

40				1	EUR	
NAT.	Date of deposit	Nr.	P.	E.	D.	F 1.1

ANNUAL ACCOUNTS IN EUROS

NAME: *IVEG*

Legal form: *Cooperative company with limited liability*

Address: *Antwerpsesteenweg* Nr.: *260* Box:

Postal code: *2660* Municipality: *Hoboken (Antwerp)*

Country: *Belgium*

Register of legal persons - commercial court: *Antwerpen, Division Antwerpen*

Website*:

Company number *BE 0212.704.370*

DATE *06 / 10 / 2011* of deposit of the memorandum of association OR of the most recent document mentioning the date of publication of the memorandum of association and of the act amending the articles of association.

ANNUAL ACCOUNTS approved by the general meeting of *25 / 05 / 2016*
 regarding the period from *01 / 01 / 2015* to *31 / 12 / 2015*
 Preceding period from *01 / 01 / 2014* to *31 / 12 / 2014*

The amounts for the preceding period ~~are~~ ~~are not~~ identical to the ones previously published.

COMPLETE LIST with name, surnames, profession, address (street, number, postal code and municipality) and position within the company, of the DIRECTORS, BUSINESS MANAGERS AND AUDITORS

- | | |
|---|--|
| <i>Jos Bouly</i> | <i>Director</i> |
| <i>Markt 11, 2290 Vorselaar, Belgium</i> | |
| <i>Kris Breugelmans</i> | <i>Director</i> |
| <i>Gierlebaan 38, 2275 Lille, Belgium</i> | |
| <i>Frank Bruggeman</i> | <i>Director</i> |
| <i>Maurice Salzmannaan 32, 9060 Zelzate, Belgium</i> | |
| <i>Dirk Crollet</i> | <i>Vice-chairman of the board of directors</i> |
| <i>Pooiegemweg 18, 2530 Boechout, Belgium</i> | |
| <i>Tom De Boeck</i> | <i>Director</i> |
| <i>Maria Henriëttalei 28, 2660 Hoboken (Antwerp), Belgium</i> | |
| <i>Eddy De Herdt</i> | <i>Director</i> |
| <i>Kleidaallaan 19, 2620 Hemiksem, Belgium</i> | |

Are attached to these annual accounts:

Total number of pages deposited:*38*..... Numbers of sections of the standard form not deposited because they serve no useful purpose:*5.1, 5.2.1, 5.2.2, 5.2.4, 5.3.5, 5.4.1, 5.5.2, 5.17.2, 7, 8, 9*.....

Signature
(name and position)

Signature
(name and position)

* Optional information.
 ** Strike out what is not applicable.

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

<i>Tom De Vries</i> <i>Vaartstraat 61, 2845 Niel, Belgium</i>	<i>Director</i>
<i>Rik Frans</i> <i>Esdoornlaan 52, 2940 Stabroek, Belgium</i>	<i>Director</i>
<i>Koen Helsen</i> <i>Heidestraat 138, 2950 Kapellen, Belgium</i>	<i>Vice-chairman of the board of directors</i>
<i>Korneel Lenaerts</i> <i>Ferdinand Verstraetenlaan 32 box 2, 1910 Kampenhout, Belgium</i>	<i>Director</i>
<i>Kris Luyckx</i> <i>Bosstraat 1 box b, 2330 Merksplas, Belgium</i>	<i>Director</i>
<i>Frans Schrauwen</i> <i>Kerkeneind 15 box 2, 2910 Essen, Belgium</i>	<i>Director</i>
<i>Benny Smets</i> <i>Oude Veerlebaan 45, 2430 Laakdal, Belgium</i>	<i>Director</i>
<i>Kathelijne Toen</i> <i>Vinkenveldenplein 28, 2660 Hoboken (Antwerp), Belgium</i>	<i>Director</i>
<i>Patrick Van den Abbeele</i> <i>Weversfabriekstraat 44, 2140 Borgerhout (Antwerp), Belgium</i>	<i>Director</i>
<i>Gilbert Van Ostaede</i> <i>Bruyneelstraat 49, 1820 Steenokkerzeel, Belgium</i>	<i>Director</i>
<i>Paul Verbeeck</i> <i>Beekstraat 10, 2560 Nijlen, Belgium</i>	<i>Chairman of the board of directors</i>
<i>Eddy Vermoesen</i> <i>Kardinaal Cardijnlaan 16, 2630 Aartselaar, Belgium</i>	<i>Director</i>
<i>Maarten Wouters</i> <i>Kabienstraat 20, 2280 Grobbendonk, Belgium</i>	<i>Director</i>
<i>Ferdi Heylen</i> <i>Terlakenweg 57, 2560 Kessel, Belgium</i>	<i>Director</i>
<i>A Audit cvba</i> <i>Nr.: BE 0825.713.686</i> <i>Elisabethlaan 2, 2600 Berchem (Antwerp), Belgium</i> <i>Membership nr.: B00782</i>	<i>Registered auditor</i>
<i>Represented by:</i> <i>Frank Graré</i> <i>(revisor)</i> <i>Elisabethlaan 2, 2600 Berchem (Antwerp), Belgium</i> <i>Membership nr.: A01246</i>	

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 ~~were~~ / **were not**^{*} audited or corrected by an external accountant or by a company auditor who is not the statutory auditor.

If affirmative, mention hereafter: name, surnames, profession, 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: name, surnames, profession, address of each certified accountant or certified bookkeeper - tax specialist and the nature of his assignment.

Name, surnames, profession and address	Number	Nature of the assignment (A, B, C and/or D)

* Strike out what is not applicable.

** Optional information.

BALANCE SHEET AFTER APPROPRIATION

	Discl.	Codes	Period	Preceding period
ASSETS				
FIXED ASSETS		20/28	272.214.719	257.025.660
Formation expenses	5.1	20	.....	.....
Intangible fixed assets	5.2	21	216.557	304.731
Tangible fixed assets	5.3	22/27	263.845.573	250.567.985
Land and buildings		22	10.813.676	10.894.937
Plant, machinery and equipment		23	234.221.616	225.735.303
Furniture and vehicles		24	623.198	669.386
Leasing and similar rights		25	1.002.883	605.333
Other tangible fixed assets		26	.....	.....
Assets under construction and advance payments		27	17.184.200	12.663.026
Financial fixed assets	5.4/ 5.5.1	28	8.152.589	6.152.944
Affiliated enterprises	5.14	280/1	.....	.....
Participating interests		280	.....	.....
Amounts receivable		281	.....	.....
Other enterprises linked by participating interests	5.14	282/3	1.432.836	1.410.336
Participating interests		282	1.432.836	1.410.336
Amounts receivable		283	.....	.....
Other financial assets		284/8	6.719.753	4.742.608
Shares		284	6.717.402	4.742.358
Amounts receivable and cash guarantees		285/8	2.351	250
CURRENT ASSETS		29/58	79.939.771	72.095.898
Amounts receivable after more than one year		29	582.329	741.542
Trade debtors		290	.....	.....
Other amounts receivable		291	582.329	741.542
Stocks and contracts in progress		3	293.382	2.241.301
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	293.382	2.241.301
Amounts receivable within one year		40/41	7.608.005	7.377.301
Trade debtors		40	3.242.551	2.523.407
Other amounts receivable		41	4.365.454	4.853.894
Current investments	5.5.1/ 5.6	50/53	10.005	.....
Own shares		50	.....	.....
Other investments		51/53	10.005	.....
Cash at bank and in hand		54/58	44.379	213.652
Deferred charges and accrued income	5.6	490/1	71.401.671	61.522.102
TOTAL ASSETS		20/58	352.154.490	329.121.558

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	189.181.019	167.227.564
Capital	5.7	10	97.107.500	83.135.000
Issued capital		100	97.707.500	83.135.000
Uncalled capital		101	600.000	.....
Share premium account		11	1.397.511	1.397.511
Revaluation surpluses		12	41.909.004	42.911.080
Reserves		13	47.360.381	38.121.964
Legal reserve		130	9.597.041	9.185.224
Reserves not available		131	16.582.777	15.580.701
In respect of own shares held		1310	.....	.....
Other		1311	16.582.777	15.580.701
Untaxed reserves		132	.....	13.356.039
Available reserves		133	21.180.563	.....
Accumulated profits (losses)		14	1	.....
Investment grants		15	1.406.622	1.662.009
Advance to associates on the sharing out of the assets		19	.....	.....
PROVISIONS AND DEFERRED TAXES		16	1.937.682	1.641.556
Provisions for liabilities and charges		160/5	1.186.809	1.641.556
Pensions and similar obligations		160	134.986	560.208
Taxation		161	.....	.....
Major repairs and maintenance		162	136.822	215.348
Other liabilities and charges	5.8	163/5	915.001	866.000
Deferred taxes		168	750.873	.....
AMOUNTS PAYABLE		17/49	161.035.789	160.252.438
Amounts payable after more than one year	5.9	17	103.569.505	106.814.262
Financial debts		170/4	97.722.815	100.967.572
Subordinated loans		170	1.199.987	.....
Unsubordinated debentures		171	.....	.....
Leasing and other similar obligations		172	1.010.247	659.058
Credit institutions		173	49.512.581	54.308.514
Other loans		174	46.000.000	46.000.000
Trade debts		175	.....	.....
Suppliers		1750	.....	.....
Bills of exchange payable		1751	.....	.....
Advances received on contracts in progress		176	.....	.....
Other amounts payable		178/9	5.846.690	5.846.690
Amounts payable within one year		42/48	40.489.638	36.652.034
Current portion of amounts payable after more than one year falling due within one year	5.9	42	5.701.520	5.266.674
Financial debts		43	.....	.....
Credit institutions		430/8	.....	.....
Other loans		439	.....	.....
Trade debts		44	5.589.765	4.565.577
Suppliers		440/4	5.589.765	4.565.577
Bills of exchange payable		441	.....	.....
Advances received on contracts in progress		46	.....	1.712.523
Taxes, remuneration and social security	5.9	45	7.038.057	825.466
Taxes		450/3	3.286.238	.....
Remuneration and social security		454/9	3.751.819	825.466
Other amounts payable		47/48	22.160.296	24.281.794
Accruals and deferred income	5.9	492/3	16.976.646	16.786.142
TOTAL LIABILITIES		10/49	352.154.490	329.121.558

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income		70/74	116.304.801	100.002.571
Turnover	5.10	70	93.189.053	87.029.914
Stocks of finished goods and work and contracts in progress: increase (decrease)		71	-1.947.918	1.037.361
.....(+)/(-)		72	.....	196.327
Own work capitalised		74	25.063.666	11.738.969
Other operating income	5.10			
Operating charges		60/64	99.754.167	82.205.907
Raw materials, consumables		60	7.272.719	6.863.309
Purchases		600/8	7.272.719	6.863.309
Stocks: decrease (increase)		609	.....	.....
.....(+)/(-)		61	62.499.360	47.161.780
Services and other goods		62	19.553.809	19.364.756
Remuneration, social security costs and pensions	5.10			
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets		630	10.330.970	8.971.728
Amounts written off stocks, contracts in progress and trade debtors: Appropriations (write-backs)		631/4	123.797	610.913
.....(+)/(-)		635/7	-43.879	-770.735
Provisions for liabilities and charges: Appropriations (uses and write-backs)	5.10			
.....(+)/(-)		640/8	17.391	4.156
Other operating charges	5.10			
Operating charges carried to assets as restructuring costs (-)		649	.....	.....
Operating profit (loss)		9901	16.550.634	17.796.664
Financial income		75	558.891	556.659
Income from financial fixed assets		750	376.897	374.082
Income from current assets		751	33.263	24.518
Other financial income	5.11	752/9	148.731	158.059
Financial charges		65	3.874.176	6.265.275
Debt charges	5.11	650	3.688.132	3.659.028
Amounts written off current assets except stocks, contracts in progress and trade debtors: appropriations (write-backs)(+)/(-)		651	.....	.....
Other financial charges		652/9	186.044	2.606.247
Gain (loss) on ordinary activities before taxes		9902	13.235.349	12.088.048

	Discl.	Codes	Period	Preceding period
Extraordinary income		76	1.809.124	5.742.147
Write-back of depreciation and of amounts written off intangible and tangible fixed assets		760	.....	.....
Write-back of amounts written down financial fixed assets ...		761	.....	.....
Write-back of provisions for extraordinary liabilities and charges		762	.....	1.590.267
Capital gains on disposal of fixed assets		763	2.177	1.763
Other extraordinary income	5.11	764/9	1.806.947	4.150.117
Extraordinary charges(+)/(-)		66	2.852.753	3.094.063
Extraordinary depreciation of and extraordinary amounts written off formation expenses, intangible and tangible fixed assets		660	.....	.....
Amounts written off financial fixed assets		661	.....	.....
Provisions for extraordinary liabilities and charges: appropriations (uses)(+)/(-)		662	.....	.....
Capital losses on disposal of fixed assets		663	659.328	854.694
Other extraordinary charges	5.11	664/8	2.193.425	2.239.369
Extraordinary charges carried to assets as restructuring costs(-)		669	.....	.....
Gain (loss) for the period before taxes(+)/(-)		9903	12.191.720	14.736.132
Transfer from deferred taxes		780	.....	.....
Transfer to deferred taxes		680	.....	.....
Income taxes(+)/(-)	5.12	67/77	3.955.378	.....
Taxes		670/3	3.955.378	.....
Adjustment of income taxes and write-back of tax provisions		77	.....	.....
Gain (loss) of the period(+)/(-)		9904	8.236.342	14.736.132
Transfer from untaxed reserves		789	.....	.....
Transfer to untaxed reserves		689	.....	.....
Gain (loss) of the period available for appropriation ..(+)/(-)		9905	8.236.342	14.736.132

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	8.236.342	14.736.132
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	8.236.342	14.736.132
Profit (loss) brought forward(+)/(-)	14P	.....	.....
Withdrawals from capital and reserves	791/2	.....	1.692.710
from capital and share premium account	791	.....	.....
from reserves	792	.....	1.692.710
Transfer to capital and reserves	691/2	8.236.341	.....
to capital and share premium account	691	.....	.....
to legal reserve	6920	411.817	.....
to other reserves	6921	7.824.524	.....
Profit (loss) to be carried forward(+)/(-)	(14)	1	.....
Owners' contribution in respect of losses	794	.....	.....
Profit to be distributed	694/6	.....	16.428.842
Dividends	694	.....	16.428.842
Directors' or managers' entitlements	695	.....	.....
Other beneficiaries	696	.....	.....

	Codes	Period	Preceding period
GOODWILL			
Acquisition value at the end of the period	8053P	xxxxxxxxxxxxxxxx	4.429.258
Movements during the period			
Acquisitions, including produced fixed assets	8023	300	
Sales and disposals	8033	158	
Transfers from one heading to another(+)/(-)	8043	.....
Acquisition value at the end of the period	8053	4.429.400	
Depreciations and amounts written down at the end of the period	8123P	xxxxxxxxxxxxxxxx	4.124.527
Movements during the period			
Recorded	8073	88.316	
Written back	8083	.....
Acquisitions from third parties	8093	.....
Cancelled owing to sales and disposals	8103	.....
Transferred from one heading to another(+)/(-)	8113	.....
Depreciations and amounts written down at the end of the period	8123	4.212.843	
NET BOOK VALUE AT THE END OF THE PERIOD	212	216.557	

STATEMENT OF TANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
LAND AND BUILDINGS			
Acquisition value at the end of the period	8191P	xxxxxxxxxxxxxxxx	16.363.878
Movements during the period			
Acquisitions, including produced fixed assets	8161	221.087	
Sales and disposals	8171	8.000	
Transfers from one heading to another(+)/(-)	8181	.....
Acquisition value at the end of the period	8191	16.576.965	
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxxxxxx	1.621.728
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	1.621.728	
Depreciations and amounts written down at the end of the period	8321P	xxxxxxxxxxxxxxxx	7.090.669
Movements during the period			
Recorded	8271	294.828	
Written back	8281	.....
Acquisitions from third parties	8291	.....
Cancelled owing to sales and disposals	8301	480	
Transferred from one heading to another(+)/(-)	8311	.....
Depreciations and amounts written down at the end of the period	8321	7.385.017	
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	10.813.676	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxxxx	369.918.812
Movements during the period			
Acquisitions, including produced fixed assets	8162	21.431.146	
Sales and disposals	8172	2.741.728	
Transfers from one heading to another(+)/(-)	8182	15.952.041	
Acquisition value at the end of the period	8192	404.560.271	
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxxxxx	58.072.097
Movements during the period			
Recorded	8212	.....
Acquisitions from third parties	8222	.....
Cancelled	8232	.....
Transferred from one heading to another(+)/(-)	8242	824	
Revaluation surpluses at the end of the period	8252	58.072.921	
Depreciations and amounts written down at the end of the period	8322P	xxxxxxxxxxxxxxxx	202.255.605
Movements during the period			
Recorded	8272	9.479.208	
Written back	8282	.....
Acquisitions from third parties	8292	7.732.056	
Cancelled owing to sales and disposals	8302	2.082.400	
Transferred from one heading to another(+)/(-)	8312	11.027.107	
Depreciations and amounts written down at the end of the period	8322	228.411.576	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	234.221.616	

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxxxxxx	10.102.431
Movements during the period			
Acquisitions, including produced fixed assets	8163	79.131	
Sales and disposals	8173	46.146	
Transfers from one heading to another(+)/(-)	8183	.....
Acquisition value at the end of the period	8193	10.135.416	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxxxxxx	199.653
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	199.653	
Depreciations and amounts written down at the end of the period	8323P	xxxxxxxxxxxxxxxx	9.632.697
Movements during the period			
Recorded	8273	125.320	
Written back	8283	.....
Acquisitions from third parties	8293	.....
Cancelled owing to sales and disposals	8303	46.146	
Transferred from one heading to another(+)/(-)	8313	.....
Depreciations and amounts written down at the end of the period	8323	9.711.871	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	623.198	

	Codes	Period	Preceding period
LEASING AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8194P	xxxxxxxxxxxxxxxx	2.627.248
Movements during the period			
Acquisitions, including produced fixed assets	8164	740.848	
Sales and disposals	8174	.....
Transfers from one heading to another(+)/(-)	8184	.....
Acquisition value at the end of the period	8194	3.368.096	
Revaluation surpluses at the end of the period	8254P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8214	.....
Acquisitions from third parties	8224	.....
Cancelled	8234	.....
Transferred from one heading to another(+)/(-)	8244	.....
Revaluation surpluses at the end of the period	8254	.....
Depreciations and amounts written down at the end of the period	8324P	xxxxxxxxxxxxxxxx	2.021.915
Movements during the period			
Recorded	8274	343.298	
Written back	8284	.....
Acquisitions from third parties	8294	.....
Cancelled owing to sales and disposals	8304	.....
Transferred from one heading to another(+)/(-)	8314	.....
Depreciations and amounts written down at the end of the period	8324	2.365.213	
NET BOOK VALUE AT THE END OF THE PERIOD	(25)	1.002.883	
OF WHICH			
Land and buildings	250	.....
Plant, machinery and equipment	251	.....
Furniture and vehicles	252	1.002.883	

	Codes	Period	Preceding period
ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS			
Acquisition value at the end of the period	8196P	xxxxxxxxxxxxxxxx	12.663.026
Movements during the period			
Acquisitions, including produced fixed assets	8166	9.446.932	
Sales and disposals	8176	.....
Transfers from one heading to another(+)/(-)	8186	-4.925.758	
Acquisition value at the end of the period	8196	17.184.200	
Revaluation surpluses at the end of the period	8256P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8216	.....
Acquisitions from third parties	8226	.....
Cancelled	8236	.....
Transferred from one heading to another(+)/(-)	8246	.....
Revaluation surpluses at the end of the period	8256	.....
Depreciations and amounts written down at the end of the period	8326P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8276	.....
Written back	8286	.....
Acquisitions from third parties	8296	.....
Cancelled owing to sales and disposals	8306	.....
Transferred from one heading to another(+)/(-)	8316	.....
Depreciations and amounts written down at the end of the period	8326	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(27)	17.184.200	

	Codes	Period	Preceding period
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8392P	XXXXXXXXXXXXXXXXXX	1.410.336
Movements during the period			
Acquisitions	8362	90.000	
Sales and disposals	8372	.....
Transfers from one heading to another(+)/(-)	8382	.....
Acquisition value at the end of the period	8392	1.500.336	
Revaluation surpluses at the end of the period	8452P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Recorded	8412	.....
Acquisitions from third parties	8422	.....
Cancelled	8432	.....
Transferred from one heading to another(+)/(-)	8442	.....
Revaluation surpluses at the end of the period	8452	.....
Amounts written down at the end of the period	8522P	XXXXXXXXXXXXXXXXXX	.....
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	XXXXXXXXXXXXXXXXXX	.....
Movements during the period(+)/(-)	8542	67.500	
Uncalled amounts at the end of the period	8552	67.500	
NET BOOK VALUE AT THE END OF THE PERIOD	(282)	1.432.836	
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	283P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Additions	8582	.....
Repayments	8592	.....
Amounts written down	8602	.....
Amounts written back	8612	.....
Exchange differences(+)/(-)	8622	.....
Other movements(+)/(-)	8632	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(283)	.....
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8652	.....

	Codes	Period	Preceding period
OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxxxxxxxx	4.756.358
Movements during the period			
Acquisitions	8363	1.975.044	
Sales and disposals	8373	.....
Transfers from one heading to another(+)/(-)	8383	.....
Acquisition value at the end of the period	8393	6.731.402	
Revaluation surpluses at the end of the period	8453P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8413	.....
Acquisitions from third parties	8423	.....
Cancelled	8433	.....
Transferred from one heading to another(+)/(-)	8443	.....
Revaluation surpluses at the end of the period	8453	.....
Amounts written down at the end of the period	8523P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8473	.....
Written back	8483	.....
Acquisitions from third parties	8493	.....
Cancelled owing to sales and disposals	8503	.....
Transferred from one heading to another(+)/(-)	8513	.....
Amounts written down at the end of the period	8523	.....
Uncalled amounts at the end of the period	8553P	xxxxxxxxxxxxxxxx	14.000
Movements during the period(+)/(-)	8543	.....
Uncalled amounts at the end of the period	8553	14.000	
NET BOOK VALUE AT THE END OF THE PERIOD	(284)	6.717.402	
OTHERS ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxxxxxx	250
Movements during the period			
Additions	8583	2.101	
Repayments	8593	.....
Amounts written down	8603	.....
Amounts written back	8613	.....
Exchange differences(+)/(-)	8623	.....
Other movements(+)/(-)	8633	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(285/8)	2.351	
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8653	.....

PARTICIPATING INTERESTS INFORMATION**PARTICIPATING INTERESTS AND SHARES**

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

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held by			Data extracted from the most recent annual accounts			
	directly		subsidiar ies	Annual accounts as per	Cur- rency code	Capital and reserve	Net result
	Number	%	%			(+) of (-) (in units)	
<i>Infrac CVBA</i> <i>BE 0882.509.166</i> <i>Cooperative company with limited liability</i> <i>Koningsstraat 55 box 15, 1000 Brussels,</i> <i>Belgium</i>							
<i>aandelen B</i>	56.400	12,0	0,0	31/12/2015	EUR	11.874.176	231.508
<i>Energiecluster Linkerscheldeover CVBA</i> <i>BE 0563.952.258</i> <i>Cooperative company with limited liability</i> <i>Molenweg Haven 1940, 9130 Kieldrecht</i> <i>(Beveren), Belgium</i>							
	90.000	22,5	0,0	31/12/2015	EUR	6.237.669	-3.723

OTHER INVESTMENTS AND DEPOSITS, ALLOCATION DEFERRED CHARGES AND ACCRUED INCOME

	Codes	Period	Preceding period
INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS			
Shares	51	.....	.....
Book value increased with the uncalled amount	8681	.....	.....
Uncalled amount	8682	.....	.....
Fixed income securities	52	.....	.....
Fixed income securities issued by credit institutions	8684	.....	.....
Fixed term accounts with credit institutions	53	10.005	.....
With residual term or notice of withdrawal			
up to one month	8686	.....	.....
between one month and one year	8687	.....	.....
over one year	8688	10.005	.....
Other investments not mentioned above	8689	.....	.....

DEFERRED CHARGES AND ACCRUED INCOME

Allocation of heading 490/1 of assets if the amount is significant

	Period
.....	525.497
.....	70.876.173
.....
.....

STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

STATEMENT OF CAPITAL

Social capital

Issued capital at the end of the period
 Issued capital at the end of the period

Codes	Period	Preceding period
100P	xxxxxxxxxxxxxxxx	83.135.000
(100)	97.707.500	

Changes during the period

Codes	Value	Number of shares
	3.687.500	1.475
	10.885.000	4.354

	85.575.000	34.230
	1.247.500	499
	10.885.000	4.354

8702	xxxxxxxxxxxxxxxx	39.083
8703	xxxxxxxxxxxxxxxx	.....

Structure of the capital
 Different categories of shares
Aandelen B
Aandelen A

 Registered shares
 Shares to bearer and/or dematerialized

Capital not paid

Uncalled capital
 Called up capital, unpaid
 Shareholders having yet to pay up in full

Codes	Uncalled amount	Capital called but not paid
(101)	600.000	xxxxxxxxxxxxxxxx
8712	xxxxxxxxxxxxxxxx	.....
	600.000	0

Own shares

Held by the company itself
 Amount of capital held
 Corresponding number of shares
 Held by the subsidiaries
 Amount of capital held
 Corresponding number of shares

Codes	Period
8721
8722
8731
8732
8740
8741
8742
8745
8746
8747
8751

Commitments to issue shares

Owing to the exercise of conversion rights
 Amount of outstanding convertible loans
 Amount of capital to be subscribed
 Corresponding maximum number of shares to be issued
 Owing to the exercise of subscription rights
 Number of outstanding subscription rights
 Amount of capital to be subscribed
 Corresponding maximum number of shares to be issued

Authorized capital not issued

Shares issued, non representing capital

Distribution

Number of shares
 Number of voting rights attached thereto

Allocation by shareholder

Number of shares held by the company itself
 Number of shares held by its subsidiaries

Codes	Period
8761	14.809
8762	.....
8771	.....
8781	.....

STRUCTURE OF SHAREHOLDINGS OF THE ENTERPRISE AT YEAR-END CLOSING DATE, AS IT APPEARS FROM THE STATEMENTS RECEIVED BY THE ENTERPRISE

PROVISIONS FOR OTHER LIABILITIES AND CHARGES

ANALYSIS OF THE HEADING 163/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT

.....
.....
.....
.....

Period
915.000
.....
.....
.....

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	5.701.520
Subordinated loans	8811	599.994
Unsubordinated debentures	8821	.....
Leasing and other similar obligations	8831	284.767
Credit institutions	8841	4.816.759
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)	5.701.520
Amounts payable with a remaining term of more than one but not more than five years		
Financial debts	8802	21.180.981
Subordinated loans	8812	1.199.987
Unsubordinated debentures	8822	.....
Leasing and other similar obligations	8832	852.289
Credit institutions	8842	19.128.705
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	5.846.690
Total amounts payable with a remaining term of more than one but not more than five years	8912	27.027.671
Amounts payable with a remaining term of more than five years		
Financial debts	8803	76.541.834
Subordinated loans	8813	.....
Unsubordinated debentures	8823	.....
Leasing and other similar obligations	8833	157.958
Credit institutions	8843	30.383.876
Other loans	8853	46.000.000
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	76.541.834

GUARANTEED AMOUNTS PAYABLE (included in headings 17 and 42/48 of the liabilities)

Amounts payable guaranteed by Belgian public authorities

	Codes	Period
Financial debts	8921	20.969.422
Subordinated loans	8931	.....
Unsubordinated debentures	8941	.....
Leasing and similar obligations	8951	.....
Credit institutions	8961	20.969.422
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 20.969.422

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

TAXES, REMUNERATION AND SOCIAL SECURITY

Taxes (heading 450/3 of the liabilities)

Outstanding tax debts	9072	.....
Accruing taxes payable	9073	3.286.238
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	3.751.819

ACCRUALS AND DEFERRED INCOME

Allocation of heading 492/3 of liabilities if the amount is significant

.....
.....
.....
.....

Period
2.205.383
4.104.928
10.666.335
.....

OPERATING RESULTS

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
Gas		15.634.900	16.527.269
Riolering		1.974.712	1.906.226
Diverse werken		2.090.655	0
Elektriciteit		73.488.786	68.094.687
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	212	216
Average number of employees calculated in full-time equivalents	9087	210,5	215,7
Number of actual worked hours	9088	288.336	295.839
Personnel costs			
Remuneration and direct social benefits	620	14.332.352	13.468.161
Employers' contribution for social security	621	4.107.312	4.633.282
Employers' premiums for extra statutory insurance	622	.....	.....
Other personnel costs	623	1.114.145	1.263.313
Retirement and survivors' pensions	624	.....	.....
Provisions for pensions and other similar rights			
Appropriations (uses and write-backs)	635	-14.353	-28.170
Amounts written off			
Stocks and contracts in progress			
Recorded	9110	.....	.....
Written back	9111	.....	.....
Trade debts			
Recorded	9112	123.797	610.913
Written back	9113	.....	.....
Provisions for liabilities and charges			
Additions	9115	633.554	970.348
Uses and write-backs	9116	677.433	1.741.083
Other operating charges			
Taxes related to operation	640	17.391	4.156
Other costs	641/8	.....	.....
Hired temporary staff and personnel placed at the enterprise's disposal			
Total number at the closing date	9096	4	2
Average number calculated in full-time equivalents	9097	2,9	1,9
Number of actual worked hours	9098	5.433	3.615
Costs to the enterprise	617	156.717	105.620

FINANCIAL AND EXTRAORDINARY RESULTS

	Codes	Period	Preceding period
FINANCIAL RESULTS			
Other financial income			
Subsidies granted by public authorities and recorded as income for the period			
Capital subsidies	9125	30.514	29.914
Interest subsidies	9126	.....	.....
Allocation of other financial income			
Diverse		5.133	947
.....		14.121	14.499
.....		18.370	23.151
.....		80.593	89.549
Depreciation of loan issue expenses and reimbursement premiums	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			
.....		1.810	1.375
.....		0	2.412.904
.....		181.389	187.948
.....		826	2.368
.....		2.019	1.651

EXTRAORDINARY RESULTS

Allocation of other extraordinary income

	Period
.....	1.691.349
.....	48.972
.....	23.403
.....	13.865
.....	25.054
.....	4.304

Allocation of other extraordinary charges

.....	2.170.000
.....	23.425
.....

INCOME TAXES AND OTHER TAXES

INCOME TAXES

	Codes	Period
Income taxes on the result of the period	9134	3.955.378
Income taxes paid and withholding taxes due or paid	9135	3.955.378
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		
.....		-1.890.931
.....		652.271
.....		-358.052
.....		1.244.203

Impact of extraordinary results on the amount of the income taxes relating to the current period

Status of deferred taxes

	Codes	Period
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		.....
.....	
.....	

VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES

Value added taxes charged

	Codes	Period	Preceding period
To the enterprise (deductible)	9145	14.045.989	10.906.585
By the enterprise	9146	567.914	577.143
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	4.258.089	4.345.959
For withholding taxes on investment income	9148	25.437	.....

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	105.600.000
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	105.600.000
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	.....
Pledging of goodwill - Amount of the registration	9181	.....
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	.....
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR OWN 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	.....

COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES

INFORMATION CONCERNING IMPORTANT LITIGATION AND OTHER COMMITMENTS

BRIEF DESCRIPTION OF SUPPLEMENT RETIREMENT OR SURVIVORS PENSION PLAN IN FAVOUR OF THE PERSONNEL OR THE EXECUTIVES OF THE ENTERPRISE AND OF THE MEASURES TAKEN BY THE ENTERPRISE TO COVER THE RESULTING CHARGES

PENSIONS FUNDED BY THE ENTERPRISE

Estimated amount of the commitments resulting from past services

Methods of estimation

.....
.....
.....
.....

Codes	Period
9220

NATURE AND COMMERCIAL OBJECTIVE OF TRANSACTIONS NOT REFLECTED IN THE BALANCE SHEET

Provided that the risks or advantages coming from these transactions are significant and if the disclosure of the risks or advantages is necessary to appreciate the financial situation of the company; if need arises, the financial consequences of these transactions for the company have also to be mentioned

OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

RELATIONSHIPS WITH AFFILIATED ENTERPRISES AND ENTERPRISES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	.....	.....
Participating interests	(280)	.....	.....
Subordinated amounts receivable	9271	.....	.....
Other amounts receivable	9281	.....	.....
Amounts receivable from affiliated enterprises	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	.....	.....
ENTERPRISES LINKED BY PARTICIPATING INTERESTS			
Financial fixed assets	(282/3)	1.432.836	1.410.336
Participating interests	(282)	1.432.836	1.410.336
Subordinated amounts receivable	9272	.....	.....
Other amounts receivable	9282	.....	.....
Amounts receivable	9292	.....	.....
Over one year	9302	.....	.....
Within one year	9312	.....	.....
Amounts payable	9352	62.755.456	54.503.466
Over one year	9362	46.000.000	46.000.000
Within one year	9372	16.755.456	8.503.466

TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT OF MARKET CONDITIONS

Mention of these transactions if they are significant, including the amount of the transactions, the nature of the link, and all information about the transactions which should be necessary to get a better understanding of the situation of the company

.....
.....
.....
.....

Period
0
.....
.....
.....

FINANCIAL RELATIONSHIPS WITH

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

Amounts receivable from these persons

Conditions on amounts receivable

Guarantees provided in their favour

Main conditions of these guarantees

Other significant commitments undertaken in their favour

Main conditions of the other commitments

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

To former directors and former managers

Codes	Period
9500
9501
9502
9503	64.025
9504

AUDITORS OR PEOPLE THEY ARE LINKED TO

Auditor's fees

Fees for exceptional services or special missions executed in the company by the auditor

Other attestation missions

Tax consultancy

Other missions external to the audit

Fees for exceptional services or special missions executed in the company by people they are linked to

Other attestation missions

Tax consultancy

Other missions external to the audit

Codes	Period
9505	14.332
95061	6.197
95062	.....
95063	.....
95081	.....
95082	.....
95083	.....

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

DERIVATIVES NOT MEASURED AT FAIR VALUE

FAIR VALUE OF FINANCIAL DERIVATIVES NOT MEASURED AT FAIR VALUE WITH INDICATION ABOUT THE NATURE AND THE VOLUME OF THE INSTRUMENTS

.....
.....
.....
.....

Period
237.734
.....
.....
.....

INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

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

The company neither prepares nor publishes consolidated financial statements and a relating annual report for one of the following reasons

The enterprise and its subsidiaries on consolidated basis exceed not more than one of limits mentioned in art. 16 of Company Law

SOCIAL BALANCE SHEET

Number of joint industrial committee:

STATEMENT OF THE PERSONS EMPLOYED

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

During the current period

Average number of employees

Full-time
 Part-time
 Total in full-time equivalents

Number of hours actually worked

Full-time
 Part-time
 Total

Personnel costs

Full-time
 Part-time
 Total

Advantages in addition to wages

Codes	Total	1. Men	2. Women
1001	208,0	160,0	48,0
1002	5,1	1,1	4,0
1003	210,5	160,5	50,0
Number of hours actually worked			
1011	284.348	221.524	62.824
1012	3.988	1.044	2.944
1013	288.336	222.568	65.768
Personnel costs			
1021	19.262.131	15.769.239	3.492.892
1022	291.676	58.227	233.449
1023	19.553.807	15.827.466	3.726.341
1033	48.018	38.298	9.720

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	215,7	165,0	50,7
1013	295.839	229.501	66.338
1023	19.364.756	15.810.471	3.554.285
1033	69.425	53.066	16.358

EMPLOYEES FOR WHOM THE ENTREPRISE 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	3. Total full-time equivalents	
Number of employees	105	158	54	198,8
By nature of the employment contract				
Contract for an indefinite period	110	158	54	198,8
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	132	28	153,5
primary education	1200	26	10	34,0
secondary education	1201	63	13	73,3
higher non-university education	1202	21	4	23,4
university education	1203	22	1	22,8
Women	121	26	26	45,3
primary education	1210	.....	1	0,8
secondary education	1211	12	12	21,0
higher non-university education	1212	11	11	19,5
university education	1213	3	2	4,0
By professional category				
Management staff	130	4	.....	4,0
Employees	134	154	54	194,8
Workers	132	.....	.....	.....
Others	133	.....	.....	.....

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

During the period			
Codes	1. Hired temporary staff	2. Persons placed at the enterprise's disposal	
Average number of persons employed	150	2,9	.....
Number of hours actually worked	151	5.433	.....
Costs for the enterprise	152	156.717	.....

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES

Number of employees for whom the enterprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year

By nature of employment contract

- Contract for an indefinite period
- Contract for a definite period
- Contract for the execution of a specifically assigned work
- Replacement contract

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
205	1	.....	1,0
210	1	.....	1,0
211	.....	.....	.....
212	.....	.....	.....
213	.....	.....	.....

DEPARTURES

Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year

By nature of employment contract

- Contract for an indefinite period
- Contract for a definite period
- Contract for the execution of a specifically assigned work
- Replacement contract

By reason of termination of contract

- Retirement
- Unemployment with extra allowance from enterprise
- Dismissal
- Other reason
- the number of persons who continue to render services to the enterprise at least half-time on a self-employed basis ..

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
305	4	.....	4,0
310	4	.....	4,0
311	.....	.....	.....
312	.....	.....	.....
313	.....	.....	.....
340	4	.....	4,0
341	.....	.....	.....
342	.....	.....	.....
343	.....	.....	.....
350	.....	.....	.....

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	89	5811	23
Number of actual training hours	5802	1.039	5812	402
Net costs for the enterprise	5803	124.562	5813	43.648
of which gross costs directly linked to training	58031	124.562	58131	43.648
of which fees paid and payments 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	121	5831	37
Number of actual training hours	5822	1.982	5832	736
Net costs for the enterprise	5823	124.840	5833	46.337
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	.....