# **Unaudited Group Results**

for the six months ended 31 August 2011

ABRIDGED STATEMENT OF COMPREHENSIVE INCOME

FOR THE SIX MONTHS ENDED 31 AUGUST 2011

Impairment of investments in associates and goodwill

Exchange differences on translating foreign operations

Total comprehensive income for the period/year

Total comprehensive income attributable to:

Approved dividends to shareholders

Calculation of headline earnings

Final dividend (cents) in respect of prior year

(Loss)/profit on sale of property, plant and equipment

Impairment of investments in associates and goodwill

Other comprehensive (loss)/income for the period/year,

Profit/(loss) on sale of property and equipment

Revenue

Cost of sales

Gross profit

Administrative expenses

Other operating expenses Operating profit

Interest received

Profit before taxation

Profit attributable to: Owners of the paren

Owners of the parent

Interim dividend (cents)

Profit for the period/year

Headline earnings

Headline earnings per share

Headline earnings per share - cents

Diluted headline earnings per share - cents

Weighted average number of shares - 000's

Diluted weighted average number of shares - 000's

Earnings per share

Basic (cents)

Diluted (cents)

Profit for the period/year

Interest paid

Taxation

Marketing and selling expenses

Revenue up 10%

Audited

2011

R'000

5 384 566 (4 264 774)

(378 852)

(477 445)

(157 791)

3 182 (31 855)

(1 796)

127 008

(11313)

115 695

(877)

(877)

114 818

114 818

192,5

188,1

115

115 695

140

1 796

195,7

191,2

60 110

61 520

117 631

(194)

12 months February

Unaudited

2 581 466

(2 046 590)

534 876

24 840

(171 874)

 $(233\ 317)$ 

(78 423)

(15414)

236

61 659

(5626)

56 033

2 123

2 123

58 156

58 156

92,5

54

115

56 033

55 863

94,9

92,2

58 864

60 566

(170)

August 2010

R'000

August 2011

2 846 026

(2 290 948)

555 078

29 602

(178409)

 $(243\ 306)$ 

(69 716)

93 249

1 947

(18801)

100

76 495

(7411)

69 084

(699)

(699)

68 385

69 084

68 385

112,4

110,3

57

121

69 084

69 012

112,3

110,2

61 456

62 621

(72)

- Normalised EBITDA for the period up 6%
- Normalised earnings per share up by 5%
- Headline earnings per share up by 18%
- Cash conversion ratio 152%
- Debtors days at 34 days
- Financial gearing down to 9%
- Interim dividend declared of 57 cents per share

# **ABRIDGED STATEMENT OF FINANCIAL POSITION**

AS AT 31 AUGUST 2011			
	Unaudited	Unaudited	Audited
	six months August	six months August	12 months February
	2011	2010	2011
	R'000	R'000	R'000
ASSETS			
Non-current assets	815 516	776 741	791 091
Property and equipment	47 258	49 511	43 921
Goodwill	575 716	556 170	554 398
Intangible assets	133 926	155 118	143 019
Derivative financial instruments and other financial assets	-	780	-
Investment in associates	2 625	-	-
Deferred taxation	55 991	15 162	49 753
Current assets	1 197 554	1 023 947	1 135 582
Trade and other receivables and prepayments	784 273	680 381	740 207
Assets classified as held-for-sale	-	845	-
Taxation prepaid	16 239	28 551	14 153
Cash resources	397 042	314 170	381 222
Total assets	2 013 070	1 800 688	1 926 673
EQUITY AND LIABILITIES	2013070	1 000 000	1 920 0/3
	1 024 343	974 243	1 013 311
Equity attributable to owners of the parent	1 024 343	1 546	1 546
Share capital Share premium	498 692	498 696	498 696
Treasury shares	(12 891)		
•	363 853	(13 293) 329 625	(13 227) 362 200
Retained earnings Share based payment reserve	177 200	156 249	165 676
Fair value on financial instruments	(1 795)	130 249	103 070
Foreign currency translation reserve	(2 700)	999	(2 001)
BEE shareholders' interest	421	421	421
Non-current liabilities	275 094	197 016	215 097
Other non-current liabilities - interest bearing	4 150	5 462	4 462
Long-term loan - interest bearing	135 000	48 988	60 000
Redeemable preference shares - interest bearing	116 000	130 000	130 000
Derivative financial instruments and other financial liabilities	1 795	-	_
Obligation under finance lease	280	1 773	249
Deferred tax	17 869	10 793	20 386
Current liabilities	713 633	629 429	698 265
Non-interest-bearing current liabilities	475 249	399 729	389 085
Trade and other payables	354 605	276 985	275 731
Provisions	114 538	102 554	102 835
Shareholders for dividends	_	424	-
Taxation	6 106	19 766	10 519
Interest-bearing current liabilities	238 384	229 700	309 180
Current portion of other non-current liabilities	4 406	6 040	6 061
Current portion of long-term loan	24 167	30 916	15 000
Current portion of redeemable preference shares	9 129	2 299	2 199
Bank overdraft	200 682	190 445	285 920
Total equity and liabilities	2 013 070	1 800 688	1 926 673
Number of ordinary shares in issue (000's)	62 519	61 821	61 850
Net asset value per share (cents)	1 638	1 576	1 638

#### **ABRIDGED STATEMENT OF CASH FLOWS** FOR THE SIX MONTHS ENDED 31 AUGUST 2011

	Unaudited six months August 2011 R'000	Unaudited six months August 2010 R'000	Audited 12 months February 2011 R'000
OPERATING ACTIVITIES			
Cash generated by operations before working capital changes	139 758	131 400	259 503
Decrease in working capital	46 579	93 801	28 351
Cash generated by operations	186 337	225 201	287 854
Net interest paid	(16 854)	(14 679)	(28 673)
Taxation paid	(24 927)	(7 927)	(32 632)
Free cash generated by operations	144 556	202 595	226 549
Net dividend paid	(74 683)	(9 123)	(42 216)
Cash inflows from operating activities	69 873	193 472	184 333
INVESTING AND FINANCING ACTIVITIES			
Cash outflows from investing activities	(45 716)	(12 132)	(23 565)
Cash inflows/(outflows) from financing activities	76 901	(7 369)	(15 220)
Net increase in cash and cash equivalents	101 058	173 971	145 548
Net cash and cash equivalents at the beginning of the period/year	95 302	(50 246)	(50 246)
Net cash and cash equivalents at the end of the period/year	196 360	123 725	95 302
Free cash generated by operations per share - cents	235,2	344,2	376,9

### TOTAL INTEREST-BEARING LIABILITIES OF THE GROUP

	Unaudited six months August 2011 R'000	Unaudited six months August 2010 R'000	Audited 12 months February 2011 R'000
Net (bank balances)/overdraft	(196 360)	(123 725)	(95 302)
Other long-term loan	4 150	5 462	4 462
Long-term loan	135 000	48 988	60 000
Redeemable preference share	116 000	130 000	130 000
Obligations under finance lease	280	1 773	249
Current portion of other non-current liabilities	4 406	6 040	6 061
Current portion of long-term loan	24 167	30 916	15 000
Current portion of redeemable preference shares	9 129	2 299	2 199
Total interest-bearing liabilities	96 772	101 753	122 669

Adcorp Holdings Limited ("Adcorp" or "Adcorp Group" or "the Group") Registration number 1974/001804/06 • Share code: ADR • ISIN number: ZAE000000139

C Bomela, RL Pike (Chief Executive Officer), AM Sher (Chief Financial Executive directors Officer), PC Swart (Chief Operating Officer) GP Dingaan, MR Ramaite, NS Ndhlaz

Independent non-executive directors: MJN Njeke (Chairman), AT Albäck, ME Mthunzi, TDA Ross Alternate director

LM Moiela Acting company secretary: AM Sher

Link Market Services SA (Ptv) Ltd. 11 Diagonal Street, Johannesburg, 2001 Transfer secretaries: Deloitte & Touche Sponsor Services (Ptv) Ltd. Sponsor:

### **ABRIDGED STATEMENT OF CHANGES IN EQUITY**

FOR THE SIX MONTHS ENDED 31 AUGUST 2011

Balance as at 31 August 2011	1 563	498 692	(12 891)	(2 700)	177 200	(1 795)	363 853	1 023 922	421	1 024 343
Other comprehensive income for the period	_	-	-	(699)	_	-	-	(699)	-	(699)
Profit for the period	-	-	-	-	-	-	69 084	69 084	-	69 084
Dividend distributions	-	-	-	-	-	-	(74 683)	(74 683)	-	(74 683
Fair value adjustment on financial instrument	-	_	-	-	-	(1 795)	-	(1 795)	-	(1 795
Share options exercised during the period	-	_	-	-	(7 252)	-	7 252	-	-	-
Recognition of BBBEE and staff share-based payments	-	_	-	-	18 776	-	-	18 776	-	18 776
Treasury shares sold	-	-	336	-	-	-	-	336	-	336
ssue of ordinary shares under employee share option plan	17	(4)	-	-	-	-	-	13	-	13
Balance as at 28 February 2011	1 546	498 696	(13 227)	(2 001)	165 676	-	362 200	1 012 890	421	1 013 311
Other comprehensive income for the year	-	-	-	(877)	-	_	-	(877)	-	(877
Profit for the year	-	-	-	-	-	-	115 695	115 695	-	115 695
Dividend distributions	-	-	-	-	-	_	(42 216)	(42 216)	-	(42 216
Share options exercised during the year	_	_	-	-	(7 716)	_	7 716	-	_	-
Recognition of BBBEE and staff share-based payments	-	-	-	-	31 900	-	-	31 900	-	31 900
reasury shares sold	-	-	66	-	-	-	9	75	-	75
Ordinary shares issued pursuant to scrip distribution	60	65 112	-	-	-	-	-	65 172	-	65 172
Capitalisation of share premium	-	(65 172)	-	-	-	-	-	(65 172)	-	(65 172
ssue of ordinary shares under employee share option plan	3	788	-	-	-	_	-	791	-	791
Balance as at 1 March 2010	1 483	497 968	(13 293)	(1 124)	141 492	_	280 996	907 522	421	907 943
	Share capital R'000	Share premium R'000	Treasury shares R'000	translation reserve R'000	payment reserve R'000	financial instruments R'000	Retained earnings R'000	equity holders of the parent R'000	shareholders' interest R'000	Total R'000
				Foreign currency	Share based	Fair value on		Attributable to	BEE	

### NORMALISED EARNINGS

FOR THE SIX MONTHS ENDED 31 AUGUST 201

Normalised earnings exclude the amortisation of intangibles arising on business combinations as well as share based payments and lease smoothing adjustments. The table below sets out the normalised earnings for the period ended 31 August 2011, the prior period comparative as well as the prior year comparative.

R'000	Six months to 31 August 2011	Six months to 31 August 2010	Year to 28 February 2011	% change
Revenue	2 846 026	2 581 466	5 384 566	10%
Cost of sales	(2 290 948)	(2 046 590)	(4 264 774)	10%
Gross profit	555 078	534 876	1 119 792	4%
Other income	29 602	24 840	51 967	19%
				2%
Administrative, marketing, selling and operating expenses	(491 431)	(483 614)	(1 014 088)	
Operating profit	93 249	76 102	157 671	23%
Adjusted for:				
Depreciation	11 227	13 039	24 079	(14%)
Amortisation of intangible assets	17 897	25 270	44 143	(29%)
Share-based payments	18 776	16 476	31 900	14%
Lease smoothing	(1 391)	381	800	
Normalised EBITDA (excluding share based payments and lease smoothing)	139 758	131 268	258 593	6%
Adjusted for:				
Depreciation	(11 227)	(13 039)	(24 079)	(14%)
Amortisation of intangibles other than those acquired in a business combination	(5 548)	(5 228)	(10 459)	6%
Normalised operating profit	122 983	113 001	224 055	9%
Net interest paid	(16 854)	(14 679)	(28 673)	15%
Normalised profit before taxation	106 129	98 322	195 382	8%
Taxation	(10 480)	(11 345)	(20 968)	(8%)
Normalised profit for the period/year	95 649	86 977	174 414	10%
Normalised effective tax rate	10%	12%	174 414	10%
				E9/
Normalised earnings per share – cents	155,6	147,8	290,2	5%
Diluted normalised earnings per share - cents	152,7	143,6	283,5	6%
Weighted average number of shares - 000's	61 456	58 864	60 110	
Diluted weighted average number of shares - 000's	62 621	60 566	61 520	

### **COMMENTS**

Despite a relatively difficult trading environment characterised by economic uncertainty and a general reticence to commit to hiring decisions, the Group was able to generate modest profit growth for the six-month interim trading period ended 31 August 2011 whereby, normalised earnings per share of 155,6 cents per share (2010: 147,8 cents per share) were some 5% ahead of normalised earnings per share for the same period last year.

Revenue for the period under review of R2 846 million (2010: R2 581 million) was some 10% ahead of the prior year whilst normalised earnings before interest, tax and depreciation ("EBITDA") of R139,8 million (2010: R131,3 million) grew by 6,4%. Headline earnings per share of 112,3 cents per share (2010: 94,9 cents per share) were some 18% ahead of prior year earnings per share.

Various prevailing staffing industry trends have contributed positively to this growth trend and Adcorp's overall performance.

A persistent shortage with respect to certain scarce skills has resulted in relatively robust profit growth within the permanent recruitment operations of the Group whilst the Group's contract staffing operations which comprise the largest constituent component of the Group have seen centralised procurement departments playing a far greater role in the acquisition of people skills with many clients significantly rationalising the number of vendors they currently use and requiring the adoption of more sophistication and technology in the procurement process.

Whilst this trend has put margins under pressure as reflected in the slight decline in gross margins from 20,7% in 2010 to the current 19,5% margin for the period under review, it has also resulted in market share gains for the Group due to our unique positioning and ability to meet these more onerous and sophisticated procurement requirements

The Group's commitment to the adoption of technology as an enabler and value added offering to clients is also starting to pay dividends although its contribution is still relatively modest at this stage but should increase in line with the widespread international adoption of these technologies.

The introduction of greater sophistication with regard to the procurement of people skills together with the adoption of technology as an enabler have already contributed to a consolidation within what, up to now, has been a highly fragmented market. These trends are very encouraging for the future growth prospects of the Group. Also contributing to a further consolidation in the industry has been employment services (labour broking) industry.

As much of the debate has been centred on reputed exploitative practices of temporary workers by some rogue operators in the industry, procurers of these services have tended now to favour the well-established reputable operators within the industry.

In terms of progress with regard to the resolution of this debate around labour broking, negotiations are ongoing at Nedlac between Government, business and organised labour. Whilst some progress has been made in terms of finding common ground with regard to developing an appropriate regulatory framework for the industry, the process is still inconclusive and will, in all likelihood, spill

The training operations of the Group continue to perform well, growing the number of internal and external candidates registered on learnerships. In addition, the training operations have extended their capacity with regard to artisan training whereby the Group now has the capacity to train up to 2 500 artisans annually. Given the country's imperative to rapidly increase the skills base of the workforce, the Group's training operations are particularly well positioned for the future.

The fulfilment component of the business process outsourcing (BPO) operations of the Group showed a decline in earnings reflecting lacklustre trading conditions.

Over the past years, the Group has rolled out certain relevant and affordable financial, wellness and lifestyle offerings to its considerable contract workforce. These offerings have proved to be of benefit to the workforce and have also started to make a meaningful contribution to the overall performance of BPO.

It is anticipated that the range of these niche products which are of particular application to contract workers will continue to be expanded and will also now be offered to external contract workers. The cash performance of the Group during the period under review was once again commendable with cash generated by operations for the period of R186,3 million resulting in a cash conversion ratio of cash generated by operations to operating profit of 152% versus an internal target ratio of 90%.

Debtors' days outstanding were 34 days (31 August 2010: 33 days) whilst gearing levels were contained to 9% (31 August 2010: 10%). During the period, the Group embarked on an upgrade of its Microsoff Dynamics AX ERP system which will be implemented over the next year. The upgrade provides an opportunity to further optimise, standardise and automate back office processes such that the Group is better able to achieve economies of scale and cost

#### containment. FINANCIAL OVERVIEW

Normalised EBITDA of R139,8 million for the six months ended 31 August 2011 is 6% higher than the R131,3 million for the comparative prior period.

The Group's normalised EBITDA margin was 4,9% as opposed to the 5,1% in the prior comparative period. Margins continue to be affected by pricing pressure in the BPO training and financial services segment as well in the typically lower margin blue collar businesses. The Group's overall normalised effective tax rate has been reduced to 10% (2010: 12%) due to the tax benefits received arising from the facilitation of registered learnerships in compliance with the Income Tax Act and reduced adjustments to normalised earnings.

With effect from 1 July 2011, the Group acquired LearnSys (Pty) Limited ("LearnSys") for an amount of R10 million, which was funded out of the group's cash resources. In terms of IAS 34 requirements, the after tax profit from LearnSvs included in Group after tax profits for the nterim period ended August 2011 is R0,2 million. Since the purchase

price exceeded the net asset value as at the effective date, the excess purchase consideration has been allocated to goodwill and intangibles. Had the effective date of inclusion been 1 March 2011, a profit of R0,7 million would have been included in Group after tax profits.

#### BASIS OF PREPARATION

Adcorp prepares its accounts in accordance with International Financial Reporting Standards, South African Companies Act and the JSE Listings Requirements.

The accounting policies are consistent with the prior period annual financial statements and deal with new disclosure requirements by Innancial statements and deal with new disclosure requirements by IFRS, specifically IAS 1 (Presentation of Financial Statements) and IFRS 8 (Operating Segments). This report is prepared in accordance with IAS 34 (Interim Financial Reporting) as well as the AC500 Standards as issued by the Accounting Practices Board or its successor.

The financial information has been prepared under the supervision of AM Sher CA(SA).

#### CONTINGENT LIABILITIES AND COMMITMENTS The bank has guaranteed R11,9 million (2010: R11,6 million) on

behalf of the Group to creditors. As at the balance sheet date, the Group has outstanding operating lease commitments totalling R80 million (2010: R46,2 million) in non cancellable property leases. CHANGES TO THE BOARD AND COMPANY SECRETARY

## During the period under review, MMT Ramano resigned as a non-

executive director on 20 June 2011 and NS Ndhlazi was appointed as a non-executive director on 16 August 2011. On 30 September AM Sher assumed the responsibilities of acting

company secretary until a suitable replacement is found, following the resignation of D Mthimunye. On 1 July 2011 D Mthimunye was appointed as company secretary to replace L Sudbury who refired on 1 July 2011.

#### DECLARATION OF INTERIM DIVIDEND Notice is hereby given that an interim dividend of 57 cents per

share (2010: 54 cents per share) was declared on 12 October 2011 payable to shareholders recorded in the register of the company at the close of business on the record date appearing below. The salient dates pertaining to the interim dividend are as follows:

Last day to trade in order to be eligible for the dividend (CUM dividend)

Friday, 4 November 2011 Shares trade EX the dividend Payment date Monday, 14 November 2011

Ordinary share certificates may not be dematerialised or rematerialised between Monday, 7 November 2011 and Friday, 11 November 2011, both days inclusive All times provided in this announcement are South African local times The above dates and times are subject to change. Any changes will

be released on SENS and published in the South African press Where applicable, dividends in respect of certificated shares will

be transferred electronically to shareholders' bank accounts on the payment date. In the absence of specific mandates, dividend cheques will be posted to shareholders.

Ordinary shareholders who hold dematerialised shares will have their accounts at their CSDP or broker credited/updated on Monday,

POST BALANCE SHEET EVENT

### On 6 September 2011, the Group announced that it had submitted a firm offer to acquire leading, listed, specialist information and

communications technology (ICT) resourcing and solution business, Paracon Holdings Limited, by way of a scheme of arrangement. The success of the offer is still subject to approval by the shareholders of both Adcorp and Paracon as well as approval by the relevant

In terms of the offer, Paracon shareholders have been offered one Adcorp share in respect of every 13,812 Paracon shares held.

The offer also makes allowance for a cash alternative to the share offer of R1,97 per share at the election of Paracon shareholders save that, the cash alternative is limited to a maximum of R265 million which approximates 40% of the purchase price The purchase price offered approximates R662 million

Should the transaction be successful, it will significantly strengthen

the Group's offerings with regard to the resourcing and placement of professional ICT skills. The transaction will also add critical mass to the Adcorp Group and will further diversify Group risk whilst also providing greater career prospects for staff as well as better opportunities to incentivise and retain top talent. It is also likely that shareholders will enjoy greater liquidity in the tradability of the shares of the combined entity

Whilst overall employment trends in the South African economy are generally weak, the Adcorp Group is well placed due to its unique position in the market. The greater introduction of sophistication, adoption of technology and centralisation of the procurement of staffing services by clients, all favour Adcorp because of this

Should the acquisition of Paracon succeed, this will strengthen the Group's positioning even further

The national imperative to rapidly address the acute backlog in skills

development should also favour the Group's training operations. Strategically, the Group is focused on managing its costs, driving economies of scale, delivering value for its clients and increasing the

level of sophistication and technological advancement it applies in its day to day operations. In addition, the Group has a strong and robust balance sheet. As such, the Group is well positioned for the future

By order of the board

MJN Njeke RL Pike Chairman

Chief Executive Officer Chief Financial Officer 12 October 2011

ABRIDGED SEGMENT REPORT FOR THE SIX MONTHS ENDED 31 AUGUST 2011

	EBITDA excluding share  EBITDA excluding share  EBITDA margin excluding share payments and lease payments and lease Contribution % to													Depreciati	on and amo	rtisation																							
	Revenue		ie Internal revenue				nal revenue Operating profit				lease smoothing			smoothing		Group profit			Net asset values			Asset carrying value			E Liability carrying value				intangibles		Inte	rest income	•	Inte	Interest expense		Taxation (	tion expense/(income)	
	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 %	Aug 2010 %	Feb 2011 %	Aug 2011 %	Aug 2010 %	Feb 2011 %	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000	Aug 2011 R'000	Aug 2010 R'000	Feb 2011 R'000
Central costs																																							
Central costs	-	-	-	-	-	-	(25 268)	(21 941)	(48 873)	(17 578)	(15 624)	(36 111)	-	-	-	(12,6)	(11,9)	(14,0)	(357 397)	(165 558)	(204 079)	5 849	7 232	65 285	363 245	172 790	269 364	559	551	1 097	(5 819)	(7 965)	(13 686)	4 672	12 269	21 719	7 098	1 127	6 185
Group recoveries	81 066	7 942	22 366	-	-	-	2 496	392	57	3 871	1 724	2 736	-	-	-	2,9	1,3	1,1	11 712	7 419	(3 461)	37 946	24 855	30 708	26 234	17 436	34 169	-	-	-	317	217	806	(68)	-	(6)	2 718	337	5 650
Staffing																																							
Blue collar	2 108 448	1 782 838	3 861 945	15 897	4 433	14 812	77 674	60 572	141 444	94 254	83 776	181 370	4,5	4,7	4,7	67,4	63,8	70,1 1	060 631	946 180	1 024 241	1 384 756	1 161 294	1 218 479	324 125	215 114	194 238	7 138	13 918	21 027	2 324	3 818	6 669	(17 332)	(21 179)	(41 228)	3 386	(15 315)	3 180
White collar	559 004	707 579	1 329 000	90 187	5 826	31 526	19 941	14 527	26 125	28 229	26 487	46 590	5,0	3,7	3,5	20,2	20,2	18,0	80 859	83 067	86 682	321 558	342 388	333 281	240 699	259 321	246 599	11 425	13 144	24 560	2 472	1 979	4 427	(501)	(1 185)	(1 771)	(6 067)	19 788	(2 891)
BPO, Training and Financial Services																																							
BPO	94 655	81 997	168 702	19 016	18 661	38 833	24 739	25 159	43 941	36 945	37 509	68 959	39,0	45,7	40,9	26,4	28,6	26,7	224 876	102 726	104 814	257 361	263 982	272 983	32 485	161 256	168 169	9 982	10 693	21 518	2 650	2 686	4 966	(5 097)	(5 262)	(10 150)	2 084	(311)	699
Emerging businesses	2 852	1 110	2 553	-	-	-	(6 334)	(2 607)	(5 024)	(5 963)	(2 604)	(4 951)	-	-		(4,3)	(2,0)	(1,9)	3 662	409	5 114	5 600	937	5 937	1 939	528	823	20	3	20	2	-	-	(474)	(56)	(419)	(1 807)	-	(1 510)
TOTAL		2 581 466	5 384 566	125 100	28 920	85 171	93 249	76 102	157 671	139 758	131 268	258 593	4,9	5,1	4,8	100,0	100,0	100,0 1	024 343	974 243	1 013 311	2 013 070	1 800 688	1 926 673	988 727	826 445	913 362	29 124	38 309	68 222	1 947	735	3 182	(18 801)	(15 414)	(31 855)	7 411		11 313