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#### ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANIES AND ASSOCIATIONS CODE

<b>IDENTIFICATION</b>	DETAILS	on date	of denosit)
	DE I AILS	Ull uale	u uepusii,

Legal Iorm: upile littilied company	
· ·	
	ren
Country: Belgium	
·	Division Dendermonde
	Company identification number BE 0405.706.755
	orandum of association OR of the most recent document mentioning
the date of publication of the memorandum of association	n and of the act amending the articles of association.
ANNUAL ACCOUNTS ANNUAL ACCOUNTS IN EUR	
	approved by the general meeting of 12 / 05 / 2021
Regarding the financial year from	01 / 01 / 2020 to 31 / 12 / 2020
Preceding financial year from	01 / 01 / 2019 to 31 / 12 / 2019
	ntical to the ones previously published.
The amounts for the preceding period are / 🗚🖎 🕅 iden	
The amounts for the preceding period are /xixexxxxt2 iden	

ACORTIS BV, vast vertegenwoordigd door Stef De corte (name and position) Signature (name and position)

Optional information.

<sup>&</sup>lt;sup>2</sup> Strike out what is not applicable.

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#### 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

Philippe VLERICK

Ronsevaal 2, 8510 Marke, Belgium

ACORTIS BV

Nr.: BE 0472.845.009

Drève des Hêtres Rouges 10, 1430 Rebecq-Rognon, Belgium

Represented by:

Stef De corte

Drève des Hêtres Rouges 10, 1430 Rebecq-Rognon, Belgium

PALLANZA INVEST BV

Nr.: BE 0808.186.578

Molenberg 44, 1790 Affligem, Belgium

Represented by:

vaste vertegenwoordiger Vanderstappen Geert Molenberg 44, 1790 Affligem, Belgium

FOVEA BV

Nr.: BE 0892.568.165

Vronerodelaan 103, 1180 Uccle, Belgium

Represented by:

vaste vertegenwoordiger Degrieck Katya Vronerodelaan 103, 1180 Uccle, Belgium

ALYCHLO NV

Nr.: BE 0895.140.645

Lembergsesteenweg 19, 9820 Merelbeke, Belgium

Represented by:

Marc Coucke

Lembergsesteenweg 19, 9820 Merelbeke, Belgium

Hans Van Rijckeghem

Bunder 4, 9080 Lochristi, Belgium

Alexandra Leunen

Van Hamméestraat 41, 1030 Schaerbeek, Belgium

Grant Thornton Bedrijfsrevisoren CVBA

Nr.: BE 0439.814.826

Potvlietlaan 6, 2600 Berchem (Antwerp), Belgium

Membership nr.: B00127

Represented by:

Chairman of the board of directors

13/05/2020 - 10/05/2023

Managing director 13/05/2020 - 10/05/2023

Director

13/05/2020 - 10/05/2023

Director

Director 13/05/2020 - 10/05/2023

Director

13/05/2020 - 10/05/2023

Director

13/05/2020 - 10/05/2023

Director

13/05/2020 - 10/05/2023

**Auditor** 

13/05/2020 - 10/05/2023

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

Danny De Jonge Potvlietlaan 6, 2600 Berchem (Antwerp), Belgium Membership nr.: A01288

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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 **Wexe** / 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)

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<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	70.403.956	70.314.825
Intangible fixed assets	6.2	21	12.509.852	13.210.154
Tangible fixed assets	6.3	22/27	392.346	501.913
Land and buildings		22	309.943	338.989
Plant, machinery and equipment		23	82.403	162.924
Furniture and vehicles		24		
Leasing and similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27		
Financial fixed assets6.	4/6.5.1	28	57.501.758	56.602.758
Affiliated enterprises	6.15	280/1	57.483.758	56.584.758
Participating interests		280	44.683.758	44.284.758
Amounts receivable		281	12.800.000	12.300.000
Enterprises linked by participating interests	6.15	282/3		
Participating interests		282		
Amounts receivable		283		
Other financial assets		284/8	18.000	18.000
Shares		284		
Amounts receivable and cash guarantees		285/8	18.000	18.000

Disc	l. Codes	Period	Preceding period
CURRENT ASSETS	29/58	20.533.077	16.218.576
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	3.128.524	3.598.908
Trade debtors	40	2.053.081	2.183.183
Other amounts receivable	41	1.075.443	1.415.725
Current investments	6 50/53	3.313.498	538.064
Own shares	50	3.310.301	534.867
Other investments	51/53	3.197	3.197
Cash at bank and in hand	54/58	13.910.244	11.977.965
Deferred charges and accrued income 6.6	490/1	180.811	103.639
TOTAL ASSETS	20/58	90.937.033	86.533.401

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	66.056.143	63.704.181
Contribution	6.7.1	10/11	41.381.403	41.381.403
Capital		10	41.381.403	41.381.403
Issued capital		100	41.381.403	41.381.403
Uncalled capital 4		101		
Outside the capital		11		
Share premium account		1100/10		
Others		1100/19		
Revaluation surpluses		12		
Reserves		13	10.319.213	8.938.454
Reserves not available		130/1	7.448.441	4.673.008
Legal reserve		130	4.138.140	4.138.141
Reserves statutorily not available		1311		
Aquisition of own shares		1312	3.310.301	534.867
Financial support		1313		
Other		1319		
Untaxed reserves		132	2.870.772	2.910.640
Available reserves		133		1.354.806
Accumulated profits (losses)(+)/(-)		14	14.355.527	13.384.324
Investment grants		15		
Advance to associates on the sharing out of the assets $^{\rm 5}$		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		

<sup>4</sup> Amount to substract of the issued capital

<sup>5</sup> Amount to substract from the other part of the equity

	Discl.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	24.880.890	22.829.220
Amounts payable after more than one year	6.9	17	1.740.097	2.085.288
Financial debts		170/4	1.740.097	2.085.288
Subordinated loans		170		
Unsubordinated debentures		171		
Leasing and other similar obligations		172		
Credit institutions		173	1.576.314	1.889.305
Other loans		174	163.783	195.983
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	23.002.275	20.606.604
Current portion of amounts payable after more than one year		40	040 004	740.440
falling due within one year		42	312.991	710.416
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	8.682.073	7.370.422
Suppliers		440/4	8.682.073	7.370.422
Bills of exchange payable		441		
Advances received on contracts in progress		46		
Taxes, remuneration and social security	6.9	45	1.753.447	1.416.896
Taxes		450/3	847.019	566.906
Remuneration and social security		454/9	906.428	849.990
Other amounts payable		47/48	12.253.764	11.108.870
Accruals and deferred income	6.9	492/3	138.518	137.328
TOTAL LIABILITIES		10/49	90.937.033	86.533.401

#### **INCOME STATEMENT**

	Discl.	Codes	Period	Preceding period
Operating income  Turnover  Stocks of finished goods and work and contracts in progress:	6.10	70/76A 70	36.347.746 35.391.764	29.940.814 28.959.273
increase (decrease)(+)/(-)		71		
Own work capitalised		72	404.112	465.788
Other operating income	6.10	74	551.870	515.753
Non-recurring operating income	6.12	76A		
Operating charges		60/66A	34.251.565	28.705.465
Raw materials, consumables		60	17.807.750	13.372.892
Purchases		600/8	17.807.750	13.372.892
Stocks: decrease (increase)(+)/(-)		609		
Services and other goods		61	8.170.156	7.694.985
Remuneration, social security costs and pensions(+)/(-) Depreciation of and other amounts written off formation	6.10	62	5.131.035	4.747.446
expenses, intangible and tangible fixed assets		630	2.650.945	2.535.879
debtors: Appropriations (write-backs)(+)/(-) Provisions for liabilities and charges: Appropriations (uses	6.10	631/4	31.575	-96.312
and write-backs)(+)/(-)	6.10	635/8		
Other operating charges	6.10	640/8	460.104	406.457
Operating charges carried to assets as restructuring costs(-)		649		
Non-recurring operating charges	6.12	66A		44.118
Operating profit (loss)(+)/(-)		9901	2.096.181	1.235.349

	Discl.	Codes	Period	Preceding period
Financial income		75/76B	8.358.782	3.764.820
Recurring financial income		75	3.148.582	3.764.820
Income from financial fixed assets		750	2.320.714	2.989.389
Income from current assets		751	818.306	775.087
Other financial income	6.11	752/9	9.562	344
Non-recurring financial income	6.12	76B	5.210.200	
Financial charges		65/66B	5.642.264	395.812
Recurring financial charges	6.11	65	432.064	395.812
Debt charges		650	125.419	122.026
Amounts written off current assets except stocks, contracts				
in progress and trade debtors: appropriations (write-backs)		054	274 202	200 470
(+)/(-)		651 652/9	271.383 35.262	260.479 13.307
Other financial charges	6.40	652/9 66B	5.210.200	. 5.55
Non-recurring financial charges	0.12	000	5.2 10.200	
Gain (loss) for the period before taxes $\dots (+)/(-)$		9903	4.812.699	4.604.357
Transfer from deferred taxes		780		
Transfer to deferred taxes		680		
Income taxes(+)/(-)	6.13	67/77	211.447	108.354
Taxes		670/3	211.447	164.084
Adjustment of income taxes and write-back of tax provisions		77		55.730
Gain (loss) of the period(+)/(-)		9904	4.601.252	4.496.003
Transfer from untaxed reserves		789	39.868	39.760
Transfer to untaxed reserves		689		
Gain (loss) of the period available for appropriation $(+)/(-)$		9905	4.641.120	4.535.763

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## **APPROPRIATION ACCOUNT**

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	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	18.025.444	15.515.713
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	4.641.120	4.535.763
Profit (loss) brought forward(+)/(-)	14P	13.384.324	10.979.950
Withdrawals from capital and reserves	791/2		
on the contribution	791		
from reserves	792		
Transfer to capital and reserves	691/2	1.420.627	
to the contribution	691		
to legal reserve	6920		
to other reserves	6921	1.420.627	
Profit (loss) to be carried forward(+)/(-)	(14)	14.355.527	13.384.324
Owners' contribution in respect of losses	794		
Profit to be distributed	694/7	2.249.290	2.131.389
Dividends	694	2.249.290	2.131.389
Directors' or managers' entitlements	695		
Employees	696		
Other beneficiaries	697		

#### STATEMENT OF INTANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
DEVELOPMENT COSTS			
Acquisition value at the end of the period	8051P	xxxxxxxxxxxx	1.440.480
Movements during the period			
Acquisitions, including produced fixed assets	8021	489.175	
Sales and disposals	8031		
Transfers from one heading to another(+)/(-)	8041		
Acquisition value at the end of the period	8051	1.929.655	
Depreciations and amounts written down at the end of the period	8121P	xxxxxxxxxxxx	497.202
Movements during the period			
Recorded	8071	498.587	
Written back	8081		
Acquisitions from third parties	8091		
Cancelled owing to sales and disposals	8101		
Transferred from one heading to another(+)/(-)	8111		
Depreciations and amounts written down at the end of the period	8121	995.789	
NET BOOK VALUE AT THE END OF THE PERIOD	81311	933.866	

	Codes	Period	Preceding period
CONCESSIONS, PATENTS, LICENCES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8052P	xxxxxxxxxxxxx	5.235.336
Movements during the period			
Acquisitions, including produced fixed assets	8022	569.483	
Sales and disposals	8032		
Transfers from one heading to another(+)/(-)	8042		
Acquisition value at the end of the period	8052	5.804.819	
Depreciations and amounts written down at the end of the period	8122P	xxxxxxxxxxxxx	3.673.354
Movements during the period			
Recorded	8072	583.804	
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	8122	4.257.158	
NET BOOK VALUE AT THE END OF THE PERIOD	211	1.547.661	

	Codes	Period	Preceding period
GOODWILL			
Acquisition value at the end of the period	8053P	xxxxxxxxxxxxx	15.996.797
Movements during the period			
Acquisitions, including produced fixed assets	8023	791.942	
Sales and disposals	8033		
Transfers from one heading to another(+)/(-)	8043		
Acquisition value at the end of the period	8053	16.788.739	
Depreciations and amounts written down at the end of the period	8123P	xxxxxxxxxxxxx	5.291.903
Movements during the period			
Recorded	8073	1.468.511	
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	6.760.414	
NET BOOK VALUE AT THE END OF THE PERIOD	212	10.028.325	

#### STATEMENT OF TANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
LAND AND BUILDINGS			
Acquisition value at the end of the period	8191P	xxxxxxxxxxxxx	942.000
Movements during the period			
Acquisitions, including produced fixed assets	8161	18.353	
Sales and disposals	8171		
Transfers from one heading to another(+)/(-)	8181		
Acquisition value at the end of the period	8191	960.353	1
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxxx	
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	xxxxxxxxxxxxx	603.011
Movements during the period			
Recorded	8271	47.399	
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	650.410	
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	309.943	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxx	3.078.868
Movements during the period			
Acquisitions, including produced fixed assets	8162	17.778	
Sales and disposals	8172	2.536.493	
Transfers from one heading to another(+)/(-)	8182		
Acquisition value at the end of the period	8192	560.153	1
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxx	
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	2.915.944
Movements during the period			
Recorded	8272	52.644	
Written back	8282		
Acquisitions from third parties	8292		
Cancelled owing to sales and disposals	8302	2.490.838	
Transferred from one heading to another(+)/(-)	8312		
Depreciations and amounts written down at the end of the period	8322	477.750	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	82.403	

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxx	125.385
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	125.385	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxxx	
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	xxxxxxxxxxxxx	125.385
Movements during the period			
Recorded	8273		
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	125.385	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)		

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## STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	xxxxxxxxxxxx	83.039.843
Movements during the period			
Acquisitions	8361	399.000	
Sales and disposals	8371	5.210.200	
Transfers from one heading to another(+)/(-)	8381		
Acquisition value at the end of the period	8391	78.228.643	
Revaluation surpluses at the end of the period	8451P	xxxxxxxxxxxx	
Movements during the period			
Recorded	8411		
Acquisitions from third parties	8421		
Cancelled	8431		
Transferred from one heading to another(+)/(-)	8441		
Revaluation surpluses at the end of the period	8451		
Amounts written down at the end of the period	8521P	xxxxxxxxxxxx	38.755.085
Movements during the period			
Recorded	8471		
Written back	8481	5.210.200	
Acquisitions from third parties	8491		
Cancelled owing to sales and disposals	8501		
Transferred from one heading to another(+)/(-)	8511		
Amounts written down at the end of the period	8521	33.544.885	
Uncalled amounts at the end of the period	8551P	xxxxxxxxxxxxx	
Movements during the period(+)/(-)	8541		
Uncalled amounts at the end of the period	8551		
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	44.683.758	
AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	281P	xxxxxxxxxxxx	12.300.000
Movements during the period			
Additions	8581	500.000	
Repayments	8591		
Amounts written down	8601		
Amounts written back	8611		
Exchange differences(+)/(-)	8621		
Other movements(+)/(-)	8631		
NET BOOK VALUE AT THE END OF THE PERIOD	(281)	12.800.000	
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF	0054		
THE PERIOD	8651		

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	Codes	Period	Preceding period
OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxxxx	49.579
Movements during the period			
Acquisitions	8363		
Sales and disposals	8373		
Transfers from one heading to another(+)/(-)	8383		
Acquisition value at the end of the period	8393	49.579	
Revaluation surpluses at the end of the period	8453P	xxxxxxxxxxxx	
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	xxxxxxxxxxxx	49.579
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	49.579	
Uncalled amounts at the end of the period	8553P	xxxxxxxxxxxx	
Movements during the period(+)/(-)	8543		
Uncalled amounts at the end of the period	8553		
NET BOOK VALUE AT THE END OF THE PERIOD	(284)		
OTHERS ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxx	18.000
Movements during the period			
Additions	8583		
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)	18.000	
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF	8653		
THE PERIOD ······	0000		

#### PARTICIPATING INTERESTS INFORMATION

Nr.

#### PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES

The following list mentions the companies in which the company holds a participating interest (recorded in headings 280 and 282 of assets), as well as the companies in which the company holds rights (recorded in headings 284 and 51/53 of assets) for an amount of at least 10% of the capital, the equity or a class of shares of the company.

		Rights h	eld		Data extra	cted fror	n the most recent ann	ual accounts
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Matrica	direct	ly	subsidiari es	Annual	Curre	Capita land reserves	Net result
COMPANY ÍDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni	
DBM COLOR NV BE 0402.247.617 Public limited company Kwatrechtsteenweg 160, 9230 Wetteren, Belgium		29,999	00.00	0.04	31/12/2020	EUR	9.054.730	2.282.723
FILMOBEL NV BE 0408.058.709 Public limited company Kwatrechtsteenweg 160, 9230 Wetteren, Belgium		29.999	99,99	0,01	31/12/2020	EUR	-1.170.074	-341.747
		147.248	99,99	0,01	0171272020	Lon		
PROMO CONCEPT INVESTMENT BV BE 0423.852.188 Limited liability company Kwatrechtsteenweg 158, 9230 Wetteren, Belgium		30.618	99,99	0,01	31/12/2020	EUR	2.485.820	-78.058
AULTMORE NV BE 0888.480.111 Public limited company Vantegemstraat 21, 9230 Wetteren, Belgium		698	99,71	0,29	31/12/2020	EUR	164.066	-34.055
SMARTPHOTO AG CH100365169 Foreign company Hauptstrasse 70, 4132 Muttenz, Switzerland SMARTPHOTO NORDIC AB		13.200	100,0	0,0	31/12/2020	CHF	2.856.308	1.766.065
SE556334810001 Foreign company Östergatan 39, 4 Van, 211 22 Malmö, Sweden		46.560	34,98	65,02	31/12/2020	SEK	4.880.143	3.328.021

F- cap 6.5.1

# PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

Nr.

	Rights held			Data extra	cted from	n the most recent annu	ual accounts
	direct	ily	subsidiari es	Annual	Curre	Capita land reserves	Net result
Nature	Number	%	%	accounts as per	ncy code	(+) or ( (in unit	(-) (s)
	20.000	100,0	0,0	31/12/2020	EUR	-8.138.741	-794.227
	349	99,71	0,29	31/12/2020	EUR	-7.685.349	-264.661
				31/12/2020	EUR	-813.612	-56.967
	500.000	100,0	0,0				
	17.150	49,0	0,0	31/12/2011	EUR	2.177.014	-275.756
	Nature	Nature	Nature   directly	Nature   directly   subsidiaries	Nature   Mumber   Subsidiari es   Annual accounts as per	Nature   Minumber   Subsidiari es   Annual accounts as per   Curre ncy code	Nature   directly   subsidiaries   Annual accounts as per   Curre ncy code   Capita land reserves

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## OTHER INVESTMENTS AND DEPOSITS, ALLOCATION DEFERRED CHARGES AND ACCRUED INCOME

	Codes	Period	Preceding period
INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS			
Shares and current investments other than fixed income investments	51	3.197	3.197
Shares - Book value increased with the uncalled amount	8681	3.197	3.197
Shares - Uncalled amount	8682		
Precious metals and works of art	8683		
Fixed income securities	52		
Fixed income securities issued by credit institutions	8684		
Fixed term accounts with credit institutions	53		
up to one month	8686		
between one month and one year	8687		
over one year	8688		
Other investments not mentioned above	8689		

	Period
DEFERRED CHARGES AND ACCRUED INCOME	
Allocation of heading 490/1 of assets if the amount is significant	
	180.811

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## STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

Nr.

	Codes	Period	d	Preceding period
STATEMENT OF CAPITAL				
Capital	100P	xxxxxxxxxx	vvvv	41.381.403
Issued capital at the end of the period	(100)	41.38		41.301.403
Issued capital at the end of the period	(100)	41.30	1.403	
	Codes	Value	<u> </u>	Number of shares
Changes during the period				
Structure of the capital				
Different categories of shares		41.38	1 403	3.941.950
		41.00	0	0.547.500
			0	0
Registered shares	8702	xxxxxxxx	xxxxx	65.220
Shares dematerialized	8703	XXXXXXXXX	xxxx	3.876.730
				Conital called but not
	Codes	Uncalled a	mount	Capital called but not paid
No. Well and a self-				·
Capital not paid Uncalled capital	(101)			xxxxxxxxxxxx
Called up capital, unpaid	8712	XXXXXXXXX		
Shareholders having yet to pay up in full				
			Codes	Period
			Codes	rellod
Own shares				
Held by the company itself				
Amount of capital held			8721	2.027.452
Corresponding number of shares			8722	193.133
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	
			8751	41.381.403
Authorized capital not issued			0/01	71.301.403

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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	
		Period
Supplementary explanation relating to the contribution (including the industry contribution)		

## STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

Nr.

	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	312.991
Subordinated loans	8811	
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	
Credit institutions	8841	312.991
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)	312.991
Amounts payable with a remaining term of more than one but not more than five years	8802	1.431.101
Financial debts	8812	
Subordinated loans	8822	
Unsubordinated debentures		
Leasing and other similar obligations	8832	1 267 219
Credit institutions	8842	1.267.318 163.783
Other loans	8852	
Trade debts	8862	
Suppliers	8872	
Bills of exchange payable	8882	
Advance payments received on contracts in progress	8892	
Other amounts payable	8902	
Total amounts payable with a remaining term of more than one but not more than five years	8912	1.431.101
Amounts payable with a remaining term of more than five years	2000	200 000
Financial debts	8803	308.996
Subordinated loans	8813	
Unsubordinated debentures	8823	
Leasing and other similar obligations	8833	308.996
Credit institutions	8843	
Other loans	8853	
Trade debts	8863	
Suppliers	8873	
Bills of exchange payable	8883	
Advance payments received on contracts in progress	8893	
Other amounts payable	8903	
Total amounts payable with a remaining term of more than five years	8913	308.996

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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	1.889.305
Subordinated loans	8932	
Unsubordinated debentures	8942	
Leasing and similar obligations	8952	
Credit institutions	8962	1.889.305
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	1.889.305
	Codes	Period
TAXES, REMUNERATION AND SOCIAL SECURITY		
Taxes (heading 450/3 and 179 of the liabilities)		
Outstanding tax debts	9072	
Accruing taxes payable	9073	731.763
Estimated taxes payable	450	115.256
Remuneration and social security (headings 454/9 and 179 of the liabilities)		
Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	906.428

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	Period
ACCRUALS AND DEFERRED INCOME	
Allocation of heading 492/3 of liabilities if the amount is significant	
	91.384
	47.134

## **OPERATING RESULTS**

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
Allocation into geographical markets			
Other operating income Operating subsidies and compensatory amounts received from public authorities	740		
OPERATING CHARGES			
Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register			
Total number at the closing date	9086	83	79
Average number of employees calculated in full-time equivalents	9087	74,5	71,3
Number of actual worked hours	9088	121.742	114.296
Personnel costs			
Remuneration and direct social benefits	620	3.719.780	3.445.949
Employers' contribution for social security	621	960.233	887.674
Employers' premiums for extra statutory insurance	622	132.395	118.268
Other personnel costs(+)/(-)	623	318.627	295.555
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	174.681	34.729
Written back	9113	143.106	131.041
Provisions for liabilities and charges			
Additions	9115		
Uses and write-backs	9116		
Other operating charges			
Taxes related to operation	640	35.990	27.757
Other costs	641/8	424.114	378.700
Hired temporary staff and personnel placed at the enterprise's disposal			
Total number at the closing date	9096	2	
Average number calculated in full-time equivalents	9097	2,4	1,2
Number of actual worked hours	9098	4.234	2.297
Costs to the enterprise	617	138.940	67.099

## **FINANCIAL RESULTS**

	Codes	Period	Preceding period
RECURRING FINANCIAL INCOME			
Other financial income Subsidies granted by public authorities and recorded as income for the period			
Capital subsidies	9125		
Interest subsidies	9126		
Allocation of other financial income			
Currency differences realized	754		
Others			
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501		
Capitalized Interests	6502		
Amounts written off current assets			
Recorded	6510	281.361	267.279
Written back	6511	9.978	6.800
Other financial charges			
Amount of the discount borne by the enterprise, as a result of negotiating	050		
amounts receivable	653		
Provisions of a financial nature			
Appropriations	6560		
Uses and write-backs	6561		
Allocation of other financial charges			
Currency differences realized	654		
Currency translation differences	655		
Others			

## INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	Codes	Period	Preceding period
NON RECURRING INCOME	76	5.210.200	
Non-recurring operating income	(76A)		
Write-back of depreciation and of amounts written off intangible and tangible			
fixed assets	760		
Write-back of provisions for non-recurring operating liabilities and charges	7620		
Capital gains on disposal of intangible and tangible fixed asset	7630		
Other non-recurring operating income	764/8		
Non-recurring financial income	(76B)	5.210.200	
Write-back of amounts written down financial fixed assets	761	5.210.200	
Write-back of provisions for non-recurring financial liabilities and charges	7621		
Capital gains on disposal of financial fixed assets	7631		
Other non-recurring financial income	769		
Non-recurring expenses	66	5.210.200	44.118
Non-recurring operating charges	(66A)		44.118
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660		44.118
Provisions for non-recurring operating liabilities and charges: Appropriations (uses)(+)/(-)	6620		
Capital losses on disposal of intangible and tangible fixed assets	6630		
Other non-recurring operating charges	664/7		
Non-recurring operating charges carried to assets as restructuring costs .(-)	6690		
Non-recurring financial charges	(66B)	5.210.200	
Amounts written off financial fixed assets	661		
Provisions for non-recurring financial liabilities and charges: Appropriations (uses)(+)/(-)	6621		
Capital losses on disposal of financial fixed assets	6631	5.210.200	
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	189.928
Income taxes paid and withholding taxes due or paid	9135	189.928
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	21.519
Additional income taxes due or paid	9139	21.519
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		
		2.929.578
		Period
mpact of non recurring results on the amount of the income taxes relating to the current period		
	Codes	Period
Status of deferred taxes	04.44	E7 20E 240
Deferred taxes representing assets	9141	57.385.240
Accumulated tax losses deductible from future taxable profits	9142	57.385.240
Other deferred taxes representing assets		
Deferred taxes representing liabilities	9144	
Allocation of deferred taxes representing liabilities	••••	

	Codes	Period	Preceding period
VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES			
Value added taxes charged			
To the enterprise (deductible)	9145	5.520.350	4.389.873
By the enterprise	9146	6.859.006	5.436.073
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	931.850	853.662
For withholding taxes on investment income	9148		

## RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

	Codes	Period
PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE ENTERPRISE AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES	9149	
Of which		
Bills of exchange in circulation endorsed by the enterprise	9150	
Bills of exchange in circulation drawn or guaranteed by the enterprise	9151	
Maximum amount for which other debts or commitments of third parties are guaranteed by the enterprise	9153	
REAL GUARANTEES		
Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of the enterprise		
Mortgages		
Book value of the immovable properties mortgaged	91611	309.943
Amount of registration	91621	8.643.750
Amount of registration by mandate	91631	
Pledging of goodwill		
Pledging of goodwill - Max amount	91711	
Pledging of goodwill - Amount of the registration by mandate	91721	
Pledging of other assets		
Pledging of other assets - Book value	91811	
Pledging of other assets - Max amount	91821	
Guarantees provided on future assets		
Guarantees provided on future assets - Amount assets involved	91911	
Guarantees provided on future assets - Max amount	91921	
Seller privilege		
Seller privilege - Book value	92011	
Seller privilege - Unpaid amount	92021	

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Codes

Period

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	91612	
Amount of registration	91622	
Amount of registration by mandate	91632	
Pledging of goodwill		
Pledging of goodwill - Max amount	91712	
Pledging of goodwill - Amount of the registration on goodwill pledged by mandate	91722	
Pledging of other assets		
Pledging of other assets - Book value	91812	
Pledging of other assets - Max amount	91822	
Guarantees provided on future assets		
Guarantees provided on future assets - Amount assets involved	91912	
Guarantees provided on future assets - Max amount	91922	
Seller privilege		
Seller privilege - Book value	92012	
Seller privilege - Unpaid amount	92022	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR	Codes	Period
	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	Codes	
OWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE	Codes	
OWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE  SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
OWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE  SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
OWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE  SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes	
SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes	
SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes	
SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS  SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	9213	
SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS  SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS  FORWARD TRANSACTIONS  Goods purchased (to be received)		
SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS  SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS  FORWARD TRANSACTIONS	9213	

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				Period
Соммі	COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES			
				Period
Amoun	NT, NATURE AND FORM CONCERNING LITIGATION AND OTH	ER IMPORTANT COMMITMENTS		T Chica
SUPPL	EMENT RETIREMENTS OR SURVIVORS PENSION PLANS IN PRISE	FAVOUR OF THE PERSONNEL OR THE E	EXECUTIV	ES OF THE
	lescription			
2				
Measu	res taken by the enterprise to cover the resulting char	ges		
		١	Codes	Period
PENSI	ONS FUNDED BY THE ENTERPRISE			
Estima	ated amount of the commitments resulting from past so	ervices	9220	
Met	hods of estimation			
		•		Period
NATUR	E AND FINANCIAL IMPACT OF SIGNIFICANT EVENTS AFTER	THE CLOSING DATE NOT INCLUDED IN	THE	1 chod
BALAN	CE SHEET OR THE INCOME STATEMENT			

	Period
COMMITMENTS TO PURCHASE OR SALE AVAILABLE TO THE COMPANY AS ISSUER OF OPTIONS FOR SALE OR PURCHASE	
	_
	Period
NATURE, COMMERCIAL OBJECTIVE AND FINANCIAL CONSEQUENCES 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	
	Period
OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET (including those which can not be quantified)	
	308.711

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BE 0405.706.755

F-cap 6.14

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

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	<i>57.4</i> 83. <i>75</i> 8	56.584.758
Participating interests	(280)	44.683.758	44.284.758
Subordinated amounts receivable	9271		
Other amounts receivable	9281	12.800.000	12.300.000
Amounts receivable	9291	2.513.327	2.797.415
Over one year	9301		
Within one year	9311	2.513.327	2.797.415
Current investments	9321		
Shares	9331		
Amounts receivable	9341		
Amounts payable	9351	16.130.112	13.240.700
Over one year	9361	163.784	195.984
Within one year	9371	15.966.328	13.044.716
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		0.000.744	
Income from financial fixed assets	9421	2.320.714	2.989.389
Income from current assets	9431	818.306	775.087
Other financial income	9441		
Debt charges	9461	56.196	52.395
Other financial charges	9471		
Disposal of fixed assets			
Capital gains obtained	9481		
Capital losses suffered	9491		

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	Codes	Period	Preceding period
ASSOCIATED ENTERPRISES			
Financial fixed assets	9253		
Participating interests	9263		
Subordinated amounts receivable	9273		
Other amounts receivable	9283		
Amounts receivable	9293		
Over one year	9303		
Within one year	9313		
Amounts payable	9353		
Over one year	9363		
Within one year	9373		
Personal and real guarantees			
Provided or irrevocably promised by the enterprise as security for debts or commitments of associated enterprises	9383		
Provided or irrevocably promised by associated enterprises as security for debts or commitments of the enterprise	9393		
Other significant financial commitments	9403		
OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS			
Financial fixed assets	9252		
Participating interests	9262		
Subordinated amounts receivable	9272		
Other amounts receivable	9282		
Amounts receivable	9292		
Over one year	9302		
Within one year	9312		
Amounts payable	9352		
Over one year	9362		
Within one year	9372		
		j	Period
TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT	OE MADI	CET CONDITIONS	
Mention of these transactions if they are significant, including the amount or nature of the link, and all information about the transactions which should bunderstanding of the situation of the company	f the trar	nsactions, the	
-			0

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#### FINANCIAL RELATIONSHIPS WITH

	Codes	Period
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	9500	
Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts		ı
		ı
Guarantees provided in their favour	9501	
Other significant commitments undertaken in their favour	9502	
Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person		ı
To directors and managers	9503	629.683
To former directors and former managers	9504	

	Codes	Period
AUDITORS OR PEOPLE THEY ARE LINKED TO		
Auditor's fees	9505	29.924
Fees for exceptional services or special missions executed in the company by the auditor		
Other attestation missions	95061	
Tax consultancy	95062	
Other missions external to the audit	95063	
Fees for exceptional services or special missions executed in the company by people they are linked to		
Other attestation missions	95081	
Tax consultancy	95082	
Other missions external to the audit	95083	

Mentions related to article 3:64, §2 and §4 of the Companies and Associations Code

#### INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

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

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

# OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANIES AND ASSOCIATIONS CODE

**MANAGEMENT REPORT** 

Nr BE 0405 706 755
Nr   <i>RF 0405 706 755</i>

#### **SOCIAL BALANCE SHEET**

Number of joint industrial committee:	200	 	 

#### 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	48,8	29,5	19,3
Part-time	1002	34,3	6,7	27,6
Total in full-time equivalents	1003	74,5	34,5	40,0
Number of hours actually worked				
Full-time	1011	82 <i>.4</i> 25	50.450	31.975
Part-time	1012	39.317	8.469	30.848
Total	1013	121.742	58.919	62.823
Personnel costs				
Full-time	1021	3.329.438	2.178.047	1.151.391
Part-time	1022	1.801.597	387. <i>4</i> 28	1.414.169
Total	1023	5.131.035	2.565.475	2.565.560
Advantages in addition to wages	1033	71.437	33.082	38.355

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	71,3	32,8	38,5
1013	114.296	54.634	59.662
1023	4.747.446	2.165.068	2.582.378
1033	67.835	32.425	35.410

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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	52	31	75,3
By nature of the employment contract				
Contract for an indefinite period	110	52	29	74,0
Contract for a definite period	111		2	1,3
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to gender and study level				
Men	120	31	7	36,2
primary education	1200	1		1,0
secondary education	1201	6		6,0
higher non-university education	1202	18	5	21,9
university education	1203	6	2	7,3
Women	121	21	24	39,1
primary education	1210		1	0,5
secondary education	1211	2	11	10,0
higher non-university education	1212	11	9	18,2
university education	1213	8	3	10,4
By professional category				
Management staff	130			
Employees	134	52	31	75,3
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	2,4	
Number of hours actually worked	151	4.234	
Costs for the enterprise	152	138.940	

#### LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

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

Codes	1. Full-time	2. Part-time	Total full-time equivalents
205	2	11	10,4
210	2	7	7,7
211		4	2,7
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	Total full-time equivalents	
305	1	8	6,7	
310	1	4	4,3	
311		4	2,4	
312				
313				
340				
341				
342				
343	1	8	6,7	
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	4	5811	7
Number of actual training hours	5802	94	5812	105
Net costs for the enterprise	5803	9.655	5813	10.284
of which gross costs directly linked to training	58031	10.466	58131	11.629
of which fees paid and paiments to collective funds	58032		58132	
of which grants and other financial advantages received (to deduct)	58033	811	58133	1.345
Total of initiatives of less formal or informal professional training at the expense of the employer				
Number of employees involved	5821	38	5831	49
Number of actual training hours	5822	735	5832	833
Net costs for the enterprise	5823	19.907	5833	33.204
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	