

**HATUA NETWORK ORGANIZATION
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER, 2025**

**BCATA COMPANY & ASSOCIATES
CERTIFIED PUBLIC ACCOUNTANTS (K)
TALAB BUILDING 2ND FLOOR
JOMO KENYATTA AVENUE NEXT TO TOTAL PETROL STATION
P.O.BOX 104260-80100
MOMBASA**

HATUA NETWORK ORGANIZATION
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

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**HATUA NETWORK ORGANIZATION
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- 1. MANAGEMENT BOARD** : Chairman - Mr. Suleiman Mwinyi Babu
: Treasurer - Mr. Mohammed Chamzuzu
: Secretary - Mr. Seif Reje
- 2. ADDRESS** : P.O Box 96690-80110
Likoni, Mombasa
- 3. INDEPENDENT AUDITOR** : Bcata Company & Associates
Talab Building 2nd floor
Jomo Kenyatta Avenue Next to Total Petro Station
P.O. Box 104260-80100
MOMBASA
- 4. BANKERS** : Cooperative Bank
Likoni Branch,
P. O. Box 96056 – 80110 Likoni,
MOMBASA.
- : Rafiki Bank
Likoni Branch,
P.O. Box 12755 – 80110 Likoni,
MOMBASA.
- : Kenya Commercial Bank
Treasury Square Branch,
P.O. BOX 90184 – 80100
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**HATUA NETWORK ORGANIZATION
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MANAGEMENT BOARD ANNUAL REPORT

The management board submits its annual report which includes the audited financial statements for the year ended 30 September 2025, which present the organization's financial position as at 30 September 2025 and its financial performance and cash flows for the year then ended.

REGISTRATION

The organization is registered in Kenya under Section 10 of the Non - Governmental organizations Co-ordination Act. The organization's address is set out on page 1.

The organization is a non-profit and non-political body registered as an National Non-Governmental organization (NGO) in Kenya.

OBJECTIVE AND ACTIVITIES

The principal activities of the organization is promoting education and empowerment through scholarship, mentorship and career guidance

ACHIEVEMENTS AND PERFORMANCE

	2025	2024
Revenue	KSHS	KSHS
Donor Grants utilised	104,383,580	116,920,033
Social enterprise income	-	-
Investment income	<u>22,001</u>	<u>18,848</u>
	<u>104,405,580</u>	<u>116,938,881</u>

KEY PERFORMANCE INDICATORS

Scholarships Impact

Despite the absence of a new scholars intake in FY25, the program achieved several milestones that reflect its ongoing operations. A total of 97.5% of high school graduates transitioned to tertiary education. In addition 48 tertiary scholars from higher learning institutions across the country graduated during the year raising the number of Hatua alumni to 271.

The team organized an information session that convened Form 4 graduates from across Mombasa County together with representatives from the Higher Education Loans Board (HELB) and the Government Scholarship Fund. The session provided guidance on accessing tertiary education financing and benefitted both Hatua scholars and youth from the wider community.

Soft skills mentorship for secondary school students

In FY25, the secondary school mentorship program focused on communication, teamwork, problem solving, responsibility, and emotional intelligence. By the end of the year, 99% of participating students showed measurable improvement in these areas.

Professional Development and Internship Placements

Hatua supported professional development for tertiary scholars through structured internships and career guidance. By the end of FY25, 79% of second-year tertiary students had secured internship placements while 98% of graduating scholars completed career-relevant attachments before graduation.

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MANAGEMENT BOARD ANNUAL REPORT ...cont

Alumni

Hatua Network continues to grow its alumni community, which now includes 271 graduates. Of these, 95% are engaged in the workforce. Partnerships with 46 employers contributed to 34 career placements during the year.

In 2025 Hatua launched the Hatua Career Coaching Service, which provides individualized career guidance and mentorship. More than 20 alumni have used the service to support their career transitions and employment.

Library

The library continued providing services and programs across its 11-library network, which includes two community libraries and nine comprehensive school libraries. A total of 578,625 visits were recorded. Book circulation totaled 634,993 books, covering both curriculum and non-curriculum materials.

Programs included:

- The Value-Based Read Aloud Program engaged 195,403 participants through 3,238 sessions, including sessions for visually impaired learners.
- The Homework Helpers Program supported students with 25,375 academic questions.
- The Digital Literacy Program trained 186 vulnerable youth in Python programming.
- Book Clubs engaged 481 students across six schools.
- Through the Fortified Porridge Project, 4,319 pupils received 157,917 servings.

Together, these activities show the library's role in supporting learning, digital literacy, and community engagement.

Team Excellence

The organization's commitment to quality delivery was evident, with 90% of team members receiving good or excellent performance ratings in FY25. This reflects Hatua's strong culture of excellence and its continued dedication to empowering students, fostering career readiness, and supporting youth to rise out of poverty.

Programme expense percentage

Programme costs to total costs ratio	87%	89%
Standard minimum ratio		

This ratio helps gauge an entity on how it is utilising its funds. It is the ratio funds spent on direct programs expenditure over the total expenditure. The higher the better. 65%- 75% deemed to be living up to their missions.

Working Capital Ratio

	2025	2024
Actual ratio	(1,118.91)	21.32

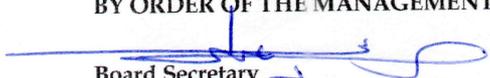
This is the ratio of total expenditure to working capital ratio. Working capital includes current assets less current liabilities (excluding deferred income and depreciation).

Liabilities to Assets Ratio

	2025	2024
Actual ratio	50.68%	0.00%
Ideal ratio	≤ 100%	≤ 100%

Measures the ratio (expressed as a percentage) of total liabilities compared to total current assets (lower is better).

BY ORDER OF THE MANAGEMENT BOARD


Board Secretary

Date: 8th DEC, 2025
MOMBASA.

**HATUA NETWORK ORGANIZATION
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The Organization constitution requires the Management Committee to prepare financial statements for each financial year that give a true and fair view of the financial position of the Organization as at the end of the financial year and of the surplus or deficit for that year. It also requires the Management Committee to ensure the Organization maintains proper accounting records that are sufficient to show and explain the transactions of the Organization and disclose with reasonable accuracy the financial position of the Organization. The Management Committee are also responsible for safeguarding the assets of the Organization and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Management Committee accept responsibility for the preparation and fair presentation of financial statements in accordance with International Financial Reporting Standards and in the manner required by the Organization constitution.

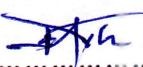
They also accept responsibility for:

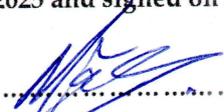
- (i) designing, implementing and maintaining such internal controls as they determine necessary to enable the presentation of financial statements that are free from material misstatements whether due to fraud or error;
- (ii) selecting suitable accounting policies and applying appropriate accounting policies; and
- (iii) making accounting estimates and judgments that are reasonable in the circumstances.

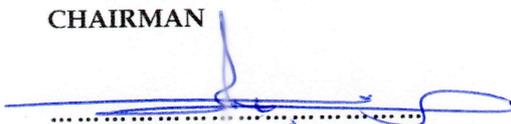
Having made an assessment of the Organization's ability to continue as a going concern, the Management Committee are not aware of any material uncertainties related to events or conditions that may cast doubt upon the Organization's ability to continue as a going concern.

The Management Committee acknowledge that the independent audit of the financial statements does not relieve them of their responsibilities.

Approved by the Management Board on2025 and signed on its behalf by:


.....
Mr. Suleiman Mwinyi Babu
CHAIRMAN


.....
Mr. Mohammed Chamzuzu
TREASURER


.....
Mr. Seif Reje
SECRETARY

REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF HATUA NETWORK ORGANIZATION

Opinion

We have audited the accompanying financial statements of Hatua Network Organization, set out on pages 6 to 23 which comprise the statement of financial position as at 30th September, 2025, and statement of income and expenditure, statement of changes in equity and statement of cash flows for the year then ended, and notes including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at 30 September 2025, and of its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of and the Organization Constitution.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditors Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the International Ethics Standards Board of Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Kenya, and we have fulfilled our ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Management is responsible for other information. The other information comprises the report of the management, the schedule of other operating expenditure but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Management Committee's Responsibility for the Financial Statements

The Management Committee are responsible for the preparation and fair presentation of the financial statements that give a true and fair view in accordance with International Financial Reporting Standards and the requirements of the Organization's constitution, and for such internal controls as the Management determine is necessary to enable the preparation of the financial statements that are free from material misstatements, whether due to fraud or error.

In preparing the financial statements, the Management are responsible for assessing the Organization's ability to continue as a going concern and using the going concern basis of accounting unless the Management Committee either intend to liquidate the Organization or to cease operations, or have no realistic alternatives but to do so.

Auditor's Responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF HATUA NETWORK ORGANIZATION**

Auditor's Responsibility for the audit of the financial statements

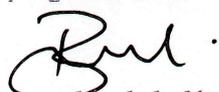
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from an error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The engagement partner responsible for the audit resulting in this independent auditor's report is CPA Benson O. Ojango- P/No.2710.



For and on behalf of

BCATA COMPANY & ASSOCIATES
CERTIFIED PUBLIC ACCOUNTANTS (K)

DATE: 5/12/2025

MOMBASA.



UNIQUE CODE: 87577251205



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	Notes	2025			2024		
		<u>KSh</u>	<u>KSh</u>	<u>KSh</u>	<u>KSh</u>	<u>KSh</u>	<u>KSh</u>
		Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
Income							
Restricted grant income	3(a)	59,221,557	-	59,221,557	58,289,343	-	58,289,343
Unrestricted grant income	3(b)	-	45,162,023	45,162,023	-	58,630,690	58,630,690
Donation in Kind	3(c)	1,637,700	-	1,637,700	-	-	-
Other income	4)	-	22,001	22,001	-	18,848	18,848
Total income		<u>60,859,257</u>	<u>45,184,023</u>	<u>106,043,280</u>	<u>58,289,343</u>	<u>58,649,538</u>	<u>116,938,881</u>
EXPENDITURE							
Restricted Programme expenses		59,221,557	-	59,221,557	57,942,793	-	57,942,793
Un-restricted Programme expenses	6)(b)	-	36,052,829	36,052,829	-	46,529,857	46,529,857
Depreciation	10)	-	860,061	860,061	-	823,907	823,907
Amotization	13)	-	322,555	322,555	-	-	-
Administration expenses		-	12,723,611	12,723,611	346,550	12,050,728	12,397,278
Total expenditure		<u>59,221,557</u>	<u>49,959,056</u>	<u>109,180,613</u>	<u>58,289,343</u>	<u>59,404,492</u>	<u>117,693,835</u>
Surplus/(deficit) for the year before tax	7)	1,637,700	(4,775,033)	(3,137,333)	-	(754,954)	(754,954)
Tax	8)	-	-	-	-	-	-
Net surplus/(deficit) for the year		<u>1,637,700</u>	<u>(4,775,033)</u>	<u>(3,137,333)</u>	<u>-</u>	<u>(754,954)</u>	<u>(754,954)</u>

The notes on pages 12 to 20 form an integral part of these financial statements.

Report of the independent auditor - pages 6 to 7.

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	Notes	As at 30 September	
		2025 KSh	2024 KSh
FUND BALANCES			
Capital fund reserve	9)	<u>30,024,487</u>	<u>33,161,819</u>
REPRESENTED BY			
<u>Non-Current Assets</u>			
Property and equipment	10)	27,971,783	26,818,095
Intangible Assets	13)	<u>1,290,220</u>	<u>-</u>
		29,262,003	26,818,095
<u>Current Assets</u>			
Grant receivables	12)	-	-
Other receivables		-	-
Cash and cash equivalents	14)	<u>1,545,860</u>	<u>6,343,725</u>
		1,545,860	6,343,725
<u>Current Liabilities</u>			
Payables	14)	783,377	-
Deferred revenue grants	3)(a)	<u>-</u>	<u>-</u>
		783,377	-
Net current assets		<u>762,483</u>	<u>6,343,725</u>
		<u>30,024,486</u>	<u>33,161,820</u>

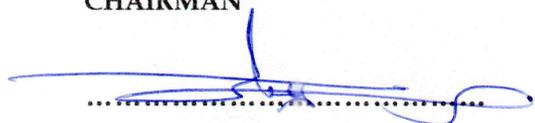
The financial statements on pages 7 to 18 were approved and authorised for issue by the management board on _____ 2025 and were signed on its behalf by:



 Mr. Suleiman Mwinyi Babu
 CHAIRMAN



 Mr. Mohammed Chamzuzu
 TREASURER



 Mr. Seif Reje
 SECRETARY

HATUA NETWORK ORGANIZATION
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STATEMENT OF CHANGES IN FUND BALANCES

	General funds <u>Ksh</u>	Total <u>Ksh</u>
<u>Year ended 30 Septemer 2024</u>		
At start of year		
As previously stated	33,916,774	33,916,774
Prior year adjustments	-	-
As restated	33,916,774	33,916,774
Total surplus/(deficits) funds for the year	<u>(754,954)</u>	<u>(754,954)</u>
At end of year	<u>33,161,819</u>	<u>33,161,819</u>
<u>Year ended 30 September 2025</u>		
At start of year		
As previously stated	33,161,819	33,161,819
Prior year adjustments	<u>-</u>	<u>-</u>
As restated	33,161,819	33,161,819
Total surplus/(deficits) funds for the year	<u>(3,137,333)</u>	<u>(3,137,333)</u>
At end of year	<u>30,024,487</u>	<u>30,024,487</u>

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STATEMENT OF CASH FLOWS

	<u>Notes</u>	<u>2025</u> <u>KSh</u>	<u>2024</u> <u>KSh</u>
<u>Cash flows from operating activities</u>			
Surplus/(deficit) before tax		(3,137,333)	(754,954)
<u>Adjustments for:</u>			
Depreciation of property and equipment	10)	860,061	823,907
Amotization of Intangible assets		322,555	
Prior year adjustments		-	-
(Gain)/loss on disposal of property and equipment		144,689	
Interest income	4)	22,001	18,848
Unrealised exchange (gain)/loss			
<u>Changes in working capital</u>			
- Grant receivables	12)	-	-
- Payables	14)	783,377	-
- Deferred revenue grants	3)(a)	-	-
Tax paid		-	-
<u>Net cash from/(used in) operating activities</u>		<u>(1,004,651)</u>	<u>87,801</u>
<u>Cash flows from investing activities</u>			
Purchase of property and equipment	4)	(2,158,458)	(1,740,066)
Purchase of intangible assets		(1,612,775)	-
Proceeds from disposal of property and equipment		-	-
Interest received		<u>(22,001)</u>	<u>(18,848)</u>
<u>Net cash from/(used in) investing activities</u>		<u>(3,793,234)</u>	<u>(1,758,914)</u>
<u>(decrease) in cash and cash equivalentents</u>		<u>(4,797,865)</u>	<u>(1,671,113)</u>
<u>Movement in cash and cash equivalentents</u>			
At start of year		6,343,725	8,014,838
(decrease)		<u>(4,797,865)</u>	<u>(1,671,113)</u>
At end of year		<u><u>1,545,860</u></u>	<u><u>6,343,725</u></u>

**HATUA NETWORK ORGANIZATION
ANNUAL REPORT AND FINANCIAL STATEMENTS
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1) General Information

Hatua Network Organization is a Non Governmental organization incorporated in Kenya by the NGO Coordination Board and governed by the NGO Coordination Act of 1990 (Act No. 19, Laws of Kenya) and its Regulations of 1992. The address of its registered office and its principal place of business is in Likoni, Mombasa.

The principal activities of the organization;

- Promoting education
- Empowerment through scholarship
- Mentorship
- Career guidance

2) Significant accounting policies

below. These policies have been consistently applied to all the years presented, unless otherwise stated.

a) Basis of preparation

The financial statements have been prepared under the historical cost convention except as indicated otherwise below and are in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

The financial statements are presented in Kenya Shillings (KSh). The historical cost convention is generally based on the fair value of the consideration given in exchange of assets.

The preparation of financial statements in conformity with the IFRS for SMEs requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the organization's accounting policies. Areas involving a higher degree of judgement or complexity, or areas where assumptions and estimations are significant to the financial statements, are disclosed in note 2(b).

Going concern

Based on the financial performance and position of the organization and its risk management policies, the management board are of the opinion that the organization is well placed to continue in operations for the foreseeable future and as a result the financial statements are prepared on a going concern basis.

HATUA NETWORK ORGANIZATION
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2) Significant accounting policies (continued)

b) Key sources of estimation uncertainty and judgements

In the application of the accounting policies, the management is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other relevant factors. Such estimates and assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

The management has made the following assumptions that have a significant risk of resulting in a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

- Grants receivable

Grants receivable comprise refundable expenditure on programs approved by donors. The carrying amount of grants receivable is disclosed in note 11.

- Accounting for grants payable

The management have assessed whether or not to recognise a liability for grants payable. The management have sought guidance of Section 21 of IFRS for SME on provisions and contingencies in accounting for grants payable. The organization recognises a grant payable where it enters into a formal grant contract and the disbursement of the funds fall outside the control of the organization. The management also take into consideration probability of payment based on the historic trend on payment of grants payable.

c) Revenue recognition

Grants are recognised where there is reasonable assurance that the grant will be received and all attached conditions will be complied with. When the grant relates to an expense item, it is recognised as income on a systematic basis over the periods that the related costs, for which it is intended to compensate, are expensed. When the grant relates to an asset, it is recognised as income in equal amounts over the expected useful life of the related asset.

When the organization receives grants of non-monetary assets, the asset and the grant are recorded at the [fair value of the non-monetary asset or nominal amounts] and released to income over the expected useful life of the asset, based on the pattern of consumption of the benefits of the underlying asset by equal annual instalments.

**HATUA NETWORK ORGANIZATION
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2) Significant accounting policies (continued)

c) Revenue recognition (continued)

- i) Grants for restricted purposes and for specified funded Programmes are recognised when received and spent on qualifying activities. Any unutilised grants are recognised as deferred revenue grants and any excess expenditure over income is recorded as grants receivable at year end where there is commitment of additional funds from grant providers to cover such expenditure.
- ii) All other donations are accounted for on a cash receipt basis unless there are committed funds or pledged funds that are receivable
- iii) Interest income is accrued by reference to time under the effective interest method.

d) Deferred revenue grants

Deferred revenue grants represent unutilised restricted funds as at the end of the reporting period.

e) Property and equipment

All property and equipment is initially recorded at cost and thereafter stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost comprises expenditure initially incurred to bring the asset to its location and condition ready for its intended use. The organization capitalises all individual items of equipment in excess of KSh 20,000 in cost.

Freehold land and capital work in progress are not depreciated.

Depreciation is calculated on reducing balance basis method to write down the cost of each asset, to its residual value over its estimated useful life using the following annual rates:

Digital cameras and phones	10%
Computers and electronic equipment	25%
Office equipment, Furniture and fittings	10%
Motor vehicle	25%

f) Grant and other receivables

Grant receivable is the excess expenditure over income as at year end and is only recognised where there is commitment of additional funds from grant providers.

**HATUA NETWORK ORGANIZATION
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2) Significant accounting policies (continued)

g) Cash and cash equivalents

For the purposes of the statement of cash flows, cash and cash equivalents comprise cash in hand, deposits held at call with banks, and financial assets with maturities of less than 91 days, net of restricted cash balances.

Restricted cash balances are those balances that the organization cannot use for working capital purposes as they have been placed as a lien.

h) Grants payable

Grants payable are recognised as liability based on accrual basis of accounting. Grants due to sub-grantees are accrued when the organization enters into a formal grant contract that is only revocable if the sub-grantee does not comply with the sub-grantee agreement.

i) Translation of foreign currencies

Transactions in foreign currencies during the year are converted into Kenya Shillings at rates ruling at the transaction dates. Assets and liabilities at the statement of financial position date which are expressed in foreign currencies are translated into Kenya Shillings at rates ruling at that date. The resulting differences from conversion and translation are dealt with in income and expenditure in the year in which they arise.

j) Current tax

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date.

No taxation has been provided in these financial statements, as the organization is exempt from tax on its income as discussed in note 8.

k) Employee benefit obligations

Retirement benefit obligations

The organization and its employees also contribute to the National Social Security Fund (NSSF), the statutory defined contribution scheme registered under the NSSF Act. The organization's contributions to the defined contribution scheme are charged to statement of income and expenditure in the year to which they relate.

l) General fund

General fund represents unutilized accumulated surplus or deficit from unrestricted funds.

m) Comparatives

Where necessary, comparative figures have been adjusted to conform with changes in presentation in the current year.

HATUA NETWORK ORGANIZATION
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FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

3)(INCOME

a) Restricted funds

Year ended 30 September 2025

	Deferred income b/Fwd a KSHS.	Grants receivable B/Fwd b KSHS.	Grant Receipts c KSHS.	refunds d KSHS.	Grants receivable C/Fwd e KSHS.	Deferred income C/Fwd f KSHS.	Grant Income g=(a-b+c-d+e-f) KSHS.
Hatua Network- Grants	-	-	42,695,074	-	-	-	42,695,074
Mamujee Brothers Foundation, Kenya	-	-	1,462,130	-	-	-	1,462,130
Jonaron Foundation	-	-	5,550,055	-	-	-	5,550,055
Kavama Family Foundation	-	-	2,125,000	-	-	-	2,125,000
AFK	-	-	41,940	-	-	-	41,940
Imperial Teas Limited	-	-	386,977	-	-	-	386,977
Freight Forwarders Kenya Ltd	-	-	116,308	-	-	-	116,308
Sir Yussufali charitable Trust	-	-	399,073	-	-	-	399,073
Green Leaves Education Foundation	-	-	6,445,000	-	-	-	6,445,000
	-	-	59,221,557	-	-	-	59,221,557

HATUA NETWORK ORGANIZATION
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	2025	2024
	<u>KSHS</u>	<u>KSHS</u>
3) Income		
3(b) <u>Unrestricted grant income</u>		
Hatua Network- Grants	41,147,218	53,626,872
Salmanji Books & Stationers	10,000	-
Kenyan Individual Donors	113,737	150,318
Elma Masana wa Africa	3,856,068	4,807,500
HEF Workshop	35,000	46,000
	<u>45,162,023</u>	<u>58,630,690</u>
3(c) Donation in kind		
AFK	1,620,700	-
Kavama Family Foundation	17,000	-
	<u>1,637,700</u>	<u>-</u>
4) Other income		
Interest income	18,017	18,848
Miscellaneous income	3,984	-
	<u>22,001</u>	<u>18,848</u>
5) Staff costs		
Salaries and wages	29,808,324	28,808,031
Other staff costs	1,177,342	1,087,849
Retirement benefit costs		
- National Social Security Fund	1,109,636	784,189
	<u>32,095,302</u>	<u>30,680,068</u>

The average number of persons employed during the year, by category, were:

	2025	2024
	<u>NO.</u>	<u>NO.</u>
Projects department	44	44
Finance and administration	4	4
Total	<u>48</u>	<u>48</u>

**HATUA NETWORK ORGANIZATION
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	2025	2024
	<u>KSHS</u>	<u>KSHS</u>
6) Programme expenses		
a) <u>Restricted</u>		
Restricted Programme expenses	59,221,557	57,942,793.00
Un-restricted Programme expenses	-	-
Administration expenses	-	346,550.00
Other operating expenses	-	-
	<u>59,221,557</u>	<u>58,289,343.00</u>
b) <u>Unrestricted expenses</u>		
Restricted Programme expenses	-	-
Un-restricted Programme expenses	36,052,829	45,836,757
Administration expenses	12,723,611	12,743,828
Other operating expenses	-	-
	<u>48,776,440</u>	<u>58,580,584</u>
7) Surplus/(deficit) for the year before tax		
The following items have been recognised as expense / (income) in determining surplus/(deficit) before tax:		
Depreciation of property and equipment (Note 10)	860,061	823,907
Auditor's remuneration	100,000	100,000
Staff costs (Note 5)	32,095,302	30,680,068
	<u>33,055,363</u>	<u>31,603,976</u>
8) Taxation		
Current tax	<u>-</u>	<u>-</u>

No provision for taxation has been recognised in these financial statements, as management of the organization considers it to be exempt from tax on its entire income. In arriving at its conclusion, the management has taken into consideration Part II Section 3 (2) and Section 10 of the First Schedule of the Kenyan Income Tax Act. Section 3 (2) does not recognise grant income as chargeable income while Section 10 exempts organizations that are established in Kenya solely for the purpose of relief of poverty or distress of the public or for advancement of religion or education for the benefit of residents in Kenya.

	2025	2024
	<u>KSHS</u>	<u>KSHS</u>
9) Capital fund reserve		
At start of year	33,161,819	33,916,774
Prior year adjustments	-	-
Appropriation during the year	(3,137,333)	(754,954)
At the end of the year	<u>30,024,487</u>	<u>33,161,819</u>

The capital fund reserve is an appropriation of reserve fund for unrestricted funds utilised in purchase of capital equipment and invested in Fixed deposit.

HATUA NETWORK ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

10) Property and equipment Year

	Land and Building KSHS	Furniture & Fittings KSHS	Kitchen Equipments KSHS	Library KSHS	Office tools Equipments KSHS	Electronic Equipments KSHS	Computers and Accessories KSHS	Total KSHS
<u>At 1ST OCTOBER 2024</u>								
Cost /Valuation	3,830,195	1,173,536	92,571	23,796,703	364,093	1,542,521	1,498,424	32,298,043
Accumulated depreciation	-	648,952	86,649	3,878,844	209,094	518,269	1,054,299	6,396,107
Net book amount	3,830,195	524,584	5,922	19,917,859	154,999	1,024,252	444,125	25,901,937
<u>At 30TH SEPTEMBER 2024</u>								
Opening balance	3,830,195	524,584	5,922	19,917,859	154,999	1,024,252	444,125	25,901,937
Addition	71,840	157,420	-	750,000	-	100,306	660,500	1,740,066
Depreciation charge	-	68,200	592	516,696	15,500	112,456	110,463	823,907
Net book amount	3,902,035	613,804	5,330	20,151,163	139,499	1,012,102	994,163	26,818,095
<u>At 30TH SEPTEMBER 2024</u>								
Cost /Valuation	3,902,035	1,330,956	92,571	24,546,703	364,093	1,642,827	2,158,924	34,038,109
Accumulated depreciation	-	717,152	87,241	4,395,541	224,594	630,725	1,164,761	7,220,014
Net book amount	3,902,035	613,804	5,330	20,151,163	139,499	1,012,102	994,163	26,818,095
<u>YEAR ENDED 30TH SEPTEMBER 2025</u>								
Opening balance	3,902,035	613,804	5,330	20,151,163	139,499	1,012,102	994,163	26,818,095
Addition	132,265	39,990	9,150	1,637,700	-	254,353	85,000	2,158,458
Disposal	-	-	-	-	-	(52,079)	(92,610)	(144,689)
Depreciation charge	-	65,379	1,448	544,722	13,950	126,645	107,916	860,061
Net book amount	4,034,300	588,414	13,032	21,244,141	125,549	1,087,731	878,636	27,971,804
<u>At 30TH SEPTEMBER 2025</u>								
Cost /Valuation	4,034,300	1,370,946	101,721	26,184,403	364,093	1,845,101	2,151,314	36,051,878
Accumulated depreciation	-	782,532	88,689	4,940,263	238,544	757,370	1,272,678	8,080,075
Net book amount	4,034,300	588,414	13,032	21,244,141	125,549	1,087,731	878,636	27,971,783

**HATUA NETWORK ORGANIZATION
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FOR THE YEAR ENDED 30TH SEPTEMBER, 2025**

11. The property and equipment is classified as follows:-

	Donated KSHS	Assets Purchased from General fund KSHS	Total KSHS
Cost			
At start of year	-	34,038,109	34,038,109
Additions	-	2,158,458	2,158,458
Disposals	-	-	-
At end of year	-	36,196,567	36,196,567
Accumulated depreciation			
At start of year	-	7,220,014	7,220,014
Disposals	-	-	-
Charge for the year	-	860,061	860,061
At end of year	-	8,080,075	8,080,075
Net intangible assets			
		2025	2024
12) Trade receivables			
Grant receivables		-	-
Other receivables		-	-
13) INTANGIBLE ASSETS			
Intangible assets at cost		1,612,775	-
Amotization Value		(322,555)	-
Net Intangible assets		1,290,220	-
14) Cash and cash equivalents			
Cash at bank and in hand		1,545,860	6,343,725
Short term bank deposits		-	-
		1,545,860	6,343,725

For the purposes of the statement of cash flows, the year end cash and cash equivalents comprise the following;

Cash and bank balances	1,545,860	6,343,725
Less: Restricted cash and bank balances	-	-
	1,545,860	6,343,725

Restricted cash and bank balances comprises of cash held in donor specific bank accounts and, therefore, the use is restricted to activities of the specific donor or project. It also comprises funds removed from the revolving fund reserve.

	2025 KSHS	2024 KSHS
15) Trade and other payables		
Current		
Acrued expenses	-	-

15) Events after the end of the reporting date

The management are satisfied that there was no adjusting or non adjusting event that happened between end of reporting period and date that the financial statements are authorised for issue

**HATUA NETWORK ORGANIZATION
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER, 2025**

SCHEDULE OF OTHER OPERATING EXPENDITURE

	2025			2024		
	<u>KSHS</u> Restricted	<u>KSHS</u> Unrestricted	<u>KSHS</u> Total	<u>KSHS</u> Restricted	<u>KSHS</u> Unrestricted	<u>KSHS</u> Total
ADMINISTRATIVE EXPENSES						
Employment:						
Salaries and wages	-	7,159,145	7,159,145	-	7,052,212	7,052,212
General staff and training expenses	-	47,600	47,600	-	127,750	127,750
Other employment cost	-	470,615	470,615	-	389,363	389,363
Total employment costs	-	7,677,361	7,677,361	-	7,569,326	7,569,326
Other administrative expenses:						
Postages and telephones	-	9,450	9,450	-	9,500	9,500
Staff airtime and travel	-	213,470	213,470	-	402,135	402,135
Office utilities	-	277,484	277,484	-	196,248	196,248
Loss on disposal	-	144,689	144,689	-	-	-
Consultancy Services	-	1,074,933	1,074,933	-	436,453	436,453
Internet costs	-	184,488	184,488	-	206,733	206,733
Printing and stationery	-	103,890	103,890	-	211,243	211,243
Audit Fees	-	100,000	100,000	-	100,000	100,000
Board Meetings	-	52,154	52,154	-	113,930	113,930
Conferences	-	179,155	179,155	346,550.00	227,120	573,670
Electricity	-	59,025	59,025	-	61,900	61,900
Bank charges and commissions	-	357,497	357,497	-	400,633	400,633
Registrations	-	60,100	60,100	-	6,100	6,100
Team Building & Staff Appreciation	-	191,723	191,723	-	105,970	105,970
Subtotals	-	3,008,058	3,008,058	346,550	2,477,965	2,824,515
OTHER OPERATING EXPENSES						
Rent and rates	-	654,000	654,000	-	611,500	611,500
Repairs and maintenance	-	157,272	157,272	-	468,951	468,951
Travels	-	613,359	613,359	-	576,446	576,446
Campaign	-	39,050	39,050	-	18,318	18,318
Insurance	-	494,832	494,832	-	615,389	615,389
Technology	-	79,679	79,679	-	59,383	59,383
Subtotals	-	2,038,192	2,038,192	-	2,349,987	2,349,987
Total Administrative expenses	-	12,723,611	12,723,611	346,550	12,397,278	12,743,828

HATUA NETWORK ORGANIZATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

SCHEDULE OF RESTRICTED INCOME AND EXPENDITURE BY DONORS

INCOME	Mamujee Brothers Foundation, Kenya	Jonaron Foundation	Kavama Family Foundation	Freight Forwarders Kenya Ltd	Imperial Teas Limited	AFK	Sir Yussufali charitable Trust	Green Leaves Education Foundation	Hatua grants	Grand Total
Balance B/F	-	-	-	-	-	-	-	-	-	-
Income Received	1,462,130	5,550,055	2,125,000	116,308	386,977	41,940	399,073	6,445,000	42,695,074	59,221,557
Cancelled Grants	-	-	-	-	-	-	-	-	-	-
Deferred Income	-	-	-	-	-	-	-	-	-	-
Grant Receivables	-	-	-	-	-	-	-	-	-	-
Capital Grants	-	-	-	-	-	-	-	-	-	-
Grant Income	1,462,130	5,550,055	2,125,000	116,308	386,977	41,940	399,073	6,445,000	42,695,074	59,221,557
EXPENDITURE										
Programme costs	1,462,130	-	2,125,000	116,308	386,977	41,940	399,073	6,445,000	42,695,074	53,671,502
<u>Programme administrative costs</u>										-
Salaries and wages	-	2,216,636	-	-	-	-	-	-	-	2,216,636
Library Fellows	-	3,333,419	-	-	-	-	-	-	-	3,333,419
<u>Sub Total</u>	<u>-</u>	<u>5,550,055</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>5,550,055</u>
<u>Total expenditure</u>	<u>1,462,130</u>	<u>5,550,055</u>	<u>2,125,000</u>	<u>116,308</u>	<u>386,977</u>	<u>41,940</u>	<u>399,073</u>	<u>6,445,000</u>	<u>42,695,074</u>	<u>59,221,557</u>

HATUA NETWORK ORGANIZATION
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

SCHEDULE OF INCOME AND EXPENDITURE BY PROGRAMMES

INCOME

GRAND TOTAL

Restricted income received										59,221,557
Unrestricted income received										45,162,023

104,383,580

	SCHOLASHIPS KSHS	SECONDARY MENTORING KSHS	LIBRARY KSHS	TERTIARY MENTORING KSHS	GAP YEAR KSHS	ALUMI AND EMPLOYER PARTNERSHIP KSHS	PROJECT AND EVENTS KSHS	CURRICULUM DEVELOPMENT KSHS	KSHS
EXPENDITURE									
Programme costs	51,153,539	3,371,780	667,657	2,551,622	4,366,927	296,560	817,477	425,165	63,650,727
<u>Programme administrative costs</u>									
Salaries and wages	4,967,690	5,073,393	7,668,320	2,944,673	1,249,158	2,279,282	-	152,673	24,335,189
NSSF Employer Contribution	129,100	129,332	398,880	123,631	59,276	97,006	-	5,168	942,393
Housing levy Employer Contribution	67,194	47,823	123,725	42,264	16,830	34,081	-	2,199	334,114
Retirement benefit scheme	415,636	126,648	137,842	54,969	-	-	-	-	735,095
Events	-	-	-	-	-	-	-	-	-
Staff Airtime & Transport	186,499	229,409	421,595	86,347	64,550	89,050	-	-	1,077,450
Insurance	455,065	486,150	993,872	265,410	-	206,068	-	-	2,406,566
Staff Development	180,000	15,000	120,000	-	-	-	-	-	315,000
Registrations & Licensing	-	-	-	-	-	-	-	-	-
Internet	-	-	-	-	100,982	-	-	-	100,982
Printing	-	-	-	-	-	-	-	-	-
Rent	-	-	277,500	-	-	-	-	-	277,500
Security	-	-	18,000	-	-	-	-	-	18,000
Cleaning	-	-	15,149	-	-	-	-	-	15,149
Water bill	-	-	36,347	-	-	-	-	-	36,347
Library Maintenance & Security	-	-	606,036	-	-	-	-	-	606,036
Project Stipends	-	-	-	-	-	-	270,500	-	270,500
Training & Conferences	39,700	9,740	103,899	-	-	-	-	-	153,339
<u>Sub Total</u>	<u>6,440,884</u>	<u>6,117,495</u>	<u>10,921,165</u>	<u>3,517,294</u>	<u>1,490,796</u>	<u>2,705,487</u>	<u>270,500</u>	<u>160,040</u>	<u>31,623,659</u>
<u>Total expenditure</u>	<u>57,594,423</u>	<u>9,489,275</u>	<u>11,588,822</u>	<u>6,068,916</u>	<u>5,857,723</u>	<u>3,002,047</u>	<u>1,087,977</u>	<u>585,205</u>	<u>95,274,386</u>

HATUA NETWORK ORGANIZATION
 SUPPLEMENTARY INFORMATION (Continued)
 FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

	2025	2024
	<u>KSHS.</u>	<u>KSHS.</u>
1. SCHOLARSHIPS		
<u>Programme implementation cost</u>		
Secondary school Fees for 155 s	19,956,964	23,954,551
Alumni Continuing Education Fund	207,551	410,425
College/Uni Room Board & Transport	14,841,128	15,082,326
College/University fees for 145	7,321,597	7,793,212
Secondary Uniforms & Shoes	844,382	2,237,039
Meeting Expense	121,575	165,362
New Students Welcome ceremony	-	79,154
Secondary Books & Stationary	134,650	1,326,885
Secondary School Shopping	1,146,474	2,249,429
Secondary Student Transport	3,003,730	3,372,132
Student Annual Trips	1,047,505	1,004,740
Study Group	2,173,101	1,350,470
Events	169,092	158,727
Printing & Stationary	101,720	187,501
Student Medical	84,070	111,142
Subtotal	51,153,539	59,483,095
<u>Programme administrative Costs</u>		
Salary and wages	4,967,690	4,810,010
Retirement benefit scheme	415,636	366,778
NSSF Employer Contribution	129,100	89,232
Housing levy Employer Contribution	67,194	69,743
Insurance	455,065	579,024
Scholarship Intern	-	-
Staff Airtime & Transport	186,499	357,974
Staff training	39,700	-
Staff Development	180,000	180,450
Tertiary Scholarship Coordinator	-	-
Subtotal	6,440,884	6,453,212
Total scholarships expenses	57,594,423	65,936,307

HATUA NETWORK ORGANIZATION
 SUPPLEMENTARY INFORMATION (Continued)
 FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

	2025	2024
	<u>KSHS.</u>	<u>KSHS.</u>
2. <u>SECONDARY MENTORING</u>		
<u>Programme implementation cost</u>		
Career trips	276,205	242,275
CBC Holiday Programs	161,776	182,021
Chair hire	116,575	179,023
Classroom & Hall Rentals	141,985	188,035
Lunch for students	1,262,870	1,576,613
Mentoring With Parents	8,650	33,800
Student Transport	588,820	373,520
Printing & Stationary	412,450	481,955
Professional Mentoring	-	63,430
Technology	-	-
TOI Expenses	402,449	395,140
Subtotal	3,371,780	3,715,812
<u>Programme administrative Costs</u>		
Salary and wages	5,073,393	4,932,843
Housing levy Employer Contribution	47,823	45,825
NSSF Employer Contribution	129,332	98,172
Insurance	486,150	438,737
Retirement benefit scheme	126,648	126,648
Staff Development	15,000	-
Staff Training & Conference	9,740	91,450
Staff Airtime & Transport	229,409	179,042
Subtotal	6,117,495	5,912,717
Total Secondary mentoring expenses	9,489,275	9,628,529

HATUA NETWORK ORGANIZATION
SUPPLEMENTARY INFORMATION (Continued)
FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

	2025	2024
	<u>KSHS.</u>	<u>KSHS.</u>
3. <u>LIBRARY</u>		
<u>Programme implementation cost</u>		
Books Transport	40,000	34,430
Computer Maintenance	113,449	76,277
Daily Newspapers	52,020	48,350
Internet	150,204	144,889
Library Association Membership	16,000	16,750
Books Cataloging & Maintenance	1,250	16,150
Sate lite Library	31,458	99,098
Printing & Stationery	92,815	119,235
Earth Warriors Project	-	434,620
Library Events	20,079	160,295
Electricity	72,400	109,059
Building Maintenance	77,982	62,746
Subtotals	667,657	1,321,899
<u>Programme administrative Costs</u>		
Salary and wages	7,668,320	7,364,585
Cleaning	15,149	14,700
Housing levy employer contribution	123,725	119,018
NSSF employer contribution	398,880	327,714
Library Rent	277,500	180,000
Retirement benefits scheme	137,842	126,000
Insurance	993,872	1,014,043
Staff Development	120,000	142,450
Staff Transport & Airtime	421,595	429,739
Library Maintenance & Security	606,036	604,370
Library security	18,000	19,700
Training & Conferences	103,899	49,795
Water Bill & Refreshmnts	36,347	18,750
Subtotals	10,921,165	10,410,864
Total library expenses	11,588,822	11,732,763

HATUA NETWORK ORGANIZATION
SUPPLEMENTARY INFORMATION (Continued)
FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

	2025	2024
	<u>KSHS.</u>	<u>KSHS.</u>
4. TERTIARY MENTORING		
<u>Programme implementation cost</u>		
Hatua Student Unions	310,155	282,002
Professional Mentoring	1,800	204,995
Tertiary Students Airtime & Data	838,100	657,300
University Events	1,401,567	1,361,839
Subtotal	2,551,622	2,506,136
<u>Programme administrative Costs</u>		
Salary and wages	2,944,673	2,942,021
Housing levy employer contribution	42,264	43,801
NSSF Employer Contribution	123,631	86,328
Staff Airtime & Transport	86,347	149,552
Insurance	265,410	346,062
Retirement benefit scheme	54,969	36,000
Staff Development	-	60,000
Subtotal	3,517,294	3,663,765
Total tertiary mentoring expenses	6,068,916	6,169,901

HATUA NETWORK ORGANIZATION
 SUPPLEMENTARY INFORMATION (Continued)
 FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

	2025	2024
	<u>KSHS.</u>	<u>KSHS.</u>
5. <u>GAP YEAR MENTORING</u>		
<u>Programme implementation cost</u>		
Classroom Rental	220,000	229,500
Gap Year Mentoring Modules	685,537	496,039
Computer classes for GAP year scholars	158,750	206,500
Printing & Stationery	16,060	177,390
Schools Outreach Transport	186,140	132,030
Schools Outreach	3,100,440	3,565,012
Subtotal	4,366,927	4,806,471
<u>Programme administrative Costs</u>		
Salary and wages	1,249,158	1,164,568
Housing levy employer contribution	16,830	17,138
NSSF Employer Contribution	59,276	44,023
Staff Airtime & Transport	64,550	80,510
Internet	100,982	49,499
Insurance	-	-
Subtotal	1,490,796	1,355,738
Total gap year expenses	5,857,723	6,162,209

HATUA NETWORK ORGANIZATION
 SUPPLEMENTARY INFORMATION (Continued)
 FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

	2025	2024
	<u>KSHS.</u>	<u>KSHS.</u>
6. <u>ALUMNI & EMPLOYER PARTNERSHIPS</u>		
<u>Programme implementation cost</u>		
Alumni & Employer Partnerships Consultant/Coordinator	-	-
Alumni Career Bootcamps	73,600	11,000
Employer Partnerships Events	29,100	7,000
Alumni Engagement Events	193,860	414,078
Subtotals	<u>296,560</u>	<u>432,078</u>
<u>Programme administrative Costs</u>		
Airtime & Transport	89,050	59,230
Salary and wages	2,279,282	2,055,001
Housing levy employer contribution	34,081	30,825
NSSF Employer Contribution	97,006	42,792
Insurance	206,068	149,519
Travel, Transportation, Per diem	-	-
Subtotals	<u>2,705,487</u>	<u>2,337,367</u>
Total alumni & employer partnerships expenses	<u><u>3,002,047</u></u>	<u><u>2,769,445</u></u>

HATUA NETWORK ORGANIZATION
 SUPPLEMENTARY INFORMATION (Continued)
 FOR THE YEAR ENDED 30TH SEPTEMBER, 2025

	2025	2024
	<u>KSHS.</u>	<u>KSHS.</u>
8. <u>PROJECTS & EVENTS</u>		
<u>Programme implementation cost</u>		
Charitable Contribution	15,000	240,045
Community Events	45,200	3,980
Uji Project Cleaning items	5,200	7,385
Uji Project Fuel cost	82,690	73,460
Uji Project transport	91,760	65,020
Uji Project Ingredient	<u>577,627</u>	<u>440,322</u>
Subtotals	817,477	830,212
<u>Programme administrative Costs</u>		
Uji Project Registrations & Licensing	-	3,000
Uji Project Printing Expenses	-	14,200
Uji Project Stipends	270,500	246,250
Volunteer program	-	-
Subtotals	<u>270,500</u>	<u>263,450</u>
Total projects & events expenses	<u>1,087,977</u>	<u>1,093,662</u>
9. <u>CURRICULUM DEVELOPMENT</u>		
<u>Programme implementation cost</u>		
Secondary Curriculum Digitization	80,000	180,250
Pilot Curriculum Sharing	<u>345,165</u>	<u>275,050</u>
Subtotals	425,165	455,300
<u>Programme administrative Costs</u>		
Salary and wages	152,673	172,800
Housing levy employer contribution	2,199	2,592
Nsst Employer Contribution	<u>5,168</u>	<u>2,592</u>
Subtotals	<u>160,040</u>	<u>177,984</u>
Total curriculum development expenses	<u>585,205</u>	<u>633,284</u>