

## Wipro CRM Services NV

**Statutory auditor's report  
to the general meeting  
for the year ended March 31, 2024**

*Free translation  
The original text is in Dutch*

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The original text is in Dutch*

## **STATUTORY AUDITOR'S REPORT TO THE GENERAL MEETING OF WIPRO CRM SERVICES NV FOR THE YEAR ENDED MARCH 31, 2024**

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In the context of the statutory audit of the annual accounts of Wipro CRM Services NV ("the Company"), we hereby present our statutory auditor's report. It includes our report of the annual accounts and the other legal and regulatory requirements. This report is an integrated whole and is indivisible.

We have been appointed as statutory auditor by the general meeting of July 29, 2022, following the proposal formulated by the board of directors. Our statutory auditor's mandate expires on the date of the general meeting deliberating on the annual accounts closed on March 31, 2025. We have performed the statutory audit of the annual accounts of the Company for five consecutive years.

### **REPORT ON THE ANNUAL ACCOUNTS** **Unqualified opinion**

We have audited the annual accounts of the Company, which comprise the balance sheet as at March 31, 2024, the profit and loss account for the year then ended and the notes to the annual accounts, characterized by a balance sheet total of 9,064,448.48 EUR and a profit and loss account showing a profit loss for the year of 4,696,655.55 EUR.

In our opinion, the annual accounts give a true and fair view of the Company's net equity and financial position as at March 31, 2024, as well as of its results for the year then ended, in accordance with the financial reporting framework applicable in Belgium.

### **Basis for unqualified opinion**

We conducted our audit in accordance with International Standards on Auditing (ISAs) as applicable in Belgium. Our responsibilities under those standards are further described in the '*Statutory auditor's responsibilities for the audit of the annual accounts*' section in this report. We have complied with all the ethical requirements that are relevant to the audit of annual accounts in Belgium, including those concerning independence.

We have obtained from the administrative body and the officials of the Company the explanations and information necessary for performing our audit.

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

### Emphasis of matter

Without prejudice to the opinion expressed above, we draw attention to note F-cap 6.14 of the annual accounts, which refers to the importance of the financial support provided by Wipro Ltd.

### Responsibilities of administrative body for the drafting of the annual accounts

The administrative body 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 administrative body determines is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, the administrative body is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the administrative body either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### Statutory auditor's responsibilities for the audit of the annual accounts

Our objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue a statutory auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts.

When executing our audit, we respect the legal, regulatory and normative framework applicable for the audit of annual accounts in Belgium. However, a statutory audit does not guarantee the future viability of the Company, neither the efficiency and effectiveness of the management of the Company by the administrative body. Our responsibilities with respect to the administrative body's use of the going concern basis of accounting are described below.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control;

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the administrative body;
- Conclude on the appropriateness of the administrative body's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our statutory auditor's report to the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our statutory auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern;
- Evaluate the overall presentation, structure and content of the annual accounts and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the administrative body regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identified during our audit.

## OTHER LEGAL AND REGULATORY REQUIREMENTS

### Responsibilities of the administrative body

The administrative body is responsible for the preparation and the content of the director's report as well as for the compliance with the legal and regulatory requirements regarding bookkeeping, with the Code of companies and associations and with the Company's by-laws.

### Responsibilities of the statutory auditor

In the context of our mission and in accordance with the Belgian standard (version revised 2020) which is complementary to the International Standards on Auditing (ISAs) as applicable in Belgium, it is our responsibility to verify, in all material aspects, the director's report and compliance with certain provisions of the Code of Companies and Associations and of the Company's by-laws, as well as to report on these elements.

### Aspects related to the director's report

In our opinion, after having performed specific procedures in relation to the director's report, the director's report is consistent with the annual accounts for the same financial year, and it is prepared in accordance with articles 3:5 and 3:6 of the Code of companies and associations.

In the context of our audit of the annual accounts, we are also responsible for considering, in particular based on the knowledge we have obtained during the audit, whether the director's report contains any material misstatement, i.e. any information which is inadequately disclosed or otherwise misleading.

Based on the procedures we have performed, there are no material misstatements we have to report to you.

#### Statement related to the social balance sheet

The social balance sheet, to be deposited at the National Bank of Belgium in accordance with article 3:12, §1, 8° of the Code of companies and associations, includes, both in terms of form and content, the information required by the said Code, including that relating to information on wages and training and does not present any material inconsistencies with the information that we have at our disposition during the performance of our mission.

#### Statement related to independence

Our audit firm and our network did not provide services which are incompatible with the statutory audit of annual accounts and our audit firm remained independent of the Company during the terms of our mandate.

#### Other statements

- 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.
- The appropriation of results proposed to the general meeting complies with the legal provisions and the Company's by-laws.

- The net assets have decreased below one fourth of the share capital. We would like to draw attention to the fact that the board of directors has to submit to the general meeting of shareholders within the statutory period the question of the possible dissolution of the company, as provided for in Article 7:228 of the Code of companies and associations, and has to justify its proposals in a special report.
- We do not have to report to you any transactions undertaken or decisions taken in breach of the by-laws or the Code of companies and associations.

Zaventem, 17 June 2024

Sd/-

BDO Réviseurs d'Entreprises SRL  
Statutory auditor  
Represented by Gert Claes\*  
Auditor  
\*Acting for a company

40		0460.598.857		1	EUR	
NAT.	Filing date	N°.	P.	U.	D.	F-cap 1

**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: **Wipro CRM Services**

Legal form: Public limited company

Address: Stationsstraat

N°.: 60/5

Box:

Postal code: 2800 Town: Mechelen

Country: Belgium

Register of legal persons - Commercial court Antwerp, department Mechelen

Website:

E-mail address:

Company registration number

0460.598.857

Date 23/04/2024 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

EUROS

approved by the general meeting of

27/09/2024

the OTHER DOCUMENTS

regarding

the financial year covering the period from

01/02/2023

to

31/03/2024

the preceding period of the annual accounts from

01/02/2022

to

31/01/2023

The amounts for the preceding period **are** identical to the ones previously published

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Total number of pages filed: 32

Numbers of sections of the standard form not filed

because they serve no useful purpose: FULL-cap 6.2.2, FULL-cap 6.2.4, FULL-cap 6.2.5, FULL-cap 6.3.1, FULL-cap 6.3.2, FULL-cap 6.3.4, FULL-cap 6.3.6, FULL-cap 6.4.2, FULL-cap 6.5.2, FULL-cap 6.7.2, FULL-cap 6.17, FULL-cap 6.18.2, FULL-cap 9, FULL-cap 11, FULL-cap 12, FULL-cap 13, FULL-cap 14, FULL-cap 15

**Sd/-**

Sarat Chand  
Director

**Sd/-**

IQ EQ Holdings (Belgium) SA  
with permanent representative Laurent Dassonville  
Director

N°.	0460.598.857	F-cap 2.1
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**LIST OF DIRECTORS, BUSINESS MANAGERS AND AUDITORS AND  
DECLARATION REGARDING A COMPLIMENTARY REVIEW OR  
CORRECTION ASSIGNMENT**

**LIST OF DIRECTORS, BUSINESS MANAGERS AND AUDITORS**

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

**IQ EQ HOLDINGS (BELGIUM) SA**

0898016793

Louizalaan 489

1050 Brussel

BELGIUM

Start date of the mandate: 29-05-2024

End date of the mandate: 28-09-2029

Director

Directly or indirectly represented by:

**DASSONVILLE** Laurent

Klivpeldstraat 11

1050 Brussel

BELGIUM

**CHAND** Sarat

Stationsstraat 60/5

2800 MECHELEN

BELGIUM

Start date of the mandate: 01-12-2023

End date of the mandate: 28-09-2029

Director

**NARAYANAN** Barath

Stationstraat 60/05

2800 MECHELEN

BELGIUM

Start date of the mandate: 10-08-2020

End date of the mandate: 01-12-2023

Director

**SUKANTA** Kundu

Stationstraat 60/05

2800 MECHELEN

BELGIUM

Start date of the mandate: 18-03-2022

End date of the mandate: 24-05-2023

Director

**VAN DE KIMMENADE** Joannes

Stationstraat 60/05

2800 MECHELEN

BELGIUM

Start date of the mandate: 10-08-2020

End date of the mandate: 29-05-2024

Director

**BDO BEDRIJFSREVISOREN BV (B00023)**

0431088289

The Corporate village, Da Vincilaan 9/E6

1930 Zaventem

BELGIUM

Start date of the mandate: 29-07-2022

End date of the mandate: 25-07-2025

Auditor



Directly or indirectly represented by:

**CLAES** Gert (A10775)

Bdrijfsrevisor

The Corporate village, Da Vincilaan 9/E6

1930 Zaventem

BELGIUM

N°	0460.598.857	F-cap 2.2
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### Complimentary review or correction assignment

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

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

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

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

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

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

N°	0460.598.857	F-cap 3.1
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**ANNUAL ACCOUNTS**

**BALANCE SHEET AFTER APPROPRIATION**

	Notes	Codes	Period	Preceding period
<b>ASSETS</b>				
<b>FORMATION EXPENSES</b>	6.1	20	<b><u>6,268.30</u></b>	<b><u>53,500.13</u></b>
<b>FIXED ASSETS</b>		21/28	<b><u>92,386.50</u></b>	<b><u>231,424.17</u></b>
<b>Intangible fixed assets</b>	6.2	21	<b>61,952.96</b>	<b>179,698.88</b>
<b>Tangible fixed assets</b>	6.3	22/27	<b>6,144.89</b>	<b>22,718.01</b>
Land and buildings		22		
Plant, machinery and equipment		23		
Furniture and vehicles		24	6,144.89	22,718.01
Leasing and other similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27		
<b>Financial fixed assets</b>	6.4/ 6.5.1	28	<b>24,288.65</b>	<b>29,007.28</b>
Affiliated companies	6.15	280/1	20,000.00	20,000.00
Participating interests		280	20,000.00	20,000.00
Amounts receivable		281		
Other companies linked by participating interests	6.15	282/3		
Participating interests		282		
Amounts receivable		283		
Other financial fixed assets		284/8	4,288.65	9,007.28
Shares		284		
Amounts receivable and cash guarantees		285/8	4,288.65	9,007.28

N°	0460.598.857	F-cap 3.1
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	Notes	Codes	Period	Preceding period
<b>CURRENT ASSETS</b>		29/58	<b><u>8,965,793.68</u></b>	<b><u>11,511,747.82</u></b>
<b>Amounts receivable after more than one year</b>		29		
Trade debtors		290		
Other amounts receivable		291		
<b>Stocks and contracts in progress</b>		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		
<b>Amounts receivable within one year</b>		40/41	<b>7,862,616.15</b>	<b>9,153,775.55</b>
Trade debtors		40	3,382,617.22	1,659,044.96
Other amounts receivable		41	4,479,998.93	7,494,730.59
<b>Current investments</b>	6.5.1/ 6.6	50/53		
Own shares		50		
Other investments		51/53		
<b>Cash at bank and in hand</b>		54/58	<b>1,087,553.37</b>	<b>2,335,507.01</b>
<b>Accruals and deferred income</b>	6.6	490/1	<b>15,624.16</b>	<b>22,465.26</b>
<b>TOTAL ASSETS</b>		<b>20/58</b>	<b>9,064,448.48</b>	<b>11,796,672.12</b>

N°	0460.598.857	F-cap 3.2
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	Rep.	Codes	Period	Preceding period
<b>EQUITY AND LIABILITIES</b>				
<b>EQUITY</b>				
<b>Contributions</b>				
Capital	6.7.1	10/15	<b>-13,146,701.93</b>	<b>-8,430,658.66</b>
Issued capital		10/11	<b>9,688,955.27</b>	<b>9,688,955.27</b>
Uncalled capital (-)		10	6,044,388.20	6,044,388.20
Beyond capital		100	11,594,388.20	11,594,388.20
Share premium account		101	5,550,000.00	5,550,000.00
Other		11	3,644,567.07	3,644,567.07
		1100/10	3,644,567.07	3,644,567.07
		1109/19		
		12		
<b>Revaluation surpluses</b>				
<b>Reserves</b>				
Reserves not available		13	<b>34,700.00</b>	<b>34,700.00</b>
Legal reserve		130/1	6,700.00	6,700.00
Reserves not available statutorily		130	6,700.00	6,700.00
Purchase of own shares		1311		
Financial support		1312		
Other		1313		
Other		1319		
Untaxed reserves		132		
Available reserves		133	28,000.00	28,000.00
<b>Accumulated profits (losses) (+)/(-)</b>		14	<b>-22,876,813.61</b>	<b>-18,180,158.06</b>
<b>Capital subsidies</b>				
<b>Advance to shareholders on the distribution of net assets</b>		15	<b>6,456.41</b>	<b>25,844.13</b>
<b>PROVISIONS AND DEFERRED TAXES</b>				
<b>Provisions for liabilities and charges</b>				
Pensions and similar obligations		160/5	<b>711,104.98</b>	<b>0.00</b>
Taxes		160		
Major repairs and maintenance		161		
Environmental obligations		162		
Other liabilities and charges		163		
	6.8	164/5	711,104.98	0.00
<b>Deferred taxes</b>		168	<b>2,388.44</b>	<b>9,559.24</b>

N°	0460.598.857	F-cap 3.2
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	Rep.	Codes	Period	Preceding period
<b>AMOUNTS PAYABLE</b>		17/49	<b><u>21,497,656.99</u></b>	<b><u>20,217,771.54</u></b>
<b>Amounts payable after more than one year</b>	6.9	17		
Financial debts		170/4		
Subordinated loans		170		
Unsubordinated debentures		171		
Leasing and other similar obligations		172		
Credit institutions		173		
Other loans		174		
Trade debts		175		
Suppliers		1750		
Bills of exchange payable		1751		
Advances on contracts in progress		176		
Other amounts payable		178/9		
<b>Amounts payable within one year</b>	6.9	42/48	<b>21,487,750.04</b>	<b>20,217,771.54</b>
Current portion of amounts payable after more than one year falling due within one year		42	6,134,549.31	5,149,996.25
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	1,414,272.79	860,034.65
Suppliers		440/4	1,414,272.79	860,034.65
Bills of exchange payable		441		
Advances on contracts in progress		46		
Taxes, remuneration and social security	6.9	45	203,065.38	768,905.62
Taxes		450/3	2,426.83	77,600.23
Remuneration and social security		454/9	200,638.55	691,305.39
Other amounts payable		47/48	13,735,862.56	13,438,835.02
<b>Accruals and deferred income</b>	6.9	492/3	<b>9,906.95</b>	<b>0.00</b>
<b>TOTAL LIABILITIES</b>		10/49	<b>9,064,448.48</b>	<b>11,796,672.12</b>

N°	0460.598.857
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F-cap 4
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## PROFIT AND LOSS ACCOUNT

	Notes	Codes	Period	Preceding period
<b>Operating income</b>		70/76A	<b>6,257,022.17</b>	<b>9,076,081.92</b>
Turnover	6.10	70	6,165,868.65	8,816,665.60
Stocks of finished goods and work and contracts in progress: increase (decrease)(+)/(-)		71		
Produced fixed assets		72		
Other operating income	6.10	74	91,153.52	259,416.32
Non-recurring operating income	6.12	76A		
<b>Operating charges</b>		60/66A	<b>7,878,771.51</b>	<b>9,617,667.48</b>
Goods for resale, raw materials and consumables		60	3,354,278.23	3,460,560.85
Purchases		600/8	3,354,278.23	3,460,560.85
Stocks: decrease (increase) (+)/(-)		609		
Services and other goods		61	987,859.79	1,821,799.34
Remuneration, social security costs and pensions (+)/(-)	6.10	62	2,621,517.58	3,970,154.03
Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets		630	178,047.50	217,168.09
Amounts written down on stocks, contracts in progress and trade debtors: additions (write-backs)(+)/(-)	6.10	631/4	-25,426.25	1,899.85
Provisions for liabilities and charges: Appropriations (uses and write-backs)	6.10	635/8	711,104.98	0.00
Other operating charges	6.10	640/8	23,300.47	21,998.37
Operating charges reported as assets under restructuring costs(-)		649		
Non-recurring operating charges	6.12	66A	28,089.21	124,086.95
<b>Operating profit (loss) (+)/(-)</b>		9901	<b>-1,621,749.34</b>	<b>-541,585.56</b>

N°	0460.598.857	F-cap 4
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	Notes	Codes	Period	Preceding period
<b>Financial income</b>		75/76B	<b>90,319.19</b>	<b>31,222.00</b>
Recurring financial income		75	90,319.19	31,222.00
Income from financial fixed assets		750		
Income from current assets		751		
Other financial income	6.11	752/9	90,319.19	31,222.00
Non-recurring financial income	6.12	76B		
<b>Financial charges</b>		65/66B	<b>3,179,074.14</b>	<b>265,700.65</b>
Recurring financial charges	6.11	65	365,333.68	265,700.65
Debt charges		650	338,228.46	83,392.76
Amounts written down on current assets other than stocks, contracts in progress and trade debtors: additions (write-backs)(+)(-)		651		
Other financial charges		652/9	27,105.22	182,307.89
Non-recurring financial charges	6.12	66B	2,813,740.46	0.00
<b>Profit (loss) for the period before taxes (+)/(-)</b>		9903	<b>-4,710,504.29</b>	<b>-776,064.21</b>
<b>Transfer from deferred taxes</b>		780	<b>7,170.80</b>	<b>11,547.69</b>
<b>Transfer to deferred taxes</b>		680		
<b>Income taxes on the result (+)/(-)</b>	6.13	67/77	<b>-6,677.94</b>	<b>98,254.55</b>
Taxes		670/3	0.00	98,254.55
Adjustment of income taxes and write-back of tax provisions		77	6,677.94	0.00
<b>Profit (loss) of the period (+)/(-)</b>		9904	<b>-4,696,655.55</b>	<b>-862,771.07</b>
<b>Transfer from untaxed reserves</b>		789		
<b>Transfer to untaxed reserves</b>		689		
<b>Profit (loss) of the period available for appropriation (+)/(-)</b>		9905	<b>-4,696,655.55</b>	<b>-862,771.07</b>



N°	0460.598.857
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F-cap 5
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## APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
<b>Profit (loss) to be appropriated (+)/(-)</b>	9906	<b>-22,876,813.61</b>	<b>-18,180,158.06</b>
Profit (loss) of the period available for appropriation (+)/(-)	(9905)	-4,696,655.55	-862,771.07
Profit (Loss) of the preceding period brought forward (+)/(-)	14P	-18,180,158.06	-17,317,386.99
<b>Transfers from equity</b>	791/2		
from contributions	791		
from reserves	792		
<b>Appropriations to equity</b>	691/2		
to contributions	691		
to legal reserves	6920		
to other reserves	6921		
<b>Profit (loss) to be carried forward (+)/(-)</b>	(14)	-22,876,813.61	-18,180,158.06
<b>Shareholders' contribution in respect of losses</b>	794		
<b>Profit to be distributed</b>	694/7		
Compensation for contributions	694		
Directors or managers	695		
Employees	696		
Other beneficiaries	697		

N°	0460.598.857
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F-cap 6.1
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## NOTES ON THE ACCOUNTS

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

	Codes	Period	Preceding period
<b>Net book value at the end of the period</b>	20P	xxxxxxxxxx	<b>53,500.13</b>
<b>Movements during the period</b>			
New expenses incurred	8002		
Amortisation	8003	47,231.83	
Other (+)/(-)	8004		
<b>Net book value at the end of the period</b>	(20)	<b>6,268.30</b>	
<b>Of which</b>			
Formation, capital increase or increase of contributions expenses, loan issue expenses and other formation expenses	200/2		
Restructuring costs	204		

N°	0460.598.857
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F-cap 6.2.1
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**STATEMENT OF INTANGIBLE FIXED ASSETS**

	Codes	Period	Preceding period
<b>DEVELOPMENT COSTS</b>			
<b>Acquisition value at the end of the period</b>	8051P	xxxxxxxxxx	<b>732,737.74</b>
<b>Movements during the period</b>			
Acquisitions, including produced fixed asset	8021		
Sales and disposals	8031		
Transfers from one heading to another (+)/(-)	8041		
<b>Acquisition value at the end of the period</b>	8051	<b>732,737.74</b>	
<b>Amortisations and amounts written down at the end of the period</b>	8121P	xxxxxxxxxx	<b>617,008.92</b>
<b>Movements during the period</b>			
Recorded	8071	80,257.94	
Written back	8081		
Acquisitions from third parties	8091		
Cancelled owing to sales and disposals	8101		
Transferred from one heading to another (+)/(-)	8111		
<b>Amortisations and amounts written down at the end of the period</b>	8121	<b>697,266.86</b>	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	81311	<b><u>35,470.88</u></b>	

N°	0460.598.857
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F-cap 6.2.3
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	Codes	Period	Preceding period
<b>CONCESSIONS, PATENTS, LICENCES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS</b>			
<b>Acquisition value at the end of the period</b>	8052P	xxxxxxxxxx	<b>600,101.31</b>
<b>Movements during the period</b>			
Acquisitions, including produced fixed asset	8022		
Sales and disposals	8032		
Transfers from one heading to another (+)/(-)	8042		
<b>Acquisition value at the end of the period</b>	8052	<b>600,101.31</b>	
<b>Amortisations and amounts written down at the end of the period</b>	8122P	xxxxxxxxxx	<b>536,131.25</b>
<b>Movements during the period</b>			
Recorded	8072	37,487.98	
Written back	8082		
Acquisitions from third parties	8092		
Cancelled owing to sales and disposals	8102		
Transferred from one heading to another (+)/(-)	8112		
<b>Amortisations and amounts written down at the end of the period</b>	8122	<b>573,619.23</b>	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	211	<b><u>26,482.08</u></b>	

N°	0460.598.857	F-cap 6.3.3
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	Codes	Period	Preceding period
<b>FURNITURE AND VEHICLES</b>			
<b>Acquisition value at the end of the period</b>	8193P	xxxxxxxxxx	<b>170,363.11</b>
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8163	6,507.00	
Sales and disposals	8173	121,636.99	
Transfers from one heading to another (+)/(-)	8183		
<b>Acquisition value at the end of the period</b>	8193	<b>55,233.12</b>	
<b>Revaluation surpluses at the end of the period</b>	8253P	xxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8213		
Acquisitions from third parties	8223		
Cancelled	8233		
Transferred from one heading to another (+)/(-)	8243		
<b>Revaluation surpluses at the end of the period</b>	8253		
<b>Amortisations and amounts written down at the end of the period</b>	8323P	xxxxxxxxxx	<b>147,645.10</b>
<b>Movements during the period</b>			
Recorded	8273	13,069.75	
Written back	8283		
Acquisitions from third parties	8293		
Cancelled owing to sales and disposals	8303	111,626.62	
Transferred from one heading to another (+)/(-)	8313		
<b>Amortisations and amounts written down at the end of the period</b>	8323	<b>49,088.23</b>	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(24)	<b><u>6,144.89</u></b>	

N°	0460.598.857	F-cap 6.3.5
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	Codes	Period	Preceding period
<b>OTHER TANGIBLE FIXED ASSETS</b>			
<b>Acquisition value at the end of the period</b>	8195P	xxxxxxxxxx	<b>298,859.43</b>
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8165		
Sales and disposals	8175	134,259.46	
Transfers from one heading to another (+)/(-)	8185		
<b>Acquisition value at the end of the period</b>	8195	<b>164,599.97</b>	
<b>Revaluation surpluses at the end of the period</b>	8255P	xxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8215		
Acquisitions from third parties	8225		
Cancelled	8235		
Transferred from one heading to another (+)/(-)	8245		
<b>Revaluation surpluses at the end of the period</b>	8255		
<b>Amortisations and amounts written down at the end of the period</b>	8325P	xxxxxxxxxx	<b>298,859.43</b>
<b>Movements during the period</b>			
Recorded	8275		
Written back	8285		
Acquisitions from third parties	8295		
Cancelled owing to sales and disposals	8305	134,259.46	
Transferred from one heading to another (+)/(-)	8315		
<b>Amortisations and amounts written down at the end of the period</b>	8325	<b>164,599.97</b>	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(26)	<b><u>0.00</u></b>	

N°	0460.598.857
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F-cap 6.4.1
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## STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
<b>AFFILIATED COMPANIES - PARTICIPATING INTERESTS AND SHARES</b>			
<b>Acquisition value at the end of the period</b>	8391P	xxxxxxxxxxx	<b>7,843,776.64</b>
<b>Movements during the period</b>			
Acquisitions	8361	2,813,740.46	
Sales and disposals	8371		
Transfers from one heading to another (+)/(-)	8381		
<b>Acquisition value at the end of the period</b>	8391	<b>10,657,517.10</b>	
<b>Revaluation surpluses at the end of the period</b>	8451P	xxxxxxxxxxx	<b>0.00</b>
<b>Movements during the period</b>			
Recorded	8411		
Acquisitions from third parties	8421		
Cancelled	8431		
Transferred from one heading to another (+)/(-)	8441		
<b>Revaluation surpluses at the end of the period</b>	8451	<b>0.00</b>	
<b>Amounts written down at the end of the period</b>	8521P	xxxxxxxxxxx	<b>7,823,776.64</b>
<b>Movements during the period</b>			
Recorded	8471	2,813,740.46	
Written back	8481		
Acquisitions from third parties	8491		
Cancelled owing to sales and disposal	8501		
Transferred from one heading to another (+)/(-)	8511		
<b>Amounts written down at the end of the period</b>	8521	<b>10,637,517.10</b>	
<b>Uncalled amounts at the end of the period</b>	8551P	xxxxxxxxxxx	<b>0.00</b>
<b>Movements during the period (+)/(-)</b>	8541		
<b>Uncalled amounts at the end of the period</b>	8551	0.00	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(280)	<b><u>20,000.00</u></b>	
<b>AFFILIATED COMPANIES - AMOUNTS RECEIVABLE</b>			
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	281P	<b><u>xxxxxxxxxxx</u></b>	
<b>Movements during the period</b>			
Appropriations	8581		
Repayments	8591		
Amounts written down	8601		
Amounts written back	8611		
Exchange differences (+)/(-)	8621		
Other movements (+)/(-)	8631		
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(281)		
<b>ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD</b>	8651	—	

N°	0460.598.857	F-cap 6.4.3
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	Codes	Period	Preceding period
<b>OTHER COMPANIES - PARTICIPATING INTERESTS AND SHARES</b>			
<b>Acquisition value at the end of the period</b>	8393P	xxxxxxxxxx	<b>0.00</b>
<b>Movements during the period</b>			
Acquisitions	8363		
Sales and disposals	8373		
Transfers from one heading to another (+)/(-)	8383		
<b>Acquisition value at the end of the period</b>	8393	<b>0.00</b>	
<b>Revaluation surpluses at the end of the period</b>	8453P	xxxxxxxxxx	<b>0.00</b>
<b>Movements during the period</b>			
Recorded	8413		
Acquisitions from third parties	8423		
Cancelled	8433		
Transferred from one heading to another (+)/(-)	8443		
<b>Revaluation surpluses at the end of the period</b>	8453	<b>0.00</b>	
<b>Amounts written down at the end of the period</b>	8523P	xxxxxxxxxx	<b>0.00</b>
<b>Movements during the period</b>			
Recorded	8473		
Written back	8483		
Acquisitions from third parties	8493		
Cancelled owing to sales and disposals	8503		
Transferred from one heading to another (+)/(-)	8513		
<b>Amounts written down at the end of the period</b>	8523	<b>0.00</b>	
<b>Uncalled amounts at the end of the period</b>	8553P	xxxxxxxxxx	<b>0.00</b>
<b>Movements during the period (+)/(-)</b>	8543		
<b>Uncalled amounts at the end of the period</b>	8553	0.00	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(284)	<b><u>0.00</u></b>	
<b>OTHERS COMPANIES - AMOUNTS RECEIVABLE</b>			
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	285/8P	<b><u>xxxxxxxxxx</u></b>	<b><u>9,007.28</u></b>
<b>Movements during the period</b>			
Appropriations	8583		
Repayment	8593	4,718.63	
Amounts written down	8603		
Amounts written back	8613		
Exchange differences (+)/(-)	8623		
Other movements (+)/(-)	8633		
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(285/8)	<b><u>4,288.65</u></b>	
<b>ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD</b>	8653	<b><u>0.00</u></b>	



N°	0460.598.857	F-cap 6.5.1
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## PARTICIPATING INTERESTS INFORMATION

### PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES

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 entity governed by Belgian law, the COMPANY REGISTRATION NUMBER	Rights held				Data extracted from the most recent annual accounts			
	Nature	Directly		Subsidiar ies	Annual accounts as per	Currency code	Equity	Net result
		Number	%					
<b>4C Consulting France SAS</b> 0 Foreign company rue des Mathurins 35 75008 Parijs <b>FRANCE</b>	aandelen op naam	83,704	100.00		31/01/2023	EUR	-4,855,592	-2,513,362
<b>WEARE4CUK Ltd</b> 0 Foreign company 130 EC3M5DJ London <b>UNITED KINGDOM</b>	aandelen op naam	1,000	100.00		31/03/2023	GBP	-3,159,943	-3,875,820
<b>4C DANMARK APS</b> 0 Foreign company Niels Bohrs Alle 2A 2860 SOBORG <b>DENMARK</b>	aandelen op naam	100	100.00		31/03/2023	DKK	-9,808,788	1,549,016
<b>4C Nederland BV</b> 0 Private limited company Don Boscostraat 4 6511 KW Eindhoven <b>THE NETHERLANDS</b>	aandelen op naam	20	100.00		31/03/2023	EUR	60,907	-162,927

N° 0460.598.857

F-cap 6.6

**CURRENT INVESTMENTS AND ACCRUALS AND DEFERRED INCOME**

	Codes	Period	Preceding period
<b>CURRENT INVESTMENTS</b>			
<b>Shares and investments other than fixed income investments</b>	51		
Shares - Book value increased with the uncalled amount	8681		
Shares - Uncalled amount	8682		
Precious metals and works of art	8683		
<b>Fixed income securities</b>	52		
Fixed income securities issued by credit institutions	8684		
<b>Fixed term accounts with credit institutions</b>	53		
With a remaining term or notice			
up to one month	8686		
between one month and one year	8687		
over one year	8688		
<b>Other investments not mentioned above</b>	8689		

Period

**ACCRUALS AND DEFERRED INCOME**

**Allocation of account 490/1 of assets if the amount is significant**

Deferred charges	15,624.17
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N°	0460.598.857
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F-cap 6.7.1
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## STATEMENT OF CAPITAL AND SHAREHOLDERS' 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	xxxxxxxxxx	11,594,388.20
(100)	11,594,388.20	

Modification during the period  
Composition of the capital  
Shares types  
Gewone aandelen op naam  
Registered shares  
Shares dematerialized

Codes	Amounts	Number of shares
	11,594,388.20	119,701
8702	xxxxxxxxxx	
8703	xxxxxxxxxx	

#### Unpaid capital

Uncalled capital  
Called up capital, unpaid  
Shareholders that still need to pay up in full

Codes	Uncalled amount	Called up capital, unpaid
(101)	5,550,000.00	xxxxxxxxxx
8712	xxxxxxxxxx	

#### Own shares

Held by the company itself  
Amount of capital held  
Number of shares  
Held by a subsidiaries  
Amount of capital held  
Number of shares

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

#### Commitments to issuing shares

Owing to the exercise of conversion rights  
Amount of outstanding convertible loan  
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

N°	0460.598.857
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F-cap 6.7.1
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Codes	Period
8761	
8762	
8771	
8781	

**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

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

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N°	0460.598.857
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F-cap 6.8
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**PROVISIONS FOR OTHER LIABILITIES AND CHARGES**

Period
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**ALLOCATION OF ACCOUNT 164/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT**

Provisions for other risks and costs

711,104.98
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N°	0460.598.857
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F-cap 6.9
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**STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME**

	Codes	Period
<b>BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL TERM OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL MATURITY</b>		
<b>Current portion of amounts payable after more than one year falling due within one year</b>		
Financial debts	8801	6,134,549.31
Subordinated loans	8811	
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	
Credit institutions	8841	
Other loans	8851	6,134,549.31
Trade debts	8861	
Suppliers	8871	
Bills of exchange payable	8881	
Advance payments received on contract in progress	8891	
Other amounts payable	8901	
<b>Total current portion of amounts payable after more than one year falling due within one year</b>	<b>(42)</b>	<b>6,134,549.31</b>
<b>Amounts payable with a remaining term of more than one year, yet less than 5 years</b>		
Financial debts	8802	
Subordinated loans	8812	
Unsubordinated debentures	8822	
Leasing and other similar obligations	8832	
Credit institutions	8842	
Other loans	8852	
Trade debts	8862	
Suppliers	8872	
Bills of exchange payable	8882	
Advance payments received on contract in progress	8892	
Other amounts payable	8902	
<b>Total amounts payable with a remaining term of more than one year, yet less than 5 years</b>	<b>8912</b>	
<b>Amounts payable with a remaining term of more than 5 years</b>		
Financial debts	8803	
Subordinated loans	8813	
Unsubordinated debentures	8823	
Leasing and other similar obligations	8833	
Credit institutions	8843	
Other loans	8853	
Trade debts	8863	
Suppliers	8873	
Bills of exchange payable	8883	
Advance payments received on contract in progress	8893	
Other amounts payable	8903	
<b>Total amounts payable with a remaining term of more than 5 years</b>	<b>8913</b>	

N°	0460.598.857	F-cap 6.9
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	Codes	Period
<b>AMOUNTS PAYABLE GUARANTEED</b> <i>(included in headings 17 and 42/48 of the liabilities)</i>		
<b>Amounts payable guaranteed by the Belgian government agencies</b>		
Financial debts	8921	
Subordinated loans	8931	
Unsubordinated debentures	8941	
Leasing and other similar obligations	8951	
Credit institutions	8961	
Other loans	8971	
Trade debts	8981	
Suppliers	8991	
Bills of exchange payable	9001	
Advance payments received on contract in progress	9011	
Taxes, remuneration and social security	9021	
Other amounts payable	9051	
<b>Amounts payable guaranteed by the Belgian government agencies</b>	9061	
<b>Amounts payable guaranteed by real securities given or irrevocably promised by the company on its own assets</b>		
Financial debts	8922	
Subordinated loans	8932	
Unsubordinated debentures	8942	
Leasing and other similar obligations	8952	
Credit institutions	8962	
Other loans	8972	
Trade debts	8982	
Suppliers	8992	
Bills of exchange payable	9002	
Advance payments received on contract in progress	9012	
Taxes, remuneration and social security	9022	
Taxes	9032	
Remuneration and social security	9042	
Other amounts payable	9052	
<b>Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets</b>	9062	

	Codes	Period
<b>TAXES, REMUNERATION AND SOCIAL SECURITY</b>		
<b>Taxes</b> <i>(headings 450/3 of liabilities)</i>		
Outstanding tax debts	9072	
Accruing taxes payable	9073	2,426.83
Estimated taxes payable	450	
<b>Remuneration and social security</b> <i>(headings 454/9 of liabilities)</i>		
Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	200,638.55

N°	0460.598.857	F-cap 6.9
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**ACCRUALS AND DEFERRED INCOME**

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

Deferred income Managed services

Period
9,906.95



N°	0460.598.857
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F-cap 6.10
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## OPERATING RESULTS

	Codes	Period	Preceding period
<b>OPERATING INCOME</b>			
<b>Net turnover</b>			
Allocation by categories of activity			
Allocation into geographical markets			
<b>Other operating income</b>			
Operating subsidies and compensatory amounts received from public authorities	740		
<b>OPERATING CHARGES</b>			
<b>Employees for whom the company submitted a DIMONA declaration or who are recorded in the general personnel register</b>			
Total number at the closing date	9086	10	30
Average number of employees calculated in full-time equivalents	9087	15.1	42.3
Number of actual hours worked	9088	29,972	69,259
<b>Personnel costs</b>			
Remuneration and direct social benefits	620	1,520,711.56	3,420,842.62
Employers' contribution for social security	621	568,301.33	835,632.64
Employers' premiums for extra statutory insurance	622	116,364.27	150,336.01
Other personnel costs	623	416,140.42	-436,657.24
Retirement and survivors' pensions	624		

N°	0460.598.857
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F-cap 6.10
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	Codes	Period	Preceding period
<b>Provisions for pensions and other similar rights</b>			
Appropriations (uses and write-backs) (+)/(-)	635		
<b>Depreciations</b>			
Stocks and contracts in progress			
Recorded	9110		
Written back	9111		
On trade debtors			
Recorded	9112	0.00	1,899.85
Written back	9113	25,426.25	0.00
<b>Provisions for liabilities and charges</b>			
Appropriations	9115	711,104.98	0.00
Uses and write-backs	9116		
<b>Other operating charges</b>			
Taxes related to operation	640	0.00	14,345.98
Other	641/8	23,300.47	7,652.39
<b>Hired temporary staff and personnel placed at the disposal of the company</b>			
Total number at the closing date	9096		
Average number calculated in full-time equivalents	9097		
Number of actual hours worked	9098		
Costs to the company	617		

N°	0460.598.857
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F-cap 6.11
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## FINANCIAL RESULTS

	Codes	Period	Preceding period
<b>RECURRING FINANCIAL INCOME</b>			
<b>Other financial income</b>			
Subsidies paid by public authorities, added to the profit and loss account			
Capital subsidies	9125	19,387.72	31,222.00
Interest subsidies	9126		
Allocation of other financial income			
Exchange differences realized	754	37,731.70	
Other			
Niet gerealiseerde wisselkoersverschillen		5,138.16	0.00
Divers financieel inkomen		28,044.73	0.00
Betalingsverschillen		16.88	0.00
<b>RECURRING FINANCIAL CHARGES</b>			
<b>Depreciation of loan issue expenses</b>			
	6501		
<b>Capitalized interests</b>			
	6502		
<b>Depreciations on current assets</b>			
Recorded	6510		
Written back	6511		
<b>Other financial charges</b>			
Amount of the discount borne by the company, as a result of negotiating amounts receivable	653		
<b>Provisions of a financial nature</b>			
Appropriations	6560		
Uses and write-backs	6561		
<b>Allocation of other financial charges</b>			
Exchange differences realized	654	20,937.94	3,355.56
Results from the conversion of foreign currencies	655		180,999.93
Other			
Betalingsverschillen		0.00	4.98
Andere financiële kosten		6,167.28	0.00

N°	0460.598.857
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F-cap 6.12
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### INCOME AND CHARGES OF EXCEPTIONAL SIZE OR FREQUENCY

	Codes	Period	Preceding period
<b>Non-recurring operating charges</b>	76		
<b>Non-recurring operating income</b>	(76A)		
Write-back of depreciation and of amounts written off intangible and tangible fixed assets	760		
Write-back of provisions for extraordinary operating liabilities and charges	7620		
Capital gains on disposal of intangible and tangible fixed asset	7630		
Other non-recurring operating income	764/8		
<b>Non-recurring financial income</b>	(76B)		
Write-back of amounts written down financial fixed assets	761		
Write-back of provisions for extraordinary financial liabilities and charges	7621		
Capital profits on disposal of financial fixed assets	7631		
Other non-recurring financial income	769		
<b>NON-RECURRING CHARGES</b>	66	<b><u>2,841,829.67</u></b>	<b><u>124,086.95</u></b>
<b>Non-recurring operating charges</b>	(66A)	<b>28,089.21</b>	<b>124,086.95</b>
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		
Capital losses on disposal of intangible and tangible fixed assets	6630	10,010.57	0.00
Other non-recurring operating charges	664/7	18,078.64	124,086.95
Non-recurring operating charges carried to assets as restructuring costs (-)	6690		
<b>Non-recurring financial charges</b>	(66B)	<b><u>2,813,740.46</u></b>	<b><u>0.00</u></b>
Amounts written off financial fixed assets	661	2,813,740.46	0.00
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		

N°	0460.598.857
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F-cap 6.13
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## TAXES

### INCOME TAXES

#### Income taxes on the result of the period

Income taxes paid and withholding taxes due or paid

Excess of income tax prepayments and withholding taxes paid recorded under assets

Estimated additional taxes

#### Income taxes on the result of prior periods

Additional income taxes due or paid

Additional income taxes estimated or provided for

#### Major reasons for the differences between pre-tax profit, as it results from the annual accounts, and estimated taxable profit

Codes	Period
9134	
9135	
9136	
9137	
9138	
9139	
9140	

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

#### Sources of deferred taxes

Deferred taxes representing assets

Accumulated tax losses deductible from future taxable profits

Other deferred taxes representing assets

Deferred taxes representing liabilities

Allocation of deferred taxes representing liabilities

Codes	Period
9141	9,318,844.94
9142	9,318,844.94
9144	

### VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES

#### Value added taxes charged

To the company (deductible)

By the company

#### Amounts withheld on behalf of third party by way of

Payroll withholding taxes

Withholding taxes on investment income

Codes	Period	Preceding period
9145	469,822.07	729,585.90
9146	852,014.82	1,185,928.19
9147	720,619.61	1,089,906.75
9148		

N°	0460.598.857
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F-cap 6.14
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**RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET**

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

N°	0460.598.857	F-cap 6.14
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	Codes	Period
<b>Real guarantees provided or irrevocably promised by the company on its own assets as security of debts and commitments of third parties</b>		
Mortgages		
Book value of the immovable properties mortgaged	91612	
Amount of registration	91622	
For irrevocable mortgage mandates, the amount for which the agent can take registration	91632	
Pledging of goodwill		
Maximum amount up to which the debt is secured and which is the subject of registration	91712	
For irrevocable mandates to pledge goodwill, the amount for which the agent can take the inscription	91722	
Pledge on other assets or irrevocable mandates to pledge other assets		
Book value of the immovable properties mortgaged	91812	
Maximum amount up to which the debt is secured	91822	
Guarantees provided or irrevocably promised on future assets		
Amount of the assets in question	91912	
Maximum amount up to which the debt is secured	91922	
Vendor's privilege		
Book value of sold goods	92012	
Amount of the unpaid price	92022	

	Codes	Period
<b>GOODS AND VALUES, NOT REFLECTED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR OWN NAME BUT FOR THE BENEFIT AND AT THE RISK OF THE COMPANY</b>		
<b>SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS</b>		
<b>SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS</b>		
<b>FORWARD TRANSACTIONS</b>		
Goods purchased (to be received)	9213	
Goods sold (to be delivered)	9214	
Currencies purchased (to be received)	9215	
Currencies sold (to be delivered)	9216	

N°	0460.598.857	F-cap 6.14
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Period
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**COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES**

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Period
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**AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS**

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

**Brief description**

Het overgrote deel van de werknemers van de vennootschap zijn gedekt door pensioenplannen die door bedrijven van de vennootschap financieel ondersteund worden. De aard van dergelijke regelingen is afhankelijk van wettelijke voorschriften, fiscale vereisten en economische omstandigheden van het land waarin de werknemers tewerkgesteld zijn. De vennootschap beheert verscheidene toegezegde bijdragenregelingen. De verplichtingen in verband met bijdragen aan pensioenregelingen op basis van toegezegde bijdragen worden als last in de resultatenrekening opgenomen wanneer de bijdragen zijn verschuldigd.

**Measures taken to cover the related charges**

Code	Period
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**PENSIONS FUNDED BY THE COMPANY ITSELF**

**Estimated amount of the commitments resulting from past services**

Methods of estimation

9220	
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Period
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**NATURE AND FINANCIAL IMPACT OF SIGNIFICANT EVENTS AFTER THE CLOSING DATE not reflected in the balance sheet or income statement**

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N°	0460.598.857	F-cap 6.14
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Period

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

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Period

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

If the risks and benefits resulting from such transactions are of any meaning and if publishing such risks and benefits is necessary to appreciate the financial situation of the company

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Period

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

Wipro Limited, de uiteindelijke moedermaatschappij van Wipro CRM Services, heeft zich ertoe verbonden financiële steun te verlenen, indien nodig, om de onderneming in staat te stellen haar schulden te betalen wanneer ze opeisbaar worden en dit ook schriftelijk bevestigd in hun comfort letter gedateerd 24.05.2024

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N°	0460.598.857
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F-cap 6.15
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**RELATIONSHIPS WITH AFFILIATED COMPANIES, ASSOCIATED COMPANIES AND OTHER COMPANIES LINKED BY PARTICIPATING INTERESTS**

	Codes	Period	Preceding period
<b>AFFILIATED COMPANIES</b>			
<b>Financial fixed assets</b>	(280/1)	<b>20,000.00</b>	<b>20,000.00</b>
Participating interests	(280)	20,000.00	20,000.00
Subordinated amounts receivable	9271		
Other amounts receivable	9281		
<b>Amounts receivable</b>	9291	<b>6,843,349.09</b>	<b>7,235,096.78</b>
Over one year	9301		
Within one year	9311	6,843,349.09	7,235,096.78
<b>Current investments</b>	9321		
Shares	9331		
Amounts receivable	9341		
<b>Amounts payable</b>	9351	<b>20,801,484.21</b>	<b>18,588,831.20</b>
Over one year	9361		
Within one year	9371	20,801,484.21	18,588,831.20
<b>Personal and real guarantees</b>			
Provided or irrevocably promised by the company as security for debts or commitments of affiliated companies	9381		
Provided or irrevocably promised by affiliated companies as security for debts or commitments of the company	9391		
<b>Other significant financial commitments</b>	9401		
<b>Financial results</b>			
Income from financial fixed assets	9421		
Income from current assets	9431		
Other financial income	9441		
Debt charges	9461		
Other financial charges	9471		
<b>Disposal of fixed assets</b>			
Capital profits realised	9481		
Capital losses realised	9491		

N° 0460.598.857

F-cap 6.15

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

Period

**TRANSACTIONS WITH AFFILIATED PARTIES BEYOND NORMAL MARKET CONDITIONS**

**Mention of these transactions if they are significant, including the amount of the transactions, the nature of the link, and all information about the transactions which should be necessary to get a better understanding of the situation of the company**

Bij gebreke aan wettelijke criteria die toelaten om de transacties met verbonden partijen buiten normale marktvoorwaarden te inventariseren, kan geen enkele informatie hier worden opgenomen.

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N°	0460.598.857
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F-cap 6.16
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**FINANCIAL RELATIONSHIPS WITH**

	Codes	Period
<b>DIRECTORS AND MANAGERS, INDIVIDUALS OR LEGAL PERSONS WHO CONTROL THE COMPANY DIRECTLY OR INDIRECTLY WITHOUT BEING ASSOCIATED THEREWITH, OR OTHER COMPANIES CONTROLLED DIRECTLY OR INDIRECTLY BY THESE PERSONS</b>		
<b>Amounts receivable from these persons</b>	9500	
Principal conditions regarding amounts receivable, rate of interest, duration, any amounts repaid, cancelled or written off		
<b>Guarantees provided in their favour</b>	9501	
<b>Other significant commitments undertaken in their favour</b>	9502	
<b>Amount of direct and indirect remunerations and pensions, reflected in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person</b>		
To directors and managers	9503	
To former directors and former managers	9504	

	Codes	Period
<b>THE AUDITOR(S) AND THE PERSONS WHOM HE (THEY) IS (ARE) COLLABORATING WITH</b>		
<b>Auditors' fees</b>	9505	<b>32,130.00</b>
<b>Fees for exceptional services or special assignments executed within the company by the auditor</b>		
Other audit assignments	95061	
Tax consultancy assignments	95062	
Other assignments beyond the audit	95063	
<b>Fees for exceptional services or special assignments executed within the company by people the auditor(s) is (are) collaborating with</b>		
Other audit assignments	95081	
Tax consultancy assignments	95082	
Other assignments beyond the audit	95083	

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

N°	0460.598.857
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F-cap 6.18.1
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## DECLARATION WITH REGARD TO THE CONSOLIDATED ANNUAL ACCOUNTS

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

**The company has not prepared consolidated annual accounts and a consolidated annual report, because of an exemption for the following reason(s)\***

The company itself is a subsidiary of a parent company that prepares and publishes consolidated annual accounts, in which the annual accounts are integrated by consolidation\*

Where appropriate, statement that all conditions for exemption, mentioned in article 3:26 § 2 and § 3 of the Belgian Companies and Associations Code, are fulfilled:

De moedervenootschap stelt een geconsolideerde jaarrekening en jaarverslag op in overeenstemming IFRS. Deze wordt gecertificeerd en gepubliceerd.

Name, full address of the registered office and, for a company governed by Belgian law, the company registration number of the parent company that prepares and publishes the consolidated annual accounts, under which the exemption is granted:

Wipro Limited  
Doddakannelli, Sarjapur Road .  
560035 Bengaluru  
INDIA

N°	0460.598.857
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F-cap 6.19
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## WAARDERINGSREGELS

### I. Beginsel

De waarderingsregels worden vastgesteld overeenkomstig de bepalingen van het koninklijk besluit van 29 april 2019 tot uitvoering van het Wetboek van vennootschappen en verenigingen.

De waarderingsregels werden ten opzichte van het vorige boekjaar qua verwoording of toepassing niet gewijzigd.

De resultatenrekening wordt niet op belangrijke wijze beïnvloed door opbrengsten en kosten die aan een vorig boekjaar moeten worden toegerekend.

### II. Bijzondere regels

#### Oprichtingskosten:

De oprichtingskosten worden onmiddellijk ten laste genomen, behoudens volgende kosten die worden geactiveerd:

#### Herstructureringskosten:

De herstructureringskosten werden niet geactiveerd in de loop van het boekjaar.

#### Immateriële vaste activa:

Het bedrag aan immateriële vaste activa omvat voor 0,00 EUR ontwikkelingskosten. De afschrijvingstermijn voor deze kosten en voor de goodwill belooft niet meer dan 5 jaar.

#### Materiële vaste activa:

In de loop van het boekjaar werden geen materiële vaste activa geherwaardeerd.

#### Afschrijvingen geboekt tijdens het jaar

#### Oprichtingskosten:

L - NG 20,00% - 20,00% 20,00% - 20,00%

#### Immateriële vaste activa:

L - NG 20,00% - 20,00% 20,00% - 20,00%

#### Installaties, machines en uitrusting:

L - NG 20,00% - 33,33% 20,00% - 33,33%

#### Kantoormaterieel en meubilair:

L - NG 10,00% - 33,33% 10,00% - 33,33%

#### Andere materiële vaste activa:

L - NG 10,00% - 20,00% 10,00% - 20,00%

#### Financiële vaste activa:

In de loop van het boekjaar werden geen deelnemingen geherwaardeerd.

#### Schulden:

De passiva bevatten geen schulden op lange termijn, zonder of met een abnormaal lage rente.

Transacties in vreemde valuta worden omgerekend naar de respectievelijke functionele valuta met behulp van de wisselkoersen die gelden op de transactiedatum.

Aan het einde van de periode worden alle monetaire posten omgerekend tegen de slotkoers en wordt het daaruit voortvloeiende wisselkoersverschil in de winst- en verliesrekening verantwoord.

#### Andere:

##### Omzet:

Het bedrijf haalt voornamelijk inkomsten uit softwareontwikkeling, onderhoud van software/hardware en aanverwante diensten, adviesdiensten, bedrijfsprocesdiensten en de verkoop van IT-producten.

##### (i). Tijd- en materiaalcontracten

Opbrengsten en kosten met betrekking tot tijd- en materiaalcontracten worden verantwoord naarmate de daarmee verband houdende

diensten worden verleend.

(ii) Onderhoudscontracten

Opbrengsten uit hoofde van onderhoudscontracten met een vaste prijs worden lineair verantwoord.

N°	0460.598.857	F-cap 7
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**OTHER DOCUMENTS TO BE FILED IN ACCORDANCE WITH THE  
BELGIAN COMPANIES AND ASSOCIATIONS CODE**

**ANNUAL REPORT**



N°	0460.598.857
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F-cap 8
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**AUDITORS' REPORT**

N°	0460.598.857	F-cap 10
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## SOCIAL BALANCE SHEET

Numbers of the joint industrial committees competent for the company:

200

### STATEMENT OF THE PERSONS EMPLOYED

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

##### During the current period

##### Average number of employees

Full-time  
Part-time  
Total in full-time equivalents (TFE)

##### Number of actual hours 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	13.0	6.5	6.5
1002	2.7	2.3	0.4
1003	15.1	8.2	6.9
1011	25,792	13,108	12,684
1012	4,180	3,376	804
1013	29,972	16,484	13,488
1021	2,257,092.20	1,140,032.55	1,117,059.65
1022	364,425.38	293,618.38	70,807.00
1023	2,621,517.58	1,433,650.93	1,187,866.65
1033			

##### During the preceding period

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

Codes	Total	1. Men	2. Women
1003	42.3	22.8	19.5
1013	69,259	39,696	29,563
1023	3,970,154.00	2,245,246.00	1,724,908.00
1033			

N°	0460.598.857
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F-cap 10
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**EMPLOYEES FOR WHOM THE COMPANY SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER (continuation)**

**At the closing date of the period**

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
<b>Number of employees</b>	105	8	2	9.60
<b>By nature of the employment contract</b>				
Contract for an indefinite period	110	8	2	9.6
Contract for a definite period	111			
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
<b>According to gender and study level</b>				
Men	120	4	2	5.60
primary education	1200	2		2.0
secondary education	1201			
higher non-university education	1202	2		2.0
university education	1203		2	1.6
Women	121	4		4.00
primary education	1210	2		2.0
secondary education	1211			
higher non-university education	1212	2		2.0
university education	1213			
<b>By professional category</b>				
Management staff	130			
Salaried employees	134	8	2	9.6
Hourly employees	132			
Others	133			

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

**During the current period**

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

N°	0460.598.857	F-cap 10
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**LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD**

**ENTRIES**

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

**DEPARTURES**

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
<b>Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year</b>	305	19	1	19.50
<b>By nature of the employment contract</b>				
Contract for an indefinite period	310	19	1	19.5
Contract for a definite period	311			
Contract for the execution of a specifically assigned work	312			
Replacement contract	313			
<b>By reason of termination of contract</b>				
Retirement	340			
Unemployment with extra allowance from enterprise	341			
Dismissal	342			
Other reason	343	19	1	19.5
Of which: the number of persons who continue to render services to the company at least half-time on a self-employment basis	350			

N°	0460.598.857
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F-cap 10
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**INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD**

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