

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

**IDENTIFICATION DETAILS (at the filing date)**NAME: **PROXIMUS**Legal form <sup>1</sup>: **S.A. de droit public**Address: **Boulevard du Roi Albert II-Koning Albert II laan**N°. **27**Postal code: **1030**Town: **Brussel 3**Country: **Belgium**Register of legal persons - commercial court: **Brussel, Dutch-speaking**Website <sup>2</sup>:E-mail address <sup>2</sup>:

Company registration number

**0202.239.951**

DATE **03/05/2021** of filing the most recent document mentioning the date of publication of the deed of incorporation and of the deed of amendment of the articles of association.

This filing concerns <sup>3</sup>: the ANNUAL ACCOUNTS in **EURO** <sup>4</sup>approved by the general meeting of **19/04/2023** the OTHER DOCUMENTS

regarding

the financial year covering the period from

**01/01/2022**

to

**31/12/2022**

the preceding period of the annual accounts from

**01/01/2021**

to

**31/12/2021**The amounts for the preceding period are / ~~are not~~ <sup>5</sup> identical to the ones previously published.Total number of pages filed: **67**

Numbers of the sections of the standard model form not filed

because they serve no useful purpose: 6.1, 6.2.1, 6.2.2, 6.2.5, 6.5.2, 9, 11, 12, 13, 14, 15

Signature  
(name and position)  
**BOUTIN Guillaume**  
Chief Executive Officer

Signature  
(name and position)  
**DE CLERCK Stefaan**  
Chairman

<sup>1</sup> Where appropriate, "in liquidation" is stated after the legal form.<sup>2</sup> Optional mention.<sup>3</sup> Tick the appropriate box(es).<sup>4</sup> If necessary, change to currency in which the amounts are expressed.<sup>5</sup> Strike out what does not apply.

## LIST OF DIRECTORS, MANAGERS AND AUDITORS

BOUTIN Guillaume, Chief Executive Officer and Managing Director  
Avenue Maréchal Ney 155, 1180 Brussels, BELGIUM

DE CLERCK Stefaan, Chairman of the Board of Directors  
Damkaai 7, 8500 Kortrijk, BELGIUM

DE GUCHT Karel, President of the Brussels School of Governance (BSoG) and Director of Companies  
Hoogstraat 9, 9290 Berlare, BELGIUM  
Director

de MAHIEU Béatrice, CEO BeCode  
Pierre Marchandstraat 51, 1970 Wezembeek-Oppem, BELGIUM  
Director

HANARD Audrey, Chairwoman of the Board of Directors of bpost  
94 Clapham Common South Side, Ground Flat, SW49DN London, UK  
Director

OUASSARI Ibrahim, CEO MolenGeek  
Meiselaan 36, 1880 Kapelle-op-den-Bos, BELGIUM  
Director

TILLEKAERTS Claire, Director of companies  
Ter Ramenlaan 11, 9070 Destelbergen, BELGIUM  
Director

## Representatives of shareholders other than the Belgian State:

DEMUELENAERE Pierre, Director of Companies  
Rue des Couteliers 24, 1490 Court Saint-Etienne, BELGIUM  
Director

DE PRYCKER Martin, Partner Qbic Fund and Director of Companies  
De Cauwerstraat 41, 9100 Sint-Niklaas, BELGIUM  
Director

RUTTEN Catherine, Vice-President International, Government Affairs & Public Policy Vertex Pharmaceuticals  
Avenue Emile Van Becelaere 107, 1170 Watermael-Boitsfort, BELGIUM  
Director

SONNE Joachim, Finance Advisor  
12 Tyrawley Road, UK - London SW6 4 QQ, UNITED KINGDOM  
Director

TOURAIN Agnès, Chef d'entreprise  
5 Rue de Budé, 75004 Paris, FRANCE  
Director

VANDENBORRE Catherine, Chief Financial Officer Elia  
Clos du Champ de Bourgeois 11, 1330 Rixensart, BELGIUM  
Director

VAN DEN HOVE Luc, President & CEO imec  
Jachthuislaan 29, 3210 Lubbeek, BELGIUM  
Director

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

## DELOITTE, Réviseurs d'entreprises SRL

Gateway Building, Luchthaven Brussel Nationaal 1 J, 1930 Zaventem, BELGIUM

Chairman of the Board of Auditors

Company number: BE 0429.053.863

Number of membership with the Institute of Auditors: B00025

Represented by Koen Neijens

Gateway Building, Luchthaven Brussel Nationaal 1 J, 1930 Zaventem, BELGIUM

Auditor

Number of membership with the Institute of Auditors: IBR A02022 (K. Neijens)

## DEBUCQUOY Jan, Councillor Auditor's Office

Oude Sint-Gommarusstraat 27, 2800 Mechelen, BELGIUM

Auditor

## GUIDE Dominique, Councillor Auditor's Office

Rue Léon Théodor 166, 1090 Jette, BELGIUM

Auditor

## Luc CALLAERT SRL

Zwaluwstraat 117, 1840 Londerzeel (Malderen), BELGIUM

Auditor

Company number : BE 0463.716.022

Number of membership with the Institute of Auditors : B00342

Represented by Luc Callaert

Zwaluwstraat 117, 1840 Londerzeel (Malderen), BELGIUM

Number of membership with the Institute of Auditors : A01123

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

The managing board declares that not a single audit or correction assignment has been given to a person not authorized to do so by law, pursuant to articles 34 and 37 of the law of 22 April 1999 concerning accounting and tax professions.

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

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

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

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

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

\* Strike out what does not apply.

\*\* Optional mention.

<b>ANNUAL ACCOUNTS</b>
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**BALANCE SHEET AFTER APPROPRIATION**

	Notes	Codes	Period	Preceding period
<b>ASSETS</b>				
<b>FORMATION EXPENSES</b>	6.1	20		
<b>FIXED ASSETS</b>		21/28	7.578.881.025	6.464.427.059
<b>Intangible fixed assets</b>	6.2	21	2.300.451.207	1.830.972.324
<b>Tangible fixed assets</b>	6.3	22/27	3.264.228.814	2.889.256.262
Land and buildings		22	94.751.301	94.930.102
Plant, machinery and equipment		23	3.068.415.104	2.697.468.869
Furniture and vehicles		24	10.242.267	9.236.814
Leasing and other similar rights		25	64.626.917	54.222.862
Other tangible fixed assets		26	10.690.194	12.680.067
Assets under construction and advance payments		27	15.503.031	20.717.548
<b>Financial fixed assets</b>	6.4 / 6.5.1	28	2.014.201.004	1.744.198.473
Affiliated Companies	6.15	280/1	1.936.416.980	1.695.274.928
Participating interests		280	1.936.416.980	1.695.274.928
Amounts receivable		281		
Other companies linked by participating interests	6.15	282/3	76.227.688	47.362.837
Participating interests		282	76.227.688	47.362.837
Amounts receivable		283		
Other financial fixed assets		284/8	1.556.336	1.560.708
Shares		284		
Amounts receivable and cash guarantees		285/8	1.556.336	1.560.708

	Notes	Codes	Period	Preceding period
<b>CURRENT ASSETS</b>		29/58	<u>960.373.964</u>	<u>1.290.861.308</u>
<b>Amounts receivable after more than one year</b>		29	12.468	12.468
Trade debtors		290		
Other amounts receivable		291	12.468	12.468
<b>Stocks and contracts in progress</b>		3	166.656.667	116.526.041
Stocks		30/36	147.874.856	100.282.928
Raw materials and consumables		30/31	52.354.830	39.064.519
Work in progress		32		
Finished goods		33		
Goods purchased for resale		34	95.520.026	61.218.409
Immovable property intended for sale		35		
Advance payments		36		
Contracts in progress		37	18.781.811	16.243.113
<b>Amounts receivable within one year</b>		40/41	409.449.739	702.558.050
Trade debtors		40	358.204.911	370.596.111
Other amounts receivable		41	51.244.828	331.961.939
<b>Current investments</b>	6.5.1 / 6.6	50/53	141.714.271	263.138.718
Own shares		50	140.415.153	261.963.835
Other investments		51/53	1.299.118	1.174.883
<b>Cash at bank and in hand</b>		54/58	189.449.599	154.534.596
<b>Accruals and deferred income</b>	6.6	490/1	53.091.220	54.091.435
<b>TOTAL ASSETS</b>		20/58	8.539.254.989	7.755.288.367

	Notes	Codes	Period	Preceding period
<b>EQUITY AND LIABILITIES</b>				
<b>EQUITY</b>		10/15	<u>1.565.553.728</u>	<u>1.622.935.916</u>
<b>Contributions</b>	6.7.1	10/11	1.000.000.000	1.000.000.000
Capital		10	1.000.000.000	1.000.000.000
Issued capital		100	1.000.000.000	1.000.000.000
Uncalled capital <sup>6</sup>		101		
Beyond capital		11		
Share premium account		1100/10		
Other		1109/19		
<b>Revaluation surpluses</b>		12		
<b>Reserves</b>		13	247.356.855	369.386.693
Reserves not available		130/1	240.971.328	362.300.080
Legal reserve		130	100.000.000	100.000.000
Reserves not available statutorily		1311		
Purchase of own shares		1312	140.415.153	261.963.835
Financial support		1313		
Other		1319	556.175	336.245
Untaxed reserves		132	6.385.527	7.086.613
Available reserves		133		
<b>Accumulated profits (losses)</b>	(+)/(-)	14	317.460.884	253.549.223
<b>Capital subsidies</b>		15	735.989	
<b>Advance to shareholders on the distribution of net assets</b> <sup>7</sup>		19		
<b>PROVISIONS AND DEFERRED TAXES</b>		16	<u>505.594.630</u>	<u>609.850.984</u>
<b>Provisions for liabilities and charges</b>		160/5	504.754.378	609.022.366
Pensions and similar obligations		160		
Taxes		161		
Major repairs and maintenance		162		
Environmental obligations		163	206.039	926.039
Other liabilities and charges	6.8	164/5	504.548.339	608.096.327
<b>Deferred taxes</b>		168	840.252	828.618

<sup>6</sup> Amount to be deducted from the issued capital.

<sup>7</sup> Amount to be deducted from the other components of equity.

	Notes	Codes	Period	Preceding period
<b>AMOUNTS PAYABLE</b>		17/49	6.468.106.631	5.522.501.467
<b>Amounts payable after more than one year</b>	6.9	17	3.349.197.263	2.879.457.642
Financial debts		170/4	2.691.750.286	2.795.454.516
Subordinated loans		170		
Unsubordinated debentures		171	2.244.051.289	2.342.169.155
Leasing and other similar obligations		172	34.846.143	51.969.032
Credit institutions		173	400.000.000	400.000.000
Other loans		174	12.852.854	1.316.329
Trade debts		175	657.446.977	84.003.126
Suppliers		1750	657.446.977	84.003.126
Bills of exchange payable		1751		
Advance payments on contracts in progress		176		
Other amounts payable		178/9		
<b>Amounts payable within one year</b>	6.9	42/48	3.042.766.782	2.561.761.889
Current portion of amounts payable after more than one year falling due within one year		42	241.492.548	129.333.998
Financial debts		43	1.315.041.509	1.045.229.515
Credit institutions		430/8		150.000.000
Other loans		439	1.315.041.509	895.229.515
Trade debts		44	874.265.991	842.783.457
Suppliers		440/4	874.265.991	842.783.457
Bills of exchange payable		441		
Advance payments on contracts in progress		46	4.132.115	4.026.927
Taxes, remuneration and social security	6.9	45	342.376.757	269.183.828
Taxes		450/3	170.262.888	105.678.547
Remuneration and social security		454/9	172.113.869	163.505.281
Other amounts payable		47/48	265.457.862	271.204.164
<b>Accruals and deferred income</b>	6.9	492/3	76.142.586	81.281.936
<b>TOTAL LIABILITIES</b>		10/49	8.539.254.989	7.755.288.367



**PROFIT AND LOSS ACCOUNT**

	Notes	Codes	Period	Preceding period
<b>Operating income</b>		70/76A	4.352.819.339	4.252.317.696
Turnover	6.10	70	3.770.228.148	3.756.530.706
Stocks of finished goods and work and contracts in progress: increase (decrease)	(+)/(-)	71	2.538.698	494.326
Produced fixed assets		72	454.041.321	417.695.283
Other operating income	6.10	74	71.089.695	54.771.460
Non-recurring operating income	6.12	76A	54.921.477	22.825.921
<b>Operating charges</b>		60/66A	4.045.738.033	3.971.159.376
Goods for resale, raw materials and consumables		60	576.989.994	566.395.052
Purchases		600/8	624.200.750	589.232.165
Stocks: decrease (increase)	(+)/(-)	609	-47.210.756	-22.837.113
Services and other goods		61	1.350.532.538	1.315.276.713
Remuneration, social security and pensions	(+)/(-) 6.10	62	830.990.422	793.663.159
Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets		630	1.237.512.970	1.238.502.845
Amounts written down on stocks, contracts in progress and trade debtors: additions (write-backs)	(+)/(-) 6.10	631/4	-15.930.454	-4.405.143
Provisions for liabilities and charges: appropriations (uses and write-backs)	(+)/(-) 6.10	635/8	-1.529.459	11.919.069
Other operating charges	6.10	640/8	49.356.684	43.115.198
Operating charges reported as assets under restructuring costs	(-)	649		
Non-recurring operating charges	6.12	66A	17.815.338	6.692.483
<b>Operating profit (loss)</b>	(+)/(-)	9901	307.081.306	281.158.320

	Notes	Codes	Period	Preceding period
<b>Financial income</b>		75/76B	367.898.268	275.498.500
Recurring financial income		75	367.898.268	234.494.740
Income from financial fixed assets		750	340.472.007	220.000.011
Income from current assets		751	4.061.942	3.006.068
Other financial income	6.11	752/9	23.364.319	11.488.661
Non-recurring financial income	6.12	76B		41.003.760
<b>Financial charges</b>	6.11	65/66B	207.175.200	62.352.312
Recurring financial charges		65	205.957.087	62.092.304
Debt charges		650	53.382.983	50.288.170
Amounts written down on current assets other than stocks, contracts in progress and trade debtors: additions (write-backs)	(+)/(-)	651	124.252.049	-14.337.403
Other financial charges		652/9	28.322.055	26.141.537
Non-recurring financial charges	6.12	66B	1.218.113	260.008
<b>Profit (Loss) for the period before taxes</b>	(+)/(-)	9903	467.804.374	494.304.508
<b>Transfer from deferred taxes</b>		780	240.645	233.695
<b>Transfer to deferred taxes</b>		680		
<b>Income taxes on the result</b>	(+)/(-)	6.13 67/77	115.764.408	117.244.662
Taxes		670/3	118.898.523	120.156.820
Adjustment of income taxes and write-back of tax provisions		77	3.134.115	2.912.158
<b>Profit (Loss) of the period</b>	(+)/(-)	9904	352.280.611	377.293.541
<b>Transfer from untaxed reserves</b>		789	701.086	701.085
<b>Transfer to untaxed reserves</b>		689		
<b>Profit (Loss) of the period available for appropriation</b>	(+)/(-)	9905	352.981.697	377.994.626

**APPROPRIATION ACCOUNT**

		Codes	Period	Preceding period
<b>Profit (Loss) to be appropriated</b>	(+)/(-)	9906	606.530.920	679.137.665
Profit (Loss) of the period available for appropriation	(+)/(-)	(9905)	352.981.697	377.994.626
Profit (Loss) of the preceding period brought forward	(+)/(-)	14P	253.549.223	301.143.039
<b>Transfers from equity</b>		791/2	123.084.706	863.872
from contributions		791		
from reserves		792	123.084.706	863.872
<b>Appropriations to equity</b>		691/2	1.755.953	14.214.160
to contributions		691		
to legal reserve		6920		
to other reserves		6921	1.755.953	14.214.160
<b>Profit (loss) to be carried forward</b>	(+)/(-)	(14)	317.460.884	253.549.223
<b>Shareholders' contribution in respect of losses</b>		794		
<b>Profit to be distributed</b>		694/7	410.398.789	412.238.154
Compensation for contributions		694	387.008.570	387.522.929
Directors or managers		695		
Employees		696	23.390.219	24.715.225
Other beneficiaries		697		

	Codes	Period	Preceding period
<b>CONCESSIONS, PATENTS LICENSES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS</b>			
<b>Acquisition value at the end of the period</b>	8052P	xxxxxxxxxxxxxxx	3.595.747.612
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8022	1.111.147.339	
Sales and disposals	8032	226.418.563	
Transfers from one heading to another (+)/(-)	8042	2.443.485	
<b>Acquisition value at the end of the period</b>	8052	4.482.919.873	
<b>Amortisations and amounts written down at the end of the period</b>	8122P	xxxxxxxxxxxxxxx	2.752.042.674
<b>Movements during the period</b>			
Recorded	8072	417.124.223	
Written back	8082		
Acquisitions from third parties	8092	1.558.565	
Cancelled owing to sales and disposals	8102	226.418.563	
Transfers from one heading to another (+)/(-)	8112	1.076.981	
<b>Amortisations and amounts written down at the end of the period</b>	8122	2.945.383.880	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	211	<u>1.537.535.993</u>	

	Codes	Period	Preceding period
<b>GOODWILL</b>			
<b>Acquisition value at the end of the period</b>	8053P	xxxxxxxxxxxxxxx	5.027.843.478
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8023	108.302.161	
Sales and disposals	8033		
Transfers from one heading to another (+)/(-)	8043		
<b>Acquisition value at the end of the period</b>	8053	5.136.145.639	
<b>Amortisations and amounts written down at the end of the period</b>	8123P	xxxxxxxxxxxxxxx	4.040.576.093
<b>Movements during the period</b>			
Recorded	8073	330.454.331	
Written back	8083		
Acquisitions from third parties	8093	2.200.000	
Cancelled owing to sales and disposals	8103		
Transferred from one heading to another (+)/(-)	8113		
<b>Amortisations and amounts written down at the end of the period</b>	8123	4.373.230.424	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	212	<u>762.915.215</u>	

**STATEMENT OF TANGIBLE FIXED ASSETS**

	Codes	Period	Preceding period
<b>LAND AND BUILDINGS</b>			
<b>Acquisition value at the end of the period</b>	8191P	xxxxxxxxxxxxxxx	376.641.938
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8161	234.657	
Sales and disposals	8171	44.748	
Transfers from one heading to another (+)/(-)	8181		
<b>Acquisition value at the end of the period</b>	8191	376.831.847	
<b>Revaluation surpluses at the end of the period</b>	8251P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8211		
Acquisitions from third parties	8221		
Cancelled	8231		
Transferred from one heading to another (+)/(-)	8241		
<b>Revaluation surpluses at the end of the period</b>	8251		
<b>Amortisations and amounts written down at the end of the period</b>	8321P	xxxxxxxxxxxxxxx	281.711.837
<b>Movements during the period</b>			
Recorded	8271	413.457	
Written back	8281		
Acquisitions from third parties	8291		
Cancelled owing to sales and disposals	8301	44.748	
Transferred from one heading to another (+)/(-)	8311		
<b>Amortisations and amounts written down at the end of the period</b>	8321	282.080.546	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(22)	94.751.301	

	Codes	Period	Preceding period
<b>PLANT, MACHINERY AND EQUIPMENT</b>			
<b>Acquisition value at the end of the period</b>	8192P	xxxxxxxxxxxxxxxx	11.212.140.610
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8162	862.505.360	
Sales and disposals	8172	674.102.475	
Transfers from one heading to another (+)/(-)	8182	-2.443.485	
<b>Acquisition value at the end of the period</b>	8192	11.398.100.010	
<b>Revaluation surpluses at the end of the period</b>	8252P	xxxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8212		
Acquisitions from third parties	8222		
Cancelled	8232		
Transferred from one heading to another (+)/(-)	8242		
<b>Revaluation surpluses at the end of the period</b>	8252		
<b>Amortisations and amounts written down at the end of the period</b>	8322P	xxxxxxxxxxxxxxxx	8.514.671.741
<b>Movements during the period</b>			
Recorded	8272	470.001.898	
Written back	8282		
Acquisitions from third parties	8292	20.194.713	
Cancelled owing to sales and disposals	8302	674.106.465	
Transferred from one heading to another (+)/(-)	8312	-1.076.981	
<b>Amortisations and amounts written down at the end of the period</b>	8322	8.329.684.906	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(23)	<u>3.068.415.104</u>	

	Codes	Period	Preceding period
<b>FURNITURE AND VEHICLES</b>			
<b>Acquisition value at the end of the period</b>	8193P	xxxxxxxxxxxxxxx	55.640.932
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8163	6.406.849	
Sales and disposals	8173	8.773.904	
Transfers from one heading to another (+)/(-)	8183		
<b>Acquisition value at the end of the period</b>	8193	53.273.877	
<b>Revaluation surpluses at the end of the period</b>	8253P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8213		
Acquisitions from third parties	8223		
Cancelled	8233		
Transfers from one heading to another (+)/(-)	8243		
<b>Revaluation surpluses at the end of the period</b>	8253		
<b>Amortisations and amounts written down at the end of the period</b>	8323P	xxxxxxxxxxxxxxx	46.404.118
<b>Movements during the period</b>			
Recorded	8273	4.565.086	
Written back	8283		
Acquisitions from third parties	8293	836.310	
Cancelled owing to sales and disposals	8303	8.773.904	
Transfers from one heading to another (+)/(-)	8313		
<b>Amortisations and amounts written down at the end of the period</b>	8323	43.031.610	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(24)	<u>10.242.267</u>	



	Codes	Period	Preceding period
<b>LEASING AND OTHER SIMILAR RIGHTS</b>			
<b>Acquisition value at the end of the period</b>	8194P	xxxxxxxxxxxxxxxx	60.921.110
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8164	19.752.688	
Sales and disposals	8174	219.963	
Transfers from one heading to another (+)/(-)	8184		
<b>Acquisition value at the end of the period</b>	8194	80.453.835	
<b>Revaluation surpluses at the end of the period</b>	8254P	xxxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8214		
Acquisitions from third parties	8224		
Cancelled	8234		
Transfers from one heading to another (+)/(-)	8244		
<b>Revaluation surpluses at the end of the period</b>	8254		
<b>Amortisations and amounts written down at the end of the period</b>	8324P	xxxxxxxxxxxxxxxx	6.698.248
<b>Movements during the period</b>			
Recorded	8274	9.348.632	
Written back	8284		
Acquisitions from third parties	8294		
Cancelled owing to sales and disposals	8304	219.963	
Transferred from one heading to another (+)/(-)	8314		
<b>Amortisations and amounts written down at the end of the period</b>	8324	15.826.917	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(25)	<u>64.626.918</u>	
<b>Of which</b>			
<b>Land and buildings</b>	250		
<b>Plant, machinery and equipment</b>	251		
<b>Furniture and vehicles</b>	252	64.626.918	

	Codes	Period	Preceding period
<b>OTHER TANGIBLE FIXED ASSETS</b>			
<b>Acquisition value at the end of the period</b>	8195P	xxxxxxxxxxxxxxx	240.522.189
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8165	3.656.815	
Sales and disposals	8175	9.747.297	
Transfers from one heading to another	(+)/(-) 8185		
<b>Acquisition value at the end of the period</b>	8195	234.431.707	
<b>Revaluation surpluses at the end of the period</b>	8255P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8215		
Acquisitions from third parties	8225		
Cancelled	8235		
Transferred from one heading to another	(+)/(-) 8245		
<b>Revaluation surpluses at the end of the period</b>	8255		
<b>Amortisations and amounts written down at the end of the period</b>	8325P	xxxxxxxxxxxxxxx	227.842.121
<b>Movements during the period</b>			
Recorded	8275	5.605.342	
Written back	8285		
Acquisitions from third parties	8295	37.357	
Cancelled owing to sales and disposals	8305	9.743.307	
Transferred from one heading to another	(+)/(-) 8315		
<b>Amortisations and amounts written down at the end of the period</b>	8325	223.741.513	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(26)	<u>10.690.194</u>	

	Codes	Period	Preceding period
<b>ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS</b>			
<b>Acquisition value at the end of the period</b>	8196P	xxxxxxxxxxxxxxxx	20.717.548
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8166		
Sales and disposals	8176	5.214.517	
Transfers from one heading to another (+)/(-)	8186		
<b>Acquisition value at the end of the period</b>	8196	15.503.031	
<b>Revaluation surpluses at the end of the period</b>	8256P	xxxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8216		
Acquisitions from third parties	8226		
Cancelled	8236		
Transferred from one heading to another (+)/(-)	8246		
<b>Revaluation surpluses at the end of the period</b>	8256		
<b>Amortisations and amounts written down at the end of the period</b>	8326P	xxxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8276		
Written back	8286		
Acquisitions from third parties	8296		
Cancelled owing to sales and disposals	8306		
Transferred from one heading to another (+)/(-)	8316		
<b>Amortisations and amounts written down at the end of the period</b>	8326		
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(27)	<u>15.503.031</u>	



	Codes	Period	Preceding period
<b>COMPANIES LINKED BY PARTICIPATING INTERESTS - PARTICIPATING INTERESTS AND SHARES</b>			
<b>Acquisition value at the end of the period</b>	8392P	xxxxxxxxxxxxxxx	53.965.066
<b>Movements during the period</b>			
Acquisitions	8362	29.830.000	
Sales and disposals	8372		
Transfers from one heading to another	(+)/(-) 8382		
<b>Acquisition value at the end of the period</b>	8392	83.795.066	
<b>Revaluation surpluses at the end of the period</b>	8452P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8412		
Acquisitions from third parties	8422		
Cancelled	8432		
Transferred from one heading to another	(+)/(-) 8442		
<b>Revaluation surpluses at the end of the period</b>	8452		
<b>Amounts written down at the end of the period</b>	8522P	xxxxxxxxxxxxxxx	5.863.822
<b>Movements during the period</b>			
Recorded	8472	965.149	
Written back	8482		
Acquisitions from third parties	8492		
Cancelled owing to sales and disposals	8502		
Transferred from one heading to another	(+)/(-) 8512		
<b>Amounts written down at the end of the period</b>	8522	6.828.971	
<b>Uncalled amounts at the end of the period</b>	8552P	xxxxxxxxxxxxxxx	738.407
<b>Movements during the period</b>	(+)/(-) 8542		
<b>Uncalled amounts at the end of the period</b>	8552	738.407	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(282)	<u>76.227.688</u>	
<b>COMPANIES LINKED BY PARTICIPATING INTERESTS - AMOUNTS RECEIVABLE</b>			
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	283P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Appropriations	8582	90.000	
Repayments	8592		
Amounts written down	8602	90.000	
Amounts written back	8612		
Exchange differences	(+)/(-) 8622		
Other movements	(+)/(-) 8632		
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(283)	<u>                    </u>	
<b>ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD</b>	8652	<u>76.227.688</u>	

	Codes	Period	Preceding period
<b>OTHER COMPANIES - PARTICIPATING INTERESTS AND SHARES</b>			
<b>Acquisition value at the end of the period</b>	8393P	xxxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Acquisitions	8363		
Sales and disposals	8373		
Transfers from one heading to another	(+)/(-) 8383		
<b>Acquisition value at the end of the period</b>	8393		
<b>Revaluation surpluses at the end of the period</b>	8453P	xxxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8413		
Acquisitions from third parties	8423		
Cancelled	8433		
Transferred from one heading to another	(+)/(-) 8443		
<b>Revaluation surpluses at the end of the period</b>	8453		
<b>Amounts written down at the end of the period</b>	8523P	xxxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8473		
Written back	8483		
Acquisitions from third parties	8493		
Cancelled owing to sales and disposals	8503		
Transferred from one heading to another	(+)/(-) 8513		
<b>Amounts written down at the end of the period</b>	8523		
<b>Uncalled amounts at the end of the period</b>	8553P	xxxxxxxxxxxxxxxx	
<b>Movements during the period</b>	(+)/(-) 8543		
<b>Uncalled amounts at the end of the period</b>	8553		
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(284)		
<b>OTHER COMPANIES - AMOUNTS RECEIVABLE</b>			
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	285/8P	xxxxxxxxxxxxxxxx	1.560.708
<b>Movements during the period</b>			
Appropriations	8583	190.320	
Repayments	8593	194.692	
Amounts written down	8603		
Amounts written back	8613		
Exchange differences	(+)/(-) 8623		
Other movements	(+)/(-) 8633		
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(285/8)	1.556.336	
<b>ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD</b>	8653		

**PARTICIPATING INTERESTS INFORMATION****PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES**

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

NAME, full address of the REGISTERED OFFICE and, for an entity governed by Belgian law, the COMPANY REGISTRATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	Directly		Subsidiaries	Annual accounts as per	Currency code	Equity	Net result
		Number	%				%	(+) or (-) (in units)
<b>Connectimmo S.A.</b> Limited liability company Boulevard du Roi Albert II 27 1030 Brussel 3 Belgium 0477.931.965		4.865.300	100,00	0,00	31/12/2021	EUR	598.271.679	20.219.792
<b>Proximus Opal S.A.</b> Limited liability company Boulevard du Roi Albert II 27 1030 Brussel 3 Belgium 0861.585.672		620	100,00	0,00	31/12/2021	EUR	530.169.425	39.989.164
<b>Proximus Luxembourg SA</b> Limited liability company rue du Puits Romain 18 8070 Bertrange Luxembourg		245.340	100,00	0,00	31/12/2021	EUR	136.670.083	15.728.749
<b>Proximus ICT S.A.</b> Limited liability company Boulevard du Roi Albert II 27 1030 Schaarbeek Belgium 0826.942.915		4.340	100,00	0,00	31/12/2021	EUR	54.078.617	2.545.158
<b>Telindus-Isit B.V.</b> Limited liability company Krommewetering 7 3543 AP Utrecht Netherlands		42.677	100,00	0,00	31/12/2020	EUR	30.308.000	3.231.000
<b>Belgian Mobile ID S.A.</b> Limited liability company Place Sainte Gudule 5 1000 Brussel 1 Belgium 0541.659.084		90.404	15,00	0,00	31/12/2021	EUR	19.493.385	-3.418.583

**PARTICIPATING INTERESTS INFORMATION****PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES**

NAME, full address of the REGISTERED OFFICE and, for an entity governed by Belgian law, the COMPANY REGISTRATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	Directly		Subsidiaries	Annual accounts as per	Cur-rency code	Equity	Net result
		Number	%				%	(+) or (-) (in units)
<b>Proximus Media House S.A.</b> Limited liability company Rue Carli 2 1140 Brussel 14 Belgium 0875.092.626		20.000	100,00	0,00	31/12/2021	EUR	59.612.032	2.294.998
<b>Synductis C.V.B.A.</b> Cooperative association with limited liability Brusselsesteenweg 199 9090 Melle Belgium 0502.445.845		310	16,67	0,00	31/12/2021	EUR	21.700	0
<b>Experience@work C.V.B.A.</b> Cooperative association with limited liability Minderbroedergang 12 2800 Mechelen Belgium 0627.819.632		30	30,00	0,00	31/12/2021	EUR	139.450	-6.386
<b>Tessaers S.A.</b> Limited liability company Rue Louis de Geer 6 1348 Louvain-la-Neuve Belgium 0600.810.278		43.200	23,18	0,00	31/12/2021	EUR	5.612.776	-1.406.592
<b>BE-Mobile NV</b> Limited liability company Kardinaal Mercierlaan 1 , box A 9090 Melle Belgium 0881.959.533		177.357	56,43	36,31	31/12/2021	EUR	24.360.882	-2.454.347
<b>Co.Station Belgium NV</b> Limited liability company Sinter-Goedelevoorplein 5 1000 Brussel 1 Belgium 0599.786.434		4.000	20,00	0,00	31/12/2021	EUR	-1.042.704	-1.558.067



**PARTICIPATING INTERESTS INFORMATION****PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES**

NAME, full address of the REGISTERED OFFICE and, for an entity governed by Belgian law, the COMPANY REGISTRATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	Directly		Subsidiaries	Annual accounts as per	Cur-rency code	Equity	Net result
		Number	%				%	(+) or (-) (in units)
<b>Cascador BVBA</b> Private limited (liability) company Kardinaal Mercierlaan 1 , box A 9090 Melle Belgium 0648.964.048		4.300	100,00	0,00	31/12/2021	EUR	10.090.347	-7.942
<b>MWingz BV</b> Limited liability company Simon Bolivardlaan 34 1000 Brussel 1 Belgium 0738.987.372		1.600.000	50,00	0,00	31/12/2021	EUR	5.278.991	1.284.029
<b>Fiberklaar Midco BV</b> Limited liability company Raymonde de Larochelaan 13 9051 Sint-Denijs-Westrem Belgium 0760.489.106		596.299	49,70	0,00	31/12/2021	EUR	59.999.569	-531
<b>Belgacom International Carrier Services</b> Public limited liability company Koning AlbertII laan 27 1030 Brussel 3 Belgium 0866.977.981		403.860	42,40	58,60	31/12/2021	EUR	269.998.511	51.313.147
<b>Unifiber Midco</b> Public limited liability company Drève Richelle 161 1410 Waterloo Belgium 0771.814.647		4.499	49,99	0,00		EUR	0	0
<b>Mobile Vikings</b> Public limited liability company Kempische steenweg 309 , box 1 3500 Hasselt Belgium 0886.946.917		10.000	100,00	0,00	31/12/2021	EUR	23.675.866	11.493.986

**PARTICIPATING INTERESTS INFORMATION****PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES**

NAME, full address of the REGISTERED OFFICE and, for an entity governed by Belgian law, the COMPANY REGISTRATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	Directly		Subsidiaries	Annual accounts as per	Currency code	Equity	Net result
		Number	%				%	(+) or (-) (in units)
<b>Ads &amp; Data</b> Public limited liability company Harensessesteenweg 226 1800 Vilvoorde Belgium 0809.309.701		8.694	11,20	0,00	31/12/2021	EUR	1.791.219	1.009.326
<b>i.LECO</b> Public limited liability company Kleinhoefstraat 6 2440 Geel Belgium 0471.967.356		2.470	37,50	0,00	31/12/2021	EUR	496.937	-512.502
<b>Proximus Luxembourg Infrastructure</b> Public limited liability company Rue du Puits Romain 18 8070 Bertrange Luxembourg						EUR	0	0
<b>Proximus ADA</b> Public limited liability company Koning Albert II Laan 27 1030 Brussel 3 Belgium 0781.848.902		1.200	100,00	0,00		EUR	0	0
<b>Doktr</b> Limited liability company Koning Albert II Laan 27 1030 Brussel 3 Belgium 0787.949.212		799	79,90	0,00		EUR	0	0

**CURRENT INVESTMENTS AND ACCRUALS AND DEFERRED INCOME****CURRENT INVESTMENTS - OTHER INVESTMENTS****Shares and investments other than fixed income investments**

Shares – Book value increased with the uncalled amount

Shares – Uncalled amount

Precious metals and works of art

**Fixed-income securities**

Fixed income securities issued by credit institutions

**Term accounts with credit institutions**

With a remaining term or notice

up to one month

between one month and one year

over one year

**Other investments not mentioned above**

Codes	Period	Preceding period
51		
8681		
8682		
8683		
52		
8684		
53	1.299.118	1.174.883
8686		
8687		
8688	1.299.118	1.174.883
8689		

**ACCRUALS AND DEFERRED INCOME****Allocation of account 490/1 of assets if the amount is significant**

Deferred cost - services

Deferred financial cost

Accrued Income

Deferred cost of sales

Period
24.507.232
4.881.572
426.242
23.276.174

**STATEMENT OF CAPITAL AND SHAREHOLDERS' STURCTURE**

**STATEMENT OF CAPITAL**

**Capital**

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

Codes	Period	Preceding period
100P	XXXXXXXXXXXXXXXX	1.000.000.000
(100)	1.000.000.000	

Modifications during the period

Composition of the capital  
 Share types

Bearer shares w/o specification of nominal value  
 Registered shares  
 Registered shares  
 Shares dematerialized

Codes	Period	Number of shares
	420.011.222	141.974.350
	579.988.778	196.050.785
8702	XXXXXXXXXXXXXXXX	196.050.785
8703	XXXXXXXXXXXXXXXX	141.974.350

**Unpaid capital**

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

Codes	Uncalled amount	Called up amount, unpaid
(101)		XXXXXXXXXXXXXXXX
8712	XXXXXXXXXXXXXXXX	

**Own shares**

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

**Commitments to issuing shares**

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

**Authorised capital not issued**

Codes	Period
8721	46.246.940
8722	15.632.628
8731	
8732	
8740	
8741	
8742	
8745	
8746	
8747	
8751	200.000.000

**Shares issued, non-representing capital**

Distribution

Number of shares

Number of voting rights attached thereto

Allocation by shareholder

Number of shares held by the company itself

Number of shares held by its subsidiaries

Codes	Period
8761	
8762	
8771	
8781	

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

Period

**SHAREHOLDERS' STRUCTURE OF THE COMPANY AT YEAR-END CLOSING DATE**

As reflected in the notifications received by the company pursuant to article 7:225 of the Belgian Companies and Associations Code, article 14 fourth paragraph of the law of 2 May 2007 on the publication of major holdings and article 5 of the Royal Decree of 21 August 2008 on further rules for certain multilateral trading facilities.

NAME of the persons who hold rights of the company, together with the ADDRESS (of the registered office, in the case of a legal person) and the COMPANY REGISTRATION NUMBER, in the case of an company governed by Belgian law	Rights held			
	Nature	Number of voting rights		%
		Attached to securities	Not attached to securities	
<b>Belgische Staat FOD/SPF Etat belge Mobilité en Vervoer/ M</b> Aarlenstraat 10 1040 Brussel 4 Belgium	Registered	180.887.569	0	53,51
<b>Proximus NV/SA van publiek recht/ de droit public</b> Koning Albert-II laan 27 1030 Brussel 3 Belgium 0202.239.951	Registered	14.790.000	0	4,38
<b>Proximus NV/SA van publiek recht/ de droit public</b> Koning Albert-II laan 27 1030 Brussel 3 Belgium 0202.239.951	Dematerialized	842.628	0	0,25
<b>BlackRock Inc.</b> East 52nd Street 55 NY 1005 New York United States of America	Dematerialized	13.727.440	0	4,06

**Additional information**

The Company may acquire its own shares and transfer the shares thus acquired in accordance with the provisions of the Belgian Code of Companies and Associations.

The Board of Directors is by article 13 of the bylaws empowered to acquire, within the legal limits, the maximum number of own shares permitted by law. The price paid for these shares must not be more than 5% above the highest closing price in the 30-day trading period preceding the transaction, and no more than 10% below the lowest closing price in that same 30-day trading period. This mandate is granted for a period of five years as of 21 April 2021.

**PROVISIONS FOR OTHER LIABILITIES AND CHARGES**

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

	Period
Social benefits for personnel and retirees	334.411.358
Provision for Statutory Employees made available	11.388.888
Early Leave Plans	103.809.387
Pending litigations	23.871.055
Annuity due to work accidents	26.270.690
Provisions other	4.796.962



**STATEMENT OF AMOUNTS PAYABLE AND ACCRUALS AND DEFERRED INCOME (LIABILITIES)**

	Codes	Period
<b>BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL TERM OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL MATURITY</b>		
<b>Current portion of amounts payable after more than one year falling due within one year</b>		
Financial debts	8801	109.852.224
Subordinated loans	8811	
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	109.852.224
Credit institutions	8841	
Other loans	8851	
Trade debts	8861	131.640.324
Suppliers	8871	131.640.324
Bills of exchange payable	8881	
Advance payments on contracts in progress	8891	
Other amounts payable	8901	
<b>Total current portion of amounts payable after more than one year falling due within one year</b>	(42)	241.492.548
<b>Amounts payable with a remaining term of more than one year, yet less than 5 years</b>		
Financial debts	8802	1.143.864.484
Subordinated loans	8812	
Unsubordinated debentures	8822	1.109.018.342
Leasing and other similar obligations	8832	34.846.142
Credit institutions	8842	
Other loans	8852	
Trade debts	8862	210.601.459
Suppliers	8872	210.601.459
Bills of exchange payable	8882	
Advance payments on contracts in progress	8892	
Other amounts payable	8902	
<b>Total amounts payable with a remaining term of more than one year, yet less than 5 years</b>	8912	1.354.465.943
<b>Amounts payable with a remaining term of more than 5 years</b>		
Financial debts	8803	1.547.885.801
Subordinated loans	8813	
Unsubordinated debentures	8823	1.135.032.947
Leasing and other similar obligations	8833	
Credit institutions	8843	400.000.000
Other loans	8853	12.852.854
Trade debts	8863	446.845.519
Suppliers	8873	446.845.519
Bills of exchange payable	8883	
Advance payments on contracts in progress	8893	
Other amounts payable	8903	
<b>Amounts payable with a remaining term of more than 5 years</b>	8913	1.994.731.320

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

	Codes	Period
<b>TAXES, REMUNERATION AND SOCIAL SECURITY</b>		
<b>Taxes</b> (headings 450/3 and 178/9 of liabilities)		
Outstanding tax debts	9072	
Accruing taxes payable	9073	141.176.610
Estimated taxes payable	450	29.086.279
<b>Remuneration and social security</b> (headings 454/9 and 178/9 of liabilities)		
Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	172.113.869

**ACCRUALS AND DEFERRED INCOME**

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

Not yet expired interests on loans  
Billed turnover for subsequent periods  
Options to issue

Period
25.281.638
49.558.392
1.302.556



	Codes	Period	Preceding period
<b>Provisions for pensions and similar obligations</b>			
Appropriations (uses and write-backs)	(+)/(-) 635		
<b>Depreciations</b>			
On stock and contracts in progress			
Recorded	9110	3.666.539	3.272.201
Written back	9111	4.047.713	3.584.047
On trade debtors			
Recorded	9112	1.631.930	6.567.610
Written back	9113	17.181.210	10.660.907
<b>Provisions for liabilities and charges</b>			
Appropriations	9115	12.675.184	19.418.971
Uses and write-backs	9116	14.204.643	7.499.902
<b>Other operating charges</b>			
Taxes related to operation	640	18.463.660	16.792.260
Other	641/8	30.893.024	26.322.938
<b>Hired temporary staff and personnel placed at the company's disposal</b>			
Total number at the closing date	9096	14	10
Average number calculated in full-time equivalents	9097	53,0	1,0
Number of actual hours worked	9098	79.001	1.950
Costs to the company	617	2.538.565	59.986

**FINANCIAL RESULTS****RECURRING FINANCIAL INCOME****Other financial income**

Subsidies paid by public authorities, added to the profit and loss account

Capital subsidies

9125 20.850

Interest subsidies

9126

Allocation of other financial income

Exchange differences realized

754

Other

Exchange gains incl. Report/Deport

22.168.688 9.031.368

Realized capital gains on shares

887.735 1.956.952

Other

287.047 500.341

**RECURRING FINANCIAL CHARGES****Depreciation of loan issue expenses**

6501

**Capitalised interests**

6502

**Depreciations on current assets**

Recorded

6510 124.252.050

Written back

6511 14.337.403

**Other financial charges**

Amount of the discount borne by the company, as a result of negotiating amounts receivable

653

**Provisions of a financial nature**

Appropriations

6560

Uses and write-backs

6561

**Allocation of other financial costs**

Exchange differences realized

654

Results from the conversion of foreign currencies

655

Other

Exchange losses Incl. Report/Deport

21.897.129 8.394.098

Less value on realisation of own shares

3.027.606 1.230.888

Miscellaneous bankcosts

1.964.215 1.723.547

Other

596.330 1.311.235

Commissions-use of payment means

836.774 554.570

settlement of IRS contract

12.927.200

**INCOME AND CHARGES OF EXCEPTIONAL SIZE OR FREQUENCY**

	Codes	Period	Preceding period
<b>NON-RECURRING INCOME</b>	76	54.921.477	63.829.681
<b>Non-recurring operating income</b>	(76A)	54.921.477	22.825.921
Write-back of depreciation and of amounts written off intangible and tangible fixed assets	760		22.756.806
Write-back of provisions for extraordinary operating liabilities and charges	7620	54.826.352	
Capital profits on disposal of intangible and tangible fixed assets	7630	95.125	69.115
Other non-recurring operating income	764/8		
<b>Non-recurring financial income</b>	(76B)		41.003.760
Write-back of amounts written down financial fixed assets	761		41.000.000
Write-back of provisions for extraordinary financial liabilities and charges	7621		
Capital profits on disposal of financial fixed assets	7631		3.760
Other non-recurring financial income	769		
<b>NON-RECURRING CHARGES</b>	66	19.033.451	6.952.491
<b>Non-recurring operating charges</b>	(66A)	17.815.338	6.692.483
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660		450.000
Provisions for extraordinary operating liabilities and charges: appropriations (uses) (+)/(-)	6620	-47.912.176	-76.330.009
Capital losses on disposal of intangible and tangible fixed assets	6630		
Other non-recurring operating charges	664/7	65.727.514	82.572.492
Non-recurring operating charges carried to assets as restructuring costs (-)	6690		
<b>Non-recurring financial charges</b>	(66B)	1.218.113	260.008
Amounts written off financial fixed assets	661	1.055.149	160.000
Provisions for extraordinary financial liabilities and charges - appropriations (uses) (+)/(-)	6621		
Capital losses on disposal of financial fixed assets	6631	162.964	100.008
Other non-recurring financial charges	668		
Non-recurring financial charges carried to assets as restructuring costs (-)	6691		

**TAXES****INCOME TAXES****Income taxes on the result of the period**

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

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

Additional income taxes due or paid  
 Additional income taxes estimated or provided for

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

Profit sharing employees  
 Change in taxable reserves  
 Disallowed expenses  
 Tax deductions/exemptions

Codes	Period
9134	118.784.226
9135	112.000.000
9136	
9137	6.784.226
9138	114.297
9139	114.297
9140	
	-23.376.928
	291.945.969
	170.477.808
	-432.510.250

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

Write down on own shares  
 Taxable provisions movement (-)

Period
127.307.325
59.454.071

**Sources of deferred taxes**

Deferred taxes representing assets  
 Accumulated tax losses deductible from future taxable profits  
 Other deferred taxes representing assets  
 Temporarily taxed provisions  
 Doubtful debtors  
 Excess depreciations  
 Deferred taxes representing liabilities  
 Allocation of deferred taxes representing liabilities

Codes	Period
9141	8.489.368
9142	
	7.105.449
	2.258.947
	875.028
9144	



**TAXES**

**VALUE-ADDED TAXES AND TAXES BORNE BY THIRD PARTIES**

**Value-added taxes charged**

To the company (deductible)

By the company

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

Payroll withholding taxes

Withholding taxes on investment income

Codes	Period	Preceding period
9145	292.819.412	289.422.457
9146	712.376.752	716.494.236
9147	177.554.237	168.716.220
9148	44.747.143	46.520.392

**RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET**

Codes	Period
<b>PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE COMPANY AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES</b>	
9149	105.863.703
	<hr/>
9150	
9151	
9153	105.863.703
<b>REAL GUARANTEES</b>	
<b>Real guarantees provided or irrevocably promised by the company on its own assets as security of debts and commitments of the company</b>	
Mortgages	
Book value of the immovable properties mortgaged	91611
Amount of registration	91621
For irrevocable mortgage mandates, the amount for which the agent can take registration	91631
Pledging of goodwill	
Maximum amount up to which the debt is secured and which is the subject of registration	91711
For irrevocable mandates to pledge goodwill, the amount for which the agent can take the inscription	91721
Pledging of other assets or irrevocable mandates to pledge other assets	
Book value of the immovable properties mortgaged	91811
Maximum amount up to which the debt is secured	91821
Guarantees provided or irrevocably promised on future assets	
Amount of assets in question	91911
Maximum amount up to which the debt is secured	91921
Vendor's privilege	
Book value of sold goods	92011
Amount of the unpaid price	92021

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

Mortgages

Book value of the immovable properties mortgaged

Amount of registration

For irrevocable mortgage mandates, the amount for which the agent can take registration

Pledging of goodwill

Maximum amount up to which the debt is secured and which is the subject of registration

For irrevocable mandates to pledge goodwill, the amount for which the agent can take the inscription

Pledging of other assets or irrevocable mandates to pledge other assets

Book value of the immovable properties mortgaged

Maximum amount up to which the debt is secured

Guarantees provided or irrevocably promised on future assets

Amount of assets in question

Maximum amount up to which the debt is secured

Vendor's privilege

Book value of sold goods

Amount of the unpaid price

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

**GOODS AND VALUES, NOT REFLECTED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR OWN NAME BUT FOR THE BENEFIT AND AT THE RISK OF THE COMPANY**

**SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS**

Intangible assets

Tangible assets

Codes	Period
	15.076.642
	952.584.034
9213	
9214	
9215	136.985.707
9216	137.182.889

**SUBSTANTIAL COMMITMENTS TO DISPOSE OF FIXED ASSETS**

**FORWARD TRANSACTIONS**

Goods purchased (to be received)

Goods sold (to be delivered)

Currencies purchased (to be received)

Currencies sold (to be delivered)

**COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES**

Period

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

Period

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

### Brief description

Within the scope of the policy for the management of the staff members, Proximus has provided a plan under the form of a "defined benefit plan" for complementary pensions applicable to Proximus PLC under Belgian Public Law and some subsidiaries. The employees of name affiliate are part of this complementary pension plan.

The rights of the participants of this plan are recognised as from January 1st, 1997 at the earliest. For the execution of these commitments and for the management of the assets that are gathered for this, a Pension Fund has been founded and recognised by R.D. of December 8th, 1998. In 2015 it took the name "Proximus Pensioenfonds O.F.P."/"Fonds de Pension Proximus O.F.P" via the amendment of its articles of incorporation published in the annexes to the Belgian Official Gazette on 09/06/2015.

On the basis of an actuarial calculation according to the PUC- method (Project Unit Credit), based on a nominal discount rate of 3,50 % and the expected evolution of the salaries, the total amount of DBO (Defined Benefit Obligation) obligations to the staff members of Proximus PLC under Belgian Public Law amounts to 653.357KEUR on December 31st, 2022.

The amount of obligations of this fund (Proximus S.A. de droit public/N.V. van publiek recht including some subsidiaries) amounts to 716.450KEUR on December 31st, 2022. The fund is funded on the basis of the annual periodic cost, also calculated according to the PUC-method. On December 31st, 2022 the total investments portfolio of this fund amounts to 856.768KEUR.

Following the advice of the CBN 2018/15 issued 20 June 2018, the valuation of the pension liabilities under Belgian GAAP needs to be based on current salaries, without considering future salary developments. In addition, as required by Belgian law, the plan assets in the pension fund more than fully cover the prudent calculation of the vested benefits per 31 December 2022. On this basis, no provision for underfunding needs to be recognized in Belgian statutory annual accounts.

### Measures taken to cover the related charges

### PENSIONS FUNDED BY THE COMPANY ITSELF

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

Methods of estimation

Code	Period
9220	

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

Period

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

The put option refers to the right granted by Proximus to the non-controlling interests of one of its subsidiary to sell their shares.

Period
3.122.731

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

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

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

Period
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**OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET:**Commitments:

Currency and Interest rate swaps (swap of fixed into variable rate)	10,882,069
Rent commitments	
buildings	400,732,081
sites	85,122,429
technical or network equipment	10,868,352
vehicles	30,698,529

Received guarantees:

to cover Proximus PLC under Belgian Public Law from banks (bank guarantees)	24,157,235
to cover commitments from third parties towards Proximus PLC under Belgian Public Law from banks (bank guarantees)	24,636,041
guarantees by third parties	5,000,000
as deposit at the "Caisse des Dépôts et Consignation"	1.506.165

Rights:

Credit line long term	700,000,000
Credit line short term	75,000,000
Credit line intercompany	63,951,920
Right of emission of commercial papers	1,000,000,000
of which emitted	478,000,000
Right of emission of Euro Medium Term Notes	3,500,000,000
of which emitted	2,350,000,000
Currency and Interest rate swaps (swap of fixed into variable rate)	10,882,069

Some credit facilities are conditional to the respecting of certain debt ratios at group level.

Proximus gives support letters to some of its affiliates. These letters provide assurance that the affiliates will be able to fulfil their financial obligations.

Proximus often has, for the rented spaces where she installs network antennas, the obligation to hand over these spaces in their original state at the end of the rent agreement.

HCL:

In 2021 Proximus entered into a partnership with HCL Technologies whereby that company operates and maintains Proximus' private cloud infrastructure. The partnership foresaw a transition phase, that started in October 2021 and that was finished in February 2022.

HCL and Proximus concluded an asset financing arrangement (nominal amount of EUR 65 million) for the infrastructure that remains in the Proximus datacenters and under Proximus control which is recognized as Sale and lease back in BEGAAP and for which Proximus has an obligation to repurchase the assets. On top of that financing for existing assets the partnership includes a lease for the renewal of infrastructure (€17 million at end 2022).

Contingencies and commitments in relation with the joint-ventures and associates fiber entities (Fiberklaar, Unifiber and Glasfaser Ostbelgien):

- Imposed to the fiber entities
  - After the roll-out period, Fiberklaar and Unifiber are required to meet the net debt/EBITDA target ratios defined in their shareholders' agreements. Available cash must be used to meet these targets as a matter of priority before any distribution to shareholders.

- Imposed to the fiber entities' shareholders
  - Proximus has a contractual obligation to financially support entities Fiberklaar and Unifiber by acquiring a predefined volume of fiber connections for the already deployed areas. This will be done by the complete migration of its customer base and the phasing out of its copper network within a few years after the completion of the fiber rollout. For Glasfaser Ostbelgien, there is no predefined volume, but there is still the migration commitment.
  - Upon the occurrence of a "Flip Over Event" (such as the achievement of the deployment of the network on a targeted number of households, a predefined date, etc.), the shareholders of the fiber entities are obliged to transfer the minimum number of shares required to Proximus in order for the latter to obtain control by having the majority of the shareholding. If necessary, and in the most limited way possible, adaptations could be made to the shareholders' agreements in order to ensure control at Proximus after Flip Over. The earliest change of control is expected to occur in 2028.
  - At the timing of the Flip Over, Proximus has the right to acquire the number of shares necessary to own at least 50% plus one and up to 75% minus one of Glasfaser Ostbelgien Shares. It is also granted a call option to extend its shareholding to 60% of Fiberklaar Midco shares.
  - Fiberklaar and Unifiber will maximize their funding through debt and operating cash flows. The shareholders will supplement the remaining financing needs with a capital injection, pro rata to their share.
  - All shares held by Midco Unifiber and Midco Fiberklaar in Unifiber and Fiberklaar are pledged to the banks as part of the financing arrangements obtained by Unifiber and Fiberklaar.

#### Building:

Redevelopment of the Proximus Towers in Brussels On 14 March 2022, Proximus and Imobel reached a binding agreement regarding the redevelopment of Proximus' headquarters in Brussels. The works should start in 2024 and should be finished by the end of 2026. The renovated building will not only be used by Proximus, but also by other companies and will also contain residential spaces, public accommodation, retail, etc. As a result of the agreement, Proximus acquired rights and gave commitments to dispose of property, plant and equipment (end 2023) for a sales price of EUR 143 million, in that case followed by a lease-back of part of the renovated building (as from 2027).

#### Spectrum Rights:

By acquiring certain spectrum rights in 2022, Proximus commits to pay annual fees as presented below:

BAND	Existing/New	Amount of spectrum	Positioning	Validity period	Start date	End Date	Unique fee (€ million)	Annual fee total commitment (€ million) (*)
800 MHz	Existing	2 x 10 MHz	801-811 / 842-852 MHz	20 year	30/11/2013	29/11/2033	120	28
2600 MHz	Existing	2 x 20 MHz	2500-2520 / 2620-2640 MHz	15 year	01/07/2012	30/06/2027	20	7
700 MHz	New	2 x 10 MHz	723-733/778-788 MHz	20 year	01/09/2022	31/08/2042	123	52
900 MHz	New	2 x 10 MHz	895-905/940-950 MHz	20 year	01/01/2023	31/12/2042	57	56
1800 MHz	New	2 x 25 MHz	1710-1735/1805-1830 MHz	20 year	01/01/2023	31/12/2042	110	77
2100 MHz	New	2 x 25 MHz	1920-1945/2110-2135 MHz	20 year	01/01/2023	31/12/2042	145	77
1400 MHz	New	1 x 45 MHz	1472-1517 MHz	20 year	01/07/2023	30/06/2043	109	65
3500 MHz	New	1 x 100 MHz	3700-3800 MHz	Until May 6 <sup>th</sup> 2040	01/09/2022	06/05/2040	56	24
<b>31th of December 2022</b>							<b>740</b>	<b>385</b>
<i>(*) the amount presented is not discounted and includes estimated inflation effect</i>								

Proximus has obtained a license on certain spectrum bands for a consideration consisting of a so-called "unique fee" and "annual fees". The "unique fee" can be paid upfront in one single payment or in yearly installments. The "annual fee" is a spectrum availability fee and is subject to an annual indexation adjustment.

#### Tax on pylons

In 2020 there were both positive and negative evolutions in case law which have resulted in a review of the provisions with a limited net impact. In 2021 and 2022, there are no material changes in case law. The position as recognized in the Financial Statements reflects management's best estimate of the probable final outcome.

## Compensation mechanism statutory retirees

On 31 December 2003, Proximus transferred to the Belgian State its legal pension obligation for its statutory employees and their survivors, in exchange of a payment of EUR 5 Billion to the Belgian State. The transfer of the statutory pension liability to the Belgian State in 2003 was coupled with an increased employer social security contribution for civil servants as from 2004 and included an annual compensation mechanism to off-set certain future increases or decreases in the Belgian State's obligations as a result of actions taken by Proximus. Following a change in law (Program Law of 25 December 2017), as from 2018, the obligation to off-set stopped for the Belgian State.

## V.A.T. unit

The company is member of a VAT group, called 'Proximus VAT Group', established on October 1, 2010 under the VAT number BE0829.001.392. All members of the VAT group are jointly liable towards the State for all VAT debts, interest, penalties and costs which are due under the acts of the VAT group members. On 31/12/2022, the members of Proximus VAT Group were: Proximus S.A. of public law, Proximus ICT S.A., Connectimmo S.V., Be-Mobile N.A., Proximus ICT Expert Community BV (merged with ClearMedia S.A. on 31/01/2022), ClearMedia SA, Scarlet Belgium (merged with Proximus S.A. on 30/09/2022), Davinsi Labs, Proximus Luxembourg Technology Services, Codit, Codit Holding, Codit Managed Services, Mobile Vikings, Proximus ADA (since 01/06/2022), Telesign Belgium (since 01/06/2022) and DOKTR (since 01/09/2022).

## Claims and legal proceedings

Our policies and procedures are designed to comply with all applicable laws, accounting and reporting requirements, regulations and tax requirements, including those imposed by foreign countries, the EU, as well as applicable labour laws.

The complexity of the legal and regulatory environment in which we operate, and the related cost of compliance are both increasing due to additional requirements. Furthermore, foreign and supranational laws occasionally conflict with domestic laws. Failure to comply with the various laws and regulations as well as changes in laws and regulations or the manner in which they are interpreted or applied, may result in damage to our reputation, liability, fines and penalties, increased tax burden or cost of regulatory compliance and impacts of our financial statements.

The telecommunications industry and related service businesses are characterised by the existence of a large number of patents and trademarks. Litigation based on allegations of patent infringement or other violations of intellectual property rights is common. As the number of entrants into the market grows and the overlap of product functions increases, the possibility of an intellectual property infringement claim against Proximus increases.

Proximus is currently involved in various claims and legal proceedings, including those for which a provision has been made and those described below for which no or limited provisions have been accrued, in the jurisdictions in which it operates concerning matters arising in connection with the conduct of its business. These include also proceedings before the Belgian Institute for Postal services and Telecommunications ("BIPT"), appeals against decisions taken by the BIPT, and proceedings with the tax administrations.

### 1. Broadband/Broadcast Access Related Cases

Between 12 and 14 October 2010, the Belgian Directorate General of Competition started a dawn raid in Proximus's offices in Brussels. This investigation concerns allegations by Mobistar and KPN regarding the wholesale DSL services of which Proximus would have engaged in obstruction practices. This measure is without prejudice to the final outcome of the full investigation. Following the inspection, the Directorate General of Competition is to examine all the relevant elements of the case. Eventually the College of Competition Prosecutors may propose a decision to be adopted by the Competition Council. During this procedure, Proximus will be in a position to make its views heard. (This procedure may last several years.)

During the investigation of October 2010, a large number of documents were seized (electronic data such as a full copy of mailboxes and archives and other files). Proximus and the prosecutor of the Competition authority exchanged extensive views on the way to handle the seized data. Proximus wanted to be sure that the lawyers "legal privilege" (LPP) and the confidentiality of in-house counsel advices are guaranteed. Moreover, Proximus sought to prevent the Competition authority from having access to (sensitive) data that were out of scope. Not being able to convince the prosecutor of its position, Proximus started two proceedings, one before the Brussels Court of Appeal and one before the President of the Competition Council, in order to have the communication to the investigation teams of LPP data and data out of scope suspended.



On 5 March 2013, the Court of Appeal issued a positive judgment in this appeal procedure by which it ruled that investigators had no authority to seize documents containing advices of company lawyers and documents that are out of scope and that these documents should be removed/destroyed. To be noted that this is a decision on the procedure in itself and not on the merit of the case.

On 14 October 2013, the Competition authority launched a request for cassation against this decision. Proximus has joined this cassation procedure. Eventually, on 22 January 2015, the Supreme Court decided to confirm the Judgment of 5 March 2013, except for a restriction with regard to older documents, which was annulled. It is up to the Court of Appeal now to take a new decision on this restriction. In March 2014, KPN has withdrawn its complaint; Mobistar remaining the sole complainant.

## 2. Mobile On-net cases related

In the proceedings following a complaint by KPN Group Belgium in 2005 with the Belgian Competition Authority the latter confirmed on 26 May 2009 one of the five charges of abuse of dominant position put forward by the Prosecutor on 22 April 2008, i.e., engaging in 2004-2005 in a “price-squeeze” on the professional market. The Belgian Competition Authority considered that the rates for calls between Proximus customers (“on-net rates”) were lower than the rates it charged competitors for routing a call from their own networks to that of Proximus (=termination rates), increased with a number of other costs deemed relevant. All other charges of the Prosecutor were rejected. The Competition Authority also imposed a fine of EUR 66.3 million on Proximus (former Belgacom Mobile) for abuse of a dominant position during the years 2004 and 2005. Proximus was obliged to pay the fine prior to 30 June 2009 and recognized this charge (net of existing provisions) as a non-recurring expense in the income statement of the second quarter 2009.

Proximus filed an appeal against the ruling of the Competition Authority with the Court of Appeal of Brussels, contesting a large number of elements of the ruling: amongst other the fact that the market impact was not examined. Also, KPN Group Belgium and Mobistar filed an appeal against said ruling.

Following the settlement agreement dated 21 October 2015, the appeals of Base and Mobistar against the decision of the Belgian Competition Authority are withdrawn. Proximus will continue its appeal procedure against this decision.

In its interim judgment of 7th of October 2020, the Brussels Court of Appeal partially annulled the decision of 26th of May 2009 of the Competition Council, based on the reasoning that (i) the Belgian Competition Authority could not have established the existence of an abuse of a dominant position for 2004 without the document seized during the illegal dawn raid, while (ii) the documents seized during the illegal dawn raid were not indispensable for the establishment of the abuse of a dominant position for 2005. Consequently, Court decided that the procedure should only be continued for the latter period (both for other procedural issues and on merits). Proximus launched a “pourvoi en cassation” against this judgment in so far, according to Proximus, the decision should not have been annulled partially (2004), but totally (2004 and 2005), exactly because of the illegality of the dawn raid. This “pourvoi en cassation” was rejected on 12th of January 2023, meaning that the procedure before the Brussels Court of Appeal further continues

In October 2009, seven parties (Telenet, KPN Group Belgium (former Base), KPN Belgium Business (Tele 2 Belgium), KPN BV (Sympac), BT, Verizon, Colt Telecom) filed an action against Belgacom mobile (currently Proximus and hereinafter indicated as Proximus) before the Commercial Court of Brussels formulating allegations that are similar to those in the case mentioned above (including Proximus-to-Proximus tariffs constitute an abuse of Proximus’s alleged dominant position in the Belgian market), but for different periods depending on the claimant, in particular, in the 1999 up to now timeframe (claim for EUR 1 provisional and request for appointment of an expert to compute the precise damage). In November 2009 Mobistar filed another similar claim for the period 2004 and beyond.

Following the settlements with Telenet, KPN, BASE Company and Orange, the only remaining claimants are BT, Verizon and Colt Telecom.

## 3. MWingz - mobile radio access network sharing case

On 22nd of November 2019, Orange Belgium and Proximus concluded a mobile radio access network (RAN) sharing agreement. Telenet, which contests the agreement, lodged a complaint with the Belgian Competition Authority and made a request for preliminary measures. On 8th of January 2020, the Belgian Competition Authority, whilst acknowledging the benefits of the agreement, decided to suspend the agreement during 2 months, giving Orange Belgium and Proximus the time to have discussions with the telecommunications regulator. In the meantime, several preparatory actions can still be taken. In the absence of new initiative from the prosecutors of the Belgian Competition Authority, the suspension took an end after the 2 months period allowing Proximus to fully implement the radio access network (RAN) sharing agreement.. Following an investigation of almost 3 years, during which Proximus fully cooperated, the prosecutors of the Belgian Competition Authority decided to reject Telenet’s complaint unconditionally and put an end to the procedure

**RELATIONSHIPS WITH AFFILIATED COMPANIES, ASSOCIATED COMPANIES AND OTHER COMPANIES LINKED BY PARTICIPATING INTERESTS**

	Codes	Period	Preceding period
<b>AFFILIATED COMPANIES</b>			
<b>Financial fixed assets</b>	(280/1)	1.936.416.980	1.695.274.928
Participating interests	(280)	1.936.416.980	1.695.274.928
Subordinated amounts receivable	9271		
Other amounts receivable	9281		
<b>Amounts receivable</b>	9291	59.312.495	145.618.969
Over one year	9301		
Within one year	9311	59.312.495	145.618.969
<b>Current investments</b>	9321		
Shares	9331		
Amounts receivable	9341		
<b>Amounts payable</b>	9351	870.846.869	825.579.130
Over one year	9361		
Within one year	9371	870.846.869	825.579.130
<b>Personal and real guarantees</b>			
Provided or irrevocably promised by the company as security for debts or commitments of affiliated companies	9381	105.863.703	76.470.650
Provided or irrevocably promised by affiliated companies as security for debts or commitments of the company	9391		
<b>Other significant financial commitments</b>	9401		
<b>Financial results</b>			
Income from financial fixed assets	9421	340.472.000	220.000.000
Income from current assets	9431	1.663.672	1.385.522
Other financial income	9441	2.614.150	1.424.558
Debt charges	9461	1.263.230	532.686
Other financial charges	9471	8.369.652	3.950.087
<b>Disposal of fixed assets</b>			
Capital profits realised	9481		
Capital losses realised	9491		

**RELATIONSHIPS WITH AFFILIATED COMPANIES, ASSOCIATED COMPANIES AND OTHER COMPANIES LINKED BY PARTICIPATING INTERESTS**

	Codes	Period	Preceding period
<b>ASSOCIATED COMPANIES</b>			
<b>Financial fixed assets</b>	9253	76.227.688	47.362.837
Participating interests	9263	76.227.688	47.362.837
Subordinated amounts receivable	9273		
Other amounts receivable	9283		
<b>Amounts receivable</b>	9293	1.977.993	61.288
Over one year	9303		
Within one year	9313	1.977.993	61.288
<b>Amounts payable</b>	9353	300.328	72.600
Over one year	9363		
Within one year	9373	300.328	72.600
<b>Personal and real guarantees</b>			
Provided or irrevocably promised by the company as security for debts or commitments of affiliated companies	9383		
Provided or irrevocably promised by affiliated companies as security for debts or commitments of the company	9393		
<b>Other significant financial commitments</b>	9403		
<b>COMPANIES LINKED BY PARTICIPATING INTERESTS</b>			
<b>Financial fixed assets</b>	9252		
Participating interests	9262		
Subordinated amounts receivable	9272		
Other amounts receivable	9282		
<b>Amounts receivable</b>	9292		
Over one year	9302		
Within one year	9312		
<b>Amounts payable</b>	9352		
Over one year	9362		
Within one year	9372		

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

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

Nihil

Period

**Additional information**

Proximus PLC under Belgian public law supplies telecommunication services to the Belgian State, to various administrations of the Belgian State and to various State-controlled enterprises. All such transactions are made within normal customer/supplier relationships on terms and conditions that are not more favourable than those available to other customers and suppliers. The services provided to those administrations and those various State-controlled enterprises do not represent a significant component of the net income of Proximus PLC under Belgian public law.

Proximus has transactions with Belgacom International Carrier Services S.A. for inbound and outbound telecom services. The underlying contracts are approved by management taking into account the current market references.

As far as transactions with members of leading supervising or governing bodies concerns, we refer to the section "corporate governance statement" of the annual report and the remuneration report in which the remuneration of the members of the Board of Directors and the members of the Executive Committee are detailed.

**FINANCIAL RELATIONSHIPS WITH****DIRECTORS AND MANAGERS, INDIVIDUALS OR LEGAL PERSONS WHO CONTROL THE COMPANY DIRECTLY OR INDIRECTLY WITHOUT BEING ASSOCIATED THEREWITH, OR OTHER COMPANIES CONTROLLED DIRECTLY OR INDIRECTLY BY THESE PERSONS****Amounts receivable from these persons**

Principal conditions regarding amounts receivable, rate of interest, duration, any amounts repaid, cancelled or written off

**Guarantees provided in their favour****Other significant commitments undertaken in their favour****Amount of direct and indirect remunerations and pensions, reflected in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person**

To directors and managers

To former directors and former managers

Codes	Period
9500	
9501	
9502	
9503	2.186.452
9504	

**THE AUDITOR(S) AND THE PERSONS WHOM HE (THEY) IS (ARE) COLLABORATING WITH****Auditors' fees****Fees for exceptional services or special assignments executed within the company by the auditor**

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

**Fees for exceptional services or special assignments executed within the company by people the auditor(s) is (are collaborating with**

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

Codes	Period
9505	377.090
95061	27.023
95062	
95063	135.226
95081	
95082	
95083	89.089

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

**DERIVATIVE FINANCIAL INSTRUMENTS THAT ARE NOT VALUED BASED UPON THE REAL VALUE**

**FOR EACH CATEGORY OF DERIVATIVE FINANCIAL INSTRUMENTS THAT ARE NOT VALUED BASED UPON THE REAL VALUE**

Category of derivative financial instruments	Hedged risk	Speculation/coverage	Size	Period		Preceding period	
				Book value	Real value	Book value	Real value
1 IRCS	Foreign currency and interests	Dekking	10.882.069	0	1.589.370	0	3.370.294
Interest rate swap	interest rate	Dekking	600.000.000	0	107.321.827	0	0
Interest rate swap	interest rate	Dekking	500.000.000	0	81.860.777	0	0
Interest rate swap	interest rate	Dekking	500.000.000	0	15.541.888	0	0
Forward contracts in foreign currencies	Foreign currency	Dekking	9.084.906	0	706.065	0	-290.867

**FINANCIAL FIXED ASSETS RECORDED AT AN AMOUNT HIGHER THAN THE REAL VALUE**

**Amount of separate assets or of its appropriate groups**

**Reasons why the book value has not decreased**

**Elements that lead to assume that it will be possible to realise the book value**

Book value	Real value

**DECLARATION WITH REGARD TO THE CONSOLIDATED ANNUAL ACCOUNTS****INFORMATION TO DISCLOSE BY EACH COMPANY GOVERNED BY THE BELGIAN COMPANIES AND ASSOCIATIONS CODE ON THE CONSOLIDATED ANNUAL ACCOUNTS**

The company has prepared and published consolidated annual accounts and a consolidated annual report\*

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

~~The company and its subsidiaries exceed, on a consolidated basis, not more than one of the criteria mentioned in article 1:26 of the Belgian Companies and Associations Code\*~~

~~The company only has subsidiaries that, considering the evaluation of the consolidated capital, the consolidated financial position or the consolidated result, individually or together, are of negligible interestError! Bookmark not defined. (article 3:23 of the Belgian Companies and Associations Code)~~

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

Name, full address of the registered office and, if it concerns companies under Belgian law, the company registration number of the parent company(ies) and the indication if this (these) parent company(ies) prepares (prepare) and publishes (publish) consolidated annual accounts, in which the annual accounts are included by means of consolidation\*\*:

If the parent company(ies) is (are) (a) company(ies) governed by foreign law, the location where the abovementioned annual accounts are available\*\*:

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\* Strike out what does not apply.

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

**FINANCIAL RELATIONSHIPS OF THE GROUP THE COMPANY IS IN CHARGE OF IN BELGIUM WITH THE AUDITOR(S) AND THE PERSONS WITH WHOM HE (THEY) IS (ARE) LINKED**

**Mentions related to article 3:65, § 4 and § 5 of the Belgian Companies and Associations Code**

**Fees to auditors according to the mandate at the group level led by the company publishing the information**

**Fees for exceptional services or special missions executed by the auditor(s) at this group**

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

**Fees to people auditors are linked to according to the mandate at the group level led by the company publishing the information**

**Fees for exceptional services or special assignments executed at this group by people the auditor(s) is (are) linked to**

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

Codes	Period
9507	1.184.684
95071	107.776
95072	
95073	135.226
9509	1.303.048
95091	694.562
95092	
95093	89.089

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



## VALUATION RULES

The valuation rules comply with the terms of R.D. 29 April 2019 book 3 execution of the company and associations law and R.D. 30 January 2001 modified by R.D. Dec 18, 2015.

These rules were approved and modified by the Board of Directors on May 27, 1993, Dec 4, 1997, Oct 22, 1998, Oct 28, 1999, Oct 26, 2000, April 25, 2002, Oct 23, 2003, Dec 13, 2004, Dec 18, 2008, Feb 24, 2011, March 1, 2012, February 27, 2014 and February 28<sup>th</sup>, 2019.

In 2022, the valuation rules have been updated concerning the multi-seasonal sport broadcasting rights (see under the caption intangible assets).

## BALANCE SHEET

### FORMATION EXPENSES

The debt issuance costs are charged to income statement in the year in which they are incurred. Material formation expenses may be capitalised and depreciated over a 5 year period. The acquisitions of the year are depreciated pro rata temporis. Restructuring costs are expensed as incurred.

### INTANGIBLE ASSETS

The intangible assets are measured at cost; this is the purchase price, production cost or the contribution value. General expenses are not included in the cost.

Intangible assets with an indefinite useful life are not amortized. An impairment loss on these assets is recorded in case of a permanent loss or durable decrease of value.

Intangible assets with a finite useful life are amortized on a straight-line basis at a fixed rate using the following plan, established on the basis of economic criteria:

- Goodwill: over the estimated useful life, if the useful life cannot be estimated reliably: 5 to 10 years
- Software: 5 years or the license period in case the latter one is shorter than 5 year
- Network licenses: over the license period
- Rights to use, football and broadcasting rights: over the contract period
- Customer bases and trademarks: 3 to 10 years

The acquisitions of the year are amortized pro rata temporis.

The goodwill resulting from the merger of early 2010 is depreciated over 15 years. This depreciation period is justified by the long-life character of the expected profitability of all the merged companies.

The goodwill resulting from the merger of Wireless Technology in 2016 is depreciated over 10 years. This depreciation period reflects the useful life over which the economic benefits from the assets in the business combination are expected to be consumed by Proximus.

The goodwill resulting from the merger of Scarlet is depreciated over 3 year.

Change in accounting policy:

In 2022, the accounting policy regarding the recognition of football broadcasting rights and all multi-seasonal sport broadcasting rights was updated to better reflect the fact that these contracts provide long-term rights and obligations to Proximus. The updated policy foresees to capitalize the football broadcasting rights and all multi-seasonal sport broadcasting rights, for the full contract duration together with the recognition of the corresponding liability (for the full contract duration) at the start of the first season. In the previous accounting policy, these rights and the corresponding liability were recognized by season, at the start of each season with the remaining seasons recognized in F-Cap 6.14 (Rights and commitments not reflected in the balance sheet). This update does not impact F-Cap 4 (Profit and Loss Account).

2021 comparable figures with 2022 here below	31/12/2021	31/12/2021 Comparable 2022
Intangible assets	1,830,972	1,968,972
Trade debts more than one year	84,003	191,603
Current portion of long-term liabilities within one year	129,334	159,734

#### TANGIBLE ASSETS

Tangible assets are valued at cost; this is the purchase price, production cost or the contribution value. General expenses are not included.

Tangible assets with an indefinite useful life are not depreciated. An impairment loss on these assets is recorded in case of a permanent loss or durable decrease of value.

Tangible assets with a finite useful life are depreciated using the straight-line method (except for tangible assets acquired in 2018 and 2019). The tangible assets acquired in 2018 and 2019 are depreciated using the annual declining method meaning the double of the linear rate with a maximum of 40% of the initial purchase value.

The determination of the depreciable amount takes into account a residual value if this can be determined accurately, is material and its realization is sufficiently certain.

They are depreciated at a fixed rate using the following plan, established on the basis of economic criteria:

	Useful life (years)
Land and buildings	
- Land	indefinite
- Buildings and building equipment	22 - 33
- Facilities in buildings	3 - 10
- Leasehold improvements	3 - 10
Technical and network equipment	
- Cables and ducts	15 - 20
- Switches	8 - 10
- Transmission equipment	6 - 8
- Radio Access Network	6 - 7
- Mobile sites and site facility equipment	5 - 10
- Equipment installed at client premises	2 - 8
- Data and other network equipment	2 - 15
Furniture and vehicles	
- Furniture and office equipment	3 - 10
- Vehicles	3 - 10

Fixed assets held under leasing or other similar rights are depreciated based on the useful life of the fixed asset as defined in the contract.

Assets under construction and advance payments are depreciated over the life term of the assets to which they relate.

Fixed assets that are put out of order are valued at net book value or at their expected realisation value if lower. They are no longer depreciated.

The acquisitions of the year are depreciated prorata temporis.

## FINANCIAL ASSETS

Participating interests and shares are valued at their acquisition cost, which is the purchase price or the contribution value. Only the material ancillary costs are capitalised.

A write down is recorded if a durable permanent impairment or decrease in value of these assets is observed, based on the financial situation, the profitability or the perspectives of the company in which the participating interests or shares are held, taking into account the CBN/CNC advice n° 126-8.

Receivables are recognized at their nominal value. An allowance is recorded when, at the due date, the payment is partially or entirely uncertain.

## AMOUNTS RECEIVABLE AFTER MORE THAN ONE YEAR

Amounts receivables are booked at nominal value. Amounts receivable expressed in foreign currencies are converted to EUR at the rate in force at the date of delivery and are translated at the year-end rate.

A bad debt allowance is recorded on the nominal value when at the due date, the payment is partially or entirely uncertain.

## STOCKS AND CONTRACTS IN PROGRESS

Inventories of consumables and goods for resale are booked at their cost.

At the time of the annual inventory, the Weighted Average Price method is used to assess the various subdivisions in this caption.

A write down is applied when the realisable value or market value is lower than the acquisition cost or to take into consideration the risks inherent to the nature of the products.

Contracts in progress and work in process are valued at production cost or at market price (if this is lower than the production cost).

The projects of the ICT activity (contracts in progress) are taken into result based on stage of completion.

## AMOUNTS RECEIVABLE WITHIN ONE YEAR

These amounts appear on the balance sheet at nominal value.

A bad debt allowance is recorded on the nominal value when at the due date, the payment is partially or entirely uncertain.

Amounts receivable expressed in foreign currencies are converted into EUR at the rate in force on the date of delivery. At balance date they are translated at closing rate.

### CURRENT INVESTMENTS

Current investments are valued at nominal value when they concern funds held in financial institutions and at acquisition cost, acquisition price without ancillary costs, in the other case.

A write-down is recorded on the nominal value or on the acquisition cost when the sales value on the closing date of the balance sheet is less than the previously booked value.

For the determination of the realisable value of own shares the market value is taken into account on the one hand and the strike price of granted share options for which these shares are held on the other hand.

Current investments in foreign currencies are translated into EUR at the rate in force on the closing date of the balance sheet.

### CASH AT BANK AND IN HAND

Cash at bank and in hand is valued at nominal value. A write-down is recorded on the nominal value when the realisation value on the closing date of the balance sheet is less than the previously booked value. Cash at bank and in hand in foreign currencies is translated into EUR at the rate in force on the closing date of the balance sheet.

### PROVISIONS AND DEFERRED TAXES

On the closing date of the balance sheet, an inventory is made of all foreseeable liabilities and contingent losses arising during the current year or during prior years. Provisions are established based on a reliable estimate of the risk on the moment of the establishment of the annual accounts. Provisions reflect the best estimate of probable costs or, when it relates to an obligation, the best estimate of the amount necessary to settle this at year-end closing.

In the framework of the departure plans, provisions are made after approval by the Joint Committee. These provisions are determined as the present value of the benefits granted during the period of inactivity, both for current and future beneficiaries.

In the framework of post-employment benefits, a provision is made for the current and future beneficiaries of these benefits. For the current beneficiaries this provision is determined as the present value of the obligation resulting from the granted benefits. For future beneficiaries, this provision is built up gradually based on the number of years of service. As a consequence, at the pension date, the provision corresponds also to the present value of the obligation for the granted benefits.

The provision for damages concerning vehicles is built by the company as "own insurer" and is valued through an individualisation of all damages that occurred before 2014 and for which the costs will reasonably be borne by the company in future years.

Deferred taxes are booked in compliance with articles 3:54 of the R.D. of April 29, 2019.

### AMOUNTS PAYABLE WITHIN ONE YEAR AND AFTER MORE THAN ONE YEAR

Amounts payables are recognized on the balance sheet at nominal value.

Amounts payable in foreign currencies are converted into EUR as follows:

- loans in foreign currencies at the rate in force at the time the loan is concluded;
- trade debts at the exchange rate on the date of entry of the reception of the goods and services.

Trade debts and financial debts, not hedged against exchange risks, expressed in foreign currencies are translated at closing rate.

### TRANSLATION DIFFERENCES

Exchange gains and losses resulting from the translation are taken in the income statement.

### INCOME STATEMENT

The items in the income statement are valued at nominal value. Own construction is booked at production cost excluding indirect costs.

### TURNOVER

Revenue is recorded in the period to which they refer, regardless of their payment.

The turnover takes commercial and volume discounts into account.

Specific revenue streams and related recognition criteria are as follows:

- revenue from fixed line, mobile and carrier traffic is recognized on usage.
- revenue from connection fees and installation fees is recognized in income at the time of connection or installation.
- revenue from sales of communication equipment is recognized upon delivery to the third-party distributors or upon delivery by the own Proximus shops to the end-customer.
- revenue relating to the monthly rent, the monthly subscription fee and access fees in the framework of fixed and mobile telephony, internet and digital television are recognized in the period in which the services are provided.
- prepaid revenue such as revenue from pre-paid fixed and mobile phone cards is deferred and recognized based on usage of the cards.
- maintenance fees are recognized as revenue over the maintenance period on a pro-rata basis.
- revenue from the ICT activity linked to projects is recognized in the result in function of the realization percentage (stage of completion).

### RIGHT AND COMMITMENTS NOT ACCRUED IN THE BALANCE SHEET

The rights and commitments not accrued in the balance sheet are mentioned in the notes, per category, at the nominal value of the commitment in the contract, or failing that, at their estimated value.

## SUPPLEMENTARY INFORMATION

### APPROPRIATION ACCOUNT AND EVOLUTION OF THE RESERVES

In 2022, the profit of the financial year available for appropriation amounts to 352.981.697 EUR.

- 5 % of this net profit is to be appropriated to the legal reserve. Since this obligation expires when the legal reserve reaches 10 % of the Capital, limit that has been reached in the meanwhile, there is no appropriation to the legal reserve.
- The accumulated profit from previous years amounts to 253.549.223 EUR.

The profit to be appropriated then amounts to 606.530.920 EUR. The following appropriation will be proposed to the General Assembly of April 2023:

- 121.328.752 EUR net transfers from the reserves, to be further detailed as follows:
  - 122.252.263 transfer from the reserves available for distribution;
  - 832.442 EUR transferred from the reserves mainly in the framework of exercised stock options;
  - 703.581 EUR transferred to the available reserves;
  - 1.052.373 EUR transferred to the reserves unavailable for distribution for own shares.
- 387.008.570 EUR are dividends to be distributed, as decided by the General Assembly. This amount can be further detailed as follows:
  - 161.204.953 EUR has been paid on December 9<sup>th</sup>, 2022 as interim dividend;
  - 128.862 EUR have been paid mainly in the framework of stock options exercised in 2022;
  - 225.674.755 EUR shall be distributed in April 2023;
- 23.390.219 EUR to be distributed to the personnel, pursuant to article 43 of the by-laws, representing 5 % of the result before taxes.
- The resulting profit to be carried forward amounts to 317.460.884 EUR.

### A SUMMARY of the accounts relative to the PUBLIC SERVICE DUTIES (obligation stipulated by art. 27 of the law of March 21, 1991).

Article 155 of the law of June 13, 2005 with regard to the electronic communication has cancelled the chapter V, that treats the public telecommunication service (being the tasks of public service), of the law of March 21st, 1991 and has been replaced by the provisions of chapter I, that treats the universal service (art. 68 to 104 included) of title IV of the new law. However, article 86ter of the law of March 21st, 1991 has been preserved and taken over as such under chapter II – Supplementary services of title IV of the law of June 13, 2005 (art. 105 to 107 included). The figures below contain the assignment of the public services as defined in the articles of the law and in article 4 in the management contract.

1. Operating income	0.00	EUR
2. Operating charges	282.522,55	EUR
Operating result (loss)	(282.522,55)	EUR

The calculations were made based on a cost model developed by Proximus S.A. de droit public/N.V. van publiek recht for the products that meet the requirements of the management contract and based on business economic criteria taking into account the expected life span of the products.

### INVESTMENT GRANTS

Proximus has been awarded investment grants from public governments or institutions in 2022 for a total amount of 1.009.118 EUR.

**SOCIAL BALANCE SHEET**

Numbers of the joint industrial committees competent for the company:

**STATEMENT OF THE PERSONS EMPLOYED****EMPLOYEES FOR WHOM THE COMPANY SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER**

During the period	Codes	Total	1. Men	2. Women
<b>Average number of employees</b>				
Full-time	1001	8.299,7	5.913,5	2.386,2
Part-time	1002	1.011,0	456,1	554,9
Total in full-time equivalents (FTE)	1003	9.064,8	6.264,7	2.800,1
<b>Number of actual hours worked</b>				
Full-time	1011	12.394.418	8.994.084	3.400.334
Part-time	1012	1.058.614	488.952	569.662
Total	1013	13.453.032	9.483.036	3.969.996
<b>Personnel costs</b>				
Full-time	1021	787.187.135	571.609.620	215.577.515
Part-time	1022	67.190.817	31.074.834	36.115.983
Total	1023	854.377.952	602.684.453	251.693.498
<b>Benefits in addition to wages</b>	1033	11.462.217	8.085.532	3.376.685

During the preceding period	Codes	P. Total	1P. Men	2P. Women
Average number of employees in FTE	1003	9.292,3	6.434,1	2.858,2
Number of actual hours worked	1013	14.063.141	9.924.124	4.139.017
Personnel costs	1023	818.378.385	580.908.797	237.469.588
Benefits in addition to wages	1033	12.037.393	8.544.492	3.492.901

**EMPLOYEES FOR WHOM THE COMPANY SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER (continuation)**

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
<b>At the closing date of the period</b>				
<b>Number of employees</b>	105	8.321	979	9.062,6
<b>By nature of the employment contract</b>				
Contract for an indefinite period	110	8.191	979	8.932,6
Contract for a definite period	111	128		128,0
Contract for the execution of a specifically assigned work	112			
Replacement contract	113	2		2,0
<b>According to gender and study level</b>				
Men	120	5.908	428	6.237,9
primary education	1200			
secondary education	1201	1.606	220	1.775,1
higher non-university education	1202	1.337	99	1.412,7
university education	1203	2.965	109	3.050,1
Women	121	2.413	551	2.824,7
primary education	1210			
secondary education	1211	553	282	759,0
higher non-university education	1212	564	156	681,5
university education	1213	1.296	113	1.384,2
<b>By professional category</b>				
Management staff	130	166		166,0
Salaried employees	134	8.147	979	8.888,6
Hourly employees	132			
Other	133	8		8,0

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

<b>During the period</b>	Codes	1. Hired temporary staff	2. Hired temporary staff and personnel placed at the company's disposal
Average number of persons employed	150	53,0	
Number of actual hours worked	151	79.001	
Costs to the company	152	2.538.565	



**LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD****ENTRIES**

**Number of employees for whom the company submitted a DIMONA declaration or who have been recorded in the general personnel register during the period**

**By nature of the employment contract**

Contract for an indefinite period

Contract for a definite period

Contract for the execution of a specifically assigned work

Replacement contract

Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
205	457	17	470,3
210	328	17	341,3
211	129		129,0
212			
213			

**DEPARTURES**

**Number of employees whose contract-termination date has been included in the DIMONA declaration or in the general personnel register during the period**

**By nature of the employment contract**

Contract for an indefinite period

Contract for a definite period

Contract for the execution of a specifically assigned work

Replacement contract

**By reason of termination of contract**

Retirement

Unemployment with extra allowance from enterprise

Dismissal

Other reason

Of which: the number of persons who continue to render services to the company at least half-time on a self-employment basis

Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
305	593	128	682,5
310	431	111	517,1
311	162	17	165,4
312			
313			
340	138	88	206,3
341			
342	51	2	52,3
343	404	38	423,9
350			

**INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD**

	Codes	Men	Codes	Women
<b>Total of initiatives of formal professional training at the expense of the employer</b>				
Number of employees involved	5801	6.059	5811	2.774
Number of actual training hours	5802	176.496	5812	69.923
Net costs for the company	5803	16.436.100	5813	6.511.600
of which gross costs directly linked to training	58031	16.222.600	58131	6.427.000
of which contributions paid and payments to collective funds	58032	213.500	58132	84.600
of which grants and other financial advantages received (to deduct)	58033		58133	
<b>Total of initiatives of less formal or informal professional training at the expense of the employer</b>				
Number of employees involved	5821	5.012	5831	2.254
Number of actual training hours	5822	92.558	5832	25.378
Net costs for the company	5823	8.507.500	5833	2.332.600
<b>Total of initial initiatives of professional training at the expense of the employer</b>				
Number of employees involved	5841		5851	
Number of actual training hours	5842		5852	
Net costs for the company	5843		5853	

**SOCIAL REPORT**

*Note to codes 109, 110, 209, 210, 309 and 310*

These codes can be divided in: a. statutory staff  
b. contractually staff

Code 109 & 110:

	Codes	1. Full-time	2. Part-time	3. Total Full-time equivalents
Statutory staff	code 109	1.421	315	1.658,3
Contractually staff	code 110	6.770	664	7.274,3

Code 209 & 210:

	Codes	1. Full-time	2. Part-time	3. Total Full-time equivalents
Statutory staff	code 209	0	0	0,0
Contractually staff	code 210	328	17	341,3

Code 309 & 310:

	Codes	1. Full-time	2. Part-time	3. Total Full-time equivalents
Statutory staff	code 309	128	81	191
Contractually staff	code 310	303	30	326,1

Numbers of joint industrial committees which are competent for the enterprise:  
Proximus PLC under Belgian Public Law has her own national joint industrial committee.

Code 1023

The code 1023 of the social report contains the personnel charges for the personnel for which the enterprise has filed a DIMONA-declaration, more specifically:

- The charges taken in section 62 excluding those attributed to retirees.
- The part of the profit that is legally and statutory allocated to the personnel by the appropriation of the profit.

The split men/women of code 1023 for the year 2022 has, as it was also the case for 2021, mainly been drawn up using the full inventory and split between the men/women of the salary data as derived from the salary calculation of 2022.

*Information with regard to training received by employees during the period*

In 2022, Proximus received subsidies for employees of 105.767,29 EUR in the framework of the training leave concerning 2020-2021.