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NAT.	Filing date	Nr.	P.	U.	D.

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

IDENTIFICATION DETAILS		
NAME: RIOBRA Opdrachthoudende Vereniging		
Legal form: Cooperative company with limited liability		
Address: Diestsesteenweg(LIN)		Nr.:126 Box:
Postal code: 3210 Municipality: Lubbee	k	
Country: Belgium		
Register of legal persons – commercial court Leuven		
Website address <sup>1</sup> :		
	Company identification number	BE 0878.051.819
DATE 19 / 06 / 2015 of filing the memora the date of publication of the memorandum of association at	andum of association OR of the most rece and of the act amending the articles of as	
ANNUAL ACCOUNTS ANNUAL ACCOUNTS IN EURO	OS (2 decimals) approved by the general meeting of	23 / 06 / 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 $\textbf{are}  / \textbf{xine} \text{(right)}^2  \text{identified}$	cal to the ones previously published.	
Total number of pages filed:		
(nai	Signature me and position)	Signature (name and position)

Optional information.

<sup>&</sup>lt;sup>2</sup> 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

Armand Biesemans Director
Werfstraat 99, 1570 Galmaarden, Belgium 22/03/2013 -

Walter Craps Director
R. Borremansstraat 22, 3040 Huldenberg, Belgium 22/03/2013 -

Jean-Pierre Taverniers Director
Hautem 82, 3320 Hoegaarden, Belgium 22/03/2013 -

Julien Dekeyser Vice-chairman of the board of directors

Dennenweg 2, 3190 Boortmeerbeek, Belgium 23/03/2013 -

Hendrik Claes Director
Zandstraat 56 box 1, 3350 Linter, Belgium 22/03/2013 -

Carine Goris Director
Grote straat 25, 3118 Werchter, Belgium 22/03/2013 -

Bart Willems Director
Het Everbeur 11, 3130 Begijnendijk, Belgium 22/03/2013 -

Benny Reviers Director
Witteweg 5, 3460 Bekkevoort, Belgium 22/03/2013 -

Albert Mees Director
Komkommerstraat 8, 3060 Bertem, Belgium 22/03/2013 -

Kristof Cattie Director
Romont 14, 1547 Biévène, Belgium 22/03/2013 -

Christine Dejaegher Director
Groenstraat 126, 3370 Boutersem, Belgium 22/03/2013 -

Germain Vandezande Director
Kwadestraat 75, 3450 Geetbets, Belgium 22/03/2013 -

Luc De DonckerDirectorLenniksestraat 117, 1755 Gooik, Belgium22/03/2013 -

Lieven Van Den Broeck
Sint-Niklaasstraat 48, 1540 Herne, Belgium
Director
22/03/2013 -

André Alles Director
Dorpsstraat 130, 3471 Hoeleden, Belgium 22/03/2013 -

Leon Ignoul Director
Een Meilaan 16, 3400 Landen, Belgium 22/03/2013 -

Paul Duerinckx Director
Nachtegalenstraat 66, 3210 Lubbeek, Belgium 22/03/2013 -

Chantal Mostaert Director
Sint-Jansstraat 95 box 1, 1785 Merchtem, Belgium 22/03/2013 -

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### 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

Director

22/03/2013 -

22/03/2013 -

Tom Teck Maurice Noëstraat 14, 3050 Oud-Heverlee, Belgium

Klottenbergstraat 12 box A, 3440 Zoutleeuw, Belgium

Director Peter Lacres

Eeckhoudtstraat 26, 1670 Pepingen, Belgium 22/03/2013 -

Vice-chairman of the board of directors Fons Lemmens

Sint-Annastraat 27, 3390 Tielt (Bt.), Belgium 22/03/2013 -

Chairman of the board of directors Jos Hermans 22/03/2013 -

Breynissemberg 12, 3300 Tienen, Belgium

Marie-Claire Loozen Director Kerkomstraat 8, 3300 Tienen, Belgium 22/03/2013 -

Director André Stiers

Jos Dewinter Director 22/03/2013 -

Van Steelantstraat 24, 1820 Steenokkerzeel, Belgium Andere functie Roger Verduyckt

Vijverstraat 1 box A, 3130 Begijnendijk, Belgium 22/03/2013 -Andere functie André Govaerts Rijnrode 9, 3460 Bekkevoort, Belgium 22/03/2013 -

Fons Heyvaert Andere functie Mieregemstraat 165, 1785 Merchtem, Belgium 22/03/2013 -

Paul Delimon Andere functie Glabbeeksesteenweg 128, 3391 Meensel-Kiezegem, Belgium 22/03/2013 -

Bert Meulemans Director Vogelzangwijk 14, 3190 Boortmeerbeek, Belgium 22/03/2013 -

Peter Reekmans Director Dries 11 box B, 3380 Glabbeek (Zuurbemde), Belgium 23/02/2015 -

Danny Liekens Director Vereeckenstraat 59, 1820 Steenokkerzeel, Belgium 24/06/2016 -

Director Sato Pollet Lesagestraat 44, 1820 Steenokkerzeel, Belgium 20/06/2015 -

Maria Saelmaekers Andere functie

Walmersumstraat 38, 3380 Glabbeek (Zuurbemde), Belgium 31/12/2015 -

Ernst & Young BCVBA **Auditor** 

Nr.: BE 0446.334.711 Herckenrodesingel 4A box 1, 3500 Hasselt, Belgium

Membership nr.: B00160

Stefan Olivier

Represented by:

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	Nature of the assignment (A, B, C and/or D)

\*

<sup>\*</sup> Strike out what is not applicable.

<sup>\*\*</sup> Optional information.

## **ANNUAL ACCOUNTS**

## **BALANCE SHEET AFTER APPROPRIATION**

	Discl.	Codes	Period	Preceding period
ASSETS				
Formation expenses	6.1	20		
FIXED ASSETS		21/28	182.943.981,63	181.701.701,21
Intangible fixed assets	6.2	21	788.898,57	840.513,27
Tangible fixed assets	6.3	22/27	181.669.307,06	180.375.411,94
Land and buildings		22	431.017,99	361.898,23
Plant, machinery and equipment		23	164.258.377,06	162.405.163,32
Furniture and vehicles		24	14.218,06	16.599,96
Leasing and similar rights		25	35.606,24	46.172,48
Other tangible fixed assets		26		
Assets under construction and advance payments		27	16.930.087,71	17.545.577,95
Financial fixed assets6.	4/6.5.1	28	485.776,00	485.776,00
Affiliated enterprises	6.15	280/1		
Participating interests		280		
Amounts receivable		281		
Enterprises linked by participating interests	6.15	282/3	485.776,00	485.776,00
Participating interests		282	485.776,00	485.776,00
Amounts receivable		283		
Other financial assets		284/8		
Shares		284		
Amounts receivable and cash guarantees		285/8		

Disc	I. Codes	Period	Preceding period
CURRENT ASSETS	29/58	24.785.481,27	20.795.621,51
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	24.455.877,62	19.338.297,87
Trade debtors	40	417.170,16	452.359,37
Other amounts receivable	41	24.038.707,46	18.885.938,50
Current investments	50/53		
Own shares	50		
Other investments	51/53		
Cash at bank and in hand	54/58	329.603,65	1.457.323,64
Deferred charges and accrued income 6.6	490/1		
TOTAL ASSETS	20/58	207.729.462,90	202.497.322,72

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	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	180.124.579,95	175.419.829,24
Capital		10 100	142.855.647,28 142.855.647,28	142.855.647,28 142.855.647,28
Issued capital Uncalled capital		101		
Share premium account		11	1.634.633,53	1.634.633,53
Revaluation surpluses		12		
Reserves		13	3.914.740,14	2.792.749,30
Legal reserve		130	812.048,33	755.948,79
Reserves not available		131		
In respect of own shares held		1310		
Other		1311		
Untaxed reserves		132		
Available reserves		133	3.102.691,81	2.036.800,51
Accumulated profits (losses)(+)/(-)		14		
Investment grants		15	31.719.559,00	28.136.799,13
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	27.604.882,95	27.077.493,48
Amounts payable after more than one year	6.9	17	20.510.560,88	21.264.144,85
Financial debts		170/4	20.510.560,88	21.264.144,85
Subordinated loans		170	10.500.000,00	
Unsubordinated debentures		171	10.000.000,00	
Leasing and other similar obligations		172	10.560,88	14.144,85
Credit institutions		173		11.250.000,00
Other loans		174		10.000.000,00
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	6.9	42/48	6.896.937,32	5.812.879,88
Current portion of amounts payable after more than one year falling due within one year		42	762.309,44	772.799.00
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	254.374.11	687.234.88
Suppliers		440/4	254.374,11	687.234,88
Bills of exchange payable		441		
Advances received on contracts in progress		46	1.543.460,11	1.593.768,75
Taxes, remuneration and social security	6.9	45	282.088,88	281.271,65
Taxes		450/3		31.714,71
Remuneration and social security		454/9	282.088,88	249.556,94
Other amounts payable		47/48	4.054.704,78	2.477.805,60
Accruals and deferred income	6.9	492/3	197.384,75	468,75
TOTAL LIABILITIES		10/49	207.729.462,90	202.497.322,72

## **INCOME STATEMENT**

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	14.215.577,64	14.240.569,37
Turnover	6.10	70	14.195.083,49	14.221.040,87
Stocks of finished goods and work and contracts in progress: increase (decrease)(+)/(-)		71		
Own work capitalised		72		
Other operating income	6.10	74		
Non-recurring operating income	6.12	76A	20.494,15	19.528,50
Operating charges		60/66A	12.981.258,65	12.002.992,36
Raw materials, consumables		60		
Purchases		600/8		
Stocks: decrease (increase)(+)/(-)		609		
Services and other goods		61	2.625.270,12	1.897.394,81
Remuneration, social security costs and pensions(+)/(-) Depreciation of and other amounts written off formation	6.10	62	2.212.967,99	2.111.003,11
expenses, intangible and tangible fixed assets		630	5.642.343,91	5.518.002,57
debtors: Appropriations (write-backs)(+)/(-) Provisions for liabilities and charges: Appropriations (uses	6.10	631/4	24.636,50	
and write-backs)(+)/(-)	6.10	635/8		
Other operating charges	6.10	640/8	2.476.033,05	2.476.538,26
Operating charges carried to assets as restructuring costs(-)		649		
Non-recurring operating charges	6.12	66A	7,08	53,61
Operating profit (loss)(+)/(-)		9901	1.234.318,99	2.237.577,01

	Discl.	Codes	Period	Preceding period
Financial income		75/76B	711.937,21	633.043,64
Recurring financial income		75	711.937,21	633.043,64
Income from financial fixed assets		750	8.797,31	5.700,84
Income from current assets		751	137.602,67	182.614,18
Other financial income	6.11	752/9	565.537,23	444.728,62
Non-recurring financial income	6.12	76B		
Financial charges		65/66B	814.186,40	725.190,26
Recurring financial charges	6.11	65	814.186,40	725.190,26
Debt charges		650	813.218,61	723.890,98
Amounts written off current assets except stocks, contracts				
in progress and trade debtors: appropriations (write-backs)				
(+)/(-)		651	007.70	4 000 00
Other financial charges	0.40	652/9	967,79	1.299,28
Non-recurring financial charges	6.12	66B		
Gain (loss) for the period before taxes(+)/(-)		9903	1.132.069,80	2.145.430,39
Transfer from deferred taxes		780		
Transfer to deferred taxes		680		
Income taxes(+)/(-)	6.13	67/77	10.078.96	1.429,85
Taxes		670/3	10.138,43	1.429,85
Adjustment of income taxes and write-back of tax provisions		77	59,47	
Gain (loss) of the period(+)/(-)		9904	1.121.990,84	2.144.000,54
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Gain (loss) of the period available for appropriation $(+)/(-)$		9905	1.121.990,84	2.144.000,54

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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)	1.121.990,84 1.121.990,84	2.144.000,54 2.144.000,54
Profit (loss) brought forward(+)/(-)	14P		·····
Withdrawals from capital and reserves	791/2		
from capital and share premium account	791		
from reserves	792		
Transfer to capital and reserves	691/2	1.121.990,84	2.144.000,54
to capital and share premium account	691		
to legal reserve	6920	56.099,54	107.200,03
to other reserves	6921	1.065.891,30	2.036.800,51
Accumulated profits (losses)(+)/(-)	(14)		
Owners' contribution in respect of losses	794		
Profit to be distributed	694/7		
Dividends	694		
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	1.162.722,10
Movements during the period			
Acquisitions, including produced fixed assets	8022	93.584,40	
Sales and disposals	8032		
Transfers from one heading to another(+)/(-)	8042		
Acquisition value at the end of the period	8052	1.256.306,50	
Depreciations and amounts written down at the end of the period	8122P	xxxxxxxxxxxxx	322.208,83
Movements during the period			
Recorded	8072	145.199,10	
Written back	8082		
Acquisitions from third parties	8092		
Cancelled owing to sales and disposals	8102		
Transferred from one heading to another(+)/(-)	8112		
Depreciations and amounts written down at the end of the period		467.407,93	
NET BOOK VALUE AT THE END OF THE PERIOD	211	788.898,57	

## STATEMENT OF TANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
LAND AND BUILDINGS			
Acquisition value at the end of the period	8191P	xxxxxxxxxxxx	361.898,23
Movements during the period			
Acquisitions, including produced fixed assets	8161		
Sales and disposals	8171		
Transfers from one heading to another(+)/(-)	8181	69.119,76	
Acquisition value at the end of the period	8191	431.017,99	
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxx	
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		
Depreciations and amounts written down at the end of the period	8321P	xxxxxxxxxxxx	
Movements during the period			
Recorded	8271		
Written back	8281		
Acquisitions from third parties	8291		
Cancelled owing to sales and disposals	8301		
Transferred from one heading to another(+)/(-)	8311		
Depreciations and amounts written down at the end of the period	8321		
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	431.017,99	

	Codes Period		Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxx	202.104.582,18
Movements during the period			
Acquisitions, including produced fixed assets	8162	807.736,29	
Sales and disposals	8172		
Transfers from one heading to another(+)/(-)	8182	6.522.093,56	
Acquisition value at the end of the period	8192	209.434.412,03	,
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxx	
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		
Depreciations and amounts written down at the end of the period	8322P	xxxxxxxxxxxxx	39.699.418,86
Movements during the period			
Recorded	8272	5.476.616,11	
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	45.176.034,97	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	164.258.377,06	

	Codes Period		Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxx	3.183.990,57
Movements during the period			
Acquisitions, including produced fixed assets	8163		
Sales and disposals	8173		
Transfers from one heading to another(+)/(-)	8183		
Acquisition value at the end of the period	8193	3.183.990,57	,
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxx	
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		
Depreciations and amounts written down at the end of the period	8323P	xxxxxxxxxxxx	3.167.390,61
Movements during the period			
Recorded	8273	2.381,90	
Written back	8283		
Acquisitions from third parties	8293		
Cancelled owing to sales and disposals	8303		
Transferred from one heading to another(+)/(-)	8313		
Depreciations and amounts written down at the end of the period	8323	3.169.772,51	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	14.218,06	

	Codes Period		Preceding period
LEASING AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8194P	xxxxxxxxxxxx	83.153,55
Movements during the period			
Acquisitions, including produced fixed assets	8164	7.580,56	
Sales and disposals	8174		
Transfers from one heading to another(+)/(-)	8184		
Acquisition value at the end of the period	8194	90.734,11	
Revaluation surpluses at the end of the period	8254P	xxxxxxxxxxxxx	
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	xxxxxxxxxxxxx	36.981,07
Movements during the period			
Recorded	8274	18.146,80	
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	55.127,87	
NET BOOK VALUE AT THE END OF THE PERIOD	(25)	35.606,24	
OF WHICH			
Land and buildings	250		
Plant, machinery and equipment	251		
Furniture and vehicles	252	35.606,24	

	Codes	Period	Preceding period
ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS			
Acquisition value at the end of the period	8196P	xxxxxxxxxxxx	17.545.577,95
Movements during the period			
Acquisitions, including produced fixed assets	8166	5.975.723,08	
Sales and disposals	8176		
Transfers from one heading to another(+)/(-)	8186	-6.591.213,32	
Acquisition value at the end of the period	8196	16.930.087,71	
Revaluation surpluses at the end of the period	8256P	xxxxxxxxxxxxx	
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	xxxxxxxxxxxxx	
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)	16.930.087,71	

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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	485.776,00
Movements during the period  Acquisitions	8362		
Sales and disposals	8372		
Transfers from one heading to another(+)/(-)	8382		
-	8392		
Acquisition value at the end of the period		485.776,00	
Revaluation surpluses at the end of the period	8452P	XXXXXXXXXXXXXXX	
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	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)	485.776,00	
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	283P	xxxxxxxxxxxx	
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	0050		
THE PERIOD ·····	8652		

### 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.

OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER  Nature    Mature   Mat			Rights h	eld		Data extracted from the most recent annual accounts			
Infrax BE 0882.509.166 Cooperative company with limited liability Koning Albert II-laan 37 1030 Schaerbeek Belgium  Number % % per code (in units)  (in units)  31/12/2015 EUR 11.874.176,00 278.022,0	NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Noturo	direct	tly		Annual		Capita land reserves	Net result
BE 0882.509.166 Cooperative company with limited liability Koning Albert II-laan 37 1030 Schaerbeek Belgium 31/12/2015 EUR 11.874.176,00 278.022,0	COMPANY IDENTIFICATION NUMBER	ivature	Number	%	%			(+) or (in uni	(-) ts)
	BE 0882.509.166 Cooperative company with limited liability Koning Albert II-laan 37 1030 Schaerbeek		18.800	4,0	0,0	31/12/2015	EUR		278.022,00

F 6.7.1

Nr.

BE 0878.051.819

## 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	XXXXXXXXXX	xxxx	142.855.647,28
Issued capital at the end of the period	(100)	142.855.6	47,28	,
				•
	Codes	Value		Number of shares
Changes during the period				
Structure of the capital				
Different categories of shares				
		619.7	50,00	25.000
		113.702.5		4.586.630
		28.532.4		1.150.967
	0700		67,65	35
Registered shares	8702	XXXXXXXXXX		
Shares dematerialized	8703	XXXXXXXXX	XXXXX	
	Carlas	l le selle d'es		Capital called but not
	Codes	Uncalled ar	nount	paid
Capital not paid				
Uncalled capital	(101)			xxxxxxxxxxx
Called up capital, unpaid	8712	XXXXXXXXXXXXX		
Shareholders having yet to pay up in full				
			Codes	Period
Own shares				
Held by the company itself				
Amount of capital held			8721	
Corresponding number of shares			8722	
Held by the subsidiaries				
Amount of capital held			8731	
Corresponding number of shares			8732	
Commitments to issue shares				
Owing to the exercise of conversion rights				
Amount of outstanding convertible loans			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	
Corresponding maximum number of shares to be issued			8747	
Authorized capital not issued			8751	

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	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	ļ .

# 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	762.309,44
Subordinated loans	8811	750.000,00
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	12.309,44
Credit institutions	8841	
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)	762.309,44
Amounto poveble with a remaining term of more than one but not more than five years		
Amounts payable with a remaining term of more than one but not more than five years  Financial debts	8802	10.560,88
Subordinated loans	8812	
Unsubordinated debentures	8822	
Leasing and other similar obligations	8832	10.560,88
Credit institutions	8842	70.000,00
	8852	
Other loans  Trade debts	8862	
****	8872	
Suppliers  Bills of exchange payable	8882	
	8892	
Advance payments received on contracts in progress  Other amounts payable	8902	
Other amounts payable	0302	
Total amounts payable with a remaining term of more than one but not more than five years	8912	10.560,88
Amounts payable with a remaining term of more than five years	0000	20 500 000 00
Financial debts	8803 8813	20.500.000,00 10.500.000,00
Subordinated loans	8823	10.000.000,00
Unsubordinated debentures	8833	
Leasing and other similar obligations	8843	
Credit institutions		
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	20.500.000,00

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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	9062	
on its own assets	3002	
	Codes	Period
TAXES, REMUNERATION AND SOCIAL SECURITY		
Taxes (heading 450/3 of the liabilities)		
Outstanding tax debts	9072	
Accruing taxes payable	9073	
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	

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

## **OPERATING RESULTS**

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
		14.175.540,20	14.213.780,90
Allocation into geographical markets			
Other operating income Operating subsidies and compensatory amounts received from public authorities OPERATING CHARGES	740		
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	23	23
Average number of employees calculated in full-time equivalents	9087	21,5	21,6
Number of actual worked hours	9088	32.511	33.674
Personnel costs			
Remuneration and direct social benefits	620	1.556.201,05	1.498.810,05
Employers' contribution for social security	621	464.514,00	450.738,15
Employers' premiums for extra statutory insurance	622	128.089,53	109.704,89
Other personnel costs(+)/(-)	623	64.163,41	51.750,02
Retirement and survivors' pensions	624		

	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	24.636,50	
Written back	9113		
Provisions for liabilities and charges			
Additions	9115		
Uses and write-backs	9116		
Other operating charges			
Taxes related to operation	640	33,05	216,70
Other costs	641/8	2.476.000,00	2.476.321,56
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	565.537,08	443.650,29
Interest subsidies	9126		
Allocation of other financial income		0.45	4.070.00
		0,15	1.078,33
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	6560		
Appropriations	6561		
Allocation of other financial charges			
		959,96	1.254,57
		7,83	44,71

# INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	Codes	Period	Preceding period
NON RECURRING INCOME	76	20.494,15	19.528,50
Non-recurring operating income	(76A)	20.494,15	19.528,50
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		
Other non-recurring operating income	764/8	20.494,15	19.528,50
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	7,08	53,61
Non-recurring operating charges	(66A)	7,08	53,61
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660		
Provisions for extraordinary operating liabilities and charges: Appropriations	6620		
(uses)(+)/(-) Capital losses on disposal of intangible and tangible fixed assets(+)	6630		
Other non-recurring operating charges	664/7	7.08	53,61
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	001		
(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 9135	2.375,27 2.375,27
Excess of income tax prepayments and withholding taxes paid recorded under assets  Estimated additional taxes	9136 9137	
Income taxes on the result of prior periods	9138	7.763,16
Additional income taxes due or paid	9139 9140	7.763,16
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		
		Period
mpact of non recurring results on the amount of the income taxes relating to the current period		
	Cadaa	Devied
	Codes	Period
Status of deferred taxes  Deferred taxes representing assets	9141	
Accumulated tax losses deductible from future taxable profits  Other deferred taxes representing assets	9142	
Deferred taxes representing liabilities  Allocation of deferred taxes representing liabilities	9144	
	I	

	Codes	Period	Preceding period
VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES			
Value added taxes charged			
To the enterprise (deductible)	9145	7.836,17	17.751,46
By the enterprise	9146	667,91	1.454,45
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	499.928,21	483.583,59
For withholding taxes on investment income	9148	2.375,27	1.429,85

## 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	0450	
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	9153	
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	
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	

	Codes	Period
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	eriod
	H1100
	Cilou
P P	eriod
AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS	
SUPPLEMENT RETIREMENTS OR SURVIVORS PENSION PLANS IN FAVOUR OF THE PERSONNEL OR THE EXECUTIVES OF THE	E
ENTERPRISE	
Brief description	
Measures taken by the enterprise to cover the resulting charges	
Codes Pe	eriod
	71100
PENSIONS FUNDED BY THE ENTERPRISE	
Estimated amount of the commitments resulting from past services	
Methods of estimation	
Р	eriod
NATURE AND FINANCIAL IMPACT OF SIGNIFICANT EVENTS AFTER THE CLOSING DATE NOT INCLUDED IN THE	
BALANCE SHEET OR THE INCOME STATEMENT	

Nr.	BE 0878.051.819		F 6.14
		Γ	Period
Соммі	IMENTS TO PURCHASE OR SALE AVA	AILABLE TO THE COMPANY AS ISSUER OF OPTIONS FOR SALE OR	. chea
PURCH			
			Period
		<u>l</u> _	
	E, COMMERCIAL OBJECTIVE AND FIN LANCE SHEET	ANCIAL CONSEQUENCES OF TRANSACTIONS NOT REFLECTED IN	
THE BA	LANCE SHEET  that the risks or advantages cor	ANCIAL CONSEQUENCES OF TRANSACTIONS NOT REFLECTED IN ming from these transactions are significant and if the ecessary to appreciate the financial situation of the company	
THE BA	LANCE SHEET  that the risks or advantages cor	ning from these transactions are significant and if the	0,00
THE BA	LANCE SHEET  that the risks or advantages cor	ning from these transactions are significant and if the	0,00
THE BA	LANCE SHEET  that the risks or advantages cor	ning from these transactions are significant and if the	,
THE BA	LANCE SHEET  that the risks or advantages cor	ning from these transactions are significant and if the	
THE BA	LANCE SHEET  that the risks or advantages cor	ning from these transactions are significant and if the	

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)		
Participating interests	(280)		
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  Provided or irrevocably promised by associated enterprises as security for debts or commitments of the enterprise	9383 9393		
Other significant financial commitments	9403		
OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS			
	2050	405.770.00	405 770 00
Financial fixed assets	9252	485.776,00	485.776,00
Participating interests	9262	485.776,00	485.776,00
Subordinated amounts receivable	9272		
Other amounts receivable	9282		
Amounts receivable	9292	23.252.237,58	17.982.256,36
Over one year	9302		
Within one year	9312	23.252.237,58	17.982.256,36
Amounts payable	9352	10.000.000,00	10.000.000,00
Over one year	9362	10.000.000,00	10.000.000,00
Within one year	9372		
			Dariad
			Period
TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT  Mention of these transactions if they are significant, including the amount of	_		

mounto payable		· · · · · · · · · · · · · · · · · · ·	,
Over one year	9362	10.000.000,00	10.000.000,00
Within one year	9372		
			-
			Period
RANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT	OF MARI	KET CONDITIONS	
lention of these transactions if they are significant, including the amount o			
ature of the link, and all information about the transactions which should Inderstanding of the situation of the company	e neces	sary to get a better	
nuer standing of the situation of the company			0.00
			, , , , , , , , , , , , , , , , , , ,

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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	
Guarantees provided in their ravour		
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	83.383,02
To former directors and former managers	9504	

### **AUDITORS OR PEOPLE THEY ARE LINKED TO**

	Codes	Period
Auditor's fees	9505	5.202,00
Fees for exceptional services or special missions executed in the company by the auditor		
Other attestation missions	95061	1.460,90
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

# OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANY LAW

## **MANAGEMENT REPORT**

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## **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	15,4	13,0	2,4
Part-time	1002	7,6		7,6
Total in full-time equivalents	1003	21,5	13,0	8,5
Number of hours actually worked				
Full-time	1011	24.325	20.528	3.797
Part-time	1012	8.186		8.186
Total	1013	32.511	20.528	11.983
Personnel costs				
Full-time	1021	1.655.749,01	1.397.265,55	258.483,46
Part-time	1022	557.218,98		557.218,98
Total	1023	2.212.967,99	1.397.265,55	815.702,44
Advantages in addition to wages	1033	32.209,97	20.337,34	11.872,63

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	21,6	13,0	8,6
1013	33.674	20.627	13.047
1023	2.111.003,11	1.193.175,67	917.827,44
1033			

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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	15	8	21,4
By nature of the employment contract				
Contract for an indefinite period	110	15	8	21,4
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	13		13,0
primary education	1200			
secondary education	1201	2		2,0
higher non-university education	1202	6		6,0
university education	1203	5		5,0
Women	121	2	8	8,4
primary education	1210			
secondary education	1211		2	1,5
higher non-university education	1212	1	4	4,2
university education	1213	1	2	2,7
By professional category				
Management staff	130	1		1,0
Employees	134	14	8	20,4
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	150		
Number of hours actually worked	151		
Costs for the enterprise	152		

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## LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

the enterprise at least half-time on a self-employed basis ..

ENTRIES	Codes	1. Full-time	2. Part-time	Total full-time equivalents
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			
By nature of employment contract				
Contract for an indefinite period	210			
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			
By nature of employment contract				
Contract for an indefinite period	310			
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			
Unemployment with extra allowance from enterprise	341			
Dismissal	342			
Other reason	343			
the number of persons who continue to render services to				

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	12	5811	4
Number of actual training hours	5802	326	5812	39
Net costs for the enterprise	5803	34.466,40	5813	3.404,99
of which gross costs directly linked to training	58031	34.466,40	58131	3.404,99
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	12	5831	11
Number of actual training hours	5822	131	5832	82
Net costs for the enterprise	5823	8.221,50	5833	5.150,25
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	