| 40 | | | | 1 | EUR | | |
|---|---|---|---|---|---|---|---|
| NAT. | Date of the deposition | No. 0462.886.968 | pp. | E. | D. | | C 1 |

# ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE DEPOSITED IN ACCORDANCE WITH THE COMPANIES CODE

**IDENTIFICATION (on the date of deposition)**

NAME: **HCL BELGIUM**

Legal form: **NV**

Address: **Lozenberg** Nr.: **22**

Postal Code: **1932** City: **Sint-Stevens-Woluwe**

Country: **Belgium**

Register of Legal Persons (RLP) - Office of the Business Court at: **Brussel, Dutch-speaking**

Internet address : [1]

Company number: **0462.886.968**

DATE **07-01-19** 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 **IN EURO (2 decimals)** [2]

ANNUAL ACCOUNTS approved by by the General Meeting of **11-09-20**

concerning the financial year covering the period from **01-04-19** till **31-03-20**

Previous period from **01-04-18** till **31-03-19**

The amounts of the previous financial year ~~are~~ / are not [3] identical to those which have been previously published.

---

Total number of pages deposited: **38** Number of the pages of the standard form not deposited for not being of service: 6.1, 6.2.1, 6.2.2, 6.2.4, 6.2.5, 6.3.1, 6.3.2, 6.3.4, 6.3.5, 6.4.1, 6.4.2, 6.4.3, 6.5.1, 6.5.2, 6.7.2, 6.8, 6.12, 6.17, 6.18.2, 6.19, 7, 8, 9, 11, 12, 13, 14, 15

Signature
(name and position)
**Mr. Bejoy George**
**Director**

Signature
(name and position)
**Mr. Shiv Kumar Walia**
**Director**

---

[1] Optional statement.

[2] If necessary, adjust the unit and currency in which the amounts are expressed

[3] Delete where appropriate.

This annual account concerns not a company that is subject to the provisions of the new Belgian Companies and Associations Code dated 23 March 2019.

# LIST OF DIRECTORS, MANAGERS AND AUDITORS AND DECLARATION ABOUT SUPPLEMENTARY AUDITING OR ADJUSTMENT MISSION

**LIST OF DIRECTORS, MANAGERS AND AUDITORS**

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

**SHIV Kumar Walia**

Ascot Road, Maidenhead ., SL6 2HT Berkshire, United Kingdom

Title : Director

Mandate : 02-05-16- 08-07-22

**AGGARWAL Prateek**

Lotus Flat, Tower 34, Lotus Espacia, Sector 100 1804, 201301 Ultar Praesh, India

Title : Director

Mandate : 26-11-18- 12-07-24

**SUBRAMANIAN Gopalakrishnan**

Flat No 5103, ATS Green II A58, Sector Noida, India

Title : Director

Mandate : 02-05-16- 08-07-22

**BEJOY Joseph George**

Wiesenau 44, 60323 Frankfurt, Germany

Title : Director

Mandate : 02-05-16- 08-07-22

**KPMG Bedrijfsrevisoren CVBA 0419.122.548**

Luchthaven Brussel Nationaal 1, box K, 1930 Zaventem, Belgium

Title : Auditor, Membership number : A00001

Mandate : 13-07-19- 08-07-22

Represented by:

1. LEGEIN Tanguy

   Luchthaven Brussel Nationaal 1 , box K, 1930 Zaventem, Belgium

   Company auditor, Membership number : A02651

## 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.

Have the annual accounts been audited or adjusted by an external accountant or auditor who is not an statutory auditor ? Yes / ~~No~~

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) |
|---|---|---|
| **RSM Interfiduciaire CVBA 0442.616.443**<br>Waterloosesteenweg 1151 , 1180 Ukkel, Belgium<br>Title : External accountant | 20767 3F 91 | B |

* Delete where appropriate.
** Optional disclosure.

# ANNUAL ACCOUNTS

## BALANCE SHEET AFTER APPROPRIATION

| | Notes | Codes | Period | Previous period |
|---|---|---|---|---|
| **ASSETS** | | | | |
| **FORMATION EXPENSES** | 6.1 | 20 | | |
| **FIXED ASSETS** | | 21/28 | 1.758.039,97 | 2.436.490,21 |
| **Intangible fixed assets** | 6.2 | 21 | 2.037,99 | 5.300,58 |
| **Tangible fixed assets** | 6.3 | 22/27 | 1.756.001,98 | 2.431.189,63 |
| Land and buildings | | 22 | | |
| Plant, machinery and equipment | | 23 | | |
| Furniture and vehicles | | 24 | 1.755.999,32 | 2.389.320,46 |
| Leasing and other rights | | 25 | | |
| Other tangible fixed assets | | 26 | | |
| Tangible assets under construction and advance payments made | | 27 | 2,66 | 41.869,17 |
| **Financial fixed assets** | 6.4 / 6.5.1 | 28 | | |
| Affiliated enterprises | 6.15 | 280/1 | | |
| Participating interests | | 280 | | |
| Amounts receivable | | 281 | | |
| Other enterprises linked by participating interests | 6.15 | 282/3 | | |
| Participating interests | | 282 | | |
| Amounts receivable | | 283 | | |
| Other financial assets | | 284/8 | | |
| Shares | | 284 | | |
| Amounts receivable and cash guarantees | | 285/8 | | |

| | Notes | Codes | Period | Previous period |
|---|---|---|---|---|
| **CURRENT ASSETS** | | 29/58 | 7.931.920,49 | 9.027.474,84 |
| **Amounts receivable after more than one year** | | 29 | 352.106,57 | 946.532,88 |
| Trade debtors | | 290 | 352.106,57 | 946.532,88 |
| Other amounts receivable | | 291 | | |
| **Stocks and contracts in progress** | | 3 | 13.088,44 | 52.605,54 |
| Stocks | | 30/36 | 13.088,44 | 52.605,54 |
| Raw materials and consumables | | 30/31 | | |
| Work in progress | | 32 | | |
| Finished goods | | 33 | | |
| Goods purchased for resale | | 34 | 13.088,44 | 52.605,54 |
| Immovable property intended for sale | | 35 | | |
| Advance payments | | 36 | | |
| Contracts in progress | | 37 | | |
| **Amounts receivable within one year** | | 40/41 | 7.457.334,64 | 6.628.150,45 |
| Trade debtors | | 40 | 7.341.296,81 | 6.544.346,18 |
| Other amounts receivable | | 41 | 116.037,83 | 83.804,27 |
| **Current investments** | 6.5.1 / 6.6 | 50/53 | | |
| Own shares | | 50 | | |
| Other investments and deposits | | 51/53 | | |
| **Cash at bank and in hand** | | 54/58 | | 921.649,46 |
| **Deferred charges and accrued income** | 6.6 | 490/1 | 109.390,84 | 478.536,51 |
| **TOTAL ASSETS** | | 20/58 | 9.689.960,46 | 11.463.965,05 |

| | Notes | Codes | Period | Previous period |
|---|---|---|---|---|
| **EQUITY AND LIABILITIES** | | | | |
| **EQUITY** | | 10/15 | 5.829.267,74 | 5.323.902,95 |
| **Capital** | 6.7.1 | 10 | 3.568.170,72 | 3.568.170,72 |
| Issued capital | | 100 | 3.568.170,72 | 3.568.170,72 |
| Uncalled capital[4] | | 101 | | |
| **Share premium account** | | 11 | | |
| **Revaluation surpluses** | | 12 | | |
| **Reserves** | | 13 | 283.360,20 | 258.091,96 |
| Legal reserve | | 130 | 283.360,20 | 258.091,96 |
| Reserves not available | | 131 | | |
| In respect of own shares held | | 1310 | | |
| Others | | 1311 | | |
| Untaxed reserves | | 132 | | |
| Available reserves | | 133 | | |
| **Accumulated profits (losses)** (+)/(-) | | 14 | 1.977.736,82 | 1.497.640,27 |
| **Investment grants** | | 15 | | |
| **Advance to associates on the sharing out of the assets**[5] | | 19 | | |
| **PROVISIONS AND DEFERRED TAXES** | | 16 | | |
| **Provisions for liabilities and charges** | | 160/5 | | |
| Pensions and similar obligations | | 160 | | |
| Taxation | | 161 | | |
| Major repairs and maintenance | | 162 | | |
| Environmental liabilities | | 163 | | |
| Other risks and costs | 6.8 | 164/5 | | |
| **Deferred taxes** | | 168 | | |

4 Amount to be deducted from the issued capital.

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

| | Notes | Codes | Period | Previous period |
|---|---|---|---|---|
| **AMOUNTS PAYABLE** | | 17/49 | 3.860.692,72 | 6.140.062,10 |
| **Amounts payable after more than one year** | 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 | | |
| **Amounts payable within one year** | 6.9 | 42/48 | 3.852.740,24 | 6.128.879,84 |
| Current portion of amounts payable after more than one year falling due within one year | | 42 | | |
| Financial debts | | 43 | 841.555,73 | |
| Credit institutions | | 430/8 | 841.555,73 | |
| Other loans | | 439 | | |
| Trade debts | | 44 | 2.571.515,24 | 5.469.766,60 |
| Suppliers | | 440/4 | 2.571.515,24 | 5.469.766,60 |
| Bills of exchange payable | | 441 | | |
| Advances received on contracts in progress | | 46 | | |
| Taxes, remuneration and social security | 6.9 | 45 | 439.669,27 | 659.113,24 |
| Taxes | | 450/3 | 43.452,20 | 135.796,73 |
| Remuneration and social security | | 454/9 | 396.217,07 | 523.316,51 |
| Other amounts payable | | 47/48 | | |
| **Accrued charges and deferred income** | 6.9 | 492/3 | 7.952,48 | 11.182,26 |
| **TOTAL LIABILITIES** | | 10/49 | 9.689.960,46 | 11.463.965,05 |

## INCOME STATEMENT

| | Notes | Codes | Period | Previous period |
|---|---|---|---|---|
| **Operating income and charges** ..... | | 70/76A | 12.191.113,54 | 17.431.444,43 |
| Turnover ..... | 6.10 | 70 | 12.191.113,54 | 15.709.487,27 |
| Increase (decrease) in stocks of finished goods, work and contracts in progress .....(+)/(-) | | 71 | | |
| Own construction capitalised ..... | | 72 | | |
| Other operating income ..... | 6.10 | 74 | | 1.721.957,16 |
| Non-recurring operating income ..... | 6.12 | 76A | | |
| **Operating charges** ..... | | 60/66A | 11.560.559,84 | 16.559.868,06 |
| Raw materials, consumables ..... | | 60 | 147.366,13 | 500.498,56 |
| Purchases ..... | | 600/8 | 107.849,03 | 310.456,71 |
| Decrease (increase) in stocks .....(+)/(-) | | 609 | 39.517,10 | 190.041,85 |
| Services and other goods ..... | | 61 | 8.241.785,87 | 13.609.777,21 |
| Remuneration, social security costs and pensions ..(+)/(-) | 6.10 | 62 | 2.365.711,86 | 2.214.808,95 |
| Depreciation of and amounts written off formation expenses, intangible and tangible fixed assets ..... | | 630 | 816.097,50 | 555.744,52 |
| Increase, Decrease in amounts written off stocks contracts in progress and trade debtors: Appropriations (write-backs) .....(+)/(-) | | 631/4 | -10.442,17 | -320.962,00 |
| Provisions for risks and charges - Appropriations (uses and write-backs) .....(+)/(-) | 6.10 | 635/8 | | |
| Other operating charges ..... | 6.10 | 640/8 | 40,65 | 0,82 |
| Operation charges carried to assets as restructuring costs .....(-) | | 649 | | |
| Non-recurring operating charges ..... | 6.12 | 66A | | |
| **Operating profit (loss)** .....(+)/(-) | | 9901 | 630.553,70 | 871.576,37 |

| | Notes | Codes | Period | Previous period |
|---|---|---|---|---|
| **Financial income** | | 75/76B | 237.236,03 | 456.525,59 |
| Recurring financial income | | 75 | 237.236,03 | 456.525,59 |
| Income from financial fixed assets | | 750 | | |
| Income from current assets | | 751 | | 10.028,48 |
| Other financial income | 6.11 | 752/9 | 237.236,03 | 446.497,11 |
| Non-recurring financial income | 6.12 | 76B | | |
| **Financial charges** | 6.11 | 65/66B | 133.352,94 | 186.498,36 |
| Recurring financial charges | | 65 | 133.352,94 | 186.498,36 |
| Debt charges | | 650 | | |
| Amounts written down on current assets except stocks, contracts in progress and trade debtors (+)/(-) | | 651 | | |
| Other financial charges | | 652/9 | 133.352,94 | 186.498,36 |
| Non recurring financial charges | 6.12 | 66B | | |
| **Profit (loss) for the period before taxes** (+)/(-) | | 9903 | 734.436,79 | 1.141.603,60 |
| **Transfer from postponed taxes** | | 780 | | |
| **Transfer to postponed taxes** | | 680 | | |
| **Income taxes** (+)/(-) | 6.13 | 67/77 | 229.072,00 | 363.140,00 |
| Income taxes | | 670/3 | 229.072,00 | 363.140,00 |
| Adjustment of income taxes and write-back of tax provisions | | 77 | | |
| **Profit (loss) for the period** (+)/(-) | | 9904 | 505.364,79 | 778.463,60 |
| **Transfer from untaxed reserves** | | 789 | | |
| **Transfer to untaxed reserves** | | 689 | | |
| **Profit (loss) for the period available for appropriation** (+)/(-) | | 9905 | 505.364,79 | 778.463,60 |

## APPROPRIATION ACCOUNT

| | Codes | Period | Previous period |
|---|---|---|---|
| **Profit (loss) to be appropriated** .....(+)/(-) | 9906 | 2.003.005,06 | 1.536.563,45 |
| Gain (loss) to be appropriated .....(+)/(-) | (9905) | 505.364,79 | 778.463,60 |
| Profit (loss) to be carried forward .....(+)/(-) | 14P | 1.497.640,27 | 758.099,85 |
| **Transfers from capital and reserves** ..... | 791/2 | | |
| from capital and share premium account ..... | 791 | | |
| from reserves ..... | 792 | | |
| **Transfers to capital and reserves** ..... | 691/2 | 25.268,24 | 38.923,18 |
| to capital and share premium account ..... | 691 | | |
| to the legal reserve ..... | 6920 | 25.268,24 | 38.923,18 |
| to other reserves ..... | 6921 | | |
| **Profit (loss) to be carried forward** .....(+)/(-) | (14) | 1.977.736,82 | 1.497.640,27 |
| **Owner's contribution in respect of losses** | 794 | | |
| **Profit to be distributed** ..... | 694/7 | | |
| Dividends ..... | 694 | | |
| Director's or managers' entitlements ..... | 695 | | |
| Workers ..... | 696 | | |
| Other beneficiaries ..... | 697 | | |

| | Codes | Period | Previous period |
|---|---|---|---|
| **CONCESSIONS, PATENTS, LICENCES, KNOWHOW, BRANDS AND SIMILAR RIGHTS** | | | |
| **Acquisition value at the end of the period** | 8052P | xxxxxxxxxxxxxxx | 349.748,51 |
| **Movements during the period** | | | |
| Acquisitions, including produced fixed assets | 8022 | | |
| Sales and disposals | 8032 | | |
| Transfers from one heading to another (+)/(-) | 8042 | | |
| **Acquisition value at the end of the period** | 8052 | 349.748,51 | |
| **Depreciation and amounts written down at the end of the period** | 8122P | xxxxxxxxxxxxxxx | 344.447,93 |
| **Movements during the period** | | | |
| Recorded | 8072 | 3.262,59 | |
| Written back | 8082 | | |
| Acquisitions from third parties | 8092 | | |
| Cancelled owing to sales and disposals | 8102 | | |
| Transfers from one heading to another (+)/(-) | 8112 | | |
| **Depreciation and amounts written down at the end of the period** | 8122 | 347.710,52 | |
| **NET BOOK VALUE AT THE END OF THE PERIOD** | 211 | 2.037,99 | |

| | Codes | Period | Previous period |
|---|---|---|---|
| **FURNITURE AND VEHICLES** | | | |
| **Acquisition value at the end of the period** | 8193P | xxxxxxxxxxxxxxx | 3.380.066,04 |
| **Movements during the period** | | | |
| Acquisitions, including produced fixed assets | 8163 | 173.984,06 | |
| Sales and disposals | 8173 | | |
| Transfers from one heading to another (+)/(-) | 8183 | | |
| **Acquisition value at the end of the period** | 8193 | 3.554.050,10 | |
| **Revaluation surpluses at the end of the period** | 8253P | xxxxxxxxxxxxxxx | |
| **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 | xxxxxxxxxxxxxxx | 990.745,58 |
| **Movements during the period** | | | |
| Recorded | 8273 | 807.305,20 | |
| Written back | 8283 | | |
| Acquisitions from third parties | 8293 | | |
| Cancelled owing to sales and disposals | 8303 | | |
| Transfers from one heading to another (+)/(-) | 8313 | | |
| **Depreciation and amounts written down at the end of the period** | 8323 | 1.798.050,78 | |
| **NET BOOK VALUE AT THE END OF THE PERIOD** | (24) | 1.755.999,32 | |

| | Codes | Period | Previous period |
|---|---|---|---|
| **ASSETS UNDER CONSTRUCTION AND ADVANCED PAYMENTS** | | | |
| **Acquisition value at the end of the period** | 8196P | xxxxxxxxxxxxxxx | 41.869,17 |
| **Movements during the period** | | | |
| Acquisitions, including produced fixed assets | 8166 | | |
| Sales and disposals | 8176 | 41.866,51 | |
| Transfers from one heading to another (+)/(-) | 8186 | | |
| **Acquisition value at the end of the period** | 8196 | 2,66 | |
| **Revaluation surpluses at the end of the period** | 8256P | xxxxxxxxxxxxxxx | |
| **Movements during the period** | | | |
| Recorded | 8216 | | |
| Acquisitions from third parties | 8226 | | |
| Cancelled | 8236 | | |
| Transfers from one heading to another (+)/(-) | 8246 | | |
| **Revaluation surpluses at the end of the period** | 8256 | | |
| **Depreciation and amounts written down at the end of the period** | 8326P | xxxxxxxxxxxxxxx | |
| **Movements during the period** | | | |
| Recorded | 8276 | | |
| Written back | 8286 | | |
| Acquisitions from third parties | 8296 | | |
| Cancelled owing to sales and disposals | 8306 | | |
| Transfers from one heading to another (+)/(-) | 8316 | | |
| **Depreciation and amounts written down at the end of the period** | 8326 | | |
| **NET BOOK VALUE AT THE END OF THE PERIOD** | (27) | 2,66 | |

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

| | Codes | Period | Previous period |
|---|---|---|---|
| **INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS** | | | |
| **Shares and current investments other than fixed income investments** .. | 51 | | |
| Shares - Book value increased with the uncalled amount ..... | 8681 | | |
| Shares - Uncalled amount ..... | 8682 | | |
| Precious metals and works of art ..... | 8683 | | |
| **Fixed income securities** ..... | 52 | | |
| Fixed income securities issued by credit institutions ..... | 8684 | | |
| **Fixed term accounts with credit institutions** ..... | 53 | | |
| With residual term or notice of withdrawal | | | |
| up to one month ..... | 8686 | | |
| between one month and one year ..... | 8687 | | |
| over one year ..... | 8688 | | |
| **Other investments not mentioned above** ..... | 8689 | | |

| | Period |
|---|---|
| **DEFFERED CHARGES AND ACCRUED INCOME** | |
| **Allocation of heading 490/1 of assets if the amount is significant.** | |
| Prepaid costs (others) | 79.449,42 |
| Deferred costs (others) | 29.941,42 |

# STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

## STATEMENT OF CAPITAL

| | Codes | Period | Previous period |
|---|---|---|---|
| **Social capital** | | | |
| Issued capital at the end of the period | 100P | XXXXXXXXXXXXXX | 3.568.170,72 |
| Issued capital at the end of the period | (100) | 3.568.170,72 | |

| | Codes | Amounts | Number of shares |
|---|---|---|---|
| Changes during the period | | | |
| Structure of the capital<br>Different categories of shares | | | |
| Nominative shares (classe A) | | 1.568.170,72 | 63.259 |
| Nominative shares (classe B) | | 2.000.000,00 | 80.678 |
| Registered shares | 8702 | XXXXXXXXXXXXXX | 143.937 |
| Shares dematerialized | 8703 | XXXXXXXXXXXXXX | |

| | Codes | Uncalled capital | Capital called, but not paid |
|---|---|---|---|
| **Capital not paid** | | | |
| Uncalled capital | (101) | | XXXXXXXXXXXXXX |
| Capital called, but not paid | 8712 | XXXXXXXXXXXXXX | |
| Shareholders having yet to pay up in full | | | |

| | Codes | Period |
|---|---|---|
| **OWN SHARES** | | |
| Held by the company itself | | |
| Amount of capital held | 8721 | |
| Number of shares held | 8722 | |
| Held by the subsidiaries | | |
| Amount of capital held | 8731 | |
| Number of shares held | 8732 | |
| **Commitments to issue shares** | | |
| Owing to the exercise of conversion rights | | |
| Amount of outstanding convertible loans | 8740 | |
| Amount of capital to be subscribed | 8741 | |
| Corresponding maximum number of shares to be issued | 8742 | |
| Owing to the exercise of subscription rights | | |
| Number of outstanding subscription rights | 8745 | |
| Amount of capital to be subscribed | 8746 | |
| Corresponding maximum number of shares to be issued | 8747 | |
| **Authorized capital, not issued** | 8751 | |

| | Codes | Period |
|---|---|---|
| **Shared issued, not representing capital** | | |
| Distribution | | |
| Number of shares held | 8761 | |
| Number of voting rights attached thereto | 8762 | |
| Allocation by shareholder | | |
| Number of shares held by the company itself | 8771 | |
| Number of shares held by its subsidairies | 8781 | |

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

| | Codes | Period |
|---|---|---|
| **BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL PERIOD TO MATURITY OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL TERM** | | |
| **Current portion of amounts payable after more than one year falling due within one year** | | |
| Financial debts | 8801 | |
| 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 contracts in progress | 8891 | |
| Other amounts payable | 8901 | |
| **Total amounts payable after more than one year, not more than one year** | (42) | |
| **Amounts payable after more than one year, between one and five years** | | |
| 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 | |
| **Total amounts payable after more than one year, between one and five years** | 8912 | |
| **Amounts payable after more than one year, over five years** | | |
| Financial debts | 8803 | |
| Subordinated loans | 8813 | |
| Unsubordinated debentures | 8823 | |
| Leasing and other similar obligations | 8833 | |
| Credit institutions | 8843 | |
| Other loans | 8853 | |
| Trade debts | 8863 | |
| Suppliers | 8873 | |
| Bills of exchange payable | 8883 | |
| Advance payments received on contracts in progress | 8893 | |
| Other amounts payable | 8903 | |
| **Total amounts payable after more than one year, over five years** | 8913 | |

| | Codes | Period |
|---|---|---|
| **AMOUNTS PAYABLE GUARANTEED** *(headings 17 and 42/48 of liabilities)* | | |
| **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 | |
| Subordinated loans | 8932 | |
| Unsubordinated debentures | 8942 | |
| Leasing and other similar obligations | 8952 | |
| Credit institutions | 8962 | |
| Other loans | 8972 | |
| Trade debts | 8982 | |
| Suppliers | 8992 | |
| Bills of exchange payable | 9002 | |
| Advance payments 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 | |

| | Codes | Period |
|---|---|---|
| **AMOUNTS PAYABLE FOR TAXES, REMUNERATION AND SOCIAL SECURITY** | | |
| **Taxes** *(headings 450/3 and 178/9 of the liabilities)* | | |
| Expired taxes payable | 9072 | |
| Non expired taxes payable | 9073 | 43.452,20 |
| Estimated taxes payable | 450 | |
| **Remuneration and social security** *(headings 454/9 and 178/9 of the liabilities)* | | |
| Amount due to the National Office of Social Security | 9076 | |
| Other amounts payable relating to remuneration and social security | 9077 | 396.217,07 |

## ACCRUED CHARGES AND DEFERRED INCOME

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

| | Period |
|---|---|
| Deferred Revenue | 1.993,44 |
| Accrued expenses | 5.959,04 |

## OPERATING RESULTS

| | Codes | Period | Previous period |
|---|---|---|---|
| **OPERATING INCOME** | | | |
| **Net turnover** | | | |
| Broken down by categories of activity | | | |
| Fixed Price Project | | 11.558.648,88 | 16.859.853,99 |
| Time & Material | | 632.464,66 | 571.590,44 |
| Allocation into geographical markets | | | |
| United States of America | | 631.904,87 | 389.361,18 |
| Belgium | | 8.129.652,16 | 14.630.024,20 |
| United Kingdom | | 2.306.681,34 | 207.930,35 |
| Netherlands | | 296.991,67 | 171.454,10 |
| Others | | 825.883,50 | 2.032.674,60 |
| **Other operating income** | | | |
| Operating subsidies and compensatory amounts received from public authorities | 740 | | |
| **OPERATING COSTS** | | | |
| **Employees for whom the company has submitted a DIMONA declaration or are recorded in the general personnel register** | | | |
| Total number at the closing date | 9086 | 6 | 11 |
| Average number of employees calculated in full-time equivalents | 9087 | 8,7 | 29,1 |
| Number of actual worked hours | 9088 | 15.716 | 28.899 |
| **Personnel costs** | | | |
| Remuneration and direct social benefits | 620 | 1.901.274,80 | 1.401.953,34 |
| Employers' social security contributions | 621 | 420.209,45 | 585.112,14 |
| Employers' premiums for extra statutory insurances | 622 | 36.560,60 | 102.265,10 |
| Other personnel costs | 623 | 7.667,01 | 125.478,37 |
| Old-age and widows' pensions | 624 | | |

| | Codes | Period | Previous period |
|---|---|---|---|
| **Provisions for pensions** | | | |
| Additions (uses and write-back) ..... (+)/(-) | 635 | | |
| **Amounts written off** | | | |
| Stocks and contracts in progress | | | |
| Recorded ..... | 9110 | | |
| Written back ..... | 9111 | | |
| Trade debtors | | | |
| Recorded ..... | 9112 | | |
| Written back ..... | 9113 | 10.442,17 | 320.962,00 |
| **Provisions for risks and charges** | | | |
| Additions ..... | 9115 | | |
| Uses and write-back ..... | 9116 | | |
| **Other operating charges** | | | |
| Taxes related to operation ..... | 640 | 40,65 | 0,82 |
| Other charges ..... | 641/8 | | |
| **Hired temporary staff and persons placed at the enterprise's disposal** | | | |
| Total number at the closing date ..... | 9096 | | |
| Average number calculated as full-time equivalents ..... | 9097 | | |
| Number of actual worked hours ..... | 9098 | | |
| Charges to the enterprise ..... | 617 | | |

## FINANCIAL RESULTS

| | Codes | Period | Previous period |
|---|---|---|---|
| **RECURRING FINANCIAL INCOME** | | | |
| **Other financial income** | | | |
| Subsidies granted by public authorities and recorded as income for the period | | | |
| Capital subsidies | 9125 | | |
| Interest subsidies | 9126 | | |
| Allocation of other financial income | | | |
| Exchange results | | 100.437,80 | 225.602,47 |
| Interest income on leased assets | | 128.026,49 | 220.894,64 |
| Intrest current account | | 8.771,74 | |
| **RECURRING FINANCIAL CHARGES** | | | |
| **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** | | | |
| Exchange losses | | 121.840,97 | 177.059,83 |
| Bank charges | | 9.998,89 | 9.101,15 |
| Late payment fees | | 1.427,01 | 337,38 |

## INCOME TAXES AND OTHER TAXES

| | Codes | Period |
|---|---|---|
| **INCOME TAXES** | | |
| **Income taxes on the result of the period** | 9134 | 229.072,00 |
| Income taxes paid and withholding taxes due or paid | 9135 | |
| Excess of income tax prepayments and withholding taxes paid recorded under assets | 9136 | |
| Estimated additional taxes | 9137 | 229.072,00 |
| **Income taxes on the result of prior periods** | 9138 | |
| Additional income taxes due or paid | 9139 | |
| Additional income taxes estimated or provided for | 9140 | |
| **In so far as taxes of the period are materially affected by differences between the profit before taxes as stated in annual accounts and the estimated taxable profit** | | |
| Non deductible expenses | | 44.314,19 |
| Notional intrest deduction | | -2.506,84 |

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

| | Codes | Period |
|---|---|---|
| **Status of deferred taxes** | | |
| Deferred taxes representing assets | 9141 | |
| Accumulated tax losses deductible from future taxable profits | 9142 | |
| Deferred taxes representing liabilities | 9144 | |
| Allocation of deferred taxes representing liabilities | | |

| | Codes | Period | Previous period |
|---|---|---|---|
| **VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES** | | | |
| **Value added taxes charged** | | | |
| To the enterprise (deductible) | 9145 | 1.099.445,44 | 3.957.330,40 |
| By the enterprise | 9146 | 1.982.852,81 | 7.546.213,22 |
| **Amounts withheld on behalf of third party** | | | |
| For payroll withholding taxes | 9147 | 643.836,09 | 413.446,43 |
| For withholding taxes on investment income | 9148 | | |

## RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

| | Codes | Period |
|---|---|---|
| **PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE ENTERPRISE AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES** | 9149 | |
| **Of which** | | |
| Bills of exchange in circulation endorsed by the enterprise | 9150 | |
| Bills of exchange in circulation drawn or guaranteed by the enterprise | 9151 | |
| Maximum amount for which other debts or commitments of third parties are guaranteed by the enterprise | 9153 | |
| **REAL GUARANTEES** | | |
| **Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of the enterprise** | | |
| Mortgages | | |
| Book value of the immovable properties mortgaged | 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 | |
| **Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of third parties** | | |
| 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 | |

| | Codes | Period |
|---|---|---|
| **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** | | |
| **SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS** | | |
| **SUBSTANTIAL COMMITMENTS TO DISPOSE OF 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 | |

## RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

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

| | Period |
|---|---|
| **AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS** | |

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

**Brief description**

The company works with a Defined Benefit Obligation and Defined Contributions plan which is managed by Allianz. As per year-end 2020, there is no underfunding of this plan with respect to the Belgium legal minimum return as appears from the notification of the insurance company.

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

| | Code | Period |
|---|---|---|
| **PENSIONS FUNDED BY THE ENTERPRISE** | | |
| **Estimated amount of the commitments resulting from past services .....** | 9220 | |
| Methods of estimation | | |

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

Management is planning to merge HCL Belgium with HCL Technologies Belgium BVBA in order to reduce the operating costs and optimize the resources.
The reduction in the number of entities in the same country will lead to greater organizational efficiency at group level.
The merger will ensure a simpler group structure accompanied with a decrease in the direct and indirect costs associated with maintaining several distinct legal entities
The synergies and rationalization in the cost structure will also have a positive impact on the results of the Group.

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

## RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

| | Period |
|---|---|
| **NATURE AND COMMERCIAL OBJECTIVE OF TRANSACTIONS NOT REFLECTED IN THE BALANCE SHEET**<br>**Provided that the risks or advantages coming from these transactions are significant and if the disclosure of the risks or advantages is necessary to appreciate the financial situation of the company** | |

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

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

| AFFILIATED ENTERPRISES | Codes | Period | Previous period |
|---|---|---|---|
| **Financial fixed assets** | (280/1) | | |
| Participating interests | (280) | | |
| Subordinated amounts receivable | 9271 | | |
| Other amounts receivable | 9281 | | |
| **Amounts receivable** | 9291 | 3.368.076,57 | 1.169.490,56 |
| Over one year | 9301 | | |
| Within one year | 9311 | 3.368.076,57 | 1.169.490,56 |
| **Current investments** | 9321 | | |
| Shares | 9331 | | |
| Amounts receivable | 9341 | | |
| **Amounts payable** | 9351 | 1.208.239,79 | 4.145.491,65 |
| Over one year | 9361 | | |
| Within one year | 9371 | 1.208.239,79 | 4.145.491,65 |
| **Personal and real guarantees** | | | |
| Provided or irrevocably promised by the enterprise as security for debts or commitments of affiliated enterprises | 9381 | | |
| Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise | 9391 | | |
| **Other significant financial commitments** | 9401 | | |
| **Financial results** | | | |
| Income from financial fixed assets | 9421 | | |
| Income from current assets | 9431 | | |
| Other financial income | 9441 | | |
| Debt charges | 9461 | | |
| Other financial charges | 9471 | | |
| **Disposal of fixed assets** | | | |
| Capital gains obtained | 9481 | | |
| Capital losses suffered | 9491 | | |

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

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

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

| | Period |
|---|---|
| **TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT OF MARKET CONDITIONS**<br>**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** | |

## FINANCIAL RELATIONSHIPS WITH

| | Codes | Period |
|---|---|---|
| **DIRECTORS, MANAGERS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ENTERPRISE WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTERPRISES CONTROLLED BY THESE PERSONS** | | |
| **Amounts receivable from these persons** | 9500 | |
| Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts | | |
| **Guarantees provided in their favour** | 9501 | |
| **Other significant commitments undertaken in their favour** | 9502 | |
| **Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person** | | |
| To directors and managers | 9503 | |
| To former directors and former managers | 9504 | |

| | Codes | Period |
|---|---|---|
| **AUDITORS OR PEOPLE THEY ARE LINKED TO** | | |
| **Auditor's fees** | 9505 | 14.400,00 |
| **Fees for exceptional services or special missions executed in the company by the auditor** | | |
| Other attestation missions | 95061 | |
| Tax consultancy | 95062 | |
| Other missions external to the audit | 95063 | |
| **Fees for exceptional services or special missions executed in the company by people they are linked to** | | |
| Other attestation missions | 95081 | |
| Tax consultancy | 95082 | |
| Other missions external to the audit | 95083 | |

**Mentions related to article 134 from the Companies Code**

nihil

## INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

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

~~**The enterprise has 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 limits mentioned in art. 16 of Company Law*

~~The enterprise only has subsidiaries which, considering the assessment of the consolidated assets, consolidated financial posi~~tion or ~~consolidated results, individual or together, are of a negligible size* (Art. 110 of Company Law)~~

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

### 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**

**HCL Technologies Limited**

**806, Siddharth - 96, Nehru Place ., box .**

**. New Delhi - 110019, India**

**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**

**HCL Technologies Ltd**

**806, Siddharth - 96, Nehru Place ., box .**

**. New Delhi - 110019, India**

* 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.

## OTHER INFORMATIONS TO DISCLOSE

As the company operates in IT & IT enabled services there is no major impact on its operations as it's manpower can provide services from remote work locations. Company has enabled its manpower with IT infrastructure to continue provide services to its clients from remote. Due to the COVID-19 there is no major impact on the its receivables which continue to be fully realizable and the company is able to honor its liabilities. The company management is fully confident on the going concern of this entity as no major disruption anticipated due to COVID-19.

Based on the management assessment as at Jul'2020, there is no significant impact on the revenue and cost of the company on account of COVID-19, hence the company is expected to earn the profit in line with the previous year without any significant variations.

## SOCIAL BALANCE SHEET

Number of joint industrial committee: 200

### STATEMENT OF THE PERSONS EMPLOYED

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

| During the current period | Codes | Total | 1. Men | 2. Women |
|---|---|---|---|---|
| **Average number of employees** | | | | |
| Full-time | 1001 | 8,7 | 8,1 | 0,6 |
| Part-time | 1002 | | | |
| Total in full-time equivalents | 1003 | 8,7 | 8,1 | 0,6 |
| **Number of hours actually worked** | | | | |
| Full-time | 1011 | 15.716 | 14.621 | 1.095 |
| Part-time | 1012 | | | |
| Total | 1013 | 15.716 | 14.621 | 1.095 |
| **Personnel costs** | | | | |
| Full-time | 1021 | 2.365.711,86 | | |
| Part-time | 1022 | | | |
| Total | 1023 | 2.365.711,86 | | |
| **Advantages in addition to wages** | 1033 | | | |

| During the preceding period | Codes | P. Total | 1P. Men | 2P. Women |
|---|---|---|---|---|
| Average number of employees in FTE | 1003 | 29,1 | 27,1 | 2,0 |
| Number of hours actually worked | 1013 | 28.899 | 27.170 | 1.729 |
| Personnel costs | 1023 | 2.214.808,95 | 2.082.299,01 | 132.509,94 |
| Advantages in addition to wages | 1033 | | | |

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

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

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

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

## LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

| ENTRIES | Codes | 1. Full-time | 2. Part-time | 3. Total full-time equivalents |
|---|---|---|---|---|
| **Number of employees for whom the entreprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year** ..... | 205 | 1 | | 1,0 |
| **By nature of employment contract** | | | | |
| Contract for an indefinite period ..... | 210 | 1 | | 1,0 |
| Contract for a definite period ..... | 211 | | | |
| Contract for the execution of a specifically assigned work | 212 | | | |
| Replacement contract ..... | 213 | | | |

| DEPARTURES | Codes | 1. Full-time | 2. Part-time | 3. Total full-time equivalents |
|---|---|---|---|---|
| **Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year** ..... | 305 | 6 | | 6,0 |
| **By nature of employment contract** | | | | |
| Contract for an indefinite period ..... | 310 | 6 | | 6,0 |
| Contract for a definite period ..... | 311 | | | |
| Contract for the execution of a specifically assigned work | 312 | | | |
| Replacement contract ..... | 313 | | | |
| **By reason of termination of contract** | | | | |
| Retirement ..... | 340 | | | |
| Unemployment with extra allowance from enterprise ..... | 341 | | | |
| Dismissal ..... | 342 | 1 | | 1,0 |
| Other reason ..... | 343 | 5 | | 5,0 |
| Of which the number of persons who continue to render services to the enterprise at least half-time on a self-employed basis ..... | 350 | | | |

## INFORMATION ON TRAININGS PROVIDED TO EMPLOYEES DURING THE PERIOD

| | Codes | Men | Codes | Women |
|---|---|---|---|---|
| **Total of initiatives of formal professional training at the expense of the employer** | | | | |
| Number of employees involved | 5801 | 2 | 5811 | 1 |
| Number of actual training hours | 5802 | 12 | 5812 | 8 |
| Net costs for the enterprise | 5803 | 2.365,18 | 5813 | 2.070,85 |
| of which gross costs directly linked to training | 58031 | 1.017,43 | 58131 | 1.022,65 |
| of which fees paid and paiments to collective funds | 58032 | 1.497,75 | 58132 | 1.198,20 |
| of which grants and other financial advantages received (to deduct).. .. | 58033 | 150,00 | 58133 | 150,00 |
| **Total of initiatives of less formal or informal professional training at the expense of the employer** | | | | |
| Number of employees involved | 5821 | 1 | 5831 | 1 |
| Number of actual training hours | 5822 | 5 | 5832 | 4 |
| Net costs for the enterprise | 5823 | 170,05 | 5833 | 146,04 |
| **Total of initiatives of initial professional training at the expense of the employer** | | | | |
| Number of employees involved | 5841 | 1 | 5851 | 1 |
| Number of actual training hours | 5842 | 380 | 5852 | 360 |
| Net costs for the enterprise | 5843 | 5.800,00 | 5853 | 3.180,00 |

## OTHER DOCUMENTS

*(to be specified by the company)*

HCL Technologies Limited has its subsidiaries/step down subsidiaries in various countries. In many European countries, where there are 2 or more entities in the same country which exist due to certain business reasons like acquisition, rebadging etc., it is continuous endeavor to reduce the number of entities by either merging or by business transfer/closure etc. The feasibility to either merger or transfer or closure depends upon local regulations, business transaction, tax approvals etc.
The reduction in the number of entities in the same country will lead to greater organizational efficiency, reduction in managing costs and optimization of the resources used.
Therefore, as part of internal restructuring, it is proposed to merge HCL Belgium NV, a public limited company with its registered office at 1932 Sint-Stevens-Woluwe, Lozenberg 22/3 and registered with the Brussels trade register under number BTW BE 0462.886.96 ("HCL Belgium") and a wholly owned subsidiary of the HCL Great Britain Limited a private limited company duly incorporated and existing under the laws of the United Kingdom, with its registered office at Axon Centre, Church Road, Egham, Surrey TW20 9QB, and registered under the Company Number 03299523 ("HCL Great Britain") with HCL Technologies Belgium BVBA, private limited company with its registered office at 1932 Sint-Stevens-Woluwe, Lozenberg 22/3 and registered with the Brussels trade register under number BTW BE 0542.547.130 ("HCL Technologies Belgium").
Currently, the HCL Great Britain holds entire share capital consisting of 143.937 Shares, numbered from 1 to 143.937, i.e. shares Class A with numbers 1 to 63.259, and shares Class B with numbers 63.260 to 143.937 of HCL Belgium and HCl Technologies UK Limited, a private limited liability company duly incorporated and existing under the laws of the United Kingdom, with its registered office at Axon Centre, Church Road, Egham, Surrey TW20 9QB, and registered under the Company Number 08658132 and the holding Company of HCL Great Britain ("HCLT UK") holds 99.99% share capital of HCL Technologies Belgium.
To simply the process of merger, it is proposed to make HCL Belgium, a wholly owned subsidiary of HCL Technologies UK Limited, and subsequently merger of HCL Belgium with HCL Technologies Belgium.
With a view to achieve the aforesaid object, it is proposed to sale the entire share capital held by the HCL Great Britain in HCL Belgium BV to HCLT UK, at a consideration of GBP 2,955,180 which is book value of HCL Belgium.
To realize a merger by acquisition between the two aforementioned companies in accordance with the provisions of articles 671 juncto 693 BCC - articles 12:2 juncto 12:24 BCCA, resulting in the transmittance, further to a dissolution without liquidation, of HCL Belgium NV's assets and liabilities, including its rights and obligations without any exceptions whatsoever to HCL Technologies Belgium BV, under the conditions laid down in the merger plan.
Furthermore, in preparation and prior to the proposed merger an advance tax ruling was filed with the Belgian Ruling Commission in order to attain legal certainty about the tax-neutral nature of the upcoming merger. On October 15, 2019 the Ruling Commission granted a positive decision in this case.