

**Appendix to the press release 4 May 2016**  
**Q1 2016**

**Highlights for the period ended 31 March**

**Brunel International (unaudited)**

P&L amounts in EUR million

	<b>Q1 2016</b>	<b>Q1 2015</b>	<b>Change %</b>
Revenue	238.4	333.7	<b>-29%</b> <sup>a</sup>
Gross Profit	47.9	59.3	<b>-19%</b>
Gross margin	20.1%	17.8%	
Operating costs	38.8	45.0	<b>-14%</b> <sup>b</sup>
EBIT	9.1	14.3	<b>-36%</b>
EBIT %	3.8%	4.3%	
Average directs	9,771	11,400	<b>-14%</b>
Average indirects	1,503	1,683	<b>-11%</b>
Ratio direct / Indirect	6.5	6.8	

<sup>a</sup> -27 % at constant currencies

<sup>b</sup> -13 % at constant currencies

**Brunel Energy (unaudited)**

P&L amounts in EUR million

	<b>Q1 2016</b>	<b>Q1 2015</b>	<b>Change %</b>
Revenue	128.8	231.6	<b>-44%</b> <sup>a</sup>
Gross Profit	14.0	26.3	<b>-47%</b>
Gross margin	10.9%	11.4%	
Operating costs	12.3	18.3	<b>-33%</b> <sup>b</sup>
EBIT	1.7	8.0	<b>-78%</b>
EBIT %	1.3%	3.4%	
Average directs	5,005	6,886	<b>-27%</b>
Average indirects	626	788	<b>-21%</b>
Ratio direct / Indirect	8.0	8.7	

<sup>a</sup> -42% at constant currencies

<sup>b</sup> -31% at constant currencies

## **Brunel Europe (unaudited)**

P&L amounts in EUR million

	<b>Q1 2016</b>	<b>Q1 2015</b>	<b>Change %</b>
Revenue	109.6	102.1	<b>7%</b>
Gross Profit	34.0	33.0	<b>3%</b>
Gross margin	31.0%	32.3%	
Operating costs	24.5	24.4	<b>0%</b>
EBIT	9.5	8.6	<b>11%</b>
EBIT %	8.7%	8.4%	
Average directs	4,766	4,514	<b>6%</b>
Average indirects	862	881	<b>-2%</b>
Ratio direct / Indirect	5.5	5.1	

## **Brunel Netherlands (unaudited)**

P&L amounts in EUR million

	<b>Q1 2016</b>	<b>Q1 2015</b>	<b>Change %</b>
Revenue	51.7	45.2	<b>14%</b>
Gross Profit	15.0	13.8	<b>9%</b>
Gross margin	29.0%	30.5%	
Operating costs	10.5	9.8	<b>8%</b>
EBIT	4.5	4.0	<b>10%</b>
EBIT %	8.6%	8.9%	
Average directs	2,270	2,034	<b>12%</b>
Average indirects	382	358	<b>7%</b>
Ratio direct / Indirect	5.9	5.7	

## **Brunel Germany (unaudited)**

P&L amounts in EUR million

	<b>Q1 2016</b>	<b>Q1 2015</b>	<b>Change %</b>
Revenue	49.6	48.6	<b>2%</b>
Gross Profit	16.9	16.9	<b>0%</b>
Gross margin	34.2%	34.8%	
Operating costs	11.9	12.5	<b>-4%</b>
EBIT	5.0	4.4	<b>12%</b>
EBIT %	10.1%	9.1%	
Average directs	2,167	2,131	<b>2%</b>
Average indirects	408	452	<b>-10%</b>
Ratio direct / Indirect	5.3	4.7	