

Free translation of the Dutch original

Independent auditor's report to the general meeting of HCL Technologies Belgium BVBA for the year ended March 31, 2018

As required by law and the Company's articles of association, we report to you as statutory auditor. This report includes our opinion on the balance sheet as at March 31, 2018, the income statement for the year ended March 31, 2018 and the disclosures (all elements together the "Annual Accounts") and includes as well our report on other legal and regulatory requirements. These two reports are considered one report and are inseparable.

We have been appointed as statutory auditor by the shareholders meeting of September 9, 2016, in accordance with the proposition by the Board of Directors. Our mandate expires at the shareholders meeting that will deliberate on the Annual Accounts for the year ending March 31, 2019. We performed the statutory audit of the Annual Accounts of the Company during 5 consecutive years.

Report on the audit of the Annual Accounts

Unqualified opinion

We have audited the Annual Accounts of HCL Technologies Belgium BVBA (the "Company"), that comprise of the balance sheet on March 31, 2018, as well as the income statement of the year and the disclosures, which show a balance sheet total of € 11.959.703 and of which the income statement shows a profit for the year of € 234.239.

In our opinion, the Annual Accounts give a true and fair view of the Company's net equity and financial position as at March 31, 2018, and of its results for the year then ended, prepared in accordance with the financial-reporting framework applicable in Belgium.

Basis for the unqualified opinion

We conducted our audit in accordance with International Standards on Auditing ("ISAs"). Our responsibilities under those standards are further described in the "Our responsibilities for the audit of the Annual Accounts" section of our report.

We have complied with all ethical requirements that are relevant to our audit of the Annual Accounts in Belgium, including those with respect to independence.

We have obtained from the Board of Directors and the officials of Company the explanations and information necessary for the performance our audit and we believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors for the preparation of the Annual Accounts

The Board of Directors is responsible for the preparation of the Annual Accounts that give a true and fair view in accordance with the financial reporting framework applicable in Belgium as well as internal controls relevant to the preparation of the Annual Accounts that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the Annual Accounts, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, and provide, if applicable, information on matters impacting going concern. The Board of Directors should prepare the financial statements using the going concern basis of accounting, unless the Board of Directors either intends to liquidate the Company or to cease business operations, or has no realistic alternative but to do so.

Our responsibilities for the audit of the Annual Accounts

Our objectives are to obtain reasonable assurance whether the Annual Accounts are free from material misstatement, whether due to fraud or error, and to express an opinion on these Annual Accounts based on our audit. Reasonable assurance is a high level of assurance, but not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Annual Accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and we maintain professional skepticism throughout the audit. We also perform the following tasks:

- ▶ Identification and assessment of the risks of material misstatement of the Annual Accounts, whether due to fraud or error, the planning and execution of audit procedures to respond to these risks and obtain audit evidence which is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting material misstatements resulting from fraud is higher than when such misstatements result from errors, since fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- ▶ Obtaining insight in the system of internal controls that are relevant for the audit and with the objective to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control;

- ▶ Evaluating the selected and applied accounting policies, and evaluating the reasonability of the accounting estimates and related disclosures made by the Board of Directors as well as the underlying information given by the Board of Directors;
- ▶ Conclude on the appropriateness of the Board of Director's use of the going-concern basis of accounting, and based on the audit evidence obtained, whether or not a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Annual Accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Company to cease to continue as a going-concern;
- ▶ Evaluating the overall presentation, structure and content of the Annual Accounts, and evaluating whether the Annual Accounts reflect a true and fair view of the underlying transactions and events.

We communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the Annual Accounts of the current period and are therefore the key audit matters. We describe these matters in our report, unless the law or regulations prohibit this.

Report on other legal and regulatory requirements

Responsibilities of the Board of Directors

The Board of Directors is responsible for the preparation and the content of the Board of Director's report and the compliance with the legal and regulatory requirements regarding bookkeeping, as well as compliance with the Belgian Companies Code and with the Company's articles of association.

Responsibilities of the statutory auditor

In the context of our mandate and in accordance with the additional standard to the ISA's applicable in Belgium, it is our responsibility to verify, in all material respects, the Board of Director's report, as well as compliance with certain requirements of the Belgian Companies Code and the articles of association, as well as to report on these matters.

Aspects relating to Board of Director's report

In our opinion, after carrying out specific procedures on the Board of Director's report, the Board of Director's report is consistent with the Annual Accounts and has been in prepared accordance with article 95 and 96 of the Belgian Companies Code.

In the context of our audit of the Annual Accounts, we are also responsible to consider whether, based on the information that we became aware of during the performance of our audit, the Board of Director's report contain any material inconsistencies or contains information that is inaccurate or otherwise misleading. In light of the work performed, we do not need to report any material inconsistencies. In addition, we do not provide any assurance regarding the Board of Director's report.

Aspects relating to the social balance sheet

The social balance sheet, to be published in accordance with article 100, § 1, 6°/2 of the Belgian Companies Code, includes both in form and in substance the required information as prescribed by the Belgian Companies and does not contain any material inconsistencies

compared to the information we have in our audit files.

Independence matters

Our auditor's office and our network has not performed any services that are not compatible with the statutory audit of the Annual Accounts and has remained independent of the Company during the course of our mandate.

No additional service, that are compatible with the statutory audit of the Annual Accounts referred to in Article 134 of the Belgian Companies Code and for which fees are due, have been carried out.

Other communications

- ▶ Without prejudice to certain formal aspects of minor importance, the accounting records were maintained in accordance with the legal and regulatory requirements applicable in Belgium.
- ▶ The appropriation of the results proposed to the general meeting complies with the relevant requirements of the law and the Company's articles of association.
- ▶ There are no transactions undertaken or decisions taken in breach of the articles of association or of the Belgian Companies Code that we have to report to you.

Diegem, September 14, 2018

Ernst & Young Bedrijfsrevisoren BCVBA
Statutory auditor
Represented by

Romuald Bilem
Partner*
*Acting on behalf of a BVBA/SPRL

19RB0005

40				1	EUR	
NAT.	Date of the deposition	No. 0542.547.130	pp.	E.	D.	C 1

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

IDENTIFICATION

NAME: HCL Technologies Belgium

Legal form: PLLC

Address: Lozenberg

Nr.: 22, box 3

Postal Code: 1932

City: Sint-Stevens-Woluwe

Country: Belgium

Register of Legal Persons (RLP) - Office of the commercial court at: Brussel, Dutch-speaking

Internet address: ¹

Company number: 0542.547.130

DATE 28/12/2015 of the deposition of the partnership deed OR of the most recent document mentioning the date of publication of the partnership deed and the act changing the articles of association.

ANNUAL ACCOUNTS IN EURO (2 decimals) ²

ANNUAL ACCOUNTS approved by the General Meeting of

14/09/2018

concerning the financial year covering the period from

1/04/2017

till

31/03/2018

Previous period from

1/04/2016

till

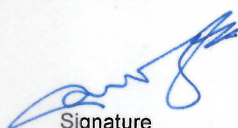
31/03/2017

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

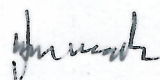
Total number of pages deposited: 38

Number of the pages of the standard form not deposited for not being

of service: 6.1, 6.2.1, 6.2.2, 6.2.3, 6.2.5, 6.3.1, 6.3.4, 6.4.1, 6.4.2, 6.5.1, 6.5.2, 6.8, 6.12, 6.14, 6.17, 6.18.2, 6.20, 7, 8, 9



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



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



¹ Optional statement.

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

³ Delete where appropriate

**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

MANISH Anand Profession : Manager

Paschim Vihar B5, box 31, 110063 Delhi, India

Title : Manager

Mandate : 25/11/2013

BEJOY Joseph George Profession : Manager

Wiesenau 44, 60323 Frankfurt, Germany

Title : Manager

Mandate : 2/05/2016

SHIV Kumar Walia Profession : Manager

Ascot Road Maidenhead SL6, 2HT Berkshire, United Kingdom

Title : Manager

Mandate : 2/05/2016

SUBRAMANIAN Gopalakrishnan Profession : Manager

Flat No 5103, ATS Gren II A58 Sector 50 . Noida, India

Title : Manager

Mandate : 2/05/2016

ERNST & YOUNG BEDRIJFSREVISOREN CALL 0446.334.711

De Kleetlaan 2, 1831 Diegem, Belgium

Title : Auditor, Membership number : B00160

Mandate : 9/09/2016- 13/09/2019

Represented by:

1. BILEM Romuald

De Kleetlaan 2 , 1831 Diegem, Belgium

Auditor, Membership number : A02309

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 BV PLLC 0442.616.443 Waterloosesteenweg 1151 , 1180 Ukkel, Belgium 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	<u>2.239.344,85</u>	<u>2.797.613,91</u>
Intangible fixed assets	6.2	21	1.710.523,20	2.280.698,56
Tangible fixed assets	6.3	22/27	501.074,65	275.908,39
Land and buildings		22		
Plant, machinery and equipment		23	56.935,04	65.267,52
Furniture and vehicles		24	340.223,84	110.750,25
Leasing and other rights		25		
Other tangible fixed assets		26	85.831,24	99.890,62
Tangible assets under construction and advance payments made		27	18.084,53	
Financial fixed assets	6.4 / 6.5.1	28	27.747,00	241.006,96
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	27.747,00	241.006,96
Shares		284		
Amounts receivable and cash guarantees		285/8	27.747,00	241.006,96

	Notes	Codes	Period	Previous period
CURRENT ASSETS		29/58	9.720.358,45	7.020.466,91
Amounts receivable after more than one year		29		
Trade debtors		290		
Other amounts receivable		291		
Stocks and contracts in progress		3	736.485,80	171.016,32
Stocks		30/36	736.485,80	171.016,32
Raw materials and consumables		30/31		
Work in progress		32		
Finished goods		33		
Goods purchased for resale		34	736.485,80	171.016,32
Immovable property intended for sale		35		
Advance payments		36		
Contracts in progress		37		
Amounts receivable within one year		40/41	7.825.278,34	5.965.621,53
Trade debtors		40	7.286.115,92	4.564.099,32
Other amounts receivable		41	539.162,42	1.401.522,21
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	514.027,65	633.324,77
Deferred charges and accrued income	6.6	490/1	644.566,66	250.504,29
TOTAL ASSETS		20/58	11.959.703,30	9.818.080,82

	Notes	Codes	Period	Previous period
EQUITY AND LIABILITIES				
EQUITY		10/15	19.038,95	-215.199,85
Capital	6.7.1	10	100.000,00	100.000,00
Issued capital		100	100.000,00	100.000,00
Uncalled capital ⁴		101		
Share premium account		11		
Revaluation surpluses		12		
Reserves		13		
Legal reserve		130		
Reserves not available		131		
In respect of own shares held		1310		
Others		1311		
Untaxed reserves		132		
Available reserves		133		
Accumulated profits (losses)(+)/(-)		14	-80.961,05	-315.199,85
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	11.940.664,35	10.033.280,67
Amounts payable after more than one year	6.9	17	7.400.000,00	6.500.000,00
Financial debts		170/4	7.400.000,00	6.500.000,00
Subordinated loans		170		
Unsubordinated debentures		171		
Leasing and other similar obligations		172		
Credit institutions		173		
Other loans		174	7.400.000,00	6.500.000,00
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	3.856.082,24	3.316.424,15
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	2.395.982,82	1.363.153,98
Suppliers		440/4	2.395.982,82	1.363.153,98
Bills of exchange payable		441		
Advances received on contracts in progress		46		
Taxes, remuneration and social security	6.9	45	1.460.099,42	1.953.270,17
Taxes		450/3	244.362,90	122.615,49
Remuneration and social security		454/9	1.215.736,52	1.830.654,68
Other amounts payable		47/48		
Accrued charges and deferred income	6.9	492/3	684.582,11	216.856,52
TOTAL LIABILITIES		10/49	11.959.703,30	9.818.080,82

INCOME STATEMENT

	Notes	Codes	Period	Previous period
Operating income and charges		70/76A	15.377.464,10	13.112.624,80
Turnover	6.10	70	15.377.464,10	13.112.624,80
Increase (decrease) in stocks of finished goods, work and contracts in progress(+)/(-)		71		
Own construction capitalised		72		
Other operating income	6.10	74		
Non-recurring operating income	6.12	76A		
Operating charges		60/66A	14.742.693,19	12.957.461,82
Raw materials, consumables		60	192.721,46	
Purchases		600/8	758.190,94	171.016,32
Decrease (increase) in stocks(+)/(-)		609	-565.469,48	-171.016,32
Services and other goods		61	5.220.078,44	4.102.706,08
Remuneration, social security costs and pensions ..(+)/(-)	6.10	62	8.635.558,11	8.157.837,78
Depreciation of and amounts written off formation expenses, intangible and tangible fixed assets		630	687.221,18	696.917,96
Increase, Decrease in amounts written off stocks contracts in progress and trade debtors: Appropriations (write-backs)(+)/(-)		631/4	7.114,00	
Provisions for risks and charges - Appropriations (uses and write-backs)(+)/(-)	6.10	635/8		
Other operating charges	6.10	640/8		
Operation charges carried to assets as restructuring costs		649		
Non-recurring operating charges	6.12	66A		
Operating profit (loss)(+)/(-)		9901	634.770,91	155.162,98

	Notes	Codes	Period	Previous period
Financial income		75/76B	8.005,32	832,85
Recurring financial income		75	8.005,32	832,85
Income from financial fixed assets		750		
Income from current assets		751		
Other financial income	6.11	752/9	8.005,32	832,85
Non-recurring financial income	6.12	76B		
Financial charges	6.11	65/66B	224.684,73	135.716,78
Recurring financial charges		65	224.684,73	135.716,78
Debt charges		650	196.010,50	122.623,32
Amounts written down on current assets except stocks, contracts in progress and trade debtors(+)/(-)		651		
Other financial charges		652/9	28.674,23	13.093,46
Non-recurring financial charges	6.12	66B		
Profit (loss) for the period before taxes(+)/(-)		9903	418.091,50	20.279,05
Transfer from postponed taxes		780		
Transfer to postponed taxes		680		
Income taxes(+)/(-)	6.13	67/77	183.852,70	19.118,53
Income taxes		670/3	183.852,70	19.118,53
Adjustment of income taxes and write-back of tax provisions		77		
Profit (loss) for the period(+)/(-)		9904	234.238,80	1.160,52
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Profit (loss) for the period available for appropriation(+)/(-)		9905	234.238,80	1.160,52

APPROPRIATION ACCOUNT

Profit (loss) to be appropriated(+)/(-)
Gain (loss) to be appropriated(+)/(-)
Profit (loss) to be carried forward(+)/(-)
Transfers from capital and reserves
from capital and share premium account
from reserves
Transfers to capital and reserves
to capital and share premium account
to the legal reserve
to other reserves
Profit (loss) to be carried forward(+)/(-)
Owner's contribution in respect of losses
Profit to be distributed
Dividends
Director's or managers' entitlements
Workers
Other beneficiaries

Codes	Period	Previous period
9906	-80.961,05	-315.199,85
(9905)	234.238,80	1.160,52
14P	-315.199,85	-316.360,37
791/2		
791		
792		
691/2		
691		
6920		
6921		
(14)	-80.961,05	-315.199,85
794		
694/7		
694		
695		
696		
697		

GOODWILL

	Codes	Period	Previous period
Acquisition value at the end of the period	8053P	xxxxxxxxxxxxxxx	2.850.873,20
Movements during the period			
Acquisitions, including produced fixed assets	8023		
Sales and disposals	8033		
Transfers from one heading to another(+)/(-)	8043		
Acquisition value at the end of the period	8053	2.850.873,20	
Depreciation and amounts written down at the end of the period	8123P	xxxxxxxxxxxxxxx	570.174,64
Movements during the period			
Recorded	8073	570.175,00	
Written back	8083		
Acquisitions from third parties	8093		
Cancelled owing to sales and disposals	8103		
Transfers from one heading to another(+)/(-)	8113	0,36	
Depreciation and amounts written down at the end of the period	8123	1.140.350,00	
NET BOOK VALUE AT THE END OF THE PERIOD	212	1.710.523,20	

PLANT, MACHINERY AND EQUIPMENT

	Codes	Period	Previous period
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxx	73.600,00
Movements during the period			
Acquisitions, including produced fixed assets	8162		
Sales and disposals	8172		
Transfers from one heading to another(+)/(-)	8182		
Acquisition value at the end of the period	8192	73.600,00	
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxxx	
Movements during the period			
Recorded	8212		
Acquisitions from third parties	8222		
Cancelled	8232		
Transfers from one heading to another(+)/(-)	8242		
Revaluation surpluses at the end of the period	8252		
Depreciation and amounts written down at the end of the period	8322P	xxxxxxxxxxxxxx	8.332,48
Movements during the period			
Recorded	8272	8.332,48	
Written back	8282		
Acquisitions from third parties	8292		
Cancelled owing to sales and disposals	8302		
Transfers from one heading to another(+)/(-)	8312		
Depreciation and amounts written down at the end of the period	8322	16.664,96	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	56.935,04	

FURNITURE AND VEHICLES

	Codes	Period	Previous period
Acquisition value at the end of the period	8193P	xxxxxxxxxxxxxx	206.351,71
Movements during the period			
Acquisitions, including produced fixed assets	8163	324.104,91	
Sales and disposals	8173		
Transfers from one heading to another(+)/(-)	8183		
Acquisition value at the end of the period	8193	530.456,62	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxxxx	
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	xxxxxxxxxxxxxx	95.601,46
Movements during the period			
Recorded	8273	94.654,32	
Written back	8283		
Acquisitions from third parties	8293		
Cancelled owing to sales and disposals	8303	23,00	
Transfers from one heading to another(+)/(-)	8313		
Depreciation and amounts written down at the end of the period	8323	190.232,78	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	340.223,84	

OTHER TANGIBLE FIXED ASSETS

	Codes	Period	Previous period
Acquisition value at the end of the period	8195P	xxxxxxxxxxxxxx	122.700,00
Movements during the period			
Acquisitions, including produced fixed assets	8165		
Sales and disposals	8175		
Transfers from one heading to another(+)/(-)	8185		
Acquisition value at the end of the period	8195	122.700,00	
Revaluation surpluses at the end of the period	8255P	xxxxxxxxxxxxxx	
Movements during the period			
Recorded	8215		
Acquisitions from third parties	8225		
Cancelled	8235		
Transfers from one heading to another(+)/(-)	8245		
Revaluation surpluses at the end of the period	8255		
Depreciation and amounts written down at the end of the period	8325P	xxxxxxxxxxxxxx	22.809,38
Movements during the period			
Recorded	8275	14.059,38	
Written back	8285		
Acquisitions from third parties	8295		
Cancelled owing to sales and disposals	8305		
Transfers from one heading to another(+)/(-)	8315		
Depreciation and amounts written down at the end of the period	8325	36.868,76	
NET BOOK VALUE AT THE END OF THE PERIOD	(26)	<u>85.831,24</u>	

ASSETS UNDER CONSTRUCTION AND ADVANCED PAYMENTS

	Codes	Period	Previous period
Acquisition value at the end of the period	8196P	xxxxxxxxxxxxxx	
Movements during the period			
Acquisitions, including produced fixed assets	8166	18.084,53	
Sales and disposals	8176		
Transfers from one heading to another(+)/(-)	8186		
Acquisition value at the end of the period	8196	18.084,53	
Revaluation surpluses at the end of the period	8256P	xxxxxxxxxxxxxx	
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	xxxxxxxxxxxxxx	
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)	18.084,53	

OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES

	Codes	Period	Previous period
Acquisition value at the end of the period	8393P	xxxxxxxxxxxxxx	
Movements during the period			
Acquisitions, including produced fixed assets	8363		
Sales and disposals	8373		
Transfers from one heading to another(+)/(-)	8383		
Acquisition value at the end of the period	8393		
Revaluation surpluses at the end of the period	8453P	xxxxxxxxxxxxxx	
Movements during the period			
Recorded	8413		
Acquisitions from third parties	8423		
Cancelled	8433		
Transfers from one heading to another(+)/(-)	8443		
Revaluation surpluses at the end of the period	8453		
Amounts written down at the end of the period	8523P	xxxxxxxxxxxxxx	
Movements during the period			
Recorded	8473		
Written back	8483		
Acquisitions from third parties	8493		
Cancelled owing to sales and disposals	8503		
Transfers from one heading to another(+)/(-)	8513		
Amounts written down at the end of the period	8523		
Uncalled amounts at the end of the period	8553P	xxxxxxxxxxxxxx	
Movements during the period(+)/(-)	8543		
Uncalled amounts at the end of the period	8553		
NET BOOK VALUE AT THE END OF THE PERIOD	(284)		
OTHER ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxxxx	241.006,96
Movements during the period			
Additions	8583		
Repayments	8593		
Amounts written down	8603		
Amounts written back	8613		
Exchange differences(+)/(-)	8623		
Other(+)/(-)	8633	-213.259,96	
NET BOOK VALUE AT THE END OF THE PERIOD	(285/8)	27.747,00	
ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD	8653		

OTHER INVESTMENTS AND DEPOSIT, DEFERRED CHARGES AND ACCRUED INCOME (ASSETS)**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	Previous 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 - Group

Deferred charges - Others

Period
304.868,00
339.698,66

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	Previous period
100P	XXXXXXXXXXXXXX	100.000,00
(100)	100.000,00	

Changes during the period

Structure of the capital

Different categories of shares

Nominative shares

Registered shares

Shares dematerialized

Codes	Amounts	Number of shares
	100.000,00	100.000
8702	XXXXXXXXXXXXXX	100.000
8703	XXXXXXXXXXXXXX	

Capital not paid

Uncalled capital

Capital called, but not paid

Shareholders having yet to pay up in full

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

OWN SHARES

Held by the company itself

Amount of capital held

Number of shares held

Held by the subsidiaries

Amount of capital held

Number of shares held

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

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

Shared issued, not representing capital

Distribution

Number of shares held

Number of voting rights attached thereto

Allocation by shareholder

Number of shares held by the company itself

Number of shares held by its subsidiaries

Codes	Period
8761	
8762	
8771	
8781	

STRUCTURE OF SHAREHOLDINGS OF THE ENTERPRISE AT YEAR-END CLOSING DATE

as shown by the notifications received by the company in accordance with the Companies Code, Article 631 §2, final paragraph, and Article 632 §2, final paragraph; the act of 2 May 2007 on the disclosure of major holdings, Article 14, paragraph four; and the Royal Decree of 21 August 2008 comprising further rules on certain multilateral trading facilities, Article 5.

HCL Technologies Belgium bvba - shareholder's structure as per 31/03/2018

1.	HCL Technologies UK Ltd. (UK)	99 999 shares
2.	HCL EAS Ltd. (UK)	1 share
		<hr/>
total:		100 000 shares

STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

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	7.400.000,00
Subordinated loans	8812	
Unsubordinated debentures	8822	
Leasing and other similar obligations	8832	
Credit institutions	8842	
Other loans	8852	7.400.000,00
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	7.400.000,00

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

Amounts payable guaranteed by Belgian public authorities

Amounts payable guaranteed by real guarantees given or irrevocably promised by the enterprise on its own assets

Total amounts payable guaranteed by real guarantees given or irrevocably promised by the enterprise on its own assets

Codes	Period
8921	
8931	
8941	
8951	
8961	
8971	
8981	
8991	
9001	
9011	
9021	
9051	
9061	
8922	
8932	
8942	
8952	
8962	
8972	
8982	
8992	
9002	
9012	
9022	
9032	
9042	
9052	
9062	

Taxes (*headings 450/3 and 178/9 of the liabilities*)

Remuneration and social security (*headings 454/9 and 178/9 of the liabilities*)

Codes	Period
9072	
9073	56.804,90
450	187.558,00
9076	
9077	1.215.736,52

ACCRUED CHARGES AND DEFERRED INCOME

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

Accrued charges - intercompany intrest

Deferred income

Accrued charges - Others

Period
315.583,23
351.355,39
17.643,49

OPERATING RESULTS**OPERATING INCOME****Net turnover**

Broken down by categories of activity

Allocation into geographical markets

Other operating income

Operating subsidies and compensatory amounts received from public authorities

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

Average number of employees calculated in full-time equivalents

Number of actual worked hours

Personnel costs

Remuneration and direct social benefits

Employers' social security contributions

Employers' premiums for extra statutory insurances

Other personnel costs

Old-age and widows' pensions

Codes	Period	Previous period
740		
9086	93	26
9087	91,8	29,1
9088	156.264	53.739
620	6.501.472,49	6.085.659,63
621	1.355.812,22	1.234.322,83
622	773.678,58	829.231,97
623	4.594,82	8.623,35
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	7.114,00	
Written back	9113		
Provisions for risks and charges			
Additions	9115		
Uses and write-back	9116		
Other operating charges			
Taxes related to operation	640		
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		

RECURRING FINANCIAL INCOME

Subsidies granted by public authorities and recorded as income for the period

Capital subsidies

Interest subsidies

Allocation of other financial income

Foreign exchange gains

RECURRING FINANCIAL CHARGES

Depreciation of loan issue expenses

Capitalized Interests

Amounts written off current assets

Recorded

Written back

Other financial charges

Amount of the discount borne by the enterprise, as a result of negotiating amounts receivable

Provisions of a financial nature

Appropriations

Uses and write-backs

Allocation of other financial charges

Bank charges

Foreign exchange losses

Other financial charges

Codes	Period	Previous period
9125		
9126		
	8.005,32	832,85
6501		
6503		
6510		
6511		
653		
6560		
6561		
	5.134,46	2.390,26
	23.539,77	10.236,07
		467,13

INCOME TAXES AND OTHER TAXES**INCOME TAXES**

Income taxes on the result of the period	
Income taxes paid and withholding taxes due or paid	
Excess of income tax prepayments and withholding taxes paid recorded under assets	
Estimated additional taxes	
Income taxes on the result of prior periods	
Additional income taxes due or paid	
Additional income taxes estimated or provided for	

Codes	Period
9134	183.852,70
9135	
9136	
9137	183.852,70
9138	
9139	
9140	
	231.707,09
	-44.866,22

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

Disallowed expenses
Tax loss carried forward

Period

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

Status of deferred taxes

Deferred taxes representing assets	
Accumulated tax losses deductible from future taxable profits	
Passive latencies	
Allocation of deferred taxes representing liabilities	

Codes	Period
9141	
9142	
9144	

VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES**Value added taxes charged**

To the enterprise (deductible)	
By the enterprise	

Amounts withheld on behalf of third party

For payroll withholding taxes	
For withholding taxes on investment income	

Codes	Period	Previous period
9145	876.060,50	446.904,46
9146	783.095,65	357.623,52
9147	1.891.447,78	688.651,68
9148		

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	5.267.440,94	3.966.077,65
Over one year	9301		
Within one year	9311	5.267.440,94	3.966.077,65
Current investments	9321		
Shares	9331		
Amounts receivable	9341		
Amounts payable	9351	8.078.107,60	6.574.632,51
Over one year	9361	7.400.000,00	6.500.000,00
Within one year	9371	678.107,60	74.632,51
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	195.609,61	122.588,18
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

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

Codes	Period	Previous period
9253		
9263		
9273		
9283		
9293		
9303		
9313		
9353		
9363		
9373		
9383		
9393		
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

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

Null

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

Amounts receivable from these persons

Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts

Guarantees provided in their favour

Other significant commitments undertaken in their favour

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

To directors and managers

To former directors and former managers

Codes	Period
9500	
9501	
9502	
9503	
9504	

AUDITORS OR PEOPLE THEY ARE LINKED TO

Auditor's fees

Fees for exceptional services or special missions executed in the company by the auditor

Other attestation missions

Tax consultancy

Other missions external to the audit

Fees for exceptional services or special missions executed in the company by people they are linked to

Other attestation missions

Tax consultancy

Other missions external to the audit

Codes	Period
9505	13.000,00
95061	
95062	
95063	
95081	
95082	
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 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 position 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.

VALUATION RULES

1. Principle

The valuation rules are determined according to the provisions of chapter II of the Royal Decree of 30 January 2001 in implementation of Company Law.

In respect of the requirement of a true and fair view the valuation rules of this Decree shall be deviated from in the following exceptional cases:

na

Reasons for the deviation:

na

The effects of the deviation on assets and liabilities, financial position and the result before taxation of the enterprise are as follows:

na

The valuation rules are ~~(changed)~~ (not changed) in wording and application as compared to the preceding financial period; if so, the change related to:

and has a (positive) (negative) effect on the result for the financial period before taxation to the amount of EUR.

The income statement ~~(is)~~ (is not) significantly effected by income or charges relating to a previous financial period; if so, the material effect results from:

The figures of the financial period are not comparable with those of the preceding financial period for the following reason:

na

~~(In order to maintain comparability the figures of the preceding financial period are adjusted regarding to following reasons) —~~
(To compare the annual accounts of both financial periods involved following information should be taken into account):

na

In absence of objective standards of appraisal following valuation of foreseeable liabilities, contingent losses and diminutions in value is inevitably uncertain:

na

Other information necessary to give a true and fair view of the enterprise's liabilities, financial position and result:

For the financial year per 31 March 2018 accumulated losses are included in the annual accounts for an amount of 80.961,05 EUR. According to article 96, 6° of the Belgian Company Law, the directors must justify the valuation rules in the assumption of continuity. The directors state that the losses can be considered as start-up costs. New projects will be developed in the near future. We expect that the losses can be compensated within the short term.

The directors confirm that HCL Technologies Belgium BVBA obtained a comfort letter for sufficient financial support from HCL Technologies Limited, at least until the General Assembly approving the financial statements for the year ended March 31, 2018, to enable this company to fulfill all its obligations, as and when they fall due in order to continue as going concern.

2. Fixed assets

Formation expenses:

Formation expenses are charged against income except for following costs capitalised:

na

Reorganization costs:

The reorganization costs are ~~(capitalised)~~ (not capitalised) during the financial period; if so, this is justified as follows:

Intangible fixed assets:

The amount of intangible assets includes EUR research and development costs. Depreciation of these costs and the depreciations for goodwill are charged over a period of ~~(more than)~~ (not more than) 5 years; if more than 5 years the period involved is justified as follows:

Tangible fixed assets:

During the financial period the tangible assets ~~(are)~~ (are not) revalued; if so, the revaluation if justified are as follows:

VALUATION RULES

Depreciation recorded during the financial period:

Assets	Method S (straightline) R (reducing balance) O (other)	Basis NR (non-revalued) R (revalued)	Depreciation rate	
			Principal costs Min. - Max.	Ancillary costs Min. - Max.
1. Formation expenses				
2. Intangible fixed assets				
3. Buildings*				
4. Plant, machinery and equipments *				
Electrical installation	S	NR	10,00 - 16,67	10,00 - 16,67
5. Vehicles*				
6. Office furniture *				
Computer	S	NR	20,00 - 100,00	20,00 - 100,00
Furniture	S	NR	50,00 - 50,00	50,00 - 50,00
Office Equipment	S	NR	25,00 - 25,00	25,00 - 25,00
7. Other tangible fixed assets				

* Including leased assets which should be disclosed on a separate line.

Tax deductible accelerated depreciation in excess of depreciation based on economic circumstances:

- amount for the financial period: EUR.
- cumulative amount regarding tangible assets acquired as of the financial period beginning after December 31, 1983: EUR.

Financial fixed assets:

During the financial period investments ~~(are)~~ (are not) revalued; if so, the revaluation is justified as follows:

3. Current assets

Inventories:

Inventories are valued at **acquisition cost** determined according to the method *(to be disclosed)* of the weighted average price method, Fifo, Lifo, by identifying individually the price of each element or by the **lower market value**

1. Raw materials and consumables:

na

2. Work in progress - finished goods:

na

3. Goods purchased for resale:

FIFO method

4. Immovable property intended for sale:

na

Products:

- Production costs ~~(include)~~ (do not include) costs that are only indirectly attributable to the product.
- Production costs of stock and work in progress the production of which exceeds more than one year ~~(includes)~~ ~~(does not include)~~ on capital borrowed to finance the production.

Stocks total valued at market value amount to % of its book value at the end of the financial period.

(This information is only required in the event of a substantial difference).

Contracts in progress:

Contracts in progress are valued ~~(at production cost)~~

(at production cost increased by a portion of the profit according to the state of completion of the contract)

VALUATION RULES**4. Liabilities****Debts:**

Liabilities ~~(include)~~ (do not include) long-term debts, bearing no interests or at an unusual low interest; if so, a discount (has) (has not) been recognised and capitalised.

Foreign currencies:

Debts, liabilities and commitments denominated in foreign currencies are translated in EUR using following criteria:

na

Exchange differences have been disclosed in the annual accounts as follows:

na

Leasing agreements:

Concerning the rights to use property not capitalised (art. 102, § 1 of the Royal Decree of 30 January 2001 in implementation of Company Law), consideration and rental relating to the financial period if the leased immovable property, amount to: EUR.

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****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	86,3	77,1	9,3
1002	7,4	4,4	3,0
1003	91,8	80,3	11,6
1011	147.226	132.340	14.886
1012	9.038	5.198	3.840
1013	156.264	137.538	18.726
1021	8.136.094,55	7.313.455,18	822.639,37
1022	499.463,56	287.255,10	212.208,46
1023	8.635.558,11	7.600.710,28	1.034.847,83
1033			

During the preceding period

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

Codes	P. Total	1P. Men	2P. Women
1003	29,1	26,6	2,5
1013	53.739	49.321	4.418
1023	8.157.837,78	7.487.164,20	670.673,58
1033			

	Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
At the closing date of the period				
Number of employees	105	86	7	91,3
By nature of the employment contract				
Contract for an indefinite period	110	86	7	91,3
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	77	4	79,9
primary education	1200	77	4	79,9
secondary education	1201			
higher non-university education	1202			
university education	1203			
Women	121	9	3	11,4
primary education	1210	9	3	11,4
secondary education	1211			
higher non-university education	1212			
university education	1213			
By professional category				
Management staff	130			
Employees	134	86	7	91,3
Workers	132			
Others	133			

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

During the period

Average number of persons employed

Number of hours actually worked

Costs for the enterprise

Codes	1. Hired temporary staff	2. Persons placed at the enterprise's disposal
150		
151		
152		

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			
210			
211			
212			
213			

DEPARTURES

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

By nature of employment contract

Contract for an indefinite period

Contract for a definite period

Contract for the execution of a specifically assigned work

Replacement contract

By reason of termination of contract

Retirement

Unemployment with extra allowance from enterprise

Dismissal

Other reason

Of which the number of persons who continue to render services to the enterprise at least half-time on a self-employed basis

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

