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**ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE FILED UNDER  
BELGIAN COMPANY LAW**

**IDENTIFICATION DETAILS**

NAME: ..... SEGAL .....

Legal form: ..... Public limited company .....

Address: ..... Chaussée de Ramioul ..... Nr.: ..... 50 ..... Box: .....

Postal code: ..... 4400 ..... Municipality: ..... Ivoz-Ramet .....

Country: ..... Belgium .....

Register of legal persons – commercial court ..... Liège, Division Liège .....

Website address<sup>1</sup>: ..... www.segal.be .....

Company identification number BE 0423.596.525

DATE 14 / 12 / 2007 of filing the memorandum of association OR of the most recent document mentioning the date of publication of the memorandum of association and of the act amending the articles of association.

ANNUAL ACCOUNTS ANNUAL ACCOUNTS IN EUROS

approved by the general meeting of 29 / 09 / 2017

Regarding the financial year from 01 / 04 / 2016 to 31 / 03 / 2017

Preceding financial year from 01 / 04 / 2015 to 31 / 03 / 2016

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

Total number of pages filed: ..... 42 ..... Numbers of sections of the standard form not filed because they serve no useful purpose: ..... 6.1, 6.2.1, 6.2.2, 6.2.4, 6.2.5, 6.3.4, 6.3.5, 6.4.1, 6.4.2, 6.5.1, 6.5.2, 6.17, 6.18.2, 6.19, 6.20, 8, 9 .....

  
**Goven KOCKELKOREN**  
 Board chairman

  
**Sharma SHAILEN**  
 Administrator

<sup>1</sup> Optional information.  
<sup>2</sup> Strike out what is not applicable.

**LIST OF DIRECTORS, BUSINESS MANAGERS AND AUDITORS  
AND DECLARATION REGARDING A COMPLIMENTARY REVIEW  
OR CORRECTION ASSIGNMENT**

**LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS**

COMPLETE LIST with surname, first names, profession, place of residence (address, number, postal code and municipality) and position within the company

*Govert KOCKELKOREN  
Randwijcklaan 25, 1181 BL AMSTELVEEW, Netherlands*

*Chairman of the board of directors  
01/10/2015 - 28/09/2018*

*Sharma SHAILEN  
In de Wolken 93, 1186 BH AMSTELVEEN, Netherlands*

*Director  
01/10/2015 - 28/09/2018*

*Bram KRUL  
Mercatorstraat 25-I, 1056 PX AMSTERDAM, Netherlands*

*Director  
28/11/2014 - 30/09/2017*

*Adam CIETAK  
Pieter Wantelaan 63, 2015EA HAARLEM, Netherlands*

*Director  
28/11/2014 - 30/09/2017*

*DELOITTE REVISEURS D'ENTREPRISES  
Nr.: BE 0429.053.863  
Gateway building - Luchthaven Nationaal 1J, 1930 Zaventem, Belgium  
Membership nr.: B025*

*Auditor  
01/10/2014 - 30/09/2017*

*Represented by:*

*Dominique ROUX  
(Revisor)  
Gouverneur Roppesingel 13, 3500 Hasselt, Belgium  
Membership nr.: A-01774*

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

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

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

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

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

\* Strike out what is not applicable.

\*\* Optional information.

## ANNUAL ACCOUNTS

## BALANCE SHEET AFTER APPROPRIATION

	Discl.	Codes	Period	Preceding period
<b>ASSETS</b>				
Formation expenses .....	6.1	20	.....	.....
<b>FIXED ASSETS</b> .....		21/28	14.737.640	14.087.994
<b>Intangible fixed assets</b> .....	6.2	21	184.471	272.086
<b>Tangible fixed assets</b> .....	6.3	22/27	14.507.936	13.771.275
Land and buildings .....		22	1.311.226	1.656.650
Plant, machinery and equipment .....		23	11.433.155	12.065.337
Furniture and vehicles .....		24	66.752	49.288
Leasing and similar rights .....		25	.....	.....
Other tangible fixed assets .....		26	.....	.....
Assets under construction and advance payments .....		27	1.696.803	.....
<b>Financial fixed assets</b> .....	6.4/6.5.1	28	45.233	44.633
Affiliated enterprises .....	6.15	280/1	.....	.....
Participating interests .....		280	.....	.....
Amounts receivable .....		281	.....	.....
Enterprises linked by participating interests .....	6.15	282/3	.....	.....
Participating interests .....		282	.....	.....
Amounts receivable .....		283	.....	.....
Other financial assets .....		284/8	45.233	44.633
Shares .....		284	.....	.....
Amounts receivable and cash guarantees .....		285/8	45.233	44.633

	Discl.	Codes	Period	Preceding period
<b>CURRENT ASSETS</b> .....		29/58	24.041.988	23.694.861
<b>Amounts receivable after more than one year</b> .....		29	.....	.....
Trade debtors .....		290	.....	.....
Other amounts receivable .....		291	.....	.....
<b>Stocks and contracts in progress</b> .....		3	3.389.696	2.064.107
Stocks .....		30/36	3.389.696	2.064.107
Raw materials and consumables .....		30/31	2.962.209	2.033.361
Work in progress .....		32	.....	.....
Finished goods .....		33	427.487	30.746
Goods purchased for resale .....		34	.....	.....
Immovable property intended for sale .....		35	.....	.....
Advance payments .....		36	.....	.....
Contracts in progress .....		37	.....	.....
<b>Amounts receivable within one year</b> .....		40/41	8.292.798	5.829.359
Trade debtors .....		40	7.183.288	5.143.588
Other amounts receivable .....		41	1.109.510	685.771
<b>Current investments</b> ..... 6.5.1/6.6		50/53	.....	.....
Own shares .....		50	.....	.....
Other investments .....		51/53	.....	.....
<b>Cash at bank and in hand</b> .....		54/58	12.220.906	15.691.620
<b>Deferred charges and accrued income</b> ..... 6.6		490/1	138.588	109.775
<b>TOTAL ASSETS</b> .....		20/58	38.779.628	37.782.855

	Discl.	Codes	Period	Preceding period
<b>EQUITY AND LIABILITIES</b>				
<b>EQUITY</b> .....		10/15	26.149.504	25.028.100
<b>Capital</b> .....	6.7.1	10	12.500.000	12.500.000
Issued capital .....		100	12.500.000	12.500.000
Uncalled capital .....		101	.....	.....
<b>Share premium account</b> .....		11	.....	.....
<b>Revaluation surpluses</b> .....		12	.....	.....
<b>Reserves</b> .....		13	1.250.000	1.250.000
Legal reserve .....		130	1.250.000	1.250.000
Reserves not available .....		131	.....	.....
In respect of own shares held .....		1310	.....	.....
Other .....		1311	.....	.....
Untaxed reserves .....		132	.....	.....
Available reserves .....		133	.....	.....
<b>Accumulated profits (losses)</b> .....(+)/(-)		14	12.399.504	11.278.100
<b>Investment grants</b> .....		15	.....	.....
<b>Advance to associates on the sharing out of the assets</b> .....		19	.....	.....
<b>PROVISIONS AND DEFERRED TAXES</b> .....		16	1.589.603	1.830.209
<b>Provisions for liabilities and charges</b> .....		160/5	1.589.603	1.830.209
Pensions and similar obligations .....		160	.....	.....
Taxation .....		161	.....	.....
Major repairs and maintenance .....		162	1.339.603	1.580.209
Environmental obligations .....		163	.....	.....
Other liabilities and charges .....	6.8	164/5	250.000	250.000
<b>Deferred taxes</b> .....		168	.....	.....

	Discl.	Codes	Period	Preceding period
<b>AMOUNTS PAYABLE</b> .....		17/49	11.040.521	10.924.546
<b>Amounts payable after more than one year</b> .....	6.9	17	.....	.....
Financial debts .....		170/4	.....	.....
Subordinated loans .....		170	.....	.....
Unsubordinated debentures .....		171	.....	.....
Leasing and other similar obligations .....		172	.....	.....
Credit institutions .....		173	.....	.....
Other loans .....		174	.....	.....
Trade debts .....		175	.....	.....
Suppliers .....		1750	.....	.....
Bills of exchange payable .....		1751	.....	.....
Advances received on contracts in progress .....		176	.....	.....
Other amounts payable .....		178/9	.....	.....
<b>Amounts payable within one year</b> .....	6.9	42/48	10.708.852	10.590.577
Current portion of amounts payable after more than one year falling due within one year .....		42	.....	.....
Financial debts .....		43	.....	.....
Credit institutions .....		430/8	.....	.....
Other loans .....		439	.....	.....
Trade debts .....		44	7.378.303	7.428.777
Suppliers .....		440/4	7.378.303	7.428.777
Bills of exchange payable .....		441	.....	.....
Advances received on contracts in progress .....		46	.....	.....
Taxes, remuneration and social security .....	6.9	45	3.316.231	3.147.482
Taxes .....		450/3	489.557	249.562
Remuneration and social security .....		454/9	2.826.674	2.897.920
Other amounts payable .....		47/48	14.318	14.318
<b>Accruals and deferred income</b> .....	6.9	492/3	331.669	333.969
<b>TOTAL LIABILITIES</b> .....		10/49	38.779.628	37.782.855

## INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
<b>Operating income</b> .....		70/76A	60.467.023	57.816.505
Turnover .....	6.10	70	58.022.490	56.957.193
Stocks of finished goods and work and contracts in progress: increase (decrease) .....		71	396.741	-32.105
.....(+)/(-)		72	.....	.....
Own work capitalised .....		74	2.037.325	881.977
Other operating income .....	6.10	76A	10.467	9.440
Non-recurring operating income .....	6.12			
<b>Operating charges</b> .....		60/66A	58.516.729	55.979.533
Raw materials, consumables .....		60	29.396.681	26.644.833
Purchases .....		600/8	30.325.530	27.218.100
Stocks: decrease (increase) .....		609	-928.849	-573.267
.....(+)/(-)		61	13.060.432	13.181.300
Services and other goods .....		62	12.191.997	12.669.031
Remuneration, social security costs and pensions .....	6.10			
.....(+)/(-)		630	2.563.903	2.600.524
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets .....				
Amounts written off stocks, contracts in progress and trade debtors: Appropriations (write-backs) .....	6.10	631/4	.....	.....
.....(+)/(-)				
Provisions for liabilities and charges: Appropriations (uses and write-backs) .....	6.10	635/8	-240.606	-645.231
.....(+)/(-)				
Other operating charges .....	6.10	640/8	1.544.322	1.529.076
Operating charges carried to assets as restructuring costs (-)		649	.....	.....
Non-recurring operating charges .....	6.12	66A	.....	.....
<b>Operating profit (loss)</b> .....		9901	1.950.294	1.836.972
.....(+)/(-)				



	Discl.	Codes	Period	Preceding period
<b>Financial income</b> .....		75/76B	.....	.....
Recurring financial income .....		75	.....	.....
Income from financial fixed assets .....		750	.....	.....
Income from current assets .....		751	.....	.....
Other financial income .....	6.11	752/9	.....	.....
Non-recurring financial income .....	6.12	76B	.....	.....
<b>Financial charges</b> .....		65/66B	14.631	14.678
Recurring financial charges .....	6.11	65	14.270	14.678
Debt charges .....		650	.....	.....
Amounts written off current assets except stocks, contracts in progress and trade debtors: appropriations (write-backs) .....(+)/(-)		651	.....	.....
Other financial charges .....		652/9	14.270	14.678
Non-recurring financial charges .....	6.12	66B	361	.....
<b>Gain (loss) for the period before taxes</b> .....		9903	1.935.663	1.822.294
<b>Transfer from deferred taxes</b> .....		780	.....	.....
<b>Transfer to deferred taxes</b> .....		680	.....	.....
<b>Income taxes</b> .....	6.13	67/77	814.259	619.311
Taxes .....		670/3	814.259	622.950
Adjustment of income taxes and write-back of tax provisions		77	.....	3.639
<b>Gain (loss) of the period</b> .....		9904	1.121.404	1.202.983
<b>Transfer from untaxed reserves</b> .....		789	.....	.....
<b>Transfer to untaxed reserves</b> .....		689	.....	.....
<b>Gain (loss) of the period available for appropriation</b> ..(+)/(-)		9905	1.121.404	1.202.983

**APPROPRIATION ACCOUNT**

	Codes	Period	Preceding period
<b>Profit (loss) to be appropriated</b> .....(+)/(-)	9906	12.399.504	11.278.101
Gain (loss) of the period available for appropriation .....(+)/(-)	(9905)	1.121.404	1.202.983
Profit (loss) brought forward .....(+)/(-)	14P	11.278.100	10.075.118
<b>Withdrawals from capital and reserves</b> .....	791/2	.....	.....
from capital and share premium account .....	791	.....	.....
from reserves .....	792	.....	.....
<b>Transfer to capital and reserves</b> .....	691/2	.....	.....
to capital and share premium account .....	691	.....	.....
to legal reserve .....	6920	.....	.....
to other reserves .....	6921	.....	.....
<b>Accumulated profits (losses)</b> .....(+)/(-)	(14)	12.399.504	11.278.100
<b>Owners' contribution in respect of losses</b> .....	794	.....	.....
<b>Profit to be distributed</b> .....	694/7	.....	.....
Dividends .....	694	.....	.....
Directors' or managers' entitlements .....	695	.....	.....
Employees .....	696	.....	.....
Other beneficiaries .....	697	.....	.....

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

**Acquisition value at the end of the period** .....

**Movements during the period**

    Acquisitions, including produced fixed assets .....

    Sales and disposals .....

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

**Acquisition value at the end of the period** .....

**Depreciations and amounts written down at the end of the period** .....

**Movements during the period**

    Recorded .....

    Written back .....

    Acquisitions from third parties .....

    Cancelled owing to sales and disposals .....

    Transferred from one heading to another .....(+)/(-)

**Depreciations and amounts written down at the end of the period** .....

**NET BOOK VALUE AT THE END OF THE PERIOD** .....

Codes	Period	Preceding period
8052P	xxxxxxxxxxxxxxxx	1.357.085
8022	.....	
8032	.....	
8042	.....	
8052	1.357.085	
8122P	xxxxxxxxxxxxxxxx	1.085.000
8072	87.614	
8082	.....	
8092	.....	
8102	.....	
8112	.....	
8122	1.172.614	
211	184.471	

**STATEMENT OF TANGIBLE FIXED ASSETS**

	Codes	Period	Preceding period
<b>LAND AND BUILDINGS</b>			
<b>Acquisition value at the end of the period</b> .....	8191P	XXXXXXXXXXXXXXXXXX	20.812.127
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets .....	8161	.....	
Sales and disposals .....	8171	.....	
Transfers from one heading to another .....(+)/(-)	8181	.....	
<b>Acquisition value at the end of the period</b> .....	8191	20.812.127	
<b>Revaluation surpluses at the end of the period</b> .....	8251P	XXXXXXXXXXXXXXXXXX	.....
<b>Movements during the period</b>			
Recorded .....	8211	.....	
Acquisitions from third parties .....	8221	.....	
Cancelled .....	8231	.....	
Transferred from one heading to another .....(+)/(-)	8241	.....	
<b>Revaluation surpluses at the end of the period</b> .....	8251	.....	
<b>Depreciations and amounts written down at the end of the period</b> .....	8321P	XXXXXXXXXXXXXXXXXX	19.155.477
<b>Movements during the period</b>			
Recorded .....	8271	345.424	
Written back .....	8281	.....	
Acquisitions from third parties .....	8291	.....	
Cancelled owing to sales and disposals .....	8301	.....	
Transferred from one heading to another .....(+)/(-)	8311	.....	
<b>Depreciations and amounts written down at the end of the period</b> .....	8321	19.500.901	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b> .....	(22)	1.311.226	

	Codes	Period	Preceding period
<b>PLANT, MACHINERY AND EQUIPMENT</b>			
<b>Acquisition value at the end of the period</b> .....	8192P	xxxxxxxxxxxxxxxx	112.318.054
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets .....	8162	1.460.379	
Sales and disposals .....	8172	.....	
Transfers from one heading to another .....	8182	.....	
<b>Acquisition value at the end of the period</b> .....	8192	113.778.433	
<b>Revaluation surpluses at the end of the period</b> .....	8252P	xxxxxxxxxxxxxxxx	.....
<b>Movements during the period</b>			
Recorded .....	8212	.....	
Acquisitions from third parties .....	8222	.....	
Cancelled .....	8232	.....	
Transferred from one heading to another .....	8242	.....	
<b>Revaluation surpluses at the end of the period</b> .....	8252	.....	
<b>Depreciations and amounts written down at the end of the period</b> .....	8322P	xxxxxxxxxxxxxxxx	100.252.717
<b>Movements during the period</b>			
Recorded .....	8272	2.092.561	
Written back .....	8282	.....	
Acquisitions from third parties .....	8292	.....	
Cancelled owing to sales and disposals .....	8302	.....	
Transferred from one heading to another .....	8312	.....	
<b>Depreciations and amounts written down at the end of the period</b> .....	8322	102.345.278	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b> .....	(23)	11.433.155	

	Codes	Period	Preceding period
<b>FURNITURE AND VEHICLES</b>			
<b>Acquisition value at the end of the period</b> .....	8193P	xxxxxxxxxxxxxxxx	773.230
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets .....	8163	55.768	
Sales and disposals .....	8173	.....	
Transfers from one heading to another .....(+)/(-)	8183	.....	
<b>Acquisition value at the end of the period</b> .....	8193	828.998	
<b>Revaluation surpluses at the end of the period</b> .....	8253P	xxxxxxxxxxxxxxxx	.....
<b>Movements during the period</b>			
Recorded .....	8213	.....	
Acquisitions from third parties .....	8223	.....	
Cancelled .....	8233	.....	
Transferred from one heading to another .....(+)/(-)	8243	.....	
<b>Revaluation surpluses at the end of the period</b> .....	8253	.....	
<b>Depreciations and amounts written down at the end of the period</b> .....	8323P	xxxxxxxxxxxxxxxx	723.942
<b>Movements during the period</b>			
Recorded .....	8273	38.304	
Written back .....	8283	.....	
Acquisitions from third parties .....	8293	.....	
Cancelled owing to sales and disposals .....	8303	.....	
Transferred from one heading to another .....(+)/(-)	8313	.....	
<b>Depreciations and amounts written down at the end of the period</b> .....	8323	762.246	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b> .....	(24)	66.752	

	Codes	Period	Preceding period
<b>ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS</b>			
<b>Acquisition value at the end of the period</b> .....	8196P	XXXXXXXXXXXXXXXXXX	.....
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets .....	8166	1.696.803	
Sales and disposals .....	8176	.....	
Transfers from one heading to another .....	8186	.....	
<b>Acquisition value at the end of the period</b> .....	8196	1.696.803	
<b>Revaluation surpluses at the end of the period</b> .....	8256P	XXXXXXXXXXXXXXXXXX	.....
<b>Movements during the period</b>			
Recorded .....	8216	.....	
Acquisitions from third parties .....	8226	.....	
Cancelled .....	8236	.....	
Transferred from one heading to another .....	8246	.....	
<b>Revaluation surpluses at the end of the period</b> .....	8256	.....	
<b>Depreciations and amounts written down at the end of the period</b> .....	8326P	XXXXXXXXXXXXXXXXXX	.....
<b>Movements during the period</b>			
Recorded .....	8276	.....	
Written back .....	8286	.....	
Acquisitions from third parties .....	8296	.....	
Cancelled owing to sales and disposals .....	8306	.....	
Transferred from one heading to another .....	8316	.....	
<b>Depreciations and amounts written down at the end of the period</b> .....	8326	.....	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b> .....	(27)	1.696.803	

	Codes	Period	Preceding period
<b>OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES</b>			
Acquisition value at the end of the period .....	8393P	XXXXXXXXXXXXXXXXXX	.....
<b>Movements during the period</b>			
Acquisitions .....	8363	.....	
Sales and disposals .....	8373	.....	
Transfers from one heading to another .....(+)/(-)	8383	.....	
Acquisition value at the end of the period .....	8393	.....	
Revaluation surpluses at the end of the period .....	8453P	XXXXXXXXXXXXXXXXXX	.....
<b>Movements during the period</b>			
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	XXXXXXXXXXXXXXXXXX	.....
<b>Movements during the period</b>			
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	XXXXXXXXXXXXXXXXXX	.....
Movements during the period .....(+)/(-)	8543	.....	
Uncalled amounts at the end of the period .....	8553	.....	
NET BOOK VALUE AT THE END OF THE PERIOD .....	(284)	.....	
<b>OTHERS ENTERPRISES - AMOUNTS RECEIVABLE</b>			
NET BOOK VALUE AT THE END OF THE PERIOD .....	285/8P	XXXXXXXXXXXXXXXXXX	44.633
<b>Movements during the period</b>			
Additions .....	8583	600	
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)	45.233	
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD .....	8653	.....	



**OTHER INVESTMENTS AND DEPOSITS, ALLOCATION DEFERRED CHARGES AND ACCRUED INCOME**

**INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS**

**Shares and current investments other than fixed income investments ....**  
 Shares - Book value increased with the uncalled amount .....  
 Shares - Uncalled amount .....  
 Precious metals and works of art .....

**Fixed income securities .....**  
 Fixed income securities issued by credit institutions .....

**Fixed term accounts with credit institutions .....**  
 With residual term or notice of withdrawal  
 up to one month .....  
 between one month and one year .....  
 over one year .....

**Other investments not mentioned above .....**

Codes	Period	Preceding period
51	.....	.....
8681	.....	.....
8682	.....	.....
8683	.....	.....
52	.....	.....
8684	.....	.....
53	.....	.....
8686	.....	.....
8687	.....	.....
8688	.....	.....
8689	.....	.....

**DEFERRED CHARGES AND ACCRUED INCOME**

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

*Deferred Charges* .....  
 .....  
 .....  
 .....

Period
138.587
.....
.....
.....

**STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE**

**STATEMENT OF CAPITAL**

**Social capital**

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

Codes	Period	Preceding period
100P	xxxxxxxxxxxxxxxx	12.500.000
(100)	12.500.000	

Changes during the period .....  
 .....  
 .....

**Structure of the capital**

**Different categories of shares**

Common shares .....  
 .....  
 .....

Registered shares .....  
 Shares dematerialized .....

Codes	Value	Number of shares
	12.500.000	99.004
8702	xxxxxxxxxxxxxxxx	99.004
8703	xxxxxxxxxxxxxxxx	

**Capital not paid**

Uncalled capital .....  
 Called up capital, unpaid .....  
 Shareholders having yet to pay up in full .....  
 .....  
 .....

Codes	Uncalled amount	Capital called but not paid
(101)	.....	xxxxxxxxxxxxxxxx
8712	xxxxxxxxxxxxxxxx	.....
	0	0

**Own shares**

Held by the company itself  
 Amount of capital held .....  
 Corresponding number of shares .....  
 Held by the subsidiaries  
 Amount of capital held .....  
 Corresponding number of shares .....

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

**Commitments to issue shares**

Owing to the exercise of conversion rights  
 Amount of outstanding convertible loans .....  
 Amount of capital to be subscribed .....  
 Corresponding maximum number of shares to be issued .....  
 Owing to the exercise of subscription rights  
 Number of outstanding subscription rights .....  
 Amount of capital to be subscribed .....  
 Corresponding maximum number of shares to be issued .....

**Authorized capital not issued** .....

**Shares issued, non representing capital**

Distribution

Number of shares .....

Number of voting rights attached thereto .....

Allocation by shareholder

Number of shares held by the company itself .....

Number of shares held by its subsidiaries .....

Codes	Period
8761	.....
8762	.....
8771	.....
8781	.....

## SHAREHOLDER STRUCTURE OF THE ENTERPRISE AT THE DATE OF END-OF-YEAR PROCEDURE

according to the notifications that the enterprise has received pursuant to art. 631 §2, last subsection and art. 632 §2 last subsection of the Belgian company law; art. 14 fourth subsection of the law of 2<sup>nd</sup> May 2007 on the disclosure of major shareholdings; and article 5 of the royal decree of 21<sup>st</sup> August 2008 laying down further rules on certain multilateral trading facilities.

NAME of the persons who hold the rights of the enterprise, specifying the ADDRESS (of the registered office, when it involves a legal person) and the COMPANY IDENTIFICATION NUMBER, when it involves an enterprise under Belgian law	Rights held			%
	Nature	Number of voting rights		
		Linked to securities	Not linked to securities	
STAALVERWERKING EN HANDEL BV Wenckebachstraat 1 1951 Velsen Noord Netherlands	1 share - 126 €	1	0	0,01
TATA STEEL IJMUIDEN BV NL001707371B01 Wencjebachstraat 1 1951 Velsen Noord Netherlands	99.003 Shares - 12.500.000 Eur	99.003	0	99,99

**PROVISIONS FOR OTHER LIABILITIES AND CHARGES**

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

*Provision for pending litigation* .....

.....

.....

.....

Period
250.000
.....
.....
.....

## STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

	Codes	Period
<b>BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL PERIOD TO MATURITY OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL TERM</b>		
<b>Current portion of amounts payable after more than one year falling due within one year</b>		
Financial debts .....	8801	.....
Subordinated loans .....	8811	.....
Unsubordinated debentures .....	8821	.....
Leasing and other similar obligations .....	8831	.....
Credit institutions .....	8841	.....
Other loans .....	8851	.....
Trade debts .....	8861	.....
Suppliers .....	8871	.....
Bills of exchange payable .....	8881	.....
Advance payments received on contract in progress .....	8891	.....
Other amounts payable .....	8901	.....
<b>Total current portion of amounts payable after more than one year falling due within one year ..</b>	<b>(42)</b>	.....
<b>Amounts payable with a remaining term of more than one but not more than five years</b>		
Financial debts .....	8802	.....
Subordinated loans .....	8812	.....
Unsubordinated debentures .....	8822	.....
Leasing and other similar obligations .....	8832	.....
Credit institutions .....	8842	.....
Other loans .....	8852	.....
Trade debts .....	8862	.....
Suppliers .....	8872	.....
Bills of exchange payable .....	8882	.....
Advance payments received on contracts in progress .....	8892	.....
Other amounts payable .....	8902	.....
<b>Total amounts payable with a remaining term of more than one but not more than five years ....</b>	<b>8912</b>	.....
<b>Amounts payable with a remaining term of more than five years</b>		
Financial debts .....	8803	.....
Subordinated loans .....	8813	.....
Unsubordinated debentures .....	8823	.....
Leasing and other similar obligations .....	8833	.....
Credit institutions .....	8843	.....
Other loans .....	8853	.....
Trade debts .....	8863	.....
Suppliers .....	8873	.....
Bills of exchange payable .....	8883	.....
Advance payments received on contracts in progress .....	8893	.....
Other amounts payable .....	8903	.....
<b>Total amounts payable with a remaining term of more than five years .....</b>	<b>8913</b>	.....

**GUARANTEED AMOUNTS PAYABLE** (included in headings 17 and 42/48 of the liabilities)

**Amounts payable guaranteed by Belgian public authorities**

	Codes	Period
Financial debts .....	8921	.....
Subordinated loans .....	8931	.....
Unsubordinated debentures .....	8941	.....
Leasing and similar obligations .....	8951	.....
Credit institutions .....	8961	.....
Other loans .....	8971	.....
Trade debts .....	8981	.....
Suppliers .....	8991	.....
Bills of exchange payable .....	9001	.....
Advance payments received on contracts in progress .....	9011	.....
Remuneration and social security .....	9021	.....
Other amounts payable .....	9051	.....
<b>Total amounts payable guaranteed by Belgian public authorities .....</b>	<b>9061</b>	<b>.....</b>

**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	.....
<b>Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets .....</b>	<b>9062</b>	<b>.....</b>

**TAXES, REMUNERATION AND SOCIAL SECURITY**

**Taxes** (heading 450/3 of the liabilities)

Outstanding tax debts .....	9072	.....
Accruing taxes payable .....	9073	76.921
Estimated taxes payable .....	450	412.637

**Remuneration and social security** (heading 454/9 of the liabilities)

Amounts due to the National Social Security Office .....	9076	.....
Other amounts payable in respect of remuneration and social security .....	9077	2.826.673

**ACCRUALS AND DEFERRED INCOME**

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

<i>Accrued charges</i> .....	
.....	
.....	
.....	

Period
331.669
.....
.....
.....



**OPERATING RESULTS**

	Codes	Period	Preceding period
<b>OPERATING INCOME</b>			
<b>Net turnover</b>			
Allocation by categories of activity			
Galvanization of steel for automotive .....		52.674.027	52.477.918
Additional sales .....		5.348.462	4.479.275
.....		.....	.....
.....		.....	.....
Allocation into geographical markets			
Germany .....		1.134.452	0
Belgium .....		4.214.010	3.659.922
The Netherlands .....		52.674.027	52.477.918
.....		.....	.....
<b>Other operating income</b>			
Operating subsidies and compensatory amounts received from public authorities .....	740	878.047	660.640
<b>OPERATING CHARGES</b>			
<b>Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register</b>			
Total number at the closing date .....	9086	136	131
Average number of employees calculated in full-time equivalents .....	9087	132,9	130,6
Number of actual worked hours .....	9088	204.561	199.694
<b>Personnel costs</b>			
Remuneration and direct social benefits .....	620	7.923.990	7.932.933
Employers' contribution for social security .....	621	2.547.357	2.740.996
Employers' premiums for extra statutory insurance .....	622	332.667	323.349
Other personnel costs .....	623	1.387.983	1.525.395
Retirement and survivors' pensions .....	624	.....	146.358

	Codes	Period	Preceding period
<b>Provisions for pensions and other similar rights</b>			
Appropriations (uses and write-backs) .....(+)/(-)	635	.....	.....
<b>Amounts written off</b>			
Stocks and contracts in progress			
Recorded .....	9110	.....	.....
Written back .....	9111	.....	.....
Trade debts			
Recorded .....	9112	.....	.....
Written back .....	9113	.....	.....
<b>Provisions for liabilities and charges</b>			
Additions .....	9115	707.254	550.000
Uses and write-backs .....	9116	947.860	1.195.231
<b>Other operating charges</b>			
Taxes related to operation .....	640	1.536.347	1.528.944
Other costs .....	641/8	7.975	132
<b>Hired temporary staff and personnel placed at the enterprise's disposal</b>			
Total number at the closing date .....	9096	.....	.....
Average number calculated in full-time equivalents .....	9097	0,1	.....
Number of actual worked hours .....	9098	20	.....
Costs to the enterprise .....	617	790	.....

**FINANCIAL RESULTS**

	Codes	Period	Preceding period
<b>RECURRING FINANCIAL INCOME</b>			
<b>Other financial income</b>			
Subsidies granted by public authorities and recorded as income for the period			
Capital subsidies .....	9125	.....	.....
Interest subsidies .....	9126	.....	.....
Allocation of other financial income			
<i>Other financial products</i> .....		0	0
.....		.....	.....
.....		.....	.....
<b>RECURRING FINANCIAL CHARGES</b>			
Depreciation of loan issue expenses .....	6501	.....	.....
Capitalized Interests .....	6503	.....	.....
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			
<i>Fee on payments &amp; various</i> .....		65	0
<i>Telelink fee</i> .....		2.736	2.794
<i>Other financial charges</i> .....		11.469	11.883

## INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	Codes	Period	Preceding period
<b>NON RECURRING INCOME</b> .....	76	10.467	9.440
<b>Non-recurring operating income</b> .....	(76A)	10.467	9.440
Write-back of depreciation and of amounts written off intangible and tangible fixed assets .....	760	.....	.....
Write-back of provisions for extraordinary operating liabilities and charges ...	7620	.....	.....
Capital gains on disposal of intangible and tangible fixed asset .....	7630	.....	.....
Other non-recurring operating income .....	764/8	10.467	9.440
<b>Non-recurring financial income</b> .....	(76B)	.....	.....
Write-back of amounts written down financial fixed assets .....	761	.....	.....
Write-back of provisions for extraordinary financial liabilities and charges ....	7621	.....	.....
Capital gains on disposal of financial fixed assets .....	7631	.....	.....
Other non-recurring financial income .....	769	.....	.....
<b>NON-RECURRING EXPENSES</b> .....	66	361	.....
<b>Non-recurring operating charges</b> .....	(66A)	.....	.....
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets .....	660	.....	.....
Provisions for extraordinary operating liabilities and charges: Appropriations (uses) .....	6620	.....	.....
.....(+)/(-) .....	6620	.....	.....
Capital losses on disposal of intangible and tangible fixed assets .....	6630	.....	.....
Other non-recurring operating charges .....	664/7	.....	.....
Non-recurring operating charges carried to assets as restructuring costs .(-)	6690	.....	.....
<b>Non-recurring financial charges</b> .....	(66B)	361	.....
Amounts written off financial fixed assets .....	661	.....	.....
Provisions for extraordinary financial liabilities and charges - Appropriations (uses) .....	6621	.....	.....
.....(+)/(-) .....	6621	.....	.....
Capital losses on disposal of financial fixed assets .....	6631	.....	.....
Other non-recurring financial charges .....	668	361	.....
Non-recurring financial charges carried to assets as restructuring costs ...(-)	6691	.....	.....

**INCOME TAXES AND OTHER TAXES**

**INCOME TAXES**

	Codes	Period
<b>Income taxes on the result of the period</b> .....	9134	812.637
Income taxes paid and withholding taxes due or paid .....	9135	400.000
Excess of income tax prepayments and withholding taxes paid recorded under assets .....	9136	.....
Estimated additional taxes .....	9137	412.637
<b>Income taxes on the result of prior periods</b> .....	9138	1.622
Additional income taxes due or paid .....	9139	1.622
Additional income taxes estimated or provided for .....	9140	.....
<b>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</b>		
Expenses non deductible .....		443.441
Notional interests .....		-283.067
.....		.....
.....		.....

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

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

**Status of deferred taxes**

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

**VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES**

**Value added taxes charged**

	Codes	Period	Preceding period
To the enterprise (deductible) .....	9145	10.035.381	9.206.759
By the enterprise .....	9146	6.576.847	5.821.290
<b>Amounts withheld on behalf of third party</b>			
For payroll withholding taxes .....	9147	1.542.426	2.025.996
For withholding taxes on investment income .....	9148	.....	.....

## RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

	Codes	Period
<b>PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE ENTERPRISE AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES</b> .....	9149	.....
<b>Of which</b>		
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	.....
<b>REAL GUARANTEES</b>		
<b>Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of the enterprise</b>		
Mortgages		
Book value of the immovable properties mortgaged .....	9161	.....
Amount of registration .....	9171	.....
Pledging of goodwill - Amount of the registration .....	9181	.....
Pledging of other assets - Book value of other assets pledged .....	9191	.....
Guarantees provided on future assets - Amount of assets involved .....	9201	.....
<b>Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of third parties</b>		
Mortgages		
Book value of the immovable properties mortgaged .....	9162	.....
Amount of registration .....	9172	.....
Pledging of goodwill - Amount of the 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**

*Nothing* .....  
 .....  
 .....

**SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS**

*Nothing* .....  
 .....  
 .....

**SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS**

*Nothing* .....  
 .....  
 .....

**FORWARD TRANSACTIONS**

**Goods purchased (to be received)** .....  
**Goods sold (to be delivered)** .....  
**Currencies purchased (to be received)** .....  
**Currencies sold (to be delivered)** .....

Codes	Period
	0
	.....
	.....
	0
	.....
	.....
	0
	.....
	.....
9213	.....
9214	.....
9215	.....
9216	.....

**COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES**

Nothing .....

.....

.....

.....

Period
0
.....
.....
.....

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

Nothing .....

.....

.....

.....

Period
0
.....
.....
.....

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

**Brief description**

*Group insurance contracted by the employer for the staff employed en for the staff workers with two insurance companies. Insurances premiums are supported by employer and the beneficiaries. Capitals are, depending on the capitalisation of the fixed expenses, paid to the beneficiaries at the pension or in the event of the death.*

**Measures taken by the enterprise to cover the resulting charges**

*Monthly payment based on billing from the insurers.*

**PENSIONS FUNDED BY THE ENTERPRISE**

**Estimated amount of the commitments resulting from past services .....**

Methods of estimation  
Nothing

Codes	Period
9220	.....

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

Nothing .....

.....

.....

.....

Period
0
.....
.....
.....



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

*Nothing* .....  
.....  
.....  
.....

Period
0
.....
.....
.....

**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**

*Nothing* .....  
.....  
.....  
.....

Period
0
.....
.....
.....

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

*Nothing* .....  
.....  
.....  
.....

Period
0
.....
.....
.....

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

	Codes	Period	Preceding period
<b>AFFILIATED ENTERPRISES</b>			
<b>Financial fixed assets</b> .....	(280/1)	.....	.....
Participating interests .....	(280)	.....	.....
Subordinated amounts receivable .....	9271	.....	.....
Other amounts receivable .....	9281	.....	.....
<b>Amounts receivable</b> .....	9291	5.664.321	4.567.567
Over one year .....	9301	.....	.....
Within one year .....	9311	5.664.321	4.567.567
<b>Current investments</b> .....	9321	.....	.....
Shares .....	9331	.....	.....
Amounts receivable .....	9341	.....	.....
<b>Amounts payable</b> .....	9351	1.297.045	511.290
Over one year .....	9361	.....	.....
Within one year .....	9371	1.297.045	511.290
<b>Personal and real guarantees</b>			
Provided or irrevocably promised by the enterprise as security for debts or commitments of affiliated enterprises .....	9381	.....	.....
Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise .....	9391	.....	.....
<b>Other significant financial commitments</b> .....	9401	.....	.....
<b>Financial results</b>			
Income from financial fixed assets .....	9421	.....	.....
Income from current assets .....	9431	.....	.....
Other financial income .....	9441	.....	.....
Debt charges .....	9461	.....	.....
Other financial charges .....	9471	.....	.....
<b>Disposal of fixed assets</b>			
Capital gains obtained .....	9481	.....	.....
Capital losses suffered .....	9491	.....	.....

	Codes	Period	Preceding period
<b>ASSOCIATED ENTERPRISES</b>			
<b>Financial fixed assets</b> .....	9253	.....	.....
Participating interests .....	9263	.....	.....
Subordinated amounts receivable .....	9273	.....	.....
Other amounts receivable .....	9283	.....	.....
<b>Amounts receivable</b> .....	9293	.....	.....
Over one year .....	9303	.....	.....
Within one year .....	9313	.....	.....
<b>Amounts payable</b> .....	9353	.....	.....
Over one year .....	9363	.....	.....
Within one year .....	9373	.....	.....
<b>Personal and real guarantees</b>			
Provided or irrevocably promised by the enterprise as security for debts or commitments of associated enterprises .....	9383	.....	.....
Provided or irrevocably promised by associated enterprises as security for debts or commitments of the enterprise .....	9393	.....	.....
<b>Other significant financial commitments</b> .....	9403	.....	.....
<b>OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS</b>			
<b>Financial fixed assets</b> .....	9252	.....	.....
Participating interests .....	9262	.....	.....
Subordinated amounts receivable .....	9272	.....	.....
Other amounts receivable .....	9282	.....	.....
<b>Amounts receivable</b> .....	9292	.....	.....
Over one year .....	9302	.....	.....
Within one year .....	9312	.....	.....
<b>Amounts payable</b> .....	9352	.....	.....
Over one year .....	9362	.....	.....
Within one year .....	9372	.....	.....

**TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT OF MARKET CONDITIONS**

Mention of these transactions if they are significant, including the amount of the transactions, the nature of the link, and all information about the transactions which should be necessary to get a better understanding of the situation of the company

.....

.....

.....

.....

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

**FINANCIAL RELATIONSHIPS WITH**

**DIRECTORS, MANAGERS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ENTERPRISE WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTERPRISES CONTROLLED BY THESE PERSONS**

	Codes	Period
<b>Amounts receivable from these persons</b> .....	9500	.....
Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts .....		
.....		
<b>Guarantees provided in their favour</b> .....	9501	.....
<b>Other significant commitments undertaken in their favour</b> .....	9502	.....
<b>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</b>		
To directors and managers .....	9503	.....
To former directors and former managers .....	9504	.....

**AUDITORS OR PEOPLE THEY ARE LINKED TO**

	Codes	Period
<b>Auditor's fees</b> .....	9505	11.317
<b>Fees for exceptional services or special missions executed in the company by the auditor</b>		
Other attestation missions .....	95061	.....
Tax consultancy .....	95062	1.901
Other missions external to the audit .....	95063	.....
<b>Fees for exceptional services or special missions executed in the company by people they are linked to</b>		
Other attestation missions .....	95081	.....
Tax consultancy .....	95082	.....
Other missions external to the audit .....	95083	.....

**Mentions related to article 133, paragraph 6 from the Companies Code**

**INFORMATION RELATING TO CONSOLIDATED ACCOUNTS****INFORMATION TO DISCLOSE BY EACH ENTERPRISE THAT IS SUBJECT TO COMPANY LAW ON THE CONSOLIDATED ACCOUNTS OF ENTERPRISES****The company neither prepares nor publishes consolidated financial statements and a relating annual report for one of the following reasons**

The company itself is a subsidiary of an enterprise which does prepare and publish consolidated accounts in which annual accounts of the enterprise are included

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

*Not apply.*

Name, full address of registered office and, for an enterprise governed by Belgian Law, the V. A. T. or national number of the parent company preparing and publishing the consolidated accounts required

*TATA STEEL IJMUIDEN N.V.*

*NL B*

*Wenckebachstraat 1, 1951 VELSEN NOORD, Netherlands*

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

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

- |    |   |  |
|----|---|--|
| 1. | <i>TATA STEEL IJMUIDEN N.V.<br/>NL B<br/>Wenckebachstraat 1, 1951 VELSEN NOORD, Netherlands</i> | <i>Consolidating entity - Biggest grouping</i> |
|----|---|--|

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

- |    |                                 |  |
|----|---------------------------------|--|
| 1. | <i>TATA STEEL IJMUIDEN N.V.</i> | <i>TATA STEEL IJMUIDEN N.V.<br/>Wenckebachstraat 1, 1951 Velsen Noord, Netherlands</i> |
|----|---------------------------------|--|

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

**OTHER DOCUMENTS TO BE FILED UNDER BELGIAN  
COMPANY LAW**

**MANAGEMENT REPORT**

**SOCIAL BALANCE SHEET**

Number of joint industrial committee: 104 210 ..... ..

**STATEMENT OF THE PERSONS EMPLOYED**

**EMPLOYEES FOR WHOM THE ENTERPRISE SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER**

**During the current period**

**Average number of employees**

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

**Number of hours actually worked**

Full-time .....  
 Part-time .....  
 Total .....

**Personnel costs**

Full-time .....  
 Part-time .....  
 Total .....

**Advantages in addition to wages**

Codes	Total	1. Men	2. Women
1001	128,8	126,0	2,8
1002	5,4	0,3	5,1
1003	132,9	126,2	6,7
1011	198.214	193.841	4.373
1012	6.347	395	5.952
1013	204.561	194.236	10.325
1021	11.818.032	11.560.392	257.639
1022	373.965	24.328	349.637
1023	12.191.997	11.584.720	607.276
1033	213.676	201.150	12.525

**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	130,6	123,8	6,8
1013	199.694	189.120	10.574
1023	12.522.673	11.904.053	618.620
1033	192.029	180.666	11.363

**EMPLOYEES FOR WHOM THE ENTERPRISE SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER (continued)**

At the closing date of the period	Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
<b>Number of employees</b> .....	105	130	6	134,6
<b>By nature of the employment contract</b>				
Contract for an indefinite period .....	110	116	6	120,6
Contract for a definite period .....	111	11	.....	11,0
Contract for the execution of a specifically assigned work .....	112	.....	.....	.....
Replacement contract .....	113	3	.....	3,0
<b>According to gender and study level</b>				
Men .....	120	127	1	127,9
primary education .....	1200	14	1	14,9
secondary education .....	1201	85	.....	85,0
higher non-university education .....	1202	25	.....	25,0
university education .....	1203	3	.....	3,0
Women .....	121	3	5	6,7
primary education .....	1210	.....	.....	.....
secondary education .....	1211	.....	1	0,8
higher non-university education .....	1212	1	4	3,9
university education .....	1213	2	.....	2,0
<b>By professional category</b>				
Management staff .....	130	10	1	10,8
Employees .....	134	19	4	21,9
Workers .....	132	101	1	101,9
Others .....	133	.....	.....	.....

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

During the period	Codes	1. Hired temporary staff	2. Persons placed at the enterprise's disposal
Average number of persons employed .....	150	0,1	.....
Number of hours actually worked .....	151	20	.....
Costs for the enterprise .....	152	790	.....



**LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD**

**ENTRIES**

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

**By nature of employment contract**

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

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
205	13	.....	13,0
210	.....	.....	.....
211	10	.....	10,0
212	.....	.....	.....
213	3	.....	3,0

**DEPARTURES**

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

**By nature of employment contract**

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

**By reason of termination of contract**

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

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
305	8	.....	8,0
310	.....	.....	.....
311	5	.....	5,0
312	.....	.....	.....
313	3	.....	3,0
340	.....	.....	.....
341	.....	.....	.....
342	.....	.....	.....
343	8	.....	8,0
350	.....	.....	.....

**INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD**

	Codes	Men	Codes	Women
<b>Total of initiatives of formal professional training at the expense of the employer</b>				
Number of employees involved .....	5801	102	5811	8
Number of actual training hours .....	5802	3.496	5812	232
Net costs for the enterprise .....	5803	254.572	5813	19.501
of which gross costs directly linked to training .....	58031	254.572	58131	19.501
of which fees paid and payments to collective funds .....	58032	.....	58132	.....
of which grants and other financial advantages received (to deduct) .....	58033	.....	58133	.....
<b>Total of initiatives of less formal or informal professional training at the expense of the employer</b>				
Number of employees involved .....	5821	129	5831	5
Number of actual training hours .....	5822	3.536	5832	12
Net costs for the enterprise .....	5823	172.396	5833	487
<b>Total of initiatives of initial professional training at the expense of the employer</b>				
Number of employees involved .....	5841	.....	5851	.....
Number of actual training hours .....	5842	.....	5852	.....
Net costs for the enterprise .....	5843	.....	5853	.....