

**Be-Atzmi (RA)**

**Financial Statements  
As At December 31, 2024**

**Financial Statements as at December 31, 2024**

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**Auditors' Report to the Members of  
Be-Atzmi (RA)**

We have audited the accompanying Statements of Financial Position of Be-Atzmi (RA) (hereinafter – “the Organization”) as of December 31, 2024 and 2023, and the related statements of activities, statements of changes in net assets and statements of cash flows for each of the years ended on such dates. These financial statements are the responsibility of the Organization’s Board and of its Management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards in Israel, including standards prescribed by the Auditors Regulations (Auditor's Mode of Performance), 1973. Such standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the Board and Management of the Organization, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of December 31, 2024 and 2023 and the results of its activities, changes in net assets and its cash flows for each of the years ended on such dates, in conformity with generally accepted accounting principles in Israel (Israeli GAAP).

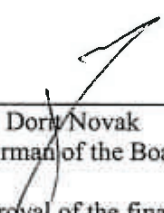
  
Somekh Chaikin

Certified Public Accountants (Isr.)

June 29, 2025

## Statements of Financial Position as at December 31

	Note	2024 NIS	2023 NIS
<b>Current assets</b>			
Cash and cash equivalents	4	5,316,667	4,489,363
Marketable securities	5	7,910,984	7,364,677
Other receivables	6	11,641,273	9,825,346
<b>Total current assets</b>		<b>24,868,924</b>	21,679,386
<b>Fixed and other assets, net</b>	7	<b>1,047,782</b>	262,887
<b>Total assets</b>		<b>25,916,706</b>	21,942,273
<b>Current liabilities</b>			
Trade payables		4,214,055	2,740,732
Other payables	8	5,311,772	4,079,926
<b>Total current liabilities</b>		<b>9,525,827</b>	6,820,658
<b>Long-term liabilities</b>			
Liability for employee severance benefits, net	9	37,959	37,959
<b>Total liabilities</b>		<b>9,563,786</b>	6,858,617
<b>Unrestricted net assets</b>			
Unrestricted net assets used for activities		14,801,138	14,109,455
Net assets invested in fixed assets		1,047,782	262,887
		<b>15,848,920</b>	14,372,342
<b>Restricted net assets</b>		<b>504,000</b>	711,314
<b>Total net assets</b>		<b>16,352,920</b>	15,083,656
<b>Total liabilities and net assets</b>		<b>25,916,706</b>	21,942,273

  
Dorn Novak  
Chairman of the Board

  
Shlomi Kot  
Chairman of Finance Committee

  
Liat Brosh  
CEO

Date of approval of the financial statements: June 29, 2025

The accompanying notes are an integral part of these financial statements.

**Statements of Activities for the Year Ended December 31**

	<b>Note</b>	<b>2024</b> <b>NIS</b>	<b>2023</b> <b>NIS</b>
Revenue from activities	10	<b>68,892,827</b>	60,625,683
Cost of activities	11	<b>64,798,431</b>	58,958,992
<b>Net revenue from activities</b>		<b>4,094,396</b>	1,666,691
General and administrative expenses	12	<b>3,189,801</b>	3,415,445
Surplus (deficit) before financing		<b>904,595</b>	(1,748,754)
Financing income, net		<b>571,983</b>	547,750
<b>Surplus (deficit) for the year</b>		<b>1,476,578</b>	(1,201,004)

The accompanying notes are an integral part of these financial statements.

## Statements of Changes in Net Assets

	<u>net assets used for activities</u>	<u>invested in fixed assets</u>	<u>temporary restriction</u>	<u>Total</u>
	<u>NIS</u>	<u>NIS</u>	<u>NIS</u>	<u>NIS</u>
<b>Balance as at January 1, 2023</b>	15,051,662	521,684	1,193,293	16,766,639
Deficit for the year	(1,201,004)	-	-	(1,201,004)
Donations	-	-	4,178,980	4,178,980
Amounts transferred for the purchase of fixed assets	(3,159)	3,159	-	-
Amounts transferred to cover depreciation expenses	261,956	(261,956)	-	-
Amounts released from restriction	-	-	(4,660,959)	(4,660,959)
<b>Balance as at December 31, 2023</b>	14,109,455	262,887	711,314	15,083,656
Surplus for the year	<b>1,476,578</b>	-	-	<b>1,476,578</b>
Donations	-	-	<b>4,367,117</b>	<b>4,367,117</b>
Amounts transferred for the purchase of fixed assets	<b>(1,026,267)</b>	<b>1,026,267</b>	-	-
Amounts transferred to cover depreciation expenses	<b>241,372</b>	<b>(241,372)</b>	-	-
Amounts released from restriction	-	-	<b>(4,574,431)</b>	<b>(4,574,431)</b>
<b>Balance as at December 31, 2024</b>	<b><u>14,801,138</u></b>	<b><u>1,047,782</u></b>	<b><u>504,000</u></b>	<b><u>16,352,920</u></b>

The accompanying notes are an integral part of these financial statements.

**Statements of Cash Flows for the Year Ended December 31**

	<u>2024</u>	<u>2023</u>
	NIS	NIS
<b>Cash flows from operating activities</b>		
Surplus (deficit) for the year	1,476,578	(1,201,004)
Adjustments to present cash and cash equivalents from operating activities – Appendix A	<u>923,300</u>	<u>(160,297)</u>
<b>Net cash provided by (used in) operating activities</b>	<u>2,399,878</u>	<u>(1,361,301)</u>
<b>Cash flows from investing activities</b>		
Change in marketable securities, net	(546,307)	(982,102)
Purchase of fixed assets	<u>(1,026,267)</u>	<u>(3,159)</u>
<b>Net cash used in investing activities</b>	<u>(1,572,574)</u>	<u>(985,261)</u>
<b>Increase (decrease) in cash and cash equivalents</b>	<b>827,304</b>	<b>(2,346,562)</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<u>4,489,363</u>	<u>6,835,925</u>
<b>Cash and cash equivalents at the end of the year</b>	<u><u>5,316,667</u></u>	<u><u>4,489,363</u></u>

The accompanying notes are an integral part of these financial statements.

**Statements of Cash Flows for the Year Ended December 31**

	<u>2024</u>	<u>2023</u>
	NIS	NIS
<b>Appendix A - Adjustments to present cash and cash equivalents from operating activities</b>		
<u>Income and expenses not involving cash flows:</u>		
Depreciation	241,372	261,956
Restricted donation net of amounts released from restriction	(207,314)	(481,979)
<u>Changes in asset and liability items:</u>		
Decrease (increase) in other receivables	(1,815,927)	2,261,261
Increase (decrease) in trade payables	1,473,323	(1,485,505)
Increase (decrease) in other payables	1,231,846	(666,040)
Decrease in severance pay	-	(49,990)
	<u>923,300</u>	<u>(160,297)</u>

The accompanying notes are an integral part of these financial statements.

**Notes to the Financial Statements as at December 31, 2024**

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**Note 1 - General**

- A.** Be-Atzmi (hereinafter – the Organization) was founded and registered with the Registrar of Associations on July 4, 1995 in accordance with the Associations Law – 1980.
- B.** The Organization was recognized by the Income Tax Authority as a public institution for purposes of donations according to Section 46 of the Income Tax Ordinance, effective as from July 25, 2002. The approval is in effect until December 31, 2027.
- C.** The objectives of the Organization are as follows:  
To give disadvantaged populations tools, knowledge, support and assistance in their transition from being supported and dependent people to being creative and active people who are involved in the society in general and in the work market in particular, by means of unique training and development models.
- D.** The Organization financial results for the year ended December 31, 2024 amounted to a surplus of NIS 1,477 thousand and for the year ended December 31, 2023 amounted to a deficit of NIS 1,201 thousand. Based on the decision of the Board from December 27, 2022 and February 2, 2022 the deficit of year 2023 was funded from the accumulated surplus carried over from prior years amounting to NIS 1,167 thousands.
- E.** Following the brutal attacks on Israel, the mobilization of army reserves and the Government declaring a state of war (“Iron Swords” war) in October 2023, there was a decrease in Israel’s economic and business activity. As at the approval of these financial statements, there has been no material effect on the Organizations operations and the Organization is unable to predict the effect of the Iron Swords of future operations. The Organization is continuing to follow the outcomes of the Iron Swords and the effect on its operations and assets.

**Note 2 - Basis of Preparation****A. Functional and presentation currency**

These financial statements are presented in NIS, which is the Organization's functional currency, and have been rounded to the nearest thousands, except when otherwise indicated. The NIS is the currency that represents the principal economic environment in which the Organization operates.

**B. Use of estimates and judgments**

The preparation of financial statements in conformity with Israeli GAAP requires management of the Organization to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

The preparation of accounting estimates used in the preparation of the Organization’s financial statements requires management of the Organization to make assumptions regarding circumstances and events that involve considerable uncertainty. Management of the Organization prepares the estimates on the basis of past experience, various facts, external circumstances, and reasonable assumptions according to the pertinent circumstances of each estimate.

**Notes to the Financial Statements as at December 31, 2024**

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**Note 2 - Basis of Preparation (cont'd)****B. Use of estimates and judgments (cont'd)**

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimates are revised and in any future periods affected.

**Note 3 - Significant Accounting Policies****A. Accounting of non-profit organization**

As from January 1, 2021 the financial statements are prepared in the format prescribed in Accounting Standard No. 40, *Accounting Principles and Financial Reporting of Non-Profit Organizations*.

Pursuant to the provisions of that standard:

**Conditional donation**

A donation that includes a donor-imposed condition. The condition represents a barrier that must be overcome so that the recipient non-profit organization will be eligible for the transferred or promised assets. Failure to overcome the barrier gives the donor a right of return of the assets transferred or releases the promisor from its obligation.

**Promise**

A documented agreement that is legally enforceable to donate cash or other assets to a non-profit organization.

**Donor-imposed restrictions on the use of net assets**

A restriction of a donor or external party on the use of the assets received from them as a donation, which are more specific than the nature of the non-profit organization, the environment in which it operates and the objectives specified in the non-profit organization's articles of incorporation.

**Unrestricted net assets**

That portion of net assets whose use has not been restricted by the donors.

The unrestricted net assets can be divided into the following categories:

1. Net assets for use in activities – designated by the bodies of the non-profit organization.
2. Net assets for use in activities – not designated by the bodies of the non-profit organization.
3. Net assets invested in fixed assets.

Transfers between the aforesaid categories will be presented in the statement of changes in net assets and not in the statement of activities.

**Notes to the Financial Statements as at December 31, 2024**

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**Note 3 - Significant Accounting Policies (cont'd)****A. Accounting of non-profit organization (cont'd)****Restricted net assets**

Donations whose use has been restricted by the donors will be presented as additions to restricted net assets.

When the restrictions are removed as a result of fulfilling their designated objectives, the amounts will be transferred from the restricted net assets and be presented as income in the statement of activities as amounts released from restrictions for activities.

**Classification of restricted donations in the statement of cash flows**

Cash flows from financing activities will include amounts received in respect of donations that are subject to a long-term restriction of the donor whereas cash flows from operating activities will include amounts received in respect of donations whose use is restricted, other than donations that are subject to a long-term restriction of the donor.

**B. Cash and cash equivalents**

Cash and cash equivalents include short-term bank deposits and marketable government bonds with an original maturity not exceeding three months.

**C. Investments in securities****(1) Marketable securities**

Marketable securities held as a current investment are stated at their stock market value as at the date of the financial statements less expenses for their disposal. Changes in the value of securities are fully recognized in the statement of income.

Marketable securities held as a permanent investment are stated at cost (debentures - including accrued interest), less a provision for impairment in value not of a temporary nature.

**(2) Non-marketable securities**

Non-marketable securities are stated at cost (debentures - including accrued interest), which in the opinion of management of the Organization is not in excess of their realizable value.

**(3) Impairment in value of investments**

From time to time the Organization examines whether there has been an impairment not of a temporary nature in the value of its permanent investments in other companies. This examination is performed when there are signs that may indicate that there has been an impairment in value of permanent investments, including a drop in the prices on the stock exchange, the business of the investee and additional parameters. Write-downs to adjust the value of these investments, which, in accordance with the opinion of management, is based on an examination of the overall relevant aspects and the significance of each, and which are not of a temporary nature, are charged to the statement of activities.

## Notes to the Financial Statements as at December 31, 2024

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### Note 3 - Significant Accounting Policies (cont'd)

#### D. Fixed assets

##### Recognition and measurement

The Company applies Accounting Standard 27 *Fixed Assets*, which prescribes rules for the recognition and measurement of fixed asset items and for the disclosure required in respect thereto. Fixed asset items are measured at cost less accumulated depreciation and accumulated impairment losses. Gains and losses on disposal of a fixed asset item are determined by comparing the net proceeds from disposal with the carrying amount of the asset, and are recognized net within "other income" or "other expenses", as relevant, in the statement of activities.

##### Cash designated for fixed assets

Cash that the donor restricted for investing in fixed assets, is not included in the cash and cash equivalents item, rather in a separate item of fixed assets or intangible assets called "cash and other investments restricted for investing in fixed assets/intangible assets".

##### Depreciation

Depreciation is recognized in the statement of activities on a straight-line basis over the estimated useful lives of each part of the fixed asset item, since this most closely reflects the expected pattern of consumption of the future economic benefits embodied in the asset. Leased assets under finance lease agreements including lands are depreciated over the shorter of the lease term and their useful lives, unless it is reasonably certain that the Organization will obtain ownership by the end of the lease term.

The estimated useful lives for the current and comparative periods are as follows:

	%
Furniture and equipment	6-10
Computer equipment	33
Leasehold improvements	The shorter of the lease term and the useful life

Depreciation methods, useful lives and residual values are reviewed at the end of each reporting year and adjusted if appropriate.

**Notes to the Financial Statements as at December 31, 2024**

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**Note 3 - Significant Accounting Policies (cont'd)****E. Impairment**

The Organization applies Accounting Standard No. 15, *Impairment in Value of Assets* (hereinafter – “the Standard”). The Standard provides procedures which the Organization must apply in order to ensure that its assets in the balance sheet, to which the Standard applies, are not presented at an amount which is in excess of their recoverable amount, which is the higher of the net selling price and the value in use (the present value of the estimated future cash flows expected to be derived from use and disposal of the asset). In addition, the Standard provides rules for presentation and disclosure with respect to assets whose value has been impaired. When the value of an asset in the statement of financial position is higher than its recoverable amount, the Organization recognizes a loss from the impairment in value in the amount of the difference between the carrying amount of the asset and its recoverable amount. The loss thus recognized will be cancelled only in the event of changes occurring in the estimates that were used to determine the recoverable amount of the asset since the date on which the most recent loss from the impairment in value was recognized.

**F. Revenue recognition**1. Revenue from services

Revenues from services are recognized proportionately over the period of the agreement or upon performance of the services if it is certain that the economic benefits attributed to performance of the services will be received.

2. Revenue from interest and dividends

Revenue from interest on debentures and loans is recognized in the statement of activities on an accrual basis using the effective interest method. Revenue from dividends is recognized in the statement of activities on the date of becoming eligible to the dividend.

3. Services received for no consideration

Various services were received for no consideration such as: various volunteer services including students and guides.  
These services are not reflected in the financial statements.

4. Assets received for no consideration

Fixed assets, investment property, intangible assets, inventory and assets designated for current use that were received for no consideration are included in the financial statements according to their fair value on the date they are received, if they have a material financial value compared to the Organization's volume of activity and their fair value can be reliably estimated. From that date on their fair value will be deemed the cost of the asset.

**Notes to the Financial Statements as at December 31, 2024**

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**Note 3 - Significant Accounting Policies (cont'd)**

**F. Revenue recognition (cont'd)**

5. Recognition of donations and promises

Donations that were received are recognized as income or as additions to restricted net assets in the period they were received.

A conditional donation is not recognized until it becomes non-conditional. A transfer of assets that is a conditional donation is accounted for as a refundable advance payment (within the Organization's liabilities) until the conditions are met or the restriction is specifically relinquished, meaning until the restriction is removed. When the restriction is removed the donation will be recognized in the financial statements according to its designation as either income or within restricted net assets.

**Note 4 - Cash and cash Equivalents**

	<b>December 31 2024</b>	<b>December 31 2023</b>
	<u>NIS</u>	<u>NIS</u>
NIS accounts	<b>5,316,667</b>	4,258,318
Foreign currency accounts	-	231,045
	<b><u>5,316,667</u></b>	<b><u>4,489,363</u></b>

## Notes to the Financial Statements as at December 31, 2024

## Note 5- Marketable Securities

	<b>December 31 2024</b>	<b>December 31 2023</b>
	<u>NIS</u>	<u>NIS</u>
Trust funds	<b>1,256,028</b>	1,170,948
Exchange-traded Funds, equities, corporate bonds	<b>6,074,898</b>	5,842,468
Daily interest deposit	<b>580,058</b>	351,261
	<b><u>7,910,984</u></b>	<b><u>7,364,677</u></b>

## Note 6 - Other Receivables

## A. Composition

	<b>December 31 2024</b>	<b>December 31 2023</b>
	<u>NIS</u>	<u>NIS</u>
Customers	<b>11,473,995</b>	9,333,389
Donations receivable	<b>61,703</b>	65,893
Prepaid expenses	<b>5,497</b>	329,487
Deposit	<b>100,078</b>	96,577
	<b><u>11,641,273</u></b>	<b><u>9,825,346</u></b>

## B. Material customers

The Organization's revenues from four and three projects with The Ministry of Welfare and Social Affairs for the years 2024 and 2023 respectively, and with one project with The Ministry of Labor for 2024 amounted to NIS 62,324 thousand and NIS 54,446 thousand in 2024 and 2023, respectively, which constitute 90%, of the Organization's total revenue.

## Notes to the Financial Statements as at December 31, 2024

## Note 7 - Fixed and Other Assets, Net

	<u>Computers and software</u> NIS	<u>Office furniture and equipment</u> NIS	<u>Leasehold improvements</u> NIS	<u>Total</u> NIS
<b>Cost</b>				
Balance as at January 1, 2024	744,449	79,506	258,076	1,082,031
Additions	<u>416,405</u>	-	<u>609,862</u>	<u>1,026,267</u>
Balance as at December 31, 2024	<u>1,160,854</u>	<u>79,506</u>	<u>867,938</u>	<u>2,108,298</u>
<b>Accumulated depreciation</b>				
Balance as at January 1, 2024	544,680	61,592	212,872	819,144
Additions	<u>202,093</u>	<u>5,339</u>	<u>33,940</u>	<u>241,372</u>
Balance as at December 31, 2024	<u>746,773</u>	<u>66,931</u>	<u>246,812</u>	<u>1,060,516</u>
<b>Carrying amount as at December 31, 2024</b>	<u>414,081</u>	<u>12,575</u>	<u>621,126</u>	<u>1,047,782</u>
Carrying amount as at December 31, 2023	<u>199,769</u>	<u>17,914</u>	<u>45,204</u>	<u>262,887</u>

## Note 8 - Other Payables

	<u>December 31 2024</u> NIS	<u>December 31 2023</u> NIS
Liabilities to employees and other salary-related liabilities	3,564,478	2,876,686
Provision for vacation days	878,903	834,972
Income in advance	-	106,258
Accrued expenses	<u>868,391</u>	<u>262,010</u>
	<u>5,311,772</u>	<u>4,079,926</u>

## Notes to the Financial Statements as at December 31, 2024

### Note 9 - Liability for Employee Severance Benefits, Net

The Organization's liability for employee severance benefits is calculated according to the Israeli law regarding severance pay.

As from March 2009 the payments to pension funds and insurance companies release the Organization from its obligation to the employees in accordance with Section 14 of the Severance Pay Law, on which all the Company's employees had signed off at that time. As from that date the amounts accumulated in the pension funds and insurance companies are not under the control or management of the Organization, and accordingly both these amounts and the severance pay liability are not presented in the balance sheet. The net liability for severance pay that is presented in the balance sheet represents the balance of the Organization's liability to employees whose employment began before March 2009, and the liability in their respect is not fully covered by deposits in insurance policies.

### Note 10 - Revenue from Activities

	For the year ended December 31	
	2024	2023
	NIS	NIS
Revenues:		
From projects	64,290,998	55,389,768
From grants and donations	27,398	574,956
Amounts released from restriction	4,574,431	4,660,959
	<b>68,892,827</b>	<b>60,625,683</b>

### Note 11 - Cost of Activities

	For the year ended December 31	
	2024	2023
	NIS	NIS
Salaries	36,205,793	36,144,127
Training and workshops	13,011,170	8,409,013
Professional training	1,520,511	736,106
Grants to participants	2,461,514	2,161,337
Equipment and economic assistance to participants	4,263,644	3,773,262
Rent, office maintenance and communications	2,978,026	3,053,493
IT related costs	1,870,218	2,101,547
Marketing and advertising	1,213,053	784,693
Events and conferences	150,940	82,231
Consultations	648,810	908,877
Measurement and evaluation	-	260,845
Other	474,752	543,461
	<b>64,798,431</b>	<b>58,958,992</b>

**Notes to the Financial Statements as at December 31, 2024**


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**Note 12 - General and Administrative Expenses**

	<b>For the year ended December 31</b>	
	<b>2024</b>	<b>2023</b>
	<b>NIS</b>	<b>NIS</b>
Salaries	<b>1,321,685</b>	1,421,146
Salary-related and social benefit expenses	<b>469,772</b>	421,041
Professional services	<b>482,015</b>	475,718
Office rent, maintenance and communication	<b>483,868</b>	656,870
IT related costs	<b>218,972</b>	161,050
Refreshments and travel	<b>21,737</b>	35,503
Car rent and maintenance	<b>86,892</b>	97,922
Depreciation	<b>48,274</b>	52,391
Other	<b>56,586</b>	93,804
	<b><u>3,189,801</u></b>	<u>3,415,445</u>

## Notes to the Financial Statements as at December 31, 2024

**Note 13 - Classification of Expenses in the Statement of Activities According to Nature of Expense**

	Cost of activities		General and administrative expenses		Total	
	2024	2023	2024	2023	2024	2023
	NIS	NIS	NIS	NIS	NIS	NIS
Salaries and related expenses	<b>36,205,793</b>	36,144,127	<b>1,791,457</b>	1,842,187	<b>37,997,250</b>	37,986,314
Training and workshops	<b>13,011,170</b>	8,409,013	-	-	<b>13,011,170</b>	8,409,013
Professional training	<b>1,520,511</b>	736,106	-	-	<b>1,520,511</b>	736,106
Grants to participants	<b>2,461,514</b>	2,161,337	-	-	<b>2,461,514</b>	2,161,337
Equipment and economic assistance to participants	<b>4,263,644</b>	3,773,262	-	-	<b>4,263,644</b>	3,773,262
Office rent, maintenance and communications	<b>2,978,026</b>	3,053,493	<b>483,868</b>	817,920	<b>3,461,894</b>	3,871,413
IT related costs	<b>1,870,218</b>	2,101,547	<b>218,972</b>	-	<b>2,089,190</b>	2,101,547
Marketing and Advertising	<b>1,213,053</b>	784,693	-	-	<b>1,213,053</b>	784,693
Events and conferences	<b>150,940</b>	82,231	-	-	<b>150,940</b>	82,231
Consultations and Professional services	<b>648,810</b>	908,877	<b>482,015</b>	475,718	<b>1,130,825</b>	1,384,595
Measurement and evaluation	-	260,845	-	-	-	260,845
Refreshments and travel	-	-	<b>21,737</b>	35,503	<b>21,737</b>	35,503
Car rent and maintenance	-	-	<b>86,892</b>	97,922	<b>86,892</b>	97,922
Depreciation	-	-	<b>48,274</b>	52,391	<b>48,274</b>	52,391
Other	<b>474,752</b>	543,461	<b>56,586</b>	93,804	<b>531,338</b>	637,265
	<b><u>64,798,431</u></b>	<u>58,958,992</u>	<b><u>3,189,801</u></b>	<u>3,415,445</u>	<b><u>67,988,232</u></b>	<u>62,374,437</u>