

2025

ANNUAL & BUSINESS REPORT



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HEAD OFFICE
Engineering House, Stand No. 2374
Kelvin Siwale Road,
Showgrounds
P.O. Box 51084
Lusaka
Tel: +260 211 256205, +260 211 255161
Email: eiz@eiz.org.zm
Website: www.eiz.org.zm

SOUTHERN REGION
Engineering House, Stand No. 2374
Kelvin Siwale Road,
Showgrounds
P.O. Box 51084
Lusaka
Telefax: + 260 211 256214

NORTHERN REGION
Engineering House
8 Kantanta Street, Nkana East
P.O. Box 23385,
Kitwe
Tel: +260 212 230111, +260 212 222608

Our business

OVERVIEW OF THE INSTITUTION

The Engineering Institution of Zambia (EIZ) is a body corporate established by the Engineering Institution of Zambia Act No. 17 of 2010 as a statutory professional regulatory body mandated to promote and regulate the practice of engineering and allied disciplines in Zambia through registration of engineering professionals, firms and units.

The Institution was founded in 1955, and has since then undergone a number of legislative changes through the 1972, 1992 and 2010 Acts of parliament respectively. Currently, the Institution has ninety-nine thousand and thirteen (99 013) individual members and five thousand (5,000) registered Engineering Organisations and Units.

FUNCTIONS

The specific functions of the EIZ as provided for in Part II Section 4 of the Engineering Institution of Zambia Act No.17 of 2010 include:

- a. to register engineering professionals, engineering organisations and engineering units and to regulate their professional conduct;
- b. to register students of engineering;
- c. to develop, promote, maintain and improve appropriate standards of qualification in the engineering profession;
- d. to develop, promote and enforce internationally comparable engineering practice standards in Zambia;
- e. to investigate allegations of professional misconduct and impose such sanctions as may be necessary;
- f. to advise the Government on matters relating to the engineering profession;
- g. to promote the general advancement of science, engineering, technological and allied disciplines for the improvement of the quality of life;
- h. to maintain and improve the standards of conduct and learning of science, engineering and allied professions in Zambia;
- i. to facilitate the acquisition of knowledge by engineering professionals through the establishment of technical libraries, and the provision of monetary grants, books, apparatus and any other facilities necessary to achieve this end;
- j. to hold meetings of the Institution for the reading and discussion of papers for professional interest, to make awards to authors of papers of special merit and to arrange for other activities of interest or benefit to engineering professionals.

The Engineering Institution of Zambia
Stand No 2374, Kelvin Siwale Road,
Showgrounds, Lusaka, Zambia.

Tel: +(260) 211 255 161
email: pr@eiz.org.zm, membership@eiz.org.zm
Web: www.eiz.org.zm

Layout and Graphic Designer didasteetz@gmail.com

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OUR VISION AND MISSION

VISION

A world-class professional body that promotes best engineering practice and technological innovations.

MISSION

To regulate and promote the engineering profession for optimal human Resource and benefit to society.

OUR CORE VALUES

1

INTEGRITY

We are honest and consistent in the execution of our mandate.

4

INNOVATION

We embrace new ideas in the execution of our duties.

2

TEAM WORK

We work in unity to achieve goals of the institution.

5

ACCOUNTABILITY

We conduct our business with transparency and are responsible for our actions and decisions.

3

EXCELLENCE

We are committed to delivering work that is of the highest standard.

President's report on 2025 activities



ENG. WESLEY KALUBA

FEIZ - PRESIDENT

1. INTRODUCTION

2025 marked a significant chapter in the continued growth and transformation of the Engineering Institution of Zambia (EIZ). Throughout the year, the Institution remained firmly committed to fulfilling its statutory mandate of regulating engineering practice, promoting professional excellence, and providing technical leadership on matters of national development.

Engineering continues to play a central role in Zambia's socio-economic progress. From infrastructure development and energy security to industrialisation and climate-resilient solutions, the contributions of engineering professionals remain indispensable in shaping the nation's development trajectory.

During the year under review, the Institution recorded notable progress across several strategic areas, including strengthening institutional governance, expanding partnerships with national and international stakeholders, enhancing member services, and increasing the visibility of the engineering profession.

"Engineering continues to play a central role in Zambia's socio-economic progress. From infrastructure development and energy security to industrialisation and climate-resilient solutions, the contributions of engineering professionals remain indispensable in shaping the nation's development trajectory."

Among the key highlights of the year were the launch of the Engineering Fund to support innovation and research, progress towards international recognition of Zambia's engineering qualifications through the International Engineering Alliance, the groundbreaking of the Engineering Centre of Excellence in Kalumbila, and the expansion of digital platforms to improve operational efficiency and service delivery.

The Institution also continued to deepen collaboration with Government, industry and development partners through policy engagement, technical advisory roles and strategic partnerships to strengthen engineering capacity in Zambia.

This report highlights the major activities, programmes and milestones achieved by the Institution during the period under review.

2. LAUNCH OF THE ENGINEERING FUND

During the year under review, the Institution successfully launched the Engineering Fund, a strategic initiative designed to promote engineering innovation, research and professional development within the engineering sector.

Following the launch of the Fund, members of the Institution were invited to submit project proposals showcasing innovative engineering solutions with strong potential to contribute to national development and improve livelihoods. The call for proposals was advertised in late 2025, and approximately 40 applications were received from members. The review process is currently underway and is expected to be concluded in the 1st Quarter of 2026.

3. DEVELOPMENT OF THE ENGINEERING CENTRE OF EXCELLENCE

The Institution held a groundbreaking ceremony for the Engineering Centre of Excellence in Kalumbila on 27 February 2025.

This flagship project is envisioned as a hub for advanced engineering training, applied research, technology development and professional capacity building. Once completed, the Centre will contribute to strengthening Zambia’s engineering knowledge ecosystem and foster collaboration between academia, industry and professional engineers.

The facility will play an important role in developing innovative engineering solutions to address national development challenges.

4. RENEWABLE ENERGY INNOVATION – MWEMBESHI HYBRID POWER PLANT

During the year under review, the Institution, through its investment arm EIZ Investments Holdings Plc, announced plans to establish a 30-Megawatt Solar-Biogas Hybrid Power Plant at Mwembeshi Correctional Services.

The announcement was made during a courtesy call by the Institution to the Zambia Correctional Service, where discussions centred on infrastructure development, capacity building and the role of engineering in advancing national priorities.

The project will combine:

- 20MW solar photovoltaic power generation
- 10MW biogas power generation
- Battery storage systems to enhance reliability

The project will be implemented in partnership with Kiyona Energy, a subsidiary of ZESCO Limited, leveraging the national utility’s infrastructure and expertise to facilitate integration into the national electricity grid.

5. INTERNATIONAL ENGINEERING ALLIANCE (IEA)

Collaboration with the Engineering Council of South Africa (ECSA) remained the primary vehicle for supporting EIZ’s transition towards International Engineering Alliance (IEA) membership.

During the year under review, several milestones were achieved. The Memorandum of Understanding with ECSA was successfully renewed for a further five-year period (2024–2029). In addition, the IEA implementation plan reached 99.9% completion as of February 2026.

Key activities undertaken included capacity-building engagements with the Ministries of Education and Science & Technology and major universities (UNZA, CBU, and Mulungushi) to align engineering curricula with Outcome-Based Education (OBE). EIZ also signed a landmark Memorandum of Understanding with the Higher Education Authority (HEA) to facilitate the accreditation of engineering programmes at NQF Levels 7 and 8.

Furthermore, an EIZ delegation conducted an observation mission to South Africa to study international accreditation processes under the guidance of ECSA. The Institution subsequently concluded and submitted its application to the IEA Secretariat on 5th February 2026.

The final step remaining is the presentation of the EIZ application to the IEA General Meeting scheduled for June 2026.

6. DATA MANAGEMENT INFORMATION SYSTEM (DMIS)

The Institution continued to upgrade and enhance its Data Management Information System (DMIS) to improve operational efficiency and service delivery.

Key improvements included:

- Integration of Mobile Money payment platforms across major networks
- Acceptance of VISA and MasterCard payments
- Automated SMS and email notification systems

These enhancements have improved communication with members and increased efficiency in the registration and licensing processes.

7. IMPROVED MEMBER SERVICES

Improving service delivery to members remained a key institutional priority.

During the year under review, the Institution strengthened the operations of its member support call centre, which handled 2,294



2 EIZ President launching the Engineering Fund



4 EIZ Courtesy Call at Zambia Correctional Service

calls relating to registration processes, licensing requirements, compliance issues and general member inquiries.

This increased engagement reflects the growing interaction between members and the Secretariat.

8. POLICY ENGAGEMENT AND ADVICE TO GOVERNMENT

The Engineering Institution of Zambia continued to fulfil its statutory responsibility of advising the Government on engineering and infrastructure matters.

During the year, the Institution provided technical input to the Ministry of Infrastructure, Housing and Urban Development on the Draft Public Roads Bill and later participated in discussions on complementary legislation.

The Institution also made submissions to the Energy Regulation Board on the Draft Safety Rules for the Electricity Supply Industry, reaffirming its commitment to safeguarding public safety, engineering integrity and professional standards.

Additionally, the Institution appeared before Parliamentary Committees, including:

- Committee on Transport, Works and Supply
- Committee on Local Governance, Housing and Chiefs' Affairs

These engagements addressed matters relating to road infrastructure development, drainage systems, utilisation of the Road Fund and infrastructure budgeting.

9. STRATEGIC PARTNERSHIPS AND MEMORANDA OF UNDERSTANDING

During the year, the Institution signed several Memoranda of Understanding (MoUs) aimed at strengthening collaboration across the engineering ecosystem.

Key partnerships included:

- Higher Education Authority (HEA)
- Project Management Institute (PMI)
- Japan International Cooperation Agency (JICA)
- Bridges to Prosperity

- Zambia Renewable Energy Association (ZARENA)
- Oxygen Alliance

A notable agreement was signed with the Higher Education Authority, enabling the Institution to evaluate engineering programmes offered by tertiary institutions at National Qualifications Framework levels 7 and 8 before final accreditation by the HEA.

Another strategic partnership with the Zambia Renewable Energy Association will support capacity building for engineers through specialised training in renewable energy system design, installation and safety.

10. SCHOLARSHIP PROGRAMME

The Institution continued its commitment to supporting the development of future engineering professionals through the EIZ Scholarship Programme.

During the year under review, the institution sponsored a total of nine students. The sponsorship covered tuition, accommodation, meals, project and book allowances for all students under the scholarship. The nine engineering students are from:

- University of Zambia
- Copperbelt University
- Mulungushi University
- Zambia University College of Technology
- Northern Technical College

The Institution is pleased to report that 3 of the students from UNZA and NORTEC have completed their studies and are scheduled to graduate from their respective schools later this year. One student, in his final semester, will complete his studies and is earmarked to graduate from Mulungushi University later this year, in November.

11. BENEVOLENT FUND

The Benevolent Fund continued to provide welfare support to members facing financial distress.

During the year under review, the Institution provided financial assistance to three members, totalling K64,200.



5

Interntional Engineering Alliance Meeting at University of Zambia



8

EIZ President presenting before a Parliamentary Committee

In addition, a three-day strategic planning workshop held from 8th to 10th January 2025 resulted in the development of the Benevolent Fund Strategic Plan (2025–2028) aimed at strengthening governance, sustainability and long-term impact.

12. CHARGE - OUT - RATES

The charge-out rates were tabled during a Ministerial Consultative Meeting with the Ministry of Infrastructure, Housing and Urban Development. The Ministry had previously requested the Institution to undertake an adjustment of fees and conduct regional benchmarking. These activities were completed, and the outcomes were submitted to the Ministry for consideration.

The submission was accepted and approved during the meeting, and a Statutory Instrument (SI) to formalise the revised charge-out rates is anticipated to be published in the second quarter of 2026.

13. KAFUE-LUSAKA BYPASS ROAD

Traffic congestion in Lusaka, particularly along the T2 Road corridor into the Central Business District (CBD), remains a persistent challenge affecting mobility and economic activity despite ongoing Government interventions.

In response, the Engineering Institution of Zambia (EIZ), through EIZ Investment Holdings Limited, has submitted an unsolicited Public-Private Partnership proposal to develop the Kafue-Lusaka Bypass at 15 Miles. The proposed project is intended to divert transit traffic away from the CBD and improve traffic flow in support of the Government’s infrastructure development agenda.

14. INSTITUTIONAL REBRANDING

The Institution commenced a comprehensive rebranding process aimed at modernising its corporate identity and strengthening public recognition of the engineering profession.

Stakeholder engagement meetings were held in Lusaka and Kitwe, including a Rebranding Breakfast Meeting that brought together members and industry stakeholders to contribute ideas that will inform the new brand identity of the Institution.

15. INSTITUTIONAL VISIBILITY AND COMMUNICATION PLATFORMS

The Institution continued to enhance its communication and public engagement through increased use of digital platforms.

As of December 2025:

- Facebook: 63,760 followers
- LinkedIn: 11,844 followers
- Instagram: 1,577 followers
- YouTube: 607 subscribers

These platforms have become key channels for disseminating information on engineering developments, public policy issues and institutional programmes.

The institution also engaged the public through Radio and T.V programmes.

16. SHOWS, EXHIBITIONS AND PUBLIC ENGAGEMENT

During the year under review, the Institution participated in major national exhibitions, including:

- Zambia Agricultural and Commercial Show
- CAMINEX Mining Exhibition

The Institution was awarded Second Place in the Best Regulatory Institution Category in both exhibitions.

17. WORLD ENGINEERING DAY AND AFRICA ENGINEERING WEEK

The Institution commemorated World Engineering Day for Sustainable Development and Africa Engineering Week through various outreach and professional engagement activities.

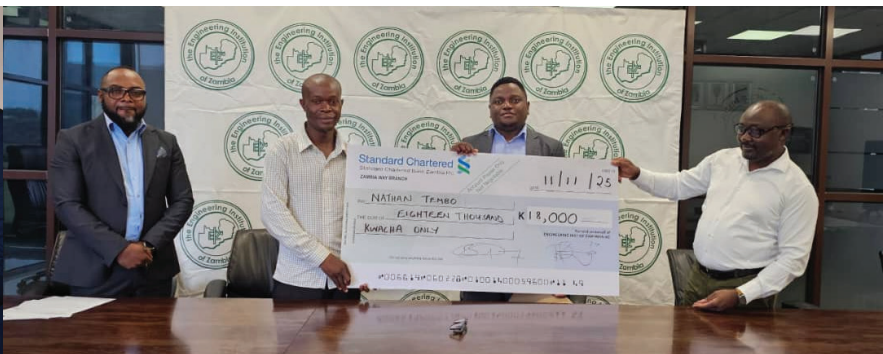
These included:

- Career talks in secondary schools and universities
- Technical engagements with students and young engineering professionals
- Radio and T.V programmes highlighting the role of engineering in national development

These initiatives were aimed at inspiring the next generation of engineering professionals and increasing awareness of the importance of engineering in society.



9 MOU signing with the Zambia Army



11 Mr. Nathan Tembo, a recipient of the Benevolent Fund

18. ZAMBIA WOMEN IN ENGINEERING INITIATIVES

The Institution continued to support gender inclusion through initiatives led by the Zambia Women in Engineering Section (ZWES).

Activities during the year included:

- High Tea event
- mentorship programmes
- professional development engagements
- advocacy activities promoting the participation of women in engineering

These initiatives are aimed at increasing the representation and participation of women in the engineering profession.

19. QUALITY MANAGEMENT SYSTEM (QMS)

The Institution continued to make progress towards the implementation of a Quality Management System (QMS) aligned with international standards.

In 2025, the Institution prioritised achieving ISO 9001:2015 Certification to strengthen operational efficiency and service delivery. Three internal audits were conducted, with the latest completed in August 2025. Key milestones included the development of Standard Operating Procedures (SOPs) during a workshop held in May 2025 at Sandy's Creation, and the fourth Management Review Meeting held on 12 December 2025. The certification process progressed further with a mock external audit conducted by Kafue Gorge Training Centre in July 2025, ahead of the final external audit scheduled for March 2026.

20. PROMOTING YOUNG ENGINEERING PROFESSIONALS

The Institution continued to promote the development of young engineering professionals through mentorship programmes, professional networking opportunities and participation in JETS activities.

These initiatives are aimed at nurturing the next generation of engineering leaders in Zambia.

21. MEMBERSHIP GROWTH AND COMPLIANCE

In the year under review, the Institution registered 7,807 members, bringing the total membership to 99,013. The table shows the breakdown of the specific categories. In 2025, the institution registered a record high in terms of student registrations.

Category	Number
Engineers	1567
Technologist	700
Technicians	298
Craftsperson's	1232
Skilled persons	1139
Students	2871
Total	7807

In 2025, the Board registered a total of 2914 new professionals and 1957 new organisations and units. Representing a 24.2% and 3% decrease and increase, respectively, from 2024. The breakdown of new registrations is illustrated below:

Breakdown of Registered Professionals for 2025

Category	Number
Registered Engineers	881
Registered Technologist	585
Registered Technicians	297
Registered Craftsperson's	1151
Total	2914

Benchmarking and Collaborative Inspections

The Board participated in both international and local benchmarking engagements with institutions such as the Engineers Registration Board to strengthen and refine the Institution's inspection practices. Arising from these engagements, the Institution collaborated with relevant stakeholders to develop guidelines for the assessment of candidates for practice, which have since been approved and are now being implemented.

In addition, the Institution undertook joint inspections in collaboration with the Zambia Institute of Architects, Lusaka City Council, and



14

Stakeholders during the Rebranding Stakeholder engagement in Kitwe



16

Public Relations Manager Mrs. Ntalasha Yulu explaining to the Judges during the 2025 CAMINEX

the Zambia Police Service to promote coordinated enforcement and conduct more comprehensive compliance inspections. These partnerships have strengthened inter-institutional collaboration and enhanced the effectiveness of regulatory oversight across the built environment sector.

Strengthening Compliance through Part-time inspectors

To enhance regulatory compliance across the country, the Institution developed and implemented Standard Operating Procedures (SOPs) to guide the work of part-time inspectors. Subsequently, the Board appointed 10 part-time inspectors, one in each province of Zambia, to support the enforcement of engineering standards and improve the overall compliance rate with the Institution’s regulatory requirements. This initiative represents a significant step toward strengthening the Institution’s presence and oversight at the provincial level and ensuring adherence to professional practice standards nationwide.

22. FINANCIAL PERFORMANCE

During the period under review, the revenue generated by the institution was ZMW 97.75million as compared to ZMW 83.18 million in 2024, representing an increase of 17.5%. The Council ensured financial prudence during the period under review. The details will be provided in the finance report.

Further, the group generated K105.43 million in 2025 compared to 89.8 million in 2024.

23. BRANCH LAUNCH, FORUMS AND WEBINARS

During the year under review, the Institution launched the Chikankata Branch on 14 November 2025, strengthening its presence in emerging energy development regions. The institution further held forums in Solwezi, Ndola, Kabwe, Siavonga and Mufulira.

24. CONCLUSION

The year 2025 has been one of notable progress for the Engineering Institution of Zambia. Through strengthened governance systems, expanded partnerships, enhanced member services and increased national engagement, the Institution has continued to consolidate its position as the regulatory authority for engineering practice in Zambia and a trusted partner in national development.

The achievements outlined in this report reflect the collective commitment and dedication of the Council, Committees, Secretariat and the entire membership of the Institution.

As the Institution moves forward, we shall continue to focus on strengthening professional standards, supporting innovation and research, expanding strategic partnerships and ensuring that engineering remains central to Zambia’s socio-economic transformation and sustainable development.



20 Motivational Talk at Kitwe Trades



18 Zambia Women in Engineering Conference High Tea 2

21 Compliance Inspections at Baobab Mall

Registrar's report



ENG. DAVID KAMUNGU
FEIZ, Registrar/ Chief Executive Officer

INTRODUCTION

2025 marked continued progress in implementing the 2023–2026 Strategic Plan for the Engineering Institution of Zambia (EIZ), as the Secretariat remained focused on strengthening service delivery, enhancing regulatory effectiveness, and supporting the engineering profession’s contribution to Zambia’s national development agenda.

During the period under review, the Institution recorded steady growth in membership and improvements in compliance levels, reflecting increasing confidence in the Institution’s mandate and the importance of upholding engineering standards. Efforts were also directed toward strengthening internal systems and governance processes to improve efficiency, responsiveness, and accountability to members and stakeholders.

"Management remains grateful to the Council, members, Secretariat, and stakeholders for their continued support as the Institution works towards achieving its strategic objectives outlined"

The Institution also initiated the rebranding process, beginning with stakeholder engagement and a survey aimed at collecting feedback to guide the repositioning of EIZ as a modern, responsive, and forward-looking professional body.

As the Strategic Plan approaches its final implementation phase, the Secretariat remains committed to consolidating the gains achieved and accelerating progress in areas such as financial sustainability, human resource capacity development, and ICT infrastructure modernisation to support efficient service delivery.

Management remains grateful to the Council, members, Secretariat, and stakeholders for their continued support as the Institution works towards achieving its strategic objectives outlined below;

OBJECTIVE	DESCRIPTION OF THE OBJECTIVE
Objective 1	Improve membership services
Objective 2	Enhance compliance inspections
Objective 3	Enhance stakeholder participation
Objective 4	Enhance Financial Management Growth
Objective 5	Improve business processes and governance structures
Objective 6	Improve Human Resource Capacity
Objective 7	Enhance ICT Infrastructure

The detailed progress on each of the Strategic objectives will be discussed below:

1. IMPROVE MEMBERSHIP SERVICES

This objective focuses on increasing membership, enhancing the professional lives of members, and reducing voter and membership apathy, among other priorities. To achieve this, the Institution developed and implemented a comprehensive marketing strategy, established an annual Continuing Professional Development (CPD) calendar, and created a database of professionals to support the

1

MOU signing with Oxygen Alliance

Signed a Memorandum of Understanding with Oxygen Alliance, which will be implemented by the Biomedical Section to collaborate on capacity building initiatives, including online training sessions on the maintenance and repair of biomedical equipment on the 16th of May 2025.



effective delivery of CPD programmes. In addition, the Institution scaled up sensitisation campaigns and strengthened collaboration with key stakeholders.

To support this objective, the Secretariat recorded several key milestones during the period under review.

During the year, the Secretariat prioritised strengthening membership benefits and enhancing the overall value proposition for members. The Institution undertook deliberate initiatives to collaborate with strategic partners aimed at improving the membership experience.

In 2025, the Institution registered a total of 7,807 new members on the database, cumulatively representing a performance of 130% achieved against the strategic target of 6,000. The Institution further registered a total of 2,871 new students on the database in 2025.

Category	Number
Engineers	1567
Technologist	700
Technicians	298
Craftsperson's	1232
Skilled persons	1139
Students	2871
Total	7807

- 1.1 In 2025, the Engineering Institution further advanced its Continuing Professional Development (CPD) Policy to comprehensively address the evolving developmental needs of all membership categories. This strategic enhancement led to the establishment of a dedicated business unit within the Secretariat, focused on research and development, member upskilling, and the design of targeted CPD training programs across all engineering disciplines.
- 1.2 The Institution maintained its commitment to nurturing future engineering talent by delivering a total of 41 career talks across Zambia. These sessions provided aspiring engineers with guidance on career pathways, industry expectations, and professional growth opportunities. Branches also actively supported initiatives under the Zambia Engineering and Technology Students (JETS) program, further strengthening the link between education and professional practice.

- 1.3 Significant improvements were made to membership administration in 2025. Registration and renewal processes were simplified, enabling members to complete renewals in just 10 minutes, either through the system or in-person. In addition, the DMIS platform was enhanced to allow seamless online payment of membership fees, providing a more efficient and member-friendly experience.

2. ENHANCE COMPLIANCE INSPECTIONS

To ensure increased compliance with engineering practice requirements and reduced fraudulent cases, EIZ will strengthen the inspection of Engineering Professionals, Organisations, and Units, as well as enhance enforcement and stakeholder awareness campaigns on compliance with the EIZ Act, among others.

During the period under review, the Institution attained a compliance of 77% on membership and practice for engineering professionals and 79% for organisations and units.

- 2.1 The Institution reviewed and updated the various enforcement procedures used for conducting inspections. This led to the development of clear standard guidelines for the inspectorate teams.
- 2.2 In the year 2025, the Institution carried out a total of 3052 inspections nationwide.
- 2.3 The Institution participated in joint inspections with the Zambia Institute of Architects, the Lusaka City Council and the Zambia Police to conduct comprehensive inspections.
- 2.4 The institution has held several stakeholder engagement sessions with ZAQA and has continued to ensure compliance with the ZAQA SI and adherence to the customer service charter.
- 2.5 The Institution has developed and implemented Standard Operating Procedures for part-time inspectors to improve the EIZ compliance rate. The board has appointed 10 part-time inspectors in all 10 provinces of Zambia.

3. ENHANCE STAKEHOLDER PARTICIPATION

This objective is aimed at enhancing stakeholder responsiveness and increasing student participation in EIZ programmes through the development and implementation of the Stakeholder Management Plan as well as the Student Engagement Plan. Furthermore, the

Improving membership services



Donation at Kitwe Teaching Hospital Children's Ward



Donation at Mukoza Orphanage Centre in Ngombe

The Institution continued to demonstrate its commitment to societal development through impactful corporate social responsibility (CSR) initiatives. These activities not only showcased the Institution's capabilities but also contributed meaningfully to local communities. Notably, Secretariat staff donated resources to the Mukoza Orphanage Centre in Ngombe, Lusaka, and Kitwe Teaching Hospital Children's Ward, highlighting the Institution's ongoing dedication to social engagement and community support.

objective entails enhancing the stakeholder feedback mechanism and operations of the toll-free line.

times and minimizing member frustrations and wait times by allowing them to reach a live representative quickly, through the recent establishment of the Call Centre, 3333.

Enhancing compliance inspections



EIZ Joint Inspections with Zambia Institute of Architects

The call centre received 2294 calls in the period under review and delivered notably strong performance throughout the reporting period, demonstrating improved operational efficiency, responsiveness, and service quality. These enhancements contributed significantly to strengthening overall service delivery and provided a more seamless and positive experience for our members.

3.3 Press Statements

During the period under review, the institution released the following press statements;

- Press briefing on the Lusaka–Ndola Road Project
- Joint press briefing with the Zambia Institute of Architects (ZIA)
- Press statements on Constitutional amendments and corporate governance

3.1 The Institution commenced the rebranding process and coordinated Stakeholder Engagement Breakfast Meetings in Lusaka and Kitwe to unveil the Institution's comprehensive rebranding strategy. The engagements aimed to ensure stakeholder alignment, foster institutional pride and ownership, gather strategic input and strengthen brand positioning. The rebranding initiative represents a critical step toward modernising the Institution's image and enhancing its competitiveness and visibility.

3.2 Customer Service and Call Centre: The Institution has witnessed positive member experiences, which are built on fast response

During the year under review, the Engineering Institution of Zambia (EIZ) made significant strides toward international recognition by actively pursuing signatory status to the International Engineering Alliance Washington Accord. Through the dedicated efforts of Management and sustained institutional reforms, we are pleased to report that the requisite criteria were successfully met in the third quarter of 2025. This milestone reflects our commitment to aligning Zambia's engineering education and practice with globally recognized standards. In the same vein, EIZ further strengthened its quality assurance mandate by accrediting three universities during the period, thereby enhancing the credibility and international comparability of engineering qualifications in the country.

4. ENHANCE FINANCIAL MANAGEMENT AND GROWTH

This objective entails enhancing the payment systems, operations of the EIZ Store and enhancing implementation of debt management initiatives. Further, EIZ will develop and implement a Business Development Plan, an Investment Policy and a Risk Management Plan. Adherence to financial regulations and reporting standards as well as internal controls will be strengthened. These interventions are aimed at increasing financial resources, reducing debt and improving accountability.

During the period under review, the revenue generated was ZMW 97.75 million as compared to ZMW 83.18 million in 2024, representing an increase of 17.5%.

- 4.1 The Institution continued monitoring and reviewing institutional costs to reduce operational costs while improving operational efficiency by enforcing virtual meetings in the third and fourth quarters of 2026 to manage costs.
- 4.2 The Institution formulated interventive measures to address threats of non-compliance and reduced funds due to the Cabinet circular on non-payment of fees on behalf of employees instructed to Statutory and Grants aided institutions.
- 4.3 The Institution undertook the purchase of land in Kalumbila for the construction of an Office and Innovation Centre. The Institution further undertook the purchase of land in Chinsali.
- 4.4 In an effort to increase non-traditional income, an online store was incorporated in the EIZ Database Management Information System (DMIS) for the sale of EIZ regalia and other merchandise. This is anticipated to increase the members' accessibility to the EIZ store with minimal effort.
- 4.5 The Institution further continued to monitor the performance of the EIZ DMIS, and any deficiencies identified during the year were quickly tabled with the consultants and rectified, and the system was enhanced through various integrations.
- 4.6 The Engineering Fund was launched to promote engineering innovation, research and professional development within the engineering sector.

6. IMPROVE HUMAN RESOURCES CAPACITY

This objective entails enhancing the payment systems, operations of the EIZ Store and enhancing the implementation of debt management initiatives. Further, EIZ will develop and implement a Business Development Plan, an Investment Policy and a Risk Management Plan. Adherence to financial regulations and reporting

5. IMPROVE BUSINESS PROCESSES AND GOVERNANCE STRUCTURES

To deliver services effectively and efficiently, EIZ will ensure the development of an Enterprise Resource Planning (ERP) system, enhanced implementation of the Quality Management System (QMS) and review of SOPs and Client Service Charter.

- 5.1 During the period under review, the Institution implemented the new EIZ Customer Service Charter, which has now been displayed in all public areas of the Secretariat offices in the Northern and Southern Regions. The charter reflects the commitments of the EIZ Secretariat to deliver services to members within set turnaround times. The Charter renews our collective commitment in meeting the needs of our diverse membership.
- 5.2 Conducted a QMS Procedure Development Workshop on Monday, 19th and Tuesday, 20th May 2025 at Sandy's Creation Garden Centre in Lusaka, which culminated in the development and revision of all standard operating procedures, manuals and policies of all EIZ user departments and units
- 5.3 Conducted a three-day Act Review Committee workshop from 21st to 23rd May 2025 to incorporate all submissions received from the general membership for the review of the EIZ Act No. 17 of 2010. This culminated in the production of a final report detailing the Institution's revisions for producing the draft EIZ Bill with legislative drafters from the Ministry of Justice.
- 5.4 Concluded the Internal Quality Management System (QMS) audit on all user departments and units of the EIZ Secretariat, implementing key corrective actions for operational efficiency of the Institution. Revisions of key QMS documents and the Quality Policy Statement were implemented.
- 5.5 Conducted a mid-term EIZ Strategic Plan Review meeting on Thursday, 12th June 2025 and a subsequent working group workshop from 23rd to 25th June 2025, where a performance assessment, mid-term review and proposed amendment of the 2023 – 2026 EIZ Strategic plan were done to incorporate revised strategies for the delivery of the institution's objectives.

standards as well as internal controls, will be strengthened. These interventions are aimed at increasing financial resources, reducing debt and improving accountability.

- 6.1 During the period under review, management optimised performance management by setting clear performance expectations using SMART goals drawn from the 2023 – 2026 EIZ Strategic plan. Feedback mechanisms were embedded in employee performance reviews to encourage real-time feedback on performance management.
- 6.2 The Secretariat Staff complement has continued to grow to meet the daily needs of the general membership. Planned additions in the year 2026 are: Legal Counsel, Risk Officer, Call Centre Assistant and Stores Assistant. The creation of these new positions is based on the increased need for support in implementing key strategic objectives.
- 6.3 Employees participated in various training programmes aimed at enhancing their skills and competencies. The trainings were carefully selected to align with employees' day-to-day responsibilities and the Institution's operational needs, thereby improving overall efficiency and service delivery.
- 6.4 The Institution made significant progress in strengthening its governance framework through the implementation of several staff policies. These policies were designed to improve workplace practices, ensure compliance, and promote consistency in human resource management across all departments.
- 6.5 The Institution continued to prioritize staff welfare as a key driver of productivity and morale. During the period under review, several measures were implemented to improve employee well-being, leading to increased staff motivation, enhanced job satisfaction and improved overall performance and commitment.
- 6.6 The Institution conducted one team building session with the focus of improving customer support, communication, enhancing teams and boosting employee morale.



Staff team building

7. ENHANCE ICT INFRASTRUCTURE

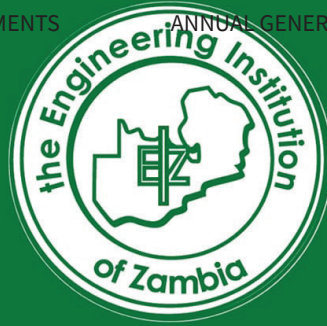
To maintain a competitive edge and ensure uninterrupted service, EIZ continues to enhance its ICT systems through the execution of its recently updated ICT Strategy. The focus has shifted toward developing advanced technological tools and mechanisms that guarantee system efficiency and security. Through these integrations, EIZ is not only securing its business continuity but also fortifying its cybersecurity posture against emerging threats.

7.1 To further bolster business continuity, the Institution has optimized its cloud architecture and server resources. By leveraging a hybrid infrastructure, we have enhanced our disaster recovery capabilities, ensuring that critical data and applications remain accessible even in the event of localized hardware failures, thereby minimizing potential service disruptions for our members.

7.2 Recent enhancements to the Database Management Information System (DMIS) aim to elevate user experience, streamline processes, and strengthen member engagement. In addition, the ERP system upgrade is underway which is expected to transform operational practices, drive integration, and ensure improved service delivery.

7.3 The Institution has continued to modernize its ICT service delivery by introducing automation in routine processes such as member registration, payment reconciliation, and reporting. This automation has reduced manual workload, minimized errors, and improved turnaround times for member services.

7.4 The Institution advanced its cybersecurity posture in 2025 by strengthening firewalls, implementing multifactor authentication, and enhancing intrusion detection systems.



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These measures were undertaken to safeguard member data and ensure compliance with international ICT security standards.

7.5 The institution continues to develop new ICT policies and conduct regular reviews of existing ones to further strengthen ICT governance and ensure resilience in line with evolving organisational needs.

7.6 The Institution invested in cloudbased solutions to increase the scalability and flexibility of ICT services. This migration reduced reliance on physical infrastructure, improved disaster recovery readiness, and supported remote access for staff and members.

7.7 To improve datadriven decision making, the Institution expanded its business intelligence capabilities through enhanced reporting tools and dashboards. This initiative provided leadership with

timely insights, supporting strategic planning and operational efficiency.

Recognising that digital transformation is a continuous journey, the Institution will sustain efforts to upgrade systems, so that staff can fully benefit from the entire IT solutions stack, while consistently delivering value to our members.

In conclusion, the period under review reflects the Institution's continued commitment to strengthening professional standards, enhancing member services, and advancing the engineering profession in Zambia. Through strategic programmes in capacity building, stakeholder engagement, governance enhancement, and

institutional development, the Secretariat has remained focused on supporting the Council and membership in delivering on the Institution's mandate.

The progress recorded would not have been possible without the guidance of Council, the active participation of members across the Regions and Sections, and the collaboration of cooperating partners and stakeholders. The Secretariat remains dedicated to improving operational efficiency, expanding service delivery, and implementing initiatives that promote innovation, professionalism, and sustainable engineering solutions for national development.

As we look ahead, the Institution will continue to build on these achievements and pursue opportunities that enhance member value and strengthen the role of engineering in Zambia's socio-economic transformation.

As we reflect on the 2025 financial year, I am encouraged by the progress we have made as an Institution, despite the evolving challenges within the engineering sector and the broader economic landscape. Our achievements this year are a testament to the resilience, professionalism, and commitment of our members, Council, and Secretariat.

Looking ahead, our focus is clear: to enhance service delivery, strengthen institutional efficiency, and provide greater value to our members and stakeholders. We are undertaking deliberate

reforms aimed at improving turnaround times, leveraging digital solutions, and streamlining our internal processes to ensure that the Engineering Institution of Zambia remains responsive, transparent, and fit for purpose.

We recognize that excellence in service delivery is not optional—it is a responsibility we owe to our members and the nation. In this regard, management is committed to fostering a culture of accountability, innovation, and continuous improvement across all our operations.

As we move into the next year, we reaffirm our dedication to upholding the highest standards of engineering practice while positioning the Institution as a key driver of national development. Together, we will build a more efficient, effective, and impactful EIZ.

I thank you for your continued support and confidence in the Institution.



ENG. DAVID KAMUNGU, FEIZ.
REGISTRAR/CHIEF EXECUTIVE OFFICER

Statement on corporate governance

1. BRIEF

- 1.1 The Engineering Institution of Zambia is established by the EIZ Act. No. 17 of 2010. The EIZ Act and the 2025 EIZ Constitution provide governance guidelines to the Institution. It is with the forgoing that The Engineering Council recognizes the importance of observing high standards of Corporate Governance at all times. During the period under review, the 61st Engineering Council adhered to the provisions and ethics of good governance and strict adherence to the provisions of the Council Charter.
- 1.2 The Institution is thus committed to complying with legislation, regulations, international financial reporting standards (IFRSs), Codes of Good Governance and policies that ensure sound business practice.
- 1.3 The Institution elects its new Council every two years at its Annual General Meeting pursuant to the provisions of the EIZ Act No 17 of 2010. During the period under review, the 62nd Council was elected on 20th April, 2024 at which Eng. Wesley Kaluba was elected as President and Chairperson of the 62nd Engineering Council.
- 1.4 Council and its sub-committees comprise Executive, Non-Executive and Independent Non-Executive members. Council meets on a regular basis to drive the Institution's strategic agenda. Council has the responsibility for the overall management of the Institution and is primarily accountable to the members for the proper conduct of the business of the Institution.
- 1.5 The EIZ Council has in place main sub-committees, namely the Policy, Public Relations and National Development Committee; Finance & Administration Committee; the Membership and Continuous Development Committee and the Nominations and Elections Committee. Council has also in place an independent Audit and Risk Committee responsible for External and Internal audit assurance and Risk Management.
- 1.6 The statutory organs of the Institution established by the EIZ Act No 17 of 2010 are;
- 1.6.1 Engineering Registration Board
 - 1.6.2 Engineering Technical Committee
 - 1.6.3 Disciplinary Committee
 - 1.6.4 Secretariat
- 1.7 The Engineering Council has also established other subcommittees for the execution of specific assignments. These include;
- 1.7.1 Technical Committee of the Engineering Registration Board
 - 1.7.2 Constitution Review Committee
 - 1.7.3 Editorial & Publications Committee
 - 1.7.4 Regional Executive Committees

2. RECORD OF ATTENDANCE OF COUNCIL MEETINGS HELD IN 2025

2.1 Full Council Meetings of the 62nd Engineering Council

Period	Q1	Q2	Q3	Q4	TOTAL
Date of meeting	28.02.25	31.05.25	05.09.25	12.12.25	
Eng. Wesley Kaluba	✓	✓	✓	✓	4/4
Eng. Chansa Musonda	✓	✓	✓	✓	4/4
Eng. Edith M Munungwe	✓	✓	✓	✓	4/4
Eng. Kennedy Musonda	✓	✓	✓	✓	4/4
Eng. Dr. Michael Kalumbu Nsefu	✓	✓	✓	✓	4/4
Eng. Abel Ng'andu	✓	✓	✓	✓	4/4
Eng. Elizabeth K Namakando	✓	✓	✓	✓	4/4
Eng. Kennedy Kanyinji	✓	✓	✓	✓	4/4
Eng. Nsonfwa Malunga	✓	✓	✓	✓	4/4
Teg. Princess Sampa	✓	✓	✓	✓	4/4
Tec. Chola Kombe	✓	✓	✓	✓	4/4
Cra. Felix Masala	✓	✓	✓	✓	4/4
Eng. Dr. Chilala K. Bowa	✓	✓	✓	✓	4/4
Eng. Lucky K Simukonda	✓	✓	✓	✓	4/4
Mr. James E Mudenda	✓	✓	✓	✓	4/4
Ms. Mutale Kashimu	✓	✓	✓	✓	4/4
Eng. David Kamungu	✓	✓	✓	✓	4/4

2.2 Engineering Registration Board (EngRB)

Period	Q1	Q2	Q3	Q4	Total
Meeting Date	14/02/25	30/05/25	27/08/25	05/12/25	4
Eng. Dr. Michael K. Nsefu	✓	✓	✓	✓	4/4
Eng. Prof. John Siame	✓	✓	✓	✓	4/4
Eng. Yoram Sinyangwe	✓	AP	✓	✓	3/4
Eng. Oliver Makungu	✓	✓	✓	✓	4/4
Eng. Michael L. Muselepete	✓	✓	✓	✓	4/4
Eng. Waddy N. Sakeni	✓	✓	✓	✓	4/4
Teg. Peter Nshindano	✓	✓	✓	✓	4/4
Tec. Kwimbi Namwila	✓	✓	✓	✓	4/4
Cra. Pride Lombe	✓	✓	✓	✓	4/4

2.3 Policy, Public Relations & National Development (PPRND)

Date of Meeting	19/02/25	20/05/25	26/08/25	7/11/25	Total
Eng. Kennedy Musonda	✓	✓	✓	✓	4/4
Eng. Prof. John Siame	✓	✓	✓	✓	4/4
Eng. Mwango Kasonde	✓	✓	✓	✓	4/4
Eng. Vernon Ngulube	✓	AP	✓	✓	3/4
Eng. Malunga Nsofwa	✓	✓	✓	✓	4/4
Eng. Bertha Mwamba	✓	✓	✓	✓	4/4
Eng. Samson Maluza	✓	✓	✓	✓	4/4
Eng. Atkins Sitwala	✓	AP	✓	✓	3/4
Eng. Dumisani Nkhata	✓	AP	✓	AP	2/4
Eng. Annania Sichone	✓	AP	✓	✓	3/4
Eng. Dr. Chilala Bowa	☐	AP	AP	✓	1/4
Teg. Richard Chungu	✓	✓	✓	✓	4/4
Cra. Felix Masala	✓	✓	✓	✓	4/4

2.4 Finance and Administration (F&A)

Attendance

Date of Meeting	20 Feb 2025	16 May 2025	15 July 2025	21 Aug 2025	19 Nov 2025	Total
Eng. Musonda Chansa	✓	✓	✓	✓	✓	5/5
Mr. Kalaluka Itwi	✓	AP	AP	✓	AP	2/5
Eng. Kingsley L Simukonda	✓	✓	✓	✓	✓	5/5
Eng. Alex Mbumba	☐	○	✓	○	○	1/5
Eng. Mutale Tembo	✓	✓	✓	✓	✓	5/5
Tec. Kombe Chola	✓	✓	✓	✓	✓	5/5
Tec. Shula Mulenga	✓	✓	✓	✓	✓	5/5
Mrs. Helen Zulu	✓	AP	✓	✓	✓	4/5

2.5 Membership & Continuous Professional Development Committee (MCPD)

Period	Q1	Q2	Q3	Q4	Total
	18.02.25	19.05.25	22.08.25	14.11.25	4
Eng. Edith Munungwe	✓	✓	✓	✓	4/4
Eng. Kennedy Kanyinji	✓	✓	✓	✓	4/4
Teg. Elizabeth Kyulabantu	✓	✓	✓	✓	4/4
Eng. Agnes Mwansa	✓	✓	✓	✓	4/4
Teg. Princess Sampa	✓	✓	✓	✓	4/4
Eng. Francis Mwale	✓	✓	✓	✓	4/4

Period	Q1	Q2	Q3	Q4	Total
Eng. Webby Makoloni	✓	✓	✓	✓	4/4
Teg. Daukeya Kaponde	✓	✓	✓	✓	4/4
Teg. Smart Mumba	✓	✓	✓	✓	4/4
Tec. Kennedy Chipoma	✓	✓	✓	✓	4/4
Cra. Patrick Chibwe	✓	✓	✓	✓	4/4
Ms. Mutale Kashimu	✓	✓	✓	✓	4/4
Mr. James Mudenda	✓	✓	✓	✓	4/4

2.6 Disciplinary Committee

Period	Q1	Q1	Q2	Q2	Q3	Q3	Q3	Q4	Q4	Q4	Q4	Total
Date of meeting	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025	
Adv. Mrs. Kasumpa Kabalata	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11/11
Mr. Chanda Chuungu	NA	NA	NA	NA	NA	✓	✓	✓	✓	✓	✓	6/11
Eng. Wesley Kaluba	✓	✓	✓	✓	✓	✓	✓	✓	AP	✓	✓	10/11
Eng. Glenda Kasonde	NA	NA	NA	✓	✓	✓	AP	✓	✓	✓	✓	7/11
Eng. Dr. Chabota Kaliba	✓	✓	✓	✓	✓	✓	✓	✓	AP	✓	✓	7/11
Eng. Patrick Simuchimba	NA	NA	NA	✓	✓	✓	✓	✓	✓	✓	✓	8/11
Eng. Vincent Chaikatisha	NA	NA	NA	✓	✓	✓	✓	✓	✓	✓	✓	8/11
Eng. David Kamungu	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11/11

2.7 Audit and Risk Committee

Names	Position	Date of Meeting								Total
		21.02.25	10.03.25	13.03.25	14.05.25	19.08.25	21.08.25	11.11.25		
Eng. Alpha Mwale	Chairperson	AP	✓	✓	✓	✓	✓	✓	✓	6/7
Eng. Dylan Kasonde	Member	✓	✓	✓	✓	✓	✓	✓	✓	7/7
Eng. Likonge Makai	Member	✓	AB	✓	✓	✓	AP	✓	✓	5/7
Mr. Chabota Simuusa	Member	✓	✓	✓	✓	✓	✓	✓	✓	7/7
Ms. Susan Zimba Banda	Member	✓	✓	✓	✓	✓	✓	✓	AP	6/7
Dr. Friday Nyambe	Member	✓	✓	AP	✓	✓	✓	✓	AP	5/7
Eng. David Kamungu	Secretary	✓	✓	✓	✓	✓	✓	✓	✓	7/7

Key

✓	Present
AB	Absent
AP	Apologies
□	Not yet a member of the Committee
○	Ceased to be member of Committee

Council members



Eng. Wesley Kaluba
FEIZ - President



Eng. Kennedy Musonda
FEIZ - Vice President PPRND



Eng. Musonda Chansa
FEIZ - Vice President Finance & Administration



Eng. Edith Vwalika Mwale
FEIZ - Vice President MCPD



Eng. Abel Ng'andu
FEIZ - Immediate Past President



Eng. Dr. Michael Kalumbu Nsefu
FEIZ - EngRB Chairperson



Eng. Malunga Nsofwa
PEIZ - Engineers' Representative



Teg. Princess Sampa
FtgEIZ - Technologists' Representative



Tec. Kombe Chola
FTcEIZ - Technicians's Representative



Cra. Felix Masala
FCrEIZ - Craftspersons' Representative



Eng. Elizabeth K. Namakando
PEIZ - Southern Region Chairperson



Eng. Kennedy Kanyinji
FEIZ - Northern Region Chairperson



Eng. Kingsley Lucky Simukonda
PEIZ - Engineering Organisations' Representative



Eng. Dr. Chilala Kakoma Bowa
FEIZ - Engineering Units' Representative



Ms. Mutale Kashimu
Female Students' Representative



Mr. James Mudenda
Male Students Representative



Eng. David Kamungu
Registrar and CEO

Management team



Eng. David Kamungu
Registrar and CEO



Eng. Kabwe Musonda
Deputy Registrar and Director Operations



Mr Euni Ng'andu
Director Finance and Administration



Ms. Nanzele Hambulo
Human Resource and Administration Manager



Eng. Ian Chomba
Regional Manager - North



Mr. Rex Harold Kalangu
Technical and Quality Manager



Ntalasha Mutale
Manager - Public Relations and Marketing



Mr. Clowder Samahongo
IT Manager



Eng. Chimfwembe Mutale
Regional Manager -South



Mr. Evans Lumamba
Procurement Specialist



Mr. Benstein Chanda
Accountant



Ms. Musumbulwe Mambwe
Internal Auditor



Mr. Samsom Kapufi
Finance and Admin Head



Consolidated financial statements for the year ended

31 December 2025

(The Engineering Institution of Zambia (EIZ) - Established under the
Engineering Institution of Zambia Act No. 17 of 2010)

The following reports and statements comprise the financial
statements of the Engineering Institution of Zambia (EIZ) and its
subsidiary EIZ Properties Plc presented to the Members:

General information

Country of registration and domicile: Zambia

Nature of business and principal activities: The principal activities of the Institution include; the regulation and promotion of the engineering profession in Zambia through registration of engineering professionals and firms; and to contribute to the material development of society by improving the level of engineering education, training and practice in the country.

Council members:

The Council members who held office during the year were:

Eng. Wesley Kaluba	President
Eng. Kennedy Musonda	Vice President-Policy, Public Relations and National Development
Eng. Chansa Musonda	Vice President-Finance and Administration
Eng. Edith V.M. Munungwe	Vice President-Membership and CPD
Eng. Abel Ngáandu	Immediate Past President
Eng. Dr. Michael Nsefu	Engineering Registration Board Chairman
Teg. Elizabeth K. Namakando	Southern Region Chairman
Eng. Kennedy Kanyinji	Northern Region Chairman
Eng. Malunga Nsofwa	Representative-Engineers
Eng. Kingsley Simukonda	Representative-Engineering Organisation
Eng. Dr. Chilala Bowa	Representative-Engineering units
Teg. Princess Sampa	Technologists' Representative
Tec. Kombe Chola	Technicians' Representative
Cra. Felix Masala	Craftpersons' Representative
Miss. Mutale Kashimu	Female Engineering Students' Representative
Mr. James J. Mudenda	Male Engineering Students' Representative

Management:

Eng. David Kamungu	Registrar/CEO
Eng. Kabwe Musonda	Deputy Registrar/Director Operations
Mr. Eunie Ng'andu	Director Finance & Administration
Eng. Mutale Chimfwembe	Regional Manager – South
Eng. Ian Chomba	Regional Manager – North
Mr. Rex Harold Kalangu	Technical & Quality Manager
Ms. Nanzele Hambulo	Human Resource & Administration Manager
Mr. Benstein Chanda	Accountant
Mr. Samson Kapufi	Finance & Administrations- Head
Mr. Evans Lumamba	Procurement Specialist
Mr. Clowder Samahongo	IT Manager
Mrs. Ntalasha M. Yulu	Public Relations & Marketing Manager
Ms. Musumbulwe Mambwe	Internal Auditor

Registered address: Engineering Institution of Zambia
Stand No.2374
Kelvin Siwale Road
Show Grounds
P.O. Box 51084
Lusaka

Solicitors: May & Co.
Glass House
759 Independence Avenue
Lusaka

Bankers: Standard Chartered Bank Zambia Plc
Stanbic Bank Zambia Limited
Zambia National Commercial Bank Plc
United Bank for Africa
First National Bank
Indo-Zambia Bank

Auditors: MPH Chartered Accountants
Plot 4434A Kumoyo Road
Longacres
P.O. Box 31014
Lusaka

The Engineering Institution of Zambia (EIZ)

(Established under the Engineering Institution of Zambia Act No. 17 of 2010)
Consolidated Financial Statements for the year ended 31 December 2025

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The reports and statements set out below comprise the financial statements of the Engineering Institution of Zambia (EIZ) and its subsidiary EIZ Properties Plc presented to the Members:

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Statement of Responsibilities in respect of the Preparation of the Financial Statements

First schedule, PART II (10) of the Engineering Institution of Zambia Act No. 17 of 2010 requires Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Institution and of the surplus or deficit for that period.

The Councillors are responsible for the preparation and fair presentation of the consolidated financial statements of the Engineering Institution of Zambia and its subsidiary EIZ Properties Plc (“the Group”), which comprise the consolidated and separate statements of financial position at 31 December 2025, the consolidated and separate statements of comprehensive income, the consolidated statement of changes in members’ funds and consolidated and separate statement of cash flows for the year then ended, and the notes to the financial statements, which include a summary of Material Accounting Policy Information and other explanatory notes, in accordance with International Financial Reporting Standards and in the manner required by the Engineering Institution of Zambia Act No. 17 of 2010 of the laws of Zambia.

Council’s responsibility includes: designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of these financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

In the opinion of the Councillors:

- the consolidated and separate Statements of Comprehensive Income are drawn up so as to give a true and fair view of the profit of the Group and the Institution for the year ended 31 December 2025; and
- the consolidated and separate Statements of Financial Position are drawn up so as to give a true and
- fair view of the state of affairs of the Group and the Institution as at 31 December 2025.

Council has made an assessment of the Group’s ability to continue as a going concern and believes that there are reasonable grounds to believe that the Group will be able to pay its debts as and when they fall due.

Approval of the financial statements

The consolidated and separate financial statements of the Group and the Institution as indicated above and set out on pages 8 to 40 were approved by the Councillors on and were signed on its behalf by:

.....
Councillor

.....
Councillor

Independent Auditor's Report

To the members of the Engineering Institution of Zambia and its subsidiary EIZ Properties Plc.

Report on the Financial Statements

Opinion

We have audited the consolidated financial statements of the Engineering Institution of Zambia and its subsidiary EIZ Properties Plc (the Group), which comprise the consolidated and separate statements of financial position as at December 31, 2025, and the consolidated and separate statements of comprehensive income, the consolidated statement of changes in members' funds and the consolidated and separate statements of cash flows for the year then ended, and notes to the financial statements, including a summary of Material Accounting Policy Information.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Group and the Institution as at December 31, 2025, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs) and in the manner required by the Engineering Institution of Zambia Act 17 of 2010 and the Companies Act, 2017.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants (IESBA)*, and we have fulfilled our other ethical responsibilities in accordance with IESBA code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters are addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. We have not identified any key audit matters for disclosure.

Responsibilities of Management and those Charged with Governance for the Consolidated Financial Statements

Management and the Council are responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error. In preparing the consolidated financial statements, management and the Council are responsible for assessing the Group'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 management and the Council either intend to liquidate the Group or cease operations, or has no realistic alternative but to do so.

The Council are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may

- involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal controls 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 Group’s internal control.
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
 - Conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Group to cease to continue as a going concern.
 - Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor’s report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other Information

The Councillors are responsible for the other information included in the annual report. Our opinion on the financial statements does not cover other information and we do not express an audit opinion thereon. Our responsibility is to read the other information and consider whether the information therein is materially consistent with the financial statements. If based on our work, we conclude that there is a material misstatement we are required to report to that fact. We have nothing to report in this regard.

Report on Other Legal and Regulatory Requirements (A) Engineering Institution of Zambia

Engineering Institution of Zambia Act No. 17 of 2010

In accordance with the First Schedule, Section 10 of the Engineering Institution of Zambia Act No. 17 of 2010, we report that, in our opinion, the required accounting records, and other records relating to the Institution’s accounts have been properly kept, in accordance with the Act.

(B) EIZ Properties Plc.

Companies Act, 2017

The Zambia Companies Act of 2017 requires that in carrying out our audit of EIZ Properties Plc, we report on whether:

- i. There is no relationship, interest or debt which us, as the Company’s auditor, have in the Company;
- ii. There are serious breaches by the Company’s directors, of corporate governance principles or practices contained in part VII’s sections 82 to 122 of the Zambia Companies Act of 2017; and
- iii. There is an omission in the financial statements as regards particulars of any loan made to a Company officer (a director, company secretary or executive officer of the company) during the year, and if reasonably possible, disclose such information in our opinion.

In respect of the foregoing requirements, we have no matter to report.

MPH Chartered Accountants

Lusaka, Zambia

**Hampande Hachongo (AUD/F000186)
Partner**

Consolidated Statement of Comprehensive Income

	Notes	Group 2025 K	Group 2024	Institution 2025	Institution 2024
Revenue					
Membership and registration fees	6	76,553,567	67,360,283	76,553,567	67,360,283
Rental income		9,117,314	6,676,879	-	-
Other income	7	17,410,568	15,820,925	17,381,670	15,810,962
Gross income		103,081,449	89,812,327	93,935,237	83,171,245
Less: Activity costs	9	(28,889,541)	(29,000,542)	(26,609,505)	(26,952,232)
Gross surplus		74,191,908	60,857,545	67,325,732	56,219,013
Less: Operating and administrative expenditure	10	(62,811,213)	(55,216,058)	(58,027,195)	(51,138,806)
Surplus of income over expenditure before finance costs and investment income		11,380,695	5,641,487	9,298,537	5,080,207
Foreign exchange gain/(loss)		2,351,438	(829,427)	-	8,598
Financing costs	11	(2,093,272)	-	-	-
Net financing and investment income	8	3,098,852	1,733,189	3,098,852	1,733,189
Surplus of income over expenditure after finance costs		14,737,713	6,545,249	12,397,389	6,821,994
Income tax – Subsidiary		(1,004,281)	(269,469)	-	-
Surplus after tax		13,733,432	6,275,780	12,397,389	6,821,994
Other comprehensive income					
Items that will not subsequently be reclassified to income and expenditure					
Fair value through other comprehensive income investments	13	713,255	926,632	713,255	926,632
Total comprehensive income		14,446,687	7,202,412	13,110,644	7,748,626

The material accounting policies and notes on pages 12 to 28 are an integral part of these financial statements

Consolidated Statement of Financial Position

	Notes	Group 2025 ZMW	Group 2024 ZMW	Institution 2025 ZMW	Institution 2024 ZMW
Assets					
Non-Current Assets					
Fair value through other comprehensive Income investments	13	2,658,703	1,945,448	2,658,703	1,945,448
Investment in EIZ Properties Plc	14(a)	-	-	97,848,714	97,848,714
Investment Property	14(b)	121,802,927	117,861,654	-	-
Property and equipment	15	25,091,889	20,261,438	22,532,739	18,969,174
Intangible assets	16	3,246,540	3,034,540	3,231,540	3,019,540
Right of Use Asset-ACSZ	17	8,587,993	8,826,549	8,587,993	8,826,549
Right of Use Asset-Kitwe Office	17	1,289,802	1,304,265	1,289,802	1,304,265
Goodwill		943,870	943,870	-	-
		163,621,724	154,177,764	136,149,491	131,913,690
Current Assets					
Trade and other receivables	18	1,651,795	3,619,390	1,126,755	3,082,669
Short term deposits	20	16,448,970	14,849,727	16,448,970	14,849,727
Amounts due from related party	19	-	-	21,902,880	19,494,370
Cash at bank and in hand	20	8,449,849	8,122,981	8,349,815	7,195,835
		26,550,614	26,592,097	47,828,420	44,622,601
Total Assets		190,172,338	180,769,862	183,977,911	176,536,291

	Notes	Group 2025 ZMW	Group 2024 ZMW	Institution 2025 ZMW	Institution 2024 ZMW
Accumulated Funds and Liabilities					
Accumulated funds					
Accumulated reserves		120,696,992	106,993,504	120,419,201	108,021,812
Equity investment reserves		2,562,311	1,849,056	2,562,311	1,849,056
		123,259,303	108,842,560	122,981,512	109,870,868
Non-controlling interest	24	2,228,059	2,198,115	-	-
Members' Interest		125,487,362	111,040,675	122,981,512	109,870,868
Liabilities					
Non-current Liabilities					
Lease Liabilities-ACSZ	17(c)	7,508,548	9,116,693	8,587,993	8,826,549
Long term portion of loan	22	3,720,907	11,565,203	3,720,907	11,565,203
Long-term portion of gratuity	23	4,222,990	2,201,955	4,152,661	2,086,336
		15,452,445	22,883,851	16,461,561	22,478,088
Current Liabilities					
Trade and other payables	21(a)	36,584,771	32,304,136	34,530,738	31,947,808
Short-term portion of loan	22	7,800,000	9,000,000	7,800,000	9,000,000
Short term portion of gratuity	23	2,204,100	3,239,527	2,204,100	3,239,527
Other payables	21(b)	1,319,216	1,228,694	-	-
Lease Liability-ACSZ	17(c)	1,324,444	1,072,979	-	-
		49,232,531	46,845,336	44,534,838	44,187,335
Total Liabilities		64,684,976	69,729,187	60,996,399	66,665,423
Total Accumulated Funds and Liabilities		190,172,338	180,769,862	183,977,911	176,536,291

The financial statements set out on pages 3 to 40, which have been prepared on the going concern basis, were approved by the Councillors on and were signed on its behalf by:

Councillor

Councillor

Consolidated Statement of Changes in Members' Funds

Note	Accumulated reserves ZMW	Equity investment reserves ZMW	Total ZMW
At 1 January 2024	101,199,818	922,424	102,122,242
Surplus for the year	6,821,994	-	6,821,994
Net value gain/(loss) on fair value through other comprehensive income investments	-	926,632	926,632
At 31 December	108,021,812	1,849,056	109,870,868
At 1 January 2025	108,021,812	1,849,056	109,870,868
Surplus for the year	12,397,389	-	12,397,389
Net value gain/(loss) on fair value through other comprehensive income investments	-	713,255	713,255
At 31 December	120,419,201	2,562,311	122,981,512

Accumulated reserves

The accumulated reserves represent accumulated retained earnings from the operations of the Institution and group.

Equity investment reserves

The Equity Investment Reserves represent movements in the market value of listed investments that are held at fair value through other comprehensive income.

The material accounting policies and notes on pages 12 to 40 are an integral part of these financial statements.

Consolidated Statement of Cash Flows

		Group 2025	Group 2024	Institution 2025	Institution 2024
	Note	K	K	K	K
Cash flows from operating activities					
Surplus for the year before tax		14,737,713	7,202,412	13,110,644	7,748,626
Adjusted for:					
Depreciation-EIZ and EIZ Properties Plc	15	3,618,870	2,035,924	3,253,234	2,035,924
Right of Use-Amortisation-Kitwe	17	14,464	14,464	14,464	14,464
Right of Use-Amortisation-ACSZ		238,556	-	-	-
Fair value adjustment-Equity Investments	13	(713,255)	(926,632)	(713,255)	(926,632)
Proceeds on disposal of PPE		-	-	281,944	-
Exchange gain		(2,351,438)	-	-	-
Rental tax paid		(1,517,771)	-	-	-
Cash generated from operating activities		14,027,139	8,326,168	15,947,031	8,872,382
Return on investments and servicing of finance					
Net interest paid		-	-	-	-
Operating cash flows before movements in working capital		14,027,139	8,326,168	15,947,031	8,872,382
Changes in operating assets and liabilities					
Decrease/(Increase) in trade and other receivables	18	1,967,594	(2,622,503)	(452,595)	(11,702,359)
Adjustment		(16,829)	-	-	-
Increase in gratuity liabilities	23	985,608	281,783	1,030,898	281,783
Increase in other payables		90,522	-	-	-
Increase/(decrease) in trade and other payables	21	4,280,635	6,539,359	2,582,930	5,546,465
Net cash inflow from operating activities		21,334,669	12,524,807	19,108,264	2,998,271
Investing activities					
Investment in subsidiary	14	-	-	-	-
Acquisition of property and equipment	15	(8,492,712)	(14,950,913)	(7,098,744)	(6,024,673)
New Software	16	(211,964)	(263,768)	(212,000)	(263,768)
Net cash flow from investing activities		(8,704,676)	(15,214,681)	(7,310,744)	(6,288,441)
Cash flows from financing activities					
Loan repayments		(9,044,296)	-	-	-
Lease liability movement		(1,859,584)	-	-	-
Net cash outflows from financing activities		(10,903,880)	-	-	-
Net cash inflow/(outflow)		1,726,112	(2,980,271)	2,753,224	(3,580,569)
Net cash and cash equivalents at the beginning of the year		23,172,707	26,152,978	22,045,562	25,626,131
Cash and cash equivalents at end of the year	20	24,898,819	23,172,707	24,798,786	22,045,562

The material accounting policies and notes on pages 12 to 40 are an integral part of these financial statements.

Material Accounting Policy Information

1. Basis of preparation

(a) Statement of compliance

The consolidated and separate financial statements of the Group and the Institution have been prepared in accordance with International Financial Reporting Standards (IFRSs) as issued by the International Accounting Standards Board (IASB) and in the manner required by the Engineering Institution of Zambia Act No. 17 of 2010.

(b) Basis of measurement

The consolidated financial statements have been prepared on a historical cost basis; except for the following items (refer to individual accounting policies for details):

- Financial instruments – fair value through profit or loss
- Financial instruments – fair value through other comprehensive income
- Contingent consideration
- Investment property
- Revalued property, plant and equipment

(c) Basis of consolidation

The consolidated financial statements incorporate the financial statements of the Institution and its subsidiary, EIZ Properties Plc. Control is achieved when the Institution;

- has control over the investee;
- is exposed, or has rights, to variable returns from its involvement with the investee; and
- has the ability to use its control to affect its returns.

The Institution reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control listed above.

When the Institution has less than the majority of the voting rights of an investee, it has power over the investee when the voting rights are sufficient to give it the practical ability to direct the relevant activities of the investee unilaterally. The Institution considers all relevant facts and circumstances in assessing whether or not the Institution's voting rights in an investee are sufficient to give power, including:

- The size of the Institution's holding of voting rights relative to the size and dispersion of holdings of the other vote holders;
- Potential voting rights held by the Institution, other vote holders or other parties;
- Rights arising from other contractual arrangements; and
- Any additional facts and circumstances that indicate that the Institution has, or does not have, the current ability to direct the relevant activities at the time that decisions need to be made, including voting patterns at previous shareholders' meetings.

Consolidation of a subsidiary begins when the Institution obtains control over the subsidiary and ceases when the Institution loses control of the subsidiary. Specifically, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated statement of comprehensive income and other comprehensive income from the date the Institution gains control until the date when the Institution ceases to control the subsidiary.

Income or loss and each component of other comprehensive income are attributed to the members of the Institution and to non-controlling interest. Total comprehensive income of a subsidiary is attributed to the members of the Institution and to non-controlling interests even if this results in the non-controlling interests having a deficit balance.

When necessary, adjustments are made to the financial statements of the subsidiary to bring its accounting policies into line with the Group's accounting policies. All intragroup assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

Changes in the Group's interest in the subsidiary that do not result in the Group losing control over the subsidiary are accounted for as equity transactions. The carrying amounts of the Group's interests and the non-controlling interests are adjusted to reflect the changes in their relative interests in the subsidiary. Any difference between the amount by which the non-controlling interest is adjusted and the fair value of the consideration paid or received is recognized directly in equity and attributed to members of the Institution.

When the Group loses control of the subsidiary, a gain or loss is recognized in comprehensive income and calculated as the difference between (i) the aggregate of the fair value of the consideration received and the fair value of any retained interest and (ii) the previous carrying amount of the assets (including goodwill) and liabilities of the subsidiary and any non-controlling interests. All amounts previously recognized in the other comprehensive income in relation to that subsidiary (i.e. reclassified in comprehensive income) are transferred to another category of equity as specified/permitted by applicable IFRSs).

(c) Use of estimates and judgements

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

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

The areas where significant judgments and estimates have been made in preparing the financial statements are disclosed in note 5.3

2.Accounting Policies

a) Revenue recognition

Membership and registration fees

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Institution and the revenue can be reliably measured. Revenue is measured at fair value of the consideration received or receivable and represents amounts received or receivable for membership, or services rendered and where there is reasonable expectation that the income will be received and all conditions will be complied with.

Revenue from subscription and registration fees is accounted for as it accrues. Membership ceases when subscriptions are unpaid. Membership and practice fees pre-paid are treated as deferred income in the year in which they are received and only recognized in the following financial period to which they relate.

Investment income

Investment income is accounted for on an accruals basis and relates to bank interest earned, dividend income and rental income from leasing part of the Institution's buildings.

Dividend income is recognised when the Institution's right to receive payment has been established (provided that it is probable that the economic benefits will flow to the Institution and the amount of income can be measured reliably).

Interest income from a financial asset is recognised when it is probable that the economic benefits will flow to the Institution and the amount of income can be measured reliably. Interest income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

(b) Property and equipment

i) Owned assets

Items of property, plant and equipment are stated at cost or valuation less accumulated depreciation and impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and direct labour, and any other costs directly attributable to bringing the assets to a working condition for their intended use, and the costs of dismantling and removing the items and restoring the site on which they are located.

Cost also may include transfers from accumulated funds of any gain or loss on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

Gains and losses on disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment, and are recognised net within “other income” in the statement of comprehensive income. When revalued assets are sold, the amounts included in the revaluation surplus reserve are transferred to retained earnings.

ii) Subsequent expenditure

Expenditure incurred to replace a component of property, plant and equipment that is accounted for separately, is capitalised. Other subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the item of land and buildings. All other expenditure is recognised in comprehensive income as incurred.

iii) Depreciation

Depreciation is recognised in comprehensive income on a straight-line basis over the estimated useful life of each part of an item of property and equipment, since this most closely reflects the expected pattern of consumption of the future economic benefits embodied in the asset.

The estimated depreciation rates for the current period are as follows:

– Leasehold buildings	2.5% straight line method
– Motor vehicles	20% straight line method
– Office equipment	15% straight line method
– Furniture and fittings	25% straight line method
– Capital work in progress	Nil
– Computer software	15% straight line method
– Medallion	Nil

The residual value, depreciation methods and useful lives are reassessed at each financial year end and adjusted if appropriate.

(c) Intangible assets

An intangible asset is recognized when it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity; and the cost of the asset can be measured reliably. Intangible assets are initially recognized at cost.

Intangible assets are carried at cost less any accumulated amortization and any impairment losses. An intangible asset is regarded as having an indefinite useful life when, based on all relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows. Amortization is not provided for these intangible assets, but they are tested for impairment annually and whenever there is an indication that the asset may be impaired. For all other intangible assets amortisation is provided on a straight-line basis over their useful life.

The amortisation period and the amortisation method for intangible assets are reviewed at every period-end.

Reassessing the useful life of an intangible asset with a finite useful life after it was classified as indefinite is an indicator that the asset may be impaired. As a result, the asset is tested for impairment, and the remaining carrying amount is amortised over its useful life.

Amortisation is provided to write down the intangible assets, on a straight-line basis, to their residual values.

(d) Inventories

Inventories are valued on a consistent basis at the lower of cost and net realisable value. In determining the cost, the first-in, first-out method is used and includes all costs incurred in bringing the inventories to their present location and condition. Net realisable value takes into account all directly related costs to be incurred in marketing, selling and distribution.

(e) Trade and other payables

Trade and other payables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

(f) Foreign currencies

Transactions in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated using the rate of exchange ruling at the reporting date and gains and losses on translation are included in the Statement of Comprehensive Income.

(g) Retirement benefits

The Institution provides retirement benefits for all employees as provided for in statutory instrument No. 119, and in line with the Institutions conditions of service. On 1 February 2000, the National Pension Scheme Authority (NAPSA) also came into effect. Membership for employees is compulsory and monthly contributions by both employer and employees are made. The Institution's employees are entitled to end of contract gratuity. Provision is made for past service on the basis of salaries expected to be payable at the end of the contract. Employee benefits expected to be settled wholly within twelve months after the end of the reporting period are short-term benefits and are not discounted. Employee benefits expected to be settled more than twelve months after the end of the reporting period are presented as non-current liabilities and calculated using the projected unit credit method and then discounted using yield available to high quality government bonds that have maturity dates approximating to the expected remaining period to settlement.

(h) Investments in equity securities

The fair value of shares that are actively traded on the Stock exchange is determined by reference to quoted market prices at the close of business on the statement of financial position date. Any changes in the value of the shares are reflected in the Statement of other Comprehensive Income.

(i) Financial instruments

Financial assets and financial liabilities are recognised in the Institution's statement of financial position when the Institution becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in the statement of comprehensive income.

Financial assets

All regular way purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace. All recognised financial assets are measured subsequently in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in comprehensive income. In addition, on derecognition of an investment in a debt instrument classified as at FVTOCI, the cumulative gain or loss previously accumulated in the investments revaluation reserve is reclassified to comprehensive income. In contrast, on derecognition of an investment in equity instrument which the Institution has elected on initial recognition to measure at FVTOCI, the cumulative gain or loss previously accumulated in an investments revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

Financial liabilities and equity*Classification as debt or equity*

Debt and equity instruments are classified as either financial liabilities or as equity in accordance with the substance of the contractual arrangements and the definitions of a financial liability and an equity instrument.

Equity instruments

An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities. Equity instruments issued by the Institution are recognised at the proceeds received, net of direct issue costs.

Financial liabilities

All financial liabilities are measured subsequently at amortised cost using the effective interest method or at FVTPL. However, financial liabilities that arise when a transfer of a financial asset does not qualify for derecognition or when the continuing involvement approach applies, and financial guarantee contracts issued by the Institution, are measured in accordance with the specific accounting policies set out below.

Financial liabilities at FVTPL

Financial liabilities are classified as at FVTPL when the financial liability is (i) or contingent consideration of an acquirer in a business combination, (ii) held for trading or (iii) it is designated as at FVTPL.

A financial liability is classified as held for trading if:

- it has been acquired principally for the purpose of repurchasing it in the near term; or
- on initial recognition it is part of a portfolio of identified financial instruments that the Institution manages together and has a recent actual pattern of short-term profit-taking; or
- it is a derivative, except for a derivative that is a financial guarantee contract or a designated and effective hedging instrument.
- a financial liability other than a financial liability held for trading or contingent consideration of an acquirer in a business combination may be designated as at FVTPL upon initial recognition if: such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- the financial liability forms part of a group of financial assets or financial liabilities or both, which is
- managed and its performance is evaluated on a fair value basis, in accordance with the Institution's
- documented risk management or investment strategy, and information about the grouping is provided
- internally on that basis; or
- it forms part of a contract containing one or more embedded derivatives, and IFRS 9 permits the entire combined contract to be designated as at FVTPL.

Financial liabilities at FVTPL are measured at fair value, with any gains or losses arising on changes in fair value recognised in comprehensive income to the extent that they are not part of a designated hedging relationship. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability and is included in the 'other gains and losses' line item in comprehensive income.

However, for financial liabilities that are designated as at FVTPL, the amount of change in the fair value of the financial liability that is attributable to changes in the credit risk of that liability is recognised in other comprehensive income, unless the recognition of the effects of changes in the liability's credit risk in other comprehensive income would create or enlarge an accounting mismatch in comprehensive income. The remaining amount of change in the fair value of liability is recognised in comprehensive income. Changes in fair value attributable to a financial liability's credit risk that are recognised in other comprehensive income are not subsequently reclassified to income or loss; instead, they are transferred to retained earnings upon derecognition of the financial liability.

Gains or losses on financial guarantee contracts issued by the Institution that are designated by the Institution as at FVTPL are recognised in comprehensive income.

Financial liabilities measured subsequently at amortised cost

Financial liabilities that are not (i) contingent consideration of an acquirer in a business combination, (ii) held-for-trading, or (iii) designated as at FVTPL, are measured subsequently at amortised cost using the effective interest method. The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the **Financial guarantee** expected life of the financial liability, or (where appropriate) a shorter period, to the amortised cost of a financial liability.

Contract liabilities

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payments when due in accordance with the terms of a debt instrument. Financial guarantee contract liabilities are measured initially at their fair values and, if not designated as at FVTPL and do not arise from a transfer of an asset, are measured subsequently at the higher of:

- the amount of the loss allowance determined in accordance with IFRS 9 and
- the amount recognised initially less, where appropriate, cumulative amortisation recognised in accordance with the revenue recognition policies set out above.

Foreign exchange gains and losses

For financial liabilities that are denominated in a foreign currency and are measured at amortised cost at the end of each reporting period, the foreign exchange gains and losses are determined based on the amortised cost of the instruments. These foreign exchange gains and losses are recognised in the 'other gains and losses' line item in comprehensive income for financial liabilities that are not part of a designated hedging relationship. For those which are designated as a hedging instrument for a hedge of foreign currency risk foreign exchange gains and losses are recognised in other comprehensive income and accumulated in a separate component of equity.

The fair value of financial liabilities denominated in a foreign currency is determined in that foreign currency and translated at the spot rate at the end of the reporting period. For financial liabilities that are measured as at FVTPL, the foreign exchange component forms part of the fair value gains or losses and is recognised in comprehensive income for financial liabilities that are not part of a designated hedging relationship.

Derecognition of financial liabilities

The Institution derecognizes financial liabilities when, and only when, the Institution's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in comprehensive income.

existing lender exchanges one debt instrument for another one with substantially different terms, such exchange is accounted for as an extinguishment of the original financial liability and the recognition of a new financial liability. Similarly, the Institution accounts for substantial modification of terms of an existing liability or part of it as an extinguishment of the original financial liability and the recognition of a new liability. It is assumed that the terms are substantially different if the discounted present value of the cash flows under the new terms, including any fees paid net of any fees received and discounted using the original effective rate is at least 10 per cent different from the discounted present value of the remaining

cash flows of the original financial liability. If the modification is not substantial, the difference between: (1) the carrying amount of the liability before the modification; and (2) the present value of the cash flows after modification should be recognised in comprehensive income as the modification gain or loss within other gains and losses.

Derivative financial instruments

The Institution does not enter into any derivative financial instruments to manage its exposure to interest rate and foreign exchange rate risks.

(j) Provisions

A provision is recognised in the statement of financial position when the Institution has a present legal or constructive obligation as a result of a past event, and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and a reliable estimate of the amount of the obligation can be made.

(k) Government grants

Revenue grants are recognised as income in the Statement of Comprehensive Income when there is reasonable assurance that they will be received and the Institution will comply with the conditions associated with the grant. Capital grants for acquisition of capital assets are initially recognised as deferred income at cost or fair value. Subsequent to initial recognition, the cost or fair value is recognised as revenue in the Statement of Comprehensive Income on a systematic basis over the useful life of the respective assets.

(l) Revaluation

Leasehold properties are valued on a periodic basis by independent valuers, and the resulting surplus is credited to revaluation reserves.

(m) Land under lease

Leasehold property under lease is held as operating lease and the cost amortised over the period of the lease.

(n) Cash and cash equivalents

Cash and cash equivalents comprise of cash balances and fixed deposits which have a maturity period of less than three months. Bank overdrafts that are repayable on demand and form an integral part of the Institution's cash management are included as a component of cash and cash equivalents for the purpose of the statement of cash flows.

(o) Impairment

Financial assets

The carrying amounts of the Institution's assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated. An impairment loss is recognised whenever the carrying amount of an asset exceeds its recoverable amount. Impairment losses are recognised in profit or loss.

i) Calculation of recoverable amount

Impairment losses on available-for-sale investment securities are recognised by transferring the cumulative loss that has been recognised directly in equity through comprehensive income. The cumulative loss that is removed from equity and recognised in comprehensive income is the difference between the acquisition costs, net of any principal repayment and amortisation, and the current fair value, less any impairment loss previously recognised in comprehensive income. Changes in impairment provisions attributable to time value are reflected as a component of interest income.

Financial assets

If in a subsequent period, the fair value of an impaired available-for-sale debt security increases and the increase can be related objectively to an event occurring after the impairment loss was recognised in comprehensive income, then the impairment loss is reversed with the amount of the reversal recognised in comprehensive income.

ii) Reversals of impairment

An impairment loss in respect of a held to maturity security or receivables carried at amortised cost is reversed if the subsequent increase in recoverable amount can be related objectively to an event occurring after the impairment loss was recognised.

In respect of other assets, impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists.

Non-financial assets

The carrying amounts of the Institution's non-financial assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated. For intangible assets that have indefinite lives or that are not yet available for use, the recoverable amount is estimated each year at the same time.

For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or group of assets (the "cash-generating unit"). The goodwill acquired in a business combination, for the purpose of impairment testing, is allocated to cash-generating units that are expected to benefit from the synergies of the combination.

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit exceeds its estimated recoverable amount. Impairment losses are recognised in comprehensive income. Impairment losses recognised in respect of cash-generating units are allocated first to reduce the carrying amount of any goodwill allocated to the units and then to reduce the carrying amounts of the other assets in the unit (group of units) on a pro rata basis. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

(p) Leases

The scope of IFRS 16 includes lease of all assets, with certain exceptions. A lease is defined as a contract, or part of a contract that conveys the right to use asset (the underlying asset) for a period of time in exchange for consideration.

IFRS 16 requires lessees to account for all leases under a single on-balance sheet model in a similar way to finance leases under IAS 17. The standard includes two recognition exemptions for leases-leases of 'low value' assets (e.g. personal computers) and short-term lease (i.e. lease with a lease term of 12 months or less). At the commencement date of a lease, a lessee will recognise a liability to make lease payments (i.e. the lease liability) and an asset representing the right to use the underlying asset during the lease term (i.e., the right-of-use of an asset). Lessees will be required to separately recognise the interest expense on the lease liability and the depreciation expense on the right-of-use of an asset. Lessees will be required to re-measure the lease liability upon the occurrence of certain events (e.g. a change in an index or rate used to determine those payments).

The lessee will generally recognise the amount of the measurement of the lease liability as an adjustment to the right-of-use asset.

Lessor accounting is substantially unchanged from today's accounting under IAS 17. Lessors will continue to classify all leases using the same classification principle as in IAS 17 and distinguish between two types of leases; operating and finance leases.

(q) Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use or sale (a qualifying asset), are capitalised as part of the cost of the respective assets, all other borrowing costs are expensed in the period in which they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds. Where funds are borrowed specifically to finance a project, the amount capitalised represents the actual borrowing costs incurred. Where surplus funds are invested for short term out of money borrowed specifically to finance a project, the income generated from the temporary investment of amounts is deducted from borrowing costs.

Capitalisation should cease when substantially all of the activities necessary to prepare the asset for its intended use or sale are complete.

Financial risk management

The Councillors have overall responsibility for the establishment and oversight of the Institution's risk management framework.

The Institution's risk management policies are established to identify and analyse the risks faced by the Institution, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Institution's activities. The Institution's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on its financial performance, but the Institution does not hedge any risk.

Financial risk management is carried out by the finance department under policies approved by the Council.

(a) Credit risk

Credit risk is the risk of financial loss to the Institution if a counterparty to a financial instrument fails to meet its contractual obligations.

Trade and other receivables

The Institution assesses the credit quality of each counterparty, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external ratings in accordance with limits set by the Council. The utilisation of credit limits is regularly monitored.

The Institution establishes an allowance for impairment that represents its estimate of incurred losses in respect of trade and other receivables.

The allowance is a specific loss component that relates to individual exposures.

(b) Liquidity risk

Liquidity risk is the risk that the Institution will not be able to meet its financial obligations associated with its financial liabilities that are settled by delivering cash or another financial asset.

Management of liquidity risk

The Institution's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Institution's reputation.

The Institution ensures that it has sufficient cash on demand to meet expected operational expenses, including the servicing of financial obligations; this excludes the potential impact of extreme circumstances that cannot reasonably be predicted, such as natural disasters.

(b) Market risk

Market risk is the risk that changes in market prices, such as foreign exchange rates and interest rates will affect the Institution's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

(j) Currency risk

The Institution is not exposed to significant currency risk on subscriptions and registration fees, purchases and borrowings. These are denominated in local currency.

Management of currency risk

In respect of other monetary assets and liabilities denominated in foreign currencies, the Institution ensures that its net exposure is kept to an acceptable level by buying or selling foreign currencies at spot rates when necessary to address short-term imbalances.

The Institution does not use any hedging strategies.

(ii) Interest rate risk

Interest rate risk is the risk that the fair value of a financial instrument or the future cash flows will fluctuate due to changes in market interest rates.

The Institution's only interest-bearing financial liabilities are the Finance Lease obligations and bank loans which are at variable rates and on which it is therefore exposed to interest risk. The Institution regularly monitors financing options available to optimise interest rates obtained.

3. Changes in accounting policies and disclosures

3.1 New standard, interpretations, and amendments effective from 1 January 2025 and their impact

During the current year, a number of new standards and amendments to IFRS Accounting Standards became mandatorily effective for annual reporting periods beginning on or after 1 January 2025. These include:

(i) Lack of Exchangeability (Amendments to IAS 21)

The amendments specify how to assess whether a currency is exchangeable, and how to determine the exchange rate when it is not.

This amendment, relating to Lack of Exchangeability (IAS 21), does not apply to the Company's circumstances and therefore has had no impact on the disclosures or amounts reported in these financial statements.

(ii) IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures

IFRS S1 and IFRS S2 establish a framework for sustainability and climate-related reporting. Although the IASB set a global effective date of 1 January 2024, the Zambia Institute of Chartered Accountants (ZICA) deferred implementation locally until 1 January 2025.

IFRS S1 establishes general requirements for entities to disclose sustainability-related financial information, covering governance, strategy, risk management, and performance in relation to sustainability risks and opportunities. IFRS S2 builds on this framework by requiring specific disclosures about climate-related risks and opportunities, including governance processes, strategic responses, risk identification and monitoring, and performance against climate targets. Together, these standards aim to provide users of financial statements with transparent information about sustainability and climate matters that could reasonably affect cash flows, access to finance, or cost of capital.

The Company has not adopted IFRS S1 and IFRS S2 in the current financial statements. Management is continuing to evaluate their applicability and potential impact, but at present, they are not expected to have a material effect on the disclosures or amounts reported.

The Company has adopted IFRS S1 and IFRS S2 in the current financial statements. Their adoption has resulted in additional disclosures relating to governance, strategy, risk management, and performance in respect of sustainability and climate-related risks and opportunities.

3.2 New and revised IFRS Accounting Standards in issue but not yet effective

The following standards and amendments are effective for the annual period beginning 1 January 2026 or later: The Board is yet to assess the impact that the new standards and amendments will have on the Company.

(i) Amendments to the Classification and Measurement of Financial Instruments (Amendments to IFRS 9 and IFRS 7)

These amendments relate to the classification and measurement of financial instruments, including financial assets with ESG-linked features and the settlement of financial liabilities by electronic payments. They aim to improve the relevance and reliability of financial information related to financial instruments.

These amendments are effective for annual reporting periods beginning on or after 1 January 2026.

(ii) Annual Improvements to IFRS Accounting Standards – Volume 11

These amendments form part of the IASB's annual process to make targeted, non-substantive changes that clarify wording, correct minor inconsistencies, and improve overall usability of the standards. Volume 11 includes amendments to:

- IFRS 1 First-time Adoption of IFRS – clarification of exemptions and transition provisions.

- IFRS 7 Financial Instruments: Disclosures – minor updates to disclosure requirements.
- IAS 7 Statement of Cash Flows – clarification of presentation and classification guidance.
- IAS 34 Interim Financial Reporting – improvements to interim disclosure consistency.

These amendments are effective for annual reporting periods beginning on or after 1 January 2026, with earlier application permitted.

(iii) IFRS 9 and IFRS 7 – contracts referencing nature- dependent electricity prices

The amendments specifically address the classification and disclosure of financial instruments whose cash flows depend on non-financial variables such as weather conditions that affect electricity prices. The IASB clarified how the SPPI test (solely payments of principal and interest) should be applied in these cases and required enhanced disclosures about risks and variability.

These amendments are effective for annual reporting periods beginning on or after 1 January 2026.

(iv) IFRS 18 Presentation and Disclosure in Financial Statements

This new standard replaces IAS 1 and provides comprehensive guidance on the presentation and disclosure of financial statements. It aims to improve the clarity, comparability, and usefulness of financial statements by providing a consistent framework for presentation and disclosure.

This standard is effective for annual reporting periods beginning on or after 1 January 2027.

(v) IAS 21 – Transition to Hyperinflationary Presentation Currency

These amendments require entities to restate comparative information into the hyperinflationary presentation currency when such a transition occurs, ensuring consistency and comparability of financial statements. Entities must also disclose the rationale for the transition, the methodology applied, and the impact on financial position, performance, and cash flows.

These amendments are effective for annual reporting periods beginning on or after 1 January 2027, with earlier application permitted.

(vi) IFRS 19 Subsidiaries without Public Accountability: Disclosures

This optional standard permits certain entities to reduce the disclosures they are required to provide in financial statements. It aims to simplify the reporting requirements for subsidiaries without public accountability while maintaining the relevance and reliability of financial information.

This standard is effective for annual reporting periods beginning on or after 1 January 2027.

5.3 Critical accounting estimates and judgement in applying accounting policies

The Institution makes estimates and assumptions that affect the reported amounts of assets and liabilities within the next financial year. Estimates and judgments are continually evaluated and are based on historical experience and other factors including expectations of future events that are believed to be reasonable under the circumstances.

Business model assessment

Classification and measurement of financial assets depend on the results of the SPPI and the business model test. The Institution determines the business model at a level that reflects how groups of financial assets are managed together to achieve a particular business objective. This assessment includes judgement reflecting all relevant evidence including how the performance of the assets is evaluated and their performance measured, the risks that affect the performance of the assets and how these are managed. The Institution monitors financial assets measured at amortised cost or fair value through other comprehensive income that are derecognised prior to their maturity to understand the reason for their disposal and whether the reasons are consistent with the objective of the business for which the asset was held. Monitoring is part of the Institution's continuous assessment of whether the business model for which the remaining financial assets are held continues to be appropriate and if it is not appropriate whether there has been a change in business model and so a prospective change to the classification of those assets. No such changes were required during the periods presented.

Impairment losses on receivables

When measuring expected credit loss, the Group uses reasonable and supportable forward-looking information, which is based on assumptions for the future movement of different economic drivers and how these drivers will affect each other.

Impairment of assets other than receivables

The carrying amounts of the Institution's assets other than receivables are reviewed at each reporting date to determine whether there is an indication of impairment. If any such exists, the asset's recoverable amount is estimated. This estimation requires significant judgement. An impairment loss is recognized in the income statement whenever the carrying amount exceeds the recoverable amount.

Fair value measurement

The carrying amounts of financial assets and liabilities are representative of the Institution's position at 31 December 2024 and are in the opinion of the Councillors not significantly different from their respective fair values due to generally short periods to maturity dates. The significant classes of financial assets and liabilities are as disclosed in the statement of financial position. As far as possible market prices are applied in determining fair values.

Fair value hierarchy

The Institution uses the following hierarchy for determining and disclosing the fair value of financial instruments by valuation technique:

- Level 1: quoted (unadjusted) prices in active markets for identical assets or liabilities;
- Level 2: other techniques for which all inputs which have a significant effect on the recorded fair value are observable, either directly or indirectly;
- Level 3: techniques which use inputs which have a significant effect on the recorded amounts; and
- fair values that are not based on observable market data.

Fair value measurement

Financial assets and liabilities measured using a valuation technique based on assumptions that are supported by prices from observable current market transactions are assets and liabilities for which pricing is obtained via pricing services, but where prices have not been determined in an active market, financial assets with fair values based on broker quotes, investments in private equity funds with fair values obtained via fund managers and assets that are valued using the Institution's own models whereby the majority of assumptions are market observable.

Nonmarket observable inputs mean that fair values are determined, in whole or in part, using a valuation technique (model) based on assumptions that are neither supported by prices from observable current market transactions in the same instrument, nor are they based on available market data. The main asset classes in this category are unlisted equity investments and debt instruments. Valuation techniques are used to the extent that observable inputs are not available,

Fair value measurement (continued)

thereby allowing for situations in which there is little, if any, market activity for the asset or liability at the measurement date.

There were no financial assets and liabilities transferred between levels.

Notes to the Consolidated Financial Statements

6. Membership and registration fees		Group 2025	Group 2024	Institution 2025	Institution 2024
Registration fees		39,341,935	34,423,822	39,341,935	34,423,822
Membership subscriptions		34,408,168	30,539,996	34,408,168	30,539,996
Processing and application fees		2,803,464	2,396,465	2,803,464	2,396,465
		76,553,567	67,360,283	76,553,567	67,360,283
7. Other income					
AGM symposium and dinner dance		12,421,908	11,495,987	12,421,908	11,495,987
Donations		3,361,000	2,163,052	3,361,000	2,163,052
Sundry income		1,627,660	2,161,886	1,598,762	2,151,923
		17,410,568	15,820,925	17,381,670	15,810,962
8. Net financing and investment income					
Bank interest received		3,098,852	1,733,189	3,098,852	1,733,189
		3,098,852	1,733,189	3,098,852	1,733,189
9. Activity costs					
AGM. Symposium and dinner dance		12,396,668	13,201,142	12,396,668	13,201,142
Membership and CPD		7,663,216	9,752,252	7,663,216	9,752,252
Compliance and inspection		2,770,448	2,004,832	2,770,448	2,004,832
Policy, public relations and National Development		3,779,173	1,994,006	3,779,173	1,994,006
Subsidiary costs		2,280,036	2,048,310	-	-
		28,889,541	29,000,542	26,609,505	26,952,232
10. Operating and administrative expenditure					
Personal emoluments	12	31,569,067	29,449,315	31,569,067	29,449,315
Other operating and admin. expenses (Page 44)		27,608,812	23,401,666	23,190,431	19,639,103
Depreciation	15	3,618,870	2,350,613	3,253,233	2,035,924
Right of Use Asset impairment		14,464	14,464	14,464	14,464
		62,811,213	55,216,058	58,027,195	51,138,806

11. Finance costs	Group 2025	Group 2024	Institution 2025	Institution 2024
Interest on EIZ long-Term	(2,093,272)	(838,025)	-	-
	(2,093,272)	(838,025)	-	-
12. Personal emoluments				
Gross pay	16,037,654	14,704,905	16,037,654	14,704,905
NAPSA Employer's contribution	779,198	673,074	779,198	673,074
Leave pay	2,292,185	2,058,788	2,292,185	2,058,788
Gratuity expense	4,375,303	4,524,192	4,375,303	4,524,192
Housing, Transport & Education allowances	6,616,504	6,212,770	6,616,504	6,212,770
Workers Compensation Fund	23,017	19,970	23,017	19,970
Other payroll related expenses	1,445,206	1,255,616	1,445,206	1,255,616
	31,569,067	29,449,315	31,569,067	29,449,315
13. Fair value through other comprehensive income				
Investments				
Standard Chartered Bank Zambia Plc	120,753	125,488	120,753	125,488
Copperbelt Energy Corporation Plc	2,537,950	1,819,960	2,537,950	1,819,960
	2,658,703	1,945,448	2,658,703	1,945,448
Opening balance	1,945,448	1,018,816	1,945,448	1,018,816
Fair value adjustment	713,255	926,632	713,255	926,632
Disposal of shares	-	-	-	-
Closing balance	2,658,703	1,945,448	2,658,703	1,945,448
14. (a) Investment in subsidiary-EIZ Properties Plc				
At 1 January	-	-	97,848,714	97,848,714
Additions	-	-	-	-
At 31 December	-	-	97,848,714	97,848,714
14. (b) Investment Property				
At 1 January	117,861,654	117,861,654	-	-
Additions	3,941,273	-	-	-
At 31 December	121,802,927	117,861,654	-	-

The Engineering Institution of Zambia (EIZ) holds 98% of the shares in EIZ properties of which 36% are unallocated shares but fully paid. The rest (2%) are held by individual members.

15. Property and equipment – Group and Institution

Institution	2025			2024		
	Cost / valuation	Accumulated depreciation	Carrying value	Cost/ valuation	Accumulated depreciation	Carrying value
Buildings	11,740,643	(574,779)	11,165,864	11,120,965	(281,263)	10,839,702
Motor vehicles	15,570,267	(6,951,248)	8,619,019	12,137,180	(6,469,145)	5,668,035
Furniture and fittings	1,455,239	(1,114,933)	340,306	1,416,123	(847,519)	568,604
Office equipment	4,694,662	(2,308,710)	2,385,952	3,567,426	(1,702,223)	1,865,203
Generator	172,989	(152,379)	20,610	172,989	(146,347)	26,642
Medallion	988	-	988	988	-	988
Institution total	33,634,788	(11,102,049)	22,532,739	28,415,671	(9,446,497)	18,969,174

Reconciliation of property and equipment – December 2025	Opening balance	Additions/ revaluation	Disposal- Accum. Dep	Depreciation	Disposal	Carrying value
Buildings	10,839,702	619,678	-	(293,516)	-	11,165,864
Motor vehicles	5,668,035	5,312,715	1,597,684	(2,079,786)	(1,879,631)	8,619,017
Furniture and fittings	568,604	39,116	-	(267,414)	-	340,306
Office equipment	1,865,203	1,127,236	-	(606,485)	-	2,385,954
Generator	26,642	-	-	(6,032)	-	20,610
Medallion	988	-	-	-	-	988
Institution total	18,969,174	7,098,745	1,597,684	(3,253,233)	(1,879,629)	22,532,739

Group

	Group 2025	Group 2024
Institution	22,532,739	18,969,174
EIZ Properties Plc	2,559,150	1,292,264
At 31 December	25,091,889	20,261,438

Reconciliation of property and equipment – December 2024

	Opening balance	Additions/ revaluation	Impairment	Transfers/ reclassification	Depreciation	Depreciation on disposals	Total
Buildings	9,877,285	1,243,680	-	-	(281,263)	-	10,839,702
Motor vehicles	3,239,468	3,944,461	-	-	(1,515,894)	-	5,668,035
Furniture and fittings	449,194	299,011	-	-	(179,601)	-	568,604
Office equipment	1,413,487	507,361	-	-	(55,645)	-	1,865,203
Generator	1	30,160	-	-	(3,519)	-	26,642
Medallion	988	-	-	-	-	-	988
Institution total	14,980,423	6,024,673	-	-	(2,035,922)	-	18,969,174

Fully depreciated assets valued at cost of K4,045,030 are included in these financial statements.

Property number 8 off Kantanta Street, Nkana East Kitwe included in these financial statements was gifted to the Institution by ZCCM-IH. Title has been obtained by the Institution. The property was revalued during January 2016 by Upmarket Property Consultants, registered valuation surveyor. The valuation was carried out to conform to the Guidance Notes prepared by the Royal Institution of Chartered Surveyors.

16. Intangible assets

	Group 2025	Group 2024	Institution 2025	Institution 2024
Cost				
As at 1 January	3,019,540	2,755,772	3,019,540	2,755,772
Evolution/Esoft payroll software	227,000	278,768	212,000	263,768
Impairment	-	-	-	-
At 31 December	3,246,540	3,034,540	3,231,540	3,019,540

Computer software relates to costs incurred in the design and development of a web-based Database Management Information System for membership registration.

17. Right-of-Use Asset

(a) Leasehold Land at 8 Kantanta Street, Kitwe

At 31 December 2024	ZMW
Cost/Revaluation of Leasehold land-Kitwe	1,450,000
Accumulated amortisation	(131,271)
Amortisation for the year	(14,464)
Closing balance At 31 December 2025	1,304,265
Cost/Revaluation of Leasehold land-Kitwe	1,450,000
Accumulated amortisation	(145,734)
Amortisation for the year	(14,464)
Closing balance At 31 December 2025	1,289,802

The Institution also holds a piece of land situated in Kitwe on 8 Kantanta Street with registration No.1429/T57/2. The lease is for the period of ninety-nine (99) years starting from 2015.

The Zambia Institute of Chartered Accountants issued a guidance on 1/2022 which indicates that entities that “own” land should recognize it under IFRS 16 leases rather than PPE since land is not fully owned but leased from GRZ over 99 years. This would require that the Right of Use (RoU) Assets should be disclosed under IFRS 16, and amortised over the remaining lease period.

(b) Right of use asset-ACSZ

Cost/Valuation	ZMW
At 1 January 2025	9,065,103
Additions	-
At 31 December 2025	9,065,103
Depreciation	
At 1 January 2025	238,555
Charge for the year	238,555
At 31 December 2025	477,110
Net Book Value	
At 31 December 2025	8,587,993
At 31 December 2024	8,826,549

(c) Lease liability-ACSZ

Short term portion	1,324,444
Long term portion	7,508,548
At 31 December 2025	8,832,992
Short term portion	1,072,979
Long term portion	9,116,693
At 31 December 2024	10,189,672

The Institution entered into a Land lease agreement with the Agricultural and Commercial Society of Zambia (ACSZ) on the 17th October, 2011 for a tenure of fifty years (50).

The land is situated on Stand No.2374, Show grounds in Lusaka. The lessee, the Engineering Institution of Zambia, agreed to be paying lease rentals quoted in US dollars that would be escalated annually at 4% upon completion of the development period.

In order to give legal mandate to the EIZ Properties Plc, the Institution entered into a Sub-lease with the EIZ Properties Plc and it was agreed the Company would take over the servicing of the lease rentals with the ACSZ when it started trading. The Sub-lease between EIZ and EIZ Properties Plc was for convenience only and no economic value was exchanged or considered.

In compliance with the applicability of IFRS 16 with regard to the land lease, the Institution has capitalized the present value of future lease payments to ACSZ and will be amortised over the remaining life of the lease which is thirty-eight (38) years as at 31 December, 2025.

18. Trade and other receivables	Group 2025	Group 2024	Institution 2025	Institution 2024
Trade receivables	-	-	-	-
Less: Impairment losses	-	-	-	-
Net trade receivables	-	-	-	-
Staff receivables	573,214	1,089,294	573,214	1,089,294
Less: Impairment losses	-	-	-	-
Net staff receivables	573,214	1,089,294	573,214	1,089,294
Other receivables	-	-	-	-
Less: Impairment losses	-	-	-	-
Net other receivables	-	-	-	-
Prepayments and deposits	1,078,581	536,720	553,541	-
Bank interest receivable	-	1,993,376	-	1,993,376
Total receivables	1,651,795	3,619,390	1,126,755	3,082,670

The carrying amounts of the above trade and other receivables approximate to their fair values.

19. Amounts due from related Party	-	-	21,902,880	19,494,370
EIZ Properties Plc				
Short term deposits	16,448,970	14,849,727	16,448,970	14,849,727
Cash at bank and in hand	8,449,849	8,122,981	8,349,815	7,195,835
	24,898,819	23,972,708	24,798,785	22,045,562
For the purposes of the cash flow statement, cash and cash equivalents comprise the following:				
Cash and bank balances as above	24,898,819	23,172,707	24,798,786	22,045,562
21. (a) Trade and other payables				
Trade and other creditors	3,058,100	2,625,206	3,058,100	2,625,206
Other accruals and payables	7,466,702	3,495,630	5,412,669	3,139,302
Deferred income-subscriptions prepaid	24,560,906	24,684,237	24,560,906	24,684,237
EIZ Properties sale of shares	1,499,063	1,499,063	1,499,063	1,499,063
	36,584,771	32,304,136	34,530,738	31,947,808
(b) Other payables				
Rent pre-paid	320,188	136,512	-	-
Security deposit	300,475	182,241	-	-
Statutory obligation	399,251	754,242	-	-
Employee related provisions	299,302	155,699	-	-
	1,319,216	1,228,694	-	-

22. Indo-Zambia Bank Loan	Group 2025	Group 2024	Institution 2025	Institution 2024
Long-term portion	3,720,907	11,565,203	3,720,907	11,565,203
Short-term portion	7,800,000	9,000,000	7,800,000	9,000,000
	11,520,907	20,565,203	11,520,907	20,565,203

Engineering Institution of Zambia (EIZ) procured an additional loan of K29.2 million during the year 2024. Part of the funds were used to refinance the old loan which stood at K7.8 million at the time and the difference was invested in finishing the Engineering House which is located at stand No.2374 Showgrounds in Lusaka.

23. Staff gratuity provision

Long-term portion	4,222,990	2,201,955	4,152,661	2,086,336
Short-term portion	2,204,100	3,239,527	2,204,100	3,239,527
	6,427,090	5,441,482	6,356,761	5,325,863

23. Employee benefits (continued)

Long term gratuity	4,152,661	2,086,336	4,152,661	2,086,336
Balance at 31 December	4,152,661	2,086,336	4,152,661	2,086,336
Short term gratuity	2,204,100	3,239,527	2,204,100	3,239,527
Balance at 31 December	6,356,761	5,325,863	6,356,761	5,325,863

24. Non-controlling interest

Non – controlling interest of 2% represents individual members' interest in EIZ Properties Plc.

25. Financial risk management

Exposure to credit risk

The carrying amount of financial assets represents the maximum credit exposure. The maximum exposure to credit risk at the reporting date was;

Cash and cash equivalent	20	24,898,819	23,172,708	24,798,786	22,045,562
Trade and other receivables	18	1,651,795	3,419,389	1,126,755	3,082,669
		26,550,614	26,592,097	25,925,541	25,128,231

No collateral is held for the receivables. The Institution does not grade the credit quality of receivables. All receivables that are neither past due nor impaired are within their approved limits, and no receivables have had their terms renegotiated.

Management of liquidity risks

Prudent liquidity risk management includes maintaining sufficient cash balances, and the availability of funding

from adequate amount of committed credit facilities. Due to the dynamic nature of the underlying businesses, the finance department maintains flexibility in funding by maintaining availability under committed credit lines.

Management monitors rolling forecasts of the Group's liquidity reserves on the basis of expected cash flows.

The table below analyses the Institution's financial liabilities that will be settled on a net basis into relevant maturity groupings based on the remaining period at the balance sheet date to the contractual maturity date. The amounts disclosed in the table below are the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances, as the impact of discounting is not significant.

Prior year figures for the Right of Use (RoU) assets and liabilities have been restated to reflect the International Financial Reporting Standard (IFRS 16) that requires lease liabilities to be recognized on the statement of financial position (balance sheet) at the present value of future lease payments, discounted using the interest rate implicit in the lease or the incremental borrowing rate.

32. Comparative figures

Where necessary, comparative figures have been reclassified to achieve meaningful comparison with current year balances.

Detailed Consolidated Statement of Comprehensive Income - Appendix I

	Group 2025	Group 2024	Institution 2025	Institution 2024
Revenue				
Registration fees	39,341,935	34,423,822	39,341,935	34,423,822
Membership subscriptions	34,408,168	30,539,996	34,408,168	30,539,996
Processing and application fees	2,803,464	2,396,465	2,803,464	2,396,465
	76,553,567	67,360,283	76,553,567	67,360,283
Other income				
AGM symposium and dinner dance	12,421,908	11,495,987	12,421,908	11,495,987
Donations	3,361,000	2,163,051	3,361,000	2,163,051
Rental income	9,117,314	6,676,879	-	-
Foreign exchange gain/(loss)	2,351,438	(829,427)	-	8,598
Sundry income	1,627,660	2,161,888	1,598,763	2,151,926
	28,879,320	21,668,378	17,381,671	15,819,562
Gross income	105,432,887	89,028,661	93,935,238	83,179,845
Expenditure				
Activity costs				
AGM. Symposium and dinner dance	(12,396,668)	(13,201,142)	(12,396,668)	(13,201,142)
Membership and CPD	(7,663,215)	(9,752,252)	(7,663,215)	(9,752,252)
Compliance and inspection	(2,770,448)	(2,004,833)	(2,770,448)	(2,004,833)
Policy, public relations and National Development	(3,779,174)	(1,994,006)	(3,779,174)	(1,994,007)
Subsidiary costs	(2,280,036)	(2,048,310)	-	-
	(28,889,541)	(29,000,543)	(26,609,505)	(26,952,234)
Finance costs	(2,093,272)	-	-	-
Operating and administrative expenditure				
Personal emoluments	(31,569,067)	(29,449,315)	(31,569,067)	(29,449,315)
Other operating and administrative expenses (Appendix II)	(27,974,448)	(23,716,355)	(23,190,430)	(19,639,103)
Depreciation	(3,253,234)	(2,035,924)	(3,253,234)	(2,035,924)
Right-of-Use asset-amortisation	(14,464)	(14,464)	(14,464)	(14,464)
	(62,811,213)	(55,216,058)	(58,027,195)	(51,138,806)
Surplus /(deficit) before tax	11,638,861	4,812,060	9,298,538	5,088,805
Income tax	(1,004,281)	(269,469)	-	-
Net surplus after tax	10,634,580	4,542,591	9,298,538	5,088,805
Other comprehensive income				
Net financing and investment income	3,098,852	1,733,189	3,098,852	1,733,189
Net value gain/(loss) on fair value through other comprehensive income investments	713,255	926,632	713,255	926,632
Total comprehensive income	14,446,687	7,202,412	13,110,645	7,748,626

Operating and Administrative Expenditure - Appendix II

	Group 2025	Group 2024	Institution 2025	Institution 2024
Operating expenses				
Audit fees	354,422	408,846	354,422	408,846
Bank charges	928,549	512,495	928,549	512,495
Cleaning expenses	4,500	11,800	4,500	11,800
Computer expenses	753,772	575,131	753,772	575,131
Council/Board expenses	6,660,270	6,389,348	6,660,270	6,389,348
Corporate governance workshops	206,594	192,504	206,594	192,504
Electricity and water	30,267	31,179	30,267	31,179
Foreign exchange loss	17,987	-	17,987	-
Insurance	752,910	348,158	752,910	348,158
Legal and professional fees	500,000	450,900	500,000	450,900
Motor vehicle expenses	3,494,833	3,024,626	3,494,833	3,024,626
Office expenses	1,146,565	705,965	1,146,565	705,965
Preparation of Strategic Plan and AWP and B	203,502	188,160	203,502	188,160
Printing and stationery	583,507	723,801	583,507	723,801
Recruitment expenses	36,727	50,995	36,727	50,995
Rent and rates	2,073,009	1,908,368	2,073,009	1,908,368
Repairs and maintenance	98,786	39,776	98,786	39,776
Subsidiary operating costs	4,418,381	3,762,563	-	-
Security services	133,882	131,582	133,882	131,582
Staff welfare	2,838,172	2,027,524	2,838,172	2,027,524
Telephone, fax, internet and postage	1,370,605	1,047,871	1,370,605	1,047,871
Travel and accommodation	1,001,572	870,074	1,001,572	870,074
	27,608,812	23,401,666	23,190,431	19,639,103



Annual General Meeting



Notice of 69th annual general meeting and symposium

Valid From: January 2022

The Engineering Institution of Zambia (EIZ)
(Established under EIZ Act No. 17 of 2010)

NOTICE IS HEREBY GIVEN that the 69th Annual General Meeting (AGM) of the Engineering Institution of Zambia (EIZ) will be held on Saturday, 18th April 2026 starting at 09:30hrs at the AVANI Victoria Falls Resort in Livingstone.

The Meeting will be preceded by the official Opening on Thursday 16th April 2026, the Craftpersons and Technician Section Skills Exhibition, the Zambia Women in Engineering Section (ZWES) Conference and EIZ Annual Symposium on Friday 17th April 2026 at the same venue. The theme for the Symposium will be "Sustainable energy, smart mining, and regenerative agriculture for an innovative circular economy."

The official opening will feature a high-level panel discussion for the following.

- i. Navigating Zambia's mineral fiscal regime: Challenges, opportunities, and future directions.
- ii. The role of technology/engineering in modernising agriculture in Zambia: Addressing challenges and opportunities for small- and medium-scale farmers.

The AGM will take place to transact the following

AGENDA

1. National Anthem and prayer
2. Confirmation of quorum
3. Calling meeting to order
4. Receive apologies
5. Adoption of the agenda
6. Reading of the legal notice by the Registrar
7. Reading of member obituaries and observance minute of silence by Registrar
8. Receive and adopt Minutes of the Annual General Meeting held at AVANI Victoria Falls Resort in Livingstone, on 5th April 2025.
 - 8.1 Corrections and adoption
 - 8.1 Matters Arising – Action taken Report
9. Receive and adopt the 62nd Engineering Council report for the year ended 31st December 2025 by the President.
10. Receive and adopt the Audited Financial Statements of the Institution for the year ended 31st December 2025.
11. Appoint auditors for the financial year ending 31st December 2026.
12. Consider motions tabled before the AGM.
13. Elections
14. Close of Meeting.

CALL FOR NOMINATIONS & ELECTIONS BY NEC

This Legal Notice herein contains the call for nominations for the EIZ 2026 Elections and Agenda and announcement of results.

- 1.0 Dissolution of Section Executives
 - 1.1 Chemical, Metallurgical and Materials Engineering Section
 - 1.1 Electrical & Electronic Engineering Section.
 - 1.1 Civil and Structural Engineering Section
 - 1.1 Craftsperson's and Technicians Section (CTS)
- 2.0 Dissolution of Engineering Registration Board (EngRB)
- 3.0 Dissolution of the EIZ Council
 - 3.1 Confirmation of approved nominations
 - 3.1 Announcement of Election results
 - 3.1 Introduction of the elected candidates for all positions

Elections will be conducted by the Nominations and Elections Committee (NEC) of the Engineering Institution of Zambia in accordance with the EIZ Constitution. Please note that there will be a Presidential Debate on Thursday 16th April 2026 at 18:00 hours at AVANI Victoria Falls Resort where Presidential and Vice Presidential candidates will have the opportunity to speak to all the members. Electronic voting will begin at 08:00 hours on Friday 17th April 2026 and will end at 11:00 hours on Saturday 18th April 2026. The conduct of the elections will be guided by the EIZ Election Rules and Procedures enshrined in the 2025 edition of the EIZ Constitution. Please note that the 2025 Edition includes the Appeal rules as approved by the 2024 EIZ AGM. The EIZ Election Rules and Procedures can be found in the 2025 Edition EIZ Constitution as second Annexure, which can be accessed on www.eiz.org.zm under the publications tab. Candidates are advised to read and familiarise themselves with these rules and procedures. The campaign period will be prescribed by NEC as enshrined in the Constitution.

PLEASE NOTE THAT TO BE ELIGIBLE TO VOTE IN THE 2026 ELECTIONS A MEMBER OUGHT TO BE IN GOOD STANDING.

FOR CANDIDATES, PLEASE NOTE THAT YOU HAVE TO BE PAID UP BY 31ST DECEMBER 2025 TO QUALIFY FOR ANY OF THE POSITIONS BELOW.

A) POSITIONS ON COUNCIL FOR WHICH NOMINATIONS ARE REQUIRED

1. President
2. Vice President Policy Public Relations and National Development
3. Vice President Finance and Administration
4. Vice President Membership and Continuous Professional Development
5. Engineers' Representative
6. Technologists' Representative
7. Technician's Representative
8. Craftsperson's' Representative
9. Engineering Units Representative
10. Engineering Organisations Representative

B) POSITIONS ON ENGINEERING REGISTRATION BOARD(ENGRB) FOR WHICH NOMINATIONS ARE REQUIRED

1. NC1 To be nominated by Consulting Engineers.
2. NC2 To be nominated by Aeronautical, Aircraft, Automobile,
3. Mechanical Production.
4. NC3 To be nominated by Civil, Environmental, Land surveying, Roads, Structural water and sanitation, water resource management, Agriculture.
5. NC4 to be nominated by Computer, Electric power, Electronics,
6. Telecommunications, Information and Communications Technology.
7. NC5 To be nominated by Geology, Mining.
8. NC6 To be nominated by Chemical, Metallurgy, Materials.
9. NC7 To be nominated by Registered Technologist.
10. NC8 To be nominated by Registered Technicians.
11. NC9 To be nominated by Registered Craftspersons.

C) POSITIONS ON THE CTS SECTION

1. Chairperson
2. Vice Chairperson
3. Male Technicians' Representative
4. Female Technicians' Representative

5. Male Craftpersons' Representative
6. Female Craftperson's' Representative

D) POSITIONS ON THE OTHER SECTIONS

1. Chairperson
2. Vice Chairperson
3. Engineer's Representative
4. Technologists Representative
5. Technicians Representative
6. Craftsperson's Representative

E) NOMINATION PROCEDURES

Members in good standing wishing to stand for elections are required to complete the nomination forms. To access the nomination forms, kindly visit <https://eiz.org.zm/policy-documents/> under policy documents. The forms should be completed in accordance with the 2025 edition of the EIZ Constitution. Please ensure that you physically sign off the form before submission.

The CLOSING TIME AND DATE for submission of nominations will be 17:00hrs on Friday 12th February 2026 for the ELECTIONS IN THIS LEGAL NOTICE. Valid Nominations will be announced within 14 days after the close of the nomination period.

BOTH THE NOMINEES AND THOSE NOMINATING THEM SHOULD BE UP TO DATE IN THEIR MEMBERSHIP SUBSCRIPTIONS AND IN THE SAME MEMBERSHIP CLASS FOR THE NOMINATIONS TO BE VALID.

F) NOMINATION FEES:

There shall be NO nomination fees to be paid

G) CAMPAIGN/CANVASSING PERIOD

The NEC wishes to remind all candidates that as per the provision of the canvassing rules Article 7(1)m in the EIZ Constitution publication of this legal notice does not initiate the campaign/canvassing period. Candidates wishing to campaign/canvass are only permitted to do so after announcement of valid nominations for that particular election on 26th February 2026.

H) ADMISSION TO THE AGM AND ELIGIBILITY TO VOTE

Please note that only members in good standing and persons specifically invited by Council shall be admitted to the AGM.

By order of the 62nd Engineering Council



Eng. David Kamungu

REGISTRAR & CHIEF EXECUTIVE OFFICER

**THE ENGINEERING INSTITUTION OF ZAMBIA****EIZ HEADQUARTERS**

Stand N0 2374 Kelvin Siwale Rd
Showgrounds
P.O. Box 51084
Tel: +260 211 256214; +260 211 255161, + 260212, 222608
Email: eiz@eiz.org.zm

ADVANCING TECHNOLOGY FOR NATIONAL DEVELOPMENT

NORTHER REGION

Engineers' House
8 Kantanta Street,
P.O. Box 23385
Tel: +260 212 230111,



Minutes of the EIZ 68th Annual General meeting

AGM/62-2/2025-04-05

DATE OF MEETING : SATURDAY 5th APRIL, 2024

VENUE: AVANI RESORT, LIVINGSTONE

1.0 National anthem

The National Anthem was sung, and a prayer was offered by Eng. Kennedy Kanyinji.

2.0 Confirmation of Quorum

Quorum was confirmed by Secretariat as having 50 members present out of which more than 5 were Fellows of EIZ.

3.0 Calling meeting to order

The meeting was called to order at 09:22 hours.

4.0 Receipt of Apologies

4.1 Apologies were received from:

- 4.1.1 Eng. Thom Kamwendo
- 4.1.2 Eng. Israel Phiri
- 4.1.3 Eng. London Mwafulirwa
- 4.1.4 Eng. Eugene Haazele
- 4.1.5 Eng. Malama Munkonge
- 4.1.6 Eng. Chalwe Banda
- 4.1.7 Eng. Grain Munakampe
- 4.1.8 Eng. Samson Maluza
- 4.1.9 Eng. Nshimba Kunda

4.2 Secretariat would receive apologies not captured.

4.3 The meeting was informed that this year's AGM had been held earlier because the World Skills Africa Symposium was supposed to have taken place but had been postponed indefinitely.

4.4 A motion was tabled before the meeting to proceed with the meeting which was as proposed by Eng. Dr. Kenneth Chense and seconded by Teg. Hasting Likonge.

4.5 Welcome and opening remarks by EIZ President

4.5.1 In his opening remarks, Chairperson welcomed everyone to the meeting.

4.5.2 The members were informed that the year has been eventful, offering numerous lessons, opportunities, and valuable insights.

4.5.3 He expressed his gratitude to everyone who had contributed to the growth and success of EIZ, acknowledging the sacrifices made to shape the institution into what it was.

5.0 Adoption of the agenda

The agenda was proposed for adoption by Eng. Dr. Tina Phiri Chanda and seconded by Eng. Taperewa Namwinga Kabwe.

6.0 Reading of the Legal Notice

The Legal Notice was ready by the Registrar.

7.0 Reading of member obituaries and observing a minute of silence

7.1 Registrar read the member obituaries, and a minute of silence was observed.

8.0 Receive and adopt Minutes of the 67th Annual General Meeting held at Avani Victoria Falls Resort in Livingstone, on 20th April, 2024

8.1 Correction and adoption

The minutes were proposed for adoption by Teg. Elias Malama, and seconded by Eng. Vernon Ngulube.

8.2 Matters arising – Action Taken Report

Item	Discussion/Resolution
8.2.2	With regards to the proposed establishment of the Engineer General's Office, it was resolved to continue championing for its creation, despite government's disapproval. It was further resolved that the Institution would make submissions to the Constitutional Review Committee to advocate for the inclusion of the Engineer General's Office, and also an audience with the Republican President to discuss the matter further.
8.2.3	With regards to the Statutory Instrument on Charge Out Rates, the meeting resolved that the draft should be submitted to the Public-Private Dialogue Forum for review. It was further resolved that Council would continue to engaging with the Ministry of Infrastructure, Housing, and Urban Development on this issue.
8.2.7	The meeting resolved that networking sessions for members would be integrated into the agenda of the next Annual General Meeting (AGM).
8.2.8	The meeting resolved to enhance the Institution's global presence and urged stronger partnerships with international and regional partners.
8.2.9	The resolved to take a more proactive role in addressing national issues through regular engagement in the Public-Private Dialogue Forum.
8.2.10	With regards to hosting a mid-year Engineers Conference, the meeting resolved to explore its feasibility for the future.
8.2.11	With regards to creating business opportunities for members, it was resolved that the Institution engages TEVETA to explore and implement training programs in solar installation for members, as a means of enhancing business opportunities.
8.2.12	It was resolved that institution identifies at least two sectors to be featured at the next AGM, demonstrating Institution's involvement and collaboration with them.
8.1.13	With regards to the establishment of an online hub for members to access and submit publications, as well as the institution facilitating the publication of books on behalf of members, the meeting was informed that the matter was actively under consideration by the Policy and Public Relations Committee.
8.1.14	With regards to the skills gap between academia and industry, the meeting was informed that efforts were actively underway to address this issue, with several interventions already in place to bridge the gap.
8.1.15	With regards to investments in capital markets, the meeting resolved that EProps would explore additional investment opportunities within the engineering sector, such as in energy and solar. With regards to shares, it was resolved that there would be an initiative to allow engineering organizations and units to invest in the company by buying shares.
8.1.16	With regards to the Engineering Fund, the meeting resolved that there was need to expedite the Committee's work so that innovations by engineering professionals could be actualized.

9.0 Receive and adopt the 62nd Engineering Council Report for the year ended 31st December, 2024, by the President

9.1 The Engineering Council Report was presented and the institutions key achievements were highlighted:

Item	Discussion/Resolution
9.1.1	The Institution had embarked on making to the EIZ Act No. 17 of 2010 which would be concluded by June, 2025. The review was aimed to establish a strong foundation to address emerging challenges and opportunities.
9.1.2	The Institution had introduced the Engineering Fund, which would be a financial resource dedicated to advancing research, innovation and professional development. The fund would take effect by June 2025.
9.1.3	The Institution had reached an advanced stage in the implementation of the Quality Management System (QMS) and that it would be apply for ISO Certification.
9.1.4	The Institution had made significant improvements to enhance the Database Management Information System (DMIS) in phase one, and was now advancing to phase two, which would focus on increased efficiency and service delivery.
9.1.5	The Institution had recorded during the period under review a total of 5,533 new members.
9.1.6	During the period under review, the Institution recorded a compliance rate of 76% for engineering professionals and 75% for engineering organisations.
9.1.7	The Institution has embarked on the process of rebranding the institution to enhance visibility, image and reputation.
9.1.8	The Institution has reached an advanced stage in its pursuit of membership with the International Engineering Alliance under the mentorship of the Engineering Council of South Africa.
9.1.9	The Institution awarded scholarships to three deserving students to study engineering at different universities. The institution further offered a full scholarship to a student from Kawambwa STEM school who had invented a solar pumped hydro system.
9.1.10	The Institution granted a total of K92,000.00 benevolence to four members of the institution as one of its membership benefits.
9.1.11	The Institution held a groundbreaking ceremony for the construction of the EIZ Centre of Excellence in Kalumbila, aimed at establishing a hub for advanced engineering training, research and professional development.
9.1.12	The Institution had signed MoUs with strategic partners, namely, the Zambia Army and the Japanese International Cooperation Agency (JICA).

9.2 The report was proposed for adoption by Eng. George Sitali and seconded by Eng. Wallece Mumba.

10.0 Receive and adopt the Audited Financial Statements of the Institution for the year ended 31st December, 2024

Item	Discussion/Resolution
10.1.1	The Institution recorded a surplus of ZMW6.8 million of income over expenditure for the year under review, compared to a surplus of ZMW16.6 million in 2023. Income received in 2024 increased from 79.2 million in 2023 to 83.3 million in 2024, representing an increase of approximately 5.1%.
10.1.2	The meeting was informed that the total expenditure for the year under review was ZMW 78.1 million compared to ZMW 62.5 million the previous year. The cost structure was greatly affected by the introduction of the rental charge, price fluctuations during the year and the increase in the number of operational activities the institution undertook during the year under review.
10.1.3	The meeting was also informed that capital expenditure incurred during the year under review was ZMW 5.1 million against ZMW 10.4 million the previous year. The expenditure was for the acquisition of motor vehicles at ZMW3.9 million, ZMW1.0 million towards land and buildings and ZMW0.2 million for office equipment, furniture and fittings.
10.1.4	The meeting was informed that the institution had continued to invest in the New EIZ HQ Building to expedite its completion. The conversion of the upper car park into office space is expected to be completed by the first half of 2025. The total investment in EIZ Properties Plc stood at ZMW118.8 million in 2024, compared to 108.4 million in 2023.

10.2 The Audited Financial Statements were proposed for adoption by Eng. Graham Chingambu, and seconded by Eng. Nason Kasoma.

11.0 Appoint Auditors for the financial year ending 31st December, 2025

11.1 The Chairperson of the Audit and Risk Committee, on behalf of Council, moved the motion to reappoint Messrs. MPH Chartered Accountants as External Auditors for the Financial Year ending 31st December, 2025 and that Council be authorised to determine their remuneration.

11.2 The motion was seconded by Eng. Ennie Muchelemba.

12.0 Consider motions tabled before the AGM

12.1 Vice President, Policy, Public Relations and National Development presented the motions for consideration:

12.1.1 Motion on Receipt of Branch Nominations.

Motion	Receipt of Branch Nominations
Clause/SUB Clause	Part II, Section 3(2) of the constitution:
CURRENT READING	A candidate shall be resident in Zambia and have paid membership subscription fees by 31st December of the preceding year.
MOTION	As the institution strives to promote participation and inclusiveness, the branch plays a crucial role as a building block to the structures of EIZ.
Member Motivation	To improve inclusivity

Motion Receipt of Branch Nominations

PROPOSED READING Except for candidates for branch nominations, a candidate shall be resident in Zambia and have paid membership subscription fees by 31st December of the preceding year. A nomination for a Branch shall be deemed valid if the nomination fulfils other requirements of Branch nominations and the candidate is paid up.

The motion was NOT ADOPTED.

12.1.2 Motion 2: Rules for the Elections and Appeals Committee

MOTION The Rules for Elections and Appeals Committee were tabled before the AGM for adoption.

The motion was ADOPTED.

13.0 Elections

Results were announced by the NEC Chairperson as follows:

13.1.1 Disciplinary Committee

S/NO	POSITION	CANDIDATE
1	Committee Member	NIL
2	Committee Member	NIL
3	Committee Member	NIL
4	Committee Member	NIL
5	Committee Member	NIL

13.1.2 Zambia Women in Engineering Section (ZWES)

S/NO	POSITION	CANDIDATE
1	Chairperson	Eng. Agness Mofya
2	Vice Chairperson	Eng. Mwanida Makashini
3	Engineer's Representative	
4	Technologists' Representative	
5	Technicians' Representative	Tech. Bridget Nambule
6	Craftspersons' Representative	
7	University Representative	

13.1.3 Energy Auditor's Section

S/NO	POSITION	CANDIDATE
1	Chairperson	Eng. Mubanga Patrick
2	Vice Chairperson	Teg. Mbulo Febby
3	Committee Member	Eng. Chingobe Brian
4	Committee Member	Teg. Adamson Nyau

13.1.4 Geotechnical Section

S/NO	POSITION	CANDIDATE
1	Committee Member	NIL
2	Committee Member	NIL
3	Committee Member	NIL
4	Committee Member	NIL

13.1.5 Water Resources Management, Supply, Sanitation and Hygiene Section (WRMSSH)

S/NO	POSITION	CANDIDATE
1	Chairperson	NIL
2	Vice Chairperson	NIL
3	Committee Member	Eng. Augustine Phiri

S/NO	POSITION	CANDIDATE
4	Committee Member	NIL

13.1.6 Mining Engineering Section (MES)

S/NO	POSITION	CANDIDATE
1	Chairperson	NIL
2	Vice Chairperson	NIL
3	Committee Member	NIL
4	Committee Member	NIL

13.1.7 Environmental Engineering Section (EVES)

S/NO	POSITION	CANDIDATE
1	Chairperson	NIL
2	Vice Chairperson	NIL
3	Committee Member	NIL
4	Committee Member	NIL

13.1.8 Bio-Medical Engineering Section (BES)

S/NO	POSITION	CANDIDATE
1	Chairperson	Teg. Mwandila Kenneth
2	Vice Chairperson	Teg. Boaz Ng'ambela
3	Committee Member	Teg. Annie Kwalombota
4	Committee Member	Teg. Chipu Siantika

13.2 The AGM was informed that for the positions which had no valid nominations, Council would nominate members to take up the positions in accordance with the EIZ Act No. 17 of 2010.

18.0 Close of Meeting

There being no other business to discuss, the meeting closed at 12.10 hours.

ENG. WESLEY KALUBA

CHAIRPERSON
5th April, 2025

ENG. DAVID KAMUNGU

SECRETARY
5th April, 2025

8.2 MATTERS ARISING – ACTION TAKEN REPORT

Item	Discussion/Resolution	Responsibility	Status
8.2.2	Make submissions to the Constitutional Review Committee to advocate for the inclusion of the Engineer General's Office, and to seek an audience with the Republican President over the matter.	Council/ Secretariat	The institution submitted to the line Ministry and is awaiting feedback.
8.2.3	Submission of draft Charge Out Rates to the Public-Private Dialogue Forum for review. Follow up on Charge-out Rates	Council/ Secretariat	The charge-out rates were reviewed and updated, and are pending Cabinet approval.
8.2.7	Integrating networking sessions for members at the next Annual General Meeting.	Council/ Secretariat	The institution facilitated a networking session with the Southern African Institute of Mining and Metallurgy (SAIMM)
8.2.8	Enhancing the Institution's global presence and building stronger partnerships with international and regional partners	Council/ Secretariat	The institution has completed its submission for accreditation to the International Engineering Alliance.
8.2.9	Engagement in the Public-Private Dialogue Forum on national issues.	Council/ Secretariat	The Institution attends and participates in private-public dialogue forums.
8.2.11	Engage TEVETA to explore and implement training programs in solar installation to members as a means of enhancing business opportunities.	Council/ Secretariat	The institution has commenced paid for CPDs in collaboration with TEVETA and other service providers for solar and electrical installations.

2025 National AGM Attendance List

S/NO	NAME	S/NO	NAME
1	AARON BRIAN MBEWE	46	ANDREW MUNDE
2	AARON CHISHIMBA MUSONDA	47	ANDREW MWENYA
3	AARON KABWE	48	ANGELA CHIBWE
4	AARON MBEWE	49	ANGOLA MUTUMBA
5	AARON NKHOMA	50	ANGOLILE AMOS
6	ABEL CHOMBA	51	ANNA MWANSA
7	ABEL MWANZA	52	ANNETTE M WAKUMELO
8	ABEL SIMWANZA	53	ANNIE KALEMBA NGOMA
9	ABIGAIL FOLOSHI	54	ANNIE NGOMA
10	ABRAHAM BANDA	55	ANNITHE WAKUMELO
11	ABRAHAM LYANDA	56	ANTHONY CHABALA
12	ADAMSON NYAU	57	ANTHONY MUMBA
13	ADEKUNLE OTUN	58	APSON KAFITWE
14	ADON SOKO	59	ARITOL NKWENDENDA
15	AGNESS MBAO NYIRENDA	60	ARNOLD CHANGWE
16	AGNESS MOFYA MWANSA	61	ARNOLD CHISANGA
17	AGNESS NGAO WITOLA	62	ARNOLD CHISENGA
18	AKAKANDELWA FORTUNE	63	ARNOLD MUMBA
19	ALBERT CHOMBA	64	ARTHUR KALIKITI
20	ALEX MBUMBA	65	ASSIOS HUNGWE
21	ALEX MWAPE	66	ASTRIN MUCHELE
22	ALEXANDER THANDE NYIRENDA	67	ASTRIN SIKASUKWE MUCHELE
23	ALFRED H. KNIGHT	68	ATKINS MWANGALA SITWALA
24	ALFRED KASHIYA	69	AUSTIN CHIPETA
25	ALFRED KAYAMBA SIWO	70	AUSTIN ZULU
26	ALFRED NAWA	71	BANDA ELOAH
27	ALFRED SIWO	72	BANDA LOMBE
28	ALICE ELIZABETH PHIRI	73	BANDA NELIA
29	ALICE TEMBO	74	BARNABAS NG'AMBI
30	ALLAN MUBANGA CHANDA	75	BARNABAS NGANDWE
31	ALLAN THOKOZANI TONGA	76	BARNABAS NG'ANDWE
32	ALLEN POLITO	77	BARNBAS NGAMBI
33	ALPHA MWALE	78	BARTHLOMEW CHILESHE
34	ALWX NONDE	79	BARTON LONGWE
35	AMON MWEEMBA	80	BEATRICE KALONGE
36	AMOS ANGOLILE	81	BEATRICE NAMUMBA
37	AMOS BANDA	82	BEENE CHIYMBABEENZU
38	AMOS MUTWALE	83	BEENE CHIYUMBABEENZU
39	AMOS PULWILA CHILESHE	84	BEENE JACKSON
40	ANDREW CHIWENDA	85	BEENZU KAONDE
41	ANDREW HERBERT CHIWENDA	86	BEENZU MARK KAONDE
42	ANDREW KABABULA	87	BELLINGTON KABWE
43	ANDREW KAKOMA	88	BEN MWABA
44	ANDREW KASOMA	89	BENJAMIN KAMWANDE
45	ANDREW KOOMA	90	BENJAMIN MITI

S/NO	NAME	S/NO	NAME
91	BENJAMIN SIMAU	140	BRIGITTE SAMBWE
92	BENSON CHIKANDA	141	BRITIUS MUPEYO
93	BENSON JAMES MWANZA	142	BRITUS MUPEYO
94	BENSTEIN CHANDA	143	BRIVEN MUBANGA
95	BERNARD CHIWALA	144	BROWN KASANDA
96	BERNARD MUKWITA	145	BUSTON CHIBWE
97	BERNARD SAMBWE	146	BUSTONE CHIBWE
98	BERNARD TEMBO	147	BUSTONE MWIKULA CHIBWE
99	BERTHA MWAMBA	148	BWALYA KASANDA
100	BERTHA PHEWA	149	BWALYA MULOMBWA
101	BESTERN KAUNDA	150	BWALYA MWANGO
102	BETHEL SATELA	151	BWIITE KASONDE
103	BHARATH NARAYANA KUMAR	152	CALEB KOLALA KASOMO
104	BIBUSA TSEMBETSEMBE	153	CAROL CHIBESA MASUPELO
105	BLESSED NYIMBILI	154	CAROL MASUPELO
106	BLESSINGS MUMBELUNGA	155	CAROLINE BWALYA CHENGO
107	BLESSINGS MUSUMALI	156	CARON KASUMBA
108	BOAZ CHOLA CHALUMBA	157	CASSAM GABRIEL
109	BOAZ NGAMBELA	158	CATHERINE K CHIPOYA
110	BOB BIEMBA MWANGALA	159	CATHERINE KAFUCHI CHIPOYA
111	BOB MWANGALA	160	CATHERINE SANDRAM
112	BOKA MUKONKA	161	CAUSTIN KAMBOLE
113	BONIFACE MFULA	162	CECIL CHAMULULU
114	BONNEX SOYALA MWASHI	163	CECILIA SEYUBA
115	BOSTON MONDE	164	CEPHAS KUHAMBA
116	BOSTON SIMUKOKO	165	CEPHAS MUSEBA
117	BOYD CHILEMBO	166	CEPHAS MUSONDA
118	BOYD MUCESE	167	CEPHAS MWEWA
119	BOYD NKANDU MUCESE	168	CEPHAS MWILA MUSEBA
120	BOYD SILAVWE	169	CHAALI KALEBUKA
121	BRANDUS MOONO MUNANSANGU	170	CHABOTA SIAMUSYUBU
122	BRIAN CHINGOBE	171	CHAKUPA SAKALA
123	BRIAN KANGU MAMBWE	172	CHALI GADGE KATONGO
124	BRIAN KATUKULA	173	CHALOMBA FONKA
125	BRIAN KAWINA	174	CHALUBA BOAZ CHOLA
126	BRIAN KHOSA	175	CHAMA TISA R
127	BRIAN MAMBWE	176	CHAMBA KASONDE
128	BRIAN MBEWE	177	CHANDA M
129	BRIAN MBILIKITA	178	CHANDA BENSTEIN
130	BRIAN MOZEKA	179	CHANDA CHINYANTA
131	BRIAN MUTINTA	180	CHANDA EMMANUEL
132	BRIAN MUWANEI	181	CHANDA MUSAKANYA
133	BRIAN MUWANEI M	182	CHANDA SUDDEN MULENGA
134	BRIAN SHASA MUPETA	183	CHARITY CHOLA
135	BRIDGET KANGWA	184	CHARLES CHIBVULA
136	BRIDGET NAMBULE	185	CHARLES CHIKWANDA
137	BRIGHT SEPISO	186	CHARLES CHIPONDA
138	BRIGHTON KALONGA	187	CHARLES CHOMBA
139	BRIGHTON SAMATEMBA	188	CHARLES KALAPA

2025 NATIONAL AGM ATTENDANCE LIST - CONTINUED

S/NO	NAME	S/NO	NAME
189	CHARLES KANDEKE	239	CHIPOYA CHIHONGO
190	CHARLES MWALE	240	CHIPUPA JONAS TEMBO
191	CHARLES MWANZA	241	CHIPWENKA KASONGO
192	CHARLES SHINDAILE	242	CHIRWA AGNESS
193	CHARLES ZIMBA	243	CHIRWA PAUL
194	CHASHI MWAKA	244	CHISANGA JOSHUA BESA
195	CHASIMPHA PHIRI	245	CHISANGA L
196	CHASUZGA MTAWALE	246	CHISENGA KUNDA
197	CHEELO MWEETWA	247	CHISHALA MULENGA
198	CHEEPA CHILALA	248	CHISHIBA MPASA
199	CHELA HUMPHREY	249	CHISHIMBA CHOTA
200	CHELA LAZAROUS	250	CHISONGO GERALD
201	CHEMB MUTWALE	251	CHITAMBALA SMELLEN MUSONDA
202	CHEMBO SICHINGA	252	CHIWANZA SIMUMBA
203	CHEWE KANWA	253	CHIYOMBO FERGUSON NSALANGE
204	CHEWE MWILA	254	CHIZA NYIRENDA
205	CHEZO CHIYEDZO TABETH	255	CHKUPA SAKALA
206	CHIBALE ZIMBA	256	CHOGALI CHINUNGI
207	CHIBESA MAX	257	CHOLA BWALYA
208	CHIBESA ROBBY	258	CHOLA GILBERT
209	CHIBONI WALUSUNGU	259	CHOLA KASONGO KUNDA
210	CHIBWE MUSONDA	260	CHOLA KUNDA
211	CHIFULA CHANDO	261	CHOLA MOZIE BWALYA
212	CHIKASA MUTIMA	262	CHOLA SHARON
213	CHIKASHI KASOFU	263	CHOMBA IAN
214	CHIKOMA MWANSA	264	CHONGO LUPUPA CHIBOWA
215	CHIKOSA KUNDA	265	CHOTA CHISHIMBA
216	CHIKUMBI CHUNGU	266	CHRISPIN C MWEWA
217	CHILALA KAKOMA BOWA	267	CHRISPIN MAINGA
218	CHILALA SAMAYUWA	268	CHRISPIN NAMAKANDO
219	CHILALALA SAMAYUWA	269	CHRISPINE KUFEKISA MAINGA
220	CHILAMBWE MULENGA	270	CHRISPINE MUMBA
221	CHILANGA CEMENT	271	CHRISTOPHER CHIPATELA
222	CHILESHE FORTUNE	272	CHRISTOPHER CHISENSE
223	CHILIKA NGONGA	273	CHRISTOPHER KAPASA
224	CHILINDA LAWRENCE	274	CHRISTOPHER KAPATA
225	CHILOMBO SAKAHUNDA	275	CHRISTOPHER KASONGO
226	CHILOMBO SAKAHUNDU	276	CHRISTOPHER MUSHELA
227	CHILUFYA CHITEMFYA	277	CHUNTU CHIKUMBI
228	CHILUFYA CHIYEMFYA	278	CHUTU NAOMI
229	CHILUFYA OLIVER. K	279	CHUULA KAPANDE
230	CHILUFYA REAGAN	280	CLAIRE HACHIBOYA
231	CHILUTIYA OLIVER K	281	CLARENCE CHILUFYA
232	CHIMFWEMBE MUTALE	282	CLARK FINLEY
233	CHINKULI MAALA	283	CLAUDE MOONO MULOONGO
234	CHINYAMA KEBBY	284	CLEAVE SILAVWE
235	CHIPANTA KASUBA	285	CLEBERTONE MUKANGE
236	CHIPEPO CHILESHE	286	CLEMEN NGONGA LOLOJI
237	CHIPILINGU NGOSA	287	CLEMENT BWALYA
238	CHIPONDA CHARLES	288	CLEMENT MIYOBA

S/NO	NAME	S/NO	NAME
289	CLEMENT MULENGA	341	DAVID MANYONI
290	CLEVANCE NSOFWA	342	DAVID MUSONDA
291	CLEVER SUCCESS SIAMAYIWA	343	DAVID SAKALA
292	CLIFF FESTON NJOVU	344	DAVID SHAAMBA
293	CLIFF MAFIRAKUREVA	345	DAVID SHAMAAMBA
294	CLIFFORD TEMBO	346	DAVID TOWANI
295	CLIVE BANDA	347	DAVIES CHANSA
296	CLIVE KAPALU	348	DEAN L MUSUKWA
297	CLOWDER SAMAHONGO	349	DEAN MANINGA
298	COL A E PHIRI	350	DEBORAH MULUNDU
299	COL H KOMBE	351	DEBORAH MULUNGU
300	COL J MUTAMBO	352	DENNIS MIBENGE
301	COL K MUYUNDA	353	DERRICK MUSONDA
302	COL P LYADENGA	354	DERRICK MWIINGA HACHIWELE
303	COL S MAKASA	355	DIANA CHIKWANDA CHISONGO
304	COL S SINYAMBO	356	DIANA CHISONGO
305	COLLINS KANGWA	357	DIANA KANGWA
306	COLLINS NZOVU	358	DICKSON BANDA
307	CONRAD KAFUNDA	359	DOKOWE MUZAMU
308	CONSTANCE NAMBEYE	360	DOMINIC KABASO
309	CONSTANCE NKHATA KAONGA	361	DON KALOKONI
310	CONSTANCE NOBULA LIAMBAI	362	DON KANYAMA
311	CONSTANTINO MUTALE	363	DONALD M. ZULU
313	COSMAS MULENGACHONZI	364	DORCAS M KAKOMA
314	COSTAIN TEMBO	365	DORCAS MOOLA KAKOMA
315	CUESTA MARDELI	366	DOREEN MULEMBA
316	CURTIS MULEYA	367	DOUGLAS SIAME
317	CYLICAH NAKAMBA	368	DRYTON KABWE
318	CYNTHIA CHIYABU NGWENGWE	369	DUNCAN SIKAZWE
319	CYNTHIA NANYANGWE	370	DURPHY IKOWA
320	CYRIL HAABOMBE CHINENE	371	DURPHY KIKOKWA
321	DAINESS SOKO	372	E M KAKOMA
322	DALISO MTONGA	373	EDGAR CHINOYA
324	DALITSO BANDA	374	EDGAR MANDANJI
325	DALITSO KASONDE	375	EDGAR MWANZA KAKOMA
326	DAMISO MWALA	376	EDSON LUNGOMESHA
327	DANIEL CHIHILI	377	EDWARD MBEWE
328	DANIEL KAPAMBWE	378	EDWARD PHIRI
329	DANIEL MUSANTU	379	EDWIN CHEELO MUKONKA
330	DANIEL NYIRENDA	380	EDWIN DOMBOLA
331	DANIEL PETER PHANISO	381	EDWIN MUKONKA
332	DANIEL SHIMANGA	382	EDWIN NTIKISHA
333	DANIEL SHIMANZA	383	EDWIN TAFADZWA NJENJE
334	DANIEL ZULU	384	ELIAH NGWIRA
335	DANSTAN NSAMA	385	ELIAHS NGWIRA
336	DAPHNE GUTIERREZ	386	ELIAS MALAMA
337	DAUKEYA CELINE KAPONDE	387	ELIAS MUMBI
338	DAUKEYA KAPONDE	388	ELIAS NJEBELE
339	DAVID H. HIBAJENE	389	ELIAS SIMPEMBA
340	DAVID LOMBE	391	ELIAS SIMWANZA

2025 NATIONAL AGM ATTENDANCE LIST - CONTINUED

S/NO	NAME	S/NO	NAME
392	ELIJAH BANDA	443	FANWELL NYAMAYEDENGA
393	ELIJAH NGWIRA	444	FARAI FURUSA
394	ELIJAH NONDE	445	FEBBY BWALYA MBULO
395	ELISHA KALAN	446	FELIX CHISHIMBA
396	ELIZABETH KYULABANTU NAMAKANDO	447	FELIX KAMBUNGU
397	ELIZABETH MUKUMA	448	FELIX MASALA
398	ELLIE MUCHELENJE	449	FELIX MUSONDA
399	ELLIOT MUNSANJE	450	FERBUSTON NSALANGE
400	ELLIOT N. MUNSANJE	451	FERGUSON KAMPOMPO
401	ELVIS MULENGA	452	FERGUSON SHIPESHA KAMPOMPO
402	EMENT HAMULEKWA CHUULA	453	FITZGERALD MUCHINDU
403	EMMANUEL BWALYA	454	FLORENCE TIRANE
404	EMMANUEL CHANDA	455	FONKA CHALOMBA
405	EMMANUEL KANGUMA	456	FORTUNE AKAKANDELWA
406	EMMANUEL MOFYA	457	FORTUNE CHILESHE
407	EMMANUEL MUTALE	458	FRANCIS CHIMWANGA
408	EMMANUEL MWENDA	459	FRANCIS KALUKANGO
409	EMMANUEL NYIRENDA	460	FRANCIS MASATUNYA
410	EMMANUEL SAKALA	461	FRANCIS MULENGA25
411	EMMANUEL SIWALE	462	FRANCIS NHAMU MWELWA
412	EMMANUEL SIWINGWA	463	FRANK BWALYA KAFWANI
413	EMMANUEL ZULU	464	FRANK CHIKUNI
414	ENNIE MUCHELEMBWA	465	FRANK KAFWANI
415	ENOCK MWAPE WALOBELE	466	FRANK MPUNDU
416	ENOCK TEMBO	467	FRANK MWALE
418	ERIC CHIBUYE CHITAMBO	468	FRANK NYASULU
419	ERIC MUSAMA	469	FRANK SIMWINGA
420	ERNEST KATODIKA	470	FRED MUSHIMBWA
421	ESAU BANDA	471	FRIDAH LIKE
422	ESAU PHIRI	472	FUNDULU CHIHILI
423	ESPINA BANDA	473	GABRIEL CASSAM
424	ESSAU CHIMBI BANDA	474	GABRIEL KAPAMBWE
425	EUCLID MUSONDA	475	GABRIEL KASHIMOTO
426	EUNIE NG'ANDU	476	GABRIEL MAGASU
427	EUSPHINAH MWIINGA	477	GABRIEL MBUYAYETA
428	EVANS	478	GABRIEL MUBUYAETA
429	EVANS KATONGO	480	GABRIEL SHIMAU
430	EVANS LUMAMBA	481	GARRY MUKELABAI
431	EVANS MAUTA	482	GEOFFREY BWALYA
432	EVANS MKANDAWIRE	483	GEOFFREY KAUNDA
433	EVANS MUBANGA	484	GEOFFREY SIANKWILIMBA
434	EVANS TEMBO	485	GEOFFREY SIWANZI
435	EVARISTO MUBANGA	486	GEOFFREY SWANZI
436	EVERISTO MACHIKO	487	GEORGE CHISALA
437	EVERISTO MAPOSA	488	GEORGE CHISHA MWAPE
438	EVERJOY MUCHEFA	489	GEORGE KASUBA KUNGUBWE
439	FACKSON MUSONDA	490	GEORGE MWAPE
440	FAITH MUMBA	491	GEORGE PHIRI
441	FAITH NAWILA	492	GEORGINA MWANAPABO
442	FANIZANI PHIRI	493	GEORGINA MWANAPOBO

S/NO	NAME	S/NO	NAME
494	GERALD CHISONGO	544	HOPE RUMBIDZAI SHABOLYO
495	GERALD MALANDA	545	HOPKINS KAMOCHA
496	GERALD PHIRI	546	HUMPHREY CHELA
497	GIBSON CHINGWALALA	547	HUMPHREY MUYEMBA
498	GIDEAON SAKALA	548	HUMPHREY MWANZA
499	GIDEON CHILONGU	549	HYDEN BANDA
500	GIDEON KAMBANGU	550	IAN MUSAKANYA CHOMBA
501	GIDEON MBILIMA	551	IAN MUTAMBO
502	GIDEON PHIRI	552	IAN MWAMBA
503	GIDEON SAKALA	554	IMBUWA NAMUSHI
504	GIFT KUMOYO	555	INIGO MULAISHO
505	GILBERT MULENGA	556	INNOCENT MUMBA
506	GILBERT NYIRENDA	557	INNOCENT CHAFWAKALE
507	GILBERT SHAMA CHISAYA	558	INNOCENT CHILUFYA
508	GILBERT T MBEWE	559	INNOCENT KASEMBE
509	GODFREY MALWA	560	INNOCENT MALAMBO
510	GODFREY MAMBWE	562	INNOCENT MANDONA
511	GODFREY MOFYA	563	INNOCENT MPONGOLWANI
512	GODFREY MWELA	564	INNOCENT MUMBA
513	GOLDEN MAKAYI	565	ISAAC NGULUBE
514	GONO TAMVGWA	566	IVES CHILEYA
515	GOODSON LOMBE NKAKA	567	IVWANANJI SIKOMBE
516	GOODSON NKAKA	568	IVWANANJI SIPULA
517	GRACE MUUTALE	569	JACKSON CHINTU
518	GRAHAM CHINGAMBU	570	JACKSON KING KAFWANKA
519	GRAIN M. MUNAKAAMPE	571	JACKSON NAWEJI
520	GREYARD TEMBO	573	JACKSON TEMBO
521	GRIFFINS MULENGA	574	JACOB MGUNI
522	HABEENZU SIANJALA	575	JACOB MUBISA
523	HAMALAMBO PATRICIA	576	JACQUELINE MPALA
524	HAMAPANDE ABIGAIL	577	JAGGER MARVIN PHIRI
525	HAMBULO NANZELE	578	JAIROS CHOLA MHANGO
526	HAMPANDE ABIGAIL	579	JAIROS MHANGO
527	HAPPISON SONKASONKA	580	JAIROS ZULU
528	HAPPY MUSUMALI	581	JAMES HOOD
529	HARRIET LIKOMENO	582	JAMES JERE
530	HARRINGTON MWENYA	583	JAMES KATEBE
531	HARRISON HENRY WILIMA	584	JAMIN KOMBE
532	HASSAN PHIRI	585	JANE CHIGAYO
533	HASTINE LIKONGE	586	JANE MANASE
534	HECTOR SINDANO	587	JANIS KABWE
535	HELEN POLOMONDO	588	JAPHET MULOPI
536	HENRY M SALIMU	589	JASON BANDA
537	HENRY MPUNDU SALIMU	590	JASON CHITI LOMBE
538	HENRY MUPETA	591	JASON MWANZA
539	HERBERT LULUSA	592	JEFFREY LIFUMBO
540	HIBAJENE DAVID	593	JERICO KASHIYA
541	HILDA CHIMUONGO	594	JESSE MAKUNGU
542	HILDA SOFIA PHIRI	595	JETHROL SIKABALU
543	HILDAH MUCHINDU	596	JETHROW SIKABALU

2025 NATIONAL AGM ATTENDANCE LIST - CONTINUED

S/NO	NAME	S/NO	NAME
597	JIMAIMA PHANUEL	648	JULIUS NGAMBI
598	JIMMIE NJOVU	649	JUSTIN KWENGA
599	JIMMY CHANDA	650	JUSTIN LUYANDO KABWATA
600	JIMMY CHILULWA	651	JUSTIN M MUZIMBA
601	JIMMY CHITULWA	652	JUSTIN MUZIBA
602	JIMMY MULIZE	653	KABAO CHANDA
603	JIMMY SIKAZWE	654	KABASO EMMANUEL MUSONDA
604	JOACKIM KALUNDU	655	KABASO MUSEBE
605	JOE KALUSA	656	KABO RABECCA CHANDA
606	JOE MUNDIA	657	KABWE BELLINGTON
607	JOE SINALUMBU MUNDIA	659	KABWE CHAMPO
608	JOEL BWALYA	660	KABWE JULIANNA
609	JOEL BWALYA LUO	661	KABWE MUSONDA
610	JOHN CHILESHE	662	KABWE NAMONJE
611	JOHN KABWELA	663	KABWE PRUDENCE
612	JOHN LOONGO	664	KABWE WAINRIGHT
613	JOHN MINYOI LUBINDA	665	KAFUE GORGE LOWER
614	JOHN MTONGA	666	KAFUMUKACHE BRADFORD
615	JOHN OVID SILWEYA	667	KAIMBA GENERAL
616	JOHN SALASINI	668	KAJIBA KUZANGA
617	JOHN SIAME	669	KALANGU REX HAROLD
618	JONAS NYONDO	670	KALANGWA MWANSA
619	JONATHAN CHANDA	671	KALIKO LLOYD
620	JONATHAN LEMISA	672	KALUBA KATATI
621	JONATHAN MUCHENYA	673	KALUME SAKWALA
622	JONATHAN MULENGA	674	KALUNGA FESTUS
623	JONES BANDA	675	KALUNGA NKONDE
624	JORDAN SHIPEKESHA	676	KAMBOYI JOYCE
625	JOSEPH BANDA	677	KAMUCHI ENGINEERING
626	JOSEPH CHILESHE NSHIMBI	678	KAMUNA EDGAR
627	JOSEPH CHISHIMBA	679	KAMUNGU DAVID
628	JOSEPH KABALUBE	680	KANCHEYA SAILI
629	JOSEPH KAMWATA	681	KANGWA COLLINS
630	JOSEPH KAPALA	682	KANYANGA MUNSANJE
631	JOSEPH MAKASA	683	KANYEMBO KAZEMBE C
632	JOSEPH MALAMA	684	KANYEMBO KAZEMBE CHRIS
633	JOSEPH MALISAWA	685	KANYINJI KENNEDY
634	JOSEPH MANTEPA	686	KAOMA BOWA
635	JOSEPH MANYEPA	687	KAPEMBWA JORDAN MALEMBEKA
636	JOSEPH MANZI	688	KAPEMBWA KATOWANDO
637	JOSEPH MITI GOMA	689	KAPEMBWA MALEMBEKA
639	JOSEPH MWEWA	690	KAPESI WANGWE
640	JOSEPH NSHIMBI C	691	KAPONDA GIVEN LUZANGA
641	JOSEPH SOFWA	692	KAPUFI SAMSON
642	JOSEPH TUNTEPE	693	KASAMPI PATRICK
643	JOSEPH YOKA	694	KASANDA FIDELIS
644	JOSHUA CHINYAMA	695	KASANGA CHINYAMA
645	JOSHUA KENNSON SIMUKONDA	696	KASASHI MULENGA
646	JOTAT MUSENGA	697	KASEBA MECKSON
647	JOYCE MUYANGA	698	KASENGA HARA

S/NO	NAME	S/NO	NAME
700	KASHIMOTO GABRIEL	752	KWENGA JUSTIN
701	KASOFU CHIKASHI	753	KWIMBI NAMWILA
702	KASONGO CHIPWEMUKA	754	LABAN KALYATA
703	KASUBA CHIPANTA	755	LANGIWE NGOMA
704	KATONGO CHALI	756	LARKSON CHIBESA
705	KATONGO EVANS	757	LARRY LINYANTWE
706	KATUTA MBEWE	758	LAURENCE WAMULUME BEELE
707	KAUMBA MUTENDE	760	LAVENDER MALAMA
708	KAUNDA CHANDA	761	LAWRENCE CHILINDA
709	KAUNDA GEOFFREY	763	LAWRENCE LUPUTA
710	KAWAMBALE PRECIOUS	764	LAZAROUS MALAMA
711	KAYOMBO RODGERS	765	LAZAROUS MULAMBA
712	KAZUMBA WISDOM	766	LAZAROUS NYAWALI
713	KEBBY CHINYAMA	767	LAZAROUS SIMUKANGA
714	KEBBY MALUMBE	768	LEMBA VONIOUS
715	KELLY PUMULO	769	LEONARD CHISELA
717	KELVIN BWALYA	770	LEONARD KULUJILI
718	KELVIN CHITUMBO	771	LESLIE MUTAMBE
719	KELVIN FULAYI	772	LESLIE MUTAME
720	KELVIN KASALA	773	LEVIOUS MALUMANI
721	KELVIN MALUBA MWILA	774	LEWIS JOSEPH MULENGA
722	KELVIN SOMA	775	LEWIS SIKWESE
723	KENDRICKS CHABALA	776	LEXINA PHIRI
724	KENNEDY BWALYA	777	LIBOMBELA MULALA
725	KENNEDY C MOONGA.	778	LIENJE MERCY
727	KENNEDY CHIPOMA	779	LIFIA MINYONI
728	KENNEDY CHOMBA	780	LIFTERY NDABA
729	KENNEDY KABWE BWALYA	781	LIKANDO NABUYANDA
730	KENNEDY KANYINJI	782	LINDA KANGWA
731	KENNEDY LUYELE	783	LINUS CHANDA
732	KENNEDY NGAMBI	784	LISA M NGOMA
733	KENNEDY TEMBO	785	LITIYA MUNGAILA
734	KENNETH CHENSE	786	LIYA MUGALA
735	KENNETH NABITA	787	LLEWELLYN SITUNYAMA
736	KENNY ZIMBA	788	LLOYD MATABISHI
737	KERMAN KAITE	789	LT COL M MPASHI
738	KHUZWAYO DAKA	790	LUBINDA MANGINDA
739	KIBALABALA KIBALABALA	791	LUCKY KAMBENI
740	KILDARE LAZAROUS MULIKITA	792	LUKE MULEYA
741	KIZA MOSES MBOZI	793	LUKETEKELU MULIMBA
742	KOMBE CHOLA	794	LUKUNDA L SIKOMBE
743	KOMBE HITANY	795	LUKUNDO L SIKOMBE
744	KONDWANI MWAFULILWA	796	LUMAMBA EVANS
745	KONDWANI MWAFULIRWA	797	LUMPUKANYA KANGWA
746	KUNDA CHIKOSA	798	LUMWENGO BANDA
747	KUNDA CHISENGA	799	LUNDA CREISKY MACHAYA
748	KUNDA KELVIN	800	LUPIYA KAMPENGELE
749	KUNDA KUNDA	801	LUPUKANYA KANGWA
750	KUNDA PRECIOUS	802	LUPUPA SIULAPWA
751	KUZWAYO DAKA	803	LUPUTA LAWRENCE

2025 NATIONAL AGM ATTENDANCE LIST - CONTINUED

S/NO	NAME	S/NO	NAME
804	LUTANGU MUNGA	854	MATHIAS PHIRI
805	LUYANDO HAAMOMBE	855	MATOMOLA MUNDIA
806	LUYANDO HAMANJANJI	856	MATTHEW MAZALA
807	LUYANDO JOY KONAYUMA	857	MAUREEN KATANGWA
808	LUYANDO MOONO	858	MAUREEN PHAKATI KATAMFYA
809	LUZIYA KAMBWELA	859	MAURICE CHAMA CHANSA
810	MAAMBO MALAMBO	860	MAURICE MUMBA
811	MABO SAMPULE	861	MAXIMILLIAN CHIBALE
812	MACHABBY LUPIYA	862	MAXIMO MUTEMBA
813	MACHELE TIWONGE	863	MAXWELL NGULUBE
814	MAHAKU MALOZA	864	MAYVANCE CHANSA
815	MAIMBA CHANSA	865	MAZUBA MWEETWA
816	MAIN CHAMA	866	MBEWE EDWARD
817	MAINA GAUGOPUWE	867	MBITA CHUNSU
818	MAINZA CHIKANDI	868	MBITA MULOSHA CHUNSU
819	MAKASA NGOWANI	869	MBULO LEZZY
820	MAKETO MUYUNDA	870	MBUYAETA KAPINDA
821	MALAMA ELIAS	871	MCCHABBY LUPIYA
822	MALAMA SICHILIMA	872	MEBBIAS CHIYANGI
823	MALOPA KAMBENJA	873	MEMORY KASONDE
824	MALUBA KELVIN MWILA	874	MEMORY MWAMBQ
825	MALUBILA STEPHEN	875	MERCY TEMBO
826	MALUMBE KEBBY	876	MERVIN KANKOBIA LUMAI
827	MALUNGA NSOFWA	877	MERVIN KANZOBIA LUMAI
828	MALWA GODFREY	878	MESTER TWAAMBO
829	MAMBWE CHIYEDZO T	879	MICHAEL DAKA
830	MANIKA ELIAS	880	MICHAEL MANDA
831	MANJATA KAPOSHI	881	MICHAEL MULENGA
832	MAPALO MWANSA	882	MICHAEL MVULA
833	MARDELI CUESTA MORENO	883	MICHAEL NKUMBI
834	MARGARET BWALYA	884	MIKE MUKUKA
835	MARILAKUVERA C	885	MIKE RODGERS TEMBO
836	MARJORIE MISOZI MWALE	886	MIKE TEMBO
837	MARJORIE MWALE	887	MILDRED K MWAKAMUI
838	MARK WILLIE ROSS	888	MILDRED MUSA
839	MARSHALL MWEEMBA	889	MILDRED MWAKAMUI
840	MARTHA NAKALUMBI	890	MILTON NALOONDA
841	MARTIN DAKA	891	MILTON NALUOUDA
842	MARTIN MPOLOKOSO	892	MKHUZO CHONGO
843	MARY SIMALIKI	893	MOFFAT KABELENGA
844	MASATUNYA FRANCIS	894	MOHAMAD AHMAD GHAZI
845	MASAUZO TEMBO	895	MONDAY KALIMBANYA
846	MASHEBE MWIKISA	896	MONDAY KALIMBAYA
847	MASTER LAMBWE	897	MONICA MILUPA
848	MATHEWS KAONGA	898	MONICA MILUPI
849	MATHEWS MASHAPI	899	MOONGA MUUNGO
850	MATHEWS MAZALA	900	MOONGA VYNE MUUNGO
851	MATHEWS MUMBA	901	MOONO LUYANDO
852	MATHEWS MZECHÉ	902	MORGAN CHILIMINA
853	MATHEWS SIMFUKWE	903	MORGAN KAZUMBA SILWAMBA

S/NO	NAME	S/NO	NAME
904	MORRISON ZULU	955	MUNAKOMBWE BLUEBOY
906	MORRISON ZULU	956	MUNANSANGU BRANDUS MOONO
907	MOSES BWALYA	957	MUNDIYA SIMUCHELO
908	MOSES BWALYA SIKAZWE	958	MUNESUSHE MUDZI
909	MOSES KAPALA	959	MUNONDAWAFWA MUNYARADZI
910	MOSES KATEULE	960	MUNSANJE KANYANGA
911	MOSES KAZEMBE	961	MUNSHYA MUSONDA
912	MOSES M. KAPALA	962	MUNYARADZI C. MUNODAWAFWA
913	MOSES MBUTA	963	MUPETA SHARON B
914	MOSES MULENGA	964	MUSA MILDRED
915	MOSES MWAMBENI	965	MUSANGA MUSEMA
916	MOSES PASCAL MBUTA	966	MUSANGO LUNGU
917	MOSES SILUONDE	967	MUSANGU MUSEMA
918	MOZEKA BRIAN	968	MUSAWA NONDE MUSAWA
919	MPAISHA PHIRI	969	MUSEKWA MIMBA
920	MPALA EMILY CHONGANYA	970	MUSELU RICHARD
921	MPEMBAMOTO ROCKY	971	MUSENGE MARGARET NAMULULA
922	MPUNDU MWENYA	972	MUSHAUUKWA LINDUNDA
923	MTONGA MOFFAT	973	MUSONDA CHANSA
924	MTONGA RICHARD	974	MUSONDA CHILUBA SIAME
925	MUBANGA BRUSTON CHILUFYA	975	MUSONDA CHILUMBA SIAME
926	MUBANGA MULENGA	976	MUSONDA CHULU
927	MUBANGA MUTALE	977	MUSONDA KAITE
928	MUBANGA NYAMBE	978	MUSONDA MATUTU
929	MUBUYAETA KAPINDA	979	MUSONDA MWALE
930	MUCHINDU SIMATA	980	MUSONDA MWAMBA
931	MUDENDA JAMES	981	MUSUMBULWE MAMBWE
932	MUDZI MUNESUSHE	982	MUSUSU KAONDA
933	MUGALA MUTAMBO	983	MUSYANI SIMWANZA
934	MUKUBA PENSION TRUST	984	MUTALE BWALYA
935	MUKUKA STEVEN MUTALE	985	MUTALE CHIMFWEMBE
936	MUKUKA THOMAS	986	MUTALE CONSTANTINO
937	MUKUPA BEATRICE MWABA	987	MUTALE KASHIMU
938	MUKUPA MWABA	988	MUTALE KATONGO
939	MULENGA CHONZI COSMAS	989	MUTALE MUBANGA
940	MULENGA ELVIS	990	MUTALE TEMBO
941	MULENGA GRIFFINS	991	MUTAMBO MUGALA
942	MULENGA KASASHI	992	MUTINTA MUDENDA
943	MULENGA MOSES	993	MUWOWO WEBSTER
944	MULENGA MUKUKA	994	MUZAMU DOKOWE
945	MULENGA SUDDEN CHANDA	995	MWABA BEATRICE
946	MULIMA MOONGA	996	MWAKA SUMBA CHASHI
947	MULIMBA LUKETEKELO	997	MWAKAPILA MOSES
948	MULONDA LUBASI	998	MWALIMU WATALILE
949	MUMBA CHRISPIN	999	MWALULA CHAKULANDA
950	MUMBA DOUBLAS MLENZU	1000	MWAMBA MEMORY
951	MUMBA MAURICE	1001	MWAMBA SINKOLOLWE
952	MUMBA MLENZU DOUGLAS	1002	MWANAUMO ERASTUS
953	MUMBI KASHIMILO	1003	MWANGALA MUBITA
954	MUMBI VINCENT KASHIMILO	1004	MWANIDA MAKASHINI

2025 NATIONAL AGM ATTENDANCE LIST - CONTINUED

S/NO	NAME	S/NO	NAME
1005	MWANJA GLADYS MWALE	1057	NELSON TEMBO
1006	MWANJA MWALE	1058	NGANDU EUNIE
1007	MWANSA CHALWE	1059	NGOSA CHIPILINGU
1008	MWANSA KALIKENKA	1060	NGOSA KHONDOWE
1009	MWANSA MPUNDU	1061	NGOWANI MAKASA
1010	MWANSA PHILIP MWAMBA	1062	NGULUBE THERESA
1011	MWANSA SUPUNI	1063	NGULUBE VERNON
1012	MWANZA KALUMA	1064	NGWENGWE CYNTHIA
1013	MWANZA TOME	1065	NICHOLAS MTONGA
1014	MWAPE CHIPUMA	1066	NICHOLAS MWAPE
1015	MWAPE NACHILIMA	1067	NICHOLAS NYONDO
1016	MWEEMBA SIMOOYA	1068	NICKSON SIMUJAYABANA
1017	MWEENE HIMWIINGA	1069	NIKKITA VLAHAKIS
1018	MWEETWA MULONGO	1070	NIZA SIULUTA
1019	MWENDA CHIBUYE	1071	NJEBELE ELIAS
1020	MWENGE CHITI	1072	NKATHAZO MZYECE
1021	MWENYA HARRINGTON	1073	NKUSUWILA SILOMBA
1022	MWENYA KABWE	1074	NOEL KUNDA
1023	MWENYA MAKASA	1075	NONDE ALEX
1024	MWENYA SANDO MPUNDU	1076	NONDE ELIJAH
1025	MWESHI KAUTI	1077	NORAH SHIMWENSE
1026	MWETWA MULONGO	1078	NORMA CIDZENGA
1027	MWIKISA MASHEBE	1079	NORMAN CHIDZENGA
1028	MWILA CANICCIUS	1080	NSHINKA LUPUPA
1029	MWINDULA SAMUEL	1081	NSUNGA SIMWANZA
1030	NABUYANDA LIKANDO	1082	NYAMBE KEBBY
1031	NAHUM JERE	1083	NYANGULU EFFA
1032	NALUMINO ILUBALA	1084	NYIRENDA JOSEPH
1033	NALUMINO ILUBALA SAVALE	1085	NYIRONGO MARGARET
1034	NAMAKWA NONDE NAKAZWE	1086	NYONGE PHIRI
1035	NAMBALA M. CHANSA	1087	OBEDIENCE MATENGAIFA
1036	NAMBALA MALUNGO CHANSA	1088	OBERT KASEMUKA
1037	NAMBEYE CONSTANCE	1089	OBIDENCE MATEGACHA
1038	NAMUKULO MWAULUKA	1090	OCEAN MATIMBA
1039	NAMWAKA MUYATWA	1091	ODESI MULEYA
1040	NANGOYI DIANA SIMUKONDA	1092	ODESI MWAAMVWA MULEYA
1041	NANGOYI ONDYA	1093	OKELL MAINZA
1042	NASON KASOMA	1094	OLIVER DALITSO MBUZI
1043	NATASHA BWALYA MULENGA	1095	OLIVER KAOMBE
1044	NATASHA NQUMAYO	1096	OLORD NGOMA
1045	NATASHA N'QUMAYO	1097	ONIE SAMUZEKA
1046	NATASHA W. LISITA	1098	OSWALD CHILAMBE
1047	NATATSHA MULENGA	1099	OSWELL KATOOKA
1048	NATHAN KALUBA	1100	OTIS MWALUKASA
1049	NATURE MUZHIMBA	1101	OWEN SAMPULE
1050	NCHIMUNYA CHOONYA	1102	OZIAH KALINDA
1051	NCHIMUNYA MULALA	1103	OZIAS MWANZA
1053	NCHIMUNYA MUNAMONGA	1104	OZINGWA SIMPANDE
1055	NELIA BANDA	1105	PANSIPATU MALUNGA
1056	NELSON BANDA	1106	PARTIE KABANGO

S/NO	NAME	S/NO	NAME
1107	PASCA MWILA	1159	RABSON NGULUBE
1108	PATHIAS SAFERI	1160	RACHAEL NAWANZI
1109	PATIENCE LYANDENGA	1161	RACHEAL NAWANZI
1110	PATRICIA MANKUBWA	1162	REMMIE CHANDA
1111	PATRICIA. MALABO. MANKUBWA	1163	REMMY SICHULA
1112	PATRICK CHINYAMA	1164	REMMY SINYANGWE
1113	PATRICK CHINYAMA SHEFU	1165	RENATUS MUSHINGE
1115	PATRICK CHIPOMA	1166	RENOX H MULELA
1116	PATRICK J CHINTU	1167	RENOX HABEENZU MULELA
1117	PATRICK KASHOLE	1168	RETIANA TIYAMIKE PHIRI
1118	PATRICK KUWANI	1169	REX HAROLD KALANGU
1119	PATRICK MUBANGA	1170	REZIVA PHIRI
1120	PATRICK MULENGA CHIBWE	1171	RICHARD KANGWA
1121	PATRICK MUTALE	1172	RICHARD KASONGO
1122	PATRICK MWANSA	1173	RICHARD M KANGWA
1124	PATRICK TEMBO	1174	RICHARD MAMBWE KANGWA
1125	PATRICK ZIMBA	1175	RICHARD MWAPE
1126	PATSON NGOSA	1176	RIFAN KAPUNGWE
1127	PAUL KAMPAMBA KABOYI	1177	RITA KAFUNGWA
1128	PAUL MUKUKA	1178	ROBBAM MWELWA MWENGE
1129	PAUL ZYAMBO NTALI	1179	ROBBAN MWENGE
1130	PENJANI HOPKINS NYIMBILI	1180	ROBBY SAKALA
1131	PENJANI NYIMBIRI	1181	ROBERT KANENE
1132	PERRY LIKETO	1182	ROBERT MAZIMBA
1133	PERRY MWIINGA	1183	ROBERTSON CHELLA
1134	PETER CHAMFYA	1184	ROBERTSON CHONGO CHELLA
1135	PETER MAZAMBANI	1185	ROCKY MPEMBAMOTO
1136	PETER MOONGA	1186	RODGERS KAPINI
1137	PETER MUTALE	1187	RODGERS KAYOMBO
1138	PETER NGWENYA	1188	RODWELL CHAMA
1139	PETER NSHINDANO	1189	RONALD MPOSA
1140	PETER SIKAZWE	1190	RONALD MWELWA
1141	PETER SINKONDE	1191	RONALD NGULUBE
1142	PETERSIKAZWE06@GMAIL.COM 973947443	1192	ROSEMARY NJOBVU
1143	PHESTON CHILAWI SIKANYIKA	1193	RUPERT SILILO
1144	PHILLIP ALFRED MUBANGA	1194	RUTH ROYCE MUNCANGANI
1145	PONDE EMMANUEL	1195	RYAN K MUSOLE
1146	PRECIOUS KUNDA	1196	RYAN L KOBE
1147	PRIDE LOMBE	1197	SACHIN MASKE
1148	PRINCE KABAMBA	1198	SAILI KANCHEYA
1149	PRINCE MALAMA MUNANKO	1199	SAKWALA KALUME
1150	PRINCESS SAMPA	1200	SAM SICHILALU
1151	PRISCA FUMPA	1201	SAMAHONGO CLOWDER
1152	PRISCA MULENGA TENDE	1202	SAMPA BANDA
1153	PRISCA TENDE	1203	SAMPULE OWEN
1154	PRISCAH CHIMUNGU	1204	SAMSON SABI
1155	PRUDENCE KABWE	1205	SAMUEL BBILIKA
1156	PRUDENCE MULENGA	1206	SAMUEL CHOLA
1157	QUINCY CHIPANGO	1207	SAMUEL MULUMBWA
1158	QUINCY KABAMBA	1208	SAMUEL MUNGOMBA

2025 NATIONAL AGM ATTENDANCE LIST - CONTINUED

S/NO	NAME	S/NO	NAME
1209	SAMUEL MWEWA MWINDULA	1260	STEPHEN MAIZDA
1210	SAMUEL MWILA	1261	STEPHEN MALUBILA
1211	SAMUEL SICHONE	1262	STEPHEN MOFU
1212	SAMUEL TWABA	1263	STEPHEN SIKATEMA MASIYE
1213	SAMUEL TWASA	1264	STEPHEN TEMBO
1214	SANDRA NTELEMA	1265	STEVEN K MAKUNKU
1215	SANDRA NTETEMA	1266	STEVEN KAPEPALA MAKUNKU
1217	SANWELL TEMBO	1267	STEVEN MWIINGA
1218	SAVALE NALUMINO ILUBALA	1268	SUDDEN DOCTOR MUKUWE
1219	SAVIOUR BANDA	1269	SUDDEN MUKUWE
1220	SAVIOUR SOLOCHI	1270	SUNNY KAZEMBE
1221	SEBASTIAN NAMUKOLA	1271	SUSAN MUNALULA
1222	SELUSIWE MOYO	1272	SUZYO JOE SILAVWE
1223	SELUSIWE YVONNE MOYO	1273	SUZYO SILAVWE
1224	SEPISO LIKANDO	1274	SYDNEY CHIKAMPA
1225	SEPISO LUWANDO	1275	SYDNEY MATAMWANDI
1226	SHADRECK SOLOCHI	1276	SYDNEY MPOLWA
1227	SHADRICK MULYATA MASEKA	1277	SYDNEY SIMUTE
1228	SHADRICK SIWAKWI	1278	TADALISIKA ZULU
1229	SHAM FRANCIS TEMBO	1279	TAKONDWA SIAKALIMA
1230	SHAMMAH NKHATA	1280	TAMUGWA GONO
1231	SHARON MABENGWA MUSONDA	1281	TANAKA CHARUMBIRA
1232	SHEPHERD MWIINDE NDEMANI	1282	TAONGA CHIPETA
1233	SIFUNISHO SITWALA	1283	TAONGA MM
1234	SIFUNISO NATHAN SITWALA	1284	TAONGA MULENGA MWAMBA
1235	SIKABBUBA MWAANGA	1285	TAPEREWA NAMWINGA KABWE
1236	SIKANYIKA PHESTON	1286	TEMBO COSTAIN
1237	SIKAZWE DUNCAN	1287	TESFAHUN MOLLA
1238	SILAS CHABI	1288	TESTAHUN MOLLA
1239	SILVANUS CHABALA	1289	THANDIWE SAKALA
1240	SIMASIKU DANIEL NKABIKA	1290	THERESA BWALYA
1241	SIMASIKU MANDA	1291	THOMAS KACHIKA
1242	SIMASIKU NKABIKA	1292	THOMAS MUKUKA
1243	SIMON	1293	THOMAS NAMBO
1244	SIMON CHIMWANDO	1294	THOMAS NGOMA
1245	SIMON MUKANDA	1295	TINA CHANDA
1246	SIMON MULENGA	1296	TINA PHIRI CHANDA
1247	SIMWINGA ISAAC	1297	TINO KALIKITI
1248	SINKONDE PETER	1298	TISA R CHAMA
1249	SIPHO KAPEMBWA	1299	TITUS CHIWEMBE
1250	SIYANI PHIRI	1300	TIWONGE MACHELE
1251	SMART MUMBA	1301	TOME AGNESS MWANZA
1252	STACKSON NAHUM JERE	1302	TREVOR CHAMBWE
1253	STAN MUWOWO	1303	TRYFORD HABEENZU
1254	STANLEY SINYAMBO	1304	UCHIZI NYIRENDA
1255	STEFAN DOERNER	1305	ULANDA NYIRENDA
1256	STELLA KALASA	1306	ULANDE NYIRENDA
1257	STELLA KALASA KALUBA	1307	VALENTINE CHOOLWE SITULO
1258	STEPHEN CHIWAMA	1308	VANESSA
1259	STEPHEN MAIDZA	1309	VERA HARA

S/NO	NAME	S/NO	NAME
1310	VERNON NGULUBE	1361	WONDER CHASAUKA
1311	VICTOR CHAWINGA	1362	YOBE MWALULA
1312	VICTOR ISAAC MWABA	1363	YOLANTA MUKUPA
1313	VICTOR KALENGO SIMUKOKO	1364	YULU NTALASHA
1314	VICTOR KUNDA	1365	YUSIKU WINA
1315	VICTOR SIMUKOKO	1366	ZACHARIA GIVEN PHIRI
1316	VICTORIA BWALYA	1367	ZACHARIA PHIRI
1317	VINCENT KAHAJANI	1368	ZAMACHA DAVID SAKALA
1318	VINCENT KAHANJI	1369	ZANGA CHELLA
1319	VINCENT KALALA	1370	ZANGAH SILUONDE
1320	VINCENT SIMABULA	1371	ZIKO BANDA
1321	WACHAMA JAMES SWANA	1372	ZUDE MWANGO
1322	WADDY SAKENI	1373	ZYAMBO THABALE
1323	WAINWRIGHT KABWE		
1324	WAKUNOLI MUNALULA		
1325	WALLACE TEMBO		
1326	WALLECE MUMBA		
1327	WALUSUNGU KAYANGE		
1328	WAMUNYIMA HENDRIX		
1329	WANG TIANTI		
1330	WANG TIANYI		
1331	WANGWE KAPESI		
1332	WANZYA SILUYELE		
1333	WATALILE MWALIMU		
1334	WATONA SAMAKAYI		
1335	WATSON MKANDAWIRE		
1336	WATSON NG'AMBI		
1337	WAZINGWA MUGALA		
1338	WEBBIE CHANDA		
1339	WEBBY MWABU		
1340	WEBBY SIMBEYE		
1341	WESLEY KALUBA		
1342	WESTON SITALI		
1343	WHITESON LUNGU		
1344	WHITNEY KALOMBO		
1345	WHITNEY KOLOMBO		
1346	WHYTON NYIRENDA		
1347	WILBORNE MIYOBA		
1348	WILLAM NSAMA		
1349	WILLIAM CHANDA		
1350	WILLIAM KAPYA MULUSA		
1351	WILLIAM MULUSA		
1353	WILLIAM SILAVWE		
1354	WILLIAM SINKALA		
1355	WILLIAM WILLIMA		
1356	WILLIE NGOSA		
1357	WILSON MUSONDA		
1358	WINFRIDAH LUDAKA		
1359	WINFRIDAH PHIRI		
1360	WISDOM KAZUMBA		



Committee reports

Policy, public relations and national development committee report

1. INTRODUCTION

The Policy, Public Relations and National Development Committee of EIZ Council is responsible for, among other duties, the development of programs for the advancement of the engineering profession, advancing EIZ cooperation with other institutions in advancing public recognition of the engineering profession and advancing EIZ's position as an advisory institution to the nation on engineering matters.

This Report gives an account of the activities undertaken in the year 2025.

The following table presents the members who served on the Committee, and their attendance status:

2. SUMMARY OF PPRND STAKEHOLDER ACTIVITIES FROM JANUARY TO DECEMBER 2025:

- 2.1 Conducted a three-day workshop from 08th to 10th January 2025 to develop a draft of the new Benevolent Fund Strategic plan for the year 2025 to 2028. The draft was prepared and shared with the Benevolent Fund Board and Council for approval.
- 2.2 Participated in a validation workshop on 23rd January 2025 to review the first draft report for a study to assess the performance of the National Road Fund Agency (NRFA) in fulfilling the mandate in the Broader Road Sector in Zambia.
- 2.3 Participated as a key stakeholder in a workshop with EIZ, TEVETA, ZICA, HPCZ and TCZ from 28th to 30th January 2025 for the development of continuing professional development (CPD) guidelines for accredited trainers, assessors, examiners and administrators in the TEVET sector in Zambia.
- 2.4 Made comments and submissions on the Climate Disaster Risk Financing Diagnostic Assessment Draft Report for Zambia from the Ministry of Finance, United Nations Development Programme (UNDP) and the World Bank on the 15th of January 2025.
- 2.5 Conducted a two-day training workshop on 11th and 12th February 2025 with representatives from the Engineering Council of South Africa (ECSA), and heads of departments from the University of Zambia, Mulungushi University and Copperbelt University, along with senior representatives from the Ministry of Education and the Ministry of Technology and Science. The Workshop focused on the International Engineering Alliance (IEA) graduate attributes development, implementation and assessment and outcome-based accreditation.
- 2.6 Held follow-up meetings with the University of Zambia on 25th February 2025 to discuss the implementation of the graduate attribute requirements for the International Engineering Alliance for the selected engineering programmes of study by the School of Engineering, School of Mines and the Directorate of Quality Assurance at UNZA.
- 2.7 Participated in the Zambia Transport Energy future scenario development workshop hosted by the Zambia Institute for Policy Analysis (ZIPAR) and the Climate Compatible Growth (CCG) Programme on 28th February 2025 to support the strategic transport, energy and environment planning for Zambia's rapidly changing transport and energy sectors.
- 2.8 Constituted a sub-committee of experts under the Engineering Energy Committee on 28th March 2025, that is currently conducting due diligence for the Ministry of Infrastructure, Housing and Urban Development on a Floating hydro-kinetic turbine machine from Heavy Duty Solutions Zambia Limited.
- 2.9 Provided an expert EIZ member to the Zambia Qualification Authority (ZAQA) on 14th March 2025 to serve on the National Occupational Standards Development Team for the Energy Sector in Zambia.
- 2.10 Provided an expert EIZ member to the Zambia Qualification Authority (ZAQA) on 14th March 2025 to serve on the National Occupational Standards Development Team for the ICT Sector in Zambia.
- 2.11 Conducted a technical investigation on the failure of the Tailings dam TD15 of Sino Metals Leach in Chambishi, Copperbelt, through the Engineering Technical Committee (ETC) from 19th to 25th February 2025. The ETC produced a report detailing the structural collapse of Tailings Dam TD 15F, which led to a cascading failure of three additional containment walls within the same tailings system. The report was submitted to the Council, and its findings were discussed by the EIZ President on 25th February 2025 through a public press media briefing held at the EIZ HQ in Lusaka.
- 2.12 Conducted Branch elections across all 26 EIZ branches in the Northern and Southern Region from 06th to 24th March 2025, during which sensitisation presentations were made to extend awareness on the role of branches in the EIZ governance structure.
- 2.13 Undertook a QMS facility visit with the Quality Assurance department at Mopani Copper Mines PLC in Kitwe on 16th April 2025 to conduct a one-day review of the organisation's QMS procedures, documents and policies, for input into the EIZ's ongoing QMS implementation initiatives.
- 2.14 Participated in a research questionnaire from the Zambia E-Mobility & Innovation Alliance (ZEMIA) to establish a robust EV charging network and develop a tariff network to facilitate the adoption of electric buses across the country.

- 2.15 Hosted the 2025 EIZ National Symposium, Conference and Annual General Meeting in Livingstone from 02nd to 05th April 2025 under the theme: “Sustainable Engineering Solutions for Climate Change Mitigation”. Key items during the event included the presentation of various technical papers, conferment of new Fellows for the year 2025, in-depth panel discussions during the Symposium, the CTS and ZWES Conference, and the 2025 annual general meeting.
- 2.16 Implemented the new EIZ Customer service charter, which has now been displayed in all public areas of the Secretariat offices in the Northern and Southern Regions. The charter reflects the commitments of the EIZ Secretariat to deliver services to members within set turnaround times.
- 2.17 Participated in the Public Consultative Workshop on the Amendment of the Zambian Standard on Reflex-Reflecting Vehicle Number Plates (ZS 266) on Friday, 09th May 2025, with the Zambia Bureau of Standards (ZABS) at the Golden Peacock Hotel, as a key stakeholder.
- 2.18 Conducted an International Engineering Alliance (IEA) Workshop on 13th to 15th May 2025 at Sandy’s Creations Garden Centre with Mulungushi University, Copperbelt University and the University of Zambia for the review of the curriculum for the incorporation of the Washington Accord’s integration of Graduate Attributes into the selected pilot Engineering Programs at the three universities.
- 2.19 Conducted a QMS Procedure Development Workshop on Monday, 19th and Tuesday, 20th May 2025 at Sandy’s Creation Garden Centre in Lusaka, that culminated in the development and revision of all standard operating procedures, manuals and policies of all EIZ user departments and units.
- 2.20 Conducted a three-day Act Review Committee workshop from 21st to 23rd May 2025 to incorporate all submissions received from the general membership for the review of the EIZ Act No. 17 of 2010. This culminated in the production of a final report detailing the Institution’s revisions for producing the draft EIZ Bill with legislative drafters from the Ministry of Justice.
- 2.21 Concluded the Internal Quality Management System (QMS) audit on all user departments and units of the EIZ Secretariat, implementing key corrective actions for operational efficiency of the Institution. Revisions of key QMS documents and the Quality Policy Statement were implemented.
- 2.22 Conducted a mid-term EIZ Strategic Plan Review meeting on Thursday, 12th June 2025, and subsequent working group workshop from 23rd to 25th June 2025, where a performance assessment, mid-term review and proposed amendment of the 2023 – 2026 EIZ Strategic plan was done to incorporate revised strategies for the delivery of the Institutions objectives.
- 2.23 Provided draft submissions from the Engineering Institution of Zambia towards the 2026 National Budget Submissions tackling proposed expenditure from the various line Ministries of Government, the Rural Electrification Authority (REA), the Road Development Agency (RDA), and the Zambia Electricity Supply Company (ZESCO).
- 2.24 Participated in a Consolidation and Validation Workshop on behalf of the EIZ with the Zambia Agency for Persons with Disabilities (ZAPD) from 14th to 18th July 2025 on the development of Accessibility Standards and Guidelines for the Built Environment, Transport, and ICT Sectors in Zambia.
- 2.25 Participated in the stakeholder consultations for the review of the Zambia Chartered Institute of Logistics (ZCILT) Act No. 4 of 2014 by providing comments and submissions from the EIZ on the draft legislation on 11th July 2025.
- 2.26 Attended the RenPower Zambia 2025 “From Policy to Action: Unlocking Access to Green Energy and Grid Stability” 3rd Edition Conference on Friday, 11th July 2025, where EIZ was a key stakeholder providing strategies to close Zambia’s energy access gap and address the growing power deficit, as well as giving regulatory updates in shaping the energy landscape.
- 2.27 Made a Parliamentary appearance on 15th July 2025 to present a report before the Committee on Local Governance, Housing and Chiefs’ Affairs on the Performance Audit Report of the Auditor General on The Utilization of the Road Fund for Road Maintenance in Zambia, 2020 to 2022.
- 2.28 Made a Parliamentary appearance on Tuesday, 23rd June 2025 to present a report before the Committee on Local Governance, Housing and Chiefs’ Affairs on the Performance Audit Report of The Auditor General on The Construction, Rehabilitation and Maintenance of Urban and Peri Urban Drainages, for the period 2020 to 2023.
- 2.29 Made a Parliamentary appearance on Wednesday, 04th June 2025, to present a report before the Parliamentary Committee on Transport, Works and Supply of EIZ’s comments on the Special Audit Report of the Auditor General on the Road Development Agency for the Financial Years ended 31st December 2017 to 2022.
- 2.30 Signed a Memorandum of Understanding (MoU) with the Higher Education Authority on the 30th of July 2025 for the Accreditation of all tertiary Engineering training programmes at NQF Level 7 and 8 of the Zambia Qualifications Authority framework.
- 2.31 The Institution received a request from the Ministry of Infrastructure, Housing and Urban Development (MIHUD) on 24th July 2025 to provide comments on the draft Public Roads Bill, which is intended to replace the Public Roads Act of 2002. The EIZ constituted a team of expert engineers from the ACEZ involved in highway engineering consultancy to provide detailed submissions on the draft legislation, which were compiled and submitted to the Ministry. The draft bill is currently being drafted by the Road Development Agency (RDA).
- 2.32 The EIZ received another request from the MIHUD on 23rd July 2025 to participate in a workshop as a key stakeholder in the validation of the draft Integrated Development Plan (IDP) Guidelines during a workshop held at Mulungushi Conference Centre on Friday, 01st August 2025. The key objectives of the meeting were to review and validate the draft guidelines of the IDP and to gather input and recommendations that would enhance the effectiveness, relevance and implementation of the guidelines. The Institution provided its experts’ contributions during the session, along with other key stakeholders such as UNICEF, the DMMU, the Lusaka City Council, the Ward Development Committee (WDC) chairperson and the MLGRD.
- 2.33 A request was received from the Energy Regulation Board (ERB) on 20th August 2025 for the Institution to provide comments on the Draft Safety Rules for the Electricity Supply Industry in Zambia. The EIZ provide expert submissions that review the draft rules with a focus on improving grammatical accuracy, technical clarity, regulatory tone, and consistency with established regional and international safety standards. The submissions which were sent to the ERB on 16th September 2025 aimed at strengthening safety protocols in the Electricity Supply Industry.

- 2.34 The EIZ Secretariat team provided corrective action plans for implementation and close out of the QMS Internal Audit review findings across all user departments of the Secretariat on 11th July 2025. Each department / Unit provided detailed actions for improvement with timelines for implementation targeting completion by the end of the 3rd quarter of 2025.
- 2.35 The Institution held its inaugural meeting of the Engineering Accreditation Committee (EAC) on Tuesday, 02nd September 2025, in Lusaka. The meeting focused on inducting members of the Committee and discussing the appointment of qualified assessors for the planned accreditation exercises at the three public universities during the month of September 2025.
- 2.36 The Institution conducted the Accreditation of five engineering programmes at the University of Zambia, Copperbelt University and Mulungushi University from 15th September to 03rd October 2025, with a delegation of international independent observers from ECSA South Africa and IES Singapore, along with a team of assessors from the EIZ's Engineering Accreditation Committee.
- 2.37 The Institution, through the EIZ President and his delegation, made an appearance before the Parliamentary Committee on Transport, Works and Supply on Monday, 06th October 2025, to provide expert comments on the Budget Analysis of Head 54 of the Ministry of Infrastructure, Housing and Urban Development 2026 budget.
- While commending the government for its continued investment in infrastructure, EIZ noted that allocations under Head 54 remain modest. EIZ expressed concern that many road projects continue to face challenges of poor quality, delayed completion, and inadequate maintenance, all arising in part from inadequate financing.
 - The Institution urged the government to prioritize completing projects that are over 80% complete, reserve 20% of the infrastructure budget for maintenance, and allocate at least half of road maintenance works to Zambian-owned firms.
 - EIZ also called for a dedicated research and development fund to promote innovation and sustainable construction technologies.
- 2.38 EIZ participated in a consultative stakeholder workshop with TEVETA to review the TEVET Recognition of Prior Learning (RPL) Assessment Guidelines for Zambia from 06th to 08th October 2025 at the Chalimbana Local Government Training Institute in Chongwe. Key outcomes of the workshop included:
- Developing the acknowledgement and validation of competencies, the development and standardization of assessment procedures,
 - Strengthening quality assurance mechanisms and enhancing employability and lifelong learning;
 - Incorporating professional bodies, training providers and industry/employers into Sector Specific Advisory Committees (SSACs) to enhance the RPL process and system.
- 2.39 The Institution participated in a consultative stakeholder workshop for Collaborative Flood Mitigation in Lusaka hosted by the Lusaka City Council (LCC), GroundTruth, GIZ Zambia and the Lusaka Water Security Initiative (LuWSI) on 13th and 14th October 2025 at the M'kango Golf View Hotel in Lusaka. Key aspects discussed during the sessions included:
- Establishing a common ground and visually defining the flooding challenge through contextual presentation of the physical, social and climate drivers of flooding in Lusaka;
 - Stakeholder contributions on current roles and perceived gaps in collaboration on key action areas that included drainage infrastructure, development control, solid waste management and community mobilization.
 - Co-designing solutions and action planning, identifying necessary resource mobilization and establishing initial timelines.
- 2.40 The Institution nominated two engineering experts to participate in the Zambia Digital Project for Infrastructure Conference hosted by the Road Development Agency (RDA) in collaboration with Autodesk Inc., held on the 09th October 2025 at Protea Hotel in Lusaka.
- The event brought together senior engineering professionals in digital project delivery in the infrastructure sector, such as roads, rail, bridges, water and dams.
 - Key discussions focusing on optimizing project budgets, improving efficiency, enhancing collaboration between consulting firms and the RDA during project development and delivery, and leveraging technology to address challenges in infrastructure development.
 - Autodesk Inc. Representatives provided a detailed overview of a wide range of engineering BIM software applications and how they can be utilized to improve the efficient and effective design and delivery of infrastructure projects.
- 2.41 The EIZ, through the Vice President, PPRND and the Registrar & CEO, appeared before the Parliamentary Committee on Transport, Works and Supply on 22nd October 2025 to support the ratification of the Southern African Development Community (SADC) draft Memorandum establishing the North-South Corridor Management Institution (NSC-MI).
- EIZ's submission recommended that ratification be anchored on transparent procurement systems, measurable local-content obligations, and clear monitoring frameworks to ensure tangible economic and social outcomes.
 - The Institution noted that ratification would strengthen Zambia's position as a land-linked hub, improve trade efficiency, and create opportunities for Zambian engineering and construction firms in design, maintenance, and cross-border infrastructure projects.
- 2.42 The Institution made an appearance before the Parliamentary Committee on National Economy, Trade and Labour Matters on 29th October 2025. The EIZ provided submissions on the Draft Zambia Institute of Procurement Bill No. 11 of 2025 and the draft Occupational Health and Safety Institute Bill No. 17 of 2025 to clearly outline the ramifications of the proposed pieces of legislation.
- Some key inputs included the EIZ's concerns regarding the Inspectorate provisions in Bill No. 11 of 2025, which risks overlapping jurisdictions with other professional bodies due to the non-limitation of the inspectorate's compliance scope. The Institution recommended clarification of the Inspectorate's jurisdiction, protection of professional boundaries in the procurement of engineering services, and inclusion of engineering expertise in the Education Committee of ZIPS.
- 2.43 The EIZ also participated in the Project Management Institute (PMI) Zambia's 2025 Annual Conference held from 21st to 23rd October 2025 at Ciela Resort in Lusaka, under the theme "Driving Change, Fostering Development". The Institution was represented by the Registrar & CEO during a panel discussion

themed “Integrating project management in Engineering”, along with several distinguished engineers of the Institution during various sessions of the programme’s event.

2.44 The Institution participated in the 26th WaterNet/WARFSA/GWPSA Symposium for eastern and southern Africa on Integrated Water Resources Management (IWRM), under the theme: “Accelerating Implementation of Integrated Water Resources Management in order to Close the Water Investment Gap by 2030 and Beyond in Southern & Eastern Africa.”

The event was hosted by the Ministry of Water and Sanitation of the Republic of Zambia, from 29th to 31st October 2025 at the Ciela Resort in Lusaka. The EIZ took part in a panel discussion themed “Water Security and Climate Resilience through Nature-Based Solutions and Transboundary Cooperation” during which the Institution proposed natural based solutions to mitigate the effects of flooding in IWRM in Zambia. The symposium was attended by various international delegates from across eastern and southern Africa, alongside local experts in WASH and IWRM from leading organisations in Zambia.

2.45 Provided comments on the Draft Critical Minerals Regulations Commission Act of 2025 to the Ministry of Mines and Minerals Development on 11th November 2025. The Institution recommended the publishing of the S.I with enforceable transitional protections, a transparent valuation framework for the critical minerals identified, and paired incentives to preserve investor confidence while pursuing domestic value capture.

2.46 Submitted a Memorandum to the Committee on Transport Works and Supply on the Enhancement of Road Safety in Zambia on 16th December 2025 which included an assessment of the current state of road safety in Zambia, focusing on the legal, institutional, infrastructure and human factors contributing to traffic accidents with actionable recommendations.

2.47 Provided commentary and submissions to the Zambia Public Procurement Authority (ZPPA) on 21st December 2025 on the proposed revision of Appeal fees, Solicitation - tender document fees, and the introduction of Inspection fees of procurement documents in line with the Public Procurement Act No. 8 of 2020 and the Business Regulatory Act No. 3 of 2014.

3. STRATEGIC PARTNERSHIP: EIZ-ECSA & INTERNATIONAL ALIGNMENT

The engineering landscape in Zambia underwent a transformative shift towards international portability of qualifications. The collaboration with the Engineering Council of South Africa (ECSA) was the primary vehicle for this transition. Below were the activities undertaken under this item;

- MOU Renewal: Following the expiration of the 2019 agreement, EIZ successfully renewed the MOU for another five-year term (2024–2029).
- IEA Progress: As of February 2026, the International Engineering Alliance (IEA) Committee reported 99.9% completion of the implementation plan.
- Key Milestones:
 - a) Capacity Building: A high-level workshop was held on February 11-12, 2025, involving the Ministries of Education and Science & Technology, alongside major universities (UNZA, CBU, and Mulungushi), to align curricula with Outcome-Based Education (OBE).

b) Accreditation Framework: EIZ signed a landmark MOU with the Higher Education Authority (HEA) on July 30, 2025, specifically for accrediting Engineering programs at NQF Levels 7 and 8.

c) Observation Missions: An EIZ delegation visited South Africa from March 25–29, 2025, to observe international accreditation protocols in practice at the University of South Africa under the guidance of the Engineering Council of South Africa.

d) Application was concluded and submitted to the IEA Secretariat on 5th February 2026.

e) The remaining activity to complete the implementation is the actual presentation of the EIZ application to the IEA General Meeting in June 2026.

4. LEGISLATIVE AND POLICY REFORM

EIZ proactively moved to modernize the legal framework governing the profession and resolve regulatory overlaps.

4.1 EIZ Act Review

The Act Review Committee conducted a three-day workshop in August 2024 to develop a Zero Draft Concept Act.

a) Stakeholder Buy-in: Consultations were held with the Zambia Institute of Chartered Accountants (ZICA), Law Association of Zambia (LAZ), and Health Professions Council of Zambia (HPCZ) to benchmark regulatory best practices.

b) Current Status: Documentation was submitted to the legal drafter, for preparation of the draft bill to be submitted to the line Ministry for adoption. The final draft is expected to be tabled with the Ministry by May 2026

4.2 National Energy and Infrastructure Advisory

a) Energy Crisis: The Engineering Energy Committee (EEC) produced a technical report on the 2024/25 electricity crisis, which was submitted to the Ministry of Energy and the Presidential Delivery Unit (PDU).

b) Lusaka–Ndola Dual Carriageway: A special team of experts conducted a technical audit of the PPP project on September 17-18, 2024. Subsequent reviews of the Draft Sub-Contract Agreements from the RDA were performed to ensure local engineering participation.

c) Charge-Out Rates (COR): EIZ re-submitted all necessary documentation to the Ministry of Infrastructure for the preparation of a Statutory Instrument (SI) to formalize professional fee structures.

4.3 Operational Excellence: QMS and ISO Certification

A central objective for 2025 was achieving ISO 9001:2015 Certification to enhance institutional efficiency.

- Internal Audits: three internal audits were conducted, with the most recent finishing in August 2025.

- Roadmap to Certification:

- Procedure Development: A workshop at Sandy’s Creation (May 2025) finalized standard operating procedures (SOPs) for all departments.

- Management Review: The fourth Management Review Meeting was held on December 12, 2025.

- External Audit: This was initiated in July 2025 with Kafue Gorge Training center performing a mock audit, to be followed by the final external audit in March 2026.

Phase	Activity	Status
Foundational	List of documentation and implementation training	Completed
Development	Procedure Development Workshop (Sandy's Creation)	Completed
Internal Audit	Conclusion of 2nd Internal Audit and Corrective Actions	Completed (May 2025)
Management Review	Final Management Review Meeting	Completed (December 2025)
Certification	External Audit and certification	Mid-April 2026

PUBLIC RELATIONS

In 2025, the Communications and Public Relations Department intensified efforts to strategically position the Institution as a visible, credible, and influential professional body. Through proactive media engagement, targeted advertising, exhibitions, and dynamic digital communication, the Department amplified the Institution's voice and strengthened public and stakeholder confidence.

Key milestones that defined the year included high-profile media coverage of the Agricultural and Commercial Show, the Launch of the Engineering Fund, Africa Engineering Week commemorations, compliance inspections, and the rebranding stakeholder engagement process. These initiatives significantly enhanced the Institution's public presence and reinforced its strategic objectives.

4.4 Event Management and Institutional Visibility

The department successfully coordinated and publicised high-level institutional events, ensuring strong media presence, professional documentation, and stakeholder engagement.

Key Events Managed and Publicised

- Groundbreaking Ceremony – Centre of Excellence, Kalumbila (27th February 2025)
- International Women's Day Donation – Mukoza Orphanage, Lusaka
- Northern and Southern Region AGMs – Ndola and Kabwe
- 68th Annual General Meeting and Symposium (3rd–5th April 2025)
- CAMINEX Exhibition – Kitwe (Best Regulatory Institution – 2nd Place)
- Agriculture and Commercial Show (Lusaka)
- Launch of the Engineering Fund

For these events, the department delivered:

- Media coordination and broadcasting
- Speech writing for official speakers
- Documentary production (including ZNBC feature)
- Photography, reels, and digital content
- Advertising across all communication platforms
- Proofreading and design of official reports

The AGM documentary and the President's video report significantly strengthened institutional transparency and public engagement.

4.5 Rebranding Strategy Engagements

The department coordinated Stakeholder Engagement Breakfast Meetings to unveil the Institution's comprehensive rebranding strategy.

Engagements were held at:

- Radisson Blu Hotel – Lusaka
- Garden Court Hotel – Kitwe

These engagements aimed to:

- Ensure stakeholder alignment
- Foster institutional pride and ownership
- Gather strategic input
- Strengthen brand positioning

The rebranding initiative represents a critical step toward modernising the Institution's image and enhancing its competitiveness and visibility.

4.6 Media Coverage and Publicity

The department continued to position the Institution as a credible and authoritative voice on national engineering matters.

Press Engagements

- Press briefing on the Lusaka–Ndola Road Project
- Joint press briefing with the Zambia Institute of Architects (ZIA)
- Press statements on Constitutional amendments and corporate governance

Key Issues Covered

The department facilitated multiple media interviews for the Institution, covering key topics such as flood resilience and building standards, environmental protection of Kafue and Mwembeshi rivers, traffic congestion and infrastructure concerns, Solar product compliance, Mining sector sustainability, construction sector ethics and regulation and the Engineering Fund establishment. Significant media engagements included interviews with Times of Zambia, Daily Mail, ZNBC TV, Diamond TV, Muvi TV, Prime TV, and various radio stations such as Hot FM, Phoenix, Christian Voice, Icengelo, Yar FM, Rock FM and Millennium Radio, among others.

This proactive media engagement enhanced institutional authority and policy influence.

4.7 Social Media and Digital Growth

Facebook Statistics

Our Facebook page has proved to be useful at informing, updating, engaging and interacting with our members. It offers interesting analytics and provides us with the ability to focus on specific targeting features.

Monthly Total Likes & Followers

Our Facebook page growth has its source from the number of people who like and follow our page. The EIZ Facebook page, as of December 2025, had 63K Followers and 45,476K liked our page.

Months	Monthly Total Likes	Monthly total followers
October	41,440	62,951
November	42,465	63,529
December	45,476	63,760

Instagram

Our Instagram page growth has its source in the number of people who like and follow our page. The EIZ Instagram page grew from 1,517K in October to 1,577K by December 2025.

Twitter

Our Twitter account had 653 followers in October, 655 in November, and 660 in December.

Month	Total Number
October	653
November	655
December	660

LinkedIn

The Institution's LinkedIn account currently has 11,844 followers, an increase from 11,731 followers in December 2025.

YouTube

The department has been uploading videos to YouTube. The channel currently has 607 subscribers.

Overall, the Institution's social media platforms continue to record steady growth, reflecting increased visibility, engagement, and public interest in engineering matters. The department will continue to strengthen its digital presence through consistent content creation, strategic campaigns, and enhanced stakeholder engagement to further grow followership and deepen audience interaction across all platforms

4.8 Strategic Partnerships and Stakeholder Engagement

The department facilitated publicity and documentation for high-level courtesy calls and partnerships with:

- Zambia Congress of Trade Unions (ZCTU)
- ZESCO
- Finland Ambassador
- Zambia Correctional Service (30MW Solar Biogas Hybrid Project)
- Nitrogen Chemicals of Zambia
- National Council for Construction (NCC)
- African Development Bank

4.9 Exhibitions

The Institution showcased its mandate and strategic initiatives at:

- 2025 PMI Zambia Chapter Annual Conference
- 26th WaterNet/WARFSA/GWP-SA Symposium

These platforms enhanced brand visibility and professional networking.

4.10 Publications

The department produced and circulated the 68th Issue of the Engineering Echo Magazine (January–March 2025), 69th Issue (April–June 2025), 70th Issue (July–September 2025), and 71st Issue (October–December 2025), ensuring continued member engagement and institutional documentation.

4.11 Memoranda of Understanding (MOUs)

Strategic MOUs were signed with:

- Zambia Army
- JICA
- Bridges to Prosperity
- Oxygen Alliance
- Higher Education Authority (HEA)
- ZARENA

The department provided full publicity and communication support to advance these strategic partnerships.

5. CALL CENTRE

This is a report on the operations of the Engineering Institution of Zambia Service Call Centre for the period covering 1st January to 31st December 2025. The report outlines the Call Centre performance metrics.

Call Centre Performance Metrics

Total Calls Received: 2294

Total Calls handled at first contact: 1542

Total Escalations: 752

Total number of open cases: 0

Total number of closed cases: 2294

Most Frequent Query: INDIVIDUAL APPLICATION PENDING APPROVAL, WRONG INVOICES & FAILING TO LOGIN

Gender of most frequent callers: MALE

Geographical location of frequent callers: LUSAKA AND COPPERBELT

The call center delivered notably strong performance throughout the reporting period, demonstrating improved operational efficiency, responsiveness, and service quality. These enhancements contributed significantly to strengthening overall service delivery and provided a more seamless and positive experience for our members.

5.1 Strategic Recommendations

To enhance institutional communication impact, the department recommends:

- Strengthening call centre efficiency and digital marketing capacity
- Recruiting a Digital Marketing Officer
- Establishing a centralized digital media archive system
- Enhancing internal communication flow
- Strengthening media partnerships and hosting annual media workshops
- Conducting structured media briefings at the beginning and end of each year
- Implementing weekly media pitching
- Increasing high-quality social media content production (reels and short-form video)
- Improving logistics and mobility for outreach engagements
- Continuous upgrading of communication equipment

5.2 Conclusion

The Communications Department has played a strategic role in strengthening institutional visibility and advancing public advocacy.

With improved digital infrastructure, enhanced media partnerships, and strengthened internal systems, the department is well-positioned to further elevate the Institution's brand, influence, and national impact.

6. EDUCATION AND MEMBER WELFARE

- Scholarships: Continued management of the Frank Ferguson Scholarship (University of Galway). A new concept for sustainable Irish-Zambian partnerships is due every first quarter of each year. One Engineering student is sponsored at the Master's Level to study in Ireland through the Irish Embassy.
- Benevolent Fund: Successfully awarded funds to three members in distress and organised a handover ceremony.
- Student Awards: Sponsored the best-performing students at LBTC, Maamba Secondary, and Luanshya Technical College to foster a pipeline of excellence.

7. CALL CENTRE AND SERVICE DELIVERY

Performance metrics from October 2024 to January 2025:

- Total Calls Received: 1,027.
- Resolution Rate: 98.7% (1,014 cases closed).
- Primary Issue: Member login challenges and pending application approvals. This feedback has been used to trigger the Rebranding and IT optimization project scheduled for 2025.

8. INSTITUTIONAL OUTLOOK (2025–2026)

The focus for the next quarter and the coming year includes:

1. EIZ Centre of Excellence: Commencing the Centre of Excellence project in Kalumbila.
2. Symposium 2026: Finalising preparations for the Engineering International Conference to be held in September 2026.
3. Rebranding: Launching the new EIZ Brand Manual and visual identity.

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Eng. Kennedy Musonda

PPRND Chairperson

Finance and administration committee report

1. INTRODUCTION

The Finance and Administration Committee is established in Part III section 8 of the EIZ Act No 17 of 2010. It is a Committee of Council with the following mandate.

- (i) To assess and evaluate the budgets and work plans as presented by the Institutions' management for soundness, viability, and reasonableness taking into account the prevailing position of the organization.
- (ii) To ensure that proper books and records of the funds of the Institution are kept properly and submit Statements of Accounts to Council Meetings.
- (iii) To advise Council on application fees and subscriptions structures.
- (iv) To submit to the Council and to the Annual General Meeting an Audited Statement of Financial Position, Income and Expenditure Account and Statement of Funds at the end of the Financial Year;
- (v) To submit an estimate for the Statement of Financial Position, Income and Expenditure Account Statement of funds flow for ensuing year.
- (vi) To advise Council on the operations of the Secretariat of the Institution including policies on employment; remuneration and any administrative matters on the operation of the Institutions Office.

The following are the current serving members on the Committee:

	Name	External/Org
1	Eng. Musonda Chansa	Chairperson
2	Mr. Kalaluka Itwi	ZICA
3	Eng. Kingsley L Simukonda	Member
4	Eng. Alex Mbumba	Member
5	Eng. Mutale Tembo	Member
6	Tec. Kombe Chola	Member
7	Tec. Shula Mulenga	Member
8	Mrs. Helen Zulu	ZICA
9	Eng. David Kamungu	Secretary

Attendance

2. HIGHLIGHTS OF THE COMMITTEE'S ACTIVITIES, ACHIEVEMENTS AND RESOLUTIONS FOR THE YEAR ENDING 31ST DECEMBER 2025.

- 2.1 The Committee approved the quarterly Management accounts for ratification by the EIZ Council;
- 2.2 The Committee identified and developed strategic operational policies.
- 2.3 The Committee continued guiding management on the prudent use of members' funds through well thought policies;
- 2.4 The Committee outlined mechanisms of increasing efficiency in resource utilization through the monitoring of monthly and quarterly management reports;
- 2.5 The Committee continued to increase publicity and sensitization to members on the value and benefits of being an EIZ Member;
- 2.6 Continued monitoring and reviewing institutional costs with the aim of reducing operational costs while improving operational efficiency. The Committee enforced virtual meetings in the third and fourth quarter of 2026 to manage costs.
- 2.7 The Committee guided Management on formulating intervention measures to address threats on non-compliance and reduced funds due to Cabinet circular on non-payment of fees on behalf of employees instructed to Statutory and Grants aided institutions.
- 2.8 The Committee undertook purchase of land in Kalumbila for the construction of an Office and Innovation Centre. The Committee also undertook purchase of land in Chinsali.
- 2.9 In an effort to increase non-traditional income, the Committee approved the incorporation of an online store in the EIZ Database Management Information System (DMIS) for the sale of EIZ regalia and other merchandise. This is anticipated to increase the members' accessibility to the EIZ store with minimal effort;

2.10 The Committee continued to monitor the performance of the EIZ DMIS and any deficiencies identified during the year were quickly tabled with the consultants and rectified; and enhanced the system through various integrations.

2.11 The Committee guided on the formation of The Engineering Fund.

2.12 The Committee approved Council and Committee Travel Policy.

2.13 The Committee approved Car Policy scheme for Management Staff.

2.14 Supported the International Engineering Alliance Committee in the pursuit for IEA accreditation.

2.15 Revenue trend 2019 to 2025

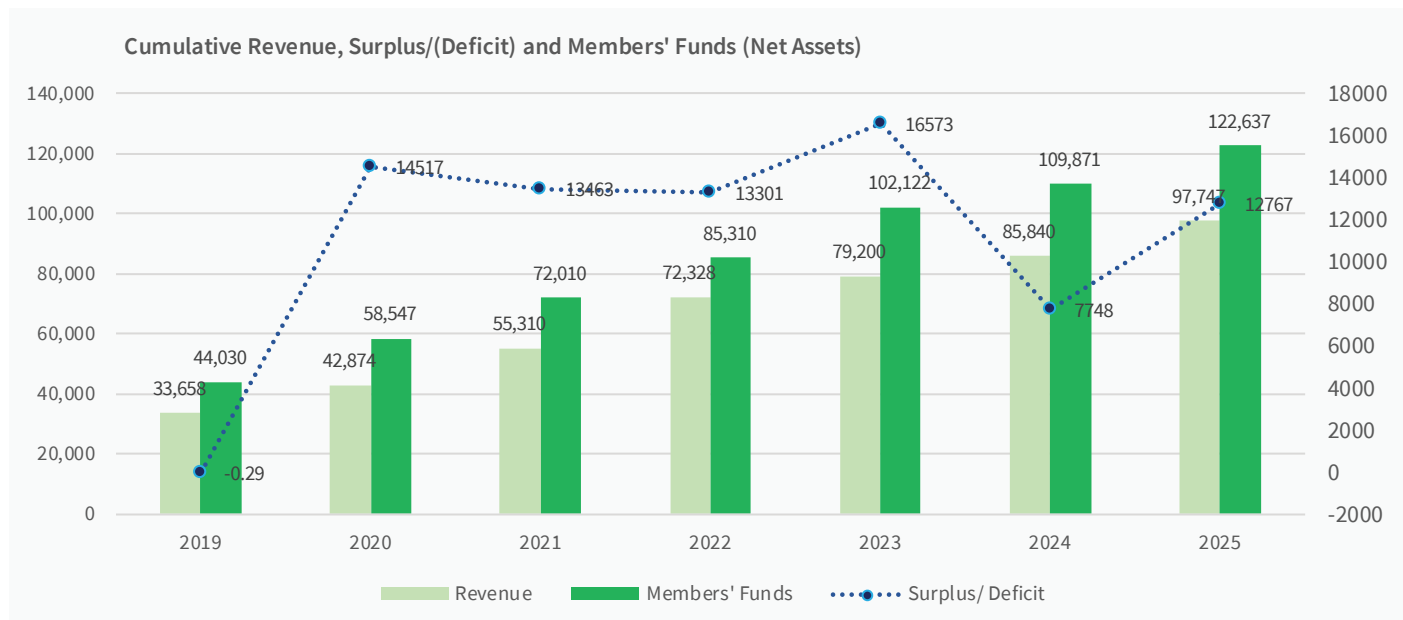
The revenue has continued to grow steadily the 2022 growth included fees adjustment, the fees have remained the same since then.

2.16 Surplus/(Deficit) trend 2019 to 2025

The cumulative surplus has been fluctuating due many factors including Country macro economic, inflation, Covid etc. The year 2024 recorded the second lowest to 2019 loss mainly due to reduced activities in the engineering sector, however 2025 has improved significantly higher than 2024. This is largely attributed to stable macro economic environment, continued improvement in revenue efforts, efficient resource application and Management.

2.17 Members' Funds trend 2019 to 2025

The members' fund in the year is higher than 2024, and have continued to grow over the years.



3. REVIEW OF STATEMENT OF FINANCIAL POSITION (BALANCE SHEET)

3.1 Capital expenditure

Capital expenditure incurred during the year was ZMW 7.3 million against ZMW 6.3 million in 2024. The expenditure was for the acquisition of various capex materials aimed at supporting the functionality of the EIZ. Part of the CAPEX was used for the procurement of various motor vehicles at ZMW 5.3 million, ZMW 0.6 million, Land and buildings, ZMW 1.1 million office equipment and ZMW 0.2 million for the DMIS enhancements.

3.2 Investments in the Engineering House

The Finance & Administrations Committee continued to invest in its special purpose vehicle (subsidiary) EIZ Investment Holding Plc. The shareholder loan closed at ZMW 21.9 million compared to ZMW 19.5 million mainly applied on the New EIZ HQ Building in order to expedite the completion of the building. For the financial year 2025, the committee managed to invest in this project a total of ZMW 2.4 million compared to ZMW 9.0 million in 2024. The Committee completed the conversion of the upper car park into office space in the year.

The total investment in EIZ Investment Holding Plc stood at ZMW 119.8 million as at 31 December 2025. Comparatively, the investment stood at ZMW 118.8 million as at 31 December 2024.

3.3 Liquidity

Liquidity shows the ability of the Institution to meet its short-term obligations, i.e., the ability of the Institution to pay debts as and when they fall due. It is determined by the difference between Current Assets and Current Liabilities expressed as a ratio or percentage of Current Liabilities.

As at 31st December, 2025 the liquidity position of the Institution increased from 1.03 as at 31st December, 2024 to 1.05, this was mainly as a result of the following factors:

- (i) The short-term deposits and available cash for placement during the year;
- (ii) Current liabilities included an amount of ZMW 24.7 million relating to membership fees prepaid for 2026 renewals, which will be recognized (invoiced) in 2026 financial year.

Net assets or Members funds increased from ZMW 109.9 million in 2024 to ZMW 123.7 million in 2025 representing a growth of ZMW 13.8 million which is approximately 12.6%. This increase in the Members' funds was made up of the surplus that has been reported for the period ended 31 December 2025.

3.4 During the period under review the following factors affected the overall performance of the Institution:

- (i) The gradual improvement in Economic environment and engineering various sectors positively affected revenue. A stable kwacha and significant CDF projects across the country.
- (ii) The higher inflation rate despite its reduction by the close of the year left the prices at higher level negatively affecting our expenditure.
- (iii) The low compliance by Engineering Organizations and Units in both regions affected the collection of Registration and Membership fees;
- (iv) The low Compliance of Engineering Professionals in the Public Service still remained a big challenge; and
- (v) The pursuit for IEA accreditation. The Institution has made tremendous progress in its pursuit for Washington accord recognition.

4. 2026 ANNUAL WORK PLAN & BUDGET (AWP&B) SUMMARY

Annual work plans and budgets are prepared to give a guide to the planned operations and activities of the Institution for each financial year. The 2026 budget had been prepared in line with the abridged Four-year Strategic plan (2023-2026) of EIZ as well as the EIZ Act No. 17 of 2010; incorporating relevant policies of Council and resolutions of the 2025 General Meeting of the members.

The budget has thus been prepared to ensure that the following objectives are met:

- Co-ordinate the activities of the different departments making up the EIZ Secretariat;
- Establish a system of Monitoring and Control;
- Plan activities for each year;
- Used as a tool or yardstick for which actual performance is measured;
- Monitor employee's performance; and
- Provide Council with a tool to Monitor and Evaluate the performance of the Secretariat relative to agreed targets;
- Support to the Engineering Fund
- Support to student and graduate internship

The budget has been prepared on an **Activity Based Budgeting** approach, i.e., estimates of costs and expenditure will be determined on the basis of the activities to be undertaken by each unit.

4.1 KEY AWP&B PROPOSALS

4.2 Key strategic objectives of the year 2026 AWP&B

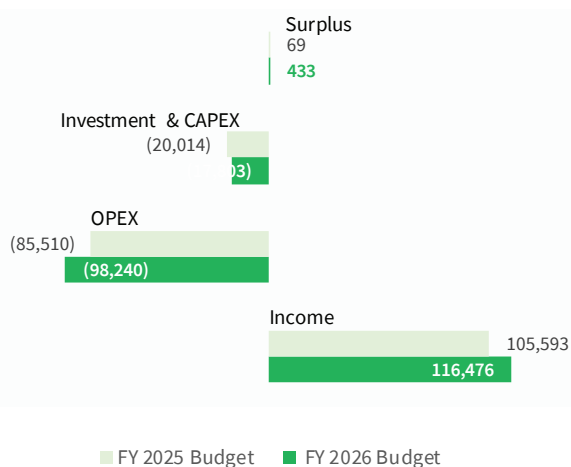
The key strategic objectives planned to be achieved in the 2026 financial year are as detailed below:

- 4.2.1 To improve membership services
- 4.2.2 To enhance compliance inspections
- 4.2.3 To enhance stakeholder participation
- 4.2.4 To enhance Financial Management and growth
- 4.2.5 To improve business processes and governance structures
- 4.2.6 To Improve human resource capacity
- 4.2.7 To enhance ICT infrastructure

4.3 Summary of 2026 Projected Income

The Committee proposed a budget of ZMW 114.48 million projected operational Income. Operating expenditure is projected at ZMW

Fund flow



96.66 million and Investments and Capital expenditure at ZMW 17.45 million for the 2026 financial year as detailed below:

4.3.1 2026 Income budget

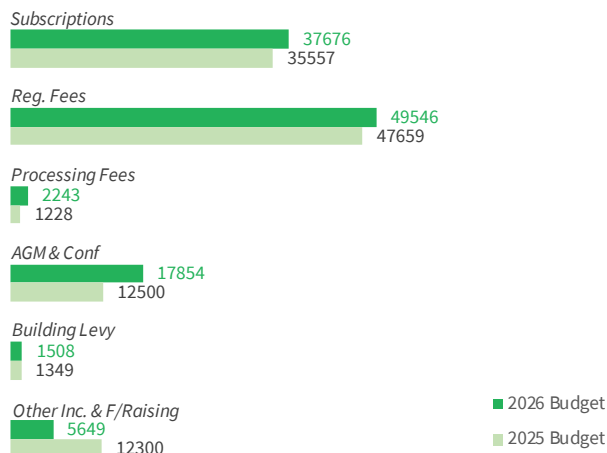
The Institution total income budget for the year 2026 is a projected **ZMW114.48** million compared to K110.59 million budget for 2025. The income is expected to come from various streams.

The Institution is projecting a 4% net increase in revenue from homogenous growth. The subscription and related fees have remained unchanged at year 2021. The Institution has not adjusted subscription fees for the last five years owing to the challenging financial position for its membership. Despite this, the operating environment and inflation keep rising.

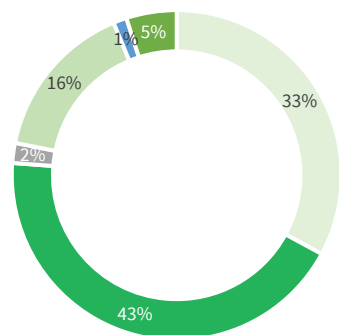
Income analysis

The major income of the Institution is Registration fees 43%, followed by Subscription at 33% and the 24% coming from other income. The institution is striving to continue increasing other Income to a higher %. In 2026, Management has prioritized the growth of income from non-traditional income. This will be achieved through paid for CPD activities and the EIZ store. The Institution is also looking to increase its investments in financial instruments to offer stability.

YoY Budget Income comparisons (K'000)



2026 Budget



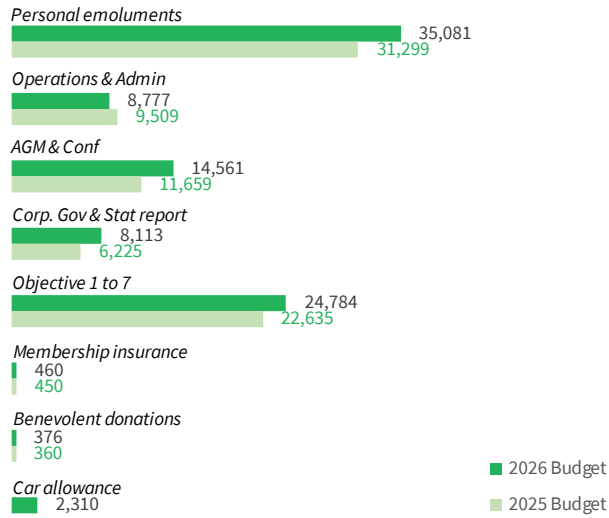
- Subscriptions
- Reg. Fees
- Processing Fees
- AGM & Conf
- Building Levy
- Other Inc. & F/Raising

4.4 Summary of Projected Expenditure

Council approved an operational expenditure budget of **ZMW82.14 million** and an investment and capital expenditure budget of **ZMW28.09 million** for the 2026 financial year. The total budget expenditure for the year 2026 is K110.23 million.

The Institution has also prioritized the efficient management of meetings. In 2026 a number of committee meetings will be held virtually in order to manage cost. Furthermore, the Secretariat has been tasked to look at the current number of committees and propose means of reducing them while meeting governance objectives.

YoY Budget OPEX comparisons (K'000)



Eng. Musonda Chansa

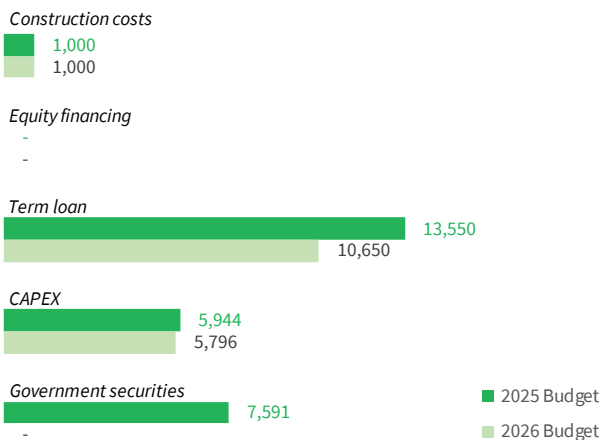
Vice President-Finance & Administration- Chairperson

The Secretariat Staff complement has continued to grow in order to meet the daily needs of the general membership. Planned addition in the year 2026 are; Legal Counsel, Risk Officer, Call Centre Assistant and Stores Assistant. The creation of these new positions is based on the increased needs for support in implementing key strategic objectives.

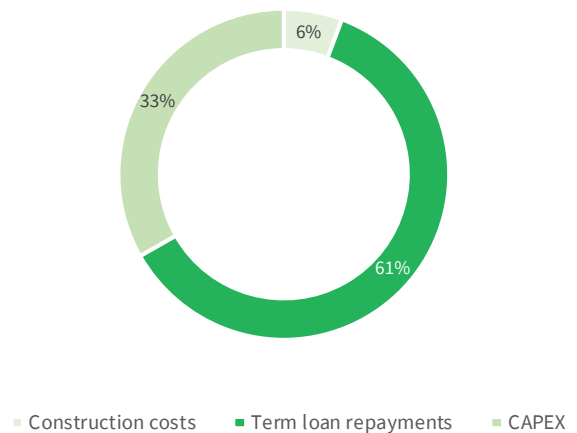
Investment analysis

In 2026, the Institution will continue to invest in long term equity and other financial instruments. The purpose of this undertaking is to ensure that the management and operations of the Institutions remain sustainable. Furthermore, the EIZ is looking to meet other obligations such as loan servicing and improving the tools of production.

YoY Budget Investment comparisons



2025 Budget Investment analysis



Membership and continuous professional development committee report

1. INTRODUCTION

The Membership and Continuous Professional Development Committee is a Committee of Council with the following duties:

- 1.1 To make recommendations to the Council concerning policies for membership;
- 1.2 To investigate appeals from dismissed members and to report findings to the Council;
- 1.3 Consider petitions for the formation of new Sections, Branches or Regions;
- 1.4 To make recommendations to the Council for formation and/or dissolution of Sections or Branches;
- 1.5 To promote co-operation and interaction among Sections and Regions;
- 1.6 To review the status of Sections and Branches and Regions on 5-year intervals;
- 1.7 To promote student involvement in all institution activities;
- 1.8 To assist Sections and Regions in coordinating their efforts among each other and with the Secretariat;
- 1.9 To make recommendations to the Council concerning student policies, accreditation, continuing education, and professional registration for Engineers and Engineering Professionals;
- 1.10 Registered a total of 7,807 new members on the database in 2025 cumulatively representing a performance of 130% achieved against the strategic target of 6,000.
- 1.11 Registered a total of 2,871 new students on the database in 2025.
- 1.12 Held the following webinars in 2025:
 - 1.12.1 The Water Management, supply, sanitation and hygiene hosted a webinar on the drying up of boreholes in Lusaka and ground water pollution from sewage leachate on Tuesday 28th of January 2025.
 - 1.12.2 The 9th ZWES anniversary webinar on the 4th of February 2025.
 - 1.12.3 Overview of Medical Equipment, functions, benefits and risks on 22nd May 2025.
 - 1.12.4 Modelling Commuter Energy use: Integrating Energy Audits, Efficiency measures and net metering potential on 30th of May 2025.
 - 1.12.5 Efforts to mainstream gender equality and equity in Zambia on the 23rd of June 2025.
 - 1.12.6 Chemical Engineering Section Webinar on the 20th of September 2025.
 - 1.12.7 Leveraging Circular Economy Business Model to Trigger Industrialization in Zambia by the CTS Section on 10th July 2025.
 - 1.12.8 Skills Development and Entrepreneurship in the Changing World by the CTS section.
 - 1.12.9 RainWaterHarvestingforSustainableWaterManagement in Zambia on 12th November 2025.
 - 1.12.10 Medical Equipment standards and the role of ZABS in standardisation on the 12th November 2025.
 - 1.12.11 Every Story is Unique, Every Journey Matters (Cancer Awareness) on the 30th of October 2025.
 - 1.12.12 Harnessing Emotional Intelligence for Effective Leadership and Governance on the 25th of November 2025.
- 1.13 Successfully held the following career talks:
 - 1.13.1 Career talk for 100 learners from Livingstone that was sponsored by First Quantum Minerals on the 2nd of April 2025.
- 1.14 Successfully held the following conferences/symposiums:
 - 1.14.1 Zambia Women in Engineering Section conference on the 4th of April 2025 in Livingstone.
 - 1.14.2 Craftsperson and Technicians Section conference on the 4th of April 2025 in Livingstone.
 - 1.14.3 The National Symposium Conference on the 4th of April 2025 in Livingstone.
- 1.15 Successfully held the following General meetings:
 - 1.15.1 Northern Region Annual General Meeting on the 1st of March 2025 at Protea Hotel in Ndola.

Composition of the Committee is outlined below;

#	Name	Position
1	Eng. Edith Munungwe	Chairperson & Vice President MCPD
2	Eng. Kennedy Kanyinji	Member
3	Teg. Elizabeth Kyulabantu	Member
4	Teg. Princess Sampa	Member
5	Eng. Agnes Mwansa Mofya	Member
6	Eng. Francis Mwale	Member
7	Eng. Webby Makoloni	Member
8	Teg. Daukeya Kaponde	Member
9	Teg. Smart Mumba	Member
10	Tec. Kennedy Chipoma	Member
11	Cra. Patrick Chibwe	Member
12	Ms. Mutale Kashimu	Member
13	Mr. James Mudenda	Member

a. ACTIVITIES AND ACHIEVEMENTS

During the period under review (January - December 2025) the Committee implemented and achieved the following;

- 1.15.2 Southern Region Annual General Meeting on the 15th of March 2025 at Urban Bliss Hotel in Kabwe.
- 1.15.3 National Annual General Meeting on the 5th of April 2025 at Avani Resort in Livingstone.
- 1.16 Hosted the following Technical Tours:
 - 1.16.1 Toured the Kafue Gorge Lower – Exploring Hydropower Excellence on Friday 24th of January 2025.
- 1.17 Held the following branch Public Discussion forums:
 - 1.17.1 Renewable Energy Sources and Climate Change mitigation in Solwezi on the 5th of February 2025.
 - 1.17.2 Effective Financial Management and Retirement planning strategies in Maamba on the 7th of February 2025.
 - 1.17.3 Commercial & Industrial solar PV. A solution to powering Zambia's industries in Siavonga on 16th October 2025.
 - 1.17.4 Enhancing Zambia solar integration: Feasibility of closed loop pumped hydro energy storage in Chikankata on the 14th of November 2025.
 - 1.17.5 Groundwater Development and Sustainable use under changing climate Conditions in Kabwe on the 21st of November 2025.
- 1.18 Conducted an Energy audit at the Mulungushi University on the 14th of November 2025.
- 1.19 Launch of Chikankata Branch on the 14th of November 2025.
- 1.20 Facilitated for the following Paid for Continuous Professional Training sessions for the Members:
 - 1.20.1 H2 German Training week – An opportunity to enhance member expertise in hydrogen technology in Lusaka from the 3rd – 6th of March 2025.
 - 1.20.2 Conducted Paid for CPD training on Preparing Bids, tenders and accessing CDF on the 16th and 22nd of May in Lusaka and Kitwe respectively.
 - 1.20.3 Construction Course Project Management (PMI)
 - 1.20.4 One day Leadership Coaching session by ZWES on the 12th of July 2025.
- 1.21 To commemorate World Engineering Day 2025, the Engineering Institution of Zambia held the following events:
 - 1.21.1 Featured on ZNBC TV1, ZNBC TV2, Christian Voice Radio, Millenium Radio
 - 1.21.2 Held motivational talks for University of Zambia and Copperbelt University students featuring Mr. Dumisani Ncube and Past President Benard Chiwala respectively.
 - 1.21.3 Held careertalksatallparticipatingbranchesNationwide.
- 1.22 To commemorate Womens day 2025, the Institution hosted the following events:
 - 1.22.1 ZWES promoted Fitness, networking and exercises by hosting a Fitness Day at the Copperbelt University and University of Zambia.
 - 1.22.2 Female Secretariat staff celebrated by spending the day and donating to the Mukoza orphanage in Ngombe, Lusaka.
- 1.23 Signed a Memorandum of Understanding with Oxygen Alliance, that will be implemented by the Biomedical Section to collaborate on capacity building initiatives, including online training sessions on the maintenance and repair of biomedical equipment on the 16th of May 2025.
- 1.24 Successfully hosted the following paperette competitions:
 - 1.24.1 Mulungushi University on the 23rd of May 2025.
 - 1.24.2 Copperbelt University on the 20th of September 2025
 - 1.24.3 University of Zambia on the 9th of September 2025

- 1.25 The Institution exhibited at the Copperbelt, Agricultural, mining, industrial, networking and enterprise show (CAMINEX) where the EIZ scooped the second prize in the Best Institution regulatory organization category.
- 1.26 Commemorated World Environment Day on the 5th of June 2025.
- 1.27 Commemorated UNESCO Africa Engineering Week by the following events:
 - 1.27.1 Branch based career talks that reached 2,548 learners Nationwide.
 - 1.27.2 Held motivational talks for registered EIZ students at Mansa Trades, Kitwe vocational College, Lukashya Trades Training Institute, University of Zambia, Evelyn Hone College, Lusaka Business College and National Research Development College, reaching a total of 670 students.
 - 1.27.3 Conducted Technical Tours at Mansa Hydro Power station, Kansanshi S3 project, Lubambe Mines, Lusaka Heart Hospital and Chisamba Solar Plant.
 - 1.27.4 Hosted a high tea for ZWES members – Women in Engineering, creating value beyond the work place.
- 1.28 Conducted onsite registrations in the Northern and Southern Regions firms, across all 10 provinces in preparation for the renewal period.
- 1.29 Successfully hosted the EIZ Mazabuka golf tournament on the 26th of July 2025.
- 1.30 Exhibited at the Agricultural and Commercial Show and won 2nd place in the Regulatory category.

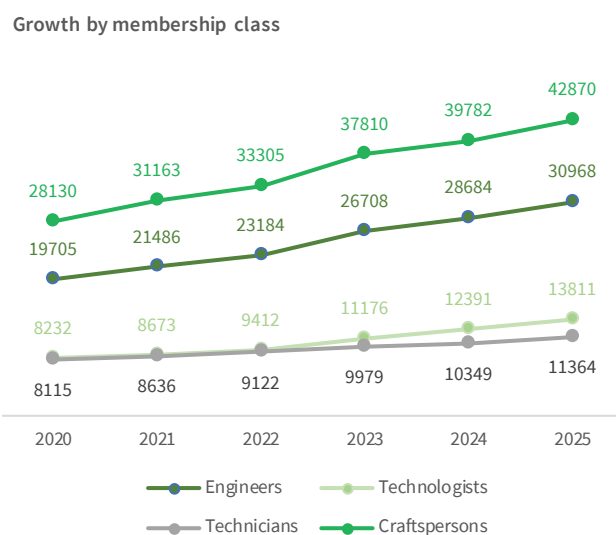
2. MEMBERERSHIP ACTIVITIES 2025

The table of membership activities for the year 2025, is available in the appendix

3. TOTAL MEMBERSHIP STATISTICS

3.1 Figure 1 shows the membership comparative growth per class from 2020 to 2025. Further, in the year under review the Institution registered 7,807 members, representing a membership total register of 99,013 members. Table 1 shows the breakdown of the specific categories. In 2025, the institution registered a record high in terms of student registrations.

Membership Category Growth for the period 2020 - 2025

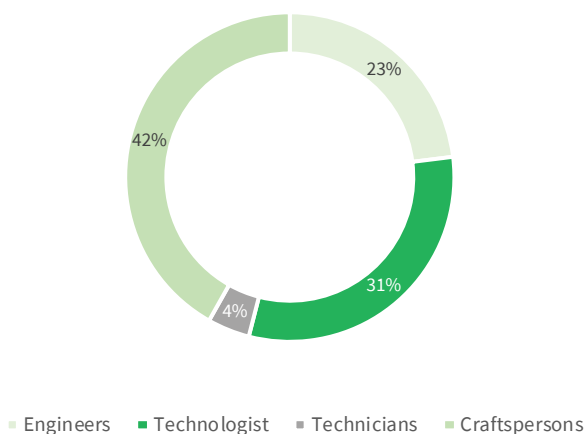


Below is a breakdown of the 2025 new member registration by class

Category	Number
Engineers	1567
Technologist	700
Technicians	298
Craftsperson's	1232
Skilled persons	1139
Students	2871
Total	7807

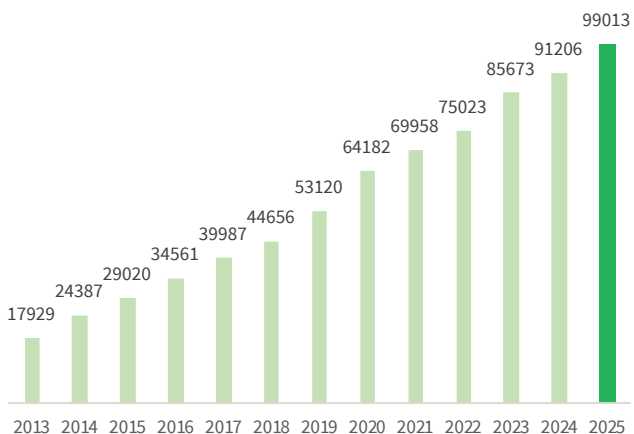
3.2 Further, Figure 2 shows a breakdown the student registrations. The high percentage of student craftspersons is a good indication of the future of the EIZ member composition.

Student Registration breakdown for 2025 Registrations



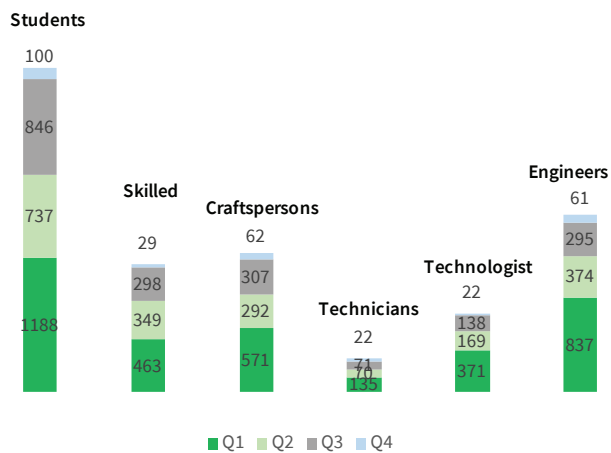
3.3 The following graph shows the cumulative growth rate from the period 2011 to 2025.

Membership Growth



3.4 During the year under review, the membership growth per class on a quarterly basis is illustrated below:

Total Membership Growth per Quarter



Despite the registration challenges faced by many members during the transition to the new DMIS, the institution recorded a record number of new registrations in 2025. A drastic decrease in new members in quarter 4 (as illustrated in Figure 3) is as a result of the commencement of the 2026 renewal and registration period.

Further, an increase in the institution presence at student orientation resulted in the exponential increase in the student member growth.

ENG. EDITH MWALE MUNUNGWE

MCPD CHAIRPERSON

2.0 MCPD Activity list

2025 ACTIVITY REPORT – NORTHERN REGION

S/N	Activity	Venue	Date	Resource	Number of Attendees
1.	Compliance Registration	North Western Province	12th Jan 2025 – 18th Jan 2025	Inspectors C. Mumba & K. Musonda, MCPDO -T. Mwanza	108
2.	Compliance Registration	Muchinga Province	19th Jan 2025 – 25th Jan 2025	Inspector K.Sakwala, Inspector G.Chisongo, RA Prudence Kabwe	23
3.	Compliance Registration FQM Trident Nickel Mine (Main Contra	North Western Province	29th Jan 2025 – 31st Jan 2025	Inspector K.Sakwala & RA Prudence Kabwe	148
4.	Forum	Solwezi Branch	05th Jan 2025	RM. Ian Chomba, MCPDO-T.Mwanza, Insp. Mumba, RA. Agness Chirwa	26
5.	Compliance Registration	Whales Constraction Company	11th Feb 2025	MCPDO - Tome Mwanza	13
6.	Compliance Registration	Bell Equipment	14th Feb 2025	Inspector K.Sakwala & RA Prudence Kabwe	51
7.	Compliance Registration	Northern Province	16th Feb 2025 – 21st Feb 25	Inspector C.Mumba, Inspector G.Chisongo & APO C.Mwila	32
8.	Ground Breaking	North Western Province-Kalumbila	27th Feb 2025	Secretariate	About 200
9.	NRAGM	Ndola	01st Mar 2025	Secretariate	326
10.	Motivational Talk-Various high learning institutions	Secretariat - Kitwe	04th Mar 2025	RM. Ian Chomba, MCPDO-T.Mwanza, Insp. G.Chisongo, RA. Agness Chirwa, PA. Prudence kabwe	160
11.	Career Talks	Varoius Branches NR	04th Mar 2025	MCPDO - Tome Mwanza, Insp. G.Chisongo & Branch Reps	Above 1000 pupils
12.	Branch Elections	Kitwe Branch	06th Mar 2025	NEC REPs, DR. J.Kabwe, TQM R. Kalangu, RM. Ian Chomba, MCPDO-T. Mwanza & RA. P. Kabwe	12
13.	Branch Elections	Ndola Branch	07th Mar 2025	NEC REPs, RM. Ian Chomba, TQM R. Kalangu, MCPDO-T. Mwanza, Insp. G. Chisongo & RA. P. Kabwe	15
14.	Branch Elections	Solwezi Branch	10th Mar 2025	NEC REPs, RM. Ian Chomba, MCPDO-T. Mwanza & RA. P. Kabwe	42
15.	Branch Elections	Kalumbila Branch	11th Mar 2025	NEC REPs, RM. Ian Chomba, MCPDO-T. Mwanza & RA. P. Kabwe	17
16.	Compliance Registration	KCM Plc	4th Mar 2025 – 7th Mar 2025	Inspector C. Mumba & APO C. Mwila	257
17.	Compliance Registration	Luapula Province	09th Mar 2025 – 15th Mar 2025	Insp. K.Sakwala, Insp. K.Musonda & RA. A. Chirwa	30
18.	Compliance Registration	Mimbula Minerals	14th Mar 2025 – 21st Mar 2025	Insp. C.Mumba & APO C.Mwila	279
19.	Donation to C/belt Science Fair -Secondary level	Nkana Trust School	21st Mar 2025	Kitwe Branch Chairperson Okell Mainza & MCPDO T. Mwanza	Above 500
20.	Donation to C/belt Science Fair Primary level	Luanshya Trust School	28th Mar 2025	Insp. G.Chisongo, RA. A. Chirwa & Luanshya Branch Representative	169
21.	Career Talk @ Main AGM	Livingstone	02nd Apr 2025	Secretariate	100
22.	ZWES CONFERENCE	Livingstone	04th Apr 2025	Secretariate	77
23.	CTS CONFERENCE	Livingstone	04th Apr 2025	Secretariate	77
24.	EIZ SYMPOSIUM	Livingstone	05th Apr 2025	Secretariate	429
25.	INAUGURAL LECTURE	Ndola	24th Apr 2025	REG, RM. Ian Chomba, Ms. Ntalasha, Insp. Kaite, MCPDO. Tome Mwanza & Com. Ass Abigail Hampande	53
26.	ICTAZ-CBU STUDENT CHAPTER	Kitwe	26th Apr 2025	VIP MCPD/MCPDO. Tome Mwanza	100
27.	COMPLIANCE INSPECTIONS/INVOICE PAYMENT FOLLOWUPS	Lufwanyama	14th May 2025	MCPDO Tome Mwanza/INSPECTOR Kaite Musonda	5 Companies

S/N	Activity	Venue	Date	Resource	Number of Attendees
28.	ONSITE REGISTRATIONS	Chingola-ZALAWI	15th May 2025	MCPDO Tome mwanza	17
29.	ONSITE REGISTRATIONS	KITWE - YELLOWSTONE	16th May 2025	PROGRAMS ASSISTANT Canisius Mwila	18
30.	CPD Training	Garden Court - Kitwe	23RD May 2025	MCDPO -Tome A Mwanza RA- Ms Prudence Kabwe Inspector - Gerald Chisongo	37
31.	CAMINEX	KITWE	27TH- 29TH May 2025	Secretariat - Done	47
32.	CBU Graduation	KITWE	30th May 2025	Ms Agness Chirwa Inspector Gerald Chisongo	Above 100 Students
33.	World Environmental Day	NDOLA		Nortec Students	10
34.	Compliance Registration	Muchinga Province	01St June - 6th June 2025	Inspector Gerald Chisongo Inspector Kaite Musonda RA. Asst. Ms Prudence Kabwe	23
35.	Onsite Registration	KCM PLC Smelterco - KITWE	2nd to 6th June 2025	Mr Canisius Mwila – Programme asst. Inspector Chrispin Mumba	30
36.	Onsite Registration	ZAMEFA	10th June 2025	RA - Ms Agness Chirwa Inspector - Kaite Musonda	32
37.	Onsite Registration	FQM TRIDENT - KALUMBILA	17th June to 20th June 2025	RA Ms Prudence Kabwe Inspector Chrispin Mumba	212
38.	Onsite Registration	TONGUAN MINING LTD	25th June 2025 to 28th 2025	Mr Canisius Mwila – Programme Asst. Inspector Chrispin Mumba	27
39.	Onsite Registration	CNMC-LCM	28th June 2025	Inspector Kalume Agness Chirwa- RA	27
40.	Onsite Registration	ATLAS COPCO	28th June 2025	Luka Mwale - Intern	20
41.	JETS FAIR	St Maceline	24th June to 27th 2025	Tome A Mwanza – MCPO Agness Chirwa – RA Okello Mainza – Kitwe Branch Chairperson	50 Schools
42.	Onsite Registration	SCAW Ltd	1st & 2nd July 2025	Luka Mwale - Intern	23
43.	Onsite Registration	ZB – Ndola - Craf. Sara Nakanyika (ZB)	2nd July 2025	Inspector Chrispin Mumba – RA - Ms Prudence Kabwe	07
44.	Onsite Mobile Registration- AECI Mining Explosives	17th-18th July, 2025		Inspector Chrispin Mumba – RA – Ms Agness Chirwa	35
45.	Career Talk	Fatima Fatima Girls Sec Yengwe Sec School	18th July 2025	Tome A Mwanza – MCPO RA - Ms Prudence Kabwe Ndola Branch Chairperson Eng. Mwenya Kabwe Eng. Carol Sakala	Above 100 pupils
46.	Onsite Registration	Dangote Cement	22nd-24th July 2025	Inspector Kalume Sakwala – RA - Ms Prudence Kabwe	33
47.	Onsite Registration	Master Mine	25th July 2025	MCPDO – Tome Mwanza Inspector – Kaite Musonda	25
48.	Onsite Registration	Lubambe Copper Mines	29th-31st July 2025	Mr Canisius Mwila – Programme Asst. Inspector Chrispin Mumba	30
49.	Mobile Registration	Zambezi Portland Cement	07th August 2025	Inspector Kalume Sakwala – RA - Ms Prudence Kabwe	Reconciliation
50.	Onsite Registration	Lama Engineering	8th August 2025	Inspector Gerald Chisongo RA - Ms Agness Chirwa	15
51.	Onsite Registration	MCM Plc – Central Offices	11th August -12th August 2025	Tome A Mwanza – MCPO Luka Mwale - Intern	24
52.	Mobile Registration	Zinpro (Z) Ltd	12th August 2025	Inspector Gerald Chisongo RA - Ms Agness Chirwa	25
53.	Onsite Registration	MCM Plc – Mufulira Site	13th August – 15th August 2025	Tome A Mwanza – MCPO RA - Ms Prudence Kabwe	101
54.	Onsite Registration	Grizzly Mining	13th August – 15th August 2025	Inspector Gerald Chisongo Inspector Kaite Musonda	48
55.	Onsite Registration	MCM Plc – Central Offices	18th August -19th August 2025	Tome A Mwanza – MCPO Luka Mwale - Intern	17

S/N	Activity	Venue	Date	Resource	Number of Attendees
56.	Onsite Registration	MCM Plc – Synchronorum	20th August – 22nd August 2025	Inspector Gerald Chisongo Luka Mwale - Intern	38
57.	Onsite Registration	MCM Plc – Mindola Site	25th August – 27th August 2025	RA - Ms Prudence Kabwe	143
58.	Compliance Registration	Luapula Province	18th August – 22nd August 2025	Inspector Chrispine Mumba Inspector Kalume Sakwala RA - Agness Chirwa	45
59.	Career Talk	Holy Cross School -Kalumbila	16th September 2025	PA – Canisius Mwila	AEW (223)
60.	Career Talk	Frontier Nkisu School- Kalumbila	16th September 2025	PA – Canisius Mwila	AEW (170)
61.	Motivational Talk	Mansa Trades	16th September 2025	Mansa Branch Chair RA – Ms Prudence Kabwe	AEW (30)
62.	Career Talk	Mpika Career Talk-Mpika Day School	17th September 2025	Reg. Agness Chirwa Eng. Patrick Shangala- Mpika Branch Chair	155
63.	Technical Tour Musonda Hydro Power Station	Mansa Branch	17th September 2025	MCPDO – Tome Mwanza Inspector – Chrispine Mumba	AEW (45)
64.	Public Lecture - Ndola Branch	Zambia University College of Technology - Ndola	17th September 2025	Tome A Mwanza – MCPO Kalume Sakwala - Inspector RA - Ms Prudence Kabwe	AEW (88)
65.	Career Talk	Kasama Career Talk- Kasama urban Secondary School	17th September 2025	Agness Chirwa Eng. Chitundu –Eng Rep Evans Chalilembwa-Craft Rep	AEW (156)
67.	Career Talk	Simba School Ndola Branch	17th September 2025	Mwamba Chalwe Eng. Caroline Sakala Eng. Collins M Soko	AEW (65)
68.	Motivation Talk	Kitwe Volcational college	18th September 2025	VPFA - Chansa Musonda MCPDO - Tome Mwanza RA - Agness Chirwa Okell Mainza-Kitwe Branch Chair Kapita Kapita-Craft Rep Reuben	AEW (129)
69.	Career Talk	Mukuba Secondary School-Kitwe	18th September 2025	PA – Canisius Mwila	AEW (205)
70.	Career Talk	Nsansa School Ndola Branch	18th September 2025	Eng. Kunda Kunda Teg. Telia Kachepa Tech. Dominic Chidoboli	AEW (60)
71.	Career Talk	Mbonge Day Secondary School	18th September 2025	PA – Canisius Mwila	AEW (187)
72.	Career Talk	Malashi Secondary School - Mpika	19th September 2025	Agness Chirwa Eng. Patrick Shangala-Mpika Chair Eluid Mweemba-Technologist Rep	AEW (150)
73.	Technical Tour	Kansanshi S3 Project	19th September 2025	PA – Canisius Mwila	AEW (25)
74.	Career Talk	Chiwala Boys Ndola Branch	19th September 2025	Eng. Mwenya Kabwe Tec. Kennedy Chipoma	AEW (120)
75.	Career Talk	Luanshya Girls Secondary School Luanshya	19th September 2025	Agness Chirwa Brian Phiri-Luanshya Chair Norah Simwense Dominic Musoni	AEW (257)
76.	Motivation Talk	Lukashya Trades Training Institute Kasama	19th September 2025	RA - Agness Chirwa Evans Chalilembwa-Crafts Rep Obby Silungwe-EIZ Member Eng. Simon Banda	AEW (340)
77.	Technical Tour	Lubambe Mine	19th September 2025	Agness Chirwa Gerald Chisongo	AEW (25)
78.	Webinar	Chemical Section	20th September 2025	Presenter - Eng. Muleza Nyirenda	AEW (19)
79.	Paperette Competition	The Copperbelt University	20th September 2025	PA – Canisius Mwila	AEW (83)

S/N	Activity	Venue	Date	Resource	Number of Attendees
80.	Career Talk	Caritas School Ndola Branch	26th September 2025	Eng. Mwenya Kabwe Tec. Kennedy Chipoma	AEW (100)
81.	Compliance Registrations	Barrick Lumwana Mine	22nd Sept – 24th Sept 2025	PA – Canisius Mwila Inspector – Kerman Kaite Inspector – Gerald Chisongo	84
82.	Compliance Registrations	Kansanshi Mine	25th Sept 2025	PA – Canisius Mwila Inspector – Kerman Kaite Inspector – Gerald Chisongo	125
83.	Compliance Registrations	Northern Province	13th Oct – 17th Oct 2025	MCPDO – Tome Mwanza Inspector – Kalume Sakwala Inspector – Chrispine Mumba	46
84.	Helen Kaunda-Graduation wards	Kitwe Branch	17th Oct 2025	Kitwe Branch Chair – Okell Mainza RA – Agness Chirwa	Above 600
85.	Onsite Registrations	Zambia University College of Technology	20th Oct 2025	PA – Canisius Mwila	25
86.	Mobile Registrations	Kagem Mine	22nd Oct – 23rd Oct	Inspector – Gerald Chisongo RA – Agness Chirwa	61
87.	Forum	Solwezi Branch	29th Oct 2025	MCPDO – Tome Mwanza PA – Canisius Mwila	58
88.	Onsite Registration	Tubombeshi Mine	29th Oct 2025	Inspector – Kaite Musonda RA – Agness Chirwa	17
89.	Forum	Mufulira Branch	6th Nov 2025	Inspector – Kalume Sakwala Inspector – Kaite Musonda RA – Prudence Kabwe	39
90.	Compliance Registration	Muchinga Province	10th Nov – 14th Nov 2025	Inspector – Kaite Musonda Inspector – Kalume Sakwala RA – Prudence Kabwe	34
91.	Onsite Registrations	Lusanga Technical Services & Bafokeng Hydraulics	12th Nov 2025	PA – Canisius Mwila	49
92.	Onsite Registration	Ansultec Fire Systems	13th Nov 2025	PA – Canisius Mwila Inspector – Chrispine Mumba	25
93.	Onsite Registration	Multotec	13th Nov 2025	PA – Canisius Mwila Inspector – Chrispine Mumba	21
94.	Onsite Registration	Barrick Lumwana Mine	17th Nov – 21st Nov 2025	MCPDO – Tome Mwanza Inspector – Chrispine Mumba PA – Canisius Mwila RA – Agness Chirwa	337
95.	Forum	Kalumbila Branch	20th Nov 2025	MCPDO – Tome Mwanza RA – Agness Chirwa	38
96.	Compliance Registration	Northern Western Province	24th Nov – 28th Nov 2025	Inspector Gerald Chisongo Inspector – Kaite Musonda RA – Prudence Kabwe	Delivered 10 certificates and 52 membership cards

2025 ACTIVITY REPORT – SOUTHERN REGION

S/N	Activity	Venue	Date	Resource Persons	Number of attendees
1.	Onsite Registration at Action Auto	Lusaka	9th to 10th January 2025	Patricia Hamalambo	
2.	Compliance Inspections /Mobile Registration	Southern Province	12th January to 18st January 2025	Beatrice Mwaba	
3.	Compliance Inspections /Mobile Registration	Eastern Province	26th January to 1st February, 2025	Constance Nambeye	
4.	Technical Tour to Kafue Gorge Lower Power Station	Kafue Branch	24th January 2025	Patricia Hamalambo	100
5.	Webinar- Drying up Boreholes in Lusaka	WASH Section	28th January 2025	Beatrice Mwaba	300
6.	Compliance Inspections /Mobile Registration	Central province	2nd February to 8th February 2025	Patricia Hamalambo	
7.	Webinar- 9th Anniversary “ Women Forging Partnership for Shared Success”	ZWES	4th February 2025	Constance Nambeye	300
8.	FQML Career Talk	Livingstone	4th February 2025	Kasuba Chipanta	100
9.	Public Discussion Forum- Effective Financial Management and Retirement Planning Strategies	Maamba Branch	7th February 2025	Sharon Chalwe	82
10.	Onsite Registration at Chloride	Lusaka	19th to 21st February, 2025	Patricia Hamalambo	
11.	Onsite Registration at Zambian Breweries Malting Plant	Lusaka	11th to 12th February 2025	Constance Nambeye	
12.	Compliance Inspections /Mobile Registration	Western province	16th to 22nd February 2025	Sharon Chalwe	
13.	Consultative meeting with ZABS	Lusaka	21st February, 2025	BIO Medical Section	
14.	Student Orientation at UNZA	Lusaka	11th March,2025	Patricia Hamalambo	
15.	World Engineering day-Career Talks in Secondary Schools	UNZA, Lusaka	4th March 2025	Mazabuka Branch Choma Branch Kafue Branch Maamba Branch	
16.	World Engineering day-Motivational Talk How to draft a Winning Curriculum Vitae Engineering Journey Entrepreneurship		4th March 2025	UNZA Mulungushi University Evelynhone Collge Kabwe Institute Kabwe Skills LIBES Choma Trades	200
17.	Onsite Registration at Kabwe Institute of Technology	Kabwe	7th March, 2025	Sharon Chalwe	200
18.	International Women’s Day (Aerobics)	Lusaka	8th March 2025	Constance Nambeye	50
19.	Southern Region Annual General Meeting	Kabwe	15th March 2025	Patricia Hamalambo	500
20.	Public Discussion Forum/ Branch Elections Opportunities for Engineers during the Energy Criss through the development of Renewable Energy projects Assessing Zambia’s’ readiness for electric vehicle infrastructure and potential benefits it may bring	Lusaka	17th March 2025	Sharon Chalwe	150
21.	Public Discussion Forum/ Branch Elections	Kafue	18th March 2025	Constance Nambeye	60
22.	Public Discussion Forum/ Branch Elections	Itezhi Tezhi	19th March 2025	Beatrice Mwaba	50
23.	Onsite Student Registration at Evelyn Hone College	Lusaka	21st March, 2025	Sharon Chalwe	
24.	Public Discussion Forum/ Branch Elections	Livingstone	24th March 2025	Beatrice Mwaba	80
25.	Public Discussion Forum/ Branch Elections	Maamba	26th March 2025	Beatrice Mwaba	100

S/N	Activity	Venue	Date	Resource Persons	Number of attendees
26.	Public Discussion Forum/ Branch Elections	Mazabuka	24th March 2025	Patricia Hamalambo	50
27.	Webinar- Presenting the Partnership between EIZ and Project management Institute	Online	27th March, 2025	Chimfwembe Mutale	80
28.	Energy Audit at the UNZA school of Engineering	Lusaka	28th March, 2025	Energy Audit SECTION	20
29.	SYMPOSIUM	Livingstone	3rd April 2025	Constance Nambeye	429
30.	AGM	Livingstone	4th April 2025	Constance Nambeye	984
31.	ZWES Conference	Livingstone	4th April 2025	Constance Nambeye	80
32.	Onsite registration at J&J Transport Ltd	Lusaka	15th- 17th April, 2025	Sharon Chalwe	
33.	Onsite registration at Rolling Thunder	Mazabuka	24th to 25th April, 2025	Patricia Hamalambo	
34.	Compliance Inspections /Mobile Registration	Southern province	5th to 9th May 2025	Constance Nambeye	
35.	Stakeholder Engagement Breakfast Meeting	Radisson Blue Hotel, Lusaka	9th May, 2025	Sharon Chalwe	70
36.	Technical Tour to Lusaka Ndola Dual Carriage Way	Civil and Structural Section	13th May, 2025	Sharon Chalwe	50
37.	Bid Training Workshop	Radisson Blue Hotel, Lusaka	16th May, 2025	Constance Nambeye	105
38.	Energy Audit at the Ministry of Energy HQ	Lusaka	16th May, 2025	Sharon Chalwe	20
39.	Compliance Inspections /Mobile Registration	Western Province	19th to 23rd May, 2025	Patricia Hamalambo	
40.	Webinar on the Overview of the medical Equipment, Functions, Benefits and risks	Virtual	22nd May, 2025	Biomedical Engineering Section	30
41.	Paperette Competition at Mulungushi University	Kabwe	23rd May, 2025	Sharon Chalwe	92
42.	Onsite Registration at ZASTI	Lusaka	28th -30th May, 2025	Sharon Chalwe	
43.	Webinar- Modelling Commuter Energy use: Integrating Energy audits, efficiency measures and Net Metering potential	Virtual	30th May, 2025	Energy Auditors Section	40
44.	Technical Tour to Kariba North Bank Power Station	Siavonga	6th June 2025	Electrical &Electronics Engineering Section	90
45.	Student Chapter Dinner at Mulungushi University	Kabwe	6th June 2025	Kabwe Branch	
46.	Compliance Inspections /Mobile Registration	Central	9th -13th June,2025	Sharon Chalwe	
47.	Jets Fair- St Joseph's Secondary School	Mazabuka	18th-20th June	Mazabuka Branch	
48.	Onsite Registration at Maamba Technical College	Maamba	18th June, 2025	Maamba Branch	60
49.	Technical Tour to Lunsemfwa Hydro Power Station	Kabwe	20th June,2025	Sharon Chalwe	66
50.	INWED Commemoration	Virtual	23rd June, 2025	Constance Nambeye	130
51.	Jets Fair- Maamba Secondary School	Sinazongwe	26th-17th June,2025	Maamba Branch	
52.	Compliance Inspections /Mobile Registration	Central	30th -4th July, 2025	Beatrice Mwaba	
53.	Onsite Registration at Hitachi Machinery	Lusaka	2nd -4th July, 2025	Sharon Chalwe	
54.	Onsite Registration at Lukanga Water Supply and Sanitation Company	Kabwe	2nd -4th July, 2025	Beatrice Mwaba	
55.	Onsite Registration at Hitachi	Lusaka	2nd -4th July, 2025	Sharon Chalwe	
56.	ZWES picnic			Chimfwembe Mutale	25

S/N	Activity	Venue	Date	Resource Persons	Number of attendees
57.	Webinar on Leveraging Circular Economy Business Model to Trigger Industrialisation in Zambia	CTS	10th July,2025	Sharon Chalwe	30
58.	One Day Leadership Coaching Session	Lusaka	12th July, 2025	ZWES	40
59.	Compliance Inspections /Mobile Registration	Eastern Province	11th- 18th August 2025	Beatrice Mwaba	
60.	Public Discussion Forum- Solar Energy Deployment	Lusaka	21st August 2025	Beatrice Mwaba	50
61.	Webinar Leveraging Circular Economy Business Model to Trigger Industrialisation in Zambia	CTS	10th July,2025	Sharon Chalwe	30
62.	Webinar- Skills Development and Entrepreneurship in the Changing World	Virtual	18th July 2025	CTS	60
63.	Onsite Registration at Lukanga Water Supply and Sanitation Company	Mumbwa	18th July 2025	Patricia Chishya	
64.	EIZ Golf Tournament	Mazabuka	26th July 2025	Patricia Chishya	75
65.	Exhibition- Agriculture and Commercial Show	Lusaka	30th July – 5th August, 2025	Sharon Chalwe	
67.	Onsite Registration at Zambia Sugar PLC	Mazabuka	1st – 4th September, 2025	Patricia Chishya	
68.	Onsite Registration at NRDC	Lusaka	3rd– 5th September, 2025	Constance Nambeye	
69.	Paperette Competition at UNZA	Lusaka	9th September, 2025	Constance Nambeye	60
70.	Public Discussion Forum- Impact of vandalism of ZESCO Infrastructre in the Delivery of Quality Service	Chipata	10th September, 2025	Patricia Chishya	50
71.	Career Talks	Various Branches	15th – 19th September, 2025	Branches	
72.	Innovations skills (Young Innovators with disabilities)	Lusaka	15th – 19th September, 2025	Chimfwembe Mutale	
73.	Technical Tour to Heart Hospital	Chongwe	17th September, 2025	Patricia Chishya	90
74.	Technical Tour to Chisamba Solar Plant	Chisamba	18th September,2025	Sharon Chalwe	100
75.	Webinar- AI	Online	18th September, 2025	Constance Nambeye	30
76.	Student Motivational Talk (UNZA, Evelyn Hone, LBTC, NRDC)	Lusaka	19th September, 2025	Chimfwembe Mutale	100
77.	High Tea- Women in Engineering, Creating Value beyond the work place	Lusaka	27th September, 2025	Constance Nambeye	
78.	Student Orientation at Mulungushi	Kabwe	3rd October, 2025	Sharon Chola	500
79.	Public Discussion Forum- Commercial & Industrial solar PV. A solution to powering Zambia's industries Maximising the EIZ Membership benefits	Siavonga	16th October, 2025	Sharon Chola	
80.	Webinar- Every Story is Unique, Every Journey Matters (Cancer Awareness)	Online	30th October, 2025	ZWES	45
81.	Onsite Registration-UMCIL	Kafue	9-10th October, 2025	Constance Nambeye	
82.	Onsite Registration-ZESCO Kafue Gorge Power Station	Chikankata	30th-31st October ,2025	Beatrice Mwaba Sharon Chalwe	100
83.	Student Orientation at LIBES	Livingstone	3rd November, 2025	Sharon Chola	200
84.	Onsite registration at LBTC	Lusaka	3rd to 5th November	Patricia Chishya	300
85.	Student Orientation Student executives	Online	7th November, 2025	Constance Nambeye	35

S/N	Activity	Venue	Date	Resource Persons	Number of attendees
86.	Onsite Registration at ICU	Lusaka	10th to 12th November 2025	Patricia Chishya	100
87.	Compliance Inspections /Mobile Registration	Central	10th- 14th November, 2025	Constance Nambeye	
88.	Webinar- Rain Water Harvesting for Sustainable Water Management in Zambia	Online	12th November, 2025	WASH Section	60
89.	Webinar- Medical Equipment standards and The role of ZABS in standardisation	Online	12th November, 2025	BIOMEDICAL Engineering Section	
90.	Public Discussion Forum/ Branch Launch Topic -Enhancing Zambia solar integration: Feasibility of closed loop pumped hydro energy storage	Chikankata	14th November, 2025	Patricia Chishya	60
91.	Energy Audit at Mulungushi University	Kabwe	14th November,2025	Energy Auditors Section	40
92.	Compliance Inspections /Mobile Registration	Southern	17th- 21st November, 2025	Beatrice Mwaba	
93.	Public Discussion Forum Groundwater Development and Sustainable use under changing climate Conditions Dams, Weirs and Surface water management: Engineering solutions for climate resilience	Kabwe	21st November	Sharon	100
94.	Seminar-Human Exposure to EMF from 1G to 5G	Lusaka	26th November, 2025	Constance Nambeye	45
95.	Webinar- Harnessing Emotional Intelligence for Effective Leadership and Governance	Online	29th November, 2025	ZWES	

Disciplinary committee report

1. INTRODUCTION

The EIZ Disciplinary Committee (“the DC”) is an Organ of The Engineering Institution of Zambia (“EIZ”) created under section 48 of the Engineering Institute of Zambia Act No. 17 of 2010 (“EIZ Act”). The DC has two main functions, namely, to hear and determine:

- i. Any disciplinary action initiated by the Institution against an engineering professional, engineering organization or engineering unit that has contravened any provision of the Code of Ethics or any provision of the EIZ Act No 17 of 2010; or;
- ii. Any complaint or allegation made by any person against an engineering professional, engineering organization or engineering unit.

	Name	Position
1	Adv. Mrs. Kasumpa Kabalata	Chairperson
2	Mr. Chanda Chungu	Vice Chairperson
3	Eng. Wesley Kaluba	President
4	Eng. Glenda Kasonde	Member
5	Eng. Dr. Chabota Kaliba	Member
6	Eng. Patrick Simuchimba	Member
7	Eng. Vincent Chaikatisha	Member
8	Eng. David Kamungu	Secretary

The Committee held a total of four scheduled quarterly meetings and 12 hearings during the period under review. The Committee has resolved 37 cases as at 31st December 2025.

2. SUMMARY OF THE HEARINGS TO DATE

The DC is required, under Part VI, section 52 of the EIZ Act, to, “as soon as practicable, after the completion of each hearing, submit to Council a report of the proceedings together with a copy of the record.” During the period under review a total of 61 cases were heard out of which 37 were disposed off with rulings and judgements.

2.1 During the second quarter, the Committee considered and heard the case of National Pension Scheme Authority (NAPSA) Vs twelve named professional members of the Engineering Institution of Zambia. In this case, the complaint was lodged by the complainant concerning gross professional negligence and contractual breaches by the engineers involved in the Society Business Park Development, leading to the project’s failure and safety issues. The hearing of the complaint commenced and is currently on going as at the date of this report.

2.2 Sino Metals Leach Zamba Ltd And Engineering Institution of Zambia Following an inspection conducted at Sino Metals Leach Zamba Ltd mine in Chambishi, Kalulushi on 12th June, 2025, the Engineering Institution of Zambia reported the engineering organisation for non-compliance to the EIZ Engineering Registration Board by way of practising engineering without valid practising licences for both the organisation and engineering professionals.

2.3 Veritas General Insurance Plc And Chansi Kelvin Mbale

The committee received a complaint from Veritas General Insurance against Eng. Chansi Kelvin Mbale of Intelligent Energy Group for failure to execute works as per contract signed with the Vubwi Town Council. The case followed that the town council awarded a tender for the construction of a water scheme and drilling of a borehole at Mpiru Primary School to Intelligent Energy Group but despite receiving the advance payment, the company failed to mobilise and commence work on the project. Following multiple correspondence with the contractor to carry out the works, the town council called on the insurance bond holder Veritas General Insurance to claim on the advance payment. The case was called to hearing but the respondent was not available and the case was adjourned awaiting hearing.

2.4 Kabwe and Moonga Kasonde And Makombe Ben Zulu

The committee received a complaint from Mr. and Mrs. Kasonde against Eng. Makombe Ben Zulu who was contracted to supervise the construction of a residential building in Vorna Valley, Lusaka. The complainants reported that despite making multiple payments, the project had been significantly delayed and not met the requirements as agreed. The case was heard and the committee found Eng. Zulu with a case to answer.

2.5 Global Youth Parliament Botswana And Typaflow Software Systems Ltd, Daniel Kasonde, Gabriel Mukuka

Lesego Montsho, on behalf of the Global Youth Parliament Botswana (GYP), filed a complaint against Typaflo Software Systems Ltd, its CEO Mr. Daniel Kasonde, and Mr. Gabriel Mukuka. GYP had contracted Typaflo on July 24, 2024, to develop an Energy Efficiency Rating System Application but reported that Typaflo failed to deliver any prototypes or progress updates. The case was heard and a ruling was made.

SUMMARY OF CASES BEFORE THE DISCIPLINARY COMMITTEE

Received =	61	Pending ruling =	26	Cases resolved (cumulative)	
Cases brought fwd	Current year	Cases not heard	In progress	Cases on hold	
55	1	13	11	2	37

NOTES ON PENDING CASES:

In progress

*Adjourned or hearing continued.

On hold

*Referrals or High court appeals.

2.6 Courtesy calls

The Disciplinary Committee Chairperson, President and Registrar paid a courtesy call on His Honour, The Chief Justice on 22nd July, 2025. The purpose of the visit was to follow up on the approval of the Disciplinary Committee rules. The Judiciary assured the EIZ that the rules were going to be reviewed and attended to adequately.

2.7 Update on the DC Rules

In 2026, the Committee continued to pursue the judiciary on the DC rules which were yet to be signed off.

3. CHALLENGES

- 3.1 The Disciplinary Committee has noted delays in submission of documentary evidence by parties involved thus affecting and lengthening some cases.
- 3.2 The Committee has noted a lack of awareness by the public and members alike on the procedures and existence of the Disciplinary Committee. Therefore, the Committee will embark on a series of sensitisation on the code of ethics and procedures of the DC.
- 3.3 The Committee has also noted non-cooperation from some respondents
- 3.4 The non approval of the DC rules by the judiciary.

4. NOTABLE OBSERVATIONS

The Committee observed the following trends during the period under review

- 4.1 Increased complaints relating to project supervision failures.
- 4.2 A rise in disputes involving informal contractual arrangements. Cases were parties are applying for compensation on works not sitting within the respective contracts.
- 4.3 Some cases arising from failure to renew practicing licenses. The Committee emphasizes the need for continuous professional development and strict adherence to ethical standards.

5. SUMMARY OF 2025 CASE OUTCOMES

During the period under review, the DC heard and disposed the following

- 5.1 Rocinante's vs Pretops Limited – Pretops was not found guilty of professional misconduct.
- 5.2 NAPSA vs BICON – The matter is currently suspended due to a High Court injunction on the proceedings.
- 5.3 Costain Simaamba vs WBHO – The matters was referred to the High Court as WBHO was did not accept the ruling by the Committee to commence judicial proceedings.
- 5.4 RDA vs China CAMC and Bari Zambia – The respondent's appeal to the High Court was referred back to EIZ. The matter remains active before the DC.

6. Outlook for 2026

The Committee will continue to pursue its mandate as enshrined in the EIZ Act No 17 of 2010 and remains confident that all the matters before it will be resolved. We reaffirm our dedication to fair, transparent, and timely resolution of disciplinary matters.

We thank Council, the Secretariat, and all stakeholders for their support during the year under review.

Mrs. Kasumpa Kabalata

Chairperson – Disciplinary Committee

Audit and risk committee report

1. INTRODUCTION

The Audit & Risk Committee of the Engineering Institution of Zambia (EIZ) is a Committee of Council established to assist Council fulfil its oversight responsibilities relating to financial reporting, risk management, internal control, compliance, and assurance.

The Committee's primary role is to ensure the integrity of financial reporting and the audit process, oversee the effectiveness of internal financial controls and systems for managing non-financial risks, and foster a culture of accountability, ethical conduct, and sound governance across the institution.

The Committee promotes a culture of accountability, transparency and sound governance by ensuring the institution maintains robust internal controls and appropriate systems for managing risks.

ROLE AND RESPONSIBILITIES OF THE COMMITTEE

- Monitor the integrity of the financial statements of the institution;
- Review the institution's internal financial control system;
- Review the Risk Management systems;
- Monitor and review the effectiveness of the institution's internal audit function;
- Make recommendations to Council in relation to the appointment of the External auditor;
- Approve the remuneration and terms of engagement of the External auditor following appointment by the Members in a General meeting;
- Monitor and review the External auditor's independence, objectivity and effectiveness;
- Develop and implement policy on engagement of the External auditor to supply non-audit services.
- Act on other matters referred by Council as necessary

COMMITTEE MEMBER COMPOSITION AND MEETINGS

The following members served on the Committee:

Name	Position
Eng. Alpha Mwale	Chairperson
Eng. Dylan Kasonde	Member
Eng. Likonge Makai	Member
Mr. Chabota Simuusa	Member
Ms. Susan Zimba Banda	Member
Dr. Friday Nyambe	Member
Eng. David Kamungu	Secretary

The Chief Executive Officer, Deputy Registrar/Director of Operations, Director Finance and Administration, Internal Auditor and representatives of the external auditors attend the committee meetings by invitation. Committee agendas provide for confidential meetings between committee members and the internal and external auditors, as well as Management

2. HIGHLIGHTS OF THE COMMITTEE'S RESOLUTIONS DURING 2025

The Committee:

2.1 Maintained continuous oversight over the proper functioning of internal controls and risk management systems. The following improvements were noted:

- Rolling out comprehensive training on written procedures for staff
- Establishment of clear and accessible guidelines for key processes without institutionally approved guidelines

- 2.2 Engaged in meetings with Management to assess their progress in identifying and addressing material risk areas within the Institution. Existential risks are still being monitored. Under observation is the risk related to Loss of Market Position due to new entrants in the EIZ regulatory space.
- 2.3 Reviewed the progress of the Internal Audit department against the pre-approved internal audit plan. The workload demands some expansion to staffing levels, funds permitting.
- 2.4 Assessed the integrity of the year-end 2024 financial statements.
- 2.5 Reviewed and approved the annual audit plan of the Internal Audit department for the financial year 2025.
- 2.6 Held discussions with the Internal Auditor, Management, and the External Auditors regarding significant matters arising from completed internal and external audits

3. INTERNAL AUDIT

3.1 Internal audit remit

The internal audit function operates as an independent assurance function that supports EIZ in enhancing its overall control framework. It contributes to the maintenance of a systematic and disciplined approach for evaluating and improving the design and effectiveness of EIZ's risk management, control, and governance processes. Through its assurance and investigation activities, the primary role of the internal audit function is to safeguard value by protecting EIZ's assets and reputation in alignment with the organization's established goals and objectives.

3.2 Annual internal audit plan

In 2025, the Audit Committee reviewed and approved the annual audit plan submitted by the internal audit function, which outlined the following focus areas for 2026:

(i) Quality Management Systems, (ii) Finance Functions (iii) Operations of the Membership and Inspectorate Unit (iv) IT General Controls (v) Cyber Security Audit (vi) Statutory Compliance (vii) ESG System Implementation monitoring review

4. EXTERNAL AUDITOR

4.1 The External Auditors Remuneration and re-appointment

The Audit and Risk Committee is responsible for considering whether, in order to ensure continuing auditor quality and/or independence, there should be a rotation of the audit firm, including consideration of the advisability and potential impact of conducting a tender process for the appointment of a different independent auditor. The Audit and Risk Committee is also responsible for making a recommendation to the Council for approval at the AGM, to appoint, reappoint or remove the external auditor.

The Audit and Risk Committee during the period under review approved the remuneration for the audit and non-audit services provided by MPH. Furthermore, they recommended to the Council the reappointment of MPH as External Auditors for the financial year.

4.2 External Audit

The Committee monitored the execution of the audit and reviewed the results documented in the management letter.

5. FINANCIAL REPORTING

In 2025, the Audit and Risk Committee received the Annual report from Management and the external auditor, which included the financial report, accounting policies and judgements, and reporting matters. Moreover, they recommended approval to the Council for the audited Annual Financial Statements for the financial year ended 2024.

6. RISK MANAGEMENT AND INTERNAL CONTROL

Risk Management

EIZ operates in a dynamic professional, regulatory environment characterized by evolving regulatory expectations, increased competition in the regulatory space, rapid technological changes, and heightened stakeholder scrutiny.

EIZ recognizes that effective risk management is a critical enabler of strategic execution, institutional sustainability and public confidence. Accordingly, risk management is embedded within governance structures, operational planning and decision-making processes, and is overseen at council level through the Audit and Risk Committee.

6.1 Enterprise Risk Management Framework

EIZ has adopted an Enterprise Risk Management (ERM) approach that provides a structured framework for identifying, assessing, managing and monitoring risks across the Institution. The framework supports the achievement of strategic objectives by ensuring that material risks are proactively identified and addressed.

Risk considerations are integrated into annual planning, budgeting and internal audit planning processes. The framework recognizes the interrelated nature of risks and promotes coordinated risk responses across units.

6.2 Risk Governance and Accountability

Council retains overall responsibility for risk governance, including the determination and approval of the Institutions risk appetite, with delegated oversight responsibilities vested in the Audit and Risk Committee.

Management is responsible for day-to-day identification and management of risks within their respective areas of responsibility, ensuring that risk exposures remain aligned with approved risk appetite.

The Registrar and CEO is accountable for the implementation and maintenance of effective risk management practices across the institution. This includes embedding risk management into strategic planning, operational decision making as well as fostering a culture of risk awareness and accountability.

Through a combined assurance approach, the internal Auditor and Risk Officer report to the Committee on the effectiveness of internal controls and risk mitigation measures.

The governance structure ensures accountability, transparency and effective escalation of material risk matters.

6.3 Risk Culture

The Engineering Institution of Zambia (EIZ) recognizes that a strong and consistent risk culture is fundamental to effective governance, accountability and the sustainable delivery of its statutory mandate.

Risk culture at EIZ is being developed through promoting ethical conduct, clear accountability and an increased understanding of risk responsibilities among Council, Management and Staff. The Internal Auditor and Risk Officer, under the oversight of the Audit and Risk Committee, play a key role in supporting the development of risk culture by facilitating risk awareness, encouraging ownership of risks within operational units, and supporting management in understanding and managing risks within their respective areas of responsibility.

The embedding of risk culture is viewed as an ongoing journey, and Management remains committed to progressively strengthening awareness, accountability and ownership of risk over time.

6.4 Risk Appetite

EIZ's risk appetite defines the level and types of risk the institution is willing to accept in pursuit of its statutory mandate and strategic objectives. The institution maintains a Low tolerance for risks that may compromise regulatory compliance, governance integrity, financial sustainability and public trust. The risk appetite guides decision making and prioritization of resources across the institution.

6.5 Risk Monitoring and Reporting

Risk monitoring at EIZ is undertaken through a combination of Management oversight, internal audit reviews and structured reporting.

The Risk officer coordinates periodic risk reviews and consolidates risk information across the institution into reports submitted to Management and the Audit and Risk Committee. They also periodically review and update the institutions risk register in consultation with management, to ensure key risks, risk ratings, mitigation actions and risk ownership remain current and reflective of the operating environment.

The risk register serves as a central tool for monitoring the institutions risk profile and tracking the implementation of agreed mitigation measures.

6.6 Strategic Risk Overview

The Institution operates in a changing professional and national environment. Council, through the Audit & Risk Committee, maintains oversight of key risk areas that may affect the Institution's sustainability, performance and reputation.

During the year under review, the following strategic risk areas were considered and monitored:

1. Regulatory & Competitive Environment - Developments within the professional and regulatory landscape continue to be

observed to ensure the Institution remains relevant, effective and sustainable in delivering its mandate.

2. Governance & Committee Effectiveness - Council continues to review governance structures and committee mandates to promote clarity, coordination and accountability in decision-making.
3. Information Systems & Data Protection - Maintaining reliable systems and protecting institutional data remain important priorities to support uninterrupted operations and stakeholder confidence.
4. Membership Sustainability - Growing and retaining membership remains central to the Institution's long-term strength and influence within the sector.
5. Brand & Resource Mobilisation - Efforts to strengthen the Institution's profile and secure adequate resources continue in support of strategic objectives and programme delivery.
6. Technology & Innovation - The increasing use of digital and AI-enabled tools presents opportunities that require appropriate oversight and responsible use.
7. ICT Capacity - Ensuring the Institution has the necessary technical skills and capacity to support its systems and digital initiatives remains an area of focus.
8. External Operating Environment - The Institution remains mindful of broader national developments that may influence stakeholder perceptions and institutional activities.
9. Compliance & Governance Processes - Institutional activities, including internal processes, are conducted in accordance with established guidelines and governance frameworks.

Council is satisfied that these areas are actively monitored and managed through the Institution's governance structures.

6.7 Emerging Risks

In addition to the principal risks outlined above, the institution continues to monitor emerging risks that may impact future operations.

Under the oversight of the Audit and Risk Committee, Management continues to strengthen risk management practices, enhance risk awareness, and improve the implementation of mitigation measures to ensure the Institution remains resilient and well positioned to deliver on its mandate.

6.8 Statement of Internal Controls

The Committee reviews and monitors the effectiveness of the Institution's internal control systems. In this regard, the Committee has reviewed reports on the effectiveness of the systems of internal controls conducted by the Internal Audit function, considered information provided by Management, and held discussions with the external auditor on the results of their audit.

Eng. Alpha Mwale

Chairperson – Audit And Risk Committee Ess Report

Engineering registration board report

1. INTRODUCTION

The Engineering Registration Board was established under the Part IV, Section 12 of the EIZ Act No. 17 of 2010 to perform all the registration functions of the Institution.

Composition of the Engineering Registration Board for the years 2023 – 2026 is as outlined below;

#	Name	College	Position
1	Eng. Dr. Michael K. Nsefou	NC5	Chairperson
2	Eng. Prof. John Siamé	NC6	Vice Chairperson
3	Eng. Yoram Sinyangwe	NC2	Member
4	Eng. Oliver Makungu	NC1	Member
5	Eng. Michael L. Muselepete	NC4	Member
6	Eng. Waddy N. Sakeni	NC3	Member
7	Teg. Peter Nishdano	NC7	Member
8	Tec. Kwimbi Namwila	NC8	Member
9	Cra. Pride Lombe	NC9	Member
10	Eng. David Kamungu		Secretary

2. TECHNICAL COMMITTEE

The Technical Committee of the Engineering Registration Board is established through provisions of the EIZ Act No. 17 of 2010 Section 12 (3), whose role is to provide oversight on registration matters on behalf of the Board; with the following specific duties:

1. Provide guidelines and procedures to Secretariat on Registration activities.
2. Review the work of Secretariat to ensure registration guidelines and procedures are being followed.
3. Receive from Secretariat difficult cases or proposals to improve registration procedures.
4. Present to the Board new registration for ratification.

The Composition of the Sub-Technical Committees (2023 – 2026) is as follows;

Northern Region

#	Name	Position
1	Eng. Prof. John Siame	Chairperson
2	Eng. Dr. Mweene Himwiinga	Member
3	Eng. Kingsley Simukonda	Member
4	Teg. Okeli Mainza	Member
5	Tec. Kwimbi Namwila	Member - TEVETA
6	Mr. Raphael Chileshe	Member - Immigration
7	Mr. Mark Kambole	Member

Southern Region

#	Name	Position
1	Eng. Waddy N. Sakeni	Chairperson

#	Name	Position
2	Eng. Happy Musumali	Member
3	Teg. Princess Sampa	Member
4	Teg. Peter Nishindano	Member
5	Teg. Ocean Matimba	Member
6	Cra. Pride Lombe	Member
7	Mr. Muke Chipaya	Member

3. BOARD ACHIEVEMENTS

- 3.1 The Board has registered a total of 32,860 registered professionals and 12,658 organizations and units cumulatively as of December 2025.
- 3.2 The Engineering Registration Board worked on enhancing the professional lives of registered members by engaging with resource personal to provide Continuous professional development courses.
- 3.3 The board participated in International and local benchmarking exercises with institutions such as Engineers Registration Board (ERB) Botswana to enhance their inspections.
- 3.4 Further, as a result of the benchmarking, the Institution collaborated with regional regulatory bodies such as the Engineers Registration Board (ERB) Botswana in order to establish guidelines for the assessment of candidates for practice. These guidelines were approved and are being implemented.
- 3.5 The Institution participated in joint inspections with Zambia Institute of Architects, Lusaka City Council and Zambia Police in order to conduct comprehensive inspections.
- 3.6 The institution has held several stakeholder engagement sessions with ZAQA and has continued to ensure compliance to the ZAQA SI and adherence to the customer service charter.
- 3.7 The Institution has developed and implemented Standard Operating Procedures for Part time inspectors to improve the EIZ compliance rate. The board has appointed 10 part time inspectors in all the 10 provinces of Zambia.

4. REGISTRATION STATISTICS & CURRENT COMPLIANCE RATE

- 4.1 In 2025, the Board registered a total of 2911 new professionals and 1957 new organizations and units. Representing a 24.2% and 3% decrease and increase respectively from 2024. Registered Professionals for 2025

Registered Engineers	Registered Technologist	Registered Technicians	Registered Craftsperson's	Total number
881	585	297	1151	2911

The decrease in individual registrations can be attributed to the implementation of the ZAQA Act No 8 of 2024 that requires all EngRB applicants to attach ZAQA certifications with their academic qualifications. This has hindered the growth of successful EngRB applicants as there are processing delays with the ZAQA system.

The Engineering Registration Board



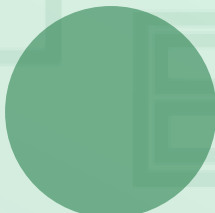
Eng. Dr. Michael Kalumbu Nsefu
Chairperson



Eng. Prof. John Siame
Vice Chairperson



Eng. Oliver Makungu
Member



Eng. Yoram Sinyangwe
Member



Eng. Waddy N. Sakeni
Member



Eng. Michael L. Muselepete
Member



Teg. Peter Nshindano
Member



Tec. Kwimbi Namwila
Member



Cra. Pride Lombe
Member



Eng. David Kamungu
Secretary

However, the institution has seen an increase in the registration of organisations and firms in 2025. The increase in mining activity across the country has led to an increase in mining organisations and contractors that work in the mining space. The institution has also seen an increase in organisations and firms in the renewable energy space.

4.2 The current compliance rate for engineering professionals is 77% for engineering professionals and 79% for engineering organizations as of 31st December 2025.

The record high compliance rates are as a result of combined inspections, introduction of part time inspections and enhanced compliance practices due to regional benchmarking exercises.

4.3 Inspection and Compliance report:

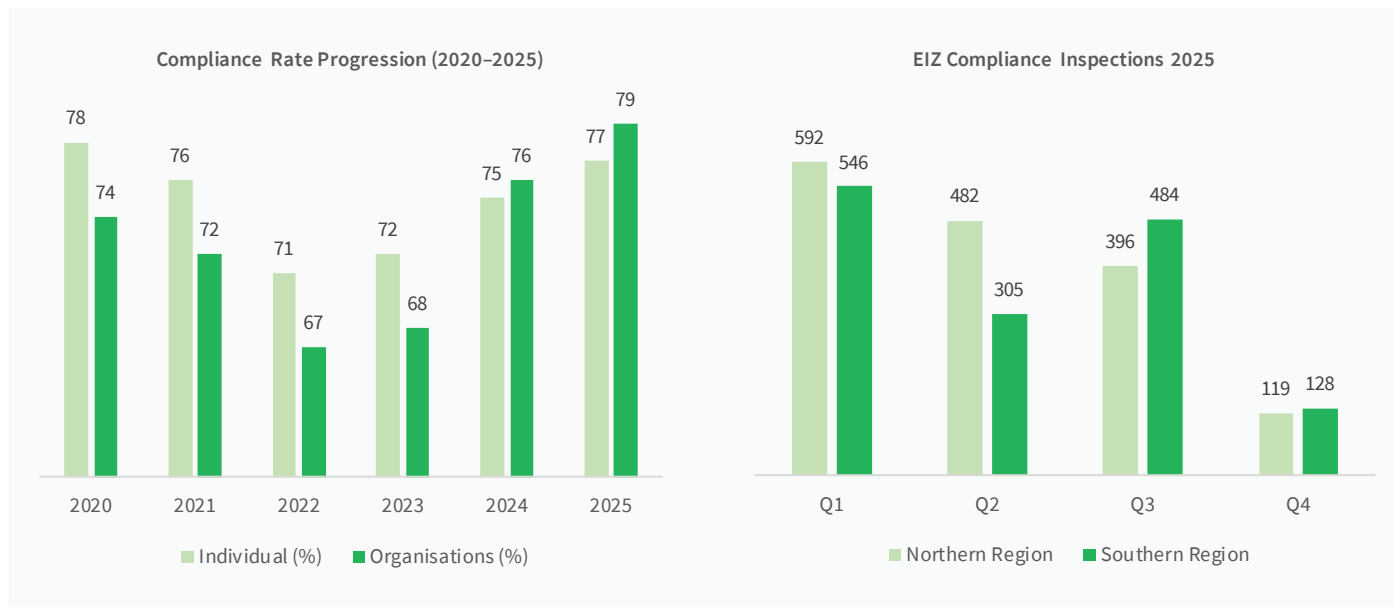
In the year 2025, the Institution carried out a total of 3052 inspections nationwide on behalf of the Engineering Registration board. Table 2 shows the total number of inspections per region per quarter for 2025.

Note: Detailed inspections reports are attached as appendices I.

5. BOARD FOCUS FOR THE YEAR 2026

- 5.1 The Board would like to participate in more International and regional benchmarking activities in order to improve inspections and compliance.
- 5.2 Institution plans to participate in more joint inspections with Zambia Institute of Architects, Lusaka City Council and Zambia Police in order to perform more wholistic inspections.
- 5.3 To fully implement assessment interviews with practice applicants from January 2026.
- 5.4 Fully implement part time inspectors in order to reach more firms and professionals and improve compliance.
- 5.5 To engage government to ensure that registered organisations with unpaid government debt and contractual obligations are cleared.

 Eng. Dr. Michael K. Nsefu
 Chairperson Engineering Registration Board of Zambia



**HEAD OFFICE**

Engineering House, Stand No.
2374
Kelvin Siwale Road,
Showgrounds
P.O. Box 51084
Lusaka
Tel: +260 211 256205, +260 211
255161
Email: eiz@eiz.org.zm
Website: www.eiz.org.zm.

SOUTHERN REGION

Engineering House, Stand No.
2374
Kelvin Siwale Road,
Showgrounds
P.O. Box 51084
Lusaka
Telefax: + 260 211 256214

NORTHERN REGION

Engineering House
8 Kantanta Street, Nkana East
P.O. Box 23385,
Kitwe
Tel: +260 212 230111, +260 212
222608