

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

IDENTIFICATION DETAILS (at the filing date)

NAME: *FLEISHMAN-HILLARD*

Legal form: *Public limited company*

Address: *Belliard* Nr.: *40* Box:

Postal code: *1040* Town: *Etterbeek*

Country: *Belgium*

Register of legal persons – Commercial court: *Brussels, French-speaking*

Website¹:

E-mail address¹:

Company registration number 0434.683.229

DATE 12 / 06 / 2023 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.

This filing concerns:

☒ the ANNUAL ACCOUNTS in EURO approved by the general meeting of

30 / 09 / 2024

☒ the OTHER DOCUMENTS

regarding

the financial year covering the period from

01 / 01 / 2023

to

31 / 12 / 2023

the preceding period of the annual accounts from

01 / 01 / 2022

to

31 / 12 / 2022

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

Total number of pages filed: *34* Numbers of the sections of the standard model form not filed because they serve no useful purpose: *6.1, 6.2.1, 6.2.2, 6.2.4, 6.2.5, 6.3.1, 6.3.6, 6.4.1, 6.4.2, 6.4.3, 6.5.1, 6.5.2, 6.7.2, 6.8, 6.12, 6.14, 6.17, 6.18.2, 6.19, 6.20, 8, 9, 11, 12, 13, 14, 15*

¹ Optional mention.

² Strike out what does not apply.

Signature
(name and position)

Signature
(name and position)

**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

*Olivier BEHEYDT
Chaussée de Chareloi 32, 1400 Nivelles, Belgium*

*Director
29/09/2023 - 30/09/2024*

*John SAUNDERS
Fitzwilliam Quay 15, 4 Dublin, Ireland*

*Director
29/09/2023 - 30/09/2024*

*Donald RICKETTS
Avenue Guillaume Macau 23, 1050 Ixelles, Belgium*

*Director
29/09/2023 - 30/09/2024*

*Laurent Vander Eycken
Peter benoitstraat 51, 1702 Groot-Bijgaarden, Belgium*

*Director
29/09/2023 - 30/09/2024*

*David Turier
Alfred Clusenaar 4, 1060 Saint-Gilles, Belgium*

*Managing director
29/09/2023 - 30/09/2024*

*Robert Anger
Tommestraat 159, 3040 Huldenberg, Belgium*

*Director
29/09/2023 - 30/09/2024*

*Deloitte, Réviseurs d'Entreprises
Nr.: 0429.053.863
Luchthaven Brussel Nationaal 1J, 1930 Zaventem, Belgium
Membership nr.: B0025*

*Auditor
31/08/2023 - 20/06/2025*

Represented by:

*Cédric BOGAERTS
Luchthaven Brussel Nationaal 1J, 1930 Zaventem, Belgium
Membership nr.: A02251*

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. 5 of the law of 17th March 2019 concerning the professions of accountant and tax advisor.

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

If affirmative, mention hereafter: surname, first names, profession and address of each certified 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 accountants or tax accountants, you can mention hereafter: surname, first names, profession and address of each accountant or tax accountant and his/her affiliation number with the Institute of Tax Advisers and Accountants (ITAA) 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)

* Strike out what is not applicable.

** Optional information.

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Discl.	Codes	Period	Preceding period
ASSETS				
Formation expenses	6.1	20
FIXED ASSETS		21/28	744.314	819.795
Intangible fixed assets	6.2	21
Tangible fixed assets	6.3	22/27	744.314	819.795
Land and buildings		22
Plant, machinery and equipment		23	127.622	117.817
Furniture and vehicles		24	157.866	153.495
Leasing and similar rights		25	55.151	75.030
Other tangible fixed assets		26	403.675	473.453
Assets under construction and advance payments		27
Financial fixed assets	6.4/6.5.1	28
Affiliated enterprises	6.15	280/1
Participating interests		280
Amounts receivable		281
Enterprises linked by participating interests	6.15	282/3
Participating interests		282
Amounts receivable		283
Other financial assets		284/8
Shares		284
Amounts receivable and cash guarantees		285/8

	Discl.	Codes	Period	Preceding period
CURRENT ASSETS		29/58	7.585.202	7.613.555
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	6.340.322	5.575.538
Trade debtors		40	6.325.321	5.543.675
Other amounts receivable		41	15.001	31.863
Current investments 6.5.1/6.6		50/53
Own shares		50
Other investments		51/53
Cash at bank and in hand		54/58	1.013.135	1.763.132
Deferred charges and accrued income 6.6		490/1	231.745	274.885
TOTAL ASSETS		20/58	8.329.516	8.433.350

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	5.306.381	4.593.794
Contribution	6.7.1	10/11	380.000	380.000
Capital		10	380.000	380.000
Issued capital		100	380.000	380.000
Uncalled capital ⁴		101
Outside the capital		11
Share premium account		1100/10
Others		1100/19
Revaluation surpluses		12
Reserves		13	38.000	38.000
Reserves not available		130/1	38.000	38.000
Legal reserve		130	38.000	38.000
Reserves statutorily not available		1311
Aquisition of own shares		1312
Financial support		1313
Other		1319
Untaxed reserves		132
Available reserves		133
Accumulated profits (losses)(+)/(-)		14	4.888.381	4.175.794
Investment grants		15
Advance to associates on the sharing out of the assets 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

⁴ Amount to subtract of the issued capital

⁵ Amount to subtract from the other part of the equity

	Discl.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	3.023.135	3.839.556
Amounts payable after more than one year	6.9	17	16.978	47.696
Financial debts		170/4	16.978	47.696
Subordinated loans		170
Unsubordinated debentures		171
Leasing and other similar obligations		172	16.978	47.696
Credit institutions		173
Other loans		174
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	2.927.833	3.696.339
Current portion of amounts payable after more than one year falling due within one year		42	40.971	29.965
Financial debts		43
Credit institutions		430/8
Other loans		439
Trade debts		44	843.686	1.176.541
Suppliers		440/4	843.686	1.176.541
Bills of exchange payable		441
Advances received on contracts in progress		46	380.891	710.873
Taxes, remuneration and social security	6.9	45	1.662.285	1.776.382
Taxes		450/3	374.186	566.270
Remuneration and social security		454/9	1.288.099	1.210.112
Other amounts payable		47/48	2.578
Accruals and deferred income	6.9	492/3	78.324	95.521
TOTAL LIABILITIES		10/49	8.329.516	8.433.350

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	20.699.495	18.031.051
Turnover	6.10	70	20.655.546	18.031.051
Stocks of finished goods and work and contracts in progress: increase (decrease)(+)/(-)		71
Own work capitalised		72
Other operating income	6.10	74	43.949
Non-recurring operating income	6.12	76A
Operating charges		60/66A	17.722.400	15.363.734
Raw materials, consumables		60	3.186.576	2.385.252
Purchases		600/8	3.186.576	2.385.252
Stocks: decrease (increase)(+)/(-)		609
Services and other goods		61	4.290.213	3.587.410
Remuneration, social security costs and pensions(+)/(-)	6.10	62	10.067.874	9.239.149
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets		630	177.737	151.923
Amounts written off stocks, contracts in progress and trade debtors: Appropriations (write-backs)(+)/(-)	6.10	631/4
Provisions for liabilities and charges: Appropriations (uses and write-backs)(+)/(-)	6.10	635/8
Other operating charges	6.10	640/8
Operating charges carried to assets as restructuring costs (-)		649
Non-recurring operating charges	6.12	66A
Operating profit (loss)(+)/(-)		9901	2.977.095	2.667.317

	Discl.	Codes	Period	Preceding period
Financial income		75/76B	70.735	61.945
Recurring financial income		75	70.735	61.945
Income from financial fixed assets		750
Income from current assets		751	42.270	2.101
Other financial income	6.11	752/9	28.465	59.844
Non-recurring financial income	6.12	76B
Financial charges		65/66B	74.822	60.075
Recurring financial charges	6.11	65	74.822	60.075
Debt charges		650
Amounts written off current assets except stocks, contracts in progress and trade debtors: appropriations (write-backs)(+)/(-)		651
Other financial charges		652/9	74.822	60.075
Non-recurring financial charges	6.12	66B
Gain (loss) for the period before taxes	(+)/(-)	9903	2.973.008	2.669.187
Transfer from deferred taxes		780
Transfer to deferred taxes		680
Income taxes	(+)/(-) 6.13	67/77	760.421	865.208
Taxes		670/3	875.000	894.224
Adjustment of income taxes and write-back of tax provisions		77	114.579	29.016
Gain (loss) of the period	(+)/(-)	9904	2.212.587	1.803.979
Transfer from untaxed reserves		789
Transfer to untaxed reserves		689
Gain (loss) of the period available for appropriation ..	(+)/(-)	9905	2.212.587	1.803.979

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	6.388.381	4.975.814
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	2.212.587	1.803.979
Profit (loss) brought forward(+)/(-)	14P	4.175.794	3.171.835
Withdrawals from capital and reserves	791/2
on the contribution	791
from reserves	792
Transfer to capital and reserves	691/2
to the contribution	691
to legal reserve	6920
to other reserves	6921
Profit (loss) to be carried forward(+)/(-)	(14)	4.888.381	4.175.794
Owners' contribution in respect of losses	794
Profit to be distributed	694/7	1.500.000	800.000
Dividends	694	1.500.000	800.000
Directors' or managers' entitlements	695
Employees	696
Other beneficiaries	697

CONCESSIONS, PATENTS, LICENCES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS

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

Depreciations 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(+)/(-)

Depreciations and amounts written down at the end of the period

NET BOOK VALUE AT THE END OF THE PERIOD

Codes	Period	Preceding period
8052P	xxxxxxxxxxxxxxxx	7.437
8022	
8032	
8042	
8052	7.437	
8122P	xxxxxxxxxxxxxxxx	7.437
8072	
8082	
8092	
8102	
8112	
8122	7.437	
211	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxxxx	586.212
Movements during the period			
Acquisitions, including produced fixed assets	8162	36.858	
Sales and disposals	8172	
Transfers from one heading to another(+)/(-)	8182	
Acquisition value at the end of the period	8192	623.070	
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxxxxx
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	xxxxxxxxxxxxxxxx	468.395
Movements during the period			
Recorded	8272	27.053	
Written back	8282	
Acquisitions from third parties	8292	
Cancelled owing to sales and disposals	8302	
Transferred from one heading to another(+)/(-)	8312	
Depreciations and amounts written down at the end of the period	8322	495.448	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	127.622	

FURNITURE AND VEHICLES**Acquisition value at the end of the period**

Codes	Period	Preceding period
8193P	xxxxxxxxxxxxxxxx	489.795

Movements during the period

Acquisitions, including produced fixed assets

8163 45.580

Sales and disposals

8173

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

8183

Acquisition value at the end of the period

8193 535.375

Revaluation surpluses at the end of the period

8253P	xxxxxxxxxxxxxxxx
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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	xxxxxxxxxxxxxxxx	336.300
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Movements during the period

Recorded

8273 41.209

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 377.509

NET BOOK VALUE AT THE END OF THE PERIOD

(24) 157.866

	Codes	Period	Preceding period
LEASING AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8194P	xxxxxxxxxxxxxxxx	236.444
Movements during the period			
Acquisitions, including produced fixed assets	8164	19.818	
Sales and disposals	8174	
Transfers from one heading to another(+)/(-)	8184	
Acquisition value at the end of the period	8194	256.262	
Revaluation surpluses at the end of the period	8254P	xxxxxxxxxxxxxxxx
Movements during the period			
Recorded	8214	
Acquisitions from third parties	8224	
Cancelled	8234	
Transferred from one heading to another(+)/(-)	8244	
Revaluation surpluses at the end of the period	8254	
Depreciations and amounts written down at the end of the period	8324P	xxxxxxxxxxxxxxxx	161.414
Movements during the period			
Recorded	8274	39.697	
Written back	8284	
Acquisitions from third parties	8294	
Cancelled owing to sales and disposals	8304	
Transferred from one heading to another(+)/(-)	8314	
Depreciations and amounts written down at the end of the period	8324	201.111	
NET BOOK VALUE AT THE END OF THE PERIOD	(25)	55.151	
OF WHICH			
Land and buildings	250	
Plant, machinery and equipment	251	
Furniture and vehicles	252	55.151	

OTHER TANGIBLE FIXED ASSETS**Acquisition value at the end of the period**

Codes	Period	Preceding period
8195P	xxxxxxxxxxxxxxxx	1.370.264
Movements during the period		
Acquisitions, including produced fixed assets	8165	
Sales and disposals	8175	
Transfers from one heading to another(+)/(-)	8185	
Acquisition value at the end of the period	8195 1.370.264	
Revaluation surpluses at the end of the period	8255P xxxxxxxxxxxxxxxx
Movements during the period		
Recorded	8215	
Acquisitions from third parties	8225	
Cancelled	8235	
Transferred from one heading to another(+)/(-)	8245	
Revaluation surpluses at the end of the period	8255	
Depreciations and amounts written down at the end of the period	8325P xxxxxxxxxxxxxxxx	896.811
Movements during the period		
Recorded	8275 69.778	
Written back	8285	
Acquisitions from third parties	8295	
Cancelled owing to sales and disposals	8305	
Transferred from one heading to another(+)/(-)	8315	
Depreciations and amounts written down at the end of the period	8325 966.589	
NET BOOK VALUE AT THE END OF THE PERIOD	(26) 403.675	

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
Shares - Book value increased with the uncalled amount	8681
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
With residual term or notice of withdrawal			
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	
.....	196.259
.....	13.568
.....	21.918
.....

STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

STATEMENT OF CAPITAL

Capital

Issued capital at the end of the period

Issued capital at the end of the period

Codes	Period	Preceding period
100P	xxxxxxxxxxxxxxxx	380.000
(100)	380.000	

Changes during the period

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Structure of the capital

Different categories of shares

.....

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.....

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Registered shares

Shares dematerialized

Codes	Value	Number of shares

	380.000	3.085

8702	xxxxxxxxxxxxxxxx	3.085
8703	xxxxxxxxxxxxxxxx

Capital not paid

Uncalled capital

Called up capital, unpaid

Shareholders having yet to pay up in full

.....

.....

.....

.....

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

Own shares

Held by the company itself

Amount of capital held

Corresponding number of shares

Held by the subsidiaries

Amount of capital held

Corresponding number of shares

Commitments to issue shares

Owing to the exercise of conversion rights

Amount of outstanding convertible loans

Amount of capital to be subscribed

Corresponding maximum number of shares to be issued

Owing to the exercise of subscription rights

Number of outstanding subscription rights

Amount of capital to be subscribed

Corresponding maximum number of shares to be issued

Authorized capital not issued

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

Shares issued, non representing capital

Distribution

Number of shares

Number of voting rights attached thereto

Allocation by shareholder

Number of shares held by the company itself

Number of shares held by its subsidiaries

Codes	Period
8761
8762
8771
8781

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

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.....

.....

Period
.....
.....
.....
.....

STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL PERIOD TO MATURITY OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL TERM		
Current portion of amounts payable after more than one year falling due within one year		
Financial debts	8801	40.971
Subordinated loans	8811
Unsubordinated debentures	8821
Leasing and other similar obligations	8831	40.971
Credit institutions	8841
Other loans	8851
Trade debts	8861
Suppliers	8871
Bills of exchange payable	8881
Advance payments received on contract in progress	8891
Other amounts payable	8901
Total current portion of amounts payable after more than one year falling due within one year ..	(42)	40.971
Amounts payable with a remaining term of more than one but not more than five years		
Financial debts	8802	16.978
Subordinated loans	8812
Unsubordinated debentures	8822
Leasing and other similar obligations	8832	16.978
Credit institutions	8842
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	16.978
Amounts payable with a remaining term of more than five years		
Financial debts	8803
Subordinated loans	8813
Unsubordinated debentures	8823
Leasing and other similar obligations	8833
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

GUARANTEED AMOUNTS PAYABLE (included in headings 17 and 42/48 of the liabilities)**Amounts payable guaranteed by Belgian public authorities**

Codes	Period
Financial debts	8921
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	57.949
Subordinated loans	8932
Unsubordinated debentures	8942
Leasing and similar obligations	8952	57.949
Credit institutions	8962
Other loans	8972
Trade debts	8982
Suppliers	8992
Bills of exchange payable	9002
Advance payments received on contracts in progress	9012
Taxes, remuneration and social security	9022
Taxes	9032
Remuneration and social security	9042
Other amounts payable	9052
Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets	9062	57.949

TAXES, REMUNERATION AND SOCIAL SECURITY**Taxes** (heading 450/3 and 179 of the liabilities)

Outstanding tax debts	9072
Accruing taxes payable	9073	374.186
Estimated taxes payable	450

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	1.288.099

ACCRUALS AND DEFERRED INCOME

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

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

Period
78.324
.....
.....
.....

OPERATING RESULTS**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	99	94
Average number of employees calculated in full-time equivalents	9087	96,0	89,6
Number of actual worked hours	9088	149.097	144.500

Personnel costs

Remuneration and direct social benefits	620	8.289.917	7.700.634
Employers' contribution for social security	621	1.777.957	1.538.515
Employers' premiums for extra statutory insurance	622
Other personnel costs(+)/(-)	623
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
Written back	9113
Provisions for liabilities and charges			
Additions	9115
Uses and write-backs	9116
Other operating charges			
Taxes related to operation	640
Other costs	641/8
Hired temporary staff and personnel placed at the enterprise's disposal			
Total number at the closing date	9096	1
Average number calculated in full-time equivalents	9097
Number of actual worked hours	9098
Costs to the enterprise	617

FINANCIAL RESULTS

	Codes	Period	Preceding period
RECURRING FINANCIAL INCOME			
Other financial income			
Subsidies granted by public authorities and recorded as income for the period			
Capital subsidies	9125
Interest subsidies	9126
Allocation of other financial income			
Currency differences realized	754	28.465	59.844
Others			
.....	
.....	
.....	
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501
Capitalized Interests	6502
Amounts written off current assets			
Recorded	6510
Written back	6511
Other financial charges			
Amount of the discount borne by the enterprise, as a result of negotiating amounts receivable	653
Provisions of a financial nature			
Appropriations	6560
Uses and write-backs	6561
Allocation of other financial charges			
Currency differences realized	654	60.070	46.083
Currency translation differences	655
Others			
.....		14.752	13.992
.....	
.....	

INCOME TAXES AND OTHER TAXES**INCOME TAXES**

	Codes	Period
Income taxes on the result of the period	9134	875.000
Income taxes paid and withholding taxes due or paid	9135	875.000
Excess of income tax prepayments and withholding taxes paid recorded under assets	9136
Estimated additional taxes	9137
Income taxes on the result of prior periods	9138
Additional income taxes due or paid	9139
Additional income taxes estimated or provided for	9140
In so far as taxes of the period are materially affected by differences between the profit before taxes as stated in annual accounts and the estimated taxable profit		
.....		497.381
.....	
.....	
.....	

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

	Period
.....
.....
.....
.....

Status of deferred taxes

	Codes	Period
Deferred taxes representing assets	9141
Accumulated tax losses deductible from future taxable profits	9142
Other deferred taxes representing assets		
.....	
.....	
.....	
Deferred taxes representing liabilities	9144
Allocation of deferred taxes representing liabilities		
.....	
.....	
.....	

VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES**Value added taxes charged**

To the enterprise (deductible)	9145	458.423	364.951
By the enterprise	9146	1.028.255	1.103.504

Amounts withheld on behalf of third party

For payroll withholding taxes	9147	2.897.419	2.414.984
For withholding taxes on investment income	9148

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

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)
Participating interests	(280)
Subordinated amounts receivable	9271
Other amounts receivable	9281
Amounts receivable	9291	263.230	377.076
Over one year	9301
Within one year	9311	263.230	377.076
Current investments	9321
Shares	9331
Amounts receivable	9341
Amounts payable	9351	66.060	209.920
Over one year	9361
Within one year	9371	66.060	209.920
Personal and real guarantees			
Provided or irrevocably promised by the enterprise as security for debts or commitments of affiliated enterprises	9381
Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise	9391
Other significant financial commitments	9401
Financial results			
Income from financial fixed assets	9421
Income from current assets	9431	38.365	1.752
Other financial income	9441
Debt charges	9461
Other financial charges	9471
Disposal of fixed assets			
Capital gains obtained	9481
Capital losses suffered	9491

	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

		Period
TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT OF MARKET CONDITIONS		
Mention of these transactions if they are significant, including the amount of the transactions, the nature of the link, and all information about the transactions which should be necessary to get a better understanding of the situation of the company		
.....	
.....	
.....	
.....	

FINANCIAL RELATIONSHIPS WITH**DIRECTORS, MANAGERS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ENTERPRISE WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTERPRISES CONTROLLED BY THESE PERSONS****Amounts receivable from these persons**

Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts

Guarantees provided in their favour**Other significant commitments undertaken in their favour****Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person**

To directors and managers

To former directors and former managers

Codes	Period
9500
9501
9502
9503	1.031.147
9504

AUDITORS OR PEOPLE THEY ARE LINKED TO**Auditor's fees****Fees for exceptional services or special missions executed in the company by the auditor**

Other attestation missions

Tax consultancy

Other missions external to the audit

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

Other attestation missions

Tax consultancy

Other missions external to the audit

Codes	Period
9505	36.840
95061
95062
95063
95081
95082	8.914
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 THE REPORTING ENTERPRISE BEING A SUBSIDIARY OR A JOINT SUBSIDIARY

Name, full address of the registered office and, if the enterprise is subject to Belgian law, the enterprise identification number of the parent company (ies) and the specifications whether the parent enterprise (s) prepare (s) and publish (es) consolidated accounts which includes the annual accounts of the enterprise*:

1. *DAS EMEA Investments Limited*
Bankside 3 box SE1 0SW LONDON, , United Kingdom
- Doesn't publishes consolidated accounts*

If the parent enterprise(s) is (are) (an) enterprise(s) governed by foreign law disclose where the consolidated accounts can be obtained*:

1. *DAS EMEA Investments Limited*
Limited
- DAS EMEA Investments Limited*
Bankside 3 box SE1 0SW LONDON, , United Kingdom

* Where the annual accounts of the enterprise are consolidated at different levels, the information should be given for the consolidated aggregate at the highest level on the one hand and the lowest level on the other hand of which the enterprise is a subsidiary and for which consolidated accounts are prepared and published.

<p>OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANIES AND ASSOCIATIONS CODE NEER TE LEGGEN DOCUMENTEN</p>

MANAGEMENT REPORT

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****Average number of employees**

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

Number of hours actually worked

Full-time
 Part-time
 Total

Personnel costs

Full-time
 Part-time
 Total

Advantages in addition to wages

Codes	Total	1. Men	2. Women
1001	93,8	39,3	54,5
1002	3,3	1,8	1,5
1003	96,0	40,6	55,4
1011	145.724	59.752	85.972
1012	3.371	2.017	1.354
1013	149.095	61.769	87.326
1021	9.520.722	3.862.925	5.657.797
1022	547.152	427.449	119.703
1023	10.067.874	4.290.374	5.777.500
1033

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	89,6	41,2	48,4
1013	144.500	66.941	77.559
1023	8.908.425	4.126.913	4.781.512
1033

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
Number of employees

By nature of the employment contract

Contract for an indefinite period

Contract for a definite period

Contract for the execution of a specifically assigned work

Replacement contract

According to gender and study level

Men

primary education

secondary education

higher non-university education

university education

Women

primary education

secondary education

higher non-university education

university education

By professional category

Management staff

Employees

Workers

Others

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
105	96	3	98,1
110	96	3	98,1
111
112
113
120	41	2	42,6
1200	6	2	7,6
1201
1202	6	6,0
1203	29	29,0
121	55	1	55,5
1210	2	1	2,5
1211
1212	5	5,0
1213	48	48,0
130
134	96	3	98,1
132
133

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

Average number of persons employed

Number of hours actually worked

Costs for the enterprise

Codes	1. Hired temporary staff	2. Persons placed at the enterprise's disposal
150
151
152

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES

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

By nature of employment contract

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

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
205	35	35,0
210	35	35,0
211
212
213

DEPARTURES

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

By nature of employment contract

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

By reason of termination of contract

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

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
305	30	30,0
310	30	30,0
311
312
313
340
341
342
343	30	30,0
350

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

Total of initiatives of formal professional training at the expense of the employer

Number of employees involved

Number of actual training hours

Net costs for the enterprise

of which gross costs directly linked to training

of which fees paid and payments to collective funds

of which grants and other financial advantages received (to deduct)

Codes	Men	Codes	Women
5801	1	5811	1
5802	15	5812	20
5803	1.413	5813	1.920
58031	58131
58032	1.413	58132	1.920
58033	58133
5821	5831
5822	5832
5823	5833
5841	5851
5842	5852
5843	5853

Total of initiatives of less formal or informal professional training at the expense of the employer

Number of employees involved

Number of actual training hours

Net costs for the enterprise

Total of initiatives of initial professional training at the expense of the employer

Number of employees involved

Number of actual training hours

Net costs for the enterprise