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

IDENTIFICATION DETAILS (on date of deposit)

NAME: *UCB SA*

Legal form: *Public limited company*

Address: *Allée de la Recherche* Nr.: *60* Box:

Postal code: *1070* Municipality: *Anderlecht*

Country: *Belgium*

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

Website address¹:

Company identification number *BE 0403.053.608*

DATE *30 / 04 / 2020* of filing the memorandum of association OR of the most recent document mentioning the date of publication of the memorandum of association and of the act amending the articles of association.

ANNUAL ACCOUNTS *ANNUAL ACCOUNTS IN EUROS*

approved by the general meeting of *29 / 04 / 2021*

Regarding the financial year from *01 / 01 / 2020* to *31 / 12 / 2020*

Preceding financial year from *01 / 01 / 2019* to *31 / 12 / 2019*

The amounts for the preceding period ~~are~~ ~~are not~~² identical to the ones previously published.

Total number of pages filed:*59*..... Numbers of sections of the standard form not filed because they serve no useful purpose:*6.2.1. 6.2.2. 6.2.5. 6.3.4. 6.5.2. 6.17. 6.18.2. 6.20. 8. 9. 11. 12. 13. 14. 15*.....

[signed version]

Jean-Christophe TELLIER
Director

[signed version]

Pierre GURDJIAN
Vice-Chairman of the Board of Directors

¹ Optional information.
² Strike out what is not applicable.

**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

*Evelyn JANSSEN épouse de D. du MONCEAU de BERGENDAL
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Chairman of the board of directors
25/04/2019 - 27/04/2023*

*Pierre GURDJIAN
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Vice-chairman of the board of directors
30/04/2020 - 25/04/2024*

*Jean-Christophe TELLIER
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
26/04/2018 - 28/04/2022*

*Jan BERGER
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
25/04/2019 - 27/04/2023*

*Alice DAUTRY
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
25/04/2019 - 31/12/2020*

*Kay DAVIES
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
26/04/2018 - 28/04/2022*

*Albrecht DE GRAEVE
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
27/04/2017 - 29/04/2021*

*Roch DOLIVEUX
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
27/04/2017 - 29/04/2021*

*Charles-Antoine JANSSEN
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
30/04/2020 - 25/04/2024*

*Cyril JANSSEN
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
25/04/2019 - 27/04/2023*

*Viviane MONGES
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
27/04/2017 - 29/04/2021*

*Cédric van RIJCKEVORSEL
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
26/04/2018 - 28/04/2022*

*Ulf WIINBERG
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium*

*Director
30/04/2020 - 25/04/2024*

*PwC Réviseurs d'Entreprises SRL
Nr.: BE 0429.501.944
Woluwe Garden Woluwedal 18, 1932 Sint-Stevens-Woluwe, Belgium
Membership nr.: B00009*

*Auditor
26/04/2018 - 29/04/2021*

Represented by:

*Romain SEFFER
Woluwedal 18, 1932 Sint-Stevens-Woluwe, Belgium
Membership nr.: A02047*

DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

The managing board declares that no audit or correction assignment has been given to a person who was not authorised to do so by law, pursuant to art. 34 and 37 of the law of 22th April 1999 concerning accounting and tax professions.

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

If affirmative, mention hereafter: surname, first names, profession and address of each external accountant or company auditor and his membership number with his Institute as well as the nature of his assignment:

- A. Bookkeeping of the enterprise **,
- B. Preparing the annual accounts **,
- C. Auditing the annual accounts and/or
- D. Correcting the annual accounts.

If the tasks mentioned under A. or B. are executed by certified accountants or certified bookkeepers - tax specialists, you can mention hereafter: surname, first names, profession and address of each certified accountant or certified bookkeeper - tax specialist and his/her affiliation number with the Institute of Accounting Professional and Tax Experts and the nature of his/her assignment.

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

* 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	6.199.771	8.523.782
FIXED ASSETS		21/28	8.808.409.350	4.465.370.510
Intangible fixed assets	6.2	21	735.208	1.188.396
Tangible fixed assets	6.3	22/27	31.787.525	26.605.862
Land and buildings		22	21.247.436	14.356.088
Plant, machinery and equipment		23	1.925.134	1.277.546
Furniture and vehicles		24	3.202.973	1.940.382
Leasing and similar rights		25	.....	.....
Other tangible fixed assets		26	.....	.....
Assets under construction and advance payments		27	5.411.982	9.031.846
Financial fixed assets	6.4/6.5.1	28	8.775.886.617	4.437.576.252
Affiliated enterprises	6.15	280/1	8.775.837.034	4.422.397.876
Participating interests		280	8.775.837.034	4.422.397.876
Amounts receivable		281	.....	.....
Enterprises linked by participating interests	6.15	282/3	.....	15.126.591
Participating interests		282	.....	15.126.591
Amounts receivable		283	.....	.....
Other financial assets		284/8	49.583	51.785
Shares		284	49.583	51.785
Amounts receivable and cash guarantees		285/8	.....	.....

	Discl.	Codes	Period	Preceding period
CURRENT ASSETS		29/58	2.575.769.007	2.393.138.909
Amounts receivable after more than one year		29	1.340.798.198	894.344.874
Trade debtors		290	.....	.....
Other amounts receivable		291	1.340.798.198	894.344.874
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	636.843.511	1.247.601.424
Trade debtors		40	20.917.528	13.508.741
Other amounts receivable		41	615.925.983	1.234.092.683
Current investments 6.5.1/6.6		50/53	483.432.305	98.333.796
Own shares		50	453.332.762	97.586.242
Other investments		51/53	30.099.543	747.554
Cash at bank and in hand		54/58	16.202.432	21.318.781
Deferred charges and accrued income 6.6		490/1	98.492.561	131.540.034
TOTAL ASSETS		20/58	11.390.378.128	6.867.033.201

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	8.888.869.136	5.339.095.662
Contribution	6.7.1	10/11	2.583.058.636	2.583.058.636
Capital		10	583.516.974	583.516.974
Issued capital		100	583.516.974	583.516.974
Uncalled capital ⁴		101	.....	.....
Outside the capital		11	1.999.541.662	1.999.541.662
Share premium account		1100/10	1.999.541.662	1.999.541.662
Others		1100/19	.....	.....
Revaluation surpluses		12	.....	.....
Reserves		13	6.253.694.588	2.753.694.588
Reserves not available		130/1	511.684.460	155.937.940
Legal reserve		130	58.351.697	58.351.698
Reserves statutorily not available		1311	.....	.....
Aquisition of own shares		1312	453.332.763	97.586.242
Financial support		1313	.....	.....
Other		1319	.....	.....
Untaxed reserves		132	.....	.....
Available reserves		133	5.742.010.128	2.597.756.648
Accumulated profits (losses)(+)/(-)		14	52.115.912	2.342.438
Investment grants		15	.....	.....
Advance to associates on the sharing out of the assets ⁵ ...		19	.....	.....
PROVISIONS AND DEFERRED TAXES		16	26.238.628	40.950.881
Provisions for liabilities and charges		160/5	26.238.628	40.950.881
Pensions and similar obligations		160	70.476	102.521
Taxation		161	.....	.....
Major repairs and maintenance		162	.....	.....
Environmental obligations		163	.....	.....
Other liabilities and charges	6.8	164/5	26.168.152	40.848.360
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	2.475.270.364	1.486.986.658
Amounts payable after more than one year	6.9	17	1.392.177.684	893.528.025
Financial debts		170/4	1.392.177.684	893.528.025
Subordinated loans		170	.....	.....
Unsubordinated debentures		171	525.717.000	875.717.000
Leasing and other similar obligations		172	.....	.....
Credit institutions		173	.....	.....
Other loans		174	866.460.684	17.811.025
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	982.556.082	552.376.874
Current portion of amounts payable after more than one year falling due within one year		42	366.359.918	267.811.025
Financial debts		43	309.865.875	27.364
Credit institutions		430/8	1	5
Other loans		439	309.865.874	27.359
Trade debts		44	17.182.380	20.978.918
Suppliers		440/4	17.182.380	20.978.918
Bills of exchange payable		441	.....	.....
Advances received on contracts in progress		46	.....	.....
Taxes, remuneration and social security	6.9	45	18.059.436	21.521.731
Taxes		450/3	9.609	4.537.594
Remuneration and social security		454/9	18.049.827	16.984.137
Other amounts payable		47/48	271.088.473	242.037.836
Accruals and deferred income	6.9	492/3	100.536.598	41.081.759
TOTAL LIABILITIES		10/49	11.390.378.128	6.867.033.201

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	112.547.157	69.544.457
Turnover	6.10	70	.....	.....
Stocks of finished goods and work and contracts in progress: increase (decrease)		71	.....	.....
Own work capitalised		72	.....	.....
Other operating income	6.10	74	99.600.575	69.376.327
Non-recurring operating income	6.12	76A	12.946.582	168.130
Operating charges		60/66A	127.607.026	118.922.114
Raw materials, consumables		60	.....	.....
Purchases		600/8	.....	.....
Stocks: decrease (increase)		609	.....	.....
Services and other goods		61	58.026.903	48.784.715
Remuneration, social security costs and pensions	6.10	62	72.439.567	63.970.684
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets		630	3.282.301	2.463.923
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	-8.891.238	-3.594.465
Other operating charges	6.10	640/8	1.189.207	1.182.812
Operating charges carried to assets as restructuring costs (-)		649	.....	.....
Non-recurring operating charges	6.12	66A	1.560.286	6.114.445
Operating profit (loss)		9901	-15.059.869	-49.377.657

	Discl.	Codes	Period	Preceding period
Financial income		75/76B	3.893.607.246	378.559.265
Recurring financial income		75	264.477.121	378.519.412
Income from financial fixed assets		750	189.901.538	305.200.874
Income from current assets		751	56.778.775	70.146.712
Other financial income	6.11	752/9	17.796.808	3.171.826
Non-recurring financial income	6.12	76B	3.629.130.125	39.853
Financial charges		65/66B	88.687.149	86.983.690
Recurring financial charges	6.11	65	85.565.829	76.389.551
Debt charges		650	61.227.662	64.994.961
Amounts written off current assets except stocks, contracts in progress and trade debtors: appropriations (write-backs)(+)/(-)		651	.....	.....
Other financial charges		652/9	24.338.167	11.394.590
Non-recurring financial charges	6.12	66B	3.121.320	10.594.139
Gain (loss) for the period before taxes		9903	3.789.860.228	242.197.918
Transfer from deferred taxes		780	.....	.....
Transfer to deferred taxes		680	.....	.....
Income taxes	6.13	67/77	24.450	29.586
Taxes		670/3	24.450	29.586
Adjustment of income taxes and write-back of tax provisions		77	.....	.....
Gain (loss) of the period		9904	3.789.835.778	242.168.332
Transfer from untaxed reserves		789	.....	.....
Transfer to untaxed reserves		689	.....	.....
Gain (loss) of the period available for appropriation ..(+)/(-)		9905	3.789.835.778	242.168.332

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	3.792.178.216	242.168.332
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	3.789.835.778	242.168.332
Profit (loss) brought forward(+)/(-)	14P	2.342.438	.....
Withdrawals from capital and reserves	791/2	.....	.....
on the contribution	791	.....	.....
from reserves	792	.....	.....
Transfer to capital and reserves	691/2	3.500.000.000	.....
to the contribution	691	.....	.....
to legal reserve	6920	.....	.....
to other reserves	6921	3.500.000.000	.....
Profit (loss) to be carried forward(+)/(-)	(14)	52.115.912	2.342.438
Owners' contribution in respect of losses	794	.....	.....
Profit to be distributed	694/7	240.062.304	239.825.894
Dividends	694	240.062.304	239.825.894
Directors' or managers' entitlements	695	.....	.....
Employees	696	.....	.....
Other beneficiaries	697	.....	.....

EXPLANATORY DISCLOSURES

STATEMENT OF FORMATION EXPENSES OR CAPITAL INCREASE EXPENSES, LOAN ISSUE EXPENSES AND RESTRUCTURING COSTS

	Codes	Period	Preceding period
Net book value at the end of the period	20P	xxxxxxxxxxxxxxxx	8.523.782
Movements during the period			
New expenses incurred	8002	300.000	
Depreciation	8003	2.624.011	
Other(+)/(-)	8004	.....
Net book value at the end of the period	(20)	6.199.771	
Of which			
Formation or capital increase expenses, loan issue expenses and other formation expenses	200/2	6.199.771	
Restructuring costs	204	.....

	Codes	Period	Preceding period
CONCESSIONS, PATENTS, LICENCES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8052P	xxxxxxxxxxxxxxxx	2.582.723
Movements during the period			
Acquisitions, including produced fixed assets	8022	225	
Sales and disposals	8032	.....
Transfers from one heading to another(+)/(-)	8042	.....
Acquisition value at the end of the period	8052	2.582.948	
Depreciations and amounts written down at the end of the period	8122P	xxxxxxxxxxxxxxxx	1.394.326
Movements during the period			
Recorded	8072	453.414	
Written back	8082	.....
Acquisitions from third parties	8092	.....
Cancelled owing to sales and disposals	8102	.....
Transferred from one heading to another(+)/(-)	8112	.....
Depreciations and amounts written down at the end of the period	8122	1.847.740	
NET BOOK VALUE AT THE END OF THE PERIOD	211	735.208	

	Codes	Period	Preceding period
GOODWILL			
Acquisition value at the end of the period	8053P	xxxxxxxxxxxxxxxx	18.283.336
Movements during the period			
Acquisitions, including produced fixed assets	8023	.....
Sales and disposals	8033	.....
Transfers from one heading to another(+)/(-)	8043	.....
Acquisition value at the end of the period	8053	18.283.336	
Depreciations and amounts written down at the end of the period	8123P	xxxxxxxxxxxxxxxx	18.283.336
Movements during the period			
Recorded	8073	.....
Written back	8083	.....
Acquisitions from third parties	8093	.....
Cancelled owing to sales and disposals	8103	.....
Transferred from one heading to another(+)/(-)	8113	.....
Depreciations and amounts written down at the end of the period	8123	18.283.336	
NET BOOK VALUE AT THE END OF THE PERIOD	212	.....

STATEMENT OF TANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
LAND AND BUILDINGS			
Acquisition value at the end of the period	8191P	xxxxxxxxxxxxxxxx	15.338.503
Movements during the period			
Acquisitions, including produced fixed assets	8161	4.290.349	
Sales and disposals	8171	.....
Transfers from one heading to another(+)/(-)	8181	3.064.789	
Acquisition value at the end of the period	8191	22.693.641	
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8211	.....
Acquisitions from third parties	8221	.....
Cancelled	8231	.....
Transferred from one heading to another(+)/(-)	8241	.....
Revaluation surpluses at the end of the period	8251	.....
Depreciations and amounts written down at the end of the period	8321P	xxxxxxxxxxxxxxxx	982.416
Movements during the period			
Recorded	8271	463.789	
Written back	8281	.....
Acquisitions from third parties	8291	.....
Cancelled owing to sales and disposals	8301	.....
Transferred from one heading to another(+)/(-)	8311	.....
Depreciations and amounts written down at the end of the period	8321	1.446.205	
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	21.247.436	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxxxx	2.265.091
Movements during the period			
Acquisitions, including produced fixed assets	8162	476.657	
Sales and disposals	8172	.....
Transfers from one heading to another(+)/(-)	8182	572.639	
Acquisition value at the end of the period	8192	3.314.387	
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	987.546
Movements during the period			
Recorded	8272	401.707	
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	1.389.253	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	1.925.134	

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxxxxxx	6.036.911
Movements during the period			
Acquisitions, including produced fixed assets	8163	396.179	
Sales and disposals	8173	.....
Transfers from one heading to another(+)/(-)	8183	1.843.153	
Acquisition value at the end of the period	8193	8.276.243	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxxxxxx	.....
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	4.096.529
Movements during the period			
Recorded	8273	976.741	
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	5.073.270	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	3.202.973	

	Codes	Period	Preceding period
OTHER TANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8195P	xxxxxxxxxxxxxxxx	1.418.240
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	1.418.240	
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	1.418.240
Movements during the period			
Recorded	8275	.....
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	1.418.240	
NET BOOK VALUE AT THE END OF THE PERIOD	(26)	.....

	Codes	Period	Preceding period
ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS			
Acquisition value at the end of the period	8196P	xxxxxxxxxxxxxxxx	9.031.846
Movements during the period			
Acquisitions, including produced fixed assets	8166	1.860.717	
Sales and disposals	8176	.....
Transfers from one heading to another(+)/(-)	8186	-5.480.581	
Acquisition value at the end of the period	8196	5.411.982	
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	.....
Depreciations 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	.....
Depreciations and amounts written down at the end of the period	8326	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(27)	5.411.982	

STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	xxxxxxxxxxxxxxxx	4.619.915.706
Movements during the period			
Acquisitions	8361	6.494.411.987	
Sales and disposals	8371	2.148.445.649	
Transfers from one heading to another(+)/(-)	8381	.....
Acquisition value at the end of the period	8391	8.965.882.044	
Revaluation surpluses at the end of the period	8451P	xxxxxxxxxxxxxxxx	.....
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	xxxxxxxxxxxxxxxx	197.517.829
Movements during the period			
Recorded	8471	3.121.320	
Written back	8481	10.594.139	
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	190.045.010	
Uncalled amounts at the end of the period	8551P	xxxxxxxxxxxxxxxx	.....
Movements during the period(+)/(-)	8541	.....
Uncalled amounts at the end of the period	8551	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	8.775.837.034	
AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	281P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Additions	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)	.....
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8651	.....

	Codes	Period	Preceding period
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8392P	XXXXXXXXXXXXXXXXXX	15.126.591
Movements during the period			
Acquisitions	8362	.....
Sales and disposals	8372	15.126.591	
Transfers from one heading to another(+)/(-)	8382	.....
Acquisition value at the end of the period	8392	.....
Revaluation surpluses at the end of the period	8452P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Recorded	8412	.....
Acquisitions from third parties	8422	.....
Cancelled	8432	.....
Transferred from one heading to another(+)/(-)	8442	.....
Revaluation surpluses at the end of the period	8452	.....
Amounts written down at the end of the period	8522P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Recorded	8472	.....
Written back	8482	.....
Acquisitions from third parties	8492	.....
Cancelled owing to sales and disposals	8502	.....
Transferred from one heading to another(+)/(-)	8512	.....
Amounts written down at the end of the period	8522	.....
Uncalled amounts at the end of the period	8552P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period(+)/(-)			
Uncalled amounts at the end of the period	8552	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(282)	.....
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	283P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Additions	8582	.....
Repayments	8592	.....
Amounts written down	8602	.....
Amounts written back	8612	.....
Exchange differences(+)/(-)	8622	.....
Other movements(+)/(-)	8632	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(283)	.....
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8652	.....

	Codes	Period	Preceding period
OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxxxxxxxx	53.800
Movements during the period			
Acquisitions	8363	.....
Sales and disposals	8373	3.093	
Transfers from one heading to another(+)/(-)	8383	.....
Acquisition value at the end of the period	8393	50.707	
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	.....
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	.....
Uncalled amounts at the end of the period	8553P	xxxxxxxxxxxxxxxx	2.015
Movements during the period(+)/(-)	8543	-891	
Uncalled amounts at the end of the period	8553	1.124	
NET BOOK VALUE AT THE END OF THE PERIOD	(284)	49.583	
OTHERS ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Additions	8583	.....
Repayments	8593	.....
Amounts written down	8603	.....
Amounts written back	8613	.....
Exchange differences(+)/(-)	8623	.....
Other movements(+)/(-)	8633	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(285/8)	.....
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8653	.....

PARTICIPATING INTERESTS INFORMATION

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES

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

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
<i>UCB Pharma SA</i> <i>BE 0403.096.168</i> <i>Public limited company</i> <i>Allee de la Recherche 60, 1070</i> <i>Anderlecht, Belgium</i>	<i>Ordinary shares - IFRS figures</i>	839.351.525	100,0	0,0	31/12/2020	EUR	9.478.224.867	186.034.116
<i>UCB Australia Pty. LTD</i> <i>Foreign company</i> <i>Level 1, 1155 Malvern Road (PO</i> <i>Box 158), , Australia</i>	<i>Ordinary shares - IFRS figures</i>	17.900.000	77,83	0,0	31/12/2020	AUD	25.102.988	2.069.499
	<i>Preferred shares</i>	300.000	1,3	0,0				
	<i>Redeemable Preference Shares</i>	4.800.000	20,87	0,0				
<i>UCB Finance NV in liquidation</i> <i>Foreign company</i> <i>Hoge Mosten, 2, 4822 NK BREDA,</i> <i>Netherlands</i>	<i>Ordinary shares - IFRS figures</i>	538.459	100,0	0,0	31/12/2020	EUR	328.893.876	3.678.829.375
<i>UCB Japan Co LTD</i> <i>Foreign company</i> <i>Shinjuku Grand Tower, 8-17-1</i> <i>Nishi-Shinjuku, Shinjuku-ku,</i> <i>160-0023, Tokyo, Japan</i>	<i>Ordinary shares - IFRS figures</i>	69.980	100,0	0,0	31/12/2020	JPY	9.546.518.220	1.257.688.722

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%	%			(+) or (-) (in units)	
<i>UCB (Investments) LTD Foreign company Bath Road 208, SLOUGH, SL1 3WE Berkshire, United Kingdom</i>	Cumulative Preference Shares - IFRS figures	44.928.426	97,82	0,0	31/12/2020	GBP	463.021.711	48.593.309
	Ordinary Shares	1.000.100	2,18	0,0				
<i>UCB DE MEXICO S.A. de C.V. Foreign company Homero, 440 7° Floor, Col. Chapultepec Morales, 11570 MEXICO D.F., Mexico</i>	Ordinary shares - IFRS figures	51.449.999	100,0	0,0	31/12/2020	MXN	318.003.779	97.898.877
<i>UCB Pharma France SA Foreign company rue Estienne d'Orves 420, F 92700 COLOMBES, France</i>	Ordinary shares - IFRS figures	551.539	99,99	0,01	31/12/2020	EUR	108.577.941	-5.856.274
<i>UCB Pharma S.P.A. (Italy) Foreign company Via Varesina 162, , Italy</i>	Ordinary shares - IFRS figures	474.525	99,9	0,1	31/12/2020	EUR	67.135.287	12.742.336
<i>UCB Pharma (Produtos Farmacêuticos) Lda Foreign company Rua Victor Câmara, Edifício Q 60, D. Maria I, Piso 1 60, , Portugal</i>	Ordinary shares - IFRS Figures	88.500	98,33	1,67	31/12/2020	EUR	4.759.011	527.792
<i>UCB Pharma S.A. (Spain) Foreign company Plaza de Manuel Gómez Moreno, Madrid 28020, Spain</i>					31/12/2020	EUR	178.796.987	19.767.231

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
UCB A.E. (Greece) Foreign company 63, Agiou Dimitriou Street, 17456 Alimos, Athens, Greece	Ordinary shares - IFRS figures	9.600	100,0	0,0	31/12/2020	EUR	7.553.891	1.567.875
UCB (Pharma) Ireland LTD Foreign company Unit Drug House, Magna Drive, Magna Business Park, DUBLIN 24, Ireland	Ordinary shares - IFRS Figures	368.013	99,85	0,15	31/12/2020	EUR	4.013.271	1.161.232
UCB Korea Co LTD Foreign company 4th Fl., A+ Asset Tower, 369 Gangnam-daero, Seocho-gu, Seoul 06621, Korea (Dem. People's Rep.)	Ordinary shares - IFRS figures	60.000	100,0	0,0	31/12/2020	KRW	20.062.454.809	1.407.714.170
UCB Biopharma S.A. Foreign company Av. Brigadeiro Faria Limal, 2005005 Rio de Janeiro, Brazil	Ordinary shares - IFRS figures	138.666	100,0	0,0	31/12/2020	BRL	161.661.922	6.359.821
UCB Pharmaceuticals (Taiwan) Ltd Foreign company 12F.-2, No.88, Dunhua N. Rd., Songshan Dist, Tapei, China	Ordinary shares - IFRS figures	155.326.714	99,99	0,01	31/12/2020	TWD	35.894.283	23.959.365
UCB Trading Malaysia Sdn Bhd in liquidation Foreign company The Gardens South Tower, Kuala Lumpur, Malaysia	Ordinary shares - IFRS figures	1	100,0	0,0	31/12/2020	MYR	0	-63.207

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held				Data extracted from the most recent annual accounts			
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
<i>UCB Trading (Thailand) Ltd. in liquidation Foreign company Sathorn Square 98, , Thailand</i>	<i>Ordinary shares - IFRS figures</i>	400.000	100,0	0,0	31/12/2020	THB	6.202.357	0
<i>UCB Trading (Shangai) CO LTD Foreign company Room 317, No. 439 Fu Te Xi Yi Road, SHANGAI, China</i>	<i>Ordinary shares - IFRS figures</i>	19.999.998	99,99	0,01	31/12/2020	CNY	44.981.765	3.718.744
<i>UCB Pharma A.S. (TURKEY) Foreign company Palladium Tower, Barbaros Mah., Kardelen Sok. No.2, Kat.24/80, Istanbul, Turkey</i>	<i>Ordinary shares - IFRS figures</i>	1	100,0	0,0	31/12/2020	TRY	168.553.552	29.748.866
<i>UCB India Private Ltd Foreign company 504, Peninsula Towers, Ganpatrao Kadam, Marg, Lower Parel, 400013 MUMBAI, India</i>	<i>Ordinary shares - IFRS figures</i>	1.095.430	100,0	0,0	31/12/2020	INR	454.343.484	-34.260.321
<i>Uni-Mediflex Private Limited Foreign company 504, Peninsula Corporate Park Ganpatrao Kadam Marg, 400013 Mumbai, India</i>	<i>Ordinary shares - IFRS figures</i>	3.527	99,97	0,03	31/12/2020	INR	2.912.183	0
<i>UCB S.R.O. Foreign company Thamova 13, 18600 PRAHA 8, Czech Republic</i>	<i>Ordinary shares - IFRS figures</i>	290.000	99,99	0,01	31/12/2020	CZK	53.962.276	5.350.063

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
UCB GMBH Foreign company Alfred Nobelstrasse 10, D 40789 MONHEIM, Germany	Ordinary shares - IFRS figures	12.300.600	100,0	0,0	31/12/2020	EUR	625.074.184	128.289.929
UCB HUNGARY LTD Foreign company Obuda Gate Building,, Arpad Fejelum utja 26-28, 1023 BUDAPEST, Hungary	Shares - IFRS figures	394.000	5,21	94,79	31/12/2020	HUF	636.789.935	240.397.779
UCB Pharma Sp. z.o.o. (Poland) Foreign company Ul. Kruczkowskego 8, 00-380 WARSAWA, Poland	Shares - IFRS figures	148.000.000	100,0	0,0	31/12/2020	PLN	48.252.356	-22.933.930
UCB Pharma LLC (Russia) Foreign company Shturvalnaya str. bldg 1 5, Moscow 1253645, Russian Federation	Ordinary shares - IFRS figures	236.456	78,05	21,95	31/12/2020	RUB	167.953.250	34.527.074
UCB Bulgaria EOOD Foreign company 15, Ljubata Str., Fl. 4 apt. 10-11, Lozenetz, Sofia 1407, Bulgaria	Ordinary shares - IFRS figures	1	100,0	0,0	31/12/2020	BGN	1.462.139	220.965
UCB Pharma Romania SRL Foreign company 40-44 Banu Antonache, 4th fl district 1, 011665 Bucharest, Romania	Ordinary shares - IFRS figures	500	100,0	0,0	31/12/2020	RON	5.150.760	2.154.768

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%	%			(+) or (-) (in units)	
<i>UCB Pharma Logistics LLC Foreign company Perevedenovky pereulok, 13, building 21, Moscow 119048, Russian Federation</i>	<i>Ordinary shares - IFRS figures</i>	20	100,0	0,0	31/12/2020	RUB	69.964.472	-554.811.752
<i>UCB Ventures SA BE 0667.816.096 Public limited company Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Ordinary shares - IFRS figures</i>	1	100,0	0,0	31/12/2020	EUR	53.127.789	-2.381.842
<i>UCB Manufacturing Ireland Ltd. Foreign company Shannon Industrial Estate, , Ireland</i>	<i>Ordinary shares - IFRS figures</i>	59.999.999	99,99	0,01	31/12/2020	EUR	183.846.282	-932.869
	<i>Classe A shares - IFRS figures</i>	1.400.000	63,64	0,0				
	<i>Deferred ordinary shares</i>	800.000	36,36	0,0				

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	30.099.543	747.554
Shares - Book value increased with the uncalled amount	8681	30.099.543	747.554
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	.....	.....

DEFERRED CHARGES AND ACCRUED INCOME

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

	Period
<i>Fair market value on bonds</i>	95.788.843
<i>Interest receivable</i>	1.493.369
<i>Other expenses to be carried forward</i>	1.026.018
.....

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	583.516.974
(100)	583.516.974	

Changes during the period

Structure of the capital
 Different categories of shares
Ordinary shares

 Registered shares
 Shares dematerialized

Codes	Value	Number of shares
	583.516.974	194.505.658
8702	xxxxxxxxxxxxxxxx	68.868.745
8703	xxxxxxxxxxxxxxxx	125.636.913

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

Codes	Period
8721	16.440.666
8722	5.480.222
8731
8732
8740
8741
8742
8745
8746
8747
8751

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

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)

.....

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

Notifications received pursuant to the law of 2 May 2007 on disclosure of large shareholdings				
Last update:		05 January 2021		Situation as per
Share capital		€ 583.516.974		13 March 2014
Total number of voting rights (= denominator)		194.505.658		
1	Financière de Tubize SA ('Tubize')			19 January 2018
	securities carrying voting rights (shares)	68.076.981	35,00%	
2	UCB SA/NV			
	securities carrying voting rights (shares)	5.480.222	2,82%	31 December 2020
	assimilated financial instruments (options) ⁽¹⁾	0	0,00%	06 March 2017
	assimilated financial instruments (other) ⁽¹⁾	0	0,00%	18 December 2015
	Total	5.480.222	2,82%	
	Free float⁽²⁾ (securities carrying voting rights (shares))	120.948.455	62,18%	
3	BlackRock, Inc.			13 January 2020
	securities carrying voting rights (shares)	9.412.691	4,84%	
4	Wellington Management Group LLP			01 October 2019
	securities carrying voting rights (shares)	15.575.749	8,01%	
5	FMR LLC			27 July 2020
	securities carrying voting rights (shares)	7.060.944	3,63%	

(all percentages are calculated on the basis of the current total number of voting rights)

⁽¹⁾ Assimilated financial instruments within the meaning of article 6, §6 of the Law of 2 May 2007 on the disclosure of large shareholdings.

⁽²⁾ Free float being the UCB shares not held by the reference shareholder (Tubize) and UCB SA/NV. Only securities carrying voting rights (shares) held by these entities are taken into account for this calculation; assimilated financial instruments are excluded.

PROVISIONS FOR OTHER LIABILITIES AND CHARGES

ANALYSIS OF THE HEADING 164/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT

Stock awards provision
Restructuring provision
Stock appreciation rights provision
.....

Period
23.899.703
580.883
1.687.566
.....

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	366.359.918
Subordinated loans	8811	.....
Unsubordinated debentures	8821	366.359.918
Leasing and other similar obligations	8831	.....
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)	366.359.918
Amounts payable with a remaining term of more than one but not more than five years		
Financial debts	8802	525.717.000
Subordinated loans	8812	.....
Unsubordinated debentures	8822	525.717.000
Leasing and other similar obligations	8832	.....
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	525.717.000
Amounts payable with a remaining term of more than five years		
Financial debts	8803	866.460.684
Subordinated loans	8813	.....
Unsubordinated debentures	8823	.....
Leasing and other similar obligations	8833	.....
Credit institutions	8843	.....
Other loans	8853	866.460.684
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	866.460.684

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	.....
Subordinated loans	8932	.....
Unsubordinated debentures	8942	.....
Leasing and similar obligations	8952	.....
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

TAXES, REMUNERATION AND SOCIAL SECURITY

Taxes (heading 450/3 and 179 of the liabilities)

Outstanding tax debts	9072	.....
Accruing taxes payable	9073	.....
Estimated taxes payable	450	9.609

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	18.049.827

ACCRUALS AND DEFERRED INCOME

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

	Period
<i>Accrued interests</i>	22.795.839
<i>Stock options recharges</i>	65.631.806
<i>Unrealized exchange differences</i>	12.041.069
<i>Other accrued charges</i>	67.884

OPERATING RESULTS

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
.....			
.....			
.....			
Allocation into geographical markets			
.....			
.....			
.....			
Other operating income			
Operating subsidies and compensatory amounts received from public authorities	740		
OPERATING CHARGES			
Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register			
Total number at the closing date	9086	191	178
Average number of employees calculated in full-time equivalents	9087	188,6	176,6
Number of actual worked hours	9088	307.414	294.393
Personnel costs			
Remuneration and direct social benefits	620	48.132.042	37.312.339
Employers' contribution for social security	621	6.870.463	4.944.315
Employers' premiums for extra statutory insurance	622	6.159.066	5.907.753
Other personnel costs	623	11.277.996	15.806.277
Retirement and survivors' pensions	624		

	Codes	Period	Preceding period
Provisions for pensions and other similar rights			
Appropriations (uses and write-backs)(+)/(-)	635	-32.045	-85.999
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	8.891.238	3.594.465
Other operating charges			
Taxes related to operation	640	892.153	1.091.486
Other costs	641/8	297.054	91.326
Hired temporary staff and personnel placed at the enterprise's disposal			
Total number at the closing date	9096	.....	.....
Average number calculated in full-time equivalents	9097	1,1	2,0
Number of actual worked hours	9098	2.207	3.996
Costs to the enterprise	617	62.457	124.664

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	1.850.976	3.171.806
Others			
.....		15.945.833	0
<i>Other financial income</i>		0	20
.....	
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501	1.637.361	1.674.990
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	5.476.718	9.946.820
Currency translation differences	655	.....	.....
Others			
<i>Bank charges</i>		65.356	158.232
<i>Various bank charges</i>		2.121.451	1.289.538
.....		16.674.642	0

INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	Codes	Period	Preceding period
NON RECURRING INCOME	76	3.642.076.707	207.983
Non-recurring operating income	(76A)	12.946.582	168.130
Write-back of depreciation and of amounts written off intangible and tangible fixed assets	760	.....	.....
Write-back of provisions for non-recurring operating liabilities and charges ..	7620	.....	.....
Capital gains on disposal of intangible and tangible fixed asset	7630	.....	.....
Other non-recurring operating income	764/8	12.946.582	168.130
Non-recurring financial income	(76B)	3.629.130.125	39.853
Write-back of amounts written down financial fixed assets	761	10.594.139	.....
Write-back of provisions for non-recurring financial liabilities and charges	7621	.....	.....
Capital gains on disposal of financial fixed assets	7631	3.618.535.986	39.853
Other non-recurring financial income	769	.....	.....
NON-RECURRING EXPENSES	66	4.681.606	16.708.584
Non-recurring operating charges	(66A)	1.560.286	6.114.445
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660	.....	.....
Provisions for non-recurring operating liabilities and charges: Appropriations (uses)	6620	-5.821.014	6.114.445
Capital losses on disposal of intangible and tangible fixed assets	6630	.....	.....
Other non-recurring operating charges	664/7	7.381.300	.....
Non-recurring operating charges carried to assets as restructuring costs .(-)	6690	.....	.....
Non-recurring financial charges	(66B)	3.121.320	10.594.139
Amounts written off financial fixed assets	661	3.121.320	10.594.139
Provisions for non-recurring 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	.....	.....

INCOME TAXES AND OTHER TAXES

	Codes	Period
INCOME TAXES		
Income taxes on the result of the period	9134	24.172
Income taxes paid and withholding taxes due or paid	9135	30.000
Excess of income tax prepayments and withholding taxes paid recorded under assets	9136	5.828
Estimated additional taxes	9137	.....
Income taxes on the result of prior periods	9138	278
Additional income taxes due or paid	9139	278
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		
Impairments on shares		(+)/(-) -7.473.710
Taxed provisions		(+)/(-) -13.630.777
Dividend received deduction		(+)/(-) -3.746.265.101
Realized gains on shares		(+)/(-) -32.332.790
Intra-group transfer		(+)/(-) -12.946.581
Loss on options		(+)/(-) 16.674.642
Other disallowed expenses		(+)/(-) 6.114.090

	Period
Impact of non recurring results on the amount of the income taxes relating to the current period	
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	Codes	Period
Status of deferred taxes		
Deferred taxes representing assets	9141	277.521.705
Accumulated tax losses deductible from future taxable profits	9142	.....
Other deferred taxes representing assets		
Dividend received deduction		277.521.705
.....	
.....	
Deferred taxes representing liabilities	9144
Allocation of deferred taxes representing liabilities		
.....	
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.....	

	Codes	Period	Preceding period
VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES			
Value added taxes charged			
To the enterprise (deductible)	9145	11.483.682	10.342.027
By the enterprise	9146	8.885.554	7.103.116
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	20.192.006	14.721.523

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For withholding taxes on investment income

Codes	Period	Preceding period
9148	39.654.117	38.914.017

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

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

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

	Codes	Period
Mortgages		
Book value of the immovable properties mortgaged	91612	.....
Amount of registration	91622	.....
Amount of registration by mandate	91632	.....
Pledging of goodwill		
Pledging of goodwill - Max amount	91712	.....
Pledging of goodwill - Amount of the registration on goodwill pledged by mandate	91722	.....
Pledging of other assets		
Pledging of other assets - Book value	91812	.....
Pledging of other assets - Max amount	91822	.....
Guarantees provided on future assets		
Guarantees provided on future assets - Amount assets involved	91912	.....
Guarantees provided on future assets - Max amount	91922	.....
Seller privilege		
Seller privilege - Book value	92012	.....
Seller privilege - Unpaid amount	92022	.....

GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR OWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE

	Codes	Period
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.....	

SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS

	Codes	Period
.....	
.....	
.....	

SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS

	Codes	Period
.....	
.....	
.....	

FORWARD TRANSACTIONS

Goods purchased (to be received)	9213	.....
Goods sold (to be delivered)	9214	.....
Currencies purchased (to be received)	9215	677.643.788
Currencies sold (to be delivered)	9216	601.784.445

COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES

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Period
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AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS

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Period
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SUPPLEMENT RETIREMENTS OR SURVIVORS PENSION PLANS IN FAVOUR OF THE PERSONNEL OR THE EXECUTIVES OF THE ENTERPRISE

Brief description

UCB SA has made regulations setting out an objective to be attained concerning the resources to be made available to retired salaried staff.

The objective decided upon is to be achieved by the payment to those retired, over and above the legal pension of :

- a) pensions or lump sums resulting from the maturity at the time of their retirement of group insurance policies, whose premiums have been paid by the person concerned throughout his career ;*
- b) possible pensions paid by the ASBL Fonds de Prévoyance UCB, a supplementary pension fund maintained from monthly payments made by the company ;*
- c) a special sum, depending on the length of service, paid by the company on their retirement.*

UCB SA has also subscribed to insurance policies in favor of the heirs of its salaried staff covering :

- death benefit*
- temporary pensions to orphans.*

These insurances are financed by the payment of annual premiums by the company.

In addition, the company pays to a widow of a salaried staff employee, who dies in service, a special payment as an additional widow's pension.

Measures taken by the enterprise to cover the resulting charges

PENSIONS FUNDED BY THE ENTERPRISE

Estimated amount of the commitments resulting from past services

Methods of estimation

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Codes	Period
9220

NATURE AND FINANCIAL IMPACT OF SIGNIFICANT EVENTS AFTER THE CLOSING DATE NOT INCLUDED IN THE BALANCE SHEET OR THE INCOME STATEMENT

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Period
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COMMITMENTS TO PURCHASE OR SALE AVAILABLE TO THE COMPANY AS ISSUER OF OPTIONS FOR SALE OR PURCHASE

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Period
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NATURE, COMMERCIAL OBJECTIVE AND FINANCIAL CONSEQUENCES OF TRANSACTIONS NOT REFLECTED IN THE BALANCE SHEET

Provided that the risks or advantages coming from these transactions are significant and if the disclosure of the risks or advantages is necessary to appreciate the financial situation of the company

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Period
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OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET (including those which can not be quantified)

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

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	8.775.837.034	4.422.397.876
Participating interests	(280)	8.775.837.034	4.422.397.876
Subordinated amounts receivable	9271	.....	.....
Other amounts receivable	9281	.....	.....
Amounts receivable	9291	1.975.566.816	1.994.195.835
Over one year	9301	1.340.774.576	894.121.681
Within one year	9311	634.792.240	1.100.074.154
Current investments	9321	.....	.....
Shares	9331	.....	.....
Amounts receivable	9341	.....	.....
Amounts payable	9351	1.027.889.299	2.307.859
Over one year	9361	716.460.684	.....
Within one year	9371	311.428.615	2.307.859
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	189.901.538	305.200.874
Income from current assets	9431	56.678.970	70.137.021
Other financial income	9441	144.717	3.171.826
Debt charges	9461	26.087.534	19.519.568
Other financial charges	9471	5.454.498	7.955.441
Disposal of fixed assets			
Capital gains obtained	9481	3.602.148.137	.....
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	.....	15.126.591
Participating interests	9262	.....	15.126.591
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
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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

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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	2.783.716
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	435.000
95061	62.405
95062	.....
95063	164.826
95081	.....
95082	25.000
95083	42.903

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

INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

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

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

VALUATION RULES

SUMMARY OF VALUATION RULES.

I. Formation expenses.

Formation expenses, which are not taken account of in the profit and loss account of the year, in which they are incurred, are depreciated over a maximum period of five year.

II. Intangible fixed assets.

The purchase price of patents, licenses and similar items has been depreciated at a minimum rate equal to that of the assets required to handle the patent or process and otherwise over three years by the straight line method.

From 1990, the purchase price of patents, licenses and similar items has been depreciated over a fixed number of years, whose number cannot be less than five, equivalent to 20 % per annum considering "prorata temporis".

The purchase price of patents, licenses and similar items can also be depreciated in function of a prudent appreciation on the duration of the economic life of this intangible asset.

The purchase or cost price of intangible fixed assets, other than those referred to above, and which are eligible for subsidies (costs of commercial studies, of organizations, etc.) have been wholly depreciated in the year in which these expenses were incurred.

Intangible fixed assets, whose depreciation is taken over a period of five years or less, are removed from the balance sheet along with the relevant depreciation during the fifth year following their inclusion in assets.

Software acquired which is not essential for the functioning of the computer system and of a value above 1.250 Euro has been treated as an intangible fixed assets and "prorata temporis" depreciated over five years on a straight line basis.

Intangible fixed assets, whose depreciation is taken over a period of five years or less, are removed from the balance sheet along with the relevant "prorata temporis" depreciation during the fifth year following their inclusion in assets.

The costs of new acquisitions haven been depreciated on a "prorata temporis" basis.

III. Tangible fixed assets.

Fixed assets purchased have been included in the assets on the balance sheet at their purchase price ; assets manufactured by the company itself have been valued at their cost price.

The purchase or cost price has been depreciated on a straight line basis considering "prorata temporis" at the usual rates agreed by the tax authorities which prevent overvaluation of the net value of fixed assets.

These annual rates of depreciation are as follows :

Buildings, houses	3 %
Administrative buildings	3 %
Industrial buildings	5 %
Tools	15 %
Furniture and office equipment	15 %
Vehicles	20 %
Computer equipment and office machinery	33 1/3 %
Prototype equipment	33 1/3 %

Tangible fixed assets sold to third parties have been written off at their gross value. At the same time the depreciation already taken in the previous year has been written back. The difference between the amount realized and the residual values gives rise to a surplus or deficit, which has been taken in the non recurring profits and losses.

Fixed assets taken out of use have followed the same procedure. The residual value has been depreciated in total and taken against exceptional profits.

In the case of the transfer (by sale or contribution) of a branch of activity or of a division, the depreciation relating to the tangible fixed assets thus transferred during the year has been calculated pro rata temporis to the holding in the company.

Reciprocally, the rule of pro rata temporis has been applied to those tangible fixed assets entering into the balance sheet of the company following the acquisition during the year of a branch of activity or of a division.

Software acquired essential for the functioning of the computer system has been treated as tangible fixed assets and has been depreciated in accordance with the rules in force for computer equipment, being 33 1/3 % per annum.

IV. Financial fixed assets.

Shareholdings have been valued individually each year by the Board of Directors on the basis of their valuation on the stock exchange, their realizable value, their income and their potential interest for the future of the UCB Group.

Reductions in value, which have resulted, have been taken against non-recurring profits and losses.

V. Receivables and liabilities.

Have been entered on the balance sheet at their nominal value.

Receivables have been written down if their repayment, when due, is wholly or partly uncertain or doubtful.

VI. Foreign currencies.

A. Foreign currency transactions

Non-monetary assets (and liabilities), such as inventories, real estate, participations, which have resulted in a foreign currency transaction, are and are recorded in the accounts at their acquisition value in EURO as Conversion of the amount in foreign currency at the exchange rate, adopted on the day on which the transaction was registered ("historical" price).

This rule also applies as regards the recording, in EURO, of claims and monetary debts denominated in foreign currency. At the end of the financial year, however, the countervalue in EURO of these items is remeasured on the basis of the average market price on the closing date of the accounts.

The translation differences, both positive and negative, resulting from these re-estimates are taken directly into account.

B. Fair value hedges : FX risks

Depending on the nature of the financial instrument and the presence of the underlying on the balance sheet, the impact of derivatives has been recognized directly in the income statement in accordance with IFRS (International Financial Reporting Standards) Balance sheet according to Belgian standards.

Since January 1, 2016, UCB SA has made a change in accounting rules in these statutory accounts in order to align the two accounting standards. The derivative products are now recognized directly in the profit and loss accounts in BEGAAP standards.

The Board approved this change in accounting rules to facilitate the closing process and align the statutory valuation rules under the BEGAAP standards with the Group's accounting policies under

International Financial Reporting Standards (IFRS) and thus facilitating comparison with IFRS.

C. Fair value hedges : interest rate risk

In case an IRS is concluded under the form of a fair value hedge, the interests to be paid for the loan will be offset by the interests to be received from the IRS in the entity where the loan is accounted for. However the changes in fair value of the derivative will not be offset with the changes in fair value of the loan as the loan will remain accounted for at amortised cost under Bgaap. Therefore, as there is no offsetting exposure for the changes in fair value of the derivative, the derivative will only be accounted for as an off-balance sheet commitment and the changes in fair value will not affect profit and loss accounts. This is in line with the guidance in advice 2011/18 issued by the Belgian Accounting Commission (see § III D. of the advice) which states that, in case an IRS is concluded as a hedging operation (as opposed to a speculative operation), the eventual (negative) fluctuation in market value of the IRS does not need to be taken in profit and loss since the change in market value of the loan does not need to be accounted for neither.

In case of a CCIRS (cross currency interest rate swap), the same rules will apply except for the foreign currency part of the derivative. In this particular case, the fluctuations in fair value of the CCIRS that are due to the forex component do have an offsetting exposure as the outstanding loan will be in foreign currencies which is revalued through profit and loss. In this case, the forex component of the derivative will be measured at fair value on the balance sheet and all fluctuations of this component will go through P&L. The interest rate component of the derivative will only be accounted for as an off-balance sheet commitment and disclosed in the notes to the financial statements. This is in line with advice 2011/18 issued by the Belgian Accounting Commission (see § III D. of the advice) as the change in fair value of the loan due to the forex component will be accounted for in profit and loss due to the current valuation rules whereby all revaluation effects of monetary assets and liabilities are accounted for through P&L.

D. Cash flow hedge : FX risks

The effects of changes in fair value of cash flow hedges will only be accounted for as an off-balance sheet commitment and disclosed in the notes. In case of a back-to-back cash flow hedge for FX risk concluded by the Treasury Center, the cash flow hedge will have an offsetting exposure; so in this case, the cash flow hedge will be accounted for at fair value in the balance sheet with fluctuations going through P&L.

In case the FX risk would be hedged by options, the same methodology as explained above will be followed. In case of hedging a forecasted transaction with options, the hedged transaction is not on the balance sheet yet and since there is no offsetting exposure for the derivative, the derivative will be accounted for as an off-balance sheet commitment and disclosed in the notes to the statutory financial statements.

In order to further align the Bgaap accounting treatment of hedged transactions with the IFRS accounting treatment, UCB also proposes to recognize the effective portion of changes in the fair value of derivative financial instruments that are designated and qualify as cash flow hedges, on the same line in the income statement as the hedged item (firm commitment/forecasted transaction) at the moment the hedged item affects profit or loss or on the same line in the balance sheet at the moment the hedged forecasted transaction results in the recognition of a non-financial asset or liability (as part of the initial measurement of that asset or liability). UCB proposes to use the same average rate methodology as adopted under IFRS for recognition of the effective portion of changes in the fair value of derivative financial instruments into P&L.

E. Cash flow hedge : interest rate risks

In case of an IRS accounted for as a cash flow hedge, the same accounting principles will apply as mentioned above under IRS concluded as fair value hedges. As there is no offsetting exposure for the changes in fair value of the derivative, the derivative will only be accounted for as an off-balance sheet commitment and the changes in fair value will not affect profit and loss accounts.

This is also applicable in case an IRS is concluded for a forecasted transaction. This is in line with § III C. (IRS as hedging for a loan with variable interest rate) and E. (IRS as hedging for a forecasted transaction) of the advice 2011/18 issued by the Belgian Accounting Commission.

As a result, the Bgaap accounting treatment of cash flow hedges that hedge the interest rate risk will be different from the IFRS accounting. Under IFRS the effects of changes in fair value of cash flow hedges will be accounted for in equity whereas under Bgaap these will only be accounted for as an off-balance sheet commitment and disclosed in the notes.

F. Net investment hedge

The net investment hedge will be accounted for as an off-balance sheet commitment and disclosed in the notes to its statutory financial statements except in case there would be an offsetting exposure. The Bgaap accounting of net investment hedges will be different from the IFRS accounting.

Under IFRS any impacts of net investment hedges are accounted for in equity. Under Bgaap these will be accounted for as an off-balance sheet commitment and disclosed in the notes to the financial statements unless there is an offsetting exposure in which case the hedge is accounted for at fair value on the balance sheet with fluctuations going through P&L.

VI. Accounting treatment of stock options.

Costs related to stock option activities relating to pre-2014 stock option plans were treated as salary expenses under accounting heading 62 "Compensation, social charges and pensions" for the net cost.

Following the transfer of stock option plans from 2014 to 2019 from UCB Fipar S.A. to UCB S.A., the accounting treatment of these costs has been aligned with CNC opinion 2012/3 relating to the accounting treatment of stock options. Losses related to the exercise of options are recognized in other financial losses while gains on the writing of options are recognized in other financial income in the income statement.

The net cost of stock option activities recognized as compensation in 2019 amounted to € 9.7m while the financial losses and financial income recognized in 2020 amounted to € 16.6m and € 15.9m respectively.

VII. Provisions for risk and charges.

All risks affecting the company, have been the subject of provision which are re-assessed each year, following the rules of prudence, good faith and sincerity.

RIGHTS AND COMMITMENTS NOT INCLUDED IN THE BALANCE SHEET.

DESCRIPTION OF THE SUPPLEMENTARY SCHEME FOR RETIREMENT AND SURVIVING DEPENDANTS PENSIONS.

I. Supplementary scheme for retirement pensions.

UCB SA has made regulations setting out an objective to be attained concerning the resources to be made available to retired salaried staff.

The objective decided upon is to be achieved by the payment to those retired, over and above the legal pension of :

- a) pensions or lump sums resulting from the maturity at the time of their retirement of group insurance policies, whose premiums have been paid by the person concerned throughout his career ;
- b) possible pensions paid by the ASBL Fonds de Prévoyance UCB, a supplementary pension fund maintained from monthly payments made by the company ;

c) a special sum, depending on the length of service, paid by the company on their retirement.

II. Supplementary scheme for pensions to surviving dependants.

UCB SA has also subscribed to insurance policies in favor of the heirs of its salaried staff covering :

- death benefit
- temporary pensions to orphans.

These insurances are financed by the payment of annual premiums by the company.

In addition, the company pays to a widow of a salaried staff employee, who dies in service, a special payment as an additional widow's pension.

III. Other Benefits.

UCB SA has made internal regulations providing income to be given to employees absent through accident, sickness, maternity, etc., for periods which vary according to their length of service.

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

MANAGEMENT REPORT

SOCIAL BALANCE SHEET

Number of joint industrial committee: 207

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	177,1	65,8	111,3
1002	12,6	0,7	11,9
1003	186,9	66,3	120,6
1011	293.648	107.968	185.680
1012	13.766	1.005	12.761
1013	307.414	108.973	198.441
1021	69.195.723	25.441.766	43.753.957
1022	3.243.844	236.820	3.007.024
1023	72.439.567	25.678.586	46.760.981
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	176,6	63,6	113,0
1013	294.393	109.878	184.515
1023	63.970.684	23.876.148	40.094.536
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	Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
Number of employees	105	179	12	188,6
By nature of the employment contract				
Contract for an indefinite period	110	164	12	173,6
Contract for a definite period	111	15	.....	15,0
Contract for the execution of a specifically assigned work	112	.....	.....	.....
Replacement contract	113	.....	.....	.....
According to gender and study level				
Men	120	67	.....	67,0
primary education	1200	.....	.....	.....
secondary education	1201	.....	.....	.....
higher non-university education	1202	13	.....	13,0
university education	1203	54	.....	54,0
Women	121	112	12	121,6
primary education	1210	.....	.....	.....
secondary education	1211	7	2	8,7
higher non-university education	1212	21	7	26,4
university education	1213	84	3	86,5
By professional category				
Management staff	130	17	.....	17,0
Employees	134	162	12	171,6
Workers	132	.....	.....	.....
Others	133	.....	.....	.....

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

During the period	Codes	1. Hired temporary staff	2. Persons placed at the enterprise's disposal
Average number of persons employed	150	1,1	.....
Number of hours actually worked	151	2.207	.....
Costs for the enterprise	152	62.457	.....

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	48	1	48,5
210	32	1	32,5
211	16	.....	16,0
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	34	2	35,6
310	20	2	21,6
311	14	.....	14,0
312	.....	.....	.....
313	.....	.....	.....
340	.....	1	0,8
341	.....	.....	.....
342	4	.....	4,0
343	30	1	30,8
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	63	5811	120
Number of actual training hours	5802	3.409	5812	62.303
Net costs for the enterprise	5803	20.034	5813	28.692
of which gross costs directly linked to training	58031	13.960	58131	22.679
of which fees paid and payments to collective funds	58032	6.074	58132	6.013
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	.....