

#### **PRESS RELEASE**

PR. No 053/2016

# SOCIETE GENERALE GHANA (SOGEGH) - ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2015

SOGEGH has released its Annual Report and Financial Statements for the year ended December 31, 2015, as per the attached.

Issued in Accra, this 25<sup>th</sup> day of February, 2016.

#### - END-

att'd.

#### Distribution:

- 1. All LDMs
- 2. General Public
- 3. Company Secretary, SOGEGH
- 4. NTHC Registrars, (Registrars for SOGEGH shares)
- 5. Central Securities Depository
- 6. SEC
- 7. GSE Council Members
- 8. GSE Notice Board

#### For enquiries, contact:

General Manager/Head of Listings, GSE on 0302 669908, 669914, 669935

\*JEB

# Deloitte.

Societe Generale Ghana Limited

Report and Financial Statements 31 December 2015

# Report and financial statements

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# Directors, Officials and Registered Office

Directors:

Kofi Ampim Sionle Yeo Gilbert Hie Francois Marchal Arnaud Crouzet Alexandre Maymat Michel Miaille Pierre Wolmarans Teresa Ntim Nii Adja Nablah Christian Celin Kofi Asamoah Chairman

Managing Director - Appointed 1 August 2015 Managing Director - Resigned 30 July 2015

Deputy Managing Director

Secretary:

Angela Nanansaa Bonsu Societe Generale Ghana Limited

2nd Crescent

Royalt Castle Road - Ring Road Central

P.O. Box 13119 Accra - Ghana

Registered Office:

2nd Crescent

Royalt Castle Road - Ring Road Central

P.O. Box 13119 Accra - Ghana

Registrars:

NTHC Limited Martco House P.O. Box KA 9563 Airport Accra - Ghana

Auditors:

Deloitte & Touche 4 Liberation Road P.O. Box GP 453 Accra - Ghana

## Report of the Directors

The directors in submitting to the shareholders the financial statements of the Bank for the year ended 31 December 2015 reports as follows:

	2015 GH¢	2014 GH¢
The Bank recorded net profit before taxation From which is deducted taxation of	64,387,599 (19,782,522)	71,016,619 (21,205,074)
Giving a net profit after taxation of There was transfer to statutory reserves of	44,605,077 (11,151,269)	49,811,545 (12,473,845)
Leaving a profit for the year after taxation and transfer to statutory reserves of	33,453,808	37,337,700
When added to the opening balance on the income surplus account as of 1 January of From which is deducted a reclassification adjustment of From which is deducted a bonus issue transferred to Stated Capital And Adjusting it with Transfer from Capital Surplus And Adjusting it with Transfer from Other Reserves	50,345,751 (319,732) (34,662,687)	35,978,519 - - 6,733,743 2,869,137
From which is deducted a withholding tax on Bonus Issue From which is deducted final Dividend Paid of	(2,682,476)	(20,033,634)
Leaving a balance of And adjusting it with transfer from Regulatory Credit Reserve of	46,134,664 4,371,060	62,885,465 (12,539,714)
It leaves a closing balance on the Income Surplus account of	50,505,724	50,345,751

#### Nature of business

There has been no change in the nature of the business of the Bank. The Bank is a public company under the provisions of the Companies Code, 1963 (Act 179) and is listed on the Ghana Stock Exchange.

#### Holding company

The Societe Generale Group through its wholly owned investment subsidiary SG Financial Services Holding owns 52% of the issued capital of the bank, thus making Societe Generale Ghana Limited, a subsidiary of Societe Generale Group.

#### Stated capital

The Bank has complied with the minimum stated capital requirement for universal banking as directed by the Bank of Ghana

#### Changes in Board of Directors and Senior Management

#### Re-election of Directors

In accordance with Section 88 (1) of the Regulations of the Bank, Mr Michel Miaille, Kofi Ampim, and Mr Pierre Wolmarans retire by rotation and being eligible, offer themselves for re-election as Directors

Mr. Michel Miaille: Michel Miaille holds Bachelor's degree in Law. He joined Société Générale in 1971. In 1980-1986 he was the General Manager of Société Générale Nigeria. From 1986 to 1990 he was the General Manager for a Société Générale affiliate in Oman in the Middle East. From 1990 to 1994 Mr Miaille was the General Manager for Société Générale Taiwan. From 1994 to 1999, he was the Managing Director for Société Générale Cameroon. His last position was Managing Director of Société Générale de Banques Cote d'Ivoire. He joined the Board of Directors on 26th March, 2003.

Mr. Kofi Ampim: Kofi Ampim holds a Bachelors degree and a Masters degree in International Business and Finance from the Pace University Lubin School of Business in New York. He is an Investment Banker and a Director of Total Oil Company. He is also the Chairman of Belstar Capital Limited and also Chairman of Allianz Insurance Ghana Limited which is a subsidiary of the largest insurance companies in the world. He joined the Board of Directors on 26th March, 2003

Mr. Pierre Wolmarans: Pierre Wolmarans holds LLB and B Com (Law, Economics and Accountancy 3A) and is an Attorney by profession. He joined Societé Générale in 1990. He is presently the Chief Executive for Societé Générale Corporate and Investment Bank, Southern Africa and Indian Ocean Region, Johannesburg. He joined the Board of Directors on 7 February, 2005.

#### Election of a Director

In accordance with Regulation 72(1) and 90 of the Regulations of the Bank Mr Sionle Yeo appointed during the year offer himself for election.

Mr Sionle Yeo: Mr Sionle Yeo is the Managing Director of the Bank. He holds a Post Graduate ITB degree from Institut Technique de Banque CNAM Paris. He is also a graduate of Engineering ENSIEG from Ecole Nationale Superieure d'Ingenieurs Electriciens de Grenoble group ING and specialised in Automation and Industrial Computer Science with honours. He also holds an Engineering ESIM degree from Ecole Superieure d'ingenieurs de Marseille, with cross training option in Civil Engineering. Prior to joining Societe Generale Ghana he was Chief Executive Officer of Societe Generale Burkina Faso from 2011 to 2015. Mr Yeo was the Deputy Managing Director of Societe Generale Cote d'Ivoire from 2008 to July 2011 and was instrumental in re-launching the Bank after the Ivorian crisis. Mr Yeo was appointed to the Board of Directors of Societe Generale Ghana on 17 April 2015 with the Bank of Ghana granting approval to the said appointment on 30 July 2015.

## Report of the Directors - continued

#### Directors' Interest

Two Directors holding office at the end of the year owned a total of 4,884 shares of the Banks total shares of 367,281,269. None of the other Directors had any interest in the shares of the Bank at any time during the year. None of the Directors had a material interest in any contract of significance with the Bank during the year.

#### Dividend

The Board of Directors have recommended a dividend payment of GH¢ 0.076 per share for the year ended 31 December 2015.

#### Rooms Issue

There has been no proposal for the issue of bonus shares during the year under review.

#### Auditors

The auditors, Messrs Deloitte & Touche, in accordance with Section 134 (5) of the Companies Code, 1963 (Act 179), will resign as auditors of the bank at the close of the Annual General Meeting. This is in line with the mandatory rotation of auditors of banks as directed by the Bank of Ghana.

The Board of Directors wish to place on record their appreciation to Messrs Deloitte and Touche for their many years of service that they have provided to the Bank

#### Auditors Remuneration

In accordance with Section 134 (5) and 135 of the Companies Code, 1963 (Act 179) a resolution to appoint Messrs Ernst & Young as the Company's auditors and to authorize the Directors to determine the remuneration for the year ended 31 December 2016 will be proposed at the Annual General Meeting.

#### Increase in the Stated Capital of the Bank

The Board of Directors will be seeking Shareholders' approval to increase the Bank's Stated Capital from One Hundred Million Ghana Cedis (GH¢ 100,000,000) to One Hundred and Forty Million Ghana Cedis (GH¢ 140,000,000) through a Rights Issue.

#### Substantial Shareholders

Details of the Bank's twenty largest shareholders are disclosed in note 48 to the financial statements.

#### Corporate Governance

Societe Generale Ghana Limited respects the standards of good corporate governance, which include transparency, accountability and rights of all its stakeholders

#### Credit Risk Committee

In line with its Corporate Governance principles, the Board of Directors has a Credit Risk Committee made up of the following directors

 Michel Miaille
 Chairman

 Alexander Maymat
 Member

 Christian Celin
 Member

 Sionle Yeo
 Member

 Francois Marchal
 Member

This committee identifies and monitors the key risks of the bank and evaluates their management. It ensures that the appropriate policies and organisation are in place to manage the risks to which the bank is exposed in the area of market and credit risk. Specifically regarding counterparty risks, the Credit Risk Committee reviews the content of and changes to the portfolio per type of facility and debtor, the regulatory ratios and key indicators, changes to the quality of commitments, sensitive, irregular and non-performing files, compliance with the conditional authorizations issued by the Board in line with Societe Generale Group norms, adequacy of the level of provision for the risks incurred and the efficiency of debt collection. The Committee reports its findings to the Board of Directors with the requisite recommendations.

#### Audit and Accounts Committee

In line with its Corporate Governance principles, the Board of Directors has an Audit and Accounts Committee made up of the following directors:

 Nii Adja Nablah
 - Chairman

 Alexander Maymat
 - Member

 Christian Celin
 - Member

 Michel Miaille
 - Member

 Kofi Ampim
 - Member

 Teresa Ntim
 - Member

This committee reviews and makes recommendations to the Board on all aspects of the audit and financial reporting processes. In attendance at Audit and Accounts Committee meetings are the Managing Director, Deputy Managing Director, Chief Operating Officer, Head of Audit Department, Head of Permanent Control Department and where necessary, the Bank's External Auditors

# Report of the Directors - continued

#### Nomination and Compensation Committee

In line with its Corporate Governance principles the Board of Directors has a Nomination and Compensation Committee made up of the following directors:

 Teresa Ntim
 Chairperson

 Kofi Asamoah
 Member

 Kofi Ampim
 Member

 Nii Adja Nablah
 Member

 Michel Miaille
 Member

 Sionle Yeo
 Member

This Committee ensures the bank has a board of competent and effective composition and is adequately charged to carry out its responsibility in the best interest of the bank and its shareholders. The Committee makes recommendations to the Board in respect of succession plans, appointments and competitive compensation packages for management officers of the Bank.

#### Compliance with Securities and Exchange Commission Regulations

The Bank has complied with the regulations of the Securities and Exchange Commission (L.I. 1728 Regulation 61) and has submitted to the Commission as requested, two (2) reports of the Audit and Accounts Committee for the year 2015. The Audit Committee held three meetings during the year under review. In fulfillment of the Securities and Exchange Commission requirements, we present a summary of the reports so submitted:

- · Report on the Credit Risk, Operational Risk, and Market Risk Activities
- · Report on Structural Risks and Statutory Ratios
- · Report on Bank of Ghana's Prudential Ratios
- · Report on an overview of the Audit Division and its functions
- Report on Compliance Monitoring, Anti Money Laundering and Permanent Supervision ensuring continuous monitoring of operational activities.
- · Report on Counterparty Risks
- Report on Changes in Organisational Structure
- · Report on Business Continuity Plan
- Audit Reports on Branches submitted.

The External Auditors submitted their audit plan for the year and performed the audit in accordance with International Standards on Auditing

By order of the board

(Kofi Ampim)

Managing Director (Sionle Yeo)

# Statement of Directors' Responsibilities

The directors are responsible for preparing financial statements for each financial period which give a true and fair view of the state of affairs of the bank at the end of the period and of the profit or loss of the bank for that period. In preparing those financial statements, the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgments and estimates that are reasonable and prudent.
- State whether the applicable accounting standards have been followed.
- Ensure that the financial statements are prepared on the going concern basis unless it is inappropriate to presume that the bank will continue in business.

The directors are responsible for ensuring that the bank keeps accounting records which disclose with reasonable accuracy the financial position of the bank and which enable them to ensure that the financial statements comply with the Companies Code, 1963 (Act 179) and the Banking Act, 2004 (Act 673) and the Banking (Amendment) Act, 2007 (Act 738) and International Financial Reporting Standards. They are responsible for safeguarding the assets of the bank and hence for taking steps for the prevention and detection of fraud and other irregularities

The above statement should be read in conjunction with the statement of the auditors' responsibilities on page 7, which is made with a view to distinguishing, for shareholders, the respective responsibilities of the directors and the auditors in relation to the financial statements.



# Independent Auditors' Report

To the Members of Societe Generale Ghana Limited

#### Report on the financials statements

Deloitte & Touche Ibex Court, 4 Liberation Road Ako Adjei Interchange P.O. Box GP 453 Accra Ghana

Tel: +233 (0) 302 775355 / 770559 Fax: +233 (0) 302 775480 Email: ghdeloitte@deloitte.com

www2.deloitte.com/gh

We have audited the financial statements of Societe Generale Ghana Limited which comprise the statement of financial position as at 31 December 2015, the statement of profit or loss and other comprehensive income, statement of changes in equity, and statement of each flows for the year then ended, and a summary of significant accounting policies on pages 12 to 23 and other explanatory notes as set out on pages 24 to 48.

#### Directors' responsibility for the financial statement

The Bank's Directors are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and in the manner required by the Companies Code, 1963 (Act 179), and the Banking Act, 2004 (Act 673), as amended by the Banking (Amendment) Act, 2007 (Act 738), and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### Auditors' responsibilities

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Opinion

In our opinion, the financial statements present fairly, in all material respect, the financial position of Societe Generale Ghana Limited as at 31 December 2015, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and in the manner required by the Companies Code, 1963 (Act 179), and the Banking Act, 2004 (Act 673), as amended by the Banking (Amendment) Act, 2007 (Act 738).

#### Report on other legal and regulatory requirements

The Companies Code, 1963 (Act 179) requires that in carrying out our audit work we consider and report on the following matters. We confirm that

- i we have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit,
- ii. in our opinion proper books of accounts have been kept by the company, so far as appears from our examination of those books, and
- iii, the statement of financial position and statement of profit or loss and other comprehensive income of the bank are in agreement with the books of accounts.

The Banking Act, 2004 (Act 673) Section 78 (2) requires that we state certain matters in our report. We hereby state that

- i, the accounts give a true and fair view of the state of affairs of the bank and its results for the period under review,
- ii, we were able to obtain all the information and explanation required for the efficient performance of our duties as auditors,
- iii. the bank's transactions are within its powers; and
- iv. the bank has generally complied with the provisions in the Banking Act, 2004 (Act 673) and the Banking (Amendment) Act, 2007 (Act 738)

Chartered Accountants
4 Liberation Road

Accra - Ghana

Licence Number: ICAG/F/2016/129

Andrew Opunt-Ampong

Practising Certificate Licence No: ICAG/P/1132

23 February 101

Partners: F. N. Sackey A. Opuni-Ampong D. Owusu

Member of Deloitte Touche Tohmatsu Limited

# Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31 December 2015

	GH¢ Gl
Total Revenue 5	<b>336,649,01</b> 6 297,237,1
Interest & Similar Revenue 6	226,751,618 180,974,2
Interest & Similar Expense 7	(53,422,038) (44,186,3
Net Interest Income	173,329,580 136,787,8
Fees & Commission Income 8	64,583,434 50,279,6
Fees & Commission Expense 88	(12,564,792) (10,179,6
Net Commission Income	52,018,642 40,099,9
Trading Revenue 9	<b>28,231,562</b> 41,207,5
Investment Income 10	
Other Operating Income 1	1 17,082,402 24,591,7
Total Other Operating Income	45,313,964 65,983,3
Total Operating Income	270,662,186 242,871,
Credit Loss Expenses	2 (37,912,719) (38,625,
Net Operating Income	232,749,467 204,245,
Personnel Expense 1	3 (81,684,827) (60,184,
Other Operating Expenses	4 (76,374,304) (65,210,
	6 (9,483,078) (7,187,
Amerization 2d	6a (819,659) (647,
Total Operating Expenses	(168,361,868) (133,228,
Profit before Tax Expense	64,387,599 71,016,
	5 (16,563,142) (17,654,
	56 (3,219,380) (3,550,
Profit after Tax Expense	44,605,077 49,811,
Other comprehensive income:  Items that may be reclassified subsequently to profit & loss:  - Available for sale financial assets	
Net fair value (loss) on available-for-sale financial assets during the year	(379,043) (654
Reclassification adjustment relating to available for sale financial assets disposed of in the year	453,478 (140)
	74,435 (795
Total Comprehensive Income for the Year	44,679,512 49,016
Earnings Per Share:	
	0.12

# Statement of Financial Position

As at 31 December 2015

	Note	2015	2014
Assets		GH¢	GH¢
Cash and Balances with Bank of Ghana	17	248,884,782	180,766,261
Due from Other Banks and Financial Institutions	18	601,270,232	170,171,026
Financial Investments	19	126,744,550	337,196,973
Other Assets	20	23,719,330	19,754,058
Loans and Advances to Customers	21	911,472,524	883,044,221
Unquoted Equity Investments	23	406,500	406,500
Current Tax Assets	24	631,056	136,354
National Stabilization Levy	24a	416,444	161,422
Long Term Operating Lease	25	3,485,050	3,633,350
Property, Plant and Equipment	26	82,517,945	79,141,492
Intangible Assets	26a	1,424,092	1,537,707
Deferred Tax Assets	15a	1,769,371	
Total Assets		2,002,741,876	1,675,949,364
Liabilities			
Customer Deposits	27	1,395,809,526	1,127,429,783
Subordinated Debt	28a	40,000,000	
Due to Banks & Other Financial Institutions	28b	194,266,381	236,247,094
Interest Payable and Other Liabilities	29	108,685,768	89,485,714
Deferred Tax Liabilities	15a		803,608
Total Liabilities		1,738,761,675	1,453,966,199
Shareholders' Fund			
Stared Capital	31	100,000,000	62,393,558
Income Surplus Account	43c	50,505,724	50,345,751
Capital Surplus	43d	23,978,541	23,978,541
Share Deals Account	43e		2,943,755
Statutory Reserve Fund	43f	74,140,106	62,988,837
Regulatory Credit Reserve	43g	15,432,939	19,803,999
Other Reserves	32	(77,109)	(471,276)
Total Shareholders' Fund		263,980,201	221,983,165
Total Liabilities and Shareholders' Fund		2,002,741,876	1,675,949,364

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

Approved by the Board on 18 February 2016 and signed on its behalf as follows:

Chairman

Managing Director

Statement of Changes in Equity

For the year ended 31 December 2015								Total
	Stated Capital GH¢	Income surplus GHe	Capital surplus GH¢	Share deals account GH¢	Statutory reserve fund GH¢	Regulatory credit reseve GH¢	Other reserves GH¢	shareholders' equity GHe
Balance as 1 January 2015 Reclassification Adjustment	62.393,558	50,345,751 (319,732)	23,978,541	2,943,755	62,988,837	19,803,999	(471,276)	221,983,165
Movements during the Year: Total Comprehensive Income Other Movements in Eauly	•	44,605,077	ī		•	<u>-</u>	74,435	44,679,512
Transfer to Statutory Reserve Transfer to regulatory Credit Reserve	4.1	4,371,060	1 1	1 1	11,151,269	(4,371,060)	i i	93
Transfer from Share Deals Account Transfer from Income Surplus Withholding Tax on Income Surplus Transfer	2,943,755	(34,662,687)	¥ , 6 , 1	(2,943,755)	- (C. 4P)			(2,682,476)
Balance at 31 December 2015	100,000,000	50,505,724	23,978,541		74,140,106	15,432,939	(77,109)	263,980,201
Balance as 1 January 2014 Movements during the Year:	62,393,558	35,978,519	30,712,284	2,943,755	50,514,992	7,264,285	3,193,008	193,000,401
Total Comprehensive Income Other Movements in Equity:		49,811,545					(141,091)	-2,010,250
Transfer of Revaluation Gain on Assets Disposed On Transfer of Gain on Sale of Investment in Associate		2,869,137		1	e. K	XI <b>4</b> € II	(2,869,137)	
Dividend Paid Transfer to Statutory Reserve		(20,033,634) (12,473,845)			12,473,845	* *		(20,055,654)
Transfer to Regulatory Credit Reserve	•	(12.539,714)		•	,	12,539,714		
Balance at 31 December 2014	62,393,558	50,345,751	23,978,541	2,943,755	62,988,837	19,803,999	(471,276)	221,983,165

# Statement of Cash Flows

For the year ended 31 December 2015

		2015	2014
Cort flow from Converted April 1810	Note	GHr	GH¢
Cash flow from Operating Activities Operating Profit before Taxation		21222	war is proving an
Adjustments for:		64,387,599	71,016,619
Depreciation	26	6 492 678	7.107.200
Amortization	26	9,483,078	7,187,280
Credit Impairment Charge	26a 22	819,659	647,350
Loan and Advances Written Off	22	37,912,719	38,625,775
Interest in Suspense	21	(5,616,728)	(735,349)
Long Term Operating Lease Amortization	25	12,757,413 148,300	10,628,985
Unrealized Losses	23	13,691,834	148,300 9,468,530
Dividend from Investments	10	13,031,034	
Profit on Sales of Property, Plant and Equipment	11	(424,681)	(184,000)
Other Non Cash Movement		(277,608)	(13,382,948)
			(112,100)
Operating Profit before Working Capital Changes		132,881,585	123,278,139
Changes in Operating and Other Assets and Liabilities			
Increase in Other Assets	20	(3,965,272)	(5,418,050)
Increase in Other Liabilities	29	19,200,054	27,535,882
Increase in Customer Deposit	27	268,379,743	201,300,180
Increase in Loans and Advances to Customers	21	(73,481,707)	(191,160,721)
Decrease/(Increase) in Financial Investments	19	210,597,920	(198,332,229)
(Decrease)/Increase Amount due to Banks and Other Financial Institutions	28b	(41,980,713)	200,773,725
		378,750,025	34,698,787
Income Tax Paid	24	(19,373,992)	(10,524,673)
Capital Gains Tax Paid	24	(17,373,372)	(1,676,663)
National Reconstruction Levy Paid	24a	(3,474,402)	(3,260,553)
			***************************************
		(22,848,394)	(15,461,889)
Net Cash Generated from Operating Activities		488,783,216	142,515,037
Cash flow from Investing Activities			
Purchase of Property, Plant and Equipment	26	(12,874,970)	(11,858,423)
Purchase of Intangible Assets	26a	(706,044)	(457,227)
Proceeds from Sale of Property, Plant and Equipment		436,087	13,132,047
Proceeds from Sale of Investments			11,195,800
Dividend Received			184,000
Net Cash (used in)/generated from Investing Activities		(13,144,927)	12,196,197
Cash flow from Financing Activities		**********	
Dividend Paid	33		(20,033,634)
Subordinated Debt	28a	40,000,000	(20,000,000,0
Withholding Tax		(2,682,476)	
Net Cash used in Financing Activities		37,317,524	(20,033,634)
Increase in Cash and Cash Equivalents		512,955,813	134,677,600
Net Foreign Exchange Difference		(13,738,086)	(9,412,424)
Cash & Cash Equivalents as 1 January		350,937,287	225,672,111
Cash and Cash Equivalents at 31 December 2015	41	850,155,014	350,937,287
Operational Cash Flows from Interest:			
Interest Received	6	226,751,618	180,974,219
Interest Pand	7	53,422,038	44,186,330
The state of the s	,	55,442,000	44,100,330