

Social and Ethics Report

31 December 2025



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1. Introduction

The Compliance Institute Southern Africa (CISA) has more than five hundred (500) members, thus the Public Interest Score exceeds five hundred (500) points. In terms of the Companies Act, CISA is obliged to have a Social and Ethics Committee.

The Social, Ethics, Remuneration, and Nomination Committee (“the SERN committee”) was formed to assist the Board in monitoring CISA’s performance as a good and responsible corporate citizen. The SERN committee performs their duties in terms of regulation 43 under the Companies Act, No 71 of 2008 (“the Companies Act”). The SERN committee is further governed by its Terms of Reference, which are reviewed annually and updated with relevant changes to legislation, other legal requirements, and codes of best practice.

This report aims to draw matters within the SERN committee’s social and ethics mandate to the attention of CISA’s Board and members.

2. The SERN committee’s report on social and ethics activities

The SERN committee monitors the following activities:

- Social and economic development
- Good corporate citizenship
- Health and public safety
- Consumer relationships
- Labour and employment, and
- The environment climate and biodiversity.

2.1. Social and economic development

The SERN committee oversees CISA’s social and economic development, which is built on the premise of sustainability and inclusiveness, to ensure that our stakeholders and society benefit over the long term.

2.1.1. Our commitment to the ten principles of the UN Global Compact

Our commitment to the principles recognises that corporate sustainability starts with our value system and a principles-based approach to business. This means we are committed to operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment, and anti-corruption.

Human Rights

Principle 1: We support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure we are not complicit in human rights abuses.

Labour

Principle 3: We uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: We support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: We work against corruption in all forms, including extortion and bribery.

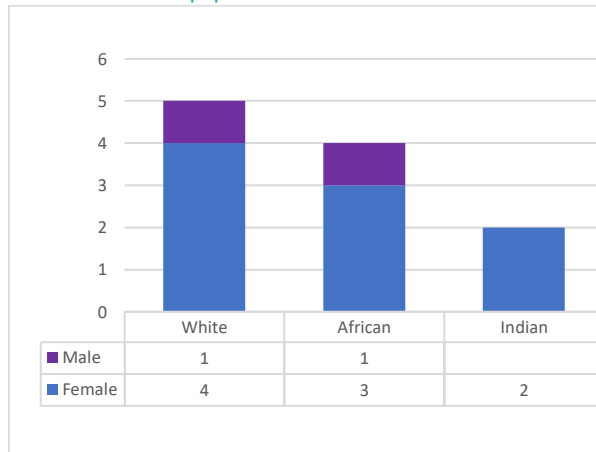
2.1.2. Employment Equity

CISA is not a designated employer and does not have to develop an employment equity plan since it has fewer than 50 employees.

Despite this, the SERN committee reviews CISA's employment policies and practices and monitors its alignment and compliance (if required) with the Employment Equity Act.

Through our policies and practices, we comply with the Employment Equity Act, which promotes equal opportunity at our workplace by eliminating unfair discrimination.

Our Leadership profile

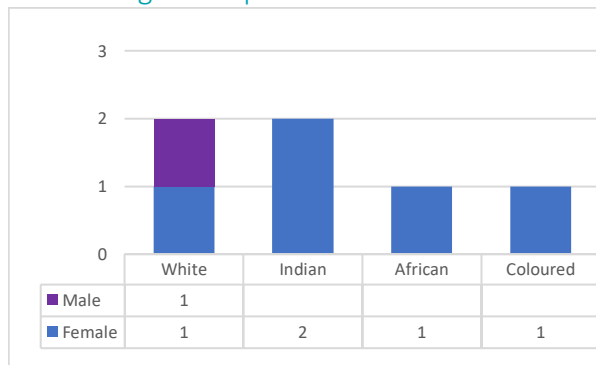


Our board of directors now consists of 55% Black members (45% in 2024) and 82% female members (64% in 2024).

Equity	Female	Male	Total
SA	64%	9%	73%
White	36%	9%	45%
Indian	18%	0%	18%
African	9%	0%	9%
Non-SA	18%	9%	27%
Total	82%	18%	100%

Three directors, 27%, are non-SA (27% 2024).

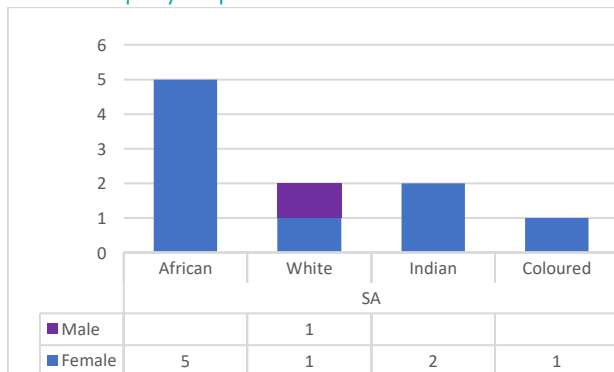
Our management profile



Our management team comprises 67% (67% in 2024) black and 83% (83% in 2024) female members.

Equity	Female	Male	Total
SA	83%	17%	100%
White	17%	17%	33%
Indian	33%	0%	33%
African	17%	0%	17%
Coloured	17%	0%	17%
Total	83%	17%	100%

Our employee profile



Our staff complement consists of 80% black employees (80% in 2024) and 90% female employees (89% in 2024).

Equity	Female	Male	Total
SA	91%	9%	100%
African	45%	0%	45%
White	18%	9%	27%
Indian	18%	0%	18%
Coloured	9%	0%	9%
Total	91%	9%	100%

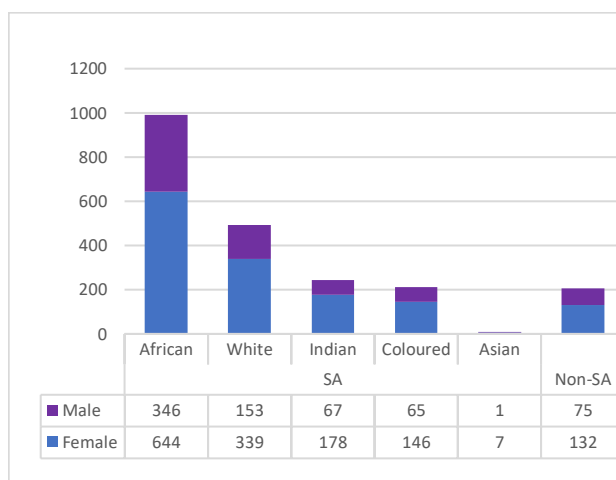
2.1.3. Broad-Based Black Economic Empowerment (BBBEE)

We are a not-for-profit company, a Qualifying Small Enterprise (“QSE”) with 69% black beneficiaries and 47% black female beneficiaries. By supporting us in our initiatives, we contribute to companies’ BBBEE scorecards under:

- Supplier development, suppliers’ contributions in support of us qualify for 1% NPAT contributions.
- Enterprise development, organisations’ contributions in support of us qualify for enterprise development towards the contributors’ 1% NPAT BEE contributions.
- Procurement, as we are a BEE Level 2 contributor, allows for 125% BEE procurement recognition.

Beneficiary profile

The beneficiary figures now separate non-SA from SA membership and exclude student membership, as students are non-voting members.



Our voting members are 68% Black (61% in 2024), 67% female (67% in 2024), and 45% Black female (46% in 2024). 10% of our members are non-South African (7% in 2024).

Equity	Female	Male	Total
SA	61%	29%	90%
African	30%	16%	46%
Coloured	7%	3%	10%
Indian	8%	3%	11%
White	16%	7%	23%
Asian	0%	0%	0%
Non-SA	6%	3%	10%
Total	67%	33%	100%

2.2. Good corporate citizenship

The committee monitors our achievement of good corporate citizenship. We are dedicated to promoting good corporate citizenship in Southern Africa.

We are the SAQA-recognised, independent professional body for the compliance profession. We facilitate the professional development and accreditation of our members and set, maintain, and promote best practice standards for the compliance profession in South Africa.

We act as a force for good in corporate South Africa.

2.2.1. Leadership appointments and governance oversight

During the reporting period, the SERN Committee oversaw the recruitment and appointment of the Chief Executive Officer. The process was conducted in accordance with the Institute's governance policies and best practice principles for executive appointments.

The committee ensured that the process was transparent, merit-based and aligned with the strategic needs of the organisation. The appointment process considered professional competence, leadership capability, ethical integrity and alignment with the Institute's purpose of strengthening the compliance profession.

The committee is satisfied that the process was conducted in a fair and responsible manner and that the appointment supports the continued stability and strategic direction of the Institute.

2.2.2. Promotion of equality, prevention of unfair discrimination, and reduction of corruption

By providing training, designating compliance officers, and engaging with our stakeholders, we help prevent unfair discrimination, promote equality and reduce corruption.

2.2.3. Development of the compliance community

We develop the compliance community by issuing compliance awards, designating compliance officers and hosting compliance training, events, and mentoring programs.

Compliance awards

The Compliance Awards aim to promote the compliance profession and recognise the efforts of compliance officers and teams, providing them with aspirations for excellence.

Compliance Officer of the Year

The award recognises an outstanding Compliance Officer who demonstrates excellence in their role, featuring a proven track record in compliance management and contributions to the profession.

Ruan Botha, COO and Co-Founder of Provenance Compliance, was recognised for his pioneering work in the digital asset industry. A globally respected voice in crypto security, Ruan is one of only 19 professionals worldwide certified as a Crypto Currency Security Standard (CCSS) Auditor.



His leadership has advanced operational safeguards for virtual assets to match the rigour of traditional finance. From regtech integrations that boosted efficiency by 25%, to supporting decentralised organisations navigating sanctions exposure, Ruan has proven himself a thought leader in a fast-moving field where innovation, ethics, and governance intersect.

AML Inkanyezi

Inkanyezi means "A shining star, brightness, hope and light". This award honours an exceptional professional in anti-financial crime who makes significant contributions toward eliminating financial crime.



We recognised Mperi Chilume, who serves as a Money Laundering Reporting Officer in Botswana and Namibia. Mperi has demonstrated dedication to financial crime prevention, leading Namibia's response to amendments in the Financial Intelligence Act and contributing to regulatory consultations in both Namibia and Botswana.

His proactive engagement and policy impact reflect both his technical expertise and his passion for safeguarding financial systems.

Compliance Officer to Watch

The Compliance Officer to Watch award recognises rising stars who are redefining the compliance landscape.



We recognised Freddy Kido, from Namibia, with over a decade of experience across financial services, insurance, aviation, and FMCG. Freddie transformed compliance from a “box-ticking” function into a strategic business enabler. Over the past three years, Freddy has led initiatives that strengthened audit outcomes, reduced regulatory breaches, and embedded an ethical culture within his organisation.

He is also actively shaping the profession by mentoring junior compliance officers and contributing thought leadership on topics such as ESG integration and cyber risk governance.

Innovative compliance team of the year

We recognised the Afagri Group Holdings Compliance Department their compliance team stood out for its comprehensive and forward-looking compliance strategy. Their implementation of a centralised Compliance Risk Management Platform has transformed compliance oversight, consolidating legislation and risk matrices into a real-time digital system.

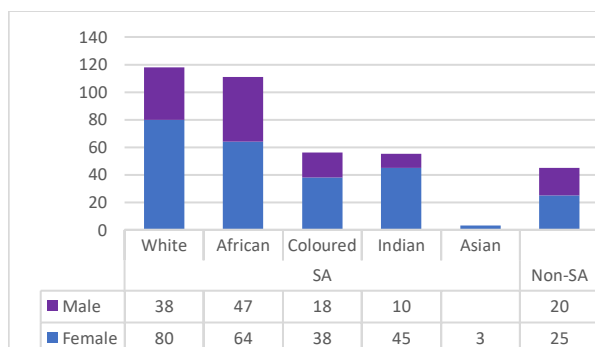


Designations

We offer three designations, namely CPrac (SA), CProf (SA), and AMLC Prac (SA).

CPrac (SA) profile

The CPrac (SA) designation focuses on the compliance process. The 388 (2024-351) CPrac (SA) designation holders comprise 225 (58%) black (205 @ 58% for 2024) and 255 (66%) females (231 @ 66% for 2024).

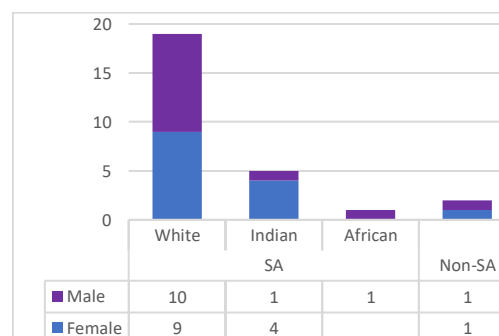


Equity	Female	Male	Total
SA	59%	29%	88%
White	21%	10%	30%
African	16%	12%	29%
Coloured	10%	5%	14%
Indian	12%	3%	14%
Asian	1%	0%	1%
Non-SA	6%	5%	12%
Total	66%	34%	100%

CProf (SA) profile

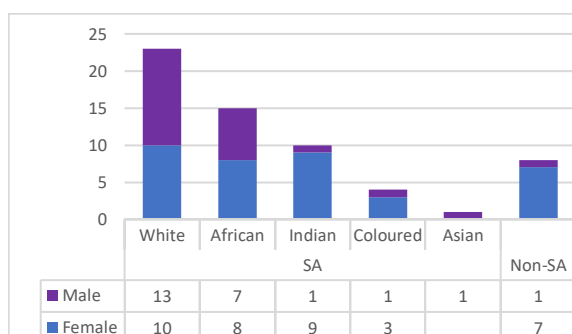
The CProf (SA) designation focuses on compliance from a strategic perspective. The 27 (23 - 2024) CProf (SA) designated holders comprise six (23%) black (five @ 22% for 2024) and 14 (54%) female (12 @ 52% for 2024) members.

Equity	Female	Male	Total
SA	48%	44%	93%
White	33%	37%	70%
Indian	15%	4%	19%
African	0%	4%	4%
Non-SA	4%	4%	7%
Total	52%	48%	100%



AMLC Prac (SA) profile

The AMLC Prac (SA) focuses on anti-money laundering (AML) / anti-financial crime (AFC). The AMLC Prac (SA) designation holders comprise 30 (49%) black (19 at 44% for 2024) and 37 (61%) female (25, at 58% for 2024) members.



Equity	Female	Male	Total
SA	49%	38%	87%
White	16%	21%	38%
African	13%	11%	25%
Indian	15%	2%	16%
Coloured	5%	2%	7%
Asian	0%	2%	2%
Non-SA	11%	2%	13%
Total	61%	39%	100%

Training

Our training offerings are developed for junior to advanced compliance officers and range from the fundamental compliance process to specialised fields in compliance. By 31 December 2025, we had held sixty-four (64) training sessions, attended by an average of seventeen (17) delegates per session.

	Member Attendance	Attendance	Average attendance	Sessions held	Issued CPD
Fundamental	266	539	14	39	5 387
AML - Audit and programme enhancement	22	37	12	3	111
AML - Risk Management & Compliance Program (RMCP)	24	41	14	3	480
AML in South Africa	22	46	15	3	276
Compliance monitoring	33	58	15	4	744
Compliance risk management plans (CRMP)	26	82	21	4	1 032
Control identification and risk assessment	11	23	12	2	420
Generally accepted compliance practice framework (GACP) crash course	13	30	15	2	136
Introduction to compliance	27	64	13	5	780
AML - The AML Reporting Playbook: What, When & How	14	28	9	3	336
AML- Mastering the risk-based approach (RBA) & risk assessment	28	51	17	3	300
Communicating with influence	10	10	10	1	40
Compliance communication and report writing	12	32	16	2	288
Generally accepted compliance practice framework (c) (GACP)	24	37	9	4	444
Inhouse training	93	333	30	11	2 369
Compliance monitoring	4	60	30	2	720
Board training FATF (AML/CFT)	0	12	12	1	12
Compliance communication and report writing	18	22	22	1	176
Ethics training	14	47	47	1	329
Generally accepted compliance practice framework (c) (GACP)	9	87	44	2	432
Data analytics essentials for Compliance	32	48	48	1	192
Department of Labour - Compliance Management training	2	21	21	1	252
Samsung - AI and Presentation Skills	2	8	8	1	32
QAIP	12	28	28	1	224
Specialised	156	223	17	13	584
Artificial Intelligence (AI) for Compliance officers	31	41	21	2	135
(ESG) - Sustainability & transformation	5	12	12	1	36
Artificial Intelligence (AI) and Data Privacy Interest Group	13	16	16	1	16
Ethics training	33	36	12	3	144
POPIA	13	19	19	1	57
AML - Lessons learnt from sanctions and fines	5	9	9	1	18
AML - UBO and PCC 59 Training – Empowering Compliance Excellence	10	16	16	1	48
Change and project management for success	4	6	6	1	24
Effective presentation skills for Compliance and AML professionals	8	10	10	1	50
Introduction To Blockchain for Compliance Officers	34	58	58	1	56
Board Training	7	9	9	1	27
(ESG) - Sustainability & transformation	7	9	9	1	27
Grand Total	522	1 104	17	64	8 367

Events

Our events cover a wide variety of topics of interest to the compliance community. They are either paid, free-to-members, or free-to-anyone. We consider free-to-members or free-to-anyone as charitable giving, which is addressed later in the report.

	Member Attendance	Attendance	Average attendance	Sessions held	Issued CPD
Free-to-anyone	851	1 713	71	24	3 370
Free-to-members	1 123	1 457	112	13	2 053
Paid	658	1 191	238	5	8 128
Grand Total	2 632	4 361	104	42	13 551

* We consider the free-to-the-public and free-to-members events as charitable giving, and this is addressed later on in the report.

We host two world-class, paid-for events: our annual conference and awards dinner. We hosted these events on 27 and 28 August 2025.

Mentoring program

We offer compliance mentorship programs twice a year, starting in January and July, managed by the Young Professionals Steering Committee. Due to the limited availability of mentors, not all applicants can be accommodated. We regularly invite senior compliance officers to serve as mentors. As at end of December 2025, we had 41 mentor relationships registered,

2.2.4. Record of sponsorship, donations, and charitable giving

In 2025, we hosted 38 free events, averaging 86 participants each, to promote compliance and ethics in the corporate and public sectors of Southern Africa.

Attendees receive CPD certificates, and we have provided 5,423 CPD hours at no cost.

	Member Attendance	Attendance	Average attendance	Sessions held	Issued CPD
Free-to-anyone	851	1 713	71	24	3 370
Free-to-members	1 123	1 457	112	13	2 053
Grand Total	1 974	3 170	86	37	5 423

List of free-to-anyone events for 2025

These events are free to anyone who wishes to attend and bring together compliance role players interested in common compliance matters. We hosted 24 free-to-anyone events, on average attended by 71 delegates per event, and issued 3,370 CPD hours.

	Member Attendance	Attendance	Average attendance	Sessions held	Issued CPD
Young Professionals Open Day	148	322	161	2	966
AML Focus Group	173	383	128	3	766
DFI Symposium	19	110	55	2	670
FAIS Interest Group	111	181	60	3	362
Asset Management Interest Group	81	120	60	2	240
Artificial Intelligence (AI) and Data Privacy Interest Group	147	216	54	4	216
Compliance Masterclass	24	75	75	1	150
2025 Compliance Industry Remuneration & Benefits Survey - Design Meeting	43	85	85	1	0
KZN Regional Breakfast	18	23	23	1	0
Cape Town Regional Breakfast	50	71	36	2	0
Namibia regional breakfast	23	84	84	1	0
Botswana regional breakfast	14	43	43	1	0
Sponsor Appreciation breakfast	0	0	0	1	0
Grand Total	851	1 713	71	24	3 370

List of free-to-member events for 2024

The Institute offered four (4) free-to-members events, with an average attendance of 112 delegates per event and a total of 2,053 CPD hours issued.

	Member Attendance	Attendance	Average attendance	Sessions held	Issued CPD
Women in Compliance Forum	309	373	124	3	746
Power Hour	499	597	119	5	597
Southern African compliance forum	242	322	107	3	545
Showcase	73	165	83	2	165
Grand Total	1 123	1 457	112	13	2 053

Gifts and entertainment register

We keep a record of gifts received by CISA employees. Eight gifts were recorded year-end 31 December 2025. The value of the gifts was from R100 to R1 000 and raised no concern.

2.3. Health and public safety

The SERN committee oversees our environmental, health, and public safety measures. We are committed to doing the right thing and promoting our cause.

2.3.1. Health and Public Safety

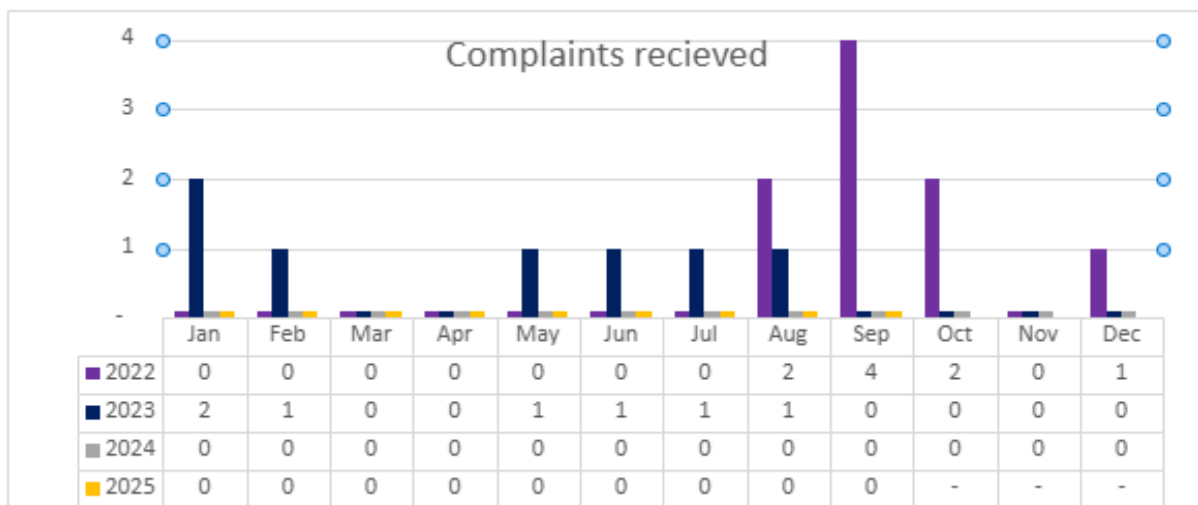
We implemented and continued with online and hybrid formats for our many programs to accommodate diverse needs and preferences. We perform Occupational Health and Safety reviews to ensure safety for staff and visitors.

Our work-from-home policy has improved productivity and well-being. Staff attend the office twice a week, Tuesday to Thursday, one day on a rotational basis, with another day with our full team in-person.

2.4. Consumer relationships

We support compliance with all relevant laws, including consumer law, and encourage best practices in the compliance field. CISA maintains mechanisms through which members and stakeholders may raise concerns or complaints. Complaints can be submitted through the Institute’s website and are recorded in a complaints register that is monitored by management. The register has remained largely unchanged since 2024, reflecting the relatively low level of formal complaints received. Nevertheless, the Institute continues to monitor stakeholder feedback to identify opportunities for service improvement.

Complaints register overview:



As the recognised professional body for compliance officers, CISA also maintains disciplinary processes to address professional conduct matters where necessary. These processes support the integrity of the profession and help ensure that designation holders adhere to appropriate ethical standards.

2.5. Environment, climate and biodiversity

While we have a very limited physical, operational carbon footprint, we are conscious of our environmental responsibility to limit our carbon and nature-related impacts and endeavour to minimise our negative impacts where possible.

We also help equip compliance officers to respond to the ever-increasing international regulations across several sustainability, climate and biodiversity-related matters. Through our events, we raise awareness of current sustainability developments that may impact compliance professionals, for example, the monitoring of greenwashing, and through our thought leadership, we are increasing the knowledge base and understanding of climate-related matters. We monitor international and local developments in sustainability and climate reporting to keep our membership abreast of potential international and local regulations.

We have started a Sustainability and Transformation Interest Group. We will report on initiatives within this Interest Group as they develop.

2.6. Labour and employment

CISA employed ten (10) staff members as at 31 December 2025. The Institute remains committed to fair employment practices and maintaining a professional, inclusive and supportive work environment.

Employment practices

CISA complies with all applicable South African labour legislation, including the Basic Conditions of Employment Act, the Labour Relations Act and relevant health and safety regulations. Employment policies promote fair recruitment practices, equal opportunity employment and the elimination of unfair discrimination.

Workforce profile

The Institute maintains a diverse workforce that reflects South Africa's transformation objectives and the organisation's values. Workforce demographics are monitored by the SERN Committee to ensure ongoing progress towards diversity and inclusion.

Employee development

CISA places strong emphasis on staff development and professional growth. During the year, R38.950 was spent to support employee learning and development, including professional training, industry events and skills development initiatives.

Employee well-being and work environment

The Institute supports a flexible working model that promotes productivity and employee well-being. Staff follow a hybrid working arrangement combining remote work and in-office collaboration. Occupational health and safety practices are implemented to ensure a safe working environment for staff and visitors.

Ethical conduct and employee relations

CISA maintains clear policies governing ethical conduct, grievance procedures and disciplinary processes. No significant labour disputes or employee relations matters were recorded during the reporting period.