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ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE FILED IN ACCORDANCE WITH THE BELGIAN COMPANIES AND ASSOCIATIONS CODE

IDENTIFICATION DETAILS (at the filing date)

NAME: **EKOPAK**

Legal form: **Private limited (liability) company**

Address: **Careelstraat**

N°. **13**

Postal code: **8700**

Town: **Tielt**

Country: **Belgium**

Register of legal persons – commercial court: **Gent, Division Brugge**

Website¹:

Company registration number **0461.377.728**

DATE **3/02/2015** of filing the most recent document mentioning the date of publication of the deed of incorporation and of the deed of amendment of the articles of association.

ANNUAL ACCOUNTS **IN EURO (2 decimals)**²

approved by the general meeting of **1/06/2019**

regarding the period from **1/01/2018** to **31/12/2018**

Preceding period from **1/01/2017** to **31/12/2017**

The amounts for the preceding period **are / are not**³ identical to the ones previously published.

Total number of pages filed: **22** Numbers of the sections of the standard model form not filed because they serve no useful purpose: 6.2, 6.7, 6.9, 7.1, 7.2, 8, 9, 10, 11, 13, 14, 15, 16, 17

Signature Signature
(name and position)

Signature Signature
(name and position)

¹ Optional mention.

² If necessary, change to currency in which the amounts are expressed.

³ Strike out what does not apply.

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

LIST OF DIRECTORS, BUSINESS MANAGERS AND AUDITORS

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

W.E.C. PLLC 0447.682.021

Elzeelsesteenweg 408, 9600 Ronse, Belgium

Title : Manager

Mandate : 14/10/2013

Represented by :

1. VAN NIEUWENHOVE MARC

Elzeelsesteenweg 408 , 9600 Ronse, Belgium

zaakvoerder

PILOVAN PLLC 0836.231.258

Hogerlucht 28, 9600 Ronse, Belgium

Title : Manager

Mandate : 14/10/2013

Represented by :

1. LOOSE PIETER

HOGERLUCHT 28 , 9600 Ronse, Belgium

DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

The managing board declares that not a single audit or correction assignment has been given to a person not authorized to do so by law, pursuant to articles 34 and 37 of the law of 22 April 1999 concerning accounting and tax professions.

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

If affirmative, should be mentioned hereafter: surname, first names, profession and address of each external accountant or company auditor and their membership number at their Institute, as well as the nature of their assignment:

- A. Bookkeeping of the company**,
- 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 experts, the following information can be mentioned hereafter: surname, first names, profession and address of each certified accountant or certified bookkeeper-tax expert and their membership number at the Institute of Accounting professionals and Tax Experts, as well as the nature of their assignment.

Surname, first names, profession and address	Membership number	Nature of the assignment (A, B, C and/or D)

* Strike out what does not apply.

** Optional mention.

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Notes	Codes	Period	Preceding period
ASSETS				
FORMATION EXPENSES		20		
FIXED ASSETS		21/28	<u>1.768.375,64</u>	<u>1.711.600,29</u>
Intangible fixed assets	6.1.1	21	45.117,59	42.927,37
Tangible fixed assets	6.1.2	22/27	1.723.040,00	1.668.454,87
Land and buildings		22	1.468.991,33	1.512.580,10
Plant, machinery and equipment		23	63.511,55	87.551,87
Furniture and vehicles		24	48.373,31	57.577,18
Leasing and other similar rights		25	7.163,81	10.745,72
Other tangible fixed assets		26		
Assets under construction and advance payments		27	135.000,00	
Financial fixed assets	6.1.3	28	218,05	218,05
CURRENT ASSETS		29/58	<u>2.991.075,26</u>	<u>2.153.316,51</u>
Amounts receivable after more than one year		29		
Trade debtors		290		
Other amounts receivable		291		
Stocks and contracts in progress		3	1.105.269,46	591.504,36
Stocks		30/36	1.105.269,46	591.504,36
Contracts in progress		37		
Amounts receivable within one year		40/41	1.627.794,33	1.376.933,34
Trade debtors		40	1.243.894,64	1.101.621,41
Other amounts receivable		41	383.899,69	275.311,93
Current investments		50/53		
Cash at bank and in hand		54/58	226.543,21	155.424,33
Accruals and deferred income		490/1	31.468,26	29.454,48
TOTAL ASSETS		20/58	4.759.450,90	3.864.916,80

	Notes	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	<u>437.522,42</u>	<u>422.722,74</u>
Contributions		10/11	62.000,00	62.000,00
Available		110		
Not available		111	62.000,00	62.000,00
Revaluation surpluses		12		
Reserves		13	53.015,42	51.535,45
Reserves not available		130/1	6.200,00	6.200,00
Reserves not available statutorily		1311	6.200,00	6.200,00
Purchase of own shares		1312		
Financial support		1313		
Other		1319		
Untaxed reserves		132		
Available reserves		133	46.815,42	45.335,45
Accumulated profits (losses)(+)/(-)		14	322.507,00	309.187,29
Capital subsidies		15		
Advance to shareholders on the distribution of net assets ⁴		19		
PROVISIONS AND DEFERRED TAXES		16	<u>85.000,00</u>	<u> </u>
Provisions for liabilities and charges		160/5	85.000,00	
Pensions and similar obligations		160		
Taxes		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges		164/5	85.000,00	
Deferred taxes		168		

⁴ Amount to be deducted from the other components of equity.

	Notes	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	4.236.928,48	3.442.194,06
Amounts payable after more than one year	6.3	17	1.766.526,81	1.449.665,47
Financial debts		170/4	1.766.526,81	1.449.665,47
Credit institutions, leasing and other similar obligations		172/3	1.766.526,81	1.449.665,47
Other loans		174/0		
Trade debts		175		
Advance payments on contracts in progress		176		
Other amounts payable		178/9		
Amounts payable within one year	6.3	42/48	2.470.401,67	1.989.955,58
Current portion of amounts payable after more than one year falling due within one year		42	253.616,95	153.754,83
Financial debts		43	627.830,71	785.233,97
Credit institutions		430/8	627.830,71	785.233,97
Other loans		439		
Trade debts		44	1.210.714,55	822.424,40
Suppliers		440/4	1.210.714,55	822.424,40
Bills of exchange payable		441		
Advance payments on contracts in progress		46		
Taxes, remuneration and social security		45	260.733,59	123.416,39
Taxes		450/3	40.649,29	9.520,64
Remuneration and social security		454/9	220.084,30	113.895,75
Other amounts payable		47/48	117.505,87	105.125,99
Accruals and deferred income		492/3		2.573,01
TOTAL LIABILITIES		10/49	4.759.450,90	3.864.916,80

PROFIT AND LOSS ACCOUNT

	Notes	Codes	Period	Preceding period
Operating income and operating charges				
Gross margin(+)/(-)		9900	1.813.627,93	1.554.346,46
Of which: non-recurring operating income		76A		
Turnover*		70		
Goods for resale, raw materials, consumables, services and other goods*		60/61		
Remuneration, social security and pensions(+)/(-)	6.4	62	1.294.093,56	1.133.276,70
Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets		630	200.345,84	179.926,97
Amounts written down on stocks, contracts in progress and trade debtors: additions (write-backs)(+)/(-)		631/4	1.261,91	
Provisions for liabilities and charges: appropriations (uses and write-backs)(+)/(-)		635/8	85.000,00	
Other operating charges		640/8	25.786,92	33.682,70
Operating charges reported as assets under restructuring costs (-)		649		
Non-recurring operating charges		66A	93.036,09	
Operating profit (loss)(+)/(-)		9901	<u>114.103,61</u>	<u>207.460,09</u>
Financial income	6.4	75/76B	32.137,32	25.833,61
Recurring financial income		75	2.142,40	1.440,60
Of which: capital and interest subsidies		753		
Non-recurring financial income		76B	29.994,92	24.393,01
Financial charges	6.4	65/66B	81.045,91	74.462,85
Recurring financial charges		65	81.045,91	68.185,34
Non-recurring financial charges		66B		6.277,51
Profit (Loss) for the period before taxes(+)/(-)		9903	<u>65.195,02</u>	<u>158.830,85</u>
Transfer from deferred taxes		780		
Transfer to deferred taxes		680		
Income taxes on the result(+)/(-)		67/77	50.395,34	87.515,88
Profit (Loss) of the period(+)/(-)		9904	<u>14.799,68</u>	<u>71.314,97</u>
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Profit (Loss) of the period available for appropriation(+)/(-)		9905	<u>14.799,68</u>	<u>71.314,97</u>

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (Loss) to be appropriated(+)/(-)	9906	323.986,97	316.318,79
Profit (Loss) of the period available for appropriation(+)/(-)	(9905)	14.799,68	71.314,97
Profit (Loss) of the preceding period brought forward(+)/(-)	14P	309.187,29	245.003,82
Transfers from equity	791/2		
Appropriations to equity	691/2	1.479,97	7.131,50
to contributions	691		
to legal reserve	6920		
to other reserves	6921	1.479,97	7.131,50
Profit (loss) to be carried forward(+)/(-)	(14)	322.507,00	309.187,29
Shareholders' contribution in respect of losses	794		
Profit to be distributed	694/7		
Compensation for contributions	694		
Directors or managers	695		
Employees	696		
Other beneficiaries	697		

NOTES ON THE ACCOUNTS**STATEMENT OF FIXED ASSETS****INTANGIBLE FIXED ASSETS****Acquisition value at the end of the period****Movements during the period**

Acquisitions, including produced fixed assets

Sales and disposals

Transfers from one heading to another(+)/(-)

Acquisition value at the end of the period**Amortisations and amounts written down at the end of the period****Movements during the period**

Recorded

Written back

Acquisitions from third parties

Cancelled owing to sales and disposals

Transferred from one heading to another(+)/(-)

Amortisations and amounts written down at the end of the period**NET BOOK VALUE AT THE END OF THE PERIOD**

Codes	Period	Preceding period
8059P	xxxxxxxxxxxxxxx	75.457,66
8029	17.280,00	
8039		
8049		
8059	92.737,66	
8129P	xxxxxxxxxxxxxxx	32.530,29
8079	15.089,78	
8089		
8099		
8109		
8119		
8129	47.620,07	
(21)	<u>45.117,59</u>	

	Codes	Period	Preceding period
TANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8199P	xxxxxxxxxxxxxxx	2.446.663,20
Movements during the period			
Acquisitions, including produced fixed assets	8169	296.646,27	
Sales and disposals	8179	69.979,91	
Transfers from one heading to another(+)/(-)	8189		
Acquisition value at the end of the period	8199	2.673.329,56	
Revaluation surpluses at the end of the period	8259P	xxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8219		
Acquisitions from third parties	8229		
Cancelled	8239		
Transfers from one heading to another(+)/(-)	8249		
Revaluation surpluses at the end of the period	8259		
Amortisations and amounts written down at the end of the period	8329P	xxxxxxxxxxxxxxx	778.208,33
Movements during the period			
Recorded	8279	185.256,06	
Written back	8289		
Acquisitions from third parties	8299		
Cancelled owing to sales and disposals	8309	13.174,83	
Transfers from one heading to another(+)/(-)	8319		
Amortisations and amounts written down at the end of the period	8329	950.289,56	
NET BOOK VALUE AT THE END OF THE PERIOD	(22/27)	<u>1.723.040,00</u>	

	Codes	Period	Preceding period
FINANCIAL FIXED ASSETS			
Acquisition value at the end of the period	8395P	xxxxxxxxxxxxxxx	218,05
Movements during the period			
Acquisitions	8365		
Sales and disposals	8375		
Transfers from one heading to another	8385		
Other movements	8386		
Acquisition value at the end of the period	8395	218,05	
Revaluation surpluses at the end of the period	8455P	xxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8415		
Acquisitions from third parties	8425		
Cancelled	8435		
Transferred from one heading to another	8445		
Revaluation surpluses at the end of the period	8455		
Amounts written down at the end of the period	8525P	xxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8475		
Written back	8485		
Acquisitions from third parties	8495		
Cancelled owing to sales and disposals	8505		
Transferred from one heading to another	8515		
Amounts written down at the end of the period	8525		
Uncalled amounts at the end of the period	8555P	xxxxxxxxxxxxxxx	
Movements during the period	8545		
Uncalled amounts at the end of the period	8555		
NET BOOK VALUE AT THE END OF THE PERIOD	(28)	218,05	

STATEMENT OF AMOUNTS PAYABLE

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL TERM OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL MATURITY		
Total current portion of amounts payable after more than one year falling due within one year	(42)	253.616,95
Total amounts payable with a remaining term of more than one year, yet less than 5 years	8912	972.714,84
Total amounts payable with a remaining term of more than 5 years	8913	793.811,97
AMOUNTS PAYABLE GUARANTEED (included in accounts 17 and 42/48 of liabilities)		
Amounts payable guaranteed by the Belgian government agencies		
Financial debts	8921	
Credit institutions, leasing and other similar obligations	891	
Other loans	901	
Trade debts	8981	
Suppliers	8991	
Bills of exchange payable	9001	
Advance payments on contracts in progress	9011	
Remuneration and social security	9021	
Other amounts payable	9051	
Total of the amounts payable guaranteed by the Belgian government agencies	9061	
Amounts payable guaranteed by real securities given or irrevocably promised by the company on its own assets		
Financial debts	8922	2.020.143,76
Credit institutions, leasing and other similar obligations	892	2.020.143,76
Other loans	902	
Trade debts	8982	
Suppliers	8992	
Bills of exchange payable	9002	
Advance payments 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 given or irrevocably promised by the company on its own assets	9062	2.020.143,76

RESULTS**PERSONNEL AND PERSONNEL COSTS**

Employees for whom the company submitted a DIMONA declaration or who are recorded in the general personnel register

Average number of employees calculated in full-time equivalents

	Codes	Period	Preceding period
Average number of employees calculated in full-time equivalents	9087	19,3	17,9
INCOME AND CHARGES OF EXCEPTIONAL SIZE OR FREQUENCY			
Non-recurring income	76	29.994,92	24.393,01
Non-recurring operating income	(76A)		
Non-recurring financial income	(76B)	29.994,92	24.393,01
Non-recurring charges	66	93.036,09	6.277,51
Non-recurring operating charges	(66A)	93.036,09	
Non-recurring financial charges	(66B)		6.277,51
FINANCIAL RESULTS			
Capitalised interests	6502		

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

	Codes	Period
PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE COMPANY AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES	9149	
Of which		
Bills of exchange in circulation endorsed by the company	9150	
REAL GUARANTEES		
Real guarantees provided or irrevocably promised by the company on its own assets as security of debts and commitments of the company		
Mortgages		
Book value of the immovable properties mortgaged	91611	1.468.991,33
Amount of registration	91621	55.000,00
For irrevocable mortgage mandates, the amount for which the agent can take registration	91631	
Pledging of goodwill		
Maximum amount up to which the debt is secured and which is the subject of registration	91711	
For irrevocable mandates to pledge goodwill, the amount for which the agent can take the inscription	91721	
Pledging of other assets or irrevocable mandates to pledge other assets		
Book value of the immovable properties mortgaged	91811	18.379,95
Maximum amount up to which the debt is secured	91821	
Guarantees provided or irrevocably promised on future assets		
Amount of assets in question	91911	
Maximum amount up to which the debt is secured	91921	
Vendor's privilege		
Book value of sold goods	92011	
Amount of the unpaid price	92021	

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

Real guarantees provided or irrevocably promised by the company on its own assets as security of debts and commitments of third parties

Mortgages

Codes	Period
Book value of the immovable properties mortgaged	91612
Amount of registration	91622
For irrevocable mortgage mandates, the amount for which the agent can take registration	91632

Pledging of goodwill

Maximum amount up to which the debt is secured and which is the subject of registration	91712
For irrevocable mandates to pledge goodwill, the amount for which the agent can take the inscription	91722

Pledging of other assets or irrevocable mandates to pledge other assets

Book value of the immovable properties mortgaged	91812
Maximum amount up to which the debt is secured	91822

Guarantees provided or irrevocably promised on future assets

Amount of assets in question	91912
Maximum amount up to which the debt is secured	91922

Vendor's privilege

Book value of sold goods	92012
Amount of the unpaid price	92022

AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS

Period

SETTLEMENT REGARDING THE COMPLEMENTARY RETIREMENT OR SURVIVORS' PENSION FOR PERSONNEL AND BOARD MEMBERS

Brief description

Measures taken to cover the related charges

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

PENSIONS FUNDED BY THE COMPANY ITSELF

Estimated amount of the commitments resulting from past services

Methods of estimation

Code	Period
9220	

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

If the risks and benefits resulting from such transactions are of any meaning and if publishing such risks and benefits is necessary to appreciate the financial situation of the company

Period

OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET (including those that cannot be calculated)

Period

RELATIONSHIPS WITH AFFILIATED COMPANIES, ASSOCIATED COMPANIES, DIRECTORS, MANAGERS AND AUDITOR(S)

AFFILIATED OR ASSOCIATED COMPANIES

Guarantees provided in their favour

Codes	Period
9294	
9295	
9500	17.243,31
9501	
9502	

Other significant commitments undertaken in their favour

DIRECTORS AND MANAGERS, INDIVIDUALS OR LEGAL PERSONS WHO CONTROL THE COMPANY DIRECTLY OR INDIRECTLY WITHOUT BEING ASSOCIATED THEREWITH, OR OTHER COMPANIES CONTROLLED DIRECTLY OR INDIRECTLY BY THESE PERSONS

Amounts receivable from these persons

Principal conditions regarding amounts receivable, rate of interest, duration, any amounts repaid, cancelled or written off

Guarantees provided in their favour

Other significant commitments undertaken in their favour

THE AUDITOR(S) AND THE PERSONS WHOM HE (THEY) IS (ARE) COLLABORATING WITH

Period

TRANSACTIONS BEYOND NORMAL MARKET CONDITIONS UNDERTAKEN DIRECTLY OR INDIRECTLY

With the persons who hold participating interests in the company

Nature of the transaction

With the enterprises in which the company itself holds participating interests

Nature of the transaction

With the members of the management body, the supervisory board or administrative organ of the company

Nature of the transaction

Period

VALUATION RULES

1. Principle

The valuation rules are determined according to the provisions of the Royal Decree of 29 april 2019 in implementation of the Belgian Companies and Associations Code.

In respect of the requirement of a true and fair view the valuation rules of this Decree shall be deviated from in the following exceptional cases:

Reasons for the deviation:

The effects of the deviation on assets and liabilities, financial position and the result before taxation of the enterprise are as follows:

The valuation rules are (changed) (not changed) in wording and application as compared to the preceding financial period; if so, the change related to:

and has a (positive) (negative) effect on the result for the financial period before taxation to the amount of EUR.

The income statement (is) (is not) significantly effected by income or charges relating to a previous financial period; if so, the material effect results from:

The figures of the financial period are not comparable with those of the preceding financial period for the following reason:

(In order to maintain comparability the figures of the preceding financial period are adjusted regarding to following reasons)
(To compare the annual accounts of both financial periods involved following information should be taken into account):

In absence of objective standards of appraisal following valuation of foreseeable liabilities, contingent losses and diminutions in value is inevitably uncertain:

Other information necessary to give a true and fair view of the enterprise's liabilities, financial position and result:

2. Fixed assets

Formation expenses:

Formation expenses are charged against income except for following costs capitalised:

Reorganization costs:

The reorganization costs are (capitalised) (not capitalised) during the financial period; if so, this is justified as follows:

Intangible fixed assets:

The amount of intangible assets includes EUR research and development costs. Depreciation of these costs and the depreciations for goodwill are charged over a period of (more than) (not more than) 5 years; if more than 5 years the period involved is justified as follows :

Tangible fixed assets:

During the financial period the tangible assets (are) (are not) revalued; if so, the revaluation if justified are as follows:

VALUATION RULES**Depreciation recorded during the financial period:**

Assets	Method S (<i>straightline</i>) R (<i>reducing balance</i>) O (<i>other</i>)	Basis NR (<i>non-revalued</i>) R (<i>revalued</i>)	Depreciation rate	
			Principal costs Min. - Max.	Ancillary costs Min. - Max.
1. Formation expenses				
2. Intangible fixed assets				
	S	NR	20,00 - 20,00	0,00 - 0,00
3. Buildings*	S	NR	20,00 - 20,00	0,00 - 0,00
	S		10,00 - 20,00	0,00 - 0,00
	S	NR	6,66 - 10,00	0,00 - 0,00
4. Plant, machinery and equipments *				
	S	NR	20,00 - 20,00	0,00 - 0,00
	S	NR	20,00 - 20,00	0,00 - 0,00
	R	NR	20,00 - 20,00	0,00 - 0,00
5. Vehicles*				
6. Office furniture *				
	S	NR	20,00 - 50,00	0,00 - 0,00
	S	NR	10,00 - 20,00	0,00 - 0,00
	S	NR	20,00 - 20,00	0,00 - 0,00
7. Other tangible fixed assets				
	S	NR	20,00 - 20,00	0,00 - 0,00
	S	NR	10,00 - 10,00	0,00 - 0,00

* Including leased assets which should be disclosed on a separate line.

Tax deductible accelerated depreciation in excess of depreciation based on economic circumstances:

- amount for the financial period: EUR.
- cumulative amount regarding tangible assets acquired as of the financial period beginning after December 31, 1983: EUR.

Financial fixed assets:

During the financial period investments (are) (are not) revalued; if so, the revaluation is justified as follows:

3. Current assets**Inventories:**

Inventories are valued at **acquisition cost** determined according to the method (*to be disclosed*) of the weighted average price method, Fifo, Lifo, by identifying individually the price of each element or by the **lower market value**

1. Raw materials and consumables:
2. Work in progress - finished goods:
3. Goods purchased for resale:
4. Immovable property intended for sale:

Products:

- Production costs (include) (do not include) costs that are only indirectly attributable to the product.
- Production costs of stock and work in progress the production of which exceeds more than one year (includes) (does not include) on capital borrowed to finance the production.

Stocks total valued at market value amount to % of its book value at the end of the financial period.

(This information is only required in the event of a substantial difference).

VALUATION RULES**Contracts in progress:**

Contracts in progress are valued (at production cost)

(at production cost increased by a portion of the profit according to the state of completion of the contract)

4. Liabilities**Debts:**

Liabilities (include) (do not include) long-term debts, bearing no interests or at an unusual low interest; if so, a discount (has) (has not) been recognised and capitalised.

Foreign currencies:

Debts, liabilities and commitments denominated in foreign currencies are translated in EUR using following criteria:

Exchange differences have been disclosed in the annual accounts as follows:

Leasing agreements:

Concerning the rights to use property not capitalised (*relating to immovable property and concluded before 1 January 1980*), consideration and rental relating to the financial period if the leased immovable property, amount to: EUR.

SOCIAL BALANCE SHEET

Numbers of the joint industrial committees competent for the company: 207 116

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

	Codes	1. Full-time <i>(period)</i>	2. Part-time <i>(period)</i>	3. Total (T) or total in full-time equivalents (FTE) <i>(period)</i>	3P. Total (T) or total in full-time equivalents (FTE) <i>(preceding period)</i>
During the period and the preceding period					
Average number of employees	100	15,3	5,0	19,3 (FTE)	17,9 (FTE)
Number of actual hours worked	101	27.048	7.038	34.086 (T)	30.795 (T)
Personnel costs	102	1.026.892,06	267.201,50	1.294.093,56 (T)	1.133.276,70 (T)

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
At the closing date of the period				
Number of employees	105	16	5	20,3
By nature of the employment contract				
Contract for an indefinite period	110	16	5	20,3
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	14	1	14,8
primary education	1200	10	1	10,8
secondary education	1201	2		2,0
higher non-university education	1202	2		2,0
university education	1203			
Women	121	2	4	5,5
primary education	1210	2	3	4,6
secondary education	1211			
higher non-university education	1212		1	0,9
university education	1213			
By professional category				
Management staff	130			
Salaried employees	134	14	5	18,3
Hourly employees	132	2		2,0
Other	133			

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
ENTRIES				
Number of employees for whom the company submitted a DIMONA declaration or who have been recorded in the general personnel register during the period.....	205	3		3,0
DEPARTURES				
Number of employees whose contract-termination date has been included in the DIMONA declaration or in the general personnel register during the period	305	2		2,0

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

	Codes	Men	Codes	Women
Total of initiatives of formal professional training at the expense of the employer				
Number of employees involved	5801	15	5811	4
Number of actual training hours	5802	274	5812	42
Net costs for the company	5803	18.688,70	5813	1.920,12
of which gross costs directly linked to training	58031	17.150,44	58131	1.348,47
of which contributions paid and payments to collective funds	58032	1.538,26	58132	571,65
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		5831	
Number of actual training hours	5822		5832	
Net costs for the company	5823		5833	
Total of initial initiatives of 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 company	5843		5853	