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

AND ASSOCIATIONS CODE

IDENTIFICATION DETAILS (at the filing date)

NAME:UCE	3 SA		
Legal form:	Public limited company		
Address:Allé	e de la Recherche		Nr.:60 Box:
Postal code:	1070 Town: Anderlecht		
Country:Belg	gium		
Register of lega	I persons – Commercial court: Brussels, French-sp	oeaking	
Website ¹ :			
E-mail address ¹	:		
		company registration number	0403.053.608
		company registration number	0.100.000.000
<u> </u>	of filing the most recent do corporation and of the deed of amendment of the	ocument mentioning the date articles of association.	of publication of
This filing conce	erns:		
X the ANN	NUAL ACCOUNTS in EUR approved by the	general meeting of	27 / 04 / 2023
X the OTH	HER DOCUMENTS		
regarding			
the fina	ncial year covering the period from	01 / 01 / 2022 to	31 / 12 / 2022
the pred	ceding period of the annual accounts from	01 / 01 / 2021 to	31 / 12 / 2021
The am	nounts for the preceding period are //AXA/NO \mathfrak{n} identicate	al to the ones previously publishe	ed.
	pages filed:		
1 Ontional ment	Jean-Christophe Director		Fiona du MONCEAU Director

² Strike out what does not apply.

Nr. | 0403.053.608 | F-cap 2.1

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

Jan BERGER Director

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 25/04/2019 - 27/04/2023

Kay DAVIES Director

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 28/04/2022 - 30/04/2026

Albrecht DE GRAEVE Director

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 29/04/2021 - 24/04/2025

Fiona du MONCEAU Chairman of the board of directors

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 29/04/2021 - 24/04/2025

Susan GASSER Director c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 29/04/2021 - 24/04/2025

Pierre GURDJIAN Director

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 30/04/2020 - 25/04/2024

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 Director

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium
29/04/2021 - 24/04/2025

Stefan OSCHMANN
Chairman of the board of directors

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 29/04/2021 - 13/12/2022

Jonathan PEACOCK Director c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 29/04/2021 - 24/04/2025

Jean-Christophe TELLIER
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium
Director
28/04/2022 - 30/04/2026

Cédric van RIJCKEVORSEL Director

Cédric van RIJCKEVORSEL
c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium
Director
28/04/2022 - 30/04/2026

Ulf WIINBERG Director

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium 30/04/2020 - 25/04/2024

Mazars Reviseurs d'Entreprises SRL Auditor

Nr.: 0428.837.889 29/04/2021 - 25/04/2024

Avenue du Boulevard 21 box 8, 1210 Saint-Josse-ten-Noode, Belgium Membership nr.: B00021

Represented by:

Anton NUTTENS Avenue du Boulevard 21 box 8, 1210 Saint-Josse-ten-Noode, Belgium

Membership nr.: A01892

Nr.	0403.053.608		F-cap 2.2
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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 **XVEXe** / 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)

First - F-cap2022 - 3 / 52

^{*} 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	5.766.263	7.871.660
FIXED ASSETS		21/28	9.437.137.959	8.632.251.394
Intangible fixed assets	6.2	21	31.661	279.536
Tangible fixed assets	6.3	22/27	39.701.620	37.586.168
Land and buildings		22	27.103.309	22.127.161
Plant, machinery and equipment		23	1.350.868	1.712.608
Furniture and vehicles		24	3.539.122	3.917.143
Leasing and similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27	7.708.321	9.829.256
Financial fixed assets6.	4/6.5.1	28	9.397.404.678	8.594.385.690
Affiliated enterprises	6.15	280/1	9.397.355.397	8.594.336.409
Participating interests		280	9.397.355.397	8.594.336.409
Amounts receivable		281		
Enterprises linked by participating interests	6.15	282/3		
Participating interests		282		
Amounts receivable		283		
Other financial assets		284/8	49.281	49.281
Shares		284	49.281	49.281
Amounts receivable and cash guarantees		285/8		

Disc	. Codes	Period	Preceding period
CURRENT ASSETS	29/58	3.542.232.922	2.295.110.112
Amounts receivable after more than one year	29	2.965.834.420	1.369.644.911
Trade debtors	290		
Other amounts receivable	291	2.965.834.420	1.369.644.911
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	14.926.151	328.61 <i>4.4</i> 25
Trade debtors	40	14.214.241	19.385.644
Other amounts receivable	41	711.910	309.228.781
Current investments 6.5.1/6.6	50/53	457.017.334	492.496.465
Own shares	50	410.490.233	443.972.430
Other investments	51/53	46.527.101	48.524.035
Cash at bank and in hand	54/58	13.632.702	24.113.062
Deferred charges and accrued income 6.6	490/1	90.822.315	80.241.249
TOTAL ASSETS	20/58	12.985.137.144	10.935.233.166

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	8.912.858.135	8.955.183.655
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	6.253.694.587	6.253.694.588
Reserves not available		130/1	468.841.930	502.324.127
Legal reserve		130	58.351.697	58.351.697
Reserves statutorily not available		1311		
Aquisition of own shares		1312	410.490.233	443.972.430
Financial support		1313		
Other		1319		
Untaxed reserves		132		
Available reserves		133	5.784.852.657	5.751.370.461
Accumulated profits (losses)(+)/(-)		14	76.104.912	118.430.431
Investment grants		15		
Advance to associates on the sharing out of the assets $^{\rm 5}$		19		
Provisions and deferred taxes		16	24.866.557	32.418.860
Provisions for liabilities and charges		160/5	24.866.557	32.418.860
Pensions and similar obligations		160		
Taxation		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges	6.8	164/5	24.866.557	32.418.860
Deferred taxes		168		

⁴ Amount to substract of the issued capital

⁵ Amount to substract from the other part of the equity

0403.053.608 F-cap 3.2

	Discl.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	4.047.412.452	1.947.630.651
Amounts payable after more than one year	6.9	17	3.355.701.921	1.542.177.684
Financial debts		170/4	3.355.701.921	1.542.177.684
Subordinated loans		170		
Unsubordinated debentures		171	650.000.000	825.717.000
Leasing and other similar obligations		172		
Credit institutions		173		
Other loans		174	2.705.701.921	716.460.684
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	596.465.122	328.830.334
Current portion of amounts payable after more than one year		40	184.217.000	
falling due within one year		42	184.217.000 85.674.381	04.070
Financial debts		43		84.876
Credit institutions		430/8	05.074.004	84.876
Other loans		439	85.674.381	00.000.004
Trade debts		44	13.877.040	20.026.884
Suppliers		440/4	13.877.040	20.026.884
Bills of exchange payable		441		
Advances received on contracts in progress		46		
Taxes, remuneration and social security	6.9	45	12.190.497	10.930.550
Taxes		450/3	2.740.772	87.338
Remuneration and social security		454/9	9.449.725	10.843.212
Other amounts payable		47/48	300.506.204	297.788.024
Accruals and deferred income	6.9	492/3	95.245.409	76.622.633
TOTAL LIABILITIES		10/49	12.985.137.144	10.935.233.166

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	121.111.528	85.035.336
Turnover	6.10	70		
Stocks of finished goods and work and contracts in progress: increase (decrease)(+)/(-)		71		
Own work capitalised		72	218.552	404.253
Other operating income	6.10	74	107.068.258	72.667.297
Non-recurring operating income	6.12	76A	13.824.718	11.963.786
Operating charges		60/66A	139.941.287	112.844.620
Raw materials, consumables		60		
Purchases		600/8		
Stocks: decrease (increase)(+)/(-)		609		
Services and other goods		61	72.819.034	42.413.517
Remuneration, social security costs and pensions(+)/(-)	6.10	62	67.490.329	57.705.447
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets Amounts written off stocks, contracts in progress and trade		630	3.480.191	3.360.331
debtors: Appropriations (write-backs)(+)/(-) Provisions for liabilities and charges: Appropriations (uses	6.10	631/4		
and write-backs)(+)/(-)	6.10	635/8	-10.965.980	4.483.248
Other operating charges	6.10	640/8	3.703.102	3.185.093
Operating charges carried to assets as restructuring costs(-)		649		
Non-recurring operating charges	6.12	66A	3.414.611	1.696.984
Operating profit (loss)(+)/(-)		9901	-18.829.759	-27.809.284

0403.053.608 F-cap 4

	Discl.	Codes	Period	Preceding period
Financial income		75/76B	360.994.504	417.108.514
Recurring financial income		75	360.994.504	88.045.148
Income from financial fixed assets		750	249.114.904	40.262.325
Income from current assets		751	69.018.673	44.404.415
Other financial income	6.11	752/9	42.860.927	3.378.408
Non-recurring financial income	6.12	76B		329.063.366
Financial charges		65/66B	130.137.442	76.207.047
Recurring financial charges	6.11	65	124.921.270	76.016.431
Debt charges		650	93.286.760	57.036.199
Amounts written off current assets except stocks, contracts				
in progress and trade debtors: appropriations (write-backs)		054		
(+)/(-)		651	24 624 540	40,000,000
Other financial charges	0.40	652/9	31.634.510	18.980.232
Non-recurring financial charges	6.12	66B	5.216.172	190.616
Gain (loss) for the period before taxes $\dots (+)/(-)$		9903	212.027.303	313.092.183
Transfer from deferred taxes		780		
Transfer to deferred taxes		680		
Income taxes(+)/(-)	6.13	67/77	2.191.608	21.556
Taxes		670/3	2.191.608	22.410
Adjustment of income taxes and write-back of tax provisions		77		854
Gain (loss) of the period(+)/(-)		9904	209.835.695	313.070.627
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Gain (loss) of the period available for appropriation $(+)/(-)$		9905	209.835.695	313.070.627

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	328.266.126	365.502.641
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	209.835.695	313.070.627
Profit (loss) brought forward(+)/(-)	14P	118.430.431	52.432.014
Withdrawals from capital and reserves	791/2		
on the contribution	791		
from reserves	792		
Transfer to capital and reserves	691/2		
to the contribution	691		
to legal reserve	6920		
to other reserves	6921		
Profit (loss) to be carried forward(+)/(-)	(14)	76.104.912	118.430.431
Owners' contribution in respect of losses	794		
Profit to be distributed	694/7	252.161.214	247.072.210
Dividends	694	252.161.214	247.072.210
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	xxxxxxxxxxxx	7.871.660
Movements during the period			
New expenses incurred	8002		
Depreciation	8003	2.105.397	
Other(+)/(-)	8004		
Net book value at the end of the period	(20)	5.766.263	
Of which			
Formation or capital increase expenses, loan issue expenses and other formation expenses	200/2	5.766.263	
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	xxxxxxxxxxxxx	2.582.948
Movements during the period Acquisitions, including produced fixed assets Sales and disposals	8022 8032		
Transfers from one heading to another(+)/(-) Acquisition value at the end of the period	8042 8052	2.582.948	
Depreciations and amounts written down at the end of the period	8122P	xxxxxxxxxxxx	2.303.412
Movements during the period			
Recorded	8072	247.875	
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	2.551.287	
NET BOOK VALUE AT THE END OF THE PERIOD	211	31.661	

	Codes	Period	Preceding period
GOODWILL			
Acquisition value at the end of the period	8053P	xxxxxxxxxxxxx	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	xxxxxxxxxxxxx	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	xxxxxxxxxxxx	24.159.456
Movements during the period			
Acquisitions, including produced fixed assets	8161	294.192	
Sales and disposals	8171		
Transfers from one heading to another(+)/(-)	8181	5.358.359	
Acquisition value at the end of the period	8191	29.812.007	,
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxx	
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		1
Depreciations and amounts written down at the end of the period	8321P	xxxxxxxxxxxx	2.032.295
Movements during the period			
Recorded	8271	676.403	
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	2.708.698	
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	27.103.309	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxx	3.536.874
Movements during the period			
Acquisitions, including produced fixed assets	8162	60.883	
Sales and disposals	8172		
Transfers from one heading to another(+)/(-)	8182		
Acquisition value at the end of the period	8192	3.597.757	,
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxx	
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	xxxxxxxxxxxxx	1.824.267
Movements during the period			
Recorded	8272	422.622	
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	2.246.889	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	1.350.868	

	Codes	Period	Preceding period	
FURNITURE AND VEHICLES				
Acquisition value at the end of the period	8193P	xxxxxxxxxxxx	10.084.646	
Movements during the period				
Acquisitions, including produced fixed assets	8163	34.672		
Sales and disposals	8173			
Transfers from one heading to another(+)/(-)	8183	668.170		
Acquisition value at the end of the period	8193	10.787.488		
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxx		
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	xxxxxxxxxxxx	6.167.503	
Movements during the period				
Recorded	8273	1.080.863		
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	7.248.366		
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	3.539.122		

	Codes	Period	Preceding period	
OTHER TANGIBLE FIXED ASSETS				
Acquisition value at the end of the period	8195P	xxxxxxxxxxxx	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	xxxxxxxxxxxxx		
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	xxxxxxxxxxxxx	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)			

Nr.	0403.053.608		F-ca	
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	Codes Period		Preceding period
ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS			
Acquisition value at the end of the period	8196P	xxxxxxxxxxxx	9.829.257
Movements during the period			
Acquisitions, including produced fixed assets	8166	3.906.527	
Sales and disposals	8176	935	
Transfers from one heading to another(+)/(-)	8186	-6.026.528	
Acquisition value at the end of the period	8196	7.708.321	1
Revaluation surpluses at the end of the period	8256P	xxxxxxxxxxxx	
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	xxxxxxxxxxxxx	
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)	7.708.321	

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STATEMENT OF FINANCIAL FIXED ASSETS

AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES Acquisition value at the end of the period Acquisitions Sales and disposals Transfers from one heading to another Acquisition surpluses at the end of the period Recorded Acquisition surpluses at the end of the period Recorded Acquisition surpluses at the end of the period Recorded Acquisition surpluses at the end of the period Recorded Acquisition from third parties Cancelled on end heading to another (+)/(-) Amounts written down at the end of the period Recorded Acquisitions from third parties Acquisitions from third parties Acquisitions from third parties Acquisitions surpluses at the end of the period Recorded Acquisitions from third parties Acquisitions from third parties Acquisitions from third parties Acquisitions surpluses at the end of the period Revaluation surpluses at the end of the pe		Codes	Period	Preceding period
Movements during the period	AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisitions	Acquisition value at the end of the period	8391P	xxxxxxxxxxxxx	8.784.572.035
Acquisitions	Movements during the period			
Transfers from one heading to another		8361	819.225.269	
Acquisition value at the end of the period 8451P	Sales and disposals	8371	10.990.109	
Movements during the period Recorded R	Transfers from one heading to another(+)/(-)	8381		
Movements during the period Recorded R	Acquisition value at the end of the period	8391	9.592.807.195	
Recorded Acquisitions from third parties B421	Revaluation surpluses at the end of the period	8451P	xxxxxxxxxxxx	
Acquisitions from third parties				
Cancelled				
Transferred from one heading to another				
Revaluation surpluses at the end of the period 8451		8431		
Amounts written down at the end of the period 8521P XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	Transferred from one heading to another(+)/(-)	8441		
Movements during the period 8471 5.216.172 Recorded 8481	Revaluation surpluses at the end of the period	8451		
Recorded	Amounts written down at the end of the period	8521P	xxxxxxxxxxxx	190.235.626
Written back 8481 Acquisitions from third parties 8491 Cancelled owing to sales and disposals 8501 Transferred from one heading to another (+)/(-) Amounts written down at the end of the period 8521 Uncalled amounts at the end of the period 8551P Wovements during the period (+)/(-) Uncalled amounts at the end of the period 8551 WET BOOK VALUE AT THE END OF THE PERIOD (280) Pagyments 8581 Additions 8581 Repayments 8591 Amounts written down 8601 Amounts written back 8611 Exchange differences (+)/(-) Other movements (+)/(-) NET BOOK VALUE AT THE END OF THE PERIOD (281)	Movements during the period			
Acquisitions from third parties	Recorded	8471	5.216.172	
Cancelled owing to sales and disposals	Written back	8481		
Transferred from one heading to another(+)/(-) 8511	Acquisitions from third parties	8491		
Amounts written down at the end of the period	Cancelled owing to sales and disposals	8501		
Uncalled amounts at the end of the period 8551P XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	Transferred from one heading to another(+)/(-)	8511		
Movements during the period (+)/(-) 8541 Uncalled amounts at the end of the period 8551 NET BOOK VALUE AT THE END OF THE PERIOD (280) 9.397.355.397 AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE 281P XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	Amounts written down at the end of the period	8521	195.451.798	1
Uncalled amounts at the end of the period 8551 NET BOOK VALUE AT THE END OF THE PERIOD (280) AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE 281P NET BOOK VALUE AT THE END OF THE PERIOD 281P Movements during the period 8581 Additions 8591 Repayments 8601 Amounts written down 8601 Amounts written back 8611 Exchange differences (+)/(-) Other movements (+)/(-) NET BOOK VALUE AT THE END OF THE PERIOD (281)	Uncalled amounts at the end of the period	8551P	xxxxxxxxxxxx	
NET BOOK VALUE AT THE END OF THE PERIOD (280) 9.397.355.397 AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE 281P XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	Movements during the period(+)/(-)	8541		
AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE 281P XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	Uncalled amounts at the end of the period	8551		
NET BOOK VALUE AT THE END OF THE PERIOD 281P XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	NET BOOK VALUE AT THE END OF THE PERIOD	(280)	9.397.355.397	
Movements during the period 8581 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	AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE			
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	NET BOOK VALUE AT THE END OF THE PERIOD	281P	xxxxxxxxxxxx	
Repayments 8591 Amounts written down 8601 Amounts written back 8611 Exchange differences (+)/(-) Other movements (+)/(-) NET BOOK VALUE AT THE END OF THE PERIOD (281) ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF	Movements during the period			
Amounts written down	Additions	8581		
Amounts written back	Repayments	8591		
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	Amounts written down	8601		
Other movements	Amounts written back	8611		
NET BOOK VALUE AT THE END OF THE PERIOD	Exchange differences(+)/(-)	8621		
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF	Other movements(+)/(-)	8631		
	NET BOOK VALUE AT THE END OF THE PERIOD	(281)		
		8651		

F-can 6 / 3

Nr. 0403.053.608

	Codes	Period	Preceding period
OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxxxx	49.515
Movements during the period			
Acquisitions	8363		
Sales and disposals	8373		
Transfers from one heading to another(+)/(-)	8383		
Acquisition value at the end of the period	8393	<i>4</i> 9.515	
Revaluation surpluses at the end of the period	8453P	XXXXXXXXXXXXXX	
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	xxxxxxxxxxxx	
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	xxxxxxxxxxxx	234
Movements during the period(+)/(-)	8543		
Uncalled amounts at the end of the period	8553	234	
NET BOOK VALUE AT THE END OF THE PERIOD	(284)	49.281	
OTHERS ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxx	
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.

		Rights he	eld		Data extracted from the most recent annual acc				
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Natura	direct	ly	subsidiari es	Annual		Curre Curre reserves		Net result
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni		
UCB Pharma SA 0403.096.168 Public limited company Allee de la Recherche 60, 1070 Anderlecht, Belgium	Ordinary				31/12/2022	EUR	11.863.304.677	433.972.806	
	shares - IFRS figures9	37.785.339	100,0	0,0					
UCB Australia Pty. LTD Foreign company Level 1, 1155 Malvern Road (PO Box 158), , Australia					31/12/2022	AUD	25.286.561	2.286.549	
Box 100), , Australia	Ordinary shares - IFRS				31/12/2022	AOD	26.266.667	2.200.070	
	figures	17.900.000	77,83	0,0					
	Preferred shares	300.000	1,3	0,0					
	deemable Preference Shares	4.800.000	20,87	0,0					
UCB Japan Co LTD Foreign company Shinjuku Grand Tower, 8-17-1 Nishi-Shinjuku, Shinjuku-ku, 160-0023, Tokyo, Japan					31/12/2022	JPY	12.920.515.212	1.225.454.847	
	Ordinary shares - IFRS								
UCB (Investments) LTD Foreign company Bath Road 208, SLOUGH, SL1	figures	69.980	100,0	0,0					
3WE Berkshire, United Kingdom	Cumulative Preference Shares - IFRS				31/12/2022	GBP	379.073.494	166.500	
	figures	44.928.426	97,82	0,0					

NAME (II . II . CIII DECISTEDED	Rights held			Data extracted from the most recent annual accounts				
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Noturo	direct	ily	subsidiari es	Annual	Curre Capita land reserves		Net result
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni	
UCB DE MEXICO S.A. de C.V.	Ordinary Shares	1.000.100	2,18	0,0				
Foreign company Homero, 440 7° Floor, Col. Chapultepec Morales, 11570 MEXICO D.F., Mexico	Ordinary shares -				31/12/2022	MXN	483.376.877	82.675.165
	IFRS	51.449.999	100,0	0,0				
UCB Pharma France SA Foreign company rue Estienne d'Orves 420, F 92700 COLOMBES, France					31/12/2022	EUR	110.125.682	4.392.389
	Ordinary shares - IFRS figures	551.539	99,99	0,01				
UCB Pharma S.P.A. (Italy) Foreign company Via Varesina 162, , Italy					31/12/2022	EUR	71.212.012	12.326.825
	Ordinary shares - IFRS figures	474.525	99,9	0,1				
UCB Pharma (Produtos Farmacêuticos) Lda Foreign company Rua Victor Câmara, Edifício Q 60, D. Maria I, Piso 1 60, , Portugal					31/12/2022	EUR	4.662.553	458.152
	Ordinary shares - IFRS Figures	88.500	98,33	1,67				
UCB Pharma S.A. (Spain) Foreign company Plaza de Manuel Gómez Moreno, Madrid 28020, Spain					31/12/2022	EUR	176.948.250	17.422.031
	Ordinary shares - IFRS							
UCB A.E. (Greece)	figures	9.600	100,0	0,0				
Foreign company 63, Agiou Dimitriou Street, 17456 Alimos, Athens, Greece					31/12/2022	EUR	9.828.676	2.692.934

NAME (II . II . CII DECIDEDED	Rights held			Data extracted from the most recent annual accounts				
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Nations	direct	tly	subsidiari es	Annual	Curre	Capita land reserves	Net result
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni	
UCB (Pharma) Ireland LTD Foreign company	Ordinary shares - IFRS Figures	368.013	99,85	0,15				
Unit Drug House, Magna Drive, Magna Business Park, DUBLIN 24, Ireland	Outro				31/12/2022	EUR	5.347.683	1.306.919
	Ordinary shares - IFRS figures	60.000	100,0	0,0				
UCB Korea Co LTD Foreign company 4th Fl., A+ Asset Tower, 369 Gangnam-daero, Seocho-gu, Seoul 06621, Korea (Dem. People's Rep.)					31/12/2022	KRW	23.634.074.142	1.727.456.406
	Ordinary shares - IFRS figures	138.666	100,0	0,0				
UCB Biopharma S.A. Foreign company Av. Brigadeiro Faria Limal, 2005005 Rio de Janeiro, Brazil	Ordinary				31/12/2022	BRL	121.820.920	59. 4 61.253
	shares - IFRS	155.326.714	99,99	0,01				
UCB Pharmaceuticals (Taiwan) Ltd Foreign company 12F2, No.88, Dunhua N. Rd., Songshan Dist, Tapei, China					31/12/2022	TWD	-56.858.499	-71.772.610
	Ordinary shares - IFRS figures	1	100,0	0,0				
UCB Trading (Shangai) CO LTD Foreign company Room 317, No. 439 Fu Te Xi Yi Road, SHANGAI, China					31/12/2022	CNY	64.208.532	3.158.560
	Ordinary shares - IFRS figures	1	100,0	0,0				
UCB Pharma A.S. (TURKEY) Foreign company Palladium Tower, Barbaros Mah., Kardelen Sok. No.2, Kat.24/80, Istanbul, Turkey					31/12/2022	TRY	276.147.164	52.838.050

	Rights held				Data extracted from the most recent annual accounts				
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Natura	direct	ly	subsidiari es	Annual Curre		Capita land reserves	Net result	
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni		
UCB India Private Ltd Foreign company	Ordinary shares - IFRS figures	1.095.430	100,0	0,0					
504, Peninsula Towers, Ganpatrao Kadam, Marg, Lower Parel, 400013 MUMBAI, India	Oralina				31/12/2022	INR	552.734.025	68.555.593	
	Ordinary shares - IFRS figures	3.527	99,97	0,03					
Uni-Mediflex Private Limited Foreign company 504, Peninsula Corporate Park Ganpatrao Kadam Marg, 400013 Mumbay, India					31/12/2022	INR	2.912.183	0	
	Ordinary shares - IFRS figures	290.000	99,99	0,01					
UCB S.R.O. Foreign company Thamova 13, 18600 PRAHA 8, Czech Republic	Ordinary				31/12/2022	CZK	72.425.775	9.581.968	
	shares - IFRS	12.300.600	100,0	0,0					
UCB GMBH Foreign company Alfred Nobelstrasse 10, D 40789 MONHEIM, Germany	Shares -				31/12/2022	EUR	794.463.107	87.331.471	
LICE LILING ARY LTD	IFRS figures	394.000	5,21	94,79					
UCB HUNGARY LTD Foreign company Obuda Gate Building,, Arpad Fejelum utja 26-28, 1023 BUDAPEST, Hungary					31/12/2022	HUF	705.689.494	158.024.497	
(100 B)	Shares - IFRS figures 1	48.000.000	100,0	0,0					
UCB Pharma Sp. z.o.o. (Poland) Foreign company Ul. Kruczkowskego 8, 00-380 WARSAWA, Poland					31/12/2022	PLN	40.714.680	4.510.745	

NAME (II . II . CIII DEGISTEDED	Rights held Data extracted from the					om the most recent annual accounts			
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Natura	direct	ly	subsidiari es	Annual Curre		Capita land reserves	Net result	
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni		
UCB Pharma LLC (Russia)	Ordinary shares - IFRS figures	236.456	78,05	21,95					
Foreign company ` Shturvalnaya str. bldg 1 5, Moscow 1253645, Russian Federation					31/12/2022	RUB	211.056.578	27.695.612	
	Ordinary shares - IFRS figures	1	100,0	0,0					
UCB Bulgaria EOOD Foreign company 15, Ljubata Str., Fl. 4 apt. 10-11,			,						
Lozenetz, Sofia 1407, Bulgaria	Ordinary shares - IFRS figures	500	100,0	0,0	31/12/2022	BGN	1.512.542	216.497	
UCB Pharma Romania SRL Foreign company 40-44 Banu Antonache, 4th fl., district 1, 011665 Bucharest, Romania	ligures	300	100,0	0,0	31/12/2022	RON	8.938.516	2.371.669	
Nomania	Ordinary shares - IFRS figures	20	100,0	0,0	31/12/2022	KON	0.300.070	2.07 1.000	
UCB Pharma Logistics LLC Foreign company Perevedenovky pereulok, 13, building 21, Moscow 119048, Russian Federation					31/12/2022	RUB	145.899.926	16.532.635	
	Ordinary shares - IFRS figures	1	100,0	0,0					
UCB Ventures SA 0667.816.096 Public limited company Allée de la Recherche 60, 1070 Anderlecht, Belgium					31/12/2022	EUR	<i>4</i> 8.068.162	-4.202.153	
	Ordinary shares - IFRS figures	59.999.999	99,99	0,01					
UCB Manufacturing Ireland Ltd. Foreign company Shannon Industrial Estate, , Ireland					31/12/2022	EUR	408.861	-19.606	

0403.053.608 F- cap 6.5.1

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME (II . I	Rights held			Data extracted from the most recent annual accounts				
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Nationa	direct	ly	subsidiari es	Annual	Curre	Capita land reserves	Net result
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or ((in unit	(-) (s)
	Classe A shares - IFRS figures Deferred ordinary	1.400.000	63,64	0,0				
Vedim Sp. z.o.o. Foreign company ul. L. Kruczkowskiego 8, 00-380	shares	800.000	36,36	0,0				
WARSAWA, Poland	Shares - IFRS figures	100	100,0	0,0	31/12/2022	PLN	3.513.445	967.854

Nr.	0403.053.608		F-cap 6	6.6
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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	46.527.101	48.524.035
Shares - Book value increased with the uncalled amount	8681	46.527.101	48.524.035
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		
up to one month	8686		
between one month and one year	8687		
over one year	8688		
Other investments not mentioned above	8689		

	Period
DEFERRED CHARGES AND ACCRUED INCOME	
Allocation of heading 490/1 of assets if the amount is significant	
Fair market value on bonds	60.956.537
Interest receivable	17.724.040
Unrealized FX	11.601.807
Other expenses to be carried forward	539.931

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STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

	Codes	Period	l	Preceding period
STATEMENT OF CAPITAL				
Canital				
Capital Issued capital at the end of the period	100P	xxxxxxxxxx	xxxx	583.516.974
Issued capital at the end of the period	(100)	583.510		000.070.077
issued capital at the crid of the period	(100)	000.07	<i></i>	
	Codes	Value		Number of shares
Changes during the period				
Structure of the capital				
Different categories of shares				
Ordinary shares		583.516	5.974	194.505.658
Registered shares	8702	XXXXXXXXXX		70.251.215
Shares dematerialized	8703	XXXXXXXXX	(XXXX	124.254.443
	Cadaa	Uncalled ar		Capital called but not
	Codes	Unicalled at	nount	paid
Capital not paid				
Uncalled capital	(101)			xxxxxxxxxxx
Called up capital, unpaid	8712	XXXXXXXXX	(XXXX	
Shareholders having yet to pay up in full				
				•••••
			Codes	Period
Own shares				
Held by the company itself				
Amount of capital held			8721	14.732.280
Corresponding number of shares			8722	4.910.760
Held by the subsidiaries				
Amount of capital held			8731	
Corresponding number of shares			8732	
Commitments to issue shares				
Owing to the exercise of conversion rights				
Amount of outstanding convertible loans			8740	
Amount of capital to be subscribed			8741	
Corresponding maximum number of shares to be issued			8742	
Owing to the exercise of subscription rights		••••••	5. 12	
Number of outstanding subscription rights			8745	
Amount of capital to be subscribed			8746	
Corresponding maximum number of shares to be issued			8747	
Authorized capital not issued			8751	

Nr.	0403.053.608	F-cap 6.7.1

	Codes	Period
Shares issued, non representing capital		
Distribution		
Number of shares	8761	
Number of voting rights attached thereto	8762	
Allocation by shareholder		
Number of shares held by the company itself	8771	
Number of shares held by its subsidiaries	8781	
		Period
Supplementary explanation relating to the contribution (including the industry contribution)		

Notifications received pursuant to the law of 2 May 2007	on disclosure (n large silar	enolulings	
est update:	31 December 2022		Situation as per	
Share capital	€ 583.516.974			
Total number of voting rights (= denominator)	194.505			
1 Financière de Tubize SA ('Tubize')			31 July 2022	
securities carrying voting rights (shares)	69.440.861	35,70%	31 July 2022	
2 UCB SA/NV				
securities carrying voting rights (shares)	4.910.760	2,52%	31 December 2022	
assimilated financial instruments $(options)^{(1)}$	0	0,00%	06 March 2017	
assimilated financial instruments (other) ⁽¹⁾	0	0,00%	18 December 2015	
Total	4.910.760	2,52%		
Free float ⁽²⁾ (securities carrying voting rights (shares))	120.154.037	61,77%		
Wellington Management Group LLP			12 May 2022	
securities carrying voting rights (shares)	15.166.845	7,80%	13 May 2022	
4 BlackRock, Inc.			12 January 2020	
securities carrying voting rights (shares)	9.412.691	4,84%	13 January 2020	
5 FMR LLC			01 August 2022	
securities carrying voting rights (shares)	7.509.016	3,86%	01 August 2022	

(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.

Nr.	0403.053.608	F-ca	o 6.	8
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PROVISIONS FOR OTHER LIABILITIES AND CHARGES

	Period
ANALYSIS OF THE HEADING 164/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT	
Stock awards provision	19.175.012
Restructuring provision & dispute	5.691.545

0403.053.608 F-cap 6.9

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	184.217.000
Subordinated loans	8811	
Unsubordinated debentures	8821	175.717.000
Leasing and other similar obligations	8831	
Credit institutions	8841	
Other loans	8851	8.500.000
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)	184.217.000
Amounts payable with a remaining term of more than one but not more than five years		
Financial debts	8802	2.730.201.921
Subordinated loans	8812	
Unsubordinated debentures	8822	150.000.000
Leasing and other similar obligations	8832	
Credit institutions	8842	
Other loans	8852	2.580.201.921
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	2.730.201.921
Amounto novello with a remaining term of more than five years		
Amounts payable with a remaining term of more than five years Financial debts	8803	625.500.000
Subordinated loans	8813	
Unsubordinated debentures	8823	500.000.000
Leasing and other similar obligations	8833	
Credit institutions	8843	
Other loans	8853	125.500.000
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	625.500.000

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0403.053.608		F-cap 6.9

	Codes	Period
GUARANTEED AMOUNTS PAYABLE (included in headings 17 and 42/48 of the liabilities)		
Amounts payable guaranteed by Belgian public authorities		
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	
	Codes	Period
TAXES, REMUNERATION AND SOCIAL SECURITY		
Taxes (heading 450/3 and 179 of the liabilities)		
Outstanding tax debts	9072	
Accruing taxes payable	9073	2.740.772
Estimated taxes payable	450	
Remuneration and social security (headings 454/9 and 179 of the liabilities)		
Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	9.449.725

	Period
ACCRUALS AND DEFERRED INCOME	
Allocation of heading 492/3 of liabilities if the amount is significant	
Stock options recharges	58.721.989
Accrued interests	23.267.518
Unrealized exchange differences	12.419.556
Other accrued charges	836.346

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	185	188
Average number of employees calculated in full-time equivalents	9087	189,5	190,1
Number of actual worked hours	9088	308.696	313.495
Personnel costs			
Remuneration and direct social benefits	620	50.117.191	39.744.784
Employers' contribution for social security	621	8.923.252	2.215.424
Employers' premiums for extra statutory insurance	622	4.699.778	5.683.422
Other personnel costs(+)/(-)	623	3.750.108	10.061.817
Retirement and survivors' pensions	624		

	Codes	Period	Preceding period
Provisions for pensions and other similar rights Appropriations (uses and write-backs)(+)/(-)	635		-70.476
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		4.553.724
Uses and write-backs	9116	10.965.980	70.476
Other operating charges			
Taxes related to operation	640	3.345.312	2.359.621
Other costs	641/8	357.790	825.472
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		0,6
Number of actual worked hours	9098		1.260
Costs to the enterprise	617	2.907	69.732

Nr. 0403.053.608 F-cap 6.11

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	31.862.212	154.410
Others			
Realized gains on shares		10.998.715	3.223.993
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501	1.052.970	1.659.095
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	8.753.979	2.915.077
Currency translation differences	655		
Others			
Losses on sale of shares		17.192.642	14.326.317
Various bank charges		14.441.868	4.653.915

Nr. 0403.053.608 F-cap 6.12

INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	Codes	Period	Preceding period
NON RECURRING INCOME	76	13.824.718	341.027.152
Non-recurring operating income	(76A)	13.824.718	11.963.786
Write-back of depreciation and of amounts written off intangible and tangible	700		
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	13.824.718	11.963.786
Non-recurring financial income	(76B)		329.063.366
Write-back of amounts written down financial fixed assets	761		
Write-back of provisions for non-recurring financial liabilities and charges	7621		
Capital gains on disposal of financial fixed assets	7631		329.063.366
Other non-recurring financial income	769		
Non-recurring expenses	66	8.630.783	1.887.600
Non-recurring operating charges	(66A)	3.414.611	1.696.984
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	3.413.676	1.696.984
Capital losses on disposal of intangible and tangible fixed assets	6630	935	
Other non-recurring operating charges	664/7		
Non-recurring operating charges carried to assets as restructuring costs .(-)	6690		
Non-recurring financial charges	(66B)	5.216.172	190.616
Amounts written off financial fixed assets	661	5.216.172	190.616
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		

Nr.	0403.053.608		F-ca	p 6.13
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INCOME TAXES AND OTHER TAXES

	Codes	Period
INCOME TAXES		
Income taxes on the result of the period	9134	2.191.608
Income taxes paid and withholding taxes due or paid	9135	2.191.608
Excess of income tax prepayments and withholding taxes paid recorded under assets	9136	
Estimated additional taxes	9137	
Income taxes on the result of prior periods	9138	
Additional income taxes due or paid	9139	
Additional income taxes estimated or provided for	9140	
In so far as taxes of the period are materially affected by differences between the profit before taxes as stated in annual accounts and the estimated taxable profit		
Dividend received deduction(+)/(-)		-268.674.661
Intra-group transfert(+)/(-)		-13.824.718
Loss on shares(+)/(-)		50.703.027
Taxed provisions(+)/(-)		19.175.012
Impairments on shares(+)/(-)		5.216.172
Other disallowed expenses(+)/(-)		3.332.046

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

	Codes	Period
Status of deferred taxes Deferred taxes representing assets Accumulated tax losses deductible from future taxable profits Other deferred taxes representing assets	9141 9142	257.791.581
Dividend received deduction		257.791.581
Deferred taxes representing liabilities	9144	

	Codes	Period	Preceding period
VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES			
Value added taxes charged			
To the enterprise (deductible)	9145	14.764.419	7.298.041
By the enterprise	9146	11.722.334	8.302.611
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	19.327.191	17.184.161
For withholding taxes on investment income	9148	40.726.336	31.790.252

Nr.	0403.053.608		F-ca	p 6.14	ŀ
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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	

Nr.	0403.053.608		F-cap 6.14
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Codes

Period

security of debts and commitments of third parties		
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	Codes	Period
	Codes	Period
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS	Codes 9213	
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS FORWARD TRANSACTIONS		
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR DWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS FORWARD TRANSACTIONS Goods purchased (to be received)	9213	

Nr.	0403.053.608			F-cap 6.14
				Period
Соммі	TMENTS RELATING TO TECHNICAL G	UARANTEES IN RESPECT OF SALES OR SERVICES		
				Period
Amoun	IT. NATURE AND FORM CONCERNING	LITIGATION AND OTHER IMPORTANT COMMITMENTS	!	T CHOC
ENTER		S PENSION PLANS IN FAVOUR OF THE PERSONNEL OR THE	EXECUTIV	/ES OF THE
Brief d	escription			
	3 SA has made regulations setting oบ ried staff.	at an objective to be attained concerning the resources to be	: made av	ailable to retired
a) p who b) p	ensions or lump sums resulting from use premiums have been paid by the ossible pensions paid by the ASBL F	eved by the payment to those retired, over and above the le the maturity at the time of their retirement of group insuranc person concerned throughout his career; onds de Prévoyance UCB, a supplementary pension fund n	e policies	,
c) a UCL - de - ter The	B SA has also subscribed to insurance ath benefit mporary pensions to orphans. se insurances are financed by the pa	h of service, paid by the company on their retirement. e policies in favor of the heirs of its salaried staff covering: yment of annual premiums by the company. v of a salaried staff employee, who dies in service, a special	l payment	as an additional
	ow's pension.			
Measu	res taken by the enterprise to cove	er the resulting charges		
			Cadaa	Davied
Device	0.10 EUROED DV TUE ENTEDDOS		Codes	Period
	ONS FUNDED BY THE ENTERPRISE		9220	
	ated amount of the commitments re hods of estimation	esulting from past services	9220	
wei	nous of estimation			
NI				Period
	E AND FINANCIAL IMPACT OF SIGNIF CE SHEET OR THE INCOME STATEME	CANT EVENTS AFTER THE CLOSING DATE NOT INCLUDED IN	N IHE	

	Period
COMMITMENTS TO PURCHASE OR SALE AVAILABLE TO THE COMPANY AS ISSUER OF OPTIONS FOR SALE OR PURCHASE	
	Daviad
	Period
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	
	Period
OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET (including those which can not be quantified)	
Joint liability with group subsidiaries for various credit facilities	179.750.000
Credit facility - Revolving facility	1.000.000.000

Nr.

0403.053.608

F-cap 6.14

Nr. 0403.053.608 F-cap 6.15

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

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets Participating interests Subordinated amounts receivable Other amounts receivable	(280/1) (280) 9271 9281	9.397.355.397 9.397.355.397 	8.594.336.409 8.594.336.409
Amounts receivable Over one year Within one year	9291 9301 9311	2.979.647.670 2.965.833.669 13.814.001	1.697.129.724 1.369.644.161 327.485.563
Current investments Shares Amounts receivable	9321 9331 9341		
Amounts payable Over one year Within one year	9351 9361 9371	803.949.792 716.460.684 87.489.108	719.586.353 716.460.684 3.125.669
Personal and real guarantees Provided or irrevocably promised by the enterprise as security for debts or commitments of affiliated enterprises Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise	9381 9391		
Other significant financial commitments	9401		
Financial results Income from financial fixed assets Income from current assets Other financial income Debt charges Other financial charges	9421 9431 9441 9461 9471	249.114.904 68.971.862 42.860.927 35.110.872 31.634.510	40.262.325 44.403.611 1.346.161 31.921.263 2.879.598
Disposal of fixed assets Capital gains obtained Capital losses suffered	9481 9491		329.063.366

Nr. 0403.053.608 F-cap 6.15

	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 9393		
Other significant financial commitments	9403		
OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS			
Financial fixed assets	9252		
Participating interests	9262		
Subordinated amounts receivable	9272		
Other amounts receivable	9282		
Amounts receivable	9292		
Over one year	9302		
Within one year	9312		
Amounts payable	9352		
Over one year	9362		
Within one year	9372		
			5 44
			Period
TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT Mention of these transactions if they are significant, including the amount o nature of the link, and all information about the transactions which should b understanding of the situation of the company			

Nr.	0403.053.608		F-cap 6.16
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FINANCIAL RELATIONSHIPS WITH

	Codes	Period
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	9500	
Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts		
Guarantees provided in their favour	9501	
Other significant commitments undertaken in their favour	9502	
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	9503	3.075.033
To former directors and former managers	9504	

	Codes	Period
AUDITORS OR PEOPLE THEY ARE LINKED TO		
Auditor's fees	9505	435.000
Fees for exceptional services or special missions executed in the company by the auditor		
Other attestation missions	95061	56.375
Tax consultancy	95062	
Other missions external to the audit	95063	
Fees for exceptional services or special missions executed in the company by people they are linked to		
Other attestation missions	95081	
Tax consultancy	95082	111.049
Other missions external to the audit	95083	30.860

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

Nr. 0403.053.608 F-cap 6.18.1

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

Nr. 0403.053.608 F-cap 7

OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANIES AND ASSOCIATIONS CODE

MANAGEMENT REPORT

Nr.	0403.053.608	F-cap 10

SOCIAL BALANCE SHEET

Number of joint industrial committee: 207 207

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	Codes	Total	1. Men	2. Women
Average number of employees				
Full-time	1001	179,9	69,0	110,9
Part-time	1002	11,7	0,5	11,2
Total in full-time equivalents	1003	189,5	69,4	120,1
Number of hours actually worked				
Full-time	1011	293.312	111.920	181.392
Part-time	1012	15.384	648	14.736
Total	1013	308.696	112.568	196.128
Personnel costs				
Full-time	1021	66.007.649	37.555.720	28.451.929
Part-time	1022	1.482.680	87.965	1.394.715
Total	1023	67.490.329	37.643.685	29.846.644
Advantages in addition to wages	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	190,1	70,2	119,9
1013	313.495	117.920	195.575
1023	57.705.447	25.893.190	31.812.257
1033			

Nr.	0403.053.608		F-cap	10	
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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	Total full-time equivalents
Number of employees	105	172	13	182,7
By nature of the employment contract				
Contract for an indefinite period	110	152	13	162,7
Contract for a definite period	111	20		20,0
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to gender and study level				
Men	120	64	1	64,8
primary education	1200			
secondary education	1201	1		1,0
higher non-university education	1202	15	1	15,8
university education	1203	48		48,0
Women	121	108	12	117,9
primary education	1210			
secondary education	1211	4		4,0
higher non-university education	1212	36	5	40,0
university education	1213	68	7	73,9
By professional category				
Management staff	130	13		13,0
Employees	134	159	13	169,7
Workers	132			
Others	133			

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

During the period	Codes	Hired temporary staff	Persons placed at the enterprise's disposal
Average number of persons employed	150		
Number of hours actually worked	151		
Costs for the enterprise	152	2.907	

F-cap 10 Nr. 0403.053.608

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES	Codes	1. Full-time	2. Part-time
Number of employees for whom the entreprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year	205	40	1
By nature of employment contract			
Contract for an indefinite period	210	21	1
Contract for a definite period	211	19	
Contract for the execution of a specifically assigned work	212		
Replacement contract	213		

DEPARTURES	Codes	1. Full-time	2. Part-time	Total full-time equivalents
Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year	305	44		44,0
By nature of employment contract				
Contract for an indefinite period	310	31		31,0
Contract for a definite period	311	13		13,0
Contract for the execution of a specifically assigned work	312			
Replacement contract	313			
By reason of termination of contract				
Retirement	340			
Unemployment with extra allowance from enterprise	341			
Dismissal	342	11		11,0
Other reason	343	33		33,0
the number of persons who continue to render services to				
the enterprise at least half-time on a self-employed basis	350			

Total full-time equivalents

40,9

21,9 19,0 Nr. 0403.053.608 F-cap 10

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	72	5811	130
Number of actual training hours	5802	739	5812	1. 4 83
Net costs for the enterprise	5803	52.308	5813	75.149
of which gross costs directly linked to training	58031	43.116	58131	67.383
of which fees paid and paiments to collective funds	58032	9.192	58132	7.766
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	