

Environmental Assessment
Practitioners Association
of South Africa

Advancing environmental assessment practice in South Africa

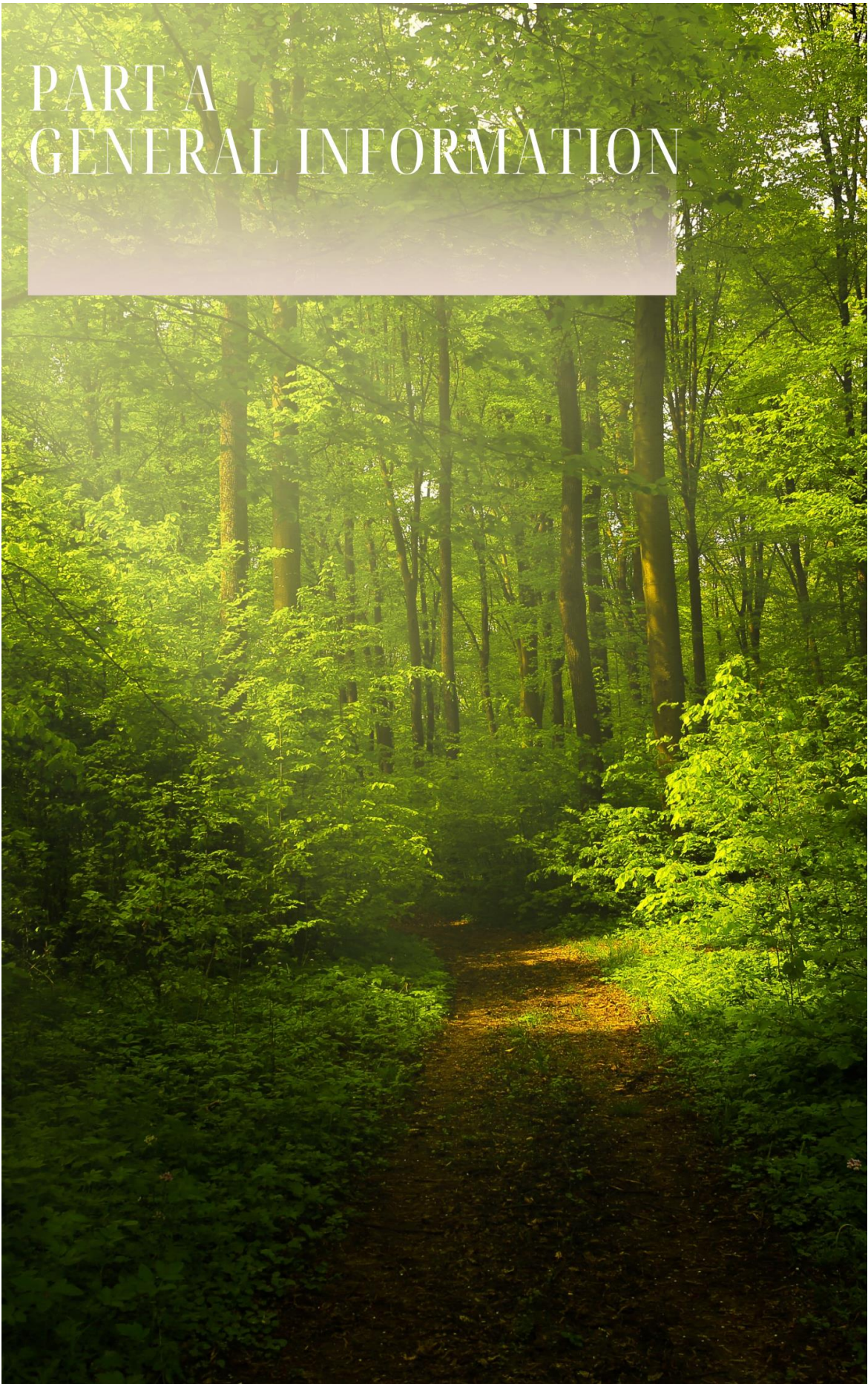


April 2025 - March 2026 ANNUAL Report

Prepared by

Environmental Assessment Practitioners Association of South Africa

1.1 PART A: GENERAL INFORMATION	4
1.1.2 List of Abbreviations / Acronyms	6
1.1.3 Foreword by the Chairperson.....	7
.....	7
Vision	12
Mission	12
Values	12
Strategic Outcome Goals and Objectives	13
Board Structure.....	15
PART B: PERFORMANCE INFORMATION	18
1.1 Service Delivery Environment	18
1.2 Service Delivery Improvement Plan	18
1.3 Organisational Environment	19
Achievement of Institutional Impacts and Outcomes.....	20
Institutional Programme Performance Information	22
Registration Report	24
Overview of the EAP Registration Application Process	25
Professional Standards and Criteria Used for Education and Registration.....	27
Public Relations Stakeholder Report	28
Continuing Professional Development Report	33
Quality and Standards Report	33
Professional Conduct Committee Report	36
.....	40
PART C: GOVERNANCE.....	41
Introduction.....	41
Audit, Risk and Finance Committee	45
Public Relations Committee.....	46
Quality and Standards Committee	48
Professional Conduct Committee	50
Appeals Committee.....	51
INTRODUCTION: Human Resource.....	53
PART D: Financial Information.....	57
Finance Manager's Report	57

A photograph of a sunlit forest path. The path is a narrow, dirt trail covered with fallen leaves, leading into a dense forest. Tall, slender trees with green foliage line both sides of the path. Sunlight filters through the canopy, creating a warm, golden glow on the path and the surrounding vegetation. The overall scene is peaceful and natural.

PART A GENERAL INFORMATION

1.1 PART A: GENERAL INFORMATION

1.1.1 Public entity's general information

Registered Name

Environmental Assessment Practitioners Association of South Africa (EAPASA)

Nature of Business and Principal Activities

Advancement of the practice and quality of environmental assessment

Registration Details and Numbers

NPO Reg. No. 122-986; Vat number 429 028 4985

Board Chairperson

Prof Khangwelo Desmond Musetsho

EAPASA Registrar

Dr Patrick Sithole

Business Address/Registered Office

Unit 12B Centurus
Centuria Office Park
265 Von Willich Avenue
Centurion
0157

Postal Address

PO Box 67586, Highveld, 0169

Contact Numbers

Tel: (+27) 12 880 2154 Fax: (+27) 86 265 3979

Email Address

info@eapasa.org

Website Address

www.eapasa.org

Auditors

Zazi Ngubane CA(SA)
31 Timeball Boulevard, Unit 18, Point Waterfront, Durban, 4001
Tel: +(27) 31 368 3988
E-mail address: zngubane@abacwaningi.co.za

Bankers Information

ACCOUNT HOLDER: EAPASA
BANK: NEDBANK
BRANCH CODE: 198 765
ACCOUNT NUMBER: 104-509-8701

ACCOUNT HOLDER: EAPASA
BANK: FNB
BRANCH CODE: 250 655
ACCOUNT NUMBER: 63161575073



ABOUT EAPASA

EAPASA is a Registration Authority for Environmental Assessment Practitioners (EAPs) based on the set of core competencies under the Section 24H Registration Authority Regulations of the National Environmental Management Act (NEMA), Act 107 of 1998.

The Vision and Mission of EAPASA is to promote public interest through the improvement of the quality of environmental assessment practice in South Africa.

1.1.2 List of Abbreviations / Acronyms

ACRONYMS	DESCRIPTION	ACRONYMS	DESCRIPTION
APP	Annual Performance Plan	HDI	Historically Disadvantaged Individuals
CPD	Continuing Professional Development	IAIA	International Association for Impact Assessment
CBE	Council for the Built Environment		
DAFF	Department of Agriculture, Forestry, and Fisheries	IAIAsa	International Association for Impact Assessment South Africa
DEA	Department of Environmental Affairs	IoDSA	Institute of Directors of Southern Africa
DEAT	Department of Environmental Affairs and Tourism	IPAP	Industrial Policy Action Plan
DFFE	Department of Forestry, Fisheries and the Environment	ICB	Interim Certification Board
DMRE	Department of Mineral Resources and Energy	IT	Information Technology
EA	Environmental Assessment	NEMA	National Environmental Management Act, No. 107 of 1998 as amended
EAP	Environmental Assessment Practitioner	NLRD	National Learners' Records Database
EAPASA	Environmental Assessment Practitioners Association of South Africa	RA	Registration Authority
ECO	Environmental Control Officer	RPL	Recognition of Prior Learning
ECP	Environmental Control Practitioner	SACNASP	South African Council for Natural Scientific Professions
EIA	Environmental Impact Assessment	SACPCMP	South African Council for the Project and Construction Management
EMP	Environmental Management Plan	SAQA	South African Qualifications Authority
EMPr	Environmental Management Programme		

1.1.3 Foreword by the Chairperson



Prof Khangwelo Desmond Musetsho

It is both an honour and a privilege to present the Environmental Assessment Practitioners Association of South Africa (EAPASA) Annual Report for the financial year ended 31 March 2026. This reporting period marks not only another important year in the Association's development, but also the conclusion of the Board's term of office and the transition to new leadership. It therefore provides an appropriate opportunity to reflect on our stewardship of the Association and the progress made in advancing the environmental assessment profession in South Africa.

This Annual Report provides an account of the Association's performance during a period characterised by continued institutional development, an evolving environmental and regulatory landscape, and sustained efforts to strengthen the environmental assessment profession in South Africa. More importantly, it reflects EAPASA's continued commitment to its responsibilities as the recognised Registration Authority for Environmental Assessment Practitioners in terms of Section 24H of the National Environmental Management Act (NEMA), while fulfilling its broader role as a SAQA-recognised Professional Body.

The work of Environmental Assessment Practitioners has become increasingly significant as South Africa seeks to balance economic development, infrastructure expansion, climate resilience, biodiversity conservation and the responsible utilisation of natural resources. In this context, the credibility of environmental decision-making depends not only on sound legislation but equally on the competence, independence, ethical conduct and professionalism of those entrusted with undertaking environmental assessment work. EAPASA therefore continues to serve an important public interest by promoting professional standards that contribute to sustainable development, sound environmental governance and increased public confidence in environmental decision-making.

Throughout the year under review, the Board remained focused on strengthening governance, maintaining the integrity of the registration system, supporting Continuing Professional Development, enhancing institutional capacity and promoting sound corporate governance across the Association. While operational challenges associated with organisational capacity and resource constraints required careful stewardship, the Board remained committed to ensuring that EAPASA continued to discharge its responsibilities responsibly, transparently and in accordance with its legislative and constitutional mandate.

Equally important has been the continued strengthening of relationships with government, institutions of higher learning, professional bodies, industry stakeholders and registered practitioners. Constructive engagement across the sector remains fundamental to maintaining confidence in the profession and ensuring that environmental assessment continues to contribute meaningfully to informed decision-making, responsible development and environmental sustainability.

As this reporting period coincided with the conclusion of the Board's term of office, it also presents an opportunity for reflection. The Board, during this reporting period, inherited an organisation with a solid

foundation and sought to build upon that foundation through sound governance, strategic oversight, institutional stability and responsible leadership. While there is always more work to be done, I am confident that the Association is well positioned for the incoming Board to continue strengthening the institution, advancing the profession and responding effectively to the evolving environmental and developmental priorities of our country.

On behalf of the Board, I extend my sincere appreciation to the Department of Forestry, Fisheries and the Environment (DFFE), the South African Qualifications Authority (SAQA), the Council for the Built Environment (CBE), provincial environmental authorities, institutions of higher learning, professional bodies, industry stakeholders, registered practitioners, assessors, mentors, volunteers, voluntary associations and all our members whose continued support has contributed to the advancement of the Authority and the environmental assessment profession.

I also wish to express my sincere appreciation to my fellow Board members for their dedication, professionalism and commitment throughout our term of office. Their willingness to provide strategic leadership and discharge their fiduciary responsibilities with integrity has been instrumental in guiding the Authority during this period. My sincere thanks are equally extended to the Chief Executive Officer and Registrar, Dr Patrick Sithole, Ms Hlengiwe Modiba and the entire Secretariat for their continued commitment and support in implementing the Board's strategic direction and serving the profession with distinction.

As leadership transitions to a newly elected Board, I do so with confidence in the strength of the institution and optimism for its future. Every Board serves as a custodian rather than an owner of the organisation. Our responsibility is to strengthen the institution, preserve its integrity and leave it better positioned for those who follow. I trust that this Annual Report provides a transparent account of our stewardship during the year under review and serves as a meaningful record of the progress achieved, the challenges encountered and the opportunities that lie ahead.

It has been an honour and privilege to serve the environmental assessment profession as Chairperson of the Board. I commend this Annual Report to our members, stakeholders, partners and the broader public, and remain confident that EAPASA will continue to uphold the highest standards of professionalism, ethical conduct, sound governance and public accountability in the years ahead.

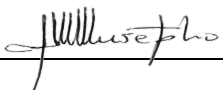
CONCLUSION

I hereby submit EAPASA's Annual Report and affirm my commitment to ensuring the implementation and delivery of the outputs stated herein.

Prof Khangwelo Desmond Musetsho

EAPASA Board Chairperson

Date: 18 September 2026

Date: 



Dr Patrick Sithole

OVERVIEW OF THE OPERATIONS OF EAPASA

It is my pleasure, as Chief Executive Officer and Registrar, to present the Environmental Assessment Practitioners Association of South Africa (EAPASA) Annual Report for the 2025/26 financial year, covering the period 01 April 2025 to 31 March 2026.

This report provides a comprehensive overview of the Association's performance, achievements, governance, and strategic priorities during the year under review. It demonstrates EAPASA's continued commitment to advancing professionalism, ethical practice, and excellence in environmental assessment while fulfilling its statutory mandate as South Africa's Registration Authority for Environmental Assessment Practitioners (EAPs) and in the near future, Environmental Control Practitioners (ECPs).

The Environmental Assessment Practitioners Association of South Africa has continued to strengthen the registration and regulation of EAPs to improve professionalism, accountability, and coordination within the environmental sector, both nationally and across the broader region. Our objective remains to promote the advancement of environmental assessment practice, enhance the quality of environmental decision-making, and contribute meaningfully to sustainable development.

EAPASA's recognition by the South African Qualifications Authority (SAQA) as a Statutory Professional Body in terms of the National Qualifications Framework Act, 2008 (Act 67 of 2008), as amended, reinforces our responsibility to regulate and develop the environmental assessment profession as we evolve into an Environmental Council. As the recognised Registration Authority, EAPASA ensures that registered professionals meet nationally recognised competency standards while maintaining the integrity, credibility, and public confidence expected of the profession.

Throughout the reporting period, the Association continued to implement its strategic objectives through sound governance, effective regulation, stakeholder engagement, and professional development. Our operations are guided by a comprehensive governance framework that includes the EAPASA Constitution, Continuing Professional Development (CPD) Guidelines, Transformation Charter, Mentorship Programme, Malpractice Policy, Code of Ethical Conduct and Practice, the National Qualifications Framework (NQF) Act, 2008 (Act No. 67 of 2008), and the National Environmental Management Act (NEMA) Section 24H Registration Authority Regulations. These instruments ensure consistency, accountability, legal compliance, and alignment with the Association's vision, mission, and strategic objectives.

One of the significant milestones during the year was the registration initiative towards the professional designation for Environmental Control Practitioners (ECPs). This development broadens EAPASA's regulatory mandate and additional developmental professional pathways by providing professional recognition to practitioners responsible for environmental compliance monitoring, auditing, environmental performance management, and impact assessment follow-up. Together with the continued strengthening of the EAP

registration system, this milestone contributes to improved environmental governance and professional accountability.

The Association also continued to improve service delivery through several strategic initiatives aimed at enhancing operational efficiency and supporting practitioners. These initiatives include:

- Continuous improvement of the online Registration and Continuing Professional Development (CPD) systems.
- Expanding the accreditation and recognition of environmental qualifications offered by institutions of higher learning.
- Delivering mentorship workshops and practitioner support programmes to strengthen professional competence.
- Increasing registration awareness through stakeholder engagement, university outreach programmes, and online registration workshops.
- Strengthening digital communication platforms to improve accessibility and stakeholder engagement.

During the reporting period, EAPASA continued to invest in Continuing Professional Development, mentorship, stakeholder collaboration, and institutional partnerships. These initiatives ensure that Environmental Assessment Practitioners remain competent, ethical, and responsive to emerging environmental challenges while contributing to South Africa's sustainable development agenda.

Despite these achievements, the Association continues to face several organisational and financial constraints that affect operational capacity. Limited financial resources continue to restrict the recruitment and retention of skilled personnel, resulting in capacity challenges across the organisation. Operational limitations, including resource constraints, limited employee training opportunities, and the inability to offer competitive employment benefits, continue to impact organisational productivity and growth. In addition, financial pressures have required the Association to prioritise expenditure carefully while maintaining service delivery and regulatory responsibilities.

As part of prudent financial management, certain activities were scaled down or postponed during the reporting period. These included outreach programmes to higher education institutions outside Gauteng, attendance at selected physical conferences and workshops, certain Corporate Social Investment (CSI) initiatives, and selected organisational benefits and non-essential operational activities. These decisions were necessary to ensure the long-term financial sustainability of the Association while protecting its core statutory functions.

Looking ahead, EAPASA remains focused on strengthening organisational capacity and delivering greater value to its members and stakeholders. Key strategic priorities include:

- Building organisational capacity through targeted staff development and skills enhancement.
- Strengthening stakeholder engagement and strategic partnerships across government, academia, professional bodies, and industry.
- Enhancing organisational governance through improved strategic planning, risk management, and operational effectiveness.
- Continuing to modernise digital systems that improve registration, CPD administration, stakeholder communication, and service delivery.

There was no request for the rollover of funds during the reporting period.

EAPASA continues to implement a Supply Chain Management Policy aligned with the principles of the Public Finance Management Act, 1999. The Association remains committed to strengthening financial governance through regular financial audits, the implementation of audit recommendations, effective asset management, and continuous improvement of internal control systems.

Ensuring long-term financial sustainability remains a strategic priority. The Association continues to implement its Financial Sustainability Plan, which aims to diversify revenue streams and strengthen financial independence through registration and annual membership fees, annual conference, Continuing Professional Development income, accreditation fees from higher education institutions, grants, donations, and other strategic initiatives that support the advancement of the profession.

The achievements presented in this report would not have been possible without the commitment and support of many individuals and organisations. I extend my sincere appreciation to the EAPASA Board for their strategic leadership and governance, the various Board Committees for their invaluable guidance, our assessors, mentors, and all our Registered and Candidate Environmental Assessment Practitioners who continue to uphold the highest standards of professional practice.

I also wish to express my gratitude to the Department of Forestry, Fisheries and the Environment (DFFE), the South African Qualifications Authority (SAQA), the Council for the Built Environment (CBE), institutions of higher learning, strategic partners, national and provincial government departments, and all stakeholders whose continued collaboration strengthens the environmental profession and supports EAPASA's statutory mandate.

As we move into the next financial year, we remain committed to strengthening professional standards, advancing transformation, embracing innovation, improving organisational performance, and promoting environmental assessment as a critical contributor to sustainable development in South Africa and the Southern African Development Community (SADC) region.

Together, we will continue building a professional, ethical, and competent environmental assessment profession that serves both present and future generations.



Dr. Patrick Sithole
Registrar

Strategic Overview

Vision

A transformed profession of competent, ethical, and legally registered Environmental Assessment Practitioners and Environmental Control Practitioners contributing to South Africa's sustainable development agenda.

Mission

Advance the quality of environmental assessment practice in South Africa by establishing, promoting, and maintaining the registration of Environmental Assessment Practitioners (EAPs) in terms of Section 24H of the National Environmental Management Act (NEMA) (Act No. 107 of 1998) and the Section 24H Registration Authority Regulations, 2016.

Values

To clarify how the vision will be realised, the mission implemented, and the strategic outcome goals and objectives measured, the EAPASA Board established a set of actionable values to guide their work:



Executive Mandate

The Environmental Assessment Practitioners Association of South Africa (EAPASA) is the recognised and designated single Registration Authority for Environmental Assessment Practitioners (EAPs) in South Africa. The Association was appointed by the Minister of Environmental Affairs in terms of Section 24H(3)(a) of the National Environmental Management Act (NEMA), 1998 (Act No. 107 of 1998), through Government Notice No. 104, published in Government Gazette No. 41434 on 8 February 2018.

EAPASA was initially appointed for a five-year term, effective from 8 February 2018 to 7 February 2023. This appointment was subsequently extended to 7 February 2024, and thereafter to 7 February 2026. The appointment has since been further extended until a date to be determined by notice in the Government Gazette. This extension enables the Minister to consider the most sustainable long-term approach to the registration and regulation of Environmental Assessment Practitioners, while undertaking the necessary legislative reform processes.

Constitutional, Legal and Other Mandates

EAPASA's mandate directly supports the Department of Forestry, Fisheries and the Environment's (DFFE) strategic objective of strengthening compliance with environmental legislation and promoting sustainable development. This is achieved through the registration, regulation and quality assurance of Environmental Assessment Practitioners, ensuring they possess the necessary competence to undertake, manage and review environmental assessment processes that support informed decision-making on development projects.

The Association operates in accordance with its Constitution, which sets out the organisation's governance framework, guiding principles and legally binding rules. The Constitution is publicly available on the EAPASA website and serves as the foundation for the Association's operations and governance.

EAPASA is recognised by the South African Qualifications Authority (SAQA) as a Statutory Professional Body in terms of the National Qualifications Framework (NQF) Act, 2008 (Act No. 67 of 2008), as amended. In fulfilling its statutory responsibilities, the Association develops, administers and enforces the Code of Ethical Conduct and Practice, which establishes the ethical and professional standards expected of all registered practitioners.

Registered Environmental Assessment Practitioners (EAPs) are required to adhere to the Code of Ethical Conduct and Practice as a condition of registration. Compliance with the Code promotes integrity, professionalism and accountability, while ensuring the effective planning, management, coordination and review of Environmental Impact Assessments (EIAs) and Environmental Management Programmes (EMPrs) in support of sustainable environmental governance.

Strategic Outcome Goals and Objectives

The Board has defined strategic outcome goals and objectives that represent the “means to the end” in achieving the vision and mission described below:



Five (5) strategic focus areas:

OUR STRATEGIC OUTCOMES

Delivering value. Driving quality. Advancing the profession. Protecting the environment.

OUTCOME		OUTCOME STATEMENT
01	 A FINANCIALLY SUSTAINABLE ORGANISATION	 A financially independent, capable, credible, and efficient Registration Authority that ensures long-term sustainability through sound financial management, effective resource utilisation, and strong governance.
02	 IMPROVED QUALITY OF ENVIRONMENTAL ASSESSMENT PRACTICE	 Quality-assured environmental assessment practice that promotes sustainable development, protects the environment, and serves the public interest through competent, ethical, and accountable professional practice.
03	 PROFESSIONALISED ENVIRONMENTAL ASSESSMENT PRACTICE	 A professional environmental assessment sector supported by effective registration services delivered in compliance with the EAPASA Constitution, the Rules of the Association, and the applicable legislative framework, underpinned by ethical leadership, professionalism, and good governance.
04	 A TRANSFORMED ENVIRONMENTAL ASSESSMENT PROFESSION	 A transformed and inclusive environmental assessment profession that reflects the demographics of South Africa and promotes equitable participation and opportunities for women, youth, and persons with disabilities.
05	 ADVOCACY FOR SUSTAINABLE DEVELOPMENT	 Increased awareness and understanding among government, state-owned entities, non-governmental organisations, the private sector, funders, developers, and the public of the value, principles, and best practices of environmental assessment in advancing sustainable development in South Africa.



INTEGRITY
We act with honesty and transparency.



PROFESSIONALISM
We uphold the highest standards of competence and ethics.



RESPONSIBILITY
We are accountable to our stakeholders and the environment.



SUSTAINABILITY
We champion practices that protect the environment and promote the public good.

Board Structure

The current Board consists of persons with extensive experience in their areas of responsibility and have in-depth knowledge and experience required by the organisation and the sector.



Figure 1 – EAPASA Board

The EAPASA Board consists of nine (8) members, six (6) are black, and two (2) are white females with:

- A good conceptual and practical understanding of sustainable development.
- Depth knowledge and experience of the required competencies for Environmental Assessment in South Africa and are able to demonstrate their application at a high level.
- Knowledge and experience of the relevant law, policy and regulations governing Environmental Assessment and underpinning approaches to sustainable development in South Africa.
- Academia or the education sector relevant to environmental assessment

The three (3) independent persons have knowledge and relevant experience in:

- Legal and regulatory governance matters, with an LLB degree or equivalent, admitted as an attorney or advocate with at least 10 years' experience.
- Finance/ audit and risk with a BCom degree or equivalent, admitted as a Chartered Accountant with at least 10 years' experience.
- Possess suitable qualifications, expertise and experience in the fields of information technology, human resource and administration or any other relevant expertise or qualifications.

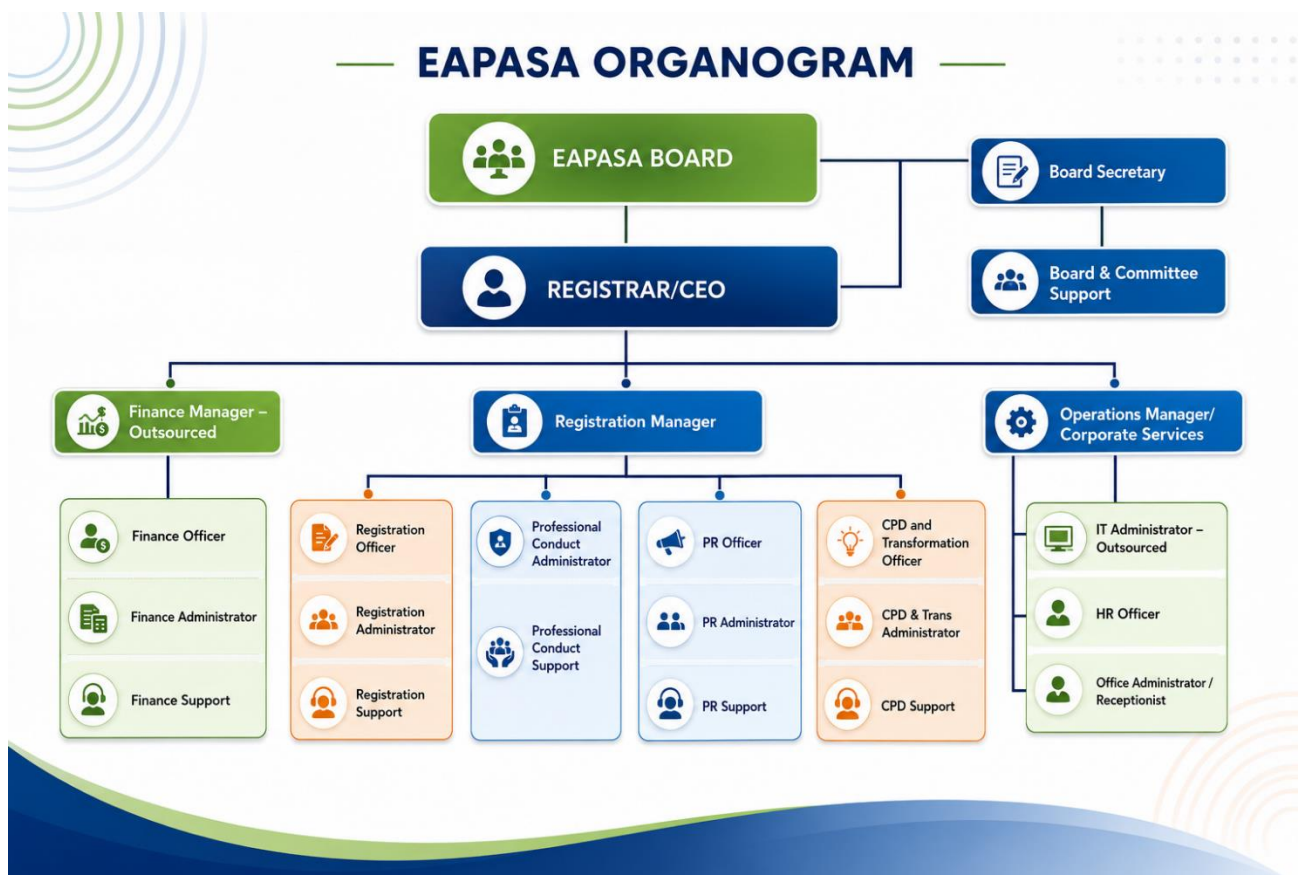


Figure 2 – EAPASA Organogram



FIGURE 3 - EAPASA STAFF

PART B PERFORMANCE



PART B: PERFORMANCE INFORMATION

This section outlines EAPASA's performance in line with its mandate and strategic framework presented in Part A. The Board has established several Committees, each responsible for specific areas within their mandate. The activities and achievements of these Committees are detailed in their respective reports, found in Part C (Governance) of this report.

AUDITOR-GENERAL'S REPORT ON PREDETERMINED OBJECTIVES

The Audit, Risk and Finance Committee fulfils its responsibilities in line with the Non-Profit Organisation Act 71 of 1997 by convening regular meetings with key stakeholders and ensuring unrestricted access to the External Auditors. The current auditors are ABS Chartered Accountants.

OVERVIEW OF THE ORGANISATION'S PERFORMANCE

1.1 Service Delivery Environment

EAPASA has successfully upheld its basic mandate, which contributes to DFFE's goal of promoting environmental legislation compliance and ensuring sustainable development through quality assurance of EAPs' capabilities to assess or review development projects. A 100% was achieved on applications assessed and decided on within prescribed 120-day timeframe. Applicants' queries were attended to on daily basis through social media platforms, mini workshops, telephone calls, and webinars.

1.2 Service Delivery Improvement Plan

EAPASA has an approved service delivery improvement plan in place.

MAIN SERVICES	BENEFICIARIES	STANDARD OF SERVICE	DESIRED OUTCOME	ACTUAL ACHIEVEMENT
EAPASA Registration Process				
Applications assessed and decided on within prescribed 120-day timeframe	Applicants	100% performance achieved within prescribed 120-day timeframe	100%	100% APP Outcome Goal 1 - Strategic Objective 1(a): Professionally Registered EAPs
Malpractice Cases				
Ensuring all malpractice cases are resolved	Environmental Assessment Sector	EAPASA has received a total number of 14 complaints during the reporting period.	100%	100% cases were attended to.
Administration				
Ensuring all Service Providers are paid on monthly basis or upon request	EAPASA / EAPs	100% invoices and retainer fees paid	100%	100% claimed invoices and retainer fees paid within 30 days.
Continuing Professional Development (CPD)				
CPD submissions by EAPs	EAPs	CPD submissions reached 70% for the first time.	100%	74.85% achieved.

1.3 Organisational Environment

During the reporting period (April 2025 – March 2026), EAPASA continued to fulfil its statutory mandate as the Registration Authority by registering Environmental Assessment Practitioners (EAPs) in accordance with the core competency requirements prescribed under the Section 24H Registration Authority Regulations of the National Environmental Management Act (NEMA), Act 107 of 1998. This process ensures that registered EAPs comply with legislative requirements and possess the competence to undertake environmental assessment work independently and professionally.

The organisation's operations are supported by a dedicated team of employees and interns responsible for the effective implementation of day-to-day activities. The Board and management remain committed to strengthening institutional capacity through strategic investment in human capital, with a continued focus on employee development, retention, and organisational sustainability.

Like many organisations operating in the current economic climate, EAPASA continues to face financial constraints arising from broader economic challenges. These limitations have affected the organisation's ability to fully implement certain human resource initiatives, including comprehensive employee benefit packages, which may influence employee satisfaction and productivity.

Despite these challenges, EAPASA remains steadfast in its commitment to advancing the quality, integrity, and professionalism of environmental assessment practice in South Africa and the broader Southern African region. The organisation continues to promote sustainable environmental decision-making in the public interest while ensuring compliance with applicable legislation and professional standards.

Key Policy Developments and Legislative Changes

EAPASA continues to be the single registration authority for the regulation of environmental assessment practitioners until 07 February 2026. The appointment has since been further extended until a date to be determined by notice in the Government Gazette. This extension enables the Minister to consider the most sustainable long-term approach to the registration and regulation of Environmental Assessment Practitioners, while undertaking the necessary legislative reform processes.

On 02 August 2024, the South African Qualifications Authority (SAQA) Board approved the registration of the following additional professional designation on the National Qualifications Framework: Environmental Control Practitioner – ECP. This designation covers a wide range of environmental professionals responsible for post-decision Impact Assessment (IA) follow-up. Their role is to ensure compliance, monitoring, governance, and effective communication of environmental performance across the entire lifecycle of development projects. Professionals in this category include, but are not limited to:

- Environmental Control Officers (ECOs)
- Environmental Officers (EOs) including Waste Management, Emission, and Fishery Control Officers
- Environmental Managers (EMs)
- Due Diligence Practitioners
- Environmental Management Inspectors (EMIs)
- Performance Assessment Auditors
- Environmental Compliance Auditors
- Environmental Compliance Officers

This development represents a significant milestone in EAPASA's progression towards becoming a fully-fledged Environmental Council, thereby reinforcing the credibility and regulatory framework of the environmental profession in South Africa. The ECP portal will soon go live as there are further engagements with DFFE.

No.	POLICY AND LEGISLATIVE DEVELOPMENTS
1.	EAPASA is a Registration Authority which registers Environmental Assessment Practitioners (EAPs) based on the set of core competencies under the Section 24H Registration Authority Regulations of the National Environmental Management Act (NEMA), Act 107 of 1998.
2.	Regulation 14: “No person other than a registered Environmental Assessment Practitioner may hold primary responsibility for the planning, management, coordination or review of environmental impact assessments and associated EMPs.
3.	Regulation 22(2): “Regulation 14 of these Regulations takes effect 24 months from the date of the appointment of the first Registration Authority” (on 8 February 2020), now moved out to 8 August 2022
4.	Extension of the appointment of the Environmental Assessment Practitioners Association of South Africa as the single Registration Authority in terms of Section 24H (3), Read with 24H (6), of the National Environmental Management Act, 1998 (Act No. 107 of 1998), for a period of twenty-four (24) months with effect from 07 February 2024 to 07 February 2026.

Achievement of Institutional Impacts and Outcomes

EAPASA intends to ensure that the following outcomes are implemented:

- A capable and credible and efficient Registrations Authority
- A financially sustainable organisation
- Advocacy for sustainable development
- A professionalised practice
- Continuous Professional Development
- Improved quality of the environmental assessment practice
- A transformed environmental assessment practice

During the reporting period, 83 mentorship agreements were signed by Candidate EAPs to support their progress toward becoming Registered EAPs. Mentorship forms a key component of the EAPASA Transformation Strategy and Plan, requiring Registered EAPs to demonstrate, within their five-year registration cycle, how they have contributed to transformation, skills transfer, capacity building, and awareness raising in the Environmental Assessment sector.

Progress against the 5-year targets in the Strategic Plan is provided below:

OUTCOME	OUTCOME INDICATOR	5 – YEAR TARGET	PROGRESS TOWARDS ACHIEVEMENT OF THE 5 – YEAR TARGET
Good governance, compliance with legislative requirements and effective financial management	External audit opinion obtained	Unqualified external audit opinion in accordance with the international Financial Reporting Standard for small and medium entities and the requirements of the Companies Act 71 of 2008.	unqualified external audit opinion for 2025/26
Transformed Environmental Assessment Practice – improvement on transformation and empowerment of previously historically disadvantaged individuals	Diversity and representivity on the Board and the Committees of the Board which comprises of four (4) people who are females, four (4) males and six (6) out of eight (8) people who are black while two (2) are white. 339 Candidate EAPs have been paired with professional Registered EAPs into the mentorship programme.	40 % of Board members are females while 40% are males. 100% achieved performance	100% representation
Financially Sustainable Organisation	Becoming sustainable during the additional period granted by the Minister and beyond.	Diversification of revenue streams through application fee, annual renewal fee, 5-year re-application cycle fee, annual conferences, training and workshops, donor funding and grants, regulatory fees, website advertising	• 4 annual conferences have been hosted to date. • Paid up annual fees by members. • Growth in Registrations of Registered EAPs and Candidate EAPs • Paid validated courses.

Improved quality of environmental assessment Practice	Decisions of applications made within prescribed timeframe.	Percentage of applications assessed and decided on within prescribed 120-day timeframe	100% Applications assessed and decided on within the 120 days for 2025/26
	Continuous Professional Development - increase in environmental qualifications reviewed.	Steady growth on CPD submissions	70% of expected submissions completed
Professionalized Environmental Assessment Practice	Ethical & professional behaviour in environmental assessment practice promoted	Review and update of the Code of Practice and Ethical Conduct	Code of Practice and Ethical conduct available on the EAPASA website
Improved Awareness of Environmental Assessment Practice	Approved updated Communication Strategy and Communication Plan	EAPASA Communication Strategy updated, and Communication Plan approved	The 2025/26 Communication Strategy and Communication Plan 100 % approved for implementation.
	Number of outreach programmes conducted	University roadshows, exhibitions, CPD workshops, MEC / HOD drives, & conferences	A total of 25 outreach programmes conducted during the reporting period 2025/26.
	Media statements issued	Number of media statements issued to media houses	Three (3) media statements issued in 2025/26.
	Published EAPASA publications	Number of publications published and distributed	30 published in 2025/26
	Advocacy, awareness, and training on SDGs.	Number of SDG webinars in partnership with government, universities, institutions, and NGOs	Participated in 3 webinars

Institutional Programme Performance Information

Programme 1: Administration

Purpose: Provide strategic leadership, management and support services to the department

Sub – programmes:

- Ministry
- Organisational Management
- Internal Audit

- Financial Management Services
- Office Administration

Outcome - Good governance and compliance with legislative requirements and effective financial management.

Outcome	Output	Output Indicator	Audited Actual Performance 2025/2026	Planned Annual Target 2025/2026	Actual Achievement 2025/2026	Deviation from planned target to actual achievement 2025/2026	Reasons for deviation
Good governance and compliance with legislative requirements and effective financial management	Unqualified external audit opinion	External audit opinion	Unqualified external audit opinion on the organisation's 2025/26 financial Statements and material findings on annual performance information	Unqualified external audit opinion	Unqualified external audit opinion on the organisation's 2023/24 & 2025/26 financial Statements and material findings on annual performance information issued by ABS Chartered Accountants (S.A.)	Unqualified audit opinion issued by ABS Chartered Accountants	Unqualified external audit
Improved contribution on socio-economic transformation and empowerment of previously disadvantaged community	% procurement budget expenditure on BBBEE and black owned enterprises	70%	70%	70% of overall expenditure from BBBEE compliant companies (B-BBEE Levels 1-8)	70% of overall expenditure from BBBEE compliant companies (B-BBEE Levels 1-8)	N/A	N/A

Registration Report

Upon approval by the DFFE, the Registered EAPs and Candidate EAPs are registered in accordance with Regulation 15(1) of the Section 24H Registration Authority Regulations, 2016 (Government Notice No. 849, Government Gazette No. 40154 of 22 July 2016), promulgated under the National Environmental Management Act, 1998 (Act No. 107 of 1998).

Registered ECPs and Candidate ECPs are registered in accordance with the prescribed criteria, standards and processes determined by the EAPASA Board in terms of Section 13(1)(i) and (ii) of the National Qualifications Framework Act, 2008 (Act No. 67 of 2008), as recognised by the South African Qualifications Authority (SAQA). This is still under discussion with the DFFE.

A Registered Environmental Assessment Practitioner (EAP) does not need to apply for registration as an Environmental Control Practitioner (ECP). Registered EAPs are considered competent to perform the tasks of Registered ECPs based on the prescribed criteria, standards and processes determined by the EAPASA Board in terms of Section 13(1)(i) and (ii) of the National Qualifications Framework Act, 2008 (Act No. 67 of 2008).

In contrast, Registered ECPs ARE NOT AUTHORISED to perform the tasks of a Registered EAP.

The below illustration shows the current registration assessment fees:

Professional Fees	Gazetted Fees
Registration Assessment Fee: EAP/ECP	R 1500.00
Registration Assessment Fee: Candidate EAP/ECP	R 800.00
Annual Subscription: EAP/ECP	R 1200.00
Annual Subscription: Candidate EAP/ECP	R 600.00

Figure 4: Professional Fees

In terms of the Section 24H Registration Authority Regulations, the Registration Authority has a maximum of 120 days to process an application, calculated from the date the application is formally accepted until a registration decision is made.

An application is regarded as accepted once the Registrar has confirmed that all required documentation has been submitted and the applicable fees have been received.

During the assessment process, assessors may determine that the information provided is incomplete or insufficient. In such cases, the applicant will be requested to submit additional information. The 120-day assessment period is suspended from the date the request is issued and resumes only once the requested information has been received.

Overview of the EAP Registration Application Process

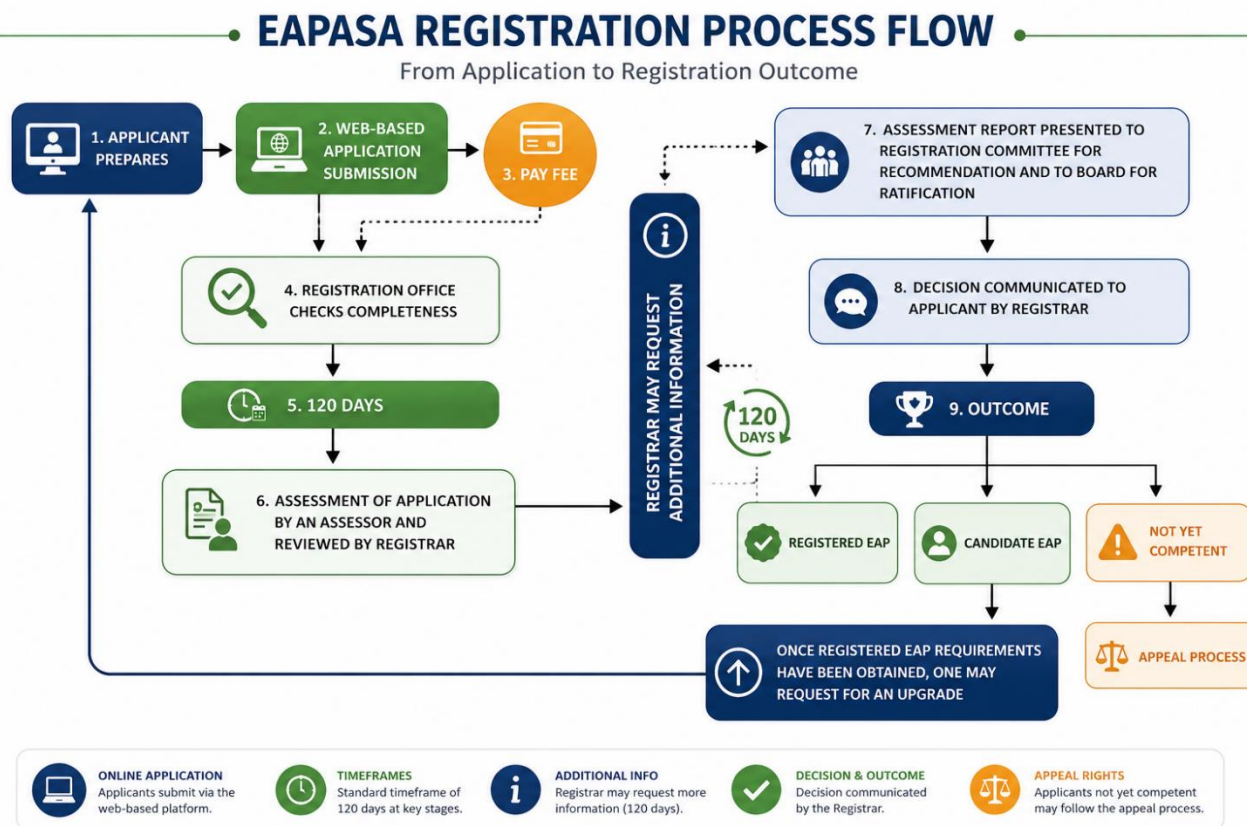


Figure 5: EAP Registration Application Process

The graphic above guides prospective EAPs through the steps required to achieve recognition as either a Registered EAP or a Candidate EAP. This process is explained in detail during all registration presentations to assist applicants in preparing their submissions. It is important to note that the 120-day Section 24H assessment period begins only once (1) the Registrar has confirmed that an application is complete and (2) proof of payment of the registration assessment fee has been received.

The graph below illustrates number of Registered EAPs and Candidate EAPs as of April 2025 – March 2026.

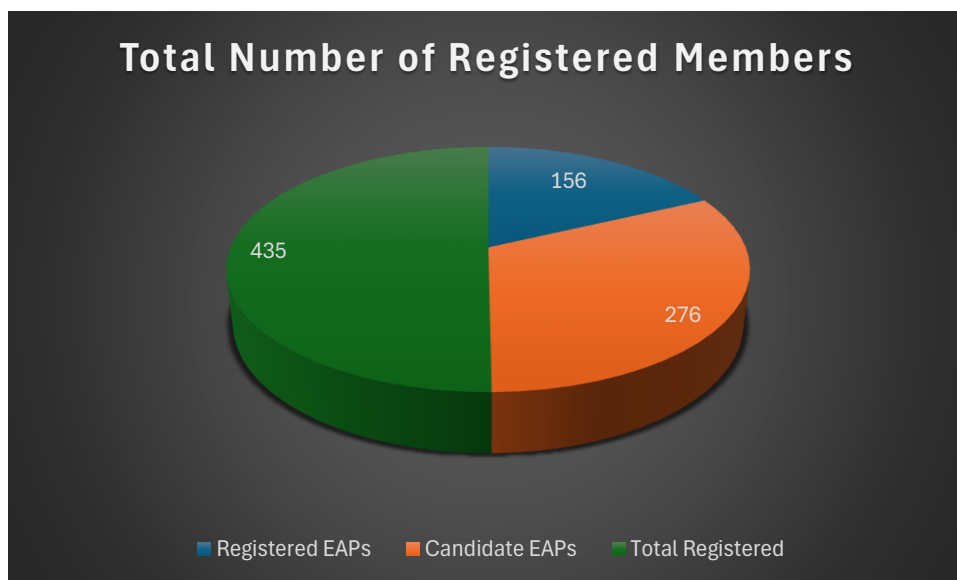


Figure 6: Total number of Registered EAPs and Candidate EAPs

The graph below illustrates the number of Registered EAPs by province (As of April 2025 – March 2026):

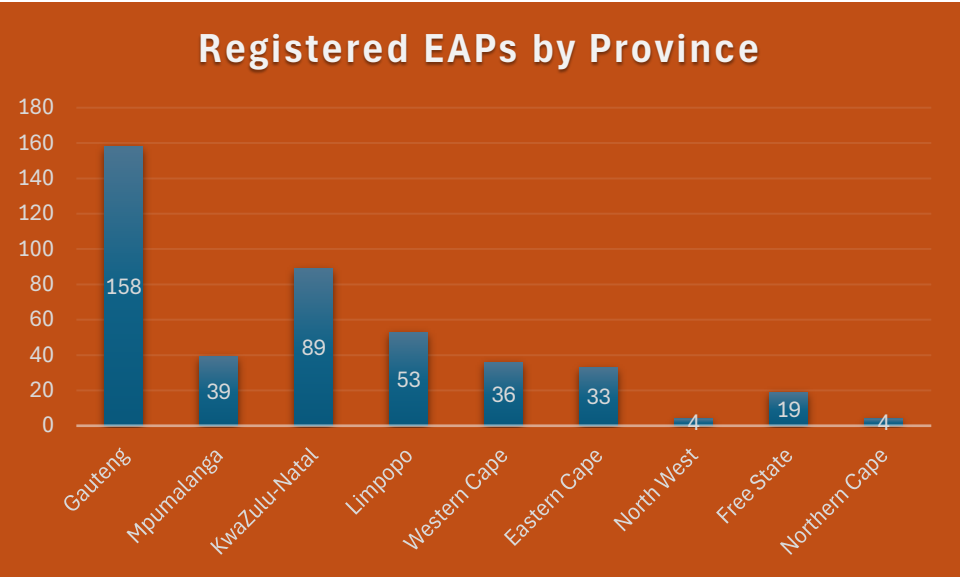


Figure 7: Registered EAPs by Province

The diagram below depicts the composition of Registered and Candidate EAPs according to Blacks, White, Indian, Asian, Coloured as of April 2025 – March 2026:

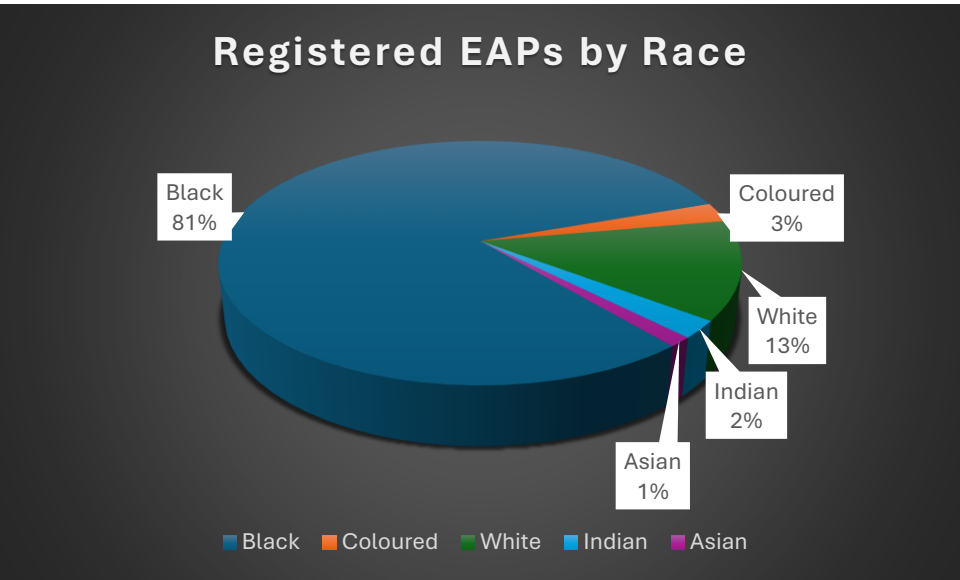


Figure 8: Registered EAPs by Race

The graph above depicts the state of transformation within the environmental assessment sector for a reported year.

Number of registered EAPs by gender as of April 2025 – March 2026 (Males & Females):

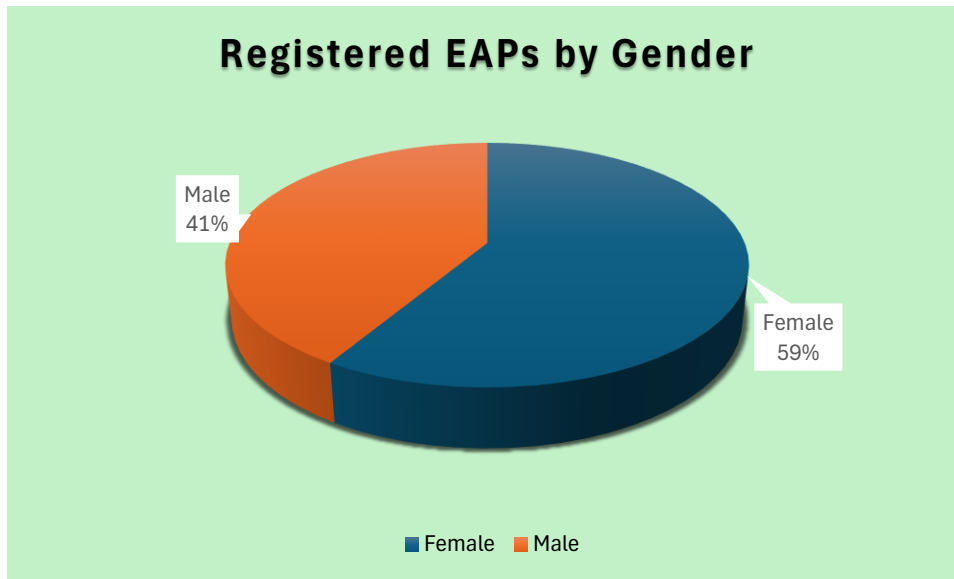


Figure 9: Registered EAPs by Gender

EAPASA has adopted a policy aimed at promoting gender equality and empowering women. Consequently, as reflected in the graph above, the number of females now surpasses that of their male counterparts.

Professional Standards and Criteria Used for Education and Registration

EAPASA has established professional standards and criteria as a regulating body with official obligations since being recognized by SAQA. This designation allows registered EAPs to be classified as professional practitioners on the National Learners Records Database. It also enables prospective applicants to showcase the knowledge they have for consideration as a means of gaining professional credentials.

Effective from 02 August 2024, SAQA has approved new Professional Designation for Environmental Control Practitioners (ECPs). EAPASA is now authorised to professionally register Environmental Control Practitioners (ECPs). This new designation encompasses a broad category of environmental professionals who provide essential post-decision Impact Assessment (IA) follow-up services, ensuring compliance, monitoring, governance, and communication on environmental performance throughout the lifecycle of development projects. Professionals under this designation include, but are not limited to:

- Environmental Control Officers (ECOs)
- Environmental Officers (EOs) including Waste Management, Emission, and Fishery Control Officers
- Environmental Managers (EMs)
- Due Diligence Practitioners
- Environmental Management Inspectors (EMIs)
- Performance Assessment Auditors
- Environmental Compliance Auditors
- Environmental Compliance Officers

A qualifying ECP will have demonstrated the following professional Core Competencies:

1. Explain conceptual understanding of the environment, sustainable development, integrated environmental management, impact assessment, and IA follow-up processes for impact management.

2. Demonstrate the ability to think critically, holistically, systematically, spatially, objectively and in an integrative manner to discern what is relevant to decision-making during IA follow-up processes.
3. Demonstrate the ability to identify and apply IA follow-up governance processes and procedures [arrangements for managing the IA follow-up process].
4. Demonstrate the ability to monitor, evaluate and manage compliance and impacts of projects for environmental performance implementation [arrangements for managing the impacts].
5. Demonstrate the ability to conduct applied research in a specific context.
6. Demonstrate the ability to conduct a communication process that provides feedback to relevant stakeholders about the IA follow-up process implementation and the environmental performance of the project.

Public Relations Stakeholder Report

One of EAPASA's core strategic objectives is to promote sustainable development by enhancing awareness of Environmental Assessment practices. To facilitate effective engagement with stakeholders, EAPASA disseminates information through multiple platforms, including South African media outlets, social media, press releases, roadshows, and various events.

Public Relations plays a vital role in shaping and managing EAPASA's reputation, ensuring that public perception aligns with the organisation's values, objectives, and image. The EAPASA Communication Strategy serves as a guide on how the organisation communicates its messages to target audiences to achieve its strategic objectives.

EAPASA makes use of the following channels of communication:

- Written: Emails, official letters, reports, memos, newsletters, policy documents
- Verbal: Meetings, presentations, briefings, official phone calls
- Digital Platforms: Glue Up, Bulkmail system, WhatsApp, official chat platforms (e.g., Microsoft Teams), and social media platforms.

To date, the organisation has a large followership on LinkedIn, Facebook, Instagram and X (Formally known as Twitter)

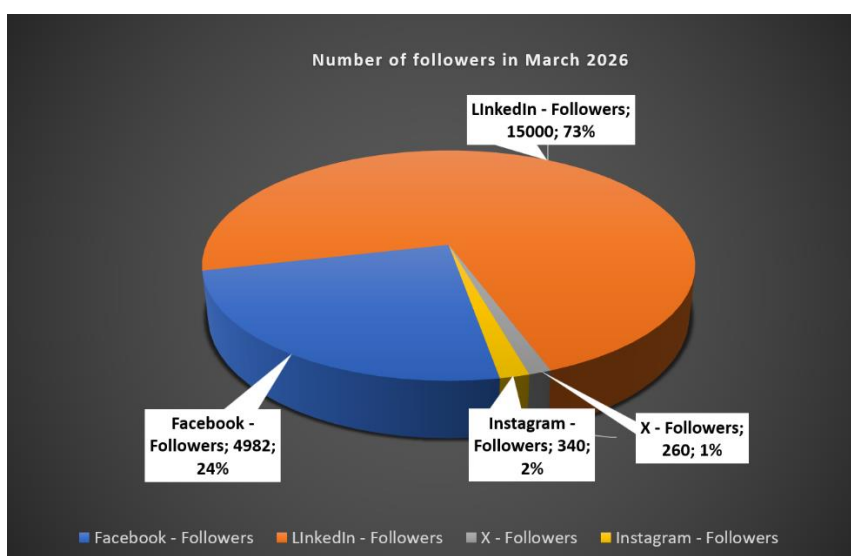


Figure 10: Social Media Statistics

Social media demographic

LinkedIn - Location			Facebook – Location
Johannesburg Metropolitan Area, South Africa 3,289 (20.4%)	Nelspruit, South Africa 145 (< 1%)	Govan Mbeki, South Africa 27 (< 1%)	Pretoria, South Africa, 19.2%
Pretoria Metropolitan Area, South Africa 1,580 (9.8%)	Emalahleni, South Africa 123 (< 1%)	Grahamstown, South Africa 25 (< 1%)	Cape Town, South Africa 20.7%
Durban Metropolitan Area, South Africa 1,468 (9.1%)	East London, South Africa Metropolitan Area, South Africa 100 (< 1%)	Greater Tzaneen Local Municipality, South Africa 24 (< 1%)	Durban, South Africa, 11.4%
City of Cape Town, South Africa 1,435 (8.9%)	Rustenburg, South Africa 82 (< 1%)	Kampala, Uganda 24 (< 1%)	Centurion, South Africa, 9.3%
Polokwane, South Africa 340 (2.1%)	Potchefstroom, South Africa 68 (< 1%)	Mafikeng, South Africa 24 (< 1%)	Makhado, South Africa 7.5%
Bloemfontein Metropolitan Area, South Africa 181 (1.1%)	Nairobi County, Kenya 64 (< 1%)	Stanger, South Africa 26 (< 1%)	Other 31.8%
Port Elizabeth Metropolitan Area, South Africa 170 (1.1%)	Stellenbosch, South Africa 54 (< 1%)	Greater São Paulo Area, Brazil 22 (< 1%)	
Germiston Metropolitan Area, South Africa 182 (1.1%)	George, South Africa 43 (< 1%)	Fetakgomo Tubatse, South Africa 22 (< 1%)	
Makhado, South Africa 116 (< 1%)	Richards Bay, South Africa 49 (< 1%)	City of Mbombela, South Africa 21 (< 1%) Klerksdorp, South Africa 19 (< 1%)	
Thulamela, South Africa 145 (< 1%)	Windhoek, Namibia 39 (< 1%)	Greater Dublin, Ireland 23 (< 1%)	
London Area, United Kingdom, United Kingdom 43 (< 1%)	Newcastle, South Africa 35 (< 1%)	New York City Metropolitan Area 18 (< 1%)	
Greater Delhi Area, India 37 (< 1%)	Emfuleni Local Municipality, South Africa 35 (< 1%)	Greater Perth Area, Australia 26 (< 1%)	
Stellenbosch, South Africa 36 (< 1%)	Gaborone, Botswana 30 (< 1%)	Los Angeles Metropolitan Area 20 (< 1%)	
Sol Plaatje, South Africa 31 (< 1%)	Middelburg, South Africa 31 (< 1%)	Empangeni, South Africa 20 (< 1%)	

Emfuleni Local Municipality, South Africa 31 (< 1%)	Maseru, Lesotho 29 (< 1%)	Dar es Salaam, Tanzania 21 (< 1%)	
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Figure 11: Follower Demographics

To establish a clear framework for collaboration or partnership between two or more parties, EAPASA has signed formal Memorandum of Understanding (MoUs) for strategic engagements. The table below shows signed agreements with different organisations:

Names of Organisations		
South African Council for Natural Scientific Professions (SACNASP)	Institute of Waste Management of Southern Africa (IWMSA)	Geological Society of South Africa (GSSA)
International Association for Impact Assessment – South African Affiliate (IAIAsa)	Water Institute of Southern Africa (WISA)	
Environmental Law Association (ELA)	Institute of Waste Management of Southern Africa (IWMSA)	
International Association for Public Participation Southern Africa (IAP2 SA)	Green Development and Research Trust (GDRT)	

Key purpose of these agreements:

- Demonstrating commitment - shows that all parties are committed to working together, even if the MoU itself is not legally binding.
- Clarifying intentions: it outlines the agreed-upon objective and nature of the collaboration to ensure mutual understanding.
- Facilitating cooperation - promotes trust, transparency, and coordination among parties.
- Define roles and responsibilities - outlines what each party is expected to contribute or deliver.

EAPASA continues to hold multiple stakeholder roadshows to engage with a wide range of stakeholders, including EAPs/ECPs, National departments, Provincial departments of environment, Provincial Members of Executive Councils (MECs) and Heads of Departments (HODs), Institutions of higher learning, schools and other strategic partners.

The table 2 below illustrates the number of roadshows held from April 2025 - March 2026:

ROADSHOWS	
• Roadshow - Inaugural Built Environment Indaba (4-5 April 2025)	• Registration and CPD Workshop for the Madibeng Local Municipality (26 November 2025)
• Virtual CPD Workshop - Western Cape DEA&DP (20May 2025)	• UNISA Exhibition - CBE International Day of Disabilities (5 December 2025)
• Eskom Annual Conference (4-5 June 2025)	• Draft Application Candidate EAP Workshop (6 February 2026)
• EAPASA Registration & Mentorship Workshop University of Pretoria (17 June 2025)	• Draft Application Registered EAP Workshop (13 February 2026)

Southern Sun Hotels and Conferencing host a Mini Association Day (5 July 2025)	Virtual EAPASA Malpractice Policy/Misconduct workshop (25 February 2026)
TUT Career Expo - Soshanguve South Campus (17 July 2025)	Wits University Workshop (2 March 2026)
EAPASA Midterm Meeting (23 July 2025)	Virtual Ethics and Professional Conduct Workshop (11 March 2026)
UP Humanities Career Fair (23 July 2025)	EAPASA - ITAF IN Partnership with Ethekwini Municipality Workshop (25 March 2026)
UP General Career Fair (12 August 2025)	2026 Virtual CPD & Mentorship Workshop for the Eastern Cape (26 March 2026)
IAIAsa Annual Conference (19-22 August 2025)	
Built Environment Stakeholder Engagement Forum (BESEF) (21-22 August 2025)	
Ethics and Malpractice Workshop with KZN EDTEA (17 September 2025)	

Highlights of attended events in pictures:



PR Challenges

- Budget Constraints: Limited financial resources restrict participation in valuable networking and promotional opportunities.
- Capacity constraints in managing multiple communication and event priorities.
- Outdated contact emails on bulkmail databases.
- Limited Promotional Materials: Insufficient branded materials available for exhibitions and other promotional activities.

Milestones

EAPASA celebrates numerous achievements that reflect its effectiveness and strength as a Professional Body. These milestones mark significant progress and provide a strong foundation for advancing future goals and initiatives. The table below portrays different timelines for reporting Period: April 2025 – March 2026:

April – June 2025	• Strengthened EAPASA brand visibility through targeted newsletters, website updates, and social media campaigns. • Promoted professional registration, CPD compliance, and mentorship initiatives. • Expanded stakeholder and media engagement networks.
July – September 2025	• Increased promotion of EAPASA programmes, workshops, and industry engagements. • Supported communication campaigns for professional development, ethics, and Candidate EAP initiatives. • Enhanced stakeholder databases and communication channels. E.g. Glue Up platform.
October – December 2025	• Initiated promotional activities for the 4th EAPASA SADC Regional Conference 2025. • Increased visibility of EAPASA's role as the statutory Registration Authority.
January – March 2026	• Supported communication of CPD, mentorship, ethics, and registration workshops. • Promoted key stakeholder engagements, including government, universities, and industry partnerships.

Overall, 2025/26 Impact

- ✓ Improved EAPASA brand visibility and stakeholder engagement.
- ✓ Strengthened member communication and access to professional information.
- ✓ Increased awareness of registration pathways, CPD requirements, and mentorship opportunities.
- ✓ Enhanced promotion of EAPASA events, partnerships, and sector leadership.

Continuing Professional Development Report

EAPASA is committed to supporting and advancing the Continuing Professional Development (CPD) of Environmental Assessment Practitioners (EAPs).

As part of the registration renewal process, EAPASA requires practitioners to submit a CPD record every five years. The CPD Framework, approved by the Quality and Standards Committee in alignment with the National Qualifications Framework (NQF) Act, formalises these requirements as part of EAPASA's role as a recognised Professional Body.

Additionally, CPD credit allocation letters are issued to both Registered and Candidate EAPs, indicating the CPD credits accumulated within the registration cycle of five (5) years. To further support practitioners, EAPASA facilitates the validation and accreditation of environmental courses, enabling Registered EAPs & ECPs to earn CPD points through recognised learning opportunities.

WHO BENEFITS FROM CPD?

The Registered EAP or Candidate EAP will benefit as CPD:

- Extends one's range of skills and develops areas of candidate EAPs.
- Promotes confidence and pride in work of registered EAPs
- Establishes links and networks with fellow professionals, thereby increasing one's career opportunities and prospects.

A Registered EAP or Candidate EAP complying with CPD obligations means that the public and employers can rely on:

- Professionals whose skills are being maintained and developed.
- Skilled professional service, and
- Technical competence

Quality and Standards Report

EAPASA continues to strengthen its support for Environmental Assessment Practitioners (EAPs) through initiatives that promote compliance, professional growth, and capacity building.

Professional development courses shared with EAPs

- 37 training courses, workshops and webinars.

Collaborative training initiatives with stakeholders.

- Total number of CPD submissions during the reporting period - 853 Submissions.
- CPD points/hours awarded by EAPASA for different events.
- 8 CPD workshops were hosted, attracting 423 participants.

Key Achievements

EAPASA introduced a new online CPD system in 2025 to modernise the management of CPD activities and enhance the experience of Registered Environmental Assessment Practitioners (EAPs).

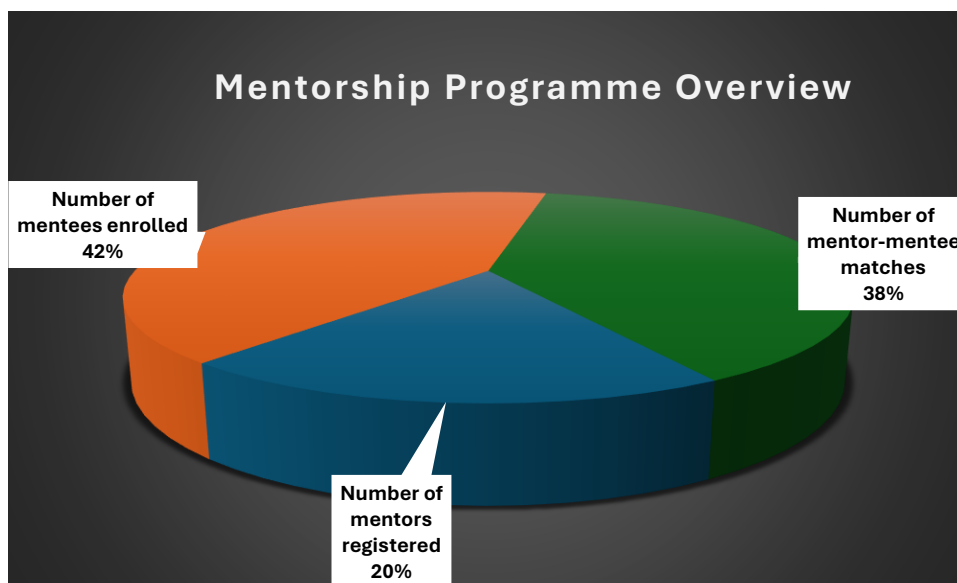
Increased practitioner participation

CPD submissions have reached over 70% for the first time.

Stakeholder Collaboration

EAPASA reached out to all 24 public universities proposing collaboration in areas such as mentorship, CPD, code of conduct amongst others. Discussions are still ongoing.

Mentorship Programme Overview



Mentor–Mentee Matches: Success Story

EAPASA achieved the successful placement of all allocated 120 Limpopo TVET graduates, contributing to increased employment opportunities and strengthening the pipeline of skilled environmental and renewable energy practitioners. Responsibility for the internship placement of the 99 Mpumalanga TVET graduates was subsequently transferred to ZUDU, which assumed responsibility for implementing that phase of the programme.

Testimonials from Mentors and Mentees

We have received overwhelmingly positive feedback from participants in the EAPASA Mentorship Programme, with both mentors and mentees highlighting its value in fostering professional growth, knowledge sharing, and career development.

A particularly significant success story is that two Candidate Environmental Assessment Practitioners (Candidate EAPs) secured employment contracts as a direct outcome of their participation in the programme. Through the mentorship initiative, they were paired with experienced Registered EAPs who provided professional guidance, practical industry insights, and ongoing career support. These mentoring relationships enabled the candidates to strengthen their technical competencies, expand their professional networks, and gain valuable exposure to the environmental assessment sector.

This achievement demonstrates the tangible impact of the EAPASA Mentorship Programme in advancing professional development, enhancing employability, and creating meaningful career opportunities for emerging environmental practitioners.

Career Advancement of Mentees

Six (6) Candidate Environmental Assessment Practitioners (Candidate EAPs) have successfully progressed to become fully registered Environmental Assessment Practitioners (EAPs) after meeting the required registration and professional competency standards.

This achievement demonstrates the impact of EAPASA's mentorship programme in supporting professional development. Through structured mentorship, practical guidance, and industry exposure, participants gained the knowledge, experience, and competencies required to transition successfully from Candidate EAPs to fully registered professionals, strengthening the environmental assessment profession in South Africa.

Challenges and Lessons Learned

Challenges

- Some practitioners experienced difficulties using the online CPD portal and meeting submission requirements.
- Limited access to face-to-face CPD activities for practitioners in rural and remote areas.
- Greater participation from universities, government, industry, and professional bodies is needed to expand CPD and mentorship opportunities.
- Inconsistent mentor engagement and delays in mentorship reporting affected programme monitoring.

Lessons Learned

- Regularly improve CPD policies, digital systems, and mentorship processes to meet evolving professional needs.
- Promote professional development early by engaging students and Candidate EAPs.
- Simplified systems, clear guidance, and automated reminders improve compliance and user experience.
- Strong partnerships and flexible (virtual and in-person) delivery enhance accessibility, participation, and programme impact.

Future Priorities

Expand Accredited CPD Opportunities: Increase the range and diversity of accredited CPD activities by partnering with universities, consulting firms, government departments, NGOs, and private training providers to deliver high-quality learning programmes. This will provide practitioners with greater flexibility in meeting their CPD requirements.

Strengthen Digital Learning: Expand online, hybrid, and self-paced CPD offerings to improve accessibility for practitioners across South Africa and the SADC region. Digital learning programmes should include appropriate assessments and verification mechanisms to ensure learning outcomes are achieved.

Focus on Emerging Environmental Priorities: Prioritise CPD activities that equip practitioners with knowledge and skills in key emerging areas, including:

- Climate change adaptation and mitigation
- Biodiversity conservation and ecosystem restoration
- Renewable energy developments
- Artificial Intelligence (AI) in environmental assessment
- Environmental compliance and enforcement

- Environmental, Social and Governance (ESG)
- Cumulative impact assessment
- Circular economy and waste management
- Water security and integrated resource management

This approach will ensure that EAPASA's CPD programme remains relevant, accessible, and aligned with evolving environmental challenges, legislative developments, and professional practice needs.

Pipeline Plans for CPD and Mentorship

The environmental assessment profession can look forward to several strategic initiatives aimed at strengthening professional development and mentorship:

Strengthening University Partnerships: EAPASA will expand collaboration with universities by establishing Student Chapters, participating in career exhibitions, promoting Candidate EAP registration, recognising top-performing institutions through annual awards, and introducing students to professional registration pathways early in their academic journey. These initiatives will help build a strong pipeline of future environmental assessment professionals.

Expanding International Collaboration: EAPASA will pursue partnerships with leading international environmental assessment organisations to facilitate joint webinars, knowledge exchange programmes, and the recognition of selected international CPD activities. This will provide South African practitioners with greater access to global expertise, emerging trends, and international best practices while enhancing the quality and relevance of CPD opportunities.

Professional Conduct Committee Report

The Malpractice Policy sets out a structured framework that guides EAPASA, its members, and complainants on the procedures to be followed in the execution of EAPASA's statutory mandate. The Policy gives effect to, and must be read in conjunction with, the provisions of the EAPASA Constitution, the Code of Conduct and Ethical Practice, the National Environmental Management Act (NEMA), and the Section 24H Registration Authority Regulations.

COMPLAINTS AND DISCIPLINARY MATTERS	
Number of complaints received during the reporting period	14 Complaints
Categories of complaints received.	Environmental and Mining sector cases; and EIA Procedures and Compliance cases
Number of complaints resolved, pending, withdrawn, or referred for further investigation	Resolved-3 2 Pending cases Withdrawn-1 case 8 informal cases The PCC is 100% compliant in dealing with the cases submitted to it.
Trends and observations arising from complaints.	Most complaints received during the reporting period were related to deficiencies in EAls in the mining sector. In this annual cycle (25/2026), the trend was around complaints was: - The definition of EAP's independency as per regulation 13 of the EIA Regulations, 2014; and - Plagiarism in EIA reports. - EAP's identification/credentials theft. These were the primary source of matters submitted to EAPASA for investigations.
INVESTIGATIONS CONDUCTED	
What processes were followed to ensure fairness, transparency, and	Investigations Conducted

compliance with relevant legislation and regulations?	All complaints received were subjected to an initial assessment to determine jurisdiction, completeness, and whether sufficient grounds existed for further action. Where allegations were substantiated, formal allegation letters were issued, and respondents were provided with an opportunity to submit responses. All evidence, submissions, and supporting documentation were reviewed objectively, impartially, and confidentially in accordance with established procedures. Disciplinary Hearings Matters that met the threshold for formal hearings were referred to the Professional Conduct Committee (PCC) for consideration. Disciplinary hearings were conducted in line with approved procedures, ensuring that all parties were afforded a fair opportunity to present their cases and respond to the allegations. Decisions and outcomes were documented and communicated in writing, with clear reasons provided. Legislative and Regulatory Compliance All investigations and disciplinary proceedings were conducted in accordance with the EAPASA Malpractice Policy, the Code of Conduct and Ethical Practice Conduct, and applicable legislative requirements. Throughout the process, EAPASA upheld the principles of procedural fairness, transparency, confidentiality, and natural justice.
DISCIPLINARY HEARINGS	
Number of disciplinary hearings conducted.	2
Outcomes of hearings, include:	
Dismissed cases	1
Warnings issued	1
Sanctions imposed	Warning
Suspensions	0
ETHICAL COMPLIANCE AND GOVERNANCE	
What measures were implemented to promote ethical conduct among registered practitioners.	EAPASA promoted ethical conduct through stakeholder engagement sessions, workshops, and awareness initiatives aimed at reinforcing professional responsibilities, ethical standards and compliance with the EAPASA Code of Conduct
review and application of the Code of Conduct.	The EAPASA code of conduct was applied in the assessment and investigation of complaints received against registered Environmental Assessment Practitioners. Matters were reviewed in accordance

	with the Code of Conduct and relevant legislative requirements.
AWARENESS AND CAPACITY BUILDING	
Ethics training, workshops, webinars conducted. Please provide details	EAPASA conducted ethics and professional practice awareness workshops with: - EDTEA (Kwazulu-Natal Economic Development, Tourism and Environmental Affairs) - Mpumalanga DARDLEA - Western Cape Government DED&DP - eThekweni Municipality - EAPs in general, through public invitations on our social media platforms.
POLICY AND PROCEDURE IMPROVEMENTS	
Any updates to professional conduct policies and procedures	The Professional Conduct/Legal Administrators along with the CEO drafted a Standard Operating Procedure (SOP) for directives where the CEO assumes the role of the complainant, therefore, aligning with our current malpractice procedure.
Are there any improvements made to complaint management systems	The Malpractice Policy Register was updated during the reporting year to strengthen the management and tracking of professional conduct matters.
CHALLENGES AND RISKS	
Key challenges experienced during the reporting year.	An external advocate was invited to chair two disciplinary hearing meetings. This was for fairness purposes as the internal advocate was privy to the information and evidence involved in the cases.
Emerging ethical issues affecting the profession	Professionals often navigate complex conflicts between on their day-to-day processes, balancing competing interests, values, and information. Emerging Un/Ethical Issues: - Plagiarism - EAPs resort to desktop research as opposed to on field Impact Assessments. - EAPs are plagiarising complex contents of online sourced/published EIA reports. - Independency Requirement - Violation of Regulation 13 (1)(a) of the EIA Regulations, 2014. - Lack of coherent understanding of EAI legislative framework requirements - Failure to observe requirements in Regulation 13(2) of the EIA Regulations, 2014 where the EAP may be required to appoint an external EAP to review all the work performed by them. - Inadequate Public Participation Processes - Conflict of ensuring meaningful consultation and free, prior, and

	informed consent (FPIC) for projects on traditional lands. ○ Challenges of respecting and integrating indigenous knowledge systems alongside western scientific approaches. ○ Challenges combating disinformation and upholding transparency to maintain public trust. ○ Challenges in disclosing EAPs qualifications and skills/expertise as required by EIA Regulations, 2014 and Public Participation Guidelines. – EAP identification/credential theft ○ Challenges on the proponents/applicants to take all reasonable steps to verify EAPs as required by Regulation 12 of the EIA Regulations, 2014. ○ Verifications in most cases becomes an aftermath process.
ACHIEVEMENTS AND HIGHLIGHTS	
• Successful resolution of significant cases (how many cases and what were they related to)	2 complaints were successfully concluded through the formal hearing processes, covering matters related to basic assessments and land use applications.
• Improvements in complaint resolution efficiency	The introduction of standardised correspondence templates and a formal case register contributed to improved consistency and turnaround in complaint handling.

PART B PERFORMANCE



PART C: GOVERNANCE

Introduction

EAPASA has established a robust governance framework that ensures compliance with legal requirements and alignment with key policies, including NEMA, Section 24H Regulations, as well as its Constitution, Rule Book, and governance structures. The organisation remains committed to operating effectively and efficiently. To strengthen its leadership and oversight, the EAPASA Board has undergone training on various critical areas such as the principles of the King IV Report, ethical leadership, corporate citizenship, the roles and responsibilities of boards and directors, audit committee functions, governance best practices, and adherence to applicable laws, rules, codes, and standards.

EAPASA operates with an administration-driven structure supported by a strong leadership framework centered on its committees. The Association has eight (8) Board committees, each responsible for specific functions that contribute to leadership, governance, and executive decision-making.

Minimising Conflict of Interest

Members are required to declare any potential conflicts of interest they may have with candidates under consideration.

Board Committees

The EAPASA Board functions similarly to a traditional Board of Directors, bearing the responsibility and accountability for all actions taken by the organisation. It provides strategic direction, governs policy, and ensures sound governance practices. In line with the Section 24H Registration Authority Regulations and the EAPASA Constitution, the Board—primarily through its Audit, Risk, and Finance Committee—acts as the oversight body, systematically evaluating the organisation's financial performance and strategic effectiveness.

Responsibilities of the Board outlined in the Constitution includes:

- Compliance with Governance checklist
- Ratification of Registrations
- Ratification of Criteria
- Considering recommendations from other committees

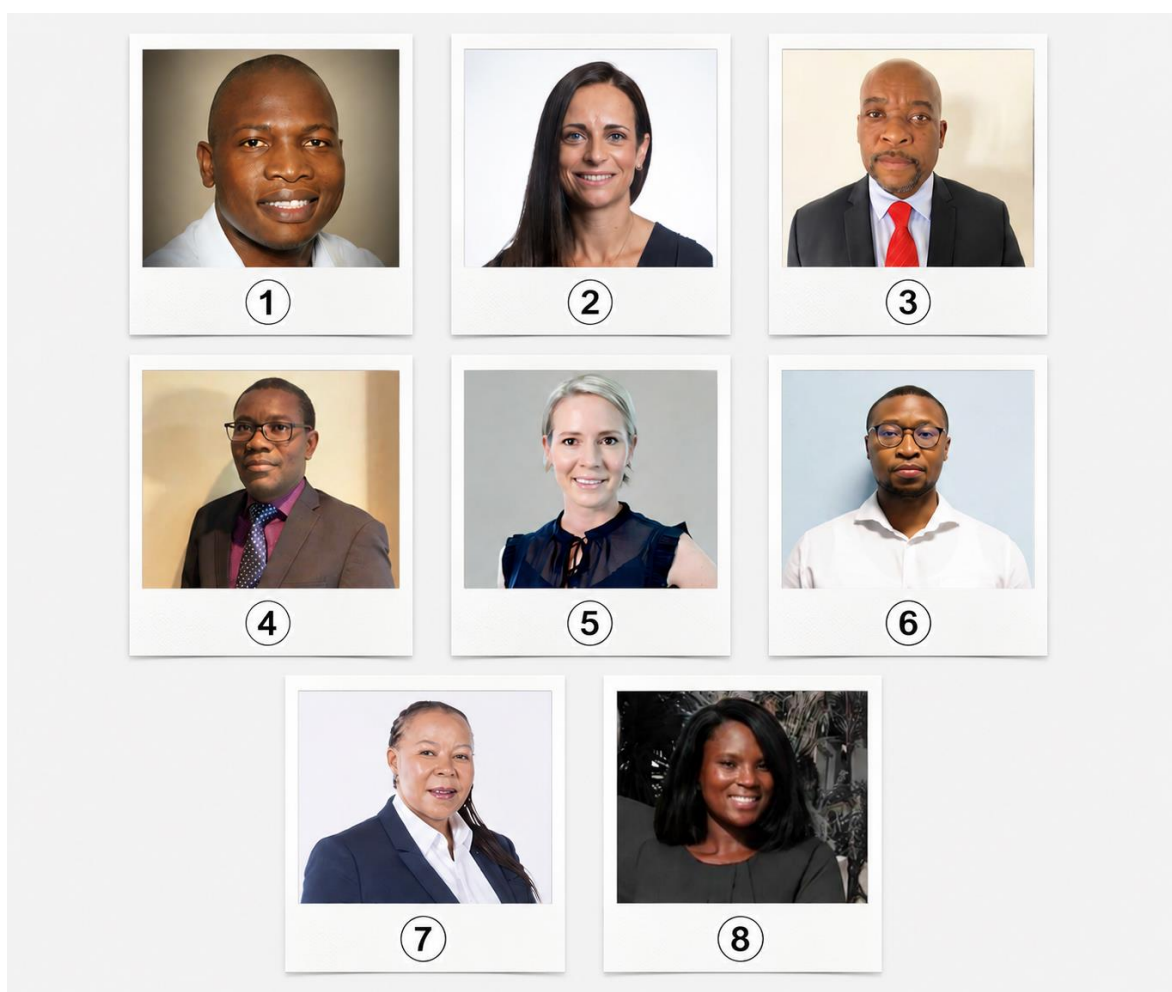
EAPASA has several Board committees, each entrusted with specific responsibilities to support leadership and guide executive decision-making for the Authority:

Executive Committee

Recognised as the principal committee of the Board, the Executive Committee is tasked with developing internal control frameworks and ensuring reasonable assurance in achieving the organisation's objectives. It plays a key role in guiding and overseeing the implementation and operational processes of EAPASA.

Primary responsibilities:

- Oversee the operations of the Board and often act on behalf of the Board with regards to on-demand activities that occur between meetings, which are later presented for full Board review.
- Receive reports from other committees and then forward these reports, with their recommendations, to the Board.
- Approve the submission to the Board, of an annual brief to consolidate the outcomes of its activities and meetings during the preceding financial year.
- Facilitate the appointment and perform the evaluation of the Registrar and Secretariat. Make recommendations on any potential conflict or materially questionable situations. Monitor compliance with relevant statutes, laws and regulations.



Number	Board member Name & Role	Board member Qualification
1	Prof Khangwelo Desmond Musetsho – EAPASA Board Chairperson	PhD Environmental Studies (UNISA), Postdoc (UNISA)
2	Ms Jacqui Hex – EAPASA Vice-Board Chairperson / Chairperson of Quality & Standards Committee / Chairperson of Public Relations	MSc Environmental Management (UJ)
3	Ms Snowy Makhudu – Chairperson of Audit, Risk & Finance Committee	National Diploma Meteorology (TUT)
4	Mr Khathutshelo Tshipala – Board member	MEng Environmental (WITS)
5	Mrs Minnette Le Roux - Chairperson of Registration Committee	Master of Environmental Management (NWU)
6	Mr Sabelo Nkosi – Board member	Master of Environmental Management (M.Env.Man) – (NWU)
7	Adv Thomas Tshabalala – Chairperson of Professional Conduct Committee	Baccalaureus Legum (LLB) Vista University
8	Ms Emmy Molepo – Board member	Masters in Environmental Science (UNISA)

Committee Meetings

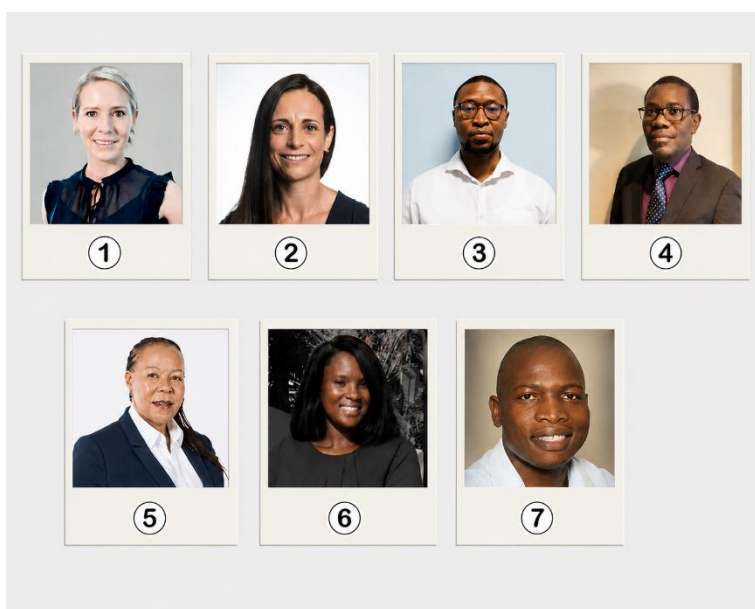
BOARD MEMBER	BOARD MEETINGS	EXCO/GOVERNANCE COMMITTEE	REGISTRATION COMMITTEE	AUDIT, RISK & FINANCE COMMITTEE	PUBLIC CONDUCT COMMITTEE	QUALITY STANDARD & PR COMMITTEE
Total number of meetings FY2025/2026	4	6 (4 Ordinary & 2 Special meetings)	4	5	4	4
Prof. Khangwelo Desmond Musetsho (EXCO) <i>Board Chairperson</i>	4	6	2	0	2	4
Mrs Jacqui Hex (EXCO) <i>Board V. Chairperson</i>	4	5	3	0	2	4
Adv. Thomas Tshabalala Chairperson of PCC	3	6	0	4	2	1
Mrs Minnette Le Roux (EXCO)	4	5	4	4		1

<i>Registration Comm Chairperson</i>						
Mr Sabelo Nkosi Member	4	-	2	0	2	4
Ms Snowy Makhudu (EXCO) AR&F Committee & PCC Chairperson	4	-	3	5	2	4
Ms Emmy Molepo Member	3	-	4	0	1	3
Mr Khathutshelo Tshipala Member	4	-	2	5		3

Registration Committee

The Registration Committee is primarily responsible for:

- Maintaining the register of EAPs in accordance with the Rule Book.
- Evaluating and deciding on applications for registration or re-registration of EAPs in line with the Constitution and the Rule Book.
- Referring any complaints received to the Professional Conduct Committee.
- Reviewing potential amendments to the Code of Ethical Conduct and Practice and submitting recommendations, through the Standards and Criteria Committee, to the Board.
- Maintaining a roster of experienced Registered EAPs willing to serve as independent assessors and assigning assessors from this roster, at its discretion, to review applications.



1	Minnette Le Roux (Chairperson)	4	Khathutshelo Tshipala	7	Khangwelo Desmond Musetsho
2	Jacqui Hex	5	Snowy Makhudu		
3	Sabelo Nkosi	6	Emmy Molepo		

Meeting Frequency

2025: 29 May, 28 August, 27 November

2026: 26 February

Key Achievements:

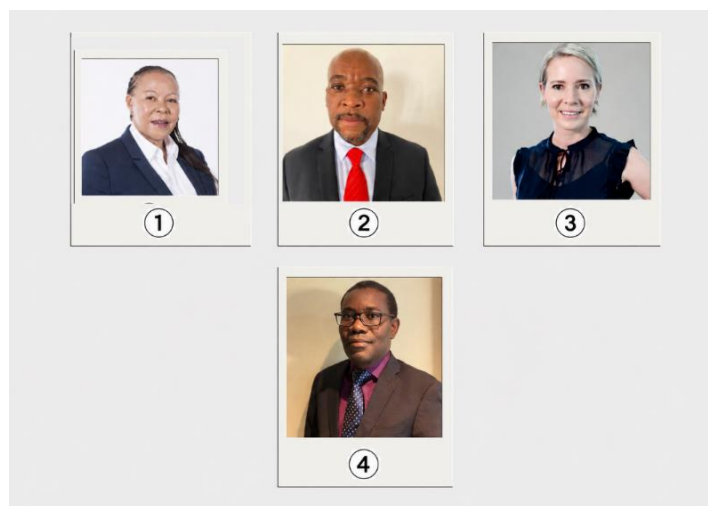
- Multiple workshops were held
- Assessor workshops were conducted
- More than 58 percent of application were registered compared to the previous year (2024). In 2024, applications registered were 254 while in 2025 applications registered 435.

The Audit, Risk and Finance Committee is responsible for advising the Board on the effective and lawful discharge of their fiduciary duties; ensuring the integrity of integrated reporting and reviewing the effectiveness of the financial reporting process; developing, implementing and maintaining a system of internal control and management of risks and the risk assurance process; and the Association's process for monitoring compliance with laws and regulations and this Constitution, the Board Policies and any other instrument that concerns the governance of the Association's affairs and ethical business conduct.

The Report of the Audit and Risk Committee

The Audit Committee fulfils its responsibilities in accordance with the Non-Profit Organisation Act 71 of 1997. It conducts regular meetings with key stakeholders and ensures unrestricted access for the External Auditors. All committee members are independent, non-executive members of the Non-Profit Organisation.

The committee members are listed below:



1	Snowy Makhudu Chairperson	4	Khathutshelo Tshipala
2	Thomas Tshabalala		
3	Minnette Le Roux		

Evaluation of Annual Financial Statements

The Committee has reviewed the annual financial statements to be included in the report, together with the management and the ABS Chartered Accountants (S.A) Registered Auditors. Review the quality and timeliness of the financial information provided to the Audit and Risk Committee for oversight purposes.

Meeting Frequency

2025: 09 April, 09 July, 07 & 09 October
2026: 13 January

Key Decisions Made During the Reporting Period

- Audit preparation and commencement.
- Budget Approvals
- Procurement Adjudication recommended.
- Fixed asset register completed.
- Tax status addressed by Audit 2025/2026
- Risk Register Completed.

Public Relations Committee

The Public Relations Committee oversees the development, maintenance, and execution of the communication strategy for EAPASA. This involves tasks such as managing the Association's website, interacting with the media, creating content for social media platforms, organising and participating in events like roadshows and conferences, and advising the Board on media and public relations strategies to advance EA principles and practices. Additionally, the PR Committee manages coordination for the General Meeting and the production of the Biennial Report.

The committee members are listed below:



1	Jacqui Hex (Chairperson)	5	Emmy Molepo
2	Khangwelo Desmond Musetsho	6	Khathutshelo Tshipala
3	Snowy Makhudu		
4	Sabelo Nkosi		

Meeting Frequency

2025: 31 March, 03 December

Key Decisions Made During the Reporting Period

- Strengthened Digital Communication
- Increased Visibility of Professional Development Initiatives
- Promotion of Professional Registration
- Expanded Stakeholder Engagement

Key Decisions Made During the Reporting Period

- Hosting of EAPASA SADC Regional Conferences
- Stakeholder meetings with provincial MECs and HODs
- Participation in different Environmental conferences / Exhibitions
- Hosting the General Meeting
- Appointment of online System Service Provider
- Social media campaigns i.e. annual fees, malpractice, registration.
- Virtual EAP Registration workshops, Mentorship workshop and CPD workshops.

Quality and Standards Committee

The Quality and Standards Committee is responsible for periodically reviewing the adequacy, validity, and relevance of the standards, criteria, and procedures applied by the Registration, Professional Conduct, and Professional Development Committees. It provides recommendations to the Board on:

- Amendments to the Qualification Standard for Environmental Assessment Practice or its components.
- Updates to the criteria used to assess the competence of Environmental Assessment Practitioners (EAPs).
- Revisions to the criteria applied by the Registration, Professional Conduct, and Quality and Standards Committees.
- Advising on and recommending the accreditation of degree programmes at higher education institutions that align with the Qualification Standard outcomes, acknowledging that formal accreditation processes fall under the relevant quality council.
- Promoting an enabling environment for the professional development and mentorship of registered Candidate EAPs.
- Evaluating the adequacy of Continuing Professional Development (CPD) reports submitted for re-registration, in line with the CPD Policy criteria and weightings.
- Maintaining a roster of Registered EAPs willing to mentor Candidate EAPs.
- Improvements that could be made to the criteria, standards and procedures applied in the registration and re-registration processes.



1	Jacqui Hex (Chairperson)	5	Khathutshelo Tshipala
2	Snowy Makhudu		
3	Sabelo Nkosi		
4	Emmy Molepo		

Meeting Frequency

2025: 20 March, 25 September

Key Decisions Made During the Reporting Period

- The online registration system went live
- Approval by SAQA on EC practitioners
- Termination clause on signed MOUs
- CPD & Mentorship workshops
- CPD Records and Reports submissions
- CPD Validation of Events and Workshops
- Critical skills approvals
- EAPASA Higher Education Qualification standard developed by CHE.

Professional Conduct Committee

The Professional Conduct Committee is responsible for:

- Addressing complaints related to the conduct or practices of registered EAPs or Candidate EAPs.
- Investigating complaints and/or holding hearings in accordance with the Malpractice Policy or any other applicable EAPASA policies.
- Recommending decisions to the EAPASA Board on referred matters, including the imposition of appropriate sanctions where necessary.
- Determining disciplinary actions for registered EAPs or Candidate EAPs when required.



1	Thomas Tshabalala (Chairperson)	4	Emmy Molepo
2	Snowy Makhudu		
3	Sabelo Nkosi		

Meeting Frequency

2025: 11 June, 18 September, 18 December

Key Decisions Made During the Reporting Period

- Investigate all cases of EAP malpractice
- Impose penalties on EAPs found guilty
- Review of Policies

Appeals Committee

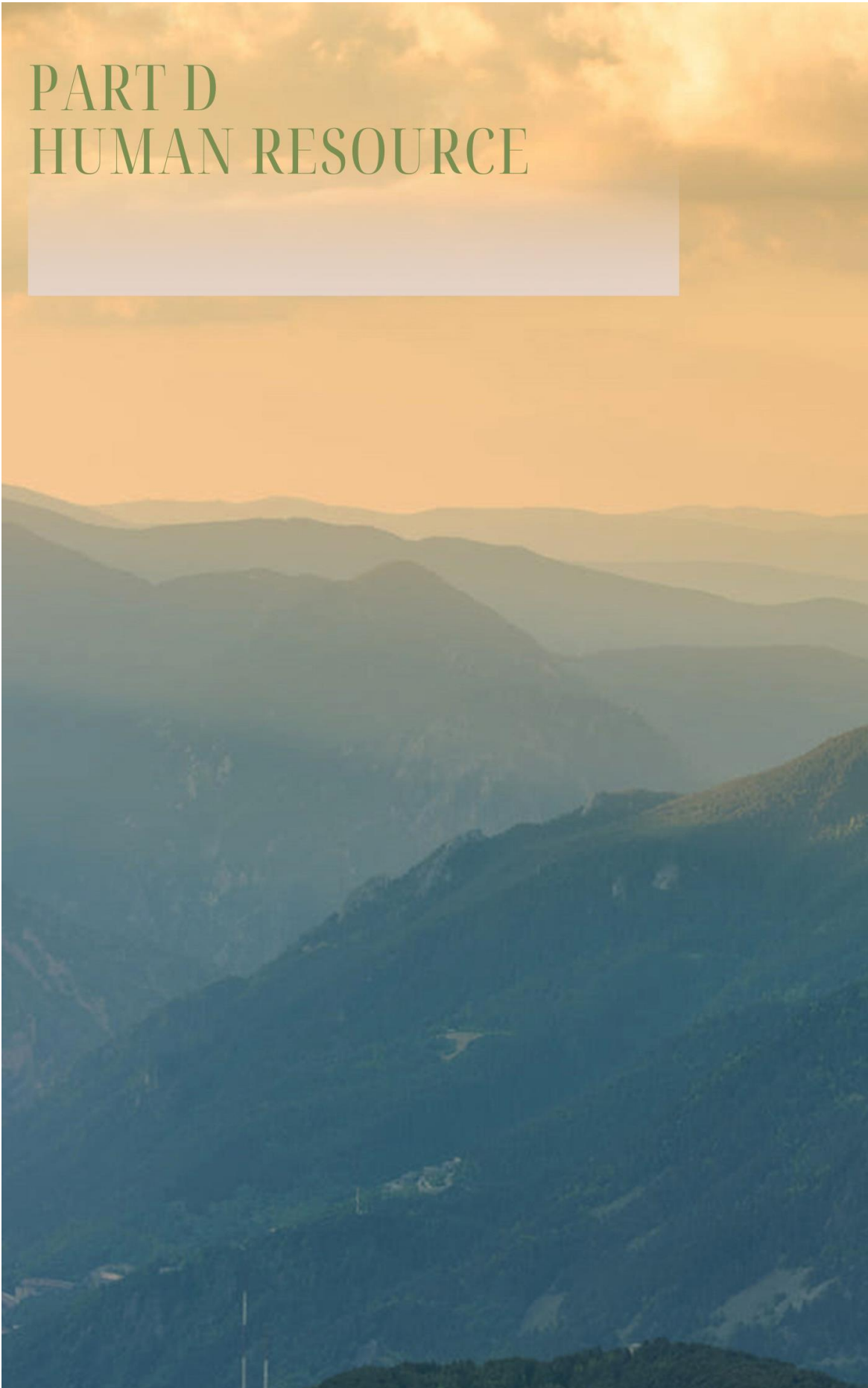
The Appeals Committee is responsible for reviewing proceedings and findings of the Professional Conduct Committee; adjudicating appeals against the decisions of the Professional Conduct Committee and the Registration Committee; and dismissing appeals or upholding the decisions of the Professional Conduct Committee and imposing sanctions in respect of findings made in terms of appeals considered.

Key Decisions Made During the Reporting Period

- Reviewing cases
- Recommendations on cases received.

PART D

HUMAN RESOURCE



INTRODUCTION: Human Resource

An external HR Consultant is tasked with managing human resources. The aim is to manage the organisation's workforce effectively to support overall goals and strategy.

Recruitment and Staffing:

- Advertising job openings and sourcing candidates.
- Screening, interviewing, and selecting the right talent.
- Onboarding and orientation of new employees.

Employee experience

- Career Development: Offer training, mentorship programs, and well-defined career paths to support employees in enhancing their skills and progressing within the organisation.
- Role Clarity and Growth: Clearly communicate role expectations, benefits, and opportunities to help employees align their goals with organisational needs.
- Employee Relations and Conflict Resolution: Foster a fair and supportive environment by addressing conflicts and grievances promptly and effectively.
- Internal Mobility: Identify and promote internal opportunities to help employees achieve their career and personal development goals.
- Flexibility and Remote Work: Provide flexible work arrangements, including remote work options during emergencies, to support employee well-being and productivity.

Recruiting

- Reprioritise recruiting strategies to align with the current organisational needs.
- Ensuring the Employment Equity Act of 1998 is implemented to address issues of equality in the workplace and making sure that all employees receive equal opportunities.

HR Administration

- Maintaining employee records and HR systems.
- Managing payroll processes.
- Handling leave, attendance, and other administrative tasks.

Performance Management:

- Setting clear job expectations and KPIs.
- Conducting performance appraisals and evaluations.
- Providing constructive feedback and coaching.
- Implementation of performance improvement plans

Table 3: Employment and vacancies

SALARY BAND	APPOINTED	VACANT	IN PROCESS OF APPOINTING	VACANCIES NOT TO BE APPOINTED
Top Management	1	0	0	0
Senior Management	1	0	0	0
Professional	0	0	0	0
Skilled	8	0	0	0
Semi-skilled	0	0	0	0
Unskilled	1	0	0	0
TOTAL	11	0	0	0

Table 4: Employment Equity (Male)

LEVELS	MALE							
	African		Coloured		Indian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	1	0	0	0	0	0	0	0
Senior Management	1	0	0	0	1	0	0	0
Professional	1	0	0	0	0	0	0	0
Skilled	3	0	0	0	0	0	0	0
Semi-skilled	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	6	0	0	0	1	0	0	0

Table 5: Employment Equity (Female)

Levels	FEMALE							
	African		Coloured		Indian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	1	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0
Skilled	0	0	0	0	0	0	0	0
Semi-skilled	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	1	0	0	0	0	0	0	0

Table 5: Employment Equity (Disabled)

Levels	Disabled Staff			
	Male		Female	
	Current	Target	Current	Target
Top Management	0	0	0	0
Senior Management	0	0	0	0
Skilled	0	0	0	0
Semi-skilled	0	0	0	0

Unskilled	0	0	0	0
TOTAL	0	0	0	0

Table 6: Reason for Staff Leaving

Reason	Number	% of total no. of staff leaving
Death	0	0
Resignation	4	40%
Dismissal	0	0
Retirement	0	0
Ill Health	0	0
Expiry of Contract	0	0
Other	0	0
TOTAL	4	40%

Table 7: Misconduct and Disciplinary Actions

Nature of disciplinary Action	Number
Verbal Warning	0
Written Warning	0
Final Written warning	0
Dismissal	0

The Workforce Planning Framework outlines key strategies to attract and retain skilled, capable talent by:

- Ensuring alignment with organisational goals and maintaining clarity of purpose.
- Understanding the organisation's direction and future objectives.
- Developing a comprehensive staffing model.
- Assessing current talent gaps.
- Identifying long-term workforce needs.
- Exploring solutions beyond hiring, such as upskilling or internal mobility.
- Considering the organisation's budget and future forecasts.

PART E FINANCIAL INFORMATION



Environmental Assessment Practitioners Association of South Africa

(Registration number: NPO 122-986)

Annual Financial Statements for the year ended 31 March 2026

The income and property of the Association shall be used exclusively to advance its primary objectives. No portion of the funds shall be distributed, directly or indirectly, to any individual except in furtherance of these objectives. However, this does not preclude the bona fide payment of reasonable remuneration to any officer or individual for services rendered to the Association.

Furthermore, no employee, office bearer, or any other person shall receive remuneration that is excessive or inconsistent with what is generally regarded as reasonable within the sector for the services provided.

Financial Year End

The Association's financial year end shall be the last day of February each year.

Financial records

The Board must ensure that the Association maintains accurate records and books of account that clearly reflect the Association's affairs.

Finance Manager's Report

EAPASA has obtained an unqualified audit and is devoted to following the principles of good governance, transparency, and compliance in financial management.

EAPASA has achieved an unqualified audit opinion for the year 2025/2026. EAPASA has also managed to submit the data to SAQA within the specified deadline contained in the National Learners' Records Database (NLRD) Minimum Standard for Data Loads.

**Environmental Assessment
Practitioners Association
of South Africa**

Advancing environmental assessment practice in South Africa



Environmental Assessment Practitioners Association of South Africa

Registration number : NPO 122-986

Annual Financial Statements for the year ended 31 March 2026

ABS Chartered Accountants (S.A)

Chartered Accountant (SA)

Registered Auditors

15 July 2026

Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986
Annual Financial Statements for the year ended 31 March 2026

Index

The reports and statements set out below comprise the financial statements presented to the Board members:

	Pages
General information	2
Board Members' Responsibilities and Approval	3
Board Members' Report	4 - 6
Independent Auditor's Report	7 - 8
Statement of financial position	9
Statement of comprehensive income	10
Statement of Changes in Equity	11
Statement of cash flow	12
Accounting policies	13 - 16
Notes to the Annual Financial Statements	17 - 19

The following supplementary information does not form part of the financial statements and is unaudited:

Detailed statement of comprehensive income	20 - 21
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Level of assurance

The financial statements are audited.

Preparer

Mobaarak Management Services (Pty) Ltd

Published

10 June 2026



Environmental Assessment Practitioners Association of South Africa

Registration number : NPO 122-986

Annual Financial Statements for the year ended 31 March 2026

General information

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Advancement of the practice and quality of environmental assessment.
Board Members	Khangwelo Desmond Musetsho Jacqueline Sharon Hex Emmy Molepo Thomas Tshabalala Jennifer Balatedi Molwantwa - Resigned 18 June 2025 Khathutshelo Edward Tshipala Minnette Le Roux Sabelo Nkosi Snowy Mercy Makhudu
Registered office	Unit 12B Centurus Centuria Office Park 265 Von Willich Avenue Centurion 0157
Bankers	Nedbank Limited First National Bank
Auditor	ABS Chartered Accountants (S.A) Registered Auditors
Tax reference number	9261222195
Level of assurance	These financial statements have been audited in compliance with the applicable requirements of the Companies Act of South Africa.
Preparer	The financial statements were internally compiled by: Mobaarak Management Services (Pty) Ltd

Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986

Annual Financial Statements for the year ended 31 March 2026

Board Members' Responsibilities and Approval

The Board Members are required to maintain adequate accounting records and are responsible for the content and integrity of the Annual Financial Statements and related financial information included in this report. It is their responsibility to ensure that the Annual Financial Statements satisfy the financial reporting standards as to form and content and present fairly the statement of financial position, results of operations and business of the organisation, and explain the transactions and financial position of the business of the organisation at the end of the financial year. The Annual Financial Statements are based on appropriate accounting policies consistently applied throughout the organisation and are supported by reasonable and prudent judgements and estimates.

The Board members acknowledges that they are ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable the management to meet these responsibilities, the Board set standards for Internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the organisation and all employees are required to maintain the highest ethical standards in ensuring the organisations business is conducted in a manner that in all reasonable circumstances is above reproach.

The focus of risk management in the organisation is on identifying, assessing, managing, monitoring all known forms of risk across the organisation. While operating risk can't be fully eliminated, the organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Board members are of the opinion, based on the information and explanations given by members, the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The going - concern basis has been adopted in preparing the financial statements. Based on forecasts and available cash resources the members have no reason to believe that the organisation will not be a going concern in the foreseeable future. The financial statements supports the viability of the organisation.

The financial statements have been audited by an independent auditing firm, ABS Chartered Accountants, who have been given unrestricted access to all financial records and related data, included minutes of all meetings. The Board members are of the opinion that all representations made to the independent auditor during the audit were valid and appropriate.

The Annual Financial Statements as set out on pages 9 to 20 were approved by the Board Members on the 15 July 2026. and were signed on their behalf by :

pp.  **Sabelo B Nkosi**
Khangwelo D Musetsho
Board Chairperson



To the Shareholder of Environmental Assessment Practitioners Association of South Africa Opinion

I have audited the financial statements of Environmental Assessment Practitioners Association of South Africa (the company) set out on pages 9 to 19, which comprise the statement of financial position as at 31 March 2026, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the financial statements present fairly, in all material respects, the financial position of Environmental Assessment Practitioners Association of South Africa as at 31 March 2026, and 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 the Companies Act of South Africa.

Basis for Opinion

I conducted my audit in accordance with International Standards on Auditing. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the company in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. I have fulfilled my other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the document titled "Environmental Assessment Practitioners Association of South Africa financial statements for the year ended 31 March 2026", which includes the Board Members' Report as required by the Companies Act of South Africa and the supplementary information as set out on pages 17 to 18. The other information does not include the financial statements and my auditor's report thereon.

My opinion on the financial statements does not cover the other information and I do not express an audit opinion or any form of assurance conclusion thereon.

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

Responsibilities of the Directors for the Financial Statements

The directors are responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act of South Africa, 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.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations or have no realistic alternative but to do so.



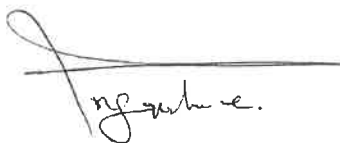
Auditor's Responsibilities for the Audit of the Financial Statements

My 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 my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing 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 International Standards on Auditing, I exercise professional judgement and maintain professional scepticism throughout the audit. I 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 my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from 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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' 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 company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the company 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.

I communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



ABS Chartered Accountants (S.A)
Z.T Ngubane Partner
Chartered Accountant (SA)
Registered Auditors

31 July 2026



Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986
Annual Financial Statements for the year ended 31 March 2026

Board Members' Report

The Board members submit their report for the year ended 31 March 2026.

1. Review of activities

Main business and operations

The Environmental Assessment Practitioners Association of South Africa (EAPASA) was established in 2012. It exists to promote, on a non-profit basis, the advancement of the practice and quality of environmental assessment in South Africa in the public interest, in the interest of the environment and in terms of relevant legislation. EAPASA is a Registration Authority which registered Environmental Assessment Practitioners (EAPs) based on the set of core competencies under the Section 24H Registration Authority Regulations of the National Environmental Management Act (NEMA), Act 107 of 1998 as amended. The operating results and state of affairs of the Organisation are fully set out in the attached annual financial statements and do not in our opinion require any further comment.

2. Going concern

We draw attention to the fact that for the year ended 31 March 2026, the organization made a deficit of R 46,388 however the organization's total assets exceeded its total liabilities by R 345 165

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The ability of the Organisation to continue as a going concern is dependent on a number of factors. The most significant of these is that the Board continues to procure funding for the ongoing operations for the organisation and that the funding agreement with the Department of Forestry, Fisheries and Environment (DFFE), previously the Department of Environment Forestry and Fisheries (DEFF), referred to in note of these financial statements will remain in force for as long as it takes to maintain the solvency of the Organisation.

The EAPASA had a signed Memorandum of Understanding and Governance Agreement with the DFFE for a five year period (2019 - 2023) where the DFFE will provide funding to ensure EAPASA is operational as the Registration Authority for EAPs. Only the governance agreement was extended with the DFFE by an additional two years ending 07 February 2026 without additional funding included.

Extension of the Appointment of the Environmental Assessment Practitioners Association of South Africa as the single registration authority in terms of Section 24H(3), read with Section 24H(6) of the National Environmental Management Act, 1998 (Act no. 107 of 1998) until a date to be determined by the Minister by Notice in the Government Gazette.

Following this extension the DFFE provided additional funding to the EAPASA in March 2026 and April 2026.



Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986
Annual Financial Statements for the year ended 31 March 2026

Board Members' Report

3. Events after reporting period

The Board members are not aware of any matter or circumstances arising since the end of the financial year that may have a material impact on the annual financial statements.

4. Board Members

The Board Members in office at the date of this report are as follows:		Start Date	End Date
Khangwelo D Musetsho	Board Chairperson	5-May-24	18-May-26
Jacqueline Sharon Hex	Board Vice - Chairperson	5-May-24	18-May-26
	Quality and Standards Committee Chairperson		
	Public Relations Committee Chairperson		
Minnette Le Roux	Registration Committee Chairperson	5-May-24	18-May-26
Thomas Tshabalala	Professional Conduct Committee Chairperson	5-May-24	18-May-26
Jennifer Balatedi Molwantwa	Board Member	5-May-24	18-Jun-25
Snowy Mercy Makhudu	Board Member	5-May-24	18-May-26
	Audit, Risk and Finance Committee Chairperson		
Khathutshelo Edward Tshipala	Board Member	5-May-24	18-May-26
Sabelo Nkosi	Board Member	5-May-24	18-May-26
Emmy Molepo	Board Member	5-May-24	18-May-26

5. Auditors

ABS Chartered Accountants are the auditors for the year under audit.

6. Audit, Risk and Finance Committee Report

The Audit Committee performs the duties laid upon it by the Non-Profit Organisation Act 71 of 1997 by holding meetings with the key role players on a regular basis and by the unrestricted access granted to the External Auditors. The Board Members have pleasure in submitting their report on the Annual Financial Statements of Environmental Assessment Practitioners Association of South Africa for the year ended 31 March 2026. The Members of the Audit, Risk and Finance Committee are all independent non-executive members of the Non-Profit Organisation and include the following:

Names

- Snowy Mercy Makhudu - Chairperson
- Minnette Le Roux
- Jennifer Baletedi Molwantwa - Resigned 18 June 2025
- Khathutshelo Edward Tshipala

Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986
Annual Financial Statements for the year ended 31 March 2026

Board Members' Report

The financial statements set out on page 8, which have been prepared on the going concern basis, were approved by the Board on 15 July 2026, and were signed on its behalf by:

Approval of financial statements



Snowy M Makhudu
AnFR Chairperson

Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986
Annual Financial Statement as at 31 March 2026

Statement of Financial Position

		31 March 2026	31 March 2025
	Notes	R	R
Non-current assets			
Plant and equipment	2	168,977	169,846
		<u>168,977</u>	<u>169,846</u>
Current assets			
Trade and other receivables	3	1,623,886	1,625,588
Cash and cash equivalents	4	473,138	539,594
		<u>2,097,024</u>	<u>2,165,182</u>
Total Assets		<u>2,266,000</u>	<u>2,335,028</u>
Equity and Liabilities			
Equity			
Accumulated funds		345,165	391,553
		<u>345,165</u>	<u>391,553</u>
Current liabilities			
Trade and other payables	5	1,920,835	1,943,475
		<u>1,920,835</u>	<u>1,943,475</u>
Total Liabilities		<u>1,920,835</u>	<u>1,943,475</u>
Total Equity and Liabilities		<u>2,266,000</u>	<u>2,335,028</u>

Environmental Assessment Practitioners Association of South Africa

Registration number : NPO 122-986

Annual Financial Statements for the year ended 31 March 2026

Statement of Comprehensive income

	31 March 2026	31 March 2025
	R	R
Revenue	6,127,152	4,248,258
Cost of sales	(1,819,650)	(977,411)
Gross profit	4,307,502	3,270,846
Other income	1,041	59,094
Gross income	4,308,544	3,329,941
Operating expenses	(4,354,932)	(3,520,224)
Operating deficit	(46,388)	(190,283)
Finance costs	-	(4)
Deficit before tax	(46,388)	(190,288)
Taxation	6	-
Deficit for the year	(46,388)	(190,288)

Environmental Assessment Practitioners Association of South Africa

Registration number : NPO 122-986

Annual Financial Statements for the year ended 31 March 2026

Statement of Changes in Equity

	Accumulated surplus R	Total equity R
Balance at 01 March 2022	575,453	575,453
Surplus for the year	39,425	39,425
Balance at 01 March 2023	614,878	614,878
Deficit for the year	(29,867)	(29,867)
Prior year adjustment	(2,997)	(2,997)
Balance at 01 March 2024	582,014	582,014
Deficit for the year	(190,288)	(190,288)
Prior year adjustment	(173)	(173)
Balance at 31 March 2025	391,553	391,553
Surplus for the year	(46,388)	(46,388)
Prior year adjustment	-	-
Balance at 31 March 2026	345,165	345,165

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Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986
Annual Financial Statements for the year ended 31 March 2026

Statement of Cash Flows

		31 March 2026	31 March 2025
	Notes	R	R
Cash flows from operating activities			
Cash utilised in operations	7	23,598	(1,517,975)
Interest received		1,041	59,094
Net cash from operating activities		24,639	(1,458,881)
Cash flows from investing activities			
Purchase of property, plant and equipment	2	(91,094)	-
Net cash from investing activities		(91,094)	-
Cash flows from financing activities			
Total cash movement for the year		(66,455)	(1,458,881)
Cash at the beginning of the year	4	539,593	1,998,474
Total cash at the end of the year	4	473,138	539,593

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Accounting policies

1. Presentation of Annual Financial Statements

The annual financial statements have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities, and the Nonprofit Organisations Act. The annual financial statements have been prepared on the historical cost basis, and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies are consistent with the previous years.

1.1 Plant and equipment

Property, plant and equipment owned by the organisation comprise office equipment, computer equipment and furniture & fittings. Plant and equipments are tangible assets which the organisation holds for its own use or for rental to others and which are expected to be used for more than one period.

Property, plant and equipment is initially measured at cost.

Cost includes costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the organisation.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Useful life
Furniture and fixtures	10 years
Office equipment	5 years
Computer equipment	3 years

1.2 Financial instruments

Initial measurement

Financial instruments are initially measured at the transaction price. This includes transaction costs, except for financial instruments which are measured at fair value through profit or loss.

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Accounting policies

1.2 Financial instruments - continued

Financial instruments at amortised cost

Debt instruments, as defined in the standard, are subsequently measured at amortised cost using the effective interest method. Debt instruments which are classified as current assets or current liabilities are measured at the undiscounted amount of the cash expected to be received or paid, unless the arrangement effectively constitutes a financing agreement.

At the end of each reporting date, the carrying amounts of assets held in this category are audited to determine whether there is any objective evidence of impairment. If so, an impairment loss is recognised.

Financial instruments at cost

Commitments to receive a loan are measured at cost less impairment.

Equity instruments that are not publicly traded and whose fair value cannot otherwise be measured reliably are measured at cost less impairment. This includes equity instruments held in unlisted investments.

Financial instruments at fair value

All other financial instruments are measured at fair value through profit and loss.

1.3 Tax

Current tax assets and liabilities

Current tax for current and prior periods is, to the extent unpaid, recognised as a liability. If the amount already paid in respect of current and prior periods exceeds the amount due for those periods, the excess is recognised as an asset. The tax liability reflects the effect of the possible outcomes of an audit by the tax authorities.

Tax expenses

Tax expense is recognised in the same component of total comprehensive income or equity as the transaction or other event that resulted in the tax expense.

1.4 Government grants

Grants that do not impose specified future performance conditions are recognised in income when the grant proceeds are receivable.

Grants that impose specified future performance conditions are recognised in income only when the performance conditions are met.

Grants received before the revenue recognition criteria are satisfied are recognised as a liability.

Grants are measured at the fair value of the asset received or receivable

Accounting policies

1.5 Revenue

Revenue is measured at the fair value of the consideration received or receivable and represents the amounts receivable for goods and services provided in the normal course of business, net of trade discounts, volume rebates and value added tax.

Interest is recognised, in profit or loss, using the effective interest rate method.

1.6 Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand, cash held at the bank, and short- term deposits that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. Cash and cash equivalents are subsequently measured at amortised cost

1.7 Trade receivables

Trade receivables are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest rate method, less provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the Board will not be able to collect all amounts due according to the original terms of the receivables.

1.8 Trade payables

Trade payables are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest rate method.

Environmental Assessment Practitioners Association of South Africa

Registration number : NPO 122-986

Annual Financial Statements for the year ended 31 March 2026

Notes to the Annual Financial Statements

	31 March 2026	31 March 2025
	R	R

2. Property plant and equipment

	31 March 2025		
	Cost	Accumulated depreciation	Carrying value
Furniture and fixtures	239,247	(168,769)	70,478
Office equipment	12,920	(12,920)	-
Computer equipment	462,488	(363,989)	98,499
	714,655	(545,678)	168,977

	31 March 2026		
	Cost	Accumulated depreciation	Carrying value
Furniture and fixtures	239,247	(144,844)	94,403
Office equipment	12,920	(12,920)	-
Computer equipment	371,394	(295,950)	75,444
	623,561	(453,714)	169,847

Reconciliation of plant and equipment - 2026

	Opening balance	Additions	Depreciation	Closing balance
Furniture and fixtures	94,403	-	(23,925)	70,478
Office equipment	-	-	-	-
Computer equipment	75,444	91,094	(68,039)	98,499
	169,847	91,094	(91,964)	168,977

Reconciliation of plant and equipment - 2025

	Opening balance	Additions	Depreciation	Closing balance
Furniture and fixtures	120,321	-	(25,918)	94,403
Office equipment	2,369	-	(2,369)	-
Computer equipment	158,027	-	(82,583)	75,444
	280,717	-	(110,870)	169,847

3. Trade and other receivables

Trade receivables	1,534,571	1,414,549
Prepayments	1,500	-
Deposits	37,700	37,700
VAT	50,115	173,339
	1,623,886	1,625,588

4. Cash and cash equivalents

Cash and cash equivalents consist of:

Bank balances	473,138	447,816
Short-term deposits	-	91,778
	473,138	539,594

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Environmental Assessment Practitioners Association of South Africa

Registration number : NPO 122-986

Annual Financial Statements for the year ended 31 March 2026

Notes to the Annual Financial Statements

	31 March 2026	31 March 2025
	R	R
5. Trade and other payables		
Trade payables	220,752	35,408
Amounts received in advance	1,018,438	928,753
Leave pay provision	29,112	30,542
Accrued expense	223,170	627,645
Employees Tax	19,188	-
Other payables	410,175	321,127
	<u>1,920,835</u>	<u>1,943,475</u>

6. Taxation

Major components of the tax expense

Reconciliation of the tax expense

Accounting loss	(46,388)	(190,288)
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7. Cash utilised in operations

Deficit before tax	(46,388)	(190,288)
Adjustments for:		
Depreciation	91,964	110,870
Interest received	(1,041)	(59,094)
Prior year adjustment	-	(173)
Changes in working capital:		
Trade and other receivables	1,704	(568,370)
Trade and other payables	(22,640)	(810,920)
	<u>23,598</u>	<u>(1,517,975)</u>

8. Going concern

We draw attention to the fact that for the year ended 31 March 2026, the organization made a deficit of R 46 388 however the organization's total assets exceeded its total liabilities by R 345 165.

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The members believe that the organisation has adequate financial resources to continue in operation for the foreseeable future and accordingly the financial statements have been prepared on a going concern basis. The members have satisfied themselves that the organisation is in a sound financial position.

The members are not aware of any new material changes that may adversely impact the organisation. The members are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the organisation.

Environmental Assessment Practitioners Association of South Africa

Registration number : NPO 122-986

Annual Financial Statements for the year ended 31 March 2026

Notes to the Annual Financial Statements

	31 March 2026	31 March 2025
	R	R

9. Events after reporting date

All events subsequent to the date of the annual financial statements and for which the applicable financial reporting framework require adjustment or disclosure have been adjusted or disclosed.

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Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986
Annual Financial Statements for the year ended 31 March 2026

Detailed income statement

	Notes	31 March 2026 R	31 March 2025 R
Revenue		6,127,152	4,248,258
Annual Fees - Professional EAP		1,366,037	1,261,550
Annual Fees- Candidate EAP		370,574	260,304
Application Fee- Registered EAP		234,087	174,783
Application Fees- Candidate EAP		276,243	269,217
Conference Fees Income		2,445,017	1,677,831
CPD Income		52,130	79,565
Critical Skills Letter		10,957	14,609
FOREIGN Application Fee			2,600
Government grants			87,450
Letter of Good Standing			13,565
Other Sponsorships			6,522
Professional Conduct Sanction		15,652	106,087
Project Related Income			
Zudu		149,411	
DFFE		1,040,000	
Re-Registration Candidate EAP			8,348
Re-Registration Registered EAP		38,348	232,174
Upgrade Fees		128,696	53,652
Cost of sales		(1,819,650)	(977,411)
Cost of services		(1,819,650)	(977,411)
Registration related		265,099	213,937
Conference related		1,485,827	699,575
Project related		68,724	63,899
Gross profit		4,307,502	3,270,846
Other income		1,041	59,094
Interest income		1,041	59,094
Gross income		4,308,544	3,329,941
Operating expenses		(4,354,932)	(3,520,224)
Accounting fees		(427,680)	(463,320)
Advertising		(55,841)	(31,035)
Auditors remuneration		(75,000)	(45,287)
Bad debts		(53,750)	
Bank charges		(14,063)	(7,882)
Board meetings			(28,272)
Computer expenses		(184,564)	(139,923)
Conference fees			(8,830)
CPD certification			-
Depreciation, amortisation and impairments		(91,964)	(110,870)
Discounts given			(8,419)
Employee costs		(1,979,427)	(1,654,664)
Honorariums		(163,139)	(19,446)

Environmental Assessment Practitioners Association of South Africa
Registration number : NPO 122-986
Annual Financial Statements for the year ended 31 March 2026

Detailed income statement

		31 March 2026	31 March 2025
	Notes	R	R
Insurance		(58,535)	(78,062)
Lease rentals on operating lease		(274,165)	(272,334)
Legal expenses		(7,500)	-
Printing and stationery		(77,045)	(90,491)
Secretarial fees		(225,800)	(146,440)
Staff welfare		(46,858)	(36,165)
Subscriptions		(3,662)	(5,759)
Telephone and fax		(69,892)	(68,952)
Training		(1,000)	-
Travel - local		(31,035)	(165,884)
WCA - COIDA		(3,117)	(3,929)
Website hosting fees and online system		(510,895)	(134,259)
online system related		475,495	95,909
website related		35,400	38,350
Operating deficit		(46,388)	(190,283)
Finance costs		-	(4)
Deficit before tax		(46,388)	(190,288)
Taxation	6	-	-
Deficit for the year		(46,388)	(190,288)

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