

## PERSONNEL CATEGORY

### 1. INTRODUCTION

The API Awards were created to celebrate and recognise development, businesses and individuals within the broader African real estate industry. These awards highlight the innovation, dedication, and excellence that drives the growth and success of the sector.

This document serves as a comprehensive guide to your application for the 2026 Awards. It outlines your application for the awards, competition rules, criteria and the terms & conditions related to the application and the functioning of the API Awards. By setting clear standards and expectations, we ensure a fair and transparent evaluation process, highlighting the remarkable talent and dedication within our community.

We encourage all applicants to review this document carefully before submitting their entries. Each category has been crafted to reflect the diverse contributions and accomplishments in the property industry, ensuring an opportunity for everyone to shine.

Thank you for your interest in the API Awards. We look forward to celebrating your success and contributions to the African real estate industry.

#### 1.1 OBJECTIVES

Our awards aim to honour individuals, teams, and organisations that demonstrate innovation, creativity, and outstanding achievement. The awards were specifically created for developers, professional teams/individuals, architects, consultants, and suppliers. The awards were created to recognise and reward achievers in the industry, encourage innovation, enhance quality/standards, promote confidence in the industry, safeguard stakeholder interest and provide a reliable platform of interaction within the industry.

### 2. COMPETITION RULES

#### 2.1 APPLICATION PROCESS

The entire application process for the 2026 API Awards will run from 15 February 2026 to 30 June 2026. Entries will open from 15 February 2026 to 02 June 2026. Once an application is submitted, entrants will receive a submission deck, which must be completed and sent back by no later than 30 June 2026

Following the submission deadline, a shortlist will be selected. Finalists will be notified via email on 11 July 2026. From this group, the judges will select one winner for each award, who will be announced during the API Awards Dinner on 17 September 2026. Kindly note that Awards Dinner tickets are sold separate from API Summit tickets however, you cannot purchase a dinner ticket without purchasing a summit ticket.

Award winners will be honoured with a trophy and a physical certificate during the dinner. Additionally, a digital certificate will be emailed post ceremony, which winners may use at their discretion.

#### 2.2 ELIGIBILITY

Kindly note that the below must be adhered to in order for you to be eligible for the award:

- Entrants/Nominees must operate or have contributed within Africa and the Indian Oceans to qualify.
- Applications are open to individuals, teams, companies, operating within the African and Indian oceans property market.
- All required documents must be completed and submitted by the 30 June 2026.
- If you won an award (Personnel & Development categories) in 2025, you may not enter for the same award again.
- Entrants/Nominees may submit applications for multiple awards but must submit separate submission decks for each award entered.
- If submitting as a team, company or on behalf of applicant, the entry must clearly identify the lead representative who will be the primary point of contact.
- All submissions must be in English.
- "Dealmaker(s)/sales team of the Year" and "Transaction of the Year" must have occurred between - 01 September 2025 – 30 June 2026. (Please message if extra time is required)

**Finalists must attend both the API Summit and The Awards Dinner. Tickets for each must be purchased separately.**

## 3. CATEGORY & AWARDS

### PERSONNEL CATEGORY

- Advisory Consultant of the Year
- Asset Manager of the Year
- Sales Team of the Year
- Architectural Team of the Year
- Newsmaker of the year
- Public Sector Real Estate Leader of the Year
- African Real Estate Leader (Formerly CEO)
- Outstanding Woman in Real Estate

## 4. CRITERIA

NAME OF AWARD	CRITERIA DETAILS	ALLOCATED POINTS
ADVISORY CONSULTANT OF THE YEAR	<ol style="list-style-type: none"> <li>1. <b>Career to Date</b></li> <li>2. <b>Impact in the Industry or Organization (Last 12 Months)</b> <ul style="list-style-type: none"> <li>• Indicate impact on the industry/organization in the last 12 months</li> <li>• Achievements in the last 12 months, ESG Impact</li> </ul> </li> <li>3. <b>Ability to be an Industry Thought Leader</b> <ul style="list-style-type: none"> <li>• Competitive Advantage in the African Real Estate Industry</li> </ul> </li> <li>4. <b>Key USP to market</b></li> </ol>	<ul style="list-style-type: none"> <li>- 15</li> <li>- 40</li> <li>- 20</li> <li>- 25</li> </ul>
ASSET MANAGER OF THE YEAR	<ol style="list-style-type: none"> <li>1. <b>Career to Date</b></li> <li>2. <b>Impact in the Industry or Organization (Last 12 Months)</b> <ul style="list-style-type: none"> <li>• Indicate impact on the industry/organization in the last 12 months</li> <li>• Achievements in the last 12 months, ESG Impact</li> </ul> </li> <li>3. <b>Ability to be an Industry Thought Leader</b> <ul style="list-style-type: none"> <li>• Competitive Advantage in the African Real Estate Industry</li> </ul> </li> <li>4. <b>Key USP to market</b></li> </ol>	<ul style="list-style-type: none"> <li>- 15</li> <li>- 40</li> <li>- 20</li> <li>- 25</li> </ul>
SALES TEAM OF THE YEAR	<ol style="list-style-type: none"> <li>1. <b>Career to Date</b></li> <li>2. <b>Impact in the Industry or Organization (Last 12 Months)</b> <ul style="list-style-type: none"> <li>• Indicate impact on the industry/organization in the last 12 months</li> <li>• Achievements in the last 12 months, ESG Impact</li> </ul> </li> <li>3. <b>Ability to be an Industry Thought Leader</b> <ul style="list-style-type: none"> <li>• Competitive Advantage in the African Real Estate Industry</li> </ul> </li> <li>4. <b>Key USP to market</b></li> </ol>	<ul style="list-style-type: none"> <li>- 15</li> <li>- 40</li> <li>- 20</li> <li>- 25</li> </ul>
ARCHITECTURAL TEAM OF THE YEAR	<ol style="list-style-type: none"> <li>1. <b>Career to Date</b></li> <li>2. <b>Impact in the Industry or Organization (Last 12 Months)</b> <ul style="list-style-type: none"> <li>• Indicate impact on the industry/organization in the last 12 months</li> <li>• Achievements in the last 12 months, ESG Impact</li> </ul> </li> <li>3. <b>Ability to be an Industry Thought Leader</b></li> <li>4. <b>Key USP to market</b></li> </ol>	<ul style="list-style-type: none"> <li>- 15</li> <li>- 40</li> <li>- 20</li> <li>- 25</li> </ul>
NEWSMAKER OF THE YEAR	<ol style="list-style-type: none"> <li>1. <b>Career to Date</b></li> <li>2. <b>Impact in the Industry or Organization (Last 12 Months)</b> <ul style="list-style-type: none"> <li>• Indicate impact on the industry/organization in the last 12 months</li> <li>• Achievements in the last 12 months, ESG Impact</li> </ul> </li> <li>3. <b>Ability to be an Industry Thought Leader</b> <ul style="list-style-type: none"> <li>• Competitive Advantage in the African Real Estate Industry</li> </ul> </li> <li>4. <b>Key USP to market</b></li> </ol>	<ul style="list-style-type: none"> <li>- 15</li> <li>- 40</li> <li>- 20</li> <li>- 25</li> </ul>

NAME OF AWARD	CRITERIA DETAILS	ALLOCATED POINTS
PUBLIC SECTOR RE LEADER OF THE YEAR	<ol style="list-style-type: none"> <li>1. Career to Date</li> <li>2. Impact in the Industry or Organization (Last 12 Months) <ul style="list-style-type: none"> <li>• Indicate impact on the industry/organization in the last 12 months</li> <li>• Achievements in the last 12 months, ESG Impact</li> </ul> </li> <li>3. Ability to be an Industry Thought Leader <ul style="list-style-type: none"> <li>• Competitive Advantage in the African Real Estate Industry</li> </ul> </li> <li>4. Key USP &amp; Value to Market</li> </ol>	<ul style="list-style-type: none"> <li>- 15</li> <li>- 40</li> <li>- 20</li> <li>- 25</li> </ul>
AFRICAN REAL ESTATE LEADER (FORMERLY CEO)	<ol style="list-style-type: none"> <li>1. Open to leadership of real estate, property investment, development, or asset management companies operating in Africa.</li> <li>2. Minimum of 2 years in a leadership role.</li> <li>3. Demonstrated business growth, strategic transformation, or market leadership.</li> <li>4. Strong governance, ethical leadership, and stakeholder engagement.</li> </ol>	<ul style="list-style-type: none"> <li>- 15</li> <li>- 40</li> <li>- 20</li> <li>- 25</li> </ul>
OUTSTANDING WOMAN IN REAL ESTATE	<ol style="list-style-type: none"> <li>1. Open to women professionals across all real estate disciplines (investment, development, advisory, design, finance, operations, etc.)</li> <li>2. Demonstrated leadership and professional excellence within the African real estate industry</li> <li>3. Evidence of industry impact, mentorship, or advocacy</li> <li>4. Track record of innovation, resilience, or positive change</li> </ol>	<ul style="list-style-type: none"> <li>- 15</li> <li>- 40</li> <li>- 20</li> <li>- 25</li> </ul>