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**ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE FILED UNDER
BELGIAN COMPANY LAW**

IDENTIFICATION DETAILS

NAME: *Nyrstar*

Legal form: *Public limited company*

Address: *Zinkstraat* Nr.: *1* Box:

Postal code: *2490* Municipality: *Balen*

Country: *Belgium*

Register of legal persons – commercial court *Antwerpen, Division Turnhout*

Website address¹:

Company identification number **BE 0888.728.945**

DATE **01 / 08 / 2016** of filing the memorandum of association OR of the most recent document mentioning the date of publication of the memorandum of association and of the act amending the articles of association.

ANNUAL ACCOUNTS **ANNUAL ACCOUNTS IN EUROS**

approved by the general meeting of **20 / 04 / 2017**

Regarding the financial year from **01 / 01 / 2016** to **31 / 12 / 2016**

Preceding financial year from **01 / 01 / 2015** to **31 / 12 / 2015**

The amounts for the preceding period ~~are~~ ~~are not~~² identical to the ones previously published.

Total number of pages filed:⁴⁴..... Numbers of sections of the standard form not filed because they serve no useful purpose: 6.2.1, 6.2.2, 6.2.3, 6.2.4, 6.2.5, 6.3.1, 6.3.3, 6.3.4, 6.3.5, 6.3.6, 6.4.2, 6.4.3, 6.5.2, 6.17, 6.20, 8, 9



Martyn Konig
Director



Hilmar Rode
Director

¹ Optional information.

² Strike out what is not applicable.

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

LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS

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

Julien De Wilde
Jabekestraat 49, 9230 Wetteren, Belgium

Chairman of the board of directors
01/07/2014 - 27/04/2016

Ray Stewart
Narrows Drive 16632, 33477 Jupiter Florida, United States

Director
01/05/2014 - 27/04/2016

Oyvind Hushovd
Ostre Strandgate 26, 4610 Kristiansand, Norway

Director
24/04/2013 - 27/04/2016

Karel Vinck
Hubertusdreef 39, 3090 Overijse, Belgium

Director
29/04/2015 - 27/04/2016

Martyn Konig
Zinkstraat 1, 2490 Balen, Belgium

Director
29/04/2015 - 27/04/2016

Martyn Konig
Zinkstraat 1, 2490 Balen, Belgium

Chairman of the board of directors
27/04/2016 - 18/04/2019

Carole Cable
Zinkstraat 1, 2490 Balen, Belgium

Director
23/12/2013 - 20/04/2017

Christopher Cox
Zinkstraat 1, 2490 Balen, Belgium

Director
29/04/2015 - 18/04/2019

Anne Fahy
Zinkstraat 1, 2490 Balen, Belgium

Director
27/04/2016 - 16/04/2020

Jesús Fernandez
Zinkstraat 1, 2490 Balen, Belgium

Director
27/04/2016 - 16/04/2020

William A Scotting
Zinkstraat 1, 2490 Balen, Belgium

Director
23/12/2015 - 13/12/2016

Hilmar Rode
Zinkstraat 1, 2490 Balen, Belgium

Director
13/12/2016 - 20/04/2017

Deloitte Bedrijfsrevisoren BV o.v.v.e. CVBA
Nr.: BE 0429.053.863
Gateway building, Luchthaven Nationaal 1J, 1930 Zaventem, Belgium
Membership nr.: IBR 00025

Auditor
29/04/2015 - 19/04/2018

Represented by:

Gert Vanhees
Gateway building, Luchthaven Nationaal 1J, 1930 Zaventem, Belgium
Membership nr.: IBR A01724

DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

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

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

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

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

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

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

* Strike out what is not applicable.

** Optional information.

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Discl.	Codes	Period	Preceding period
ASSETS				
Formation expenses	6.1	20	14.076.480	6.639.260
FIXED ASSETS		21/28	1.235.423.498	1.496.754.474
Intangible fixed assets	6.2	21	.....	.....
Tangible fixed assets	6.3	22/27	3.347	2.825
Land and buildings		22	.....	.....
Plant, machinery and equipment		23	3.347	2.825
Furniture and vehicles		24	.....	.....
Leasing and similar rights		25	.....	.....
Other tangible fixed assets		26	.....	.....
Assets under construction and advance payments		27	.....	.....
Financial fixed assets	6.4/6.5.1	28	1.235.420.151	1.496.751.649
Affiliated enterprises	6.15	280/1	1.235.420.151	1.496.751.649
Participating interests		280	1.235.420.151	1.496.751.649
Amounts receivable		281	.....	.....
Other enterprises linked by participating interests	6.15	282/3	.....	.....
Participating interests		282	.....	.....
Amounts receivable		283	.....	.....
Other financial assets		284/8	.....	.....
Shares		284	.....	.....
Amounts receivable and cash guarantees		285/8	.....	.....

	Discl.	Codes	Period	Preceding period
CURRENT ASSETS		29/58	411.444.342	429.539.794
Amounts receivable after more than one year		29	.....	400.000.000
Trade debtors		290	.....	.....
Other amounts receivable		291	.....	400.000.000
Stocks and contracts in progress		3	.....	.....
Stocks		30/36	.....	.....
Raw materials and consumables		30/31	.....	.....
Work in progress		32	.....	.....
Finished goods		33	.....	.....
Goods purchased for resale		34	.....	.....
Immovable property intended for sale		35	.....	.....
Advance payments		36	.....	.....
Contracts in progress		37	.....	.....
Amounts receivable within one year		40/41	406.286.784	2.444.312
Trade debtors		40	6.023.580	2.014.959
Other amounts receivable		41	400.263.204	429.353
Current investments 6.5.1/6.6		50/53	.....	20.076.245
Own shares		50	.....	20.076.245
Other investments		51/53	.....	.....
Cash at bank and in hand		54/58	109.140	1.647.134
Deferred charges and accrued income 6.6		490/1	5.048.418	5.372.103
TOTAL ASSETS		20/58	1.660.944.320	1.932.933.528

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	1.257.203.198	1.273.617.304
Capital	6.7.1	10	97.192.929	34.004.509
Issued capital		100	97.192.929	34.004.509
Uncalled capital		101	.....	.....
Share premium account		11	2.368.924.470	2.143.411.257
Revaluation surpluses		12	.....	.....
Reserves		13	33.286.467	53.362.712
Legal reserve		130	16.257.028	16.257.028
Reserves not available		131	.....	20.076.245
In respect of own shares held		1310	.....	20.076.245
Other		1311	.....	.....
Untaxed reserves		132	.....	.....
Available reserves		133	17.029.439	17.029.439
Accumulated profits (losses)		14	-1.242.200.668	-957.161.174
Investment grants		15	.....	.....
Advance to associates on the sharing out of the assets		19	.....	.....
PROVISIONS AND DEFERRED TAXES		16	9.856.056	7.900.128
Provisions for liabilities and charges		160/5	9.856.056	7.900.128
Pensions and similar obligations		160	.....	132.675
Taxation		161	.....	.....
Major repairs and maintenance		162	.....	.....
Environmental obligations		163	.....	.....
Other liabilities and charges	6.8	164/5	9.856.056	7.767.453
Deferred taxes		168	.....	.....

	Discl.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	393.885.066	651.416.096
Amounts payable after more than one year	6.9	17	214.732.307	110.530.485
Financial debts		170/4	214.732.307	110.530.485
Subordinated loans		170	.....	.....
Unsubordinated debentures		171	214.732.307	110.530.485
Leasing and other similar obligations		172	.....	.....
Credit institutions		173	.....	.....
Other loans		174	.....	.....
Trade debts		175	.....	.....
Suppliers		1750	.....	.....
Bills of exchange payable		1751	.....	.....
Advances received on contracts in progress		176	.....	.....
Other amounts payable		178/9	.....	.....
Amounts payable within one year		42/48	175.093.453	521.701.317
Current portion of amounts payable after more than one year falling due within one year		42	.....	514.916.354
Financial debts		43	.....	.....
Credit institutions		430/8	.....	.....
Other loans		439	.....	.....
Trade debts		44	7.639.847	3.085.272
Suppliers		440/4	7.639.847	3.085.272
Bills of exchange payable		441	.....	.....
Advances received on contracts in progress		46	.....	.....
Taxes, remuneration and social security	6.9	45	334.099	839.999
Taxes		450/3	183.732	55.637
Remuneration and social security		454/9	150.367	784.362
Other amounts payable		47/48	167.119.507	2.859.692
Accruals and deferred income	6.9	492/3	4.059.306	19.184.294
TOTAL LIABILITIES		10/49	1.660.944.320	1.932.933.528

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	13.596.358	9.525.726
Turnover	6.10	70	13.596.358	9.525.726
Stocks of finished goods and work and contracts in progress: increase (decrease)		71	.....	.....
Own work capitalised		72	.....	.....
Other operating income	6.10	74	.....	.....
Non-Recurring Operating Income	6.12	76A	.....	.....
Operating charges		60/66A	25.592.470	21.451.920
Raw materials, consumables		60	.....	.....
Purchases		600/8	.....	.....
Stocks: decrease (increase)		609	.....	.....
Services and other goods		61	13.346.087	10.781.919
Remuneration, social security costs and pensions	6.10	62	4.050.503	3.089.432
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets		630	6.239.952	3.162.505
Amounts written off stocks, contracts in progress and trade debtors: Appropriations (write-backs)	6.10	631/4	.....	.....
Provisions for liabilities and charges: Appropriations (uses and write-backs)	6.10	635/8	1.955.928	4.418.064
Other operating charges	6.10	640/8	.....	.....
Operating charges carried to assets as restructuring costs (-)		649	.....	.....
Non-recurring operating charges	6.12	66A	.....	.....
Operating profit (loss)		9901	-11.996.112	-11.926.194

	Discl.	Codes	Period	Preceding period
Financial income		75/76B	12.346.160	22.132.895
Recurring financial income		75	12.346.160	.....
Income from financial fixed assets		750	.....	6.706.447
Income from current assets		751	12.334.709	14.462.220
Other financial income	6.11	752/9	11.451	964.228
Non-recurring financial income	6.12	76B	.....	.....
Financial charges		65/66B	285.816.040	1.181.555.022
Recurring financial charges	6.11	65	24.484.542	66.742.435
Debt charges		650	24.483.094	41.596.413
Amounts written off current assets except stocks, contracts in progress and trade debtors: appropriations (write-backs) .		651	.....	16.757.442
Other financial charges		652/9	1.448	8.388.580
Non-recurring financial charges		66B	261.331.498	1.114.812.587
Gain (loss) for the period before taxes(+)/(-)		9903	-285.465.992	-1.171.348.321
Transfer from deferred taxes		780	.....	.....
Transfer to deferred taxes		680	.....	.....
Income taxes(+)/(-)	6.13	67/77	-426.498	-8.902.138
Taxes		670/3	.....	.....
Adjustment of income taxes and write-back of tax provisions		77	426.498	8.902.138
Gain (loss) of the period(+)/(-)		9904	-285.039.494	-1.162.446.183
Transfer from untaxed reserves		789	.....	.....
Transfer to untaxed reserves		689	.....	.....
Gain (loss) of the period available for appropriation ..(+)/(-)		9905	-285.039.494	-1.162.446.183

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	-1.242.200.668	-957.161.174
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	-285.039.494	-1.162.446.183
Accumulated profits (losses)(+)/(-)	14P	-957.161.174	205.285.009
Withdrawals from capital and reserves	791/2	.....	.....
from capital and share premium account	791	.....	.....
from reserves	792	.....	.....
Transfer to capital and reserves	691/2	.....	.....
to capital and share premium account	691	.....	.....
to legal reserve	6920	.....	.....
to other reserves	6921	.....	.....
Accumulated profits (losses)(+)/(-)	(14)	-1.242.200.668	-957.161.174
Owners' contribution in respect of losses	794	.....	.....
Profit to be distributed	694/7	.....	.....
Dividends	694	.....	.....
Directors' or managers' entitlements	695	.....	.....
Employees	696	.....	.....
Other beneficiaries	697	.....	.....

EXPLANATORY DISCLOSURES

STATEMENT OF FORMATION EXPENSES

	Codes	Period	Preceding period
Formation expenses	20P	xxxxxxxxxxxxxxxx	6.639.260
Movements during the period			
New expenses incurred	8002	14.327.649	
Depreciation	8003	6.890.429	
Other(+)/(-)	8004	.....
Formation expenses	(20)	14.076.480	
Of which			
Formation or capital increase expenses, loan issue expenses and other formation expenses	200/2	14.076.480	
Restructuring costs	204	.....

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxxxx	26.120
Movements during the period			
Acquisitions, including produced fixed assets	8162	2.077	
Sales and disposals	8172	.....
Transfers from one heading to another(+)/(-)	8182	.....
Acquisition value at the end of the period	8192	28.197	
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8212	.....
Acquisitions from third parties	8222	.....
Cancelled	8232	.....
Transferred from one heading to another(+)/(-)	8242	.....
Revaluation surpluses at the end of the period	8252	.....
Depreciations and amounts written down at the end of the period	8322P	xxxxxxxxxxxxxxxx	23.295
Movements during the period			
Recorded	8272	1.555	
Written back	8282	.....
Acquisitions from third parties	8292	.....
Cancelled owing to sales and disposals	8302	.....
Transferred from one heading to another(+)/(-)	8312	.....
Depreciations and amounts written down at the end of the period	8322	24.850	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	3.347	

STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	XXXXXXXXXXXXXXXXXX	3.225.781.690
Movements during the period			
Acquisitions	8361	.....
Sales and disposals	8371	.....
Transfers from one heading to another(+)/(-)	8381	.....
Acquisition value at the end of the period	8391	3.225.781.690	
Revaluation surpluses at the end of the period	8451P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Recorded	8411	.....
Acquisitions from third parties	8421	.....
Cancelled	8431	.....
Transferred from one heading to another(+)/(-)	8441	.....
Revaluation surpluses at the end of the period	8451	.....
Amounts written down at the end of the period	8521P	XXXXXXXXXXXXXXXXXX	1.729.030.041
Movements during the period			
Recorded	8471	261.331.498	
Written back	8481	.....
Acquisitions from third parties	8491	.....
Cancelled owing to sales and disposals	8501	.....
Transferred from one heading to another(+)/(-)	8511	.....
Amounts written down at the end of the period	8521	1.990.361.539	
Uncalled amounts at the end of the period	8551P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period(+)/(-)	8541	.....
Uncalled amounts at the end of the period	8551	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	1.235.420.151	
AFFILIATED ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	281P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Additions	8581	.....
Repayments	8591	.....
Amounts written down	8601	.....
Amounts written back	8611	.....
Exchange differences(+)/(-)	8621	.....
Other movements(+)/(-)	8631	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(281)	.....
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8651	.....

PARTICIPATING INTERESTS INFORMATION

PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES

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

NAME, full address of the REGISTERED OFFICE and for an enterprise governed by Belgian law, the COMPANY IDENTIFICATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	directly		subsidiaries	Annual accounts as per	Currency code	Capita land reserves	Net result
		Number	%	%			(+) or (-) (in units)	
<i>Nyrstar Netherlands (Holdings) BV</i> <i>NL B</i> <i>Foreign company</i> <i>Hoofdstraat 1</i> <i>6024 AA Budel-Dorplein</i> <i>Netherlands</i>	Ordinary shares	26.473.268	100,0	0,0	31/12/2015	EUR	2.118.726.168	-197.012.178
<i>Breakwater Resources Ltd</i> <i>Foreign company</i> <i>Fasken Martineau DuMoulin LLP, Burrard</i> <i>Street 2900 - 550</i> <i>BC V6C 0A3 Vancouver</i> <i>Canada</i>	Class A Preferred Shares	200.000.000	20,47	0,0	31/12/2015	CAD	745.171.228	-42.901.770
<i>Nyrstar Canada Holdings Ltd</i> <i>Foreign company</i> <i>Fasken Martineau DuMoulin LLP, Burrard</i> <i>Street 2900-550</i> <i>BC V6C 0A3 Vancouver</i> <i>Canada</i>	Preferred Shares	169.539.879	25,39	0,0	31/12/2015	CAD	786.184.324	-81.591

OTHER INVESTMENTS AND DEPOSITS, ALLOCATION DEFERRED CHARGES AND ACCRUED INCOME

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

	Period
DEFERRED CHARGES AND ACCRUED INCOME	
Allocation of heading 490/1 of assets if the amount is significant	
<i>accrued interest income on intercompany loans</i>	4.994.211
<i>others</i>	54.207
.....
.....

STATEMENT OF CAPITAL AND SHAREHOLDING STRUCTURE

STATEMENT OF CAPITAL

Social capital

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

Codes	Period	Preceding period
100P	xxxxxxxxxxxxxxxx	34.004.509
(100)	97.192.929	

Changes during the period
 18/01/2016: Cancellation treasury shares
 29/02/2016: Capital Increase
 01/08/2016: Share consolidation by means of a 1-for-10 reverse stock split

Codes	Value	Number of shares
	0	-12.571.225
	63.188.420	608.165.740
	0	-842.075.643
	97.192.929	93.563.960
8702	xxxxxxxxxxxxxxxx	
8703	xxxxxxxxxxxxxxxx	93.563.960

Structure of the capital
 Different categories of shares
 ordinary shares without mentioning nominal value
 Registered shares
 Shares to bearer and/or dematerialized

Capital not paid

Uncalled capital
 Called up capital, unpaid
 Shareholders having yet to pay up in full

Codes	Uncalled amount	Capital called but not paid
(101)	xxxxxxxxxxxxxxxx
8712	xxxxxxxxxxxxxxxx	.....

Own shares

Held by the company itself
 Amount of capital held
 Corresponding number of shares
 Held by the subsidiaries
 Amount of capital held
 Corresponding number of shares

Codes	Period
8721	.....
8722	.....
8731	.....
8732	.....
8740	214.732.307
8741	18.210.570
8742	17.527.017
8745	.....
8746	.....
8747	.....

Commitments to issue 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

Authorized capital not issued

Codes	Period
8751

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

STRUCTURE OF SHAREHOLDINGS OF THE ENTERPRISE AT YEAR-END CLOSING DATE, AS IT APPEARS FROM THE STATEMENTS RECEIVED BY THE ENTERPRISE

The Company's major shareholders (holding greater than 3% of the Company's outstanding shares) based on notifications of significant shareholdings available as at 31 December 2016 were:

Urion Holdings (Malta) Ltd, a subsidiary of Trafigura B.V.: 24.64%

BlueMountain Capital Management LLC: 4.54%

BlackRock (*): 6.19%

Umicore NV: 3.09%

(*) The number of 6.19% is comprised of voting rights linked to securities (1.73%) and voting rights that may be acquired upon exercise of financial instruments deemed equivalent to voting securities (4.46%).

PROVISIONS FOR OTHER LIABILITIES AND CHARGES

ANALYSIS OF THE HEADING 163/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT

Provision for share based payment option plans

.....

.....

.....

Period
9.430.930
.....
.....
.....

STATEMENT OF AMOUNTS PAYABLE, ACCRUED CHARGES AND DEFERRED INCOME

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL PERIOD TO MATURITY OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL TERM		
Current portion of amounts payable after more than one year falling due within one year		
Financial debts	8801	.....
Subordinated loans	8811	.....
Unsubordinated debentures	8821	.....
Leasing and other similar obligations	8831	.....
Credit institutions	8841	.....
Other loans	8851	.....
Trade debts	8861	.....
Suppliers	8871	.....
Bills of exchange payable	8881	.....
Advance payments received on contract in progress	8891	.....
Other amounts payable	8901	.....
Total current portion of amounts payable after more than one year falling due within one year ..	(42)	.....
Amounts payable with a remaining term of more than one but not more than five years		
Financial debts	8802	113.784.620
Subordinated loans	8812	.....
Unsubordinated debentures	8822	113.784.620
Leasing and other similar obligations	8832	.....
Credit institutions	8842	.....
Other loans	8852	.....
Trade debts	8862	.....
Suppliers	8872	.....
Bills of exchange payable	8882	.....
Advance payments received on contracts in progress	8892	.....
Other amounts payable	8902	.....
Total amounts payable with a remaining term of more than one but not more than five years	8912	113.784.620
Amounts payable with a remaining term of more than five years		
Financial debts	8803	100.947.687
Subordinated loans	8813	.....
Unsubordinated debentures	8823	100.947.687
Leasing and other similar obligations	8833	.....
Credit institutions	8843	.....
Other loans	8853	.....
Trade debts	8863	.....
Suppliers	8873	.....
Bills of exchange payable	8883	.....
Advance payments received on contracts in progress	8893	.....
Other amounts payable	8903	.....
Total amounts payable with a remaining term of more than five years	8913	100.947.687

GUARANTEED AMOUNTS PAYABLE (included in headings 17 and 42/48 of the liabilities)

Amounts payable guaranteed by Belgian public authorities

	Codes	Period
Financial debts	8921	.....
Subordinated loans	8931	.....
Unsubordinated debentures	8941	.....
Leasing and similar obligations	8951	.....
Credit institutions	8961	.....
Other loans	8971	.....
Trade debts	8981	.....
Suppliers	8991	.....
Bills of exchange payable	9001	.....
Advance payments received on contracts in progress	9011	.....
Remuneration and social security	9021	.....
Other amounts payable	9051	.....

Total amounts payable guaranteed by Belgian public authorities

9061

Amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets

Financial debts	8922	.....
Subordinated loans	8932	.....
Unsubordinated debentures	8942	.....
Leasing and similar obligations	8952	.....
Credit institutions	8962	.....
Other loans	8972	.....
Trade debts	8982	.....
Suppliers	8992	.....
Bills of exchange payable	9002	.....
Advance payments received on contracts in progress	9012	.....
Taxes, remuneration and social security	9022	.....
Taxes	9032	.....
Remuneration and social security	9042	.....
Other amounts payable	9052	.....

Total amounts payable guaranteed by real securities or irrevocably promised by the enterprise on its own assets

9062

TAXES, REMUNERATION AND SOCIAL SECURITY

Taxes (heading 450/3 of the liabilities)

Outstanding tax debts	9072	.....
Accruing taxes payable	9073	183.732
Estimated taxes payable	450	.....

Remuneration and social security (heading 454/9 of the liabilities)

Amounts due to the National Social Security Office	9076	.....
Other amounts payable in respect of remuneration and social security	9077	150.367

ACCRUALS AND DEFERRED INCOME

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

<i>accrued interest expenses</i>
.....
.....
.....

Period
4.059.306
.....
.....
.....

OPERATING RESULTS

	Codes	Period	Preceding period
OPERATING INCOME			
Net turnover			
Allocation by categories of activity			
.....			
.....			
.....			
Allocation into geographical markets			
.....			
.....			
.....			
Other operating income			
Operating subsidies and compensatory amounts received from public authorities	740		
OPERATING CHARGES			
Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register			
Total number at the closing date	9086	12	13
Average number of employees calculated in full-time equivalents	9087	12,1	12,5
Number of actual worked hours	9088	21.459	22.152
Personnel costs			
Remuneration and direct social benefits	620	3.600.156	2.418.271
Employers' contribution for social security	621	432.803	444.626
Employers' premiums for extra statutory insurance	622	2.196	210.779
Other personnel costs	623	15.348	15.756
Retirement and survivors' pensions	624		

	Codes	Period	Preceding period
Provisions for pensions and other similar rights			
Appropriations (uses and write-backs)(+)/(-)	635	-132.675	-197.589
Amounts written off			
Stocks and contracts in progress			
Recorded	9110	.....	.....
Written back	9111	.....	.....
Trade debts			
Recorded	9112	.....	.....
Written back	9113	.....	.....
Provisions for liabilities and charges			
Additions	9115	4.228.510	5.524.904
Uses and write-backs	9116	2.272.582	1.106.840
Other operating charges			
Taxes related to operation	640	.....	.....
Other costs	641/8	.....	.....
Hired temporary staff and personnel placed at the enterprise's disposal			
Total number at the closing date	9096	.....	.....
Average number calculated in full-time equivalents	9097	.....	.....
Number of actual worked hours	9098	.....	.....
Costs to the enterprise	617	.....	.....

FINANCIAL AND EXTRAORDINARY RESULTS

	Codes	Period	Preceding period
FINANCIAL RESULTS			
Other financial income			
Subsidies granted by public authorities and recorded as income for the period			
Capital subsidies	9125	.....	.....
Interest subsidies	9126	.....	.....
Allocation of other financial income			
<i>positive foreign exchange differences</i>		11.451	964.227
.....	
.....	
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses and reimbursement premiums	6501	652.032	441.724
Capitalized Interests	6503	.....	.....
Amounts written off current assets			
Recorded	6510	.....	16.757.442
Written back	6511	.....	.....
Other financial charges			
Amount of the discount borne by the enterprise, as a result of negotiating amounts receivable	653	.....	.....
Provisions of a financial nature			
Appropriations	6560	.....	.....
Uses and write-backs	6561	.....	.....
Allocation of other financial charges			
<i>negative foreign exchange differences</i>(+)/(-)		1.448	8.388.579
.....	
.....	

INCOME AND COSTS OF EXCEPTIONNAL SIZE OR OF EXCEPTIONNAL OCCURENCE

	Codes	Period	Preceding period
NON-RECURRING INCOME	76	.....	.....
Non-Recurring Operating Income	(76A)	.....	.....
Write-back of depreciation and of amounts written off intangible and tangible fixed assets	760	.....	.....
Write-back of provisions for extraordinary operating liabilities and charges	7620	.....	.....
Capital gains on disposal of intangible and tangible fixed assets	7630	.....	.....
Other non-recurring financial income	764/8	.....	.....
Non-recurring financial income	(76B)	.....	.....
Write-back of amounts written down financial fixed assets	761	.....	.....
Write-back of provisions for extraordinary financial liabilities and charges	7621	.....	.....
Capital gains on disposal of financial fixed assets	7631	.....	.....
Other non-recurring financial income	769	.....	.....
NON-RECURRING CHARGES	66	261.331.498	1.114.812.587
Non-recurring operating charges	(66A)	.....	.....
Extraordinary depreciation of and extraordinary amounts written off formation expenses, intangible and tangible fixed assets	660	.....	.....
Provisions for extraordinary operating liabilities and charges: appropriations (uses)	6620	.....	.....
Capital losses on disposal of intangible and tangible fixed assets	6630	.....	.....
Other non-recurring operating charges	664/7	.....	.....
Non-recurring operating charges carried to assets as restructuring costs .(-)	6690	.....	.....
Non-recurring financial charges	(66B)	261.331.498	1.114.812.587
Amounts written off financial fixed assets	661	261.331.498	1.037.430.041
Provisions for non-recurring financial liabilities and charges: appropriations (uses)	6621	.....	.....
Capital losses on disposal of financial fixed assets	6631	.....	.....
Other non-recurring financial charges	668	.....	77.382.546
Non-recurring financial charges to assets as restructuring costs	6691	.....	.....

INCOME TAXES AND OTHER TAXES

INCOME TAXES

	Codes	Period
Income taxes on the result of the period	9134	.....
Income taxes paid and withholding taxes due or paid	9135	.....
Excess of income tax prepayments and withholding taxes paid recorded under assets	9136	.....
Estimated additional taxes	9137	.....
Income taxes on the result of prior periods	9138	.....
Additional income taxes due or paid	9139	.....
Additional income taxes estimated or provided for	9140	.....
In so far as taxes of the period are materially affected by differences between the profit before taxes as stated in annual accounts and the estimated taxable profit		
Other disallowed expenses		120.000
movement in the taxable provisions 2016		1.955.554
disallowed expenses: impairment charge financial fixed assets		261.331.498

Influence of the non-recurring results on the taxes

	Period
.....
.....
.....
.....

Status of deferred taxes

	Codes	Period
Deferred taxes representing assets	9141	189.338.594
Accumulated tax losses deductible from future taxable profits	9142	84.296.334
Other deferred taxes representing assets excess DRD		105.042.260
Deferred taxes representing liabilities	9144	.....
Allocation of deferred taxes representing liabilities.....		.....

VALUE ADDED TAXES AND OTHER TAXES BORNE BY THIRD PARTIES

Value added taxes charged

	Codes	Period	Preceding period
To the enterprise (deductible)	9145	2.529.975	2.364.310
By the enterprise	9146	1.951.228	1.943.169
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	737.337	923.914
For withholding taxes on investment income	9148	.....	.....

RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET

	Codes	Period
PERSONAL GUARANTEES PROVIDED OR IRREVOCABLY PROMISED BY THE ENTERPRISE AS SECURITY FOR DEBTS AND COMMITMENTS OF THIRD PARTIES	9149	1.711.804.127
Of which		
Bills of exchange in circulation endorsed by the enterprise	9150	.....
Bills of exchange in circulation drawn or guaranteed by the enterprise	9151	.....
Maximum amount for which other debts or commitments of third parties are guaranteed by the enterprise	9153	.....
REAL GUARANTEES		
Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of the enterprise		
Mortgages		
Book value of the immovable properties mortgaged	9161	.....
Amount of registration	9171	.....
Pledging of goodwill - Amount of the registration	9181	.....
Pledging of other assets - Book value of other assets pledged	9191	.....
Guarantees provided on future assets - Amount of assets involved	9201	.....
Real guarantees provided or irrevocably promised by the enterprise on its own assets as security of debts and commitments of third parties		
Mortgages		
Book value of the immovable properties mortgaged	9162	.....
Amount of registration	9172	.....
Pledging of goodwill - Amount of the registration	9182	.....
Pledging of other assets - Book value of other assets pledged	9192	.....
Guarantees provided on future assets - Amount of assets involved	9202	.....

GOODS AND VALUES, NOT DISCLOSED IN THE BALANCE SHEET, HELD BY THIRD PARTIES IN THEIR OWN NAME BUT AT RISK TO AND FOR THE BENEFIT OF THE ENTERPRISE

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SUBSTANTIAL COMMITMENTS TO ACQUIRE FIXED ASSETS

.....

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)

Codes	Period

9213
9214
9215
9216

OBLIGATIONS COMING FROM TECHNICAL GUARANTEES CONNECTED WITH ALREADY PERFORMED SELLS OR SERVICES

.....

Period
.....
.....
.....
.....

AMOUNT, NATURE AND FORM OF THE IMPORTANT PENDING CASES AND OTHER IMPORTANT OBLIGATIONS

As per 31/12/2016, The Company has a bank guarantee in favor of Exeltium for an amount of 4,816,494.00 EUR. This guarantee becomes due at 31/01/2018.

As per 31/12/2016, The Company has a bank guarantee in favor of Umicore France SAS for an amount of 1,551,500.00 EUR.

The Company, Nyrstar Finance International AG and Nyrstar Sales & Marketing AG have entered into a committed € 100 million bilateral credit facility agreement with KBC Bank NV. The facility is available until 31 July 2017 (having been extended annually), replacing a prior facility that was available until 31 July 2016. Of this € 100 million, € 50 million is available for cash advances, short-term loans, and documentary credit import credits. The remaining € 50 million is available for guarantees or documentary credit import. As of 31 December 2016, approximately € 50 million was outstanding under this facility.

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Period
106.367.994
.....
.....
.....

SETTLEMENT WITH REGARD TO THE COMPLEMENTARY RETREAT OR SURVIVAL PENSION FOR STAFF AND BOARD MEMBERS

Concise description

Nyrstar issued a pension plan based on "defined contribution" for its executive employees. The pension benefits as well as the guarantees in case of decease or disability relate to the remunerations. These plans are funded by employers contributions only.

Measures taken to cover the related costs

PENSIONS FUNDED BY THE ENTERPRISE

Estimated amount of the commitments resulting from past services

Methods of estimation

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Codes	Period
9220

ANDERE FINANCIËLE GEVOLGEN VAN MATERIËLE GEBEURTENISSEN DIE ZICH NA BALANSDATUM HEBBEN VOORGEDAAN EN DIE NIET IN DE RESULTATENREKENING OF BALANS WORDEN WEERGEGEVEN

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Period
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.....
.....
.....

ENGAGEMENT TO BUY OR SELL THAT THE ENTREPRISE HAS AS A WRITER OF OPTIONS TO BUY OR SELL.

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Period
.....
.....
.....
.....

NATURE, COMMERCIAL PURPOSE AND FINANCIAL CONSEQUENCES OF THE SETTLEMENTS NOT INCLUDED IN THE BALANCE

If the risks and advantages that occur from such settlements are of any meaning and in the case that publishing such risks and advantages is necessary to judge the financial position of the company

Commitments for operational leasing of company cars:

- less than 1 year: 94.160,80 EUR
- more than 1 year: 102.616,70 EUR

.....

Period
196.778
.....
.....
.....

OTHER RIGHTS AND ENGAGEMENTS NOT INCLUDED IN THE BALANCE (INCLUDING THOSE WHICH CANNOT BE CALCULATED)

The Company has outstanding parent guarantees for debts and liabilities of group companies for a total amount of 1,711,804,126.69 EUR.

Following material new guarantees were issued by the Company during 2016:

- *The Company issued new parent guarantees for the working capital facility of her subsidiaries to Trafigura for an amount of USD 150 million*
- *The Company guarantees the prepayment facility for the physical delivery of zink metal to Trafigura amounting at year end to USD 60 million.*
- *The company issued a new parent guarantee to cover for all concluded commodity derivative transactions up to USD 15 million between her subsidiary and the Beneficiary Metal Broker. It also renewed existing parent guarantees with Metal Brokers for an amount of USD 30 million.*

.....

Period
1.711.804.127
.....
.....
.....

RELATIONSHIPS WITH AFFILIATED ENTERPRISES AND ENTERPRISES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	1.235.420.151	1.496.751.649
Participating interests	(280)	1.235.420.151	1.496.751.649
Subordinated amounts receivable	9271	.....	.....
Other amounts receivable	9281	.....	.....
Amounts receivable from affiliated enterprises	9291	405.705.660	407.362.951
Over one year	9301	.....	400.000.000
Within one year	9311	405.705.660	7.362.951
Current investments	9321	.....	.....
Shares	9331	.....	.....
Amounts receivable	9341	.....	.....
Amounts payable	9351	169.113.399	104.520.596
Over one year	9361	.....	.....
Within one year	9371	169.113.399	104.520.596
Personal and real guarantees			
Provided or irrevocably promised by the enterprise as security for debts or commitments of affiliated enterprises	9381	1.711.804.127	1.545.783.416
Provided or irrevocably promised by affiliated enterprises as security for debts or commitments of the enterprise	9391	.....	.....
Other significant financial commitments	9401	.....	.....
Financial results			
Income from financial fixed assets	9421	.....	6.706.447
Income from current assets	9431	12.334.450	14.340.677
Other financial income	9441	.....	964.227
Debt charges	9461	3.086.102	6.553.737
Other financial charges	9471	1.448	8.388.580
Disposal of fixed assets			
Capital gains obtained	9481	.....	.....
Capital losses suffered	9491	.....	.....

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

	Period
TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT OF MARKET CONDITIONS	
Mention of these transactions if they are significant, including the amount of the transactions, the nature of the link, and all information about the transactions which should be necessary to get a better understanding of the situation of the company	
<i>Nihil, considering the fact that "Affiliated parties" do not comprise the companies that are (almost) fully held by the Nyrstar Group which includes Nyrstar NV, in accordance with the advice of the Commission for Accounting Standards</i>	0
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.....
.....

FINANCIAL RELATIONSHIPS WITH

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

	Codes	Period
Amounts receivable from these persons	9500	.....
Most important conditions on amounts receivable, rate of interest, duration, amounts possibly refunded, cancelled or written out		
Guarantees provided in their favour	9501	.....
Other significant commitments undertaken in their favour	9502	.....
Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person		
To directors and managers	9503	1.928.681
To former directors and former managers	9504	.....

AUDITORS OR PEOPLE THEY ARE LINKED TO

	Codes	Period
Auditor's fees	9505	546.200
Fees for exceptional services or special missions executed in the company by the auditor		
Other attestation missions	95061	.....
Tax consultancy	95062	.....
Other missions external to the audit	95063	.....
Fees for exceptional services or special missions executed in the company by people they are linked to		
Other attestation missions	95081	.....
Tax consultancy	95082	12.000
Other missions external to the audit	95083	.....

Mentions related to article 133, paragraph 6 from the Companies Code

INFORMATION RELATING TO CONSOLIDATED ACCOUNTS

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

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

FINANCIAL RELATIONSHIPS OF THE GROUP LED BY THE ENTERPRISE IN BELGIUM WITH AUDITORS OR WITH PEOPLE THEY ARE LINKED TO

	Codes	Period
Mentions related to article 134, paragraphs 4 and 5 from the Companies Code		
Auditor's fees according to a mandate at the group level led by the company publishing the information	9507	546.200
Fees for exceptional services or special missions executed in these group by the auditor		
Other attestation missions	95071	.....
Tax consultancy	95072	.....
Other missions external to the audit	95073	.....
Fees to people auditors are linked to according to the mandate at the group level led by the company publishing the information	9509	592.200
Fees for exceptional services or special missions executed in the group by people they are linked to		
Other attestation missions	95091	213.100
Tax consultancy	95092	22.400
Other missions external to the audit	95093	.....

Mentions related to article 133, paragraph 6 from the Companies Code

VALUATION RULES

Valuation rules Nyrstar NV

General

The valuation rules are drafted in accordance with the statements of the Royal Decree dd. 31st of January 2001 to the execution of the Company Code relating to valuation rules.

Specific rules

I. Formation expenses and cost of capital increase

Formation expenses are capitalized and depreciated over 3 years. The expenses of capital increase are also capitalized and depreciated over 3 years. The expenses of the issuance of loans are also capitalized and depreciated over the duration of the loan.

II. Intangible assets

Intangible fixed assets are valued at purchase cost. The depreciations are accounted for based on the following terms:

- software: 3 years
- other: 3 to 5 years

III. Tangible assets

Tangible assets are accounted for at historical purchase cost including incidental expenses. The depreciations for these assets is calculated based on the economical lifetime of the related asset and based on the straight-line method. The depreciation terms are defined as follows:

- Land: not amortised
- Buildings: 40 years
- Installations, machinery and equipment: 7 to 15 years
- Furniture and vehicles: 3 to 10 years
- Improvements to rented buildings: 10 year

IV. Financial fixed assets

Participations and receivables are accounted for at historical purchase cost. An impairment on these assets will be recognized in case of sustainable impairment that meets the requirements of prudence, honesty and fair view and is justified by the condition, profitability or outlook of the company. The impairment will be reversed in case it is no longer justified based on the current assessments.

Receivables denominated in foreign currencies are valued at the closing rates on the end of the financial year. The negative (unrealized) exchange rate differences are accounted for in the income statement. As of financial year 2011, based on the principles of prudence, the positive, unrealized exchange rate differences at year end closing date are accounted for as deferred income on the balance sheet.

V. Current assets and liabilities

These are valued at nominal value. Current assets and liabilities denominated in foreign currencies are valued at the closing rates on the end of the financial year. The negative (unrealized) exchange rate differences are accounted for in the income statement. As of financial year 2011, based on the principles of prudence, the positive, unrealized exchange rate differences at balance sheet date are accounted for as deferred income on the balance sheet. An impairment on the nominal value is recognized in case of uncertainty of the receivable at balance closing date.

Cashpool positions are shown separately as other receivables (41) and other liabilities (48).

VI. Provisions for liabilities and charges

A provision is recognized to reflect liabilities and charges, resulting from a past event for which the nature is clearly defined, are considered probable or certain at balance sheet date, but for which the amount is uncertain. Provisions resulting from prior accounting years are regularly reviewed and are reversed if they are no longer required or the risks and charges are realized. The Group operates a leveraged employee stock ownership plan and an executive long-term incentive plan, which, at the Group's discretion, are equity-settled or cash-settled share-based compensation

plans.

For these share-based payment transactions, the services received and the liability incurred are measured at the fair value of the liability at grant date. The initial measurement of the liability is recognised over the period that services are rendered. At each reporting date, and ultimately at settlement date, the fair value of the liability is remeasured with any changes in fair value recognised in the income statement for the period.

VII. Income statement

The income statement reflects all revenue realized and expenses incurred during the accounting period on an accrual basis, regardless the date on which these expenses and income are paid or collected.

Free notes to Vol 6.9

The book value of the unsubordinated debentures at closing date as per 31 December 2016 relates to the convertible bond issued in 2013 for an amount of 113,784,620 EUR and a new convertible bond issued in 2016 for an amount of 100,947,688 EUR.

In September 2013, the Company issued a convertible bond with due date in September 2018, for a gross value of 120,000,000 EUR and related transaction costs for a total amount of 2,208,622 EUR. The equity component of this bond is posted as share premium for an amount of 15,950,400 EUR and a liability was recognized for an amount of 104,049,600 EUR. The transaction costs are shown as intangible assets and are amortized over a period of 5 years, which corresponds to the duration time of the bond. The book value of the liability component increases with the duration of the bond and amounts to 113,784,620 EUR per 31 December 2016.

In July 2016, the Company issued a new convertible bond with due date in July 2022, for a gross value of 115,000,000 EUR and related transaction costs for a total amount of 3,028,428 EUR. Similar to the previously issued bonds, management assessed for the new convertible bond the proposed accounting treatment mentioned in the CBN advice 139-8. The new bond has the option for the holders to convert into shares at any time during the term of the bond. However, based on the specific features of the new convertible bond and the past experience of no early conversion on all bonds issued so far, management expects also no early conversion during the term of the new bond. Hence, the accounting treatment for convertible bond with only a conversion option at expiration is applied, meaning that the book value of the loan at inception is split into an equity and a debt component. The equity component of this bond is posted as share premium for an amount of 15,027,050 EUR and a liability was recognized for an amount of 99,972,950 EUR. The transaction costs are shown as intangible assets and are amortized over a period of 6 years, which corresponds to the duration time of the bond. The book value of the liability component increases with the duration of the bond and amounts to 100,947,688 EUR per 31 December 2016.

Free note to Vol 6.10

The amount of people cost reported in the income statement is different from the base for the sociale balance sheet. The difference is coming from the expenses of the share based payment remuneration plans for the whole Nyrstar Group which are not accounted for in the sociale balance sheet. Where applicable, these expenses are recharged to the respective group entities.

Justification of the application of the valuation rules under the assumption of continuity
The Company has assessed that, taking into account its available cash and cash equivalents (including undrawn committed facilities available at the date of authorisation of the consolidated financial statements), its cash flow projections for 2017, based on the approved budgets, it has sufficient liquidity to meet its present obligations and cover working capital needs for 2017 and will remain in compliance with its financial covenants throughout this period.
The cash flow projections for 2017 incorporate the following key assumptions:

Commodity prices and foreign exchange rates

Commodity prices and foreign exchange rates were developed from externally available sources from a number of different market commentators

Production output and capital and operating costs

Based on historical results unless definitive plans are in place which are expected to have a

significant effect on operations

Treatment charges

Treatment charges were developed from externally available forecasts and recent historical rates

Port Pirie Redevelopment Project

Capital costs are based on the most recent review of forecast costs to complete the project. The cash flow projections for 2017 do not include any revenue from this project

The Company has undertaken a sensitivity analysis of its liquidity testing through independently adjusting the cash flow projections for 2017 for zinc prices and smelter production output.

- Forecast zinc prices were adjusted to use the lowest annual average for the previous 10 years.

- Forecast smelter production output was adjusted down by 5%, a smelter production level which the Company has exceeded in each of the last 5 years.

In both cases the sensitivity analysis indicated that the Company would have sufficient liquidity to meet its present obligations and cover working capital needs for 2017 and remain in compliance with its financial covenants throughout 2017.

The Company has assessed that the liquidity analysis performed at the level of the Group is - without material adjustment or limitation - also applicable on the going concern assessment for the purpose of drafting the standalone financial statements of its parent entity Nyrstar NV

<p style="text-align: center;">OTHER DOCUMENTS TO BE FILED UNDER BELGIAN COMPANY LAW</p>

MANAGEMENT REPORT

SOCIAL BALANCE SHEET

Number of joint industrial committee: 224

STATEMENT OF THE PERSONS EMPLOYED

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

During the current period

Average number of employees

Full-time
 Part-time
 Total in full-time equivalents

Number of hours actually worked

Full-time
 Part-time
 Total

Personnel costs

Full-time
 Part-time
 Total

Advantages in addition to wages

Codes	Total	1. Men	2. Women
1001	11,3	7,3	4,0
1002	1,0	1,0	.....
1003	12,1	8,1	4,0
Number of hours actually worked			
1011	20.083	12.806	7.277
1012	1.376	1.376	.....
1013	21.459	14.182	7.277
Personnel costs			
1021	1.866.178	1.225.216	640.962
1022	62.688	62.688	.....
1023	1.928.866	1.287.904	640.962
1033	.....	.....	.....

During the preceding period

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

Codes	P. Total	1P. Men	2P. Women
1003	12,5	8,5	4,0
1013	22.152	15.250	6.902
1023	2.578.644	1.629.445	949.199
1033	.....	.....	.....

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

At the closing date of the period				
Codes	1. Full-time	2. Part-time	3. Total full-time equivalents	
Number of employees	105	11	1	11,8
By nature of the employment contract				
Contract for an indefinite period	110	11		11,0
Contract for a definite period	111		1	0,8
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to gender and study level				
Men	120	7	1	7,8
primary education	1200			
secondary education	1201		1	0,8
higher non-university education	1202	1		1,0
university education	1203	6		6,0
Women	121	4		4,0
primary education	1210			
secondary education	1211			
higher non-university education	1212			
university education	1213	4		4,0
By professional category				
Management staff	130			
Employees	134	11	1	11,8
Workers	132			
Others	133			

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

During the period		
Codes	1. Hired temporary staff	2. Persons placed at the enterprise's disposal
Average number of persons employed	150	
Number of hours actually worked	151	
Costs for the enterprise	152	

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES

Number of employees for whom the enterprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year

By nature of 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 full-time equivalents
205	1	.....	1,0
210	1	.....	1,0
211	.....	.....	.....
212	.....	.....	.....
213	.....	.....	.....

DEPARTURES

Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year

By nature of 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
- the number of persons who continue to render services to the enterprise at least half-time on a self-employed basis ..

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
305	2	.....	2,0
310	2	.....	2,0
311	.....	.....	.....
312	.....	.....	.....
313	.....	.....	.....
340	.....	.....	.....
341	.....	.....	.....
342	.....	.....	.....
343	2	.....	2,0
350	.....	.....	.....

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

	Codes	Men	Codes	Women
Total of initiatives of formal professional training at the expense of the employer				
Number of employees involved	5801	2	5811	2
Number of actual training hours	5802	39	5812	16
Net costs for the enterprise	5803	1.256	5813	3.142
of which gross costs directly linked to training	58031	1.256	58131	3.142
of which fees paid and payments to collective funds	58032	.....	58132	.....
of which grants and other financial advantages received (to deduct)	58033	.....	58133	.....
Total of initiatives of less formal or informal professional training at the expense of the employer				
Number of employees involved	5821	.....	5831	.....
Number of actual training hours	5822	.....	5832	.....
Net costs for the enterprise	5823	.....	5833	.....
Total of initiatives of initial professional training at the expense of the employer				
Number of employees involved	5841	2	5851	2
Number of actual training hours	5842	39	5852	16
Net costs for the enterprise	5843	1.256	5853	3.142