

REPUBLIC OF KENYA



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(Deputy Majority Whip)

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THE-TABLE:

Inzofu Mwale, HSC

OF

THE AUDITOR-GENERAL

ON

PRESIDENT'S AWARD-KENYA

FOR THE YEAR ENDED

30 JUNE, 2025





THE PRESIDENT'S AWARD – KENYA

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED

30TH JUNE, 2025

**Prepared in accordance with the Accrual Basis of Accounting Method under
the International Public Sector Accounting Standards (IPSAS)**

**The President's Award-Kenya
Annual Report and Financial Statements
for the year ended June 30, 2025.**

**The President's Award-Kenya
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1: Acronyms and Definition of Key Terms

A: Acronyms

CBE: Competency-Based Education

CEO: Chief Executive Officer

CBK: Central Bank of Kenya

IPSAS: International Public Sector Accounting Standards

KESSHA: Kenya Secondary School Heads Association

OAG: Office of the Auditor General

PA-K: The President's Award-Kenya

PFM: Public Finance Management

PPE: Property Plant and Equipment

PSASB: Public Sector Accounting Standards Board

SAGA: Semi-Autonomous Government Agency

B: Definition of Key Terms

Award Centre: An institution, whether formal or informal, licensed by PA-K to run the Award Programme

Award Leader: An individual trained and recognized by PA-K to guide Award participants

Award Participant: A young person registered and taking part in the Award Programme

Comparative year: Prior period

Fiduciary Management: Members of Management directly entrusted with the responsibility of financial resources of the organization

Online Record Book: An online platform used by Award Participants to record their activities on regular basis

Volunteer: An individual, mostly an Award Holder, who is trained and engaged by PA-K in Award Programme related activities for no remuneration

2. Key Entity Information and Management

(a) Background information

The President's Award – Kenya (PA-K) was introduced in Kenya in 1966 by the late Mzee Jomo Kenyatta, who served as the Patron as a youth development organization that provides a framework for non-formal education and learning for young people between the ages of 14 to 24 years to empower young people through structured challenges in physical fitness, community service, life skills, and personal development. It promotes self-discipline, leadership, and citizenship. The program operates on a voluntary basis and encourages participants to set personal goals, achieve milestones, and contribute positively to their communities. It is part of the global network of the Duke of Edinburgh's International Award, which fosters youth empowerment and personal growth.

Over the years, the programme has played a critical role in shaping generations of young leaders, innovators, and change-makers who are actively contributing to Kenya's social and economic development.

PA-K is domiciled in Kenya, with its headquarters located at **15 Elgon Road, Upper Hill, Nairobi.**

(b) Principal Activities

PA-K is established by an Act of Parliament, The President's Award Act No. 30 of 16th August 2017, which mandate PA-K to:

- (i) Regulate the conferring of the awards to young people who voluntarily undertake to fulfil self-development.
- (ii) Establish mechanisms and procedures for the undertaking of Award programme
- (iii) Present to young a balanced, non-competitive programme of voluntary activities which encourage personal discovery and growth, perseverance, responsibility to themselves and service to their community.

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Vision

Reach young people in Kenya and equip them with life skills to succeed in life.

Mission

Provide and support a framework for non-formal education and learning that enables young people to undertake voluntary activities to allow young people to discover their passion, purpose and place in the world; lead healthy lifestyles; and make a positive contribution to the society.

PA-K's strategic objectives are:

- i) To facilitate the delivery of a quality youth programme inculcating core national values
- ii) To facilitate young people to contribute to national development priorities
- iii) To develop, operationalize and sustain a digital platform
- iv) To undertake research and development (R & D) on youth development trends
- v) To establish a sustainable resource base
- vi) To enhance the profile and visibility of PA-K
- vii) To strengthen PA-K's Corporate Governance

(c) Key Management

The President's Award-Kenya day-to-day management is under the following key organs

No.	Designation	Name
1.	Chief Executive Officer (Term started on November 2024)	Margaret Kiogora (CHRP-K)
2.	Deputy Director, Programmes and Projects Co-ordination	Maria Birgen

(d) Fiduciary Management

The key management personnel who held office during the period ended 30th June 2025 and who had direct fiduciary responsibility were:

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No.	Designation	Name
1.	Chief Executive Officer	Margaret Kiogora (CHRP-K)
2.	Deputy Director, Programmes and Projects Co-ordination	Maria Birgen
3.	Head of Finance and Accounts	Grace Musyoka
4.	Head of Human Resources and Administration	Wendy Langat
5.	Head of Corporate Communications	Neddy Mbori
6.	Head of Supply Chain Management	Alex Kamba
7.	Head of ICT	Emmanuel Ouko

(e) Fiduciary Oversight Arrangements

The Board of The President's Award-Kenya has constituted Finance, Audit and Technical committees in place that carry out oversight activities towards good corporate governance and as required by the Mwongozo Code of Governance for State Corporations.

Audit, Risk and Compliance Committee

The functions of the Audit, Risk and Compliance Committee include:

- i) To review the Board's internal financial controls and risk management systems and advise on risk areas.
- ii) To monitor and review the effectiveness of the Board's internal audit function and make recommendations to the Board.
- iii) To review and monitor the internal auditors' independence and objectivity and the effectiveness of the audit process, taking into consideration relevant professional and regulatory requirements.
- iv) To advise the Board on matters related to audit and Governance.
- v) To handle audit issues.
- vi) To ensure compliance with the legal and statutory requirements.

Finance and General -Purpose Committee

The functions of the Finance and General -Purpose Committee include:



a) Organizational Structure and Staffing Levels

- i) Ensure the PA-K has in place Human Resources Strategic Objectives
- ii) Ensure the implementation of the Human Resources Strategic Objectives
- iii) Review and propose an optimal organizational structure
- iv) Review staffing requirement and recommend optimal staffing levels

b) Recruitment and Retention Policies

- i) Ensure the PA-K has in place a recruitment and retention policy
- ii) Ensure there is in place staff terms and conditions of service
- iii) Undertake reviews of Terms and Conditions of Service for Staff and make recommendations to the Board for consideration and action
- iv) Receive assurance from Management that the staff recruited are of the appropriate skills and that the PA-K supports appropriate policies and schemes for their attraction motivation and retention
- v) Review and make recommendations on staff remuneration
- vi) Review and ensure that the PA-K has an effective succession plan
- vii) Shortlist and interview candidates for advertised senior management positions
- viii) Provide policy guidelines on staff welfare, training, industrial relations and work environment

c) Training and Development of Staff and Board members

- i) Ensure that the PA-K has in place a skills development policy for staff
- ii) Review the staff training and development program to ensure it is in line with the PA-K's Human Resources Strategic Objectives
- iii) Work with Management to establish continuing programs for Board members which are appropriate and relevant to enable the Board members to maintain and enhance their skills and abilities and ensure their knowledge and understanding of the PA-K's business remains current.

d) Staff Discipline

- i) Ensure that there is in place a staff Disciplinary policy
- ii) Review and deal with disciplinary matters for senior staff

- iii) Receive and consider disciplinary appeal cases from members of staff and make appropriate decisions

e) Finance and Procurement Functions

- i) Reviewing and making recommendations to the Board on the financial strategy of the PA-K ensuring its adequacy and soundness in providing for current operations and long-term stability
- ii) Reviewing, discussing and making recommendations to the Board on significant financial planning, management and reporting issues
- iii) Review budgeting process, systems and cycle to support the PA-K's Strategy and activities in line with public sector requirements
- iv) Advising the Board on sources of finance to ensure that there are sufficient financial resources to carry out the PA-K's activities and fulfill its objectives
- v) Advising the Board on income generation and seek appropriate advice from external sources
 - a) Ensuring all expenditures of the PA-K are within the approved budgets
 - b) Reviewing and making recommendations to the Board on financial issues arising from the annual financial statements of the PA-K
 - c) Reviewing procurement and disposal plans and consolidated annual procurement plan and submitting them to the Board for approval
 - d) Monitoring the management's strategy towards ensuring efficiency and integrity of the PA-K's procurement systems

Technical Committee

The functions of the Technical Committee include:

a) Supervision Function

- i) Providing policy guidance on technical aspects of the PA-K's functions
- ii) Reviewing and advising the Board on technology budgets as well as major investments in new operational models and information technology platforms, investments, partnerships and alliances
- iii) Making recommendations to the Board with respect to thematic projects and investments that require Board approval

- iv) Periodically reporting to and consulting with the Audit, Risk and Compliance and Human Resource, Finance and General -Purpose Committees of the Board regarding ICT systems and processes that relate to or affect the PA-K's internal control systems.

b) Research Function

- i) Reviewing and monitoring operational strategy based on current social, economic, legal and political factors
- ii) Preparing relevant memoranda for submission to the government to influence policy and budgetary pronouncements
- iii) Reviewing issues affecting the acceptance of the PA-K's policy prescriptions by government and other stakeholders
- iv) Reviewing and making recommendations on significant emerging issues, policy briefs and regulatory improvements
- v) Making delegation of PA-K and responsibilities of the Committee to the management as the Committee deems appropriate and periodically review such delegations.

Parliamentary Committee Activities

The Board reports on financial matters to the Parliamentary Investments Committee (PIC) by virtue of being a State Corporation. Most parliamentary committees investigate specific matters of policy or government administration or performance. Other parliamentary committees are responsible for matters related to the internal administration of the parliament.

Committees are able to do things which it would not be possible to undertake in the large, formal environment of the parliament, such as finding out the facts of a case or issue, gathering evidence from expert groups or individuals, sifting evidence and drawing up reasoned conclusions. This kind of work is more effectively carried out by small group members. An advantage of committees is that several of them can operate at one time enabling many more investigations to be conducted. Each committee has its own defined area of operation so that it is able to specialize and build up a body of expertise among its members.

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(f) Entity Headquarters

P.O. Box 62185, 00200
PA-K Building
15 Elgon Road, Upper hill
Nairobi, Kenya

(g) Entity Contacts

Telephone: +254722714122 and +254787419325
E-mail: info@presidentsaward.go.ke
Website : www.presidentsaward.go.ke

(h) Entity Bankers

1. Central Bank of Kenya

Haile Selassie Avenue
P.O. BOX 6000
City Square 00200
Nairobi, Kenya

2. Kenya Commercial Bank

Kipande House Branch
P.O BOX 30012
Nairobi, Kenya

(i) Independent Auditors

Auditor General
Office of the Auditor General
Anniversary Towers, University Way
P.O. Box 30084
GPO 00100
Nairobi, Kenya



(h) Principal Legal Adviser

The Attorney General
State Law Office and Department of Justice
Harambee Avenue
P.O. Box 40112
City Square 00200
Nairobi, Kenya


3. The Board Of Directors

Ref	Directors	Details
1.	 <p data-bbox="338 741 842 882">Dr. Fr Wakimani Wamugunda D. Non-Executive Board Chair Person</p>	<p data-bbox="874 510 1449 703">Dr. Fr Wakimani Wamugunda D was re-appointed as the President’s Award – Kenya on 18th March, 2022. His term ended on 17th March 2025.</p>
2.	 <p data-bbox="338 1541 842 1682">Ms. Susan Nkirote Omanga, MBS Non- Executive Independent Board Member</p>	<p data-bbox="874 913 1449 1480">Ms. Omanga was re-appointed as a member of the President’s Award – Kenya Board on 10th May, 2022. She founded Exclamation Marketing Ltd in 1998, a fully-fledged marketing communications agency which serves local and international clients. Previously Susan was Head of Marketing, Standard Chartered Bank in East Africa and Marketing Manager, Barclays Bank of Kenya</p> <p data-bbox="874 1559 1449 1861">She holds a Bachelor of Science in Business Management and Marketing with a minor in advertising from Rocky Mountain College, Billings, Montana, USA. Ms. Susan was the Chairperson of the Audit, Risk and</p>

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		Compliance Committee. Her term ended on 09 th May 2025
3.	 <p>Ms. Sylvia Wairimu Mulinge, MBS Non-Executive Independent Board Member</p>	<p>Ms. Mulinge was re-appointed as a member of the President's Award – Kenya Board on 10th May, 2022. She is currently serving as a CEO at MTN Uganda. She has developed a track record in the strategic thinking, new business development, commercial execution and people development in the Fast-Moving Consumer Goods and Telecommunications sector.</p> <p>She holds a BSc – Food Science and Technology degree from the University of Nairobi. She was a member of the Audit, Risk and Compliance Committee. Ms. Sylvia's term ended on 09th May 2025.</p>
4.	 <p>Mr. Sachin Chandaria, MBS Non-Executive Independent Board Member</p>	<p>Mr. Chandaria was re-appointed as a member of the President's Award – Kenya Board on 10th May, 2022. He is a well-rounded and influential businessman having been involved in running the family business traversing different countries like North America, Europe, Africa and the Middle East where he has gained both local and global wealth of experience.</p>

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		<p>He is a graduate with Honors in Chemistry and Management from Imperial College in London. He was the Chairperson of the Finance and General-Purpose committee and a member of the Technical Committee. Mr. Sachen's term ended on 09th May 2025</p>
5.	 <p>Mr. Edwin Otieno Joseph, MBS Non-Executive Independent Board Member</p>	<p>Mr. Otieno was re-appointed as a member of the President's Award – Kenya Board on 10th May, 2022. He was the Chairperson of the Technical Committee and a member of the Finance and General-Purpose committee. Mr. Edwin's term ended on 09th May 2025.</p>
6.	 <p>Ms. Anne Chelangat Alternate to the Cabinet Secretary, National Treasury</p>	<p>Ms. Chelangat was appointed as a member of the President's Award – Kenya Board on 12th September, 2022. She is a Senior Deputy Secretary/Administration at the National Treasury. She has previously held different positions in various Ministries.</p> <p>She holds a Masters of Business Administration (MBA) – General Management and Information</p>

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		<p>Systems. Bachelor of Arts – Political Science and Sociology, Strategic Leadership, Senior Management and Advanced Public Administration Courses. She is a member of the Finance and General-Purpose committee and Technical Committee.</p>
7.	 <p>Ms. Olivia A. Ouko Alternate to the Cabinet Secretary, State Department for Youth Affairs and Creative Economy</p>	<p>Ms. Olivia was appointed as a member of the President’s Award – Kenya Board on 12th September, 2022. She is currently the Regional Coordinator, Youth Affairs, Western Region. She has previously held different positions at the ministry and as CEO at National Youth Talent Academy (NYTA). In 2015, she was awarded the Excellence & Woman of the Future Award from the Ministry of Gender Equality and Family, Seoul, South Korea.</p> <p>She holds a Masters of MSc. Recreation & Sports Management, MSc. Sports Science, Bachelor of Education, Strategic Leadership and Senior Management Courses. She was a member of the Audit, Risk and Compliance Committee. Ms. Ouko’s term ended on 25th November 2024</p>

<p>8.</p>	 <p>Mr. Jared King'oina Alternate to the Cabinet Secretary, State Department for Youth Affairs and Creative Economy</p>	<p>Mr King'oina was appointed as a member of the President's Award – Kenya Board on 25th November 2025. He is currently the Deputy Director Youth Development Officer/Deputy National Project Manager-Nyota Project at the State Department for Youth Affairs.</p> <p>He holds a Masters' Degree in Business Administration (Strategic Management), Bachelors in Education, Strategic Leadership, Senior Management, Project Management and Corporate Governance.</p> <p>He is a member of the Audit, Risk and Compliance Committee.</p>
<p>9.</p>	 <p>Ms. Margaret Kiogora, CHRP(K) MIHRM Chief Executive Officer</p>	<p>Margaret currently serves as the Chief Executive Officer at the President's Award Kenya and sits as a Secretary to the Board of Trustees.</p> <p>Ms. Kiogora holds a Master's degree in Business Administration and a Bachelor of Arts degree in International Relations. She is also a Certified Human Resource Professional in Kenya in good standing. In addition, she is a holder of a</p>

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		<p>Certificate in Monitoring & Evaluation.</p> <p>Ms. Margaret is an experienced Human Resource professional with a history of working for the government of Kenya at a strategy level in matters on Youth leadership and governance. She also prides herself with vast experience in Banking and hospitality</p>
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4. Key Management Team

Ref	Management	Details
1.	 <p>Margaret Kiogora, CHRP(K) MIHRM Chief Executive Officer</p>	<p>Ms. Kiogora is the current Chief Executive Officer of the President’s Award-Kenya.</p> <p>She holds a Master in Business Administration, Bachelor of Arts in International Relations, Certificate in Monitoring and Evaluation and Strategic Leadership Development Programme (SLDP)</p> <p>She is also a Certified Human Resource Professional – Kenya (CHRP-K).</p>
2.	 <p>Maria Birgen, MKAPM Deputy Director, Programmes & Projects Coordination</p>	<p>Ms. Birgen is the Deputy Director, Programmes & Projects Coordination.</p> <p>She holds a Master of Science in Project Management, Master of Arts in Media and Communication, Bachelor of Arts International Relations, Strategic Leadership Development Programme (SLDP), Senior Management Course (SMC)</p> <p>She is also a Certified Project Management Professional (MKAPM)</p>


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<p>3.</p>	 <p>CPA Grace Musyoka Principal Accountant</p>	<p>CPA Musyoka is the Principal Accountant.</p> <p>She holds a Master of Business Administration, Bachelor of Business Administration (Finance and Accounting), Strategic Leadership Development Programme (SLDP) and Senior Management Course (SMC)</p> <p>She is a Certified Public Accountant of Kenya (CPA-K)</p>
<p>4.</p>	 <p>Wendy Langat CHRP-K, MIHRM Senior Human Resource Management Officer</p>	<p>Ms. Langat is the Senior Human Resource Management Officer.</p> <p>She holds a Master in Business Administration – HRM, Bachelor of Science in Hotel and Restaurant Management, Higher Diploma in Human Resource Management, Strategic Leadership Development Programme (SLDP) and Senior Management Course (SMC)</p> <p>She is a Certified Human Resource Professional (CHRP-K)</p>

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<p>5.</p>	 <p>Neddy Mbori, MPRSK Senior Public Communications Officer</p>	<p>Ms. Mbori is the Senior Public Communications Officer.</p> <p>She holds a Bachelor in Business Management, Diploma in Journalism, Strategic Leadership Development Programme (SLDP) and Senior Management Course (SMC)</p> <p>She is a Certified member of Public Relations Society of Kenya</p>
<p>6.</p>	 <p>Alex Kamba, MKISM Supply Chain Management Officer</p>	<p>Mr. Kamba is the Supply Chain Management Officer.</p> <p>He holds a Bachelor of Business Administration- Entrepreneurship, Diploma in Purchasing and Supplies Management CIPS Level 4, Strategic Leadership Development Programme (SLDP) and Senior Management Course (SMC)</p> <p>He is a Certified member of member of the Chartered Institute of Purchasing and Supply (CIPS, UK) and the Kenya Institute of Supplies Management (KISM)</p>

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7.	 <p>Emmanuel Ouko ICT Officer</p>	<p>Mr. Ouko is the ICT Officer.</p> <p>He holds a Bachelor of Science in Information Technology, Strategic Leadership Development Programme (SLDP) and Senior Management Course (SMC)</p> <p>He is a Cisco Certified Network Associate (CCNA), IBM Security Intelligence Analyst, Cybersecurity by Cisco, DevNet Associate 1.0 CyberOps Associate 1.0</p>
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5. Chairman's Statement

On behalf of the Board of Trustees, it is my pleasure to present to you the Annual Report and Financial Statements for the Financial Year 2024/2025. The year under review was a period of significant achievements and reflection, as we continue to advance the President's Award-Kenya's (PA-K's) mission of developing young people through community service, leadership training, and personal development. PA-K's efforts align seamlessly with national and global development goals, including the Bottom-Up Economic Transformation Agenda, Kenya's Vision 2030, and Africa's Agenda 2063.

Key Achievements

Through Government support, President's Award-Kenya registered 10,876 participants and 474 new operational Award Centres in the FY 2024/25. To enhance the reach and expansion of the Programme, 585 Heads of Institutions were sensitized, 365 Award Leaders and 200 volunteers were trained.

PA-K has a network of over 5,000 active volunteers that ensures cost-effective delivery, mentorship, and community outreach, further reducing the fiscal burden on the state.

Strategic Review:

In the year, PA-K's strategic initiatives, included expanding the reach to the traditionally marginalized counties of Mandera, Wajir, and Isiolo and reaching out to young people in the informal settlements where the first ever cohort of 30 participants were enrolled. PA-K has also established partnerships that have contributed to enhanced visibility of the Programme.

Operational Achievements:

PA-K received formal Order of Precedence recognition from the Head of Public Service, reaffirming its strategic relevance and positioning the Award as a priority programme within the national youth development and public service ecosystem. Over 2,000 young people who completed their Gold level Awards were awarded and recognized by the Patron of the organization, H.E. President William Samoei Ruto,

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marking a significant milestone in youth development and community service in the country.

The programme has impacted over 500,000 Kenyan youth since 1966. It remains the only nationally licensed institution by the Duke of Edinburgh's International Award delivering the programme in Kenya.

Kenya currently ranks 2nd globally and 1st in Africa in Award delivery. Kenya successfully hosted the International Award Africa Region Conference, convening representatives from over 15 African countries. The conference catalysed collaborative innovation, strengthened regional coordination, and significantly enhanced uptake of the Award across the continent.

Through the Award Programme, Kenya currently holds a prestigious international seat with the Duke of Edinburgh's International Award through Vivian Kinya's appointment as International Youth Representative. This role amplifies Kenya's voice in global policy-making around non-formal education, youth empowerment, and inclusive global citizenship.

Corporate Governance and Sustainability

PA-K remains committed to its vision focused on further strengthening its market position in the coming year in regard to the new education system, Competency-Based Education (CBE), that promotes non-formal education and learning.

In line with its commitment to continuous improvement, the organization undertook a comprehensive review of our Strategic Plan. This process involved engaging key stakeholders, analysing emerging trends, and setting new priorities to enhance our effectiveness. The revised strategic plan positions the Organization to better address the evolving needs of youth and to leverage new opportunities for growth and impact.

Business process re-engineering was applied to two client-facing processes; the Award centres registration and participant recruitment to improve efficiency. These

processes were mapped, analysed, and redesigned to ensure a more responsive approach to customer needs.

Further, PA-K has integrated productivity mainstreaming initiatives into the Organization's core operations, streamlining processes and adopting innovative approaches to maximize resource utilization. These efforts have resulted in improved efficiency, reduced operational costs, and increased programme delivery capacity, ensuring that we deliver greater value to our beneficiaries and partners. Our stakeholder engagement efforts have been more robust than ever. We strengthened partnerships with government agencies, corporate sponsors, and community organizations, fostering collaborations that amplify our reach and impact. Regular stakeholder consultations and feedback mechanisms have helped us align our programs with community needs and expectations, reinforcing our commitment to transparency and accountability.

Looking Ahead

Looking ahead, PA-K is committed to building on the momentum achieved this year. The Organization's strategic focus will be on expanding its outreach to underserved communities and strengthening stakeholder partnerships to maximize our impact. We plan to leverage innovative technologies and methodologies to enhance programme delivery and engagement, ensuring that our young people are equipped with the skills and values necessary to lead in a rapidly changing world.

Further, we will prioritize our efforts to align with emerging trends and community needs. This will involve adopting best practices, and fostering a culture of continuous improvement across all levels of the organization.

In addition, productivity mainstreaming will remain a key pillar of our operations. We aim to streamline processes, optimize resource utilization, and embed efficiency into our daily activities to ensure the sustainability and scalability of our programs.

Further, as a government agency, we shall adhere to regulations set by the government to ensure value for money and efficiency as we deliver the programme.

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Finally, stakeholder engagement will be intensified through regular consultations, feedback mechanisms, and collaborative initiatives. We believe that strong partnerships are vital to achieving our mission and creating a lasting impact.

Acknowledgments and Appreciation

A key highlight of the year was hosting the Africa Regional Conference under the theme "Taking a New Bearing". This conference marked a pivotal moment in continental collaboration, where Award Operators from across Africa explored new pathways to equip young people with skills and opportunities for future success.

We also hosted the Compass Project, which is an initiative launched to help young people from underserved institutions access the Award programme via a digital platform. It supports both the youth and institutions involved in delivering the Award by equipping them with ICT equipment to facilitate the programme digitally. On behalf of PA-K, I would like to take this opportunity to express sincere gratitude for the support we have received from the government and the opportunity to continue to serve in youth development programmes.

I also wish to express appreciation to our Board for their invaluable insights and guidance. To the staff, our deepest gratitude for your hard work and dedication over the past year in driving PA-K's success. As for our shareholders, partners, suppliers, and customers, we thank you for your continued trust and support in our journey.

Together with the continued support of our partners, supporters, and dedicated team, we are confident that the President's Award-Kenya will continue to inspire and develop responsible leaders who will contribute positively to Kenya's future.



Mr. Paul Mbatha

Chairman, Board of Directors

6. Report of the Chief Executive Officer

I am delighted to introduce PA-K's Annual Report and Financial Statements FY 2024/25, my first as Chief Executive Officer. Since starting in this role, it has become increasingly clear to me that while dealing with young people remains an exciting sector, it is entering a period of significant change, bringing both challenges and opportunities. In addition, despite improved delivery in recent years, it is also clear that there are several areas of the organization that need to be strengthened.

The 24/25 FY has seen PA-K advance its mission in youth development, leadership, and national environmental stewardship. Despite a dynamic operating environment, PA-K expanded programme reach and impact, enhanced stakeholder collaborations, and made significant strides in governance, sustainability, and financial accountability.

The Award directly contributes to several Bottom-up Economic Transformation Agenda (BETA); primarily Quality Education by complementing formal education with non-formal learning opportunities, broadening the channels through which young people can develop critical skills necessary for BETA-driven sectors.

Through skills and leadership development, the Award programme enables young people to become proactive contributors to the Micro, Small and Medium Enterprises (MSME) ecosystem, innovation in the creative sector, and broader productive engagement by building skills like resilience, teamwork, leadership, and adaptability; competencies directly supporting BETA's focus on job creation and entrepreneurship.

The President's Award programme fosters a culture of community service, public-spiritedness, and social responsibility. Young participants often volunteer in hospitals, support vulnerable groups, conduct environmental clean-ups, and carry out local projects, which strengthens the social protection and healthcare pillars of BETA. The Award has a direct, positive financial and non-financial impact on the people and communities it touches.

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Over the past year, the organization has made significant strides in advancing its mission to nurture responsible and impactful young leaders across Kenya.

Award Reach

Over 10,876 young people were registered in the Award Programme this year, with participation from over 1,200 schools, universities, correctional centres, and community groups nationwide. 474 New Award Centres signed up for the Programme.

Leadership & Skills Training

One of our key accomplishments has been the successful expansion of our training programmes. The organization conducted over 100 leadership development workshops and community service projects, empowering over 10,000 participants with vital skills, and also inspired a culture of service and leadership within their communities.

In addition, PA-K undertook a comprehensive review of our strategic plan, which has enabled us to align our activities more closely with emerging community needs and global best practices. This review has resulted in the adoption of innovative approaches, including the integration of digital platforms to enhance programme accessibility and engagement. Our efforts in productivity mainstreaming have also yielded positive results. By streamlining our operations and optimizing resource allocation, we have increased our efficiency by 60%, allowing us to deliver more impactful programmes with greater sustainability.

The Africa Regional Conference that brought together key stakeholders from across the African continent placed PA-K at the forefront of regional thought leadership and presented a chance to share our experience in aligning national policy with youth development through the Award framework. This esteemed delegation, comprised of government representatives, Country Directors, Board Chairs, and key stakeholders engaged in youth development from Cameroon, Côte d'Ivoire, The Gambia, Ghana, Guinea, Lesotho, Madagascar, Mauritius, Nigeria, Seychelles, Togo, Uganda, Zambia and Kenya which further strengthened our international

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partnerships through valuable knowledge exchange and discussions on global best practices in youth empowerment.

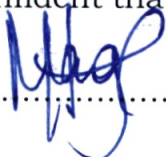
The Compass Project continues to improve access to digital infrastructure within our Award Centres. In the year, 30 schools and 300 participants benefited from the project, where each institution received laptops and desktops, and full coverage of Adventurous Journey (AJ) costs. This intervention has unlocked opportunities for underserved learners, supported educators, and equipped schools to better deliver the Award experience in a digital era.

Stakeholder engagement remains at the core of our success. We strengthened our partnerships with government agencies, corporate sponsors, and community organizations, fostering collaborations that have amplified our reach and impact. These relationships have been instrumental in scaling our programs and ensuring their relevance and effectiveness.

Looking forward, we are committed to building on these achievements. Our focus will be on deepening our training initiatives, expanding our digital footprint, and strengthening stakeholder collaborations to create a lasting legacy of youth empowerment. PA-K also plans to expand the Award to an additional 100 institutions, focusing on underserved counties.

We have made notable progress in expanding our programme and outreach, ensuring that more young people benefit from the opportunities provided by The President's Award-Kenya. Our focus remains on fostering leadership, integrity, and service among the young, aligning with our core values and strategic objectives.

I extend my heartfelt gratitude to our dedicated staff, volunteers, partners, and supporters. Your unwavering commitment continues to drive our success, and I am confident that together, we will achieve even greater milestones in the coming year.



.....
Margaret Kiogora (CHRP-K)

Chief Executive Officer

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7. Statement of Performance against Predetermined Objectives for FY 2024/25

The President's Award-Kenya (PA-K) has five strategic pillars as per its Strategic Plan for FY 2024/2025. These are:

- Pillar 1: Governance and Accountability
- Pillar 2: Access
- Pillar 3: Reach
- Pillar 4: Impact
- Pillar 5: Resource Mobilization and Partnerships

PA-K develops its annual work plans based on the above five pillars. Assessment of PA-K's performance against its annual work plan is carried out on a quarterly basis. The institution achieved substantial progress against its performance targets as illustrated below:

Key Results Areas	Strategic Pillar	Objective	Key Performance Indicators	Activities	Achievements
KRA 1	Governance and Accountability	Strengthen governance structures and promote transparency and accountability in service delivery.	- Implementation of Service Charter - Digitalization of services - Public complaints resolution	-Display of Charter -Translation of Charter into Braille and Sign Language - Digital Enrollment and Payment Systems -Internal Staff Capacity Building	-100% implementation of PA-K Service Charter - Digital services adoption stands at 95% - All complaints received during the year resolved within statutory timelines.

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KRA 2	Access	Expand access to the Award Programme especially for marginalized and vulnerable youth.	<ul style="list-style-type: none"> - Number of Youth Volunteers Engaged - Number of Stakeholders Trained - Internship and Engagement Opportunities 	<ul style="list-style-type: none"> - Onboard and train youth volunteers - Capacity-build Award Leaders - Sensitization of institutional heads 	<ul style="list-style-type: none"> - 365 Award Leaders trained across 6 regions - 200 youth volunteers equipped to support outreach and implementation - First-ever cohort of 30 Award participants enrolled from North Eastern Kenya, marking a breakthrough in regional inclusion. - Engagement of 8 of youth offering internship and attachment
KRA 3	Reach	Broaden program outreach across all regions and increase institutional participation.	<ul style="list-style-type: none"> - Number of New Participants Registered - Number of Centres Established - Stakeholder Engagements Conducted 	<ul style="list-style-type: none"> - Regional awareness campaigns - Launch and support new Award Centres - Sensitize heads of institutions 	<ul style="list-style-type: none"> - 10,876 participants registered in 2024/25. - 474 new operational Award Centres - 585 Heads of Institutions sensitized and engaged to support program expansion.
KRA 4	Impact	Enhance the developmental impact of the	<ul style="list-style-type: none"> - Number of Youth Recognized - Environmental 	<ul style="list-style-type: none"> - Organize Award Ceremonies - Monitor Tree 	<ul style="list-style-type: none"> - 4,054 youth formally awarded this year; - cumulative national total now

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		Award on young people and society.	1 Sustainability Outcomes - Programme Completion Rates	Planting Initiatives - Track participant progress via the Online Record Book (ORB)	exceeds 25,000. - 29,589 trees planted across the country - PA-K granted official Order of Precedence recognition by the Head of Public Service—affirming national importance.
KRA 5	Resource Mobilization and Partnerships	Secure financial and technical support through strategic partnerships and diversified resource mobilization.	- Funding partnerships - Donor-funded projects -	- Engage donors and corporates - Implement sponsored projects-	-Strategic collaborations secured with: • Mastercard Foundation (supporting 100+ vulnerable youth) • Compass and Kipepeo (digitalization projects) • Homabay Governor Mentorship Initiative • Mombasa Governor’s Holiday Program - Strengthened pipeline for future funding from local CSR initiatives and bilateral donors.

8. Corporate Governance Statement

i. Appointment of Board members, Process of appointment and removal of directors, The size, diversity, and demographics of the Board, Existence of the board charter

The Board of Trustees of The President's Award – Kenya is established under Section 4 of the President's Award Act No. 30 of 2017, as a body corporate with perpetual succession and capable of entering contracts, suing and being sued, and holding property.

Composition and appointment

As per Section 5(1) of the PA-K Act no.30 of August 2017, the Board comprises:

- A Chairperson appointed by the President with expertise in youth development or awards.
- Cabinet Secretaries for Education and Youth Affairs (or their written representatives).
- The Principal Secretary to the National Treasury (or representative).
- Five members appointed by the Cabinet Secretary responsible for education.
- The Chief Executive Officer (CEO) of PA-K, who serves as the Secretary to the Board.

The entity's Board of Directors were re-appointed for a further three (3) year term vide Kenya Gazette Notice Vol. CXXIV No. 85 dated 10th May 2022 and Gazette Notice No. 5376 and expired on 09th May 2025 and re-appointment of the Board Chairman for a further three (3) year term vide Kenya Gazette Notice Vol. CXXIV No. 61 effective 17th March 2022, Gazette Notice No.3824 which expired on 17th March 2025

Qualifications for Appointment as per Section 5(2) of PA-K Act no 30 of August 2017:

- University degree from a recognized institution.
- Minimum of five years' experience in resource mobilization, governance, youth development, advocacy, or social policy.

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- Demonstrated integrity, competence, and accountability.

Diversity and Representation as per Section 5(3) of PA-K Act no 30 of August 2017:

- Not more than two-thirds of members of one gender.
- At least one youth representative.
- At least one person with disability.
- Representation reflecting Kenya's ethnic and regional diversity.

The Board's objective is to have an appropriate mix of skills, expertise and experience on the President's Award-Kenya Board and Board committees. The Board as currently constituted draws a membership from wide sections of the society. Accordingly, the Board is also represented by representatives from all major stakeholders making the Board highly qualified to attend to all matters regarding the Organization

Removal of Board Members:

Members may be removed in accordance with Section 5(6) of PA-K Act no 30 of August 2017 for reasons including:

- Inability to discharge functions.
- Bankruptcy, gross misconduct, or violation of public ethics laws.

Existence of Board Charter:

While the Act does not prescribe a formal board charter, PA-K aligns with the Mwongozo Code of Governance for State Corporations, under which a Board Charter is adopted to guide responsibilities, decision-making, and ethical standards.

ii. Roles and functions of the board

The Board's roles are defined under Section 7 of the PA-K Act no 30 of August 2017 and include:

- Providing strategic policy direction and oversight.
- Regulating the conduct and conferral of awards.
- Establishing and reviewing criteria for awards.

- Promoting participation and awareness of the Award Program.
- Ensuring compliance with national and international standards.
- Approving institutional plans, budgets, and resource mobilization strategies.
- Recommending legislation or regulations to improve the Award's implementation.

iii. Induction, training, and development

Newly appointed Board members undergo formal induction, introducing them to:

- The legal framework (including the President's Award Act).
- PA-K's strategic plan and operational structure.
- The Duke of Edinburgh's International Award framework.
- Public service ethics and financial management regulations.

Continuous professional development opportunities are provided periodically, including training from the Kenya School of Government, SCAC Board Mwongozo and Audit

iv. Board and members' performance

The Board is committed to upholding high-performance standards. Performance evaluation includes:

- Attendance at meetings (averaging 90%).
- Contribution to strategy and policy development.
- Compliance with statutory reporting and audit requirements.
- Effective functioning of Board Committees.

v. Number of Board meetings held and the attendance to those meetings by members

The following are the President's Award – Kenya approved Board Committees;

i) Technical Committee

- a) Edwin Otieno – Chairperson
- b) Sylvia Mulinge
- c) Sachin Chandaria
- d) Anne Chelangat

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ii) Human Resource, Finance and General-Purpose Committee

- a) Sachin Chandaria- Chairperson
- b) Anne Chelangat
- c) Edwin Otieno

iii) Audit, Risk and Compliance Committee

- a) Susan Omanga- Chairperson
- b) Anne Chelangat
- c) Jared Kingoina
- d) Olivia Ouko (term ended November 2024)
- e) Sylvia Mulinge

During the reporting period 2024–2025:

No of meetings held during the FY 2024/25 are as follows:

Meetings held	No of meetings
Full Board meetings	7
Board Committee meetings	9

- The Full Board convened **seven (7)** times.
- The **Finance, Human Resource, and General-Purpose Committee** held **three (3)** meetings.
- The **Technical Committee** conducted **three (3)** meetings.
- The **Audit Committee** held **three (3)** meetings.

The average attendance across all meetings stood at **90%**, demonstrating strong commitment and active participation by Board members. Minutes were properly documented and circulated in accordance with governance best practices.

vi. Succession plan

In accordance with **Section 5(5)** of the President's Award Act No. 30 of 2017, members of the Board of Trustees serve a term of **three (3) years**, renewable once. The **succession process is coordinated with the parent Ministry and the Office**

of the President, ensuring continuity in governance and compliance with statutory provisions.

During the reporting period:

- The **Chairperson** tenure ended on **17th March 2025**.
- The **Independent Board Members** tenure ended on **09th May 2025**.

Throughout their tenure, the Board provided strategic oversight, policy direction, and institutional accountability in line with the organization's mandate. However, it is noted that the **Board is currently operating without its full complement of members**. The matter has been **formally escalated to the appointing authorities** through the parent Ministry. PA-K continues to engage relevant offices to address this gap in accordance with **Section 5(7)** of the PA-K Act no 30 of 2017, which requires that any vacancies on the Board be filled **within ninety (90) days** of arising. The institution remains committed to maintaining good governance practices during this transition period.

At the management level the President's Award-Kenya succession planning process, is to ensure that employees develop their knowledge, skills, and abilities, and prepare them for career advancement or promotion into more challenging roles.

vii. Policy to manage conflicts of interest.

The organization adheres strictly to the principles of transparency, integrity, and accountability in accordance with the **Leadership and Integrity Act, 2012** and other applicable public governance laws. All **Board members are required to declare any actual, potential, or perceived conflicts of interest** at the commencement of each Board or committee meeting or as soon as the conflict becomes apparent. This practice ensures objective decision-making and safeguards the integrity of Board deliberations.

viii. Board remuneration

According to Section 5(8) of the Act, Board members serve voluntarily. They are not salaried, except for the Chairman who is paid a monthly honorarium. On attendance of meetings, the Board members are paid sitting allowances and reimbursements as per guidelines from the State Corporations Advisory Committee (SCAC)

ix. Ethics and Conduct

PA-K promotes a culture of transparency, accountability, and ethical conduct, in line with the Public Officer Ethics Act, Mwongozo Code, and Leadership and Integrity Act. Ethical breaches are handled through established disciplinary and legal procedures. Board members must sign a code of conduct annually. Additionally, in compliance with public service regulations and the Leadership and Integrity Act, all Board members and senior officers are required to file annual Wealth Declarations. These declarations are submitted to the Ethics and Anti-Corruption Commission (EACC) to promote transparency and accountability in the management of public affairs.

x. Governance audit

A governance audit is conducted periodically to evaluate:

- Compliance with legal and regulatory obligations.
- Functionality of internal controls and risk frameworks.
- Integrity of leadership and oversight functions.

Internal Audits are conducted by the parent ministry and reviewed by the Audit Committee.

xi. Communication policy

The Communication Policy provides the guiding principles and standards for all communication activities at the President's Award – Kenya (PA-K), ensuring that messages are clear, consistent, and aligned with the organization's values and strategic direction. This policy supports the implementation of the Communications Strategy by:

- Defining protocols for both internal and external communication, including media relations, social media, and stakeholder engagement.
- Ensuring message consistency across all departments and communication channels.
- Promoting timely, accurate, and transparent communication to foster trust and accountability.
- Outlining the roles and responsibilities of staff, including communication focal points, to avoid misrepresentation or misinformation.
- Providing guidelines for crisis communication, branding, confidentiality, and data protection.

xii. Terms of Reference of Committees

- Full Board of Trustees- Oversees overall governance, strategic planning, and organizational performance.
- Finance, Human Resource and General-Purpose Committee- Responsible for oversight of financial planning, budget implementation, and staff matters.
- Technical Committee- Provides technical guidance on the Award's program delivery, licensing, and quality assurance.
- Audit Committee- Oversees risk management, internal controls, and statutory compliance.

xiii. Policy on related party transactions

PA-K has controls in place to monitor and manage related-party transactions.

These include:

- Mandatory disclosure of affiliations.
- Independent review of any contracts involving related parties.
- Prohibition of Board members from participating in decisions where they hold a material interest.

All procurement is conducted per the Public Procurement and Asset Disposal Act (2015), and financial records are subject to audit.

9. Management Discussion and Analysis

i) PA-K's Operational and Financial Performance

During the Financial Years 2022/23, 23/24 and 24/25 PA-K continued to deliver on its mandate of enrolling young people in the Award Programme. Key activities undertaken were onsite presentation of the Award to institutions, training of key Award stakeholders, engagement of volunteers in the Award programme activities and awarding participants after completion of the Award programme.

In terms of financial performance, over the three-year period, PA-K received Government support amounting Kshs. 30 million FY 2022/23, and Kshs.50 million FY 2023/24 from State Department for Basic Education and Kshs.20 million FY 2022/23, Kshs.20 million FY 2023/24 and Kshs.38 million FY 2024/25 from the State Department for Youth Affairs and Creative Economy. Further Kshs. 200 million was received from Sports Fund in FY 2022/23. Airtime donations were received from Safaricom PLC cards worth 10 million. Cash donations were received from partners amounting 4 million. The funds enabled the organization to enrol new participants in the programme and facilitate retention of the existing ones as enumerated in the key projects.

ii) PA-K's Compliance with Statutory Requirements

PA-K continues to comply with statutory requirements and there are no current situations which may risk the compliance status. Among the notable compliances are registration of the workplace, GPA and WIBA insurance, payment of statutory deductions and taxes, honouring agreements with suppliers, as well as maintaining no pending bills as required.

iii) Key Projects and Investment Decisions Implemented

PA-K has impacted many young people through enrolling them into the Award Programme, training Award leaders and heads of institutions who are their mentors and engaging the young people in voluntary and environment related projects, some of which are as enumerated below. All projects were funded by government

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subventions, donations and internally generated funds and therefore PA-K did not accumulate any debts as a result of implementing these projects

1. Award Presentations

A. Presentation in Institutions

In the period, as part of an orientation program for first year trainees from Teacher training colleges and universities, The President's Award-Kenya (PA-K) presented the Award programme to the trainees with a view of expanding the Award programme. Similar presentations are conducted across the Country.



Presentation to fresh men and women at Aberdare and Kamwenja Teachers Training Colleges, Wajir East Teachers College and Wajir Special school Secondary for the Deaf and respectively

B. President's Award Education Day

PA-K Education Dialogues were held at Kenya Medical Training College (KMTC) Mandera Campus, where over 450 students from Mandera Teachers Training College (TTC), Mandera Technical Training Institute (TTI), and KMTC Mandera gathered to explore the benefits of the PA-K programme.



CEO Margaret Kiogora shares a joyful moment with performers at the Mander Education Dialogue.

In the period, PA-K hosted a transformative Youth Dialogue at Wajir Teachers Training College, bringing together over 400 students from various institutions. The event fostered discussions on character development, leadership, and personal growth.

C. Mentorship Camp

In the year, PA-K took part in a mentorship camp organized by Her Excellency Governor Gladys Wanga. PA-K had the opportunity to talk about the Award programme to over 5,000 students from 33 boys' schools in Homabay county.



PA-K DDPP Maria Birgen addressing the students at Wangapala Boys Secondary school in Homabay County.

2. Award Leaders Induction

In the year Award leaders from institutions which had shown interest in the programme were inducted into the Award Programme



Award Leaders from Nairobi Region after an induction session at the PA-K Offices

3. New Award Leaders Training

In the period 22/23,23/24 and 24/25, Award leaders have been trained both physically and virtually across the Country. This intensive training program equips young leaders with the knowledge and skills to guide young people through the transformative journey of the Award programme.



Teachers from Eastern region undergoing through a training held in Embu County.

4. Heads of Institutions Symposium



Heads of Institutions Symposium for Coast and North-Rift Regions respectively

5. Educational partnerships with County Quality Assurance and Standards Officers (CQASOs)

In the period, The President's Award Kenya (PA-K) launched a strategic initiative to enhance its educational impact across the Country. The workshop brought together key education officials from five counties Murang'a, Nyeri, Nyandarua, Kirinyaga, and Kiambu, Busia, Bungoma, Kakamega, and Vihiga counties to strengthen collaboration between PA-K and regional education authorities.



PAK Staff with County Quality Assurance Officers after a CQASO Sensitization Conference Central Region and Western regions

7. Adventurous Journey



Silver Level Award participants from Lukenya girls and Bronze Level Award participants from Makueni Girls, Kenya High and Lukenya Boys during an Adventurous Journey at Kaseve Primary School in Machakos County

8. Bronze and silver Award ceremonies



Board of Trustee Susan Omanga presents a certificate to an Award leader from Shimo-La- Tewa Borstal institution, Mombasa County.

8. Award Impact

Some of the impactful activities done by participants were as below

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TOP STORY

Fifteen (15) participants from **Mairobi Technical Training Institute (NTTI)** made a meaningful impact with their Gold Award Residential Project at **Machakos School for The Deaf**. The team dedicated their time to install tiles in the administration block, transforming it into a space with a fresh, new look. This was more than a project; it was a testament to the power of community service and the positive change young minds can bring. ❤️



Bravo team NTTI Nbi Region! 🙌 Your commitment to service and transformative projects is truly commendable. The renovation at Machakos School for The Deaf not only demonstrates your dedication to the Gold qualifications but also showcases the positive impact you're making in the community. Keep shining as beacons of inspiration, and thank you for your outstanding contribution!



Share your story with us...

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TOP STORY

A team from President's Award Egerton University Unit started a school; **Duker's Emboloi Education Centre in Mashuuru, Kajiado County**. During their recent visit from November 10th to 12th, 2023, the team displayed exceptional dedication and compassion to the Award's values. Despite facing challenges, the team's commitment to community service and monitoring students' academic progress shone through. They trekked from Mashuuru town to Emboloi Village, crossing a river due to the lack of a bridge, and successfully achieved their **#NoKidAtHome** goal. Activities included **digging a dust pit, donating stationery, and conducting meetings with teachers and the community to enhance efficiency.**



Kudos to the President's Award Egerton University Unit for your remarkable commitment! Despite the challenging conditions, your dedication to community service at Duker's Emboloi Education Centre in Mashuuru, Kajiado County, shines through. Your perseverance in creating a positive impact truly embodies the spirit of **#NoKidAtHome**. Keep making a difference, and thank you for inspiring us all with your unwavering efforts!



Share your story with us...



Senior Programs and Projects Coordination Officer Mr. Jinnarius Wambugu, hands over four litter bins donated by participants from Thika Prison as part of their voluntary service to DPC Mr. Henry Limanye at the prison grounds.



Award participants from Laikipia and Egerton Universities at Gilgil Highway Primary School during a Gold Residential Project undertook to partition the kitchen with a 9-course stone wall and cement the kitchen floor. Aside from that, the team repaired the kitchen's brick cookers and reinstalled the kitchen chimneys



Outgoing MFA Executive Head of School Mr. Alan Adlington-Corfield walking to a borehole site with CEO Nellie Munala and a local representative and pupils from Shitirira. 128 Gold Awardees from Mpesa Foundation Academy (MFA) as part of their PA-K Gold Residential Project constructed and handed over a borehole project worth Ksh 1.2M to a Shitirira Mixed Day Boarding Primary School in Malava, Kakamega County.

iv) Major Risks Facing the Entity.

There are no major risks facing The President's Award Kenya

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v) Material Arrears in Statutory/Financial Obligations

The President's Award Kenya does not accumulate financial obligations and pays any immediately they arise. As at 30th June 2025, there were no material statutory/ financial obligations to be met.

vi) Sector and Economic Review

PA-K aligned its initiatives with national youth and climate agendas under Kenya Vision 2030 and BETA.

vii) Future Outlook and Developments

Planned Initiative	Expected Outcome
Digital award system rollout	Enhanced monitoring & reporting
County Award Hubs in 8 counties	Localized training & resources
Award expansion to rehabilitation centers	Increased inclusivity
Alumni Mentorship Fund	Support for vulnerable participants

viii) Social Media and Public Engagement

PA-K's online reach grew with over 16,000 Facebook followers and 8,000 Twitter engagements.

10. Environmental and Sustainability Reporting

The President's Award - Kenya is sensitive to its sustainability and also the need for environmental conservation and improvement. Below is an outline of the PA-K's policies and activities that promote sustainability and response to environmental concerns.

Sustainability Strategy and Profile

PA-K has both national and international obligations and is therefore exposed to not just local but also international forces. The management has put in place various measures to ensure that the organization is able sustain itself in the medium- and long-term period. Some of the initiatives put in place are;

- ★ Diversifying revenue sources to reduce overreliance on single source
- ★ Operating through award leaders and volunteers which reduces operating expenses and creates a large pool of individuals capable of delivering the award
- ★ Aligning its activities with the Government priority agenda by incorporating government directives in its operations like tree planting
- ★ Establishment of an affective governance and internal control system to guard the resources of PA-K and steer the organization to success
- ★ Establishment of a Partnership department to spearhead fundraising activities
- ★ Enhanced management of revenues and expenditure through development of finance policies
- ★ Increased numbers of Award Participants and Award Centres
- ★ Creating partnerships with close entities for funding of projects and other areas of collaboration
- ★ Emphasizing on results through performance contracting

It is expected that the macroeconomic conditions affect the operations of any organization within an economy. However, PA-K does not foresee any adverse effects on the Award Programme by the prevailing market prices. The organization is ready to respond to any eventualities and would focus on minimizing any factor that may limit award participation.

Environmental Performance

The President's Award-Kenya (PA-K), as a youth development programme, operates within the broader environmental regulatory framework governed by the Environmental Management and Co-ordination Act (EMCA) of 1999 and overseen by the National Environment Management Authority (NEMA). The Award programme typically incorporates environmental stewardship as part of the community service component.

PA-K is fundamentally committed to environmental stewardship, aligning its activities with national and global sustainability agendas. While the programme primarily centers on youth development, its structure actively integrates environmental protection, climate action, and biodiversity management as essential learning and service areas for its participants. The organization encourages practical action for climate resilience, environmental education, and sustainable community engagement as part of its core program components.

PA-K has committed to supporting the government's national goal of planting 15 billion trees by 2032, with a target of 500,000 trees annually. These activities are carried out in partnership with the Kenya Forestry Research Institute (KEFRI) to provide technical support, Award Centres, and other stakeholders like KENGEN to provide seedling support.

Award participants implement projects such as constructing sanitation facilities (e.g., eco-toilets), tree nurseries, school greening, and community clean-ups, demonstrating hands-on involvement in environmental improvement.

The Award structure explicitly incorporates climate change awareness and environmental responsibility, encouraging participants to integrate climate-smart practices and advocate for sustainability in their communities.

Successes

- The PA-K has achieved notable success in tree planting, contributing directly to increased tree cover and reforestation.

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- Through the Service and Residential Projects sections, thousands of young people have been equipped with environmental knowledge and leadership skills, creating a multiplier effect as young leaders replicate good practices in their communities.
- Strategic collaborations with Kenya Forest Research Institute (KEFRI), Kenya Forest Services (KFS), and public and private partnerships have amplified environmental and climate action efforts among youth networks.

Shortcomings

- Limited funding and resources have restricted the scale and reach of projects such as tree growing, particularly in marginalized or remote areas.
- A lack of formalized, organization-wide waste management systems sometimes limits the potential for holistic adoption of the "reduce, reuse, recycle" framework.

Mitigation Measures

- Emphasize training, mentorship, and continuous environmental education to strengthen implementation at the grassroots.
- Establish collaboration with public agencies, NGOs, and the private sector to pool resources and expertise for greater impact.
- The organization should develop and implement a centralized waste management policy and training programme for all staff and Award units.

Effective Waste Management Efforts

- PA-K promotes the core principles of waste management among its participants, emphasizing practices such as minimizing plastic use, promoting reusable containers, and organizing recycling drives within schools and communities.

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- Provision of waste segregation bins for recycling during events and at partnered institutions is encouraged, though infrastructure roll-out is still in progress for wider coverage.
- Capacity building on community education on safe waste disposal methods to prevent pollution.
- Occasional waste audits are performed as a learning tool for participants to assess and improve waste management strategies.

Reducing the Environmental Impact of Organizational Activities

- There is a growing shift toward digitizing records and communications, promoting paperless administration at events, meetings, and field activities, especially in urban centers.
- Participants are encouraged to avoid single-use plastics (such as bottled water). Instead, they use refillable bottles and embrace eco-friendly alternatives.
- PA-K supports maintaining vehicles for efficiency, aiming to minimize carbon emissions.
- Use of eco-friendly packaging and materials is encouraged during award ceremonies and Adventurous Journeys.

Climate Change Initiatives

The organization's flagship campaigns aim to reduce greenhouse gas emissions, halt and reverse deforestation, and restore 5.1 million hectares of deforested and degraded landscapes across Kenya. PA-K continues to collaborate with Award Centers and various stakeholders in tree-planting and growing initiatives to integrate environmental conservation efforts into the Award programme.

Through partnerships and Residential Projects, eco-toilets and modern sanitation facilities have been built to conserve water and promote healthy waste management.

Award participants are trained on sustainable farming, including the adoption of resilient crop varieties when supporting community and institutional farms.

PA-K mobilizes youth to implement locally meaningful adaptation projects (tree nurseries, water harvesting, etc.), tailored to community vulnerabilities and climate realities.

Employee Welfare

To ensure that PA-K is responsive to the welfare of its employees, human resource policy documents have been developed to guide the PA-K workforce. The policies were developed through coordination with different stakeholders and has been the reference point for every action from hiring to induction and engagement. Some of the actions which show PA-K is responsive to the welfare of its staff are;

- ★ Fair remuneration in consideration of the guidelines offered by SCAC and SRC
- ★ Payment of employee salaries on time
- ★ Payment of employee medical scheme
- ★ Offering trainings to staff as guided by skills gap analysis
- ★ Fair distribution of responsibilities
- ★ Taking insurance covers for WIBA and GPA
- ★ Facilitating resources for online trainings on the Global online resource centre
- ★ Sensitizing staff on work life balance and self-mental health
- ★ Encouraging teamwork and team results

These actions are guided by PA-K Human Resource Policies and Procedures, Career guidelines, Organizational Structure as well as the National Policies guiding the hiring process in the Public Sector. As at the close of FY 2023/24, the proportion of employees was 40% and 60% for females and males, surpassing the minimum requirement of 33% on either gender.

Marketplace Practices

a) Responsible Competition Practice

The President’s Award – Kenya (PA-K) upholds a transparent and efficient procurement process that is aligned with the *Public Procurement and Asset Disposal Act (PPAD), 2015*, the *Public Procurement and Asset Disposal Regulations, 2020*, and the guidance issued by the *Public Procurement Regulatory Authority (PPRA)*.

The procurement activities are strategically driven and integrated into the organization’s goals to enhance service delivery to young people across Kenya. The Organization ensures that every procurement decision supports ethical conduct, prudent financial management, and operational effectiveness.

Performance Highlights – FY 2024/2025

- **100% Compliance** with the PPAD Act and related regulations
- **Zero Pending Bills** at the close of the financial year
- **Competitive Tendering** undertaken for all significant purchases
- **On-Time Payments** to suppliers and service providers
- Enhanced capacity and awareness on **e-GP (Electronic Government Procurement)** integration

Key Supply Chain Activities

Activity	Target	Achievement
Procurement Planning	Annual procurement plan approved by the board	✔ Achieved
Tendering Process	Open and competitive tenders for all items above threshold	✔ Achieved
Supplier Evaluation	Technical and financial evaluations conducted per guidelines	✔ Achieved

Activity	Target	Achievement
Compliance Reporting	Quarterly reports to oversight bodies (PPRA, Internal Audit)	✔ Achieved
Capacity Building	Staff training on procurement ethics and systems	✔ Achieved

b) Responsible Supply chain and supplier relations

PA-K strives to maintain responsible supply chain relationships. PA-K has an open-door policy for feedback and emphasize fair treatment of suppliers. PA-K goals include:

- **Timely Settlement** of supplier invoices
- **Sustainable Procurement** that supports local suppliers and youth/women-owned businesses
- **Digitization of Processes** to promote transparency and accountability

Looking Ahead

PA-K plans to:

- Deepen integration with the Electronic Government Procurement (**E-GP platform**)
- Expand supplier sensitization and engagement forums
- Roll out a **Supplier Performance Management Framework**
- Enhance use of data analytics in procurement planning

Product Stewardship and Awareness Creation

The President's Award – Kenya (PA-K), through its mandate of empowering young people aged 14–24, has embedded a strong framework of awareness creation and stewardship practices that uphold the rights and interests of its participants, stakeholders, and the wider public. These efforts are aligned with national values, international best practices, and the organization's commitment to responsible program delivery and citizen engagement.

1. Protection of Health, Safety, and Wellbeing

PA-K promotes the physical and mental well-being of its participants through structured activities including physical recreation, adventurous journeys, and community service. In FY 2023/24, over 30,200 trees were planted as part of environmental health initiatives, while 8,201 new participants were enrolled and supported through safe and inclusive programming environments.

Health and safety measures are integrated into all program activities, including risk assessments for expeditions and volunteer engagement protocols. Staff and Award Leaders receive training in safeguarding young people and promoting resilience.

2. Adequate Programme and Service Information

PA-K ensures transparency and accessibility of its program information through various platforms including:

- Public sensitization during Kenya Secondary School Heads Association (KESSHA) conferences (reaching 233 heads of institutions)
- A National Online Record Book (ORB) platform and Programmes dashboard for participant activity tracking
- Community forums and induction sessions for Award Leaders and participants
- A functional and regularly updated website (www.presidentsaward.go.ke)

3. Dispute Resolution and Redress Mechanisms

Participants and stakeholders are provided with structured grievance redress channels through PA-K offices, institutional Award Leaders, and the Board of Directors. The Finance, Audit, and Technical committees also play an oversight role in ensuring fairness and transparency in dispute resolution.

4. Consumer Data and Privacy Protection

PA-K collects and manages participant data through the secure ORB system and Programme Dashboard, which aligns with data protection guidelines. Information collected is used strictly for program administration, reporting, and communication

with stakeholders. Access to data is restricted to authorized personnel, and the system ensures the confidentiality and privacy of user records.

5. Ethical Engagement and Whistleblower Protection

PA-K maintains a policy of ethical communication in all its public engagement and avoids any form of misleading or exaggerated information. It also encourages internal reporting of any malpractice with a mechanism for whistleblower protection, supported by the entity's governance and risk management framework.

6. Rights-Based Civic Engagement

PA-K's programming model contributes to the realization of broader civic rights by fostering volunteerism, leadership, and responsible citizenship. Participants engage in projects that support the right to a clean environment, inclusive education, and peaceful community co-existence. Furthermore, the Award Programme is inclusive of marginalized groups, including youth from underprivileged and correctional institutions.

Corporate Social Responsibility / Community Engagements

PA-K acts in a socially responsible manner and emphasizes the same to all its partners. Corporate social responsibility is part of the delivery of the award, and is emphasized to Award Leaders and Participants so that they become more responsive to the needs of their societies. Among others, in the FY 2024/25, PA-K;

- ★ Donated computers and other essential items to some award centres
- ★ Some PA-K Award participants sunk a borehole for a community in Kakamega County
- ★ PA-K community participates in blood donations
- ★ Participants of the Award took part in distribution of sanitaryware in their communities
- ★ The Award participants participate in classroom renovations and repainting

11. Report of the Directors

The Directors submit their report together with the audited financial statements for the year ended June 30, 2025, which show the state of The President's Award - Kenya affairs.

a. Principal activities

The principal activities of the entity are equipping young people with positive life skills to make a difference for themselves, their communities, country and the world.

b. Results

The results of the Entity for the year ended June 30, 2025, are set out on page 1

c. Board of Directors

The members of the Board of Directors who served during the year are shown on page xxxiv-v

d. Surplus Remission

The President's Award Kenya is not a regulatory Authority and therefore, is not required to remit surplus funds to the Consolidated Fund.

e. Auditors

The Auditor General is responsible for the statutory audit of The President's Award Kenya in accordance with Article 229 of the Constitution of Kenya and the Public Audit Act 2015 for the period ended June 30, 2025.

By Order of the Board



.....
Margaret Kiogora (CHRP-K)

Chief Executive Officer

12. Statement of Directors Responsibilities

Section 81 of the Public Finance Management Act, 2012 and section 14 of the State Corporations Act, require the Directors to prepare financial statements in respect of the President's Award-Kenya, which give a true and fair view of the state of affairs of the President's Award-Kenya at the end of the financial period and the operating results of the President's Award-Kenya for that period. The Directors are also required to ensure that the President's Award-Kenya keeps proper accounting records which disclose with reasonable accuracy the financial position of the Organization. The Directors are also responsible for safeguarding the assets of the President's Award-Kenya.

The Directors are responsible for the preparation and presentation of the President's Award-Kenya financial statements, which give a true and fair view of the state of affairs of the President's Award-Kenya for and as at the end of the period ended on June 30, 2025

These responsibilities include:

- i) Maintaining adequate financial management arrangements and ensuring that these continue to be effective throughout the reporting period;
- ii) Maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the President's Award-Kenya
- iii) Designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements, and ensuring that they are free from material misstatements, whether due to error or fraud;
- iv) Safeguarding the assets of the President's Award-Kenya
- v) Selecting and applying appropriate accounting policies; and
- vi) Making accounting estimates that are reasonable in the circumstances.

The Directors accept responsibility for the President's Award-Kenya financial statements, which have been prepared using appropriate accounting policies

**The President's Award-Kenya
Annual Report and Financial Statements
for the year ended June 30, 2025.**

supported by reasonable and prudent judgements and estimates, in conformity with International Public Sector Accounting Standards (IPSAS), and in the manner required by the PFM Act, 2012 and the State Corporations Act. The Directors are of the opinion that the President's Award-Kenya financial statements give a true and fair view of the state the Organization's transactions during the period ended December 31, 2024, and of the President's Award-Kenya financial position as at that date.

The Directors further confirm the completeness of the accounting records maintained for the President's Award-Kenya, which have been relied upon in the preparation of the President's Award-Kenya financial statements as well as the adequacy of the systems of internal financial control.

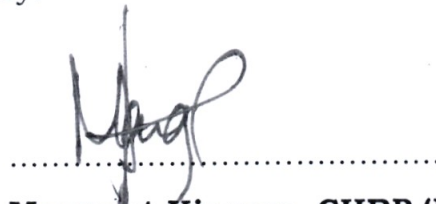
Nothing has come to the attention of the Directors to indicate that the President's Award-Kenya will not remain a going concern for at least the next twelve months from the date of this statement.

Approval of the Financial Statements

The President's Award-Kenya financial statements were approved by the Board on _____ 2025 and signed on its behalf by:



Mr. Paul Mbatha
Chairperson of the Board



Margaret Kiogora, CHRP (K)
Accounting Officer

REPUBLIC OF KENYA

Telephone: +254-(20) 3214000
Email: info@oagkenya.go.ke
Website: www.oagkenya.go.ke



HEADQUARTERS
Anniversary Towers
Monrovia Street
P.O Box 30084-00100
NAIROBI

REPORT OF THE AUDITOR-GENERAL ON THE PRESIDENT'S AWARD - KENYA FOR THE YEAR ENDED 30 JUNE, 2025

PREAMBLE

I draw your attention to the contents of my report which is in three parts:

- A. Report on Financial Statements that considers whether the financial statements are fairly presented in accordance with the applicable financial reporting framework, accounting standards and the relevant laws and regulations that have a direct effect on the financial statements;
- B. Report on Lawfulness and Effectiveness in the Use of Public Resources which considers compliance with applicable laws, regulations, policies, gazette notices, circulars, guidelines and manuals and whether public resources are applied in a prudent, efficient, economic, transparent and accountable manner to ensure the Government achieves value for money and that such funds are applied for the intended purpose; and,
- C. Report on Effectiveness of Internal Controls, Risk Management and Governance which considers how the entity has instituted checks and balances to guide internal operations. This responds to the effectiveness of the governance structure, risk management environment and internal controls, developed and implemented by those charged with governance for orderly, efficient and effective operations of the entity.

An Unmodified Opinion is issued when the Auditor-General concludes that the financial statements are fairly presented in accordance with the applicable financial reporting framework. The Report on Financial Statements should be read together with the Report on Lawfulness and Effectiveness in the Use of Public Resources, and the Report on Effectiveness of Internal Controls, Risk Management, and Governance.

The three parts of the report are aimed at addressing the statutory roles and responsibilities of the Auditor-General as provided by Article 229 of the Constitution, the Public Finance Management Act, 2012, and the Public Audit Act, 2015. The three parts of the report when read together constitute the report of the Auditor-General.

REPORT ON THE FINANCIAL STATEMENTS

Opinion

I have audited the accompanying financial statements of the President's Award-Kenya set out on pages 1 to 39, which comprise of the statement of financial position as at

30 June, 2025 and the statement of financial performance, statement of changes in net assets, statement of cash flows and statement of comparison of budget and actual amounts for the year then ended, and a summary of significant accounting policies and other explanatory information in accordance with the provisions of Article 229 of the Constitution of Kenya and Section 35 of the Public Audit Act, 2015. I have obtained all the information and explanations, which to the best of my knowledge and belief were necessary for the purpose of the audit.

In my opinion, the financial statements present fairly, in all material respects, the financial position of the President's Award-Kenya as at 30 June, 2025 and of its financial performance and its cash flows for the year then ended, in accordance with International Public Sector Accounting Standards (Accrual Basis) and comply with the Public Finance Management Act, 2012.

Basis for Opinion

The audit was conducted in accordance with International Standards of Supreme Audit Institutions (ISSAIs). I am independent of the President's Award-Kenya Management in accordance with ISSAI 130 on Code of Ethics. I have fulfilled other ethical responsibilities in accordance with the ISSAI and in accordance with other ethical requirements applicable to performing audits of financial statements in Kenya. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key Audit Matter

Key audit matters are those matters that, in my professional judgment, are of most significance in the audit of the financial statements. There were no key audit matters to report in the year under review.

Other Matter

Unresolved Prior Year Matters

In the audit report of the previous year, a number of paragraphs were raised. However, Management has not resolved the prior year matters and has not explained the delay in resolving the issues as at 30 June, 2025.

Other Information

Management is responsible for the Other Information set out on pages ii to lix which comprise of Key Entity Information and Overall Performance, Board of Directors Report, Key Management Team, Chairman's Statement, Report of the Chief Executive Officer, Statement of Performance Against Predetermined Objectives, Corporate Governance Statement, Management Discussion and Analysis, Environmental and Sustainability Reporting, and Statement of Directors' Responsibilities. The Other Information does not include the financial statements and my audit report thereon.

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

My opinion on the financial statements does not cover the Other Information and accordingly, I do not express an audit opinion or any form of assurance conclusion thereon.

REPORT ON LAWFULNESS AND EFFECTIVENESS IN USE OF PUBLIC RESOURCES

Conclusion

As required by Article 229(6) of the Constitution, based on the audit procedures performed, except for the effects of the matter described in the Basis for Conclusion on Lawfulness and Effectiveness in the Use of Public Resources section of my report, I confirm that nothing else has come to my attention to cause me to believe that public resources have not been applied lawfully and in an effective way.

Basis for Conclusion

Under Staffing of the Organization

Review of Human Resource documents revealed that the Organization has an approved staff establishment of eighty-four (84), while the in-post was seventeen (17) leading to a shortage of sixty-seven (67) critical staff or 80% of the approved workforce. Further, it was noted that some departments were being manned by a single staff who initiates an activity to finalization without segregation of duties due to the understaffing.

In the circumstances, the efficiency and effectiveness in delivery of services could not be confirmed.

The audit was conducted in accordance with ISSAI 3000 and ISSAI 4000. The standards require that I comply with ethical requirements and plan and perform the audit to obtain assurance about whether the activities, financial transactions and information reflected in the financial statements comply in all material respects, with the authorities that govern them. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

REPORT ON EFFECTIVENESS OF INTERNAL CONTROLS, RISK MANAGEMENT AND GOVERNANCE

Conclusion

As required by Section 7(1)(a) of the Public Audit Act, 2015 and based on the audit procedures performed, except for the effect of the matters described in the Basis for Conclusion on the Effectiveness of Internal Controls, Risk Management and Governance section of my report, I confirm that nothing else has come to my attention to cause me to believe that internal controls, risk management and governance were not effective.

Basis for Conclusion

1. Lack of Corporation Secretary

Review of documents revealed that the Organization had no Corporation Secretary/Legal Officer to assist in organizing Board activities and offer guidance when undertaking its responsibilities. The Board risks operating outside the set legal frameworks if not guided by a Corporation Secretary/Legal Officer as provided for in paragraph D9 of Mwongozo guidelines.

In the circumstances, the effectiveness of the governance system could not be confirmed.

2. Lack of Internal Audit Function

Review of documents revealed that the Organization had not established Internal Audit Function. This was contrary to the provisions of the Regulation 174(1) of the Public Finance Management (National Government) Regulations, 2015 which provides for the establishment of internal audit function. As such the Fund did not benefit from the internal audit function.

In the circumstances, the effectiveness of internal control system could not be confirmed

The audit was conducted in accordance with ISSAI 2315 and ISSAI 2330. The standards require that I plan and perform the audit to obtain assurance about whether effective processes and systems of internal controls, risk management and overall governance were operating effectively in all material respects. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

Responsibilities of Management and those Charged with Governance

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Public Sector Accounting Standards (accrual Basis) and for maintaining effective internal control as Management determines is necessary to enable the preparation of financial statements that are free from material

misstatement, whether due to fraud or error and for its assessment of the effectiveness of internal control, risk management and governance.

In preparing the financial statements, Management is responsible for assessing the Organization'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 is aware of the intention to cease operations.

Management is also responsible for the submission of the financial statements to the Auditor-General in accordance with the provisions of Section 47 of the Public Audit Act, 2015.

In addition to the responsibility for the preparation and presentation of the financial statements described above, Management is also responsible for ensuring that the activities, financial transactions and information reflected in the financial statements comply with the authorities which govern them and that public resources are applied in an effective way.

Those charged with governance are responsible for overseeing the Organization's financial reporting process, reviewing the effectiveness of how Management monitors compliance with relevant legislative and regulatory requirements, ensuring that effective processes and systems are in place to address key roles and responsibilities in relation to governance and risk management, and ensuring the adequacy and effectiveness of the control environment.

Auditor-General's Responsibilities for the Audit

My responsibility is to conduct an audit of the financial statements in accordance with Article 229(4) of the Constitution, Section 35 of the Public Audit Act, 2015 and the International Standards of Supreme Audit Institutions (ISSAIs). The standards require that, in conducting the audit, I obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error and to issue an auditor's report that includes my opinion in accordance with Section 48 of the Public Audit Act, 2015. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

In conducting the audit, Article 229(6) of the Constitution also requires that I express a conclusion on whether or not in all material respects, the activities, financial transactions and information reflected in the financial statements are in compliance with the authorities that govern them and that public resources are applied in an effective way. In addition, I consider the entity's control environment in order to give an assurance on the

effectiveness of internal controls, risk management and governance processes and systems in accordance with the provisions of Section 7 (1) (a) of the Public Audit Act, 2015.

Further, I am required to submit the audit report in accordance with Article 229(7) of the Constitution.

Detailed description of my responsibilities for the audit is located at the Office of the Auditor-General's website at: <https://www.oagkenya.go.ke/auditor-generals-responsibilities-for-audit/>. This description forms part of my auditor's report.


FCPA Nancy Gathungu, CBS
AUDITOR-GENERAL

Nairobi

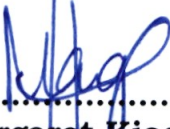
9 December, 2025


14. Statement of Financial Performance for the year ended 30th June 2025


	Notes	30 th June 2025	30 th June 2024
		Kshs	Kshs
Revenue from non-exchange transactions			
Transfers from other Government entities	5	121,443,143	123,500,001
Public contributions and donations	6	2,519,594	4,649,920
Sub Total		123,962,737	128,149,921
Revenue from exchange transactions			
Rendering of Services	7	1,569,850	2,336,700
Finance income	8	27,382,010	38,056,077
Other income	9	-	22,237
Sub Total		28,951,860	40,415,014
Total revenue		152,914,597	168,564,935
Expenses			
Use of goods and services	10 (a)	82,609,818	71,939,556
Employee costs	11 (a)	36,658,211	41,825,216
Board expenses	12	13,758,810	7,670,209
Depreciation and amortization expense	13	5,736,913	6,819,602
Repairs and maintenance	14	3,116,470	4,346,203
Contracted services	15	1,493,991	1,523,410
Grant and subsidies	16	1,469,382	3,599,708
Total Expenses		144,843,595	137,723,903
Surplus before Tax		8,071,002	30,841,032
Taxation	17	8,214,603	11,416,823
Surplus for the year		(143,601)	19,424,209

**The President's Award-Kenya
Annual Report and Financial Statements
For the period ended June 30, 2025**

The notes set out on pages 10 to 37 form an integral part of these Financial Statements. The Financial Statements set out on pages 1 to 9 were signed on behalf of the Board of Trustees by:


.....
Margaret Kiogora,CHRP(K)
Accounting Officer


.....
CPA Grace Musyoka:
Head of Finance


.....
Mr Paul Mbatha
Chairperson of the
Board

Date

ICPAK M/No: 24686
Date 17/11/2025

Date 18th Nov. 2025

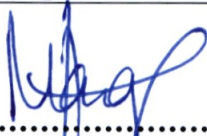
15. Statement of Financial Position as at 30th June 2025

	Note s	30th June 2025	Audited Prior Year
		Kshs	Kshs
Assets			
Current Assets			
Cash and cash equivalents	20	215,875,655	287,667,679
Receivables from Non-exchange Transactions	22	450,339	17,824,538
Inventories	21	1,177,743	2,011,588
Prepaid Tax	23	2,569,482	
Total Current Assets		220,073,219	307,444,800
Non-Current Assets			
Property, plant and equipment	18	25,233,659	27,732,977
Intangible Asset	19	3,675,000	4,200,000
Total Non- Current Assets		28,908,659	31,932,977
Total Assets		248,981,878	339,377,777
Liabilities			
Current Liabilities			
Trade and Other Payables	26	1,578,958	815,606
Deferred grants income	25	-	84,163,424
Retirement benefit obligation	24	1,126,540	3,487,200
Tax payable		-	3,441,355
Total Current Liabilities		2,705,498	91,907,585
Total Liabilities		2,705,498	91,907,585
Net Assets (A-B)		246,276,380	247,470,193
Reserves			
Accumulated Surplus		232,471,028	232,614,629
Donated Reserves		3,024,915	4,075,127
Revaluation Surplus		10,780,437	10,780,437
Total Net Assets		246,276,380	247,470,193

Capital fund are assets donated to The President's Award - Kenya realized in the income statement over their useful life.

The Financial Statements set out on pages 1 to 9 were signed on behalf of the Board of Trustees by:

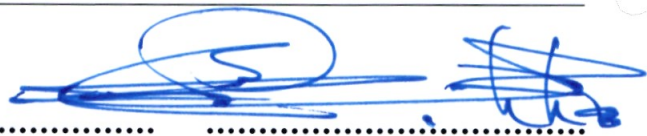
**The President's Award-Kenya
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For the period ended June 30, 2025**



.....
Margaret Kiogora,CHRP(K)
Accounting Officer



.....
CPA Grace Musyoka:
Head of Finance



.....
Mr Paul Mbatha
Chairperson of the
Board

Date

ICPAK M/No: 24686
Date 17/11/2025

Date 15th Nov. 2025

16. Statement of Changes in Net Assets for the Period Ended 30th June 2025

	Donated Reserves	Revaluation Surplus	Surplus/ Deficit Reserve	Total
RESTATED As at July 1, 2023	5,125,339	5,095,467	213,190,420	223,411,226
Surplus for the Year	-	-	19,424,209	19,424,209
Transfer to Income	(1,050,212)	-	-	(1,050,212)
Revaluation Surplus	-	5,684,970	-	5,684,970
RESTATED As at June 30, 2024	4,075,127	10,780,437	232,614,629	247,470,193
Surplus for the Year	-	-	(143,601)	(143,601)
Transfer to Income	(1,050,212)	-	-	(1,050,212)
As at June 30, 2025	3,024,915	10,780,437	232,471,028	246,276,380

17. Statement of Cash Flows for The Period Ended 30th June 2025

	Note s	30 th June 2025	30 th June 2024
		Kshs	Kshs
Cash flows from operating activities			
Receipts			
Transfers from other governments entities	5	38,799,102	72,500,001
Public contributions and donations	6	-	1,585,091
Rendering of Services	7	1,569,850	2,336,700
Finance income	8	44,697,206	24,117,002
Other income	9	-	612
Total receipts		85,066,158	100,539,406
Payments			
Use of goods and services	10(b)	82,434,697	71,096,901
Employee costs	11(b)	38,798,795	44,367,319
Board Expenses	12	13,758,809	7,670,209
Repairs and maintenance	14	3,116,470	4,346,203
Contracted services	15	1,493,991	1,523,412
Grants and Subsidies	16	317,383	1,267,708
Tax paid	23	14,225,440	14,090,941
Total payments		154,145,585	144,362,693
Net cash flows from/ (used in) operating activities		(69,079,427)	(43,823,287)
Cash flows from investing activities			
Purchase of PPE and Intangible assets	18	(2,712,596)	(5,771,470)
Purchase of Intangible Asset	19		(4,200,000)
Net cash flows from/ (used in) investing activities		(2,712,596)	(9,971,470)
Cash flows from financing activities			
Proceeds from borrowings		-	-
Net cash flows from financing Activities		-	-
Net increase in cash & Cash Equivalents		(71,792,023)	(53,794,757)
Cash and cash equivalents at 1 July	20	287,667,678	341,462,435
Cash and cash equivalents at 30th June 25	20	215,875,655	287,667,678

The President's Award-Kenya
Annual Report and Financial Statements
For the period ended June 30, 2025

18. Statement of Comparison of Budget and Actual Amounts for the Year Ended 30th June 2025

		Original Annual Budget	Adjustmen ts.	Final Annual Budget	Actual on Comparable Basis	Performan ce difference	% of Utilizati on
	Not e				Period ended June 25		
Receipts							
Transfers from Government	5	38,799,102	0	38,799,102	38,799,102	-	100%
Sports Grant	5	82,644,041	0	82,644,041	82,644,041	-	100%
Rendering of Services	7	1,500,000	0	1,500,000	1,569,850	(69,850)	105%
Donations in Kind (Mastercard Foundation)	6	267,382		267,382	267,382	-	100%
Donations in Kind (Safaricom Foundation)	6	1,202,000	0	1,202,000	1,202,000	-	100%
Sub Total		124,412,525	0	124,412,525	124,482,375		
Payments							
Finance Income	8	28,330,618	0	28,330,618	27,382,010	948,608	97%
Sub Total		28,330,618	0	28,330,618	27,382,010		
Total revenue		152,743,143	0	152,743,143	151,864,385		
Expenses							
Use of Goods	10	61,028,402	21,645,359	82,673,761	82,609,818	63,943	99%
Employee costs	11	38,866,065	(366,065)	38,500,000	35,559,156	2,940,844	93%
Board expenses	12	10,845,300	2,654,700	13,500,000	13,758,809	(258,809)	102%

**The President's Award-Kenya
Annual Report and Financial Statements
For the period ended June 30, 2025**

		Original Annual Budget	Adjustments.	Final Annual Budget	Actual on Comparable Basis	Performance difference	% of Utilization
Repairs and maintenance	14	1,480,000	1,720,000	3,200,000	3,116,470	83,530	97%
Contracted Services	15	870,000	730,000	1,600,000	1,493,991	106,009	94%
Donations In Kind Expenses (Safaricom Foundation)	16	1,202,000	0	1,202,000	1,202,000	-	100%
Grant expense (Mastercard Foundation)	16	317,382	(50,000)	267,382	267,382	-	100%
Tax Expense	17	5,117,290	3,182,710	8,300,000	8,214,603	85,397	99%
Total payments		119,726,439		149,243,143	146,222,229		
Capital Expenditure Payments		3,500,000		3,500,000	2,712,596		
Surplus for the year		-			2,929,560		

Budget Reconciliation

	Description of Particulars	Amount in Kshs
	Actual Surplus Amounts as per the statement of Budget	2,929,560
1	Actual surplus/deficit as per the statement of Performance	143,601
2	Net Cashflows from operating activities	(69,079,427)

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3	Deferred income	1,050,212
4	Depreciation	(5,736,913)
5	Provision for Gratuity	(1,099,055)
	Closing Cash and Cash Equivalent as per the statement of Cash flows	(71,792,023)

19. Notes to the Financial Statements

1) General Information

The President's Award - Kenya is established by and derives its authority and accountability from The President's Award Act, No. 30 of 2017. The entity is wholly owned by the Government of Kenya and is domiciled in Kenya. The entity's principal activities are equipping young people with positive life skills to make a difference for themselves, their communities, country and the world.

2) Statement of Compliance and Basis of Preparation

The financial statements have been prepared on a historical cost basis. The preparation of financial statements in conformity with International Public Sector Accounting Standards (IPSAS) allows the use of estimates and assumptions. It also requires management to exercise judgment in the process of applying the entity's accounting policies. The areas involving a higher degree of judgment or complexity, or where assumptions and estimates are significant to the financial statements, are disclosed on note 5. The financial statements have been prepared and presented in Kenya Shillings, which is the functional and reporting currency of the entity.

The financial statements have been prepared in accordance with the PFM Act, the State Corporations Act, the President's Award Act, 2017, Mwongozo and International Public Sector Accounting Standards (IPSAS). The accounting policies adopted have been consistently applied to all the years presented.

3) Summary of Significant Accounting Policies

a) Revenue Recognition

1. Revenue From Non-Exchange Transactions

Transfers From Other Government Entities

Revenues from non-exchange transactions with other government entities are

measured at fair value and recognized on obtaining control of the asset (cash, goods, services and property) if the transfer is free from conditions and it is probable that the economic benefits or service potential related to the asset will flow to the entity and can be measured reliably. Recurrent grants are recognized in the statement of financial performance. Development/capital grants are recognized in the statement of financial position and realised in the statement of financial performance over the useful life of the assets that has been acquired using such funds.

Grant Income

These are receipts from international donors. The funds are recognized on receipt.

Licenses

The entity recognizes revenues from licenses paid by institutions to carry out the award programme. The funds are recognized on an accrual basis.

Transfer From Capital Fund

The amounts include capitalization of assets that were donated to the President's Award - Kenya by the Government of Kenya. The amounts are realized in the statement of financial performance over their useful life.

ii) Revenue from Exchange Transactions

Sale of goods

Revenue from the sale of goods is recognized when the significant risks and rewards of ownership have been transferred to the buyer, usually on delivery of the goods and when the amount of revenue can be measured reliably and it is probable that the economic benefits or service potential associated with the transaction will flow to the entity.

Interest income

Interest income is accrued using the effective yield method. The effective yield discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount. The method applies this yield to the principal outstanding to determine interest income each period.

Rental income

Rental income arising from operating leases on investment properties is accounted for on a straight-line basis over the lease terms and included in revenue.

b) Budget Information

The original budget for the financial year 2024-2025 was approved by the board of trustees on 27th August 2024. The entity's budget is prepared on a different basis to the actual income and expenditure disclosed in the financial statements. The financial statements are prepared on an accrual basis using a classification based on the nature of expenses in the statement of financial performance, whereas the budget is prepared on a cash basis. The amounts in the financial statements were recast from the accrual basis to the cash basis and reclassified by presentation to be on the same basis as the approved budget. A comparison of budget and actual amounts, prepared on a comparable basis to the approved budget, is then presented in the statement of comparison of budget and actual amounts.

The organization's budget is prepared on a different basis to the actual income and expenditure disclosed in the financial statements. The financial statements are prepared on an accrual basis using a classification based on the nature of expenses in the statement of financial performance, whereas the budget is prepared on a cash basis. The amounts in the financial statements were recast from the accrual basis to the cash basis and reclassified by presentation to be

on the same basis as the approved budget. A comparison of budget and actual amounts, prepared on a comparable basis to the approved budget, is then presented in the statement of comparison of budget and actual amounts.

In addition to the basis difference, adjustments to amounts in the financial statements are also made for differences in the formats and classification schemes adopted for the presentation of the financial statements and the approved budget.

A statement to reconcile the actual amounts on a comparable basis included in the statement of comparison of budget and actual amounts and the actuals as per the statement of financial performance has been presented on page 1 of these financial statements.

c) Taxes

The President's Award - Kenya is a non – commercial state corporation that receives substantial revenue from non – exchange transactions (especially from the National Government in form of transfers and grants). As such, it is liable for income taxes only on interest received from fixed deposits. However, other taxes accruing from employees are recovered through the payroll and remittances filled as appropriate.

d) Property, Office and Other Equipment

All property, office and other equipment are stated at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly

attributable to the acquisition of the items. When significant parts of property, office and other equipment are required to be replaced at intervals, the entity recognizes such parts as individual assets with specific useful lives and depreciates them accordingly. Likewise, when a major inspection is performed, its cost is recognized in the carrying amount of the property, office and other equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognized in the statement of financial performance. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration the asset is initially measured at its fair value.

Buildings are not depreciated. Depreciation on all other assets is calculated on the straight-line method of depreciation over its estimated useful life using the following annual rates:

Buildings	5% Per annum
Motor vehicles	16.67% Per annum
Furniture, fittings and Equipment	12.5% Per annum
Computers	30% Per annum

e) Intangible Assets

Intangible assets acquired separately are initially recognized at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. Following initial recognition, intangible assets are carried at cost less any accumulated amortization and accumulated impairment

losses. Internally generated intangible assets, excluding capitalized development costs, are not capitalized and expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred.

The useful life of the intangible assets is assessed as 8 years and therefore amortized at a rate of 12.5% Per annum.

f) Financial instruments

Financial assets

Initial recognition and measurement

Financial assets within the scope of IPSAS 29 financial instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, loans and receivables, held-to-maturity investments or available-for-sale financial assets, as appropriate. The Entity determines the classification of its financial assets at initial recognition.

Held-to-maturity

Non-derivative financial assets with fixed or determinable payments and fixed maturities are classified as held to maturity when the organization has the positive intention and ability to hold it to maturity. After initial measurement, held-to-maturity investments are measured at amortized cost using the effective interest method, less impairment. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an

integral part of the effective interest rate. The losses arising from impairment are recognized in the statement of financial performance.

g) Provisions

Provisions are recognized when the organization has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. The expense relating to any provision is presented in the statement of financial performance net of any reimbursement.

Contingent liabilities

The Entity does not recognize a contingent liability but discloses details of any contingencies in the notes to the financial statements, unless the possibility of an outflow of resources embodying economic benefits or service potential is remote.

Contingent assets

The Entity does not recognize a contingent asset but discloses details of a possible asset whose existence is contingent on the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Entity in the notes to the financial statements. Contingent assets are assessed continually to ensure that developments are appropriately reflected in the financial statements. If it has become virtually certain that an inflow of

economic benefits or service potential will arise and the asset's value can be measured reliably, the asset and the related revenue are recognized in the financial statements of the period in which the change occurs.

h) Nature and purpose of reserves

The President's Award - Kenya has reserves which are used in the programme operations due to current insufficient government funding.

i) Changes in accounting policies and estimates

The organization recognizes the effects of changes in accounting policy retrospectively. The effects of changes in accounting policy are applied prospectively if retrospective application is impractical.

j) Employee benefits

Retirement benefit plans

PA-K provides retirement benefits for its employees and directors. Defined contribution plans are post-employment benefit plans under which an entity pays fixed contributions into a separate entity (a fund), and will have no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The contributions to fund obligations for the payment of retirement benefits are charged in the statement of financial performance in the year in which they become payable.

k) Foreign currency transactions

Transactions in foreign currencies are initially accounted for at the ruling rate of exchange on the date of the transaction. Trade creditors or debtors denominated in foreign currency are reported at the statement of financial position reporting date by applying the exchange rate on that date. Exchange differences arising from the settlement of creditors, or from the reporting of creditors at rates different from those at which they were initially recorded during the period, are recognized as income or expenses in the period in which they arise.

l) Borrowing costs

Borrowing costs are capitalized against qualifying assets as part of property, plant and equipment.

Such borrowing costs are capitalized over the period during which the asset is being acquired or constructed and borrowings have been incurred. Capitalization ceases when construction of the asset is complete. Further borrowing costs are charged to the statement of financial performance.

m) Related parties

The Entity regards a related party as a person or an entity with the ability to exert control individually or jointly, or to exercise significant influence over the Entity, or vice versa. Members of key management are regarded as related parties and comprise the directors, the CEO and senior managers.

n) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and cash at bank, short-term deposits on call and highly liquid investments with an original maturity of three months or less, which are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value. Bank account balances include amounts held at the Kenya Commercial Bank at the end of the financial year. For the purposes of these financial statements, cash and cash equivalents also include short term cash imprests to authorised public officers which were not surrendered or accounted for at the end of the financial year.

o) Comparative figures

Where necessary comparative figures for the previous financial year have been amended or reconfigured to conform to the required changes in presentation.

p) Subsequent events

There have been no events subsequent to the financial year end with a significant impact on the financial statements for the year ended September 30, 2024.

4) Significant Judgements and Sources of Estimation Uncertainty

Estimates and Assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The organization based its assumptions

and estimates on parameters available when the consolidated financial statements were prepared. However, existing circumstances and assumptions about future developments may change due to market changes or circumstances arising beyond the control of the organization. Such changes are reflected in the assumptions when they occur.

Useful Lives and Residual Values

The useful lives and residual values of assets are assessed using the following indicators to inform potential future use and value from disposal:

- a) The condition of the asset based on the assessment of experts employed by the organization
- b) The nature of the asset, its susceptibility and adaptability to changes in technology and processes
- c) The nature of the processes in which the asset is deployed
- d) Availability of funding to replace the asset
- e) Changes in the market in relation to the asset

Provisions

Provisions are raised and management determines an estimate based on the information available. Additional disclosure of these estimates of provisions is included in Note 28. Provisions are measured at the management's best estimate of the expenditure required to settle the obligation at the reporting date, and are discounted to present value where the effect is material.

5) Transfers from Ministries, Departments and Agencies (MDAs)

Name of Entity sending the grant	Amount recognized to Statement of Financial Performance	Amount deferred under deferred income	Amount recognized in capital fund	Total grant income during the year 2024/2025	30 th June 2024
	KShs	KShs	KShs	KShs	KShs
Ministry of Education	-	-	-	-	50,000,001
Ministry of Youth Affairs, Creative Economy and Sports		38,799,102		38,799,102	20,000,000
Sports Fund Grant		82,644,041		82,644,041	53,500,000
Total		121,443,143	-	121,443,143	123,500,001

6) Public Contributions and Donations

Description	30 th June 2025	30 th June 2024
	Kshs	Kshs
Grant income	267,382	1,267,708
Donations in kind-Safaricom cards	1,202,000	2,332,000
Sub Total	1,469,382	3,599,708
Deferred income	1,050,212	1,050,212

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Description	30 th June 2025	30 th June 2024
	Kshs	Kshs
Total public contributions and donations	2,519,594	4,649,920

NB

- i) Deferred income refers to the depreciation amount on donated motor vehicles transferred to income
- ii) Grant income refers to grant received from The Mastercard Foundation for Gold award participation sponsorship.
- iii) Donations in kind refers to Safaricom cards donation from Safaricom PLC for the programme activities amounting Ksh.10,000,000 however due to Accounting Standards what has been recognized in the Statement of Financial Performance is the total amount of cards utilized in the year.

7) Rendering of Services

Description	30 th June 2025	30 th June 2024
	KShs	KShs
Participants Registration Fees	1,129,850	1,621,700
Licence Fees from Award Centres	440,000	715,000
Total rendering of services	1,569,850	2,336,700

8) Finance Income

Description	30 th June 2025	30 th June 2024
	KShs	KShs
Interest income from call deposits	27,020,375	20,290,543
Accrued Interest on call deposits	361,635	17,765,534
Total finance income	27,382,010	38,056,077

8 (b) Finance Income (Cash Basis)

Description	30th June 2025	30th June 2024
	KShs	KShs
Amount as per performance	27,382,010	38,056,077
Add: Previous years receivables	17,765,534	3,826,459
Less: Current years receivables	-450,338	-17,765,534
Total finance income	44,697,206	24,117,002

9) Other income

Description	30th June 2025	30th June 2024
	KShs	KShs
Profit from compensation	-	21,625
Other Income	-	300
Total Other income	-	21,925

10) Use of Goods and Services

Description	30th June 2025	30th June 2024
	KShs	KShs
Adventurous Journey Expenses	-	299,900
Advertisement	-	410,090
Africa Regional Conference	3,995,142	398,345
Annual budget expenses	1,565,900	806,700
Asset Insurance	253,655	220,041
Asset Tagging Expenses	290,000	-
Audit Fee Expenses	112,000	
Award Centers Support	2,748,425	1,623,965
Award Day Expenses	-	2,477,632
Award Popularization Expenses	743,332	3,463,645
Award Presentations	2,525,590	4,477,836
Bank charges	401,434.45	366,111
Brand and Promotional Expenses	3,043,612	74,250
Cleaning and fumigation	572,324	151,482
Courier and Postage	554,696	722,113

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Duke of Edinburgh's Fees	2,636,550	2,933,100
Electricity	181,769	1,003,400
Email Hosting	58,000	58,000
Fuel and oil	3,253,515	714,710
Hospitality expenses	3,064,555	2,365,896
ICT and Infrastructure Expenses	339,487	461,349
Induction of coordinators	979,600	3,868,386
Internet	998,701	1,116,670
Legal Fees	-	130,000
Licence Review Costs	-	803,870
Media Monitoring	62,476	56,840
Media Training	56,000	-
Monitoring and evaluation	-	682,600
Office expenses	490,087	321,102
PA-K Corporate Events	-	133,860
Partnerships & Fundraising Cost	2,498,433.40	741,140
Performance Contracting	3,508,000	4,156,850
Prequalification and evaluation of tenders	142,000	900,000
Print and Electronic Media	327,302	17,300
Printing and stationery	166,847	589,036
Printing of certificates and forms	791,300	1,168,025
Audit fees	-	398,000
Publications and Documentaries	326,150	2,403,773
Recognition Ceremonies Expenses	12,198,724	
Residential Project Expenses	-	189,700
Revaluation of Assets	-	250,000
Route Mapping & Development	-	556,500
Sensitization of Heads of Institutions	2,269,375	3,406,271
Sensitization of Quaso Officers	2,461,404	
Service Charter Expenses	8,000	220,724
Shows and Exhibitions	266,250	474,276
Staff Training & Cont. Prof. Devt	8,467,750	4,852,320
Stakeholder Engagement	-	628,400

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Strategic Plan	1,131,179	120,000
Staff travel	747,489	-
Staff subsistence allowance	515,419	-
Staff establishment	4,451,321	-
Telephone	1,151,000	845,000
Training of Award Leaders	5,059,001	11,801,040
Training of Trainers	140,660	2,815,284
Volunteer meals and transport	1,507,630	840,500
Volunteer Medical Cover	-	1,077,300
Volunteer Training Expenses	5,357,343	2,730,978
Water	190,390	224,220
Work Planning Expenses	-	199,500
Youth Innovative Activities	-	176,300
Zoom Application Expenses	-	15,226
Total use of goods and services	82,609,818	71,939,556

10 (b). Use of Goods (Cash Basis Adjustment)

Description	30th June 2025	30th June 2024
	KShs	KShs
Total as per the Income Statement	82,609,818	71,939,556
Add:		
Increase in Consumables Inventory	368,155	
Decrease in Audit Fee Payable	350,000	
Decrease in Hospitality Payable		134,230
Decrease in Trade Payables		33,739
Less:		
Reduction in Consumables Inventory		(1,000,902)
Increase in Hospitality Payable		
Increase in Volunteer Insurance Payable		
Increase in Trade Payables	(893,276)	
Increase in Payables		(9,720)
Total Use of Goods (Cash Basis)	82,434,697	71,096,901

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11) Employee Costs

Description	30th June 2025	30th June 2024
	KShs	KShs
Salaries and Wages	26,110,903	27,481,164
Staff Travel	-	240,196
Staff subsistence allowance	-	9,550
Staff establishment	-	495,950
Staff Skills Gap Audit	-	240,000
Employer Contribution to Health Insurance Scheme	5,450,009	8,258,449
Employer Contribution to Pension Schemes	3,258,139	3,287,684
Casual Labour	440,805	293,360
GPA and WIBA Expenses	284,950	279,304
Gratuity provision for the year	1,099,055	1,239,559
Nita Levy	14,350	-
Total employee costs	36,658,211	41,825,216

11 (b) Employee Costs (Cash Basis Adjustment)

Description	30th June 2023	30th June 2023
	KShs	KShs
Total as per the Income Statement	36,658,211	41,825,216
Add:		
Decrease in Housing Levy Payable	5,247	-
Decrease in NITA Levy Payable	700	-
Decrease in PAYE Payable	201,977	-
Decrease in Pension Liability	-	213,900
Decrease in Gratuity Liability	2,010,660	2,723,837
Less:		
Increase in Staff Insurance Payable	-	-
Increase in Provision for Gratuity	-	(106,811)
Increase in PA-K Staff Welfare	(78,000)	(80,000)
Increase in NITA Levy Payable	-	(2,850)
Increase in Housing Levy Payable	-	(71,288)

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Increase in PAYE Payable	-	(134,685)
Total Employee Costs (Cash Basis)	38,798,795	44,367,319

12) Board Expenses

Description	30th June 2025	30th June 2024
	KShs	KShs
Chairman's Honoraria	767,947	960,000
Chairman Telephone Allowance	35,000	60,000
Sitting Allowances	2,964,810	2,428,582
Medical Insurance	77,277	307,724
Induction and Training	8,849,542	2,630,376
Travel and Accommodation	747,950	1,242,052
Other Board Expenses	316,284	41,475
Total Board expenses	13,758,810	7,670,209

13) Depreciation and Amortization Expense

Description	30th June 2025	30th June 2024
	Kshs	Kshs
Property, plant and equipment	5,211,913	6,294,602
Intangible assets	525,000	525,000
Total depreciation and amortization	5,736,913	6,819,602

(NB: The variations on depreciation of PPE is a result of PPE procured as explained in note 17).

14) Repairs and Maintenance

Description	30th June 2025	30th June 2024
	KShs	KShs
Property and equipment	55,570	1,517,944
Equipment and Machinery	537,020	25,900
Motor Vehicles	1,735,243	2,489,623
Furniture and Fittings	28,682	178,756

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Computers and Accessories	759,955	133,980
Total repairs and maintenance	3,116,470	4,346,203

15) Contracted Services

Description	30th June 2025	30th June 2024
	KShs	KShs
Contracted security services	1,493,991	1,523,410
Total contracted services	1,493,991	1,523,410

16) Grant and Subsidies

Description	30th June 2025	30th June 2024
	KShs	KShs
Donations in kind expenses - Safaricom cards	1,202,000	2,332,000
Mastercard Foundation expenses	267,382	1,267,708
Total grant and subsidies	1,469,382	3,599,708

17) Taxation

Description	30th June 2025	30th June 2024
	KShs	KShs
Tax charged on interest income	8,214,603	11,416,823
Total tax expenses	8,214,603	11,416,823

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18) Property, Plant and Equipment

	Land	Buildings	Motor vehicles	Furniture & fittings	Computers	Total
	Kshs	Kshs	Kshs	Kshs	Kshs	Kshs
Cost						
As At 1 July 2023	-	4,549,705	14,300,000	4,422,260	9,526,909	32,798,874
Additions	-	-	-	1,439,660	4,516,810	5,956,470
Disposals	-	-	-	-	(185,000)	(185,000)
As at 30th June 2024	-	4,549,705	14,300,000	5,861,920	13,858,719	38,570,344
After Revaluation						
As at 1 July 2024		3,945,977	9,200,000	6,853,900	7,733,100	27,732,977
Additions	-		56,000	1,831,896	824,700	2,712,596
Disposals	-					
Transfer/Adjustments	-	-	-	-	-	-
As at 30th June 2025	-	3,945,977	9,256,000	8,685,796	8,557,800	30,445,573
Depreciation And Impairment						
At 1 July 2023	-	376,243	4,767,622	1,052,430	3,548,066	9,744,361
Depreciation	-	227,485	2,383,810	680,459	3,527,847	6,819,601
Impairment	-	-	-	-	(41,625)	-41,625
Transfers/ Adjustments	-	-	-	-	-	-
As At 30th June 2024	-	603,728	7,151,432	1,732,889	7,034,288	16,522,337
As at 01st July 2024 (After Revaluation)		-	-	-	-	
Depreciation	-	197,299	1,535,974	995,353	2,483,288	5,211,914
Disposals	-					
Impairment	-	-	-	-	-	-
Transfer/Adjustment	-	-	-	-	-	-
As at 30th June 2025	-	197,299	1,535,974	995,352	2,483,288	5,211,914
						-
Net Book Values						-

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	Land	Buildings	Motor vehicles	Furniture & fittings	Computers	Total
	Kshs	Kshs	Kshs	Kshs	Kshs	Kshs
As at 30th June 2024	-	3,945,977	7,148,568	4,129,031	6,824,431	22,048,007
						-
Reclassification	-	-	-	1,485,206	(1,485,206)	-
Revaluation Surplus	-	-	2,051,432	1,239,663	2,393,876	5,684,971
As at 30th June 2024	-	3,945,977	9,200,000	6,853,900	7,733,100	27,732,977
As at 30th June 2025	-	3,748,678	7,720,026	7,690,443	6,074,512	25,233,659

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19) Intangible Assets – Software

Description	30 th June 2025	30 th June 2024
	KShs	KShs
Cost		
At beginning of the year/ period	4,200,000	-
Additions		
At end of the year/ period	4,200,000	4,200,000
Additions-internal development	-	-
At end of the year/ period	4,200,000	4,200,000
Amortization and impairment		
At beginning of the year/ period	-	-
Amortization		
At end of the year/ period	525,000	-
Impairment loss	-	-
At end of the year/ period	-	-
NBV	3,675,000	4,200,000

20) Cash and Cash Equivalents

Description	30 th June 2025	30 th June 2024
	KShs	KShs
Current account	519,696	1,108,674
On-Call deposits	215,355,959	286,500,000
Total cash and cash equivalents	215,875,655	287,667,679

Detailed Analysis of the Cash and Cash Equivalents

Description	Account number	30 th June 2025	30 th June 2024
		KShs	KShs
a) Current account			
Kenya Commercial Bank	1104068737	519,696	1,108,674
Sub- total		519,696	1,108,674
b) Call Deposit			
Kenya Commercial Bank	1104068737	215,355,959	286,500,000
Sub- total		215,355,959	286,500,000
Grand Total		215,875,655	287,667,679

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21) Inventories

Description	30 th June 2025	30 th June 2024
	KShs	KShs
Stationery Items and Consumables	1,177,743	809,588
Safaricom cards	-	1,202,000
Grand total	1,177,743	2,011,588

Detailed Disclosure on inventories

Description	30 th June 2025	30 th June 2024
	KShs	KShs
Opening balance	2,011,588	1,810,490
Additional inventory in the year	1,010,339	915,525
Inventory expensed in the year	1,844,184	1,916,427
Closing balance	1,177,743	809,588

22) Receivables from non-exchange transactions

Description	30 th June 2025	30 th June 2024
	KShs	KShs
Accrued Interest for the period	390,184	17,765,534
E-Citizen collection account	60,155	59,004
Grand total	450,339	17,824,538

23) Prepaid Tax

Description	30 th June 2025	30 th June 2024
	KShs	KShs
At beginning of the year	3,441,355	6,115,473
Income tax charge for the year (note 17)	8,214,603	11,416,823
Income tax paid during the year	14,225,440	(14,090,941)
At end of the year	2,569,482	3,441,355

24) Current Provisions

Description	Gratuity Provision	Pension Provision	Audit Fees	Total
	Kshs	Kshs	Kshs	Kshs
Balance b/f	3,137,200	-	350,000	3,487,200
Additional provisions				
Provision utilised	(2,010,660)	-	(350,000)	(2,360,660)
Change due to discount and time value for money	-	-	-	-
Transfers from non-current provisions	-	-	-	-
Total provisions year end	1,126,540	-	-	1,126,540

The provision for gratuity was for the only two staff who were on contract as at the end of 30th June 2025. The provision for audit is for annual audit by the OAG

25) Deferred Income

The deferred income movement is as follows:

Description	30th June 2025	30th June 2024
	Kshs	Kshs
Balance at the beginning of the year	84,163,424	-
Mastercard Foundation Utilization in the year	(317,383)	317,383
Safaricom cards utilization in the year	(1,202,000)	1,202,000
Sports Fund utilization in the year	(82,644,041)	82,644,041
Balance at the end of the year	-	84,163,424

26) Trade Payables

Description	30th June 2025	30th June 2024
	Kshs	Kshs
Trade Payables	902,996	9,720
PA-K Staff Welfare	158,000	80,000
Housing Fund Levy Payable	66,041	71,288

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PAYE Payable	451,021		652,998	
Nita Levy	900		1,600	
Closing Balance	1,578,958		815,606	
Ageing analysis: (Trade and other payables)	Current FY	% of the Total	Comparative FY	% of the Total
Under one year	1,578,958	100%	815,606	100%
1-2 years	-	-	-	-
2-3 years	-	-	-	-
Over 3 years	-	-	-	-
Total (tie to above total)	1,578,958	100%	815,606	100%

27) Financial Risk Management

The entity's activities expose it to a variety of financial risks including credit and liquidity risks and effects of changes in foreign currency. The company's overall risk management programme focuses on unpredictability of changes in the business environment and seeks to minimize the potential adverse effect of such risks on its performance by setting acceptable levels of risk.

The entity's financial risk management objectives and policies are detailed below:

(i) Credit risk

The entity has exposure to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when due. Credit risk arises from cash and cash equivalents, and deposits with banks, as well as trade and other receivables and available-for-sale financial investments.

Management assesses the credit quality of each customer, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external assessment in accordance with limits set by the directors. The amounts presented in the statement of financial position are net of allowances for doubtful receivables, estimated by the organization's management based on prior experience and their assessment of the current economic environment.

The carrying amount of financial assets recorded in the financial statements representing the entity's maximum exposure to credit risk without taking account of the value of any collateral obtained.

The customers under the fully performing category are paying their debts as they continue trading. The credit risk associated with these receivables is minimal and the allowance for uncollectible amounts that the company has recognised in the financial statements is considered adequate to cover any potentially irrecoverable amounts.

The board of trustees sets the company's credit policies and objectives and lays down parameters within which the various aspects of credit risk management are operated.

(ii) Liquidity risk management

Ultimate responsibility for liquidity risk management rests with PA-K's trustees, who have built an appropriate liquidity risk management framework for the management of the organization's short, medium and long-term funding and liquidity management requirements. The organization manages liquidity risk through continuous monitoring of forecasts and actual cash flows.

28) Events After the Reporting Period

There were no material adjusting and non - adjusting events after the reporting period.

29) Ultimate and Holding Entity

The entity is a State Corporation/ or a Semi - Autonomous Government Agency under the Ministry of Youth Affairs and Creative Economy. Its ultimate parent is the Government of Kenya.

29) Currency

The financial statements are presented in Kenya Shillings (Kshs).

30) Cash Generated from Operations

Description	30 th June 2025
	Kshs
Surplus/Deficit for the year before tax	(143,601)
Adjusted for:	
Depreciation	4,686,701
Decrease in Retirement Benefit Obligations	(2,360,659)
Working capital adjustments	
Increase/Decrease in inventory	833,845
Decrease in receivables	17,375,351
Increase in Prepayments	(2,569,900)
Decrease in deferred income	(84,163,424)
Increase in payables	763,352
Decrease in Tax Payable	(3,501,092)
Net cash flow from operating activities	(69,079,427)

(The total of this statement should tie to the cash flow section on net cash flows from/ used in operations)

20. APPENDICES

a) Appendix I: Implementation of Auditor General's Recommendation

The following is the summary of issues raised by the external auditor, and management comments that were provided to the auditor.

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: (Resolved / Not Resolved)	Timeframe: (Put a date when you expect the issue to be resolved)
1.	Undisclosed Value of Property, Plant and Equipment	PA-K does not have ownership document of the current office premise at Upper hill and Outward Bound Loitoktok property. A presidential Decree was issued on 13th May 2022 for the transfer of title to be affected to PA-K. Follow-up on the ownership document has been escalated to the Head of Public Service and Cabinet Secretary, State Department for Youth Affairs and Creative Economy.	Not Resolved	FY 2025/26
2.	Lack of an Internal Audit function and Audit Committee	One alternate Director from the Ministry of Education has been appointed. The Term of 5 Independent Board members has expired. PA-K formally communicated to the appointing	Not Resolved	FY 2025/26

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Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: (Resolved / Not Resolved)	Timeframe: (Put a date when you expect the issue to be resolved)
		<p>authority seeking for the appointment of 5 independent Board members.</p> <p>On the Internal Audit, PA-K has been assigned Internal auditors from the State Department for Youth Affairs</p>	Resolved	
	Understaffed Human Resource	In line with the approved staff establishment documents, PA-K has made requests for additional staff. However, a circular was issued freezing any recruitment of staff.	Not Resolved	FY 2025/26

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b) Appendix II: Transfers from Other Government Entities

Name of the MDA/Donor Transferring the funds	Date received as per bank statement	Nature: Recurrent /Development/Others	Total Amount - KES	Statement of Financial Performance	Where Recorded/recognized				Total Transfers during the Year
					Capital Fund	Deferred Income	Receivables	Others - must be specific	
State Department for Youth Affairs and Creative Economy	01/08/2024	Recurrent	5,819,865	-	-	-	-	-	5,819,865
State Department for Youth Affairs and Creative Economy	12/09/2024	Recurrent	3,879,910	-	-	-	-	-	3,879,910
State Department for Youth Affairs and Creative Economy	07/11/2024	Recurrent	9,699,776	-	-	-	-	-	9,699,776
State Department for Youth Affairs and Creative Economy	07/02/2025	Recurrent	4,099,776	-	-	-	-	-	4,099,776
State Department for Youth Affairs and Creative Economy	04/03/2025	Recurrent	5,600,000	-	-	-	-	-	5,600,000
State Department for Youth Affairs and Creative Economy	09/05/2025	Recurrent	9,699,775	-	-	-	-	-	9,699,775
Total			38,799,102	-	-	-	-	-	38,799,102

c) Appendix II: Inter Entity Confirmation Letter



Appendix V: Inter-Entity Transfers Confirmation Letter

NAME OF TRANSFERRING ENTITY: STATE DEPARTMENT FOR YOUTH AFFAIRS AND CREATIVE ECONOMY

NAME OF BENEFICIARY ENTITY: THE PRESIDENT'S AWARD-KENYA

Confirmation of amounts received by The President's Award-Kenya as at 30 th June 2025					
Reference Number	Date Disbursed	Recurrent (A)	Development (B)	Total (C) = (A + B)	Remarks
FT24214T13F7	01-08-2024	5,819,865	Nil	5,819,865	
FT24256LBBG7	12-09-2024	3,879,910	Nil	3,879,910	
FT24312TC6YN	07/11/2024	9,699,775.50	Nil	9,699,775.50	
FT25038P47X2	07/02/2025	4,099,776	Nil	4,099,776	
FT25093T5SPB	03/04/2025	5,600,000	Nil	5,600,000	
FT2512944YZP	09/05/2025	9,699,775	Nil	9,699,775	
Total		38,799,101.50		38,799,101.50	

I confirm that the amounts shown above are correct as of the date indicated

Head of Accounts: State Department for Youth Affairs and Creative Economy

Name: CPA Robert Asumani Samuel Sign: *[Signature]* Date: *18/8/25*
For: **Principal Secretary**

Head of Accounts: The President's Award-Kenya

Name: CPA Grace Musyoka Sign: *[Signature]* Date: *15/08/2025*
For: **Chief Executive Officer**