

REPUBLIC OF KENYA



REPORT

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THE AUDITOR-GENERAL

ON

ENGINEERS BOARD OF KENYA

**FOR THE YEAR ENDED
30 JUNE, 2025**

THE NATIONAL ASSEMBLY
PAPERS LAID

DATE: 01 APR 2026

DAY:
wed

TABLED
BY:

Hon. Naomi Wago
Deputy majority whip

CLERK-AT
TABLE:

Modo Miriam



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P.O. Box 30084 - 00100, NAIROBI
RECORDS OFFICE

11 DEC 2025

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ENGINEERS BOARD OF 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)

*Engineers Board of Kenya Annual Report and Financial Statements for the Year Ended
June 30, 2025.*

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1. ACRONYMS AND DEFINITION OF KEY TERMS

a. Acronyms

CEO	Chief Executive Officer
DG	Director General
CBK	Central Bank of Kenya
ICPAK	Institute of Certified Public Accountants of Kenya
IPSAS	International Public Sector Accounting Standards
MD	Managing Director
NT	National Treasury
OCOB	Office of the Controller of Budget
OAG	Office of the Auditor General
OSHA	Occupational Safety and Health Act of 2007
PFM	Public Finance Management
PPE	Property Plant & Equipment
PSASB	Public Sector Accounting Standards Board
SAGAs	Semi-Autonomous Government Agencies
SC	State Corporations
WB	World Bank
VC	Vice Chancellor

b. Definition of Key Terms

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

Comparative Year- Means the prior period.

2. KEY ENTITY INFORMATION AND MANAGEMENT

a. Background information

The Engineers Board of Kenya (EBK) is a regulatory body established under Section 3(1) of the Engineers Act 2011 to succeed the Engineers Registration Board (ERB) established by the Engineers Registration Act, Cap 530 (1969). The overall mandate of the Board is as follows under Section 6 of the Act:

- i. Registration of engineers and engineering consulting firms;
- ii. Regulation of engineering professional services;
- iii. Setting engineering standards; and
- iv. Oversees the development and general practice of engineering.

The Engineers Board of Kenya was established as a strategic agency for the regulation and development of engineering education, training, and practice in Kenya. The objective of the Board is to ensure that professional engineering services are safe, efficient, and effective for the delivery of all engineering infrastructure systems and processes in Kenya and that there is value for money to users of professional engineering services.

Under the country's Vision 2030 development blueprint, manufacturing sector is identified as priority sector for job and wealth creation and is targeted to increase its contribution to the GDP to 15%. Further, quality infrastructure is recognised as an enabler; Vision 2030 targets to increase access to clean and affordable water and sanitation services, energy, transportation, housing and increasing agricultural production. In all these sectors, the development and regulation of engineering practice is considered a key component to the achievement of Vision 2030 goals.

Engineers Board of Kenya Vision Statement

The Board's Vision is "Safe and sustainable engineering infrastructure."

Engineers Board of Kenya Mission Statement

The Board's Mission is "To ensure production of globally competitive engineers and quality engineering services through regulation, capacity building and enforcing

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compliance with set engineering standards to meet the current and future needs of society.”

Engineers Board of Kenya Core Values

The Board’s core values are:

- i. Integrity
- ii. Customer Centric
- iii. Accountability
- iv. Respect
- v. Excellence

Journey: History of Regulation of Engineering Practice in Kenya

Before 1969	<ul style="list-style-type: none">• British standards
1969	<ul style="list-style-type: none">• Enactment of Engineers Registration Act (1969)
1992	<ul style="list-style-type: none">• Amendment to include Technician Engineers and Graduate Technician Engineers
2011	<ul style="list-style-type: none">• Engineers Act No. 43 of 2011 approved in Parliament
2012	<ul style="list-style-type: none">• Assented: 27th January 2012• Engineers Act 2011 operationalized
2019	<ul style="list-style-type: none">• Engineers Rules 2019
2022	<ul style="list-style-type: none">• The Engineers (Scale of Fees for Profession Engineering Services) Rules 2022

b. Principal Activities

Section 7(1) of the Engineers Act 2011 spells out 26 different functions and powers of the Board that can be broadly categorized into three levels:

- Engineering Education
- Engineering Training
- Engineering Practice

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The principal mandate (functions and powers) of the Board is to: -

- (a) Receive, consider, make decisions on applications for registration and register approved Applications.
- (b) Keep and maintain the Register.
- (c) Publish the names of registered and licensed persons under the Engineers Act 2011.
- (d) Issue licences to qualified persons under the provisions of the Engineers Act 2011.
- (e) Publish and disseminate materials relating to its work and activities.
- (f) Carry out inquiries on matters pertaining to registration of engineers and practice of engineering.
- (g) Enter and inspect sites where construction, installation, erection, alteration, renovation, maintenance, processing or manufacturing works are in progress for the purpose of verifying that—
 - i. Professional engineering services and works are undertaken by registered persons under this Act.
 - ii. Standards and professional ethics and relevant health and safety aspects are observed.
- (h) Assess, approve or reject engineering qualifications of foreign persons intending to offer professional engineering services or works.
- (i) Evaluate other engineering programmes both local and foreign for recognition by the Board.
- (j) Enter and inspect business premises for verification purposes or for monitoring professional engineering works services and goods rendered by professional engineers.
- (k) Instruct, direct or order the suspension of any professional engineering services works, projects, installation process or any other engineering works, which are done without meeting the set-out standards.

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- (l) Approve and accredit engineering programs in public and private universities and other tertiary level educational institutions offering education in engineering.
- (m) Set standards for engineers in management, marketing, professional ethics, environmental issues, safety, legal matters or any other relevant field.
- (n) Prepare detailed curriculum for registration of engineers and conduct professional examinations for the purposes of registration.
- (o) Establish a school of engineering and provide facilities and opportunities for learning, professional exposure and skills acquisition, and cause continuing professional development programmes for engineers to be held.
- (p) Establish the Kenya Academy of Engineering and Technology whose purpose shall be to advise the National and the County Governments on policy matters relating to engineering and technology.
- (q) Plan, arrange, co-ordinate and oversee continuing professional training and development and facilitate internship of graduate engineers.
- (r) Collaborate with engineering training institutions, professional associations, engineering organizations and other relevant bodies in matters relating to training and professional development of engineers.
- (s) Determine the fees to be charged by professional engineers and firms for professional engineering services rendered from time to time.
- (t) Hear and determine disputes relating to professional conduct or ethics of engineers.
- (u) Develop, maintain and enforce the code of ethics for the engineers and regulate the conduct and ethics of engineering profession in general.
- (v) Determine and define disciplines of engineering recognised under the Engineers Act 2011.
- (w) Conduct recruitment of staff of the Board through a competitive process; and
- (x) Carry out such other functions related to the implementation of the Engineers Act 2011.

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c. Key Management

The Board's operations are managed under the following key organs:

Board Members

No.	Name	Designation
1.	Eng. Erastus K. Mwongera	Member (Chairman up to 3 rd October 2022)
2.	Eng. Julia W. Ondeyo	Vice – Chairperson
3.	Mr. Evans Atambo	Member
4.	Mr. James Gatere	Member
5.	Eng. Benjamin K. Maingi	Member
6.	Eng. Roselane A. Jilo	Member
7.	Eng. Jane A. Simiyu	Member
8.	Mr. Daniel M. Mutua	Member
9.	Eng. Prof. Silvester O. Abuodha	Member
10.	Eng. Dr. Johnson M. Matu	Member
11.	Mr. Alex Mbuvi	Member
12.	Eng. Shammah Kiteme	Member
13.	Eng. Margaret Ogai	Registrar/CEO

Management

The Registrar/CEO is responsible for day-to-day management of EBK. She leads a team of professionals who head various directorates and departments at the Board. They are as listed below:

No.	Name	Designation
1.	Eng. Margaret N. Ogai	Registrar/CEO
2.	Eng. Grace L. Onyango	Director, Capacity Building and Accreditation
3.	Eng. Anthony M. Okere	Director, Compliance and Enforcement
4.	CS Fridah N. Ng'alu	Director, Corporation Secretary & Legal Services
5.	Mr. Patrick Nyaga	Director, Corporate Services (up to 13 th March, 2025)
6.	Mr. Erick O. Obiero	Manager, Human Resources and Administration (up to 30 th April 2025)
7.	Eng. Monicah Wangare	Manager, Compliance & Enforcement
8.	Eng. Kenneth Kinoti	Manager, Compliance & Enforcement
9.	Eng. Joel Sutter	Manager, Accreditation (up to 13 th September, 2024)
10.	Mr. Sebastian A. Bwire	Manager, ICT
11.	CPA Elijah N. Muriuki	Manager, Finance and Accounts (up to 30 th May, 2025)

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No.	Name	Designation
12.	CPA Dennis M. Karanja	Manager, Internal Audit (up to 31 st December 2024)
13.	Ms. Catherine W. Macharia	Manager, Supply Chain Management
14.	Eng. Samwel O. Abich	Manager, GEIP
15.	CPA Stella Gati Maroa	Manager, Research & Strategy
16.	Eng. Faith Mutuku	Manager Registration and Licensing
17.	Ms Ruth Kwamboka	Manager, Corporate Communications

d. Fiduciary Management

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

No.	Name	Designation
1.	Eng. Margaret N. Ogai	Registrar/CEO
2.	Eng. Grace L.A. Onyango	Director, Capacity Building and Accreditation
3.	Mr. Patrick Nyaga	Director, Corporate Services (up to 13 th March, 2025)
4.	CPA Elijah N. Muriuki	Manager, Finance and Accounts (up to 30 th May, 2025)
5.	Ms. Catherine W. Macharia	Manager, Supply Chain Management
6.	CPA Tony Langat	Ag. Manager, Finance and Accounts (from 1st June, 2025)

e. Fiduciary Oversight Arrangements

Board Committees Towards Good Corporate Governance

The Board has constituted the following Committees towards good corporate governance and as required by the Mwongozo Code of Governance for State Corporations:

1. Registration, Professional Development and Compliance Committee.
2. Engineering Accreditation Committee.
3. Finance, Strategy and Human Resource Development Committee.
4. Audit, Governance and Risk Committee.

1. Registration, Professional Development & Compliance Committee (RPDCC)

The Registration, Professional Development and Compliance Committee oversee policy formulation and recommend for Board's approval on decisions on the following functions:

- (a) Receive, and consider applications for registration of engineers and engineering firms;
- (b) Ensure safe custody and maintenance of the Register i.e., prescribe the form and method of keeping the Register under the Act;.
- (c) Issuance of licenses to qualified persons under the provisions of the Act i.e., prescribe forms, methods and regulations concerning conditions of issuance of licenses;
- (d) Prescribe the registration procedure and any other powers and duties to be assigned to accredited checkers;
- (e) Carry out of inquiries on matters pertaining to registration of engineers and practice of engineering;
- (f) Prepare detailed curriculum for registration of engineers and conduct professional examinations for the purpose of registration;
- (g) Establish the school of engineering and provide facilities and opportunities for learning, professional exposure and skills acquisition, and cause continuing professional development programmes for engineers to be held;
- (h) Establish the Kenya Academy of Engineering and Technology whose purpose shall be to advise the National and County Governments on policy matters relating to engineering and technology;
- (i) Plan, arrange, coordinate, and oversee continuing professional training and development and facilitate internship of graduate engineers;
- (j) Collaborate with engineering training institutions, professional associations, engineering organizations and other relevant bodies in matters relating to training and professional development of engineers;

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- (k) Enter and inspect sites where construction, installation, erection, alteration, renovation, maintenance, processing or manufacturing works are in progress for the purpose of verifying that professional engineering services and works are undertaken by registered persons under the Act Page 4 of 5 and that standards and professional ethics and relevant health and safety aspects are observed;
- (l) Enter and inspect business premises for verification purposes or for monitoring professional engineering works, services and goods rendered by professional engineers;
- (m) Instruct, direct or order the suspension of any professional engineering services, works, projects, installation process or any other engineering works, which are done without meeting the set out standards;
- (n) Set standards for engineers in management, marketing, professional ethics, environmental issues, safety, legal matters or any other relevant field;
- (o) Determine the fees to be charged by professional engineers and firms for professional engineering services rendered from time to time;
- (p) Hear and determine disputes relating to professional conduct or ethics of engineers;
- (q) Develop, maintain and enforce the code of ethics for engineers and regulate the conduct and ethics of the engineering profession in general;
- (r) Determine and definite disciplines of engineering recognized under the Act;
- (s) Prescribe the standards and conditions of professional practice for persons registered or licensed under the Act which shall not be limited to conditions of engagement for engineering services in projects where engineers work with other professionals, scale of fees applicable to such engagements, hourly rates applicable for report and advisory work and any other guidelines for ethical professional practice of engineering;
- (t) Publish and disseminate materials relating to the Boards' work and activities;

Membership of the Committee

i. Eng. Dr. Johnson M. Matu	-	Chairman
ii. Eng. Benjamin K. Maingi	-	Member
iii. Eng. Jane A. Simiyu	-	Member
iv. Eng. Roselane A. Jilo	-	Member
v. Mr. Alex Mbuvi	-	Member
vi. Eng. Shammah Kiteme	-	Member

2. Engineering Accreditation Committee (EAC)

The functions of the Academics Qualifications Committee include to:

- (a) Conduct accreditation assessments of engineering programs and institutions.
- (b) Make determinations on the accreditation status of programs, including granting full, conditional, or non-accreditation status.
- (c) Implement the Engineering Accreditation Standards and Guidelines for Evaluators.
- (d) Conduct periodic reviews of Engineering programmes to ensure continued adherence to established accreditation standards.
- (e) Report its decisions and recommendations to the Board for information and oversight

Membership of the Committee

i. Eng. Prof. Sylvester. O. Abuodha	-	Chairman
ii. Eng. Shammah Kiteme	-	Member
iii. Eng. Jane Simiyu	-	Member
iv. Eng. Julia W. Ondeyo	-	Member
v. Mr. Evans Atambo	-	Member
vi. Eng. Dr. Johnson Matu	-	Member

3. Finance, Strategy and Human Resource Development Committee

The functions of the Finance, Administration, and Human Resources Development Committee include:

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- (a) Oversee the finances for the Board;
- (b) Oversee the human resource and administration for the Board;
- (c) Oversee the procurement activities of the Board;
- (d) Oversee the ICT activities for the Board;
- (e) Oversee Board's corporate and legal services;
- (f) Oversee the development and monitor the implementation of Board's strategic plan;
- (g) Oversee the development and monitor the implementation of Board's business plan;
- (h) Ensure compliance with all laws and regulations relating to finance, strategy, ICT, procurement, corporate communications, board services and human resource development for the Board;
- (i) Oversee the resource mobilization, implementation of development programmes and sustainability of the Board;
- (j) Develop, approve and implement Committee work plan;
- (k) Handles urgent and emergency issues on behalf of the Board;
- (l) Regularly report the Committee activities, issues, and related recommendations to the Board; and
- (m) Any other function that is delegated by the Board

Membership of the Committee

i. Eng. Benjamin K. Maingi	-	Chairman
ii. Mr. Alex Mbuvi	-	Member
iii. Mr. Daniel Mutua	-	Member
iv. Mr. James Gatere	-	Member
v. Mr. Evans Atambo	-	Member

4. Audit, Governance and Risk Committee

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

a) Financial Statement and Disclosure Matters

- i. Review and discuss with management and analyses prepared by management and/or the external auditors setting forth significant financial reporting issues and judgments made in connection with the preparation of the Organization's financial statements, major issues regarding accounting principles and financial statement presentations and any major issues as to the adequacy of the Organization's internal controls and any special steps adopted in light of material control deficiencies.
- ii. Discuss with management the effect of regulatory and accounting initiatives as well as off-balance sheet transactions on the Organization's financial statements.
- iii. Discuss with management the Organization's major financial risk exposures and the steps management has taken to monitor and control such exposures, including the Organization's risk assessment and risk management policies.
- iv. Discuss with the management the matters required to be disclosed in the financial statements relating to the conduct of the audit, including the adoption of, or changes to, the Organization's significant auditing and accounting principles and practices as suggested by the external auditor, internal auditor or management and any difficulties encountered in the course of the audit work, including any restrictions on the scope of activities or access to requested information, and any significant disagreements with management.
- v. Discuss any significant deficiencies in the design or operation of internal controls or material weaknesses therein and any fraud involving management or other employees who have a significant role in the Board's internal controls.

b) Oversight of the Board's Relationship with the External Auditors

- 1) The Board's external auditor is the Auditor General under the auspices of the Office of the Auditor General. To the extent that it is feasible, the Committee should obtain and review a report from the external auditors at least annually regarding:-
 - i. The independent auditor's internal quality-control procedures,

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- ii. Any material issues raised by the most recent internal quality-control review, or peer review, of the firm, or by any inquiry or investigation by governmental or professional authorities within the preceding five years respecting one or more independent audits carried out by the firm,
 - iii. Any steps taken to deal with any such issues, and
 - iv. All relationships between the independent auditor and the organization
- 2) Evaluate the qualifications, performance and independence of the external auditor, including reviewing and evaluating the lead audit partner of the external auditor and considering whether the auditor's quality controls are adequate and the provision of permitted non-audit services is compatible with maintaining the auditor's independence, and taking into account the opinions of management and the internal auditor.
- 3) Discuss with the head office of the external auditor, issues on which the Board's audit team consulted them on and matters of audit quality and consistency.
- c) Oversight of the Board's Internal Audit Function**
- i) Review significant reports to management prepared by the internal audit department and management's responses.
 - ii) Discuss with management the internal audit department's responsibilities, budget and staffing and any recommended changes in the planned scope of the internal audit activities.
- d) Compliance Oversight Responsibilities**
- i. Receive reports from management concerning the Board's conformity with the public service Code of Conduct and applicable legal requirements. Advise the Board with respect to the Organization's policies and procedures regarding compliance with the Board's internal codes of conduct and ethics and other applicable laws and regulations.
 - ii. Establish procedures for the receipt, retention and treatment of complaints received by the Organization regarding accounting, internal controls or audit

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matters, and the confidential, anonymous submission by employees of concerns regarding questionable accounting or auditing matters.

- iii. Discuss with the Board's legal counsel, matters that may have a material impact on the financial statements or the Organization's compliance with applicable laws, regulations, policies and procedures.

Membership of the Committee

i. Eng. Roselane A. Jilo	-	Chairperson
ii. Eng. Prof. Silvester Abuodha	-	Member
iii. Eng. Ju lia Ondeyo	-	Member
iv. Mr. James Gatere	-	Member
v. Mr. Daniel Mutua	-	Member

5. Parliamentary Committee Activities

The Board reports on financial matters to the Parliamentary Investments Committee (PIC) by virtue of being a State Corporation. In addition, the Board due to its mandate also reports to the Transport, Public Works and Housing Committee as well as Education, Research and Technology Committees. Most parliamentary committees investigate specific matters of policy or government administration or performance for State Corporations. Other parliamentary committees are responsible for matters related to the internal administration of the parliament.

f. EBK Headquarters

9th Floor, Fortis Suites,
Hospital Road, Off Ngong Road
P.O. Box 30324 – 00100,
Nairobi, KENYA

g. EBK Contacts

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(+254)-735330744, (+254)-722509972
E-mail: info@ebk.go.ke
Website: www.ebk.go.ke

h. EBK Bankers

1. National Bank of Kenya Ltd
Hill Branch
P.O Box 30081-00100
Nairobi, Kenya
2. KCB Bank Kenya Limited
Capital Hill Branch
P. O. Box 58233 - 00200
Nairobi, Kenya
3. HFC Bank
Rehani House,
P.O. Box 45219-00100,
Nairobi, Kenya



i. Independent Auditor

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



j. 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/COUNCIL

Ref	Directors	Details
1.	 Eng. Erastus K. Mwongera, CE, FIEK, RCE, CBS	<p>Chairman (up to 3rd October 2022) Year of birth: 1949 Eng. Erastus Mwongera is a registered Consulting Engineer (CE) and a Fellow of the Institution of Engineers of Kenya (FIEK).</p> <p>He holds was born in 1949 & holds a Bachelor's degree (Civil Engineering) from the University of Swansea, United Kingdom.</p> <p>Eng. Mwongera has a vast experience in the Public Service and the Private Sector and has recently served as the Chairman of the Kenya Airports Authority, Kenya National Highways Authority, Sameer Group of Companies among many other organizations.</p> <p>Eng. Mwongera is a representative of the private sector in the Board.</p>
2.	 Eng. Julia W. Ondeyo, PE. Rep. State Corporations.	<p>Vice – Chairperson Year of Birth: 1975 Eng. Julia Ondeyo is a registered professional engineer and a corporate member of the Institution of Engineers of Kenya.</p> <p>She holds Bachelor's degree (Civil Engineering) from the University of Nairobi and a Master degree in Business Administration from Strathmore University.</p> <p>Eng. Ondeyo boasts of over twenty years' experience in the roads sector and is currently Deputy Director at the Kenya National Highways Authority (KeNHA).</p> <p>Eng. Ondeyo represents state corporations in the Board.</p>



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Ref	Directors	Details
3.	 <p data-bbox="363 808 730 902">Mr. James Gatere PS, Rep State Department of Roads</p>	<p data-bbox="826 353 1098 421">Director Year of Birth: 1966</p> <p data-bbox="826 427 1374 622">Mr. Gatere holds a Bachelor's degree in education - Kenyatta University, a Master's degree in educational administration - Moi University and a Higher National Diploma in Human Resource Management - College of Human Resource Management, Nairobi</p> <p data-bbox="826 663 1369 824">Mr Gatere has over thirty years-experience in the public service and is currently the Director in charge of Human Resource at the Parent Ministry (State Department of Roads).</p> <p data-bbox="826 864 1353 990">Mr. Gatere represents the Principal Secretary, State Department of Roads, in the Board effective from 15th January 2024.</p>
4.	 <p data-bbox="363 1509 735 1576">Mr. Evans Atambo PS. Rep Ministry of Education</p>	<p data-bbox="826 999 1066 1066">Director Year of birth 1973</p> <p data-bbox="826 1072 1369 1301">Mr. Evans Atambo holds a Bachelor of Education (B.Ed) from Moi University and a Master of Philosophy in Curriculum Development from Moi University and currently pursuing a Doctor of Philosophy degree in Curriculum Development at Catholic University of East Africa.</p> <p data-bbox="826 1341 1321 1503">Mr. Atambo has vast experience in the Education Sector and has worked as a teacher and in the management of the education sector sitting in councils of public universities in Kenya.</p> <p data-bbox="826 1543 1321 1632">Mr. Atambo represents the Principal Secretary State Department for Higher Education and Research in the Board.</p>



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Ref	Directors	Details
5.	 <p data-bbox="368 797 719 864">FA Daniel M. Mutua, CS, Rep, National Treasury.</p>	<p data-bbox="836 365 943 394">Director</p> <p data-bbox="836 398 1082 427">Year of Birth: 1967</p> <p data-bbox="836 432 1377 595">Mr Daniel Mutua is a Financial Analyst and holds BEd Economics / Business Studies from Kenyatta University and Masters in Business Administration from Maastricht Netherlands.</p> <p data-bbox="836 633 1377 730">Mr Mutua has served in various capacities as financial analyst with vast experience in management of state corporations.</p> <p data-bbox="836 768 1353 864">Mr Mutua represents the Cabinet Secretary, National Treasury & Economic Planning in the Board.</p>
6.	 <p data-bbox="368 1279 799 1379">Eng. Shammah Kiteme, CE President, Institution of Engineers of Kenya</p>	<p data-bbox="836 873 943 902">Director</p> <p data-bbox="836 907 1082 936">Year of Birth: 1984</p> <p data-bbox="836 940 1377 1070">Eng. Shammah Kiteme is a registered Consulting Engineer and a certified Project Management Professional (PMP®) with Project Management International- USA</p> <p data-bbox="836 1108 1377 1435">Eng. Shammah Kiteme is an accomplished practicing Civil Structural Engineer. He has practiced in the areas of Structural Engineering and Waste Water treatment for over 15 years. He has consulted both in Kenya and in other countries in Africa. He has delivered key projects with multidisciplinary teams of Engineers drawn from other countries.</p>
7.	 <p data-bbox="363 1809 767 1906">Eng. Prof. Silvester O. Abuodha, CE Rep Universities</p>	<p data-bbox="836 1444 1342 1507">Chairperson – Engineering Accreditation Committee</p> <p data-bbox="836 1512 1082 1541">Year of Birth: 1963</p> <p data-bbox="836 1545 1326 1675">Eng. Prof. Silvester Abuodha is a registered consulting engineer and a Fellow of the Institution of Engineers of Kenya.</p> <p data-bbox="836 1713 1334 1906">Eng. Prof Abuodha holds Bachelor's degree (Civil Engineering) from the University of Nairobi and MSc (Civil Engineering) as well as PhD (Civil Engineering) both from the University of Manchester, United Kingdom</p>



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Ref	Directors	Details
		<p>Eng Prof Abuodha has a wealth of experience in engineering cutting across the academia, private practice and in the public sector where he having begun his career at the Kenya Railways Corporation.</p> <p>Eng. Prof. Abuodha represents Universities in the Board.</p>
8.	 <p>Eng. Benjamin K. Maingi, CE. – IEK Nominee</p>	<p>Chairperson – Finance, Strategy and Human Resource Development Committee Year of Birth: 1957</p> <p>Eng. Benjamin Maingi is a registered consulting engineer and a corporate member of the Institution of Engineers of Kenya.</p> <p>Eng. Maingi holds a Bachelor’s degree in Civil Engineering from the University of Nairobi and an MSc (Highway Engineering) from the University of Birmingham UK.</p> <p>Eng. Maingi has vast experience in the engineering sector having served in various senior capacities in the public service.</p> <p>Eng. Maingi was nominated to the Board by the Institution of Engineers of Kenya.</p>
9.	 <p>Eng. Roselane Ambasi Jilo, CE. – IEK Nominee</p>	<p>Chairperson – Audit, Governance and Risk Committee Year of Birth: 1970</p> <p>Eng Roselane Jilo is a registered Consulting engineer and a Fellow of the Institution of Engineer of Kenya.</p> <p>Eng Jilo holds a Bachelor’s degree in Electrical Engineering from the University of Nairobi, and an MBA (Strategic Management) from Kenya Methodist University.</p> <p>Eng Jilo has vast experience in engineering management in the public sector and currently works at the Kenya Pipeline Company.</p>




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Ref	Directors	Details
		<p>Eng. Jilo was nominated to the Board by the Institution of Engineers of Kenya.</p>
10.	 <p>Eng. Jane A. Simiyu, CE. - IEK Nominee</p>	<p>Director Year of Birth: 1964 Eng. Jane Simiyu is a registered professional engineer and a corporate member of the Institution of Engineers of Kenya.</p> <p>Eng. Simiyu holds a Bachelor's degree in Agricultural Engineering and an MBA (Project Planning & Management) from the University of Nairobi.</p> <p>Eng. Simiyu has vast experience in agricultural engineering having worked in the public service and consulting industry. Eng. Simiyu is a Director/ Shareholder at the Tertiary Consulting Engineers.</p> <p>Eng. Simiyu was nominated to the Board by the Institution of Engineers of Kenya.</p>
11.	 <p>Eng. Dr. Johnson M. Matu, CE Rep Private Sector</p>	<p>Chairperson - Registration, Professional Development and Compliance Committee Year of Birth: 1955 Eng. Johnson Matu is a registered consulting engineer and a Fellow of the Institution of Engineers of Kenya.</p> <p>Eng. Matu holds a Bachelor's degree in Civil Engineering, an MBA and a PhD (Project Planning and Management) from the University of Nairobi.</p> <p>Eng. Matu has vast experience in engineering industry and has previously served as the Chairman of the Association of Consulting Engineers of Kenya (ACEK). He has also served as the Chairperson of the Kenya Private Sector Alliance (KEPSA) Energy and Infrastructure Board. Eng Matu is the proprietor of APEC Consulting.</p>




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Ref	Directors	Details
		Eng. Matu represents the Private sector in the Board.
12.	 Mr. Alex Mbuvi Rep. Attorney General	<p>Director Year of Birth: 1975</p> <p>Mr Alex Mbuvi is an advocate of the High Court of Kenya and serves as the Chief State Counsel in the State Department of Roads under the Ministry of Roads and Transport.</p> <p>He represents the Attorney General in the Board.</p>
13.	 Eng. Margaret N. Ogai, CE REGISTRAR/CHIEF EXECUTIVE OFFICER	<p>Registrar/CEO Year of Birth: 1967</p> <p>Eng. Margaret N. Ogai is a Registered Consulting Engineer and a Fellow member of the Institution of Engineers of Kenya (IEK).</p> <p>Eng. Margaret holds a Bachelor of Science Degree in Civil Engineering and a Master's degree in Business Administration (Procurement) from the University of Nairobi.</p> <p>Eng. Margaret has over 30 years wealth of experience in Infrastructure Development and Highways Management that cuts across both public and private sector.</p> <p>Eng. Margaret serves as the Registrar / Chief Executive Officer of the Board and is responsible for the implementation of the Board's strategic goals and the management of its resources including giving direction and leadership for the achievement of its mission and vision.</p>




4. KEY MANAGEMENT TEAM

Ref	Management	Details
1.	<p>Eng. Margaret N. Ogai, CE</p>  <p>MBA (Procurement) & BSc (Civil Engineering), University of Nairobi.</p>	<p>Eng. Margaret N. Ogai is the Registrar/CEO of EBK and the Accounting Officer. She is a Registered Consulting Engineer with the Board and a Fellow member of the Institution of Engineers of Kenya (IEK).</p> <p>She leads the Secretariat of the Board and is responsible for the day-to-day management of affairs and staff of the Board.</p> <p>As the Chief Executive Officer of the Board, she acts in accordance with instructions of the Board of Directors and accepts, transmits, services and keeps custody of documents in accordance with Engineers Act, 2011.</p>
2.	<p>Eng. Grace L. Onyango, CE</p>  <p>BEng (Electrical and Electronic Engineering), University of Northumbria at Newcastle.</p>	<p>Director, Capacity Building and Accreditation</p> <p>She is a Registered Consulting Engineer with the Board and a Corporate member of the Institution of Engineers of Kenya (IEK).</p> <p>She oversees the Continuing Professional Development, Internship and Accreditation departments under the directorate.</p> <p>She is responsible for building capacity in the engineering profession and provides accreditation for engineering education, training and practice.</p>
3.	<p>Eng. Okere A. Makokha, CE</p> 	<p>Director, Compliance Standards and Enforcement</p> <p>He is a Registered Consulting Engineer with the Board and a Corporate member of the Institution of Engineers of Kenya (IEK).</p> <p>He oversees the Engineering Standards and Compliance & Enforcement departments under the directorate.</p> <p>He is responsible for monitoring compliance and enforcing the Engineers Act 2011.</p>




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	B.Tech (Electrical and Communications Engineering), Moi University.	
4.	<p>CS Fridah N. Ng'alu</p>  <p>MSc (Governance & Leadership), JKUAT; LLB, Moi University; PGD in Law, KSL; Certified Public Secretary, KASNEB.</p>	<p>Director, Corporation Secretary and Legal Services</p> <p>She's a member of the Law Society of Kenya (LSK) and the Institute of Secretaries (ICS).</p> <p>Ms. Ng'alu serves as the Director, Corporation Secretary and Legal Services.</p> <p>Responsible for providing Board services to the Board of Directors, providing legal and corporate governance advice to the Board and coordinating provision of legal services.</p>
5.	<p>CPA. Patrick Nyaga</p>  <p>MBA (Strategic Management), JKUAT. B. Com (Accounting), Kenyatta University</p>	<p>Director, Corporate Services</p> <p>He is a member of the Institute of Certified Public Accountants of Kenya (ICPAK).</p> <p>He was in charge of the Corporate Services Directorate up to 13th March, 2025.</p> <p>He was responsible for the overall leadership & management of the Finance & accounts, ICT, Corporate Communications, Human Resource & Administration departments.</p>
6.	<p>Mr. Erick O. Obiero</p> 	<p>Human Resource and Administration Manager</p> <p>He is a full member of the Institute of Human Resources Management of Kenya (IHRM-K).</p> <p>He oversaw the Human Resource Management and Administration department up to 30th April 2025.</p> <p>He was responsible for developing adequate human resource capacity for the Secretariat as well as developing and implementing effective administrative policies, procedures and processes.</p>


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	MBA (Strategic Management), UoN; BBA, Maseno University; Higher Dip. in Human Resource Management.	
7.	<p>Mr. Sebastian B. Abuya</p>  <p>BSc (Mathematics and Computing, Egerton University; Oracle Certified Associate (OCA), Microsoft Certified Professional (MCP).</p>	<p>Information Communication Technology (ICT) Manager He is a Member of the Computer Society of Kenya.</p> <p>He oversees the Information Communication and Technology department.</p> <p>He is responsible for promoting the use of ICT in delivery of services towards realization of the Board's mandate.</p>
8.	<p>CPA Elijah N. Muriuki</p>  <p>MAME, MKU; BCom. (Finance), KCA University; CPA</p>	<p>Finance Manager He is a member of the Institute of Certified Public Accountants of Kenya (ICPAK).</p> <p>He was in charge of the Finance and Accounts department up to 30th May, 2025.</p> <p>He was responsible for the prudent management of financial resources by implementing accounting policies, sound systems and procedures; and reporting on the financial performance of the Board.</p>
9.	<p>CPA Dennis M. Karanja</p>  <p>MSc (Finance)-UoN; BCom. (Finance)-JKUAT; Certified Public Accountant (CPA); Certified Internal Auditor (CIA); Certified Fraud Examiner (CFE);</p>	<p>Internal Audit Manager He is a member of the Institute of Certified Public Accountants of Kenya (ICPAK), the Institute of Internal Auditors of Kenya (IIA-K), Information Systems Audit and Control Association (ISACA), and the Association of Certified Fraud Examiners (ACFE).</p> <p>He oversaw the Internal Audit department up to 31st December 2024. He was responsible for evaluating the effectiveness of risk management, internal controls, governance processes and corruption prevention mechanisms of the Board.</p>

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	<p>Certified Information Systems Auditor (CISA); Certified in Risk and Information Systems Control (CRISC); Project Management Professional (PMP).</p>	
10	<p>Eng. Kenneth Kinoti, PE.</p>  <p>BSc. Civil Engineering, JKUAT</p>	<p>Manager, Compliance and Enforcement He is a Registered Professional Engineer with the Board and a Corporate member of the Institution of Engineers of Kenya (IEK).</p> <p>Eng. Kenneth Kinoti is responsible for the investigation and enforcement of violations to the Engineers Act 2011.</p>
11	<p>Eng. Monicah Wangare, PE</p>  <p>BTech Civil and Structural Engineering, Moi University</p>	<p>Manager, Compliance and Enforcement</p> <p>She is a Registered Professional Engineer with the Board and a Corporate member of the Institution of Engineers of Kenya (IEK).</p> <p>Eng. Monica is responsible for enforcement of the Engineers Act, 2011.</p>
11	<p>Eng. Samwel O. Abich, PE</p> 	<p>Manager, GEIP He is a Registered Professional Engineer with the Board and a Corporate member of the Institution of Engineers of Kenya (IEK). He is also a member of the Kenya Society of Environmental, Biological and Agricultural Engineers</p> <p>He oversees the implementation of the Graduate Engineers Internship Program - GEIP.</p> <p>He is responsible for the recruitment, induction and carrying out of various</p>

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	MSc (Agricultural Engineering), Egerton University; BSc (Agricultural Engineering), JKUAT.	training programmes for the graduate engineers interns under the program.
1:	<p>Catherine W. Macharia</p>  <p>MSc (Purchasing and Supplies Mgmt), JKUAT; BSc (Procurement and Logistics), JKUAT.</p>	<p>Manager, Supply Chain Management She is a member of Chartered Institute of Purchasing and supply (UK) MCIPS and a full member of Kenya Institute of supplies Management, MKISM.</p> <p>She oversees the Supply Chain Management department of the Board.</p> <p>She is responsible for implementation of efficient and effective systems of acquisition of goods, works and services, as well as disposal of assets.</p>
1:	<p>CPA Stella Gati Maroa</p>  <p>MBA (Strategic Management), Kenyatta University; BCom (Finance), UoN</p>	<p>Manager, Research and Strategy She is a member of both the Institute of Certified Public Accountants of Kenya (ICPAK) and the National Quality Institute (NQI).</p> <p>She oversees the Policy, Research and Strategy department of the Board.</p> <p>She is responsible for the policies formulation, Research, Strategic Management, Quality Assurance, Coordination of Risks Management and Performance Management.</p>
1:	<p>Eng. Faith Mutheu Mutuku, PE</p> 	<p>Manager, Registration and Licensing She is a Registered Professional Engineer with the Board and a Corporate member of the Institution of Engineers of Kenya (IEK).</p> <p>She serves as the Manager, Registration and Licensing Services Directorate.</p> <p>She is responsible for registration of Engineers and Engineering Consulting firms, provision of annual practising</p>

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	<p>BSc (Civil Engineering), Jomo Kenyatta University of Agriculture and Technology.</p>	<p>licenses to compliant Engineers as well as gazettelement of the licensed Engineers.</p>
<p>10</p>	<p>Ms Ruth Kwamboka</p>  <p>MBA media studies, BA Print Journalism and Public Relations Daystar University.</p>	<p>Manager Corporate Communications Ms Ruth Kwamboka Muturi is a communication expert.</p> <p>She serves as the Manager, Corporate Communications.</p> <p>She is responsible for the corporate communications of the Board.</p>

5. CHAIRMAN'S STATEMENT

Under Kenya's Vision 2030 development blueprint, the manufacturing sector is positioned as a key driver of job creation and economic growth, with a target of raising its contribution to GDP to 15%. Achieving this ambition relies heavily on quality infrastructure, with priority given to expanding access to clean and affordable water and sanitation, reliable energy, efficient transportation networks, adequate housing, and enhanced agricultural productivity. Across all these sectors, the advancement and regulation of engineering practice remain central to realising the aspirations of Vision 2030. The strategic intent of the Engineers Board of Kenya (EBK) is clear:

1. **Expand the professional engineering base:** Grow the number of registered professional engineers from 4,000 to 10,000 to meet the UNESCO-recommended ratio of one professional engineer per 5,000 people in a middle-income country.
2. **Enhance compliance:** Achieve 100% adherence to the Engineers Act, 2011 by developing and enforcing engineering standards across National and County Governments.
3. **Build Kenya's engineering capability:** Design and implement robust capacity-building programmes to ensure Kenyan engineers remain globally competitive.
4. **Sustain institutional growth:** Strengthen and sustain EBK's institutional capacity for long-term impact.

The Board continues to provide policy direction and oversight to ensure that EBK remains responsive, accountable, and impactful. We deliver strategic guidance through functional committees, quarterly performance reviews, and policy approvals that align management actions with statutory obligations, national priorities, and our long-term institutional objectives. Transparency, ethical leadership, and results-based management remain the cornerstones of our governance approach. The collaboration between the Board and Management reflects our shared vision for a safe, sustainable, and world-class engineering infrastructure in Kenya.

Despite a challenging operating environment, the Engineers Board of Kenya has remained steadfast in executing its mandate to regulate the engineering practice while

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championing for a safe and sustainable engineering infrastructure in line with national development priorities. A landmark achievement in the reporting period was Kenya's accession to Provisional Signatory Status of the Washington Accord on 13th June 2025. This milestone positions Kenyan engineering qualifications on a global platform, enabling Kenyan-trained engineers to work on international projects without the need for retraining, and expanding job opportunities for thousands of graduates. Currently, three engineering programmes have been accredited under the Washington Accord standards:

- i. Bachelor of Science, Mechatronic Engineering -Dedan Kimathi University of Technology
- ii. Bachelor of Science, Mechanical Engineering – Jomo Kenyatta University of Agriculture & Technology
- iii. Bachelor of Science, Electrical & Electronic Engineering – Strathmore University

As we look ahead, the Board reaffirms its dedication to strengthening Kenya's engineering profession, fostering innovation, and contributing meaningfully to the country's socio-economic transformation in line with Vision 2030.



Mr. James Gatere
Chairperson
ENGINEERS BOARD OF KENYA

6. REPORT OF THE CHIEF EXECUTIVE OFFICER

The Engineers Board of Kenya (EBK) continues to deliver on its mandate to regulate, develop, and advance the engineering profession in Kenya, aligning our actions with the nation's development priorities and global standards. FY 2024/2025 has been a year of strategic progress, marked by significant achievements across our core functions despite operating under constrained financial allocations.

1. **Strengthening the Engineering Profession:** Our strategic goal is to grow the number of registered Professional Engineers to 10,000 by the year 2028. In the year under review, the Board registered 2,604 Graduate Engineers, 502 Professional Engineers, 56 Consulting Engineers, 15 Engineering Consulting Firms, and 4 Accredited Checkers. On licensing, we issued 2,666 licences to Engineers and Engineering Consulting Firms; through its compliance and enforcement activities, the Board ensures that only qualified practitioners operate in the sector.
2. **Building Capacity through the Graduate Engineers Internship Program (GEIP):** Since inception, the Government Sponsored GEIP has mentored over 400 Graduate Engineers in five cohorts, equipping them with critical work experience and facilitating their entry into professional practice. In FY 2024/2025, Our Graduate Engineers Internship Programme (GEIP) successfully supported 171 engineers in its fourth and fifth cohorts, while 538 graduate engineers benefitted from parallel agency- and academia-based training models. These initiatives have significantly increased the transition rate from Graduate to Professional Engineer status.
3. **Recognition and Accreditation of Engineering Programs:** We maintained our commitment to ensuring quality engineering education by conducting independent reviews. To date, the Board has evaluated and recognized 75 out of 78 engineering programmes offered in Kenyan universities, bringing programme recognition to 96%. Through close collaboration with the Council of Engineering Deans and Principals (CoEDP), we aim to achieve full recognition of all engineering programmes in Kenya by December 2025.

A key achievement was **Kenya's accession to Provisional Signatory Status of the Washington Accord, under the International Engineering Alliance** in June 2025. This milestone, a first for Kenya, positions our engineers for international

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recognition. Key steps taken towards this included establishing the Engineering Accreditation Committee, accrediting three engineering programmes from three universities to Washington Accord standards, and training 29 assessors alongside the Council of Engineering Deans & Principals on Outcome-Based Education (OBE). Our focus remains on working towards attaining full Signatory Status of the Washington Accord by 2029.

4. **Enhancing Regulation of Engineering Practice:** The Board commissioned the upgrade of the Engineers Project Registration Portal (EPRP) to capture all sectors and allow unique project serialization, a move that will enhance regulatory oversight of active engineering projects nationwide. We also conducted 85 site inspections across Machakos, Mombasa, Kirinyaga, and Uasin-Gishu counties, assessing compliance levels and county technical capacities. To Professional Integrity, the Board resolved 21 complaints on alleged professional misconduct in accordance with the Engineers Act, 2011.
5. **Driving Continuous Professional Development:** We hosted a robust Continuing Professional Development (CPD) programme, attracting 16,828 participants across various activities. The highlight of the year was the 6th Engineering Partnerships Convention, held from 7th to 9th May 2025 in Nairobi, which was graced by the Chief of staff & Head of Public Service and Cabinet Secretary for Water and which attracted 2,245 participants and fostered critical dialogue on advancing engineering practice.

While fiscal constraints remain a challenge, our commitment to impactful service delivery, prudent resource management, and strategic partnerships ensures that EBK remains on course to achieve its vision of a safe and sustainable engineering infrastructure. We will continue to uphold global standards, expand opportunities for Kenyan engineers, and contribute meaningfully to the nation's socio-economic transformation.



Eng. Margaret N. Ogai, CE
Registrar/CEO
ENGINEERS BOARD OF KENYA

7. STATEMENT OF PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY 2024/2025

The Board developed and operationalized its five-year Strategic Plan (2023/2024-2027/2028) to guide the Board's directions between 1st July 2023 to 30th June 2028 upon expiry of its 2019-2022 Strategic Plan and the 1-year Tactical Plan 2022/2023.

This Strategic Plan focuses on 4 Key Result Areas (KRAs):

- i. Regulation of engineering services,
- ii. Development of capacity for general practice of engineering,
- iii. Strategic partnerships and collaborations, and
- iv. Institutional strengthening.

The Board achieved its performance targets set for the FY 2024-2025 period as indicated in the table below:

Key Performance Indicators	Strategic Initiatives	Achievements
Key Result Area (KRA) 1: Regulation of engineering services		
Strategic Objective: To ensure Safety, Quality and Reliability of Engineering Services		
Percentage level of compliance	Conduct site inspections and provide policy recommendations	To ensure safety, quality and reliability of engineering services, the Board undertook the following: <ul style="list-style-type: none"> • Conducted Audits on foreign Engineers engaged in various Agencies to restrict their involvement where the specific skills are available in the country. Agencies audited include: KPLC, KENGEN, KETRACO, GDC, KERRA, KENHA, KURA, KAA, National Irrigation Authority, and KRC. • Held a consultative Meeting with BORAQS in March 2025 to discuss various areas to regulate the built environment including integrating Project Registration

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Key Performance Indicators	Strategic Initiatives	Achievements
		<p>Portals for both Regulators</p> <ul style="list-style-type: none"> • Conducted 85No. inspections in FY 2024/2025 across Machakos, Mombasa, Kirinyaga and Uasin-Gishu Counties. Further, the Board participated in a Multi-Agency (MSACC) 121 Joint Inspections across various counties. • Initiated drafting of the Monitoring Engineering Works and services regulations, 2025 on based on the recommendations emanating from the site inspections undertaken in FY 2023/2024 and 2024/2025. • Issued 556No. Engineers stamps to respective professional and Consulting Engineers for authentication of engineering documents. This raised the number of stamps issued to 2231 • Resolved 21No. cases on violations to the Engineers Act, 2011 read together with the Engineers Rules, 2019 and 2022.
Number of Registered Engineers in various categories	Increase Registration of Engineers and Engineering Consulting Firms	<p>The Board registered 2850 engineers in various categories as follows:</p> <ul style="list-style-type: none"> • 2604 Graduate Engineers; • 502 Professional Engineers; • 56 Consulting Engineers; • 15 Engineering Consulting Firms; and • 4 Accredited Checkers.
Number engineers and engineering consulting	Increase licensing of engineers and engineering consulting firms	<p>During the FY 2024/2025, the Board licensed 2586 Engineers and Engineering Consulting Firms in the Kenya Gazette as follows:</p> <ul style="list-style-type: none"> ➤ 2507 Engineers

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Key Performance Indicators	Strategic Initiatives	Achievements
firms licensed		➤ 159 engineering consulting firms
Key Result Area (KRA) 2: Development of Capacity for General Practice of Engineering		
Strategic Objective: To Improve the Capacity of Engineers and Engineering Consulting		
No. of enrollments in CPD programs	To enhance Capacity Building and Professional Development	The Board carried out several CPD activities during the financial year that attracted 16828 participants.
Number of Delegates enrolled in the annual EPC	Hold Engineering Partnership Convention (EPC)	The Board successfully held the 6th Engineering Partnerships Convention 2025 from 7th to 9th May 2025 in Nairobi attracting 2245No. participants.
No. of Graduate Engineers Trained	Transitioning of Graduate Engineers to Professional Engineers	The Board coordinated training of 904 Graduate Engineers in various GEIP models aimed at increasing the number of Graduate Engineers to Professional Engineers as follows: <ul style="list-style-type: none"> • Agency Based Model- 378No. Graduate Engineers drawn from various MDAs. • Academia Based Model- 160 No. Graduate Engineers drawn from various Universities. • Board's GEIP Model: 366No. Graduate Engineers
Washington Accord Signatory	Working towards attaining full signatory status of the Washington Accord.	The Board officially acceded to the Washington Accord as a Provisional Signatory at the International Engineering Alliance Meeting (IEAM) held in Merida, Mexico, on June 13, 2025. The Washington Accord is a multilateral agreement that ensures global recognition and substantial equivalence of accredited engineering programs, enhancing global mobility of engineers and

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Key Performance Indicators	Strategic Initiatives	Achievements
		<p>upholding international quality benchmarks with the following 3 engineering programmes accredited under the Washington Accord standards:</p> <p>Bachelor of Science, Mechatronic Engineering -Dedan Kimathi University of Technology</p> <p>Bachelor of Science, Mechanical Engineering – Jomo Kenyatta University of Agriculture & Technology</p> <p>Bachelor of Science, Electrical & Electronic Engineering – Strathmore University</p>
Key Result Area (KRA) 3: Strategic Partnership and Collaborations		
Strategic Objective: To strengthen partnerships and collaborations		
Partnerships and Collaborations	Identify and engage Strategic partners	<ul style="list-style-type: none"> • The Board held a consultative Meeting with BORAQS in March 2025 to discuss various areas to regulate the built environment including integrating Project Registration Portals for both Regulators. Further, the Board is pursuing integration of its Engineers Project Registration Portal with the County Governments for effective monitoring of engineering • The Board held a consultative Meeting with the County Government of Mombasa in February 2025 to discuss matters strengthening engineering standards and compliance to ensure a safe and sustainable built environment for Mombasa residents. A collaborative Framework is underway. • The Board paid courtesy visit to CS Water on 25th November 2024 and agreed to develop a collaborative framework to support research, professional

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Key Performance Indicators	Strategic Initiatives	Achievements
		<p>development of engineers in Water Sector.</p> <ul style="list-style-type: none"> • Held meeting with Korean Professional Engineering Association in Q2, and efforts are underway to pursue pilot solid waste management project. • The Board held meetings with the following universities to discuss matters engineering education: <ul style="list-style-type: none"> ➤ Meru University of Science & Technology ➤ Chuka University ➤ University Embu • The Board signed an MOU with IEK and the Chinese Society of Engineers during the launch of the WFEO Engineering Capacity Building for Africa Program held at Safari Park, Nairobi in March 2025. • The Board continued to implement 6 existing MOUS signed with the following stakeholders: <ul style="list-style-type: none"> ➤ EBK with NCA and BORAQS ➤ EBK with ISUZU ➤ EBK with KEBS ➤ EBK with Korean Professional Engineers Association (KPEA) ➤ EAC Mutual Recognition Agreement ➤ EBK with Davis and Shirliff
Value of Resource Mobilized.	Mobilize resources	<p>The Board mobilized Kshs. 409,774,402 as follows:</p> <ul style="list-style-type: none"> • 178.2Mn (129.83% Achievement). Major contributor of AiA being annual subscription fees for the various categories of registration • The Board was awarded 50Mn. From the Lloyd Grant Funding

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Key Performance Indicators	Strategic Initiatives	Achievements
		<ul style="list-style-type: none"> • The Board was allocated 50Mn under AFDB KENHA Elwak Project for Skills Gap Strategy for Transport Sector • The Board received support from GIZ worth Kshs. 738,000 to undertake the 6th Engineering Partnerships Convention (EPC) 2025 in Nairobi. • The Board received no objection from the World Bank and implemented the following amounting to Kshs. 110,836,402: <ul style="list-style-type: none"> ➤ Staff Trainings ➤ Barabara Plaza Partitioning • The Board received support from World Bank worth Kshs. 20Mn to support the Washington Accord initiative.
Key Result Area (KRA)4: Institutional Strengthening		
Strategic Objective: To Strengthen Institutional Capacity		
Percentage level of Digitalization	Digital Transformation	<p>The Board has successfully adopted the Digital Government Services system (Gava Mkononi) and onboarded its services to the Government Digital platform (e-Citizen) including:</p> <ul style="list-style-type: none"> • New membership applications and Annual subscriptions for engineers in all categories • Engineers Stamps and IDs Applications • Engineers ID, Licence and Certificate Replacement • Membership reinstatement Application
ISO 9001:2015	Implement and Maintain Quality	The Board was successfully awarded ISO 9001:2015 Certification by KEBS in September 2024 and has

Key Performance Indicators	Strategic Initiatives	Achievements
Re-Certification	Management (QMS) Systems	continued to maintain the certification through Internal Quality Audits and Management Review Meetings conducted in September 2024 and April 2025.
Performance Composite Score	Implement 100% Performance Contract Targets	The Board fully implemented the performance targets set in the 2024/2025 Performance Contract. The Board's score is at 2.4660 based on self-assessment.

8. CORPORATE GOVERNANCE STATEMENT

Introduction

The Board of Directors of EBK upholds high standards of corporate governance which foster a culture that values integrity and ethical behaviour which are essential for sustainable long-term performance and creating shareholder value. The Directors and the Management undertake to perform their duties with impartiality, honesty, transparency, accountability, professionalism, integrity, care and due diligence and to act in good faith to the best interests of the public.

The Board has established a corporate governance framework, the key features of which are set out in this Corporate Governance Statement. The Board of Directors is responsible for the governance framework which operates under approved policies and practices. The governance framework and associated practices are reviewed by the Board and its committees to ensure it complies with current regulations; and is committed to ensuring that the EBK complies with all applicable laws and statutes.

Role and Responsibilities of Directors and Management

The Engineers Act, 2011, provides that the affairs of the EBK are to be managed under the direction of the Board. The Board of Directors are responsible for the overall strategy, governance and performance of EBK and delegates responsibility for the day-to-day management of EBK to the Registrar/CEO. The Registrar/CEO in turn delegates

authority to the appropriate senior managers for specific activities and transactions, including implementation of the corporate strategy and operating within the risk appetite set by the Board. This authority is governed by a formal delegation of authority that is approved by the Board and is reviewed as required.

The Board Charter

The Board Charter is a commitment by the Directors to discharge the Mandate of the Board. It outlines the rules that guide them and does not in any way purport to replace or supersede any laws and regulations that guide the operations of the Board. Operations of the Board at EBK are governed by a Board Charter which stipulates the roles and responsibilities of the Board members. The charter was developed and adopted as a key pillar of good corporate governance. Additionally, Mwongozo, the Code of Governance for State Corporations 2015 required that the Board members should develop and adopt a board charter.

Committees of the Board

The Board has four (4) standing Committees established with formal written terms of reference and which observe the same rules of conduct and procedure as the full Board. These Committees are as follows:

1. Registration, Professional Development & Compliance Committee.
2. Engineering Accreditation Committee.
3. Finance, Strategy and Human Resource Development Committee.
4. Audit, Governance and Risk Committee.

Induction and Training

Formal letters of appointment are in place with all non-executive directors setting out the terms of their appointment. In the reporting period the Board held a Board retreat where members were members deliberated on various policies prepared by Management. Further sensitization programs for directors are regularly undertaken through regular management presentations on key business functions and activities and visits to familiarize with EBK operations.

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Directors were also offered professional development and training programmes to enable them to develop and maintain their skills and knowledge. To ensure directors remain equally informed on all material matters impacting the EBK, Board Papers are usually provided at least 7 days before the Board or committee meeting. All important information is usually dispatched to board members to keep them updated on developments affecting the Board.

Director's Skills and Experience

The Board's objective is to have an appropriate mix of skills, expertise and experience on EBK's Board and Board committees. The Board as currently constituted draws a membership from various experts in the fields of engineering, finance, management, legal, governance & education. Further, the Board also has representation from all major stakeholders responsible for engineering matters in the country.

Attendance to Board meetings by Board members

Members are expected to attend all Board meetings except with the permission of the Chairman. Failure to attend three consecutive Board meetings without the Chairman's permission may lead to removal from office.

Board/Board Committee Meetings

During the year 2024/2025 the Full Board held Four (4) Ordinary Meetings and Four (4) Special Meetings. There were other meetings during the year as need arose. The summary of number of Board and Board Committee meetings held is presented below:

No.	Board / Board Committee	No. of Meetings Held
1.	Regular Board Meeting	Four (4)
2.	Special Board Meeting	Four (4)
3.	Registration and Professional Development Committee	Eight (8)
4.	Engineering Accreditation Committee	Three (3)
5.	Finance, Strategy and Human Resource Development Committee	Nine (9)
6.	Audit, Risk and Governance Committee	Four (4)

The summary of attendance of Board and Board Committee meetings by individual members is presented below:

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No.	Name of Board Member	No. of Board Meetings Attended	No. of Committee Meetings Attended	Total No. of Meetings Attended
1.	Eng. Erastus K. Mwongera, CE, CBS, FIEK	8	-	8
2.	Eng. Shammah Kiteme	8	4	12
3.	Mr. Daniel Mutua	6	11	17
4.	Mr. Alex Mbuvi	7	9	16
5.	Mr Evans Atambo	7	11	18
6.	Eng. Benjamin K. Maingi, CE	8	14	22
7.	Eng. Roselane A. Jilo, PE	8	12	20
8.	Eng. Jane A. Simiyu, CE	6	7	13
9.	Eng. Julia W. Ondeyo, PE	8	7	15
10.	Prof. (Eng.) Silvester O. Abuodha, CE	8	7	15
11.	Eng. Dr. Johnson M. Matu, CE	8	9	17
12.	Mr. James Gatere	6	9	15

Board and Management Performance Evaluation

The Board members evaluate themselves through a Board self-evaluation exercise facilitated by State Corporation Advisory Committee. The performance of individual members falls under the ambit of the Chairman. The Board evaluates the Registrar/CEO, Manager Internal Audit & Director Corporation Secretary and Legal Services. The Registrar/ CEO conducts annual performance reviews of the senior managers to evaluate their performance against relevant performance measures and reports to the Board on the outcome of this review.

Board Performance Results

In the year under review, the State Corporations Advisory Committee (SCAC) evaluated the Board's performance, awarding it a score of 94.1134%, which reflects an excellent rating.

Conflict of Interest

During the year ended 30th June 2025 the Board Maintained a Conflict-of-Interest Register. As required, before commencement of each meeting held, every board

member was given an opportunity to declare any conflict of interest in the matters for consideration.

Remuneration

Payment of allowances to the Board Members was made in accordance with Guidelines on Terms and Conditions of Service for State Corporations' Chief Executive Officers, Chairmen and Board Members, and Management Staff.

Succession plan

The succession plan at the Board level involves notifying the appointing officer when the term of the Board is coming to an end. At the management level the Board develops knowledge, skills, and abilities of its staff, and prepares them for advancement or promotion into ever more challenging roles. Further, the Board successfully developed policy for Management succession planning for implementation.

Appointment and removal of Board members

Board members are appointed by the Cabinet Secretary in charge of engineering matters in accordance to section 5(1) of the Engineers Act. Vacation of office of Board members is provided for under section 11 of Engineers Act, 2011.

Code of Ethics and Conduct

The Board developed a code of ethics and conduct to guide its governance operations. The Board conducted quarterly internal governance compliance assessments during the financial year under review. A comprehensive Legal and Governance Audit was also undertaken to further strengthen institutional accountability and compliance.

9. MANAGEMENT DISCUSSION AND ANALYSIS

Section A

The Board's Operational and Financial Performance

The 2023/2024-2027/2028 Strategic Plan outlines key result areas and activities aligned to the Board's mandate as derived from its core functions as provided for in the Engineers Act, 2011. These functions include Registration of engineers and engineering consulting firms; Regulating engineering professional services; Setting of engineering standards; Development of the general practice of engineering; and Training and Capacity development.

The 2024/2025 Financial Year marked the second year of implementing the Strategic Plan with its progress monitored through quarterly reports submitted to the Board. During FY 2024/2025 the Board implemented the following key activities:

Implementation of the Engineers Act

i. Registration of Engineers

Registration of engineers and consulting firms is one of the core mandates and functions of the Board. The Board's strategic intent is to register 10,000 Professional Engineers in its efforts to attain the recommended UNESCO ratio of ratio of one professional engineer for every 5,000 people in a middle-income country. In FY 2024/2025, the Board successfully registered 2604No. Graduate Engineers, 502No. Professional Engineers, 56No. Consulting Engineers, 15No. Engineering Consulting Firms, 4No. Accredited Checkers.

Registration categories are classified as follows:

S/N	CATEGORY	DESCRIPTION
1	Accredited Checkers	Peer review Category
2	Consulting Engineers	Specialists
3	Professional Engineers	Professional
4	Temporary Professional Engineers	Foreigners
5	Graduate Engineers	Entry level, apprentice
6	Engineering Consulting Firms	Legal persons

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The trend in the growth of various categories of engineers over the last 11 years is summarized as shown below:

Engineers Registered in Various Categories During 2014/2015-2024/2025 Strategic Period

Financial Year	Consulting Engineers	Professional Engineers	Graduate Engineers	Consulting Firms	Accredited Checkers	Total
Before 2014/15	278	878	3,469	41	0	4,666
2014/15	33	127	1,130	0	0	1,290
2015/16	14	87	747	0	0	848
2016/17	21	125	1,755	18	0	1,919
2017/18	24	189	2,230	13	0	2,456
2018/19	15	74	2,473	25	0	2,587
2019/20	9	110	2,561	19	0	2,699
2020/21	56	235	1,576	17	0	1,884
2021/22	36	354	1,674	16	0	2,080
2022/23	50	343	1,987	20	18	2,418
2023/24	42	474	2,067	20	1	2,604
2024/25	56	502	2,604	15	4	3,181
Total	634	3,498	24,273	204	23	28,628

ii. Licensing of Engineers and Engineering Consulting Firms

Pursuant to PART IV of the Engineers Act, 2011 which outlines provisions relating to Licensing and practice, the Board continued to commits to ensure that the persons offering Engineering services and Engineering Consulting Firms are duly licensed and published in the Register of Engineers. During FY 2024/2025 Board licensed 2666No. Engineers and engineering Consulting Firms as follows:

- (a) 159No. Engineering Consulting Firms; and
- (b) 2507No. Professional and Consulting Engineers

iii. Continuing Professional Development Programs for Engineers

In the 2024/2025 Financial Year, the Board continued to strengthen its Continuous Professional Development (CPD) programs by organizing in-house activities across

various relevant areas, in line with its mandate of developing the engineering profession. Majority of these activities were conducted virtually to enhance accessibility and participation.

Pursuant to Section 7(1)(r) of the Engineers Act, 2011 which empowers the Board to collaborate with engineering training institutions, professional associations, engineering organizations, and other relevant bodies on matters of training and professional development, the Board partnered with various institutions to host a diverse range of physical and virtual CPD events. A total of 19,073 engineers, drawn from various registration categories, participated in the CPD activities during the year.

A key highlight was the 6th Engineering Partnerships Convention (EPC) 2025, themed “Engineering a Digital World,” held in Nairobi. The convention served as a vibrant platform for over 2,245 engineers, scientists, innovators, and stakeholders to engage in insightful discussions, share knowledge, and explore the future of engineering in a rapidly evolving digital landscape.

Further, the Board reviewed the CPD Policy during the year under review to enhance administrative efficiency and quality of CPD programs. The CPD Policy for engineers is specifically tailored to address the unique needs of registered engineers in Kenya, aiming to:

- Maintain and enhance the technical expertise of engineers by encouraging participation in training programs, workshops, and courses that focus on the latest advancements and best practices in engineering disciplines.
- Reinforce ethical engineering practices by incorporating modules on professional ethics, integrity, and social responsibility, emphasizing the importance of ethical decision-making in engineering projects.
- Develop engineers’ project management abilities, enabling them to effectively plan, execute, and oversee engineering projects, ensuring successful and timely outcomes.

- Facilitate interdisciplinary learning experiences, encouraging engineers to collaborate with professionals from other fields, promoting a holistic understanding of complex projects and fostering multidisciplinary teamwork.
- Provide guidance on adhering to regulatory standards and industry-specific guidelines, ensuring that engineers remain compliant with legal and regulatory requirements in their professional practice.
- Encourage engineers to engage in research and development activities, promoting a culture of continuous improvement, innovation, and the development of cutting-edge technologies within the engineering profession.

iv. Graduate Engineers Internship Programme

During the year under review, the Board continued implementing the Graduate Engineers Internship Program. The main objective of the programme is to provide graduate engineers with structured training geared towards preparation for professional registration. The programme is run on three models: -

- (a) Government funded models
- (b) Agency and Academia based models
- (c) Self-sponsored models

In the 2024/2025 Financial Year, a total of 904 graduate engineers were trained under the three models as follows:

- 366 under EBK GEIP model
- 378 under Agency Based model and
- 160 under academia-based model

These models focus on employers of graduate engineers who have training programmes and in partnership with the Board, the training programmes are enriched to ensure that the graduate engineers gain competencies required for professional registration.



Engineers Board of Kenya conducting training for graduate engineers under the Agency-based Model

v. Recognized Engineering Programmes

The Engineers Act 2011 confers on the Board the function and mandate to accredit engineering programmes in public and private Universities and other tertiary institutions offering engineering programmes. During FY 2024/2025, the Board conducted Independent Reviews of 16No. Engineering programs across various local Universities. To date, the Board has evaluated 75 out of 78 engineering programmes, representing a 96% achievement. The Board is committed to continue collaborating with the Council of Engineering Deans and Principals (CoEDP) to ensure all Engineering Programs are recognized by the Board by December 2025.

vi. Acceding to the Washington Accord

The Board successfully acceded to the Provisional Signatory Status of Washington Accord on 13th June, 2025. This is a significant milestone for Kenya which will create opportunities for engineering skills made in Kenya to be exported in the World without

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the need for retraining and will secure job opportunities for thousands of Kenyan engineering graduates to offer the expertise on engineering projects around the world.

In pursuit of this milestone, the Board undertook the following key initiatives:

- Established the Engineering Accreditation Committee (EAC) to oversee program evaluations and ensure compliance with international standards.
- Trained 29 Assessors and Council of Engineering Deans and Principals on Outcome Based Education (OBE)
- Accredited 3No. of engineering programs under the Washington Accord Standards:
 - i. Bachelor of Science, Mechatronic Engineering -Dedan Kimathi University of Technology
 - ii. Bachelor of Science, Mechanical Engineering – Jomo Kenyatta University of Agriculture & Technology
 - iii. Bachelor of Science, Electrical & Electronic Engineering – Strathmore University

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Kenya Accedes to Signatory Status of Washington Accord at the International Engineering Alliance Meeting in Merida, Mexico. Pictured: President Washington Accord, EBK Chairman, EBK Board Member, EBK Management, and representatives from Engineering Accreditation Committee (EAC), Commission of University Education (CUE) and the Institution of Engineers of Kenya (IEK).

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International Assessors from the Board of Engineers Malaysia and the Pakistan Engineering Council during their visit



in

Kenya Engineering Accreditation Committee during Washington Accord Review Exercise at Dedan Kimathi University of Technology



Engineering Accreditation Committee (EAC) during the Washington accord review exercise at Jomo Kenyatta University of Technology.

vii. Compliance and Enforcement

Engineers Project Registration Portal: During the year under review, the Board continued to implement the Engineers Project Registration Portal (EPRP) with the objective of effectively monitoring and evaluating ongoing projects undertaken by registered engineers, aiming to prevent the collapse of buildings in the country. The EPRP seeks to strengthen the regulatory framework through which the Board ensures that engineering projects meet the required standards for public safety and welfare.

In FY 2024/2025, the Board onboarded a consultant to upgrade the portal to include all sectors and enable unique serialization of projects. This upgraded portal is expected to be integrated with systems of key industry players, thereby significantly enhancing the regulation of active engineering projects nationwide.

Compliance, Monitoring Inspections: Section 7 (1) (g) of the Engineers Act, 2011 mandates the Board to enter and inspect sites where construction, installation, erection, alteration, renovation, maintenance, processing or manufacturing works are in progress for the purpose of verifying that-

- (a) Professional engineering services and works are undertaken by registered persons under the Engineers Act, 2011; and
- (b) Standards and professional ethics and relevant health and safety aspects are observed.

In the 2024/2025 Financial Year, the Board conducted 85 county-based site inspections across four counties: Mombasa, Machakos, Kirinyaga, and Uasin Gishu, as part of its routine periodic inspection program. Further, the Board participated in 121 multi-agency site inspections under the Multi-Agency Coordination Committee (MSACC) across various regions in the Country. This exercise aimed to determine the level of compliance to the set standards, other statutory requirements such as approval of developments and oversight arrangements by Counties to ensure that quality and safety is achieved. Following the recommendations arising from the inspection findings, the Board has commenced the drafting of the Engineering Works and Services Regulations, 2025. The objective of the proposed regulations is to:

Provide for a well-defined framework of compliance monitoring and enforcement by the Board;

- (a) Enhance technical capacity and compliance across the lifecycle of engineering projects;
- (b) Streamline approval processes and promote accountability in engineering practice;
- (c) Enforce professional ethics and continuous professional development among engineers;
- (d) Ensure quality assurance through structured monitoring and inspection protocols;
- (e) Provide for the implementation of the sections on imposition of fines and penalties defined under the Engineers Act; and
- (f) Provide for mandatory registration of projects by the Engineers on the EBK portal.



EBK Compliance team during site inspection exercise in Mombasa County in September, 2024



Uasin Gishu County Site Inspection Exercise in June, 2025



Site inspection of a building under construction in Kirinyaga County to ensure compliance with engineering standards

Resolution of violations to the Engineers Act no. 43 of 2011: To uphold integrity within the engineering profession and ensure the delivery of sound engineering services, the Board successfully resolved 21 complaints related to alleged professional misconduct during the year under review.

Compliance tools: The Board continued to issue the engineers stamps as one of the compliance tools under the Engineers Rules of 2019. The engineer's stamp is a critical tool promoting the welfare of the public as it ensures that professional engineering services are only offered by practicing engineers who are registered under the categories of professional & consulting engineers and are in good standing with the Board. In addition, the stamp makes it easy to identify genuine engineering documents (designs, reports, drawings etc.) During FY 2024/2025, the Board issued a total of 556 stamps to respective Engineers.

Compliance and enforcement workshops: The Board conducted targeted sensitization seminars/workshops to engineers and other stakeholders with the aim of promoting ethics and professionalism in engineering practice; and ensuring engineering standards are followed. Ten such forums were organized as highlighted below:

- (a) Webinar on Code of Ethics and Conduct for Engineers on 21st August, 2024 involving 1,516 Participants.
- (b) A session on Engineering Regulation and Compliance during the fifth international construction research conference and exhibition (ICoRCE 2024) themed "Leveraging the potential of MSMEs and technology for a resilient and sustainable construction industry" aligns well with the country's development blueprint, from 25th to 27th September 2024 in Mombasa. 400No. Participants attended.
- (c) Live Stream in Inooro TV on Road Safety on 4th September 2024 link: <https://youtu.be/td1wIGWceKY?si=GA8xmtY5bTeOc1-e>
- (d) Presentation during the 31st IEK International Convention on Engineering Profession and Compliance covering the Board's mandate, the EPRP, as well as the Code of Conduct & Ethics.

- (e) Presentation during the Eurocodes Sensitization Webinar by KEBS in October 2024 on regulatory compliance in civil engineering projects covering the Board's mandate and the Engineers' Scale of Fees for Professional Engineering Services.
- (f) Webinar on the Professional practice guidelines attracting over 1000 attendees on 29th January, 2025
- (g) Webinar on Engineering standards involving 857 on 7th March, 2025
- (h) Session on compliance to laws and regulations to Engineers and Engineering Consulting Firms during the 3rd day of the 6th EPC.
- (i) Webinar on Professional ethics on 4th June 2025. 286No. participants attended.
- (j) Webinar on Gaps in Compliance, root causes and proposed remedies; Professional ethics; Professional Practice tools on 5th June 2025. 234No. participants attended.

Temporary engineers audit: The Board conducted Audits between 2nd and 6th December 2024 on the engagement of Foreign Engineers to restrict their involvement where the specific skills are available in the country across the following 10 Agencies:

- (a) Kenya Power & Lighting Company (KPLC)
- (b) Kenya Electricity Generating Company (Kengen)
- (c) Kenya Electricity Transmission Company (KETRACO)
- (d) Geothermal Development Authority (GDC)
- (e) Kenya Urban Roads Authority (KURA)
- (f) Kenya National Highways Authority (KeNHA)
- (g) Kenya Rural Roads Authority (KeRRA)
- (h) Kenya Airports Authority (KAA)
- (i) National Irrigation Authority (NIA)

(j) Kenya Railways Corporation (KRC)

The Board currently seeking engagement with the Director, Immigration & Citizen Services; with an aim to have a MOU addressing the prerequisites for issuance of work permit for foreign engineers, and Audit of foreign nationals in the country offering engineering services.

viii. Partnerships and Collaborations

During the FY 2024/2025, the Board actively participated in the East African Community (EAC) Engineers Competent Authorities Coordination Committee meetings which were held Quarterly. Registrars from the Boards of the East African countries including EBK engaged in the consultative meetings. Part of the Mutual Recognition Agreement (MRA) framework is to facilitate registration, licensing and practice of engineers across the East Africa Community (EAC). Among the discussions included ways to strengthen EAC Mutual Recognition Agreement (MRA) and to ease trade restrictions for professional engineering services in the region.

In March 2025, the Board signed a Memorandum of Understanding (MOU) with Institute of Engineers of Kenya (IEK) and the Chinese Society of Engineers during the launch of the World Federation of Engineering Organizations (WFEO) Engineering Capacity Building for Africa Program held in Safari Park, Nairobi. Through this agreement, both parties will leverage their respective expertise and networks to strengthen Africa's engineering capacity through enhancement of engineering education and training, development of robust engineering accreditation systems, strengthening infrastructure and technological capabilities, improvement of engineering governance and fostering international cooperation. Moving forward, this partnership will contribute to the achievement of both the Sustainable Development Goals and the African Union's Agenda 2063, with a particular focus on enhancing the capabilities for green engineering and digital transformation.

Further, the Board held a consultative meeting with the Board of Registration of Architects and Quantity Surveyors (BORAQS) to explore collaborative approaches to

regulating the built environment, including the integration of project registration portals for both regulators. Additionally, the Board is pursuing the following initiatives:

- Integration of the Engineers Project Registration Portal (EPRP) with County Governments to enhance effective monitoring of engineering projects;
- Development of Memoranda of Understanding (MoUs) with key industry stakeholders, including the Ministry of Immigration and the State Department for Devolution.

These efforts are aimed at strengthening the regulation of engineering practice while promoting the development of safe, efficient, and sustainable engineering infrastructure across the country.

ix. Engineering Partnerships Convention 2025

The Engineering Partnerships Convention (EPC) is an annual flagship event hosted by the Engineers Board of Kenya (EBK), it serves as a platform for engineers, industry leaders, policy makers and other stakeholders to collaborate, share knowledge, and discuss critical issues affecting the engineering sector.

In FY 2024/2025, the Board successfully convened the 6th Engineering Partnerships Convention (EPC) 2025 from 7th to 9th May 2025 at the Edge Convention Center, in Nairobi, Kenya, under the theme: “**Engineering A Digital World,**” The Convention featured a comprehensive programme comprising of keynote addresses, presentations, plenary sessions, mentorship forums, industrial visits and exhibitions. Discussions explored a wide range of topics, including technological advancements in engineering practice, professional development, sustainable solutions, and the evolving role of digital transformation in the sector.

Additionally, the Convention provided a platform for the Board to recognize and award five outstanding innovative projects for their practical, impactful solutions to contemporary engineering challenges.

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The event attracted 2,245 participants including foreign delegates and served as a forum for addressing challenges faced by engineers while fostering partnerships that drive innovation, capacity building, and policy advocacy in the field of engineering.

The EPC continues to play a critical role in promoting professionalism and sustainable growth in engineering practice in Kenya and beyond.



Senior Government officials led by Head of Public service and Chief of staff Mr. Félix Kosgei, E.G.H (c) Cabinet Secretary for Water, Sanitation and Irrigation Eng. Eric Mugaa during Engineering Partnership Convention (EPC) 2025.



Recognition and awarding of outstanding innovations engineering projects ceremony



Awarded outstanding innovative projects

Development of the Board's Institutional Capacity

a. Legal and Governance Audit

The Board undertook 1 comprehensive legal and governance audit to establish gaps in the Engineers Act and its regulations to inform its review and also assess the Board's adherence to applicable legal, regulatory, and governance frameworks, in accordance with the provisions of the Mwongozo Code of Governance for State Corporations and the Code of Corporate Governance Practices for Issuers of Securities to the Public 2015 (CMA Code).

b. ISO:9001 Certification

The Board was successfully awarded ISO 9001:2015 Quality Management System certification by the Kenya Bureau of Standards (KEBS) on 16th September 2024, affirming its adherence to internationally recognized standards of service delivery and organizational management. The Board has since maintained this certification through rigorous Internal Quality Audits and Management Review Meetings conducted in September 2024 and April 2025, demonstrating its ongoing commitment to quality, efficiency, and continual improvement in service delivery.



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Engineers Board Representatives led by the chairman, Eng. Erastus Mwangera (L) receiving the ISO Certification Certificate during the World Standards Day.

c. World Engineering Day held on 4th March 2025

The 40th General Conference of UNESCO adopted a resolution to proclaim 4th March of every year a world-engineering day for sustainable development. This was an opportunity to celebrate the important contributions of engineers and engineering to sustainable Development and modern life. It was also an opportunity to discuss how engineers could be involved in sustainable development and to engage the wider community on the contributions of engineers and engineering which were very critical factors for achieving Sustainable Development goals.

In the FY 2024/2025, the Board joined engineers and stakeholders worldwide in celebrating World Engineering Day for Sustainable Development on 4th March 2025. The 2025 theme highlighted the pivotal role of engineers in addressing climate change, advancing clean energy, and conserving biodiversity through innovative and sustainable solutions.

The celebrations recognized engineers' contributions to sustainable infrastructure and environmental conservation. The event reinforced Kenya's commitment to aligning engineering education and practice with national sustainability goals, ensuring a greener and more resilient future.

d. Government Performance Contracting

The Kenya Government continues to steer and advocate for implementation of the results management framework to streamline delivery of services to the citizenry. In line with this agenda, the Board aligns its operations to the framework by committing to targets outlined in the annual Government Performance Contract.

Historically, the Board has been attaining a composite score ranging between 2.5 and 2.9, rated as "Very Good" on an inverted scale of 1–5. The table below provides a summary of performance composite scores awarded based on evaluation by the Public Service Performance Management Unit (PSPMU) from the 16th Cycle to the 20th Cycle:

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S/No	Performance Contracting Cycle	Financial Year	Composite Score	Classification
1	16 th Cycle	Fy 2019-2020	2.8016	Very Good
2	17 th Cycle	Fy 2020-2021	2.6879	Very Good
3	18 th Cycle	Fy 2021-2022	2.9342	Very Good
4	19 th Cycle	Fy 2022-2023	2.5444	Very Good
5	20 th Cycle	Fy 2023/2024	2.5811	Very Good

In FY 2024/2025, the Board fully implemented (100%) its Performance Contract signed with the Government through the Ministry of Roads and Transport. The Board anticipates improved performance outcomes in the 21st Cycle evaluation and in subsequent cycles.



Signing of the 2024/2025 Performance Contract with the Cabinet Secretary, Ministry of Roads and Transport, Davis Chirchir, E.G.H at Barabara Plaza in December, 2024

e. Zero Fault Audit Regime

The Board is consistently implementing the “Zero Fault Audit Regime” to reinforce good governance, integrity, accountability, and transparency by ensuring that all pending internal and external Audit Queries are exhaustively addressed.



10. ENVIRONMENTAL AND SUSTAINABILITY REPORTING

1. Sustainability strategy and profile

As the Board strives to ensure production of competent engineers and quality engineering services through regulation, capacity building and enforcing compliance with set engineering standards for improved socio-economic development, we are committed to improving our world and empowering the communities where we live and work. The Board is committed to improving service delivery to all its customers and stakeholders. In this regard, EBK will remain guided by the following core values: -

- Integrity
- Customer Centric
- Accountability
- Respect
- Excellence

During the year under review, the Board undertook various activities which contributed to the Sustainable Development Goals (SDGs):

SDG 3- Good Health and Well-being

In alignment with Sustainable Development Goal (SDG) 3, which seeks to ensure healthy lives and promote well-being for all at all ages, the Board remains committed to advancing initiatives that support the physical, mental, and emotional health of its staff and stakeholders. These efforts reflect the Board's dedication to building a healthier, more resilient, and inclusive society.

In this regard, the Board undertook various initiatives during the FY 2024/2025 including:

- i. Continuous provision of a comprehensive medical insurance cover for all its staff and their dependents, reaffirming its commitment to employee welfare.
- ii. Held a medical camp and health talk for all staff on 5th November 2024.

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- iii. Held a Wellness and Mental Health Workshop on 20th February 2025, targeting engineers across all categories. The workshop, which drew 887 participants, aimed to promote mental well-being and create a supportive environment where engineers can thrive personally and professionally, thus safeguarding the inherent worth, emotional health, and overall well-being of its stakeholders.
- iv. Held a sensitization webinar on wellness & Mental Health for engineers held on 27th June 2025. 247 participants attended.
- v. Continued to implement the Work Injury Benefits Act, (WIBA) 2007.

SDG 4- Quality Education

The Board remains committed to supporting initiatives that enhance access to education and skills development. In FY 2024/2025, the Board undertook the following initiatives in support of Sustainable Development Goal (SDG) 4:

a. Mentorship Sessions for Student Engineers and Aspiring University Students

- i. The Board conducted mentorship session to 107No. engineering students from DEKUT on matters pathway to registration as Graduate Engineer and Professional Engineer, Graduate Engineers Internship Programme (GEIP), the critical role of EBK in the Engineering Industry and the Washington Accord on 13th June, 2025.
- ii. The Board sensitized 300No. engineering students from the Technical University of Mombasa on matters accreditation, the pathway to becoming a Graduate Engineer and Professional Engineer, and the critical importance of being registered by the Board on 20th March 2025
- iii. On 6th May 2025 during the 6th EPC, 2025 held in Nairobi, the Board sensitized 280No. High School students on the Engineering Career Pathways.



Students Outreach: The Engineers Board of Kenya conducted an Engineering Education Outreach Program Dedan Kimathi University of Technology targeting engineering students from various disciplines.

b. Evaluation of Engineering Programmes

The Board continued to evaluate Independent Review of engineering programs offered in universities across the country with a view of evaluating the programs and upscaling them to meet set standards. This would lead to quality education in the Kenyan Universities that will enable learners acquire requisite skills and be able to compete for opportunities both locally and internationally. To date, the Board has evaluated and recognized 75 out of 78 engineering programmes offered in Kenyan universities, bringing programme recognition to 96%. The Board is committed to complete the remaining 3 programmes in FY 2025/2026. Programmes evaluated within the year under review are as listed below:

Tier I – Programmes Evaluated to Washington Accord Standards

- i. Jomo Kenyatta University of Agriculture & Technology:
 - BSc Civil Engineering
 - BSc Mechanical Engineering

- ii. Strathmore University- BSc Electrical & Electronics Engineering
- iii. Dedan Kimathi University of Technology- BSC. Mechatronics Engineering

Tier II - Engineering Programmes Evaluated to local standards

- i. Kenyatta University - BSC. Petroleum Engineering
- ii. Taita Taveta University
 - BS Civil Engineering
 - BSC Mechanical & Manufacturing Engineering
 - BSC Mining & Mineral Engineering
- iii. Dedan Kimathi University of Technology
 - BSC Telecommunication Engineering
 - BSC Chemical Engineering
- iv. Murang'a University of Technology- BSC Mechatronics Engineering
- v. Embu University- BSC Civil Engineering
- vi. Technical University of Kenya- BSC. Aeronautical Engineering
- vii. Mount Kenya University- BSC. Electrical & Electronics Engineering
- viii. Jomo Kenyatta University of Agriculture & Technology - BSC. Water and Environmental Engineering
- ix. Chuka University -BSC. Electrical & Electronics

Development of Training Programmes

The Board developed six (6) training programs as follows:

- Civil Engineering
- Electrical Engineering
- Mechanical Engineering
- Chemical Engineering

- Gap program for conversion of Bachelor of Technology to full engineering
- Road Safety Audit (RSA).

These programs were designed to align with current industry standards and technological advancements thereby enhancing the quality, relevance and competitiveness of engineering Education in Kenya.

SDG 10 – Reduced Inequality

Responding to the current statistics indicating that only 11% of registered professional engineers are women, and just 22% of university students enrolled in STEM courses are female, the Board has undertaken a series of deliberate actions to support women engineers across their professional journey. These efforts are guided by the national priorities on women's empowerment, youth inclusion, and affirmative action in the science, technology, engineering, and mathematics (STEM) fields. These initiatives include:

a. Leadership in Women's Empowerment Platforms

The Registrar/CEO of EBK, Eng. Margaret Ogai, currently serves as Secretary to the Women CEOs Forum, a strategic platform established under the Cabinet Secretary for Gender and Women's Rights. This Forum unites women leaders from public and private institutions to advance high-level advocacy for gender-responsive policy implementation and institutional reforms. Her appointment not only places EBK at the heart of national gender governance discussions but also reinforces the Board's leadership in championing women's rights and inclusion within regulatory spaces.

The Registrar/CEO also serves as a Board Member for the Engineering Skills Where Most Needed program, sponsored by Lloyd's Register and the Royal Academy of Engineers in the UK. In this role, she contributes to advancing global engineering excellence by promoting skills development in underserved regions.

As Chairperson of the Federation of African Engineering Organisations (FAEO) Registrars Committee (2024–Present), Eng. Margaret Ogai is leading efforts to harmonize engineering standards across Africa. Her leadership fosters consistency in professional

practice, strengthens the engineering sector, and promotes intra-African trade in engineering services.

b. Sponsorship and Participation in Women Engineers Events and Mentorship Activities

The Board lead by the Board Chairperson, Eng. Erastus Mwongera, FIEK, CE, CBS accompanied with Registrar/ CEO, Eng. Margaret Ogai, CEO actively participated in the First Women Engineers Summit themed ***“Engineering Excellence in Service Delivery”*** held in May,2025, hosted by the Institution of Engineers of Kenya (IEK) through the Women Engineers Chapter (WEC). The summit brought together over 350 women engineers and engineering students from across the country and the region, creating a platform for mentorship, leadership development, and dialogue on gender barriers in engineering.



Participation in the inaugural Women Engineers Convention themed "Engineering Excellence in Service Delivery."

The Board also sponsored the STEM Boot Camp of Excellence, held at Nairobi Primary School, where it mentored 300 students from 26 schools located in informal urban settlements. This initiative aimed to bridge gender disparities in the engineering

profession



The Board sponsored the Science, Technology, Engineering & Mathematics (STEM) Boot Camp of Excellence, held at Nairobi Primary School involving students drawn from schools located in informal urban settlements.

Further, the Board supported the IEK Women's Dinner as a platform for networking and inspiration. The Board also sponsored mentorship sessions during the EPC2025 High School Outreach Programme, which engaged 280 high school students, with a significant number of female students to inspire interest in STEM fields. Mentorship sessions were also undertaken at Limuru Girls High School (twice), and in Nairobi through a UNESCO-coordinated outreach targeting girls in public high schools.

c. Development of a Gender-Disaggregated Skills Database

Recognizing the need for data-driven policy and planning, EBK initiated the updating of engineer profiles in its registry to include gender-disaggregated data, areas of specialization, and location. This initiative forms part of the Board's broader strategy to develop a national engineering skills database, which will support evidence-based decision-making, skills forecasting, and targeted interventions to address the underrepresentation of women in specific engineering disciplines. This database will also support national workforce planning and create visibility for qualified women engineers in project procurement, employment, and leadership selection.

In addition, EBK produces quarterly Board reports that include gender-disaggregated statistics and trends in the registration and licensing of engineers. These reports serve

as a valuable tool for monitoring gender inclusion outcomes and informing targeted policy reforms.

d. Inclusive Examination and Interview Frameworks

To enhance inclusivity in professional registration processes, the Board expanded its examination and interview panels to incorporate more women engineers. As of June 2025, 16% of all exam panellists appointed by the Board are women; up from just 10% in 2021. This marks significant progress in creating safe, supportive, and diverse assessment environments for aspiring engineers. Additionally, the Board adopted affirmative action measures in its assessment and registration processes to ensure that women engineers, particularly those from marginalized counties are not disadvantaged by systemic or historical barriers.

e. Proposal for the Women Engineers Leadership Programme (WE LEAD)

In response to the persistent leadership gap among female engineers, the Board submitted a formal proposal titled "Women Engineers Leadership Programme" to the World Bank, under its capacity building and inclusion support framework. The programme proposes to pilot leadership training, mentorship networks, and soft skills enhancement for an initial 100 women engineers, with the aim of scaling to 1,000 participants over three years. A multi-agency meeting convened by the Principal Secretary for Transport was held earlier this year to discuss alignment of Engineering education outreach programme, Graduate Engineers Internship Programme and Women Engineers in leadership program with broader infrastructure and gender mainstreaming strategies. The proposal is currently under review. Affirmative Procurement and AGPO Compliance

EBK is fully compliant with the Access to Government Procurement Opportunities (AGPO) regulations. At least 30% of the Board's procurement contracts are reserved for enterprises owned by women, youth, and persons with disabilities. In the last financial year, women-led firms accounted for 38.2% of awarded tenders, demonstrating the Board's commitment to economic empowerment and inclusive development.

f. Gender-Responsive Governance and Staffing

In the current EBK's technical and administrative staff, women account for 47% of all employees, surpassing the constitutional two-thirds gender threshold. Additionally, through the annual Graduate Engineers Internship Programme (GEIP), which is fully funded by the Exchequer, the Board has consistently prioritized gender inclusivity. Over the past five years, more than 30% of all enrolled cohorts have comprised female Graduate Engineers—a significant milestone in bridging the gender gap within the engineering profession and fostering equitable capacity development.

SDG 11– Sustainable Cities and Communities

In support of Sustainable Development Goal (SDG), the Board continued to conduct site inspections aimed at promoting sustainable infrastructure, systems, and processes across the country. During the year under review, the Board carried out 85 site inspections in Mombasa, Machakos, Kirinyaga, and Uasin Gishu counties to assess compliance with established engineering standards. These inspections were geared towards enhancing public safety, ensuring structural integrity, and advancing sustainable development.

In line with the recommended UNESCO ratio of one professional engineer per 5,000 persons for middle-income countries, the Board registered 502 Professional Engineers and 56 Consulting Engineers during the year, raising the total number of registered engineers to 4,582. This deliberate expansion of the engineering capacity ensures that infrastructure development across the country is led by qualified, competent, and ethical professionals. By safeguarding adherence to approved standards and best practices, registration reduces the risk of unsafe buildings, roads, and urban systems, while promoting resilient, inclusive, and sustainable infrastructure, which are key pillars in achieving SDG 11 on making cities and human settlements safe, resilient, and sustainable.

SDG 13 – Climate Action

In line with the Presidential directive on tree growing and commitment to Sustainable Development Goal (SDG) 13 on Climate Action, the Board continued to implement targeted measures to protect the environment, mitigate the impacts of climate change,

and contribute to the achievement of the Government's target of 30% national forest cover by 2032.

Recognizing that engineering solutions must also address environmental sustainability, the Board intensified its tree-planting and reforestation programmes across diverse ecological zones in Kenya. In the period under review, EBK successfully planted 45,400 tree seedlings in collaboration with key stakeholders.

Tree Planting Activities Undertaken:

Engineers Board of Kenya Initiative Events



Through these sustained interventions, EBK is making a measurable contribution to:

- Carbon Emission Reduction: Increasing tree cover to absorb CO₂ from the atmosphere.
- Climate Resilience: Reducing vulnerability to climate-related hazards such as droughts, floods, and soil degradation.
- Ecosystem Restoration: Rehabilitating degraded forests, wetlands, and coastal



Cabinet Secretary, Ministry of Roads and Transport Mr. Davis Chirchir, E.G.H, (Engineers Board of Kenya, CEO, Eng Margaret Ogai and the Principal Secretary for the State department of Roads, Eng. Joseph Mbugua, during the tree growing exercise in Mombasa.

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Cabinet Secretary, Ministry of Roads and Transport Mr. Davis Chirchir, E.G.H, (second from left) joins the Engineers Board of Kenya CEO, Eng. Margaret Ogai (4th from left) during a Tree growing exercise in Dongo Kundu in Mombasa County.



Tree planting exercise at Ngong Forest during the Engineering Partnership Convention (EPC)2025

2. Employee welfare

The Board acknowledges that staff welfare is integral to the successful delivery of its mandate and strategic objectives. Committed to fostering a safe, inclusive, and supportive work environment, EBK implements initiatives that promote employees' physical, mental, and professional wellbeing. In the year under review, the Board invested in programs designed to enhance staff morale, encourage work-life balance, and create avenues for career growth. These interventions not only strengthen individual performance but also nurture a motivated, engaged, and resilient workforce dedicated to delivering high-quality services to stakeholders. The interventions include:

Skills Gap Analysis

In the Financial Year 2024/2025, the Board undertook a comprehensive Skills Gap Analysis to assess existing competencies against the organization's future needs. The findings will guide targeted training interventions and inform recruitment strategies aimed at bridging identified gaps and aligning workforce capabilities with performance goals. The objectives of the Skills Gap Analysis are to:

- i. To support employee growth and development
- ii. To track employee satisfaction
- iii. To foster a more innovative and inclusive culture
- iv. To improve morale and staff retention
- v. To enhance overall productivity
- vi. To strengthen leadership and succession planning

Succession Planning

During the year under review, the Board developed a Succession Plan Policy to establish a structured framework for identifying, nurturing, and developing future leaders within the organization. The Policy aims to ensure that the Board is equipped with the right talent, possessing the right skills, in the right roles, at the right time to advance its strategic objectives.

It also seeks to foster a culture of continuous learning that supports career growth, enhances employee engagement, and improves talent retention. Further, the Policy is designed to strengthen leadership development by ensuring a robust pipeline of qualified leaders ready to assume key roles when needed, thereby minimizing the impact of leadership gaps and safeguarding organizational sustainability and business continuity.

Staff Medical

During the year under review, the Board continued to provide comprehensive medical insurance cover for all its staff and their dependents, with enhanced provisions catering for special needs children, Rehabilitation and Counselling services. This additional service reflects the Board's recognition of the unique healthcare demands faced by some families and its commitment to easing the financial and emotional burden associated with specialized care. By ensuring that such critical needs are met, the Board not only supports the well-being of affected staff members but also fosters inclusivity, compassion, and peace of mind in the workplace. Additionally, on 5th November 2024, the Board organized and held a medical camp and health talk for all staff.

These initiatives underscore the Board's dedication to promoting a healthy and productive workforce. By prioritizing employee health and wellness, the Board enhances staff morale, reduces absenteeism, and fosters a supportive work environment conducive to high performance and sustained organizational growth.

Training and Capacity Development

The Board is committed to fostering a culture of continuous learning and professional growth. Through targeted staff training and development initiatives, the Board seeks to enhance employee competencies, align individual performance with institutional goals, and build internal capacity to deliver on its mandate effectively. These efforts are guided by the Board's strategic priorities and are aimed at equipping staff with the knowledge, skills, and attitudes necessary to respond to emerging challenges, drive innovation, and uphold excellence in service delivery.

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In this regard the Management implemented the training plan for the FY 2024/2025 within the approved budgetary allocation. Below is a summary of the training areas and the number of staff who benefited:

No.	Training Area	No. of Staff Trained
1	Senior Management Courses	14
2	Management Skill Development Courses	12
3	Records Management	6
4	Occupational Health and Safety Management	7
5	Modern Management Practices / Energy Management / Others	6
6	Executive Assistant Development	3
7	Postgraduate Studies (MSc Programs)	3
8	Certified Leadership / International Seminars	2

Further, in November 2024, the Board organized and facilitated for a customer care training for front office officers. The training aimed to enhance their interpersonal and communication skills, improve service delivery, and ensure a consistent, professional, and client-focused experience for all stakeholders engaging with the Board.

The training was facilitated by the technical experts from the Commission on Administrative Justice.

Staff Engagements

In line with its commitment to fostering a motivated and engaged workforce, the Board conducted five (5) employee engagement activities during the year under review. These initiatives aimed to promote open communication, enhance staff well-being, and strengthen team cohesion. The engagements included:

- Quarter 1 staff engagement meeting held in October 2024
- A medical camp and health talk conducted on 5th November 2024
- Engagements during the target-setting and development of Directorate/Departmental workplans
- Mental wellness awareness session
- Staff engagement during a luncheon event

Partitioning of Office Space at Barabara Plaza

As part of its commitment to fostering a conducive and efficient work environment, the Board undertook the partitioning of office space at Barabara Plaza. The project is aimed at optimizing space utilization, supporting seamless workflow, and enhancing the quality-of-service delivery. As of the reporting period, the overall weighted physical progress stood at 83.74%, with one wing fully completed and already occupied by some staff, providing a more comfortable and productive workspace.

3. Market place practices-

Responsible competition practice.

Automation of Board's Processes

In its commitment to enhance efficiency and effectiveness in service delivery while reducing on costs, the Board continued to implement:

- The Enterprise Resource Planning (ERP) system through the Employee self Service portal to enhance service delivery and ensuring business continuity: <https://staff.ebk.go.ke>
- Capacity Building Development (CPD) Event Management System to enhance management of CPD activities: <https://events.ebk.go.ke/booking/>
- Engineers Project Registration portal (EPRP): <https://projects.ebk.go.ke>

In May 2025, the Board successfully rolled out the Graduate Engineers Registration Portal (GERP) a transformative platform designed to streamline the registration process and enhance service delivery for engineers in Kenya. By digitizing and simplifying registration, GERP empowers Graduate Engineers with a user-friendly, efficient system to obtain professional certification. This innovative portal not only saves time but also ensures greater accessibility and transparency.

Further, to leverage on digitalization the Board successfully adopted the Digital Government Services system (Gava Mkononi) and onboarded its citizen-facing services to the Government Digital platform (e-Citizen) including:

- New membership applications and Annual subscriptions for engineers in all categories
- Engineers Stamps Applications
- Engineers ID Applications and Replacement
- Licence and Certificate Replacement
- Membership reinstatement Application

The Board is currently upgrading the Engineers Project Registration Portal (EPRP) to strengthen the regulation and oversight of active engineering projects. This enhancement is part of the Board's ongoing efforts to promote accountability, improve compliance, and help mitigate the risk of building collapses.

Career Progression Guidelines for Engineers

During the year under review, the Board in partnership with the Public Service Commission and State Department for Roads developed and disseminated Career Progression Guidelines. The approved Career Progression Guidelines effected on 26th February 2025, provides a standardized framework for managing engineering human capital across Ministries, County Governments, Departments and Agencies (MCDAs).

The Guidelines aim to:

- i. Establish a well-defined career structure that attracts, motivates, and retains qualified engineers within the Civil Service.
- ii. Define clear job descriptions and specifications across various engineering grades and roles.
- iii. Promote standardized recruitment, training, and promotion criteria based on qualifications, merit, and performance.
- iv. Enable effective career planning and succession management for engineering professionals in public service.

Customer Satisfaction Survey and Brand Audit

During the year under review, the Board undertook a comprehensive brand audit as part of its commitment to enhancing institutional performance, stakeholder engagement,

and service delivery. The audit aimed to assess the Board's brand performance, identity, and positioning within the engineering practice and the broader public. It further sought to evaluate the effectiveness of the Board's efforts and identify opportunities to enhance visibility, strengthen its reputation, and improve stakeholder perception. The audit established a Brand Audit Index of 75%, indicating a strong brand presence with areas for strategic improvement.

In parallel, a customer satisfaction survey was carried out targeting engineers in all categories to determine the extent to which the Board is meeting their expectations, needs, and preferences. The insights gained from the survey will guide strategic improvements in service delivery, customer experience, and overall stakeholder satisfaction. The Customer satisfaction index established was 62%.

Further, the Board developed a communication strategy to provide a structured framework through which the Board can communicate with its publics through defined channels with clear messages that promote the Board's mandate. The objectives of the strategy include:

- i. To enhance customer and stakeholder relationships and satisfaction
- ii. To create public awareness on the role of the Board as Regulator of Engineers and Engineering Services
- iii. To strengthen the Board's brand

Responsible Supply chain and supplier relations

In line with the principles of responsible supply chain management and fostering strong supplier relations, the Board implemented the following measures:

- i. **Prompt and Fair Supplier Payments:** The Board consistently honoured contractual obligations by processing and settling supplier payments promptly upon receipt of valid invoices. This practice not only strengthened trust but also enhanced long-term partnerships with suppliers, ensuring their continued capacity to deliver quality goods and services.
- ii. **Transparency in Procurement Processes:** EBK maintained open and competitive procurement practices by publishing all awarded tenders on its official website.

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The published details included the name of companies, tender numbers, description of goods and services, and contract value. This information was updated quarterly, reinforcing accountability and enabling equitable access to procurement opportunities.

Responsible marketing and advertisement or Responsible engagement with the citizens.

In response to responsible engagements with the citizens the Board uploaded 4 notices on Board decisions, 1 in each Quarter highlighting key performance achievements and institutional milestones reaching an estimated number of 3,000 per Quarter on Twitter and 2000 per Quarter on Facebook. These updates provided factual and relevant information, ensuring the public remained accurately informed about the Board's progress and initiatives.

To enhance Citizen Participation, the Board developed a Public Participation Policy to strengthen inclusivity in decision-making processes, ensuring that stakeholders and the public have an opportunity to contribute to policy formulation and regulatory actions affecting the engineering sector.

Further, the Board actively promoted public awareness by sensitizing the public on its mandate, regulatory frameworks, and engineering standards through various television broadcasts, thereby reaching a broader audience and enhancing civic engagement. Notable appearances included:

- Discussions on the recently achieved Washington accord provisional signatory status at KBC on 25th June 2025
- Sensitization on Road Safety through a live stream on Inooro TV on 4th September 2024
- Talks on regulating the construction industry in Kenya: How can county governments enhance professionalism in the built environment? at KBC on 1st April 2025
- Interview on regulation of the Engineering Profession for public safety and welfare at KBC on 18th February 2025

Product stewardship or Awareness creation

To safeguard public welfare and uphold the highest standards of engineering practice, the Board implemented targeted measures aimed at protecting citizens' rights, ensuring compliance with regulatory requirements, and promoting public awareness. These initiatives not only reinforce the integrity and accountability of the engineering profession but also strengthen public trust in the safety, quality, and sustainability of engineering works across the country.

i. Promoting Public Safety through Licensed Practice:

On 23rd June 2025, the Board issued a public notice via its social media platforms urging the public, private developers, employers, and all entities executing engineering works and services to engage only licensed engineers as published in the Kenya Gazette Register of Engineers. This initiative aimed to protect the health, safety, and interests of citizens by ensuring that engineering services are undertaken by qualified and regulated professionals.

ii. Guidance on Service Access:

The Board's website and social media platforms provide clear guidance to engineers and stakeholders on the process of applying for professional identification documents, including registration IDs and official stamps, thereby ensuring adequate service information and enhancing compliance with regulatory requirements.

iii. Data Protection

In line with its commitment to upholding data privacy and ensuring compliance with national regulatory frameworks, the Board was officially registered with the Office of the Data Protection Commissioner (ODPC) and certified as a Data Controller on 16th September 2024. This milestone affirms the Board's dedication to safeguarding personal data in accordance with the provisions of the Data Protection Act, 2019, and reinforces its efforts to maintain transparency, accountability, and trust in its operations.

For the Board, this certification not only enhances public trust and stakeholder confidence but also demonstrates its commitment to ethical data governance, risk management, and protection of individual privacy rights. It further supports operational efficiency and accountability by aligning internal data handling practices with the legal requirements of the Act.

Corporate Social Responsibility / Community Engagements

In line with its commitment to social impact and community empowerment, the Board implemented targeted Corporate Social Responsibility (CSR) initiatives during the year. On 1st December 2024, EBK actively participated in the World AIDS Day Marathon, a symbolic event that fosters unity and collective action against HIV & AIDS, with 35 staff members taking part. On the same day, the Board donated sanitary towels and assorted dry foods worth Ksh. 150,000 to ASN Upendo Village in Naivasha, a haven for individuals infected and affected by HIV & AIDS.

Additionally, on 19th May 2025, the Board extended further support by donating sanitary towels and dry foods worth Ksh. 100,000 to Mirera Comprehensive School, benefiting 150 learners within its 4,300-pupil population. These initiatives underscore the Board's dedication to uplifting communities, promoting health and dignity, and strengthening its position as a socially responsible institution.

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 *Board's* affairs.

i) Principal activities

The principal activities of the Board are provided for under Section 6 of the Engineers Act 2011. The Board is responsible for the registration of engineers and firms, regulation of engineering professional services, setting of standards, development and general practice of engineering.

ii) Results

The results of the Board for the year ended June 30, 2025, are set out on page 01 to 30.

iii) Directors

The members of the Board of Directors who served during the year are shown on page xviii to xxiii.

iv) Auditors

The Auditor-General is responsible for the statutory audit of the *Board* in accordance with Article 229 of the Constitution of Kenya and the Public Audit Act 2015.

By Order of the Board



Eng. Margaret N. Ogai, CE
Registrar/Chief Executive Officer
ENGINEERS BOARD OF KENYA

12. STATEMENT OF DIRECTORS RESPONSIBILITIES

Section 81 of the Public Finance Management Act, 2012 Section 14 of the State Corporations Act, 2015, and the Engineers Act, 2011 require the Directors to prepare financial statements, which give a true and fair view of the state of affairs of the Board at the end of the financial year/period and the operating results of the Board for that year/period. The Directors are also required to ensure that the Board keeps proper accounting records which disclose with reasonable accuracy the financial position of the Board.

The Directors are also responsible for safeguarding the assets of the Board. The Directors are responsible for the preparation and presentation of the Board's financial statements, which give a true and fair view of the state of affairs of the Board for and as at the end of the financial year 2024/2025 that ended on June 30, 2025. This responsibility includes:

- 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 Board;
- 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 Board;
- v. Selecting and applying appropriate accounting policies; and
- vi. Making accounting estimates that are reasonable in the circumstances.

The Directors accept responsibility for the Board's financial statements, which have been prepared using appropriate accounting policies 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 Engineers Act, 2011. The Directors are of the opinion that the Board's financial statements give a true and fair view of the state of Board's transactions during the

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financial year that ended June 30, 2025, and of the Board's financial position as at that date. The Directors further confirms the completeness of the accounting records maintained for the Board, which have been relied upon in the preparation of the Board's financial statements as well as the adequacy of the systems of internal financial control.

The Directors confirm that the Board has complied fully with applicable Government of Kenya Regulations and the terms of external financing covenants (where applicable), and that the Board's funds received during the year under audit were used for the eligible purposes for which they were intended and were properly accounted for. Nothing has come to the attention of the Directors to indicate that the Board 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 Engineers Board of Kenya (EBK) financial statements were approved by the Board on 21st August 2025 and signed on its behalf by:



.....
Mr. James Gatere
Chairperson



.....
Eng. Margaret Ogai, CE
Registrar/CEO

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REPORT OF THE AUDITOR-GENERAL ON ENGINEERS BOARD OF 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 aim to address the Auditor-General's statutory roles and responsibilities 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 Engineers Board of Kenya set out on pages 1 to 30, 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 Engineers Board of 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 Engineers Act, 2011 and 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 Engineers Board of Kenya Management in accordance with ISSAI 130 on the 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 Matters

Key audit matters are those matters that, in my professional judgement, 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 Information

The Board of Directors is responsible for the Other Information set out on page iv to xc which comprise of Key Entity Information and Management, The Board of Directors, 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, Report of the Directors, 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 Board's financial statements, my responsibility is to read the Other Information and in doing so, consider whether the Other Information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If based on the work I have performed, I conclude that there is a material misstatement of this Other Information, I am required to report that fact. I have nothing to report in this regard.

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 THE USE OF PUBLIC RESOURCES

Conclusion

As required by Article 229(6) of the Constitution, based on the audit procedures performed, I confirm that nothing 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

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 THE 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.

1. Understaffing

Review of the Board's organization structure, grading and staff establishment revealed that the Board had an approved staff establishment of one hundred and twenty-one (121) officers. However, during the financial year under review only forty-six (46) were in various cadres which was equivalent to 38% of the approved establishment, thus resulting to a shortfall of seventy-five (75) officers across the various staffing cadres.

In the circumstances, the Board may not deliver on its mandate.

2. Lack of a Functional Internal Audit Department

Review of records revealed that during the year under review, the entity did not have a functional internal audit unit. This was evidenced by failure to perform risk assessment by the unit and absence of internal audit reports despite the entity having an approved Risk Assessment Policy. No satisfactory explanation was provided for non-compliance with the approved policy.

In the circumstances, the effectiveness of internal controls in management of risks could not be confirmed.

2. Lack of Substantive Board Chairman

Review of the Board's records revealed that the previous Board Chairman was re-appointed as a board member for the second and final term on 4 August, 2022. However, it was observed that upon reappointment, he was not officially appointed as the Board's Chair and therefore the Board operated without a substantive Chairman for the period under review.

In the circumstances, effectiveness of internal controls on Board operation in absence of a substantive board chairman could not confirmed.

Basis for Conclusion

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 the 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 controls 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 controls, risk management and governance.

In preparing the financial statements, Management is responsible for assessing the Board'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 Board'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

09 December, 2025

ENGINEERS BOARD OF KENYA
Annual Report and Financial Statements for the year ended June 30, 2025.

14. STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2025


ITEM	YEAR	2024/2025	AUDITED 2023/2024
	NOTES	KSHS	KSHS
REVENUE FROM NON-EXCHANGE TRANSACTIONS			
Transfers from other Government Entities	6	186,800,000	241,850,000
Application Fees	7	35,804,121	38,530,778
Annual Subscription Fees	8	81,790,026	84,996,525
Public Contributions & Donations	9	11,349,080	450,000
Total Non-Exchange Transactions		315,743,227	365,827,303
REVENUE FROM EXCHANGE TRANSACTIONS			
Interest Income	10	1,066,460	4,809,730
Other Income	11	105,950	377,470
CPD Income	12	61,487,166	56,395,325
Total Exchange Transactions		62,659,576	61,582,525
Total Revenue		378,402,803	427,409,828
EXPENSES			
Use of Goods and Services	13	315,106,507	312,975,999
Employee Costs	14	159,279,322	158,426,128
Board Expenses	15	14,283,843	22,630,429
Depreciation Expense	16	6,592,955	18,967,427
Repairs and Maintenance	17	2,134,926	2,046,405
Increase/(Decrease) in Provision for Doubtful Debts	18		(40,578,041)
Total Expenses		497,397,553	474,468,347
SURPLUS/(DEFICIT) FOR THE PERIOD		(118,994,750)	(47,058,519)

The notes set out on pages 7 to 30 form an integral part of these Financial Statements.


Eng. Margaret N. Ogai, CE
Registrar/CEO

Date: 21.08.2025


Tony Kibet
Ag. Manager F&A
ICPAK No.: 24156
Date: 21.08.2025


Mr. James Gatere
Board Chairman
Date: 21.08.2025

ENGINEERS BOARD OF KENYA
Annual Report and Financial Statements for the year ended June 30, 2025.

15. STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

ITEM	YEAR	2024/2025	2023/2024
	NOTES	KSHS	KSHS
ASSETS			
CURRENT ASSETS			
Receivables from Non-Exchange Transactions	19	29,390,764	11,969,041
Receivables from Exchange Transactions	20	6,346,970	10,625,310
Cash and Cash Equivalents	21	41,637,604	152,334,049
Total Current Assets		77,375,338	174,928,400
Non-Current Assets			
Property, Plant and Equipment	22	211,612,140	217,011,588
Total Non-Current Assets		211,612,140	217,011,588
TOTAL ASSETS		288,987,478	391,939,988
EQUITY AND LIABILITIES			
Current Liabilities			
Trade Payables	23	49,304,041	32,546,771
Prepayments Annual Subscription Fees	24	892,979	1,088,919
Staff Gratuity	25	8,573,629	5,623,515
Total Current Liabilities		58,770,649	39,259,205
Net Assets			
Reserves	26	169,051,530	172,520,773
Retained Earnings	27	61,165,299	180,160,010
Total Net Assets		230,216,829	352,680,783
TOTAL EQUITY AND LIABILITIES		288,987,478	391,939,988

The financial statements set out on pages 1 to 30 were signed on behalf of the Board of Directors by:


Eng. Margaret N. Ogai, CE
Registrar/CEO

Date: 21.08.2025


Tony Kibet
Ag. Manager F&A
ICPAK No.: 24156

Date: 21.08.2025


Mr. James Gatere
Board Chairman

Date: 21.08.2025

ENGINEERS BOARD OF KENYA
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16. STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 30 JUNE 2025

DESCRIPTION	RESERVES	RETAINED EARNINGS	TOTAL
	KSHS	KSHS	KSHS
Balance as at 1st July 2023	140,842,015	351,818,519	492,660,534
Capital Reserve	24,442,358	-	24,442,358
Revaluation Reserve	7,236,400	-	7,236,400
Internal Adjustments	-	(124,599,989)	(124,599,989)
Deficit for The Year	-	(47,058,520)	(47,058,520)
Balance as at 30th June 2024	172,520,773	180,160,049	352,680,822
Balance as at 1st July 2024	172,520,773	180,160,049	352,680,822
Revaluation Reserve	(3,469,243)	-	(3,469,243)
Deficit for The Year	-	(118,994,750)	(118,994,750)
Balance as at 30th June 2025	169,051,530	61,165,299	230,216,829

ENGINEERS BOARD OF KENYA
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17. STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

DESCRIPTION	YEAR NOTE	2024/2025	2023/2024
		KSH	KSH
Cash Flow from Operating Activities			
Receipts			
Transfers from other Govt Entities	6	186,800,000	323,750,000
Application Fees	7	35,804,121	38,530,778
Annual Subscription Fees	8	81,594,086	74,927,877
Public Contributions & Donations	9	11,349,080	450,000
Settlements from Development Partners			7,591,206
Interest Income	10	1,849,000	4,027,189
Other Income	11	105,950	35,966
CPD Income	12	65,077,866	49,724,679
Total Receipts		382,580,103	499,037,695
Payments			
Use of Goods and Services	13	315,865,820	305,704,574
Employee Costs	14	156,329,208	152,958,141
Board Expenses	15	14,283,843	22,630,429
Repairs and Maintenance	17	2,134,926	2,046,405
Total Payments		488,613,797	483,339,549
Net Cash flows from Operating Activities	28	(106,033,693)	15,698,146
Cash Flow from Investing Activities			
Purchase of Property, Plant & Equipment		(4,662,751)	
Revaluation of Property, Plant & Equipment	22	3,469,243	(9,975,511)
Net Cash Generated from Investing Activities		(1,193,508)	(9,975,511)
Cash flows from financing activities			
Revaluation Reserve	22	(3,469,243)	-
Net Cash flows from financing activities		(3,469,243)	-
Net Increase in Cash and Cash Equivalents		(110,696,445)	5,722,635
Cash and Cash Equivalents at 1 st July	21	152,334,049	146,611,416
Cash and Cash Equivalents as at 30th June	21	41,637,604	152,334,049

18. STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2025

ITEM	ORIGINAL BUDGET	ADJUSTMENTS	FINAL BUDGET	ACTUAL ON COMPARABLE BASIS	PERFORMANCE DIFFERENCE	% OF UTILIZATION
	KSHS	KSHS	KSHS	KSHS	KSHS	
RECEIPTS						
Government Grants	196,800,000	- 10,000,000	186,800,000	186,800,000	-	100%
Application Fees	47,890,000	-	47,890,000	35,804,121	(12,085,879)	75%
Annual Subscription Fees	57,900,000	-	57,900,000	81,790,026	23,890,026	141%
Public Contributions and Donations	-	25,000,000	25,000,000	11,349,080	(13,650,920)	45%
CPD Income	30,000,000	13,729,000	43,729,000	61,487,166	17,758,166	141%
Interest Income	1,500,000	-	1,500,000	1,066,460	(433,540)	71%
Other Income	-	-	-	105,950	105,950	100%
Balance brought forward	138,200,000	-	138,200,000	138,200,000	-	100%
TOTAL RECEIPTS	472,290,000	28,729,000	501,019,000	516,602,803	15,583,803	103%
PAYMENTS						
Use of Goods and Services	308,840,000	16,679,000	322,869,000	315,102,470	7,766,530	98%
Employee Costs	150,500,000	7,850,000	161,000,000	159,279,322	1,720,678	99%
Remuneration of Directors	11,750,000	2,750,000	14,500,000	14,283,843	216,157	99%
Repairs and Maintenance	1,200,000	1,450,000	2,650,000	2,134,926	515,074	81%
TOTAL PAYMENTS	472,290,000	28,729,000	501,019,000	490,800,561	10,218,439	98%

Notes on the budget performance:

- i. Application Fees – The application fee projection was affected by reduced examination fee collection during the period
- ii. Annual Subscription Fees – There was increased collection of annual subscription fees due to increased collection efforts by the Board.
- iii. Public Contributions and Donations – Projected grants from the Lloyd’s Register Foundation was not received within the financial year under review.
- iv. CPD Income - The Board exceeded the CPD Income target during the period due to funds collected during the Engineering Partnerships Convention held in May 2025 and additional CPD Access Fee income stream.
- v. Interest Income – The reduction was due to utilization of fixed income during the year.

19. NOTES TO THE FINANCIAL STATEMENTS

1. General Information

The Engineers Board of Kenya (EBK) is a statutory body established under Section 3(1) of the Engineers Act 2011. The Board has the overall mandate of developing and regulating engineering practice in Kenya. The development and regulation of engineering practice is considered a key component to the achievement of infrastructure foundation under the country's Vision 2030 development blueprint. The Board is a successor to the Engineers Registration Board (ERB) established by the Engineers Registration Act, Cap 530 (1969). The Board is mandated with the responsibility of regulating standards in the engineering profession and building capacity for individual engineers and engineering firms. The Board also registers engineers, and engineering firms and regulates their conduct for improved performance of the engineering profession.

2. Statement of Compliance and Basis of Preparation

The financial statements have been prepared on a historical cost basis except for the measurement at re-valued amounts of certain items of property, plant and equipment, marketable securities and financial instruments at fair value, impaired assets at their estimated recoverable amounts and actuarially determined liabilities at their present value. 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 judgement in the process of applying the Entity's accounting policies. The areas involving a higher degree of judgement or complexity, or where assumptions and estimates are significant to the financial statements, are disclosed in Note 5 of these financial statements.

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 (include any other applicable legislation), and International Public Sector Accounting Standards (IPSAS). The accounting policies adopted have been consistently applied to all the years presented.

3. Adoption of New and Revised Standards

There were no new and amended standards issued in the financial year.

New and amended standards and interpretations in issue but not yet effective in the year ended 30 June 2025

Standard	Effective Date and Impact
IPSAS 43: Leases	<p><i>Applicable 1st January 2025</i></p> <p>The standard sets out the principles for the recognition, measurement, presentation, and disclosure of leases. The objective is to ensure that lessees and lessors provide relevant information in a manner that faithfully represents those transactions. This information gives a basis for users of financial statements to assess the effect that leases have on the financial position, financial performance and cashflows of an Entity.</p> <p>The new standard requires entities to recognise, measure and present information on right of use assets and lease liabilities.</p> <p><i>The standard will be adopted when it became relevant to the entity</i></p>
IPSAS 44: Non- Current Assets Held for Sale and Discontinued Operations	<p><i>Applicable 1st January 2025</i></p> <p>The Standard requires,</p> <p>Assets that meet the criteria to be classified as held for sale to be measured at the lower of carrying amount and fair value less costs to sell and the depreciation of such assets to cease and:</p> <p>Assets that meet the criteria to be classified as held for sale to be presented separately in the statement of financial position and the results of discontinued operations to be presented separately in the statement of financial performance.</p> <p><i>The standard will be adopted when it became relevant to the entity</i></p>
IPSAS 45: Property Plant and Equipment	<p><i>Applicable 1st January 2025</i></p> <p>The standard supersedes IPSAS 17 on Property, Plant and Equipment. IPSAS 45 has additional guidance/ new guidance for heritage assets, infrastructure assets and measurement. Heritage assets were previously excluded from the scope of IPSAS 17 in IPSAS 45, heritage assets that satisfy the definition of PPE shall be recognised as assets if they meet the criteria in the standard.</p>

Standard	Effective Date and Impact
	<p>IPSAS 45 has an additional application guidance for infrastructure assets, implementation guidance and illustrative examples. The standard has clarified existing principles e.g. valuation of land over or under the infrastructure assets, under- maintenance of assets and distinguishing significant parts of infrastructure assets.</p> <p><i>The standard will be adopted when it became relevant to the entity</i></p>
IPSAS 46: Measurement	<p><i>Applicable 1st January 2025</i></p> <p>The objective of this standard was to improve measurement guidance across IPSAS by:</p> <ol style="list-style-type: none"> i. Providing further detailed guidance on the implementation of commonly used measurement bases and the circumstances under which they should be used. ii. Clarifying transaction costs guidance to enhance consistency across IPSAS. iii. Amending where appropriate guidance across IPSAS related to measurement at recognition, subsequent measurement and measurement related disclosures. <p>The standard also introduces a public sector specific measurement bases called the current operational value.</p> <p><i>The standard will be adopted when it became relevant to the entity</i></p>
IPSAS 47: Revenue	<p><i>Applicable 1st January 2026</i></p> <p>This standard supersedes IPSAS 9- Revenue from exchange transactions, IPSAS 11 Construction contracts and IPSAS 23 Revenue from non- exchange transactions. This standard brings all the guidance of accounting for revenue under one standard. The objective of the standard is to establish the principles that an entity shall apply to report useful information to users of financial statements about the nature, amount, timing and uncertainty of revenue and cash flow arising from revenue transactions.</p> <p><i>The standard will be adopted when it became relevant to the entity</i></p>
IPSAS 48: Transfer Expenses	<p><i>Applicable 1st January 2026</i></p>

Standard	Effective Date and Impact
	<p>The objective of the standard is to establish the principles that a transfer provider shall apply to report useful information to users of financial statements about the nature, amount, timing and uncertainty of expenses and cash flow arising from transfer expense transactions. This is a new standard for public sector entities geared to provide guidance to entities that provide transfers on accounting for such transfers.</p> <p><i>The standard will be adopted when it became relevant to the entity</i></p>
IPSAS 49: Retirement Benefit Plans	<p><i>Applicable 1st January 2026</i></p> <p>The objective is to prescribe the accounting and reporting requirements for the public sector retirement benefit plans which provide retirement to public sector employees and other eligible participants. The standard sets the financial statements that should be presented by a retirement benefit plan.</p> <p><i>The standard will be adopted when it became relevant to the entity</i></p>
IPSAS 50: Exploration For & Evaluation of Mineral Resources	<p><i>Applicable 1st January 2027</i></p> <p>The objective of this Standard is to specify the financial reporting for the exploration for and evaluation of mineral resources. The Standard requires:</p> <ol style="list-style-type: none"> i. Limited improvements to existing accounting practices for exploration and evaluation expenditures. ii. Entities that recognize exploration and evaluation assets to assess such assets for impairment in accordance with this Standard and measure any impairment in accordance with IPSAS 26. iii. Disclosures that identify and explain the amounts in the entity's financial statements arising from the exploration for and evaluation of mineral resources and help users of those financial statements understand the amount, timing and certainty of future cash flows from any exploration and evaluation assets recognized. <p><i>The standard will be adopted when it became relevant to the entity</i></p>

Early adoption of standards

The Entity did not early – adopt any new or amended standards in the financial year.

4. Summary of Significant Accounting Policies

a) Revenue recognition

i) Revenue from non-exchange transactions – IPSAS 23

Fees, taxes and fines

The Board recognizes revenues from fees and fines when the event occurs and the asset recognition criteria are met. To the extent that there is a related condition attached that would give rise to a liability to repay the amount, deferred income is recognized instead of revenue. Other non-exchange revenues are recognized when it is probable that the future economic benefits or service potential associated with the asset will flow to the Board and the fair value of the asset can be measured reliably.

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 Board and can be measured reliably. Annual subscription fee are measured on accrual basis on all the registered members while application fees are measured on actual fees received.

ii) Revenue from exchange transactions – IPSAS 9

Rendering of services

The Board recognizes revenue from rendering of services by reference to the stage of completion when the outcome of the transaction can be estimated reliably. Where the contract outcome cannot be measured reliably, revenue is recognized only to the extent that the expenses incurred are recoverable.

CPD Income

Continuing Professional Development (CPD) income is recognized as actual training fees charged on participants and course accreditation & validation of service

providers. The same also extends to include delegates fees and sponsorships received during conventions organised by EBK.

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.

b) Budget information – IPSAS 24

The original budget for FY 2023-24 was approved by the EBK's Board of Directors. Subsequent revisions were made to the approved budget in accordance with specific guidelines from the Parent Ministry and the National Treasury.

The annual budget is prepared on the cash basis, that is, all planned costs and income are presented in a single statement to determine the needs of the Board. As a result of the adoption of the cash basis for budgeting purposes, there are no basis, timing or Board differences that would require reconciliation between the actual comparable amounts and the amounts presented as a separate additional financial statement in the statement of comparison of budget and actual amounts.

The Board'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 accrual basis using a classification based on the nature and function of expenses in the statement of financial performance, whereas the budget is prepared on a cash basis.

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.

c) Taxes – IAS 12

Current income tax

Current income tax assets and liabilities for the current period are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted, at the reporting date in the area where the Board operates and generates taxable income.

Current income tax relating to items recognized directly in net assets is recognized in net assets and not in the statement of financial performance. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

d) Property, plant and equipment – IPSAS 17

All property, plant and equipment are stated at cost less accumulated depreciation and impairment losses. Straight line depreciation method is used. Cost includes expenditure that is directly attributable to the acquisition of the items. When significant parts of property, plant and equipment are required to be replaced at intervals, the Board 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 plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognized in surplus or deficit as incurred. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration the asset is initially measured at its fair value. The applicable depreciation rates are as follows;

Category	Estimated Useful Life (Years)	Depreciation Rate
Office Space	99	2%
Telephones, Telephone Equipment's, Apparatus and Instruments	8	12 ½%
Office Equipment, Office Furniture and Fittings	8	12 ½%
Motor Vehicles and Motorcycles	4	25%
Computers, photocopiers, fax machines, calculators and IT Equipment	3	33.33%

e) Provisions – IPSAS 19

Provisions are recognized when the Board 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 Board 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. The Board being a regulator is faced with legal cases from time to time whereby the Board sometimes ends up paying hefty damages to the aggrieved parties as well as incurring high litigation costs towards the defence counsel.

Contingent assets

The Board 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 Board 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.

f) Nature and purpose of reserves

The Board creates and maintains reserves in terms of specific requirements.

Capital Reserves

Refers to Net value of assets bequeathed by the former Engineers Registration Board to its successor the Engineers Board of Kenya after enactment of Engineers Act, 2011 and assets purchased for the Board by its Development Partners.

Retained Earnings

Refers to cumulative surpluses carried forward over the years.

g) Changes in accounting policies and estimates – IPSAS 3

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

h) Employee benefits – IPSAS 25

Retirement benefit plans

The Board provides a defined contribution plan retirement benefits for its employees under the National Social Security Fund and an umbrella pension scheme.

i) Related parties – IPSAS 20

The Board 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 Board, or vice versa. Members of key management are regarded as related parties and comprise the board of directors, the Registrar/CEO and Senior Management Team.

j) Intangible Assets -IPSAS 31

Section 96: The depreciable amount of intangible asset with a finite useful life shall be allocated on a systematic basis over its useful life. Amortization shall begin when the asset is available for use. The Board will amortize its intangible assets for a period of 3 years

k) Cash and cash equivalents

Cash and cash equivalents comprise cash at hand and cash in 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 various commercial banks at the end of the financial year. For the purposes of these financial statements, cash and cash equivalents also include Mpesa paybill accounts, standing imprests balances and advances to authorised public officers and/or institutions which were not surrendered or accounted for at the end of the financial year.

l) Comparative figures

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

5. Significant Judgments and Sources of Estimation Uncertainty – IPSAS 1

The preparation of the Board's financial statements in conformity with IPSAS requires management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the end of the reporting period. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

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 Board 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 Board. Such changes are reflected in the assumptions when they occur. IPSAS 1.140.

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:

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

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Provisions

Provisions were raised and management determined an estimate based on the information available. 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. The provision for doubtful debts has been provided for in accordance with the Board's debt management policy which became effective from the FY 2022/23.

Subsequent events – IPSAS 14

There have been no events subsequent to the financial year end with a significant impact on the financial statements for the year ended June 30, 2025.

6. Transfers from other Government Entities

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Recurrent Exchequer	46,800,000	126,000,000
Development Exchequer	140,000,000	115,850,000
Total	186,800,000	241,850,000

7. Application Fees

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Consulting Firms	512,000	384,000
Consulting Engineers	1,330,000	940,000
Professional Engineers	4,125,000	3,923,000
Graduate Engineers	7,695,000	7,914,000
Temporary Engineers	8,100,050	4,800,000
Professional Examination	4,229,324	14,622,950
Accredited Checker	75,000	50,000
Engineers ID Fee	909,000	739,000
Engineers Stamp fee	2,379,000	2,158,000
Independent Reviews Fees	6,449,747	2,999,828
Total	35,804,121	38,530,778

8. Annual Subscription Fees

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Consulting Firms	5,535,000	6,750,000
Consulting Engineers	9,527,500	11,398,200
Professional Engineers	29,082,926	30,484,869
Graduate Engineers	37,229,600	35,836,856
Accredited Checker	415,000	525,000
Graduate Technician Engineer	-	1,000
Technician Engineer	-	600
Total	81,790,026	84,996,525

***Annual Subscription Fees – Cash Flow Adjustments**

Description	2024/2025
	Ksh.
Total Annual Subscription Fees	81,790,026
Change in Prepayments Annual Subscription Fees (Note 24)	(195,940)
Net Annual Subscription Cash and Cash Equivalent	81,594,086

9. Public Contributions and Donations

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Llyod's Register Foundation Grant	10,496,450	-
Tree Planting	102,630	-
GEIP Self Sponsored Programme	750,000	450,000
Total	11,349,080	450,000

10. Interest Income

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Gross Interest Earned	1,066,460	4,809,730
Total	1,066,460	4,809,730

***Interest Income – Cash Flow Adjustments**

Description	2024/2025
	Ksh.
Gross Interest Earned	1,066,460
Change in Accrued Interest Income Receivable (Note 20)	782,540
Net Interest Income Cash and Cash Equivalent	1,849,000

11. Other Income

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Replacement of Certificates and Engineers I.D	13,000	16,000
Sale of Tender Documents	-	2,000
Miscellaneous Receipts	5,050	350,170
Disposals	87,900	9,300
Total	105,950	377,470

12. CPD Income

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Course Accreditation and Validation Fee	1,043,000	150,000
CPD Training Fee	27,197,146	22,323,173
Engineering Partnerships Convention (EPC)	33,247,021	33,922,152
Total	61,487,166	56,395,325

***CPD Income – Cash Flow Adjustments**

Description	2024/2025
	Ksh.
Total CPD Income	61,487,166
Change in Corporate Invoices (EPC) (Note 20)	3,590,700
Net CPD Income Cash and Cash Equivalent	65,077,866

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13. Use of Goods and Services

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Llyod's Register Foundation Grant	7,863,673	-
Institutional Establishments	15,268,053	-
Quality Compliance	19,840,577	7,340,458
Annual Engineers Convention	31,158,691	25,988,449
Domestic Travel & Subsistence	1,972,242	2,386,898
Foreign Travel & Subsistence	433,046	1,839,623
Conferences & Workshops	2,060,474	6,774,266
Internal Audit	100,726	528,771
ICT Expenses	3,046,010	4,696,926
Inventory Management	16,500	-
Stores Consumables	4,379,158	5,512,611
Procurement Plan Implementation	340,836	3,214,955
Budget Planning & Preparation	997,575	2,944,570
Statutory Reporting	1,369,022	973,612
Bank charges	543,535	658,197
Corporate Communications Costs	8,998,594	9,292,667
Registration & Licensing Costs	14,074,871	12,100,802
Compliance and Enforcement Costs	825,301	7,794,101
Legal Services & Consultancies	5,538,500	4,531,766
Records Management	285,920	1,273,029
General Insurance	1,280,109	1,337,409
Subscription to Professional Bodies	-	335,700
Staff Recruitment & Induction Services	529,531	2,558,008
Cross-Cutting Issues (PC)	1,307,909	7,331,854
Staff Welfare	603,140	2,588,926
Utilities, Rent and Rates	3,168,704	3,280,503
Relocation Expenses	30,760	105,735
Courier & Postage Charges	255,100	112,089
Refined Fuels, Oil & Lubricants	3,179,929	5,073,660
Staff Training & Development	3,489,492	15,432,340
Tax expense	376,668	-
Security Services	1,399,900	1,026,000
Catering & Hospitality supplies	2,126,406	2,085,795
Cleaning Services	1,995,132	1,705,817
Capacity Building & Accreditation	9,367,069	11,435,009
GEIP Expenses	158,634,513	132,620,817
Policy, Research & Strategy	8,248,842	28,094,637
Total	315,106,507	312,975,999

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***Use of Goods and Services – Cash Flow Adjustments**

Description	2024/2025
	Ksh.
Total Use of Goods and Services	315,106,507
Change in Staff Debtors (Note 19)	(2,029,042)
Change in Development Partners- HOAGDP (Note 19)	(15,392,681)
Change in Office Service Charge Security Deposit (Note 20)	(328,920)
Change in Prepaid Expenses (Note 20)	234,020
Change in Trade/Accounts Payables (Note 23)	18,275,936
Net Use of Goods and Services Cash and Cash Equivalent	315,865,820

14. Employee Costs

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Contracted Labour	9,225,997	10,980,668
Deployed Allowances	1,605,820	695,388
Substantive Staff	127,300,666	123,311,888
Staff Medical Insurance	14,409,145	14,627,966
WIBA/GPA/GLA	1,198,784	1,031,143
Staff Airtime	2,588,796	2,155,560
Staff Gratuity	2,950,114	5,623,515
Total	159,279,322	158,426,128

***Employee costs– Cash Flow Adjustments**

Description	2024/2025
	Ksh.
Total Employee Costs	159,279,322
Change in Staff Gratuity (Note 25)	2,950,114
Net Employee Costs Cash and Cash Equivalent	156,329,208

15. Board Expenses

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Board Members Allowances	10,399,317	12,486,084
Board Sessions Expenses	807,622	1,330,387
Board Retreat & Evaluation	243,000	2,304,650
Board Training, Travel & Subsistence	2,218,369	6,069,117
Board Medical Cover	615,535	440,192
Total	14,283,843	22,630,430

16. Depreciation and Amortization Expense

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Office Space	2,690,868	2,690,868
Motor Vehicles, Including, Motorcycles	1,979,922	-
Computers & Related Equipment	449,946	3,335,832
Office Equipment, Furniture & Fittings	1,472,219	12,940,727
Total	6,592,955	18,967,427

17. Repairs & Maintenance

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Maintenance Furniture	68,600	25,911
Maintenance Equipment	30,044	25,837
Maintenance Building	61,150	184,849
Maintenance Motor Vehicles	1,975,132	1,809,808
Total	2,134,926	2,046,405

18. Increase/(Decrease) in Provision for Doubtful Debts

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Increase/(Decrease) in Provision for Doubtful Debts	-	(40,578,041)
Total		(40,578,041)

19. Receivables From Non-Exchange Transactions

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Development Partners- HOAGDP	27,206,194	11,813,513
Staff Debtors	2,184,570	155,528
Total	29,390,764	11,969,041

***Ageing Analysis for Receivables from Non-Exchange Transactions**

Description	2024 - 2025		2023 - 2024	
	Kshs	%	Kshs	%
Less than 1 year	22,050,901	75%	11,969,041	100%
Between 1- 2 years	7,339,863	25%	0	0%
Between 2-3 years	0	0%	0	0%
Over 3 years	0	0%	0	0%
Total	29,390,764	100%	11,969,041	100%

20. Receivables From Exchange Transactions

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Staff welfare	100,000	100,000
Office Service Charge Security Deposit	328,920	-
Corporate Invoices (EPC)	5,918,050	9,508,750
Prepaid Expenses	-	234,020
Accrued Interest Income Receivable	-	782,540
Total	6,346,970	10,625,310

***Ageing Analysis for Receivables from Exchange Transactions**

Description	2024 - 2025		2023 - 2024	
	Kshs	%	Kshs	%
Less than 1 year	6,018,050	95%	11,969,041	100%
Between 1- 2 years	328,920	5%	0	0%
Between 2-3 years	0	0%	0	0%
Over 3 years	0	0%	0	0%
Total	6,346,970	100%	11,969,041	100%

21. Cash and Cash equivalents

Description	2024/2025	2023/2024
	Ksh.	Ksh.
National Bank Account	12,853,356	73,697,039
KCB Bank Accounts	5,222,129	1,601,867
HFC Current Account	10,636,216	16,886,014
HFC Fixed Deposit Account	20,803,553	66,957,280
National Bank - E-citizen Settlement Account	(7,877,650)	(6,808,150)
Total	41,637,604	152,334,049

22. Property, Plant and Equipment

Asset	Office Space	Motor Vehicles	Office Equipment, Furniture and Fittings	Computers & Related Equipment	Work In Progress	Total
Cost	Kshs	Kshs	Kshs	Kshs	Kshs	Kshs
As at 1st July 2023	134,543,377		103,143,021	29,950,730	5,874,795	273,511,923
Additions			2,770,723	2,332,348	11,891,517	16,994,588
Revaluation Adjustments		31,678,758				31,678,758
As at 30th June 2024	134,543,377	31,678,758	105,913,744	32,283,078	17,766,312	322,185,269
Revaluation Adjustments			(59,289,698)	(29,336,263)		(88,625,961)
Net Value After Revaluation	134,543,377	31,678,758	46,624,046	2,946,815	17,766,312	233,559,308
Additions			1,307,239	669,020	2,686,492	4,662,751
As at 30th June 2025	134,543,377	31,678,758	47,931,286	3,615,835	20,452,804	238,222,060
Depreciation and Impairment						
Accumulated Depreciation As at 1st July 2023	12,108,905		52,931,771	21,165,579		86,206,255
Depreciation Charge	2,690,868		12,940,727	3,335,832		18,967,427
Accumulated Depreciation as at 30th June 2024	14,799,773		65,872,498	24,501,411		105,173,682
Depreciation Revaluation adjustments			(60,655,306)	(24,501,411)		(85,156,717)
Depreciation Charge	2,690,868	1,979,922	1,472,219	449,946		6,592,955
Accumulated Depreciation as at 30th June 2025	17,490,641	1,979,922	6,689,411	449,946		26,609,920
Net Book Values						
As at 30th June 2024	119,743,604	31,678,758	40,041,245	7,781,667	17,766,312	217,011,588
As at 30th June 2025	117,052,736	29,698,836	41,241,875	3,165,889	20,452,804	211,612,140

23. Trade/Accounts Payables

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Suppliers and Service Providers	42,284,963	25,527,693
Enterprise Resource Planning (ERP)	7,019,078	7,019,078
Total	49,304,041	32,546,771

***Ageing analysis for Trade/Accounts Payables**

Description	2024 - 2025		2023 - 2024	
	Kshs	%	Kshs	%
Less than 1 year	42,284,963	86%	32,546,771	100%
Between 1- 2 years	7,019,078	14%	0	0%
Between 2-3 years	0	0%	0	0%
Over 3 years	0	0%	0	0%
Total	49,304,041	100%	32,546,771	100%

24. Prepaid Annual Subscription Fees

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Prepaid Income	892,979	1,088,919
Total	892,979	1,088,919

25. Staff Gratuity

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Opening Balance	5,623,515	-
Gratuity Charge	2,950,114	5,623,515
Closing Balance	8,573,629	5,623,515

26. Capital Reserves

Description	2024/2025	2023/2024
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	Ksh.	Ksh.
Opening Balance	172,520,773	140,842,015
Capital Reserve		24,442,358
Revaluation Reserve	(3,469,243)	7,236,400
Closing Balance	169,051,530	172,520,773

27. Retained Earnings

Description	2024/2025	2023/2024
	Ksh.	Ksh.
Opening Balance	180,160,049	351,818,519
Surplus/(Deficit) for the Period	(118,994,750)	(47,058,520)
Internal Adjustments	-	(124,599,989)
Total	61,165,299	180,160,010

28. Net Cashflows from Operating Activities

Description	2024/2025	2023/2024
	KSH	KSH
Surplus/(Deficit) for the Year	(118,994,750)	(47,058,520)
Adjusted for:		
Depreciation	6,592,955	18,967,427
Decrease in Provision for Doubtful Debts		(40,578,041)
Surplus Before Working Capital Changes	(112,401,795)	(68,669,135)
Changes in Working Capital		
Changes in Receivables - Non-Exchange	(17,521,723)	99,995,828
Changes in Receivables - Exchange	4,378,340	(5,672,724)
Changes in Payables	16,757,311	7,605,444
Changes in Prepaid Annual Subscription Fees	(195,940)	(17,561,268)
Changes in Staff Gratuity	2,950,114	
Net Cash flows from Operating Activities	(106,033,693)	15,698,146

29. Financial Risk Management

Risk is an integral part of operations in any institution. EBK is exposed to various risks including credit risk and liquidity risk. The risk management strategy is based

on a clear understanding of various risks, disciplined risk assessment and measurement procedures and continuous monitoring.

Market risk

Foreign exchange risk

The Board's currency risk is assessed as low because the Board has no foreign investments and does not operate in foreign currencies.

Price risk

The Board is lowly exposed to equity securities price risk because it does not have investments in quoted shares that are carried at fair values.

Interest rate risk

The Board's exposure in risks associated with interest bearing assets include investments in Fixed Deposit account. However, this has since been liquidated thus minimizing the impact and magnitude that the Board would have been exposed as result.

Credit risk

Credit risk refers to the risk that a counter party will default on its contractual obligations resulting in financial loss to the Board. The Board does not involve itself in lending business therefore the Risk is low.

Credit risk also may arise from cash and cash equivalents, fixed deposits, interest bearing investments, deposits with banks and receivables. The risk exposure is also low because the investments in these institutions are minimal whereas the receivables are honoured gradually.

Liquidity risk

Liquidity risk is the risk that the Board will encounter difficulty in meeting its maturing obligations attributable to the financial liabilities. The Board manages liquidity risk through continuous monitoring of exchequer forecasts and actual cash flows received. Late disbursements of exchequer funds lead to high liquidity at the end of the financial year.

30. Related Party Disclosures

The Board is statutory body established under Engineers Act, 2011. The Government of Kenya is the principal shareholder of the Entity, holding 100% of the Entity's equity interest.

- i. The Parent Ministry;
- ii. Key management; and
- iii. Board of Directors.

Description	2023 - 2024	2022 - 2023
	Kshs	Kshs
a) Transfers from the Government		
Exchequer Release from National Govt	186,800,000	241,850,000
Total	186,800,000	241,850,000
b) Key management Compensation		
Directors' emoluments	10,399,317	22,570,429
Compensation to the CEO	8,236,925	7,956,000
Compensation to key management	20,347,530	18,675,000
Total	38,983,772	49,201,429

31. Events after the Reporting Period

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

32. Ultimate And Holding Entity

The Entity is a State Corporation under the Ministry of Roads and Transport. Its ultimate parent is the Government of Kenya.

33. Currency

The financial statements are presented in Kenya Shillings (Kshs) rounded to the nearest Kshs.

34. Transfers From State Department of Infrastructure

S/NO.	DATE RECEIVED	UTILIZATION DESCRIPTION	AMOUNT
1	14-Oct-24	Recurrent Exchequer	11,700,000
2	30-Sep-24	Development Exchequer	70,000,000

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3	27-Nov-24	Recurrent Exchequer	3,900,000
4	30-Jan-25	Recurrent Exchequer	7,800,000
5	06-Feb-25	Recurrent Exchequer	3,900,000
6	12-Mar-25	Recurrent Exchequer	3,900,000
7	09-May-25	Development Exchequer	70,000,000
8	19-Jun-25	Recurrent Exchequer	3,900,000
9	07-July-25	Recurrent Exchequer	11,700,000
		TOTAL	186,800,000

35. Outstanding Audit Issues

There were no key outstanding audit matters to report.