

40				1	EUR	
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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: **DENYS NV**

Legal form: **Public limited liability company**

Address: **Industrieweg**

N°. **124**

Postal code: **9032**

Town: **Wondelgem**

Country: **Belgium**

Register of legal persons - commercial court: **Gent, Division Gent**

Website ¹:

Company registration number **0416.585.801**

DATE **20/01/2020** 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 **24/06/2022**

regarding the period from **1/01/2021** to **31/12/2021**

Preceding period from **1/01/2020** to **31/12/2020**

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

Total number of pages filed: **41** 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, 6.2.3, 6.2.4, 6.2.5, 6.3.1, 6.4.2, 6.5.1, 6.5.2, 6.17, 6.18.2, 6.19, 6.20, 7, 8, 9, 11, 12, 13, 14, 15

Signature
(name and position)

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

VAN WASSENHOVE JOHAN

Blijpoel 19, 9840 De Pinte, Belgium

Title : Director

Mandate : 1/07/2020- 30/06/2026

VAN BERGEIJK JAN

B. Van Cauwenberghestraat 2, 9820 Merelbeke, Belgium

Title : Director

Mandate : 1/07/2020- 30/06/2026

GELTMEYER BRUNO

Rodonkstraat 19, 9030 Mariakerke (Gent), Belgium

Title : Delegated director

Mandate : 1/07/2020- 30/06/2026

COFINCO NV 0464.397.495

Rode Beukendreef 5, 9831 Deurle, Belgium

Title : Director

Mandate : 1/07/2020- 30/06/2026

Represented by :

1. Prof.Em.Dr. VAN HECKE Michel
Rode Beukendreef 5 , 9831 Deurle, Belgium

BST BEDRIJFSREVISOREN BV 0444.708.673

Louisalaan 240, box 16, 1050 Brussel 5, Belgium

Title : Auditor, Membership number : B00158

Mandate : 16/12/2019- 7/06/2022

Represented by :

1. Groessens Tony
Louisalaan 240 , box 16, 1050 Brussel 5, Belgium
, Membership number : A01750

KPMG BEDRIJFSREVISOREN BV 0419.122.548

Luchthaven Brussel Nationaal 1K, 1930 Zaventem, Belgium

Title : Auditor, Membership number : B00001

Mandate : 16/12/2019- 7/06/2022

Represented by :

1. Heyndrickx Wim
Luchthaven Brussel Nationaal 1K , 1930 Zaventem, Belgium
, Membership number : A1925

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 * 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	6.1	20		
FIXED ASSETS		21/28	21.125.426,51	18.790.142,41
Intangible fixed assets	6.2	21		
Tangible fixed assets	6.3	22/27	15.028.088,61	15.913.388,29
Land and buildings		22		
Plant, machinery and equipment		23	7.517.696,47	7.988.361,84
Furniture and vehicles		24	3.698.549,18	4.058.354,82
Leasing and other similar rights		25	1.886.543,21	2.511.869,02
Other tangible fixed assets		26	588.913,16	680.689,12
Assets under construction and advance payments		27	1.336.386,59	674.113,49
Financial fixed assets	6.4 / 6.5.1	28	6.097.337,90	2.876.754,12
Affiliated Companies	6.15	280/1	3.237.763,36	103.753,03
Participating interests		280	3.237.763,36	103.753,03
Amounts receivable		281		
Other companies linked by participating interests	6.15	282/3		
Participating interests		282		
Amounts receivable		283		
Other financial fixed assets		284/8	2.859.574,54	2.773.001,09
Shares		284	399.782,47	299.782,47
Amounts receivable and cash guarantees		285/8	2.459.792,07	2.473.218,62

	Notes	Codes	Period	Preceding period
CURRENT ASSETS		29/58	<u>193.383.598,09</u>	<u>190.078.696,82</u>
Amounts receivable after more than one year		29		
Trade debtors		290		
Other amounts receivable		291		
Stocks and contracts in progress		3	7.105.110,95	7.046.360,27
Stocks		30/36	391.768,05	556.685,95
Raw materials and consumables		30/31	391.768,05	556.685,95
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	6.713.342,90	6.489.674,32
Amounts receivable within one year		40/41	156.747.461,64	145.088.830,32
Trade debtors		40	103.552.018,12	85.116.440,06
Other amounts receivable		41	53.195.443,52	59.972.390,26
Current investments	6.5.1 / 6.6	50/53		37.895,74
Own shares		50		
Other investments		51/53		37.895,74
Cash at bank and in hand		54/58	29.019.598,71	37.451.369,54
Accruals and deferred income	6.6	490/1	511.426,79	454.240,95
TOTAL ASSETS		20/58	214.509.024,60	208.868.839,23

	Notes	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	<u>61.706.254,86</u>	<u>65.417.570,23</u>
Contributions	6.7.1	10/11	5.291.000,00	5.291.000,00
Capital		10	5.291.000,00	5.291.000,00
Issued capital		100	5.291.000,00	5.291.000,00
Uncalled capital ⁴		101		
Beyond capital		11		
Share premium account		1100/10		
Other		1109/19		
Revaluation surpluses		12		
Reserves		13	22.618.145,42	27.918.915,36
Reserves not available		130/1	910.855,71	910.855,71
Legal reserve		130	529.100,00	529.100,00
Reserves not available statutorily		1311		
Purchase of own shares		1312		
Financial support		1313		
Other		1319	381.755,71	381.755,71
Untaxed reserves		132	2.016.586,49	2.148.724,43
Available reserves		133	19.690.703,22	24.859.335,22
Accumulated profits (losses)	(+)/(-)	14	33.797.109,44	32.207.654,87
Capital subsidies		15		
Advance to shareholders on the distribution of net assets ⁵		19		
PROVISIONS AND DEFERRED TAXES		16	<u>6.185.758,18</u>	<u>4.831.319,24</u>
Provisions for liabilities and charges		160/5	6.034.559,07	4.636.074,16
Pensions and similar obligations		160	55.606,35	60.155,18
Taxes		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges	6.8	164/5	5.978.952,72	4.575.918,98
Deferred taxes		168	151.199,11	195.245,08

⁴ Amount to be deducted from the issued capital.

⁵ Amount to be deducted from the other components of equity.

	Notes	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	<u>146.617.011,56</u>	<u>138.619.949,76</u>
Amounts payable after more than one year	6.9	17	1.229.508,71	1.778.541,16
Financial debts		170/4	1.229.508,71	1.778.541,16
Subordinated loans		170		
Unsubordinated debentures		171		
Leasing and other similar obligations		172	1.229.508,71	1.778.541,16
Credit institutions		173		
Other loans		174		
Trade debts		175		
Suppliers		1750		
Bills of exchange payable		1751		
Advance payments on contracts in progress		176		
Other amounts payable		178/9		
Amounts payable within one year	6.9	42/48	143.306.167,50	135.954.602,42
Current portion of amounts payable after more than one year falling due within one year		42	689.634,92	733.609,08
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	93.973.815,22	95.207.210,60
Suppliers		440/4	93.973.815,22	95.207.210,60
Bills of exchange payable		441		
Advance payments on contracts in progress		46	11.081.991,94	9.833.581,66
Taxes, remuneration and social security	6.9	45	17.443.848,38	15.397.478,52
Taxes		450/3	10.800.382,97	9.099.703,74
Remuneration and social security		454/9	6.643.465,41	6.297.774,78
Other amounts payable		47/48	20.116.877,04	14.782.722,56
Accruals and deferred income	6.9	492/3	2.081.335,35	886.806,18
TOTAL LIABILITIES		10/49	214.509.024,60	208.868.839,23

PROFIT AND LOSS ACCOUNT

	Notes	Codes	Period	Preceding period
Operating income		70/76A	348.858.566,35	368.594.571,99
Turnover	6.10	70	314.913.955,64	326.603.752,05
Stocks of finished goods and work and contracts in progress: increase (decrease)	(+)/(-)	71	-3.976.525,66	-4.158.689,62
Produced fixed assets		72	1.130.431,87	568.759,67
Other operating income	6.10	74	36.223.858,29	45.231.469,40
Non-recurring operating income	6.12	76A	566.846,21	349.280,49
Operating charges		60/66A	342.962.716,49	353.039.295,15
Goods for resale, raw materials and consumables		60	206.135.485,01	234.709.141,54
Purchases		600/8	206.726.014,27	233.197.655,81
Stocks: decrease (increase)	(+)/(-)	609	-590.529,26	1.511.485,73
Services and other goods		61	68.734.040,11	59.102.867,28
Remuneration, social security and pensions	(+)/(-) 6.10	62	58.609.287,85	53.627.974,28
Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets		630	5.544.907,97	5.790.047,87
Amounts written down on stocks, contracts in progress and trade debtors: additions (write-backs)	(+)/(-) 6.10	631/4	699.757,27	-1.478.111,61
Provisions for liabilities and charges: appropriations (uses and write-backs)	(+)/(-) 6.10	635/8	1.398.484,91	296.089,80
Other operating charges	6.10	640/8	1.795.440,81	959.911,87
Operating charges reported as assets under restructuring costs	(-)	649		
Non-recurring operating charges	6.12	66A	45.312,56	31.374,12
Operating profit (loss)	(+)/(-)	9901	5.895.849,86	15.555.276,84

	Notes	Codes	Period	Preceding period
Financial income		75/76B	2.093.834,05	2.839.430,18
Recurring financial income		75	2.093.834,05	2.839.430,18
Income from financial fixed assets		750	589.888,19	77.343,36
Income from current assets		751	398.597,77	389.677,29
Other financial income	6.11	752/9	1.105.348,09	2.372.409,53
Non-recurring financial income	6.12	76B		
Financial charges	6.11	65/66B	4.252.040,30	2.517.316,25
Recurring financial charges		65	4.252.040,30	2.517.316,25
Debt charges		650	63.943,88	108.658,63
Amounts written down on current assets other than stocks, contracts in progress and trade debtors: additions (write-backs)	(+)/(-)	651		
Other financial charges		652/9	4.188.096,42	2.408.657,62
Non-recurring financial charges	6.12	66B		
Profit (Loss) for the period before taxes	(+)/(-)	9903	3.737.643,61	15.877.390,77
Transfer from deferred taxes		780	74.681,97	128.657,68
Transfer to deferred taxes		680	30.636,00	15.493,86
Income taxes on the result	(+)/(-)	6.13 67/77	2.324.372,95	4.079.863,82
Taxes		670/3	2.989.018,25	4.383.327,63
Adjustment of income taxes and write-back of tax provisions		77	664.645,30	303.463,81
Profit (Loss) of the period	(+)/(-)	9904	1.457.316,63	11.910.690,77
Transfer from untaxed reserves		789	224.045,93	194.963,87
Transfer to untaxed reserves		689	91.907,99	46.481,57
Profit (Loss) of the period available for appropriation(+)/(-)		9905	1.589.454,57	12.059.173,07

APPROPRIATION ACCOUNT

		Codes	Period	Preceding period
Profit (Loss) to be appropriated	(+)/(-)	9906	33.797.109,44	32.207.654,87
Profit (Loss) of the period available for appropriation	(+)/(-)	(9905)	1.589.454,57	12.059.173,07
Profit (Loss) of the preceding period brought forward	(+)/(-)	14P	32.207.654,87	20.148.481,80
Transfers from equity		791/2	5.168.632,00	6.800.442,96
from contributions		791		
from reserves		792	5.168.632,00	6.800.442,96
Appropriations to equity		691/2		
to contributions		691		
to legal reserve		6920		
to other reserves		6921		
Profit (loss) to be carried forward	(+)/(-)	(14)	33.797.109,44	32.207.654,87
Shareholders' contribution in respect of losses		794		
Profit to be distributed		694/7	5.168.632,00	6.800.442,96
Compensation for contributions		694	5.168.632,00	6.800.442,96
Directors or managers		695		
Employees		696		
Other beneficiaries		697		

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxxxx	34.674.657,53
Movements during the period			
Acquisitions, including produced fixed assets	8162	1.576.662,88	
Sales and disposals	8172	1.783.314,87	
Transfers from one heading to another (+)/(-)	8182	956.341,38	
Acquisition value at the end of the period	8192	35.424.346,92	
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		
Amortisations and amounts written down at the end of the period	8322P	xxxxxxxxxxxxxxxx	26.686.295,69
Movements during the period			
Recorded	8272	2.689.592,85	
Written back	8282		
Acquisitions from third parties	8292		
Cancelled owing to sales and disposals	8302	1.550.238,09	
Transferred from one heading to another (+)/(-)	8312	81.000,00	
Amortisations and amounts written down at the end of the period	8322	27.906.650,45	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	<u>7.517.696,47</u>	

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxxxxxx	16.363.863,61
Movements during the period			
Acquisitions, including produced fixed assets	8163	1.828.926,11	
Sales and disposals	8173	1.625.498,72	
Transfers from one heading to another (+)/(-)	8183	126.000,00	
Acquisition value at the end of the period	8193	16.693.291,00	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8213		
Acquisitions from third parties	8223		
Cancelled	8233		
Transfers from one heading to another (+)/(-)	8243		
Revaluation surpluses at the end of the period	8253		
Amortisations and amounts written down at the end of the period	8323P	xxxxxxxxxxxxxxxx	12.305.508,79
Movements during the period			
Recorded	8273	1.983.213,35	
Written back	8283		
Acquisitions from third parties	8293		
Cancelled owing to sales and disposals	8303	1.419.980,32	
Transfers from one heading to another (+)/(-)	8313	126.000,00	
Amortisations and amounts written down at the end of the period	8323	12.994.741,82	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	<u>3.698.549,18</u>	

	Codes	Period	Preceding period
LEASING AND OTHER SIMILAR RIGHTS			
Acquisition value at the end of the period	8194P	xxxxxxxxxxxxxxxx	4.006.556,64
Movements during the period			
Acquisitions, including produced fixed assets	8164	155.000,00	
Sales and disposals	8174	39.876,89	
Transfers from one heading to another (+)/(-)	8184	-207.000,00	
Acquisition value at the end of the period	8194	3.914.679,75	
Revaluation surpluses at the end of the period	8254P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8214		
Acquisitions from third parties	8224		
Cancelled	8234		
Transfers from one heading to another (+)/(-)	8244		
Revaluation surpluses at the end of the period	8254		
Amortisations and amounts written down at the end of the period	8324P	xxxxxxxxxxxxxxxx	1.494.687,62
Movements during the period			
Recorded	8274	780.325,81	
Written back	8284		
Acquisitions from third parties	8294		
Cancelled owing to sales and disposals	8304	39.876,89	
Transferred from one heading to another (+)/(-)	8314	-207.000,00	
Amortisations and amounts written down at the end of the period	8324	2.028.136,54	
NET BOOK VALUE AT THE END OF THE PERIOD	(25)	<u>1.886.543,21</u>	
Of which			
Land and buildings	250		
Plant, machinery and equipment	251	1.878.107,23	
Furniture and vehicles	252	8.435,98	

	Codes	Period	Preceding period
OTHER TANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8195P	xxxxxxxxxxxxxxxx	1.232.021,32
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	1.232.021,32	
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		
Amortisations and amounts written down at the end of the period	8325P	xxxxxxxxxxxxxxxx	551.332,20
Movements during the period			
Recorded	8275	91.775,96	
Written back	8285		
Acquisitions from third parties	8295		
Cancelled owing to sales and disposals	8305		
Transferred from one heading to another	(+)/(-) 8315		
Amortisations and amounts written down at the end of the period	8325	643.108,16	
NET BOOK VALUE AT THE END OF THE PERIOD	(26)	<u>588.913,16</u>	

	Codes	Period	Preceding period
ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS			
Acquisition value at the end of the period	8196P	xxxxxxxxxxxxxxxx	674.113,49
Movements during the period			
Acquisitions, including produced fixed assets	8166	1.537.614,48	
Sales and disposals	8176		
Transfers from one heading to another (+)/(-)	8186	-875.341,38	
Acquisition value at the end of the period	8196	1.336.386,59	
Revaluation surpluses at the end of the period	8256P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8216		
Acquisitions from third parties	8226		
Cancelled	8236		
Transferred from one heading to another (+)/(-)	8246		
Revaluation surpluses at the end of the period	8256		
Amortisations and amounts written down at the end of the period	8326P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8276		
Written back	8286		
Acquisitions from third parties	8296		
Cancelled owing to sales and disposals	8306		
Transferred from one heading to another (+)/(-)	8316		
Amortisations and amounts written down at the end of the period	8326		
NET BOOK VALUE AT THE END OF THE PERIOD	(27)	<u>1.336.386,59</u>	

STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
AFFILIATED COMPANIES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	xxxxxxxxxxxxxxx	103.753,03
Movements during the period			
Acquisitions	8361	3.134.010,33	
Sales and disposals	8371		
Transfers from one heading to another	(+)/(-) 8381		
Acquisition value at the end of the period	8391	3.237.763,36	
Revaluation surpluses at the end of the period	8451P	xxxxxxxxxxxxxxx	
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	xxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8471		
Written back	8481		
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		
Uncalled amounts at the end of the period	8551P	xxxxxxxxxxxxxxx	
Movements during the period	(+)/(-) 8541		
Uncalled amounts at the end of the period	8551		
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	<u>3.237.763,36</u>	
AFFILIATED COMPANIES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	281P	<u>xxxxxxxxxxxxxxx</u>	
Movements during the period			
Appropriations	8581		
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)	<u> </u>	
ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD	8651	<u> </u>	

	Codes	Period	Preceding period
OTHER COMPANIES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxxxxxxxx	591.177,15
Movements during the period			
Acquisitions	8363	100.000,00	
Sales and disposals	8373		
Transfers from one heading to another	(+)/(-) 8383		
Acquisition value at the end of the period	8393	691.177,15	
Revaluation surpluses at the end of the period	8453P	xxxxxxxxxxxxxxxx	
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	xxxxxxxxxxxxxxxx	291.394,68
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	291.394,68	
Uncalled amounts at the end of the period	8553P	xxxxxxxxxxxxxxxx	
Movements during the period	(+)/(-) 8543		
Uncalled amounts at the end of the period	8553		
NET BOOK VALUE AT THE END OF THE PERIOD	(284)	<u>399.782,47</u>	
OTHER COMPANIES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxxxxxx	<u>2.473.218,62</u>
Movements during the period			
Appropriations	8583	104.927,13	
Repayments	8593	118.353,68	
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)	<u>2.459.792,07</u>	
ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD	8653		

CURRENT INVESTMENTS AND ACCRUALS AND DEFERRED INCOME

CURRENT INVESTMENTS - OTHER INVESTMENTS

Shares and investments other than fixed income investments

Shares – Book value increased with the uncalled amount

Shares – Uncalled amount

Precious metals and works of art

Fixed-income securities

Fixed income securities issued by credit institutions

Term accounts with credit institutions

With a remaining term or notice

up to one month

between one month and one year

over one year

Other investments not mentioned above

Codes	Period	Preceding period
51		
8681		
8682		
8683		
52		25.000,00
8684		
53		12.895,74
8686		12.895,74
8687		
8688		
8689		

ACCRUALS AND DEFERRED INCOME

Allocation of account 490/1 of assets if the amount is significant

ADVANCE PAYMENT INSURANCES

ADVANCE PAYMENT RENT

OTHERS

Period
315.470,63
188.304,05
7.652,11

STATEMENT OF CAPITAL AND SHAREHOLDERS' STURCTURE

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	5.291.000,00
(100)	5.291.000,00	

Modifications during the period

Composition of the capital
 Share types

REGISTERED SHARES

Registered shares
 Shares dematerialized

Codes	Period	Number of shares
	5.291.000,00	184.594
8702	XXXXXXXXXXXXXXXX	184.594
8703	XXXXXXXXXXXXXXXX	

Unpaid capital

Uncalled capital
 Called up capital, unpaid
 Shareholders that still need to pay up in full

Codes	Uncalled amount	Called up amount, unpaid
(101)		XXXXXXXXXXXXXXXX
8712	XXXXXXXXXXXXXXXX	

Own shares

Held by the company itself
 Amount of capital held
 Number of shares
 Held by a subsidiary
 Amount of capital held
 Number of shares

Commitments to issuing 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

Authorised 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	

ADDITIONAL NOTES REGARDING CONTRIBUTIONS (INCLUDING CONTRIBUTIONS IN THE FORM OF SERVICES OR KNOW-HOW)

Period

SHAREHOLDERS' STRUCTURE OF THE COMPANY AT YEAR-END CLOSING DATE

As reflected in the notifications received by the company pursuant to article 7:225 of the Belgian Companies and Associations Code, article 14 fourth paragraph of the law of 2 May 2007 on the publication of major holdings and article 5 of the Royal Decree of 21 August 2008 on further rules for certain multilateral trading facilities.

NAME of the persons who hold rights of the company, together with the ADDRESS (of the registered office, in the case of a legal person) and the COMPANY REGISTRATION NUMBER, in the case of an company governed by Belgian law	Rights held			%
	Nature	Number of voting rights		
		Attached to securities	Not attached to securities	
Denys Global NV Van Orleystraat 15 1000 Brussel 1 Belgium 0416.598.964		184.587	0	99,99

PROVISIONS FOR OTHER LIABILITIES AND CHARGES

ALLOCATION OF ACCOUNT 164/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT

PROVISIONS FOR LIABILITIES AND CHARGES
PROVISIONS FOR DISPUTES

Period
5.515.188,06
463.764,66

STATEMENT OF AMOUNTS PAYABLE AND ACCRUALS AND DEFERRED INCOME (LIABILITIES)

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL TERM OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL MATURITY		
Current portion of amounts payable after more than one year falling due within one year		
Financial debts	8801	689.634,92
Subordinated loans	8811	
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	689.634,92
Credit institutions	8841	
Other loans	8851	
Trade debts	8861	
Suppliers	8871	
Bills of exchange payable	8881	
Advance payments on contracts in progress	8891	
Other amounts payable	8901	
Total current portion of amounts payable after more than one year falling due within one year	(42)	689.634,92
Amounts payable with a remaining term of more than one year, yet less than 5 years		
Financial debts	8802	1.229.508,71
Subordinated loans	8812	
Unsubordinated debentures	8822	
Leasing and other similar obligations	8832	1.229.508,71
Credit institutions	8842	
Other loans	8852	
Trade debts	8862	
Suppliers	8872	
Bills of exchange payable	8882	
Advance payments on contracts in progress	8892	
Other amounts payable	8902	
Total amounts payable with a remaining term of more than one year, yet less than 5 years	8912	1.229.508,71
Amounts payable with a remaining term of more than 5 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 on contracts in progress	8893	
Other amounts payable	8903	
Amounts payable with a remaining term of more than 5 years	8913	

AMOUNTS PAYABLE GUARANTEED (included in accounts 17 and 42/48 of liabilities)**Amounts payable guaranteed by the Belgian government agencies**

	Codes	Period
Financial debts	8921	
Subordinated loans	8931	
Unsubordinated debentures	8941	
Leasing and other similar obligations	8951	
Credit institutions	8961	
Other loans	8971	
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	
Subordinated loans	8932	
Unsubordinated debentures	8942	
Leasing and other similar obligations	8952	
Credit institutions	8962	
Other loans	8972	
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	

TAXES, REMUNERATION AND SOCIAL SECURITY**Taxes** (headings 450/3 and 178/9 of liabilities)

	Codes	Period
Outstanding tax debts	9072	
Accruing taxes payable	9073	7.859.245,87
Estimated taxes payable	450	2.941.137,10
Remuneration and social security (headings 454/9 and 178/9 of liabilities)		
Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	6.643.465,41

ACCRUALS AND DEFERRED INCOME

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

Period
793.590,33
195.140,28
510.470,07
408.103,79
174.030,88

Assurances

Contributions

Fees

Revenue to be carried forward temporary partnership

Others

OPERATING RESULTS**OPERATING INCOME****Net turnover**

Allocation by categories of activity

Allocation by geographical market

BELGIUM

207.291.620,28

191.027.310,61

FRANCE

85.617,24

274.026,69

SWITZERLAND

6.366.978,08

1.714.962,02

LUXEMBURG

1.481.143,00

951.790,57

GERMANY

33.597.877,63

44.438.301,50

UNITED KINGDOM

24.755.868,11

41.392.314,06

NETHERLANDS

1.292.948,30

6.467.501,00

CZECH REPUBLIC

1.158.478,40

40.230.545,60

DENMARK

18.423.672,60

65.000,00

ITALY

20.459.752,00

42.000,00

Other operating income

Operating subsidies and compensatory amounts received from public authorities

740

70.108,18

155.269,04

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

Total number at the closing date

9086

865

769

Average number of employees calculated in full-time equivalents

9087

839,0

778,2

Number of actual hours worked

9088

1.315.491

1.191.521

Personnel costs

Remuneration and direct social benefits

620

42.187.938,50

38.861.640,93

Employers' contribution for social security

621

14.450.985,21

12.637.162,91

Employers' premiums for extra statutory insurance

622

1.755.918,53

1.881.712,37

Other personnel costs

623

214.445,61

247.458,07

Retirement and survivors' pensions

624

		Codes	Period	Preceding period
Provisions for pensions and similar obligations				
Appropriations (uses and write-backs)	(+)/(-)	635	-4.548,83	-11.232,10
Depreciations				
On stock and contracts in progress				
Recorded		9110	755.447,16	
Written back		9111		416.774,22
On trade debtors				
Recorded		9112		2.217.507,30
Written back		9113	55.689,89	3.278.844,69
Provisions for liabilities and charges				
Appropriations		9115	4.756.021,63	1.155.529,30
Uses and write-backs		9116	3.357.536,72	859.439,50
Other operating charges				
Taxes related to operation		640	675.306,09	401.163,45
Other		641/8	1.120.134,72	558.748,42
Hired temporary staff and personnel placed at the company's disposal				
Total number at the closing date		9096	16	27
Average number calculated in full-time equivalents		9097	15,9	16,2
Number of actual hours worked		9098	31.665	31.920
Costs to the company		617	1.203.880,46	1.206.906,59

FINANCIAL RESULTS

	Codes	Period	Preceding period
RECURRING FINANCIAL INCOME			
Other financial income			
Subsidies paid by public authorities, added to the profit and loss account			
Capital subsidies	9125		
Interest subsidies	9126		
Allocation of other financial income			
Exchange differences realized	754		
Other			
EXCHANGE RATE DIFFERENCES		864.657,09	1.730.999,75
OTHER FINANCIAL INCOME		240.643,95	478.890,65
LATE PAYMENT INTERESTS		47,05	162.519,13
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses			
	6501		
Capitalised interests			
	6502		
Depreciations on current assets			
Recorded	6510		
Written back	6511		
Other financial charges			
Amount of the discount borne by the company, as a result of negotiating amounts receivable	653		
Provisions of a financial nature			
Appropriations	6560		
Uses and write-backs	6561		
Allocation of other financial costs			
Exchange differences realized	654		
Results from the conversion of foreign currencies	655		
Other			
EXCHANGE RATE DIFFERENCES		3.280.234,52	1.052.410,40
COSTS OF GUARANTEES		505.564,44	642.157,87
OTHER FINANCIAL COSTS		402.297,46	714.089,35

INCOME AND CHARGES OF EXCEPTIONAL SIZE OR FREQUENCY

	Codes	Period	Preceding period
NON-RECURRING INCOME	76	566.846,21	349.280,49
Non-recurring operating income	(76A)	566.846,21	349.280,49
Write-back of depreciation and of amounts written off intangible and tangible fixed assets	760		
Write-back of provisions for extraordinary operating liabilities and charges	7620		
Capital profits on disposal of intangible and tangible fixed assets	7630	177.063,64	139.256,24
Other non-recurring operating income	764/8	389.782,57	210.024,25
Non-recurring financial income	(76B)		
Write-back of amounts written down financial fixed assets	761		
Write-back of provisions for extraordinary financial liabilities and charges	7621		
Capital profits on disposal of financial fixed assets	7631		
Other non-recurring financial income	769		
NON-RECURRING CHARGES	66	45.312,56	31.374,12
Non-recurring operating charges	(66A)	45.312,56	31.374,12
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660		
Provisions for extraordinary operating liabilities and charges: appropriations (uses) (+)/(-)	6620		
Capital losses on disposal of intangible and tangible fixed assets	6630	45.312,56	31.374,12
Other non-recurring operating charges	664/7		
Non-recurring operating charges carried to assets as restructuring costs (-)	6690		
Non-recurring financial charges	(66B)		
Amounts written off financial fixed assets	661		
Provisions for extraordinary financial liabilities and charges - appropriations (uses) (+)/(-)	6621		
Capital losses on disposal of financial fixed assets	6631		
Other non-recurring financial charges	668		
Non-recurring financial charges carried to assets as restructuring costs (-)	6691		

TAXES

INCOME TAXES

Income taxes on the result of the period

Income taxes paid and withholding taxes due or paid
 Excess of income tax prepayments and withholding taxes paid recorded under assets
 Estimated additional taxes

Income taxes on the result of prior periods

Additional income taxes due or paid
 Additional income taxes estimated or provided for

Major reasons for the differences between pre-tax profit, as it results from the annual accounts, and estimated taxable profit

NON DEDUCTIBLE EXPENSES

Codes	Period
9134	2.945.710,57
9135	4.573,47
9136	
9137	2.941.137,10
9138	43.307,68
9139	43.307,68
9140	
	1.050.378,31

Influence of non-recurring results on income taxes on the result of the period

Period

Sources of deferred taxes

Deferred taxes representing assets
 Accumulated tax losses deductible from future taxable profits
 Deferred taxes representing liabilities
 Allocation of deferred taxes representing liabilities

Codes	Period
9141	3.524.258,48
9142	3.524.258,48
9144	

VALUE-ADDED TAXES AND TAXES BORNE BY THIRD PARTIES

Value-added taxes charged

To the company (deductible)
 By the company

Amounts withheld on behalf of third party by way of

Payroll withholding taxes
 Withholding taxes on investment income

Codes	Period	Preceding period
9145	22.451.850,32	12.712.507,14
9146	24.211.345,16	4.381.329,38
9147	6.977.335,37	6.485.288,77
9148	58,80	77,35

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE COMPANY AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES

Of which

Bills of exchange in circulation endorsed by the company

Bills of exchange in circulation drawn or guaranteed by the company

Maximum amount for which other debts or commitments of third parties are guaranteed by the company

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

Amount of registration

For irrevocable mortgage mandates, the amount for which the agent can take registration

Pledging of goodwill

Maximum amount up to which the debt is secured and which is the subject of registration

For irrevocable mandates to pledge goodwill, the amount for which the agent can take the inscription

Pledging of other assets or irrevocable mandates to pledge other assets

Book value of the immovable properties mortgaged

Maximum amount up to which the debt is secured

Guarantees provided or irrevocably promised on future assets

Amount of assets in question

Maximum amount up to which the debt is secured

Vendor's privilege

Book value of sold goods

Amount of the unpaid price

Codes	Period
9149	
9150	
9151	
9153	
91611	
91621	
91631	
91711	
91721	
91811	
91821	
91911	
91921	
92011	
92021	

Period

AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS

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

Brief description

A GROUP INSURANCE CONTRACT HAS BEEN CONCLUDED IN FAVOR OF THE WHITE COLLAR PERSONNEL, WHICH CONSISTS OF THE PAYMENT OF A CAPITAL IN CASE OF DECEASE OR AN INTEREST AT THE PENSION AGE. THE EMPLOYER CONTRIBUTIONS WERE BOOKED IN P&L.

Measures taken to cover the related charges

PENSIONS FUNDED BY THE COMPANY ITSELF

Estimated amount of the commitments resulting from past services

Methods of estimation

Code	Period
9220	

NATURE AND FINANCIAL IMPACT OF SIGNIFICANT EVENTS AFTER THE CLOSING DATE not reflected in the balance sheet or 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

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 AND OTHER COMPANIES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Preceding period
AFFILIATED COMPANIES			
Financial fixed assets	(280/1)	3.237.763,36	103.753,03
Participating interests	(280)	3.237.763,36	103.753,03
Subordinated amounts receivable	9271		
Other amounts receivable	9281		
Amounts receivable	9291	48.319.597,79	58.677.071,78
Over one year	9301		
Within one year	9311	48.319.597,79	58.677.071,78
Current investments	9321		
Shares	9331		
Amounts receivable	9341		
Amounts payable	9351	23.810.432,06	20.192.809,76
Over one year	9361		
Within one year	9371	23.810.432,06	20.192.809,76
Personal and real guarantees			
Provided or irrevocably promised by the company as security for debts or commitments of affiliated companies	9381		
Provided or irrevocably promised by affiliated companies as security for debts or commitments of the company	9391		
Other significant financial commitments	9401		
Financial results			
Income from financial fixed assets	9421	500.000,00	
Income from current assets	9431	245.840,52	262.464,37
Other financial income	9441		
Debt charges	9461	36.998,73	
Other financial charges	9471	65.479,32	
Disposal of fixed assets			
Capital profits realised	9481		
Capital losses realised	9491		

RELATIONSHIPS WITH AFFILIATED COMPANIES, ASSOCIATED COMPANIES AND OTHER COMPANIES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Preceding period
ASSOCIATED COMPANIES			
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 company as security for debts or commitments of affiliated companies	9383		
Provided or irrevocably promised by affiliated companies as security for debts or commitments of the company	9393		
Other significant financial commitments	9403		
COMPANIES 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		

TRANSACTIONS WITH AFFILIATED PARTIES BEYOND NORMAL 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 that should be necessary to get a better understanding of the financial situation of the company

Period

FINANCIAL RELATIONSHIPS WITH**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****Amount of direct and indirect remunerations and pensions, reflected 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	
9504	

THE AUDITOR(S) AND THE PERSONS WHOM HE (THEY) IS (ARE) COLLABORATING WITH**Auditors' fees****Fees for exceptional services or special assignments executed within the company by the auditor**

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

Fees for exceptional services or special assignments executed within the company by people the auditor(s) is (are) collaborating with

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

Codes	Period
9505	97.179,91
95061	
95062	
95063	8.585,70
95081	
95082	
95083	

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

DECLARATION WITH REGARD TO THE CONSOLIDATED ANNUAL ACCOUNTS**INFORMATION TO DISCLOSE BY EACH COMPANY GOVERNED BY THE BELGIAN COMPANIES AND ASSOCIATIONS CODE ON THE CONSOLIDATED ANNUAL ACCOUNTS**

~~The company has prepared and published consolidated annual accounts and a consolidated annual report*~~

The company has not prepared consolidated annual accounts and a consolidated annual report, because of an exemption for the following reason(s)*

~~The company and its subsidiaries exceed, on a consolidated basis, not more than one of the criteria mentioned in article 1:26 of the Belgian Companies and Associations Code*~~

~~The company only has subsidiaries that, considering the evaluation of the consolidated capital, the consolidated financial position or the consolidated result, individually or together, are of negligible interestError! Bookmark not defined. (article 3:23 of the Belgian Companies and Associations Code)~~

The company itself is a subsidiary of a parent company that prepares and publishes consolidated annual accounts, in which the annual accounts are integrated by consolidation*

Where appropriate, statement that all conditions for exemption, mentioned in article 3:26 § 2 and § 3 of the Belgian Companies and Associations Code, are fulfilled:

THE COMPANY AND ITS DAUGHTER COMPANIES ARE CONSOLIDATED IN THE ANNUAL ACCOUNTS OF THE MOTHER COMPANY, ACCORDING THE 7TH GUIDANCE OF E.E.C.

Name, full address of the registered office and, for a company governed by Belgian law, the company registration number of the parent company that prepares and publishes the consolidated annual accounts, under which the exemption is granted:

**NV DENYS GLOBAL
VAN ORLEYSTRAAT 15
1000 Brussel 1, Belgium
0416.598.964**

INFORMATION TO BE PROVIDED BY THE COMPANY IN CASE IT IS A SUBSIDIARY OR A JOINT SUBSIDIARY

Name, full address of the registered office and, if it concerns companies under Belgian law, the company registration number of the parent company(ies) and the indication if this (these) parent company(ies) prepares (prepare) and publishes (publish) consolidated annual accounts, in which the annual accounts are included by means of consolidation**:

**NV DENYS GLOBAL
VAN ORLEYSTRAAT 15
1000 Brussel 1, Belgium
0416.598.964**

The enterprise draws up consolidated annual accounts data for the major part of the enterprise

If the parent company(ies) is (are) (a) company(ies) governed by foreign law, the location where the abovementioned annual accounts are available**:

* Strike out what does not apply.

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

SOCIAL BALANCE SHEET

Numbers of the joint industrial committees competent for the company:

STATEMENT OF THE PERSONS EMPLOYED**EMPLOYEES FOR WHOM THE COMPANY SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER**

During the period	Codes	Total	1. Men	2. Women
Average number of employees				
Full-time	1001	815,5	747,7	67,8
Part-time	1002	30,8	23,2	7,6
Total in full-time equivalents (FTE)	1003	839,0	765,4	73,6
Number of actual hours worked				
Full-time	1011	1.281.692	1.170.384	111.308
Part-time	1012	33.799	24.497	9.302
Total	1013	1.315.491	1.194.881	120.610
Personnel costs				
Full-time	1021	57.285.569,69	52.321.816,13	4.963.753,56
Part-time	1022	1.323.718,16	940.149,52	383.568,64
Total	1023	58.609.287,85	53.261.965,65	5.347.322,20
Benefits in addition to wages	1033			

During the preceding period	Codes	P. Total	1P. Men	2P. Women
Average number of employees in FTE	1003	778,2	705,1	73,1
Number of actual hours worked	1013	1.191.521	1.077.667	113.854
Personnel costs	1023	53.627.974,28	48.675.816,76	4.952.157,52
Benefits in addition to wages	1033			

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

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
At the closing date of the period				
Number of employees	105	834	31	858,1
By nature of the employment contract				
Contract for an indefinite period	110	733	31	757,1
Contract for a definite period	111	101		101,0
Contract for the execution of a specifically assigned work .	112			
Replacement contract	113			
According to gender and study level				
Men	120	769	23	786,9
primary education	1200	122	10	129,7
secondary education	1201	454	13	464,2
higher non-university education	1202	69		69,0
university education	1203	124		124,0
Women	121	65	8	71,2
primary education	1210	2		2,0
secondary education	1211	15	4	17,8
higher non-university education	1212	20	3	22,5
university education	1213	28	1	28,9
By professional category				
Management staff	130			
Salaried employees	134	339	8	345,2
Hourly employees	132	495	23	512,9
Other	133			

HIRED TEMPORARY STAFF AND PERSONNEL PLACED AT THE DISPOSAL OF THE COMPANY

During the period	Codes	1. Hired temporary staff	2. Hired temporary staff and personnel placed at the company's disposal
Average number of persons employed	150	15,9	
Number of actual hours worked	151	31.665	
Costs to the company	152	1.203.880,46	

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD**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

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

Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
205	298	5	301,8
210	140	5	143,8
211	158		158,0
212			
213			

DEPARTURES

Number of employees whose contract-termination date has been included in the DIMONA declaration or in the general personnel register during the period

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

By reason of termination of contract

Retirement

Unemployment with extra allowance from enterprise

Dismissal

Other reason

Of which: the number of persons who continue to render services to the company at least half-time on a self-employment basis

Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
305	199	8	204,4
310	112	7	116,6
311	87	1	87,8
312			
313			
340	2	3	4,0
341		1	0,5
342	3		3,0
343	194	4	196,9
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	606	5811	87
Number of actual training hours	5802	11.794	5812	1.309
Net costs for the company	5803	928.613,45	5813	101.108,82
of which gross costs directly linked to training	58031	926.257,24	58131	101.428,82
of which contributions paid and payments to collective funds	58032	58.212,41	58132	
of which grants and other financial advantages received (to deduct)	58033	55.856,20	58133	320,00
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	