

40				1	USD	
Nr.	Date of the deposition	No. 0860.409.202	PP.	E.	D.	C 1.1

ANNUAL ACCOUNTS IN USD (2 decimals)

NAME: **EXMAR**

Legal form: **PLC**

Address: **De Gerlachekaai**

Nr.: **20**

Postal Code: **2000**

City: **Antwerpen**

Country: **Belgium**

Register of Legal Persons (RLP) - Office of the commercial court at: **Antwerpen, Division Antwerpen**

Internet address *:

Company number:

0860.409.202

DATE **2/06/2015** of the deposition of the partnership deed OR of the most recent document mentioning the date of publication of the partnership deed and the act changing the articles of association.

ANNUAL ACCOUNTS approved by the General Meeting of

17/05/2016

concerning the financial year covering the period from

1/01/2015

till

31/12/2015

Previous period from

1/01/2014

till

31/12/2014

The amounts of the previous financial year are / ~~are not~~ ** identical to those which have been previously published.

COMPLETE LIST WITH name, first name, profession, residence-address (address, number, postal code, municipality) and position with the enterprise, OF DIRECTORS, MANAGERS AND AUDITORS

Klynveld Peat Marwick Goerdeler Bedrijfsrevisoren Burg. CVBA CALL 0419.122.548

Prins Boudewijnlaan 24d, 2550 Kontich, Belgium

Title : Auditor, Number of membership : B00001

Mandate : 19/05/2015- 15/05/2018

Represented by:

De Bock Filip

Prins Boudewijnlaan 24d , 2550 Kontich, Belgium

Number of membership : A01913

SAVERYS NICOLAS

Kasteelstraat 22, 9250 Waasmunster, Belgium

Title : Director

Mandate : 19/05/2015- 15/05/2018

CRIEL LUDWIG

Zinkzavelstraat 5, 2630 Aartselaar, Belgium

Title : Director

Mandate : 20/05/2014- 16/05/2017

Enclosed to these annual accounts:

Total number of pages deposited: **38** Number of the pages of the standard form not deposited for not being of service: 5.1, 5.2.1, 5.2.3, 5.2.4, 5.3.1, 5.3.4, 5.3.5, 5.3.6, 5.5.2, 5.16, 8

Signature
(name and position)

Signature
(name and position)

* Optional statement.

** Delete where appropriate.

LIST OF DIRECTORS, MANAGERS AND AUDITORS (continuation of the previous page)

DE BRABANDERE PATRICK

Grensstraat 47, 1970 Wezembeek-Oppem, Belgium

Title : Director

Mandate : 19/05/2015- 15/05/2018

SAVERYS PAULINE

Hoogvorstweg 30, 3080 Tervuren, Belgium

Title : Director

Mandate : 19/05/2015- 15/05/2018

BODSON PHILIPPE

Avenue Molière 200, 1000 Brussel 1, Belgium

Title : Director

Mandate : 19/05/2015- 15/05/2018

VLERICK PHILIPPE

Ronsevaalstraat 2, 8510 Marke (Kortrijk), Belgium

Title : Director

Mandate : 20/05/2014- 16/05/2017

SAVERYS ARIANE

Weverstraat 22, 9250 Waasmunster, Belgium

Title : Director

Mandate : 19/05/2015- 15/05/2018

ISMAR JENS

Lindeberg Veien 41, 1358 Jar, Norway

Title : Director

Mandate : 21/05/2013- 17/05/2016

SAVERYS BARBARA

Heistraat 16, 9052 Zwijnaarde, Belgium

Title : Director

Mandate : 19/05/2015- 15/05/2018

VERHOFSTADT GUY

Lievestraat 2, Apt.1 2, box 1, 9000 Gent, Belgium

Title : Director

Mandate : 21/05/2013- 17/05/2016

GUTMAN Howard

6930 Hillmead Road , 20817 Bethesda Maryland, United States of America

Title : Director

Mandate : 20/05/2014- 16/05/2017

DECLARATION ABOUT SUPPLEMENTARY AUDITING OR ADJUSTMENT MISSION

The managing board declares that the assignment neither regarding auditing nor adjusting has been given to a person who was not authorised by law pursuant to art. 34 and 37 of the Law of 22nd April 1999 concerning the auditing and tax professions.

The annual accounts ~~have~~/ have not * been audited or adjusted by an external accountant or auditor who is not a statutory auditor.

If YES, mention here after: name, first names, profession, residence-address of each external accountant or auditor, the number of membership with the professional Institute ad hoc and the nature of this engagement:

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

If the assignment mentioned either under A or B is performed by authorised accountants or authorised accountants-tax consultants, information will be given on: name, first names, profession and residence-address of each authorised accountant or accountant-tax consultant, his number of membership with the Professional Institute of Accountants and Tax consultants and the nature of this engagement.

Name, first name, profession, residence-address	Number of membership	Nature of the engagement (A, B, C and/or D)

* Delete where appropriate.
 ** Optional disclosure.

BALANCE SHEET

	Notes	Codes	Period	Previous period
ASSETS				
FIXED ASSETS		20/28	<u>668.114.857,63</u>	<u>702.599.605,43</u>
Formation expenses	5.1	20		
Intangible fixed assets	5.2	21	656.658,05	779.834,53
Tangible fixed assets	5.3	22/27	775.541,25	897.449,77
Land and buildings		22		
Plant, machinery and equipment		23	446.253,85	432.713,15
Furniture and vehicles		24	329.287,40	464.736,62
Leasing and other similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27		
	5.4/			
Financial fixed assets	5.5.1	28	666.682.658,33	700.922.321,13
Affiliated enterprises	5.14	280/1	666.441.737,48	700.681.400,28
Participating interests		280	131.105.341,74	184.957.145,17
Amounts receivable		281	535.336.395,74	515.724.255,11
Other enterprises linked by participating interests	5.14	282/3	240.550,92	240.550,92
Participating interests		282	240.550,92	240.550,92
Amounts receivable		283		
Other financial assets		284/8	369,93	369,93
Shares		284		
Amounts receivable and cash guarantees		285/8	369,93	369,93
CURRENT ASSETS		29/58	<u>236.961.404,54</u>	<u>203.266.405,52</u>
Amounts receivable after more than one year		29	37.511.088,48	46.110.688,48
Trade debtors		290		
Other amounts receivable		291	37.511.088,48	46.110.688,48
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		
	5.5.1/			
Amounts receivable within one year	5.6	40/41	72.910.639,50	79.159.267,57
Trade debtors		40	1.612.542,37	4.008.863,65
Other amounts receivable		41	71.298.097,13	75.150.403,92
Current investments		50/53	50.553.302,18	54.955.258,61
Own shares		50	30.084.198,52	31.043.739,73
Other investments and deposits		51/53	20.469.103,66	23.911.518,88
Cash at bank and in hand		54/58	75.374.404,88	21.938.648,93
Deferred charges and accrued income	5.6	490/1	611.969,50	1.102.541,93
TOTAL ASSETS		20/58	905.076.262,17	905.866.010,95

EQUITY AND LIABILITIES	Notes	Codes	Period	Previous period
EQUITY		10/15	548.198.224,60	510.510.252,94
Capital	5.7	10	88.811.667,00	88.811.667,00
Issued capital		100	88.811.667,00	88.811.667,00
Uncalled capital		101		
Share premium account		11	209.901.923,77	209.901.923,77
Revaluation surpluses		12		
Reserves		13	100.857.205,00	101.816.746,21
Legal reserve		130	8.881.166,70	8.881.166,70
Reserves not available		131	30.455.029,91	31.414.571,12
In respect of own shares held		1310	30.084.198,52	31.043.739,73
Other		1311	370.831,39	370.831,39
Untaxed reserves		132	61.521.008,39	61.521.008,39
Available reserves		133		
Accumulated profits (losses)		14	148.627.428,83	109.979.915,96
Investment grants		15		
Advance to associates on the sharing out of the assets		19		
PROVISIONS AND DEFERRED TAXES		16	2.696.964,17	2.696.964,17
Provisions for liabilities and charges		160/5	2.696.964,17	2.696.964,17
Pensions and similar obligations		160		
Taxation		161		
Major repairs and maintenance		162		
Other liabilities and charges	5.8	163/5	2.696.964,17	2.696.964,17
Deferred taxes		168		
AMOUNTS PAYABLE		17/49	354.181.073,40	392.658.793,84
Amounts payable after more than one year	5.9	17	285.215.720,18	299.398.064,30
Financial debts		170/4	285.215.720,18	299.398.064,30
Subordinated loans		170		
Unsubordinated debentures		171		
Leasing and other similar obligations		172		
Credit institutions		173	285.215.720,18	299.398.064,30
Other loans		174		
Trade debts		175		
Suppliers		1750		
Bills of exchange payable		1751		
Advances received on contracts in progress		176		
Other amounts payable		178/9		
Amounts payable within one year		42/48	67.872.405,24	90.884.852,83
Current portion of amounts payable after more than one year falling due within one year	5.9	42	14.682.345,71	14.243.004,57
Financial debts		43	17.041.603,38	4.559.294,69
Credit institutions		430/8	7.659.472,11	4.559.294,69
Other loans		439	9.382.131,27	
Trade debts		44	7.615.218,80	2.506.215,82
Suppliers		440/4	7.615.218,80	2.506.215,82
Bills of exchange payable		441		
Advances received on contracts in progress		46		
Taxes, remuneration and social security	5.9	45	487.260,44	570.904,78
Taxes		450/3	126.607,21	145.680,93
Remuneration and social security		454/9	360.653,23	425.223,85
Other amounts payable		47/48	28.045.976,91	69.005.432,97
Accrued charges and deferred income	5.9	492/3	1.092.947,98	2.375.876,71
TOTAL LIABILITIES		10/49	905.076.262,17	905.866.010,95

INCOME STATEMENT

	Notes	Codes	Period	Previous period
Operating income	5.10	70/74	4.846.463,72	7.386.750,67
Turnover		70	4.785.732,86	7.308.482,08
Increase (decrease) in stocks of finished goods, work and contracts in progress(+)/(-)		71		
Own construction capitalised		72		
Other operating income		74	60.730,86	78.268,59
Operating charges		60/64	23.483.579,11	14.918.567,39
Raw materials, consumables		60		
Purchases		600/8		
Decrease (increase) in stocks(+)/(-)		609		
Services and other goods		61	19.553.184,53	11.762.422,78
Remuneration, social security costs and pensions(+)/(-)	5.10	62	3.105.984,91	2.845.700,25
Depreciation of and amounts written off formation expenses, intangible and tangible fixed assets		630	655.655,09	162.448,21
Amounts written down stocks, contracts in progress and trade debtors - Appropriations (write-backs)(+)/(-)	5.10	631/4		
Provisions for risks and charges - Appropriations (uses and write-backs)(+)/(-)	5.10	635/7		
Other operating charges	5.10	640/8	168.754,58	147.996,15
Operation charges carried to assets as restructuring costs		649		
Operating profit (loss)(+)/(-)		9901	-18.637.115,39	-7.531.816,72
Financial income		75	142.686.866,37	33.497.922,69
Income from financial fixed assets		750	138.796.716,00	22.252.033,27
Income from current assets		751	3.595.530,89	5.261.722,46
Other financial income	5.11	752/9	294.619,48	5.984.166,96
Financial charges	5.11	65	12.900.146,92	25.338.868,64
Debt charges		650	4.828.732,60	10.923.261,77
Amounts written down on current assets except stocks, contracts in progress and trade debtors(+)/(-)		651	1.342.718,82	1.620.007,59
Other financial charges		652/9	6.728.695,50	12.795.599,28
Gain (loss) on ordinary activities before taxes (+)/(-)		9902	111.149.604,06	627.237,33

		Codes	Period	Previous period
Extraordinary income		76		3.660.003,29
Write-back of depreciation and of amounts written down intangible and tangible fixed assets		760		
Write-back of amounts written down financial fixed assets ..		761		3.659.847,33
Write-back of provisions for extraordinary liabilities and charges		762		
Gains on disposal of fixed assets		763		155,96
Other extraordinary income		764/9		
Extraordinary charges		66	53.825.539,57	
Extraordinary depreciation of and extraordinary amounts written off formation expenses, intangible and tangible fixed assets		660		
Amounts written down financial fixed assets		661	53.726.989,76	
Provisions for extraordinary liabilities and charges - Appropriations (uses)		662		
Loss on disposal of fixed assets		663		
Other extraordinary charges	5.11	664/8	98.549,81	
Extraordinary charges carried to assets as restructuring costs		669		
Profit (loss) for the period before taxes	(+)/(-)	9903	57.324.064,49	4.287.240,62
Transfer from postponed taxes		780		
Transfer to postponed taxes		680		
Income taxes	5.12	67/77	7.637,83	769.638,26
Income taxes		670/3	7.637,83	769.638,26
Adjustment of income taxes and write-back of tax provisions		77		
Profit (loss) for the period	(+)/(-)	9904	57.316.426,66	3.517.602,36
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Profit (loss) for the period available for appropriation (+)/(-)		9905	57.316.426,66	3.517.602,36

APPROPRIATION ACCOUNT

	Codes	Period	Previous period
Profit (loss) to be appropriated(+)/(-)	9906	167.296.342,62	135.400.968,94
Gain (loss) to be appropriated(+)/(-)	(9905)	57.316.426,66	3.517.602,36
Profit (loss) to be carried forward(+)/(-)	14P	109.979.915,96	131.883.366,58
Transfers from capital and reserves	791/2	959.541,21	11.944.352,02
from capital and share premium account	791		
from reserves	792	959.541,21	11.944.352,02
Transfers to capital and reserves	691/2		
to capital and share premium account	691		
to the legal reserve	6920		
to other reserves	6921		
Profit (loss) to be carried forward(+)/(-)	(14)	148.627.428,83	109.979.915,96
Owner's contribution in respect of losses	794		
Profit to be distributed	694/6	19.628.455,00	37.365.405,00
Dividends	694	19.628.455,00	37.365.405,00
Director's or manager's entitlements	695		
Other beneficiaries	696		

CONCESSIONS, PATENTS, LICENCES, KNOWHOW, BRANDS AND SIMILAR RIGHTS

Acquisition value at the end of the period

Movements during the period

Acquisitions, including produced fixed assets

Sales and disposals

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

Acquisition value at the end of the period

Depreciation and amounts written down at the end of the period

Movements during the period

Recorded

Written back

Acquisitions from third parties

Cancelled owing to sales and disposals

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

Depreciation and amounts written down at the end of the period

NET BOOK VALUE AT THE END OF THE PERIOD

Codes	Period	Previous period
8052P	xxxxxxxxxxxxxxx	864.183,86
8022	135.627,03	
8032		
8042		
8052	999.810,89	
8122P	xxxxxxxxxxxxxxx	84.349,33
8072	258.803,51	
8082		
8092		
8102		
8112		
8122	343.152,84	
211	<u>656.658,05</u>	

PLANT, MACHINERY AND EQUIPMENT

Acquisition value at the end of the period

Codes	Period	Previous period
8192P	xxxxxxxxxxxxxxx	486.748,15

Movements during the period

Acquisitions, including produced fixed assets

8162 269.219,95

Sales and disposals

8172

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

8182

Acquisition value at the end of the period

8192 755.968,10

Revaluation surpluses at the end of the period

8252P	xxxxxxxxxxxxxxx	
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Movements during the period

Recorded

8212

Acquisitions from third parties

8222

Cancelled

8232

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

8242

Revaluation surpluses at the end of the period

8252

Depreciation and amounts written down at the end of the period

8322P	xxxxxxxxxxxxxxx	54.035,00
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Movements during the period

Recorded

8272 255.679,25

Written back

8282

Acquisitions from third parties

8292

Cancelled owing to sales and disposals

8302

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

8312

Depreciation and amounts written down at the end of the period

8322 309.714,25

NET BOOK VALUE AT THE END OF THE PERIOD

(23) 446.253,85

FURNITURE AND VEHICLES

Acquisition value at the end of the period

Codes	Period	Previous period
8193P	xxxxxxxxxxxxxxx	809.168,34

Movements during the period

Acquisitions, including produced fixed assets

8163 26.787,47

Sales and disposals

8173 266.965,12

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

8183

Acquisition value at the end of the period

8193 568.990,69

Revaluation surpluses at the end of the period

8253P xxxxxxxxxxxxxxxxx

Movements during the period

Recorded

8213

Acquisitions from third parties

8223

Cancelled

8233

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

8243

Revaluation surpluses at the end of the period

8253

Depreciation and amounts written down at the end of the period

8323P xxxxxxxxxxxxxxxxx

344.431,72

Movements during the period

Recorded

8273 141.172,33

Written back

8283

Acquisitions from third parties

8293

Cancelled owing to sales and disposals

8303 245.900,76

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

8313

Depreciation and amounts written down at the end of the period

8323 239.703,29

NET BOOK VALUE AT THE END OF THE PERIOD

(24) 329.287,40

STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Previous period
AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	xxxxxxxxxxxxxxx	213.021.999,65
Movements during the period			
Acquisitions, including produced fixed assets	8361	1.086,33	
Sales and disposals	8371	125.900,00	
Transfers from one heading to another (+)/(-)	8381		
Acquisition value at the end of the period	8391	212.897.185,98	
Revaluation surpluses at the end of the period	8451P	xxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8411		
Acquisitions from third parties	8421		
Cancelled	8431		
Transfers from one heading to another (+)/(-)	8441		
Revaluation surpluses at the end of the period	8451		
Amounts written down at the end of the period	8521P	xxxxxxxxxxxxxxx	27.867.156,41
Movements during the period			
Recorded	8471	53.726.989,76	
Written back	8481		
Acquisitions from third parties	8491		
Cancelled owing to sales and disposals	8501		
Transfers from one heading to another (+)/(-)	8511		
Amounts written down at the end of the period	8521	81.594.146,17	
Uncalled amounts at the end of the period	8551P	xxxxxxxxxxxxxxx	197.698,07
Movements during the period (+)/(-)	8541		
Uncalled amounts at the end of the period	8551	197.698,07	
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	131.105.341,74	
AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	281P	xxxxxxxxxxxxxxx	515.724.255,11
Movements during the period			
Additions	8581	115.182.320,00	
Repayments	8591	95.570.179,37	
Amounts written down	8601		
Amounts written back	8611		
Exchange differences (+)/(-)	8621		
Other (+)/(-)	8631		
NET BOOK VALUE AT THE END OF THE PERIOD	(281)	535.336.395,74	
ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD	8651		

OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS - PARTICIPATING INTERESTS AND SHARES

Acquisition value at the end of the period

Codes	Period	Previous period
8392P	xxxxxxxxxxxxxxxx	240.550,92

Movements during the period

- Acquisitions, including produced fixed assets
- Sales and disposals
- Transfers from one heading to another (+)/(-)

8362		
8372		
8382		

Acquisition value at the end of the period

8392	240.550,92	
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Revaluation surpluses at the end of the period

8452P	xxxxxxxxxxxxxxxx	
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Movements during the period

- Recorded
- Acquisitions from third parties
- Cancelled
- Transfers from one heading to another (+)/(-)

8412		
8422		
8432		
8442		

Revaluation surpluses at the end of the period

8452		
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Amounts written down et the end of the period

8522P	xxxxxxxxxxxxxxxx	
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Movements during the period

- Recorded
- Written back
- Acquisitions from third parties
- Cancelled owing to sales and disposals
- Transfers from one heading to another (+)/(-)

8472		
8482		
8492		
8502		
8512		

Amounts written down at the end of the period

8522		
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Uncalled amounts at the end of the period

8552P	xxxxxxxxxxxxxxxx	
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Movements during the period (+)/(-)

8542		
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Uncalled amounts at the end of the period

8552		
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NET BOOK VALUE AT THE END OF THE PERIOD

(282)	240.550,92	
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OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS - AMOUNTS RECEIVABLE

NET BOOK VALUE AT THE END OF THE PERIOD

283P	xxxxxxxxxxxxxxxx	
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Movements during the period

- Additions
- Repayments
- Amounts written down
- Amounts written back
- Exchange differences (+)/(-)
- Other (+)/(-)

8582		
8592		
8602		
8612		
8622		
8632		

NET BOOK VALUE AT THE END OF THE PERIOD

(283)		
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ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD

8652		
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OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES

Acquisition value at the end of the period

Codes	Period	Previous period
8393P	xxxxxxxxxxxxxxx	881.391,92

Movements during the period

- Acquisitions, including produced fixed assets 8363
- Sales and disposals 8373
- Transfers from one heading to another (+)/(-) 8383

Acquisition value at the end of the period

8393	881.391,92	
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Revaluation surpluses at the end of the period

8453P	xxxxxxxxxxxxxxx	
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Movements during the period

- Recorded 8413
- Acquisitions from third parties 8423
- Cancelled 8433
- Transfers from one heading to another (+)/(-) 8443

Revaluation surpluses at the end of the period

8453		
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Amounts written down at the end of the period

8523P	xxxxxxxxxxxxxxx	881.391,92
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Movements during the period

- Recorded 8473
- Written back 8483
- Acquisitions from third parties 8493
- Cancelled owing to sales and disposals 8503
- Transfers from one heading to another (+)/(-) 8513

Amounts written down at the end of the period

8523	881.391,92	
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Uncalled amounts at the end of the period

8553P	xxxxxxxxxxxxxxx	
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Movements during the period (+)/(-)

8543		
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Uncalled amounts at the end of the period

8553		
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NET BOOK VALUE AT THE END OF THE PERIOD

(284)		
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OTHER ENTERPRISES - AMOUNTS RECEIVABLE

NET BOOK VALUE AT THE END OF THE PERIOD

285/8P	xxxxxxxxxxxxxxx	369,93
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Movements during the period

- Additions 8583
- Repayments 8593
- Amounts written down 8603
- Amounts written back 8613
- Exchange differences (+)/(-) 8623
- Other (+)/(-) 8633

NET BOOK VALUE AT THE END OF THE PERIOD

(285/8)	369,93	
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ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD

8653		
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INFORMATION RELATING TO THE SHARE IN THE CAPITAL

SHARE IN THE CAPITAL AND OTHER RIGHTS IN OTHER COMPANIES

List of both enterprises in which the enterprise holds a participating interest (recorded in the heading 28 of assets) and other enterprises in which the enterprise holds rights (recorded in the headings 28 and 50/53 of assets) in the amount of at least 10% of the capital issued.

NAME, full address of the REGISTERED OFFICE and for the enterprise governed by Belgian law, the COMPANY NUMBER	Shares held by			Information from the most recent period for which annual accounts are available			
	directly		subsidiaries	Primary financial statement	Monetary unit	Capital and reserves	Net result
	Number	%				(+ or -) <i>(in monetary units)</i>	
EXPRESS PLC De Gerlachekaai 20 2000 Antwerpen Belgium 0878.453.279 Ordinary shares	500	50,00	0,00	31/12/2015	USD	-39.160.855	-5.051.241
BELGIBO PLC De Gerlachekaai 20 2000 Antwerpen Belgium 0416.986.865 Ordinary shares	7119	99,99	0,00	31/12/2015	EUR	2.159.272	56.825
RESLEA PLC De Gerlachekaai 20 2000 Antwerpen Belgium 0435.390.141 Ordinary shares	5400	50,00	0,00	31/12/2015	EUR	4.767.081	588.021
I.M.A. PLC De Gerlachekaai 20 2000 Antwerpen Belgium 0404.507.915 Ordinary shares	48506	98,99	0,00	31/12/2015	EUR	9.420.411	252.028
EXMAR LUX SA Rue Jean Pierre Brasseur 6 1258 B.P. 2255 Luxembourg Luxembourg Ordinary shares	3354	99,97	0,00	31/12/2015	EUR	23.118.386	-275.532
EXCELERATE PLC De Gerlachekaai 20 2000 Antwerpen Belgium 0870.910.441 Ordinary shares	500	50,00	0,00	31/12/2015	USD	17.591.528	5.637.664
EXMAR HOLDINGS Ltd Room 3206 Lippo Center, Tower II 89 Queensway Hong Kong Ordinary shares	600	60,00	0,00	31/12/2015	USD	10.261.710	35.945.631

INFORMATION RELATING TO THE SHARE IN THE CAPITAL
SHARE IN THE CAPITAL AND OTHER RIGHTS IN OTHER COMPANIES

NAME, full address of the REGISTERED OFFICE and for the enterprise governed by Belgian law, the COMPANY NUMBER	Shares held by			Information from the most recent period for which annual accounts are available			
	directly		subsidiaries	Primary financial statement	Monetary unit	Capital and reserves	Net result
	Number	%				%	(+) or (-) <i>(in monetary units)</i>
MARPOS PLC Min. Beernaerstraat 9 8380 Zeebrugge (Brugge) Belgium 0460.314.389 Ordinary shares	450	45,00	0,00	31/12/2015	EUR	284.299	-248.954
EXPLORER PLC DE GERLACHEKAAI 20 2000 Antwerpen Belgium 0874.766.289 Ordinary shares	500	50,00	0,00	31/12/2015	USD	-49.823.370	-4.938.723
Exmar Shipmanagement PLC De Gerlachekaai 20 2000 Antwerpen Belgium 0442.176.676 Ordinary shares	3099	99,97	0,00	31/12/2015	EUR	2.731.948	703.683
EXMAR HONG KONG Ltd Room 3206 Lippo Center, Tower II 89 Queensway Hong Kong Ordinary shares	44550	99,00	0,00	31/12/2015	HKD	366.263.453	242.886.287
EXMAR LNG HOLDING PLC De Gerlachekaai 20 2000 Antwerpen Belgium 0891.233.327 Ordinary shares	999	99,90	0,00	31/12/2015	USD	17.058.426	10.320.299
EXMAR MARINE PLC De Gerlachekaai 20 2000 Antwerpen Belgium 0424.355.501 Ordinary shares	1	0,01	99,99	31/12/2015	USD	-12.711.016	-7.775.208
FLYING PARTNERS CALL LUCHTHAVEN ANTWERPEN B56 2100 Deurne (Antwerpen) Belgium 0445.393.811 Ordinary shares	50	1,19	0,00	31/12/2014	EUR	42.710	-677
EXMAR LPG PLLC De Gerlachekaai 20 2000 Antwerpen Belgium 0501.532.758				31/12/2015	USD	136.929.491	63.585.280

OTHER INVESTMENTS AND DEPOSIT, DEFFERED CHARGES AND ACCRUED INCOME (ASSETS)

	Codes	Period	Previous period
INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS			
Shares	51	3.486.757,62	6.970.963,70
Book value increased with the uncalled amount	8681	3.486.757,62	6.970.963,70
Uncalled amount	8682		
Fixed income securities	52		
Fixed income securities issued by credit institutions	8684		
Fixed term deposit with credit institutions	53		
Falling due			
less or up to one month	8686		
between one month and one year	8687		
over one year	8688		
Other investments not yet shown seperately	8689	16.982.346,04	16.940.555,18

DEFFERED CHARGES AND ACCRUED INCOME

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

	Period
Deferred expenses	29.767,86
Accrued income (general)	19.463,89
Accrued income (shipping)	71.851,05
Interest receivable	490.886,70

STATEMENT OF CAPITAL AND STRUCTURE OF SHAREHOLDINGS

STATEMENT OF CAPITAL

Social capital

Issued capital at the end of the period
 Issued capital at the end of the period

Codes	Period	Previous period
100P	XXXXXXXXXXXXXXXX	88.811.667,00
(100)	88.811.667,00	

Changes during the period:

Structure of the capital
 Different categories of shares
 Shares without nominal value
 Registered shares.....
 Bearer shares and/or dematerialized shares.....

Codes	Amounts	Number of shares
	88.811.667,00	59.500.000
8702	XXXXXXXXXXXXXXXX	8.418.477
8703	XXXXXXXXXXXXXXXX	51.081.523

Capital not paid

Uncalled capital
 Capital called, but not paid
 Shareholders having yet to pay up in full

Codes	Uncalled capital	Capital called, but not paid
(101)		XXXXXXXXXXXXXXXX
8712	XXXXXXXXXXXXXXXX	

OWN SHARES

Held by the company itself
 Amount of capital held
 Number of shares held
 Held by the subsidiaries
 Amount of capital held
 Number of shares held

Codes	Period
8721	4.140.762,63
8722	2.774.133
8731	
8732	
8740	
8741	
8742	
8745	
8746	
8747	
8751	12.000.000,00

Commitments to issue shares

Following the exercising of CONVERSION RIGHTS
 Amount of outstanding convertible loans
 Amount of capital to be subscribed
 Corresponding maximum number of shares to be issued
 Following the exercising 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

STATEMENT OF CAPITAL AND STRUCTURE OF SHAREHOLDINGS

Shared issued, not representing capital

Codes	Period
8761	
8762	
8771	
8781	

Distribution

Number of shares held
 Number of voting rights attached thereto

Allocation by shareholder

Number of shares held by the company itself
 Number of shares held by its subsidiaries

STRUCTURE OF SHAREHOLDINGS OF THE ENTERPRISE AS AT THE ANNUAL BALANCING OF THE BOOKS, AS IT APPEARS FROM THE STATEMENT RECEIVED BY THE ENTERPRISE

Saverex NV : 27.692.008 shares (46,54 %)
 Exmar NV : 2.774.133 shares (4,66%)

PROVISIONS FOR OTHER LIABILITIES AND CHARGES

ALLOCATION OF THE HEADING 163/5 OF LIABILITIES IF THE AMOUNT IS CONSIDERABLE

Provisions for other liabilities and charges

Period
2.696.964,17

STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

ANALYSIS BY CURRENT PORTIONS OF AMOUNTS INITIALLY PAYABLE AFTER MORE THAN ONE YEAR

Amounts payable after more than one year, not more than one year

	Codes	Period
Financial debts	8801	14.682.345,71
Subordinated loans	8811	
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	
Credit institutions	8841	14.682.345,71
Other loans	8851	
Trade debts	8861	
Suppliers	8871	
Bills of exchange payable	8881	
Advance payments received on contracts in progress	8891	
Other amounts payable	8901	
Total amounts payable after more than one year, not more than one year	(42)	14.682.345,71

Amounts payable after more than one year, between one and five years

Financial debts	8802	185.335.719,57
Subordinated loans	8812	
Unsubordinated debentures	8822	
Leasing and other similar obligations	8832	
Credit institutions	8842	185.335.719,57
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 after more than one year, between one and five years	8912	185.335.719,57

Amounts payable after more than one year, over five years

Financial debts	8803	99.880.000,61
Subordinated loans	8813	
Unsubordinated debentures	8823	
Leasing and other similar obligations	8833	
Credit institutions	8843	99.880.000,61
Other loans	8853	
Trade debts	8863	
Suppliers	8873	
Bills of exchange payable	8883	
Advance payments received on contracts in progress	8893	
Other amounts payable	8903	
Total amounts payable after more than one year, over five years	8913	99.880.000,61

	Codes	Period
AMOUNTS PAYABLE GUARANTEED <i>(headings 17 and 42/48 of liabilities)</i>		
Amounts payable guaranteed by Belgian public authorities		
Financial debts	8921	
Subordinated loans	8931	
Unsubordinated debentures	8941	
Leasing and other similar obligations	8951	
Credit institutions	8961	
Other loans	8971	
Trade debts	8981	
Suppliers	8991	
Bills of exchange payable	9001	
Advance payments 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 guarantees given or irrevocably promised by the enterprise on its own assets		
Financial debts	8922	299.898.065,88
Subordinated loans	8932	
Unsubordinated debentures	8942	
Leasing and other similar obligations	8952	
Credit institutions	8962	299.898.065,88
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 guarantees given or irrevocably promised by the enterprise on its own assets	9062	299.898.065,88
AMOUNTS PAYABLE FOR TAXES, REMUNERATION AND SOCIAL SECURITY		
Taxes <i>(heading 450/3 of the liabilities)</i>		
Expired taxes payable	9072	
Non expired taxes payable	9073	
Estimated taxes payable	450	126.607,21
Remuneration and social security <i>(heading 454/9 of the liabilities)</i>		
Amount due to the National Office of Social Security	9076	
Other amounts payable relating to remuneration and social security	9077	360.653,23

ACCRUED CHARGES AND DEFERRED INCOME

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

Interests to be paid
Financial charges to be paid
Other

Period
1.091.469,50
311,12
1.167,36

FINANCIAL AND EXTRAORDINARY RESULTS

FINANCIAL RESULTS

Other financial income

Amount of subsidies granted by public authorities, credited to income for the period

Capital subsidies	9125
Interest subsidies	9126

Allocation of other financial income

Conversion differences		173.554,28	161.884,11
Miscellaneous financial income		121.065,20	114.585,78
Swaps & Swaptions			4.069.959,83
Capital gain on shares			1.637.737,24

Amounts written down off loan issue expenses and repayment premiums

6501

Intercalary interests recorded as assets

6503

Value adjustments to current assets

Appropriations	6510	3.265.539,73	1.620.007,59
Write-backs	6511	1.922.820,91	

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

Loss on treasury shares		2.521.366,72	8.526.994,63
Charges trading account		39.732,38	67.245,08
Miscellaneous financial costs and bankcharges		439.713,70	564.036,48
Conversion differences		3.727.882,70	3.631.304,65

EXTRAORDINARY RESULTS

Allocation other extraordinary income

Allocation other extraordinary charges

Period

INCOME TAXES AND OTHER TAXES

INCOME TAXE

Income taxes on the result of the current period

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

Codes	Period
9134	3.266,10
9135	3.266,10
9136	
9137	
9138	4.371,73
9139	4.371,73
9140	
	-3.294.424,46
	-122.199.643,32
	3.407.478,37
	53.726.989,76

Income taxes on previous periods

Taxes and withholding taxes due or paid	
Estimated additional taxes estimated or provided for	

In so far as income taxes of the current period are materially affected by differences between the profit before taxes, as stated in the annual accounts, and the estimated taxable profit

Temporary differences	
Tax exempt income	
Other	
Amounts written down financial fixed assets	

An indication of the effect of extraordinary results on the amount of income taxes relating to the current period

Status of deferred taxes

Deferred taxes representing assets	
Accumulated tax losses deductible from future taxable profits	
Other deferred taxes representing assets	
Unused tax credit	
NID	
Other	
Deferred taxes representing liabilities	
Allocation of deferred taxes representing liabilities	
Tax exempt reserves	

Codes	Period
9141	85.482.783,10
9142	57.228.763,76
	1.742.367,76
	19.325.295,55
	7.186.356,03
9144	78.484.749,53
	78.484.749,53

THE TOTAL AMOUNT OF VALUE ADDED TAX AND TAXES BORNE BY THIRD PARTIES

The total amount of value added tax charged

To the enterprise (deductible)	
By the enterprise	

Amounts retained on behalf of third parties for

Payroll withholding taxes	
Withholding taxes on investment income	

Codes	Period	Previous Period
9145	780.738,25	701.077,12
9146	656.237,57	350.598,89
9147	1.697.272,51	1.777.608,65
9148	3.263.489,68	4.902.501,98

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

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

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 given or irrevocably promised by the enterprise on its own assets as a security of debts and commitments from the enterprise

Mortgages	
Book value of the immovable properties mortgaged	9161
Amount of registration	9171
Pledging on goodwill - amount of registration	9181
Pledging of other assets - Book value of other assets pledged	9191
Guarantees provided on future assets - Amount of assets involved	9201

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

Mortgages	
Book value of the immovable properties mortgaged	9162
Amount of registration	9172
Pledging on goodwill - amount of registration	9182
Pledging of other assets - Book value of other assets pledged	9192
Guarantees provided on future assets - Amount of assets involved	9202

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

SUBSTANCIAL COMMITMENTS TO ACQUIRE FIXED ASSETS

SUBSTANCIAL COMMITMENTS TO DISPOSE FIXED ASSETS

FORWARD TRANSACTIONS

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

INFORMATION RELATING TO TECHNICAL GUARANTEES, IN RESPECT OF SALES OR SERVICES

INFORMATION CONCERNING IMPORTANT LITIGATION AND OTHER COMMITMENTS NOT MENTIONED ABOVE

IF THERE IS A SUPPLEMENTARY RETIREMENTS OR SURVIVOR'S PENSION PLAN IN FAVOUR OF THE PERSONNEL OR THE EXECUTIVES OF THE ENTERPRISE, A BRIEF DESCRIPTION OF SUCH PLAN OF THE MEASURES TAKEN BY THE ENTERPRISE TO COVER THE RESULTING CHARGES

Code	Period
9149	
9150	
9151	
9153	
9161	
9171	
9181	
9191	
9201	
9162	
9172	
9182	
9192	
9202	
9213	
9214	
9215	
9216	

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

PENSIONS FUNDED BY THE ENTERPRISE

Estimated amount of the commitments resulting for the enterprise from past services

Code	Period
9220	

Methods of estimation

NATURE AND BUSINESS PURPOSE OF OFF-BALANCE SHEET ARRANGEMENTS

Provided the risks or benefits arising from such arrangements are material and where the disclosure of such risks or benefits is necessary for assessing the financial position of the company; if required, the financial impact of these arrangements have to be mentioned too:

OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE

Exmar NV guarantees certain operational and financial obligations of its subsidiaries and joint ventures. The main guarantees relate to the financial guarantees provided on the outstanding financial debts of subsidiaries and joint ventures. These financial debts mainly relate to the issued senior unsecured bonds by Exmar Netherlands BV in 2014 & 2015 and the ship financing loans of our joint ventures. In case of default under the terms and conditions of the outstanding debt by any of the subsidiaries and joint ventures, the lenders can call on the guarantee provided by exmar NV. At year-end 2015 this guarantee amounts to USD 307.400.000 (2014: 310.200.000). The financial debt of Exmar NV to finance certain LNG joint ventures is guaranteed by a mortgage on the vessels owned by these joint ventures. Cash and cash equivalents of Exmar NV includes reserved cash for an amount of USD 16.982.346 relating to outstanding financial debt.

RELATIONSHIPS WITH AFFILIATED ENTERPRISES AND ENTERPRISES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Previous period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	666.441.737,48	700.681.400,28
Investments	(280)	131.105.341,74	184.957.145,17
Amounts receivable subordinated	9271		
Other amounts receivable	9281	535.336.395,74	515.724.255,11
Amounts receivable	9291	109.072.125,23	121.188.633,99
After one year	9301	37.511.088,48	46.110.688,48
Within one year	9311	71.561.036,75	75.077.945,51
Current investments	9321		
Shares	9331		
Amounts receivable	9341		
Amounts payable	9351	27.541.750,58	52.574.876,00
After one year	9361	9.382.131,27	
Within one year	9371	18.159.619,31	52.574.876,00
Personal and real guarantees			
Provided or irrevocably promised by the enterprise, as security for debts or commitments of affiliated enterprises	9381	307.400.000,00	310.200.000,00
Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise	9391		
Other substantial financial commitments	9401		
Financial results			
Income from financial fixed assets	9421	138.796.716,00	22.252.033,27
Income from current assets	9431	3.339.042,44	3.292.435,57
Other financial income	9441		
Debts charges	9461	7.237,21	1.682,26
Other financial charges	9471		
Gains and losses on disposal of fixed assets			
Obtained capital gains	9481		
Obtained capital losses	9491		
ENTERPRISES LINKED BY PARTICIPATING INTERESTS			
Financial fixed assets	(282/3)	240.550,92	240.550,92
Investments	(282)	240.550,92	240.550,92
Amounts receivable subordinated	9272		
Other amounts receivable	9282		
Amounts receivable	9292		
After one year	9302		
Within one year	9312		
Amounts payable	9352		
After one year	9362		
Within one year	9372		

RELATIONSHIPS WITH AFFILIATED ENTERPRISES AND ENTERPRISES LINKED BY PARTICIPATING INTERESTS

TRANSACTIONS WITH RELATED PARTIES OUTSIDE NORMAL MARKET CONDITIONS

Mention of such operations if they are material, stating the amount of these transactions, the nature of the relationship with the related party and other information about the transactions necessary for the understanding of the financial position of the company:

Period

Additional information

See VOL 10

FINANCIAL RELATIONSHIPS WITH

DIRECTORS AND MANAGERS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ENTERPRISE WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTERPRISES CONTROLLED BY THESE PERSONS, OTHER ENTERPRISES CONTROLLED BY THE SUB B. MENTIONED PERSONS WITHOUT BEING ASSOCIATED THEREWITH

Amounts receivable from these persons

Conditions on amounts receivable

Guarantees provided in their favour

Guarantees provided in their favour - Main condition

Other significant commitments undertaken in their favour

Other significant commitments undertaken in their favour - Main condition

Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person

To directors and managers

To former directors and former managers

Codes	Period
9500	
9501	
9502	
9503	1.296.634,53
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	141.840,82
95061	4.460,00
95062	
95063	
95081	
95082	101.637,94
95083	

Mention related to article 133 paragraph 6 from the Companies Code

INFORMATION RELATING TO CONSOLIDATED ACCOUNTS**INFORMATION THAT MUST BE PROVIDED BY EACH COMPANY, THAT IS SUBJECT OF COMPANY LAW ON THE CONSOLIDATED ANNUAL ACCOUNTS OF ENTERPRISES**

The enterprise has drawn up published a consolidated annual statement of accounts and a management report*

~~The enterprise has not published a consolidated annual statement of accounts and a management report, since it is exempt for this obligation for the following reason*~~

The enterprise and its subsidiaries on consolidated basis exceed not more than one of the limits mentioned in art. 16 of Company Law*

The enterprise itself is a subsidiary of an enterprise which does prepare and publish consolidated accounts, in which her yearly statement of accounts is included*

If yes, justification of the compliance with all conditions for exemption set out in art. 113 par. 2 and 3 of Company Law:

Name, full address of the registered office and, for an enterprise governed by Belgian Law, the company number of the parent company preparing and publishing the consolidated accounts required:

INFORMATION TO DISCLOSE BY THE REPORTING ENTERPRISE BEING A SUBSIDIARY OR A JOINT SUBSIDIARY

Name, full address of the registered office and, for an enterprise governed by Belgian Law, the company number of the parent company(ies) and the specification whether the parent company(ies) prepare(s) and publish(es) consolidated annual accounts in which the annual accounts of the enterprise are included**

Saverex NV

De Gerlachekaai 20

2000 Antwerpen, Belgium

0436.287.291

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

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

* Delete where no appropriate.

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

FINANCIAL RELATIONSHIPS OF THE GROUP LED BY THE COMPANY IN BELGIUM WITH THE AUDITOR(S) OR PEOPLE HE (THEY) IS (ARE) LINKED TO

Mentions related to article 134, paragraphs 4 and 5 from the Companies Law

Auditor's fees for carrying out an auditor's mandate on the level of the group led by the company that publishes the information

Fees for exceptional services or special missions executed in this group by the auditor(s)

Other attestation missions

Tax consultancy

Other missions external to the audit

Fees for the people they are linked to the auditor(s) for carrying out an auditor's mandate on the level of the group led by the company that publishes the information

Fees for exceptional services or special missions executed in this group by the people they are linked to the auditor(s)

Other attestation missions

Tax consultancy

Other missions external to the audit

Mention related to article 133, paragraph 6 from the Companies Law

Codes	Period
9507	308.232,14
95071	8.920,00
95072	
95073	39.357,27
9509	121.915,08
95091	
95092	179.311,49
95093	

SOCIAL REPORT

Numbers of joint industrial committees which are competent for the enterprise: 226

STATEMENT OF THE PERSONS EMPLOYED

EMPLOYEES FOR WHOM THE COMPANY HAS SUBMITTED A DIMONA DECLARATION OR ARE RECORDED IN THE GENERAL PERSONNEL REGISTER

During the period

Average number of employees

Full-time
 Part-time.....
 Total of full-time equivalents (FTE)

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	23,9	14,7	9,2
1002			
1003	23,9	14,7	9,2
1011	39.329	24.649	14.680
1012			
1013	39.329	24.649	14.680
1021	3.105.984,91	2.090.840,33	1.015.144,58
1022			
1023	3.105.984,91	2.090.840,33	1.015.144,58
1033			

During the previous period

Average number of employees
 Number of hours actually worked
 Personnel costs
 Advantages in addition to wages

Codes	P. Total	1P. Men	2P. Women
1003	16,6	8,3	8,3
1013	26.972	13.186	13.786
1023	2.845.700,25	1.724.539,68	1.121.160,57
1033			

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
At the closing date of the period				
Number of employees	105	25		25,0
By nature of the employment contract				
Contract for an indefinite period	110	25		25,0
Contract for a definite period	111			
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to the gender and by level of education				
Male	120	15		15,0
primary education	1200			
secondary education	1201	6		6,0
higher education (non-university)	1202	4		4,0
university education	1203	5		5,0
Female	121	10		10,0
primary education	1210			
secondary education	1211	2		2,0
higher education (non-university)	1212	6		6,0
university education	1213	2		2,0
By professional category				
Management staff	130			
Employees	134	25		25,0
Workers	132			
Other	133			

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

During the period

Average number of employees

Number of hours actually worked

Charges of the enterprise

Codes	1. Temporary personnel	2. Persons placed at the disposal of the enterprise
150		
151		
152		

TABLE OF PERSONNEL CHANGES DURING THE PERIOD

ENTRIES

The number of employees for whom the company has submitted a DIMONA declaration or are recorded in the personnel register during the financial year in the general personnel register

By nature of the employment contract

Contract for an indefinite period

Contract for a definite period

Contract for the execution of a specifically assigned work ..

Replacement contract

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

DEPARTURES

The number of employees with a in the DIMONA declaration indicated or in the general personnel register listed date of termination of the contract during the financial year

By nature of the employment contract

Contract for an indefinite period

Contract for a definite period

Contract for the execution of a specifically assigned work ..

Replacement contract

According to the reason for termination of the employment contract

Retirement

Unemployment with company allowance

Dismissal

Other reason

Of which 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 in full-time equivalents
305	3		3,0
310	3		3,0
311			
312			
313			
340	1		1,0
341			
342	1		1,0
343	1		1,0
350			

INFORMATION WITH REGARD TO TRAINING RECEIVED BY EMPLOYEES DURING THE PERIOD

	Codes	Male	Codes	Female
Total number of official advanced professional training projects at company expense				
Number of participating employees	5801	8	5811	1
Number of training hours	5802	239	5812	23
Costs for the company	5803	25.078,20	5813	2.185,40
of which gross costs directly linked to the training	58031	25.078,20	58131	2.185,40
of which paid contributions and deposits in collective funds	58032		58132	
of which received subsidies (to be deducted).....	58033		58133	
Total number of less official and unofficial advance professional training projects at company expense				
Number of participating employees	5821		5831	
Number of training hours	5822		5832	
Costs for the company	5823		5833	
Total number of initial professional training projects at company expense				
Number of participating employees	5841		5851	
Number of training hours	5842		5852	
Costs for the company	5843		5853	