

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

IDENTIFICATION DETAILS (at the filing date)

NAME: UCB SA

Legal form: Public limited company

Address: Allée de la Recherche Nr.: 60 Box:

Postal code: 1070 Town: Anderlecht

Country: Belgium

Register of legal persons – Commercial court: Brussels, French-speaking

Website¹:

E-mail address¹:

Company registration number 0403.053.608

DATE 24 / 05 / 2024 of filing the most recent document mentioning the date of publication of the deed of incorporation and of the deed of amendment of the articles of association.

This filing concerns:

- the ANNUAL ACCOUNTS in EUR approved by the general meeting of 24 / 04 / 2025
- the OTHER DOCUMENTS

regarding

the financial year covering the period from 01 / 01 / 2024 to 31 / 12 / 2024

the preceding period of the annual accounts from 01 / 01 / 2023 to 31 / 12 / 2023

The amounts for the preceding period ~~are~~ ^{are not} identical to the ones previously published.

Total number of pages filed: 55 Numbers of the sections of the standard model form not filed because they serve no useful purpose: 6.2.1, 6.2.2, 6.2.5, 6.3.4, 6.4.2, 6.5.2, 6.17, 6.18.2, 6.20, 8, 9, 11, 12, 13, 14, 15

¹ Optional mention.
² Strike out what does not apply.

Jean-Christophe TELLIER
Director

Jonathan PEACOCK
Director

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

LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS

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

<i>Jan BERGER</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>27/04/2023 - 29/04/2027</i>
<i>Maëlys CASTELLA</i> <i>c/o Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>27/04/2023 - 29/04/2027</i>
<i>Kay DAVIES</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>28/04/2022 - 30/04/2026</i>
<i>Albrecht DE GRAEVE</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>29/04/2021 - 25/04/2024</i>
<i>Fiona du MONCEAU</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>29/04/2021 - 12/03/2024</i>
<i>Susan GASSER</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>29/04/2021 - 24/04/2025</i>
<i>Nefertiti GREENE</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>25/04/2024 - 27/04/2028</i>
<i>Pierre GURDJIAN</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>25/04/2024 - 27/04/2028</i>
<i>Charles-Antoine JANSSEN</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>25/04/2024 - 27/04/2028</i>
<i>Cyril JANSSEN</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>27/04/2023 - 29/04/2027</i>
<i>Jonathan PEACOCK</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Chairman of the board of directors</i> <i>09/03/2023 - 24/04/2025</i>
<i>Rodolfo SAVITZKY</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>25/04/2024 - 27/04/2028</i>
<i>Jean-Christophe TELLIER</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>28/04/2022 - 30/04/2026</i>
<i>Dolca THOMAS</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>25/04/2024 - 27/04/2028</i>
<i>Cédric van RIJCKEVORSEL</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>28/04/2022 - 30/04/2026</i>
<i>Ulf WIINBERG</i> <i>c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Director</i> <i>25/04/2024 - 27/04/2028</i>
<i>Forvis Mazars Reviseurs d'Entreprises SRL</i> <i>Nr.: 0428.837.889</i> <i>Avenue du Boulevard 21 box 8, 1210 Saint-Josse-ten-Noode, Belgium</i> <i>Membership nr.: B00021</i>	<i>Auditor</i> <i>25/04/2024 - 29/04/2027</i>

Represented by:

LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS (CONTINUED)

Sébastien SCHUEREMANS
Avenue du Boulevard 21 box 8, 1210 Saint-Josse-ten-Noode, Belgium
Membership nr.: A02413

DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

The managing board declares that no audit or correction assignment has been given to a person who was not authorised to do so by law, pursuant to art. 34 and 37 of the law of 22th April 1999 concerning accounting and tax professions.

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

If affirmative, mention hereafter: surname, first names, profession and address of each external accountant or company auditor and his membership number with his Institute as well as the nature of his assignment:

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

If the tasks mentioned under A. or B. are executed by certified accountants or certified bookkeepers - tax specialists, you can mention hereafter: surname, first names, profession and address of each certified accountant or certified bookkeeper - tax specialist and his/her affiliation number with the Institute of Accounting Professional and Tax Experts and the nature of his/her assignment.

Surname, first names, profession and address	Affiliation number	Nature of the assignment (A, B, C and/or D)

* Strike out what is not applicable.

** Optional information.

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Discl.	Codes	Period	Preceding period
ASSETS				
Formation expenses	6.1	20	8.961.732	6.225.270
FIXED ASSETS		21/28	9.538.178.600	9.430.355.446
Intangible fixed assets	6.2	21	11.581	20.847
Tangible fixed assets	6.3	22/27	37.535.237	38.252.119
Land and buildings		22	30.706.099	31.676.874
Plant, machinery and equipment		23	3.408.603	1.249.239
Furniture and vehicles		24	1.763.066	2.653.373
Leasing and similar rights		25	.....	.....
Other tangible fixed assets		26	.....	.....
Assets under construction and advance payments		27	1.657.469	2.672.633
Financial fixed assets	6.4/6.5.1	28	9.500.631.782	9.392.082.480
Affiliated enterprises	6.15	280/1	9.500.582.203	9.392.033.199
Participating interests		280	9.500.582.203	9.392.033.199
Amounts receivable		281	.....	.....
Enterprises linked by participating interests	6.15	282/3	.....	.....
Participating interests		282	.....	.....
Amounts receivable		283	.....	.....
Other financial assets		284/8	49.579	49.281
Shares		284	49.579	49.281
Amounts receivable and cash guarantees		285/8	.....	.....

	Discl.	Codes	Period	Preceding period
CURRENT ASSETS		29/58	3.658.372.360	3.627.946.854
Amounts receivable after more than one year		29	2.997.985.594	2.975.520.699
Trade debtors		290	.....	.....
Other amounts receivable		291	2.997.985.594	2.975.520.699
Stocks and contracts in progress		3	.....	.....
Stocks		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	25.105.895	87.725.670
Trade debtors		40	23.501.901	19.219.130
Other amounts receivable		41	1.603.994	68.506.540
Current investments 6.5.1/6.6		50/53	528.115.561	456.934.829
Own shares		50	428.535.291	394.781.764
Other investments		51/53	99.580.270	62.153.065
Cash at bank and in hand		54/58	40.076.529	39.161.262
Deferred charges and accrued income	6.6	490/1	67.088.781	68.604.394
TOTAL ASSETS		20/58	13.205.512.692	13.064.527.570

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	9.053.232.813	8.927.759.375
Contribution	6.7.1	10/11	2.583.058.636	2.583.058.636
Capital		10	583.516.974	583.516.974
Issued capital		100	583.516.974	583.516.974
Uncalled capital ⁴		101	.....	.....
Outside the capital		11	1.999.541.662	1.999.541.662
Share premium account		1100/10	1.999.541.662	1.999.541.662
Others		1100/19	.....	.....
Revaluation surpluses		12	.....	.....
Reserves		13	6.453.694.588	6.253.694.587
Reserves not available		130/1	486.886.989	453.133.462
Legal reserve		130	58.351.697	58.351.697
Reserves statutorily not available		1311	.....	.....
Aquisition of own shares		1312	428.535.292	394.781.765
Financial support		1313	.....	.....
Other		1319	.....	.....
Untaxed reserves		132	.....	.....
Available reserves		133	5.966.807.599	5.800.561.125
Accumulated profits (losses)(+)/(-)		14	16.479.589	91.006.152
Investment grants		15	.....	.....
Advance to associates on the sharing out of the assets ⁵ ...		19	.....	.....
PROVISIONS AND DEFERRED TAXES		16	43.637.495	20.887.153
Provisions for liabilities and charges		160/5	43.637.495	20.887.153
Pensions and similar obligations		160	.....	.....
Taxation		161	.....	.....
Major repairs and maintenance		162	.....	.....
Environmental obligations		163	.....	.....
Other liabilities and charges	6.8	164/5	43.637.495	20.887.153
Deferred taxes		168	.....	.....

4 Amount to subtract of the issued capital

5 Amount to subtract from the other part of the equity

	Discl.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	4.108.642.384	4.115.881.042
Amounts payable after more than one year	6.9	17	3.562.276.318	3.650.280.015
Financial debts		170/4	3.562.276.318	3.650.280.015
Subordinated loans		170	.....	.....
Unsubordinated debentures		171	1.450.000.000	950.000.000
Leasing and other similar obligations		172	.....	.....
Credit institutions		173	.....	.....
Other loans		174	2.112.276.318	2.700.280.015
Trade debts		175	.....	.....
Suppliers		1750	.....	.....
Bills of exchange payable		1751	.....	.....
Advances received on contracts in progress		176	.....	.....
Other amounts payable		178/9	.....	.....
Amounts payable within one year	6.9	42/48	462.000.095	353.833.234
Current portion of amounts payable after more than one year falling due within one year		42	.....	.....
Financial debts		43	60.849.959	18
Credit institutions		430/8	467	.....
Other loans		439	60.849.492	18
Trade debts		44	23.410.305	18.002.490
Suppliers		440/4	23.410.305	18.002.490
Bills of exchange payable		441	.....	.....
Advances received on contracts in progress		46	.....	.....
Taxes, remuneration and social security	6.9	45	10.522.061	12.700.686
Taxes		450/3	831.396	3.767.425
Remuneration and social security		454/9	9.690.665	8.933.261
Other amounts payable		47/48	367.217.770	323.130.040
Accruals and deferred income	6.9	492/3	84.365.971	111.767.793
TOTAL LIABILITIES		10/49	13.205.512.692	13.064.527.570

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	100.752.651	66.568.391
Turnover	6.10	70	.....	.....
Stocks of finished goods and work and contracts in progress: increase (decrease)		71	.....	.....
Own work capitalised		72	94.158	77.751
Other operating income	6.10	74	100.618.257	66.490.640
Non-recurring operating income	6.12	76A	40.236	.....
Operating charges		60/66A	149.215.719	110.798.664
Raw materials, consumables		60	.....	.....
Purchases		600/8	.....	.....
Stocks: decrease (increase)		609	.....	.....
Services and other goods		61	54.133.840	49.269.757
Remuneration, social security costs and pensions	6.10	62	66.318.878	57.772.699
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets		630	3.231.543	4.908.607
Amounts written off stocks, contracts in progress and trade debtors: Appropriations (write-backs)	6.10	631/4	.....	.....
Provisions for liabilities and charges: Appropriations (uses and write-backs)	6.10	635/8	23.341.845	578.304
Other operating charges	6.10	640/8	2.740.879	2.827.006
Operating charges carried to assets as restructuring costs (-)		649	.....	.....
Non-recurring operating charges	6.12	66A	-551.266	-4.557.709
Operating profit (loss)		9901	-48.463.068	-44.230.273

	Discl.	Codes	Period	Preceding period
Financial income		75/76B	667.038.692	552.251.221
Recurring financial income		75	663.299.664	536.685.808
Income from financial fixed assets		750	449.688.328	345.458.026
Income from current assets		751	175.340.737	159.071.914
Other financial income	6.11	752/9	38.270.599	32.155.868
Non-recurring financial income	6.12	76B	3.739.028	15.565.413
Financial charges		65/66B	227.536.486	231.727.587
Recurring financial charges	6.11	65	223.294.874	211.023.380
Debt charges		650	198.174.505	192.493.167
Amounts written off current assets except stocks, contracts in progress and trade debtors: appropriations (write-backs)(+)/(-)		651	.....	.....
Other financial charges		652/9	25.120.369	18.530.213
Non-recurring financial charges	6.12	66B	4.241.612	20.704.207
Gain (loss) for the period before taxes		9903	391.039.138	276.293.361
Transfer from deferred taxes		780	.....	.....
Transfer to deferred taxes		680	.....	.....
Income taxes	6.13	67/77	1.406.755	2.175.729
Taxes		670/3	1.406.755	2.175.729
Adjustment of income taxes and write-back of tax provisions		77	.....	.....
Gain (loss) of the period		9904	389.632.383	274.117.632
Transfer from untaxed reserves		789	.....	.....
Transfer to untaxed reserves		689	.....	.....
Gain (loss) of the period available for appropriation ..(+)/(-)		9905	389.632.383	274.117.632

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	480.638.535	350.064.921
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	389.632.383	274.117.632
Profit (loss) brought forward(+)/(-)	14P	91.006.152	75.947.289
Withdrawals from capital and reserves	791/2	.....	.....
on the contribution	791	.....	.....
from reserves	792	.....	.....
Transfer to capital and reserves	691/2	200.000.000	.....
to the contribution	691	.....	.....
to legal reserve	6920	.....	.....
to other reserves	6921	200.000.000	.....
Profit (loss) to be carried forward(+)/(-)	(14)	16.479.589	91.006.152
Owners' contribution in respect of losses	794	.....	.....
Profit to be distributed	694/7	264.158.946	259.058.769
Dividends	694	264.158.946	259.058.769
Directors' or managers' entitlements	695	.....	.....
Employees	696	.....	.....
Other beneficiaries	697	.....	.....

EXPLANATORY DISCLOSURES

STATEMENT OF FORMATION EXPENSES OR CAPITAL INCREASE EXPENSES, LOAN ISSUE EXPENSES AND RESTRUCTURING COSTS

	Codes	Period	Preceding period
Net book value at the end of the period	20P	xxxxxxxxxxxxxxxx	6.225.270
Movements during the period			
New expenses incurred	8002	4.725.460	
Depreciation	8003	1.988.998	
Other(+)/(-)	8004	.....
Net book value at the end of the period	(20)	8.961.732	
Of which			
Formation or capital increase expenses, loan issue expenses and other formation expenses	200/2	8.961.732	
Restructuring costs	204	.....

	Codes	Period	Preceding period
CONCESSIONS, PATENTS, LICENCES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8052P	xxxxxxxxxxxxxxxx	2.582.948
Movements during the period			
Acquisitions, including produced fixed assets	8022	.....
Sales and disposals	8032	.....
Transfers from one heading to another(+)/(-)	8042	.....
Acquisition value at the end of the period	8052	2.582.948	
Depreciations and amounts written down at the end of the period	8122P	xxxxxxxxxxxxxxxx	2.562.100
Movements during the period			
Recorded	8072	9.266	
Written back	8082	.....
Acquisitions from third parties	8092	.....
Cancelled owing to sales and disposals	8102	.....
Transferred from one heading to another(+)/(-)	8112	.....
Depreciations and amounts written down at the end of the period	8122	2.571.366	
NET BOOK VALUE AT THE END OF THE PERIOD	211	11.582	

	Codes	Period	Preceding period
GOODWILL			
Acquisition value at the end of the period	8053P	xxxxxxxxxxxxxxxx	18.283.336
Movements during the period			
Acquisitions, including produced fixed assets	8023	.....
Sales and disposals	8033	.....
Transfers from one heading to another(+)/(-)	8043	.....
Acquisition value at the end of the period	8053	18.283.336	
Depreciations and amounts written down at the end of the period	8123P	xxxxxxxxxxxxxxxx	18.283.336
Movements during the period			
Recorded	8073	.....
Written back	8083	.....
Acquisitions from third parties	8093	.....
Cancelled owing to sales and disposals	8103	.....
Transferred from one heading to another(+)/(-)	8113	.....
Depreciations and amounts written down at the end of the period	8123	18.283.336	
NET BOOK VALUE AT THE END OF THE PERIOD	212	.....

STATEMENT OF TANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
LAND AND BUILDINGS			
Acquisition value at the end of the period	8191P	xxxxxxxxxxxxxxxx	35.281.526
Movements during the period			
Acquisitions, including produced fixed assets	8161	.....
Sales and disposals	8171	.....
Transfers from one heading to another(+)/(-)	8181	.....
Acquisition value at the end of the period	8191	35.281.526	
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8211	.....
Acquisitions from third parties	8221	.....
Cancelled	8231	.....
Transferred from one heading to another(+)/(-)	8241	.....
Revaluation surpluses at the end of the period	8251	.....
Depreciations and amounts written down at the end of the period	8321P	xxxxxxxxxxxxxxxx	3.604.652
Movements during the period			
Recorded	8271	970.775	
Written back	8281	.....
Acquisitions from third parties	8291	.....
Cancelled owing to sales and disposals	8301	.....
Transferred from one heading to another(+)/(-)	8311	.....
Depreciations and amounts written down at the end of the period	8321	4.575.427	
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	30.706.099	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxxxx	3.918.889
Movements during the period			
Acquisitions, including produced fixed assets	8162	1.076.033	
Sales and disposals	8172	488.131	
Transfers from one heading to another(+)/(-)	8182	1.675.123	
Acquisition value at the end of the period	8192	6.181.914	
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8212	.....
Acquisitions from third parties	8222	.....
Cancelled	8232	.....
Transferred from one heading to another(+)/(-)	8242	.....
Revaluation surpluses at the end of the period	8252	.....
Depreciations and amounts written down at the end of the period	8322P	xxxxxxxxxxxxxxxx	2.669.650
Movements during the period			
Recorded	8272	590.152	
Written back	8282	.....
Acquisitions from third parties	8292	.....
Cancelled owing to sales and disposals	8302	486.491	
Transferred from one heading to another(+)/(-)	8312	.....
Depreciations and amounts written down at the end of the period	8322	2.773.311	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	3.408.603	

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxxxxxx	10.811.113
Movements during the period			
Acquisitions, including produced fixed assets	8163	17.910	
Sales and disposals	8173	425.996	
Transfers from one heading to another(+)/(-)	8183	.....
Acquisition value at the end of the period	8193	10.403.027	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8213	.....
Acquisitions from third parties	8223	.....
Cancelled	8233	.....
Transferred from one heading to another(+)/(-)	8243	.....
Revaluation surpluses at the end of the period	8253	.....
Depreciations and amounts written down at the end of the period	8323P	xxxxxxxxxxxxxxxx	8.157.740
Movements during the period			
Recorded	8273	908.217	
Written back	8283	.....
Acquisitions from third parties	8293	.....
Cancelled owing to sales and disposals	8303	425.996	
Transferred from one heading to another(+)/(-)	8313	.....
Depreciations and amounts written down at the end of the period	8323	8.639.961	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	1.763.066	

	Codes	Period	Preceding period
OTHER TANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8195P	xxxxxxxxxxxxxxxx	1.418.240
Movements during the period			
Acquisitions, including produced fixed assets	8165	.....
Sales and disposals	8175	1.418.240	
Transfers from one heading to another(+)/(-)	8185	.....
Acquisition value at the end of the period	8195	.....
Revaluation surpluses at the end of the period	8255P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8215	.....
Acquisitions from third parties	8225	.....
Cancelled	8235	.....
Transferred from one heading to another(+)/(-)	8245	.....
Revaluation surpluses at the end of the period	8255	.....
Depreciations and amounts written down at the end of the period	8325P	xxxxxxxxxxxxxxxx	1.418.240
Movements during the period			
Recorded	8275	.....
Written back	8285	.....
Acquisitions from third parties	8295	.....
Cancelled owing to sales and disposals	8305	1.418.240	
Transferred from one heading to another(+)/(-)	8315	.....
Depreciations and amounts written down at the end of the period	8325	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(26)	.....

	Codes	Period	Preceding period
ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS			
Acquisition value at the end of the period	8196P	xxxxxxxxxxxxxxxx	2.672.633
Movements during the period			
Acquisitions, including produced fixed assets	8166	659.959	
Sales and disposals	8176	.....
Transfers from one heading to another(+)/(-)	8186	-1.675.123	
Acquisition value at the end of the period	8196	1.657.469	
Revaluation surpluses at the end of the period	8256P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8216	.....
Acquisitions from third parties	8226	.....
Cancelled	8236	.....
Transferred from one heading to another(+)/(-)	8246	.....
Revaluation surpluses at the end of the period	8256	.....
Depreciations and amounts written down at the end of the period	8326P	xxxxxxxxxxxxxxxx	.....
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	.....
Depreciations and amounts written down at the end of the period	8326	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(27)	1.657.469	

STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	xxxxxxxxxxxxxxxx	9.592.623.792
Movements during the period			
Acquisitions	8361	116.983.001	
Sales and disposals	8371	7.931.413	
Transfers from one heading to another(+)/(-)	8381	.....
Acquisition value at the end of the period	8391	9.701.675.380	
Revaluation surpluses at the end of the period	8451P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8411	.....
Acquisitions from third parties	8421	.....
Cancelled	8431	.....
Transferred from one heading to another(+)/(-)	8441	.....
Revaluation surpluses at the end of the period	8451	.....
Amounts written down at the end of the period	8521P	xxxxxxxxxxxxxxxx	200.590.592
Movements during the period			
Recorded	8471	4.241.612	
Written back	8481	3.739.028	
Acquisitions from third parties	8491	.....
Cancelled owing to sales and disposals	8501	.....
Transferred from one heading to another(+)/(-)	8511	.....
Amounts written down at the end of the period	8521	201.093.176	
Uncalled amounts at the end of the period	8551P	xxxxxxxxxxxxxxxx	.....
Movements during the period(+)/(-)	8541	.....
Uncalled amounts at the end of the period	8551	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	9.500.582.204	
AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	281P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Additions	8581	.....
Repayments	8591	.....
Amounts written down	8601	.....
Amounts written back	8611	.....
Exchange differences(+)/(-)	8621	.....
Other movements(+)/(-)	8631	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(281)	.....
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8651	.....

	Codes	Period	Preceding period
OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxxxxxxxx	49.515
Movements during the period			
Acquisitions	8363	298	
Sales and disposals	8373	.....
Transfers from one heading to another(+)/(-)	8383	.....
Acquisition value at the end of the period	8393	49.813	
Revaluation surpluses at the end of the period	8453P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8413	.....
Acquisitions from third parties	8423	.....
Cancelled	8433	.....
Transferred from one heading to another(+)/(-)	8443	.....
Revaluation surpluses at the end of the period	8453	.....
Amounts written down at the end of the period	8523P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8473	.....
Written back	8483	.....
Acquisitions from third parties	8493	.....
Cancelled owing to sales and disposals	8503	.....
Transferred from one heading to another(+)/(-)	8513	.....
Amounts written down at the end of the period	8523	.....
Uncalled amounts at the end of the period	8553P	xxxxxxxxxxxxxxxx	234
Movements during the period(+)/(-)			
Uncalled amounts at the end of the period	8553	234	
NET BOOK VALUE AT THE END OF THE PERIOD	(284)	49.579	
OTHERS ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Additions	8583	.....
Repayments	8593	.....
Amounts written down	8603	.....
Amounts written back	8613	.....
Exchange differences(+)/(-)	8623	.....
Other movements(+)/(-)	8633	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(285/8)	.....
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8653	.....

PARTICIPATING INTERESTS INFORMATION**PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES**

The following list mentions the companies in which the company holds a participating interest (recorded in headings 280 and 282 of assets), as well as the companies in which the company holds rights (recorded in headings 284 and 51/53 of assets) for an amount of at least 10% of the capital, the equity or a class of shares of the company.

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
<i>UCB Pharma SA</i> 0403.096.168 <i>Public limited company</i> <i>Allee de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Ordinary shares - IFRS figures</i>	937.785.339	100,0	0,0	31/12/2024	EUR	13.309.700.203	535.145.728
<i>UCB Australia Pty. LTD</i> <i>Foreign company</i> <i>Level 1, 1155 Malvern Road (PO Box 158), 3144 Malvern, Australia</i>	<i>Ordinary shares - IFRS figures</i>	17.900.000	77,83	0,0	31/12/2024	AUD	26.007.538	3.007.614
	<i>Preferred shares</i>	300.000	1,3	0,0				
	<i>Redeemable Preference Shares</i>	4.800.000	20,87	0,0				
<i>UCB Japan Co LTD</i> <i>Foreign company</i> <i>Shinjuku Grand Tower, 8-17-1 Nishi-Shinjuku, 160-0023 Tokyo, Japan</i>	<i>Ordinary shares - IFRS figures</i>	69.980	100,0	0,0	31/12/2024	JPY	16.759.264.322	2.244.974.722
<i>UCB (Investments) LTD</i> <i>Foreign company</i> <i>Bath Road 208, SLOUGH, SL1 3WE Berkshire, United Kingdom</i>	<i>Cumulative Preference Shares - IFRS figures</i>	44.928.426	97,82	0,0	31/12/2024	GBP	461.243.390	66.629.072

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held				Data extracted from the most recent annual accounts			
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
<i>UCB DE MEXICO S.A. de C.V. Foreign company Homero, 440 7° Floor, Col. Chapultepec Morales, 11570 MEXICO D.F., Mexico</i>	Ordinary Shares	1.000.100	2,18	0,0	31/12/2024	MXN	491.564.796	94.679.239
<i>UCB Pharma France SA Foreign company rue Estienne d'Orves 420, F 92700 COLOMBES, France</i>	Ordinary shares - IFRS figures	51.449.999	100,0	0,0	31/12/2024	EUR	110.730.649	12.200.502
<i>UCB Pharma S.P.A. (Italy) Foreign company Via Varesina 162, , Italy</i>	Ordinary shares - IFRS figures	551.539	99,99	0,01	31/12/2024	EUR	73.580.705	12.459.412
<i>UCB Pharma (Produtos Farmacêuticos) Lda Foreign company Rua Victor Câmara, Edifício Q 60, D. Maria I, Piso 1 60, , Portugal</i>	Ordinary shares - IFRS figures	474.525	99,9	0,1	31/12/2024	EUR	4.898.387	722.333
<i>UCB Pharma S.A. (Spain) Foreign company Plaza de Manuel Gómez Moreno, Madrid 28020, Spain</i>	Ordinary shares - IFRS Figures	88.500	98,33	1,67	31/12/2024	EUR	179.293.322	19.675.653
<i>UCB A.E. (Greece) Foreign company 63, Agiou Dimitriou Street, 17456 Alimos, Athens, Greece</i>	Ordinary shares - IFRS figures	9.600	100,0	0,0	31/12/2024	EUR	12.066.348	2.791.216

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held				Data extracted from the most recent annual accounts			
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
<i>UCB (Pharma) Ireland LTD Foreign company Unit Drug House, Magna Drive, Magna Business Park, DUBLIN 24, Ireland</i>	<i>Ordinary shares - IFRS Figures</i>	368.013	99,85	0,15	31/12/2024	EUR	5.504.935	1.135.203
<i>UCB Korea Co LTD Foreign company 4th Fl., A+ Asset Tower, 369 Gangnam-daero, Seocho-gu, Seoul 06621, Korea (Dem. People's Rep.)</i>	<i>Ordinary shares - IFRS figures</i>	60.000	100,0	0,0	31/12/2024	KRW	25.069.914.189	2.295.266.903
<i>UCB Biopharma S.A. Foreign company Av. Brigadeiro Faria Lima, 2005005 Rio de Janeiro, Brazil</i>	<i>Ordinary shares - IFRS figures</i>	138.666	100,0	0,0	31/12/2024	BRL	150.286.773	49.780.876
<i>UCB Pharmaceuticals (Taiwan) Ltd Foreign company 12F.-2, No.88, Dunhua N. Rd., Songshan Dist, Tapei, China</i>	<i>Ordinary shares - IFRS figures</i>	95.326.714	99,99	0,01	31/12/2024	TWD	107.787.060	39.013.755
<i>UCB Pharma A.S. (TURKEY) Foreign company Palladium Tower, Barbaros Mah., Kardelen Sok. No.2, Kat.24/80, Istanbul, Turkey</i>	<i>Ordinary shares - IFRS figures</i>	1	100,0	0,0	31/12/2024	TRY	662.196.863	206.595.489
	<i>Ordinary shares - IFRS figures</i>	1.095.430	100,0	0,0				

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held				Data extracted from the most recent annual accounts			
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
<i>UCB India Private Ltd</i> <i>Foreign company</i> <i>504, Peninsula Towers, Ganpatrao Kadam, Marg, Lower Parel, 400013 MUMBAI, India</i>	<i>Ordinary shares - IFRS figures</i>	3.527	99,97	0,03	31/12/2024	INR	613.507.122	31.991.450
<i>UCB S.R.O.</i> <i>Foreign company</i> <i>Thamova 13, 18600 PRAHA 8, Czech Republic</i>	<i>Ordinary shares - IFRS figures</i>	12.300.600	100,0	0,0	31/12/2024	CZK	111.889.726	27.765.386
<i>UCB GMBH</i> <i>Foreign company</i> <i>Alfred Nobelstrasse 10, D 40789 MONHEIM, Germany</i>	<i>Shares - IFRS figures</i>	394.000	5,21	94,79	31/12/2024	EUR	1.057.985.201	185.577.023
<i>UCB HUNGARY LTD</i> <i>Foreign company</i> <i>Obuda Gate Building,, Arpad Fejelum utja 26-28, 1023 BUDAPEST, Hungary</i>	<i>Shares - IFRS figures</i>	148.000.000	100,0	0,0	31/12/2024	HUF	707.878.578	115.462.000
<i>UCB Pharma Sp. z.o.o. (Poland)</i> <i>Foreign company</i> <i>Ul. Kruczkowskiego 8, 00-380 WARSAWA, Poland</i>	<i>Ordinary shares - IFRS figures</i>	236.456	78,05	21,95	31/12/2024	PLN	39.587.811	6.810.316
<i>UCB Pharma LLC (Russia)</i> <i>Foreign company</i> <i>Shturvalnaya str. bldg 1 5, Moscow 1253645, Russian Federation</i>	<i>Ordinary shares - IFRS figures</i>	1	100,0	0,0	31/12/2024	RUB	182.383.037	-16.308.146

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES (CONTINUED)

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%				%	(+) or (-) (in units)
<i>UCB Bulgaria EOOD Foreign company 15, Ljubata Str., Fl. 4 apt. 10-11, Lozenetz, Sofia 1407, Bulgaria</i>	<i>Ordinary shares - IFRS figures</i>	500	100,0	0,0	31/12/2024	BGN	1.662.928	334.403
<i>UCB Pharma Romania SRL Foreign company 40-44 Banu Antonache, 4th fl., district 1, 011665 Bucharest, Romania</i>	<i>Ordinary shares - IFRS figures</i>	20	100,0	0,0	31/12/2024	RON	17.884.035	4.837.564
<i>UCB Pharma Logistics LLC Foreign company Perevedenovky pereulok, 13, building 21, Moscow 119048, Russian Federation</i>	<i>Ordinary shares - IFRS figures</i>	1	100,0	0,0	31/12/2024	RUB	250.173.822	-281.996.652
<i>UCB Ventures SA 0667.816.096 Public limited company Allée de la Recherche 60, 1070 Anderlecht, Belgium</i>	<i>Ordinary shares - IFRS figures</i>	59.999.999	99,99	0,01	31/12/2024	EUR	152.600.829	-2.430.417
<i>UCB Manufacturing Ireland Ltd. Foreign company Shannon Industrial Estate, , Ireland</i>	<i>Shares - IFRS figures</i>	1	100,0	0,0	31/12/2024	EUR	459.467	23.176
<i>Vedim Sp. z.o.o. Foreign company ul. L. Kruczkowskiego 8, 00-380 WARSAWA, Poland</i>	<i>Shares - IFRS figures</i>	100	100,0	0,0	31/12/2024	PLN	4.317.130	1.748.494

OTHER INVESTMENTS AND DEPOSITS, ALLOCATION DEFERRED CHARGES AND ACCRUED INCOME

	Codes	Period	Preceding period
INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS			
Shares and current investments other than fixed income investments	51	99.580.270	62.153.065
Shares - Book value increased with the uncalled amount	8681	99.580.270	62.153.065
Shares - Uncalled amount	8682	.....	.....
Precious metals and works of art	8683	.....	.....
Fixed income securities	52	.....	.....
Fixed income securities issued by credit institutions	8684	.....	.....
Fixed term accounts with credit institutions	53	.....	.....
With residual term or notice of withdrawal			
up to one month	8686	.....	.....
between one month and one year	8687	.....	.....
over one year	8688	.....	.....
Other investments not mentioned above	8689	.....	.....

DEFERRED CHARGES AND ACCRUED INCOME

Allocation of heading 490/1 of assets if the amount is significant

	Period
<i>Fair market value on bonds</i>	26.124.230
<i>Unrealized FX</i>	20.374.229
<i>Interest receivable</i>	20.200.458
<i>Other expenses to be carried forward</i>	389.863

STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

STATEMENT OF CAPITAL

Capital

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

Codes	Period	Preceding period
100P	xxxxxxxxxxxxxxxx	583.516.974
(100)	583.516.974	

Changes during the period

Structure of the capital
 Different categories of shares
Ordinary shares

Registered shares
 Shares dematerialized

Codes	Value	Number of shares
	583.516.974	194.505.658
8702	xxxxxxxxxxxxxxxx	71.374.319
8703	xxxxxxxxxxxxxxxx	123.131.339

Capital not paid

Uncalled capital
 Called up capital, unpaid
 Shareholders having yet to pay up in full

Codes	Uncalled amount	Capital called but not paid
(101)	xxxxxxxxxxxxxxxx
8712	xxxxxxxxxxxxxxxx	.....

Own shares

Held by the company itself
 Amount of capital held
 Corresponding number of shares
 Held by the subsidiaries
 Amount of capital held
 Corresponding number of shares

Codes	Period
8721	13.389.753
8722	4.463.251
8731
8732
8740
8741
8742
8745
8746
8747
8751

Commitments to issue shares

Owing to the exercise of conversion rights
 Amount of outstanding convertible loans
 Amount of capital to be subscribed
 Corresponding maximum number of shares to be issued
 Owing to the exercise of subscription rights
 Number of outstanding subscription rights
 Amount of capital to be subscribed
 Corresponding maximum number of shares to be issued

Authorized capital not issued

Shares issued, non representing capital

Distribution

Number of shares
 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

Supplementary explanation relating to the contribution (including the industry contribution)

.....

Period
.....
.....
.....
.....

Notifications received pursuant to the law of 2 May 2007 on disclosure of large shareholdings				
Last update:		31 December 2024		Situation as per
Share capital		€ 583,516,974		13 March 2014
Total number of voting rights (= denominator)		194,505,658		
1	Financière de Tubize SA ('Tubize')			31 July 2024
	securities carrying voting rights (shares)	70,502,554	36.25%	
2	UCB SA/NV			
	securities carrying voting rights (shares)	4,463,251	2.29%	31 December 2024
	assimilated financial instruments (options) ⁽¹⁾	0	0.00%	06 March 2017
	assimilated financial instruments (other) ⁽¹⁾	0	0.00%	18 December 2015
	Total	4,463,251	2.29%	
	Free float⁽²⁾ (securities carrying voting rights (shares))	119,539,853	61.46%	
3	BlackRock, Inc.			12 November 2024
	securities carrying voting rights (shares)	9,906,838	5.09%	
4	FMR LLC			16 April 2024
	securities carrying voting rights (shares)	14,617,221	7.52%	

(all percentages are calculated on the basis of the current total number of voting rights)

⁽¹⁾ Assimilated financial instruments within the meaning of article 6, §6 of the Law of 2 May 2007 on the disclosure of large shareholdings.

⁽²⁾ Free float being the UCB shares not held by the reference shareholder (Tubize) and UCB SA/NV. Only securities carrying voting rights (shares) held by these entities are taken into account for this calculation; assimilated financial instruments are excluded.

PROVISIONS FOR OTHER LIABILITIES AND CHARGES

ANALYSIS OF THE HEADING 164/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT

<i>Stock awards provision</i>
.....
.....
.....

Period
43.095.162
.....
.....

STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL PERIOD TO MATURITY OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL TERM		
Current portion of amounts payable after more than one year falling due within one year		
Financial debts	8801	.....
Subordinated loans	8811	.....
Unsubordinated debentures	8821	.....
Leasing and other similar obligations	8831	.....
Credit institutions	8841	.....
Other loans	8851	.....
Trade debts	8861	.....
Suppliers	8871	.....
Bills of exchange payable	8881	.....
Advance payments received on contract in progress	8891	.....
Other amounts payable	8901	.....
Total current portion of amounts payable after more than one year falling due within one year ..	(42)	.....
Amounts payable with a remaining term of more than one but not more than five years		
Financial debts	8802	2.666.854.538
Subordinated loans	8812	.....
Unsubordinated debentures	8822	950.000.000
Leasing and other similar obligations	8832	.....
Credit institutions	8842	.....
Other loans	8852	1.716.854.538
Trade debts	8862	.....
Suppliers	8872	.....
Bills of exchange payable	8882	.....
Advance payments received on contracts in progress	8892	.....
Other amounts payable	8902	.....
Total amounts payable with a remaining term of more than one but not more than five years	8912	2.666.854.538
Amounts payable with a remaining term of more than five years		
Financial debts	8803	895.421.780
Subordinated loans	8813	.....
Unsubordinated debentures	8823	500.000.000
Leasing and other similar obligations	8833	.....
Credit institutions	8843	.....
Other loans	8853	395.421.780
Trade debts	8863	.....
Suppliers	8873	.....
Bills of exchange payable	8883	.....
Advance payments received on contracts in progress	8893	.....
Other amounts payable	8903	.....
Total amounts payable with a remaining term of more than five years	8913	895.421.780

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

Amounts payable guaranteed by Belgian public authorities

	Codes	Period
Financial debts	8921	.....
Subordinated loans	8931	.....
Unsubordinated debentures	8941	.....
Leasing and similar obligations	8951	.....
Credit institutions	8961	.....
Other loans	8971	.....
Trade debts	8981	.....
Suppliers	8991	.....
Bills of exchange payable	9001	.....
Advance payments received on contracts in progress	9011	.....
Remuneration and social security	9021	.....
Other amounts payable	9051	.....
Total amounts payable guaranteed by Belgian public authorities	9061	.....

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

Financial debts	8922	.....
Subordinated loans	8932	.....
Unsubordinated debentures	8942	.....
Leasing and similar obligations	8952	.....
Credit institutions	8962	.....
Other loans	8972	.....
Trade debts	8982	.....
Suppliers	8992	.....
Bills of exchange payable	9002	.....
Advance payments received on contracts in progress	9012	.....
Taxes, remuneration and social security	9022	.....
Taxes	9032	.....
Remuneration and social security	9042	.....
Other amounts payable	9052	.....
Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets	9062	.....

TAXES, REMUNERATION AND SOCIAL SECURITY

Taxes (heading 450/3 and 179 of the liabilities)

Outstanding tax debts	9072	.....
Accruing taxes payable	9073	831.396
Estimated taxes payable	450	.....

Remuneration and social security (headings 454/9 and 179 of the liabilities)

Amounts due to the National Social Security Office	9076	.....
Other amounts payable in respect of remuneration and social security	9077	9.690.664

ACCRUALS AND DEFERRED INCOME

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

	Period
<i>Stock options recharges</i>	48.249.902
<i>Accrued interests</i>	33.465.336
<i>Unrealized exchange differences</i>	2.378.759
<i>Other accrued charges</i>	271.974

OPERATING RESULTS

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
.....			
.....			
.....			
Allocation into geographical markets			
.....			
.....			
.....			
Other operating income			
Operating subsidies and compensatory amounts received from public authorities	740		
OPERATING CHARGES			
Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register			
Total number at the closing date	9086	188	194
Average number of employees calculated in full-time equivalents	9087	192,0	186,5
Number of actual worked hours	9088	314.667	297.032
Personnel costs			
Remuneration and direct social benefits	620	46.314.186	37.925.687
Employers' contribution for social security	621	8.220.332	7.567.225
Employers' premiums for extra statutory insurance	622	7.280.436	7.494.931
Other personnel costs	623	4.503.925	4.784.856
Retirement and survivors' pensions	624		

	Codes	Period	Preceding period
Provisions for pensions and other similar rights			
Appropriations (uses and write-backs)(+)/(-)	635	.....	.....
Amounts written off			
Stocks and contracts in progress			
Recorded	9110	.....	.....
Written back	9111	.....	.....
Trade debts			
Recorded	9112	.....	.....
Written back	9113	.....	.....
Provisions for liabilities and charges			
Additions	9115	23.341.845	578.304
Uses and write-backs	9116	.....	.....
Other operating charges			
Taxes related to operation	640	2.647.153	2.198.363
Other costs	641/8	93.726	628.643
Hired temporary staff and personnel placed at the enterprise's disposal			
Total number at the closing date	9096	.....	.....
Average number calculated in full-time equivalents	9097	0,6	.....
Number of actual worked hours	9098	1.097	.....
Costs to the enterprise	617	31.538	.....

FINANCIAL RESULTS

	Codes	Period	Preceding period
RECURRING FINANCIAL INCOME			
Other financial income			
Subsidies granted by public authorities and recorded as income for the period			
Capital subsidies	9125	.....	.....
Interest subsidies	9126	.....	.....
Allocation of other financial income			
Currency differences realized	754	23.183.955	31.643.082
Others			
<i>Realized gains on shares</i>		15.086.644	512.786
.....	
.....	
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501	1.235.865	962.788
Capitalized Interests	6502	.....	.....
Amounts written off current assets			
Recorded	6510	.....	.....
Written back	6511	.....	.....
Other financial charges			
Amount of the discount borne by the enterprise, as a result of negotiating amounts receivable	653	.....	.....
Provisions of a financial nature			
Appropriations	6560	.....	.....
Uses and write-backs	6561	.....	.....
Allocation of other financial charges			
Currency differences realized	654	7.108.426	7.604.731
Currency translation differences	655	.....	.....
Others			
<i>Losses on sale of shares</i>		15.712.832	8.420.557
<i>Various bank charges</i>		2.299.111	2.504.926
.....	

INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	Codes	Period	Preceding period
NON RECURRING INCOME	76	3.779.263	15.565.413
Non-recurring operating income	(76A)	40.236	.....
Write-back of depreciation and of amounts written off intangible and tangible fixed assets	760	.....	.....
Write-back of provisions for non-recurring operating liabilities and charges ..	7620	40.236	.....
Capital gains on disposal of intangible and tangible fixed asset	7630	.....	.....
Other non-recurring operating income	764/8	.....	.....
Non-recurring financial income	(76B)	3.739.027	15.565.413
Write-back of amounts written down financial fixed assets	761	3.739.027	15.565.413
Write-back of provisions for non-recurring financial liabilities and charges	7621	.....	.....
Capital gains on disposal of financial fixed assets	7631	.....	.....
Other non-recurring financial income	769	.....	.....
NON-RECURRING EXPENSES	66	3.690.346	16.146.498
Non-recurring operating charges	(66A)	-551.266	-4.557.709
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660	.....	.....
Provisions for non-recurring operating liabilities and charges: Appropriations (uses)	6620	-551.266	-4.557.709
Capital losses on disposal of intangible and tangible fixed assets	6630	.....	.....
Other non-recurring operating charges	664/7	.....	.....
Non-recurring operating charges carried to assets as restructuring costs .(-)	6690	.....	.....
Non-recurring financial charges	(66B)	4.241.612	20.704.207
Amounts written off financial fixed assets	661	4.241.612	20.704.207
Provisions for non-recurring financial liabilities and charges: Appropriations (uses)	6621	.....	.....
Capital losses on disposal of financial fixed assets	6631	.....	.....
Other non-recurring financial charges	668	.....	.....
Non-recurring financial charges carried to assets as restructuring costs ...(-)	6691	.....	.....

INCOME TAXES AND OTHER TAXES

	Codes	Period
INCOME TAXES		
Income taxes on the result of the period	9134	1.404.416
Income taxes paid and withholding taxes due or paid	9135	2.041.633
Excess of income tax prepayments and withholding taxes paid recorded under assets	9136	637.217
Estimated additional taxes	9137	.....
Income taxes on the result of prior periods	9138	2.340
Additional income taxes due or paid	9139	2.340
Additional income taxes estimated or provided for	9140	.....
In so far as taxes of the period are materially affected by differences between the profit before taxes as stated in annual accounts and the estimated taxable profit		
Accumulated Dividend Received Deduction deductible from future taxable profits		-463.162.094
Loss on shares		51.228.524
Taxed provisions		22.086.068
Non-deductible donations		2.418.369
Impairments on shares		502.584
Other disallowed expenses		1.177.828

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

	Codes	Period
Status of deferred taxes		
Deferred taxes representing assets	9141	252.362.170
Accumulated tax losses deductible from future taxable profits	9142	.....
Other deferred taxes representing assets		
Accumulated Dividend Received Deduction deductible from future taxable profits		252.362.170
.....	
.....	
Deferred taxes representing liabilities	9144	.....
Allocation of deferred taxes representing liabilities		
.....	
.....	
.....	

	Codes	Period	Preceding period
VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES			
Value added taxes charged			
To the enterprise (deductible)	9145	11.834.910	8.808.402
By the enterprise	9146	7.408.640	6.547.496
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	18.409.079	14.410.059
For withholding taxes on investment income	9148	44.916.104	43.127.344

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

	Codes	Period
PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE ENTERPRISE AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES	9149	.....
Of which		
Bills of exchange in circulation endorsed by the enterprise	9150	.....
Bills of exchange in circulation drawn or guaranteed by the enterprise	9151	.....
Maximum amount for which other debts or commitments of third parties are guaranteed by the enterprise	9153	.....
REAL GUARANTEES		
Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of the enterprise		
Mortgages		
Book value of the immovable properties mortgaged	91611	.....
Amount of registration	91621	.....
Amount of registration by mandate	91631	.....
Pledging of goodwill		
Pledging of goodwill - Max amount	91711	.....
Pledging of goodwill - Amount of the registration by mandate	91721	.....
Pledging of other assets		
Pledging of other assets - Book value	91811	.....
Pledging of other assets - Max amount	91821	.....
Guarantees provided on future assets		
Guarantees provided on future assets - Amount assets involved	91911	.....
Guarantees provided on future assets - Max amount	91921	.....
Seller privilege		
Seller privilege - Book value	92011	.....
Seller privilege - Unpaid amount	92021	.....

Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of third parties

Mortgages
 Book value of the immovable properties mortgaged
 Amount of registration
 Amount of registration by mandate
 Pledging of goodwill
 Pledging of goodwill - Max amount
 Pledging of goodwill - Amount of the registration on goodwill pledged by mandate
 Pledging of other assets
 Pledging of other assets - Book value
 Pledging of other assets - Max amount
 Guarantees provided on future assets
 Guarantees provided on future assets - Amount assets involved
 Guarantees provided on future assets - Max amount
 Seller privilege
 Seller privilege - Book value
 Seller privilege - Unpaid amount

Codes	Period
91612
91622
91632
91712
91722
91812
91822
91912
91922
92012
92022

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

.....

SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS

.....

SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS

.....

FORWARD TRANSACTIONS

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

Codes	Period
9213
9214
9215
9216

COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES

.....

Period
.....
.....
.....
.....

AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS

.....

Period
.....
.....
.....
.....

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

Brief description

UCB SA has made regulations setting out an objective to be attained concerning the resources to be made available to retired salaried staff.

The objective decided upon is to be achieved by the payment to those retired, over and above the legal pension of :

- a) pensions or lump sums resulting from the maturity at the time of their retirement of group insurance policies, whose premiums have been paid by the person concerned throughout his career ;*
- b) possible pensions paid by the ASBL Fonds de Prévoyance UCB, a supplementary pension fund maintained from monthly payments made by the company ;*
- c) a special sum, depending on the length of service, paid by the company on their retirement.*

UCB SA has also subscribed to insurance policies in favor of the heirs of its salaried staff covering :

- death benefit*
- temporary pensions to orphans.*

These insurances are financed by the payment of annual premiums by the company.

In addition, the company pays to a widow of a salaried staff employee, who dies in service, a special payment as an additional widow's pension.

Measures taken by the enterprise to cover the resulting charges

PENSIONS FUNDED BY THE ENTERPRISE

Estimated amount of the commitments resulting from past services

Methods of estimation

.....

Codes	Period
9220

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

.....

Period
.....
.....
.....
.....

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

.....

Period
.....
.....
.....
.....

NATURE, COMMERCIAL OBJECTIVE AND FINANCIAL CONSEQUENCES OF TRANSACTIONS NOT REFLECTED IN THE BALANCE SHEET

Provided that the risks or advantages coming from these transactions are significant and if the disclosure of the risks or advantages is necessary to appreciate the financial situation of the company

.....

Period
.....
.....
.....
.....

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

Joint liability with group subsidiaries for various credit facilities
Credit facility - Revolving facility
The company has issued a statement of joint and several liability for the debts incurred by UCB Pharma B.V. in accordance with Section 403, Part 9 of Book 2 of the Netherlands Civil Code.

Period
75.000.000
1.000.000.000
0
.....

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

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	9.500.582.204	9.392.033.200
Participating interests	(280)	9.500.582.204	9.392.033.200
Subordinated amounts receivable	9271	.....	.....
Other amounts receivable	9281	.....	.....
Amounts receivable	9291	3.021.724.123	3.062.319.082
Over one year	9301	2.997.984.845	2.975.519.948
Within one year	9311	23.739.278	86.799.134
Current investments	9321	.....	.....
Shares	9331	.....	.....
Amounts receivable	9341	.....	.....
Amounts payable	9351	780.288.680	719.093.723
Over one year	9361	716.460.684	716.460.684
Within one year	9371	63.827.996	2.633.039
Personal and real guarantees			
Provided or irrevocably promised by the enterprise as security for debts or commitments of affiliated enterprises	9381	.....	.....
Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise	9391	.....	.....
Other significant financial commitments	9401	.....	.....
Financial results			
Income from financial fixed assets	9421	449.688.328	345.458.026
Income from current assets	9431	174.868.055	158.628.377
Other financial income	9441	23.183.955	23.469
Debt charges	9461	57.900.574	56.304.608
Other financial charges	9471	7.108.426	18.530.213
Disposal of fixed assets			
Capital gains obtained	9481	.....	.....
Capital losses suffered	9491	.....	.....

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

	Period
TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT OF MARKET CONDITIONS	
Mention of these transactions if they are significant, including the amount of the transactions, the nature of the link, and all information about the transactions which should be necessary to get a better understanding of the situation of the company	
.....
.....
.....
.....

FINANCIAL RELATIONSHIPS WITH

DIRECTORS, MANAGERS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ENTERPRISE WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTERPRISES CONTROLLED BY THESE PERSONS

Amounts receivable from these persons
 Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts

Guarantees provided in their favour

Other significant commitments undertaken in their favour

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

To directors and managers
 To former directors and former managers

Codes	Period
9500
9501
9502
9503	3.096.645
9504

AUDITORS OR PEOPLE THEY ARE LINKED TO

Auditor's fees

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

Other attestation missions
 Tax consultancy
 Other missions external to the audit

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

Other attestation missions
 Tax consultancy
 Other missions external to the audit

Codes	Period
9505	490.000
95061	288.738
95062	.....
95063	.....
95081	.....
95082	.....
95083	.....

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

INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

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

The enterprise has prepared and published consolidated accounts and a consolidated report

SUMMARY OF VALUATION RULES

I. Formation expenses.

Formation expenses, which are not taken account of in the profit and loss account of the year, in which they are incurred, are depreciated over a maximum period of five year.

II. Tangible fixed assets.

Fixed assets purchased have been included in the assets on the balance sheet at their purchase price ; assets manufactured by the company itself have been valued at their cost price.

The purchase or cost price has been depreciated on a straight line basis considering "prorata temporis" at the usual rates agreed by the tax authorities which prevent overvaluation of the net value of fixed assets.

These annual rates of depreciation are as follows :

Buildings, houses	3 %
Administrative buildings	3 %
Industrial buildings	5 %
Tools	15 %
Furniture and office equipment	15 %
Vehicles	20 %
Computer equipment and office machinery	33 1/3 %
Prototype equipment	33 1/3 %

Tangible fixed assets sold to third parties have been written off at their gross value. At the same time the depreciation already taken in the previous year has been written back. The difference between the amount realized and the residual values gives rise to a surplus or deficit, which has been taken in the non recurring profits and losses.

Fixed assets taken out of use have followed the same procedure. The residual value has been depreciated in total and taken against exceptional profits.

In the case of the transfer (by sale or contribution) of a branch of activity or of a division, the depreciation relating to the tangible fixed assets thus transferred during the year has been calculated pro rata temporis to the holding in the company.

Reciprocally, the rule of pro rata temporis has been applied to those tangible fixed assets entering into the balance sheet of the company following the acquisition during the year of a branch of activity or of a division.

Software acquired essential for the functioning of the computer system has been treated as tangible fixed assets and has been depreciated in accordance with the rules in force for computer equipment, being 33 1/3 % per annum.

III. Financial fixed assets.

Shareholdings have been valued individually each year by the Board of Directors on the basis of their valuation on the stock exchange, their realizable value, their income and their potential interest for the future of the UCB Group.

Reductions in value, which have resulted, have been taken against non-recurring profits and losses.

IV. Receivables and liabilities.

Have been entered on the balance sheet at their nominal value.

Receivables have been written down if their repayment, when due, is wholly or partly uncertain or doubtful.

V. Foreign currencies.

A. Foreign currency transactions

Non-monetary assets (and liabilities), such as inventories, real estate, participations, which have resulted in a foreign currency transaction, are and are recorded in the accounts at their acquisition value in EURO as Conversion of the amount in foreign currency at the exchange rate, adopted on the day on which the transaction was registered ("historical" price).

This rule also applies as regards the recording, in EURO, of claims and monetary debts denominated in foreign currency. At the end of the financial year, however, the countervalue in EURO of these items is remeasured on the basis of the average market price on the closing date of the accounts.

SUMMARY OF VALUATION RULES

B. Fair value hedges : FX risks

Depending on the nature of the financial instrument and the presence of the underlying on the balance sheet, the impact of derivatives has been recognized directly in the income statement in accordance with IFRS (International Financial Reporting Standards) Balance sheet according to Belgian standards.

Since January 1, 2016, UCB SA has made a change in accounting rules in these statutory accounts in order to align the two accounting standards. The derivative products are now recognized directly in the profit and loss accounts in BEGAAP standards.

The Board approved this change in accounting rules to facilitate the closing process and align the statutory valuation rules under the BEGAAP standards with the Group's accounting policies under International Financial Reporting Standards (IFRS) and thus facilitating comparison with IFRS.

C. Fair value hedges : interest rate risk

In case an IRS is concluded under the form of a fair value hedge, the interests to be paid for the loan will be offset by the interests to be received from the IRS in the entity where the loan is accounted for. However the changes in fair value of the derivative will not be offset with the changes in fair value of the loan as the loan will remain accounted for at amortised cost under Bgaap. Therefore, as there is no offsetting exposure for the changes in fair value of the derivative, the derivative will only be accounted for as an off-balance sheet commitment and the changes in fair value will not affect profit and loss accounts. This is in line with the guidance in advice 2011/18 issued by the Belgian Accounting Commission (see § III D. of the advice) which states that, in case an IRS is concluded as a hedging operation (as opposed to a speculative operation), the eventual (negative) fluctuation in market value of the IRS does not need to be taken in profit and loss since the change in market value of the loan does not need to be accounted for neither.

In case of a CCIRS (cross currency interest rate swap), the same rules will apply except for the foreign currency part of the derivative. In this particular case, the fluctuations in fair value of the CCIRS that are due to the forex component do have an offsetting exposure as the outstanding loan will be in foreign currencies which is revalued through profit and loss. In this case, the forex component of the derivative will be measured at fair value on the balance sheet and all fluctuations of this component will go through P&L. The interest rate component of the derivative will only be accounted for as an off-balance sheet commitment and disclosed in the notes to the financial statements. This is in line with advice 2011/18 issued by the Belgian Accounting Commission (see § III D. of the advice) as the change in fair value of the loan due to the forex component will be accounted for in profit and loss due to the current valuation rules whereby all revaluation effects of monetary assets and liabilities are accounted for through P&L.

D. Cash flow hedge : FX risks

The effects of changes in fair value of cash flow hedges will only be accounted for as an off-balance sheet commitment and disclosed in the notes. In case of a back-to-back cash flow hedge for FX risk concluded by the Treasury Center, the cash flow hedge will have an offsetting exposure; so in this case, the cash flow hedge will be accounted for at fair value in the balance sheet with fluctuations going through P&L.

In case the FX risk would be hedged by options, the same methodology as explained above will be followed. In case of hedging a forecasted transaction with options, the hedged transaction is not on the balance sheet yet and since there is no offsetting exposure for the derivative, the derivative will be accounted for as an off-balance sheet commitment and disclosed in the notes to the statutory financial statements.

In order to further align the Bgaap accounting treatment of hedged transactions with the IFRS accounting treatment, UCB also proposes to recognize the effective portion of changes in the fair value of derivative financial instruments that are designated and qualify as cash flow hedges, on the same line in the income statement as the hedged item (firm commitment/forecasted transaction) at the moment the hedged item affects profit or loss or on the same line in the balance sheet at the moment the hedged forecasted transaction results in the recognition of a non-financial asset or liability (as part of the initial measurement of that asset or liability). UCB proposes to use the same average rate methodology as adopted under IFRS for recognition of the effective portion of changes in the fair value of derivative financial instruments into P&L.

E. Cash flow hedge : interest rate risks

In case of an IRS accounted for as a cash flow hedge, the same accounting principles will apply as mentioned above under IRS concluded as fair value hedges. As there is no offsetting exposure for the changes in fair value of the derivative, the derivative will only be accounted for as an off-balance sheet commitment and the changes in fair value will not affect profit and loss accounts. This is also applicable in case an IRS is concluded for a forecasted transaction. This is in line with § III C. (IRS as hedging for a loan with variable interest rate) and E. (IRS as hedging for a forecasted transaction) of the advice 2011/18 issued by the Belgian Accounting Commission.

SUMMARY OF VALUATION RULES

As a result, the Bgaap accounting treatment of cash flow hedges that hedge the interest rate risk will be different from the IFRS accounting. Under IFRS the effects of changes in fair value of cash flow hedges will be accounted for in equity whereas under Bgaap these will only be accounted for as an off-balance sheet commitment and disclosed in the notes.

F. Net investment hedge

The net investment hedge will be accounted for as an off-balance sheet commitment and disclosed in the notes to its statutory financial statements except in case there would be an offsetting exposure. The Bgaap accounting of net investment hedges will be different from the IFRS accounting.

Under IFRS any impacts of net investment hedges are accounted for in equity. Under Bgaap these will be accounted for as an off-balance sheet commitment and disclosed in the notes to the financial statements unless there is an offsetting exposure in which case the hedge is accounted for at fair value on the balance sheet with fluctuations going through P&L. Boekhoudkundige behandeling van aandelenopties.

De boekhoudkundige behandeling van de kosten van aandelenopties is afgestemd op CNC-kennisgeving 2012/3 met betrekking tot de boekhoudkundige behandeling van aandelenopties. Verliezen die verband houden met de uitoefening van opties worden opgenomen in overige financiële verliezen, terwijl winsten op het schrijven van opties worden opgenomen in overige financiële opbrengsten in de winst- en verliesrekening.

VI. Provisions for risk and charges.

All risks affecting the company, have been the subject of provision which are re-assessed each year, following the rules of prudence, good faith and sincerity..

VII. Rights and commitments not included in the balance sheet.

Description of the scheme for complementary retirement and surviving dependents pensions.

A. Scheme for complementary retirement pensions.

UCB SA has made regulations setting out an objective to be attained concerning the resources to be made available to retired salaried staff.

The objective decided upon is to be achieved by the payment to those retired, over and above the legal pension of :

- a) pensions or lump sums resulting from the maturity at the time of their retirement of group insurance policies, whose premiums have been paid by the person concerned throughout his career ;
- b) possible pensions paid by the ASBL Fonds de Prévoyance UCB, a complementary pension fund maintained from monthly payments made by the company ;
- c) a special sum, depending on the length of service, paid by the company on their retirement.

B. Scheme for complementary pensions to surviving dependents.

UCB SA has also subscribed to insurance policies in favor of the heirs of its salaried staff covering :

- death benefit
- temporary pensions to orphans.

These insurances are financed by the payment of annual premiums by the company.

In addition, the company pays to a widow of a salaried staff employee, who dies in service, a special payment as an additional widow's pension.

C. Other Benefits.

UCB SA has made internal regulations providing income to be given to employees absent through accident, sickness, maternity, etc., for periods which vary according to their length of service.

<p>OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANIES AND ASSOCIATIONS CODE</p>

MANAGEMENT REPORT

SOCIAL BALANCE SHEET

Number of joint industrial committee: 207

STATEMENT OF THE PERSONS EMPLOYED

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

During the current period

Average number of employees

Full-time
 Part-time
 Total in full-time equivalents

Number of hours actually worked

Full-time
 Part-time
 Total

Personnel costs

Full-time
 Part-time
 Total

Advantages in addition to wages

Codes	Total	1. Men	2. Women
1001	183,6	67,7	115,9
1002	10,8	2,2	8,6
1003	192,0	69,3	122,7
1011	300.744	112.608	188.136
1012	13.923	2.388	11.535
1013	314.667	114.996	199.671
1021	62.571.169	24.713.857	37.857.312
1022	3.747.710	888.777	2.858.933
1023	66.318.879	25.602.634	40.716.245
1033	.....	.....	.....

During the preceding period

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

Codes	P. Total	1P. Men	2P. Women
1003	186,5	63,4	123,1
1013	297.032	103.852	193.180
1023	57.772.698	24.337.420	33.435.278
1033	.....	.....	.....

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

At the closing date of the period	Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
Number of employees	105	181	7	186,9
By nature of the employment contract				
Contract for an indefinite period	110	163	7	168,9
Contract for a definite period	111	18	.....	18,0
Contract for the execution of a specifically assigned work	112	.....	.....	.....
Replacement contract	113	.....	.....	.....
According to gender and study level				
Men	120	65	1	65,8
primary education	1200	.....	.....	.....
secondary education	1201	.....	.....	.....
higher non-university education	1202	12	.....	12,0
university education	1203	53	1	53,8
Women	121	116	6	121,1
primary education	1210	.....	.....	.....
secondary education	1211	2	.....	2,0
higher non-university education	1212	40	1	40,8
university education	1213	74	5	78,3
By professional category				
Management staff	130	12	.....	12,0
Employees	134	169	7	174,9
Workers	132	.....	.....	.....
Others	133	.....	.....	.....

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

During the period	Codes	1. Hired temporary staff	2. Persons placed at the enterprise's disposal
Average number of persons employed	150	0,6	.....
Number of hours actually worked	151	1.097	.....
Costs for the enterprise	152	31.538	.....

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES

Number of employees for whom the enterprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year

By nature of employment contract

- Contract for an indefinite period
- Contract for a definite period
- Contract for the execution of a specifically assigned work
- Replacement contract

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
205	36	1	36,8
210	24	1	24,8
211	12	.....	12,0
212	.....	.....	.....
213	.....	.....	.....

DEPARTURES

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

By nature of employment contract

- Contract for an indefinite period
- Contract for a definite period
- Contract for the execution of a specifically assigned work
- Replacement contract

By reason of termination of contract

- Retirement
- Unemployment with extra allowance from enterprise
- Dismissal
- Other reason
- the number of persons who continue to render services to the enterprise at least half-time on a self-employed basis ..

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
305	38	5	41,7
310	25	5	28,7
311	13	.....	13,0
312	.....	.....	.....
313	.....	.....	.....
340	1	2	2,6
341	.....	.....	.....
342	9	3	11,1
343	28	.....	28,0
350	.....	.....	.....

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

	Codes	Men	Codes	Women
Total of initiatives of formal professional training at the expense of the employer				
Number of employees involved	5801	73	5811	138
Number of actual training hours	5802	1.299	5812	264.009
Net costs for the enterprise	5803	85.300	5813	144.571
of which gross costs directly linked to training	58031	79.649	58131	135.927
of which fees paid and payments to collective funds	58032	5.651	58132	8.644
of which grants and other financial advantages received (to deduct)	58033	.....	58133	.....
Total of initiatives of less formal or informal professional training at the expense of the employer				
Number of employees involved	5821	.....	5831	.....
Number of actual training hours	5822	.....	5832	.....
Net costs for the enterprise	5823	.....	5833	.....
Total of initiatives of initial professional training at the expense of the employer				
Number of employees involved	5841	.....	5851	.....
Number of actual training hours	5842	.....	5852	.....
Net costs for the enterprise	5843	.....	5853	.....