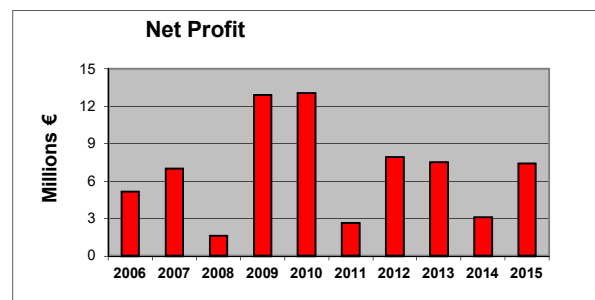
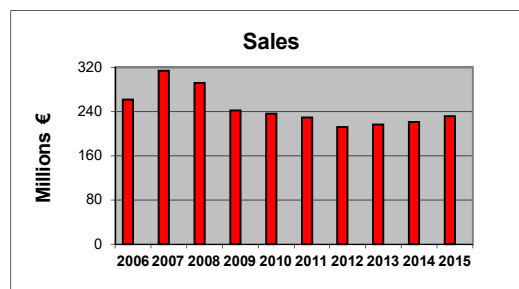
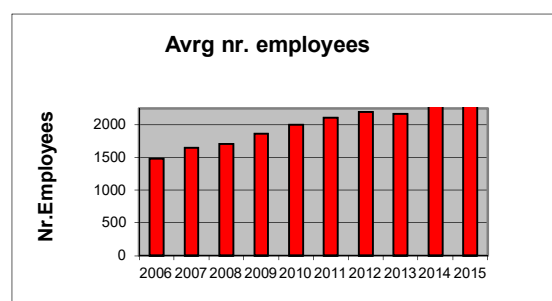
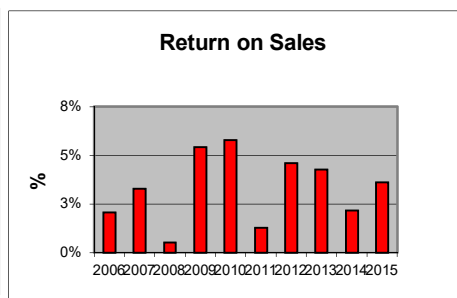
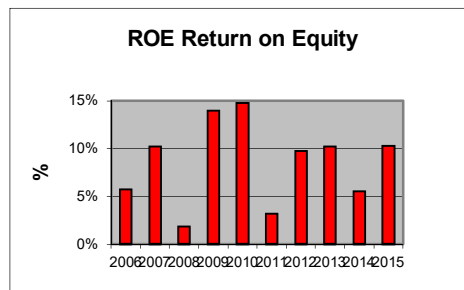


Profit & Loss accounts	dez/05	dez/06	dez/07	dez/08	dez/09	dez/10	dez/11	dez/12	dez/13	dez/14	dez/15
Turnover	226,400	261,503	313,197	292,047	241,414	236,331	229,633	212,075	216,830	220,885	231,592
Cost of Good Sold and Consumed	107,474	133,778	178,223	151,529	103,761	90,125	86,917	65,126	67,165	61,854	55,525
External Supplies and Services	54,704	55,741	49,586	49,805	45,308	50,378	51,720	52,228	54,441	59,898	67,959
Personnel Expenses	47,267	54,916	64,018	68,724	70,503	75,607	76,210	75,936	79,808	86,305	89,695
Ebitda	17,265	16,386	20,022	21,051	21,733	22,168	14,243	18,060	14,860	14,659	14,916
Depreciation and Amortization	6,015	5,570	6,164	5,802	5,111	5,478	6,125	5,757	5,731	5,917	5,348
- of which Goodwill Amortization	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000
Income Tax	0,312	0,078	0,059	1,554	2,634	2,628	0,884	2,376	-0,693	0,857	1,745
Net Profit with Minority Interests	3,237	5,444	10,291	1,559	13,048	13,692	2,940	9,761	9,248	4,809	8,406
Net Attributable Profit	5,084	5,169	6,997	1,608	12,882	13,053	2,651	7,906	7,510	3,112	7,425



Balance-Sheet accounts	dez/05	dez/06	dez/07	dez/08	dez/09	dez/10	dez/11	dez/12	dez/13	dez/14	dez/15
Net Fixed Assets	56,197	56,502	59,220	50,201	47,913	53,227	54,300	53,596	60,201	63,646	71,178
- of which Goodwill/Consolidation Differences	34,729	33,121	31,632	28,052	27,917	28,538	27,135	25,618	24,631	24,046	23,805
Net Current Assets	145,126	175,459	198,377	150,751	146,025	143,220	152,002	165,360	154,498	146,808	151,463
- of which Cash, Deposits&Treasury Negoc.Investn	34,557	40,402	38,335	24,710	24,972	28,088	27,157	40,452	32,942	20,714	24,293
Total Assets	201,323	231,961	257,597	203,210	194,764	196,496	206,302	218,956	214,699	210,454	222,641
Net Cash	18,806	20,562	24,053	19,153	25,730	21,115	14,653	37,549	20,271	6,903	11,338
Total Equity	78,617	94,713	100,861	83,433	93,498	92,774	92,628	100,277	90,232	86,837	81,472
Total Liabilities and Minority Interests	122,706	137,248	156,736	119,777	101,266	103,722	113,674	118,679	124,467	123,617	141,169
- of which bank debts	18,696	25,853	18,454	11,955	8,470	13,212	17,307	16,533	21,384	16,407	25,202

Financial Ratios	dez/05	dez/06	dez/07	dez/08	dez/09	dez/10	dez/11	dez/12	dez/13	dez/14	dez/15
ROE - Return on Equity	4,1%	5,7%	10,2%	1,9%	14,0%	14,8%	3,2%	9,7%	10,2%	5,5%	10,3%
Return on Sales	1,4%	2,1%	3,3%	0,5%	5,4%	5,8%	1,3%	4,6%	4,3%	2,2%	3,6%
% of Personnel Expenses in Sales	20,9%	21,0%	20,4%	23,5%	29,2%	32,0%	33,2%	35,8%	36,8%	39,1%	38,7%
Average Number of Employees	1326	1477	1650	1703	1861	2003	2109	2194	2170	2326	2390



* Since 2004, consolidated financial statements comply with all International Financial Reporting Standards - IFRS.

** Net profit, in 2005, was affected by a non-recurrent charge of 5.2M€.

** Net profit, in 2006, was affected by a non-recurrent charge of 2.2M€.

** Net profit, in 2011, was affected by a non-recurrent charge of 3.5M€ (restructuring costs).