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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 *23 / 11 / 2017* 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 *19 / 04 / 2018*

Regarding the financial year from *01 / 01 / 2017* to *31 / 12 / 2017*

Preceding financial year from *01 / 01 / 2016* to *31 / 12 / 2016*

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

Total number of pages filed:⁴⁵..... 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, 6.5.2, 6.17, 6.18.2, 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

Martyn Konig
Zinkstraat 1, 2490 Balen, Belgium

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

Christopher Cox
Zinkstraat 1, 2490 Balen, Belgium

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

Carole Cable
Zinkstraat 1, 2490 Balen, Belgium

Director
20/04/2017 - 15/04/2021

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

Hilmar Rode
Zinkstraat 1, 2490 Balen, Belgium

Director
20/04/2017 - 15/04/2021

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	9.761.962	14.076.480
FIXED ASSETS		21/28	1.237.221.580	1.235.423.498
Intangible fixed assets	6.2	21	.....	.....
Tangible fixed assets	6.3	22/27	1.429	3.347
Land and buildings		22	.....	.....
Plant, machinery and equipment		23	1.429	3.347
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	1.237.220.151	1.235.420.151
Affiliated enterprises	6.15	280/1	1.235.420.151	1.235.420.151
Participating interests		280	1.235.420.151	1.235.420.151
Amounts receivable		281	.....	.....
Enterprises linked by participating interests	6.15	282/3	.....	.....
Participating interests		282	.....	.....
Amounts receivable		283	.....	.....
Other financial assets		284/8	1.800.000	.....
Shares		284	.....	.....
Amounts receivable and cash guarantees		285/8	1.800.000	.....

	Discl.	Codes	Period	Preceding period
CURRENT ASSETS		29/58	412.377.899	411.444.342
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	6.566.409	406.286.784
Trade debtors		40	6.499.578	6.023.580
Other amounts receivable		41	66.831	400.263.204
Current investments 6.5.1/6.6		50/53	.....	.....
Own shares		50	.....	.....
Other investments		51/53	.....	.....
Cash at bank and in hand		54/58	644.023	109.140
Deferred charges and accrued income	6.6	490/1	5.167.467	5.048.418
TOTAL ASSETS		20/58	1.659.361.441	1.660.944.320

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	1.341.994.371	1.257.203.198
Capital	6.7.1	10	113.262.734	97.192.929
Issued capital		100	113.262.734	97.192.929
Uncalled capital		101	.....	.....
Share premium account		11	1.228.124.430	2.368.924.470
Revaluation surpluses		12	.....	.....
Reserves		13	16.257.028	33.286.467
Legal reserve		130	16.257.028	16.257.028
Reserves not available		131	.....	.....
In respect of own shares held		1310	.....	.....
Other		1311	.....	.....
Untaxed reserves		132	.....	.....
Available reserves		133	.....	17.029.439
Accumulated profits (losses)(+)/(-)		14	-15.649.821	-1.242.200.668
Investment grants		15	.....	.....
Advance to associates on the sharing out of the assets		19	.....	.....
PROVISIONS AND DEFERRED TAXES		16	3.656.602	9.856.056
Provisions for liabilities and charges		160/5	3.656.602	9.856.056
Pensions and similar obligations		160	.....	.....
Taxation		161	.....	.....
Major repairs and maintenance		162	.....	.....
Environmental obligations		163	.....	.....
Other liabilities and charges	6.8	164/5	3.656.602	9.856.056
Deferred taxes		168	.....	.....

	Discl.	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	313.710.468	393.885.066
Amounts payable after more than one year	6.9	17	103.079.489	214.732.307
Financial debts		170/4	103.079.489	214.732.307
Subordinated loans		170	.....	.....
Unsubordinated debentures		171	103.079.489	214.732.307
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	6.9	42/48	206.571.673	175.093.453
Current portion of amounts payable after more than one year falling due within one year		42	117.262.554	.....
Financial debts		43	.....	.....
Credit institutions		430/8	.....	.....
Other loans		439	.....	.....
Trade debts		44	1.750.983	7.639.847
Suppliers		440/4	1.750.983	7.639.847
Bills of exchange payable		441	.....	.....
Advances received on contracts in progress		46	.....	.....
Taxes, remuneration and social security	6.9	45	358.177	334.099
Taxes		450/3	38.313	183.732
Remuneration and social security		454/9	319.864	150.367
Other amounts payable		47/48	87.199.959	167.119.507
Accruals and deferred income	6.9	492/3	4.059.306	4.059.306
TOTAL LIABILITIES		10/49	1.659.361.441	1.660.944.320

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income		70/76A	9.022.156	13.596.358
Turnover	6.10	70	9.022.156	13.596.358
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	17.248.163	25.592.470
Raw materials, consumables		60	.....	.....
Purchases		600/8	.....	.....
Stocks: decrease (increase)		609	.....	.....
Services and other goods		61	9.342.981	13.346.087
Remuneration, social security costs and pensions	6.10	62	7.680.492	4.050.503
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets		630	6.424.144	6.239.952
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	-6.199.454	1.955.928
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	-8.226.007	-11.996.112

	Discl.	Codes	Period	Preceding period
Financial income		75/76B	11.948.348	12.346.160
Recurring financial income		75	11.948.348	12.346.160
Income from financial fixed assets		750	.....	.....
Income from current assets		751	11.927.014	12.334.709
Other financial income	6.11	752/9	21.334	11.451
Non-recurring financial income	6.12	76B	.....	.....
Financial charges		65/66B	19.368.430	285.816.040
Recurring financial charges	6.11	65	19.368.430	24.484.542
Debt charges		650	19.363.180	24.483.094
Amounts written off current assets except stocks, contracts in progress and trade debtors: appropriations (write-backs)(+)/(-)		651	.....	.....
Other financial charges		652/9	5.250	1.448
Non-recurring financial charges	6.12	66B	.....	261.331.498
Gain (loss) for the period before taxes		9903	-15.646.089	-285.465.992
Transfer from deferred taxes		780	.....	.....
Transfer to deferred taxes		680	.....	.....
Income taxes	6.13	67/77	3.732	-426.498
Taxes		670/3	3.732	.....
Adjustment of income taxes and write-back of tax provisions		77	.....	426.498
Gain (loss) of the period		9904	-15.649.821	-285.039.494
Transfer from untaxed reserves		789	.....	.....
Transfer to untaxed reserves		689	.....	.....
Gain (loss) of the period available for appropriation ..(+)/(-)		9905	-15.649.821	-285.039.494

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	-1.257.850.489	-1.242.200.668
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	-15.649.821	-285.039.494
Profit (loss) brought forward(+)/(-)	14P	-1.242.200.668	-957.161.174
Withdrawals from capital and reserves	791/2	1.242.200.668	.....
from capital and share premium account	791	1.225.171.229	.....
from reserves	792	17.029.439	.....
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)	-15.649.821	-1.242.200.668
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
Net book value at the end of the period	20P	xxxxxxxxxxxxxxxx	14.076.480
Movements during the period			
New expenses incurred	8002	3.001.188	
Depreciation	8003	7.315.706	
Other(+)/(-)	8004	.....
Net book value at the end of the period	(20)	9.761.962	
Of which			
Formation or capital increase expenses, loan issue expenses and other formation expenses	200/2	9.761.962	
Restructuring costs	204	.....

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxxxx	28.197
Movements during the period			
Acquisitions, including produced fixed assets	8162	.....
Sales and disposals	8172	21.937	
Transfers from one heading to another(+)/(-)	8182	.....
Acquisition value at the end of the period	8192	6.260	
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	24.850
Movements during the period			
Recorded	8272	1.918	
Written back	8282	.....
Acquisitions from third parties	8292	.....
Cancelled owing to sales and disposals	8302	21.937	
Transferred from one heading to another(+)/(-)	8312	.....
Depreciations and amounts written down at the end of the period	8322	4.831	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	1.429	

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	1.990.361.539
Movements during the period			
Recorded	8471	.....
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	246.630.041	

	Codes	Period	Preceding period
OTHER ENTERPRISES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Acquisitions	8363	.....
Sales and disposals	8373	.....
Transfers from one heading to another(+)/(-)	8383	.....
Acquisition value at the end of the period	8393	.....
Revaluation surpluses at the end of the period	8453P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Recorded	8413	.....
Acquisitions from third parties	8423	.....
Cancelled	8433	.....
Transferred from one heading to another(+)/(-)	8443	.....
Revaluation surpluses at the end of the period	8453	.....
Amounts written down at the end of the period	8523P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Recorded	8473	.....
Written back	8483	.....
Acquisitions from third parties	8493	.....
Cancelled owing to sales and disposals	8503	.....
Transferred from one heading to another(+)/(-)	8513	.....
Amounts written down at the end of the period	8523	.....
Uncalled amounts at the end of the period	8553P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period(+)/(-)			
Uncalled amounts at the end of the period	8553	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(284)	.....
OTHERS ENTERPRISES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	XXXXXXXXXXXXXXXXXX	.....
Movements during the period			
Additions	8583	1.800.000	
Repayments	8593	.....
Amounts written down	8603	.....
Amounts written back	8613	.....
Exchange differences(+)/(-)	8623	.....
Other movements(+)/(-)	8633	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(285/8)	1.800.000	
ACCUMULATED AMOUNTS WRITTEN OFF AMOUNTS RECEIVABLE AT END OF THE PERIOD	8653	.....

PARTICIPATING INTERESTS INFORMATION**PARTICIPATING INTERESTS AND SHARES IN OTHER ENTERPRISES**

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

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 NL B Foreign company Hoofdstraat 1 6024 AA Budel-Dorplein Netherlands</i>	<i>Ordinary shares</i>	<i>26.473.268</i>	<i>100,0</i>	<i>0,0</i>	<i>31/12/2016</i>	<i>EUR</i>	<i>1.846.397.973</i>	<i>-274.837.026</i>

OTHER INVESTMENTS AND DEPOSITS, ALLOCATION DEFERRED CHARGES AND ACCRUED INCOME

	Codes	Period	Preceding period
INVESTMENTS: OTHER INVESTMENTS AND DEPOSITS			
Shares and current investments other than fixed income investments	51	.....	.....
Shares - Book value increased with the uncalled amount	8681	.....	.....
Shares - Uncalled amount	8682	.....	.....
Precious metals and works of art	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>	5.167.467
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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	97.192.929
(100)	113.262.734	

Changes during the period
Capital increase dd. 29/06/2017
Capital increase dd. 17/11/2017

Codes	Value	Number of shares
	88.266	84.969
	15.981.539	15.384.616

	113.262.734	109.033.545

8702	xxxxxxxxxxxxxxxx	.....
8703	xxxxxxxxxxxxxxxx	109.033.545

Structure of the capital
 Different categories of shares
ordinary shares without mentioning nominal value

Registered shares
 Shares 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	220.342.043
8741	14.073.238
8742	13.544.984
8745	.....
8746	.....
8747	.....
8751	.....

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

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

Shareholder structure

Share capital

The registered capital amounts to € 113,262,734.08 represented by 109,033,545 shares.

Voting rights

The current number of voting rights (the "denominator") amounts to 109,033,545.

Company thresholds

In addition to the legal thresholds of 5%, or any multiple of 5%, Nyrstar has adopted the following lower and intermediate thresholds: 3% and 7.5% (Article 8 of Nyrstar's Articles of Association).

Shareholder structure

Nyrstar's investor base primarily consists of institutional investors in the UK, the US, Belgium and other European countries, as well as Belgian retail investors.

Notifications of shareholdings above the 3% threshold have been received from the following shareholders:

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

PROVISIONS FOR OTHER LIABILITIES AND CHARGES

ANALYSIS OF THE HEADING 164/5 OF LIABILITIES IF THE AMOUNT IS SIGNIFICANT

Provision for share based payment liabilities

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.....

.....

Period
3.656.602
.....
.....
.....

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	117.262.554
Subordinated loans	8811	.....
Unsubordinated debentures	8821	117.262.554
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)	117.262.554
Amounts payable with a remaining term of more than one but not more than five years		
Financial debts	8802	103.079.489
Subordinated loans	8812	.....
Unsubordinated debentures	8822	103.079.489
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	103.079.489
Amounts payable with a remaining term of more than five years		
Financial debts	8803	.....
Subordinated loans	8813	.....
Unsubordinated debentures	8823	.....
Leasing and other similar obligations	8833	.....
Credit institutions	8843	.....
Other loans	8853	.....
Trade debts	8863	.....
Suppliers	8873	.....
Bills of exchange payable	8883	.....
Advance payments received on contracts in progress	8893	.....
Other amounts payable	8903	.....
Total amounts payable with a remaining term of more than five years	8913	.....

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	38.313
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	319.864

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	11	12
Average number of employees calculated in full-time equivalents	9087	11,1	12,1
Number of actual worked hours	9088	17.870	21.459
Personnel costs			
Remuneration and direct social benefits	620	6.825.911	3.600.156
Employers' contribution for social security	621	553.072	432.803
Employers' premiums for extra statutory insurance	622	286.278	2.196
Other personnel costs	623	15.231	15.348
Retirement and survivors' pensions	624		

	Codes	Period	Preceding period
Provisions for pensions and other similar rights			
Appropriations (uses and write-backs)(+)/(-)	635	.....	-132.675
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	2.645.340	4.228.510
Uses and write-backs	9116	8.844.794	2.272.582
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	1	.....
Average number calculated in full-time equivalents	9097	0,6	.....
Number of actual worked hours	9098	1.150	.....
Costs to the enterprise	617	64.635	.....

FINANCIAL RESULTS

	Codes	Period	Preceding period
RECURRING FINANCIAL INCOME			
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>		21.334	11.451
.....	
.....	
RECURRING FINANCIAL CHARGES			
Depreciation of loan issue expenses	6501	893.480	652.032
Capitalized Interests	6503	.....	.....
Amounts written off current assets			
Recorded	6510	.....	.....
Written back	6511	.....	.....
Other financial charges			
Amount of the discount borne by the enterprise, as a result of negotiating amounts receivable	653	.....	.....
Provisions of a financial nature			
Appropriations	6560	.....	.....
Uses and write-backs	6561	.....	.....
Allocation of other financial charges			
<i>negative foreign exchange differences</i>(+)/(-)		5.250	1.448
.....	
.....	

INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE

	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 asset	7630	.....	.....
Other non-recurring operating 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 EXPENSES	66	.....	261.331.498
Non-recurring operating charges	(66A)	.....	.....
Non-recurring depreciation of and 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
Amounts written off financial fixed assets	661	.....	261.331.498
Provisions for extraordinary financial liabilities and charges - Appropriations (uses)	6621	.....(+)/(-)	.....
Capital losses on disposal of financial fixed assets	6631	.....	.....
Other non-recurring financial charges	668	.....	.....
Non-recurring financial charges carried to assets as restructuring costs ...(-)	6691	.....	.....

INCOME TAXES AND OTHER TAXES

INCOME TAXES

	Codes	Period
Income taxes on the result of the period	9134	3.732
Income taxes paid and withholding taxes due or paid	9135	3.732
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 2017(+)/(-)		-4.267.026
.....	
.....	

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

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

Status of deferred taxes

	Codes	Period
Deferred taxes representing assets	9141	211.115.406
Accumulated tax losses deductible from future taxable profits	9142	106.073.146
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	3.213.163	2.529.975
By the enterprise	9146	2.938.280	1.951.228
Amounts withheld on behalf of third party			
For payroll withholding taxes	9147	1.135.451	737.337
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	2.454.199.571
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

.....

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

COMMITMENTS RELATING TO TECHNICAL GUARANTEES IN RESPECT OF SALES OR SERVICES

.....

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

AMOUNT, NATURE AND FORM CONCERNING LITIGATION AND OTHER IMPORTANT COMMITMENTS

As per 31/12/2017, The Company has a bank guarantee in favor of Exeltium for an amount of 4,816,494 EUR. This guarantee has been renewed at due date 31/01/2018 for an amount of 4,909,000 EUR with maturity date 31/01/2019.

As per 31/12/2017, The Company has a bank guarantee in favor of Umicore France SAS for an amount of 1,490,250 EUR and multiple bankguarantees in favor of environmental agencies for a total amount of 2,226,346 EUR.

The Company, Nyrstar Finance International AG and Nyrstar Sales & Marketing AG have entered into a committed € 130 million bilateral credit facility agreement with KBC Bank NV. The facility is available until 31 July 2018 (having been extended annually), replacing a prior facility that was available until 31 July 2017. Of this € 130 million, € 50 million is available for cash advances, short-term loans, and documentary credit import credits. The remaining € 80 million is available for guarantees or documentary credit import.

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Period
138.533.090
.....
.....
.....

SUPPLEMENT RETIREMENTS OR SURVIVORS PENSION PLANS IN FAVOUR OF THE PERSONNEL OR THE EXECUTIVES OF THE ENTERPRISE

Brief 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 by the enterprise to cover the resulting charges

PENSIONS FUNDED BY THE ENTERPRISE

Estimated amount of the commitments resulting from past services

Methods of estimation

.....

Codes	Period
9220

NATURE AND FINANCIAL IMPACT OF SIGNIFICANT EVENTS AFTER THE CLOSING DATE NOT INCLUDED IN THE BALANCE SHEET OR THE INCOME STATEMENT

.....

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

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

.....

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

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

Provided that the risks or advantages coming from these transactions are significant and if the disclosure of the risks or advantages is necessary to appreciate the financial situation of the company

Commitment operation leasing company cars:

- less than 1 year: 82,388 EUR

- more than 1 year: 142,926 EUR

.....

Period
225.314
.....
.....
.....

OTHER RIGHTS AND COMMITMENTS NOT REFLECTED IN THE BALANCE SHEET (including those which can not be quantified)

The Company has outstanding parent guarantees for debts and liabilities of group companies for a total amount of 2,454,199,571 EUR.

Following material changes and new guarantees were issued by the Company during 2017:

- *The Company's parent guarantees for the working capital facility of her subsidiaries to Trafigura has been increased up to USD 250 million*

- *The Company guarantees the off take agreement for the physical delivery of zink metal to Trafigura amounting at year end 2017 to USD 71 million.*

- *The Company's total outstanding parent guarantee for the prefinancing agreements of Silver amounts at year end 2017 to USD 238 million.*

- *The Company guarantees the Structed Commodity Trade Financ Facility which has been increased in 2017 from EUR 400 million to EUR 600 million.*

- *The Company issued a new parent guarantee for the prefinancing agreement of Copper for USD 30 million.*

- *The company issued a new parent guarantee to cover for all concluded commodity derivative transactions up to USD 5 million between her subsidiary and the Beneficiary Metal Broker. It also increased existing parent guarantees with Metal Brokers with an amount of USD 13.5 million.*

- *The Company guarantees the senior unsecured notes issued by its 100% subsidiary Nyrstar Netherlands Holdings BV for an amount of EUR 500 million.*

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Period
2.454.199.571
.....
.....
.....

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

	Codes	Period	Preceding period
AFFILIATED ENTERPRISES			
Financial fixed assets	(280/1)	1.235.420.151	1.235.420.151
Participating interests	(280)	1.235.420.151	1.235.420.151
Subordinated amounts receivable	9271	.....	.....
Other amounts receivable	9281	.....	.....
Amounts receivable	9291	407.548.215	405.705.660
Over one year	9301	400.000.000	.....
Within one year	9311	7.548.215	405.705.660
Current investments	9321	.....	.....
Shares	9331	.....	.....
Amounts receivable	9341	.....	.....
Amounts payable	9351	181.079.399	169.113.399
Over one year	9361	.....	.....
Within one year	9371	181.079.399	169.113.399
Personal and real guarantees			
Provided or irrevocably promised by the enterprise as security for debts or commitments of affiliated enterprises	9381	2.454.199.571	1.711.804.127
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	.....	.....
Income from current assets	9431	11.927.014	12.334.450
Other financial income	9441	21.334	.....
Debt charges	9461	3.213.052	3.086.102
Other financial charges	9471	5.250	1.448
Disposal of fixed assets			
Capital gains obtained	9481	.....	.....
Capital losses suffered	9491	.....	.....

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

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

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

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Period
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FINANCIAL RELATIONSHIPS WITH

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

	Codes	Period
Amounts receivable from these persons	9500	.....
Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts		
.....		
Guarantees provided in their favour	9501	.....
Other significant commitments undertaken in their favour	9502	.....
Amount of direct and indirect remunerations and pensions, included in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person		
To directors and managers	9503	1.272.862
To former directors and former managers	9504	.....

AUDITORS OR PEOPLE THEY ARE LINKED TO

	Codes	Period
Auditor's fees	9505	485.200
Fees for exceptional services or special missions executed in the company by the auditor		
Other attestation missions	95061	5.355
Tax consultancy	95062	.....
Other missions external to the audit	95063	264.030
Fees for exceptional services or special missions executed in the company by people they are linked to		
Other attestation missions	95081	.....
Tax consultancy	95082	16.598
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

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 117,262,554 EUR per 31 December 2017.

In March and September 2017 Nyrstar Netherlands Holding BV bought back 29,500,000 EUR and 61,500,000 EUR convertible bonds from the market.

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 3,177,908 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 103,079,489 EUR per 31 December 2017.

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 due to the expenses related to 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 financial statements), its cash flow projections for 2018, based on the approved budgets, it has sufficient liquidity to meet its present obligations and cover working capital needs for 2018 and will remain in compliance with its financial covenants throughout this period.

The cash flow projections for 2018 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

The cash flow projections for 2018 include management's best estimate of the revenue from the project

The Company has undertaken a sensitivity analysis of its going concern assessment through independently adjusting the cash flow projections for 2018 for zinc prices, treatment charges, smelter production output and unfavourable movements in the USD. Each of the scenarios below were modelled independent of each other.

- Forecast zinc prices for the second half of 2018 were adjusted to USD 2,600/t which was the lowest zinc price provided by Nyrstar's panel of market commentators. No change was made to the assumed treatment charge of USD 118/t on the basis the majority of the Group's treatment charges are referenced to the benchmark price set in the first half of 2018.
- Forecast zinc prices were adjusted to USD 3,854/t which was the highest zinc price provided by Nyrstar's panel of market commentators. In addition, treatment charge rates were adjusted down to USD 108/MT. This downward adjustment reflects the historic correlation of treatment charges to the zinc price over the last 7 years.
- Forecast smelter production output was adjusted down by 13%, a smelter production level which the Group has exceeded in each of the last 7 years. In addition, the full contribution from the Port Pirie Redevelopment Project has been removed from the forecasts.
- Assumed the USD would weaken by 5% and the AUD would weaken by 2% against the EUR. This was to reflect the most unfavourable exchanges rates provided by consensus brokers. A weakening USD and AUD negatively impacted the Group's equity.

In all cases the sensitivity analysis indicated that the Company would have sufficient liquidity to meet its present obligations and cover working capital needs for 2018 and remain in compliance with its financial covenants throughout 2018.

Adverse movements in currency rates, commodity prices and/or operational results will affect the Company's liquidity or lower the Company's equity, and if these adverse movements persist for an extended period of time, the Company may have to take mitigating actions to maintain liquidity or equity headroom. A sustained and material impact on the Company's liquidity or equity will also impact the Company's ability to comply with financial covenants under its credit facilities.

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 ENTERPRISE 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	11,0	7,0	4,0
1002	0,1	0,1	.....
1003	11,1	7,1	4,0
Number of hours actually worked			
1011	17.710	11.163	6.547
1012	160	160	.....
1013	17.870	11.323	6.547
Personnel costs			
1021	3.421.589	2.352.881	1.068.708
1022	25.856	25.856	.....
1023	3.447.445	2.378.737	1.068.708
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	12,1	8,1	4,0
1013	21.459	14.182	7.277
1023	1.928.866	1.287.904	640.962
1033	.....	.....	.....

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

At the closing date of the period		Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
Number of employees		105	11	.....	11,0
By nature of the employment contract					
Contract for an indefinite period		110	10	.....	10,0
Contract for a definite period		111	1	.....	1,0
Contract for the execution of a specifically assigned work		112	.....	.....	.....
Replacement contract		113	.....	.....	.....
According to gender and study level					
Men		120	7	.....	7,0
primary education		1200	.....	.....	.....
secondary education		1201	.....	.....	.....
higher non-university education		1202	2	.....	2,0
university education		1203	5	.....	5,0
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	.....	11,0
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	0,6	.....
Number of hours actually worked		151	1.150	.....
Costs for the enterprise		152	64.635	.....

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	2	.....	2,0
210	1	.....	1,0
211	1	.....	1,0
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	1	2,8
310	2	.....	2,0
311	.....	1	0,8
312	.....	.....	.....
313	.....	.....	.....
340	.....	.....	.....
341	.....	.....	.....
342	1	.....	1,0
343	1	1	1,8
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	19	5812	10
Net costs for the enterprise	5803	1.310	5813	708
of which gross costs directly linked to training	58031	1.310	58131	708
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	19	5852	10
Net costs for the enterprise	5843	1.310	5853	708