40				1	EUR	
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# ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANY LAW

DENTIFICATION DETAILS (on date of deposit)
NAME: UCB SA
egal form: Public limited company
Address: Allée de la Recherche Nr.: 60 Box:
Postal code:1070 Municipality:Anderlecht
Country: Belgium
Register of legal persons – Business court of: Brussels, French-speaking
Vebsite address <sup>1</sup> :
Company identification number BE 0403.053.608
DATE 26 / 04 / 2018 of filing the memorandum of association OR of the most recent document mentioning the date of publication of the memorandum of association and of the act amending the articles of association.
ANNUAL ACCOUNTS ANNUAL ACCOUNTS IN EUROS  approved by the general meeting of 30 / 04 / 2020
Regarding the financial year from 01 / 01 / 2019 to 31 / 12 / 2019
Preceding financial year from 01 / 01 / 2018 to 31 / 12 / 2018
the amounts for the preceding period are /ˈɹਖ/t/t/t/t² identical to the ones previously published.
otal number of pages filed:

Jean-Christophe TELLIER Director

Evelyn du Monceau Chairmán of the Board of Directors

Optional information.

<sup>2</sup> Strike out what is not applicable.

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#### THE SITUATION OF THE COMPANY

Does this annual account concern a company subject to the provisions of the new Code of Companies and Associations of March 23, 2019 ? no

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

#### LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS

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

Evelyn JANSSEN épse de D. du MONCEAU de BERGENDAL c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Pierre GURDJIAN c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Jean-Christophe TELLIER c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Jan BERGER c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Alice DAUTRY c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Kay DAVIES

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Albrecht DE GRAEVE c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Charles-Antoine JANSSEN c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Viviane MONGES c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Cédric van RIJCKEVORSEL

c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Ulf WIINBERG c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

Norman J. ORNSTEIN c/o UCB S.A. Allée de la Recherche 60, 1070 Anderlecht, Belgium

PwC Réviseurs d'Entreprises SRL Nr.: BE 0429.501.944

Woluwe Garden Woluwedal 18, 1932 Sint-Stevens-Woluwe, Belgium

Membership nr.: B00009

Represented by:

Roch DOLIVEUX

Cyril JANSSEN

Romain SEFFER Woluwedal 18, 1932 Sint-Stevens-Woluwe, Belgium

Membership nr.: A02047

Chairman of the board of directors

25/04/2019 - 27/04/2023

Vice-chairman of the board of directors

28/04/2016 - 30/04/2020

Director

26/04/2018 - 28/04/2022

Director

25/04/2019 - 27/04/2023

Director

25/04/2019 - 27/04/2023

Director

26/04/2018 - 28/04/2022

Director

27/04/2017 - 29/04/2021

Director

27/04/2017 - 29/04/2021

Director

28/04/2016 - 30/04/2020

Director

25/04/2019 - 27/04/2023

Director

27/04/2017 - 29/04/2021

Director

26/04/2018 - 28/04/2022

Director

28/04/2016 - 30/04/2020

Director

30/04/2015 - 25/04/2019

Auditor

26/04/2018 - 29/04/2021

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#### DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

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

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

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

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

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

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

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<sup>\*</sup> Strike out what is not applicable.

<sup>\*\*</sup> Optional information.

### **ANNUAL ACCOUNTS**

### **BALANCE SHEET AFTER APPROPRIATION**

	Discl.	Codes	Period	Preceding period
ASSETS				
Formation expenses	6.1	20	8.523.782	11.432.086
FIXED ASSETS		21/28	4.465.370.510	4.146.189.163
Intangible fixed assets	6.2	21	1.188.396	301.978
Tangible fixed assets	6.3	22/27	26.605.862	17.691.802
Land and buildings		22	14.356.088	5.760.086
Plant, machinery and equipment		23	1.277.546	1.202.634
Furniture and vehicles		24	1.940.382	360.191
Leasing and similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27	9.031.846	10.368.891
Financial fixed assets	/6.5.1	28	4.437.576.252	4.128.195.383
Affiliated enterprises	6.15	280/1	4.422.397.876	4.113.017.007
Participating interests		280	4.422.397.876	4.113.017.007
Amounts receivable		281		
Enterprises linked by participating interests	6.15	282/3	15.126.591	15.126.591
Participating interests		282	15.126.591	15.126.591
Amounts receivable		283		
Other financial assets		284/8	51.785	51.785
Shares		284	51.785	51.785
Amounts receivable and cash guarantees		285/8		

Discl.	Codes	Period	Preceding period
CURRENT ASSETS	29/58	2.393.138.909	2.889.486.503
Amounts receivable after more than one year	29	894.344.874	1.595.672.213
Trade debtors	290		
Other amounts receivable	291	894.344.874	1.595.672.213
Stocks and contracts in progress	3		
Stocks	30/36		
Raw materials and consumables	30/31		
Work in progress	32		
Finished goods	33		
Goods purchased for resale	34		
Immovable property intended for sale	35		
Advance payments	36		
Contracts in progress	37		
Amounts receivable within one year	40/41	1.247.601.424	882.715.132
Trade debtors	40	13.508.741	21.524.853
Other amounts receivable	41	1.234.092.683	861.190.279
Current investments 6.5.1/6.6	50/53	98.333.796	112.792.121
Own shares	50	97.586.242	112.092.371
Other investments	51/53	747.554	699.750
Cash at bank and in hand	54/58	21.318.781	122.364.701
Deferred charges and accrued income 6.6	490/1	131.540.034	175.942.336
TOTAL ASSETS	20/58	6.867.033.201	7.047.107.752

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	5.339.095.662	5.336.753.224
Capital  Issued capital  Uncalled capital	6.7.1	10 100 101	583.516.974 583.516.974	583.516.974 583.516.974
Share premium account		11	1.999.541.662	1.999.541.662
Revaluation surpluses		12		
Reserves  Legal reserve  Reserves not available  In respect of own shares held  Other  Untaxed reserves  Available reserves		13 130 131 1310 1311 132 133	2.753.694.588 58.351.698 97.586.242 97.586.242 	2.753.694.588 58.351.698 112.092.371 112.092.371 
Accumulated profits (losses)(+)/(-)		14	2.342.438	
Investment grants		15		
Advance to associates on the sharing out of the assets $\ \ldots \ .$		19		
PROVISIONS AND DEFERRED TAXES		16	40.950.881	38.430.901
Provisions for liabilities and charges Pensions and similar obligations Taxation Major repairs and maintenance Environmental obligations Other liabilities and charges		160/5 160 161 162 163 164/5	40.950.881 102.521  40.848.360	38.430.901 188.520  38.242.381
Deferred taxes		168		

	Discl.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	1.486.986.658	1.671.923.627
Amounts payable after more than one year	6.9	17	893.528.025	1.260.645.396
Financial debts		170/4	893.528.025	1.260.645.396
Subordinated loans		170		
Unsubordinated debentures		171	875.717.000	1.125.717.000
Leasing and other similar obligations		172		
Credit institutions		173		
Other loans		174	17.811.025	134.928.396
Trade debts		175		
Suppliers		1750		
Bills of exchange payable		1751		
Advances received on contracts in progress		176		
Other amounts payable		178/9		
Amounts payable within one year  Current portion of amounts payable after more than one year		42/48	552.376.874	372.704.535
falling due within one year		42	267.811.025	92.464.198
Financial debts		43	27.364	55.178
Credit institutions		430/8	5	55.178
Other loans		439	27.359	
Trade debts		44	20.978.918	16.833.177
Suppliers		440/4	20.978.918	16.833.177
Bills of exchange payable		441		
Advances received on contracts in progress		46		
Taxes, remuneration and social security	6.9	45	21.521.731	28.426.796
Taxes		450/3	4.537.594	9.794.360
Remuneration and social security		454/9	16.984.137	18.632.436
Other amounts payable		47/48	242.037.836	234.925.186
Accruals and deferred income	6.9	492/3	41.081.759	38.573.696
TOTAL LIABILITIES		10/49	6.867.033.201	7.047.107.752

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#### **INCOME STATEMENT**

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	69.544.457	73.975.804
Turnover	6.10	70		
Stocks of finished goods and work and contracts in progress: increase (decrease)(+)/(-)		71		
Own work capitalised		72		
Other operating income	6.10	74	69.376.327	73.975.804
Non-recurring operating income	6.12	76A	168.130	
Operating charges		60/66A 60	118.922.114	128.479.371
Raw materials, consumables		600/8		
Purchases		609		
Stocks: decrease (increase)(+)/(-) Services and other goods(+)		61	48 784 715	47.694.500
Remuneration, social security costs and pensions(+)/(-)	6.10	62	63.970.684	79.882.229
Depreciation of and other amounts written off formation	0.10	02	00.07 0.00 1	70.002.220
expenses, intangible and tangible fixed assets		630	2.463.923	2.025.639
Amounts written off stocks, contracts in progress and trade				
debtors: Appropriations (write-backs)(+)/(-)	6.10	631/4		
Provisions for liabilities and charges: Appropriations (uses				
and write-backs)(+)/(-)	6.10	635/8	-3.594.465	-2.567.957
Other operating charges	6.10	640/8	1.182.812	1.689.377
Operating charges carried to assets as restructuring costs(-)		649		
Non-recurring operating charges	6.12	66A	6.114.445	-244.417
Operating profit (loss)(+)/(-)		9901	-49.377.657	-54.503.567

	Discl.	Codes	Period	Preceding period
Financial income  Recurring financial income  Income from financial fixed assets		75/76B 75 750	378.559.265 378.519.412 305.200.874	258.162.973 249.904.455 173.252.699
Income from current assets		751	70.146.712	73.706.891
Other financial income	6.11	752/9	3.171.826	2.944.865
Non-recurring financial income	6.12	76B	39.853	8.258.518
Recurring financial charges  Debt charges  Amounts written off current assets except stocks, contracts in progress and trade debtors: appropriations (write-backs)	6.11	65/66B 65 650	86.983.690 76.389.551 64.994.961	181.219.863 81.733.010 73.719.435
(+)/(-)		651		
Other financial charges	0.40	652/9	11.394.590	8.013.575
Non-recurring financial charges	0.12	66B	10.594.139	99.486.853
Gain (loss) for the period before taxes(+)/(-)		9903	242.197.918	22.439.543
Transfer from deferred taxes		780		
Transfer to deferred taxes		680		
Taxes	6.13	67/77 670/3 77	29.586 29.586 	36.395 36.395
Gain (loss) of the period(+)/(-)		9904	242.168.332	22.403.148
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Gain (loss) of the period available for appropriation $(+)/(-)$		9905	242.168.332	22.403.148

#### **APPROPRIATION ACCOUNT**

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-) Gain (loss) of the period available for appropriation(+)/(-)	9906 (9905)	242.168.332 242.168.332	22.403.148 22.403.148
Profit (loss) brought forward(+)/(-)	14P		
Withdrawals from capital and reserves	791/2		210.404.847
from capital and share premium account	791		
from reserves	792		210.404.847
Transfer to capital and reserves	691/2		
to capital and share premium account	691		
to legal reserve	6920		
to other reserves	6921		
Accumulated profits (losses)(+)/(-)	(14)	2.342.438	
Owners' contribution in respect of losses	794		
Profit to be distributed	694/7	239.825.894	232.807.995
Dividends	694	239.825.894	232.807.995
Directors' or managers' entitlements	695		
Employees	696		
Other heneficiaries	697		

### **EXPLANATORY DISCLOSURES**

### STATEMENT OF FORMATION EXPENSES

	Codes	Period	Preceding period
Net book value at the end of the period	20P	xxxxxxxxxxxxx	11.432.086
Movements during the period			
New expenses incurred	8002		
Depreciation	8003	2.908.304	
Other(+)/(-)	8004		
Net book value at the end of the period	(20)	8.523.782	
Of which			
Formation or capital increase expenses, loan issue expenses and other formation expenses	200/2	8.523.782	
Restructuring costs	204		

	Codes	Period	Preceding period
CONCESSIONS, PATENTS, LICENCES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8052P	xxxxxxxxxxxxx	1.458.229
Movements during the period  Acquisitions, including produced fixed assets	8022 8032 8042	1.124.494	
Acquisition value at the end of the period	8052	2.582.723	1.156.251
Depreciations and amounts written down at the end of the period	8122P	XXXXXXXXXXXXXXX	1.150.251
Movements during the period  Recorded  Written back  Acquisitions from third parties  Cancelled owing to sales and disposals  Transferred from one heading to another(+)/(-)	8072 8082 8092 8102 8112	238.076	
Depreciations and amounts written down at the end of the period	8122	1.394.327	
NET BOOK VALUE AT THE END OF THE PERIOD	211	1.188.396	

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

#### STATEMENT OF TANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
LAND AND BUILDINGS			
Acquisition value at the end of the period	8191P	xxxxxxxxxxxxx	6.514.694
Movements during the period			
Acquisitions, including produced fixed assets	8161	4.775.974	
Sales and disposals	8171	247.576	
Transfers from one heading to another(+)/(-)	8181	4.295.411	
Acquisition value at the end of the period	8191	15.338.503	
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxxx	
Movements during the period			
Recorded	8211		
Acquisitions from third parties	8221		
Cancelled	8231		
Transferred from one heading to another(+)/(-)	8241		
Revaluation surpluses at the end of the period	8251		
Depreciations and amounts written down at the end of the period	8321P	xxxxxxxxxxxxx	754.608
Movements during the period			
Recorded	8271	278.054	
Written back	8281		
Acquisitions from third parties	8291		
Cancelled owing to sales and disposals	8301	50.247	
Transferred from one heading to another(+)/(-)	8311		
Depreciations and amounts written down at the end of the period	8321	982.415	
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	14.356.088	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxx	2.175.453
Movements during the period			
Acquisitions, including produced fixed assets	8162	268.402	
Sales and disposals	8172	484.281	
Transfers from one heading to another(+)/(-)	8182	305.518	
Acquisition value at the end of the period	8192	2.265.092	
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxx	
Movements during the period			
Recorded	8212		
Acquisitions from third parties	8222		
Cancelled	8232		
Transferred from one heading to another(+)/(-)	8242		
Revaluation surpluses at the end of the period	8252		
Depreciations and amounts written down at the end of the period	8322P	xxxxxxxxxxxxx	972.819
Movements during the period			
Recorded	8272	267.097	
Written back	8282		
Acquisitions from third parties	8292		
Cancelled owing to sales and disposals	8302	252.370	
Transferred from one heading to another(+)/(-)	8312		
Depreciations and amounts written down at the end of the period	8322	987.546	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	1.277.546	

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxxx	4.251.546
Movements during the period			
Acquisitions, including produced fixed assets	8163	571.574	
Sales and disposals	8173	260.969	
Transfers from one heading to another(+)/(-)	8183	1.474.759	
Acquisition value at the end of the period	8193	6.036.910	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxxx	
Movements during the period			
Recorded	8213		
Acquisitions from third parties	8223		
Cancelled	8233		
Transferred from one heading to another(+)/(-)	8243		
Revaluation surpluses at the end of the period	8253		
Depreciations and amounts written down at the end of the period	8323P	xxxxxxxxxxxxx	3.891.355
Movements during the period			
Recorded	8273	447.382	
Written back	8283		
Acquisitions from third parties	8293		
Cancelled owing to sales and disposals	8303	242.209	
Transferred from one heading to another(+)/(-)	8313		
Depreciations and amounts written down at the end of the period	8323	4.096.528	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	1.940.382	

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

	Codes	Period	Preceding period
ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS			
Acquisition value at the end of the period	8196P	xxxxxxxxxxxx	10.368.891
Movements during the period			
Acquisitions, including produced fixed assets	8166	4.738.643	
Sales and disposals	8176		
Transfers from one heading to another(+)/(-)	8186	-6.075.688	
Acquisition value at the end of the period	8196	9.031.846	
Revaluation surpluses at the end of the period	8256P	xxxxxxxxxxxxx	
Movements during the period			
Recorded	8216		
Acquisitions from third parties	8226		
Cancelled	8236		
Transferred from one heading to another(+)/(-)	8246		
Revaluation surpluses at the end of the period	8256		
Depreciations and amounts written down at the end of the period	8326P	xxxxxxxxxxxxx	
Movements during the period			
Recorded	8276		
Written back	8286		
Acquisitions from third parties	8296		
Cancelled owing to sales and disposals	8306		
Transferred from one heading to another(+)/(-)	8316		
Depreciations and amounts written down at the end of the period	8326		
NET BOOK VALUE AT THE END OF THE PERIOD	(27)	9.031.846	

#### STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	xxxxxxxxxxxxx	4.299.940.697
Movements during the period			
Acquisitions	8361	320.116.348	
Sales and disposals	8371	141.340	
Transfers from one heading to another(+)/(-)	8381		
Acquisition value at the end of the period	8391	4.619.915.705	
Revaluation surpluses at the end of the period	8451P	xxxxxxxxxxxx	
Movements during the period  Recorded	8411		
Acquisitions from third parties	8421		
Cancelled	8431		
Transferred from one heading to another(+)/(-)	8441		
-	8451		
Revaluation surpluses at the end of the period			186.923.690
Amounts written down at the end of the period	8521P	xxxxxxxxxxxxx	100.923.090
Movements during the period	8471	10.594.139	
Recorded Written back	8481	10.594.159	
Acquisitions from third parties	8491		
Cancelled owing to sales and disposals	8501		
Transferred from one heading to another(+)/(-)	8511		
Amounts written down at the end of the period	8521	197.517.829	
Uncalled amounts at the end of the period	8551P	xxxxxxxxxxxx	
Movements during the period(+)/(-)	8541		
Uncalled amounts at the end of the period	8551		
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	4.422.397.876	
AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	281P	xxxxxxxxxxxx	
Movements during the period			
Additions	8581		
Repayments	8591		
Amounts written down	8601		
Amounts written back	8611		
Exchange differences(+)/(-)	8621		
Other movements(+)/(-)	8631		
NET BOOK VALUE AT THE END OF THE PERIOD	(281)		
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8651		

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	Codes	Period	Preceding period
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8392P	xxxxxxxxxxxxx	15.126.591
Movements during the period			
Acquisitions	8362		
Sales and disposals	8372		
Transfers from one heading to another(+)/(-)	8382		
Acquisition value at the end of the period	8392	15.126.591	
Revaluation surpluses at the end of the period	8452P	xxxxxxxxxxxxx	
Movements during the period			
Recorded	8412		
Acquisitions from third parties	8422		
Cancelled	8432		
Transferred from one heading to another(+)/(-)	8442		
Revaluation surpluses at the end of the period	8452		
Amounts written down at the end of the period	8522P	xxxxxxxxxxxxx	
Movements during the period			
Recorded	8472		
Written back	8482		
Acquisitions from third parties	8492		
Cancelled owing to sales and disposals	8502		
Transferred from one heading to another(+)/(-)	8512		
Amounts written down at the end of the period	8522		
Uncalled amounts at the end of the period	8552P	xxxxxxxxxxxxx	
Movements during the period(+)/(-)	8542		
Uncalled amounts at the end of the period	8552		
NET BOOK VALUE AT THE END OF THE PERIOD	(282)	15.126.591	
ENTERPRISES LINKED BY A PARTICIPATING INTEREST - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	283P	xxxxxxxxxxxxx	
Movements during the period	8582		
Additions Repayments	8592		
Amounts written down	8602		
Amounts written back	8612		
Exchange differences(+)/(-)	8622		
Other movements(+)/(-)	8632		
NET BOOK VALUE AT THE END OF THE PERIOD	(283)		
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF			
THE PERIOD ·····	8652		

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	Codes	Period	Preceding period
OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxxxx	53.800
Movements during the period			
Acquisitions	8363		
Sales and disposals	8373		
Transfers from one heading to another(+)/(-)	8383		
Acquisition value at the end of the period	8393	53.800	
Revaluation surpluses at the end of the period	8453P	xxxxxxxxxxxx	
Movements during the period  Recorded	8413		
	8423		
Acquisitions from third parties			
Cancelled	8433		
Transferred from one heading to another(+)/(-)	8443		
Revaluation surpluses at the end of the period	8453		
Amounts written down at the end of the period	8523P	xxxxxxxxxxxxx	
Movements during the period	0.470		
Recorded	8473		
Written back	8483		
Acquisitions from third parties	8493		
Cancelled owing to sales and disposals	8503		
Transferred from one heading to another(+)/(-)	8513		
Amounts written down at the end of the period	8523		
Uncalled amounts at the end of the period	8553P	xxxxxxxxxxxxx	2.015
Movements during the period(+)/(-)	8543		
Uncalled amounts at the end of the period	8553	2.015	
NET BOOK VALUE AT THE END OF THE PERIOD	(284)	51.785	
OTHERS ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxx	
Movements during the period			
Additions	8583		
Repayments	8593		
Amounts written down	8603		
Amounts written back	8613		
Exchange differences(+)/(-)	8623		
Other movements(+)/(-)	8633		
NET BOOK VALUE AT THE END OF THE PERIOD	(285/8)		
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF			
THE PERIOD	8653		

#### PARTICIPATING INTERESTS INFORMATION

#### PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES

List of the enterprises in which the enterprise holds a participating interest, (recorded in heading 280 and 282 of assets) and the other enterprises in which the enterprise holds rights (recorded in headings 284 and 51/53 of assets) for an amount of at least 10 % of the capital issued.

Rights held				Data extracted from the most recent annual accounts			
	direc	tly subsidiari es		Annual	Curre	Capita land reserves	Net result
Nature	Number	%	%	accounts as per	code		
Ordinary shares - IFRS figures 1	48.305.342	100,0	0,0	31/12/2019	EUR	3.126.732.655	159.166.327
				31/12/2019	AUD	24.895.213	1.895.217
Ordinary shares - IFRS	47,000,000	77.02	0.0				
	17.900.000	77,83	0,0				
shares	300.000	1,3	0,0				
	4.800.000	20,87	0,0				
				31/12/2019	EUR	1.684.109.750	363.847.953
Ordinary shares - IFRS figures	538.459	100.0	0.0				
	233.700		3,3	31/12/2019	JPY	8.265.698.659	1.350.328.795
	Shares - IFRS figures ?  Ordinary shares - IFRS figures Preferred shares edeemable Preference Shares  Ordinary shares -	Ordinary shares - IFRS figures 148.305.342  Ordinary shares - IFRS figures 17.900.000  Preferred shares 300.000 edeemable Preference Shares 4.800.000  Ordinary shares - IFRS	Ordinary   shares -   IFRS   figures   17.900.000   77,83	Nature       directly     subsidiaries	Nature	Nature   directly   subsidian   es   Annual accounts as per   Curre ncy code	Nature   N

NAME full address while DECOTEDED		Rights h	eld		Data extra	cted fron	n the most recent ann	ual accounts
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Natura	direct	tly	subsidiari es	Annual	Curre	Capita land reserves	Net result
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni	
UCB (Investments) LTD Foreign company Bath Road 208 SLOUGH, SL1 3WE Berkshire	Ordinary shares - IFRS figures	69.980	100,0	0,0				
United Kingdom	Cumulative Preference Shares - IFRS				31/12/2019	GBP	463.028.401	16.395.898
		44.928.426	97,82	0,0				
	Ordinary Shares	1.000.100	2,18	0,0				
UCB DE MEXICO S.A. de C.V. Foreign company Homero, 440 7° Floor Col. Chapultepec Morales, 11570 MEXICO D.F. Mexico					31/12/2019	MXN	281.816.826	129.595.429
	Ordinary shares - IFRS figures	51.449.999	100.0	0.0				
UCB Pharma France SA Foreign company rue Estienne d'Orves 420 F 92700 COLOMBES	ngaree	077718.000	700,0	0,0				
France	Ordinary shares - IFRS	554 500	00.00	0.04	31/12/2019	EUR	114.323.202	4.872.977
UCB Pharma S.P.A. (Italy) Foreign company Via Varesina 162	figures	551.539	99,99	0,01				
Italy	Ordinary shares - IFRS figures	474.525	99,9	0,1	31/12/2019	EUR	63.592.946	12.930.410
UCB Pharma (Produtos Farmacêuticos) Lda Foreign company Rua Victor Câmara, Edifício Q 60, D. Maria I, Piso 1 60								
Portugal					31/12/2019	EUR	4.860.654	635.727

NAME ( II . I		Rights h	eld		Data extra	cted fron	n the most recent ann	ual accounts
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Nature	direct	ly	subsidiari es	Annual accounts as	Curre	Capita land reserves	Net result
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	per	ncy code	(+) or (in uni	
UCB Pharma S.A. (Spain) Foreign company Plaza de Manuel Gómez Moreno	Ordinary shares - IFRS Figures	88.500	98,33	1,67				
Madrid 28020 Spain	Ordinary shares -				31/12/2019	EUR	177.063.347	19.972.612
UCB A.E. (Greece) Foreign company 63, Agiou Dimitriou Street	IFRS figures	9.600	100,0	0,0				
17456 Alimos, Athens Greece	Ordinary shares -				31/12/2019	EUR	6.945.063	971.549
UCB (Pharma) Ireland LTD Foreign company	IFRS Figures	368.013	99,85	0,15				
Unit Drug House, Magna Drive Magna Business Park, DUBLIN 24 Ireland	Ordinana				31/12/2019	EUR	3.442.045	590.113
	Ordinary shares - IFRS figures	59.999	99,99	0,01				
UCB Korea Co LTD Foreign company 4th Fl., A+ Asset Tower, 369 Gangnam-daero, Seocho-gu Seoul 06621 Korea (Dem. People's Rep.)	Ordinan				31/12/2019	KRW	18.654.740.639	2.643.123.401
	Ordinary shares - IFRS figures	138.666	100,0	0,0				
UCB Biopharma S.A. Foreign company Av. Brigadeiro Faria Limal 2005005 Rio de Janeiro Brazil					31/12/2019	BRL	155.302.104	20.499.381
	Ordinary shares - IFRS figures 5	37.774.156	99,99	0,01				

NAME OF THE COLUMN TO THE COLU		Rights h	eld		Data extracted from the most recent annual accounts			
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Natura	direct	ly	subsidiari es	Annual	Curre	Capita land reserves	Net result
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni	
UCB Pharmaceuticals (Taiwan) Ltd Foreign company 12F2, No.88, Dunhua N. Rd., Songshan Dist Tapei China	Ordinary shares - IFRS figures	1	100,0	0,0	31/12/2019	TWD	21.277.606	6.687.185
UCB Trading (SG) Pte Ltd in liquidation Foreign company Marina Boulevard 8 018981 Singapore Singapore	Ordinary shares - IFRS figures	244.001	100.0	0,0	31/12/2019	SGD	0	-65.417
UCB Trading Malaysia Sdn Bhd in liquidation Foreign company The Gardens South Tower Kuala Lumpur Malaysia  UCB Trading (Thailand) Ltd. in	Ordinary shares - IFRS figures	400.000	100,0	0,0	31/12/2019	MYR	182.081	0
liquidation Foreign company Sathorn Square 98 Thailand	Ordinary shares - IFRS figures	19.999.998	99,99	0,01	31/12/2019	ТНВ	6.202.357	0
UCB Trading (Shangai) CO LTD Foreign company Room 317, No. 439 Fu Te Xi Yi Road SHANGAI China	Ordinary shares - IFRS figures	1	100,0	0,0	31/12/2019	CNY	41.263.025	12.632.455

NAME ( II . II (II . BEOLOTERED		Rights h	eld		Data extra	Data extracted from the most recent annual accounts			
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Noture	direct	ly	subsidiari es	Annual	Curre	Capita land reserves	Net result	
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni		
UCB Pharma A.S. (TURKEY) Foreign company Palladium Tower, Barbaros Mah., Kardelen Sok. No.2, Kat.24/80 Istanbul Turkey	Ordinary shares - IFRS figures	1.095.430	100,0	0,0	31/12/2019	TRY	150.909.133	55.758.030	
UCB India Private Ltd Foreign company 504, Peninsula Towers, Ganpatrao Kadam Marg, Lower Parel, 400013 MUMBAI India					31/12/2019	INR	488.603.805	23.663.645	
	Ordinary shares - IFRS figures	3.527	99,97	0,03					
Uni-Mediflex Private Limited Foreign company 504, Peninsula Corporate Park Ganpatrao Kadam Marg 400013 Mumbay India	Ordinary shares - IFRS figures	290.000	99,99	0,01	31/12/2019	INR	2.912.183	-4.697.256	
UCB S.R.O. Foreign company Thamova 13 18600 PRAHA 8 Czech Republic	Ordinary				31/12/2019	CZK	47.687.595	185.932	
UCB GMBH	shares - IFRS figures	12.300.600	100,0	0,0					
Foreign company Alfred Nobelstrasse 10 D 40789 MONHEIM Germany	Shares - IFRS figures	394.000	5,21	94,79	31/12/2019	EUR	496.784.254	113.468.536	

		Rights h	eld		Data extra	cted from	n the most recent ann	ual accounts
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Natura	direct	ly	subsidiari es	Annual	Curre	Capita land reserves	Net result
COMPANY IDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (-) (in units)	
UCB HUNGARY LTD Foreign company Obuda Gate Building, Arpad Fejelum utja 26-28, 1023 BUDAPEST Hungary	Shares - IFRS				31/12/2019	HUF	616.392.156	213.841.691
UCB Pharma Sp. z.o.o. (Poland) Foreign company Ul. Kruczkowskego 8 00-380 WARSAWA Poland	figures1	48.000.000	100,0	0,0	31/12/2019	PLN	77.186.287	5.093.524
	Ordinary shares - IFRS figures	236.456	78,05	21,95				
UCB Pharma LLC (Russia) Foreign company Shturvalnaya str. bldg 1 5 Moscow 1253645 Russian Federation	Ordinary shares - IFRS figures	364.976	100,0	0,0	31/12/2019	RUB	133.426.175	-47.038.706
UCB Bulgaria EOOD Foreign company 15, Ljubata Str., Fl. 4 apt. 10-11 Lozenetz, Sofia 1407 Bulgaria	Ordinary shares - IFRS				31/12/2019	BGN	1.241.175	224.566
UCB Pharma Romania SRL Foreign company 40-44 Banu Antonache, 4th fl., district 1 011665 Bucharest Romania	figures	500	100,0	0,0	31/12/2019	RON	2.995.993	1.009.224
	Ordinary shares - IFRS figures	20	100,0	0,0				

NAME OF THE CONTROL O		Rights h	eld		Data extracted from the most recent annual accounts			
NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the	Nations	direct	tly	subsidiari es	Annual	Curre	Capita land reserves	Net result
COMPANY ÍDENTIFICATION NUMBER	Nature	Number	%	%	accounts as per	ncy code	(+) or (in uni	
UCB Pharma Logistics LLC Foreign company Perevedenovky pereulok, 13, building 21 Moscow 119048 Russian Federation	Ordinary shares - IFRS figures	1	100,0	0,0	31/12/2019	RUB	-175.223.776	463.172.582
UCB Ventures SA BE 0667.816.096 Public limited company Allée de la Recherche 60 1070 Anderlecht Belgium					31/12/2019	EUR	32.756.106	-1.609.129
	ordinary shares paid-up at 70% - IFRS figures	59.999.999	99,99	0,01				
UCB Manufacturing Ireland Ltd. Foreign company Shannon Industrial Estate								
Ireland	Classe A shares - IFRS figures	1.400.000	63,64	0,0	31/12/2019	EUR	184.779.148	-626.443
	Deferred ordinary shares	800.000	36,36	0,0				
Dermira INC Foreign company Middlefield Rd Menlo Park 275 94025 California United States	Ordinary shares - IFRS figures	1.841.234	3,38	0,0	30/09/2019	USD	-14.480.000	-140.415.000

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### OTHER INVESTMENTS AND DEPOSITS, ALLOCATION DEFERRED CHARGES AND ACCRUED INCOME

	Codes	Period	Preceding period
INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS			
Shares and current investments other than fixed income investments	51	747.554	699.750
Shares - Book value increased with the uncalled amount	8681	747.554	699.750
Shares - Uncalled amount	8682		
Precious metals and works of art	8683		
Fixed income securities	52 8684		
Fixed term accounts with credit institutions  With residual term or notice of withdrawal	53		
up to one month	8686		
between one month and one year	8687		
over one year	8688		
Other investments not mentioned above	8689		

	Period
DEFERRED CHARGES AND ACCRUED INCOME	
Allocation of heading 490/1 of assets if the amount is significant	
Fair market value on bonds	113.204.997
Deferred legal fees	4.321.072
Deferred Insurance	2.479.893
Interest receivable	11.174.071
Other expenses to be carried forward	360.001

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### STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

	Codes	Period	d	Preceding period
STATEMENT OF CAPITAL				
October 1991				
Social capital Issued capital at the end of the period	100P	XXXXXXXXXXX	vvvv	583.516.974
Issued capital at the end of the period	(100)	583.51		303.310.914
issued capital at the end of the period	(100)	303.37	0.974	l
	Codes	Value	<b>;</b>	Number of shares
Changes during the period				
0				
Structure of the capital Different categories of shares				
Ordinary shares		583.51	6.974	194.505.658
Ordinary Grane				
Registered shares	8702	XXXXXXXXX	XXXXX	68.872.003
Shares dematerialized	8703	XXXXXXXXX	XXXXX	125.633.655
				Comital called but not
	Codes	Uncalled a	mount	Capital called but not paid
Operital material				
Capital not paid Uncalled capital	(101)			xxxxxxxxxxxxx
Called up capital, unpaid	8712	XXXXXXXXX		
Shareholders having yet to pay up in full				
			Codes	Period
			Codes	renou
Own shares				
Held by the company itself				
Amount of capital held			8721	5.249.040
Corresponding number of shares			8722	1.749.680
Held by the subsidiaries				
Amount of capital held			8731	12.518.874
Corresponding number of shares			8732	4.172.958
Commitments to issue shares				
Owing to the exercise of conversion rights				
Amount of outstanding convertible loans			8740	
Amount of capital to be subscribed			8741	
Corresponding maximum number of shares to be issued			8742	
Owing to the exercise of subscription rights				
Number of outstanding subscription rights			8745	
Amount of capital to be subscribed			8746	
Corresponding maximum number of shares to be issued			8747	
Authorized capital not issued			8751	
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	Codes	Period
Shares issued, non representing capital		
Distribution		
Number of shares	8761	
Number of voting rights attached thereto	8762	
Allocation by shareholder		
Number of shares held by the company itself	8771	
Number of shares held by its subsidiaries	8781	

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	Notifications received pursuant to the law of 2 May 2007	7 on disclosure	of large sha	areholdings	
Last update:		31 Decemb	er 2019	Situation as per	
	Share capital	€ 583.516.974 194.505.658		13 March 2014	
	Total number of voting rights (= denominator)			13 Mai Cii 2014	
1	Financière de Tubize SA ('Tubize')			10 January 2010	
	securities carrying voting rights (shares)	68.076.981	35,00%	19 January 2018	
2	UCB SA/NV				
	securities carrying voting rights (shares)	1.749.680	0,90%	31 December 2019	
	assimilated financial instruments (options) <sup>(1)</sup>	0	0,00%	06 March 2017	
	assimilated financial instruments (other) <sup>(1)</sup>	0	0,00%	18 December 2015	
	Total	1.749.680	0,90%		
3	UCB Fipar SA				
	securities carrying voting rights (shares)	4.172.958	2,15%	31 December 2019	
	assimilated financial instruments (options) <sup>(1)</sup>	0	0,00%	04 March 2019	
	assimilated financial instruments (other) <sup>(1)</sup>	0	0,00%	25 December 2015	
	Total	4.172.958	2,15%		
	UCB SA/NV + UCB Fipar SA <sup>(2)</sup>	5.922.638	3,04%		
	securities carrying voting rights (shares)	5.922.638	3,04%		
	assimilated financial instruments (options) <sup>(1)</sup>	0	0,00%		
	assimilated financial instruments (other) $^{(1)}$	0	0,00%		
	Free float <sup>(4)</sup> (securities carrying voting rights (shares))	120.506.039	61,96%		
4	BlackRock, Inc.			21 December 2010	
	securities carrying voting rights (shares)	9.647.211	4,96%	31 December 2019	
5	Wellington Management Group LLP			01 October 2019	
	securities carrying voting rights (shares)	15.575.749	8,01%	01 October 2019	

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

<sup>(1)</sup> Assimilated financial instruments within the meaning of article 6 of the Law of 2 May 2007 on the disclosure of large shareholdings, which, if exercised, grant an additional voting right: i.e., securities, options, futures, swaps, interest term agreements and other derivatives concerning existing securities carrying voting rights that grant their holder the right to acquire such securities carrying voting rights pursuant to an agreement that is binding under the applicable law and only on the holders' own initiative.

(2) UCB SA/NV indirectly controls UCB Fipar SA | art. 6, §5, 2° and art. 9, §3, 2° of the law on the disclosure of large shareholdings.

<sup>(3)</sup> Free float being the UCB shares not held by the reference shareholder (Tubize), UCB SA/NV or UCB Fipar SA. Only securities carrying voting rights (shares) held by these entities are taken into account for this calculation, to the exclusion of assimilated financial instruments.

### PROVISIONS FOR OTHER LIABILITIES AND CHARGES

	Period
ANALYSIS OF THE HEADING 164/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT	
Stock awards provision	19.388.406
Stock options provision	13.630.777
Restructuring provision	6.401.897
Stock appreciation rights provision	1.427.279

## STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL PERIOD TO MATURITY OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL TERM		
Current portion of amounts payable after more than one year falling due within one year		
Financial debts	8801	267.811.025
Subordinated loans	8811	
Unsubordinated debentures	8821	250.000.000
Leasing and other similar obligations	8831	
Credit institutions	8841	
Other loans	8851	17.811.025
Trade debts	8861	
Suppliers	8871	
Bills of exchange payable	8881	
Advance payments received on contract in progress	8891	
Other amounts payable	8901	
Total current portion of amounts payable after more than one year falling due within one year	(42)	267.811.025
Amounts payable with a remaining term of more than one but not more than five years		
Financial debts	8802	893.528.025
Subordinated loans	8812	
Unsubordinated debentures	8822	875.717.000
Leasing and other similar obligations	8832	
Credit institutions	8842	
Other loans	8852	17.811.025
Trade debts	8862	
Suppliers	8872	
Bills of exchange payable	8882	
Advance payments received on contracts in progress	8892	
Other amounts payable	8902	
Total amounts payable with a remaining term of more than one but not more than five years	8912	893.528.025
Amounts payable with a remaining term of more than five years	0000	
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 contracts in progress	8893	
Other amounts payable	8903	
Total amounts payable with a remaining term of more than five years	8913	

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	Codes	Period
GUARANTEED AMOUNTS PAYABLE (included in headings 17 and 42/48 of the liabilities)		
Amounts payable guaranteed by Belgian public authorities		
Financial debts	8921	
Subordinated loans	8931	
Unsubordinated debentures	8941	
Leasing and similar obligations	8951	
Credit institutions	8961	
Other loans	8971	
Trade debts	8981	
Suppliers	8991	
Bills of exchange payable	9001	
Advance payments received on contracts in progress	9011	
Remuneration and social security	9021	
Other amounts payable	9051	
Total amounts payable guaranteed by Belgian public authorities	9061	
Amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets		
Financial debts	8922	
Subordinated loans	8932	
Unsubordinated debentures	8942	
Leasing and similar obligations	8952	
Credit institutions	8962	
Other loans	8972	
Trade debts	8982	
Suppliers	8992	
Bills of exchange payable	9002	
Advance payments received on contracts in progress	9012	
Taxes, remuneration and social security	9022	
Taxes	9032	
Remuneration and social security	9042	
Other amounts payable	9052	
Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise	9062	
on its own assets	9002	
	Codes	Period
TAXES, REMUNERATION AND SOCIAL SECURITY		
Taxes (heading 450/3 of the liabilities)		ı
Outstanding tax debts	9072	
Accruing taxes payable	9073	4.537.594
Estimated taxes payable	450	
Remuneration and social security (heading 454/9 of the liabilities)		
Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	16.984.136

	Period
ACCRUALS AND DEFERRED INCOME	
Allocation of heading 492/3 of liabilities if the amount is significant	
Accrued interests	32.171.014
Stock options recharges	7.383.545
Unrealized exchange differences	1.513.498
Other accrued charges	13.702

# **OPERATING RESULTS**

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
Allocation into geographical markets			
Other operating income			
Operating subsidies and compensatory amounts received from public authorities	740		
OPERATING CHARGES			
Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register			
Total number at the closing date	9086	178	180
Average number of employees calculated in full-time equivalents	9087	176,6	172,2
Number of actual worked hours	9088	294.393	283.921
Personnel costs			
Remuneration and direct social benefits	620	37.312.339	37.114.620
Employers' contribution for social security	621	4.944.315	7.773.450
Employers' premiums for extra statutory insurance	622	5.907.753	5.977.634
Other personnel costs(+)/(-)	623	15.806.277	29.016.525
Retirement and survivors' pensions	624		

	Codes	Period	Preceding period
Provisions for pensions and other similar rights Appropriations (uses and write-backs)(+)/(-)	635	-85.999	-66.260
Amounts written off			
Stocks and contracts in progress			
Recorded	9110		
Written back	9111		
Trade debts			
Recorded	9112		
Written back	9113		
Provisions for liabilities and charges			
Additions	9115		
Uses and write-backs	9116	3.594.465	2.567.957
Other operating charges			
Taxes related to operation	640	1.091.486	899.226
Other costs	641/8	91.326	790.151
Hired temporary staff and personnel placed at the enterprise's disposal			
Total number at the closing date	9096		
Average number calculated in full-time equivalents	9097	2,0	1,3
Number of actual worked hours	9098	3.996	2.506
Costs to the enterprise	617	124.664	61.195

# FINANCIAL RESULTS

	Codes	Period	Preceding period
RECURRING FINANCIAL INCOME			
Other financial income Subsidies granted by public authorities and recorded as income for the period	9125		
Capital subsidies	9125		
Allocation of other financial income	0120	***************************************	
Foreign exchange		3.171.806	1.640.331
Other financial income		20	1.304.534
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501	1.674.990	1.622.885
Capitalized Interests	6503		
Amounts written off current assets			
Recorded	6510		
Written back	6511		
Other financial charges  Amount of the discount borne by the enterprise, as a result of negotiating amounts receivable	653		
Provisions of a financial nature Appropriations	6560		
Uses and write-backs	6561		
Allocation of other financial charges			
Foreign exchange(+)/(-)		9.946.820	6.526.289
Bank charges(+)/(-)		158.232	112.151
Various bank charges(+)/(-)		1.289.538	1.375.135

# INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	Codes	Period	Preceding period
NON RECURRING INCOME	76	207.983	8.258.518
Non-recurring operating income	(76A)	168.130	
Write-back of depreciation and of amounts written off intangible and tangible	760		
fixed assets  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	168.130	
Non-recurring financial income	(76B)	39.853	8.258.518
Write-back of amounts written down financial fixed assets	761		8.258.518
Write-back of provisions for extraordinary financial liabilities and charges	7621		
Capital gains on disposal of financial fixed assets	7631	39.853	
Other non-recurring financial income	769		
Non-recurring expenses	66	16.708.584	99.242.436
Non-recurring operating charges	(66A)	6.114.445	-244.417
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660		
Provisions for extraordinary operating liabilities and charges: Appropriations	0000	6.114.445	440.547
(uses)(+)/(-)	6620 6630	0.114.445	-412.547
Capital losses on disposal of intangible and tangible fixed assets	664/7		168.130
Other non-recurring operating charges  Non-recurring operating charges carried to assets as restructuring costs .(-)	6690		700.730
Non-recurring operating charges carried to assets as restructuring costs .(-)			
Non-recurring financial charges	(66B)	10.594.139	99.486.853
Amounts written off financial fixed assets	661	10.594.139	99.486.853
Provisions for extraordinary 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		

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# **INCOME TAXES AND OTHER TAXES**

	Codes	Period
INCOME TAXES		
Income taxes on the result of the period	9134	29.331
Income taxes paid and withholding taxes due or paid	9135	29.331
Excess of income tax prepayments and withholding taxes paid recorded under assets	9136	
Estimated additional taxes	9137	
Income taxes on the result of prior periods	9138	255
Additional income taxes due or paid	9139	255
Additional income taxes estimated or provided for	9140	
In so far as taxes of the period are materially affected by differences between the profit before taxes as stated in annual accounts and the estimated taxable profit		
Impairments on shares(+)/(-)		10.594.139
Taxed provisions(+)/(-)		-1.275.021
Dividend received deduction(+)/(-)		-267.188.108
Disallowed expenses(+)/(-)		9.746.759

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

	Codes	Period
Status of deferred taxes  Deferred taxes representing assets	9141	315.259.503
Accumulated tax losses deductible from future taxable profits  Other deferred taxes representing assets	9142	
Dividend received deduction		315.259.503
Deferred taxes representing liabilities  Allocation of deferred taxes representing liabilities	9144	
Allocation of deferred taxes representing liabilities		

	Codes	Period	Preceding period
VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES			
Value added taxes charged			
To the enterprise (deductible)	9145	10.342.027	11.232.172
By the enterprise	9146	7.103.116	7.979.310
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	14.721.523	15.212.421
For withholding taxes on investment income	9148	38.914.017	31.540.581

# RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

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

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	Codes	Period
GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR OWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE		
SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS		
SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS		
FORWARD TRANSACTIONS		
Goods purchased (to be received)	9213	
Goods sold (to be delivered)	9214	
Currencies purchased (to be received)	9215	611.960.464
Currencies sold (to be delivered)	9216	535.450.193

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				Period
Соммі	TMENTS RELATING TO TECHNICAL GUA	ARANTEES IN RESPECT OF SALES OR SERVICES		
				Period
AMOUN	IT, NATURE AND FORM CONCERNING L	ITIGATION AND OTHER IMPORTANT COMMITMENTS		
SUPPL		PENSION PLANS IN FAVOUR OF THE PERSONNEL OR THE E	EXECUTIN	/ES OF THE
Brief d	escription			
sala The a) p who b) p payo c) a UCL - de - ter The In a wido	ried staff. objective decided upon is to be achievensions or lump sums resulting from the sepremiums have been paid by the peossible pensions paid by the ASBL Forments made by the company; special sum, depending on the length of SA has also subscribed to insurance ath benefit inporary pensions to orphans.	an objective to be attained concerning the resources to be led by the payment to those retired, over and above the leg e maturity at the time of their retirement of group insurance erson concerned throughout his career; ands de Prévoyance UCB, a supplementary pension fund more for service, paid by the company on their retirement. policies in favor of the heirs of its salaried staff covering:  The ment of annual premiums by the company. Of a salaried staff employee, who dies in service, a special of the resulting charges	gal pensid e policies aintained	on of : ;, I from monthly
PENSI	ONS FUNDED BY THE ENTERPRISE			
Estima	ted amount of the commitments res	ulting from past services	9220	
Met	hods of estimation			
Natur	E AND EINANCIAL IMPACT OF CICATES	ANT EVENTS AFTED THE SUSSING DATE NOT INSULING	LTUE	Period
	E AND FINANCIAL IMPACT OF SIGNIFIC CE SHEET OR THE INCOME STATEMENT	ANT EVENTS AFTER THE CLOSING DATE NOT INCLUDED IN 「	IITE	

	Period
COMMITMENTS TO PURCHASE OR SALE AVAILABLE TO THE COMPANY AS ISSUER OF OPTIONS FOR SALE OR PURCHASE	
	Period
NATURE, COMMERCIAL OBJECTIVE AND FINANCIAL CONSEQUENCES OF TRANSACTIONS NOT REFLECTED IN THE BALANCE SHEET	
Provided that the risks or advantages coming from these transactions are significant and if the disclosure of the risks or advantages is necessary to appreciate the financial situation of the company	
	Period
OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET (including those which can not be quantified)	

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

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	4.422.397.876	4.113.017.007
Participating interests	(280)	4.422.397.876	4.113.017.007
Subordinated amounts receivable	9271		
Other amounts receivable	9281		
Amounts receivable	9291	1.994.195.835	2.231.242.155
Over one year	9301	894.121.681	1.595.449.020
Within one year	9311	1.100.074.154	635.793.135
Current investments	9321		
Shares	9331		
Amounts receivable	9341		
Amounts payable	9351	2.307.859	1.343.838
Over one year	9361		
Within one year	9371	2.307.859	1.343.838
Personal and real guarantees			
Provided or irrevocably promised by the enterprise as security for debts or			
commitments of affiliated enterprises	9381		
Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise	9391		
·			
Other significant financial commitments	9401		
Financial results			
Income from financial fixed assets	9421	305.200.874	173.252.699
Income from current assets	9431	70.137.021	73.684.018
Other financial income	9441	3.171.826	2.944.865
Debt charges	9461	19.519.568	26.047.126
Other financial charges	9471	7.955.441	6.536.885
Disposal of fixed assets			
Capital gains obtained	9481		
Capital losses suffered	9491		

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	Codes	Period	Preceding period
ASSOCIATED ENTERPRISES			
Financial fixed assets	9253		
Participating interests	9263		
Subordinated amounts receivable	9273		
Other amounts receivable	9283		
Amounts receivable	9293		
Over one year	9303		
Within one year	9313		
Amounts payable	9353		
Over one year	9363		
Within one year	9373		
Personal and real guarantees  Provided or irrevocably promised by the enterprise as security for debts or commitments of associated enterprises  Provided or irrevocably promised by associated enterprises as security for debts or commitments of the enterprise  Other significant financial commitments	9383 9393 9403		
OTHER ENTERPRISES LINKED BY PARTICIPATING INTERESTS	2250	45 400 504	15 400 504
Financial fixed assets	9252	15.126.591	15.126.591
Participating interests	9262	15.126.591	15.126.591
Subordinated amounts receivable	9272		
Other amounts receivable	9282		
Amounts receivable	9292		
Over one year	9302		
Within one year	9312		
Amounts payable	9352		
Over one year	9362		
Within one year	9372		
			Period
TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT	OF MARK	KET CONDITIONS	
Mention of these transactions if they are significant, including the amount o nature of the link, and all information about the transactions which should be understanding of the situation of the company  None	of the trai	nsactions, the sary to get a better	0

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### FINANCIAL RELATIONSHIPS WITH

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

	Codes	Period
Amounts receivable from these persons	9500	
Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts		
Guarantees provided in their favour	9501	
Other significant commitments undertaken in their favour	9502	
Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person		
To directors and managers	9503	2.850.583
To former directors and former managers	9504	

### **AUDITORS OR PEOPLE THEY ARE LINKED TO**

	Codes	Period
Auditor's fees	9505	435.000
Fees for exceptional services or special missions executed in the company by the auditor		
Other attestation missions	95061	95.322
Tax consultancy	95062	
Other missions external to the audit	95063	50.520
Fees for exceptional services or special missions executed in the company by people they are linked to		
Other attestation missions	95081	
Tax consultancy	95082	
Other missions external to the audit	95083	160.000

Mentions related to article 134 from the Companies Code

# INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

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

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

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#### **VALUATION RULES**

SUMMARY OF VALUATION RULES.

#### I. Formation expenses.

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

#### II. Intangible fixed assets.

The purchase price of patents, licenses and similar items has been depreciated at a minimum rate equal to that of the assets required to handle the patent or process and otherwise over three years by the straight line method.

From 1990, the purchase price of patents, licenses and similar items has been depreciated over a fixed number of years, whose number cannot be less than five, equivalent to 20 % per annum considering "prorata temporis".

The purchase price of patents, licenses and similar items can also be depreciated in function of a prudent appreciation on the duration of the economic life of this intangible asset.

The purchase or cost price of intangible fixed assets, other than those referred to above, and which are eligible for subsidies (costs of commercial studies, of organizations, etc.) have been wholly depreciated in the year in which these expenses were incurred.

Intangible fixed assets, whose depreciation is taken over a period of five years or less, are removed from the balance sheet along with the relevant depreciation during the fifth year following their inclusion in assets.

Software acquired which is not essential for the functioning of the computer system and of a value above 1.250 Euro has been treated as an intangible fixed assets and "prorata temporis" depreciated over five years on a straight line basis.

Intangible fixed assets, whose depreciation is taken over a period of five years or less, are removed from the balance sheet along with the relevant "prorata temporis" depreciation during the fifth year following their inclusion in assets.

The costs of new acquisitions haven been depreciated on a "prorata temporis" basis.

#### III. Tangible fixed assets.

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

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

These annual rates of depreciation are as follows : Buildings, houses Administrative buildings 3 % Industrial buildings 5 % Tools 15 % Furniture and office equipment 15 % Vehicles 20 % Computer equipment and office machinery 33 1/3 % Prototype equipment 33 1/3 %

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

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

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

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

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

#### IV. Financial fixed assets.

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

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

#### V. Receivables and liabilities.

Have been entered on the balance sheet at their nominal value. Receivables have been written down if their repayment, when due, is wholly or partly uncertain or doubtful.

#### VI. Foreign currencies.

#### A. Foreign currency transactions

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

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

The translation differences, both positive and negative, resulting from these re-estimates are taken directly into account.

#### B. Fair value hedges : FX risks

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

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

The Board approved this change in accounting rules to facilitate the closing process and align the statutory valuation rules under the BEGAAP standards with the Group's accounting policies under

International Financial Reporting Standards (IFRS) and thus facilitating comparison with IFRS.

#### C. Fair value hedges : interest rate risk

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

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

#### D. Cash flow hedge : FX risks

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

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

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

#### E. Cash flow hedge : interest rate risks

In case of an IRS accounted for as a cash flow hedge, the same accounting principles will apply as mentioned above under IRS concluded as fair value hedges. As there is no offsetting exposure for the changes in fair value of the derivative, the derivative will only be accounted for as an offbalance sheet commitment and the changes in fair value will not affect profit and loss accounts.

This is also applicable in case an IRS is concluded for a forecasted transaction. This is in line with § III C. (IRS as hedging for a loan with variable interest rate) and E. (IRS as hedging for a forecasted transaction) of the advice 2011/18 issued by the Belgian Accounting Commission.

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

#### F. Net investment hedge

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

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

#### VII. Accounting treatment of fair value adjustments on loans being acquired

UCB amended the accounting treatment of fair value adjustments on loans being acquired under the Belgian Generally Accepted Accounting Principles (BEGAAP), applicable to the 2016 full year accounts, as follows: UCB SA/NV will recognize the intercompany loans that are transferred from UCB Lux S.A. at nominal value and will recognize the differences between the acquisition value (= fair value) and the nominal value of these loans on an accrual account.

As a result of this change, a fair market value of  $\ensuremath{\mathfrak{C}}$  207 million has been recognized as a deferred charge on the balance sheet and will be taken in income statement pro rata temporis on a linear basis over the remaining duration of the loans. The total net result for accounting year 2016 has been negatively affected by an amount of  $\ensuremath{\mathfrak{C}}$  3 million instead of  $\ensuremath{\mathfrak{C}}$  207 million in case of immediate recognition in the income statement (as per the old accounting rules).

The new accounting treatments are in the best interest of the Company and are in accordance with applicable laws and regulations.

VIII. Provisions for risk and charges.

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

RIGHTS AND COMMITMENTS NOT INCLUDED IN THE BALANCE SHEET.

DESCRIPTION OF THE SUPPLEMENTARY SCHEME FOR RETIREMENT AND SURVIVING DEPENDANTS PENSIONS.

#### ${\tt I.}$ Supplementary scheme for retirement pensions.

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

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

a) pensions or lump sums resulting from the maturity at the time of their retirement of group insurance policies,

whose premiums have been paid by the person concerned throughout his career ;

- b) possible pensions paid by the ASBL Fonds de Prévoyance UCB, a supplementary pension fund maintained from monthly payments made by the company;
- c) a special sum, depending on the length of service, paid by the company on their retirement.
- II. Supplementary scheme for pensions to surviving dependants.

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

- death benefit
- temporary pensions to orphans.

These insurances are financed by the payment of annual premiums by the company. In addition, the company pays to a widow of a salaried staff employee, who dies in service, a special payment as an additional widow's pension.

#### III. Other Benefits.

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

# OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANY LAW

See next page.



#### **UCB**

Société Anonyme / Naamloze Vennootschap

Allée de la Recherche, 60

B-1070 Anderlecht

RPM/RPR Brussels, 0403.053.608

Annual report of the Board of Directors for the financial year ended 31 December 2019

Dear Madam, Dear Sir,

In accordance with the legal requirements and those laid down in UCB SA/NV's Articles of Association, we are pleased to present you our report on the activities of our Company during the last financial year and submit to you, for your approval, the statutory annual accounts of UCB SA/NV for the financial year ended 31 December 2019.

UCB SA/NV is the parent company of the UCB Group and serves as a holding company, managing the activities of the UCB Group and its subsidiaries worldwide.

Please refer to the UCB Group Integrated Annual Report 2019 for an overview of the activities and consolidated results of the UCB Group.



#### 1. Major events during the financial year 2019

#### 1.1 Capital Increase of UCB Pharma SA/NV

On 29 April 2019, the shareholders meeting of UCB Pharma SA/NV decided, amongst other things, to approve a capital increase in kind through a partial loan contribution of € 305 million (composed of € 256 million of nominal value and € 49 million of fair market value adjustment) by UCB SA/NV, with issuance of 36 661 383 new shares.

The loan was initially concluded between UCB Lux S.A. and UCB Manufacturing, Inc. for a value of € 1 150 million, and was in place between UCB SA/NV and UCB Biopharma SRL/BV following the assignment, assumption and release agreement between UCB Manufacturing Inc. and UCB Biopharma SPRL/BVBA (currently UCB Biopharma SRL/BV) dated 1 July 2014 and the assignment of the loan from UCB Lux S.A. to UCB SA/NV in 2016.

#### 1.2 Redemption of institutional private placement bonds

On 28 November and 17 December 2019, UCB SA/NV redeemed two institutional private bonds initially issued on 28 November 2013 and 10 December 2013, at their principal amounts of € 55 million and € 20 million respectively.

The bonds were initially issued in 2013 at an interest rate of 3.292% and 3.284% respectively.

#### 1.3 Pay up capital of subsidiaries

In order to enable UCB Ventures SA/NV to fulfil its financial obligations in relation to its investments, UCB SA/NV has been requested during 2019 as shareholder of UCB Ventures SA/NV, to further pay up the capital for an additional amount of € 15 million. After this payment, the total paid-up capital in UCB Ventures SA/NV amounts to € 42 million.

# 1.4 Transfer of obligations under 2019 Stock Option Plan from UCB SA/NV to UCB Fipar SA/NV

Similar to previous years, the obligations of UCB SA/NV under the 2019 UCB Stock Option Plan have been transferred to UCB Fipar SA/NV. UCB Fipar SA/NV has received a compensation of € 7 million for assuming the obligations under this plan.

#### 1.5 Transactions in UCB securities

During 2019, UCB SA/NV acquired 39 327 UCB shares and disposed of 392 003 UCB shares.

As a result, on 31 December 2019, UCB SA/NV retained a total of 1 749 680 UCB shares representing 0.90% of the capital and a par value of € 5 million. The amount reported in the balance sheet under the section "own shares" represents € 98 million.



# 1.6 Liquidation of UCB Trading (SG) Pte Ltd.

On 11 November 2019, UCB Trading (SG) Pte Ltd. finished his liquidation process. The affiliate will be dissolved on 11 February 2020.

The liquidation has not significantly affected the result of UCB SA/NV.

#### 1.7 Early repayment of the loan towards the European Investment bank ("EIB")

On 23 April 2019, UCB SA/NV used its right to early repay at nominal value the € 100 million loan granted by the European Investment Bank to UCB Lux S.A. on 15 April 2013, as assigned to UCB SA/NV, amended and restated on 20 October 2016. The loan had a final maturity date in April 2020.

Following that repayment, UCB SA/NV still has one outstanding debt towards the European Investment Bank, composed of one loan of \$ 100 million being repaid through quarterly tranches of \$ 5 million until November 2021. At the end of December, the outstanding payable amounts to \$ 40 million.

# 1.8 Risk of impairment on the shares held by UCB SA/NV — Impairment test on participations

On 31 December 2019, an impairment testing has been performed on the shareholdings of UCB SA/NV. This test resulted in the recognition of impairment charges amounting to € 11 million related to its affiliate UCB Ventures SA/NV.

The new impairment charges have been recognized in the financial results in the income statement of 2019.

#### 2. Change in accounting policies

There were no changes in the accounting policies in 2019.

# Internal controls in place regarding the establishment of the annual accounts

The Audit Committee, on behalf of the Board of Directors of UCB SA/NV, assessed the adequacy and effectiveness of the internal control system in detecting fraud, irregularities or infringement of laws, rules and regulations or material control failures on a regular basis. Internal control mechanisms are further described in the UCB Group Integrated Annual Report 2019.

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#### 4. Major events after the balance sheet date

No major events occurred after the balance sheet date.

# 5. Conflicts of interest met during the financial year

There were no transactions or contractual relationships in 2019 between UCB SA/NV, including its affiliated companies, and a member of the Board of Directors giving rise to conflicts of interest, except as reported in section 3.12 (Application of article 523 of the Belgian Companies Code) of the Corporate Governance Statement included in the UCB Group Integrated Annual Report 2019.

#### 6. Financial information

#### Results at 31 December 2019

The operations of UCB SA/NV generated in 2019 a net profit of € 242 million after tax compared to € 22 million in 2018.

The evolution in the net profit (increase of € 220 million) is mainly due to:

- the increase in dividends received from its subsidiaries for a total amount of € 132 million, mainly due to the dividend from UCB Finance N.V. for a total amount of € 220 million compared to € 95 million in 2018;
- the decrease in other operating income for € 5 million related to service agreements with the other affiliates;
- the decrease of the salaries and benefits expenses for € 16 million mainly due to the decrease
  of the expenditures for managing the stock options plans for € 10 million as a result of the
  lower number of outstanding stock options under the historical plans with low strike prices in
  addition to the lower premium recharged by UCB Fipar SA/NV (please refer to section 1.4);
- the decrease in the provision, to cover the risk of share price changes of long-term incentives granted to the Executive Committee and certain categories of employees, for a total amount of € 1 million;
- the decrease of the interests income for a total amount of € 4 million and respectively the
  decrease of the interests expense for a total amount of € 9 million, both driven by fluctuations
  of the Euribor rate;
- the decrease of the impairment charges of € 89 million mainly due to the recognition of additional impairment charges in 2018 amounting to € 99 million while in 2019 the impairment testing on the shareholdings of UCB SA/NV only resulted in the recognition of impairment



charges of € 11 million related to its subsidiary UCB Ventures SA/NV (please refer to section 1.8).

#### Result appropriation

The total net profit of € 242 million is available for distribution. The Board of Directors proposes the following allocation:

- distribution to the shareholders of a gross dividend of € 1.24 per share; and
- carry forward the balance.

The Board of Directors thus propose to pay, against delivery of coupon no. 23, a gross dividend of €1.24 per share (giving right to a dividend net of Belgian 30% withholding tax of €0.868). The aggregate amount to be distributed to the shareholders may fluctuate depending on the number of UCB shares held by UCB SA/NV (own shares) and its direct subsidiaries on the dividend approval date, as the UCB shares held by UCB SA/NV (own shares) and its direct subsidiaries are not entitled to a dividend. Per 31 December 2019, 192 755 978 UCB shares are entitled to a dividend, representing a total distribution of €239 million. The Board of Directors will communicate at the General Meeting the total number of UCB shares entitled to the 2019 dividend and will submit the aggregate amount to be distributed to the shareholders for approval. The annual accounts of 2019 will be adapted accordingly.

Subject to the approval of the proposed dividend distribution by the General Meeting, coupon no. 23 will be payable as from 6 May 2020.

In accordance with the law, we request you to grant discharge to the Directors and the Statutory Auditor for the performance of their duties during the financial year ended 31 December 2019.

#### Balance Sheet items at 31 December 2019

On the balance sheet of UCB SA/NV at 31 December 2019, the total assets and liabilities amount to € 6 867 million, as compared to € 7 047 million at 31 December 2018.

The variation on the balance sheet is mainly driven by:

- the increase of participating interests in affiliates of € 309 million as a result of the capital increase in kind of UCB Pharma SA/NV for € 305 million (please refer to section 1.1) and the capital call of UCB Ventures SA/NV for € 15 million (please refer to section 1.3) decreased by the recognition of impairment charges on shares for € 11 million (please refer to section 1.8);
- the decrease of the long term intra-group receivable for € 701 million due to the reduction of receivable with UCB Biopharma SRL/BV for € 256 million that was contributed to UCB Pharma SA/NV as contribution in kind (please refer to section 1.1), in addition to the reclassification of

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the receivable with Celltech for £ 400 million from the long term intercompany receivable position to the short term intercompany receivable position;

- the decrease of the investments in own shares for a total amount of € 15 million as a result of the disposal of 392 003 UCB shares (please refer to section 1.5);
- the decrease of the cash position of € 101 million used amongst others to fulfil our redemption commitments toward the maturity of our bonds for € 75 million (please refer to section 1.2);
- the decrease of the deferred charges for € 53 million mainly due to the deferral of the premium paid in 2016 for the assignment of the intra-group receivables for € 19 million in addition to the incorporation of € 36 million of the premium into the capital contribution in kind in UCB Pharma SA/NV as part of the fair market value adjustment (please refer to section 1.1). As per end of December 2019, a total amount of € 113 million is still outstanding and will be deferred to further exercises;
- the increase in the provision, to cover the risk of share price changes of long-term incentives granted to the Executive Committee and certain categories of employees, for a total amount of € 3 million mainly due to the transfer of obligations under the 2019 Stock Option Plan from UCB SA/NV to UCB Fipar SA/NV (please refer to section 1.4);
- the reclassification of the bond amounting to € 250 million with maturity date in 2020 from the long term debt position to the short term debt payable within the year position;
- the decrease of the other long term financial debt position of € 117 million due to the reclassification of the portion of the loan with the European Investment Bank ("EIB") maturing in 2020, for a total value of € 17 million, from the long term financial debt position to the short term financial debt position in addition to the early repayment of the EIB loan for a total amount of € 100 million (please refer to section 1.7).

### 7. Changes to the composition of the Board

Please refer to the Corporate Governance Statement in the UCB Group Integrated Annual Report 2019 for the changes in the Board composition in 2019 as well as the proposals for changes to the composition for 2020.

8. Financial instruments, risks of credit, risks of liquidity and risks of treasury

Please refer to the UCB Group Integrated Annual Report 2019, "Notes to the Consolidated Financial Statements", Point 4 "Financial Risks Management".



#### 9. Change of control

Please refer to section 3.11.9 of the Orthocorporate Governance Statement included in the UCB Group Integrated Annual Report 2019 for a complete overview of all agreements including change of control provisions approved in 2019.

#### 10. Activities in the area of research and development

The activities of UCB SA/NV are holding activities. There are no research and development activities at the level of UCB SA/NV.

#### 11. Branches of UCB SA/NV

UCB SA/NV has no branches.

#### 12. Corporate Governance Statement

The Corporate Governance Statement (including the Remuneration Report) is included in the UCB Group integrated Annual Report 2019.

#### 13. Non-financial information

The Belgian legislation on non-financial information legislation requires the company to report on five corporate social responsibility areas: environmental, social and employee matters, human rights, anticorruption and bribery and diversity & inclusion. All this information is included in the UCB Group Integrated Annual Report 2019.

Brussels, 19 February 2020.

Jean-Christophe Tellier

Chief Executive Officer and Director

<u>Evélyn dy/Monceau</u>

Chair of the Board



# **UCB SA**

Statutory auditor's report to the general shareholders' meeting on the annual accounts for the year ended 31 December 2019

19 February 2020

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# STATUTORY AUDITOR'S REPORT TO THE GENERAL SHAREHOLDERS' MEETING OF UCB SA ON THE ANNUAL ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2019

We present to you our statutory auditor's report in the context of our statutory audit of the annual accounts of UCB SA (the "Company"). This report includes our report on the annual accounts, as well as the other legal and regulatory requirements. This forms part of an integrated whole and is indivisible.

We have been appointed as statutory auditor by the general meeting *d.d.* 25 April 2018, following the proposal formulated by the board of directors and following the recommendation by the audit committee and the proposal formulated by the works' council. Our mandate will expire on the date of the general meeting which will deliberate on the annual accounts for the year ended 31 December 2020. We have performed the statutory audit of the annual accounts of the Company before 1990.

### Report on the annual accounts

#### Unqualified opinion

We have performed the statutory audit of the annual accounts of the Company, which comprise the balance sheet as at 31 December 2019, and the profit and loss account for the year then ended, and the notes to the annual accounts, characterised by a balance sheet total of EUR 6.867.033.201 and a profit and loss account showing a profit for the year of EUR 242.168.332.

In our opinion, the annual accounts give a true and fair view of the Company's net equity and financial position as at 31 December 2019, and 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. Furthermore, we have applied the International Standards on Auditing (ISAs) as approved by the IAASB which are applicable to the year-end and which are not yet approved at the national level. Our responsibilities under those standards are further described in the "Auditor's responsibilities for the audit of the annual accounts" section of our report. We have fulfilled our ethical responsibilities in accordance with the ethical requirements that are relevant to our audit of the annual accounts in Belgium, including the requirements related to independence.

We have obtained from the board of directors and Company officials 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.

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#### Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts of the current period. These matters were addressed in the context of our audit of the annual accounts as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Carrying value of investments in subsidiaries and associates

Description of the Key Audit Matter

The Company has investments in subsidiaries (#280) for EUR 4.422.397.876 (31 December 2018 – EUR 4.113.017.007) and in associates (#282) for EUR 15.126.591 (31 December 2018 – EUR 15.126.591).

The carrying values of investments in subsidiaries and associates are contingent on future cash flows that will be generated by the underlying legal entities. If these cash flows do not meet the expectations, there is risk that these assets will be impaired. The impairment reviews performed by Company contain a number of significant judgements and estimates including revenue growth, the success of new product launches, patent expiry dates, profit margins and discount rate.

How our Audit addressed the Key Audit Matter

We performed the following procedures to assess the carrying values of the investments:

- We compared the carrying value of each individually material investment to the total equity of the concerned legal entity. We discussed with management, for these entities, the current year financial performance and the expected business developments;
- For those entities for which the total equity is lower than the carrying value or for which the business development is expected to be negatively impacted by certain events, decisions or trends, we obtained the impairment analyses based on a discounted cash flow model and tested the reasonableness of the methodology and the key assumptions. These assumptions include profit and cash flow developments, the impact of product portfolio changes, pricing impacts and the selection of discount rates.

As a result of our work, we concur with management's conclusions that an impairment of EUR 10.594.139 was required.

#### Responsibilities 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.

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In preparing the annual accounts, the board of directors 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 board of directors 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 an 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.

In performing our audit, we comply with the legal, regulatory and normative framework applicable to the audit of the annual accounts in Belgium. A statutory audit does not provide any assurance as to the Company's future viability nor as to the efficiency or effectiveness of the board of directors' current or future business management.

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 board of directors;
- Conclude on the appropriateness of the board of directors' 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, including the
  disclosures, and whether the annual accounts represent the underlying transactions and events
  in a manner that achieves fair presentation.



We communicate with the audit committee 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 identify during our audit.

We also provide the audit committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the audit committee, we determine those matters that were of most significance in the audit of the annual accounts of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter.

#### Other legal and regulatory requirements

#### Responsibilities of the board of directors

The board of directors is responsible for the preparation and the content of the director's report, of the non-financial and other information included in the annual report and of the documents required to be deposited by virtue of the legal and regulatory requirements, as well as for the compliance with the legal and regulatory requirements regarding bookkeeping, with the Companies' and Associations' Code as from 1 January 2020, the Companies' Code until 31 December 2019 and the Company's articles of association.

#### Statutory auditor's responsibilities

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, the directors' report, the non-financial information and the other information included in the annual report and certain documents required to be deposited by virtue of legal and regulatory requirements, as well as compliance with the articles of association and of certain requirements of the Companies' and Associations' Code as from 1 January 2020 and of the Companies' Code until 31 December 2019, and to report on these matters.

#### Aspects related to the directors' report

In our opinion, after having performed specific procedures in relation to the directors' report, the directors' report is consistent with the annual accounts for the year under audit, and it is prepared in accordance with the articles 3:5 and 3:6 of the Companies' and Associations' Code.

In the context of our audit of the annual accounts, we are also responsible for considering, in particular based on the knowledge acquired resulting from the audit, whether the directors' report is materially misstated or contains information which is inadequately disclosed or otherwise misleading. In light of the procedures we have performed, there are no material misstatements we have to report to you.

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The non-financial information required by virtue of article 3:6, §4 of the Companies' Code is included in the directors' report on the consolidated accounts. The Company has prepared the non-financial information, based on the GRI standards. However, in accordance with article 3:75, §1, 6° of the Companies' and Associations' Code, we do not express an opinion as to whether the non-financial information has been prepared in accordance with the GRI standards as disclosed in the annual accounts.

#### Statement related to the social balance sheet

The social balance sheet, to be deposited in accordance with article 3:12, §1, 8° of the Companies' and Associations' Code, includes, both in terms of form and content, the information required by virtue of this Code and does not present any material inconsistencies with the information we have at our disposition in our engagement.

#### Statement related to independence

- Our registered audit firm and our network did not provide services which are incompatible with the statutory audit of the annual accounts and our registered audit firm remained independent of the Company in the course of our mandate.
- The fees for additional services which are compatible with the statutory audit of the annual
  accounts referred to in article 3:65 of the Companies' and Associations' Code are correctly
  disclosed and itemized in the notes to the annual accounts.

#### Other statements

- Without prejudice to formal aspects of minor importance, the accounting records were 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 provisions of the articles of association.
- There are no transactions undertaken or decisions taken in breach of the Company's articles of association or the Companies' and Associations' Code as from 1 January 2020 and the Companies' Code until 31 December 2019 that we have to report to you.
- This report is consistent with the additional report to the audit committee referred to in article 11 of the Regulation (EU) N° 537/2014.
- In accordance with article 523 of the Companies' Code, we are also required to report to you on the decisions of the Board of Directors of 27 February 2019 relating to (1) the corporate results 2018 bonus pay-out, Long Term Incentive (LTI) award vesting and the 2019 targets, (2) the issuance of 906.000 stock options to approximately 393 employees with a vesting period of 3 years, (3) the allocation of 943.000 and 164.000 shares (or 1.107.000 shares in total) respectively to about 1.845 employees (Stock Awards) and to about 50 employees of upper management (Performance Share Plan), and (4) the CEO compensation and LTI, including the base salary as from 1 March 2019, bonus pay-out 2019 (performance 2018) and the LTI 2019.

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These decisions were recorded in minutes, the text of which is taken in extenso in the directors' report on the consolidated financial statements. As explained in these minutes, the decisions have the following property effects: (1) the 2018 bonus pay-out based on the 2018 results (REBITDA), the REBITDA target for the 2019 bonus pay-out and the metrics used for the Performance Share Plan 2019-2021 (pay-out 2022) have been approved, (2) the issuance of 906.000 stock options in 2019 represents a cost to the company that corresponds to the difference between the purchase price of own shares by the company and the price of resale of these shares to the beneficiary upon exercise of the options, (3) the allocation of 1.107.000 shares (Stock Awards and Performance Share Plan) represents a cost to the company that corresponds to the value of the UCB shares at the time of vesting (vesting period of 3 years), and (4) the annual base pay of the CEO will be EUR 1.109.935 as from 1 March 2019, the CEO bonus pay-out 2019 (performance 2018) will be EUR 1.246.446, and the CEO LTI will be 39.623 stock options (vesting period of 3 years and 9 months) and 27.735 performance shares (3 years vesting period).

Sint-Stevens-Woluwe, 19 February 2020

The statutory auditor

PwC Reviseurs d'Entreprises SRL / PwC Bedrijfsrevisoren BV

Represented by

Romain Seffer Registered Auditor

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SOCIAI	L BALANCE SHEET		
Number	of joint industrial committee:	207	 

# STATEMENT OF THE PERSONS EMPLOYED

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

During the current period	Codes	Total 1. Men		2. Women	
Average number of employees					
Full-time	1001	163,2	61,7	101,5	
Part-time	1002	15,0	2,5	12,5	
Total in full-time equivalents	1003	176,6	63,6	113,0	
Number of hours actually worked					
Full-time	1011	277.952	106.728	171.224	
Part-time	1012	16.441	3.150	13.291	
Total	1013	294.393	109.878	184.515	
Personnel costs					
Full-time	1021	60.398.106	23.191.663	37.206.443	
Part-time	1022	3.572.578	684.485	2.888.093	
Total	1023	63.970.684	23.876.148	40.094.536	
Advantages in addition to wages	1033	224.064	82.008	142.056	

During the preceding period	Codes	P. Total	1P. Men	2P. Women
Average number of employees in FTE	1003	172,2	63,2	109,0
Number of hours actually worked	1013	283.921	104.832	179.089
Personnel costs	1023	79.882.229	29.494.925	50.387.304
Advantages in addition to wages	1033			

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

At the closing date of the period	Codes	1. Full-time	2. Part-time	Total full-time equivalents
Number of employees	105	164	14	174,3
By nature of the employment contract				
Contract for an indefinite period	110	148	14	158,3
Contract for a definite period	111	16		16,0
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to gender and study level				
Men	120	60	2	61,6
primary education	1200			
secondary education	1201			
higher non-university education	1202	2		2,0
university education	1203	58	2	59,6
Women	121	104	12	112,7
primary education	1210			
secondary education	1211	1	1	1,8
higher non-university education	1212	3	5	6,4
university education	1213	100	6	104,5
By professional category				
Management staff	130	12		12,0
Employees	134	152	14	162,3
Workers	132			
Others	133			

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

During the period	Codes	Hired temporary staff	Persons placed     at the     enterprise's     disposal
Average number of persons employed	150	2,0	
Number of hours actually worked	151	3.996	
Costs for the enterprise	152	124.664	

# LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES	Codes	1. Full-time	2. Part-time	Total full-time equivalents
Number of employees for whom the entreprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year	205	45	2	46,3
By nature of employment contract				
Contract for an indefinite period	210	26	2	27,3
Contract for a definite period	211	19		19,0
Contract for the execution of a specifically assigned work	212			
Replacement contract	213			

DEPARTURES	Codes	1. Full-time	2. Part-time	Total full-time equivalents
Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year	305	44	5	47,9
By nature of employment contract				
Contract for an indefinite period	310	25	5	28,9
Contract for a definite period	311	19		19,0
Contract for the execution of a specifically assigned work	312			
Replacement contract	313			
By reason of termination of contract				
Retirement	340		1	0,8
Unemployment with extra allowance from enterprise	341			
Dismissal	342	7	1	7,5
Other reason	343	37	3	39,6
the number of persons who continue to render services to the enterprise at least half-time on a self-employed basis	350			

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# INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

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