

Year 2013 Grouping : DE745 - Labour recruitment and provision of personnel

NACE-BEL2008: + 78*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
= = = 2 BALANCE SHEET AFTER APPROPRIATION = = = < < < Amounts in thousands of EUR > > >						
2.1.ASSETS						
2.1.1.FIXED ASSETS	20/28	4.441.789	179.347	4.621.136	130	756
A.Formation expenses	20	662	274	936	7	35
B.Intangible fixed assets	21	43.487	3.474	46.961	65	152
C.Tangible fixed assets	22/27	69.241	96.201	165.441	113	703
. Land and buildings	22	22.299	73.506	95.805	21	257
. Plant, machinery and equipment	23	12.858	3.265	16.123	68	354
. Furniture and vehicles	24	11.452	8.826	20.278	103	626
. Leasing and similar rights	25	490	2.079	2.569	7	32
. Other tangible fixed assets	26	18.554	7.853	26.407	74	195
. Assets under construction and advance payments	27	3.589	671	4.260	5	6
D.Financial fixed assets	28	4.328.399	79.398	4.407.797	108	419
. Affiliated enterprises	280/1	4.323.312	*	*	33	*
- Participating interests	280	4.297.913	*	*	32	*
- Amounts receivable	281	25.399	*	*	6	*
. Other enterprises linked by participating interests	282/3	1.682	*	*	2	*
- Participating interests	282	1.682	*	*	2	*
- Amounts receivable	283		*	*		*
. Other financial assets	284/8	3.406	*	*	103	*
- Shares	284	52	*	*	8	*
- Amounts receivable and cash guarantees	285/8	3.354	*	*	102	*
2.1.2.CURRENT ASSETS	29/58	1.353.394	226.184	1.579.578	144	812
A.Amounts receivable after more than one year	29	78.288	3.164	81.451	12	25
. Trade debtors	290	116	82	198	1	4
. Other amounts receivable	291	78.172	3.082	81.254	11	23
B.Stocks and contracts in progress	3	1.218	4.938	6.155	7	31
. Stocks	30/36	1.124	4.916	6.040	6	30
- Raw materials and consumables	30/31	12	*	*	1	*
- Work in progress	32		*	*		*
- Finished goods	33		*	*		*
- Goods purchased for resale	34	1.112	*	*	5	*
- Immovable property intended for sale	35		*	*		*
- Advance payments	36		*	*		*
. Contracts in progress	37	93	22	115	2	2
C.Amounts receivable within one year	40/41	919.862	130.339	1.050.201	142	790
. Trade debtors	40	621.208	97.725	718.934	139	689
. Other amounts receivable	41	298.654	32.614	331.268	134	676
D.Current investments	50/53	39.470	16.671	56.142	20	119
. Own shares	50	1.856	*	*	1	*
. Other investments	51/53	37.615	*	*	19	*
E.Cash at bank and in hand	54/58	292.882	67.704	360.586	132	760
F.Deferred charges and accrued income	490/1	21.675	3.368	25.042	129	456
TOTAL ASSETS	20/58	5.795.183	405.531	6.200.714	144	814

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
2.2.EQUITY AND LIABILITIES						
2.2.1.EQUITY positive balance	10/15	3.118.708	141.990	3.260.699	127	662
EQUITY negative balance	10/15	-10.536	-12.105	-22.642	17	150
A.Capital	10	2.374.097	55.910	2.430.008	144	810
. Issued capital	100	2.374.450	59.655	2.434.105	144	810
. Uncalled capital	101	353	3.745	4.098	10	310
B.Share premium account	11	450	300	749	8	4
C.Revaluation surpluses	12	55.149	1.668	56.818	2	7
D.Reserves	13	403.692	76.366	480.058	134	696
. Legal reserve	130	186.875	2.621	189.496	134	688
. Reserves not available	131	9.940	325	10.264	8	6
- In respect of own shares held	1310	1.856	268	2.123	2	2
- Other	1311	8.084	57	8.141	7	4
. Untaxed reserves	132	6.178	6.184	12.362	22	141
. Available reserves	133	200.700	67.236	267.936	59	293
E.Profit carried forward	(+) 14	328.919	29.797	358.716	84	343
Loss carried forward	(-) 14	-54.561	-34.609	-89.170	39	323
F.Investment grants	15	425	452	878	3	10
G.Advance to associates on the sharing out of the assets	19					
2.2.2.PROVISIONS AND DEFERRED TAXES	16	11.286	6.883	18.170	38	81
A.Provisions for liabilities and charges	160/5	11.209	6.087	17.295	38	67
. Pensions and similar obligations	160	3.536	*	*	11	*
. Taxation	161		*	*		*
. Major repairs and maintenance	162	25	*	*	1	*
. Other liabilities and charges	163/5	7.648	*	*	34	*
B.Deferred taxes	168	78	797	874	4	17
2.2.3.AMOUNTS PAYABLE	17/49	2.675.725	268.763	2.944.488	144	810
A.Amounts payable after more than one year	17	910.616	65.398	976.014	43	365
. Financial debts	170/4	910.530	55.511	966.041	40	341
- Credit institutions, leasing and other similar obligations	172/3	75.730	47.505	123.235	30	277
* Leasing and similar obligations	172	312	*	*	6	*
* Credit institutions	173	75.419	*	*	27	*
- Other loans	174/0	834.800	8.006	842.806	13	81
* Subordinated loans	170	1.100	*	*	4	*
* Unsubordinated debentures	171		*	*		*
* Other loans	174	833.700	*	*	9	*
. Trade debts	175		9	9		1
- Suppliers	1750		*	*		*
- Bills of exchange payable	1751		*	*		*
. Advances received on contracts in progress	176					
. Other amounts payable	178/9	85	9.878	9.964	5	48
B.Amounts payable within one year	42/48	1.721.062	196.672	1.917.734	144	808
. Current portion of amounts payable after more than one year falling due within one year	42	20.065	15.945	36.010	32	370
. Financial debts	43	696.690	18.877	715.567	51	211
- Credit institutions	430/8	69.564	16.661	86.225	45	197
- Other loans	439	627.126	2.216	629.342	7	20
. Trade debts	44	215.156	44.389	259.545	143	773
- Suppliers	440/4	215.156	44.379	259.536	143	773
- Bills of exchange payable	441		10	10		1
. Advances received on contracts in progress	46	10.924	415	11.339	15	38
. Taxes, remuneration and social security	45	650.071	38.723	688.794	139	714
- Taxes	450/3	98.455	14.857	113.312	137	688
- Remuneration and social security	454/9	551.616	23.866	575.482	136	360
. Other amounts payable	47/48	128.156	78.323	206.478	98	579
C.Deferred charges and accrued income	492/3	44.047	6.693	50.740	112	312
TOTAL LIABILITIES	10/49	5.795.183	405.531	6.200.714	144	814

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				AMOUNTS			NUM. OF ENTERP.	
Codes				Complete	Abbreviated	Total	Comp.	Abbr.
= = = = 3 INCOME STATEMENT = = = =								
< < < Amounts in thousands of EUR > > >								
VALUE ADDED (EXCLUDING VAT) positive balance 9800				4.751.778	307.469	5.059.246	138	680
VALUE ADDED (EXCLUDING VAT) negative balance 9800				-797	-1.693	-2.490	6	129
A.OPERATING INCOME 70/74				5.653.887	*	*	143	*
. Turnover (optional entry for abridged layouts) 70				5.420.849	54.386	5.475.235	140	90
. Stocks and work and contracts in progress:								
increase (+) 71				4	*	*	1	*
decrease (-) 71					*	*		*
. Own construction capitalised 72				22	*	*	1	*
. Other operating income 74				233.011	*	*	134	*
B.OPERATING CHARGES 60/64				5.535.094	*	*	144	*
. Goods for resale, raw and auxiliary materials services and miscellaneous (optional for abridged layouts) 60/61				902.906	26.653	929.560	144	97
. Raw materials, consumables 60				155.176	*	*	36	*
- Purchases 600/8				155.356	*	*	36	*
- Stocks:								
decrease (+) 609				32	*	*	2	*
increase (-) 609				-212	*	*	3	*
. Services and other goods 61				747.731	*	*	144	*
. Remuneration, social security and pensions (+)/(-) 62				4.564.634	259.518	4.824.152	139	365
. Depreciation of and other amounts written down formation expenses, intangible and tangible fixed assets 630				32.281	13.117	45.398	120	735
. Amounts written down stocks, contracts in progress and trade debtors :								
appropriations (+) 631/4				3.441	1.179	4.621	48	58
write-backs (-) 631/4				-1.562	-189	-1.751	26	22
. Provisions for risks and charges :								
appropriations (+) 635/7				2.023	452	2.475	18	21
uses and write-backs (-) 635/7				-1.325	-873	-2.197	19	26
. Other operating charges 640/8				33.110	3.333	36.443	139	794
. Operating charges carried to assets as restructuring costs (-) 649				-415		-415	1	
C.OPERATING PROFIT (+) 9901				153.230	37.355	190.585	103	513
OPERATING LOSS (-) 9901				-34.436	-8.118	-42.554	41	300
D.FINANCIAL INCOME 75				37.969	5.591	43.559	138	692
. Income from financial fixed assets 750				21.235	*	*	22	*
. Income from current assets 751				14.025	*	*	115	*
. Other financial income 752/9				2.709	*	*	109	*
E.FINANCIAL CHARGES 65				67.687	7.149	74.837	142	803
. Debt charges 650				59.201	*	*	122	*
. Amounts written down on current assets except stocks, contracts in progress and trade debtors: 651				40	*	*	4	*
appropriations (write-backs) (+)/(-)								
. Other financial charges 652/9				8.447	*	*	139	*
F.PROFIT ON ORDINARY ACTIVITIES 9902				153.481	37.110	190.591	101	502
BEFORE TAXES (+)								
LOSS ON ORDINARY ACTIVITIES 9902				-64.406	-9.431	-73.837	43	311
BEFORE TAXES (-)								
G.EXTRAORDINARY INCOME 76				10.516	2.009	12.525	34	142
. Write-back of depreciation and of amounts written down intangible and tangible fixed assets 760				69	*	*	2	*
. Write-back of amounts written down financial fixed assets 761				2.650	*	*	1	*
. Write-back of provisions for extraordinary liabilities and charges 762				1.848	*	*	2	*
. Gains on disposal of fixed assets 763				3.949	*	*	14	*
. Other extraordinary income 764/9				1.999	*	*	26	*
H.EXTRAORDINARY CHARGES 66				8.413	1.781	10.193	48	139
. Extraordinary depreciation of and extraordinary amounts written down formation expenses intangible and tangible fixed assets 660				139	*	*	5	*
. Amounts written down financial fixed assets 661				105	*	*	2	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
financial fixed assets						
. Provisions for extraordinary liabilities and charges						
appropriations	(+) 662	665	*	*	2	*
uses	(-) 662	-187	*	*	2	*
. Losses on disposal of fixed assets	663	2.857	*	*	22	*
. Other extraordinary charges	664/8	4.835	*	*	31	*
. Extraordinary charges carried to assets as restructuring costs	(-) 669		*	*		*
I.PROFIT FOR THE PERIOD BEFORE TAXES	(+) 9903	154.122	38.100	192.222	102	511
LOSS FOR THE PERIOD BEFORE TAXES	(-) 9903	-62.944	-10.192	-73.136	42	302
J.TRANSFER FROM DEFERRED TAXES	780	69	38	106	5	14
K.TRANSFER TO DEFERRED TAXES	680	454	77	531	2	3
L.INCOME TAXES	(-) 67/77	-1.973	-64	-2.037	12	34
INCOME TAXES	(+) 67/77	56.013	10.984	66.997	117	624
. Income taxes	670/3	58.388	*	*	125	*
. Adjustment of income taxes and write-back of tax provisions	77	4.348	*	*	47	*
M.PROFIT FOR THE PERIOD	(+) 9904	101.127	27.561	128.688	95	493
LOSS FOR THE PERIOD	(-) 9904	-64.375	-10.613	-74.987	49	320
N.TRANSFER FROM UNTAXED RESERVES	789	442	182	624	3	20
O.TRANSFER TO UNTAXED RESERVES	689	2.222	563	2.784	9	29
P.PROFIT FOR THE PERIOD TO BE APPROPRIATED	(+) 9905	99.392	27.145	126.537	95	495
LOSS FOR THE PERIOD TO BE APPROPRIATED	(-) 9905	-64.419	-10.577	-74.996	49	318
= = = = 4 APPROPRIATION ACCOUNT = = = = =						
< < < Amounts in thousands of EUR > > >						
A.Profit to be appropriated	(+) 9906	410.136	50.901	461.036	101	470
Loss to be appropriated	(-) 9906	-212.990	-35.281	-248.271	43	344
. Profit for the period avail. For appropri.	(+) 9905	99.392	27.145	126.537	95	495
Loss for the period avail. For appropri.	(-) 9905	-64.419	-10.577	-74.996	49	318
. Profit brought forward	(+) 14P	317.955	30.499	348.455	81	335
Loss brought forward	(-) 14P	-155.783	-31.447	-187.230	36	289
B.Transfers from capital and reserves	791/2	167.885	9.887	177.772	11	66
. from capital and share premium account	791	73.325	*	*	3	*
. from reserves	792	94.560	*	*	9	*
C.Transfers to capital and reserves	691/2	22.574	11.609	34.183	33	209
. to capital and share premium account	691		367	367		5
. to legal reserve	6920	7.646	335	7.981	18	101
. to other reserves	6921	14.928	10.908	25.836	19	139
D.Profit to be carried forward	(+) 14	328.919	29.797	358.716	84	343
Loss to be carried forward	(-) 14	-54.561	-34.609	-89.170	39	323
E.Partners' contribution in respect of losses	794		111	111		2
F.Profit to be distributed	694/6	68.098	18.821	86.919	34	157
. Dividends	694	63.704	16.139	79.843	27	107
. Directors' or managers' entitlements	695	3.649	2.653	6.301	10	60
. Other beneficiaries	696	746	29	775	1	1

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
= = = = 5 EXPLANATORY DISCLOSURES = = = = =						
< < < Amounts in thousands of EUR > > >						
5.1.STATEMENT OF FORMATION EXPENSES						
Net book value at the end of the preceding period	20P	203	*	*	8	*
Movements during the period						
. New expenses incurred	8002		*	*		*
. Depreciation	8003	37	*	*	5	*
. Other (+)/(-)	8004	0	*	*	1	*
Net book value at the end of the period	20	662	*	*	7	*
Of which						
. Formation or capital increase expenses, loan issue expenses and other formation expenses	200/2	7	*	*	1	*
. Restructuring costs	204	49	*	*	1	*
5.2.STATEMENT OF INTANGIBLE FIXED ASSETS						
A.TOTAL OF INTANGIBLE ASSETS						
a)ACQUISITION VALUE						
At the end of the preceding period	8059P	219.293	12.641	231.934	80	242
Movements during the period						
. Acquisitions, including produced fixed assets	8029	8.704	774	9.479	37	60
. Sales and disposals	8039	161	1.347	1.508	9	27
. Transfers from one heading to another (+)/(-)	8049	-47	-41	-88	5	2
At the end of the period	8059	227.790	12.027	239.817	85	251
b)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8129P	171.202	8.728	179.930	79	237
Movements during the period						
. Recorded	8079	12.910	1.014	13.924	68	169
. Written back	8089		1	1		1
. Acquisitions from third parties	8099	150		150	2	
. Cancelled owing to sales and disposals	8109	115	1.187	1.301	7	20
. Transferred from one heading to another(+)/(-)	8119	155	-1	154	2	1
At the end of the period	8129	184.303	8.553	192.856	85	247
c)NET BOOK VALUE AT THE END OF THE PERIOD	21	43.487	3.474	46.961	65	152
B.BREAKDOWN OF INTANGIBLE FIXED ASSETS FOR COMPLETE FORMS						
5.2.1.RESEARCH AND DEVELOPMENT COSTS						
a)ACQUISITION VALUE						
At the end of the preceding period	8051P	7.075	*	*	12	*
Movements during the period						
. Acquisitions, including produced fixed assets	8021	2.973	*	*	4	*
. Sales and disposals	8031		*	*		*
. Transfers from one heading to another (+)/(-)	8041	-410	*	*	2	*
At the end of the period	8051	9.638	*	*	14	*
b)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8121P	4.280	*	*	11	*
Movements during the period						
. Recorded	8071	1.387	*	*	7	*
. Written back	8081		*	*		*
. Acquisitions from third parties	8091		*	*		*
. Cancelled owing to sales and disposals	8101		*	*		*
. Transferred from one heading to another(+)/(-)	8111		*	*		*
At the end of the period	8121	5.668	*	*	14	*
c)NET BOOK VALUE AT THE END OF THE PERIOD	210	3.971	*	*	6	*
5.2.2.CONCESSIONS, PATENTS, LICENCES AND SIMILAR RIGHTS						
a)ACQUISITION VALUE						
At the end of the preceding period	8052P	46.503	*	*	65	*
Movements during the period						
. Acquisitions, including produced fixed assets	8022	5.091	*	*	32	*
. Sales and disposals	8032	141	*	*	9	*
. Transfers from one heading to another (+)/(-)	8042	363	*	*	3	*
At the end of the period	8052	51.816	*	*	70	*
b)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8122P	32.066	*	*	65	*
Movements during the period						
. Recorded	8072	5.801	*	*	58	*
. Written back	8082		*	*		*
. Acquisitions from third parties	8092	100	*	*	1	*
. Cancelled owing to sales and disposals	8102	100	*	*	7	*
. Transferred from one heading to another(+)/(-)	8112	155	*	*	2	*

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At the end of the period	8122	38.022	*	*	70	*
c)NET BOOK VALUE AT THE END OF THE PERIOD	211	13.794	*	*	55	*
5.2.3.GOODWILL						
a)ACQUISITION VALUE						
At the end of the preceding period	8053P	165.715	*	*	23	*
Movements during the period						
. Acquisitions,	8023	627	*	*	2	*
including produced fixed assets						
. Sales and disposals	8033	20	*	*	1	*
. Transfers from one heading to another (+)/(-)	8043		*	*		*
At the end of the period	8053	166.322	*	*	24	*
b)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8123P	134.856	*	*	23	*
Movements during the period						
. Recorded	8073	5.721	*	*	14	*
. Written back	8083		*	*		*
. Acquisitions from third parties	8093	50	*	*	1	*
. Cancelled owing to sales and disposals	8103	14	*	*	1	*
. Transferred from one heading to another(+)/(-)	8113		*	*		*
At the end of the period	8123	140.613	*	*	24	*
c)NET BOOK VALUE AT THE END OF THE PERIOD	212	25.709	*	*	12	*
5.2.4.ADVANCE PAYMENTS						
a)ACQUISITION VALUE						
At the end of the preceding period	8054P		*	*		*
Movements during the period						
. Acquisitions,	8024	13	*	*	1	*
including produced fixed assets						
. Sales and disposals	8034		*	*		*
. Transfers from one heading to another (+)/(-)	8044		*	*		*
At the end of the period	8054	13	*	*	1	*
b)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8124P		*	*		*
Movements during the period						
. Recorded	8074		*	*		*
. Written back	8084		*	*		*
. Acquisitions from third parties	8094		*	*		*
. Cancelled owing to sales and disposals	8104		*	*		*
. Transferred from one heading to another(+)/(-)	8114		*	*		*
At the end of the period	8124		*	*		*
c)NET BOOK VALUE AT THE END OF THE PERIOD	213	13	*	*	1	*
5.3.STATEMENT OF TANGIBLE FIXED ASSETS						
A.TOTAL OF TANGIBLE FIXED ASSETS						
a)ACQUISITION VALUE						
At the end of the preceding period	8199P	292.120	176.811	468.931	120	703
Movements during the period						
. Acquisitions,	8169	21.916	16.856	38.772	97	529
including produced fixed assets						
. Sales and disposals	8179	25.090	7.438	32.528	53	210
. Transfers from one heading to another (+)/(-)	8189	12	-718	-706	8	9
At the end of the period	8199	288.957	185.511	474.468	120	747
b)REVALUATION GAINS						
At the end of the preceding period	8259P	561	1.616	2.178	2	5
Movements during the period						
. Recorded	8219					
. Acquisitions from third parties	8229					
. Cancelled	8239		142	142		2
. Transferred from one heading to another(+)/(-)	8249					
At the end of the period	8259	561	1.474	2.035	2	4
c)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8329P	223.261	84.134	307.395	120	702
Movements during the period						
. Recorded	8279	19.451	11.978	31.429	116	718
. Written back	8289	69	60	130	2	4
. Acquisitions from third parties	8299	643		643	3	
. Cancelled owing to sales and disposals	8309	22.854	5.224	28.078	53	199
. Transferred from one heading to another(+)/(-)	8319	-155	-43	-198	4	14
At the end of the period	8329	220.277	90.784	311.062	120	747
d)NET BOOK VALUE AT THE END OF THE PERIOD	22/27	69.241	96.201	165.441	113	703
B.BREAKDOWN OF TANGIBLE FIXED ASSETS FOR COMPLETE FORMS						
5.3.1.LAND AND BUILDINGS						
a)ACQUISITION VALUE						
At the end of the preceding period	8191P	34.217	*	*	23	*
Movements during the period						
. Acquisitions,	8161	1.435	*	*	6	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
including produced fixed assets						
. Sales and disposals	8171	1.311	*	*	4	*
. Transfers from one heading to another (+)/(-)	8181	1.503	*	*	2	*
At the end of the period	8191	35.844	*	*	22	*
b) REVALUATION GAINS						
At the end of the preceding period	8251P	149	*	*	1	*
Movements during the period						
. Recorded	8211		*	*		*
. Acquisitions from third parties	8221		*	*		*
. Cancelled	8231		*	*		*
. Transferred from one heading to another (+)/(-)	8241		*	*		*
At the end of the period	8251	149	*	*	1	*
c) DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8321P	12.833	*	*	23	*
Movements during the period						
. Recorded	8271	1.169	*	*	19	*
. Written back	8281		*	*		*
. Acquisitions from third parties	8291	215	*	*	1	*
. Cancelled owing to sales and disposals	8301	545	*	*	4	*
. Transferred from one heading to another (+)/(-)	8311	23	*	*	1	*
At the end of the period	8321	13.695	*	*	22	*
d) NET BOOK VALUE AT THE END OF THE PERIOD	22	22.299	*	*	21	*
5.3.2. PLANT, MACHINERY AND EQUIPMENT						
a) ACQUISITION VALUE						
At the end of the preceding period	8192P	110.787	*	*	76	*
Movements during the period						
. Acquisitions, including produced fixed assets	8162	5.992	*	*	53	*
. Sales and disposals	8172	16.154	*	*	24	*
. Transfers from one heading to another (+)/(-)	8182	217	*	*	5	*
At the end of the period	8192	100.842	*	*	79	*
b) REVALUATION GAINS						
At the end of the preceding period	8252P	81	*	*	1	*
Movements during the period						
. Recorded	8212		*	*		*
. Acquisitions from third parties	8222		*	*		*
. Cancelled	8232		*	*		*
. Transferred from one heading to another (+)/(-)	8242		*	*		*
At the end of the period	8252	81	*	*	1	*
c) DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8322P	97.564	*	*	75	*
Movements during the period						
. Recorded	8272	6.321	*	*	71	*
. Written back	8282	68	*	*	1	*
. Acquisitions from third parties	8292	8	*	*	1	*
. Cancelled owing to sales and disposals	8302	15.920	*	*	23	*
. Transferred from one heading to another (+)/(-)	8312	159	*	*	6	*
At the end of the period	8322	88.065	*	*	78	*
d) NET BOOK VALUE AT THE END OF THE PERIOD	23	12.858	*	*	68	*
5.3.3. FURNITURE AND VEHICLES						
a) ACQUISITION VALUE						
At the end of the preceding period	8193P	70.271	*	*	115	*
Movements during the period						
. Acquisitions, including produced fixed assets	8163	4.982	*	*	81	*
. Sales and disposals	8173	4.465	*	*	45	*
. Transfers from one heading to another (+)/(-)	8183	-211	*	*	5	*
At the end of the period	8193	70.578	*	*	115	*
b) REVALUATION GAINS						
At the end of the preceding period	8253P	65	*	*	1	*
Movements during the period						
. Recorded	8213		*	*		*
. Acquisitions from third parties	8223		*	*		*
. Cancelled	8233		*	*		*
. Transferred from one heading to another (+)/(-)	8243		*	*		*
At the end of the period	8253	65	*	*	1	*
c) DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8323P	57.114	*	*	115	*
Movements during the period						
. Recorded	8273	5.462	*	*	106	*
. Written back	8283	2	*	*	1	*
. Acquisitions from third parties	8293	283	*	*	3	*
. Cancelled owing to sales and disposals	8303	3.647	*	*	45	*
. Transferred from one heading to another (+)/(-)	8313	-18	*	*	4	*
At the end of the period	8323	59.192	*	*	115	*
d) NET BOOK VALUE AT THE END OF THE PERIOD	24	11.452	*	*	103	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
5.3.4.LEASING AND SIMILAR RIGHTS						
a)ACQUISITION VALUE						
At the end of the preceding period	8194P	1.961	*	*	15	*
Movements during the period						
. Acquisitions,	8164	427	*	*	4	*
including produced fixed assets						
. Sales and disposals	8174	414	*	*	3	*
. Transfers from one heading to another (+)/(-)	8184	-319	*	*	1	*
At the end of the period	8194	1.656	*	*	14	*
b)REVALUATION GAINS						
At the end of the preceding period	8254P		*	*		*
Movements during the period						
. Recorded	8214		*	*		*
. Acquisitions from third parties	8224		*	*		*
. Cancelled	8234		*	*		*
. Transferred from one heading to another(+)/(-)	8244		*	*		*
At the end of the period	8254		*	*		*
c)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8324P	1.696	*	*	15	*
Movements during the period						
. Recorded	8274	153	*	*	8	*
. Written back	8284		*	*		*
. Acquisitions from third parties	8294		*	*		*
. Cancelled owing to sales and	8304	365	*	*	3	*
disposals						
. Transferred from one heading to another(+)/(-)	8314	-319	*	*	1	*
At the end of the period	8324	1.166	*	*	13	*
d)NET BOOK VALUE AT THE END OF THE PERIOD	25	490	*	*	7	*
OF WHICH						
Land and buildings	250	49	*	*	1	*
Plant, machinery and equipment	251	233	*	*	3	*
Furniture and vehicles	252	208	*	*	4	*
5.3.5.OTHER TANGIBLE FIXED ASSETS						
a)ACQUISITION VALUE						
At the end of the preceding period	8195P	72.863	*	*	84	*
Movements during the period						
. Acquisitions,	8165	6.029	*	*	44	*
including produced fixed assets						
. Sales and disposals	8175	2.586	*	*	22	*
. Transfers from one heading to another (+)/(-)	8185	143	*	*	2	*
At the end of the period	8195	76.449	*	*	82	*
b)REVALUATION GAINS						
At the end of the preceding period	8255P	266	*	*	1	*
Movements during the period						
. Recorded	8215		*	*		*
. Acquisitions from third parties	8225		*	*		*
. Cancelled	8235		*	*		*
. Transferred from one heading to another(+)/(-)	8245		*	*		*
At the end of the period	8255	266	*	*	1	*
c)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8325P	54.054	*	*	84	*
Movements during the period						
. Recorded	8275	6.346	*	*	74	*
. Written back	8285		*	*		*
. Acquisitions from third parties	8295	137	*	*	1	*
. Cancelled owing to sales and	8305	2.377	*	*	22	*
disposals						
. Transferred from one heading to another(+)/(-)	8315		*	*		*
At the end of the period	8325	58.161	*	*	82	*
d)NET BOOK VALUE AT THE END OF THE PERIOD	26	18.554	*	*	74	*
5.3.6.ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS						
a)ACQUISITION VALUE						
At the end of the preceding period	8196P	2.020	*	*	7	*
Movements during the period						
. Acquisitions,	8166	3.051	*	*	5	*
including produced fixed assets						
. Sales and disposals	8176	161	*	*	2	*
. Transfers from one heading to another (+)/(-)	8186	-1.322	*	*	6	*
At the end of the period	8196	3.589	*	*	5	*
b)REVALUATION GAINS						
At the end of the preceding period	8256P		*	*		*
Movements during the period						
. Recorded	8216		*	*		*
. Acquisitions from third parties	8226		*	*		*
. Cancelled	8236		*	*		*
. Transferred from one heading to another(+)/(-)	8246		*	*		*
At the end of the period	8256		*	*		*
c)DEPRECIATIONS AND AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8326P		*	*		*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
Movements during the period						
. Recorded	8276		*	*		*
. Written back	8286		*	*		*
. Acquisitions from third parties	8296		*	*		*
. Cancelled owing to sales and disposals	8306		*	*		*
. Transferred from one heading to another(+)/(-)	8316		*	*		*
At the end of the period	8326		*	*		*
d)NET BOOK VALUE AT THE END OF THE PERIOD	27	3.589	*	*	5	*
5.4.STATEMENT OF FINANCIAL FIXED ASSETS						
SPECIFICALLY FOR ABRIDGED FORMS :						
a)ACQUISITION VALUE						
At the end of the preceding period	8395P	*	78.821	*	*	398
Movements during the period						
. Acquisitions	8365	*	2.861	*	*	112
. Sales and disposals	8375	*	1.812	*	*	63
. Transfers from one heading to another (+)/(-)	8385	*		*	*	
. Other movements	8386	*	93	*	*	5
At the end of the period	8395	*	79.963	*	*	422
b)REVALUATION GAINS						
At the end of the preceding period	8455P	*	361	*	*	3
Movements during the period						
. Recorded	8415	*	25	*	*	2
. Acquisitions from third parties	8425	*		*	*	
. Cancelled	8435	*		*	*	
. Transferred from one heading to another(+)/(-)	8445	*		*	*	
At the end of the period	8455	*	386	*	*	3
c)AMOUNTS WRITTEN DOWN STOCKS						
At the end of the preceding period	8525P	*	381	*	*	15
Movements during the period						
. Recorded	8475	*	583	*	*	2
. Written back	8485	*	10	*	*	2
. Acquisitions from third parties	8495	*		*	*	
. Cancelled owing to sales and disposals	8505	*	10	*	*	3
. Transferred from one heading to another(+)/(-)	8515	*		*	*	
At the end of the period	8525	*	944	*	*	13
d)UNCALLED AMOUNTS						
At the end of the preceding period	8555P	*	48	*	*	2
Movements during the period	(+)/(-) 8545	*	-40	*	*	1
At the end of the period	8555	*	8	*	*	1
e)NET BOOK VALUE AT THE END OF THE PERIOD	28	*	79.398	*	*	419
SPECIFICALLY FOR COMPLETE FORMS :						
A.TOTAL OF FINANCIAL FIXED ASSETS						
A.1.PARTICIPATING INTERESTS AND SHARES : TOTAL						
a)ACQUISITION VALUE						
At the end of the preceding period	8394P	4.366.711	*	*	40	*
Movements during the period						
. Acquisitions	8364	8.210	*	*	9	*
. Sales and disposals	8374	3.511	*	*	10	*
. Transfers from one heading to another (+)/(-)	8384		*	*		*
At the end of the period	8394	4.371.411	*	*	37	*
b)REVALUATION GAINS						
At the end of the preceding period	8454P	59.500	*	*	2	*
Movements during the period						
. Recorded	8414		*	*		*
. Acquisitions from third parties	8424		*	*		*
. Cancelled	8434	199	*	*	1	*
. Transferred from one heading to another(+)/(-)	8444		*	*		*
At the end of the period	8454	59.301	*	*	2	*
c)AMOUNTS WRITTEN DOWNS						
At the end of the preceding period	8524P	133.667	*	*	10	*
Movements during the period						
. Recorded	8474	105	*	*	2	*
. Written back	8484	2.650	*	*	1	*
. Acquisitions from third parties	8494		*	*		*
. Cancelled owing to sales and disposals	8504	243	*	*	2	*
. Transferred from one heading to another(+)/(-)	8514		*	*		*
At the end of the period	8524	130.880	*	*	8	*
d)UNCALLED AMOUNTS						
At the end of the preceding period	8554P	226	*	*	2	*
Movements during the period	(+)/(-) 8544	-40	*	*	1	*
At the end of the period	8554	186	*	*	1	*
e)NET BOOK VALUE AT THE END OF THE PERIOD	8564	4.299.646	*	*	37	*
A.2.TOTAL AMOUNTS RECEIVABLE						
a)NET BOOK VALUE AT THE END OF	8644P	29.344	*	*	104	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
THE PRECEDING PERIOD						
b)MOVEMENTS DURING THE PERIOD						
. Additions	8584	1.908	*	*	43	*
. Repayments	8594	2.407	*	*	35	*
. Amounts written down	8604		*	*		*
. Amounts written back	8614		*	*		*
. Exchange differences (+)/(-)	8624		*	*		*
. Others (+)/(-)	8634	-91	*	*	5	*
c)NET BOOK VALUE AT THE END OF THE PERIOD	8644	28.753	*	*	102	*
d)ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD	8654		*	*		*
B.BREAKDOWN OF FINANCIAL FIXED ASSETS FOR COMPLETE FORMS						
5.4.1.AFFILIATED ENTERPRISES						
1.1.PARTICIPATING INTERESTS AND SHARES						
a)ACQUISITION VALUE						
At the end of the preceding period	8391P	4.364.923	*	*	33	*
Movements during the period						
. Acquisitions	8361	8.210	*	*	9	*
. Sales and disposals	8371	3.511	*	*	9	*
. Transfers from one heading to another (+)/(-)	8381	4	*	*	1	*
At the end of the period	8391	4.369.626	*	*	32	*
b)REVALUATION GAINS						
At the end of the preceding period	8451P	59.500	*	*	2	*
Movements during the period						
. Recorded	8411		*	*		*
. Acquisitions from third parties	8421		*	*		*
. Cancelled	8431	199	*	*	1	*
. Transferred from one heading to another(+)/(-)	8441		*	*		*
At the end of the period	8451	59.301	*	*	2	*
c)AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8521P	133.666	*	*	10	*
Movements during the period						
. Recorded	8471	56	*	*	1	*
. Written back	8481	2.650	*	*	1	*
. Acquisitions from third parties	8491		*	*		*
. Cancelled owing to sales and disposals	8501	243	*	*	2	*
. Transferred from one heading to another(+)/(-)	8511		*	*		*
At the end of the period	8521	130.829	*	*	7	*
d)UNCALLED AMOUNTS						
At the end of the preceding period	8551P	226	*	*	2	*
Movements during the period (+)/(-)	8541	-40	*	*	1	*
At the end of the period	8551	186	*	*	1	*
e)NET BOOK VALUE AT THE END OF THE PERIOD	280	4.297.913	*	*	32	*
1.2.AMOUNTS RECEIVABLE						
a)NET BOOK VALUE	281P	25.755	*	*	6	*
AT THE END OF THE PRECEDING PERIOD						
b)MOVEMENTS DURING THE PERIOD						
. Additions	8581	1.453	*	*	2	*
. Repayments	8591	1.809	*	*	4	*
. Amounts written down	8601		*	*		*
. Amounts written back	8611		*	*		*
. Exchange differences (+)/(-)	8621		*	*		*
. Other movements (+)/(-)	8631		*	*		*
c)NET BOOK VALUE AT THE END OF THE PERIOD	281	25.399	*	*	6	*
d)ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD	8651		*	*		*
5.4.2.ENTERPRISES LINKED BY A PARTICIPATING INTEREST -						
2.1.PARTICIPATING INTERESTS AND SHARES						
a)ACQUISITION VALUE						
At the end of the preceding period	8392P	1.682	*	*	2	*
Movements during the period						
. Acquisitions	8362		*	*		*
. Sales and disposals	8372		*	*		*
. Transfers from one heading to another (+)/(-)	8382		*	*		*
At the end of the period	8392	1.682	*	*	2	*
b)REVALUATION GAINS						
At the end of the preceding period	8452P		*	*		*
Movements during the period						
. Recorded	8412		*	*		*
. Acquisitions from third parties	8422		*	*		*
. Cancelled	8432		*	*		*
. Transferred from one heading to another(+)/(-)	8442		*	*		*
At the end of the period	8452		*	*		*
c)AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8522P		*	*		*
Movements during the period						
. Recorded	8472		*	*		*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
. Written back	8482		*	*		*
. Acquisitions from third parties	8492		*	*		*
. Cancelled owing to sales and disposals	8502		*	*		*
. Transferred from one heading to another(+)/(-)	8512		*	*		*
At the end of the period	8522		*	*		*
d)UNCALLED AMOUNTS						
At the end of the preceding period	8552P		*	*		*
Movements during the period (+)/(-)	8542		*	*		*
At the end of the period	8552		*	*		*
e)NET BOOK VALUE AT THE END OF THE PERIOD	282	1.682	*	*	2	*
2.2.AMOUNTS RECEIVABLE						
a)NET BOOK VALUE AT THE END OF THE PRECEDING PERIOD	283P		*	*		*
b)MOVEMENTS DURING THE PERIOD						
. Additions	8582		*	*		*
. Repayments	8592		*	*		*
. Amounts written down	8602		*	*		*
. Amounts written back	8612		*	*		*
. Exchange differences (+)/(-)	8622		*	*		*
. Other movements (+)/(-)	8632		*	*		*
c)NET BOOK VALUE AT THE END OF THE PERIOD	283		*	*		*
d)ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD	8652		*	*		*
5.4.3.OTHER ENTERPRISES						
3.1.PARTICIPATING INTERESTS AND SHARES						
a)ACQUISITION VALUE						
At the end of the preceding period	8393P	107	*	*	9	*
Movements during the period						
. Acquisitions	8363		*	*		*
. Sales and disposals	8373	0	*	*	1	*
. Transfers from one heading to another (+)/(-)	8383	-4	*	*	1	*
At the end of the period	8393	103	*	*	8	*
b)REVALUATION GAINS						
At the end of the preceding period	8453P		*	*		*
Movements during the period						
. Recorded	8413		*	*		*
. Acquisitions from third parties	8423		*	*		*
. Cancelled	8433		*	*		*
. Transferred from one heading to another(+)/(-)	8443		*	*		*
At the end of the period	8453		*	*		*
c)AMOUNTS WRITTEN DOWN						
At the end of the preceding period	8523P	1	*	*	1	*
Movements during the period						
. Recorded	8473	50	*	*	1	*
. Written back	8483		*	*		*
. Acquisitions from third parties	8493		*	*		*
. Cancelled owing to sales and disposals	8503		*	*		*
. Transferred from one heading to another(+)/(-)	8513		*	*		*
At the end of the period	8523	51	*	*	2	*
d)UNCALLED AMOUNTS						
At the end of the preceding period	8553P		*	*		*
Movements during the period (+)/(-)	8543		*	*		*
Uncalled amounts	8553		*	*		*
At the end of the period						
e)NET BOOK VALUE AT THE END OF THE PERIOD	284	52	*	*	8	*
3.2.AMOUNTS RECEIVABLE						
a)NET BOOK VALUE AT THE END OF THE PRECEDING PERIOD	285/8P	3.589	*	*	104	*
b)MOVEMENTS DURING THE PERIOD						
. Additions	8583	454	*	*	42	*
. Repayments	8593	598	*	*	32	*
. Amounts written down	8603		*	*		*
. Amounts written back	8613		*	*		*
. Exchange differences (+)/(-)	8623		*	*		*
. Other movements (+)/(-)	8633	-91	*	*	5	*
c)NET BOOK VALUE AT THE END OF THE PERIOD	285/8	3.354	*	*	102	*
d)ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD	8653		*	*		*
5.6.OTHER INVESTMENTS AND DEPOSITS						
. Shares	51	460	*	*	2	*
- Book value increased with the uncalled amount	8681	460	*	*	2	*
- Uncalled amount	8682		*	*		*
. Fixed income securities	52	3.673	*	*	2	*
- Fixed income securities issued by credit institutions	8684	102	*	*	1	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
. Term accounts	53	31.077	*	*	10	*
with credit institutions						
. With residual term or						
notice of withdrawal						
- up to one month	8686	16.259	*	*	3	*
- between one month and one year	8687	14.508	*	*	5	*
- over one year	8688	310	*	*	2	*
. Other investments	8689	2.406	*	*	9	*
not mentioned above						
5.7.STATEMENT OF CAPITAL						
A.Social capital						
. Issued capital	100P	2.924.657	50.679	2.975.337	142	760
At the end of the preceding period						
. Issued capital at the end of the period	100	2.374.450	59.655	2.434.105	144	810
B.Structure of the capital						
. Number of registered shares	8702	80.680.091	*	*	131	*
. Number of bearer shares	8703	2.370	*	*	3	*
C.Capital not paid						
. Uncalled capital	101	353	3.745	4.098	10	310
. Called up capital, unpaid	8712		12	12		2
D.Own shares						
. Held by the company itself						
- Amount of capital held	8721	1.856	7	1.862	1	2
- Corresponding number of shares	8722	6.794	200	6.994	1	2
. Held by the subsidiaries						
- Amount of capital held	8731					
- Corresponding number of shares	8732					
E.Commitments to issue shares						
. Owing to the exercise of conversion rights						
- Amount of outstanding convertible loans	8740					
- Amount of capital to be subscribed	8741					
- Corresponding maximum number of shares	8742					
to be issued						
. Owing to exercise of						
subscription rights						
- Number of	8745					
outstanding subscription rights						
- Amount of capital to be subscribed	8746					
- Corresponding maximum number of shares	8747					
to be issued						
F.Authorized capital not issued	8751		400	400		1
G.Shares issued, non representing capital						
. Distribution						
- Number of shares	8761					
- Number of voting rights attached	8762					
. Allocation shareholders						
- Number of shares held	8771					
by the company itself						
- Number of shares held by its subsidiaries	8781					
5.9.STATEMENT OF AMOUNTS PAYABLE						
A.BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL						
PERIOD TO MATURITY OF MORE THAN ONE YEAR,						
ACCORDING TO THEIR RESIDUAL TERM						
A.1.Current portion of amounts payable after more						
than one year falling due within one year						
. Financial debts	8801	20.065	*	*	32	*
- Subordinated loans	8811	50	*	*	2	*
- Unsubordinated debentures	8821		*	*		*
- Leasing and	8831	138	*	*	6	*
similar obligations						
- Credit institutions	8841	19.526	*	*	30	*
- Other loans	8851	350	*	*	1	*
. Trade debts	8861		*	*		*
- Suppliers	8871		*	*		*
- Bills of exchange payable	8881		*	*		*
. Advances received on contracts in progress	8891		*	*		*
. Other amounts payable	8901	1	*	*	1	*
Total current portion of amounts payable after	42	20.065	15.945	36.010	32	370
more than one year falling due within one year						
A.2.Amounts payable with a remaining term of						
more than one but not more than five years						
. Financial debts	8802	887.938	*	*	36	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
- Subordinated loans	8812	195	*	*	2	*
- Unsubordinated debentures	8822		*	*		*
- Leasing and similar obligations	8832	274	*	*	6	*
- Credit institutions	8842	70.115	*	*	27	*
- Other loans	8852	817.354	*	*	7	*
. Trade debts	8862		*	*		*
- Suppliers	8872		*	*		*
- Bills of exchange payable	8882		*	*		*
. Advances received on contracts in progress	8892		*	*		*
. Other amounts payable	8902	81	*	*	2	*
Total amounts payable with a remaining term of more than one but not more than five years	8912	888.018	34.958	922.976	37	333
A.3.Amounts payable with a remaining term of more than five years						
. Financial debts	8803	22.593	*	*	14	*
- Subordinated loans	8813	905	*	*	3	*
- Unsubordinated debentures	8823		*	*		*
- Leasing and similar obligations	8833	38	*	*	1	*
- Credit institutions	8843	5.304	*	*	9	*
- Other loans	8853	16.346	*	*	2	*
. Trade debts	8863		*	*		*
- Suppliers	8873		*	*		*
- Bills of exchange payable	8883		*	*		*
. Advances received on contracts in progress	8893		*	*		*
. Other amounts payable	8903	5	*	*	3	*
Total amounts payable with a remaining term of more than five years	8913	22.597	30.440	53.038	16	154
B.GUARANTEED AMOUNTS PAYABLE						
B.1.Amounts payable guaranteed by Belgian public authorities						
. Financial debts	8921		489	489		5
- Credit institutions, leasing and similar obligations	891		484	484		5
* Leasing and similar obligations	8951		*	*		*
* Credit institutions	8961		*	*		*
- Other loans	901		5	5		1
* Subordinated loans	8931		*	*		*
* Unsubordinated debentures	8941		*	*		*
- Other loans	8971		*	*		*
. Trade debts	8981					
- Suppliers	8991					
- Bills of exchange payable	9001					
. Advances received on contracts in progress	9011					
. Taxes, remuneration and social security	9021					
. Other amounts payable	9051					
Total amounts payable guaranteed by Belgian public authorities	9061		489	489		5
B.2.Amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets						
. Financial debts	8922	103.517	32.603	136.120	26	89
- Credit institutions, leasing and similar obligations	892	103.291	31.857	135.148	25	88
* Leasing and similar obligations	8952	303	*	*	2	*
* Credit institutions	8962	102.988	*	*	25	*
- Other loans	902	225	746	971	1	6
* Subordinated loans	8932	225	*	*	1	*
* Unsubordinated debentures	8942		*	*		*
- Other loans	8972		*	*		*
. Trade debts	8982					
- Suppliers	8992					
- Bills of exchange payable	9002					
. Advances received on contracts in progress	9012					
. Taxes, remuneration and social security	9022					
- Taxes	9032					
- Remuneration and social security	9042					
. Other amounts payable	9052					
Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets	9062	103.517	32.603	136.120	26	89
C.AMOUNTS PAYABLE FOR TAXES, REMUNERATION AND SOCIAL SECURITY						

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
C.1.Taxes						
. Outstanding tax debts	9072	322	366	689	3	9
. Accruing taxes payable	9073	70.973	*	*	129	*
. Estimated taxes payable	450	27.160	*	*	86	*
C.2.Remuneration and social security						
. Amounts due to the National Social Security Office	9076	333	177	510	3	4
. Other amounts payable in respect of remuneration and social security	9077	551.284	*	*	136	*
5.10.OPERATING RESULTS						
A.OPERATING INCOME						
Other operating income						
Operating subsidies and compensatory amounts received from public authorities	740	6.263	*	*	26	*
B.OPERATING CHARGES						
a)Employees recorded in the personnel register						
. Total number at the closing date	9086	109.987	5.997	115.984	134	305
. Average number of employees calculated in full-time equivalents	9087	131.566	5.857	137.423	136	338
. Number of actual worked hours	9088	187.027.018	9.902.580	196.929.598	136	333
b)Personnel costs						
. Remuneration and direct social benefits	620	3.173.062	194.521	3.367.583	136	348
. Employer's contribution for social security	621	1.094.357	49.556	1.143.913	138	341
. Employers' premiums for extra statutory insurance	622	17.668	1.312	18.980	90	82
. Other personnel costs	623	279.436	14.006	293.443	135	349
. Pensions	624	110	123	233	7	8
c)Provisions for pensions						
. Appropriations (uses and write-backs) (+)/(-)	635	1.177	*	*	11	*
d)Amounts written down						
. On stocks and contracts in progress						
- Recorded	9110		*	*		*
- Written back	9111		*	*		*
. On trade debts						
- Recorded	9112	7.499	*	*	65	*
- Written back	9113	5.620	*	*	57	*
e)Provisions for liabilities and charges						
. Formed	9115	3.715	*	*	32	*
. Used and written back	9116	3.017	*	*	29	*
f)Other operating charges						
. Taxes related to operation	640	5.350	*	*	134	*
. Other costs	641/8	27.759	*	*	98	*
g)Hired temporary staff and personnel placed at the enterprise's disposal						
. Total number at the closing date	9096	1.491	*	*	21	*
. Average number calculated in full-time equivalents	9097	1.897	*	*	63	*
. Number of actual worked hours	9098	3.475.110	*	*	63	*
. Costs to the enterprise	617	144.035	*	*	63	*
5.11.FINANCIAL RESULTS						
a)Other financial income						
Subsidies granted by public authorities and recorded as income for the period						
- Capital subsidies	9125	165	8	172	3	6
- Interest subsidies	9126					
b)Depreciation of loan issue expenses and reimbursement premiums	6501		*	*		*
c)Interests recorded under assets	6503		4	4		5
d)Amounts written down on current assets						
. Recorded	6510	67	*	*	3	*
. Written back	6511	27	*	*	2	*
e)Other financial charges						
. Charges for discounting amounts receivable	653	4.201	3	4.204	6	16
f)Provisions of a financial nature						
. Formed	656	-2	11	9	2	41
. Used and written back	6560	0	*	*	1	*
	6561	2	*	*	1	*
5.12.INCOME TAXES AND OTHER TAXES						
A.INCOME TAXES						
Income taxes on the result of the current period	9134	53.046	*	*	120	*
- Income taxes paid and withholding taxes due or paid	9135	37.734	*	*	99	*
- Excess of income tax prepayments and	9136	1.769	*	*	16	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
withholding taxes paid included in assets						
- Estimated taxes payable	9137	17.081	*	*	75	*
. Income taxes on the result of prior periods	9138	5.342	*	*	59	*
- Additional income taxes due or paid	9139	2.757	*	*	54	*
- Additional income taxes estimated or provided for	9140	2.585	*	*	5	*
. Status of deferred taxes						
- Deferred taxes representing assets	9141	145.028	*	*	38	*
Accumulated tax losses deductible from future taxable profits	9142	142.073	*	*	37	*
- Deferred taxes representing liabilities	9144	72	*	*	1	*
B.VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES						
. Value added taxes charged						
- To the enterprise (deductible)	9145	125.898	*	*	139	*
- By the enterprise	9146	922.004	*	*	138	*
. Amounts withheld on behalf of third party						
- For payroll withholding taxes	9147	411.596	*	*	136	*
- For withholding taxes on investment income	9148	325	*	*	22	*
5.13.RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET						
A.PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE ENTERPRISE AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES	9149	2.272	1.300	3.572	3	1
Of which						
. Bills of exchange in circulation endorsed by the enterprise	9150					
. Bills of exchange in circulation drawn or guaranteed by the enterprise	9151		*	*		*
. Maximum amount up to which other debts or commitments of third parties are guaranteed by the enterprise	9153	2.272	*	*	3	*
B.REAL GUARANTEES						
a)Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of the enterprise						
. Mortgages						
- Book value of immovable properties mortgaged	9161	4.606	23.036	27.642	8	61
- Amount of registration	9171	6.427	18.231	24.658	8	62
. Pledging of goodwill - Amount of registration	9181	124.466	1.824	126.290	20	10
. Pledging of other assets - Book value of other assets pledged	9191	59.904	5.106	65.010	13	17
. Guarantees provided on future assets - Amount of assets involved	9201	225		225	1	
b)Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of third parties						
. Mortgages						
- Book value of immovable properties mortgaged	9162	1.688		1.688	1	
- Amount of registration	9172	2.900		2.900	1	
. Pledging of goodwill - Amount of registration	9182	2.541		2.541	1	
. Pledging of other assets - Book value of assets pledged	9192	1.963	17	1.980	2	1
. Guarantees provided on future assets - Amounts of assets involved	9202					
C.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		*	*		*
D.PENSIONS FUNDED BY THE ENTERPRISE						
Estimated amount of the commitments resulting for the enterprise from past services	9220		*	*		*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
5.14.RELATIONSHIPS WITH AFFILIATED ENTERPRISES AND ENTERPRISES LINKED BY PARTICIPATING INTERESTS						
A.AFFILIATED ENTERPRISES						
a)Financial fixed assets	280/1	4.323.312	*	*	33	*
. Participating interests	280	4.297.913	*	*	32	*
. Subordinated amounts receivable	9271	125	*	*	1	*
. Other amounts receivable	9281	25.274	*	*	5	*
b)Amounts receivable from affiliated enterprises	9291	404.233	9.836	414.068	98	27
. Over one year	9301	77.323	*	*	5	*
. Within one year	9311	326.910	*	*	98	*
c)Current investments in affiliated enterprises	9321	46	*	*	1	*
. Shares	9331		*	*		*
. Amounts receivable	9341	46	*	*	1	*
d)Amounts payable	9351	1.658.108	*	*	106	*
. Over one year	9361	833.000	*	*	7	*
. Within one year	9371	825.108	*	*	106	*
e)Personal and real guarantees						
. Provided or irrevocably promised by the enterprise as security for debts or commitments of affiliated enterprises (complete forms)	9381	349.529	*	*	15	*
. Guarantees provided in favour of affiliated enterprises (abbreviated forms)	9294	*		*	*	
. Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise	9391	206.203	*	*	9	*
f)Other significant financial commitments						
. Specifically for complete models	9401		*	*		*
. Specifically for abridged models	9295	*		*	*	
g)Financial results						
. Income from financial fixed assets	9421	21.104	*	*	8	*
. Income from current assets	9431	12.775	*	*	51	*
. Other financial income	9441	214	*	*	4	*
. Debt charges	9461	47.855	*	*	38	*
. Other financial charges	9471	7	*	*	3	*
h)Disposal of fixed assets						
. Capital gains obtained	9481	169	*	*	1	*
. Capital losses suffered	9491		*	*		*
B.ENTERPRISES LINKED BY PARTICIPATION						
a)Financial fixed assets	282/3	1.682	*	*	2	*
. Participating interests	282	1.682	*	*	2	*
. Subordinated amounts receivable	9272		*	*		*
. Other amounts receivable	9282		*	*		*
b)Amounts receivable	9292	1.226	*	*	2	*
. Over one year	9302		*	*		*
. Within one year	9312	1.226	*	*	2	*
c)Amounts payable	9352	396	*	*	2	*
. Over one year	9362		*	*		*
. Within one year	9372	396	*	*	2	*
5.15.FINANCIAL RELATIONSHIPS WITH THE						
A.DIRECTORS, MANAGERS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ENTERPRISE WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTERPRISES CONTROLLED BY THESE PERSONS						
. Amounts receivable from these persons	9500	2.244	2.883	5.127	6	66
. Guarantees provided in their favour	9501		17	17		1
. Other significant commitments undertaken in their favour	9502					
. Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person						
- To directors and managers	9503	6.278	*	*	16	*
- To former directors and former managers	9504		*	*		*
B.AUDITORS OR PEOPLE THEY ARE LINKED TO						

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
. Auditor's fees	9505	1.346	*	*	114	*
. Fees for exceptional services or special missions executed in the company by the auditor						
- Other attestation missions	95061	23	*	*	9	*
- Tax consultancy	95062	46	*	*	6	*
- Other missions external to the audit	95063	115	*	*	13	*
. Fees for exceptional services or special missions executed in the company by people they are linked to						
- Other attestation missions	95081		*	*		*
- Tax consultancy	95082	62	*	*	6	*
- Other missions external to the audit	95083	21	*	*	5	*
5.17.INFORMATION RELATING TO CONSOLIDATED ACCOUNTS						
FINANCIAL RELATIONSHIPS OF THE GROUP LED BY THE ENTERPRISE IN BELGIUM WITH AUDITORS OR WITH PEOPLE THEY ARE LINKED TO						
Mentions related to article 134, paragraphs 4 and 5 from the Companies Code						
. Auditor's fees according to a mandate at the group level led by the company publishing the information	9507	585	*	*	5	*
. Fees for exceptional services or special missions executed in these group by the auditor						
- Other attestation missions	95071	11	*	*	2	*
- Tax consultancy	95072	37	*	*	2	*
- Other missions external to the audit	95073	8	*	*	1	*
. Fees to people auditors are linked to according to the mandate at the group level led by the company publishing the information	9509	14	*	*	1	*
. Fees for exceptional services or special missions executed in the group by people they are linked to						
- Other attestation missions	95091	0	*	*	1	*
- Tax consultancy	95092	89	*	*	2	*
- Other missions external to the audit	95093	13	*	*	1	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
= = = = = 6 SOCIAL BALANCE SHEET = = = = =						
< < < Amounts in thousands of EUR > > > ("FTE" = "full-time equivalents")						
I.STATEMENT OF THE PERSONS EMPLOYED						
A.EMPLOYEES FOR WHOM THE COMPANY HAS INTRODUCED A DECLARATION DIMONA OR WHO ARE RECORDED IN THE GENERAL REGISTER OF PERSONNEL						
1.During the current and preceding period						
AVERAGE NUMBER OF EMPLOYEES						
. Full-time	1001	*	3.432	*	*	285
. Part-time	1002	*	4.630	*	*	224
. Total in FTE (current period)	1003	*	5.850	*	*	332
. Total in FTE (preceding period)	1003P	*	5.424	*	*	318
NUMBER OF HOURS ACTUALLY WORKED						
. Full-time	1011	*	5.856.187	*	*	285
. Part-time	1012	*	4.045.905	*	*	224
. Total (current period)	1013	*	9.902.092	*	*	332
. Total (preceding period)	1013P	*	9.511.492	*	*	318
PERSONNEL COSTS						
. Full-time	1021	*	171.578	*	*	285
. Part-time	1022	*	87.319	*	*	224
. Total (current period)	1023	*	258.897	*	*	332
. Total (preceding period)	1023P	*	240.595	*	*	318
1.During the current period						
a)AVERAGE NUMBER OF EMPLOYEES						
Full-time						
. Total	1001	93.904	*	*	134	*
. Men	10011	57.429	*	*	127	*
. Women	10012	36.436	*	*	131	*
Part-time						
. Total	1002	70.141	*	*	119	*
. Men	10021	29.937	*	*	85	*
. Women	10022	40.202	*	*	116	*
Total in FTE						
. Total	1003	131.526	*	*	136	*
. Men	10031	75.659	*	*	130	*
. Women	10032	55.828	*	*	134	*
b)NUMBER OF HOURS ACTUALLY WORKED						
Full-time						
. Total	1011	122.461.254	*	*	134	*
. Men	10111	77.089.577	*	*	128	*
. Women	10112	45.371.678	*	*	132	*
Part-time						
. Total	1012	64.565.764	*	*	119	*
. Men	10121	31.608.317	*	*	86	*
. Women	10122	32.957.447	*	*	116	*
Total						
. Total	1013	187.027.018	*	*	136	*
. Men	10131	108.697.892	*	*	131	*
. Women	10132	78.329.126	*	*	135	*
c)PERSONNEL COSTS						
Full-time						
. Total	1021	3.109.780	*	*	134	*
. Men	10211	2.019.348	*	*	124	*
. Women	10212	1.088.796	*	*	128	*
Part-time						
. Total	1022	1.434.903	*	*	119	*
. Men	10221	687.928	*	*	84	*
. Women	10222	745.437	*	*	113	*
Total						
. Total	1023	4.544.683	*	*	136	*
. Men	10231	2.708.697	*	*	128	*
. Women	10232	1.834.341	*	*	132	*
d)ADVANTAGES IN ADDITION TO WAGES						
. Total	1033	34.470	*	*	55	*
. Men	10331	17.573	*	*	53	*
. Women	10332	16.897	*	*	55	*
2.During the preceding period						
Average number of employees in FTE						
. Total	1003P	134.181	*	*	134	*
. Men	10031P	76.145	*	*	119	*
. Women	10032P	56.992	*	*	122	*
Number of hours actually worked						
. Total	1013P	193.194.560	*	*	134	*
. Men	10131P	111.571.411	*	*	120	*
. Women	10132P	79.462.086	*	*	123	*
Personnel costs						
. Total	1023P	4.584.547	*	*	134	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
. Men	10231P	2.703.163	*	*	118	*
. Women	10232P	1.826.479	*	*	121	*
Advantages in addition to wages						
. Total	1033P	33.474	*	*	48	*
. Men	10331P	17.897	*	*	45	*
. Women	10332P	15.371	*	*	45	*
2.On the closing date of the financial year						
3.On the closing date of the financial year						
a)NUMBER OF EMPLOYEES						
. Full-time	1051	60.904	3.135	64.039	131	255
. Part-time	1052	49.083	2.748	51.831	112	192
. Total in FTE	1053	88.862	4.619	93.481	134	305
b)BY NATURE OF THE EMPLOYMENT CONTRACT						
Contract for an indefinite period						
. Full-time	1101	18.407	1.924	20.331	123	243
. Part-time	1102	9.600	802	10.402	101	161
. Total in FTE	1103	24.203	2.382	26.585	125	288
Contract for a definite period						
. Full-time	1111	42.490	1.129	43.619	72	56
. Part-time	1112	39.481	1.937	41.418	54	74
. Total in FTE	1113	64.651	2.152	66.803	85	93
Contract for the execution of a specifically assigned work						
. Full-time	1121	3	81	84	2	1
. Part-time	1122	1	5	6	1	1
. Total in FTE	1123	4	83	86	2	1
Replacement contract						
. Full-time	1131	4	1	5	3	1
. Part-time	1132	1	4	5	1	2
. Total in FTE	1133	5	2	7	4	3
c)ACCORDING TO GENDER AND STUDY LEVEL						
Men						
. Full-time	1201	36.543	1.904	38.447	119	179
. Part-time	1202	20.921	853	21.774	76	75
. Total in FTE	1203	50.722	2.371	53.092	123	197
- primary education						
. Full-time	12001	10.896	295	11.191	37	43
. Part-time	12002	11.145	309	11.454	34	26
. Total in FTE	12003	20.424	535	20.959	45	57
- secondary education						
. Full-time	12011	18.011	767	18.778	80	96
. Part-time	12012	6.211	463	6.674	44	44
. Total in FTE	12013	21.841	940	22.781	84	107
- higher non-university education						
. Full-time	12021	4.577	256	4.833	75	53
. Part-time	12022	3.418	69	3.487	41	18
. Total in FTE	12023	5.273	306	5.578	81	62
- university education						
. Full-time	12031	3.059	130	3.189	64	48
. Part-time	12032	147	11	158	24	7
. Total in FTE	12033	3.184	134	3.318	69	53
Women						
. Full-time	1211	24.361	1.231	25.592	127	210
. Part-time	1212	28.162	1.895	30.057	107	173
. Total in FTE	1213	38.140	2.248	40.388	130	269
- primary education						
. Full-time	12101	5.716	224	5.940	39	43
. Part-time	12102	8.908	794	9.702	41	48
. Total in FTE	12103	11.329	759	12.089	49	69
- secondary education						
. Full-time	12111	9.892	596	10.488	88	114
. Part-time	12112	11.683	826	12.509	67	102
. Total in FTE	12113	15.731	908	16.639	92	156
- higher non-university education						
. Full-time	12121	5.475	249	5.724	94	74
. Part-time	12122	6.863	211	7.074	70	48
. Total in FTE	12123	7.264	393	7.657	100	99
- university education						
. Full-time	12131	3.278	154	3.432	74	67
. Part-time	12132	708	49	757	47	27
. Total in FTE	12133	3.816	177	3.992	77	78
d)BY PROFESSIONAL CATEGORY						
Management staff						
. Full-time	1301	61	2	63	14	2
. Part-time	1302	9		9	3	
. Total in FTE	1303	69	2	71	14	2
Employees						
. Full-time	1341	26.162	1.673	27.835	129	244
. Part-time	1342	22.763	1.202	23.965	109	167
. Total in FTE	1343	35.972	2.081	38.053	132	288
Workers						
. Full-time	1321	34.628	1.349	35.977	49	50

Year 2013 Grouping : DE745 - Labour recruitment and provision of personnel

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
. Part-time	1322	26.307	1.521	27.828	44	55
. Total in FTE	1323	52.766	2.412	55.177	58	74
Others						
. Full-time	1331	53	111	164	7	10
. Part-time	1332	4	25	29	1	3
. Total in FTE	1333	56	124	180	7	12
SPECIFICALLY FOR COMPLETE FORMS :						
B.HIRED TEMPORARY STAFF AND PERSONS PLACED AT THE ENTERPRISE'S DISPOSAL DURING CURRENT PERIOD						
a)HIRED TEMPORARY STAFF						
. Average number of persons employed	1501	685	*	*	59	*
. Number of hours actually worked	1511	1.355.094	*	*	59	*
. Costs for the enterprise	1521	31.291	*	*	59	*
b)PERSONS PLACED AT THE ENTERPRISE'S DISPOSAL						
. Average number of persons employed	1502	1.213	*	*	7	*
. Number of hours actually worked	1512	2.120.016	*	*	7	*
. Costs for the enterprise	1522	112.743	*	*	7	*
II.LIST OF PERSONNEL MOVEMENTS DURING THE ACCOUNTING PERIOD						
A.ENTRIES						
a)NUMBER OF EMPLOYEES FOR WHOM THE COMPANY HAS INTRODUCED A DECLARATION DIMONA OR WHO WERE INSCRIBED TO THE GENERAL REGISTER DURING THE ACCOUNTING PERIOD						
. Full-time	2051	1.142.997	119.838	1.262.835	117	209
. Part-time	2052	1.586.464	128.481	1.714.945	88	140
. Total in FTE	2053	2.005.522	171.845	2.177.366	121	240
SPECIFICALLY FOR COMPLETE FORMS :						
b)BY TYPE OF EMPLOYMENT CONTRACT						
Contract for an indefinite period						
. Full-time	2101	7.944	*	*	104	*
. Part-time	2102	18.529	*	*	58	*
. Total in FTE	2103	14.989	*	*	106	*
Contract for a definite period						
. Full-time	2111	1.135.038	*	*	78	*
. Part-time	2112	1.543.448	*	*	62	*
. Total in FTE	2113	1.988.893	*	*	86	*
Contract for the execution of a specifically assigned work						
. Full-time	2121	9	*	*	2	*
. Part-time	2122	23.317	*	*	2	*
. Total in FTE	2123	1.494	*	*	3	*
Replacement contract						
. Full-time	2131	6	*	*	5	*
. Part-time	2132	1.170	*	*	2	*
. Total in FTE	2133	146	*	*	7	*
B.DEPARTURES						
a)NUMBER OF EMPLOYEES WHOSE CONTRACT-TERMINATION DATE HAS BEEN ENTERED IN A DECLARATION DIMONA OR IN THE REGISTER GENERAL OF PERSONNEL DURING THE ACCOUNTING PERIOD						
. Full-time	3051	1.161.340	119.603	1.280.943	124	210
. Part-time	3052	1.585.956	129.232	1.715.188	95	151
. Total in FTE	3053	2.023.283	171.494	2.194.778	131	247
SPECIFICALLY FOR COMPLETE FORMS :						
b)BY TYPE OF EMPLOYMENT CONTRACT						
Contract for an indefinite period						
. Full-time	3101	8.119	*	*	110	*
. Part-time	3102	18.170	*	*	74	*
. Total in FTE	3103	15.527	*	*	116	*
Contract for a definite period						
. Full-time	3111	1.153.212	*	*	79	*
. Part-time	3112	1.566.920	*	*	63	*
. Total in FTE	3113	2.006.979	*	*	89	*
Contract for the execution of a specifically assigned work						
. Full-time	3121	3	*	*	3	*
. Part-time	3122	866	*	*	2	*
. Total in FTE	3123	772	*	*	4	*
Replacement contract						
. Full-time	3131	6	*	*	5	*
. Part-time	3132		*	*		*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
. Total in FTE	3133	6	*	*	5	*
c)BY REASON OF TERMINATION OF CONTRACT						
Retirement						
. Full-time	3401	340	*	*	6	*
. Part-time	3402	19	*	*	4	*
. Total in FTE	3403	354	*	*	9	*
Unemployment with extra allowance from enterprise						
. Full-time	3411	2	*	*	2	*
. Part-time	3412	2	*	*	2	*
. Total in FTE	3413	3	*	*	4	*
Dismissal						
. Full-time	3421	12.074	*	*	70	*
. Part-time	3422	4.726	*	*	42	*
. Total in FTE	3423	13.050	*	*	73	*
Other reason						
. Full-time	3431	1.148.924	*	*	116	*
. Part-time	3432	1.581.209	*	*	87	*
. Total in FTE	3433	2.009.876	*	*	122	*
of which: number of persons who continue to render services to the enterprise at least half-time on a self-employed basis:						
. Full-time	3501	1	*	*	1	*
. Part-time	3502		*	*		*
. Total in FTE	3503	1	*	*	1	*
III.INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE ACCOUNTING PERIOD						
a)Total of initiatives of formal professional training at the expense of the employer						
Men						
. Number of employees involved	5801	11.506	44	11.550	69	16
. Number of actual training hours	5802	270.778	682	271.460	69	16
. Costs for the enterprise	5803	8.479	102	8.581	75	40
- of which gross costs directly linked to training	58031	10.029	59	10.087	69	16
- of which fees paid and payments to collective funds	58032	3.583	45	3.628	41	31
- of which grants and other financial advantages received (to deduct)	58033	5.133	2	5.135	25	1
Women						
. Number of employees involved	5811	12.382	154	12.536	73	23
. Number of actual training hours	5812	179.896	2.822	182.718	73	23
. Costs for the enterprise	5813	8.399	147	8.546	80	60
- of which gross costs directly linked to training	58131	8.518	104	8.622	73	23
- of which fees paid and payments to collective funds	58132	1.198	47	1.245	46	48
- of which grants and other financial advantages received (to deduct)	58133	1.317	3	1.320	28	4
b)Total of initiatives of less formal or informal professional training at the expense of the employer						
Men						
. Number of employees involved	5821	28.947	118	29.065	39	18
. Number of actual training hours	5822	109.768	4.225	113.993	39	18
. Costs for the enterprise	5823	3.264	158	3.422	39	18
Women						
. Number of employees involved	5831	12.619	286	12.905	42	28
. Number of actual training hours	5832	101.329	6.889	108.218	42	28
. Costs for the enterprise	5833	2.869	367	3.236	42	28
c)Total of initiatives of initial professional training at the expense of the employer						
Men						
. Number of employees involved	5841	100	6	106	6	3
. Number of actual training hours	5842	7.619	4.438	12.057	6	3
. Costs for the enterprise	5843	83	26	109	5	3
Women						
. Number of employees involved	5851	182	127	309	9	7
. Number of actual training hours	5852	13.009	7.206	20.215	9	7
. Costs for the enterprise	5853	115	47	163	8	7

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The value of the ratios below is equal to or greater than: Q1 in 75% of the enterprises Q2 in 50% of the enterprises Q3 in 25% of the enterprises		Q1	Q2	Q3	Number of enter-prises	Ratios calculated from the globalised amounts
= = = = = FINANCIAL RATIOS = = = = =						
1. Gross operating margin	(%)	0,1	3,0	8,2	143	2,7
2. Net operating margin	(%)	-0,5	2,0	7,0	143	2,1
3. Added value / operating income	(%)	44,4	79,9	91,0	143	84,0
4. Added value / person employed (EUR)		39.040	50.381	74.499	132	36.061
5. Added value / Tangible fixed assets	(%)	681,7	1.368,5	3.204,5	122	1.643,6
6. Personnel charges / Added value	(%)	85,5	93,8	98,8	136	96,2
7. Depreciation, depreciation allowances and provisions for risks and costs / Added value	(%)	0,4	0,8	2,4	124	0,7
8. Debt charges / Added value	(%)	0,1	0,3	1,3	119	1,3
9. Return on equity after tax	(%)	-1,6	8,9	26,9	127	1,2
10. Cash-flow / Equity	(%)	1,7	13,1	45,3	127	2,3
11. Gross return on total assets before taxes and debt charges	(%)	1,1	6,4	15,6	144	3,2
12. Net return on total assets before taxes and debt charges	(%)	-0,7	4,7	13,7	144	2,7
13. Liquidity in broad sense		1,01	1,32	2,03	144	0,72
14. Liquidity in narrow sense		0,99	1,33	2,10	144	0,73
15.1 Stock turnover of raw material and consumables (except for the building industry)		*	*	*	*	*
15.2 Stock turnover of raw material and consumables (only for the building industry)		*	*	*	*	*
16.1 Stock turnover of goods being processed and finished goods (except for the building industry)		*	*	*	*	*
16.2 Stock turnover of goods being processed and finished goods (only for the building industry)		*	*	*	*	*
17. Number of days of customer credit		34	52	67	143	35
18. Number of days of supplier credit		34	61	101	144	78
19. Equity / Total liabilities and equity	(%)	10,7	29,8	53,2	144	53,6
20. Acquisition of tangible assets / Added value	(%)	0,2	0,5	1,3	96	0,5
21. Acquisition of tangible assets / Tangible assets at the end of the preceding financial year	(%)	10,9	26,1	60,0	92	30,9

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The value of the ratios below is equal to or greater than: Q1 in 75% of the enterprises Q2 in 50% of the enterprises Q3 in 25% of the enterprises		Q1	Q2	Q3	Number of enterprises	Ratios calculated from the globalised amounts
= = = = = FINANCIAL RATIOS = = = = =						
1. Gross operating margin	(%)	-0,6	5,7	29,4	90	7,0
2. Net operating margin	(%)	-3,5	4,4	18,6	90	4,2
3. Added value / operating income	(%)	6,3	30,1	57,7	92	70,2
4. Added value / person employed (EUR)		36.678	58.370	88.888	309	49.204
5. Added value / Tangible fixed assets	(%)	10,8	61,6	351,9	753	164,6
6. Personnel charges / Added value	(%)	50,3	84,3	98,2	348	89,8
7. Depreciation, depreciation allowances and provisions for risks and costs / Added value	(%)	3,0	13,1	35,2	641	4,5
8. Financial charges / Added value	(%)	0,7	3,6	11,0	677	2,3
9. Return on equity after tax	(%)	-6,0	10,4	36,0	662	13,3
10. Cash-flow / Equity	(%)	3,4	25,2	59,0	662	23,7
11. Gross return on total assets before taxes and financial charges	(%)	-0,3	10,9	27,7	813	12,0
12. Net return on total assets before taxes and financial charges	(%)	-4,6	5,6	21,3	813	8,6
13. Liquidity in broad sense		0,78	1,33	2,45	808	1,10
14. Liquidity in narrow sense		0,72	1,33	2,52	804	1,09
17. Number of days of customer credit		17	66	103	90	66
18. Number of days of supplier credit		9	49	102	97	80
19. Equity / Total liabilities and equity	(%)	7,3	31,0	58,8	812	32,0
20. Acquisition of tangible assets / Added value	(%)	1,4	5,0	25,2	480	5,5
21. Acquisition of tangible assets / Tangible assets at the end of the preceding financial year	(%)	4,1	16,6	78,7	468	16,7

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The value of the ratios below is equal to or greater than: Q1 in 75% of the enterprises Q2 in 50% of the enterprises Q3 in 25% of the enterprises		Q1	Q2	Q3	Number of enterprises	Ratios calculated from the globalised amounts
= = = = = FINANCIAL RATIOS = = = = =						
1. Gross operating margin	(%)	0,1	4,1	12,6	230	2,9
2. Net operating margin	(%)	-1,0	2,8	10,3	230	2,2
3. Added value / operating income	(%)	22,2	58,9	88,6	235	83,8
4. Added value / person employed (EUR)		37.806	56.275	84.937	441	36.667
5. Added value / Tangible fixed assets	(%)	15,2	100,6	742,4	875	1.080,1
6. Personnel charges / Added value	(%)	59,9	89,6	98,3	484	95,7
7. Depreciation, depreciation allowances and provisions for risks and costs / Added value	(%)	1,6	8,8	29,7	765	1,0
8. Financial charges / Added value	(%)	0,5	2,5	8,7	814	1,5
9. Return on equity after tax	(%)	-5,5	10,0	35,0	789	1,7
10. Cash-flow / Equity	(%)	2,6	23,8	56,8	789	3,1
11. Gross return on total assets before taxes and financial charges	(%)	0,2	10,2	25,5	957	3,9
12. Net return on total assets before taxes and financial charges	(%)	-3,6	5,5	20,0	957	3,1
13. Liquidity in broad sense		0,83	1,32	2,37	952	0,76
14. Liquidity in narrow sense		0,80	1,33	2,48	948	0,76
17. Number of days of customer credit		33	65	90	230	42
18. Number of days of supplier credit		27	63	113	241	88
19. Equity / Total liabilities and equity	(%)	8,2	30,8	57,8	956	52,2
20. Acquisition of tangible assets / Added value	(%)	0,9	3,4	18,5	576	0,8
21. Acquisition of tangible assets / Tangible assets at the end of the preceding financial year	(%)	4,9	18,6	75,7	560	22,7

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
= = = = = 6 SOCIAL BALANCE SHEET = = = = =						
< < < Amounts in thousands of EUR > > > ("FTE" = "full-time equivalents")						
I.STATEMENT OF THE PERSONS EMPLOYED						
A.EMPLOYEES FOR WHOM THE COMPANY HAS INTRODUCED A DECLARATION DIMONA OR WHO ARE RECORDED IN THE GENERAL REGISTER OF PERSONNEL						
1.During the current and preceding period						
AVERAGE NUMBER OF EMPLOYEES						
. Full-time	1001	*	4.055	*	*	400
. Part-time	1002	*	11.298	*	*	367
. Total in FTE (current period)	1003	*	10.445	*	*	477
. Total in FTE (preceding period)	1003P	*	9.981	*	*	459
NUMBER OF HOURS ACTUALLY WORKED						
. Full-time	1011	*	6.723.002	*	*	400
. Part-time	1012	*	9.648.757	*	*	367
. Total (current period)	1013	*	16.371.760	*	*	477
. Total (preceding period)	1013P	*	15.922.744	*	*	459
PERSONNEL COSTS						
. Full-time	1021	*	194.217	*	*	400
. Part-time	1022	*	198.194	*	*	367
. Total (current period)	1023	*	392.410	*	*	477
. Total (preceding period)	1023P	*	368.598	*	*	459
1.During the current period						
a)AVERAGE NUMBER OF EMPLOYEES						
Full-time						
. Total	1001	96.182	*	*	144	*
. Men	10011	59.177	*	*	135	*
. Women	10012	36.967	*	*	141	*
Part-time						
. Total	1002	71.293	*	*	129	*
. Men	10021	29.952	*	*	91	*
. Women	10022	41.338	*	*	126	*
Total in FTE						
. Total	1003	134.502	*	*	146	*
. Men	10031	77.416	*	*	140	*
. Women	10032	57.046	*	*	144	*
b)NUMBER OF HOURS ACTUALLY WORKED						
Full-time						
. Total	1011	125.771.123	*	*	144	*
. Men	10111	79.512.570	*	*	136	*
. Women	10112	46.258.554	*	*	142	*
Part-time						
. Total	1012	65.517.692	*	*	129	*
. Men	10121	31.625.147	*	*	93	*
. Women	10122	33.892.545	*	*	126	*
Total						
. Total	1013	191.288.816	*	*	146	*
. Men	10131	111.137.715	*	*	141	*
. Women	10132	80.151.101	*	*	145	*
c)PERSONNEL COSTS						
Full-time						
. Total	1021	3.251.168	*	*	144	*
. Men	10211	2.134.309	*	*	131	*
. Women	10212	1.114.733	*	*	136	*
Part-time						
. Total	1022	1.454.340	*	*	129	*
. Men	10221	688.230	*	*	89	*
. Women	10222	761.182	*	*	121	*
Total						
. Total	1023	4.705.509	*	*	146	*
. Men	10231	2.823.960	*	*	136	*
. Women	10232	1.876.023	*	*	140	*
d)ADVANTAGES IN ADDITION TO WAGES						
. Total	1033	34.720	*	*	59	*
. Men	10331	17.574	*	*	55	*
. Women	10332	17.057	*	*	57	*
2.During the preceding period						
Average number of employees in FTE						
. Total	1003P	137.112	*	*	143	*
. Men	10031P	77.913	*	*	128	*
. Women	10032P	58.155	*	*	131	*
Number of hours actually worked						
. Total	1013P	197.321.995	*	*	143	*
. Men	10131P	113.970.733	*	*	128	*
. Women	10132P	81.103.393	*	*	131	*
Personnel costs						
. Total	1023P	4.738.917	*	*	143	*
. Men	10231P	2.815.382	*	*	124	*

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
. Women	10232P	1.864.304	*	*	128	*
Advantages in addition to wages						
. Total	1033P	33.669	*	*	51	*
. Men	10331P	17.898	*	*	47	*
. Women	10332P	15.554	*	*	47	*
2.On the closing date of the financial year						
3.On the closing date of the financial year						
a)NUMBER OF EMPLOYEES						
. Full-time	1051	63.161	3.674	66.835	141	365
. Part-time	1052	50.235	9.402	59.637	122	332
. Total in FTE	1053	91.819	9.138	100.956	144	445
b)BY NATURE OF THE EMPLOYMENT CONTRACT						
Contract for an indefinite period						
. Full-time	1101	20.241	2.412	22.653	132	350
. Part-time	1102	10.733	6.978	17.711	110	300
. Total in FTE	1103	26.727	6.567	33.294	134	429
Contract for a definite period						
. Full-time	1111	42.913	1.175	44.088	74	73
. Part-time	1112	39.498	2.315	41.813	60	155
. Total in FTE	1113	65.083	2.421	67.504	91	176
Contract for the execution of a specifically assigned work						
. Full-time	1121	3	81	84	2	1
. Part-time	1122	1	6	7	1	2
. Total in FTE	1123	4	84	87	2	2
Replacement contract						
. Full-time	1131	4	6	10	3	6
. Part-time	1132	3	103	106	2	48
. Total in FTE	1133	6	66	72	5	54
c)ACCORDING TO GENDER AND STUDY LEVEL						
Men						
. Full-time	1201	38.279	2.012	40.291	126	213
. Part-time	1202	20.941	1.022	21.963	82	130
. Total in FTE	1203	52.469	2.581	55.050	133	271
- primary education						
. Full-time	12001	11.766	303	12.069	39	50
. Part-time	12002	11.150	342	11.492	38	46
. Total in FTE	12003	21.297	565	21.862	50	84
- secondary education						
. Full-time	12011	18.738	831	19.569	84	113
. Part-time	12012	6.221	579	6.800	47	77
. Total in FTE	12013	22.574	1.074	23.648	91	151
- higher non-university education						
. Full-time	12021	4.607	276	4.883	77	65
. Part-time	12022	3.420	82	3.502	43	25
. Total in FTE	12023	5.304	333	5.637	84	79
- university education						
. Full-time	12031	3.168	142	3.310	67	55
. Part-time	12032	150	14	164	25	10
. Total in FTE	12033	3.294	147	3.441	72	63
Women						
. Full-time	1211	24.882	1.662	26.544	137	317
. Part-time	1212	29.294	8.380	37.674	117	311
. Total in FTE	1213	39.350	6.557	45.907	140	407
- primary education						
. Full-time	12101	5.803	367	6.170	44	95
. Part-time	12102	9.226	3.868	13.094	48	165
. Total in FTE	12103	11.604	2.720	14.324	57	187
- secondary education						
. Full-time	12111	9.991	791	10.782	96	187
. Part-time	12112	12.466	3.978	16.444	75	221
. Total in FTE	12113	16.310	3.011	19.321	101	279
- higher non-university education						
. Full-time	12121	5.488	309	5.797	99	95
. Part-time	12122	6.888	362	7.250	76	116
. Total in FTE	12123	7.293	543	7.836	108	174
- university education						
. Full-time	12131	3.600	183	3.783	76	77
. Part-time	12132	714	76	790	50	47
. Total in FTE	12133	4.142	222	4.364	81	104
d)BY PROFESSIONAL CATEGORY						
Management staff						
. Full-time	1301	64	8	72	17	7
. Part-time	1302	9	4	13	3	3
. Total in FTE	1303	72	10	82	17	10
Employees						
. Full-time	1341	26.643	1.924	28.567	139	302
. Part-time	1342	22.821	1.469	24.290	119	279
. Total in FTE	1343	36.493	2.486	38.979	142	417
Workers						
. Full-time	1321	36.401	1.628	38.029	56	135
. Part-time	1322	27.401	7.900	35.301	51	189

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
. Total in FTE	1323	55.198	6.512	61.711	66	208
Others						
. Full-time	1331	53	114	167	7	13
. Part-time	1332	4	29	33	1	5
. Total in FTE	1333	56	129	185	7	16
SPECIFICALLY FOR COMPLETE FORMS :						
B.HIRED TEMPORARY STAFF AND PERSONS PLACED AT THE ENTERPRISE'S DISPOSAL DURING CURRENT PERIOD						
a)HIRED TEMPORARY STAFF						
. Average number of persons employed	1501	685	*	*	59	*
. Number of hours actually worked	1511	1.355.094	*	*	59	*
. Costs for the enterprise	1521	31.291	*	*	59	*
b)PERSONS PLACED AT THE ENTERPRISE'S DISPOSAL						
. Average number of persons employed	1502	1.214	*	*	8	*
. Number of hours actually worked	1512	2.122.161	*	*	8	*
. Costs for the enterprise	1522	112.760	*	*	8	*
II.LIST OF PERSONNEL MOVEMENTS DURING THE ACCOUNTING PERIOD						
A.ENTRIES						
a)NUMBER OF EMPLOYEES FOR WHOM THE COMPANY HAS INTRODUCED A DECLARATION DIMONA OR WHO WERE INSCRIBED TO THE GENERAL REGISTER DURING THE ACCOUNTING PERIOD						
. Full-time	2051	1.143.348	118.925	1.262.273	123	245
. Part-time	2052	1.586.870	129.477	1.716.347	97	267
. Total in FTE	2053	2.006.119	171.450	2.177.569	131	372
SPECIFICALLY FOR COMPLETE FORMS :						
b)BY TYPE OF EMPLOYMENT CONTRACT						
Contract for an indefinite period						
. Full-time	2101	8.058	*	*	109	*
. Part-time	2102	18.854	*	*	65	*
. Total in FTE	2103	15.305	*	*	114	*
Contract for a definite period						
. Full-time	2111	1.135.275	*	*	82	*
. Part-time	2112	1.543.524	*	*	69	*
. Total in FTE	2113	1.989.172	*	*	93	*
Contract for the execution of a specifically assigned work						
. Full-time	2121	9	*	*	2	*
. Part-time	2122	23.317	*	*	2	*
. Total in FTE	2123	1.494	*	*	3	*
Replacement contract						
. Full-time	2131	6	*	*	5	*
. Part-time	2132	1.175	*	*	5	*
. Total in FTE	2133	148	*	*	10	*
B.DEPARTURES						
a)NUMBER OF EMPLOYEES WHOSE CONTRACT-TERMINATION DATE HAS BEEN ENTERED IN A DECLARATION DIMONA OR IN THE REGISTER GENERAL OF PERSONNEL DURING THE ACCOUNTING PERIOD						
. Full-time	3051	1.161.699	118.743	1.280.442	132	257
. Part-time	3052	1.586.360	130.342	1.716.702	104	280
. Total in FTE	3053	2.023.882	171.236	2.195.118	141	383
SPECIFICALLY FOR COMPLETE FORMS :						
b)BY TYPE OF EMPLOYMENT CONTRACT						
Contract for an indefinite period						
. Full-time	3101	8.237	*	*	116	*
. Part-time	3102	18.512	*	*	82	*
. Total in FTE	3103	15.850	*	*	125	*
Contract for a definite period						
. Full-time	3111	1.153.453	*	*	82	*
. Part-time	3112	1.566.981	*	*	69	*
. Total in FTE	3113	2.007.254	*	*	95	*
Contract for the execution of a specifically assigned work						
. Full-time	3121	3	*	*	3	*
. Part-time	3122	866	*	*	2	*
. Total in FTE	3123	772	*	*	4	*
Replacement contract						
. Full-time	3131	6	*	*	5	*
. Part-time	3132	1	*	*	1	*
. Total in FTE	3133	7	*	*	6	*
c)BY REASON OF TERMINATION						

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	Codes	AMOUNTS			NUM. OF ENTERP.	
		Complete	Abbreviated	Total	Comp.	Abbr.
OF CONTRACT						
Retirement						
. Full-time	3401	362	*	*	7	*
. Part-time	3402	19	*	*	4	*
. Total in FTE	3403	376	*	*	10	*
Unemployment with extra allowance from enterprise						
. Full-time	3411	2	*	*	2	*
. Part-time	3412	2	*	*	2	*
. Total in FTE	3413	3	*	*	4	*
Dismissal						
. Full-time	3421	12.148	*	*	75	*
. Part-time	3422	4.781	*	*	49	*
. Total in FTE	3423	13.157	*	*	81	*
Other reason						
. Full-time	3431	1.149.187	*	*	122	*
. Part-time	3432	1.581.558	*	*	96	*
. Total in FTE	3433	2.010.346	*	*	132	*
of which: number of persons who continue to render services to the enterprise at least half-time on a self-employed basis:						
. Full-time	3501	1	*	*	1	*
. Part-time	3502		*	*		*
. Total in FTE	3503	1	*	*	1	*
III.INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE ACCOUNTING PERIOD						
a)Total of initiatives of formal professional training at the expense of the employer						
Men						
. Number of employees involved	5801	12.532	124	12.656	72	40
. Number of actual training hours	5802	300.346	2.900	303.246	72	40
. Costs for the enterprise	5803	9.383	161	9.545	80	74
- of which gross costs directly linked to training	58031	10.933	116	11.049	72	40
- of which fees paid and payments to collective funds	58032	3.583	52	3.636	44	54
- of which grants and other financial advantages received (to deduct)	58033	5.133	7	5.140	26	7
Women						
. Number of employees involved	5811	12.963	2.020	14.983	77	70
. Number of actual training hours	5812	183.853	20.188	204.041	77	70
. Costs for the enterprise	5813	8.498	414	8.912	85	130
- of which gross costs directly linked to training	58131	8.617	362	8.978	77	70
- of which fees paid and payments to collective funds	58132	1.214	92	1.306	49	89
- of which grants and other financial advantages received (to deduct)	58133	1.332	40	1.372	29	16
b)Total of initiatives of less formal or informal professional training at the expense of the employer						
Men						
. Number of employees involved	5821	28.953	174	29.127	40	23
. Number of actual training hours	5822	109.816	4.763	114.579	40	23
. Costs for the enterprise	5823	3.265	170	3.435	40	23
Women						
. Number of employees involved	5831	13.033	660	13.693	44	43
. Number of actual training hours	5832	104.183	9.601	113.784	44	43
. Costs for the enterprise	5833	2.922	409	3.330	44	43
c)Total of initiatives of initial professional training at the expense of the employer						
Men						
. Number of employees involved	5841	100	29	129	6	6
. Number of actual training hours	5842	7.619	5.228	12.847	6	6
. Costs for the enterprise	5843	83	43	126	5	6
Women						
. Number of employees involved	5851	182	309	491	9	11
. Number of actual training hours	5852	13.009	8.518	21.527	9	11
. Costs for the enterprise	5853	115	76	191	8	11