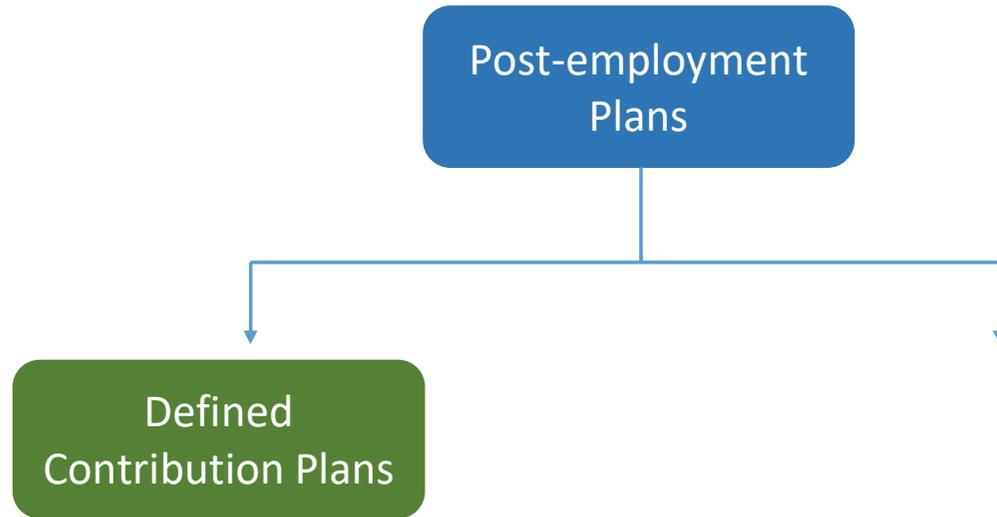
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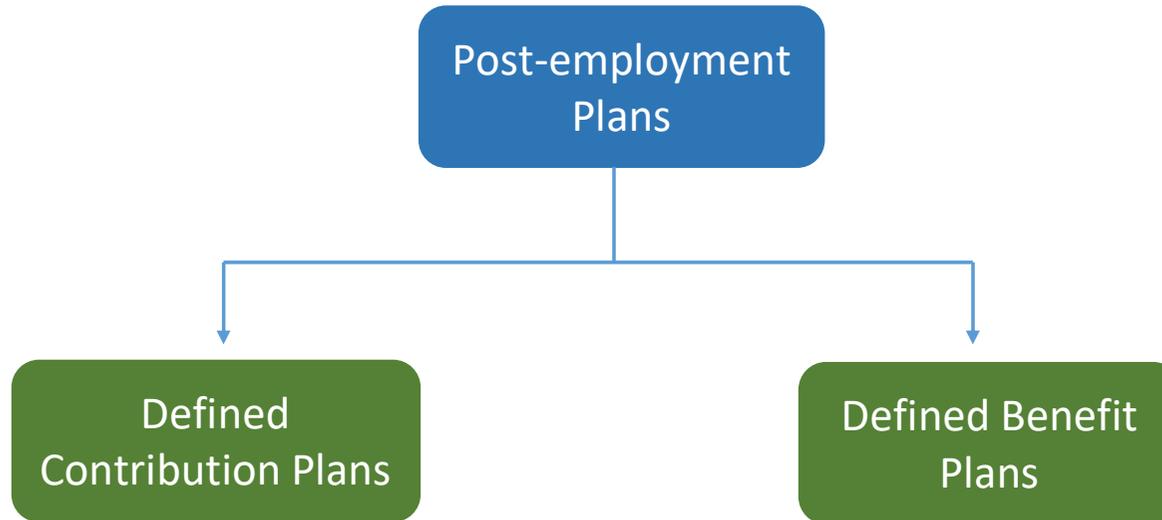
POST EMPLOYEE BENEFITS



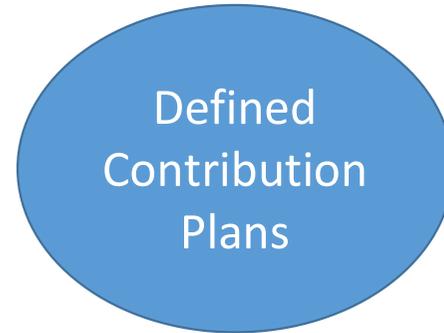
POST EMPLOYEE BENEFITS



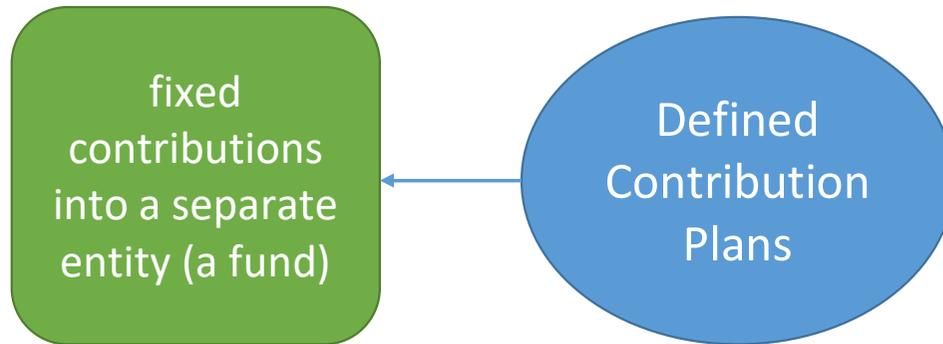
POST EMPLOYEE BENEFITS



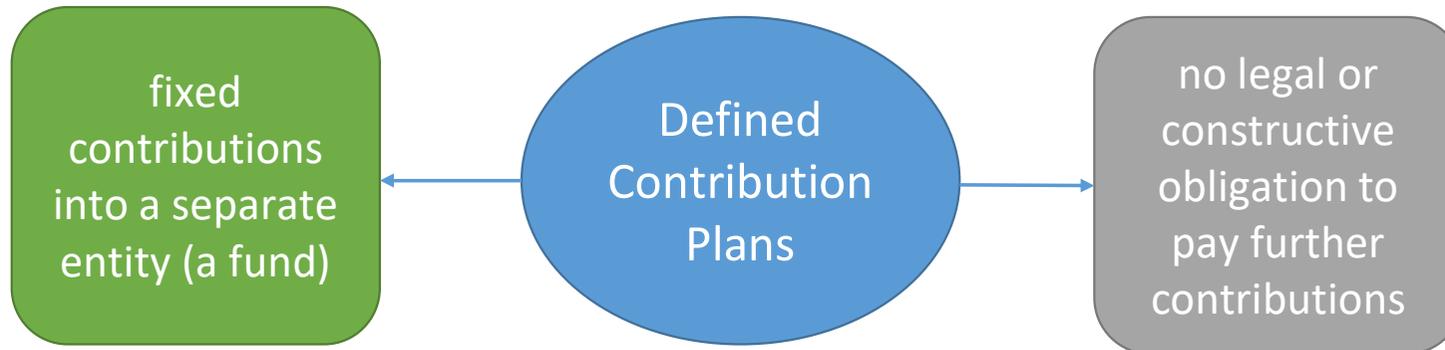
POST EMPLOYEE BENEFITS



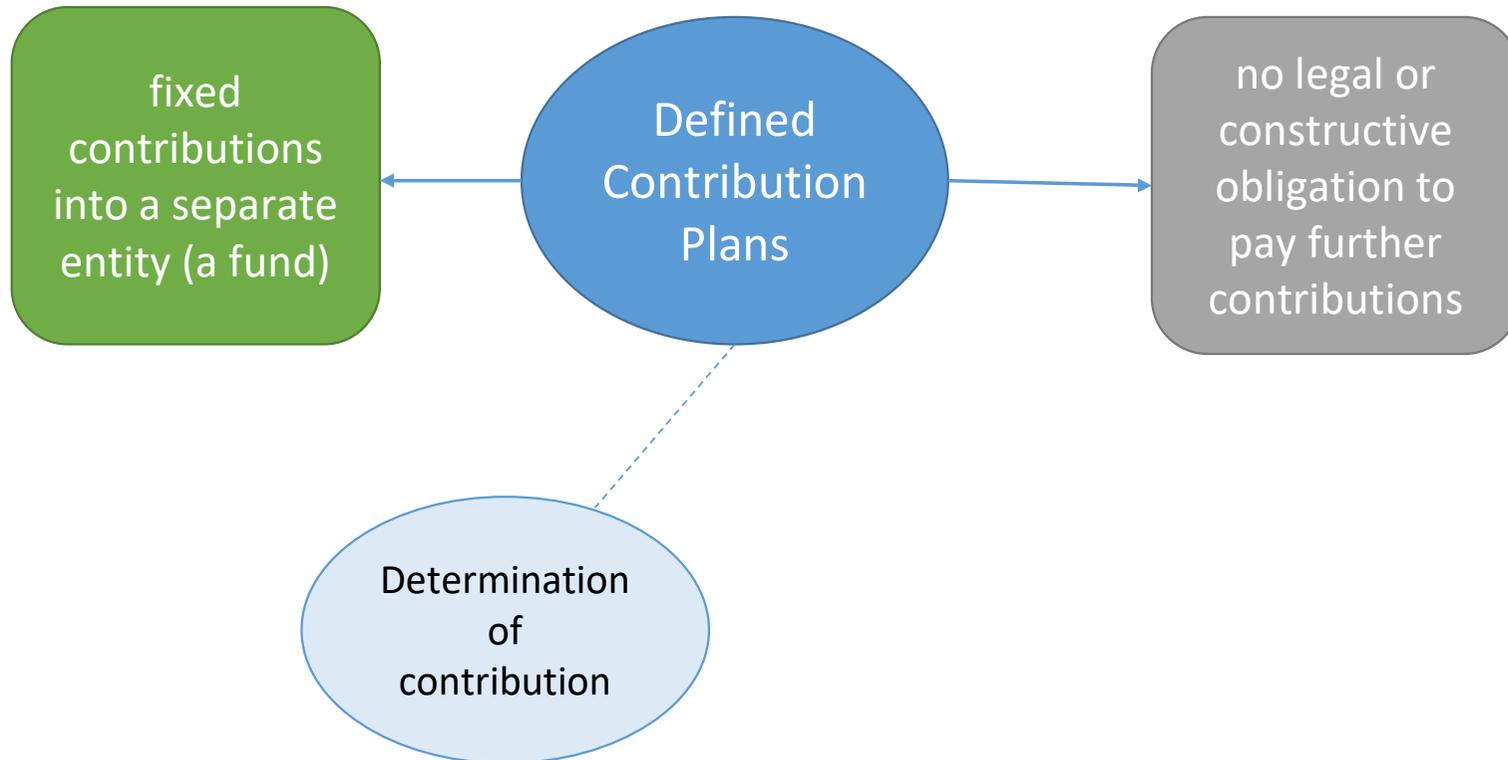
POST EMPLOYEE BENEFITS



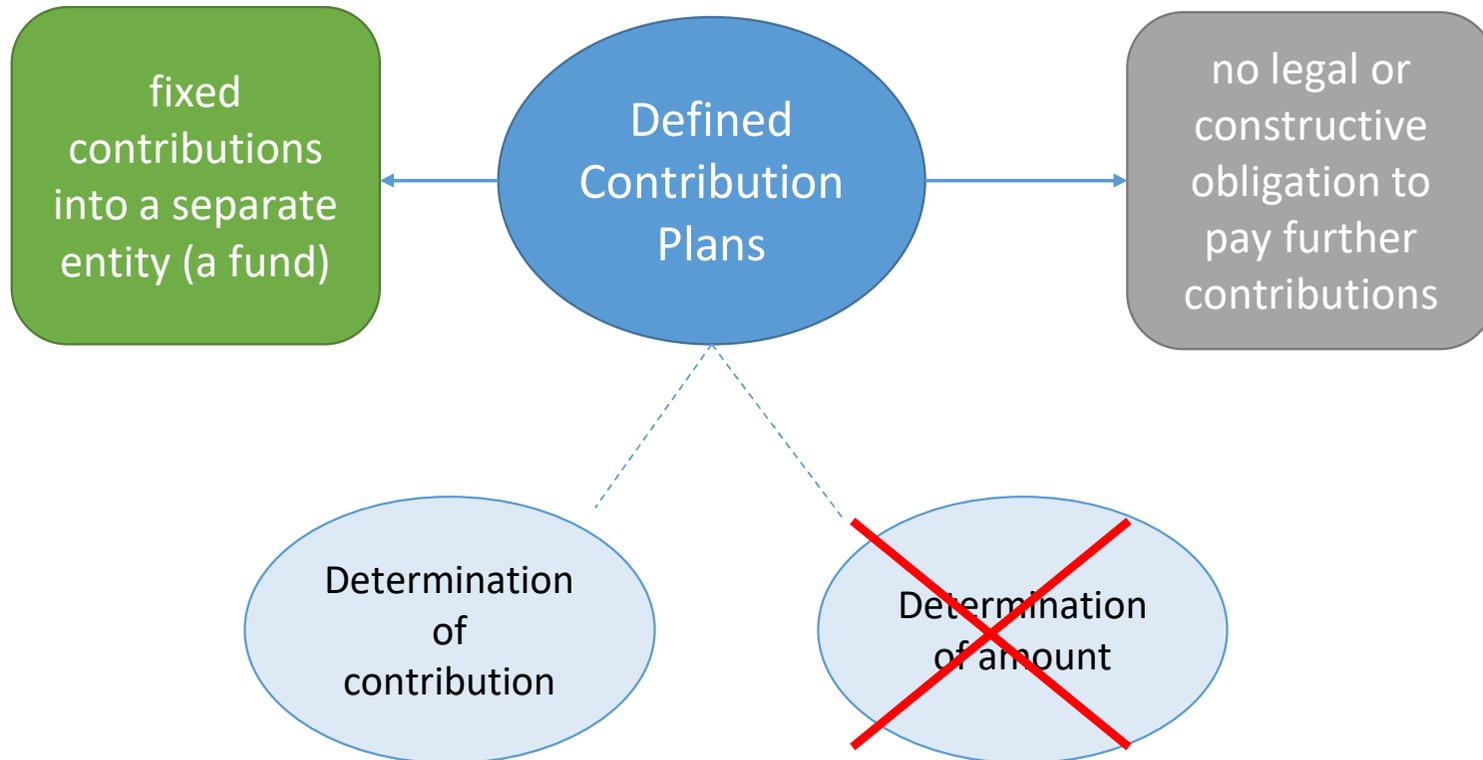
POST EMPLOYEE BENEFITS



POST EMPLOYEE BENEFITS



POST EMPLOYEE BENEFITS

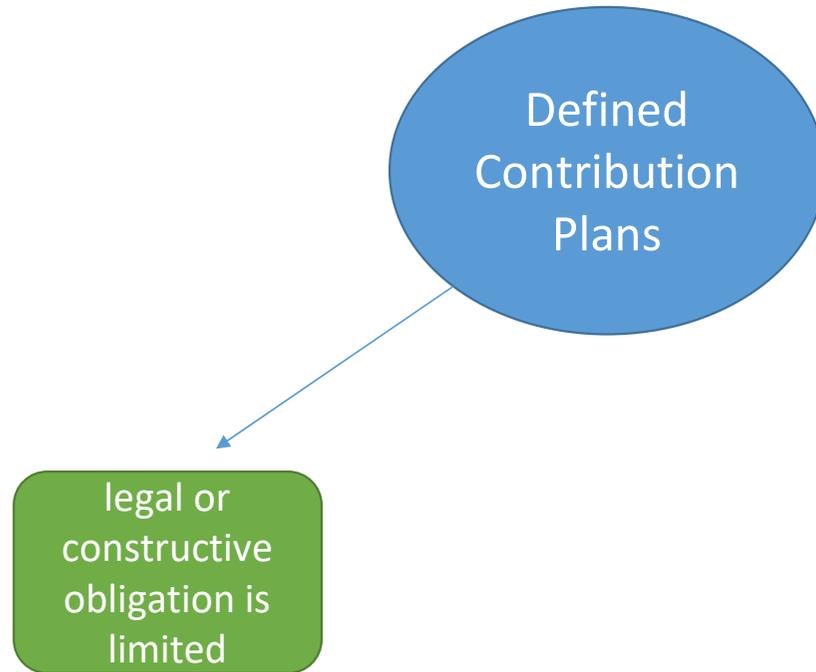


POST EMPLOYEE BENEFITS

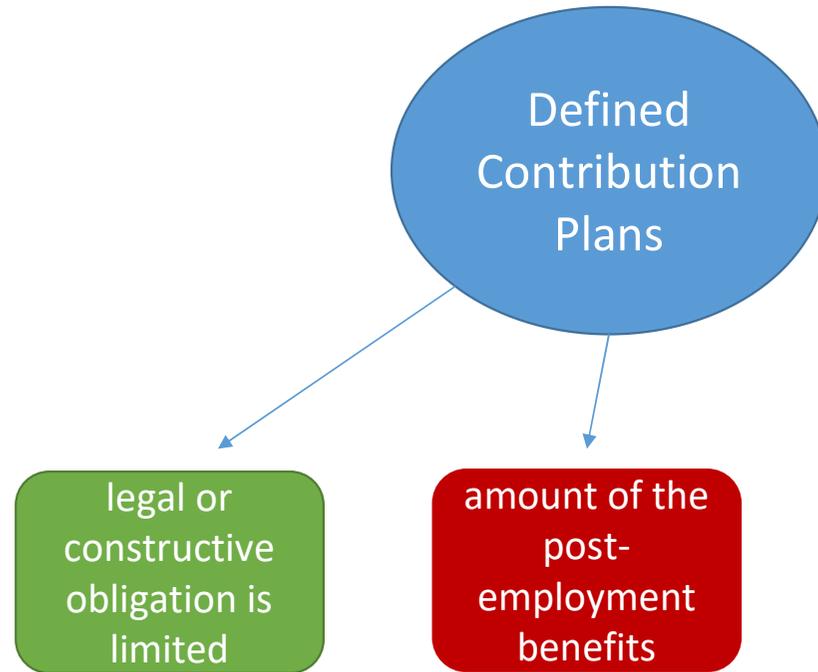


Defined
Contribution
Plans

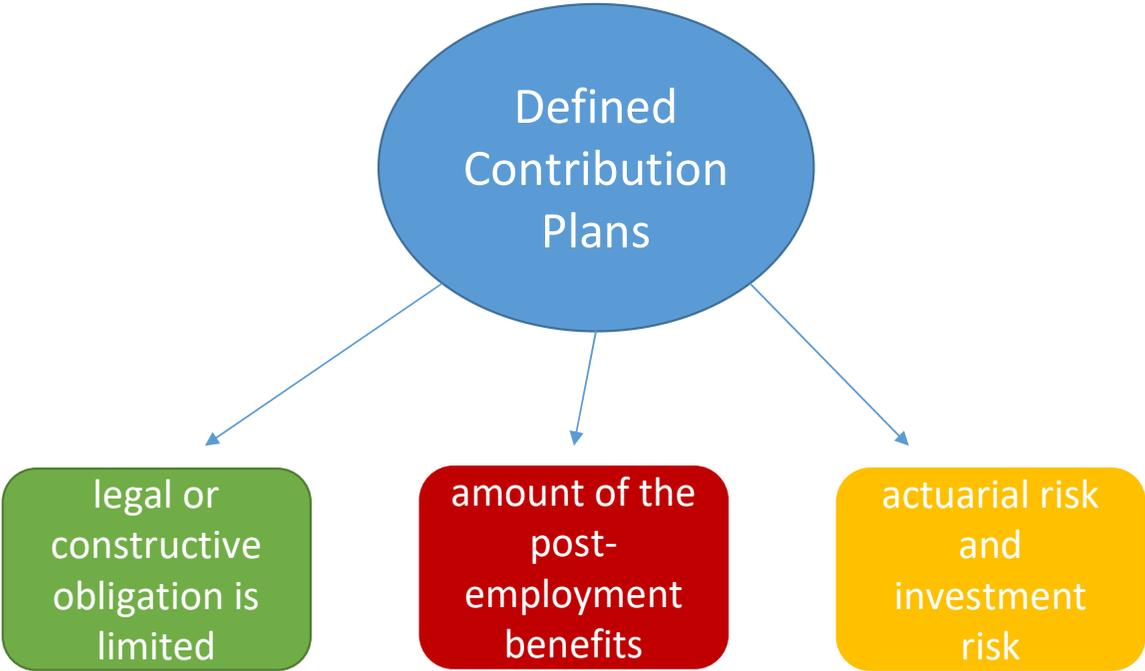
POST EMPLOYEE BENEFITS



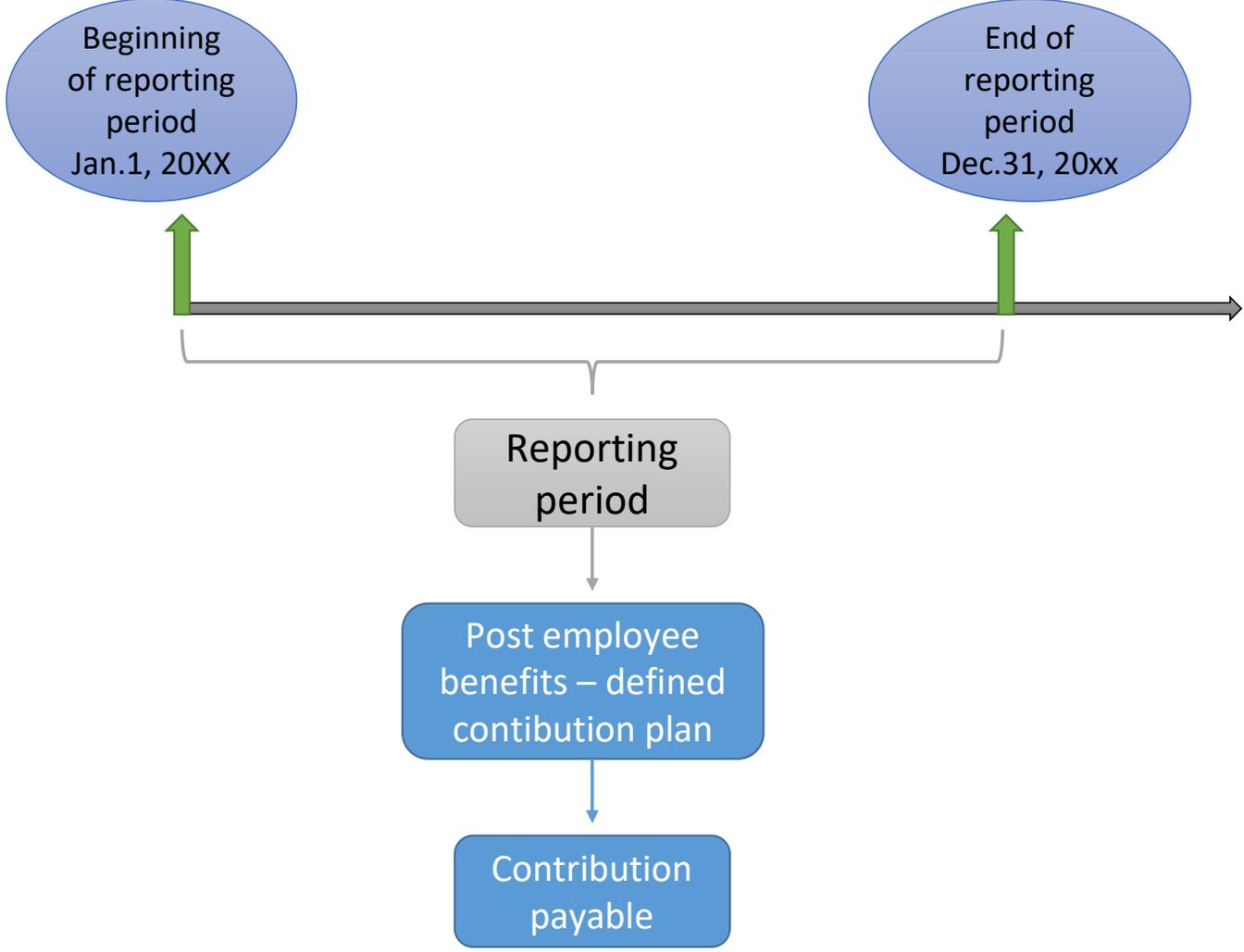
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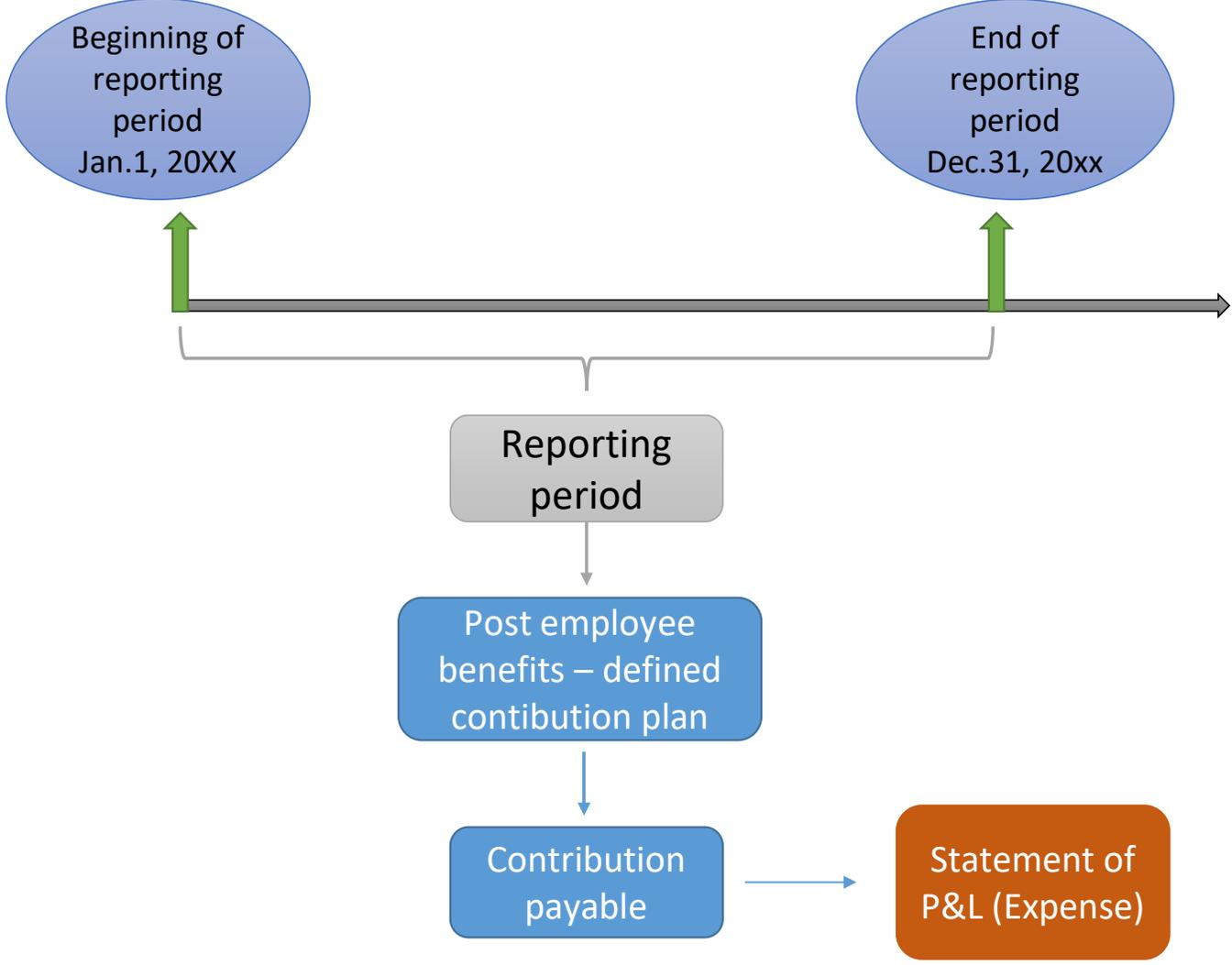
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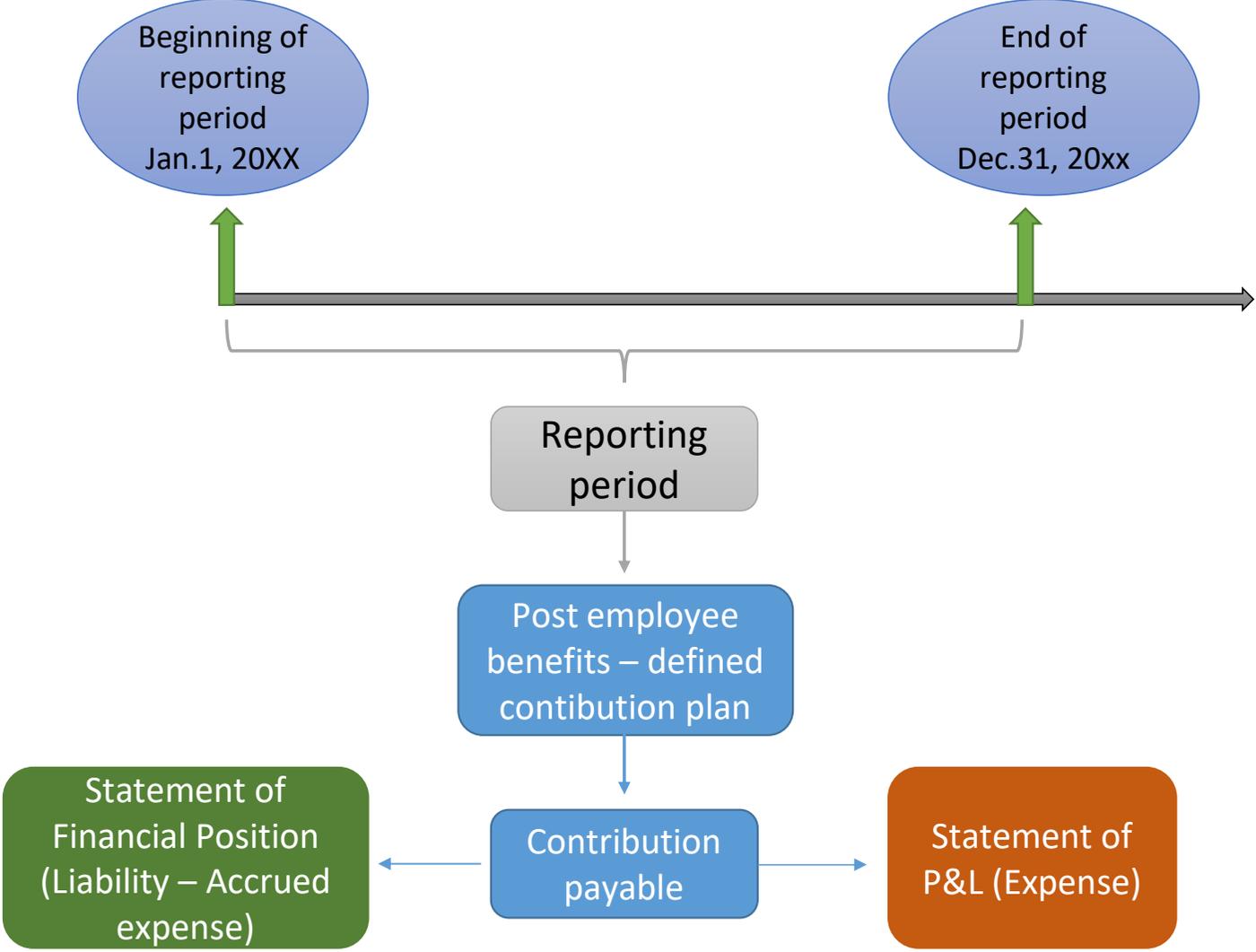
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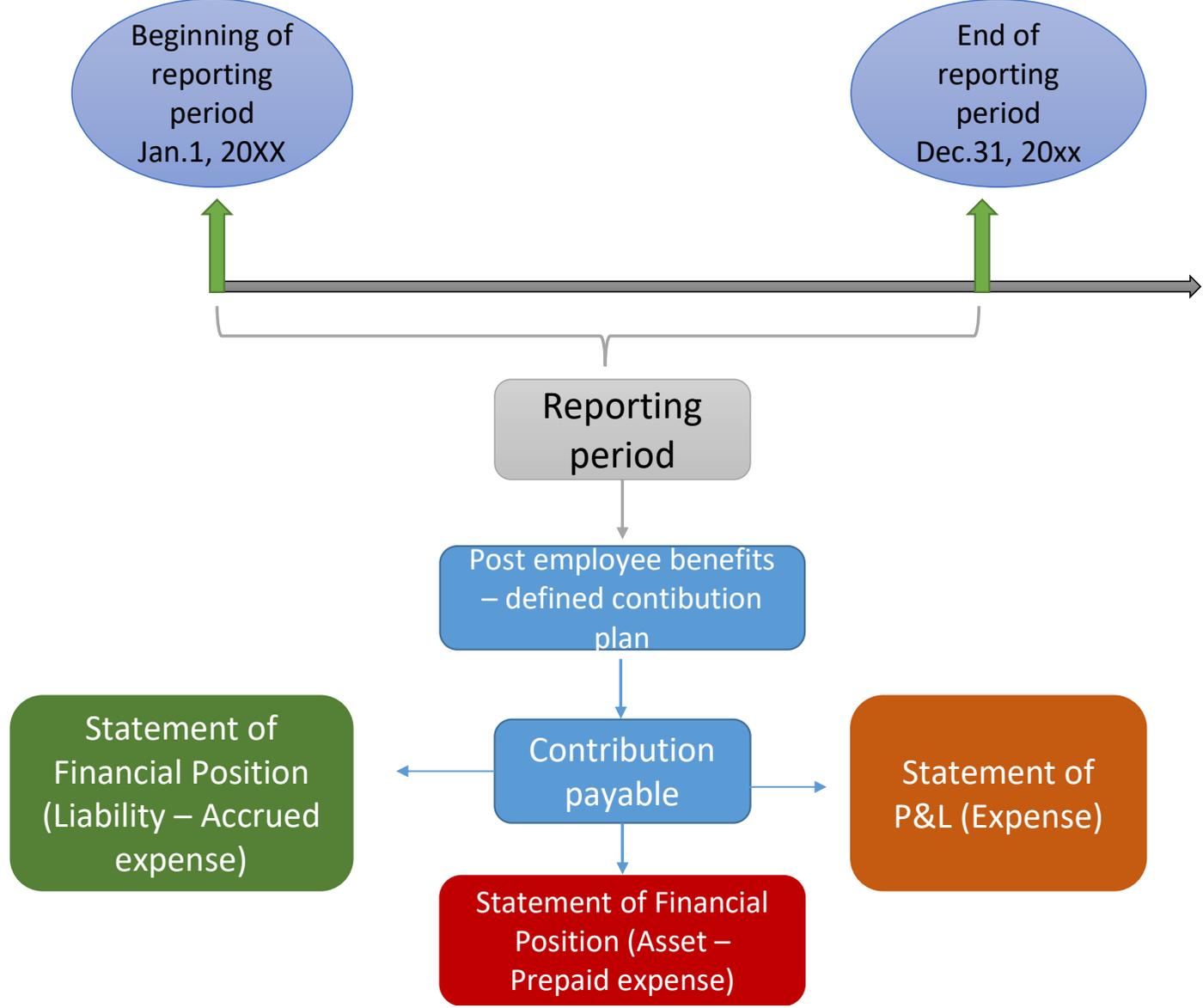
POST EMPLOYEE BENEFITS



POST EMPLOYEE BENEFITS



POST EMPLOYEE BENEFITS



EXAMPLE

- The employing entity is required to pay a contribution equal to 5% of salaries into a plan. Once the contributions have been paid, the entity has no further payment obligations.
- Total salaries of all employees under benefit plan in 2021 is CU 900,000. Total payments into the plan in 2021 is CU 40,000.
- There were no assets or liabilities for prepaid/outstanding contributions at December 31, 2021.

EXAMPLE – 2

- Under a defined contribution plan, an entity's obligation is limited to the amount it agrees to contribute to the fund. Hence, the obligation for each period is determined by the amount to be contributed for that period. The contribution for the year is equal to 5% of the salaries.

$$\text{CU } 900,000 * 5\% = \text{CU } 45,000$$

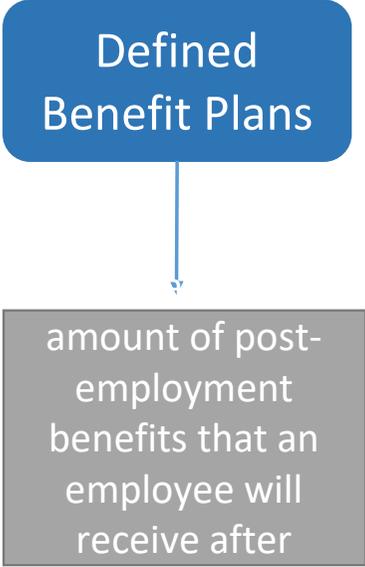
Dr. Employee Benefit Expense	45,000	
Cr. Cash		40,000
Cr. Accrued Expense		5,000

POST EMPLOYEE BENEFITS

Defined
Benefit Plans

POST EMPLOYEE BENEFITS

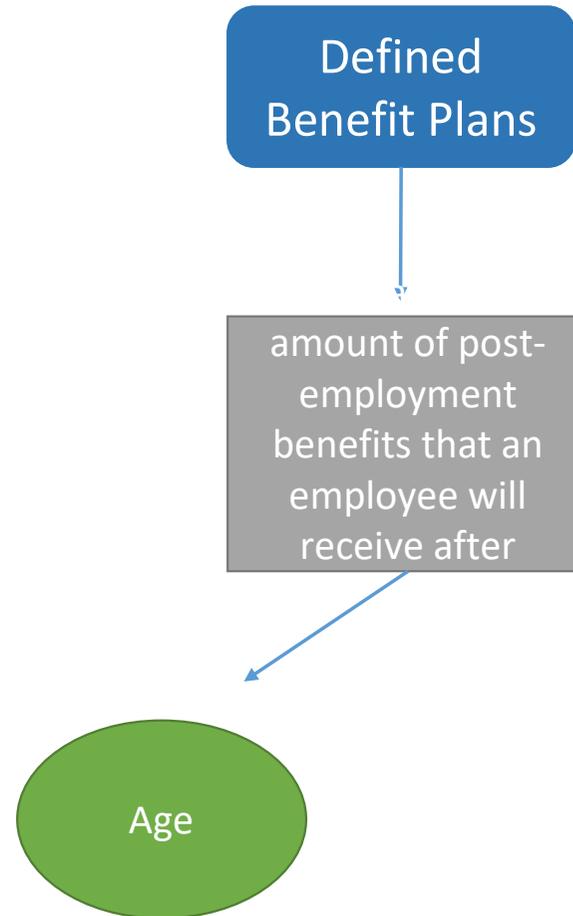
Defined
Benefit Plans



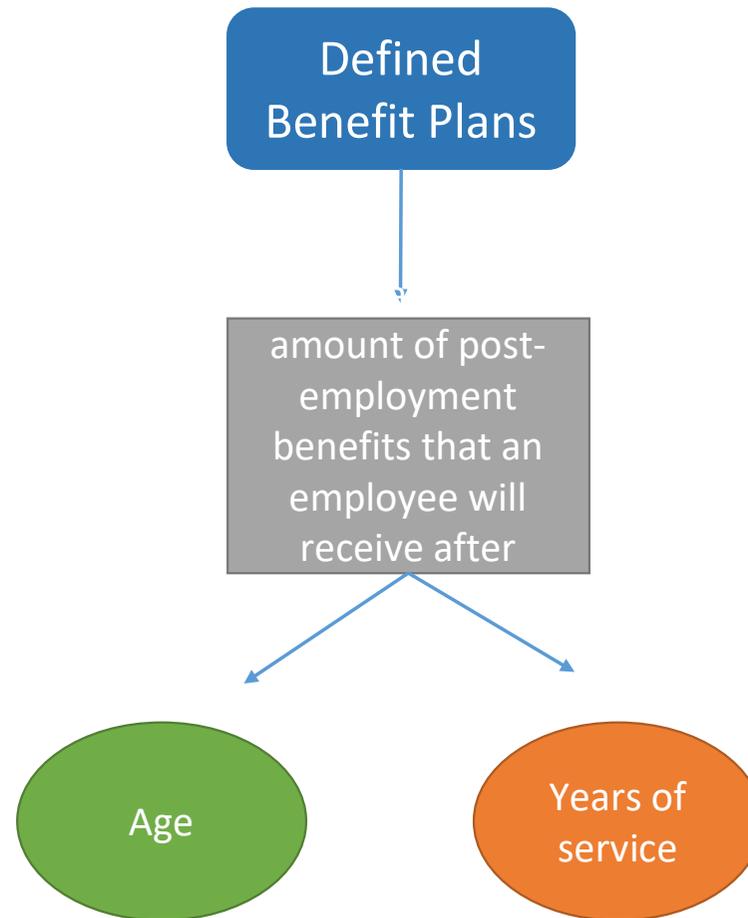
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graph TD; A[Defined Benefit Plans] --> B[amount of post-employment benefits that an employee will receive after];
```

amount of post-employment benefits that an employee will receive after

POST EMPLOYEE BENEFITS



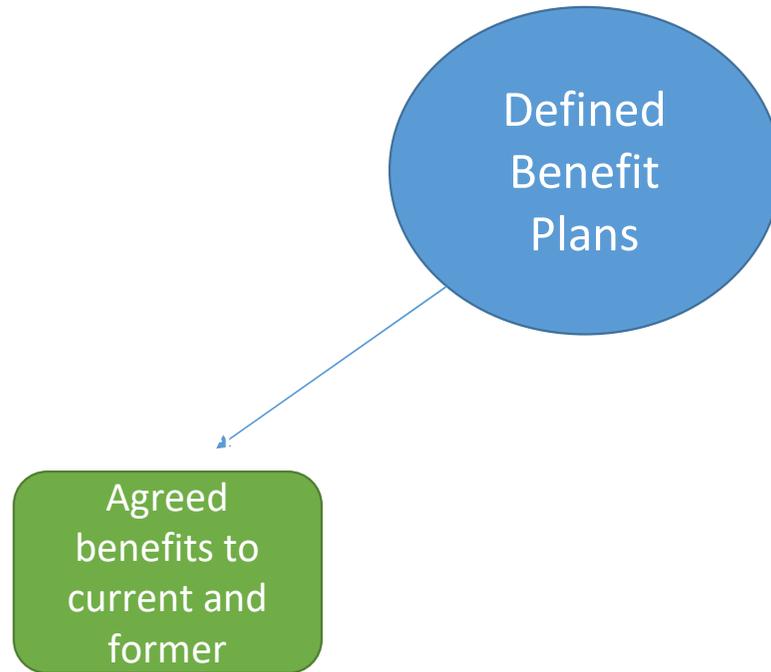
POST EMPLOYEE BENEFITS



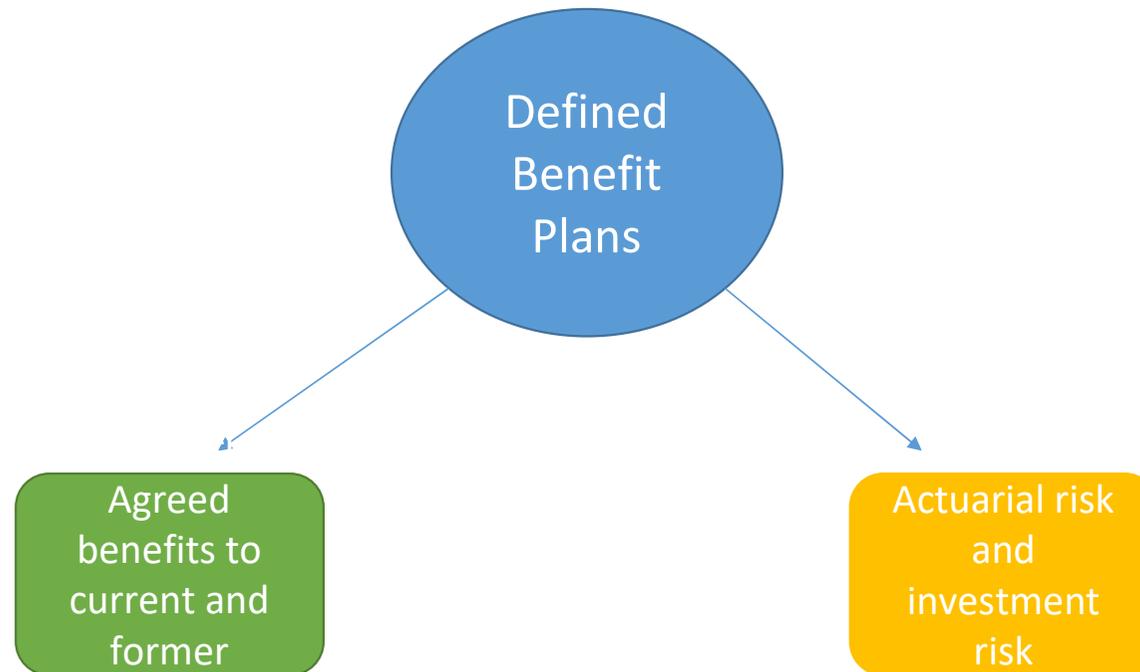
POST EMPLOYEE BENEFITS



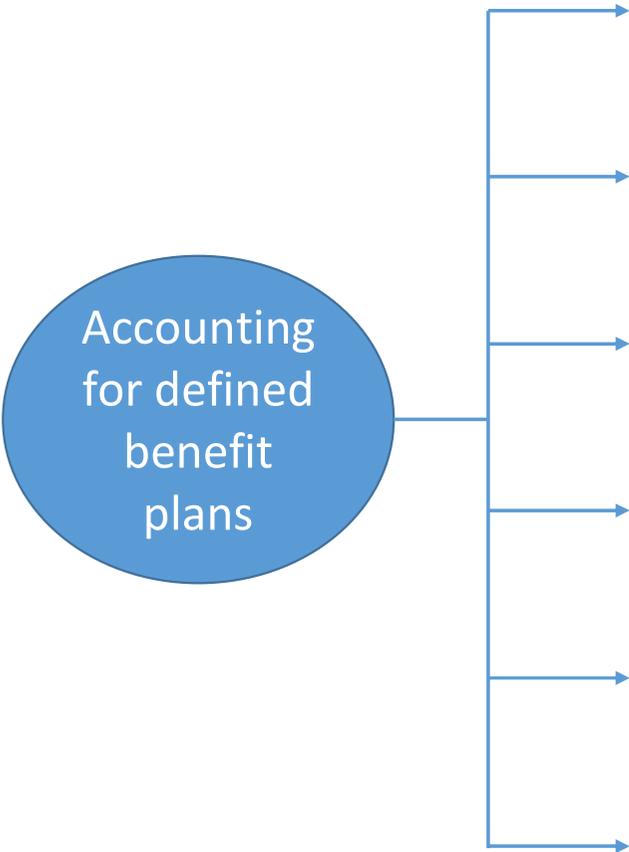
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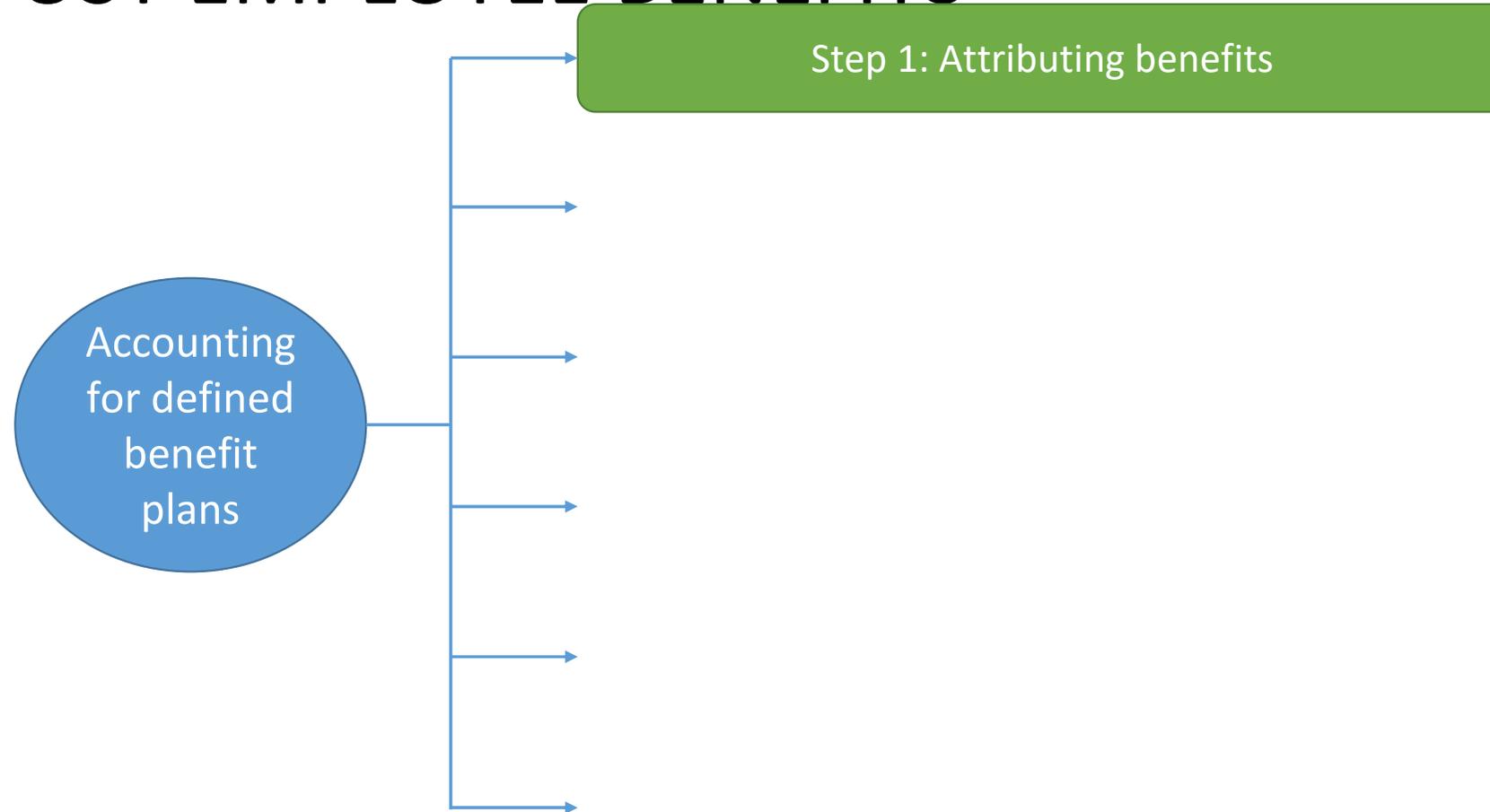
POST EMPLOYEE BENEFITS



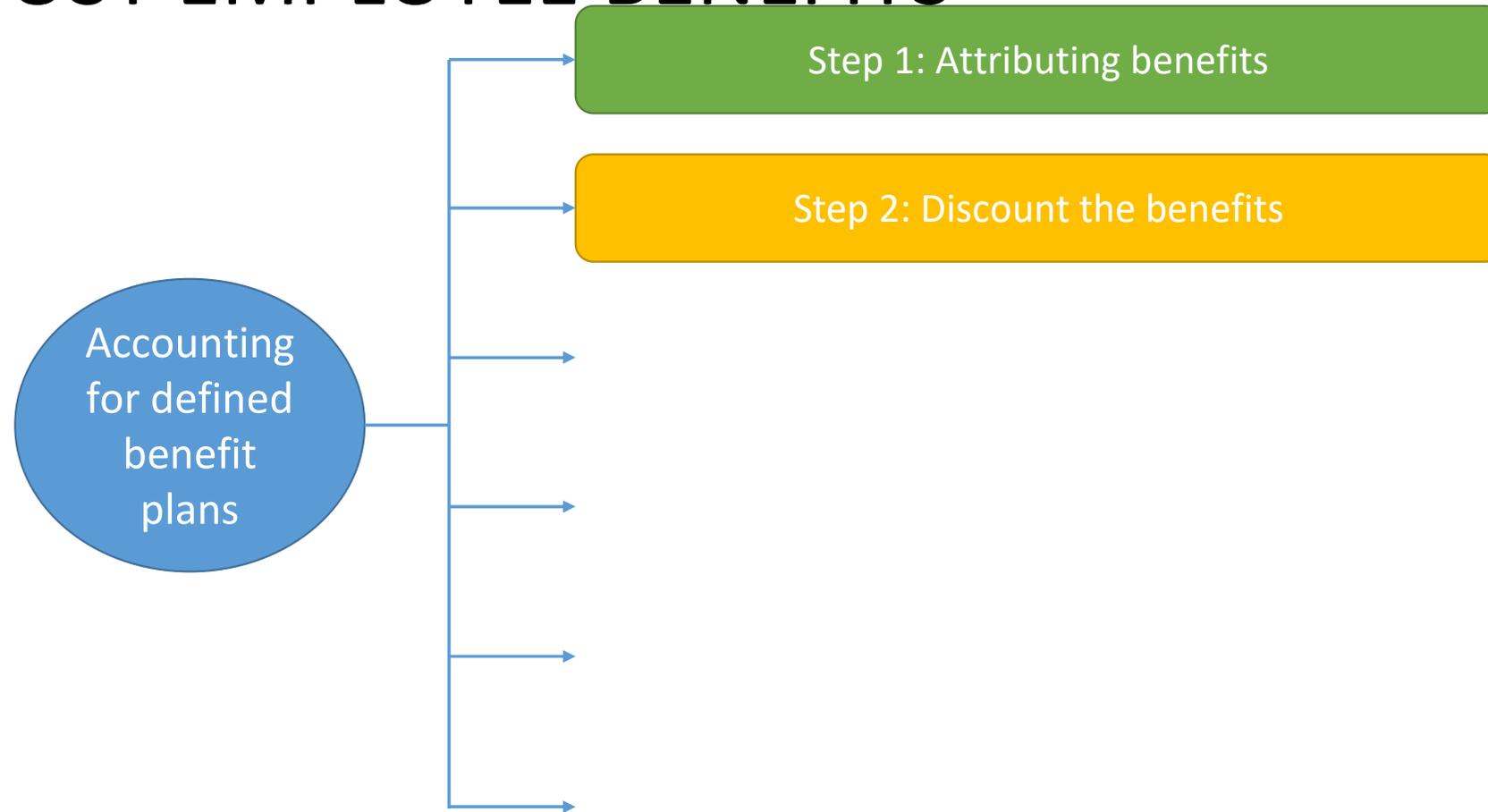
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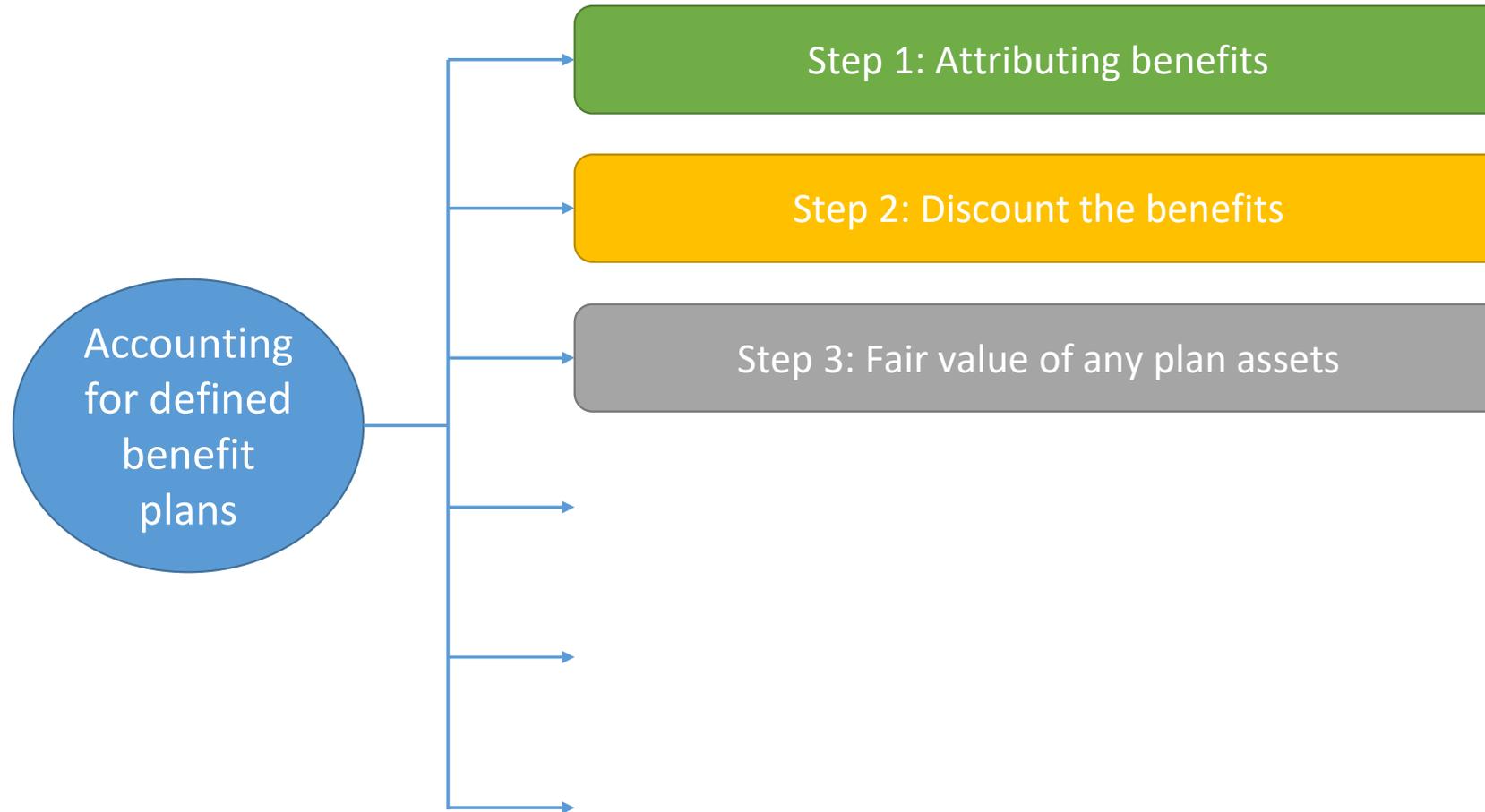
POST EMPLOYEE BENEFITS



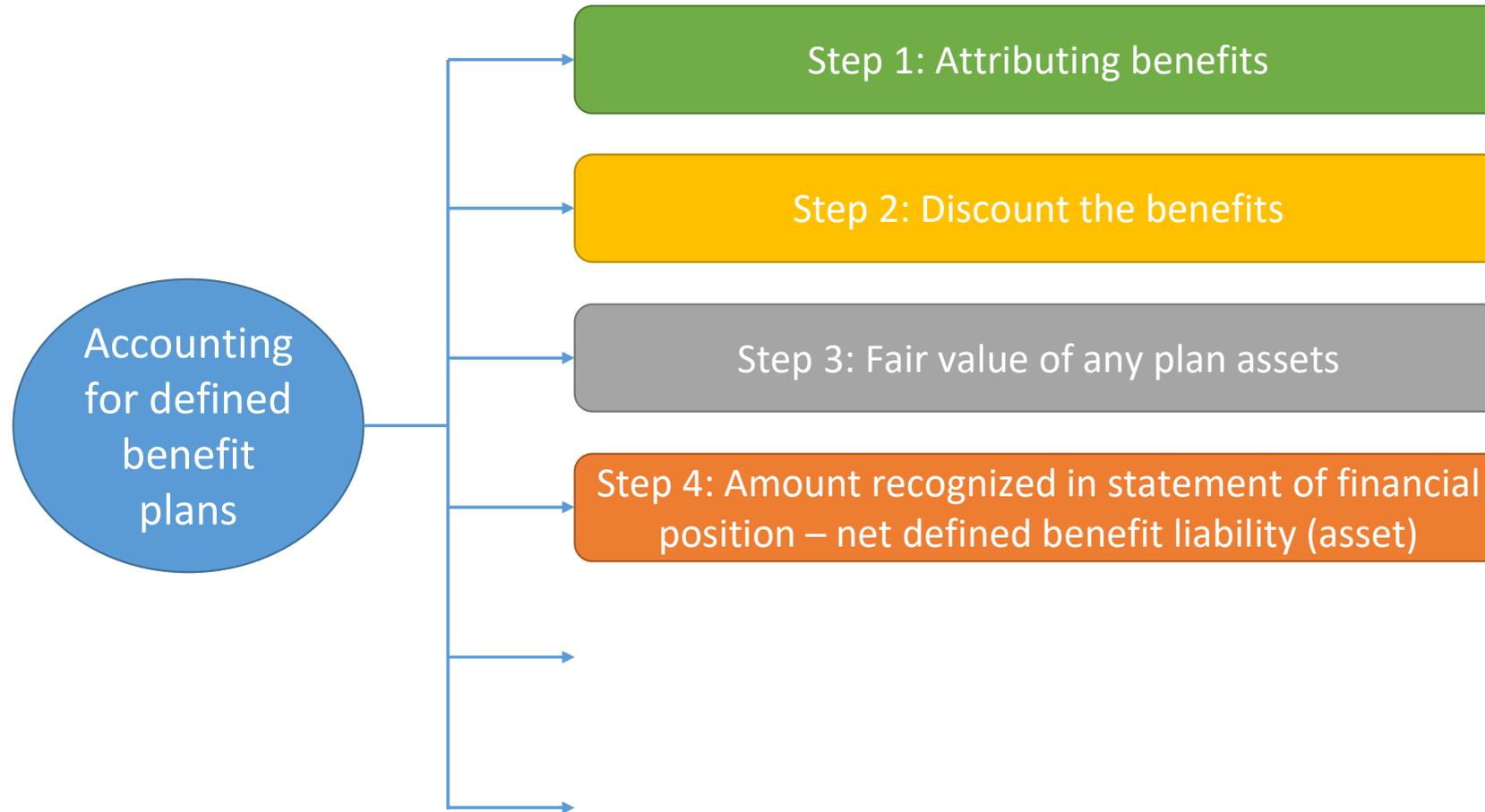
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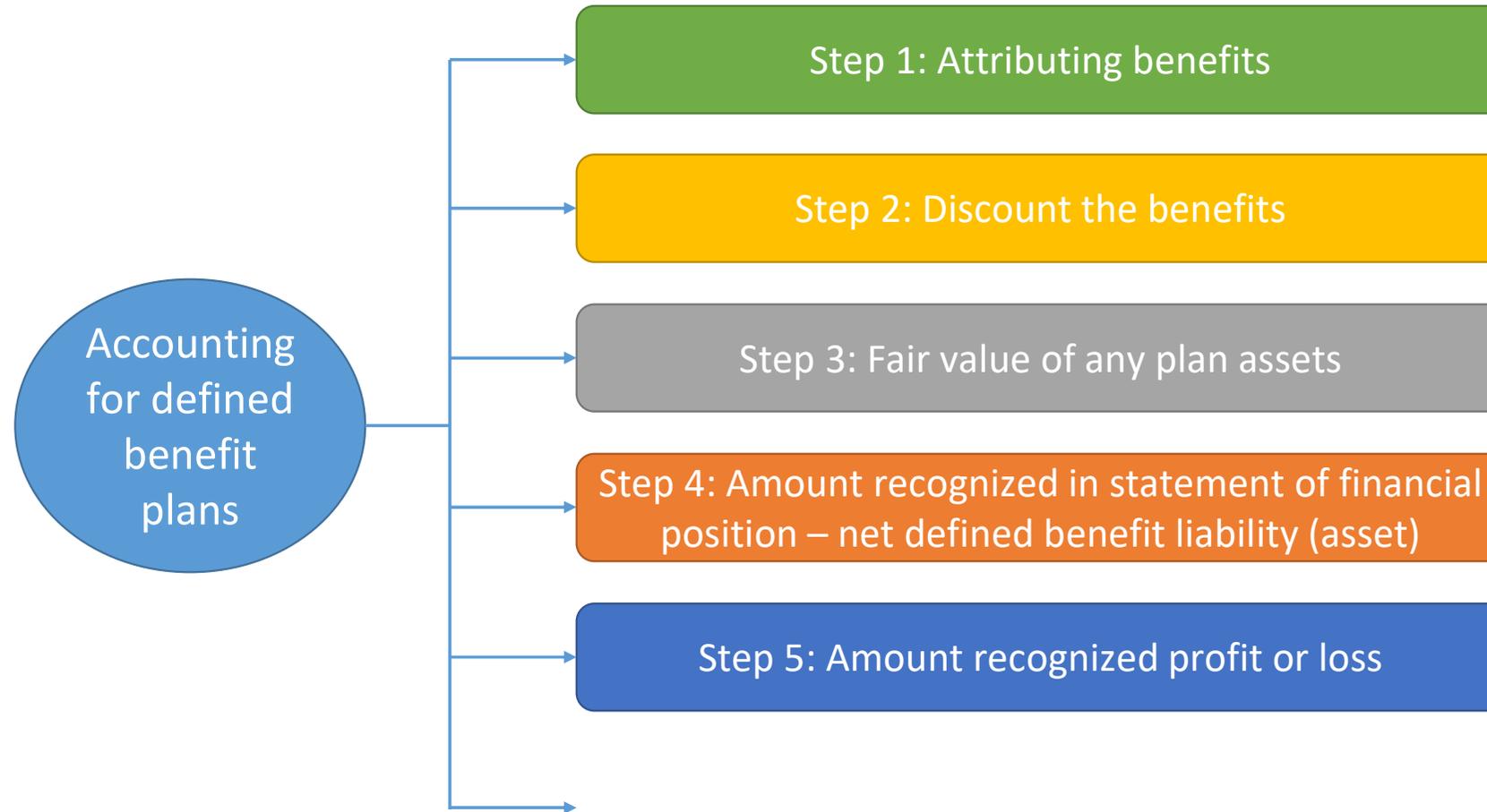
POST EMPLOYEE BENEFITS



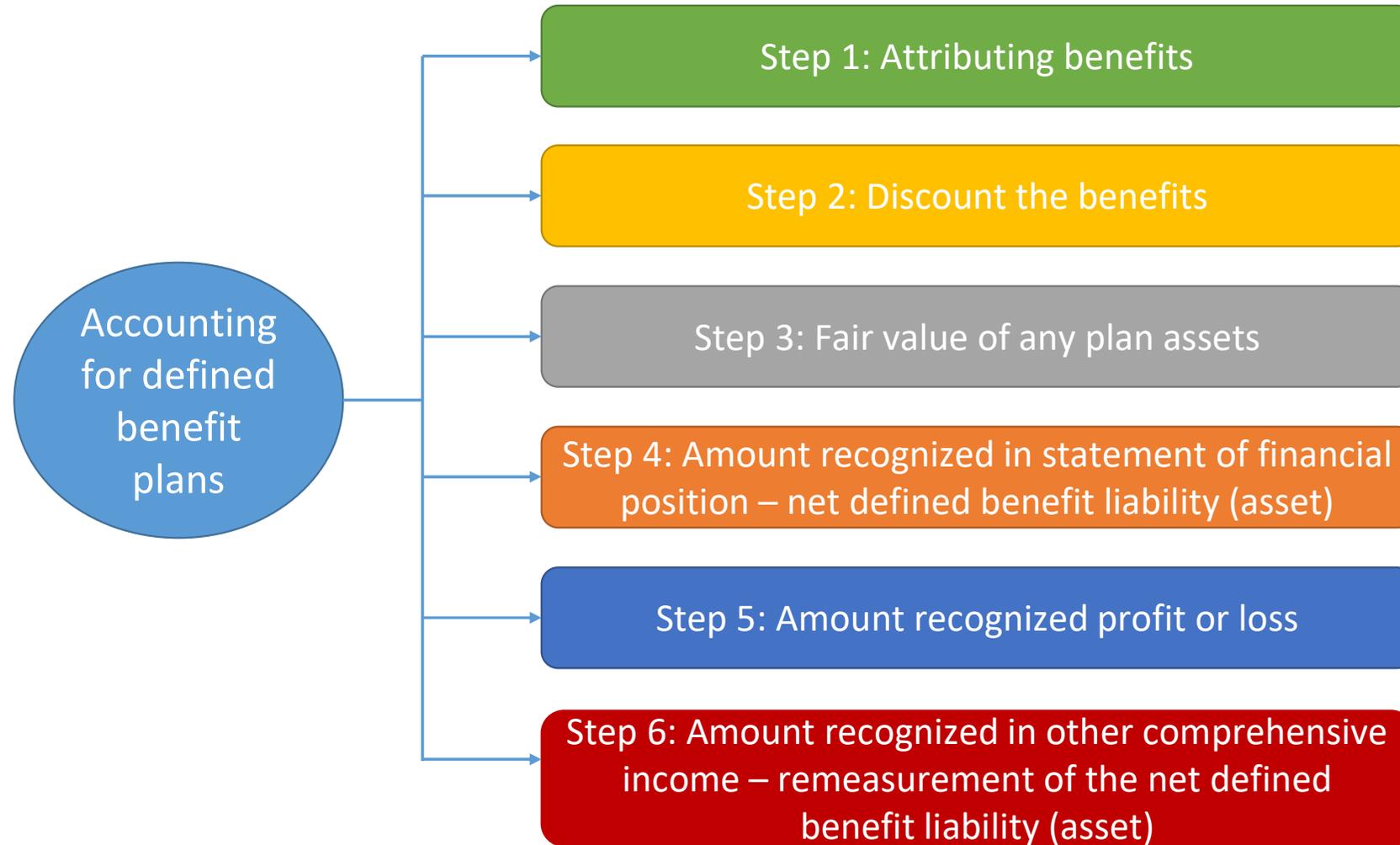
POST EMPLOYEE BENEFITS



POST EMPLOYEE BENEFITS

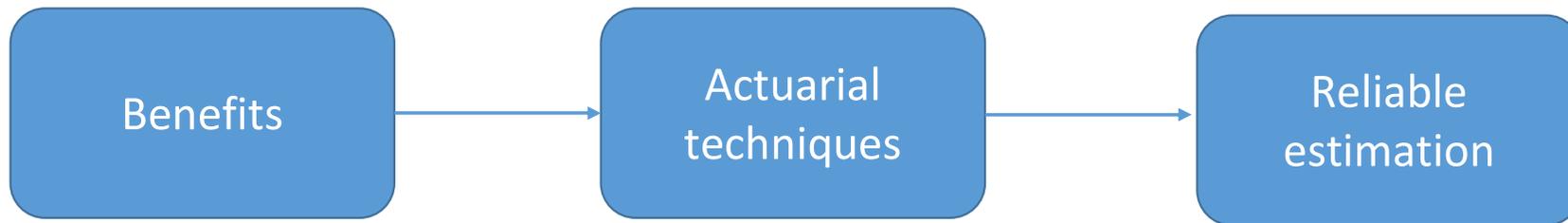


POST EMPLOYEE BENEFITS



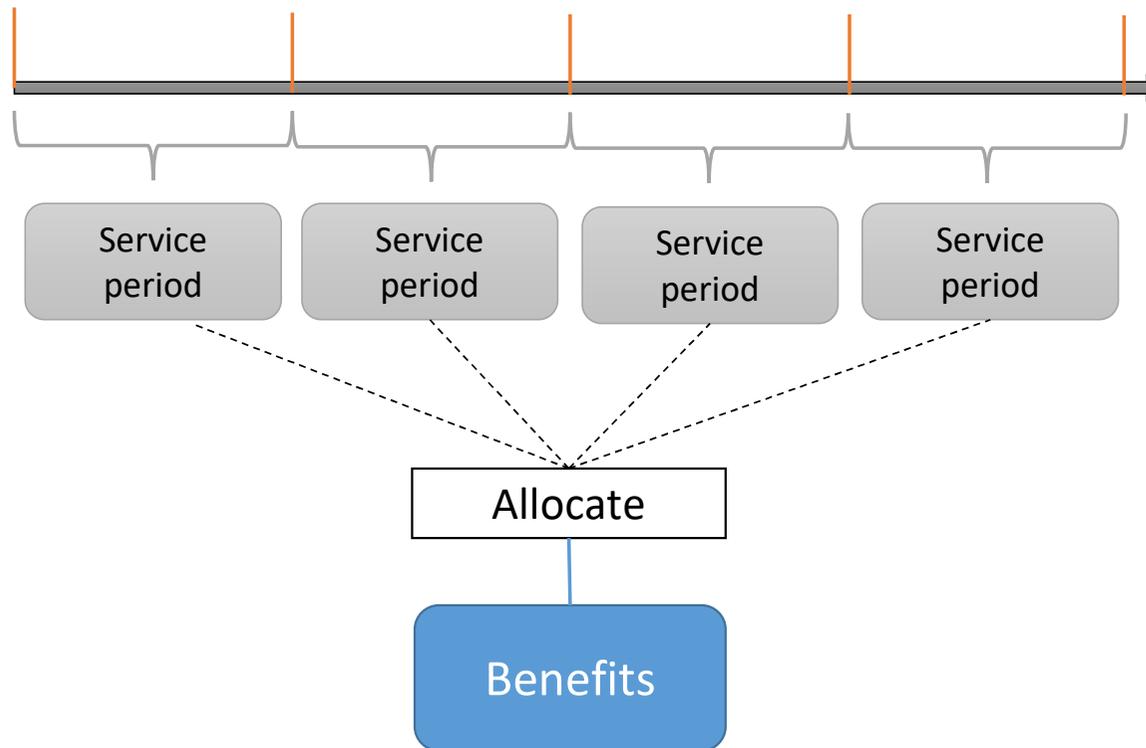
POST EMPLOYEE BENEFITS

Step 1: Attributing benefits



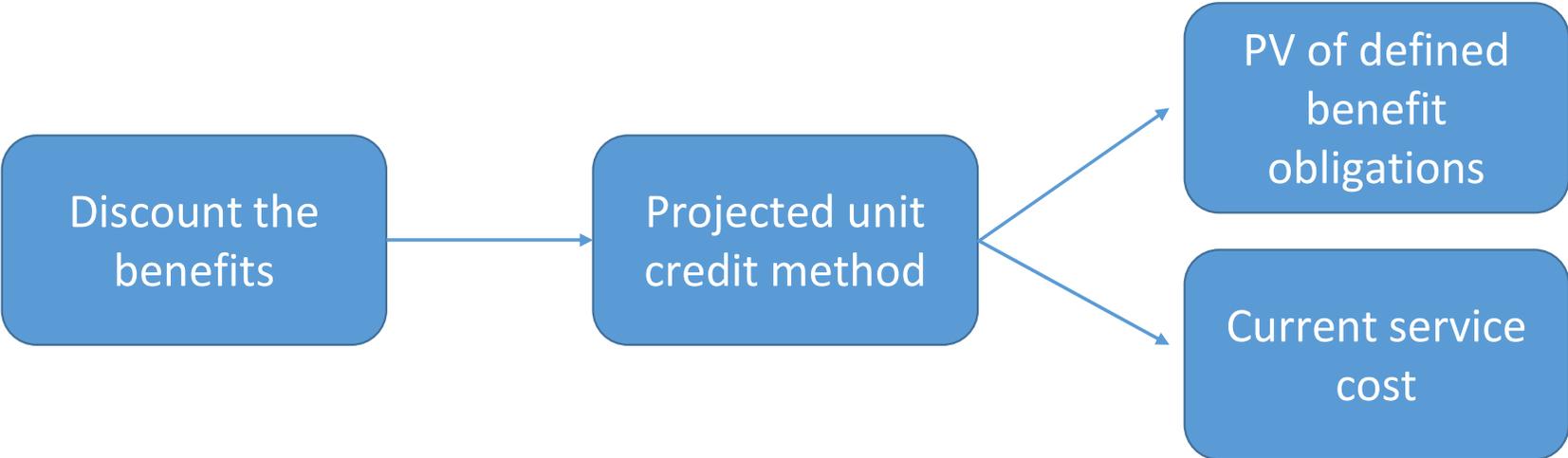
POST EMPLOYEE BENEFITS

Step 1: Attributing benefits



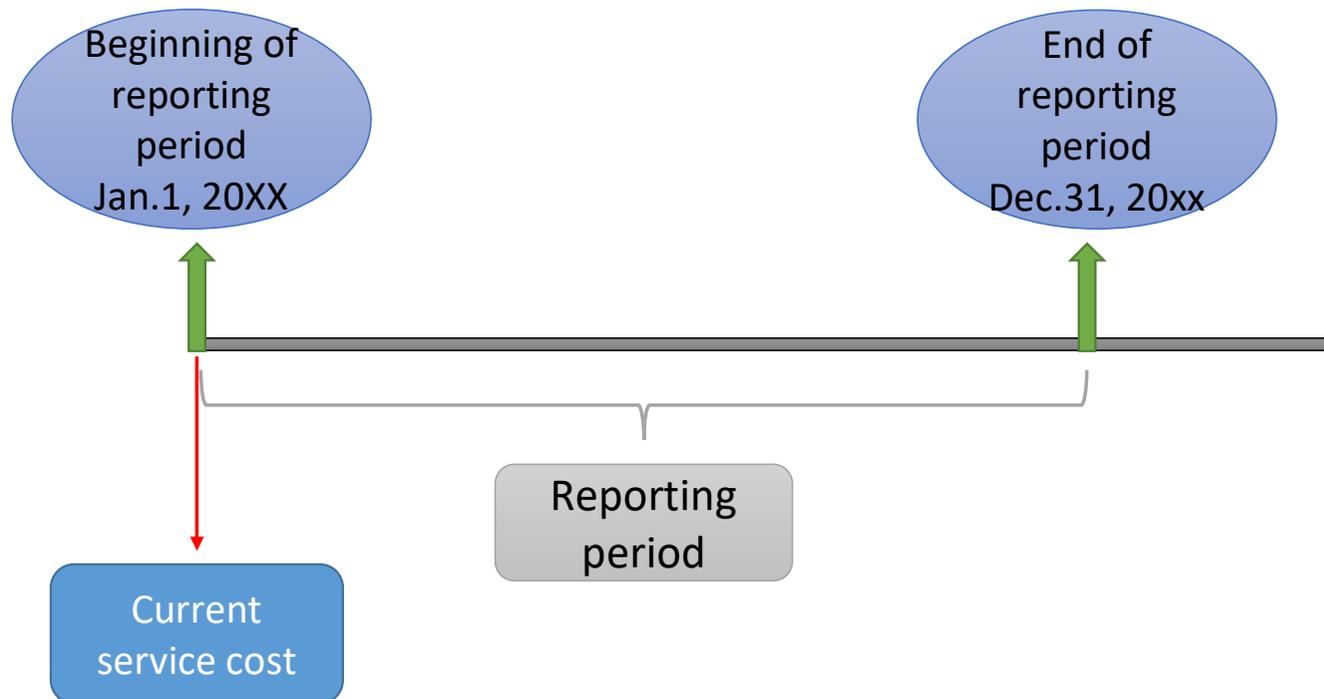
POST EMPLOYEE BENEFITS

Step 2: Discount the benefits



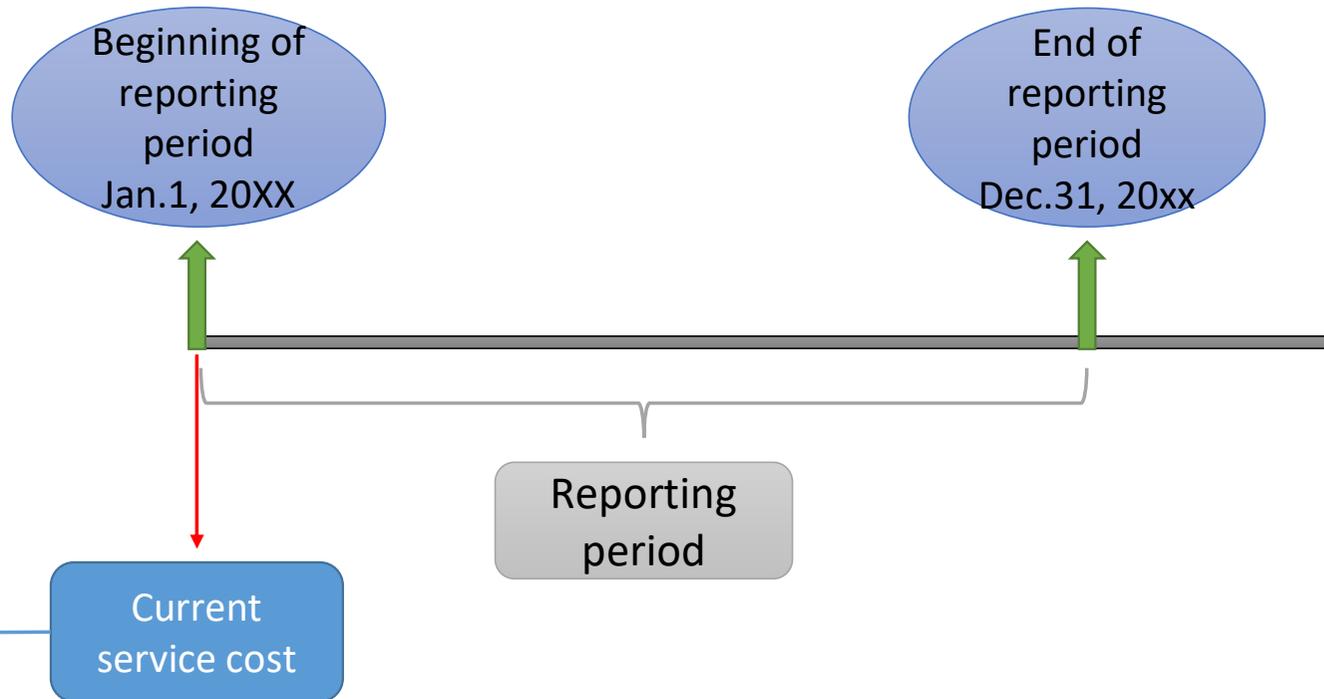
POST EMPLOYEE BENEFITS

Step 2: Discount the benefits



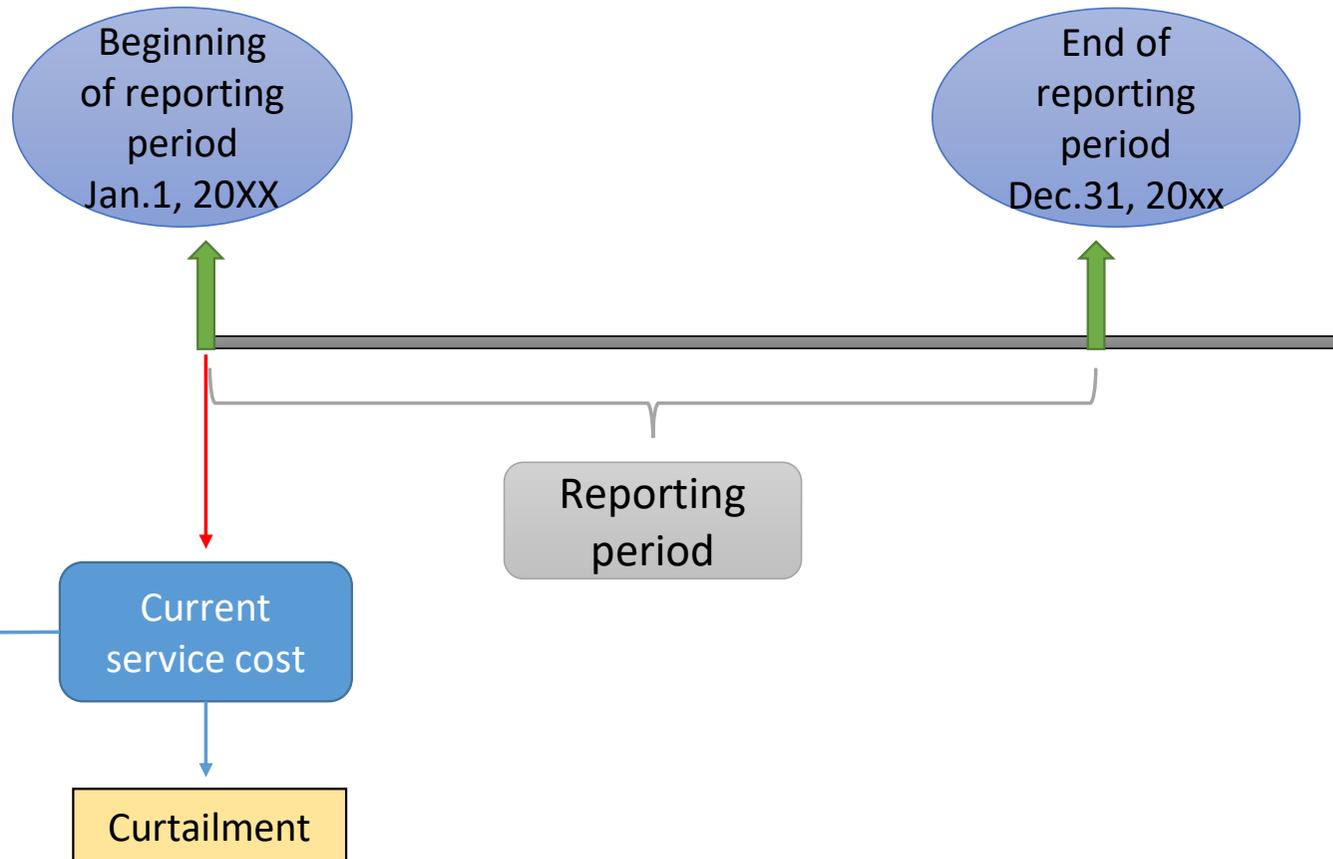
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Step 2: Discount the benefits



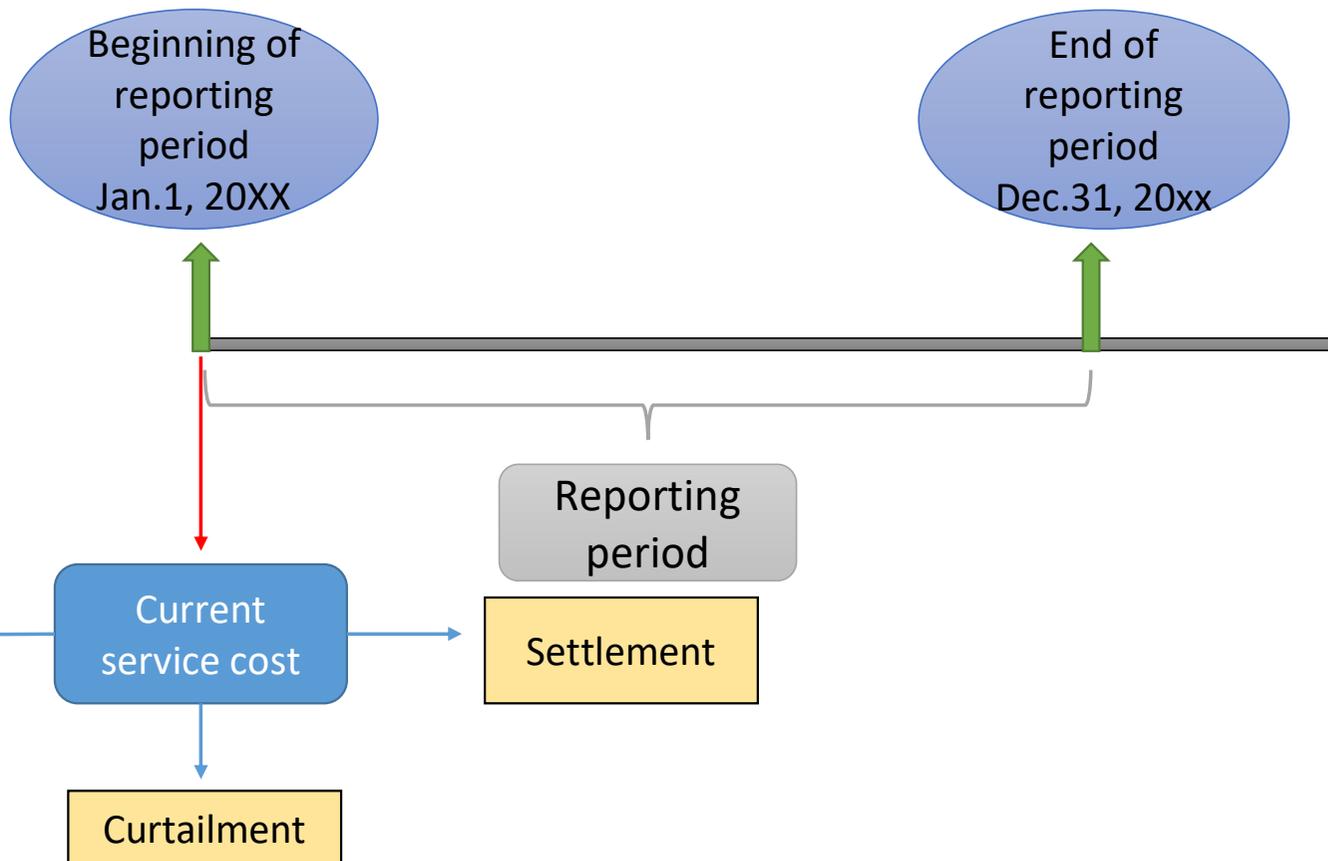
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Step 2: Discount the benefits



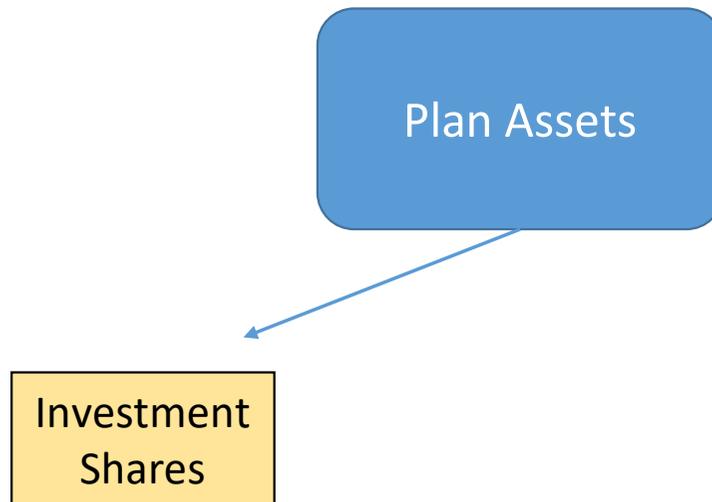
POST EMPLOYEE BENEFITS

Step 2: Discount the benefits



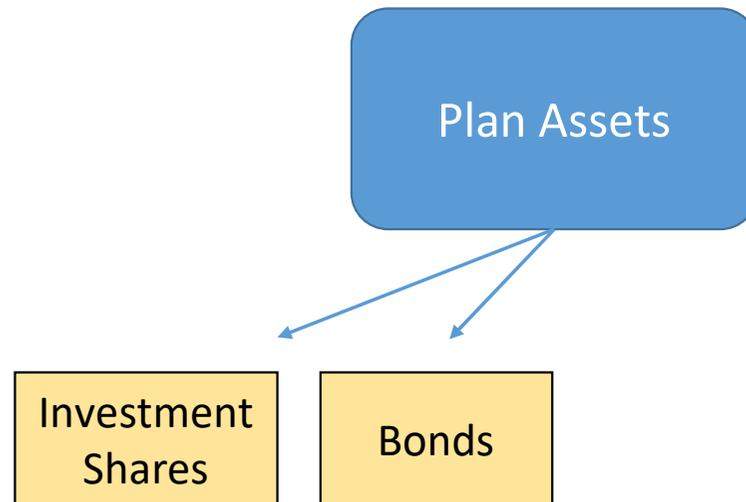
POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



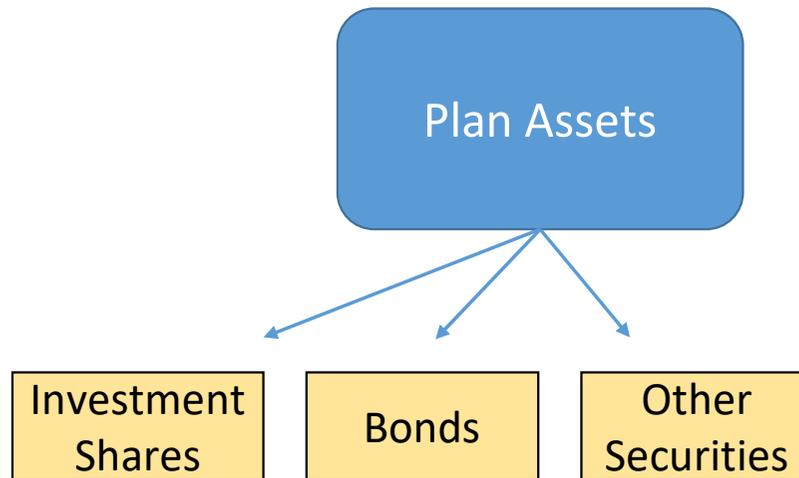
POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



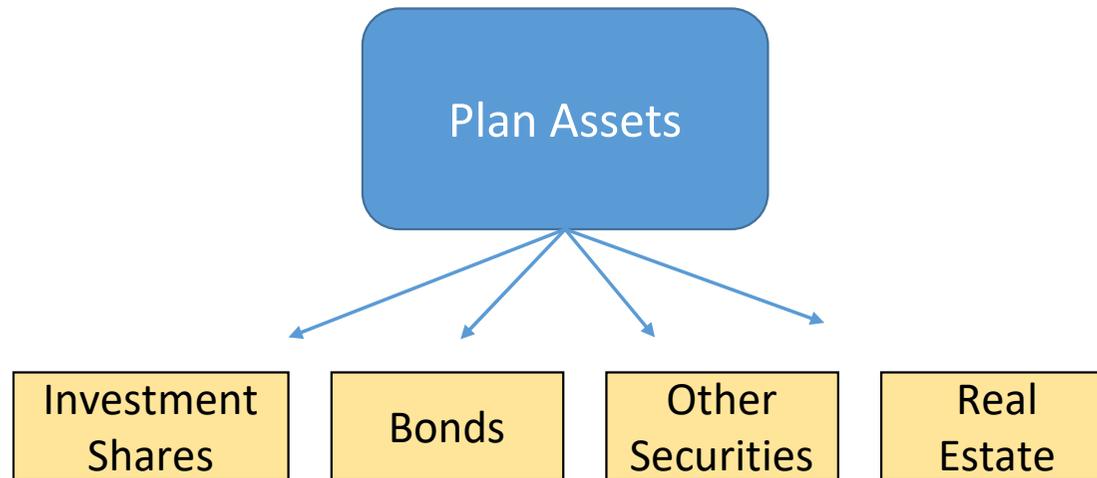
POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



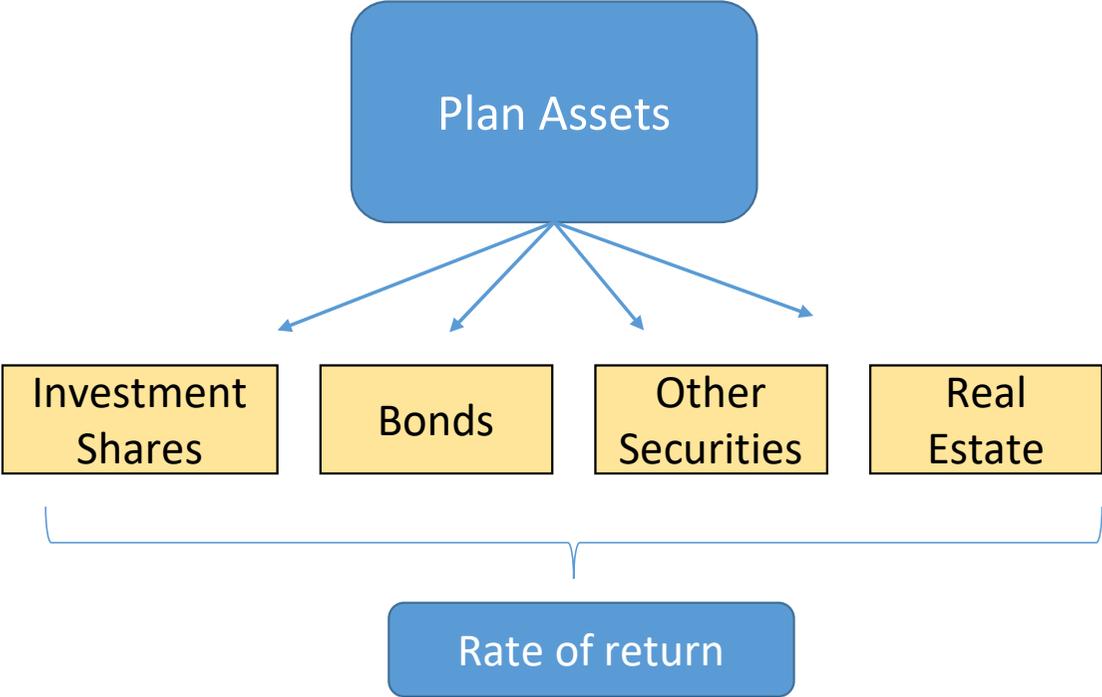
POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



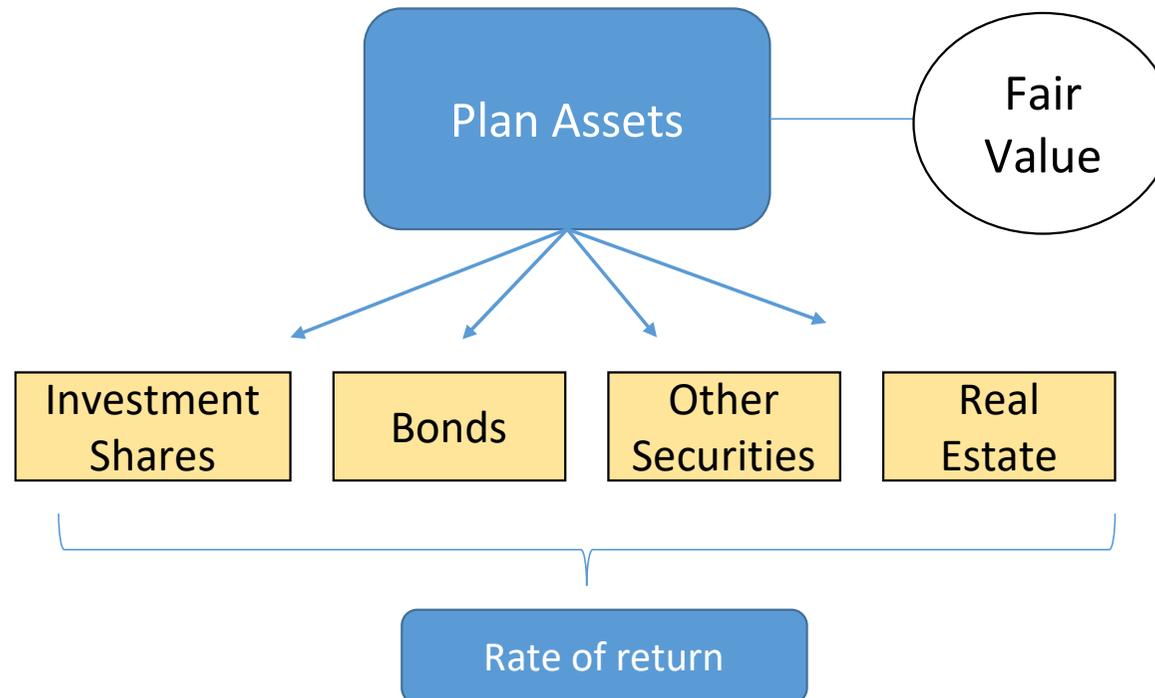
POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



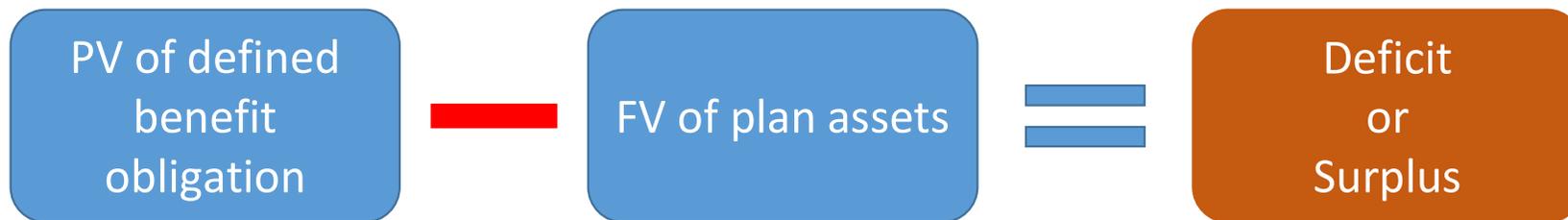
POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



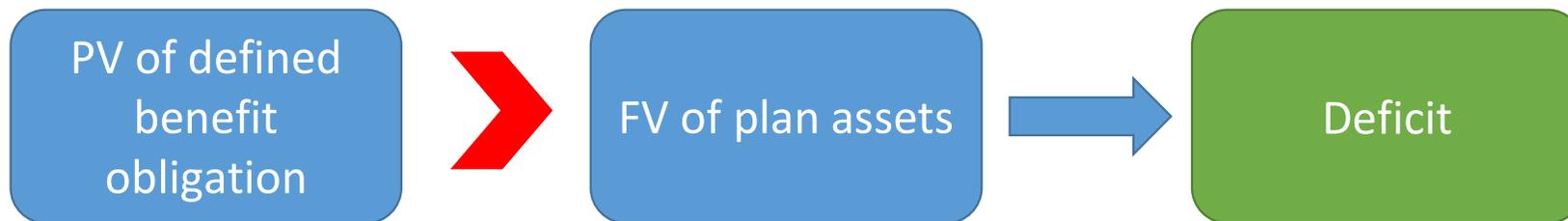
POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



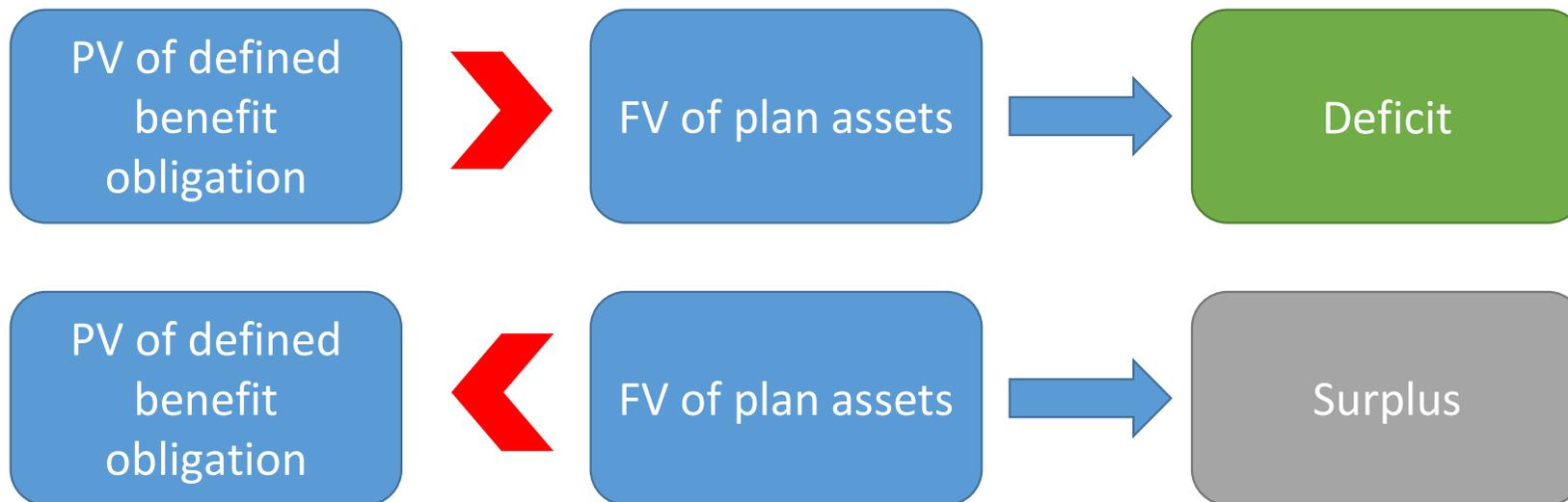
POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



POST EMPLOYEE BENEFITS

Step 3: Fair value of any plan assets



POST EMPLOYEE BENEFITS

Step 4: Amount recognized in statement of financial position – net defined benefit liability (asset)

Net defined
benefit liability
(asset)

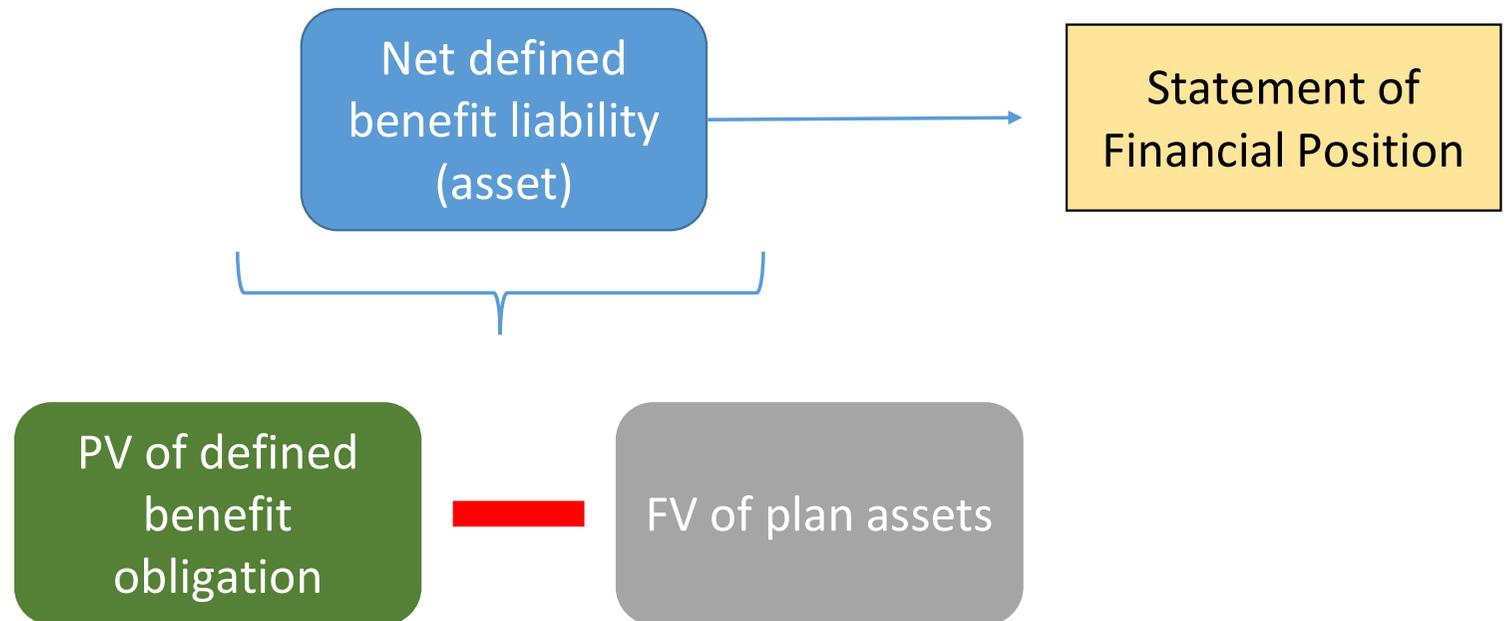
PV of defined
benefit
obligation



FV of plan assets

POST EMPLOYEE BENEFITS

Step 4: Amount recognized in statement of financial position – net defined benefit liability (asset)



POST EMPLOYEE BENEFITS

Step 4: Amount recognized in statement of
financial position – net defined benefit liability
(asset)

Plan
amendment

POST EMPLOYEE BENEFITS

Step 4: Amount recognized in statement of financial position – net defined benefit liability (asset)

Plan
amendment

Curtailment

POST EMPLOYEE BENEFITS

Step 4: Amount recognized in statement of financial position – net defined benefit liability (asset)

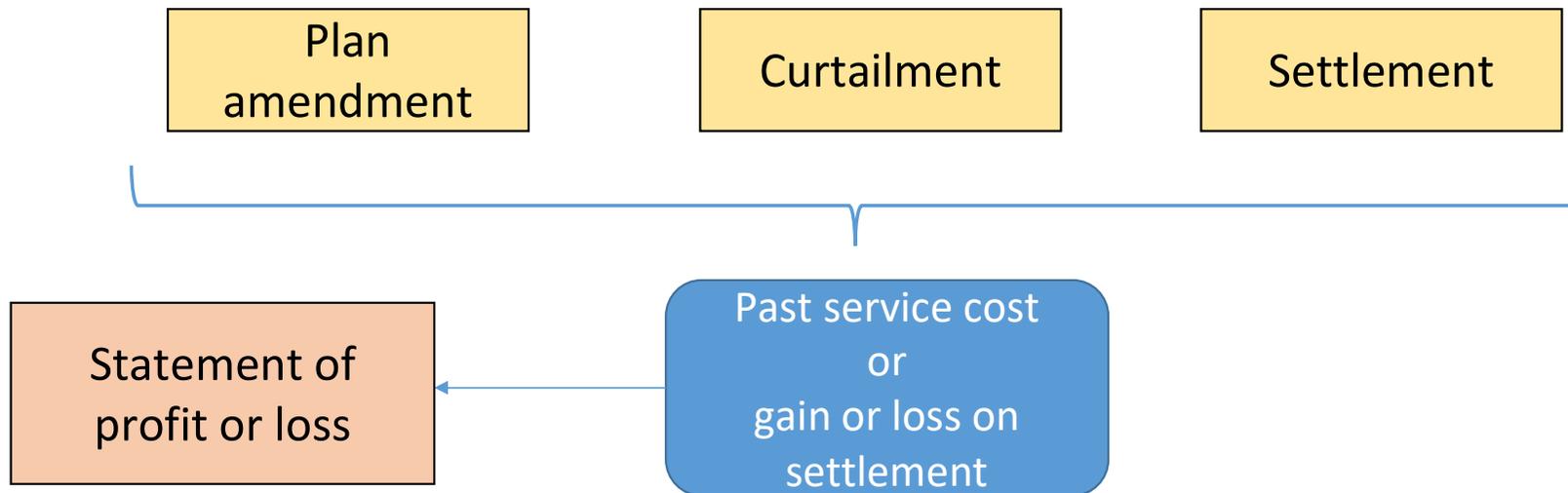
Plan
Amendment

Curtailment

Settlement

POST EMPLOYEE BENEFITS

Step 4: Amount recognized in statement of financial position – net defined benefit liability (asset)



POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Statement of profit or loss

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Statement of profit or loss

Current Service
Cost

```
graph TD; A[Step 5: Amount recognized profit or loss] --> B[Statement of profit or loss]; B --> C[Current Service Cost];
```

The diagram illustrates the flow of information for post-employee benefits. It starts with a blue rounded rectangle at the top containing the text 'Step 5: Amount recognized profit or loss'. A yellow rectangle below it contains 'Statement of profit or loss'. A blue arrow points from the bottom of the yellow rectangle to a green rounded rectangle at the bottom left containing 'Current Service Cost'.

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Statement of profit or loss

```
graph TD; A[Statement of profit or loss] --> B[Current Service Cost]; A --> C[Past Service Cost and Gain or Loss on Settlement];
```

Current Service
Cost

Past Service Cost
and Gain or Loss
on Settlement

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Statement of profit or loss

```
graph TD; A[Statement of profit or loss] --> B[Current Service Cost]; A --> C[Past Service Cost and Gain or Loss on Settlement]; A --> D[Net Interest on Net Defined Benefit Liability (Asset)];
```

Current Service Cost

Past Service Cost and Gain or Loss on Settlement

Net Interest on Net Defined Benefit Liability (Asset)

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Current Service
Cost

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Current Service
Cost

PV of defined
benefit
obligation



Employee service in
the current period



POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Past Service Cost
and Gain or Loss
on Settlement

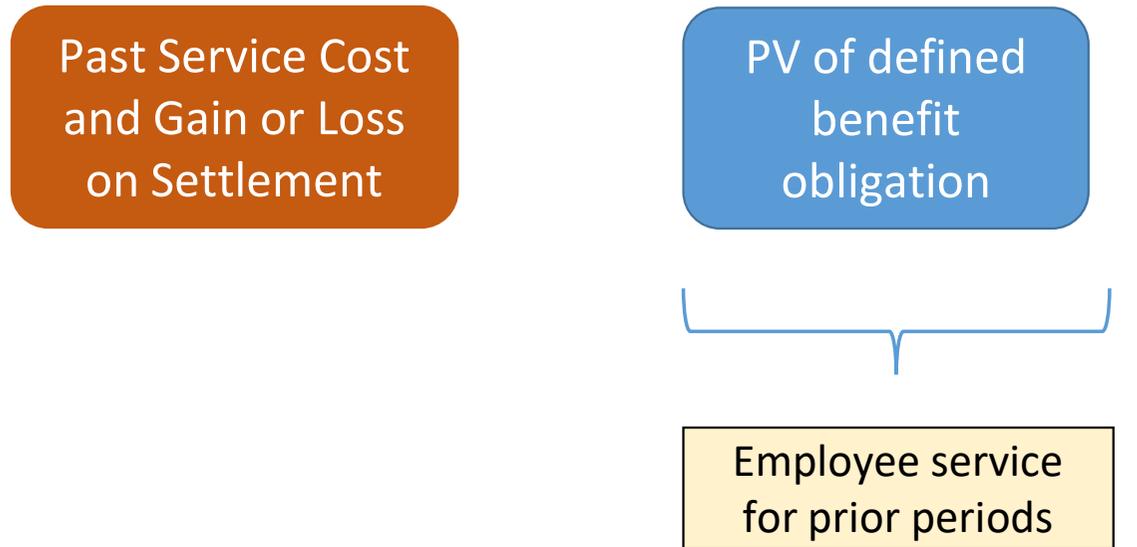
POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Past Service Cost
and Gain or Loss
on Settlement

PV of defined
benefit
obligation

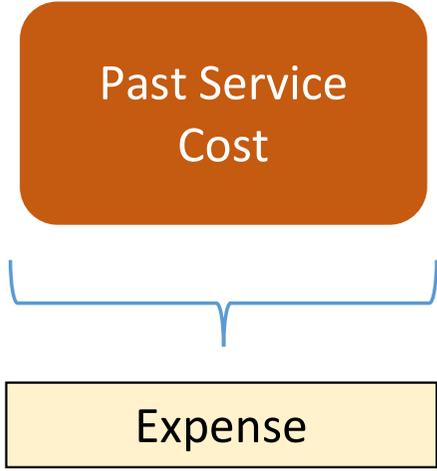
Employee service
for prior periods



POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Past Service
Cost



The diagram consists of three main elements arranged vertically. At the top is a blue rounded rectangle containing the text 'Step 5: Amount recognized profit or loss'. Below this is an orange rounded rectangle containing the text 'Past Service Cost'. A blue bracket is positioned below the orange rectangle, spanning its width. At the bottom is a yellow rectangle with a black border containing the text 'Expense'. A vertical line connects the center of the blue bracket to the top center of the yellow rectangle, indicating that the 'Past Service Cost' is recognized as an 'Expense'.

Expense

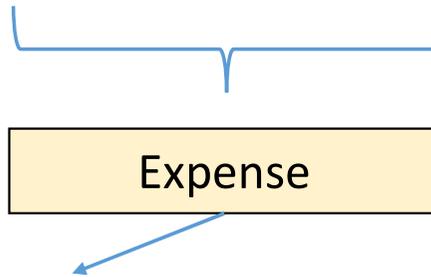
POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Past Service
Cost

Expense

When the plan
amendment or
curtailment occurs



POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Past Service
Cost

Expense

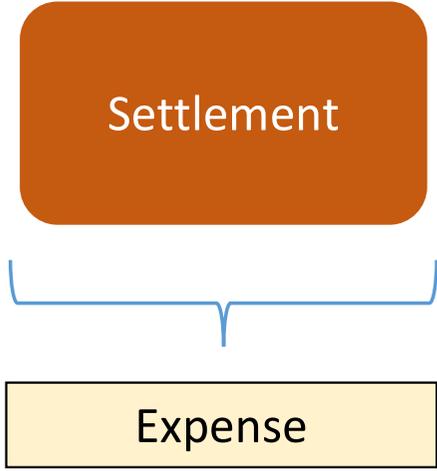
When the plan
amendment or
curtailment occurs

When the entity recognizes
related restructuring costs in
accordance with IAS Standard 37
termination benefits

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Settlement

A diagram illustrating the relationship between Settlement and Expense. At the top is a blue rounded rectangle containing the text "Step 5: Amount recognized profit or loss". Below this is a brown rounded rectangle containing the text "Settlement". A blue bracket is positioned below the "Settlement" box, extending horizontally and pointing downwards to a yellow rectangle containing the text "Expense".

Expense

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Settlement

Expense

The present value of the defined benefit obligation being settled, as determined on the date of settlement



POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Settlement

Expense

The present value of the defined benefit obligation being settled, as determined on the date of settlement

The settlement price, including any plan assets transferred and any payments made directly by the entity in connection with the settlement

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Net Interest on the
Net Defined Benefit
Liability (Asset)

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Net Interest on the
Net Defined Benefit
Liability (Asset)


$$\text{Net Interest} = (\text{Defined Benefit Obligation} * \text{Discount Rate}) - (\text{Plan Assets} * \text{Discount Rate})$$

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

*Net Interest = (Defined Benefit Obligation * Discount Rate) – (Plan Assets * Discount Rate)*

High quality
corporate bonds

The diagram consists of two red arrows pointing downwards from the 'Discount Rate' terms in the formula above to a brown rounded rectangle containing the text 'High quality corporate bonds'. This indicates that the discount rate used in the calculation is based on the rate of high-quality corporate bonds.

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Government
bonds

$$\text{Net Interest} = (\text{Defined Benefit Obligation} * \text{Discount Rate}) - (\text{Plan Assets} * \text{Discount Rate})$$

High quality
corporate bonds

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Discount rate

POST EMPLOYEE BENEFITS

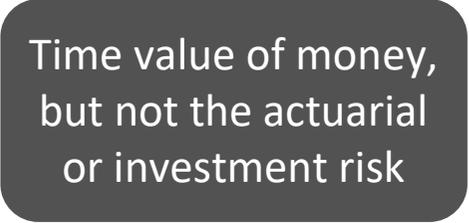
Step 5: Amount recognized profit or loss

Discount rate



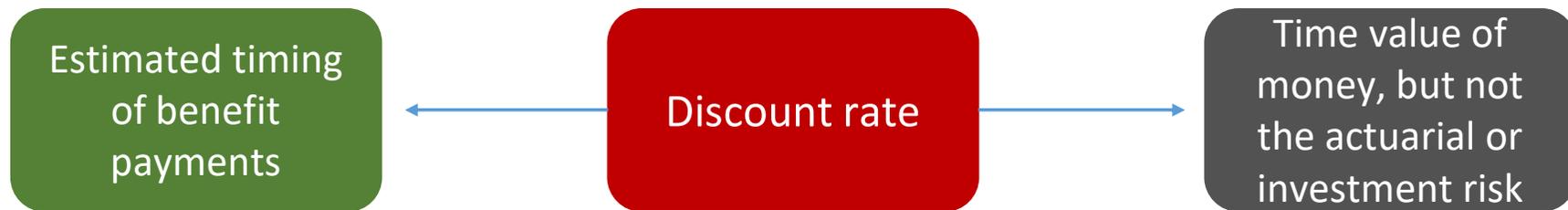
```
graph LR; A[Discount rate] --> B[Time value of money, but not the actuarial or investment risk]
```

Time value of money,
but not the actuarial
or investment risk



POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss



POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Single weighted
average
discount rate

POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss

Single weighted
average
discount rate

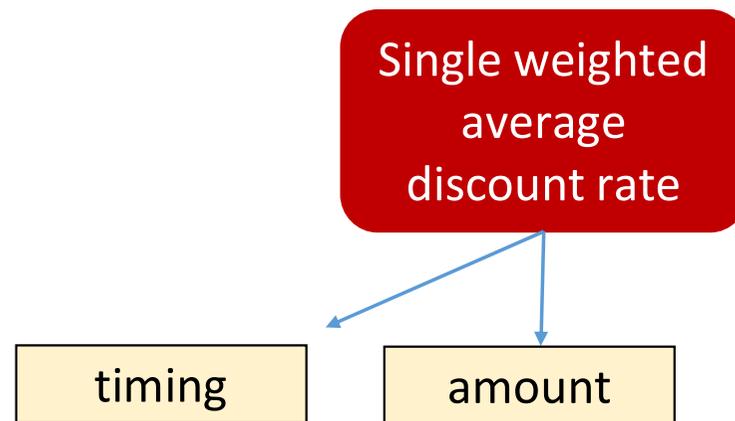
timing

```
graph TD; A[Single weighted average discount rate] --> B[timing]
```

The diagram consists of three main elements. At the top is a blue rounded rectangle containing the text 'Step 5: Amount recognized profit or loss'. Below this, centered, is a red rounded rectangle containing the text 'Single weighted average discount rate'. To the left and slightly below the red rectangle is a yellow rectangle containing the text 'timing'. A blue arrow points from the bottom-left corner of the red rectangle to the top-right corner of the yellow rectangle, indicating that the discount rate is applied to the timing of the benefits.

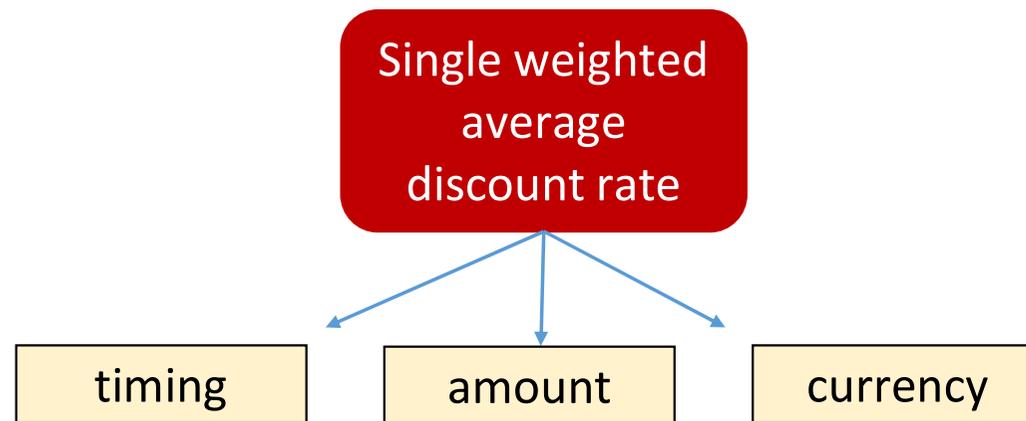
POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss



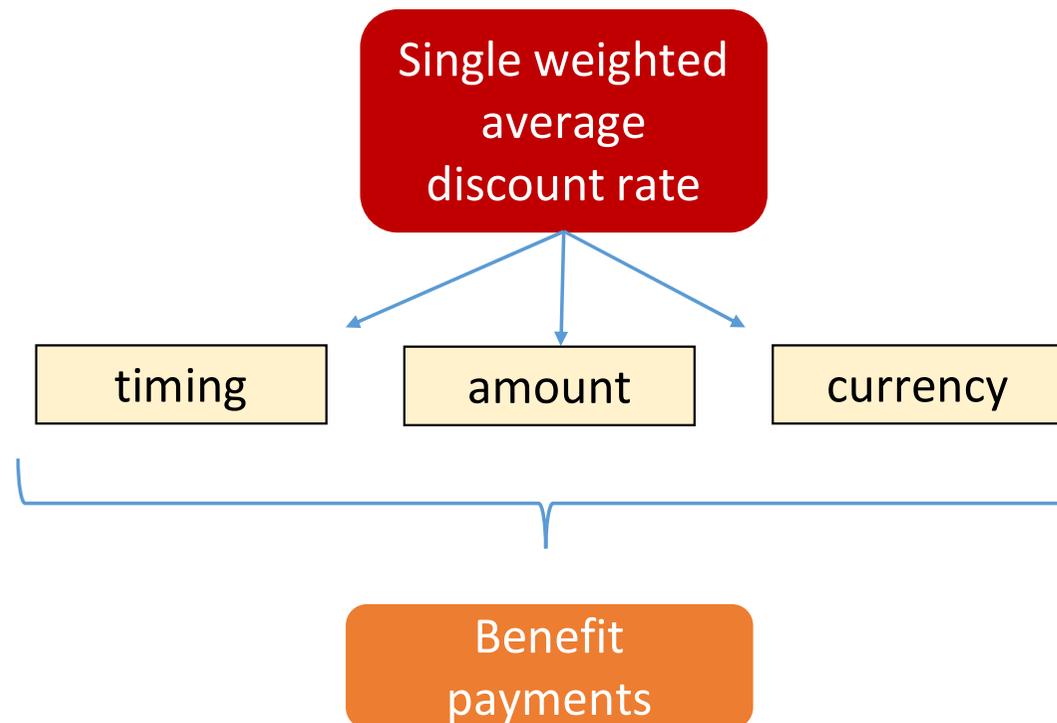
POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss



POST EMPLOYEE BENEFITS

Step 5: Amount recognized profit or loss



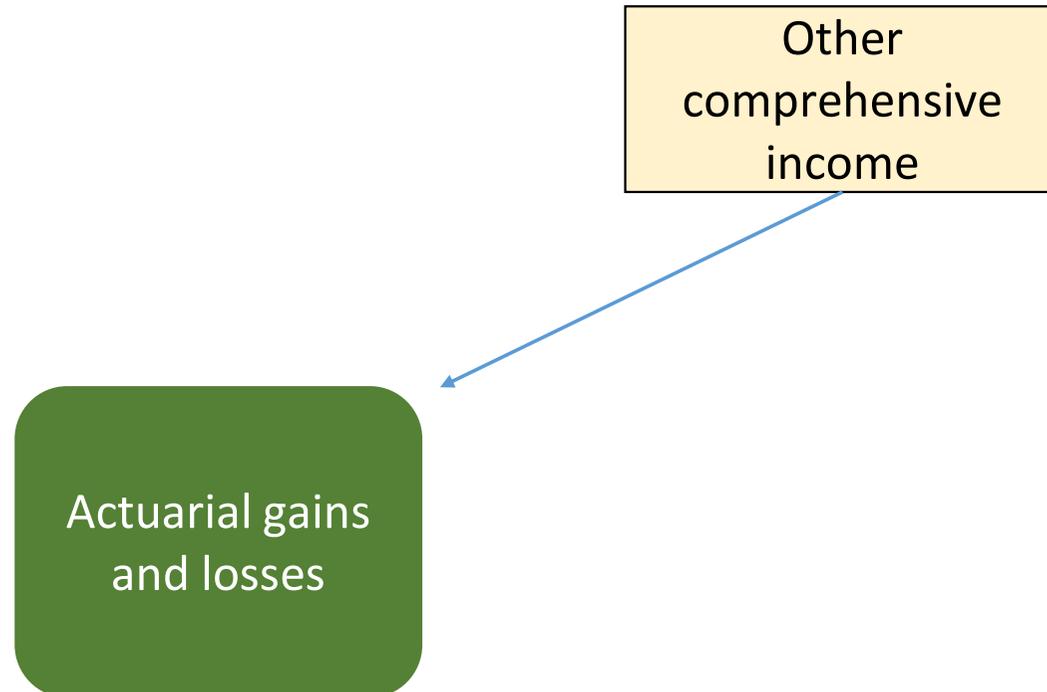
POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)

Other comprehensive
income

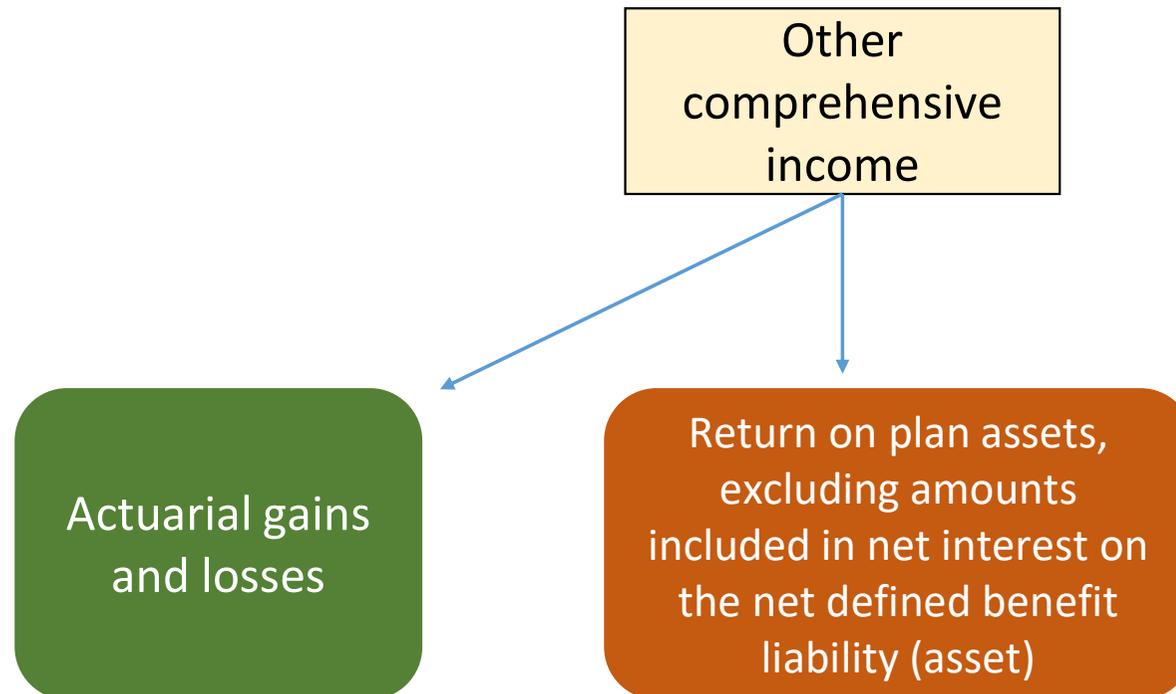
POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)



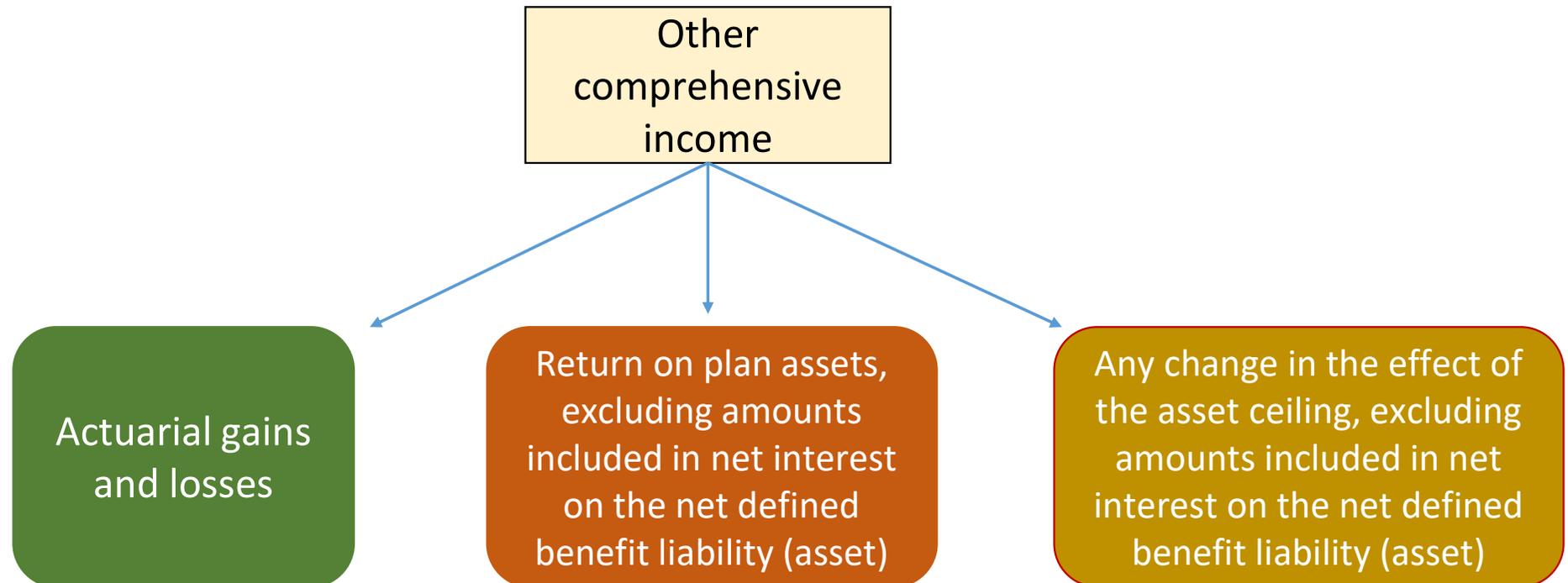
POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)



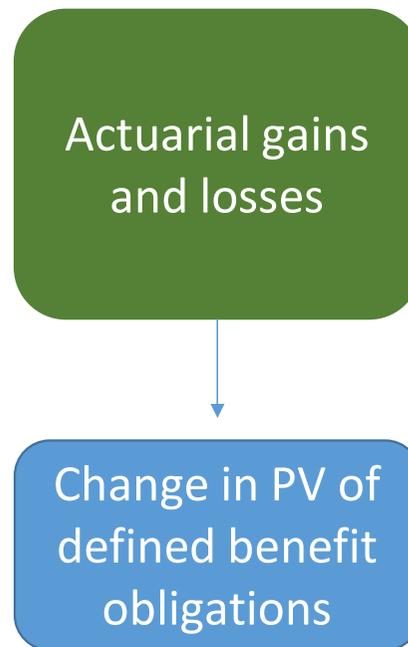
POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)



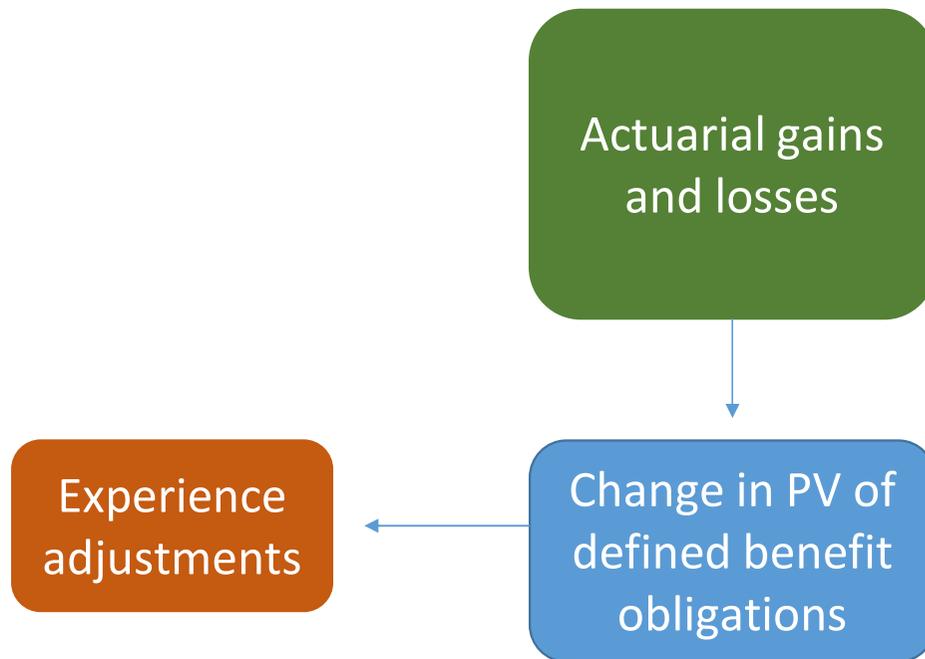
POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)



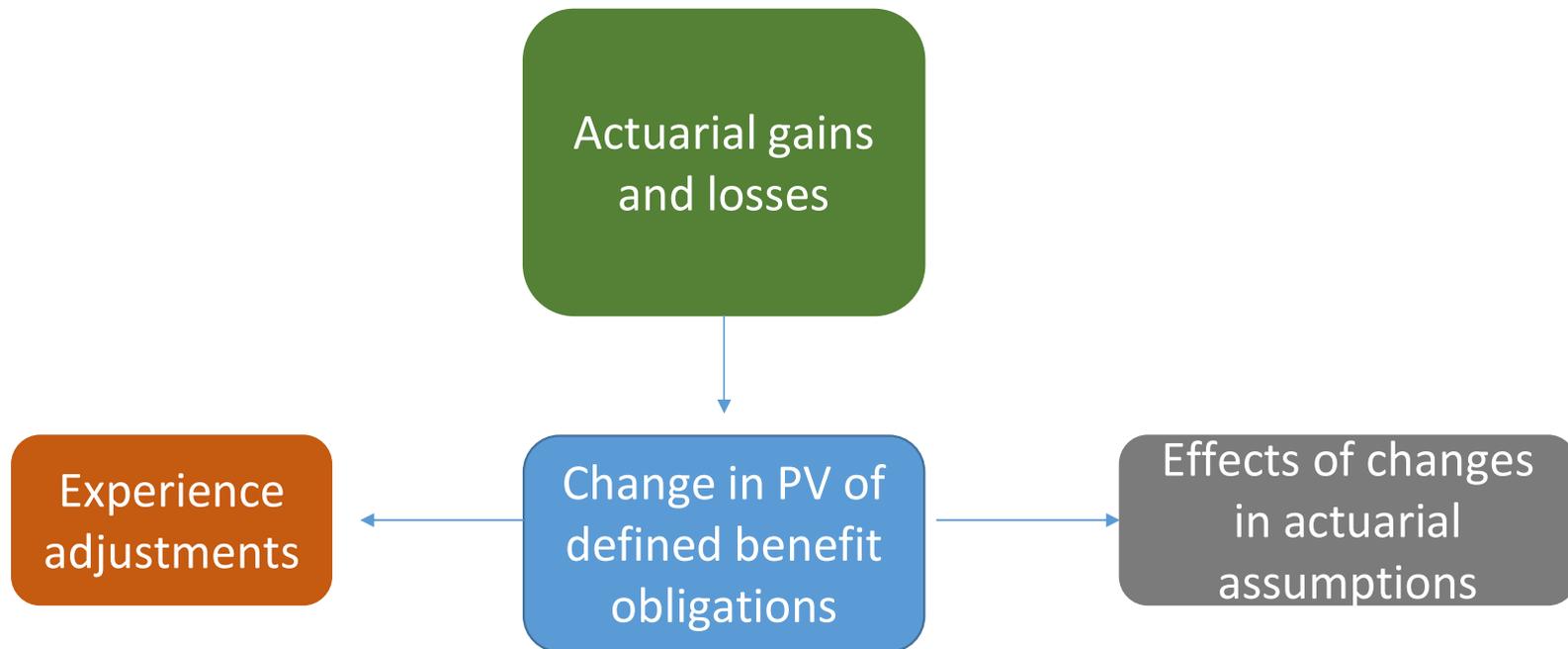
POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)



POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)



POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)

Return on plan assets,
excluding amounts
included in net interest
on the net defined
benefit liability (asset)

POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)

Return on plan assets,
excluding amounts
included in net interest
on the net defined
benefit liability (asset)

- interest
- dividends
- other revenue
- realized & unrealized gains or losses

POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)

Return on plan assets,
excluding amounts
included in net interest
on the net defined
benefit liability (asset)

- interest
- dividends
- other revenue
- realized & unrealized gains or losses

- cost of managing plan assets
- tax payable

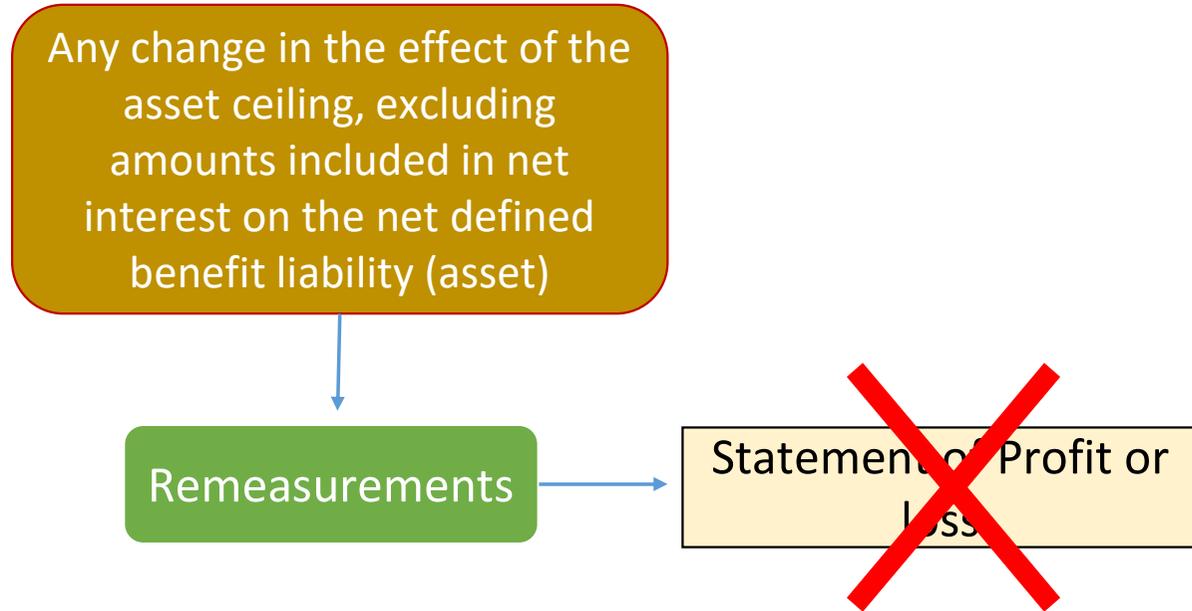
POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income
– remeasurement of the net defined benefit liability (asset)

Any change in the effect of the
asset ceiling, excluding
amounts included in net
interest on the net defined
benefit liability (asset)

Remeasurements

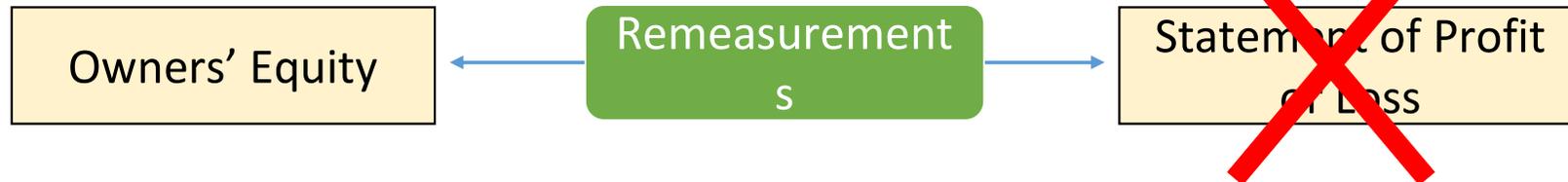
~~Statement of Profit or
Loss~~



POST EMPLOYEE BENEFITS

Step 6: Amount recognized in other comprehensive income – remeasurement of the net defined benefit liability (asset)

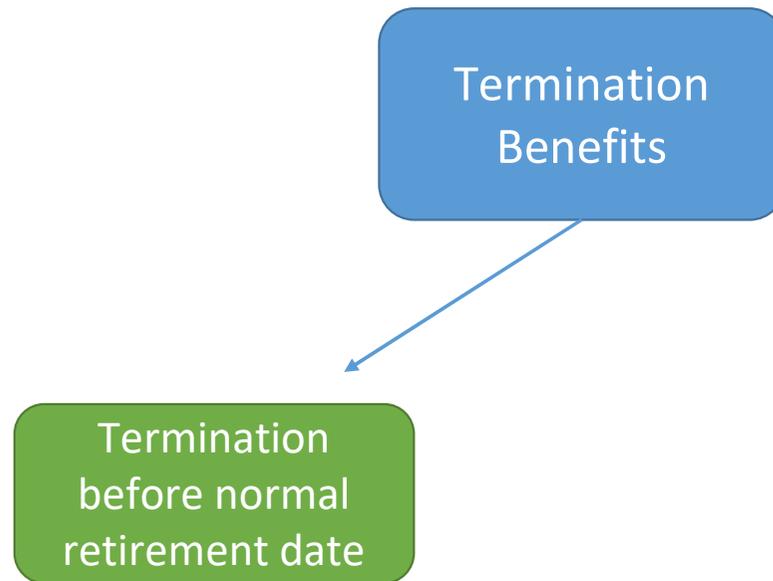
Any change in the effect of the asset ceiling, excluding amounts included in net interest on the net defined benefit liability (asset)



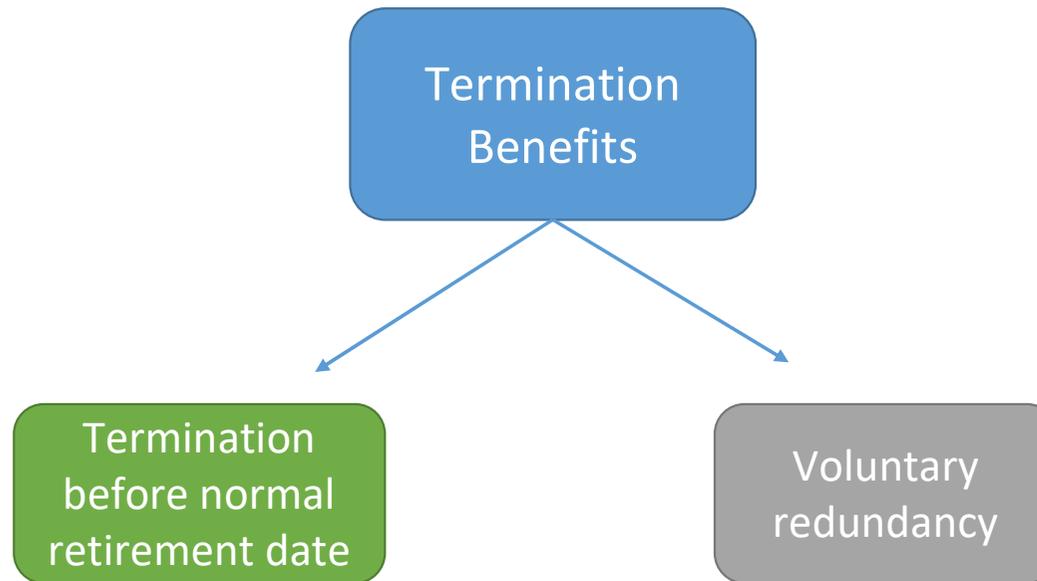
TERMINATION BENEFITS

Termination
Benefits

TERMINATION BENEFITS



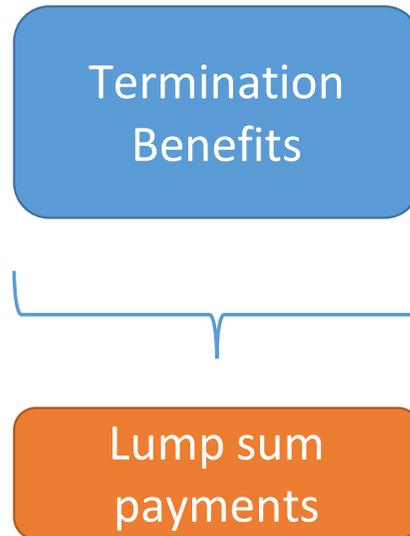
TERMINATION BENEFITS



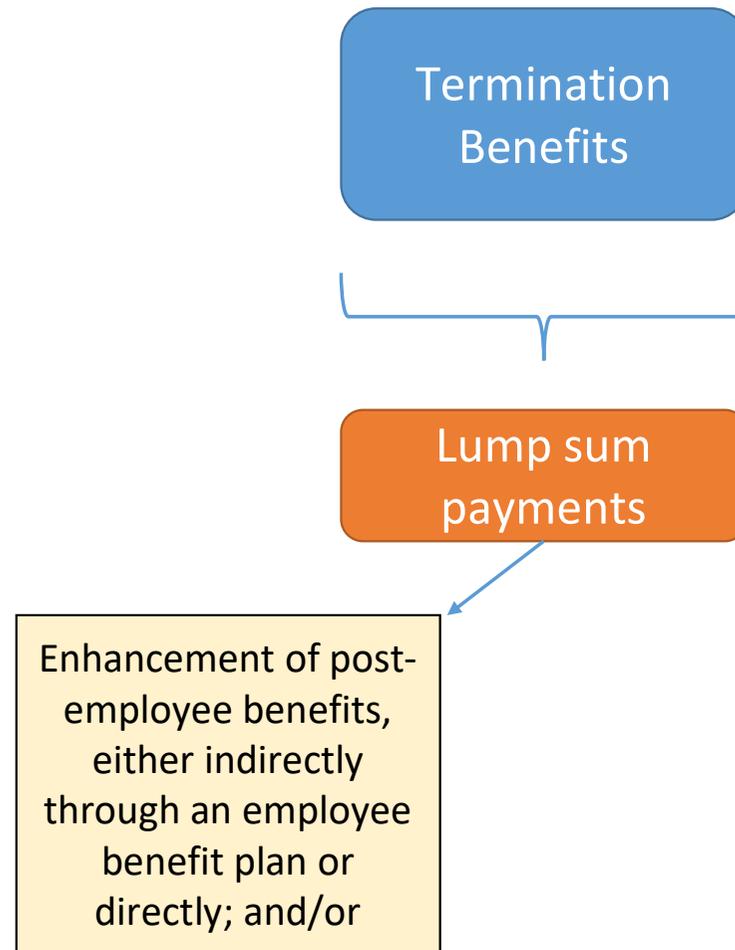
TERMINATION BENEFITS

Termination
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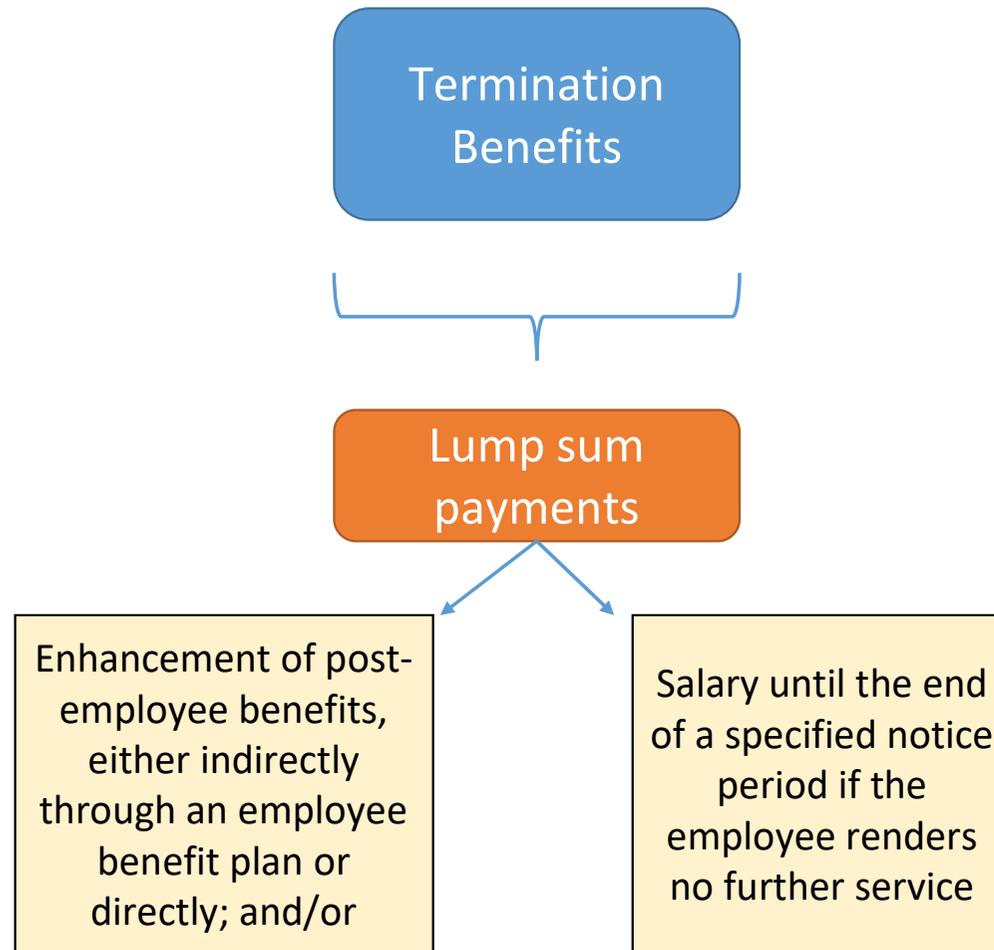
TERMINATION BENEFITS



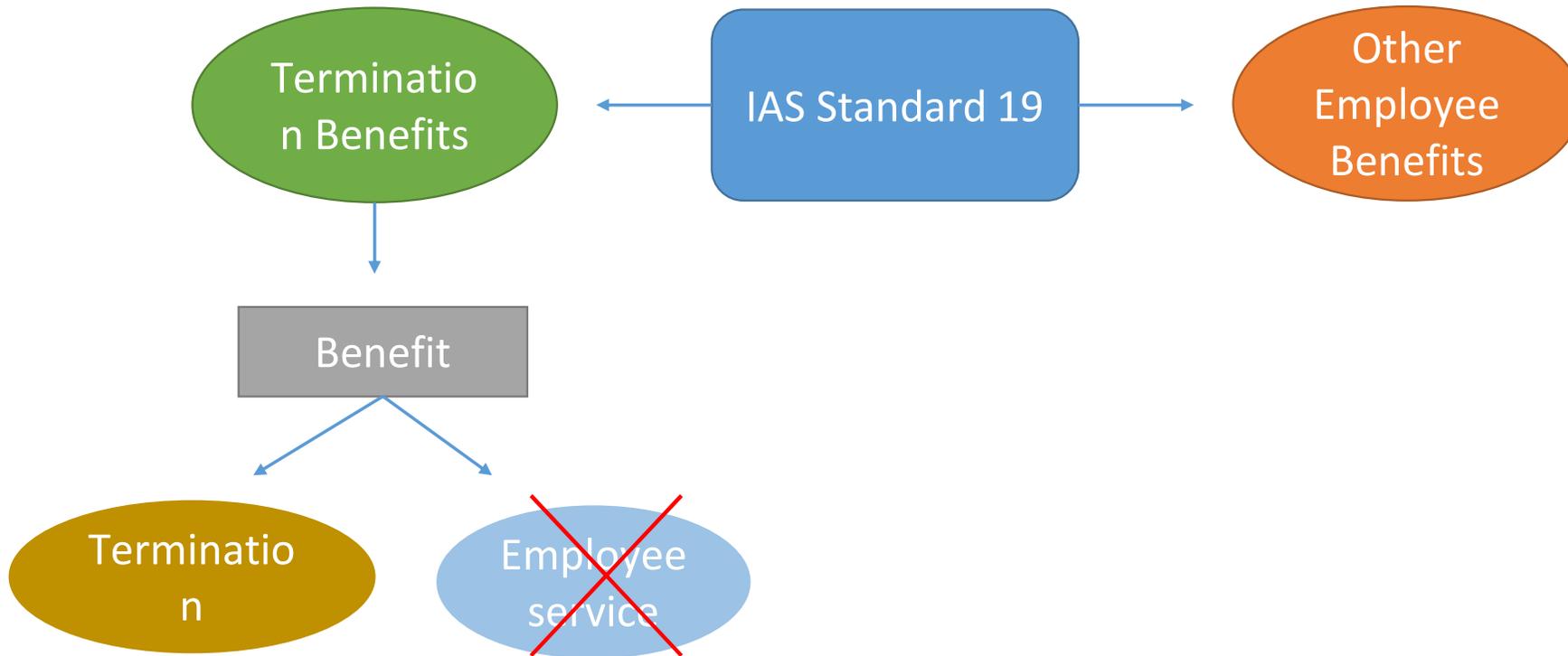
TERMINATION BENEFITS



TERMINATION BENEFITS



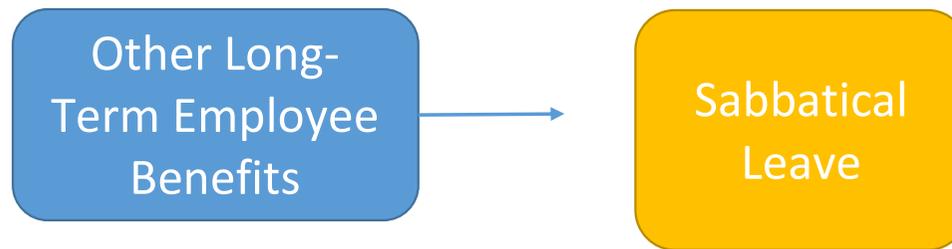
TERMINATION BENEFITS



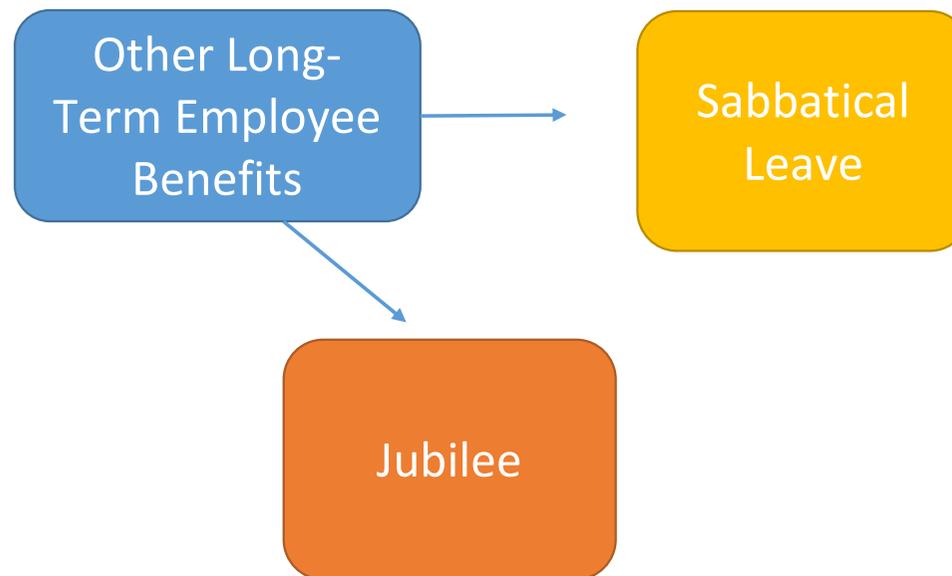
OTHER LONG-TERM EMPLOYEE BENEFITS

Other Long-
Term Employee
Benefits

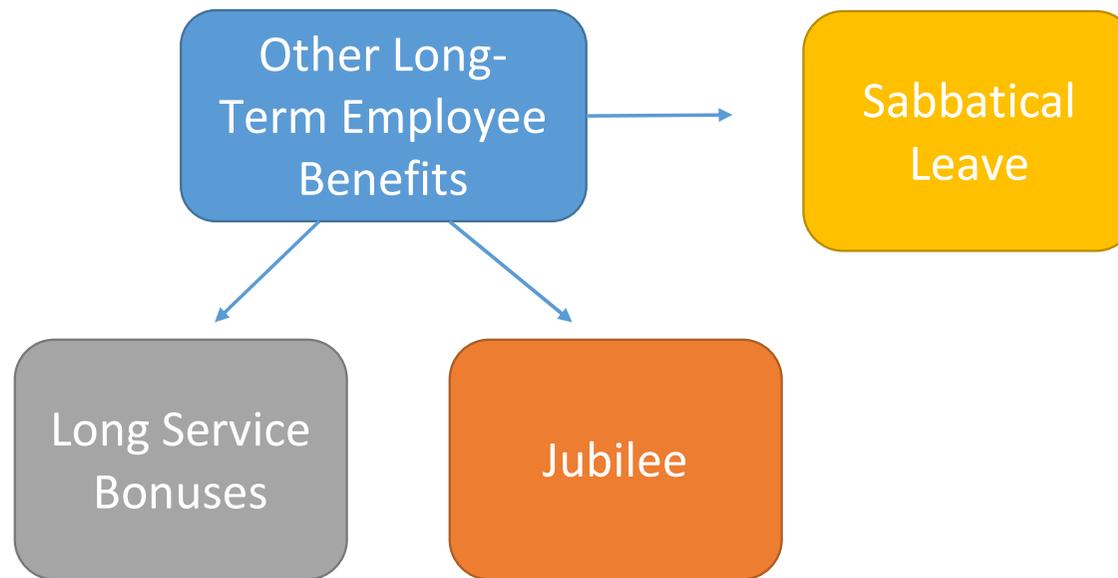
OTHER LONG-TERM EMPLOYEE BENEFITS



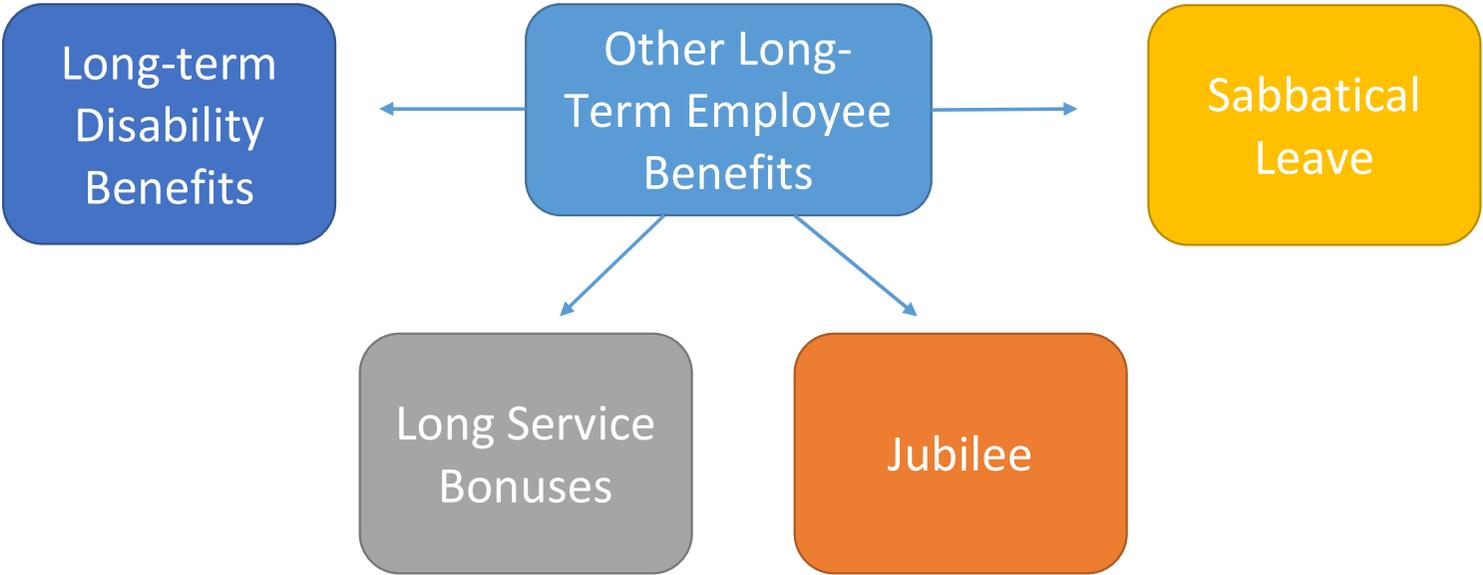
OTHER LONG-TERM EMPLOYEE BENEFITS



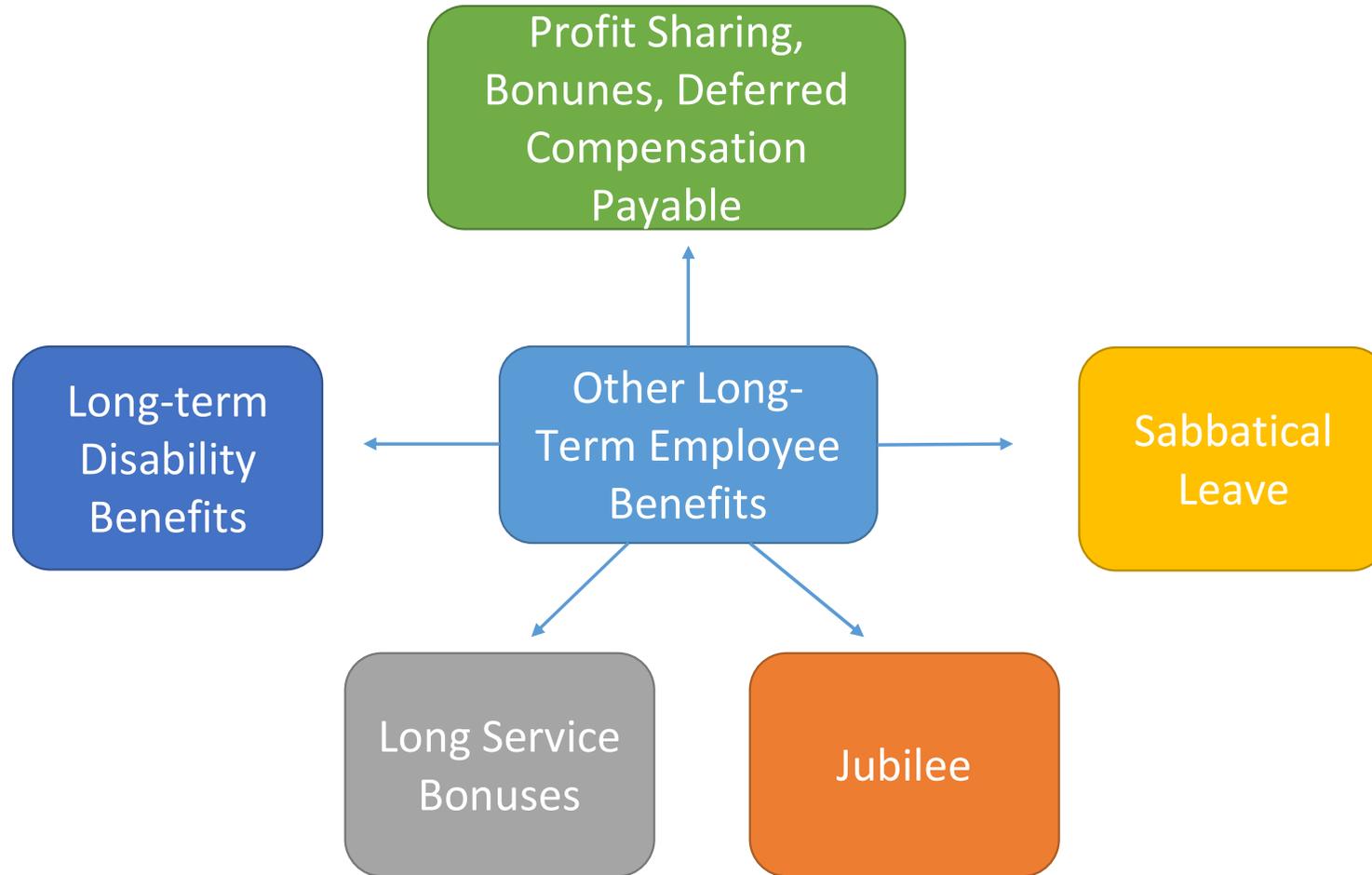
OTHER LONG-TERM EMPLOYEE BENEFITS



OTHER LONG-TERM EMPLOYEE BENEFITS



OTHER LONG-TERM EMPLOYEE BENEFITS



DISCLOSURES

An entity shall disclose:

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- The amount recognised as an expense for defined contribution plans,

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- A description of any asset-liability matching strategies used by the plan or the entity, including the use of annuities and other techniques.

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- An entity shall assess whether all or some disclosures should be disaggregated to distinguish plans or groups of plans with materially different risks.



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