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

IDENTIFICATION DETAILS (at the filing date)

Name: **HCL Technologies Belgium**
Legal form: Private limited company

Address: Lozenberg N°.: 18 Box:

Postal code: 1932 Town: Zaventem

Country: Belgium

Register of legal persons - Commercial court Brussels, Dutch speaking

Website:

E-mail address:

Company registration number: 0542.547.130

Date 13/11/2023 of filing the most recent document mentioning the date of publication of the deed of incorporation and of the deed of amendment of the articles of association.

This filing concerns:

☒ the ANNUAL ACCOUNTS in EUROS approved by the general meeting of 20/08/2026

☒ the OTHER DOCUMENTS

regarding

the financial year covering the period from	01/01/2025	to	31/12/2025
the preceding period of the annual accounts from	01/01/2024	to	31/12/2024

The amounts for the preceding period **are not** identical to the ones previously published

Total number of pages filed: 30

Numbers of sections of the standard form not filed because they serve no useful purpose: FULL-con 6.1, FULL-con 6.2.1, FULL-con 6.2.2, FULL-con 6.2.5, FULL-con 6.3.1, FULL-con 6.3.6, FULL-con 6.4.1, FULL-con 6.4.2, FULL-con 6.5.1, FULL-con 6.5.2, FULL-con 6.8, FULL-con 6.12, FULL-con 6.17, FULL-con 6.18.2, FULL-con 9, FULL-con 11, FULL-con 12, FULL-con 13, FULL-con 14, FULL-con 15

Signed by:

Goutam Rungta

B5D3E00EFECE436...

Goutam RUNGTA
Director

Signed by:

9CDD8FBBE7EF4D4...

Steven Valvekens
Director

N°.	0542.547.130		F-con 2.1

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

LIST OF DIRECTORS, BUSINESS MANAGERS AND AUDITORS

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

WALIA Shiv
Ascot Road Maidenhead SL box 6 .
2HT BERKSHIRE
UNITED KINGDOM
Start date of the mandate: 02-05-2016 Director

Valvekens Steven
Rerum Novarumalaan 8
2970 Schilde
BELGIUM
Start date of the mandate: 31-05-2024 Director

RUNGTA Goutam
Flat 314 Vasto Block Mahagun Mansion, Valbhav Khand Indirapuram .
201014 GHAZIABAD UTTAR PRADESH
INDIA
Start date of the mandate: 20-01-2022 Director

KPMG BEDRIJFSREVISOREN BV (B00001)
0419122548
Luchthaven Brussel Nationaal 1 K
1930 Zaventem
BELGIUM
Start date of the mandate: 10-12-2025 End date of the mandate: 16-05-2028 Statutory auditor

Directly or indirectly represented by:

> **BEX** Ellemarie (A02737)
> Luchthaven Brussel Nationaal 1 K
> 1930 Zaventem
> BELGIUM

N°	0542.547.130		F-con 2.2

Complementary review or correction assignment

The managing board declares that not a single audit or correction assignment has been given to a person not authorized to do so by law, pursuant to article 5 of the law of March 17, 2019 concerning accounting and tax professions.

The annual accounts were not audited or corrected by an external accountant or by a company auditor who is not the statutory auditor.

If affirmative, should be mentioned hereafter: surname, first names, profession and address of each external accountant or company auditor and their membership number at their Institute, as well as the nature of their assignment:

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

*Optional Entry

If the tasks mentioned under A or B are executed by certified accountants or certified bookkeepers - tax experts, the following information can be mentioned hereafter: surname, first names, profession and address of each certified accountant or certified bookkeeper-tax expert and their membership number at the Institute of Accounting professionals and Tax Experts, as well as the nature of their assignment.

Surname, first names, profession and address	Membership number	Nature of the assignment (A, B, C and/or D)
RSM INTERFIDUCIAIRE BV 0442616443 Lozenberg 18 1932 Sint-Stevens-Woluwe BELGIUM Directly or indirectly represented by **VAN ROMPAEY** Peter . Lozenberg 18 1932 Sint-Stevens-Woluwe BELGIUM	207673F91 .	 B

N°	0542.547.130	F-con 3.1

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Notes	Codes	Period	Preceding period
ASSETS				
FORMATION EXPENSES	6.1	20		
FIXED ASSETS		21/28	**20,070,367.83**	**16,997,923.40**
Intangible fixed assets	6.2	21	**496,196.81**	**897,979.67**
Tangible fixed assets	6.3	22/27	**19,574,171.02**	**16,099,943.73**
Land and buildings		22		
Plant, machinery and equipment		23	0.00	662.24
Furniture and vehicles		24	1,880,222.40	2,424,049.80
Leasing and other similar rights		25	17,692,543.14	13,668,126.21
Other tangible fixed assets		26	1,405.48	7,105.48
Assets under construction and advance payments		27		
Financial fixed assets	6.4/ 6.5.1	28		
Affiliated companies	6.15	280/1		
Participating interests		280		
Amounts receivable		281		
Other companies linked by participating interests	6.15	282/3		
Participating interests		282		
Amounts receivable		283		
Other financial fixed assets		284/8		
Shares		284		
Amounts receivable and cash guarantees		285/8		

N°	0542.547.130	F-con 3.1

	Notes	Codes	Period	Preceding period
CURRENT ASSETS		29/58	**62,261,041.56**	**55,962,191.35**
Amounts receivable after more than one year		29	**2,830,569.23**	**1,740,547.76**
Trade debtors		290	2,830,569.23	1,740,547.76
Other amounts receivable		291		
Stocks and contracts in progress		3	**1,990,804.66**	**305,122.52**
Stocks		30/36	1,990,804.66	305,122.52
Raw materials and consumables		30/31		
Work in progress		32		
Finished goods		33		
Goods purchased for resale		34	1,990,804.66	305,122.52
Immovable property intended for sale		35		
Advance payments		36		
Contracts in progress		37		
Amounts receivable within one year		40/41	**19,232,136.50**	**16,316,491.42**
Trade debtors		40	17,897,032.63	15,792,311.18
Other amounts receivable		41	1,335,103.87	524,180.24
Current investments	6.5.1/ 6.6	50/53	**23,200,000.00**	**22,300,000.00**
Own shares		50		
Other investments		51/53	23,200,000.00	22,300,000.00
Cash at bank and in hand		54/58	**5,349,389.36**	**5,497,603.62**
Accruals and deferred income	6.6	490/1	**9,658,141.81**	**9,802,426.03**
TOTAL ASSETS		**20/58**	**82,331,409.39**	**72,960,114.75**

N°	0542.547.130	F-con 3.2

EQUITY AND LIABILITIES

	Rep.	Codes	Period	Preceding period
EQUITY		10/15	**16,894,417.29**	**17,097,622.55**
Contributions	6.7.1	10/11	**3,668,171.00**	**3,668,171.00**
Available		110	3,668,171.00	3,668,171.00
Not available		111		
Revaluation surpluses		12		
Reserves		13	**293,360.20**	**293,360.20**
Reserves not available		130/1		
Reserves not available statutorily		1311		
Purchase of own shares		1312		
Financial support		1313		
Others		1319		
Untaxed reserves		132		
Available reserves		133	293,360.20	293,360.20
Accumulated profits (losses) (+)/(-)		14	**12,932,886.09**	**13,136,091.35**
Capital subsidies		15		
Advance to shareholders on the distribution of net assets		19		
PROVISIONS AND DEFERRED TAXES		16		
Provisions for liabilities and charges		160/5		
Pensions and similar obligations		160		
Taxes		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges	6.8	164/5		
Deferred taxes		168		

N°	0542.547.130	F-con 3.2

	Rep.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	**65,436,992.10**	**55,862,492.20**
Amounts payable after more than one year	6.9	17	**18,028,529.49**	**15,657,912.21**
Financial debts		170/4	15,028,529.49	12,657,912.21
Subordinated loans		170		
Unsubordinated debentures		171		
Leasing and other similar obligations		172	15,028,529.49	12,657,912.21
Credit institutions		173		
Other loans		174		
Trade debts		175		
Suppliers		1750		
Bills of exchange payable		1751		
Advances on contracts in progress		176		
Other amounts payable		178/9	3,000,000.00	3,000,000.00
Amounts payable within one year	6.9	42/48	**41,480,758.61**	**28,848,938.66**
Current portion of amounts payable after more than one year falling due within one year		42	6,660,660.71	4,719,330.42
Financial debts		43	0.00	192,210.00
Credit institutions		430/8		
Other loans		439	0.00	192,210.00
Trade debts		44	25,914,940.98	19,227,349.77
Suppliers		440/4	25,914,940.98	19,227,349.77
Bills of exchange payable		441		
Advances on contracts in progress		46		
Taxes, remuneration and social security	6.9	45	5,405,156.92	4,660,022.51
Taxes		450/3	2,591,615.36	2,201,992.86
Remuneration and social security		454/9	2,813,541.56	2,458,029.65
Other amounts payable		47/48	3,500,000.00	50,025.96
Accruals and deferred income	6.9	492/3	**5,927,704.00**	**11,355,641.33**
TOTAL LIABILITIES		10/49	**82,331,409.39**	**72,960,114.75**

PROFIT AND LOSS ACCOUNT

	Notes	Codes	Period	Preceding period
Operating income		70/76A	**113,865,874.78**	**109,530,423.60**
Turnover	6.10	70	113,863,175.66	109,238,595.54
Stocks of finished goods and work and contracts in progress: increase (decrease)(+)/(-)		71		
Produced fixed assets		72		
Other operating income	6.10	74	2,699.12	291,828.06
Non-recurring operating income	6.12	76A		
Operating charges		60/66A	**109,084,847.78**	**103,829,175.82**
Goods for resale, raw materials and consumables		60	7,395,035.81	10,007,072.76
Purchases		600/8	9,080,717.95	9,865,609.40
Stocks: decrease (increase) (+)/(-)		609	-1,685,682.14	141,463.36
Services and other goods		61	71,955,833.92	64,682,767.32
Remuneration, social security costs and pensions (+)/(-)	6.10	62	23,084,120.01	23,753,848.30
Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets		630	6,444,598.61	5,012,579.43
Amounts written down on stocks, contracts in progress and trade debtors: additions (write-backs)(+)/(-)	6.10	631/4	-63,882.13	-143,616.19
Provisions for liabilities and charges: Appropriations (uses and write-backs)	6.10	635/8		
Other operating charges	6.10	640/8	269,141.56	516,524.20
Operating charges reported as assets under restructuring costs(-)		649		
Non-recurring operating charges	6.12	66A		
Operating profit (loss) (+)/(-)		9901	**4,781,027.00**	**5,701,247.78**

N°	0542.547.130	F-con 4

	Notes	Codes	Period	Preceding period
Financial income		75/76B	**1,187,840.49**	**1,485,731.96**
Recurring financial income		75	1,187,840.49	1,485,731.96
Income from financial fixed assets		750		
Income from current assets		751	592,062.26	284,073.22
Other financial income	6.11	752/9	595,778.23	1,201,658.74
Non-recurring financial income	6.12	76B		
Financial charges		65/66B	**1,388,018.42**	**2,796,841.13**
Recurring financial charges	6.11	65	1,388,018.42	2,796,841.13
Debt charges		650	989,647.92	1,147,287.80
Amounts written down on current assets other than stocks, contracts in progress and trade debtors: additions (write-backs)(+)(-)		651		
Other financial charges		652/9	398,370.50	1,649,553.33
Non-recurring financial charges	6.12	66B		
Profit (loss) for the period before taxes (+)/(-)		9903	**4,580,849.07**	**4,390,138.61**
Transfer from deferred taxes		780	**0.00**	**20,027.51**
Transfer to deferred taxes		680		
Income taxes on the result (+)/(-)	6.13	67/77	**1,284,054.33**	**518,143.94**
Taxes		670/3	1,284,054.33	1,238,143.94
Adjustment of income taxes and write-back of tax provisions		77	0.00	720,000.00
Profit (loss) of the period (+)/(-)		9904	**3,296,794.74**	**3,892,022.18**
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Profit (loss) of the period available for appropriation (+)/(-)		9905	**3,296,794.74**	**3,892,022.18**

N°	0542.547.130	F-con 5

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated (+)/(-)	9906	**16,432,886.09**	**13,136,091.35**
Profit (loss) of the period available for appropriation (+)/(-)	(9905)	3,296,794.74	3,892,022.18
Profit (Loss) of the preceding period brought forward (+)/(-)	14P	13,136,091.35	9,244,069.17
Transfers from equity	791/2		
to contributions	791		
from reserves	792		
Appropriations	691/2		
to contributions	691		
to legal reserves	6920		
to other reserves	6921		
Profit (loss) to be carried forward (+)/(-)	(14)	12,932,886.09	13,136,091.35
Shareholders' contribution in respect of losses	794		
Profit to be distributed	694/7	**3,500,000.00**	**0.00**
Compensation for contributions	694	3,500,000.00	0.00
Directors or managers	695		
Employees	696		
Other beneficiaries	697		

	Codes	Period	Preceding period
CONCESSIONS, PATENTS, LICENCES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8052P	xxxxxxxxxx	**649,251.03**
Movements during the period			
Acquisitions, including produced fixed asset	8022		
Sales and disposals	8032		
Transfers from one heading to another (+)/(-)	8042		
Acquisition value at the end of the period	8052	**649,251.03**	
Amortisations and amounts written down at the end of the period	8122P	xxxxxxxxxx	**631,395.08**
Movements during the period			
Recorded	8072	9,530.99	
Written back	8082		
Acquisitions from third parties	8092		
Cancelled owing to sales and disposals	8102		
Transferred from one heading to another (+)/(-)	8112		
Amortisations and amounts written down at the end of the period	8122	**640,926.07**	
NET BOOK VALUE AT THE END OF THE PERIOD	211	**8,324.96**	

N°	0542.547.130	F-con 6.2.4

	Codes	Period	Preceding period
GOODWILL			
Acquisition value at the end of the period	8053P	xxxxxxxxxx	**3,954,851.19**
Movements during the period			
Acquisitions, including produced fixed asset	8023		
Sales and disposals	8033		
Transfers from one heading to another (+)/(-)	8043		
Acquisition value at the end of the period	8053	**3,954,851.19**	
Amortisations and amounts written down at the end of the period	8123P	xxxxxxxxxx	**3,074,727.47**
Movements during the period			
Recorded	8073	392,251.87	
Written back	8083		
Acquisitions from third parties	8093		
Cancelled owing to sales and disposals	8103		
Transferred from one heading to another (+)/(-)	8113		
Amortisations and amounts written down at the end of the period	8123	**3,466,979.34**	
NET BOOK VALUE AT THE END OF THE PERIOD	212	**487,871.85**	

N°	0542.547.130	F-con 6.3.2

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxx	**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	xxxxxxxxxx	
Movements during the period			
Recorded	8212		
Acquisitions from third parties	8222		
Cancelled	8232		
Transferred from one heading to another (+)/(-)	8242		
Revaluation surpluses at the end of the period	8252		
Amortisations and amounts written down at the end of the period	8322P	xxxxxxxxxx	**72,937.76**
Movements during the period			
Recorded	8272	662.24	
Written back	8282		
Acquisitions from third parties	8292		
Cancelled owing to sales and disposals	8302		
Transferred from one heading to another (+)/(-)	8312		
Amortisations and amounts written down at the end of the period	8322	**73,600.00**	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	**0.00**	

N°	0542.547.130	F-con 6.3.3

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxx	**9,498,651.93**
Movements during the period			
Acquisitions, including produced fixed assets	8163	472,220.83	
Sales and disposals	8173	12,928.25	
Transfers from one heading to another (+)/(-)	8183		
Acquisition value at the end of the period	8193	**9,957,944.51**	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxx	
Movements during the period			
Recorded	8213		
Acquisitions from third parties	8223		
Cancelled	8233		
Transferred from one heading to another (+)/(-)	8243		
Revaluation surpluses at the end of the period	8253		
Amortisations and amounts written down at the end of the period	8323P	xxxxxxxxxx	**7,074,602.13**
Movements during the period			
Recorded	8273	1,012,875.85	
Written back	8283		
Acquisitions from third parties	8293		
Cancelled owing to sales and disposals	8303	9,755.87	
Transferred from one heading to another (+)/(-)	8313		
Amortisations and amounts written down at the end of the period	8323	**8,077,722.11**	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	**1,880,222.40**	

N°	0542.547.130	F-con 6.3.4

	Codes	Period	Preceding period
LEASING AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8194P	xxxxxxxxxx	**19,375,342.79**
Movements during the period			
Acquisitions, including produced fixed assets	8164	9,047,994.59	
Sales and disposals	8174		
Transfers from one heading to another (+)/(-)	8184		
Acquisition value at the end of the period	8194	**28,423,337.38**	
Revaluation surpluses at the end of the period	8254P	xxxxxxxxxx	
Movements during the period			
Recorded	8214		
Acquisitions from third parties	8224		
Cancelled	8234		
Transferred from one heading to another (+)/(-)	8244		
Revaluation surpluses at the end of the period	8254		
Amortisations and amounts written down at the end of the period	8324P	xxxxxxxxxx	**5,707,216.58**
Movements during the period			
Recorded	8274	5,023,577.66	
Written back	8284		
Acquisitions from third parties	8294		
Cancelled owing to sales and disposals	8304		
Transferred from one heading to another (+)/(-)	8314		
Amortisations and amounts written down at the end of the period	8324	**10,730,794.24**	
NET BOOK VALUE AT THE END OF THE PERIOD	(25)	**17,692,543.14**	
Of which			
LAND AND BUILDINGS	250		
Plant, machinery and equipment	251	17,692,543.14	
Furniture and vehicles	252		

N°	0542.547.130	F-con 6.3.5

	Codes	Period	Preceding period
OTHER TANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8195P	xxxxxxxxxx	**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	xxxxxxxxxx	
Movements during the period			
Recorded	8215		
Acquisitions from third parties	8225		
Cancelled	8235		
Transferred from one heading to another (+)/(-)	8245		
Revaluation surpluses at the end of the period	8255		
Amortisations and amounts written down at the end of the period	8325P	xxxxxxxxxx	**115,594.52**
Movements during the period			
Recorded	8275	5,700.00	
Written back	8285		
Acquisitions from third parties	8295		
Cancelled owing to sales and disposals	8305		
Transferred from one heading to another (+)/(-)	8315		
Amortisations and amounts written down at the end of the period	8325	**121,294.52**	
NET BOOK VALUE AT THE END OF THE PERIOD	(26)	**1,405.48**	

N°	0542.547.130	F-con 6.4.3

	Codes	Period	Preceding period
OTHER COMPANIES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxx	
Movements during the period			
Acquisitions	8363		
Sales and disposals	8373		
Transfers from one heading to another (+)/(-)	8383		
Acquisition value at the end of the period	8393		
Revaluation surpluses at the end of the period	8453P	xxxxxxxxxx	
Movements during the period			
Recorded	8413		
Acquisitions from third parties	8423		
Cancelled	8433		
Transferred from one heading to another (+)/(-)	8443		
Revaluation surpluses at the end of the period	8453		
Amounts written down at the end of the period	8523P	xxxxxxxxxx	
Movements during the period			
Recorded	8473		
Written back	8483		
Acquisitions from third parties	8493		
Cancelled owing to sales and disposals	8503		
Transferred from one heading to another (+)/(-)	8513		
Amounts written down at the end of the period	8523		
Uncalled amounts at the end of the period	8553P	xxxxxxxxxx	
Movements during the period (+)/(-)	8543		
Uncalled amounts at the end of the period	8553		
NET BOOK VALUE AT THE END OF THE PERIOD	(284)		
OTHERS COMPANIES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxx	
Movements during the period			
Appropriations	8583		
Repayment	8593		
Amounts written down	8603		
Amounts written back	8613		
Exchange differences (+)/(-)	8623		
Other movements (+)/(-)	8633		
NET BOOK VALUE AT THE END OF THE PERIOD	(285/8)		
ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD	8653	—	

N°	0542.547.130	F-con 6.6

CURRENT INVESTMENTS AND ACCRUALS AND DEFERRED INCOME (ASSETS)

	Codes	Period	Preceding period
CURRENT INVESTMENTS			
Shares and 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	**23,200,000.00**	**22,300,000.00**
With a remaining term or notice			
up to one month	8686	5,000,000.00	0.00
between one month and one year	8687	18,200,000.00	22,300,000.00
over one year	8688		
Other investments not mentioned above	8689		

	Period
ACCRUALS AND DEFERRED INCOME	
Allocation of account 490/1 of assets if the amount is significant	
Cost deferrals group	2,249,141.80
Cost deferrals current	5,434,890.02
Cost deferrals non-current	1,955,592.63
Interest earned on short-term investments	18,517.36

N°	0542.547.130	F-con 6.7.1

STATEMENT OF CAPITAL AND SHAREHOLDERS' STRUCTURE

	Codes	Period	Preceding period
STATE OF THE CONTRIBUTION			
CONTRIBUTIONS			
Available at the end of the period	110P	xxxxxxxxxx	3,668,171.00
Available at the end of the period	(110)	3,668,171.00	
Unavailable at the end of the period	111P	xxxxxxxxxx	
Unavailable at the end of the period	(111)		
Equity contributed by the shareholders			
In money	8790	100,000.00	
of which not paid up in full	87901		
In kind	8791	3,568,171.00	
of which not paid up in full	87911		

	Codes	Amounts	Number of shares
Modification during the period			
Registered shares	8702	xxxxxxxxxx	1,417,941
Shares dematerialized	8703	xxxxxxxxxx	

	Codes	Period
Own shares		
Held by the company itself		
Number of shares	8722	
Held by a subsidiaries		
Number of shares	8732	
Commitments to issuing shares		
Owing to the exercise of conversion rights		
Amount of outstanding convertible loan	8740	
Amount of contributions	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 contributions	8746	
Corresponding maximum number of shares to be issued	8747	

N°	0542.547.130	F-con 6.7.1

	Codes	Period
Shares		
Distribution		
Number of shares	8761	
Number of voting rights attached thereto	8762	
Allocation by shareholder		
Number of shares held by the company itself	8771	
Number of shares held by its subsidiaries	8781	

	Period
ADDITIONAL NOTES REGARDING CONTRIBUTIONS (INCLUDING CONTRIBUTIONS IN THE FORM OF SERVICES OR KNOW-HOW)	

N°	0542.547.130	F-con 6.7.2

SHAREHOLDERS' STRUCTURE OF THE COMPANY AT YEAR-END CLOSING DATE

As reflected in the notifications received by the company has received pursuant to article 7:225 of the Belgian Companies and Associations Code, article 14 fourth paragraph of the Law of 2 May 2007 on the publication of major holdings and article 5 of the Royal Decree of 21 August 2008 on further rules for certain multilateral trading facilities.

	Rights held			
		Number of voting rights		
NAME of the persons who hold rights of the company, together with the ADDRESS (of the office, in the case of a legal person)and the COMPANY REGISTRATION NUMBER, in the case of an company governed by Belgian law	Nature	Attached to securities	Not attached to securities	%
HCL EAS LTD 6th floor Gracechurch Street 70 EC3V London **UNITED KINGDOM**	Volle eigendom	1	0	
HCL Technologies UK LTD 1St & 2Nd Floor Clarendon Road 45 WD17 1SZ Watford **UNITED KINGDOM**	Volle eigendom	1,417,940	0	

N°	0542.547.130	F-con 6.9

STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL TERM OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL MATURITY		
Current portion of amounts payable after more than one year falling due within one year		
Financial debts	8801	6,660,660.71
Subordinated loans	8811	
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	6,660,660.71
Credit institutions	8841	
Other loans	8851	
Trade debts	8861	
Suppliers	8871	
Bills of exchange payable	8881	
Advance payments received on contract in progress	8891	
Other amounts payable	8901	
Total current portion of amounts payable after more than one year falling due within one year	(42)	**6,660,660.71**
Amounts payable with a remaining term of more than one year, yet less than 5 years		
Financial debts	8802	15,028,529.49
Subordinated loans	8812	
Unsubordinated debentures	8822	
Leasing and other similar obligations	8832	15,028,529.49
Credit institutions	8842	
Other loans	8852	
Trade debts	8862	
Suppliers	8872	
Bills of exchange payable	8882	
Advance payments received on contract in progress	8892	
Other amounts payable	8902	3,000,000.00
Total amounts payable with a remaining term of more than one year, yet less than 5 years	8912	**18,028,529.49**
Amounts payable with a remaining term of more than 5 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 contract in progress	8893	
Other amounts payable	8903	
Total amounts payable with a remaining term of more than 5 years	8913	

N°	0542.547.130	F-con 6.9

	Codes	Period
AMOUNTS PAYABLE GUARANTEED *(included in headings 17 and 42/48 of the liabilities)*		
Amounts payable guaranteed by the Belgian government agencies		
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 contract in progress	9011	
Taxes, remuneration and social security	9021	
Other amounts payable	9051	
Amounts payable guaranteed by the Belgian government agencies	9061	
Amounts payable guaranteed by real securities given or irrevocably promised by the company 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 contract in progress	9012	
Taxes, remuneration and social security	9022	
Taxes	9032	
Remuneration and social security	9042	
Other amounts payable	9052	
Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets	9062	

	Codes	Period
TAXES, REMUNERATION AND SOCIAL SECURITY		
Taxes *(headings 450/3 of liabilities)*		
Outstanding tax debts	9072	
Accruing taxes payable	9073	2,591,615.36
Estimated taxes payable	450	
Remuneration and social security *(headings 454/9 of liabilities)*		
Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	2,813,541.56

N°	0542.547.130	F-con 6.9

ACCRUALS AND DEFERRED INCOME

	Period
Allocation of heading 492/3 of liabilities if the amount is significant	
Deferral income	2,687,339.61
Provision for other revenue	4,105.16
Deferral income non-recurrent	3,231,685.92
Exchange rates differences	4,573.25

N°	0542.547.130	F-con 6.10

OPERATING RESULTS

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
Revenue from T&M		22,509,020.00	18,180,537.00
Revenue from FPP		91,354,156.00	91,058,059.00
Allocation into geographical markets			
United States of America		288,750.77	212,088.38
Belgium		101,586,034.07	95,726,880.12
Sweden		205,248.77	0.00
Germany		109,341.25	1,935,816.50
United - Kingdom		8,215,458.24	9,040,839.55
Ireland		36,454.69	428,011.86
Netherlands		1,788,701.56	728,481.61
Others		1,633,186.31	1,166,477.82
Other operating income			
Operating subsidies and compensatory amounts received from public authorities	740		
OPERATING CHARGES			
Employees for whom the company submitted a DIMONA declaration or who are recorded in the general personnel register			
Total number at the closing date	9086	185	180
Average number of employees calculated in full-time equivalents	9087	179.3	183.4
Number of actual hours worked	9088	310,763	320,300
Personnel costs			
Remuneration and direct social benefits	620	17,784,950.27	18,174,377.45
Employers' contribution for social security	621	3,731,258.05	3,935,062.44
Employers' premiums for extra statutory insurance	622	409,149.67	848,481.58
Other personnel costs	623	1,158,762.02	795,926.83
Retirement and survivors' pensions	624		

N°	0542.547.130	F-con 6.10

	Codes	Period	Preceding period
Provisions for pensions and other similar rights			
Appropriations (uses and write-backs) (+)/(-)	635		
Depreciations			
Stocks and contracts in progress			
Recorded	9110		
Written back	9111		
On trade debtors			
Recorded	9112		
Written back	9113	63,882.13	143,616.19
Provisions for liabilities and charges			
Appropriations	9115		
Uses and write-backs	9116		
Other operating charges			
Taxes related to operation	640		
Other	641/8	269,141.56	516,524.20
Hired temporary staff and personnel placed at the disposal of the company			
Total number at the closing date	9096		
Average number calculated in full-time equivalents	9097		
Number of actual hours worked	9098		
Costs to the company	617		

N°	0542.547.130	F-con 6.11

FINANCIAL RESULTS

	Codes	Period	Preceding period
RECURRING FINANCIAL INCOME			
Other financial income			
Subsidies paid by public authorities, added to the profit and loss account			
Capital subsidies	9125		
Interest subsidies	9126		
Allocation of other financial income			
Exchange differences realized	754	418,912.28	521,812.18
Other			
Interest income on customer receivables		160,387.31	440,071.68
Intrest current accounts		16,478.64	239,774.88
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501		
Capitalized interests	6502		
Depreciations on current assets			
Recorded	6510		
Written back	6511		
Other financial charges			
Amount of the discount borne by the company, 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 differences realized	654		
Results from the conversion of foreign currencies	655		
Other			
Bank charges		11,905.38	13,215.08
Exchange losses		130,347.20	1,034,823.89
Other financial charges		256,117.92	601,514.36

N°	0542.547.130	F-con 6.13

TAXES

	Codes	Period
INCOME TAXES		
Income taxes on the result of the period	9134	**1,284,054.33**
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	1,284,054.33
Income taxes on the result of prior periods	9138	
Additional income taxes due or paid	9139	
Additional income taxes estimated or provided for	9140	
Major reasons for the differences between pre-tax profit, as it results from the annual accounts, and estimated taxable profit		
Non deductible expenses		475,060.00

	Period
Influence of non-recurring results on income taxes on the result of the period	

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

	Codes	Period	Preceding period
VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES			
Value added taxes charged			
To the company (deductible)	9145	19,178,401.14	16,367,945.43
By the company	9146	36,444,913.29	33,140,473.90
Amounts withheld on behalf of third party by way of			
Payroll withholding taxes	9147	6,412,257.06	3,782,569.29
Withholding taxes on investment income	9148	0.00	0.00

N°	0542.547.130	F-con 6.14

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

	Codes	Period
PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE COMPANY AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES	9149	
Of which		
Bills of exchange in circulation endorsed by the company	9150	
Bills of exchange in circulation drawn or guaranteed by the company	9151	
Maximum amount for which other debts or commitments of third parties are guaranteed by the company	9153	
REAL GUARANTEES		
Real guarantees provided or irrevocably promised by the company on its own assets as security of debts and commitments of the company		
Mortgages		
Book value of the immovable properties mortgaged	91611	
Amount of registration	91621	
For irrevocable mortgage mandates, the amount for which the agent can take registration	91631	
Pledging of goodwill		
Maximum amount up to which the debt is secured and which is the subject of registration	91711	
For irrevocable mandates to pledge goodwill, the amount for which the agent can take the inscription	91721	
Pledge on other assets or irrevocable mandates to pledge other assets		
Book value of the immovable properties mortgaged	91811	
Maximum amount up to which the debt is secured	91821	
Guarantees provided or irrevocably promised on future assets		
Amount of the assets in question	91911	
Maximum amount up to which the debt is secured	91921	
Vendor’s privilege		
Book value of sold goods	92011	
Amount of the unpaid price	92021	

N°	0542.547.130	F-con 6.14

	Codes	Period
Real guarantees provided or irrevocably promised by the company on its own assets as security of debts and commitments of third parties		
Mortgages		
Book value of the immovable properties mortgaged	91612	
Amount of registration	91622	
For irrevocable mortgage mandates, the amount for which the agent can take registration	91632	
Pledging of goodwill		
Maximum amount up to which the debt is secured and which is the subject of registration	91712	
For irrevocable mandates to pledge goodwill, the amount for which the agent can take the inscription	91722	
Pledge on other assets or irrevocable mandates to pledge other assets		
Book value of the immovable properties mortgaged	91812	
Maximum amount up to which the debt is secured	91822	
Guarantees provided or irrevocably promised on future assets		
Amount of the assets in question	91912	
Maximum amount up to which the debt is secured	91922	
Vendor’s privilege		
Book value of sold goods	92012	
Amount of the unpaid price	92022	

	Codes	Period
GOODS AND VALUES, NOT REFLECTED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR OWN NAME BUT FOR THE BENEFIT AND AT THE RISK OF THE COMPANY		
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	

N°	0542.547.130	F-con 6.14

	Period
COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES	
AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS	

SETTLEMENT REGARDING THE COMPLEMENTARY RETIREMENT OR SURVIVORS' PENSION FOR PERSONNEL AND BOARD MEMBERS

Brief description

The company works with a Defined Benefit Obligation and Defined Contributions plan which is managed by Allianz. As per year-end 2025, 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 to cover the related charges

	Code	Period
PENSIONS FUNDED BY THE COMPANY ITSELF		
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 reflected in the balance sheet or income statement	

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

	Period
NATURE, COMMERCIAL OBJECTIVE AND FINANCIAL CONSEQUENCES OF TRANSACTIONS NOT REFLECTED IN THE BALANCE SHEET **If the risks and benefits resulting from such transactions are of any meaning and if publishing such risks and benefits is necessary to appreciate the financial situation of the company**	

	Period
OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET (including those that cannot be calculated)	

N°	0542.547.130	F-con 6.15

RELATIONSHIPS WITH AFFILIATED COMPANIES, ASSOCIATED COMPANIES AND OTHER COMPANIES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Preceding period
AFFILIATED COMPANIES			
Financial fixed assets	(280/1)		
Participating interests	(280)		
Subordinated amounts receivable	9271		
Other amounts receivable	9281		
Amounts receivable	9291	**3,347,369.85**	**1,616,061.07**
Over one year	9301		
Within one year	9311	3,347,369.85	1,616,061.07
Current investments	9321		
Shares	9331		
Amounts receivable	9341		
Amounts payable	9351	**16,436,870.30**	**12,772,929.65**
Over one year	9361	0.00	0.00
Within one year	9371	16,436,870.30	12,772,929.65
Personal and real guarantees			
Provided or irrevocably promised by the company as security for debts or commitments of affiliated companies	9381		
Provided or irrevocably promised by affiliated companies as security for debts or commitments of the company	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	0.00	297,314.82
Other financial charges	9471		
Disposal of fixed assets			
Capital profits realised	9481		
Capital losses realised	9491		

N°	0542.547.130	F-con 6.15

	Codes	Period	Preceding period
ASSOCIATED COMPANIES			
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 company 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 company	9393		
Other significant financial commitments	9403		
COMPANIES 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		

	Period
TRANSACTIONS WITH AFFILIATED PARTIES BEYOND NORMAL 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	
In the absence of legal criteria that allow an inventory of transactions with related parties outside normal market conditions, no information can be included	

N°	0542.547.130	F-con 6.16

FINANCIAL RELATIONSHIPS WITH

	Codes	Period
DIRECTORS AND MANAGERS, INDIVIDUALS OR LEGAL PERSONS WHO CONTROL THE COMPANY DIRECTLY OR INDIRECTLY WITHOUT BEING ASSOCIATED THEREWITH, OR OTHER COMPANIES CONTROLLED DIRECTLY OR INDIRECTLY BY THESE PERSONS		
Amounts receivable from these persons	9500	
Principal conditions regarding amounts receivable, rate of interest, duration, any amounts repaid, cancelled or written off		
Guarantees provided in their favour	9501	
Other significant commitments undertaken in their favour	9502	
Amount of direct and indirect remunerations and pensions, reflected 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
THE AUDITOR(S) AND THE PERSONS WHOM HE (THEY) IS (ARE) COLLABORATING WITH		
Auditors' fees	9505	**40,171.00**
Fees for exceptional services or special assignments executed within the company by the auditor		
Other audit assignments	95061	
Tax consultancy assignments	95062	
Other assignments beyond the audit	95063	
Fees for exceptional services or special assignments executed within the company by people the auditor(s) is (are) collaborating with		
Other audit assignments	95081	
Tax consultancy assignments	95082	
Other assignments beyond the audit	95083	

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

N°	0542.547.130	F-con 6.18.1

DECLARATION WITH REGARD TO THE CONSOLIDATED ANNUAL ACCOUNTS

INFORMATION TO DISCLOSE BY EACH COMPANY GOVERNED BY THE BELGIAN COMPANIES AND ASSOCIATIONS CODE ON THE CONSOLIDATED ANNUAL ACCOUNTS

INFORMATION TO BE PROVIDED BY THE COMPANY IN CASE IT IS A SUBSIDIARY OR A JOINT SUBSIDIARY

Name, full address of the registered office and, if it concerns companies under Belgian law, the company registration number of the parent company (ies) and the indication if this (these) parent company (ies) prepares (prepare) and publishes (publish) consolidated annual accounts, in which the annual accounts are included by means of consolidation:

HCL Technologies Limited *Consolidating parent company - largest all*
.
806, Siddharth - 96, Nehru Place .
110019 New Delhi
INDIA

If the parent company(ies) is (are) (a) company(ies) governed by foreign law, the location where the abovementioned annual accounts are available:

HCL Technologies Limited
806, Siddharth - 96, Nehru Place .
110019 New Delhi
INDIA

N°	0542.547.130		F-con 6.19

VALUATION RULES

The annual accounts have been drawn up in accordance with the provisions of the Royal Decree of 29 April 2019 regarding the annual accounts of companies.
The annual accounts provide a true and fair view of the company's assets, financial position and results.

The assets and liabilities have been valued in accordance with the valuation rules in accordance with Belgian law and in accordance with Articles 3:6 to 3:57 of the Royal Decree of 29 April 2019. When establishing and applying the valuation rules, it is assumed that the company will continue its activities will continue in continuity.

Each component of the capital is valued separately. Depreciation, write-downs and revaluations are specific to the assets to which they relate. The provisions for risks and costs are individualized. The
valuations, depreciation and provisions for risks and costs meet the requirements of prudence, sincerity and good faith.

Tangible fixed assets:

The group's tangible fixed assets are depreciated on a straight-line basis to their acquisition value. Additional costs are immediately charged to the result. The following depreciation rates apply:

Computers: 20%
Software application: 33,33%
Laptop: 25%
Office Equipment: 20%

The interest charges are not included in the acquisition value. In addition, exceptional depreciation is recorded, if necessary, on assets that are no longer used.

Financial fixed assets:

Financial fixed assets are valued at acquisition value and write-downs are recorded if a permanent loss is justified by the condition, profitability or prospects of the company in which the participations or
the shares are held.
Guarantees are recorded at nominal value.
Value reductions are applied to the receivables included in the financial fixed assets if there is uncertainty about the payment of all or part of the receivable on the due date.

Inventory:

Inventories are valued at acquisition value or at market value on the balance sheet date, if this is lower. The acquisition value is determined according to the FIFO method. No indirect production costs are included in the manufacturing price of the inventories.

Receivables:

Receivables are included in the balance sheet at their nominal value. The receivables are subject to reductions in value if there is uncertainty about payment on the due date for all or part of the receivable.

Orders in progress:

Orders in progress are valued at manufacturing price. Value reductions will be applied to orders in progress if their production price, plus the estimated amount of costs still to be incurred, is higher than the price stipulated in the agreement. Additional write-downs are recorded on orders in progress, to take into account either the evolution of their realization or market value, or the risks inherent to the nature of the products involved or the activity carried out.

Liquid assets:

These resources are recorded at their nominal value. Depreciations are applied if their realization value on the year-end closing date is lower than their nominal value. Additional write-downs are recorded according to the same procedures as for cash investments.

Accrued assets:

Costs and revenues relating to the financial year or previous financial years are taken into account, regardless of the day on which these costs and revenues are paid or collected, unless the actual collection of these revenues is uncertain. If the revenues or costs are significantly influenced by revenues or costs that must be allocated to another financial year, this is stated in the explanatory notes.

Provisions for risks and costs:

Provisions for risks and costs are established to cover losses or costs clearly defined by their nature that are probable or certain at the balance sheet date, but the amount of which is not certain. A provision is created for granted early retirement arrangements in the financial year in which the employee concerned is terminated. The provisions for risks and costs are drawn up individually based on the nature of the risk and the costs associated with it. They can be written off to the extent that they no longer have an object at year-end. At the end of the financial year, the provisions created are assessed for the current risks they cover, with unnecessary provisions being reversed and credited to the profit and loss account.

Capital subsidies and deferred taxes:

Capital subsidies are included in equity in the financial year in which they were obtained from the government.

Capital subsidies are gradually recognized in the result at the same rate as the depreciation of the fixed assets for the acquisition of which they were obtained or, where applicable, up to the balance, upon realization or decommissioning of the
fixed assets involved. Capital subsidies that are not dependent on an investment in fixed assets are immediately recognized in the result upon acquisition.

Debts and accrued liabilities:

These debts are valued at nominal value.

Foreign currency transactions:

Foreign currency transactions are converted at the exchange rate valid on the day the transaction takes place. The fixed assets and equity are converted into Euros at the historical exchange rate.
The other assets and liabilities in foreign currencies are converted into euros at the exchange rate applicable at the end of the financial year. However, positive and negative exchange rate differences are immediately charged to the result.
These exchange rates are capitalized if they would have a significant impact on the result.

Recognition of revenues and costs:

The income and costs arising from the disposal of an asset will be allocated to the financial year in which the main risks relating to the asset are transferred to the acquirer. The transfer of the main risks will in principle
correspond to the transfer of ownership of the good or, if the transfer of ownership is separated from this, to the transfer of the risks of loss or damage to the good. In terms of the provision of services, revenues and
costs arising from the performance are allocated to the financial year in which the main performance of the service is carried out.

N°	0542.547.130		F-con 6.20

OTHER INFORMATIONS TO DISCLOSE

The amounts for the previous financial year are not identical to those previously reported, as certain balances have been reclassified from current to non-current based on their original contractual maturity for better presentation & disclosure.

Amount of EUR 1,740,547.76 was shown under "Trade Debtor in Amount receivable in one year” in the previous financial statements has been reclassified as "Trade Debtor in amount receivable after more than one year".

The amount of EUR 267,918.52 that was presented under ‘Trade payables due within one year’ in the previous financial statements has been reclassified to the category ‘Liabilities relating to taxes, remuneration and social security contributions.'

Amount of EUR 2,221,541.67 that was shown under "Other amounts receivable" in the previous financial statements has been reclassified as "Trade Debtor" in the underlying section "Amounts receivables within one year".

N°	0542.547.130		F-con 7

OTHER DOCUMENTS TO BE FILED IN ACCORDANCE WITH THE BELGIAN COMPANIES AND ASSOCIATIONS CODE

ANNUAL REPORT

AUDITORS' REPORT

N°	0542.547.130	F-con 10

SOCIAL BALANCE SHEET

Numbers of the joint industrial committees competent for the company: 200

STATEMENT OF THE PERSONS EMPLOYED

EMPLOYEES FOR WHOM THE COMPANY 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	176.0	153.0	23.0
Part-time	1002	4.1	3.3	0.8
Total in full-time equivalents (TFE)	1003	179.3	155.7	23.6
Number of actual hours worked				
Full-time	1011	306,587	268,257	38,330
Part-time	1012	4,176	3,288	888
Total	1013	310,763	271,545	39,218
Personnel costs				
Full-time	1021	22,727,241.13	19,292,979.38	3,434,261.75
Part-time	1022	356,878.88	289,525.73	67,353.15
Total	1023	23,084,120.01	19,582,505.11	3,501,614.90
Advantages in addition to wages	1033			

During the preceding period	Codes	Total	1. Men	2. Women
Average number of employees in FTE	1003	183.4	159.0	24.4
Number of actual hours worked	1013	320,300	278,418	41,882
Personnel costs	1023	23,753,848.30	20,746,028.99	3,007,819.31
Advantages in addition to wages	1033			

N°	0542.547.130	F-con 10

EMPLOYEES FOR WHOM THE COMPANY 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 in full-time equivalents
Number of employees	105	181	4	184.1
By nature of the employment contract				
Contract for an indefinite period	110	164	4	167.1
Contract for a definite period	111	17		17.0
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to gender and study level				
Men	120	157	3	159.5
primary education	1200	2		2.0
secondary education	1201	9		9.0
higher non-university education	1202	107	3	109.5
university education	1203	39		39.0
Women	121	24	1	24.6
primary education	1210			
secondary education	1211			
higher non-university education	1212	17		17.0
university education	1213	7	1	7.6
By professional category				
Management staff	130			
Salaried employees	134	181	4	184.1
Hourly employees	132			
Others	133			

HIRED TEMPORARY STAFF AND PERSONNEL PLACED AT THE DISPOSAL OF THE COMPANY

During the current period	Codes	1. Hired temporary staff	2. Hired temporary staff and personnel placed at the company's disposal
Average number of persons employed	150		
Number of actual hours worked	151		
Costs for the company	152		

N°	0542.547.130	F-con 10

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
Number of employees for whom the company submitted a DIMONA declaration or who have been recorded in the general personnel register during the period	205	60	3	62.3
By nature of the employment contract				
Contract for an indefinite period	210	49	3	51.3
Contract for a definite period	211	11		11.0
Contract for the execution of a specifically assigned work	212			
Replacement contract	213			

DEPARTURES	Codes	1. Full-time	2. Part-time	3. Total in 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	54	3	56.4
By nature of the employment contract				
Contract for an indefinite period	310	47	3	49.4
Contract for a definite period	311	7		7.0
Contract for the execution of a specifically assigned work	312			
Replacement contract	313			
By reason of termination of contract				
Retirement	340			
Unemployment with extra allowance from enterprise	341			
Dismissal	342	14		14.0
Other reason	343	40	3	42.4
Of which: the number of persons who continue to render services to the company at least half-time on a self-employment basis	350			

N°	0542.547.130	F-con 10

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

	Codes	Men	Codes	Women
Total of initiatives of formal professional training at the expense of the employer				
Number of employees involved	5801		5811	
Number of actual training hours	5802		5812	
Net costs for the company	5803		5813	
of which gross costs directly linked to training	58031		58131	
of which fees paid and paiments to collective funds	58032		58132	
of which grants and other financial advantages received (to deduct)	58033		58133	
Total of initiatives of less formal or informal professional training at the expense of the employer				
Number of employees involved	5821		5831	
Number of actual training hours	5822		5832	
Net costs for the company	5823		5833	
Total of initiatives of initial professional training at the expense of the employer				
Number of employees involved	5841		5851	
Number of actual training hours	5842		5852	
Net costs for the company	5843		5853	