

40				1	EUR	
NAT	Date of deposit	No. 0426.538.791	Page	E	D	VOL 1

**ANNUAL ACCOUNTS AND OTHER CONDITIONS UNDER THE
LEGAL BOOK OF COMPANIES TO SUBMIT DOCUMENTS**

IDENTIFICATION DATA

Name: **TATA STEEL BELGIUM SERVICES**

Legal form: **NV**

Address: **COREMANSSTRAAT**

No. **34, bus 1**

Postal code: **2600**

Municipality: **Berchem (Antwerpen)**

Country: **Belgium**

Register of Legal Persons (RLP) - Commercial Court of **Antwerpen, afdeling Mechelen**

Internet address 1:

Company number: **0426.538.791**

DATUM **10-01-2014** of the deposition of the partnership deed OR of the most recent document mentioning the date of publication of the partnership deed and the act changing the articles of association.

FINANCIAL
STATEMENTS

**IN EURO (2 decimal
places)**

²

approved by the General Meeting of

28-9-2017

concerning the financial year covering the period from

1-4-2016

to

31-3-2017

Previous period from

1-4-2015

to

31-3-2016

The amounts of the previous financial year are ~~are not~~ ^{**} identical to those which have been previously published.

Total number of pages deposited: **43** Number of the pages of the standard form not deposited for not being of service: 6.1, 6.2.1, 6.2.2, 6.2.3, 6.2.4, 6.2.5, 6.3.1, 6.3.2, 6.3.3, 6.3.4, 6.3.5, 6.3.6, 6.4.1, 6.4.2, 6.5.1, 6.5.2, 6.8, 6.18.2, 6.20, 9

Signature
(Name and position)
Lambrechts Eduard
Director

Signature
(Name and position)
Hamers Willem
Director

1. Optional statement.

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

3 Delete if it is required

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

LIST OF DIRECTORS, MANAGERS AND AUDITORS

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

Naedenoen Chantal

Door Verstraetelei 30 , 2930 Brasschaat, Belgium

Title: Manager

Mandate: 25-2-2012- 27-2-2018

Luczynski Stan

Monahan Avenue 4, CR8 3BA Purley, Verenigd Koninkrijk

Title: Manager

Mandate: 25-2-2012- 27-2-2018

Hamers Willem

Oostersingel 5 , 1851 ZW Heiloo, Nederland

Title: Manager

Mandate: 17-9-2014- 27-7-2018

Lambrechts Eduard

Mechelsesteenweg 323, 2500 Lier, Belgie

Title: Manager

Mandate: 19-9-2012- 27-7-2018

Enclosed to these annual accounts: REPORT OF THE BOARD

Deloitte Bedrijfsrevisoren BV o.v.v.e. CVBA 0429.053.863

Luchthaven Nationaal 1J, 1930 Zaventem, Belgium

Title: Commissioner, Membership number: B025

Mandate: 24-7-2014- 28-7-2017

Represented by:

1. Roux Dominique

Auditor, Membership number: A-01774

Gouverneur Roppesingel 13 , 3500 Hasselt, Belgium

DECLARATION ABOUT SUPPLEMENTARY AUDITING OR ADJUSTMENT MISSION

The managing board declares that the assignment neither regarding auditing nor adjusting has been given to a person who was not authorised by law pursuant to art. 34 and 37 of the Law of 22nd April 1999 concerning the auditing and tax professions.

The annual accounts have / have not * been audited or adjusted by an external accountant or auditor who is not a statutory auditor.

IF YES, mention here after: name, first names, profession, residence-address of each external accountant or auditor, the number of membership with the professional Institute ad hoc and the nature of this engagement:

- A. A. Bookkeeping of the undertaking**,
- B. Preparing the annual accounts**,
- C. Auditing the annual accounts and/or
- D. Adjusting the annual accounts.

If the assignment mentioned either under A or B is performed by authorised accountants or authorised accountants-tax consultants, information will be given on: name, first names, profession and residence-address of each authorised accountant or accountant tax consultant, his number of membership with the Professional Institute of Accountants and Tax consultants and the nature of this engagement.

Name, first name, profession, residence-address	Number of membership	Nature of the engagement (A, B, C and / or D)

* Delete if it is required
* Optional statement.

FINANCIAL STATEMENTS

BALANCE SHEET

	Notes	Codes	Period	Previous period
ASSETS				
FORMATION EXPENSES	6.1	20		
FIXED ASSETS		21/28	3.190,47	3.190,47
Intangible fixed assets	6.2	21		
Material fixed assets	6.3	22/27		
Land and buildings		22		
Plant, machinery and equipment		23		
Furniture and vehicles		24		
Leasing and other similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27		
	6.4/			
Financial fixed assets	6.5.1	28	3.190,47	3.190,47
Affiliated enterprises	6.15	280/1		
Participating interests		280		
Claims		281		
Other enterprises linked by participating interests	6.15	282/3		
Participating interests		282		
Claims		283		
Other financial assets		284/8	3.190,47	3.190,47
Shares		284		
Amounts receivable and cash guarantees		285/8	3.190,47	3.190,47

	Notes		
CURRENT ASSETS	29/58	132.503.396,78	107.824.419,50
Amounts receivable after more than one year	29	14.338.285,67	13.509,572,68
Trade debtors	290		
Other receivables	291	14.338.285,67	13.509.572,68
Stocks and contracts in progress	3		
Inventory	30/36		
Raw materials and consumables	30/31		
Work in progress	32		
Finished goods	33		
Goods purchased for resale	34		
Immovable property intended for sale	35		
Advance payments	36		
Contracts in progress	37		
Amounts receivable within one year	40/41	111.214.310,05	48.630.802,35
Trade debtors	40	713.798,57	1.100.288,56
Other receivables	41	110.500.511,48	47.530,513,79
Current investments	6.5/1		
Own shares	6.6	50/53	
Other investments and deposits		50	
		51/53	
Cash		54/58	6.906.390,63
Deferred charges and accrued income	6.6	490/1	44.410,43
TOTAL ASSETS		20/58	132.506.587,25
			107.827.609,97

LIABILITIES	Notes	Codes	Period	Previous period
EQUITY		10/15	52.0022.321,86	50.760.542,52
Capital	6.7.1	10	10.000.000,00	10.000.000,00
Subscribed capital		100	10.000.000,00	10.000.000,00
Uncalled capital 4		101		
Share premium account		11	2.500.000,00	2.500.000,00
Revaluation surpluses		12		
Reserves		13	25.304.787,14	25.560.787,14
Legal reserve		130	25.560.787,14	25.560.787,14
Reserves not available		131		
In respect of own shares held		1310		
Other		131 1		
Untaxed reserves		132	744.000,00	
Available reserves		133		
Accumulated profits (losses) (+)/(-)		14	13.217.534,72	12.699.755,38
Investment grants		15		
Advance to associates on the sharing out of the assets		19		
PROVISIONS AND DEFERRED TAXES		16	65.490,18	87.561,96
Provisions for liabilities and charges		160/65	65.490,18	87.561,96
Pensions and similar obligations		160	65.490,18	87.561,96
Taxes		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges	6.8	164/5		
Deferred taxes		168		

4 Amount to be deducted of the subscribed capital.

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

AMOUNTS PAYABLE		17/49	80.418.775,21	56.979.505,49
Amounts payable after more than one year	6.9	17		1.150.000,00
Financial debts		170/4		1.150.000,00
Subordinated loans		170		
Unsubordinated debentures		171		
Leasing and other similar obligations		172		
Credit institutions		173		1.150.000,00
Other loans		174		
Trade debts		175		
Suppliers		1750		
Bills of exchange payable		1751		
Advances received on contracts in progress		176		
Other amounts payable		178/9		
Amounts payable within one year		42/48	80.397.892,25	55.799.219,59
Amounts payable after more than one year falling due within one year	6.9	42		570.000,00
Financial debts		43	79.847.629,61	54.786,604,97
Credit institutions		430/8		
Other loans		439	79.847.629,61	54.786,604,97
Trade debts		44	75.064,13	29.303,20
Suppliers		440/4	75.064,13	29.303,20
Bills of exchange payable		441		
Advances received on contracts in progress		46		
Amounts payable for taxes, remuneration and social security	6.9	45	475.198,51	413.311,42
Taxes		450/3	243.605,94	154.892,90
Remuneration and social security		454/9	231.592,57	258.418,52
Other amounts payable		47/48		
Deferred charges and accrued income	6.9	492/3	20.882,96	30.285,90
TOTAL OF LIABILITY		10/49	132.506.587,25	107.827.609,97

INCOME STATEMENT

	Notes	Codes	Period	Previous period
Operating income		70/76A	1.784.380,28	1.814.375,26
Turnover	6.10	70		
Stocks of finished goods, work and contracts in progress:		71		
Increase (decrease)(+)/(-)				
Own construction capitalised		72		
Other operating income	6.10	74	1.691.186,83	1.814.375,26
Non-recurring operating income	6.12	76A	93.193,45	
Operating charges		60/66A	2.201.505,21	2.812.733,65
Raw materials and consumables goods		60		
Purchases		600/8		
Stocks Increase (decrease) (+)/(-)		609		
Services and other goods		61	450.960,78	396.283,36
Remuneration, social security costs and pensions ...(+)/(-)	6.10	62	1.685.408,18	1.689.008,83
Depreciation of and amounts written off formation expenses, intangible and tangible fixed assets		630		
Amounts written down stocks, contracts in progress and trade debtors: appropriations (write-backs) (.....+)/(-)		631/4		-400.000,00
Provisions for risks and charges: appropriations (uses and write-backs) (+)/(-)	6.10	635/8	-22.071,78	49.488,97
Other operating charges	6.10	640/8	87.208,03	1.077.952,49
Extraordinary charges carried to assets as restructuring costs (-)		649		
Non-recurring operating income	6.12	66A		
Operating profit (loss) (+)/(-)		9901	-417.124,93	-998.358,39

	Notes	Codes	Period	Previous period
Financial income		75/76B	2.690.937,87	3.443.876,63
Recurring financial income		75	2.690.937,87	3.443.876,63
Income from financial fixed assets		750	7.046,87	
Income from current assets		751	2.484.469,81	3.204.053,39
Other financial income	6.11	752/9	199.421,19	239.823,24
Non-recurring financial income	6.12	76B		
Financial charges	6.11	65/66B	696.542,93	719.990,44
Recurring financial costs		65	696.542,93	719.990,44
Debt charges		650	141.655,05	161.298,36
Amounts written down stocks, current assets, other contracts in progress and trade debtors: Receivables: increase (decrease)(+)/(-)		651		
Other financial charges		652/9	554.887,88	558.692,08
Non-recurring financial costs	6.12	66B		
Gain (loss) on ordinary activities before taxes(+) (-)		9903	1.577.270,01	1.725.527,80
Transfer from postponed taxes		780		
Transfer to postponed taxes		680		
Income taxes (+) / (-)	6.13	67/77	315.490,67	-97.080,77
Taxes		670/3	379.319,65	265.000,00
Adjustment of income taxes and write-back Tax provisions		77	63.828,98	362.080,77
Profit (loss) for the period (+)/(-)		9904	1.261.779,34	1.822.608,57
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689	744.000,00	
Profit (loss) for the period available for appropriation (+)/(-)		9905	517.779,34	1.882.608,57

APPROPRIATION OF PROFITS

	Codes	Period	Previous period
Profit (loss) to be appropriated(+)/(-)	9906	13.217.534,72	27.770.675,38
Profit (loss) for the period available for appropriation (+)/(-)	(9905)	517.779,34	1.822.608,57
Profit (loss) to be carried forward (+)/(-)	14P	12.699.755,38	25.948.066,81
Transfers from capital and reserves	791/2		
from capital and share premium account	791		
from reserves	792		
Addition to equity	691/2		
from capital and share premium account	691		
Transfer to statutory reserves	6920		
Transfer to other reserves	6921		
Retained earnings (loss) (+) / (-)	(14)	13.217.534,72	12.699.755,38
Share of associates in loss	794		
Distribution of profit	694/6		15.070.920,00
Reimbursement of capital	694		15.070.920,00
Director's or manager's entitlements	695		
Employees	696		
Other beneficiaries	697		

OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES

Acquisition value at the end of the financial year

Codes	Period	Previous period
8393P	XXXXXXXXXXXXXXXX	

Movements during the period

Acquisitions, including produced fixed assets

8363		
------	--	--

Sales and disposals

8373		
------	--	--

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

8383		
------	--	--

Acquisition value at the end of the financial year

8393		
------	--	--

Revaluation surpluses at the end of the period

8453P	XXXXXXXXXXXXXXXX	
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Movements during the period

Recorded

8413		
------	--	--

Acquisitions from third parties

8423		
------	--	--

Booked

8433		
------	--	--

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

8443		
------	--	--

Revaluation surpluses at the end of the period

8453		
------	--	--

Amounts written down at the end of the period

8523P	XXXXXXXXXXXXXXXX	
-------	------------------	--

Movements during the period

Recorded

8473		
------	--	--

Written back.....

8483		
------	--	--

Acquisitions from third parties

8493		
------	--	--

Booked after transfers and offsets

8503		
------	--	--

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

8513		
------	--	--

Amounts written down at the end of the period

8523		
------	--	--

Uncalled amounts at the end of the period

8553P	XXXXXXXXXXXXXXXX	
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Movements during the period

.....(+)/(-)

8543		
------	--	--

Uncalled amounts at the end of the period

8553		
------	--	--

NET BOOK VALUE AT THE END OF THE PERIOD

(284)		
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OTHER ENTERPRISES - AMOUNTS RECEIVABLE

NET BOOK VALUE AT THE END OF THE PERIOD

285/8P	XXXXXXXXXXXXXXXX	3.190,47
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Movements during the period

Increase

8583		
------	--	--

Repayments

8593		
------	--	--

Amortized write-downs.....

8603		
------	--	--

Recovered impairments

8613		
------	--	--

Exchange differences(+)/(-)

8623		
------	--	--

Other mutations (+)/(-)

8633		
------	--	--

NET BOOK VALUE AT THE END OF THE PERIOD

(285/8)	3.190,47	
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ACCUMULATED AMOUNTS WRITTEN OFF ON AMOUNTS RECEIVABLE AT THE END OF THE PERIOD

8653		
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OTHER INVESTMENTS AND DEPOSIT, DEFFERED CHARGES AND ACCRUED INCOME (ASSETS)

	Codes	Period	Previous period
OTHER INVESTMENTS AND DEPOSITS			
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 artworks	8683		
Fixed income securities	52		
Fixed income securities issued by credit institutions	8684		
Fixed term deposit with credit institutions	53		
With residual term or notice			
Falling due	8686		
between one month and one year	8687		
More than one year	8688		
Other investments not yet shown seperately	8689		

DEFFERED CHARGES AND ACCRUED INCOME
Allocation of heading 490/1 of assets if the amount is significant.
Rent office April, May, June 2017
Transferable part investment tax shelter

Period
11.463,03
32.947,40

STATEMENT OF CAPITAL AND STRUCTURE OF SHAREHOLDINGS

STATEMENT OF CAPITAL

Social capital

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

Codes	Period	Previous period
100P	XXXXXXXXXXXXXXXX	10.000.000,00
(100)	10.000.000,00	

Charges during the period

Structure of the capital

Type of shares

Capital shares

Registered shares

Dematerialized shares

Codes	Period	Previous period
	10.000.000,00	2.318.603
8702	XXXXXXXXXXXXXXXX	2.318.603
8703	XXXXXXXXXXXXXXXX	

Uncalled capital

Uncalled capital

Called, but not paid-up capital

Shareholders having yet to pay up in full

Codes	Uncalled capital amount	Capital called, But not paid
(101)		XXXXXXXXXXXXXXXX
8712	XXXXXXXXXXXXXXXX	

Own shares

Held by the company itself

Amount of capital held

Number of shares held

Held by the subsidiaries

Amount of capital held

Number of shares held

Commitments to issue shares

Following the exercising of conversion rights

Amount of outstanding convertible loans

Amount of capital to be subscribed

Corresponding maximum number of shares to be issued

Following the exercising of SUBSCRIPTION RIGHTS

Number of outstanding subscription rights

Amount of capital to be subscribed

Corresponding maximum number of shares to be issued

Authorized capital, not issued

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

Shares not representing capital

Distribution

Number of shares held

Number of voting rights attached thereto

Allocation by shareholder

Number of shares held by the company itself

Number of shares held by its subsidiaries

Codes	Period
8761	
8762	
8771	
8781	

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SHAREHOLDERS STRUCTURE OF THE UNDERTAKING ON THE DATE OF ANNUAL CLOSURE

As evidenced by the notifications received by the company in accordance with the Companies Code, Article 631 §2 last paragraph and Article 632 §2 last member; the law dated 2 May 2007 concerning the disclosure of major participations, article 14 fourth paragraph; and the Royal Decree of 21 August 2008 laying down detailed rules for certain multilateral trade facilities, Article 5.

STRUCTURE OF SHAREHOLDINGS OF THE ENTERPRISE AS AT THE ANNUAL BALANCING OF THE BOOKS, AS IT APPEARS FROM THE STATEMENT RECEIVED BY THE ENTERPRISE

Tata Steel Belgium Packaging Steel NV
Walemstraat 38
2570 Duffel
Belgium
2,750 aandelen

Tata Steel Nederland BV
Wenckebachstraat 1
1951 JZ Velsen-Noord
Netherlands
2,315,853 aandelen

STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

	Codes	Period
ANALYSIS BY CURRENT PORTIONS OF AMOUNTS INITIALLY PAYABLE AFTER MORE THAN ONE YEAR, ACCORDING TO THEIR MATURITY		
Amounts payable after more than one year falling due within one year		
Financial debts	8801	
Subordinated loans	8811	
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	
Credit institutions	8841	
Other loans	8851	
Trade debts	8861	
Suppliers	8871	
Bills of exchange payable	8881	
Advances received on contracts in progress	8891	
Other amounts payable	8901	
Total amounts payable after more than one year, not more than one year	(42)	
Amounts payable after more than one year, between one and five years		
Financial debts	8802	
Subordinated loans	8812	
Unsubordinated debentures	8822	
Leasing and other similar obligations	8832	
Credit institutions	8842	
Trade debts	8852	
Suppliers	8862	
Bills of exchange payable	8872	
Advances received on contracts in progress	8882	
Other amounts payable	8892	
Total amounts payable after more than one year, between one and five years	8902	
Amounts payable after more than one year, over five years		
Financial debts	8912	
Subordinated loans	8803	
Unsubordinated debentures	8813	
Leasing and other similar obligations	8823	
Credit institutions	8833	
Other loans	8843	
Trade debts	8853	
Suppliers	8863	
Bills of exchange payable	8873	
Advances received on contracts in progress	8883	
Other amounts payable	8893	
Total amounts payable after more than one year, over five years	8903	
	8913	

AMOUNTS PAYABLE GUARANTEED (headings 17 and 42/48 of liabilities)

Amounts payable guaranteed by Belgian public authorities

Financial debts

Subordinated loans

Unsubordinated debentures

Leasing and other similar obligations

Credit institutions

Other loans

Trade debts

Suppliers

Bills of exchange payable

Advances received on contracts in progress

Amounts payable relating to taxes, remuneration and social security

Other amounts payable

Total amounts payable guaranteed by Belgian public authorities

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

Financial debts

Subordinated loans

Unsubordinated debentures

Leasing and other similar obligations

Credit institutions

Other loans

Trade debts

Suppliers

Bills of exchange payable

Advances received on contracts in progress

Amounts payable for taxes, remuneration and social security

Taxes

Remuneration and social security

Other amounts payable

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

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

AMOUNTS PAYABLE FOR TAXES, REMUNERATION AND SOCIAL SECURITY

Taxes (heading 450/3 of the liabilities)

Expired taxes payable

Non expired taxes payable

Estimated taxes payable

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

Amount due to the National Office of Social Security

Other amounts payable relating to taxes, remuneration and social security

Codes	Period
9072	
9073	243.605,94
450	
9076	
9077	231.592,57

DEFFERED CHARGES AND ACCRUED INCOME
Allocation of heading 492/3 of liabilities if the amount is significant.
Unrealized positive exchange rate differences

Period
20.882,96

OPERATING RESULTS

OPERATING INCOME

Net turnover

Broken down by categories of activity

Allocation into geographical markets

Other operating income

Total amount of subsidies and compensatory amounts obtained from public authorities

OPERATING COSTS

Employees for whom the company has submitted a DIMONA declaration or are recorded in the general personnel register or are recorded in the general personnel register

Total number at the closing date

Average number of employees calculated in full-time equivalents

Number of actual worked hours

Personnel costs

Remuneration and direct social benefits

Employers' social security contributions

Employers' premiums for extra statutory insurances

Other personnel costs

Old-age and widows' pensions

Codes	Period	Previous period
740		
9086	13	13
9087	12,3	12,5
9088	20.798	20.952
620	1.250.949,69	1.209.198,67
621	334.461,98	364.620,48
622	76.802,19	88.182,88
623	23.194,32	27.006,80
624		

Provisions for pensions and similar obligations

Additions (uses and write-backs) (+)/(-)

Amounts written off

Stocks and contracts in progress

Recorded

Written back

Trade debtors

Recorded

Written back

Provisions for liabilities and charges

Additions

Uses and write-backs

Other operating charges

Taxes related to operation

Other

Hired temporary staff and persons placed at the enterprise's disposal

Total number at the closing date

Average number calculated as full-time equivalents

Number of actual worked hours

Charges to the enterprise

Codes	Period	Previous period
635	-22.071,78	49.488,97
9110		
9111		
9112		600.000,00
9113		1.000.000,00
9115		69.000,00
9116	22.071,78	19.511,03
640	87.208,03	77.952,49
641/8		1.000.000,00
9096		
9097		
9098		
617		

FINANCIAL RESULTS

	Codes	Period	Previous period
RECURRING FINANCIAL INCOME			
Other financial income			
Amount of subsidies granted by public authorities, credited to income for the period			
Investment grants	9125		
Interests subsidies	9126		
Allocation of other financial income			
Exchange rate differences		199.421,07	239.823,23
Dividend on treasury shares		0,12	0.01
RECURRING FINANCIAL COSTS			
Amounts written down off loan issue expenses			
	6501		
Intercalary interests recorded as assets			
	6503		
Value adjustments to current assets			
Recorded	6510		
Written back	6511		
Other financial charges			
Amount of the discount borne by the enterprise, as a result of negotiating amounts receivable	653		
Provisions of a financial nature			
Additions	6560		
Uses and write-backs	6561		
Allocation of other financial charges			
Bank charges		11.790,22	19.038,83
Exchange difference		543.086,54	539.636,44
Payment difference		11,12	16,81

REVENUES AND EXPENSES OF EXCEPTIONAL SIZE OR EXCEPTIONAL EXTENT OF OCCURRENCE

	Codes	Period	Previous period
NON-RECURRENT INCOME	76	93.193,45	
Non-recurring operating income	76(A)	93.193,45	
Reversal of depreciation and write-down on intangible and tangible fixed assets	760		
Write-back of provisions for extraordinary liabilities and charges	7620		
Capital gains on the acquisition of intangible and tangible fixed assets.	7630		
Other non-recurring operating income	764/8	93.193,45	
Non-recurring financial income	(76B)		
Write-back of amounts written down financial fixed assets	761		
Write-back of provisions for extraordinary financial liabilities and charges	7621		
Gains on disposal of fixed financial assets	7631		
Other non-recurring financial income	769		
NON-RECURRENT COSTS	66		
Non-recurring operating income	(66A)		
Non-recurring depreciation of and extraordinary amounts written off formation expenses, intangible and tangible fixed assets	660		
Provisions for extraordinary liabilities and charges Additions (expenditures) (+)/(-)	6620		
Capital gains on the acquisition of intangible and tangible fixed assets.	6630		
Other non-recurring operating income	664/7		
Operation charges carried to assets as non current restructuring costs (-)	6690		
Non-recurring financial costs	(66B)		
Amounts written down financial fixed assets	661		
Provisions for exceptional financial risks and costs: Additions (expenditures) (+)/(-)	6621		
Loss on disposal of fixed financial assets	6631		
Other non-recurring financial costs	668		
As restructuring costs, capitalized non-recurring financial expenses (-)	6691		

INCOME TAXES AND OTHER TAXES

INCOME TAX

Income taxes on the result of the current period

Income taxes paid and withholding taxes due or paid
 Excess of income tax prepayments and withholding taxes recorded under assets
 Estimated additional taxes

Income taxes on previous periods

Taxes and withholding taxes due or paid
 Estimated additional taxes estimated or provided for

In so far as income taxes of the current period are materially affected by differences between the profit before taxes, as stated in the annual accounts, and the estimated taxable profit

Gains on disposal of financial investments
 Notional interest deduction
 Withholding tax
 Tax-free reserve of which 207 KEUR is added in taxes of the year

Codes	Period
9134	305.785,11
9135	305.785,11
9136	
9137	
9138	73.534,54
9139	
9140	73.534,54
	66.000,00
	574.101,74
	83.171,83
	641.863,07

An indication of the effect of extraordinary results on the amount of income taxes relating to the current period

Period

Status of deferred taxes

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

Codes	Period
9141	
9142	
9144	

THE TOTAL AMOUNT OF VALUE ADDED TAX AND TAXES BORNE BY THIRD PARTIES

The total amount of value added tax charged

To the enterprise (deductible)

By the enterprise

Amounts retained on behalf of third parties for

Payroll withholding taxes

Withholding taxes on investment income

Codes	Period	Previous period
9145	34.661,83	33.308,56
9146	5.875,84	2.953,54
9147	362.661,69	365.852,00
9148	86.221,03	77.391,85

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

	Codes	Period
PERSONAL GUARANTEES GIVEN OR IRREVOCABLY PROMISED BY THE ENTERPRISE AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES	9149	
Of which		
Bills of exchange in circulation endorsed by the enterprise	9150	
Bills of exchange in circulation drawn or guaranteed by the enterprise	9151	
Maximum amount for which other debts or commitments of third parties are guaranteed by the enterprise	9153	
REAL GUARANTEES		
Real guarantees given or irrevocably promised by the enterprise on its own assets as a security of debts and commitments from the enterprise		
Mortgages		
Book value of the immovable properties mortgaged	9161	
Amount of registration	9171	
Pledging on goodwill - amount of registration	9181	
Pledging of other assets - Book value of other assets pledged	9191	
Guarantees provided on future assets - Amount of assets involved	9201	
Real guarantees given or irrevocably promised by the enterprise on its own assets as a security of debts and commitments from third parties		
Mortgages		
Book value of the immovable properties mortgaged	9162	
Amount of registration	9172	
Pledging on goodwill - amount of registration	9182	
Pledging of other assets - Book value of other assets pledged	9192	
Guarantees provided on future assets - Amount of assets involved	9202	

GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR OWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE

SUBSTANCIAL COMMITMENTS TO ACQUIRE FIXED ASSETS

SUBSTANCIAL COMMITMENTS TO DISPOSE FIXED ASSETS

FORWARD TRANSACTIONS

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

Codes	Period
9213	
9214	
9215	
9216	20.858.081,98

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

INFORMATION RELATING TO TECHNICAL GUARANTEES, IN RESPECT OF SALES OR SERVICES

Period

AMOUNT, NATURE AND FORM OF IMPORTANT BUSINESS AND OTHER IMPORTANT OBLIGATIONS

Period

ARRANGEMENTS FOR SUPPLEMENTARY RISK OR SURVEILLANCE PENSION IN RESPECT OF STAFF OR DIRECTORS

Brief description

For executives and employees, there is a cafeteria plan to provide maximum allocation of 5.75%. All expenses are paid by the employer. The pension plan contained herein, is the accumulation type and both the mortality and the disability benefits can be quoted within budget space. optional endorsed

The company has plans to defined contribution financed through group insurance plans. These plans are subject to a minimum return guaranteed by the employer as defined by the Act of April 28, 2003, modified by the Law of 18 December 2015. As at 31.03.16 has not led the applicable minimum warranty applicable to a deficit of accrued liabilities with respect of the accumulated reserves. Given the insecure nature of the efficiencies that generate such plans, the company is currently (and given the fact that this amendment has been voted the end of December 2015) were not able to make an accurate estimate of future deficits that will possibly arise from today's existing duties. However, the possible deficits are fully borne by the employer. This could possibly lead in the future to a higher cost patron in comparison with the past. We point out, however points out that, given the nature of the business of the entity, the majority of payroll-related costs can be passed on to the group companies.

Measures taken to cover the resulting costs

PENSIONS FUNDED BY THE ENTERPRISE

Estimated amount of the commitments resulting for the enterprise from past services

Methods of estimation

Code	Period
9220	

NATURE AND FINANCIAL IMPLICATIONS OF MATERIAL EVENTS AFTER THE BALANCE SHEET AND NOT SHOWING IN THE INCOME ACCOUNT OR BALANCE SHEET

Period

SELLING OR SELLING BUSINESS WHICH HAVE THE COMPANY AS AN OPTION FOR CALL AND AN OPTIONS

Period

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

NATURE, BUSINESS PURPOSE AND FINANCIAL IMPLICATIONS OF BALANCE SHEET

Provided the risks or benefits arising from such arrangements are material and where the disclosure of such risks or benefits is necessary for assessing the financial position of the company

Period

OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET (Including those that cannot be quantified)

Period

RELATIONSHIPS WITH AFFILIATED ENTERPRISES AND ENTERPRISES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Previous period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)		
Participating interests	(280)		
Amounts receivable subordinated	9271		
Other amounts receivable	9281		
Amounts receivable	9291	121.035.976,17	57.457.790,20
After one year	9301	10.000.000,00	9.000.000,00
Within one year	9311	111.035.976,17	48.457.790,20
Current investments	9321		
Shares	9331		
Claims	9341		
Debts	9351	79.847.607,58	54.786.604,97
After one year	9361		
Within one year	9371	79.847.607,58	54.786.604,97
Personal and real guarantees			
Provided or irrevocably promised by the enterprise, as security for debts or commitments of affiliated enterprises	9381		
Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise	9391		4.000.000,00
Other substantial financial commitments	9401		
Financial income			
Income from financial fixed assets	9421		
Income from current assets	9431	2.332.909,36	3.204.053,39
Other financial income	9441		
Debt charges	9461	42.546,00	50.302,90
Other financial charges	9471		
Gains and losses on disposal of fixed assets			
Obtained capital gains	9481		
Obtained capital losses	9491		

RELATIONS WITH ASSOCIATED COMPANIES, ASSOCIATED ENTERPRISES AND OTHER ENTERPRISES LINKED BY A PARTICIPATION INTERESTS

ASSOCIATED ENTERPRISES

Financial fixed assets

Participating interests

Amounts receivable subordinated

Other amounts receivable

Claims

After one year

Within one year

Debts

After one year

Within one year

Personal and real guarantees

Provided or irrevocably promised by the enterprise, as security for debts or commitments of associated enterprises

By associated or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise

Other substantial financial commitments

OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS

Financial fixed assets

Participating interests

Amounts receivable subordinated

Other amounts receivable

Claims

After one year

Within one year

Debts

After one year

Within one year

Codes	Period	Previous period
9253		
9263		
9273		
9283		
9293		
9303		
9313		
9353		
9363		
9373		
9383		
9393		
9403		
9252		
9262		
9272		
9282		
9292		
9302		
9312		
9352		
9362		
9372		

TRANSACTIONS WITH RELATED PARTIES OUTSIDE NORMAL MARKET CONDITIONS

Mention of such operations if they are material, stating the amount of these transactions, the nature of the relationship with the related party and other information about the transactions necessary for the understanding of the financial position of the company:

Nil

Period

FINANCIAL RELATIONSHIPS WITH

	Codes	Period
DIRECTORS AND MANAGERS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ENTERPRISE WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTERPRISES CONTROLLED BY THESE PERSONS, OTHER ENTERPRISES CONTROLLED BY THE SUB MENTIONED PERSONS WITHOUT BEING ASSOCIATED THEREWITH		
Amounts receivable from these persons Main terms and conditions relating to the receivables, interest rate, maturity, any amounts repaid or amortized or disallowed	9500	
Guarantees provided in their favour	9501	
Other significant commitments undertaken in their favour	9502	
Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person		
To directors and managers	9503	
To former directors and former managers	9504	

	Codes	Period
AUDITORS OR PEOPLE THEY ARE LINKED TO		
Auditor's fees	9505	11.079,00
Fees for exceptional services or special missions executed in the company by the auditor		
Other attestation missions	95061	
Tax consultancy	95062	1.900,50
Other missions external to the audit	95063	
Fees for exceptional services or special missions executed in the company by people they are linked to		
Other attestation missions	95081	
Tax consultancy	95082	
Other missions external to the audit	95083	

Mention related to article 133 paragraph 6 from the Companies Code

DERIVATIVE FINANCIAL INSTRUMENTS NOT MEASURED AT FAIR VALUE

FOR ANY CATEGORY, DERIVATIVE FINANCIAL INSTRUMENTS NOT MEASURED AT FAIR VALUE

Category derivative financial instruments	Covered risk	Speculation / coverage	Scope	Period		Previous period	
				Book	Fair value	Book	Fair value
SWAP CONTRACT FXW077161	4,000,000 USD	Coverage	4.000.000	3.702.606,64	3.741.464,78	0,00	0,00
SWAP CONTRACT FXW075954	2,500,000 USD	Coverage	2.500.000	2.249.718,78	2.338.415,49	0,00	0,00
SWAP CONTRACT FXW075821	1,750,000 USD	Coverage	1.750.000	1.532.667,72	1.636.890,84	0,00	0,00
SWAP CONTRACT FXW075822	750,000 USD	Coverage	750.000	656.857,59	701.524,65	0,00	0,00
SWAP CONTRACT FXW076082	5,000,000 USD	Coverage	5.000.000	4.493.978,07	4.676.830,98	0,00	0,00
SWAP CONTRACT FXW076320	2,000,000 SGD	Coverage	2.000.000	1.308.900,52	1.338.688,09	0,00	0,00
SWAP CONTRACT FXW077109	10,500,000 SGD	Coverage	10.500.000	6.913.352,65	7.028.112,45	0,00	0,00

FINANCIAL FIXED ACTIVITIES BOOKED AT A HIGHER AMOUNT THAN YOUR REAL VALUE

Amount of the individual assets or of appropriate groups thereof

Reasons why the book value is not reduced

Elements that allow to assume that the book value will be realized

Book	Fair value

INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

INFORMATION THAT MUST BE PROVIDED BY EACH COMPANY, THAT IS SUBJECT OF COMPANY LAW ON THE CONSOLIDATED ANNUAL ACCOUNTS OF ENTERPRISES

~~The enterprise has drawn up published a consolidated annual statement of accounts~~

The enterprise has drawn up published a consolidated annual statement of accounts and a management report*

~~The enterprise and its subsidiaries on consolidated basis exceed not more than one of the criteria listed in Article 16 of the Company Code~~

~~The company has only subsidiaries which, having regard to the assessment of the consolidated assets, the consolidated financial position or the consolidated result, individually and together, are of negligible significance * (Article 110 of the Companies Code)~~

The enterprise itself is a subsidiary of an enterprise which does prepare and publish consolidated accounts, in which her yearly statement of accounts is included*

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

The General Meeting of Shareholders has given its approval in this regard.

Name, full address of the registered office and, for an enterprise governed by Belgian Law, the company number of the parent company preparing and publishing the consolidated accounts required:

**Tata Steel Europe Ltd
Millbank 30
WIV-2BS LONDON, United Kingdom**

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

Name, full address of the registered office and, for an enterprise governed by Belgian Law, the company number of the parent company(ies) and the specification whether the parent company(ies) prepare(s) and publish(es) consolidated annual accounts in which the annual accounts of the enterprise are included**

**Tata Steel Europe Ltd
Millbank 30
WIV-2BS LONDON, United Kingdom
0000.000.000**

The parent company prepares consolidated financial statements open and this makes them public for the major part.

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

**Tata Steel Europe Ltd
Millbank 30
WIV-2BS LONDON, United Kingdom**

* Delete if it is required

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

VALUATION RULES

A. Receivables

Amounts receivable and payable are recorded at their nominal value. Receivables in foreign currencies are converted into euro the official rate at the end of the period.

B. Debts

Debts are recorded at their nominal values. Amounts in foreign currencies are converted into euro the official rate at the end of the period.

C. Foreign currency

Foreign currency risks are covered by forward contracts on the date of maturity of the underlying exposures

D. Bank guarantee

ING is a bank guarantee for the rental of offices amounting to € 11,681.25

E. The Company has following outstanding at 31.03.17 SWAP contracts

Contract No	Nominal amount		currency rate	Amount in euro
FXW077161	4.000.000,00	USD	1,073800	3.702.606,64
FXW075954	2.500.000,00	USD	1,111250	2.249.718,79
FXW075821	1.750.000,00	USD	1,141800	1.532.667,72
FXW075822	750.000,00	USD	1,141800	656.857,59
FXW076082	5.000.000,00	USD	1,112600	4.493.978,07
FXW076320	2.000.000,00	SGD	1,528000	1.308.900,52
FXW077109	10.500.000,00	SGD	1,518800	6.913.352,65

TOTAL = 20,858,081.98

The fair value of these contracts as on 03.31.2017, EUR 21,461,927.78 , which is € 603,845.30 less than the value of the SWAP contracts, in favor of TSBS

F. Provision for doubtful debts Impairment on loans issued to international companies are recorded as impairment of trade receivables considering lending is the main activity of TSBS

**OTHER CONDITIONS UNDER THE LEGAL BOOK OF
COMPANIES TO SUBMIT DOCUMENTS**

ANNUAL REPORT

TATA STEEL BELGIUM SERVICES N.V.
Corcmansstreet, 34
2600 Borchem

ANNUAL REPORT 2016-2017

5th May 2017

We sincerely wish to report on the activities of our company for the financial year 2016-2017 and to sign up for the March 31, 2017 sign-up account.

XXXXX

During the thirty-first year book of its operation the company continued its role as lender and financed advisor for the Tata Steel Group further.

XXXXX

The fiscal year 2015-2016 was closed by a reference shareholder, Tata Steel Nederland BV, with a positive result, but the full year 2016-2017 / already estimated earnings results in the rise in the prices for steel products in general.

XXXXX

At the invasion level, the perpetrators of the report were critically watched for the monitoring of the existing portfolio. Electricity is not called into question for doubtful debility.

XXXXX

OTHER CONDITIONS UNDER THE LEGAL BOOK OF COMPANIES TO SUBMIT DOCUMENTS

ANNUAL REPORT

Page 2 of 3

The total assets of our company fell to 132.5 million from 24.7 EUR million less than a year ago. The main reason for this is to be found in granting one "transfer facility" to Tata Steel Netherlands and the provision of additional loans.

The global volume of commitments and short term loans in the last 12 months is increased by EUR 63.4 million to EUR 125.5 million, which has an unprecedented impact on the look-up incoming stream.

Other liabilities increased by EUR 25 million to EUR 80 million in the year-end of the financial year.

XXXXX

The company does not end its associates in March 2017.

XXXXX

The financial result (difference between interest received and paid) of the company amounted to € 2.349,081.63 which represents a decrease of € 892,893.40 compared to a year ago. This date is almost too much of a legitimate legacy portfolio than the previous financial year.

The current year 2016-2017 is therefore closed with a profit after tax of € 1,261,779.34 € 560,829,23 or less than a year ago. The accumulated retained earnings at the end of the financial year amounted to € 13,217,634.72 EURO.

The equity of the company is at the end of the year € 52,022,321.88 or 39.26% of total assets,

XXXXX

OTHER CONDITIONS UNDER THE LEGAL BOOK OF COMPANIES TO SUBMIT DOCUMENTS

ANNUAL REPORT

Page 3 of 3

Extraordinary services and special orders of the Commissioner and service rendered by the company where the auditor has a professional partnership with (art 134 Company Code):

- - There were exceptional services or special missions conducted by the Commissioner

The other points, in accordance with article 36 of the Company Code to include not apply, except for forward transactions at the end of the financial year of EUR 20.8 m.

**E.Lambrechts
Manager – Director**

**W.Hamers
Chairman - Manager**

**S.Euczynski
Manager**

**C.Naedengen
Manager**

REPORT OF THE BOARD

Report of the Auditing Board to the Annual General Meeting of the company van Tata Steel Belgium Packaging Steels NV on the annual accounts closed on 31 March 2017

In accordance with the legal and statutory requirements we report to you in the context of the audit mandate that was entrusted to us. This report includes our report on the annual accounts and also includes our report on other statutory requirements. The financial statements comprise the balance sheet on 31 March 2017 and the income statement for the financial year ended on that date as well as an overview of the valuation rules and other disclosures.

Report on the financial statements - Judgment without reservation

We have audited the financial statements of Tata Steel Belgium Packaging Steels (the company) over the book year which closed on 31 March 2014, prepared in accordance with the accounting principles applicable in Belgium, with total assets of 132.507 (000) EUR and of which the profit and loss statement closes with a loss of the book year of 1.262 (000) EUR.

Responsibility of the board of directors for the preparation of the financial statements

The Board of Directors is responsible for preparing the financial statements that give a true and fair view in accordance with the accounting reference system applicable in Belgium as well as for implementing the internal control they consider necessary for the preparation of the financial statements which do not contain any deviation contains material that is the result of fraud or error.

Responsibility of the auditor

It is our responsibility to provide a judgement concerning this financial statement, on basis of our audit. We conducted our audit in accordance with International Standards on Auditing (ISA) as adopted in Belgium. Those standards require that we meet the deontological requirements as well as the control plans and procedures in order to obtain reasonable assurance that the financial statements contain no material misstatement.

An audit includes the execution of activities for obtaining the audit information concerning amounts and the explanations in the annual report. The selected activities depend on the assessment by the auditor, including his estimation of the risks of material misstatement in the financial statements due to fraud or error. When making that risk assessment, the Supervisory Board takes into account the internal control of the company that is relevant for the preparation of the financial statements that give a true picture in order to set up audit work that is appropriate under the circumstances but not aimed at giving judgment on the effectiveness of internal control of the company. An audit also includes an evaluation of the suitability of the valuation rules applied and the reasonableness of the estimates made by the Board, as well as an evaluation of the presentation of the annual accounts as a whole. We have obtained the clarifications and information required for our audit by the company's board members and the board of directors.

We are of the opinion that the audit information obtained by us is sufficient and appropriate to provide a basis for our judgment.

Deloitte Auditors / Reviseurs d'Entreprises

Civil company in the form of a cooperative company with limited liability

Civil society in the form of a cooperative limited liability company

Registered Office: Gateway building, Luchthaven Nationaal 1 J, B-1930 Zaventem

VAT BE 0429.053.863 - RPR Brussel/RPM Bruxelles - IBAN BE 17 2300 0465 6121 - BIC GEBABEBB

Member of Deloitte Touche Tohmatsu Limited

REPORT OF THE BOARD

Tata Steel Belgium Packaging Steel NV

Report of the Auditing Board to the Annual General Meeting on the annual accounts closed on 31 March 2017

Judgement without reservation

In our opinion, the financial statements of Tata Steel Belgium Packaging Steels NV give a true and fair view of the company's assets and financial position as at 31 March 2017 and its results for the financial year ended on that date in accordance with the Belgian accounting system applicable.

Report on other statutory requirements.

The Board of Directors is responsible for the preparation and content of the annual report, compliance with the laws, regulations and administrative provisions applicable to accounting, as well as compliance with the Companies Code and the statutes of the partnership.

In the context of our mandate and in accordance with the Belgian Additional Standard for the International Audit Standards applicable in Belgium, it is our responsibility to check compliance with certain statutory and regulatory obligations in all material respects. Based on this, we make the following additional statements that are not of a nature to change the scope of our opinion on the financial statements:

- The annual report, drawn up in accordance with Articles 95 and 96 of the Companies Code and deposited in accordance with Article 100 of the Companies Code, deals with the information required by law in terms of form and content, consistent with the financial statements and contains no material inconsistencies with regard to the information we possess in the context of our assignment.
- The balance sheet of the company, drawn up in accordance with Article 100 of the Companies Code, deals with the information required by law and contains no material inconsistencies based on the information contained in our audit file.
- Without prejudice to formal aspects of minor importance, the accounting records are maintained conform the legal and regulatory requirements applicable in Belgium.
- The processing of the result that was proposed to the general meeting, is in compliance with the legal and statutory provisions.
- No transactions or decisions were made or taken that are in violation of the statutes or the Company Act.

Hasselt, 28th June 2017

The commissioner

DELOITTE Auditors
BV U.V.V.C. CVBA
Represented by Dominique Roux

SOCIAL REPORTS

Numbers of joint industrial committees which are competent for the enterprise: 200

STATEMENT OF THE PERSONS EMPLOYED

EMPLOYEES FOR WHOM THE COMPANY HAS SUBMITTED A DIMONA DECLARATION OR ARE RECORDED IN THE GENERAL PERSONNEL REGISTER

During the period

Average number of employees

Full time
Part time
Total of full time equivalent (FTE)

Number of actual worked hours

Full time
Part time
Total

Personnel costs

Full time
Part time
Total

Advantages in addition to wages

Codes	Total	1. Men	2. Women
1001	10,0	9,0	1,0
1102	3,0	1,0	2,0
1003	12,3	9,8	2,5
1011	16.902	15.286	1.616
1012	3.896	1.496	2.400
1013	20.798	16.782	4.016
1021			
1022			
1023	1.685.408,16		
1024			

During the previous period

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

Codes	P total	1 P. Men	2P. Women
1003	12,5	10,0	2,5
1013	20.952	16.942	4.010
1023	1.689.008,83	1.365.749,70	323.259,13
1033			

SOCIAL REPORTS

Numbers of joint industrial committees which are competent for the enterprise: 218

At the closing date of the financial year	Codes	1. Full time	2. Part time	3. At the closing date of period
Number of employees	105	10	3	12,3
By nature of the employment contract				
Contract for an indefinite period	110	10	3	12,3
Contract for a definite period	111			
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to the gender and by level of education				
Men	120	9	1	9,8
primary education	1200			
secondary education	1201	7	1	7,8
higher education (non-university)	1202	1		1,0
university education	1203	1		1,0
Female	121	1	2	2,5
primary education	1210		2	1,5
secondary education	1211			
higher education (non-university)	1212			
university education	1213	1		1,0
By professional category				
Management staff	130			
Employees	134	10	3	12,3
Workers	132			
Other	133			

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

During the period

	Codes	1. Temporary personnel	2. Persons placed at the disposal
Average number of employees	150		
Number of actual worked hours	151		
Charges to the enterprise	152		

TABLE OF PERSONNEL CHANGES DURING THE PERIOD

ENTRIES

	Codes	1. Full time	2. Part time	3. Total in full time equivalents
The number of employees for whom the company has submitted a DIMONA declaration or are recorded in the personnel register during the financial year in the general personnel register	205			
By nature of the employment contract				
Contract for an indefinite period	210			
Contract for a definite period	211			
Contract for the execution of a specifically assigned work	212			
Replacement contract	213			

DEPARTURES

	Codes	1. Full time	2. Part time	3. Total in full time equivalents
The number of employees with a in the DIMONA declaration indicated or in the general personnel register listed date of termination of the contract during the financial year	305			
By nature of the employment contract				
Contract for an indefinite period	310			
Contract for a definite period	311			
Contract for the execution of a specifically assigned work	312			
Replacement contract	313			
According to the reason for termination of the employment contract				
Retirement	340			
Unemployment with company allowance	341			
Dismissal	342			
Other reason	343			
Of which: the number of persons who continue to render services to the enterprise at least half-time on a self-employed basis	350			

INFORMATION WITH REGARD TO TRAINING RECEIVED BY EMPLOYEES DURING THE PERIOD

	Codes	Men	Codes	Women
Total number of official advanced professional training projects at company expense				
Number of participating employees	5801		5811	
Number of training hours	5802		5812	
Costs for the company	5803		5813	
of which gross costs directly linked to the training	58031		58131	
of which paid contributions and deposits in collective funds	58032		58132	
of which received subsidies (to be deducted)	58033		58133	
Total number of less official and unofficial advance professional training projects at company expense				
Number of participating employees	5821		5831	
Number of training hours	5822		5832	
Costs for the company	5823		5833	
Total number of initial professional training projects at company expense				
Number of participating employees	5841		5851	
Number of training hours	5842		5852	
Costs for the company	5843		5853	

These accounts are a translated version for information purpose only, the original language version prevails in the event of any discrepancies between the English translation and the original.