

20		0897.223.769		1	EUR	
NAT.	Filing date	N°.	P.	U.	D.	ABR 1

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

IDENTIFICATION DETAILS (at the filing date)

NAME: **ISERV**

Legal form: Limited liability company

Address: Zuiderring

N°.: 45

Box:

Postal code: 3600 Town: Genk

Country: Belgium

Register of legal persons - Commercial court: Antwerp, department Tongeren

Website:

Company registration number

BE0897223769

DATE **10/04/2008** 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 EUROS**

approved by the general meeting of

13/06/2019

Regarding the period from

01/01/2018

to

31/12/2018

Preceding the period from

01/01/2017

to

31/12/2017

The amounts for the preceding period **are** identical to the ones previously published

Total number of pages filed: 14

Numbers of sections of the standard form not filed

because they serve no useful purpose: A 6.2, A 6.5, A 6.6, A 6.7, A 6.9, A 7.1, A 7.2, A 8, A 9, A 10, A 11, A 13, A 14, A 15, A 16, A 17, A 18, A 19

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 in the enterprise

GLASSIST BVBA

BE0473181539
Kempstraat 18
3600 Genk
BELGIUM

End date of the mandate: 31-12-2018 Managing partner

Directly or indirectly represented by:

EDDY GIERAERTS
Kempstraat 18
3665 As
BELGIUM

NWAT BVBA

BE0698886087
Zuiderring 45
3600 Genk
BELGIUM

Start date of the mandate: 01-01-2019

Managing partner

Directly or indirectly represented by:

GIERAERTS EDDY
Kempstraat 18
3665 As
BELGIUM

NWAT BVBA

BE0698886087
Zuiderring 45
3600 Genk
BELGIUM

Start date of the mandate: 01-01-2019

Managing partner

Directly or indirectly represented by:

GIERAERTS EDDY

Kempstraat 18
3665 As
BELGIUM

PARFONDRY PATRICK

Blookbergstraat 17
3600 Genk
BELGIUM

Start date of the mandate: 10-04-2008

Managing partner

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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 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)

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ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Notes	Codes	Period	Preceding period
ASSETS				
FORMATION EXPENSES		20		
FIXED ASSETS		21/28	<u>70,852.90</u>	<u>60,355.57</u>
Intangible fixed assets	6.1.1	21		
Tangible fixed assets	6.1.2	22/27	70,733.25	60,009.72
Land and buildings		22		
Plant, machinery and equipment		23	3,985.03	5,824.08
Furniture and vehicles		24	64,998.73	50,686.67
Leasing and other similar rights		25		
Other tangible fixed assets		26	1,749.49	3,498.97
Assets under construction and advance payments		27		
Financial fixed assets	6.1.3	28	119.65	345.85
CURRENT ASSETS		29/58	<u>919,382.99</u>	<u>672,601.29</u>
Amounts receivable after more than one year		29		
Trade debtors		290		
Other amounts receivable		291		
Stocks and contracts in progress		3	123,357.32	99,514.92
Stocks		30/36	123,357.32	99,514.92
Contracts in progress		37		
Amounts receivable within one year		40/41	653,245.13	398,311.51
Trade debtors		40	638,251.27	389,678.10
Other amounts receivable		41	14,993.86	8,633.41
Current investments		50/53		
Cash at bank and in hand		54/58	141,724.40	171,675.50
Accruals and deferred income		490/1	1,056.14	3,099.36
TOTAL ASSETS		20/58	990,235.89	732,956.86

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	Notes	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	<u>64,433.07</u>	<u>70,151.66</u>
Capital		10	18,600.00	18,600.00
Issued capital		100	18,600.00	18,600.00
Uncalled capital (-)		101		
Share premium account		11		
Revaluation surpluses		12		
Reserves		13	1,860.00	1,860.00
Legal reserve		130	1,860.00	1,860.00
Reserves not available		131		
In respect of own shares held		1310		
Other		1311		
Untaxed reserves		132		
Available reserves		133		
Accumulated profits (losses) (+)(-)		14	43,973.07	49,691.66
Capital subsidies		15		
Advance to shareholders on the distribution of net assets		19		
PROVISIONS AND DEFERRED TAXES		16	<u>37,591.47</u>	<u>37,591.47</u>
Provisions for liabilities and charges		160/5	37,591.47	37,591.47
Pensions and similar obligations		160		
Taxes		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges		164/5	37,591.47	37,591.47
Deferred taxes		168		

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	Notes	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	888,211.35	625,213.73
Amounts payable after more than one year		17	412,162.44	299,905.73
Financial debts		170/4	412,162.44	299,905.73
Credit institutions, Leasing and other similar obligations		172/3	337,162.44	224,905.73
Other loans		174/0	75,000.00	75,000.00
Trade debts		175		
Advance payments on contracts in progress		176		
Other amounts payable		178/9		
Amounts payable within one year		42/48	476,048.91	325,308.00
Current portion of amounts payable after more than one year falling due within one year		42	65,566.11	40,773.92
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	253,979.32	179,359.47
Suppliers		440/4	253,979.32	179,359.47
Bills of exchange payable		441		
Advance payments on contracts in progress		46		
Taxes, remuneration and social security		45	112,949.82	96,620.95
Taxes		450/3	73,908.67	85,311.88
Remuneration and social security		454/9	39,041.15	11,309.07
Other amounts payable		47/48	43,553.66	8,553.66
Accruals and deferred income		492/3		
TOTAL LIABILITIES		10/49	990,235.89	732,956.86

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PROFIT AND LOSS ACCOUNT

	Notes	Codes	Period	Preceding period
Operating income and operating charges				
Gross margin (+)/(-)		9900	453,717.94	241,813.69
Of which: non-recurring operating income		76A		
Remuneration, social security and pensions (+)/(-)	6.4	62	302,903.53	142,135.44
Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets		630	48,466.75	30,276.91
Amounts written down on stocks, contracts in progress and trade debtors: additions (write-backs) (+)/(-)		631/4	11,484.75	0.00
Provisions for liabilities and charges: appropriations (uses and write-backs)		635/8		
Other operating charges		640/8	10,797.27	10,426.00
Operating charges reported as assets under restructuring costs (-)		649		
Non-recurring operating charges		66A		
Operating profit (loss) (+)(-)		9901	80,065.64	58,975.34
Financial income	6.4		1,151.60	615.91
		75/76B		
Recurring financial income		75	1,151.60	615.91
Of which: capital and interest subsidies		753		
Non-recurring financial income		76B		
Financial charges	6.4		17,611.97	11,020.25
		65/66B		
Recurring financial charges		65	17,611.97	11,020.25
Non-recurring financial charges		66B		
Profit (loss) for the period before taxes (+)/(-)		9903	63,605.27	48,571.00
Transfer from deferred taxes		780		
Transfer to deferred taxes		680		
Income taxes on the result (+)/(-)		67/77	19,323.86	24,582.39
Profit (loss) of the period (+)/(-)		9904	44,281.41	23,988.61
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Profit (loss) of the period available for appropriation (+)/(-)		9905	44,281.41	23,988.61

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated (+)/(-)	9906	93,973.07	49,691.66
Profit (Loss) of the period available for appropriation (+)/(-)	9905	44,281.41	23,988.61
Profit (Loss) of the preceding period brought forward (+)/(-)	14P	49,691.66	25,703.05
Transfers from equity	791/2		
Appropriations to equity	691/2		
to capital and share premium account	691		
To legal reserve	6920		
To other reserves	6921		
Profit (loss) to be carried forward (+)(-)	14	43,973.07	49,691.66
Shareholders' contribution in respect of losses	794		
Profit to be distributed	694/7	50,000.00	0.00
Dividends	694	50,000.00	0.00
Directors or managers	695		
Employees	696		
Other beneficiaries	697		

NOTES ON THE ACCOUNTS
STATEMENT OF FIXED ASSETS

	Codes	Period	Preceding period
INTANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8059P	xxxxxxxxxxxx	2,200.00
Movements during the period			
Acquisitions, including produced fixed assets	8029		
Sales and disposals	8039		
Transfers from one heading to another (+)/(-)	8049		
Acquisition value at the end of the period	8059	2,200.00	
Amortisations and amounts written down at the end of the period	8129P	xxxxxxxxxxxx	2,200.00
Movements during the period			
Recorded	8079		
Written back	8089		
Acquisitions from third parties	8099		
Cancelled owing to sales and disposals	8109		
Transferred from one heading to another (+)/(-)	8119		
Amortisations and amounts written down at the end of the period	8129	2,200.00	
NET BOOK VALUE AT THE END OF THE PERIOD	(21)		

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	Codes	Period	Preceding period
TANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8199P	xxxxxxxxxxxx	160,573.05
Movements during the period			
Acquisitions, including produced fixed assets	8169	59,190.28	
Sales and disposals	8179		
Transfers from one heading to another (+)/(-)	8189		
Acquisition value at the end of the period	8199	219,763.33	
Revaluation surpluses at the end of the period	8259P	xxxxxxxxxxxx	
Movements during the period			
Recorded	8219		
Acquisitions from third parties	8229		
Cancelled	8239		
Transferred 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	xxxxxxxxxxxx	100,563.33
Movements during the period			
Recorded	8279	48,466.75	
Written back	8289		
Acquisitions from third parties	8299		
Cancelled owing to sales and disposals	8309		
Transferred from one heading to another (+)/(-)	8319		
Amortisations and amounts written down at the end of the period	8329	149,030.08	
NET BOOK VALUE AT THE END OF THE PERIOD	(22/27)	<u>70,733.25</u>	

	Codes	Period	Preceding period
FINANCIAL FIXED ASSETS			
Acquisition value at the end of the period	8395P	XXXXXXXXXXXX	345.85
Movements during the period			
Acquisitions	8365		
Sales and disposals	8375	226.20	
Transfers from one heading to another (+)/(-)	8385		
Other movements (+)/(-)	8386		
Acquisition value at the end of the period	8395	119.65	
Revaluation surpluses at the end of the period	8455P	XXXXXXXXXXXX	
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	XXXXXXXXXXXX	
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	XXXXXXXXXXXX	
Movements during the period (+)/(-)	8545		
Uncalled amounts at the end of the period	8555		
NET BOOK VALUE AT THE END OF THE PERIOD	(28)	<u>119.65</u>	

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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)	65,566.11
Total amounts payable with a remaining term of more than one year, yet less than 5 years	8912	391,626.90
Total amounts payable with a remaining term of more than 5 years	8913	20,535.54
AMOUNTS PAYABLE GUARANTEED (included in headings 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 received 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 or irrevocably promised by the enterprise on its own assets		
Financial debts	8922	
Credit institutions, leasing and other similar obligations	892	
Other loans	902	
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 given or irrevocably promised by the company on its own assets	9062	

RESULTS

	Codes	Period	Preceding period
PERSONEEL EN PERSONEELSKOSTEN			
Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register			
Average number of employees calculated in full-time equivalents	9087	5.3	3.1
INCOME AND CHARGES OF EXCEPTIONAL SIZE OR FREQUENCY			
Non recurring income			
Non-recurring operating income	76		
Non-recurring financial income	(76A)		
	(76B)		
Non-recurring charges			
Non-recurring operating charges	66		
Non-recurring financial charges	(66A)		
	(66B)		
FINANCIAL RESULTS			
Capitalized Interests	6503	0.00	0.00

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I. Beginsel

De waarderingsregels worden vastgesteld overeenkomstig de bepalingen van het koninklijk besluit van 30 januari 2001 tot uitvoering van het Wetboek van vennootschappen.

De waarderingsregels werden ten opzichte van het vorige boekjaar qua verwoording of toepassing niet gewijzigd.

II. Bijzondere regels

Materiële vaste activa:

In de loop van het boekjaar werden geen materiële vaste activa geherwaardeerd.

Afschrijvingen geboekt tijdens het jaar

Software:

L - NG 33,33% - 33,33% 33,33% - 33,33%

Machines:

L - NG 10,00% - 20,00% 0,00% - 0,00%

Bedrijfsvoertuigen:

L - NG 20,00% - 20,00% 0,00% - 0,00%

Personenwagens:

L - NG 20,00% - 33,33% 0,00% - 0,00%

Elektrische fiets:

L - NG 20,00% - 20,00% 0,00% - 0,00%

Kantoormachines:

L - NG 33,33% - 33,33% 0,00% - 0,00%

Meubilair:

L - NG 20,00% - 20,00% 0,00% - 0,00%

Inrichting gehuurde gebouwen:

L - NG 20,00% - 20,00% 0,00% - 0,00%

Schulden:

De passiva bevatten geen schulden op lange termijn, zonder of met een abnormaal lage rente.

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SOCIAL BALANCE SHEET

Numbers of the joint industrial committees competent for the enterprise:

200

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

During the period and the preceding period	Codes	1. Full-time (period)	2. Part-time (period)	3. Total (T) or Total full-time equivalents (FTE) (period)	3P. Total (T) or Total full-time equivalents (FTE) (preceding period)
Average number of employees	100	4.9	1.0	5.3	3.1
Number of actual hours worked	101	8,537	703	9,240	5,120
Personnel costs	102	279,857.95	23,045.58	302,903.53	137,318.75

At the closing date of the period	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
Number of employees	105	6	1	6.3
By nature of the employment contract				
Contract for an indefinite period	110	6	1	6.3
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	4	1	4.3
primary education	1200	1	1	1.3
secondary education	1201			
higher non-university education	1202	2		2.0
university education	1203	1		1.0
Women	121	2	0	2.0
primary education	1210			
secondary education	1211	1		1.0
higher non-university education	1212			
university education	1213	1		1.0
By professional category				
Management staff	130			
Salaried employees	134	6	1	6.3
Hourly employees	132			
Other	133			

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LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
Number of employees for whom the enterprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the period	205	3	1	3.3
DEPARTURES				
Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the period	305		1	0.5

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

Total of initiatives of formal professional training at the expense of the employer	Codes	Men	Codes	Women
Number of employees involved	5801		5811	
Number of actual training hours	5802		5812	
Net costs for the enterprise	5803		5813	
of which gross costs directly linked to training	58031		58131	
of which contributions paid and payments to collective funds	58032		58132	
of which grants and other financial advantages received (to deduct)	58033		58133	
Total of initiatives of less formal or informal professional training at the expense of the employer				
Number of employees involved	5821		5831	
Number of actual training hours	5822		5832	
Net costs for the enterprise	5823		5833	
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	