40				1	EUR
NAT.	Filing date	Nr.	P.	U.	D.

ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANY LAW

IDENTIFICATION DETAILS		
NAME:INFRAX LIMBURG Opdrachthoudende		
Legal form: Cooperative company with limited lia	bility	
Address:TRICHTERHEIDEWEG		Nr.:8 Box:
Postal code:3500 Municipality:	lasselt	
Country: Belgium		
Register of legal persons – commercial courtAn	twerpen, Division Hasselt	
Website address ¹ :		
	Company identification number	BE 0201.311.226
DATE 04 / 11 / 2014 of filing the memorandum of association of the memorandum of the memorand	nemorandum of association OR of the most rece iation and of the act amending the articles of as	
ANNUAL ACCOUNTS ANNUAL ACCOUNTS IN	EUROS (2 decimals) approved by the general meeting of	24 / 04 / 2017
Regarding the financial year	from 01 / 01 / 2016 to	31 / 12 / 2016
Preceding financial year	from 01 / 01 / 2015 to	31 / 12 / 2015
The amounts for the preceding period are / XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	identical to the ones previously published.	
Total number of pages filed:		
	Signature (name and position)	Signature (name and position)

Optional information.

² Strike out what is not applicable.

LIST OF DIRECTORS, BUSINESS MANAGERS AND AUDITORS AND DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS

COMPLETE LIST with surname, first names, profession, place of residence (address, number, postal code and municipality) and position within the company

Guido Decoster Government commissioner

BOUDEWIJNLAAN 30, 1000 Brussels, Belgium

Eric Awouters Chairman of the board of directors

Jesserenstraat 38, 3840 Borgloon, Belgium 29/04/2013 -

Hugo BietsDirectorKleinveldstraat 20, 3700 Tongeren, Belgium29/04/2013 -

Liesbeth Borejko Director

Kerkplein 22 box 2, 3582 Koersel, Belgium 16/12/2015 -

Mario Borremans Director
O.L.-Vrouwstraat 25 box 12, 3550 Heusden-Zolder, Belgium 29/04/2013 -

Frieda Brepoels Director
Brabantsestraat 13, 3740 Bilzen, Belgium 29/04/2013 -

Jos Claessens Director

Jos Claessens Director
Damburgstraat 49, 3950 Bocholt, Belgium 29/04/2013 -

Jef CleerenDirectorTerbiest 49, 3800 Sint-Truiden, Belgium29/04/2013 -

Raf Drieskens Director Broesveldstraat 36, 3910 Neerpelt, Belgium 29/04/2013 -

Marc Feytons Director
Brikhof 78, 3840 Borgloon, Belgium 29/04/2013 -

Fric Gerits Director

Stationsstraat 59 box 4.1, 3600 Genk, Belgium 29/04/2013 -

Nicole Gielen Director
Wintershovenstraat 6, 3722 Wintershoven, Belgium 29/04/2013 -

Patrick Lismont Director

Dr. Kempeneersstraat 116, 3890 Gingelom, Belgium 26/01/2016
Marie-José Maris-Vanluvd Director

Marie-José Maris-Vanluyd Director Everselkiezel 115 box 1, 3550 Heusden-Zolder, Belgium 29/04/2013 -

Liliane Moonen Director
Molenstraat 57, 3980 Tessenderlo, Belgium 30/11/2015 -

Charly Moyaerts Director

Julien Guillaumstraat 2, 3890 Gingelom, Belgium 29/04/2013 - 26/01/2016

Marc Penxten Director
Bisschopsweyerstraat 2, 3570 Alken, Belgium 29/04/2013 -

Theo Schuurmans Director Slipstraat 49, 3930 Hamont-Achel, Belgium 29/04/2013 -

LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS (CONTINUED)

COMPLETE LIST with surname, first names, profession, place of residence (address, number, postal code and municipality) and position within the company

Christa Tuch
H. Eyckmansstraat 95, 3500 Hasselt, Belgium
Director
29/04/2013 -

Kris Verduyckt Director Schamprood 88, 3920 Lommel, Belgium 29/04/2013 -

Maurice Webers Director
Mijnschoolstraat 88, 3580 Beringen, Belgium 29/04/2013 -

Ernst & Young BCVBA Auditor
Nr.: BE 0446.334.711

Herckenrodesingel 4A box 1, 3500 Hasselt, Belgium

Membership nr.: B00160

Represented by:

Stefan Olivier

Membership nr.: A01761

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DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

The managing board declares that no audit or correction assignment has been given to a person who was not authorised to do so by law, pursuant to art. 34 and 37 of the law of 22th April 1999 concerning accounting and tax professions.

The annual accounts **WENE** / were not* audited or corrected by an external accountant or by a company auditor who is not the statutory auditor.

If affirmative, mention hereafter: surname, first names, profession and address of each external accountant or company auditor and his membership number with his Institute as well as the nature of his assignment:

- A. Bookkeeping of the enterprise **,
- B. Preparing the annual accounts **,
- C. Auditing the annual accounts and/or
- D. Correcting the annual accounts.

If the tasks mentioned under A. or B. are executed by certified accountants or certified bookkeepers - tax specialists, you can mention hereafter: surname, first names, profession and address of each certified accountant or certified bookkeeper - tax specialist and his/her affiliation number with the Institute of Accounting Professional and Tax Experts and the nature of his/her assignment.

Surname, first names, profession and address	Affiliation number	assignment (A, B, C and/or D)

*

^{*} Strike out what is not applicable.

^{**} Optional information.

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Discl.	Codes	Period	Preceding period
ASSETS				
Formation expenses	6.1	20		
FIXED ASSETS		21/28	241.396.384,72	250.041.907,34
Intangible fixed assets	6.2	21	4.518.446,10	5.130.129,10
Tangible fixed assets	6.3	22/27	18.650.963,19	18.654.249,26
Land and buildings		22	11.629.779,69	11.863.338,12
Plant, machinery and equipment		23	4.676.462,05	4.446.901,25
Furniture and vehicles		24	2.344.721,45	2.344.009,89
Leasing and similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27		
Financial fixed assets	4/6.5.1	28	218.226.975,43	226.257.528,98
Affiliated enterprises	6.15	280/1	6.707.486,00	
Participating interests		280	6.707.486,00	
Amounts receivable		281		
Enterprises linked by participating interests	6.15	282/3	162.937.827,98	177.669.546,25
Participating interests		282	48.168.208,16	54.875.694,16
Amounts receivable		283	114.769.619,82	122.793.852,09
Other financial assets		284/8	48.581.661,45	48.587.982,73
Shares		284	48.576.215,15	48.576.215,15
Amounts receivable and cash guarantees		285/8	5.446,30	11.767,58

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Disc	l. Codes	Period	Preceding period
CURRENT ASSETS	29/58	14.455.223,28	10.020.849,02
Amounts receivable after more than one year	29		
Trade debtors	290		
Other amounts receivable	291		
Stocks and contracts in progress	3		
Stocks	30/36		
Raw materials and consumables	30/31		
Work in progress	32		
Finished goods	33		
Goods purchased for resale	34		
Immovable property intended for sale	35		
Advance payments	36		
Contracts in progress	37		
Amounts receivable within one year	40/41	6.082.755,11	9.647.079,75
Trade debtors	40	581.193,74	645.873,02
Other amounts receivable	41	5.501.561,37	9.001.206,73
Current investments 6.5.1/6.	6 50/53	8.049.419,40	4.094,87
Own shares	50		
Other investments	51/53	8.049.419,40	4.094,87
Cash at bank and in hand	54/58	257.368,77	313.303,73
Deferred charges and accrued income 6.6	490/1	65.680,00	56.370,67
TOTAL ASSETS	20/58	255.851.608,00	260.062.756,36

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	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	220.167.559,14	218.823.421,25
Capital	6.7.1	10	27.011.202,98	27.007.137,42
Issued capital		100 101	27.011.202,98	27.007.137,42
Uncalled capital			24 740 276 47	24 720 204 44
Share premium account		11	21.740.376,47	21.730.304,14
Revaluation surpluses		12	451.493,35	578.539,78
Reserves		13	170.964.486,34	169.507.439,91
Legal reserve		130	2.778.397,22	2.778.397,22
Reserves not available		131	129.609.091,48	129.482.045,05
In respect of own shares held		1310		
Other		1311	129.609.091,48	129.482.045,05
Untaxed reserves		132		
Available reserves		133	38.576.997,64	37.246.997,64
Accumulated profits (losses)(+)/(-)		14		
Investment grants		15		
Advance to associates on the sharing out of the assets		19		
PROVISIONS AND DEFERRED TAXES		16		
Provisions for liabilities and charges		160/5		
Pensions and similar obligations		160		
Taxation		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges	6.8	164/5		
Deferred taxes		168		

	Discl.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	35.684.048,86	41.239.335,11
Amounts payable after more than one year	6.9	17	4.696.705,66	8.460.483,42
Financial debts		170/4	4.696.705,66	8.460.483,42
Subordinated loans		170	4.687.499,34	8.437.499,58
Unsubordinated debentures		171		
Leasing and other similar obligations		172		
Credit institutions		173	9.206,32	22.983,84
Other loans		174		
Trade debts		175		
Suppliers		1750		
Bills of exchange payable		1751		
Advances received on contracts in progress		176		
Other amounts payable		178/9		
Amounts payable within one year Current portion of amounts payable after more than one year	6.9	42/48	30.967.119,08	32.607.429,34
falling due within one year		42	3.763.780,75	3.770.748,86
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	342.524,81	220.410,83
Suppliers		440/4	342.524,81	220.410,83
Bills of exchange payable		441		
Advances received on contracts in progress		46		
Taxes, remuneration and social security	6.9	45	11.647.134,08	9.966.211,04
Taxes		450/3	291.197,36	628.944,70
Remuneration and social security		454/9	11.355.936,72	9.337.266,34
Other amounts payable		47/48	15.213.679,44	18.650.058,61
Accruals and deferred income	6.9	492/3	20.224,12	171.422,35
TOTAL LIABILITIES		10/49	255.851.608,00	260.062.756,36

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	97.797.410,48	97.786.073,01
Turnover	6.10	70	82.193.170,17	82.373.699,61
Stocks of finished goods and work and contracts in progress: increase (decrease)(+)/(-)		71		
Own work capitalised		72		
Other operating income	6.10	74	212.198,62	7.767,15
Non-recurring operating income	6.12	76A	15.392.041,69	15.404.606,25
Operating charges		60/66A	96.462.090,00	96.445.493,28
Raw materials, consumables		60		
Purchases		600/8		
Stocks: decrease (increase)(+)/(-)		609		
Services and other goods		61	1.012.776,42	855.293,20
Remuneration, social security costs and pensions(+)/(-)	6.10	62	78.396.292,58	78.384.419,98
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets		630	1.917.755,63	2.100.337,60
debtors: Appropriations (write-backs)(+)/(-) Provisions for liabilities and charges: Appropriations (uses	6.10	631/4		
and write-backs)(+)/(-)	6.10	635/8		
Other operating charges	6.10	640/8		
Operating charges carried to assets as restructuring costs(-)		649		
Non-recurring operating charges	6.12	66A	15.135.265,37	15.105.442,50
Operating profit (loss)(+)/(-)		9901	1.335.320,48	1.340.579,73

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	Discl.	Codes	Period	Preceding period
Financial income		75/76B	9.866.810,95	9.272.908,01
Recurring financial income		75	9.866.810,95	9.272.908,01
Income from financial fixed assets		750	6.323.698,53	5.579.176,96
Income from current assets		751	3.541.669,34	3.693.718,15
Other financial income	6.11	752/9	1.443,08	12,90
Non-recurring financial income	6.12	76B		
Financial charges		65/66B	362.944,92	469.550,07
Recurring financial charges	6.11	65	362.944,92	469.550,07
Debt charges		650	359.109,32	449.877,65
Amounts written off current assets except stocks, contracts				
in progress and trade debtors: appropriations (write-backs)		054		
(+)/(-)		651 652/9	3.835,60	10.672.42
Other financial charges	6 10	66B	,	19.672,42
Non-recurring financial charges	0.12	000		
Gain (loss) for the period before taxes $\dots (+)/(-)$		9903	10.839.186,51	10.143.937,67
Transfer from deferred taxes		780		
Transfer to deferred taxes		680		
Income taxes(+)/(-)	6.13	67/77	1.493.777,01	1.882.685,53
Taxes		670/3	1.825.780,17	1.882.685,53
Adjustment of income taxes and write-back of tax provisions		77	332.003,16	
Gain (loss) of the period(+)/(-)		9904	9.345.409,50	8.261.252,14
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Gain (loss) of the period available for appropriation $(+)/(-)$		9905	9.345.409,50	8.261.252,14

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APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-) Gain (loss) of the period available for appropriation(+)/(-)	9906 (9905)	9.345.409,50 9.345.409,50	8.261.252,14 8.261.252,14
Profit (loss) brought forward(+)/(-)	14P		
Withdrawals from capital and reserves	791/2		950.000,00
from capital and share premium account	791		
from reserves	792		950.000,00
Transfer to capital and reserves	691/2	1.330.000,00	
to capital and share premium account	691		
to legal reserve	6920		
to other reserves	6921	1.330.000,00	
Accumulated profits (losses)(+)/(-)	(14)		
Owners' contribution in respect of losses	794		
Profit to be distributed	694/7	8.015.409,50	9.211.252,14
Dividends	694	8.015.409,50	9.211.252,14
Directors' or managers' entitlements	695		
Employees	696		
Other beneficiaries	697		

	Codes	Period	Preceding period
CONCESSIONS, PATENTS, LICENCES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8052P	xxxxxxxxxxxxx	32.950.334,59
Movements during the period Acquisitions, including produced fixed assets Sales and disposals	8022 8032	319.688,19	
Transfers from one heading to another(+)/(-)	8042		
Acquisition value at the end of the period	8052	32.630.646,40	
Depreciations and amounts written down at the end of the period	8122P	xxxxxxxxxxxxx	27.820.205,49
Movements during the period Recorded	8072 8082 8092 8102	550.249,11 258.254,30	
Transferred from one heading to another(+)/(-)	8112		
Depreciations and amounts written down at the end of the period		28.112.200,30	
NET BOOK VALUE AT THE END OF THE PERIOD	211	4.518.446,10	

STATEMENT OF TANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
LAND AND BUILDINGS			
Acquisition value at the end of the period	8191P	xxxxxxxxxxxxx	30.942.762,22
Movements during the period			
Acquisitions, including produced fixed assets	8161	525.080,13	
Sales and disposals	8171	77.210,81	
Transfers from one heading to another(+)/(-)	8181		
Acquisition value at the end of the period	8191	31.390.631,54	
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxxx	5.212.532,20
Movements during the period			
Recorded	8211		
Acquisitions from third parties	8221		
Cancelled	8231		
Transferred from one heading to another(+)/(-)	8241		
Revaluation surpluses at the end of the period	8251	5.212.532,20	
Depreciations and amounts written down at the end of the period	8321P	xxxxxxxxxxxxx	24.291.956,30
Movements during the period			
Recorded	8271	711.010,78	
Written back	8281		
Acquisitions from third parties	8291		
Cancelled owing to sales and disposals	8301	29.583,03	
Transferred from one heading to another(+)/(-)	8311		
Depreciations and amounts written down at the end of the period	8321	24.973.384,05	
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	11.629.779,69	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxx	13.376.546,44
Movements during the period			
Acquisitions, including produced fixed assets	8162	<i>459.447,</i> 99	
Sales and disposals	8172		
Transfers from one heading to another(+)/(-)	8182		
Acquisition value at the end of the period	8192	13.835.994,43	
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxx	615.110,99
Movements during the period			
Recorded	8212		
Acquisitions from third parties	8222		
Cancelled	8232		
Transferred from one heading to another(+)/(-)	8242		
Revaluation surpluses at the end of the period	8252	615.110,99	
Depreciations and amounts written down at the end of the period	8322P	xxxxxxxxxxxxx	9.544.756,18
Movements during the period			
Recorded	8272	229.887,19	
Written back	8282		
Acquisitions from third parties	8292		
Cancelled owing to sales and disposals	8302		
Transferred from one heading to another(+)/(-)	8312		
Depreciations and amounts written down at the end of the period	8322	9.774.643,37	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	4.676.462,05	

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxx	33.390.112,90
Movements during the period			
Acquisitions, including produced fixed assets	8163	427.320,11	
Sales and disposals	8173	1.397,80	
Transfers from one heading to another(+)/(-)	8183		
Acquisition value at the end of the period	8193	33.816.035,21	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxx	1.429.219,45
Movements during the period			
Recorded	8213		
Acquisitions from third parties	8223		
Cancelled	8233		
Transferred from one heading to another(+)/(-)	8243		
Revaluation surpluses at the end of the period	8253	1.429.219,45	
Depreciations and amounts written down at the end of the period		xxxxxxxxxxxx	32.475.322,46
Movements during the period			
Recorded	8273	426.608,55	
Written back	8283		
Acquisitions from third parties	8293		
Cancelled owing to sales and disposals	8303	1.397,80	
Transferred from one heading to another(+)/(-)	8313		
Depreciations and amounts written down at the end of the period	8323	32.900.533,21	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	2.344.721,45	

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STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	xxxxxxxxxxxx	
Movements during the period			
Acquisitions	8361		
Sales and disposals	8371		
Transfers from one heading to another(+)/(-)	8381	6.697.500,00	
Acquisition value at the end of the period	8391	6.697.500,00	
Revaluation surpluses at the end of the period	8451P	xxxxxxxxxxxx	
Movements during the period			
Recorded	8411		
Acquisitions from third parties	8421		
Cancelled	8431		
Transferred from one heading to another(+)/(-)	8441	9.986,00	
Revaluation surpluses at the end of the period	8451	9.986,00	
Amounts written down at the end of the period	8521P	xxxxxxxxxxxx	
Movements during the period			
Recorded	8471		
Written back	8481		
Acquisitions from third parties	8491		
Cancelled owing to sales and disposals	8501		
Transferred from one heading to another(+)/(-)	8511		
Amounts written down at the end of the period	8521		
Uncalled amounts at the end of the period	8551P	xxxxxxxxxxxx	
Movements during the period(+)/(-)	8541		
Uncalled amounts at the end of the period	8551		
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	6.707.486,00	
AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	281P	xxxxxxxxxxxx	
Movements during the period			
Additions	8581		
Repayments	8591		
Amounts written down	8601		
Amounts written back	8611		
Exchange differences(+)/(-)	8621		
Other movements(+)/(-)	8631		
NET BOOK VALUE AT THE END OF THE PERIOD	(281)		
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8651		

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	Codes	Period	Preceding period
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - PARTICIPATING			
INTERESTS AND SHARES			
Acquisition value at the end of the period	8392P	xxxxxxxxxxxx	54.865.708,16
Movements during the period			
Acquisitions	8362		
Sales and disposals	8372		
Transfers from one heading to another(+)/(-)	8382	-6.697.500,00	
Acquisition value at the end of the period	8392	48.168.208,16	
Revaluation surpluses at the end of the period	8452P	xxxxxxxxxxxx	9.986,00
Movements during the period			
Recorded	8412		
Acquisitions from third parties	8422		
Cancelled	8432		
Transferred from one heading to another(+)/(-)	8442	-9.986,00	
Revaluation surpluses at the end of the period	8452		
Amounts written down at the end of the period	8522P	xxxxxxxxxxxx	
Movements during the period			
Recorded	8472		
Written back	8482		
Acquisitions from third parties	8492		
Cancelled owing to sales and disposals	8502		
Transferred from one heading to another(+)/(-)	8512		
Amounts written down at the end of the period	8522		
Uncalled amounts at the end of the period	8552P	xxxxxxxxxxxx	
Movements during the period(+)/(-)	8542		
Uncalled amounts at the end of the period	8552		
NET BOOK VALUE AT THE END OF THE PERIOD	(282)	48.168.208,16	
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	283P	xxxxxxxxxxxx	122.793.852,09
Movements during the period			
Additions	8582		
Repayments	8592	8.024.232,27	
Amounts written down	8602		
Amounts written back	8612		
Exchange differences(+)/(-)	8622		
Other movements(+)/(-)	8632		
NET BOOK VALUE AT THE END OF THE PERIOD	(283)	114.769.619,82	
		,	
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8652		
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PARTICIPATING INTERESTS INFORMATION

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES

List of the enterprises in which the enterprise holds a participating interest, (recorded in heading 280 and 282 of assets) and the other enterprises in which the enterprise holds rights (recorded in headings 284 and 51/53 of assets) for an amount of at least 10 % of the capital issued.

		Rights he	eld		Data extracted from the most recent annual accounts				
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Nationa	direct	ly	subsidiari es	Annual	Curre	Capita land reserves	Net result	
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in un	(-) its)	
INTER-ENERGA BE 0207.165.769 Cooperative company with limited liability TRICHTERHEIDEWEG 8 3500 Hasselt Belgium					31/12/2015	EUR	878.002.115,00	30.001.038,00	
		1.502.721	41,0	0,0					
INFRAX BE 0882.509.166 Cooperative company with limited liability KONINGSSTRAAT 55 box 15 1000 Brussels Belgium		1.584.086	43,0	0,0	31/12/2015	EUR	11.874.176,00	278.022,00	
		267.900	57,0	0,0				·	

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OTHER INVESTMENTS AND DEPOSITS, ALLOCATION DEFERRED CHARGES AND ACCRUED INCOME

	Codes	Period	Preceding period
INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS			
Shares and current investments other than fixed income investments	51		
Shares - Book value increased with the uncalled amount	8681		
Shares - Uncalled amount	8682		
Precious metals and works of art	8683		
Fixed income securities	52		
Fixed income securities issued by credit institutions	8684		
Fixed term accounts with credit institutions	53	8.049.419,40	4.094,87
With residual term or notice of withdrawal			
up to one month	8686		
between one month and one year	8687	8.049.419,40	4.094,87
over one year	8688		
Other investments not mentioned above	8689		

	Period
DEFERRED CHARGES AND ACCRUED INCOME	
Allocation of heading 490/1 of assets if the amount is significant	
	65.680,00

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STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

	Codes	Period	t	Preceding period
STATEMENT OF CAPITAL				
Social capital				
Issued capital at the end of the period	100P	XXXXXXXXX	xxxx	27.007.137,42
Issued capital at the end of the period	(100)	27.011.20	02,98	
	Codes	Value	<u> </u>	Number of shares
Changes during the period				
				17
		3.6	44,13	147
Structure of the capital				
Different categories of shares				
		1.305.1	33,31	52.667
				873.505
				1.725
				86 7.423
		Value 421,43 3.644,13		152.857
	8702			1.088.427
Shares dematerialized	8703	XXXXXXXX	xxxxx	
				I
	Codes	Uncalled ar	mount	Capital called but not paid
Capital not paid				
Uncalled capital	(101)			xxxxxxxxxxxx
Called up capital, unpaid	8712	XXXXXXXXX	XXXXX	
Shareholders having yet to pay up in full				
		27.011.202,96 S Value 421,4 3.644,1 3.644,1 3.644,1 42.761,7 2.150,00 183.970,8 3.821.425,00 XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX		
		27.011.202,s SS Value 421,- 3.644, 1.305.133,- 21.651.696,- 42.761,- 2.150,- 183.970,- 3.821.425,- xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx		
			Codes	Period
Registered shares Shares dematerialized Codes Codes Uncalled a Uncalled capital Uncalled capital, unpaid Shareholders having yet to pay up in full Shareholders having yet to pay up in full		00000	. 6.164	
			8721	
·			8722	
•			8731	
Corresponding number of shares			8732	
Commitments to issue shares				
			8740	
Amount of capital to be subscribed			8741	
Corresponding maximum number of shares to be issued			8742	
Owing to the exercise of subscription rights				
Number of outstanding subscription rights			8745	
Amount of capital to be subscribed			8746	

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	Codes	Period
Corresponding maximum number of shares to be issued	8747	
Authorized capital not issued	8751	
	Codes	Period
Shares issued, non representing capital		
Distribution		
Number of shares	8761	
Number of voting rights attached thereto	8762	
Allocation by shareholder		
Number of shares held by the company itself	8771	
Number of shares held by its subsidiaries	8781	

STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL PERIOD TO MATURITY OF MORE THAN ONE		
YEAR, ACCORDING TO THEIR RESIDUAL TERM		
Current portion of amounts payable after more than one year falling due within one year		
Financial debts	8801	3.763.780,75
Subordinated loans	8811	3.750.000,24
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	
Credit institutions	8841	13.780,51
Other loans	8851	
Trade debts	8861	
Suppliers	8871	
Bills of exchange payable	8881	
Advance payments received on contract in progress	8891	
Other amounts payable	8901	
Total current portion of amounts payable after more than one year falling due within one year	(42)	3.763.780,75
Amounts payable with a remaining term of more than one but not more than five years	8802	4.696.705,66
Financial debts	8812	4.687.499,34
Subordinated loans	8822	•
Unsubordinated debentures	8832	
Leasing and other similar obligations		0.206.22
Credit institutions	8842	9.206,32
Other loans	8852	
Trade debts	8862	
Suppliers	8872	
Bills of exchange payable	8882	
Advance payments received on contracts in progress	8892	
Other amounts payable	8902	
Total amounts payable with a remaining term of more than one but not more than five years	8912	4.696.705,66
Amounts payable with a remaining term of more than five years		
Financial debts	8803	
Subordinated loans	8813	
Unsubordinated debentures	8823	
Leasing and other similar obligations	8833	
Credit institutions	8843	
Other loans	8853	
Trade debts	8863	
Suppliers	8873	
Bills of exchange payable	8883	
Advance payments received on contracts in progress	8893	
Other amounts payable	8903	
Total amounts payable with a remaining term of more than five years	8913	

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	Codes	Period
GUARANTEED AMOUNTS PAYABLE (included in headings 17 and 42/48 of the liabilities)		
Amounts payable guaranteed by Belgian public authorities		
Financial debts	8921	
Subordinated loans	8931	
Unsubordinated debentures	8941	
Leasing and similar obligations	8951	
Credit institutions	8961	
Other loans	8971	
Trade debts	8981	
Suppliers	8991	
Bills of exchange payable	9001	
Advance payments received on contracts in progress	9011	
Remuneration and social security	9021	
Other amounts payable	9051	
Total amounts payable guaranteed by Belgian public authorities	9061	
Amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets		
Financial debts	8922	
Subordinated loans	8932	
Unsubordinated debentures	8942	
Leasing and similar obligations	8952	
Credit institutions	8962	
Other loans	8972	
Trade debts	8982	
Suppliers	8992	
Bills of exchange payable	9002	
Advance payments received on contracts in progress	9012	
Taxes, remuneration and social security	9022	
Taxes	9032	
Remuneration and social security	9042	
Other amounts payable	9052	
Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets	9062	
UII IIS OWII dSSEIS	0002	
	Codes	Period
TAXES, REMUNERATION AND SOCIAL SECURITY		
Taxes (heading 450/3 of the liabilities)		
Outstanding tax debts	9072	
Accruing taxes payable	9073	291.197,36
Estimated taxes payable	450	
Remuneration and social security (heading 454/9 of the liabilities)		
Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	11.355.936,72

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	Period
ACCRUALS AND DEFERRED INCOME	
Allocation of heading 492/3 of liabilities if the amount is significant	
	20.156,75

OPERATING RESULTS

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
Allocation into geographical markets			
Other operating income Operating subsidies and compensatory amounts received from public authorities	740		
OPERATING CHARGES			
Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register			
Total number at the closing date	9086	785	801
Average number of employees calculated in full-time equivalents	9087	761,1	771,7
Number of actual worked hours	9088	1.050.952	1.043.646
Personnel costs			
Remuneration and direct social benefits	620	54.564.169,26	54.858.570,09
Employers' contribution for social security	621	18.526.504,88	18.247.111,25
Employers' premiums for extra statutory insurance	622	1.824.247,70	71.246,53
Other personnel costs(+)/(-)	623	3.475.284,33	5.177.710,60
Retirement and survivors' pensions	624	6.086,41	29.781,51

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	Codes	Period	Preceding period
Provisions for pensions and other similar rights Appropriations (uses and write-backs)(+)/(-)	635		
Amounts written off			
Stocks and contracts in progress			
Recorded	9110		
Written back	9111		
Trade debts			
Recorded	9112		
Written back	9113		
Provisions for liabilities and charges			
Additions	9115		
Uses and write-backs	9116		
Other operating charges			
Taxes related to operation	640		
Other costs	641/8		
Hired temporary staff and personnel placed at the enterprise's disposal			
Total number at the closing date	9096		
Average number calculated in full-time equivalents	9097		
Number of actual worked hours	9098		
Costs to the enterprise	617		

FINANCIAL RESULTS

	Codes	Period	Preceding period
RECURRING FINANCIAL INCOME			
Other financial income Subsidies granted by public authorities and recorded as income for the period			
Capital subsidies	9125		
Interest subsidies	9126		
Allocation of other financial income			
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501		
Capitalized Interests	6503		
Amounts written off current assets			
Recorded	6510		
Written back	6511		
Other financial charges			
Amount of the discount borne by the enterprise, as a result of negotiating amounts receivable	653		
Provisions of a financial nature			
Appropriations	6560		
Uses and write-backs	6561		
Allocation of other financial charges			
		3.835,60	19.672,42

INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	Codes	Period	Preceding period
NON RECURRING INCOME	76	15.392.041,69	15.404.606,25
Non-recurring operating income	(76A)	15.392.041,69	15.404.606,25
Write-back of depreciation and of amounts written off intangible and tangible	700		
fixed assets	760		
Write-back of provisions for extraordinary operating liabilities and charges	7620		
Capital gains on disposal of intangible and tangible fixed asset	7630	281.003,07	36.054,04
Other non-recurring operating income	764/8	15.111.038,62	15.368.552,21
Non-recurring financial income	(76B)		
Write-back of amounts written down financial fixed assets	761		
Write-back of provisions for extraordinary financial liabilities and charges	7621		
Capital gains on disposal of financial fixed assets	7631		
Other non-recurring financial income	769		
Non-recurring expenses	66	15.135.265,37	15.105.442,50
Non-recurring operating charges	(66A)	15.135.265,37	15.105.442,50
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660		
Provisions for extraordinary operating liabilities and charges: Appropriations (uses)(+)/(-)	6620		
Capital losses on disposal of intangible and tangible fixed assets	6630	35.103,37	
Other non-recurring operating charges	664/7	15.100.162,00	15.105.442,50
Non-recurring operating charges carried to assets as restructuring costs .(-)	6690		
Non-recurring financial charges	(66B)		
Amounts written off financial fixed assets	661		
Provisions for extraordinary financial liabilities and charges - Appropriations (uses)(+)/(-)	6621		
Capital losses on disposal of financial fixed assets	6631		
Other non-recurring financial charges	668		
Non-recurring financial charges carried to assets as restructuring costs(-)	6691		

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INCOME TAXES AND OTHER TAXES

	Codes	Period
INCOME TAXES		
Income taxes on the result of the period	9134	1.825.780,17
Income taxes paid and withholding taxes due or paid	9135	1.825.780,17
Excess of income tax prepayments and withholding taxes paid recorded under assets	9136	
Estimated additional taxes	9137	
Income taxes on the result of prior periods	9138	
Additional income taxes due or paid	9139	
Additional income taxes estimated or provided for	9140	
In so far as taxes of the period are materially affected by differences between the profit before taxes as stated in annual accounts and the estimated taxable profit		
		-1.298.455,09
		1.650.218,29
		-6.007.513,61
		127.046,43
		Period
mpact of non recurring results on the amount of the income taxes relating to the current period		
		5
	Codes	Period
Status of deferred taxes		
Deferred taxes representing assets	9141	
Accumulated tax losses deductible from future taxable profits	9142	
Other deferred taxes representing assets		
Deferred taxes representing liabilities	9144	
Allocation of deferred taxes representing liabilities		

	Codes	Period	Preceding period
VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES			
Value added taxes charged			
To the enterprise (deductible)	9145	257.387,97	315.724,18
By the enterprise	9146	112.987,95	91.297,37
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	18.934.039,52	18.772.830,09
For withholding taxes on investment income	9148		

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

	Codes	Period
PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE ENTERPRISE AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES	9149	
Of which		
Bills of exchange in circulation endorsed by the enterprise	9150	
Bills of exchange in circulation drawn or guaranteed by the enterprise	9151	
Maximum amount for which other debts or commitments of third parties are guaranteed by the enterprise	9153	
REAL GUARANTEES		
Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of the enterprise Mortgages		
Book value of the immovable properties mortgaged	9161	
Amount of registration	9171	
•	9181	
Pledging of other appets. Peak value of other appets pladged	9191	
Pledging of other assets - Book value of other assets pledged	9191	
Guarantees provided on future assets - Amount of assets involved	9201	
Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of third parties Mortgages		
Book value of the immovable properties mortgaged	9162	
Amount of registration	9172	
Pledging of goodwill - Amount of the registration	9182	
Pledging of other assets - Book value of other assets pledged	9192	
Guarantees provided on future assets - Amount of assets involved	9202	
Oddianicos provided on ratare assets. Amount of assets involved	3232	

	Codes	Period
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE		
SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS		
SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS		
FORWARD TRANSACTIONS		
Goods purchased (to be received)	9213	
Goods sold (to be delivered)	9214	
Currencies purchased (to be received)	9215	
Currencies sold (to be delivered)	9216	

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	Period
COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES	Fellou
COMMITTMENTS RELATING TO TECHNICAL GUARANTEES IN REST ECT OF SALES ON SERVICES	
	Period
AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS	
SUPPLEMENT RETIREMENTS OR SURVIVORS PENSION PLANS IN FAVOUR OF THE PERSONNEL OR THE EXECUTED ENTERPRISE	CUTIVES OF THE
Brief description	
Measures taken by the enterprise to cover the resulting charges	
Coc	des Period
PENSIONS FUNDED BY THE ENTERPRISE	
Estimated amount of the commitments resulting from past services	20
Methods of estimation	
	Period
NATURE AND FINANCIAL IMPACT OF SIGNIFICANT EVENTS AFTER THE CLOSING DATE NOT INCLUDED IN THE BALANCE SHEET OR THE INCOME STATEMENT	·

Nr.	BE 0201.311.226		F 6.14
			Period
Сомм	ITMENTS TO PURCHASE OR SALE AVAIL	ABLE TO THE COMPANY AS ISSUER OF OPTIONS FOR SALE OR	
PURCH	ASE		
			Period
NATUR	RE, COMMERCIAL OBJECTIVE AND FINAL	NCIAL CONSEQUENCES OF TRANSACTIONS NOT REFLECTED IN	
THE BA	ALANCE SHEET		
		ng from these transactions are significant and if the	
disclo	sure of the risks or advantages is nec	cessary to appreciate the financial situation of the company	0.00
			0,00
			•••••
		Г	Period
_			rellou
	RIGHTS AND COMMITMENTS NOT REFI quantified)	LECTED IN THE BALANCE SHEET (including those which can	
	quantined		0,00
			39.900.000,00
			57.000.000,00
			114.000.000,00
•••••			285.000.000,00
•••••			57.000.000,00
•••••			0,00
			0,00
			15.199.000,00
			25.000,00

0,00 125.000,00 0,00

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RELATIONSHIPS WITH AFFILIATED ENTERPRISES, ASSOCIATED ENTERPRISES AND OTHERS ENTERPRISES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	6.707.486,00	
Participating interests	(280)	6.707.486,00	
Subordinated amounts receivable	9271		
Other amounts receivable	9281		
Amounts receivable	9291		
Over one year	9301		
Within one year	9311		
Current investments	9321		
Shares	9331		
Amounts receivable	9341		
Amounts payable	9351		
Over one year	9361		
Within one year	9371		
Personal and real guarantees			
Provided or irrevocably promised by the enterprise as security for debts or			
commitments of affiliated enterprises	9381		
Provided or irrevocably promised by affiliated enterprises as security for			
debts or commitments of the enterprise	9391		
Other significant financial commitments	9401		
Financial results			
Income from financial fixed assets	9421		
Income from current assets	9431		
Other financial income	9441		
Debt charges	9461		
Other financial charges	9471		
Disposal of fixed assets			
Capital gains obtained	9481		
Capital losses suffered	9491		

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Codes

Period

Preceding period

ASSOCIATED ENTERPRISES			
Financial fixed assets	9253		
Participating interests	9263		
Subordinated amounts receivable	9273		
Other amounts receivable	9283		
Amounts receivable	9293		
Over one year	9303		
Within one year	9313		
Amounts payable	9353		
Over one year	9363		
Within one year	9373		
Personal and real guarantees			
Provided or irrevocably promised by the enterprise as security for debts or commitments of associated enterprises	9383		
Provided or irrevocably promised by associated enterprises as security for debts or commitments of the enterprise	9393		
Other significant financial commitments	9403		
OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS			
Financial fixed assets	9252	162.937.827,98	177.669.546,25
Participating interests	9262	48.168.208,16	54.875.694,16
Subordinated amounts receivable	9272		
Other amounts receivable	9282	114.769.619,82	122.793.852,09
Amounts receivable	9292	5.053.757,37	8.583.348,44
Over one year	9302		
Within one year	9312	5.053.757,37	8.583.348,44
Amounts payable	9352	12.443.574,15	15.703.741,42
Over one year	9362		
Within one year	9372	12.443.574,15	15.703.741,42
			Period
TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT	OF MAR	KET CONDITIONS	

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FINANCIAL RELATIONSHIPS WITH

DIRECTORS, MANAGERS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ENTERPRISE WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTERPRISES CONTROLLED BY THESE PERSONS

	Codes	Period
Amounts receivable from these persons	9500	
Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts		
Guarantees provided in their favour	9501	
Other significant commitments undertaken in their favour	9502	
Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person		
To directors and managers	9503	37.313,30
To former directors and former managers	9504	

AUDITORS OR PEOPLE THEY ARE LINKED TO

	Codes	Period
Auditor's fees	9505	12.138,00
Fees for exceptional services or special missions executed in the company by the auditor		
Other attestation missions	95061	
Tax consultancy	95062	
Other missions external to the audit	95063	
Fees for exceptional services or special missions executed in the company by people they are linked to		
Other attestation missions	95081	
Tax consultancy	95082	
Other missions external to the audit	95083	

Mentions related to article 133, paragraph 6 from the Companies Code

INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

INFORMATION TO DISCLOSE BY EACH ENTERPRISE THAT IS SUBJECT TO COMPANY LAW ON THE CONSOLIDATED ACCOUNTS OF ENTERPRISES

The enterprise has prepared and published consolidated accounts and a consolidated report

VALUATION RULES

VALUATION RULES

A. GENERAL

In accordance with the requirements of the Companies Act the rules, as set by the Board of Directors, that have to be applied for the determination of the annual accounts are stated hereinafter.

Further to the circular BA 2003/02 of 25 April 2003 of the Flemish Community - Administration of Internal Affairs, on 22/3/04 the Board of Directors decided to stop the annual revaluation of tangible assets with effect from financial year 2003.

The revaluations made in the past will be kept in the annual accounts and will be further depreciated in accordance with the method applied in the past.

B. SPECIFIC VALUATION RULES

1. Formation expenses

These costs are booked at acquisition value and depreciated over a maximum period of 5 years.

2. Intangible assets

The costs of research and development are booked at their acquisition value and amortised linearly:

- . Over 10 years for the costs of the production and provision of a user right of a large scale basic card for Cardib
- . Over 5 years for the implementation costs and the software licenses.

3. Tangible assets

a. As provided by the Royal Decree of 30 January 2001, in execution of the Companies Act, the tangible assets, if applicable including the additional costs, are registered at acquisition or contribution value, except for the self-manufactured assets, which are valued at production price, set in accordance with article 37 of the Royal Decree of 30 January 2001 in execution of the Companies Act.

b. Revaluation

Further to the circular BA 2003/02 of 25 April 2003 of the Flemish Community - Administration of Internal Affairs, on 22/3/04 the Board of Directors decided to stop the annual revaluation of tangible assets with effect from financial year 2003.

c. Depreciation

The depreciation basis comprises the revalued acquisition value less the interventions of the clientele.

The depreciation is linear according to the imposed percentages.

The depreciation is calculated pro rata temporis, taking account of the date of the asset concerned coming into use.

Buildings 3%

Measuring equipment 10%

Furniture, administrative equipment, machinery and tools 10%

Vehicles 20%

Information technology, Hardware 33%

4. Financial assets

They are valued at acquisition price.

Devaluations are applied in the event of a permanent loss of value.

5. Stocks - Works in progress

The stocks in the stores are incorporated in the balance sheet at the sliding average price. The orders in progress are incorporated at cost price.

The works in progress for third parties are incorporated at production price plus the general expenses that are imputed to the investments for third parties.

The works in progress for the assigned association itself are incorporated at production price plus the imputed general expenses.

6. Accounts receivable within one year

These are incorporated in the balance sheet at the nominal value. The following debtors are considered as doubtful:

- Customers or debtors placed in bankruptcy who have requested a composition
- The debtors whose supplies have been suspended as a result of non-payment
- Accounts receivable from customers who have relocated and cannot be reached

At the end of the financial year a devaluation is applied to the receivables that have become definitively uncollectable.

OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANY LAW

MANAGEMENT REPORT

BE 0201.311.226		
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DE 0201.311.220		

SOCIAL BALANCE SHEET

Number of joint industrial committee:	 	 	

STATEMENT OF THE PERSONS EMPLOYED

EMPLOYEES FOR WHOM THE ENTERPRISE SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER

During the current period	Codes	Total	1. Men	2. Women
Average number of employees				
Full-time	1001	674,0	586,4	87,6
Part-time	1002	120,6	46,2	74,4
Total in full-time equivalents	1003	761,1	618,1	143,0
Number of hours actually worked				
Full-time	1011	931.761	818.024	113.737
Part-time	1012	119.191	43.969	75.222
Total	1013	1.050.952	861.993	188.959
Personnel costs				
Full-time	1021	69.499.783,90	61.016.173,92	8.483.609,98
Part-time	1022	8.890.422,27	3.279.635,01	5.610.787,26
Total	1023	78.390.206,17	64.295.808,93	14.094.397,24
Advantages in addition to wages	1033	1.727.606,19	1.416.986,16	310.620,03

During the preceding period
Average number of employees in FTE
Number of hours actually worked
Personnel costs
Advantages in addition to wages

Codes	P. Total	1P. Men	2P. Women
1003	771,7	622,9	148,8
1013	1.043.646	847.802	195.844
1023	78.354.638,47	63.651.103,15	14.703.535,32
1033	1.628.509,13	1.322.913,42	305.595,71

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EMPLOYEES FOR WHOM THE ENTERPRISE SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER (continued)

At the closing date of the period	Codes	1. Full-time	2. Part-time	Total full-time equivalents
Number of employees	105	665	120	753,8
By nature of the employment contract				
Contract for an indefinite period	110	665	120	753,8
Contract for a definite period	111			
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to gender and study level				
Men	120	578	49	613,3
primary education	1200			
secondary education	1201	348	35	373,2
higher non-university education	1202	187	13	196,3
university education	1203	43	1	43,8
Women	121	87	71	140,5
primary education	1210			
secondary education	1211	24	18	37,9
higher non-university education	1212	54	47	89,1
university education	1213	9	6	13,5
By professional category				
Management staff	130	18		18,0
Employees	134	647	120	735,8
Workers	132			
Others	133			

HIRED TEMPORARY STAFF AND PERSONNEL PLACED AT THE ENTERPRISE'S DISPOSAL

During the period	Codes	Hired temporary staff	Persons placed at the enterprise's disposal
Average number of persons employed Number of hours actually worked	150 151		
Costs for the enterprise	152		

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES	Codes	1. Full-time	2. Part-time	,
Number of employees for whom the entreprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year	205	2		
By nature of employment contract				
Contract for an indefinite period	210	2		
Contract for a definite period	211			
Contract for the execution of a specifically assigned work	212			
Replacement contract	213			

DEPARTURES	Codes	1. Full-time	2. Part-time	Total full-time equivalents
Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year	305	14	4	17,2
By nature of employment contract				
Contract for an indefinite period	310	14	4	17,2
Contract for a definite period	311			
Contract for the execution of a specifically assigned work	312			
Replacement contract	313			
By reason of termination of contract				
Retirement	340	11	1	11,7
Unemployment with extra allowance from enterprise	341			
Dismissal	342	2	3	4,5
Other reason	343	1		1,0
the number of persons who continue to render services to the enterprise at least half-time on a self-employed basis	350			

Total full-time equivalents

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2,0

2,0

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

	Codes	Men	Codes	Women
Total of initiatives of formal professional training at the expense of the employer				
Number of employees involved	5801	298	5811	74
Number of actual training hours	5802	5.500	5812	1.291
Net costs for the enterprise	5803	540.265,00	5813	41.370,00
of which gross costs directly linked to training	58031	540.265,00	58131	41.370,00
of which fees paid and paiments to collective funds	58032		58132	
of which grants and other financial advantages received (to deduct)	58033		58133	
Total of initiatives of less formal or informal professional training at the expense of the employer				
Number of employees involved	5821	522	5831	150
Number of actual training hours	5822	6.346	5832	1.641
Net costs for the enterprise	5823	399.796,00	5833	103.399,00
Total of initiatives of initial professional training at the expense of the employer				
Number of employees involved	5841		5851	
Number of actual training hours	5842		5852	
Net costs for the enterprise	5843		5853	