

ALLIANCE COOPERATIVE INTERNATIONALE AISBL

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STATUTORY AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

RSM InterAudit Scrl ^(*) réviseurs d'entreprises Lozenberg 22 b2 - B 1932 Zaventem T +32 (0)2 725 50 04 - F +32 (0)2 725 53 41 interaudit@rsm-belgium.be TVA BE 0436.391.122 - RPM Bruxelles Member of **Toelen Cats Dupont Koevoets group** Offices in Antwerp, Brussels, Charleroi, Mons and Zaventem www.rsm-belgium.be ⁽⁷⁾ Société civile à forme commerciale RSM Belgium is a member of the RSM network. Each member of the RSM network is an independent accounting and advisory firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.



ALLIANCE COOPERATIVE INTERNATIONALE AISBL

STATUTORY AUDITOR'S REPORT TO THE GENERAL MANAGEMENT ORGAN OF THE INTERNATIONAL ASSOCIATION ON THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

As required by law and the by-laws, we report to you in the context of our appointment as the international association's statutory auditor. This report includes our opinion on the annual accounts, as well as the required additional statements. The annual accounts include the balance sheet as at 31 December 2014, the income statement for the year then ended, and the disclosures.

REPORT ON THE ANNUAL ACCOUNTS – UNQUALIFIED OPINION

We have audited the annual accounts of the international association for the year ended 31 December 2014, which show a balance sheet total of \in 5,473,139.33 and a loss for the year of \in 322,968.44.

Responsibility of the board of Directors for the preparation of the annual accounts

The board of Directors is responsible for the preparation of annual accounts that give a true and fair view in accordance with the financial-reporting framework applicable in Belgium, and for such internal control as the board of Directors determines is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

Responsibility of the statutory auditor

Our responsibility is to express an opinion on these annual accounts based on our audit. We conducted our audit in accordance with International Standards on Auditing (ISAs). Those standards require that we comply with the ethical requirements and plan and perform the control to obtain reasonable assurance about whether the annual accounts are free from material misstatement.



An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the annual accounts. The procedures selected depend on the statutory auditor's judgment, including the assessment of the risks of material misstatement of the annual accounts, whether due to fraud or error. In making those risk assessments, the statutory auditor considers the international association's internal control relevant to the preparation of annual accounts that give a true and fair view, in order to design control procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of valuation rules used and the reasonableness of accounting estimates made by the board of Directors, as well as evaluating the overall presentation of the annual accounts.

We have obtained from the board of Directors and international association officials the explanations and information necessary for our audit.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Unqualified opinion

In our opinion, the annual accounts of the international association give a true and fair view of the international association's equity and financial position as at 31 December 2014, and of the results of its operations for the year then ended, in accordance with the financial-reporting framework applicable in Belgium.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

The board of Directors is responsible for the compliance with the Law of 27 June 1921 on non-profit organizations, international non-profit organizations and foundations, with the by-laws and with the legal and regulatory requirements regarding bookkeeping.

In the context of our mandate and in accordance with the Belgian standard which is complementary to the International Standards on Auditing (ISAs) as applicable in Belgium, our responsibility is to verify, in all material respects, compliance with certain legal and regulatory requirements.

On this basis, we make the following additional statements, which do not modify the scope of our opinion on the annual accounts:

▶ Without prejudice to certain formal aspects of minor importance, the accounting records are maintained in accordance with the legal and regulatory requirements applicable in Belgium.



There are no transactions undertaken or decisions taken in breach of the by-laws or of the Law of 27 June 1921 on non-profit organizations, international non-profit organizations and foundations that we have to report to you.

Zaventem, 21 August 2015

STATUTORY AUDITOR,

RSM INTERAUDIT CVBA-SCRL REGISTERED AUDITORS REPRESENTED BY JEAN-FRANÇOIS NOBELS

201				1	EUR					
Nr.	Date of the deposition	No. 0535.539.869	PP	E.	D.		ABB-NPI 1.1			
		ANNUAL ACCOUN	NTS IN	EURC) (2 de	cimals)]			
NAME	NAME: Alliance cooperative internationale									
Legal	form: International non-profit of	organisation								
Addre	ss: Avenue Milcapms						Nr.: 105			
	Code: 1030	City: Brussel 3								
Count	ry: Belgium									
Regist	er of Legal Persons (RLP) - Office	e of the commercial court at: B	russel, F	rench-	speakir	ng				
Interne	et address * :									
					Cor	mpany number:	0535.539.869			
DATE the da	7/06/2013 te of publication of the partnership	of the deposition of the partner deed and the act changing the				st recent docum	ent mentioning			
ANNU	AL ACCOUNTS approved by the	General Meeting ** of	13/11/20)15						
со	ncerning the financial year coveri	ng the period from	7/	06/2013	3	till	31/12/2014			
	Р	revious period from				till				
The a	nounts of the previous financial y	ear are / are not *** identical to	o those w	hich ha	ve been	previously pub	lished.			
positic	PLETE LIST WITH name, first nan in with the association or foundati in association.									
GREE	N Pauline									
Bishop	Stortford , CM23 2 Hertfordshire	e, United Kingdom								
Title :	Delegated director									
Manda	ate : 7/06/2013- 7/06/2017									
BANC	EL Jean-Louis									
Rue d	e la Glacière 16 , 75013 paris, Fra	ance								
Title :	Director									
Manda	ate : 7/06/2013- 7/06/2017									
DETIL	LEUX Jean-Claude									
Rue d	e Rome 64 , 75008 Paris, France									
Title :	Director									
Manda	ate : 7/06/2013- 4/11/2013									
Enclos	sed to these annual accounts:									
	number of pages deposited: vice: 5.1.1, 5.2.2, 5.2.3, 5.6, 8	22	Numbe	r of the	pages o	of the standard f	form not deposited for not being			

Signature (name and position)

Signature (name and position)

*** Delete where appropriate.

 ^{*} Optional statement.
 ** By the Board of Directors in case of a foundation / by general management in case of an international non profit institution.

LIST OF DIRECTORS AND AUDITORS (continuation of the previous page)

ADRIAN WARDLE Leonard

Sudeley Street 31, BN2 1HE Kemp Town Brighton, United Kingdom Title : Delegated director Mandate : 7/06/2013- 7/06/2014

NDONGA Stanley Charles Muchiri

Thika 1664, Nairobi, Kenya Title : Director Mandate : 4/11/2013- 4/11/2017

IMPERIAL ZUNIGA Ramon Calle Oro 156, La Valenciana Irapuato Guanajuato, Mexico Title : Director Mandate : 4/11/2013- 4/11/2017

CHUNSHENG Li

Fuxingmennei Street 45, Xicheng District Beijing, China Title : Director Mandate : 4/11/2013- 4/11/2017

LENHOFF Dirk Heidebergenstr 47, Bonn, Germany Title : Director Mandate : 4/11/2013- 4/11/2017

BANZAI Akira Ota Gosen-Shi 1-7-1 , 959-182 Niigata, Japan Title : Director Mandate : 4/11/2013- 4/11/2017

CHOI Won-Byung Bihwadong-gil Angang-eup 22-6, Gyeongju-si Gyeongsangbuk-do, South Korea Title : Director Mandate : 4/11/2013- 4/11/2017

DE FREITAS AQUINO Eudes

Av Sao Joao 751 , Sao Judas Piracicaba-SP, Brazil Title : Director Mandate : 4/11/2013- 4/11/2017

GUARCO Ariel Rivadavia Street 1445, Coronel Pringles Buenos Aires, Argentina Title : Director Mandate : 4/11/2013- 4/11/2017 LIST OF DIRECTORS AND AUDITORS (continuation of the previous page)

KUZNETSOV Evgeny

Petrovsko-Rasumovskogo 22-10 , Moscow, Russian Federation Title : Director Mandate : 4/11/2013- 4/11/2017

LAGO Jan Anders

Ovre Torekallgatan 31 , S-151 3 Sodertalje, Sweden Title : Director Mandate : 4/11/2013- 4/11/2017

LEROUX Monique Avenue Pagnuelo 80, Outremont Québec, Canada Title : Director Mandate : 4/11/2013- 4/11/2017

LOWERY Martin Philadelphia Avenue 612, Chicago Illinois, United States of America Title : Director Mandate : 4/11/2013- 4/11/2017

SANTAMAKI Anne Laivapojankatu 3 F 1 , 00180 Helsinki, Finland Title : Director Mandate : 4/11/2013- 4/11/2017

SCARZANELLA Carlo Via dei Cipressi n5 /b , 54038 Montignoso, Italy Title : Director Mandate : 4/11/2013- 4/11/2017

KIAN PENG Seah Ripley Crescent 66 , 556238 Singapore, Singapore Title : Director Mandate : 4/11/2013- 4/11/2017

STEFANOV Petar Planinitza Street 6, Sofia, Bulgaria Title : Director Mandate : 4/11/2013- 4/11/2017

WALL Gregory Keane Street 22 , 6011 Peppermint Grove, Australia Title : Delegated director Mandate : 4/11/2013- 4/11/2017

LIST OF DIRECTORS AND AUDITORS (continuation of the previous page)

GUISADO Jose Carlos

Las Rozas de Madrid 28231 , Madrid, Spain Title : Director Mandate : 4/11/2013- 4/11/2017

BARDSWICK Kathy

Hampton Court 3157 , L7N 1C1 Burlington Ontario, Canada Title : Director Mandate : 4/11/2013- 4/11/2017

ANA BUFFA Gabriela

Jualian Alvarez 247, Ciudad Autonoma de Buenos Aires, Argentina Title : Director Mandate : 4/11/2013- 4/11/2017

RSM InterAudit Sc Sprl 0436.391.122

Chaussée de Waterloo 1151 , 1180 Brussel 18, Belgium Title : Auditor Mandate : 7/06/2013- 7/06/2016 Represented by: Nobels Jean-François , , Belgium

Number of membership: A01360

AUDITING OR ADJUSTMENT MISSION

Optional disclosures:

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- if the annual accounts have been audited or adjusted by an external accountant or auditor who is not a statutory auditor, mention here after: name, first names, profession, residence-address of each external accountant or auditor, the number ofmembership with the professional Institute ad hoc and the nature of this engagement:
 - A. Bookkeeping of the association or foundation,
 - 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 accountanttax 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)
BDO Experts Comptables - Accountants CALL 0448.895.115 Da Vincilaan 9 , box E6, 1930 Zaventem, Belgium	2232213EF07	A B
Title : External accountant		
Represented by :		
van den Bulck Vincent	8605 2 F 67	
, Belgium		
Expert-comptable		

BALANCE SHEET

	Notes	Codes	Period	Previous period
ASSETS				
FIXED ASSETS		20/28	44.585,03	
Formation expenses		20		
Intangible fixed assets	5.1.1	21		
Tangible fixed assets	5.1.2	22/27	31.438,72	
Land and buildings		22		
Owned by the association or foundation in full property		22/91		
Other		22/92		
Plant, machinery and equipment		23	289,50	
Owned by the association or foundation in full property		231	289,50	
Other		232		
Furniture and vehicles		24	31.149,22	
Owned by the association or foundation in full property		241	31.149,22	
Other		242		
Leasing and other similar rights		25		
Other tangible fixed assets		26		
Owned by the association or foundation in full property		261		
Other		262		
Assets under construction and advance payments		27		
Financial fixed assets	5.1.3/ 5.2.1	28	13.146,31	
CURRENT ASSETS		29/58	5.428.554,30	
Amounts receivable after more than one year		29		
Trade debts		290		
Other amounts receivable		291		
of which non interest-bearing amounts receivable or with an abnormally low interest rate		2915		
Stocks and contracts in progress		3		
Stocks		30/36		
Contracts in progress		37		
Amounts receivable within one year		40/41	2.747.966,41	
Trade debts		40	2.486.699,38	
Other amounts receivable		41	261.267,03	
of which non interest-bearing amounts receivable or with an abnormally low interest rate		415		
Current investments	5.2.1	50/53	253.274,43	
Cash at bank and in hand		54/58	2.264.980,38	
Deferred charges and accrued income		490/1	162.333,08	
TOTAL ASSETS		20/58	5.473.139,33	

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LIABILITIES	Notes	Codes	Period	Previous period
		10/15	1.060.682,69	
Association or foundation funds		10	1.383.651,13	
Opening equity		100	1.383.651,13	
Permanent financing		101		
Revaluation surpluses		12		
llocated funds	5.3	13		
Accumulated positive (negative) result(+)/(-)		14	-322.968,44	
nvestment grants		15		
ROVISIONS	5.3	16	286.107,85	
Provisions for liabilities and charges		160/5	286.107,85	
Provisions for repayable grants and legacies and for gifts with a recovery right		168		
		17/49	4.126.348,79	
Amounts payable after more than one year	5.4	17	8.063,95	
Financial debts	J. 1	170/4	0.000,00	
Credit institutions, leasing and other similar				
obligations Other loans		172/3 174/0		
Trade debts		175		
Advances received on contracts in progress		176		
Other amounts payable		179	8.063,95	
Interest-bearing		1790		
Non interest-bearing or with an abnormally low interest		1791	8 063 95	
rate Cash deposit		1791	8.063,95	
mounts payable within one year		42/48	1.506.884,55	
Debts payable after one year falling due within one year	5.4	42		
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	112.227,45	
Suppliers		440/4 441	112.227,45	
Bills of exchange payable Advances received on contracts in progress		441		
Taxes, remuneration and social security		45	70.288,50	
Taxes		450/3	17.326,18	
Remuneration and social security		454/9	52.962,32	
Other amounts payable		48	1.324.368,60	
Debentures and matured coupons, repayable grants				
and cash deposit		480/8		
Miscellaneous interest-bearing amounts payable Miscellaneous non interest-bearing amounts payable		4890		
or with an abnormally low interest rate		4891	1.324.368,60	
Accrued charges and deferred income		492/3	2.611.400,29	
TOTAL LIABILITIES		10/49	5.473.139,33	

INCOME STATEMENT

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	Notes Code		Period	Previous period
Operating income and charges				
Gross operating margin(+)/(-)		9900	1.323.299,02	
Operating income*		70/74		
Turnover *		70		
Contributions, gifts, legacies and grants *		73		
Raw materials, consumables, services and other goods *		60/61		
Remuneration, social security costs and pensions(+)/(-)	5.5	62	1.628.010,19	
Depreciation and amounts written down on formation expenses, on intangible and tangible fixed assets		630	15.028,81	
Amounts written down on stocks, on contracts in progress and on trade debts: appropriations (write-backs)(+)/(-)		631/4	97.076,70	
Provisions for risks and charges: appropriations (uses and write-backs)(+)/(-)		635/8		
Other operating charges		640/8	8.208,49	
Operation charges carried to assets as restructuring costs(-)		649		
Positive (negative) operating result(+)/(-)		9901	-425.025,17	
Financial income	5.5	75	129.180,85	
Financial charges	5.5	65	165.516,15	
Positive (negative) result on ordinary activities (+)/(-)		9902	-461.360,47	
Extraordinary income		76	147.068,33	
Extraordinary charges		66	8.676,30	
Positive (negative) result for the period(+)/(-)		9904	-322.968,44	

APPROPRIATION ACCOUNT

Positive (negative) result to be appropriated(+)/(-)	
Positive (negative) result to be appropriated for the period(+)/(-)	
Accumulated positive (negative) result for the previous period(+)/(-)	
Deduction from equity	
from association or foundation funds	
from allocated funds	
Addition to allocated funds	
Positive (negative) result to be carried forward $\dots (+)/(-)$	

Codes	Period	Previous period
9906	-322.968,44	
9905	-322.968,44	
14P		
791/2		
791		
792		
692		
(14)	-322.968,44	

	Codes	Period	Previous period
TANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8199P	*****	
Movements during the period			
Acquisitions, including produced fixed assets	8169	226.048,82	
Sales and disposals	8179		
Transfers from one heading to another(+)/(-)	8189		
Acquisition value at the end of the period	8199	226.048,82	
Revaluation surpluses at the end of the period	8259P	****	
Movements during the period	02001		
Recorded	8219		
Acquisitions from third parties	8229		
Cancelled	8239		
Transferred from one heading to another(+)/(-)	8249		
Revaluation surpluses at the end of the period	8259		
Depreciations and amounts written down at the end of the period	8329P	****	
Movements during the period			
Recorded	8279	15.028,81	
Written back	8289		
Acquisitions from third parties	8299	179.581,29	
Cancelled owing to sales and deposals	8309		
Transferred from one heading to another(+)/(-)	8319		
Depreciations and amounts written down at the end of the period	8329	194.610,10	
NET BOOK VALUE AT THE END OF THE PERIOD	(22/27)	31.438,72	
WHERE OF	() =)		
Owned by the association or foundation in full property	8349	31.438,72	

	Codes	Period	Previous period
FINANCIAL FIXED ASSETS			
Acquisition value at the end of the period	8395P	*****	
Movements during the period			
Acquisitions	8365	13.146,31	
Sales and disposals	8375		
Transferred from one heading to another(+)/(-)	8385		
Other movements(+)/(-)	8386		
Acquisition value at the end of the period	8395	13.146,31	
Revaluation surpluses at the end of the period	8455P	****	
Movements during the period			
Recorded	8415		
Acquisitions from third parties	8425		
Cancelled	8435		
Transferred from one heading to another(+)/(-)	8445		
Revaluation surpluses at the end of the period	8455		
Amounts written down at the end of the period	8525P	****	
Movements during the period			
Recorded	8475		
Written back	8485		
Acquisitions from third parties	8495		
Cancelled owing to sales and disposals	8505		
Transferred from one heading to another(+)/(-)	8515		
Amounts written down at the end of the period	8525		
Uncalled amounts at the end of the period	8555P	****	
Movements during the period(+)/(-)	8545		
Uncalled amounts at the end of the period	8555		
NET BOOK VALUE AT THE END OF THE PERIOD	(28)	13.146,31	

INFORMATION RELATING TO PARTICIPATING INTERESTS

PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES

List of both companies in wich the association or foundation holds a participating interest (recorded in the heading 28 of assets) and other companies in which the association or foundation holds rights (recorded in the headings 28 and 50/53 of assets) in the amount of at least 10% of the capital issued.

NAME, full address of the REGISTERED	Shares held by			Information from the most recent period for which annual accounts are available				
OFFICE and for the company governed by Belgian law, the COMPANY NUMBER	directly	4	subsi- diaries	Financial	Mone-	Capital and reserves	Net result	
	Number	%	%	statement	tary unit	(+) oi (in moneta)		
ICA SUPPORT SERVICES LIMITED FC The Old Music Hall, Cowley Road 106-1 OXQ1JE Oxford United Kingdom				31/12/2014	EUR	123.565	75.215	
		100,00	0,00					
DOMAINS.COOP LIMITED FC The Old Music Hall, Cowley Road 106-1 OX41KE OXFORD United Kingdom				31/12/2014	EUR	114.395	57.683	
1		100,00	0,00					
Universidad Fundepos Alma Mater FC Frente al Puente Juan Pablo II 1 2000 San JOSE Costa Rica					EUR	0	0	
		2,45	0,00					

STATEMENT OF ALLOCATED FUNDS AND PROVISIONS

STATEMENT OF ALLOCATED FUNDS

Valuation rules to calculate allocated funds (heading 13 of liabilities)

Les fonds affectes pourront être constitues par prélèvement sur les résultats et utilises sur base de proposition du conseil d'administration.

PROVISIONS

Allocation of the heading 160/5 ("Other liabilities and charges") of liabilities if amount is considerable.

Provision pension

Allocation of the heading 168 ("Provisions for repayable grants and legacies and for gifts with a recovery right") of liabilities if amount is considerable.

Period 286.107,85

STATEMENT OF AMOUNTS PAYABLE Codes Period ALLOCATION OF THE AMOUNTS PAYABLE INITIALLY PAYABLE AFTER MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL TERM (42)Debts payable after more than one year, not more than one year Debts payable after more than one year, between one and five years 8912 8.063,95 Debts payable after more than one year, over five years 8913 AMOUNTS PAYABLE (headings 17 and 42/48 of liabilities) Amounts payable guaranteed by Belgian public authorities 8921 Financial debts 891 Credit institutions, leasing and other similar obligations 901 Other loans 8981 Trade debts 8991 Suppliers Bills of exchange payable 9001 Advance payments received on contracts in progress 9011 9021 Remuneration and social security Other amounts payable 9051 Total amounts payable guaranteed by Belgian public authorities 9061 Amounts payable guaranteed by real guarantees given or irrevocably promised by the association or foundation on its own assets 8922 Financial debts 892 Credit institutions, leasing and other similar obligations 902 Other loans 8982 Trade debts 8992 Suppliers 9002 Bills of exchange payable 9012 Advance payments received on contracts in progress 9022 Taxes, remuneration and social security 9032 Taxes Remuneration and social security 9042 Other amounts payable 9052 Total amounts payable guaranteed by real guarantees given or irrevocably promised by the 9062 association or foundation on its own assets AMOUNTS PAYABLE FOR TAXES, REMUNERATION AND SOCIAL SECURITY (heading 45 of liabilities) 9072 Amount taxes due 9076 Amounts due in respect of the National Office of Social Security

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RESULTS

	Codes	Period	Previous period
PERSONNEL AND PERSONNEL CHARGES			
Employees for whom the association or foundation has submitted a DIMONA declaration or are recorded in the general personnel register			
Total number at the closing date	9086	5	
Average number of employees calculated in full-time equivalents	9087	4,3	
Number of actual worked hours	9088	100.166	
Personnel costs			
Remuneration and direct social benefits	620	1.175.278,34	
Employers' social security contributions	621	328.519,53	
Employers' premiums for extra statutory insurances	622	29.197,73	
Other personnel costs	623	95.014,59	
Pensions	624		
FINANCIAL RESULTS			
Intercalary interests recorded as assets	6503		
Amount of the discount borne by the association or foundation as a result of negociating amounts receivable	653		
Balance of accounts, provisions of a financial nature formed (used or reversed)(+)/(-)	656		

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RELATIONS WITH AFFILIATED ENTITIES, DIRECTORS AND AUDITOR(S)

	Codes	Period
AFFILIATED ENTITIES		
Amount receivable	9291	1.547,50
Guarantees provided in their favour	9294	
Other significant commitments undertaken in their favour	9295	
DIRECTORS AND INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ASSOCIATION OR FOUNDATION DIRECTLY OR INDIRECTLY WITHOUT BEING AFFILIATED, OR OTHER ENTITIES CONTROLLED DIRECTLY OR INDIRECTLY BY THESE PERSONS Conditions on amounts receivable from these persons	9500	
Rates and terms to the outstanding amounts receivable		
Guarantees provided in their favour Other significant commitments undertaken in their favour	9501 9502	

AUDITORS OR PEOPLE THEY ARE LINKED TO

Mandat 6.050 EUR

TRANSACTIONS WITH RELATED PARTIES OUTSIDE NORMAL MARKET CONDITIONS

Transactions directly or indirectly contracted between the non profit institution or foundation and the members of directive, supervisory or administrative body

Period	

SOCIAL REPORT

Numbers of joint industrial committees competent for the association or foundation:

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

		1. Full-tim	e	2. Part-time	3. Total (T) or total of full-time	3P.Total (T) or total of full-time
During the period and the	Codes (period)				equivalents (FTE)	equivalents (FTE)
previous				(period)	(period)	(previous period)
Average number of employees	100				(VTE)	(VTE)
Number of hours actually worked	101				(T)	(T)
Personnel costs	102				(T)	(T)
			Codes	1. Full-time	2. Part-time	 Total in full-time equivalents
At the closing date of the period			Codes			
Number of employees			105	4	1	4,1
By nature of the employment contract						
Contract for an indefinite period			110	4	1	4,1
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	2	1	2,1
primary education			1200			
secondary education		1201				
higher education (non-university	/)		1202			
university education			1203	2	1	2,1
Women		121	2		2,0	
primary education		1210				
secondary education		1211				
higher education (non-university)		1212				
university education			1213	2		2,0
By professional category						
Management staff		130				
Employees		134	4	1	4,1	
Workers			132			
Other			133			

TABLE OF PERSONNEL CHANGES DURING THE FINANCIAL YEAR

ENTRIES	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
The number of employees for whom the association or foundation has submitted a DIMONA declaration or are recorded in the personnel register during the financial year in the general personnel register	205	4	4	5,8
DEPARTURES				
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		3	1,9

INFORMATION WITH REGARD TO TRAINING RECEIVED BY EMPLOYEES DURING THE PERIOD

Total number of official advanced professional training projects at	Codes	Men	Codes	Women
company expense	5901		5011	
Number of participating employees	5801		5811	
Number of training hours	5802		5812	
Net costs for the association or foundation	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 expense of the employer				
Number of participating employees	5821		5831	
Number of training hours	5822		5832	
Net costs for the association or foundation	5823		5833	
Total number of initial professional training projects at expense of the employer				
Number of participating employees	5841		5851	
Number of training hours	5842		5852	
Net costs for the association or foundation	5843		5853	

VALUATIONS RULES

I) OFF-BALANCE-SHEET COMMITMENTS

1. OFF-BALANCE-SHEET COMMITMENTS

The property made available free of charge to the association of which the association is not the full owner but only has a right to use said property shall be recognised as off-balance-sheet rights and commitments.

II) BALANCE SHEET

2. FIXED ASSETS

Purchases of EUR 500 which are used for the company's operations for a period of more than one year shall be considered fixed assets. Depreciation shall be on a straight-line basis and shall begin on the first day of the month of purchase.

2.1 START-UP COSTS

Start-up costs shall be fully amortised.

2.2. INTANGIBLES

Intangibles purchased from third parties shall be valued at their purchase price and the others at cost. If they are used for limited periods, they shall be amortised on a straight-line basis at the following rates:

- Research and development expenses: 33.33%
- Concessions, patents, licences, know-how, brands and similar rights: 33.33%
- Goodwill: 33.33%

2.3. TANGIBLES

Tangibles shall be valued at their purchase price, at cost, including related expenses. However, if batches of components that are not significant are purchased, they shall be valued at the overall value of the batch.

Tangibles used for limited periods shall be depreciated on a straight-line basis, beginning on the first day of the month of their purchase, at the following rates:

- Buildings: 5%
- Facilities: 10% 20%
- Furniture and office equipment: 33.33%
- Rolling stock: 20%
- Improvements to premises: 20%

In-process assets (e.g. constructions) shall be depreciated beginning on the financial year in which they are completed.

Unused tangibles or tangibles that are no longer assigned durably to the operation of the business shall be depreciated on an exceptional basis to bring their value into line with their probable realizable value.

3. ASSETS PROVIDED FREE OF CHARGE AND VOLUNTEER SERVICES

The assets provided which the association can use for valuable consideration shall be valued at market value or use value.

The volunteer services shall be valued at probable resale value.

Volunteer services related to an asset that generates a profit shall be valued at market or use value.

4. LONG-TERM INVESTMENTS

Equity interests and claims shall be recognised at their purchase price minus any amounts not called. However, an individual valuation of each equity interest shall be performed based on the various criteria such as location, profitability and the prospects of the association in which an equity interest is held.

Systematic reductions in value shall be applied in the event of capital losses or durable impairment.

Claims and guarantees shall be recognised at their nominal value. Their value shall be reduced if their repayment when due is uncertain or compromised in part or in whole.

5. CLAIMS DUE IN MORE THAN ONE YEAR AND NO MORE THAN ONE YEAR

Claims shall be recognised at their nominal value.

The value of claims shall be marked down if there are risks of non-collection, losses or probable impairment. The markdowns shall be written back if they prove to be unwarranted.

Yearly dues that have not been paid shall be marked down in value by 50%. Unpaid dues for prior years shall be written off in full. Where it appears that a claim is definitely uncollectible, said loss shall be recognised directly to the income statement.

6. IN-PROCESS INVENTORY AND ORDERS

Comments: said articles are only assigned values if they are likely to be completed

a) Supplies (raw materials and supplies): $\ensuremath{\mathsf{N/A}}$

b) In-process manufacturing: N/A

c) Finished products and/or goods: Goods shall be valued at their purchase price or market price on the balance sheet date if the latter is lower.

Finished products shall be valued at cost or market price on the balance sheet date if the latter is lower.

Inventory outflows are recognised in inventory up to the purchase value of the outflows. For assets whose technical or legal characteristics are the same, the inventory outflow value is determined using the FIFO method.

d) In-process orders: N/A

e) Impairment: It is applied to old or obsolescent inventory.

7. CASH AND CASH EQUIVALENTS

The components of said line items are recognised at their nominal value.

Cash and cash equivalents are marked down for impairment when their realizable value on the balance sheet date is lower than their purchase price.

8. PREPAID EXPENSES AND PREPAID INCOME

These accounts include expenses to be carried forward and earned income; they

are recognised either at the nominal amounts of the percentage of the expenses already paid or invoiced but that are related to future financial years or at the amount of the percentage of the revenues that are related to the financial year but which have not been received.

9. ASSOCIATION OR FOUNDATION FUNDS

Shareholders' equity consists of the beginning assets of the association. It may be enhanced by permanent resources (gifts, contributions in kind or in cash) received by the association and intended to durably sustain the operations of the association. APPROPRIATED EARNINGS: appropriated earnings can be made up by withdrawal from profits and used on the basis of a proposal from the Board of Directors.

10. GAIN FROM REVALUATION OF ASSETS

Gains from revaluation of assets are recognised as per accounting statutes.

11. CAPITAL CONTRIBUTIONS

CAPITAL CONTRIBUTIONS RECOGNISED IN THE BALANCE SHEET:

Incorporation contributions or expansion contributions (association funds):

Cash contributions are recognised at their nominal value. In-kind contributions are recognised at market or use value.

Contributions for the purchase of assets (capital contributions)

Cash contributions are recognised at their nominal value. In-kind contributions are recognised at market or use value. Capital contributions are recognised at the value of the amounts received. Scheduled mark-downs are written back as the depreciation and amortisation for the purchase of which the said contributions were obtained is recognised, where applicable, up to the balance in the event of the resale or decommissioning of said assets.

12. PROVISIONS FOR CONTINGENCIES AND LOSSES

Provisions for contingencies and losses are individualised and factor in foreseeable contingencies. They are written back if at the end of the financial year they exceed the current assessment of contingencies and losses on which they were based. The provisions are increased by provisions for gifts with write-back rights as applicable.

13. LOANS MATURING IN MORE THAN ONE YEAR AND IN NO MORE THAN ONE YEAR

Loans and liabilities are valued at their nominal value. They are increased where applicable by late interest or other penalties owed.

14. PREPAID INCOME

These accounts include expenses to be charged and income to be carried forward: they are recognised at:

either the nominal amount of the percentage of the expenses related to the financial year but whose supporting documentation has not yet been reviewed or the nominal amounts of the percentage of the income already invoiced or received but that is related to the next financial year.

15. FOREIGN EXCHANGE

Claims, liabilities, rights and commitments denominated in foreign exchange are translated into euros based on the official exchange rates on the day of the transaction or date near to it. Foreign exchange differences are recognised as income or as a loss. On the balance sheet date, accounts in foreign currencies are revalued at the exchange rate on the balance sheet date and unrealized gains and losses are offset by currency. Unrealized losses are charged and unrealized gains are credited (to liabilities). Unrealized gains and losses on cash and cash equivalents in foreign currencies are immediately charged to the income statement.

III) INCOME STATEMENT

16. DONATIONS AND GIFTS

The donations and gifts referred to below are recognised in the income statement (#73)

Cash donations and gifts for setting up or expanding operations for the purchase of assets or cash and cash equivalents are valued at the nom-inal value of the payment.

In-kind donations and gifts for setting up or expanding operations for

use as assets or to support working capital are valued at market or use value.

In-kind donations and gifts received for the purpose of resale are valued at

the probable realizable value at the time they are counted. Donations & gifts intended to be distributed free of charge are not valued.

17. SUBSIDIES RECOGNISED IN THE INCOME STATEMENT

Operating subsidies

Cash subsidies are recognised at their nominal value. In-kind subsidies are recognised at market value.

18. SUBSIDIARIES

Financial information of subsidiaries (ICA ASIA – AFRICA and AMERICAS) is included in the Belgian accounts of Alliance coopérative inter-nationale AISBL.