



BI-ANNUAL ECONOMIC AND CAPACITY SURVEY

July – December 2025

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ECONOMIC OVERVIEW

INTERNATIONAL

- Global growth is now projected at 3.0 percent for 2025 and at 3.1 percent for 2026—an upgrade from April’s forecast. The modest rebound reflects tariff front-loading, easing trade tensions, improvements in financial conditions, and fiscal stimulus in key regions. Inflation is expected to decline overall, though U.S. inflation remains elevated. Nonetheless, significant downside risks persist, including potential tariff escalations, geopolitical tensions, and lingering uncertainty that could undermine confidence and policy effectiveness.
- South Africa is expected to see modest economic growth of around 1.0 percent in 2025. This marks a slight downgrade from earlier projections hovering at 1.5 percent, reflecting ongoing domestic and global challenges.

OUTLOOK

- The IMF’s latest World Economic Outlook update (July 2025) highlights a mixed global growth picture across key regions. The United States is forecast to grow by about 1.9% in 2025, improving slightly to 2.0% in 2026, with momentum underpinned by resilient consumer demand but clouded by tariff-related risks. The Euro Area is expected to expand by 1.0% in 2025, rising to 1.2% in 2026, with much of the rebound driven by strong Irish pharmaceutical exports rather than broad-based recovery. In China, growth has been revised upward, with current activity estimated near 4.8% in 2025 and the 2026 projection lifted to 4.2%, reflecting improved trade dynamics and stimulus measures. By contrast, the outlook for Sub-Saharan Africa has softened, with growth trimmed to 3.8% in 2025 from earlier expectations of 4.2%, as weaker commodity prices and tighter financing conditions weigh on the region’s resilience. Overall, while global growth shows tentative improvements, persistent risks from tariffs, geopolitical tensions, and structural weaknesses continue to limit momentum.

DOMESTIC

- The IMF projected a moderate recovery for South Africa from 0.5 percent in 2024 to 1.0 percent in 2025, with the impact of US tariffs still uncertain.
- Growth remains constrained due to political tensions, despite the GNU that was established in July 2024, delapidated infrastructure and weak investor sentiment.
- The impact of quantitative easing in 2025 has been slow, but some signs are emerging in terms of private sector demand for housing and higher levels of consumer expenditure at hardware stores.
- An increase in tender values in the run up to the May 2024 elections are filtering through to some extent, but tender activity has weakened during the first six months of 2025.

INVESTMENT

- Total fixed investment fell by 3.7 percent in 2024, to R660bn (2015 prices) following the 3.9 percent y-y increase in 2023. Investment by public corporations decreased by 2.2 percent y-y, with a 2.9 percent contraction by general government. Investment by the private sector was also weaker showing a 4.1 percent y-y decline. The 2024 Budget included a downward revision in infrastructure allocations over the base line period, with a shift towards water infrastructure and increased allocations through local governments. No further updates received at the time of publication
- Increased focus to improve performance at Local Government level with reportedly a stronger focus to accelerate private sector participation in provincial and local government infrastructure projects announced during 2024, showed no meaningful progress by mid 2025.

	2021	2022	2023	2024	2025	2026
World	6.1%	3.5%	3.1%	3.3%	3.3%	3.3%
Advanced Economies	5.2%	2.6%	1.6%	1.8%	1.9%	1.8%
US	5.7%	1.9%	2.5%	2.8%	2.7%	2.1%
Eurozone	5.4%	3.4%	0.5%	0.9%	1.0%	1.4%
UK	7.4%	4.3%	0.5%	1.1%	1.6%	1.5%
Emerging markets	6.8%	4.1%	4.1%	4.3%	4.2%	4.3%
Brazil	4.6%	3.0%	3.1%	3.4%	2.2%	2.2%
Russia	4.7%	-1.2%	3.0%	4.3%	1.4%	1.2%
India	8.7%	7.2%	6.7%	6.5%	6.5%	6.5%
China	8.1%	3.0%	5.2%	5.0%	4.6%	4.5%
Sub-Saharan Africa	4.6%	4.0%	3.3%	4.0%	4.2%	4.2%
South Africa	4.9%	1.9%	0.6%	0.5%	1.9%	1.7%

ECONOMIC OVERVIEW

INTERNATIONAL DEVELOPMENTS

South Africa's main trading partners remain under pressure in 2025 and 2026, as global uncertainties persist.

Treasury

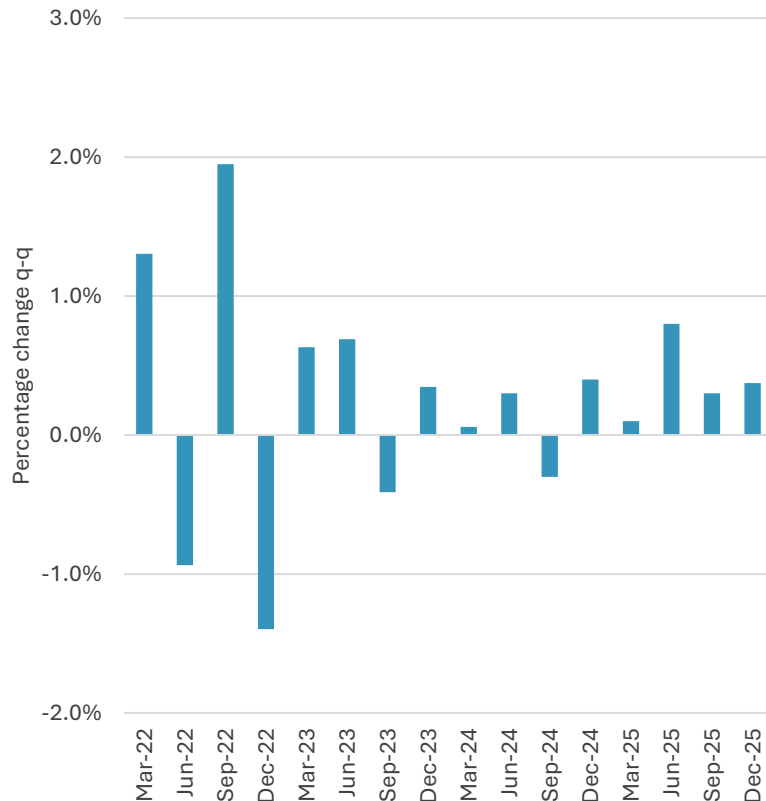
ECONOMIC OVERVIEW

GROSS DOMESTIC PRODUCT

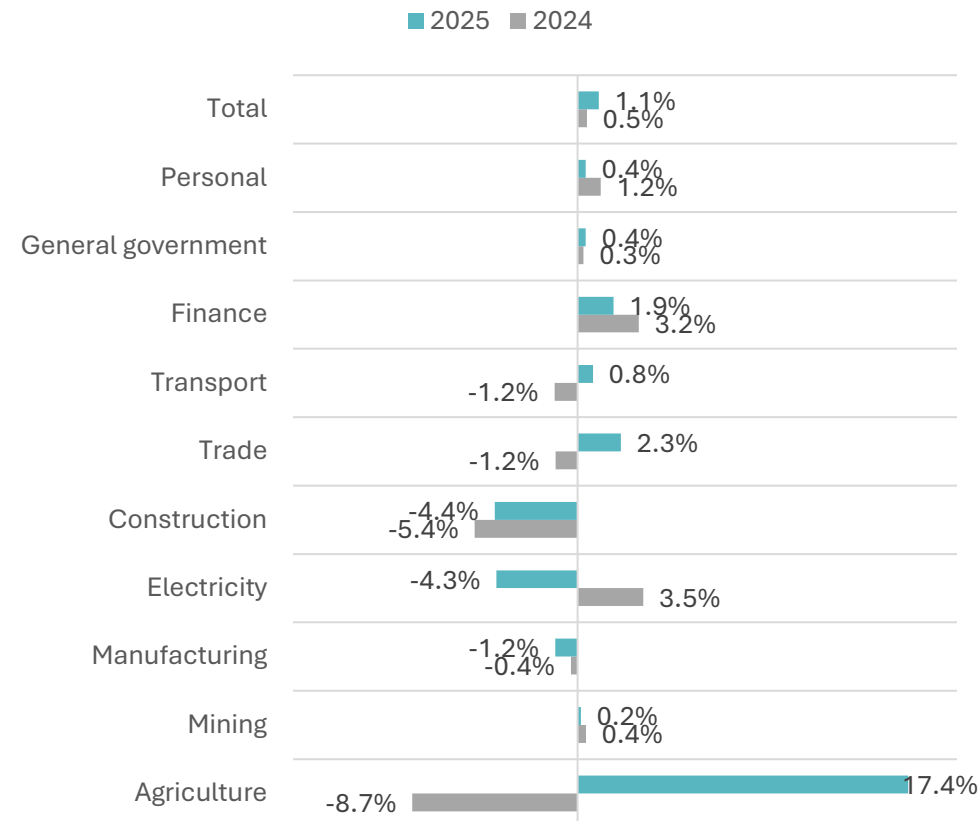
Construction remains one of the poorer performing sectors

GROSS DOMESTIC PRODUCT

2015 prices, annualised, by quarter, Q-Q Per.chg



Gross Domestic Product Value Add by Industry Y-Y Per.chg



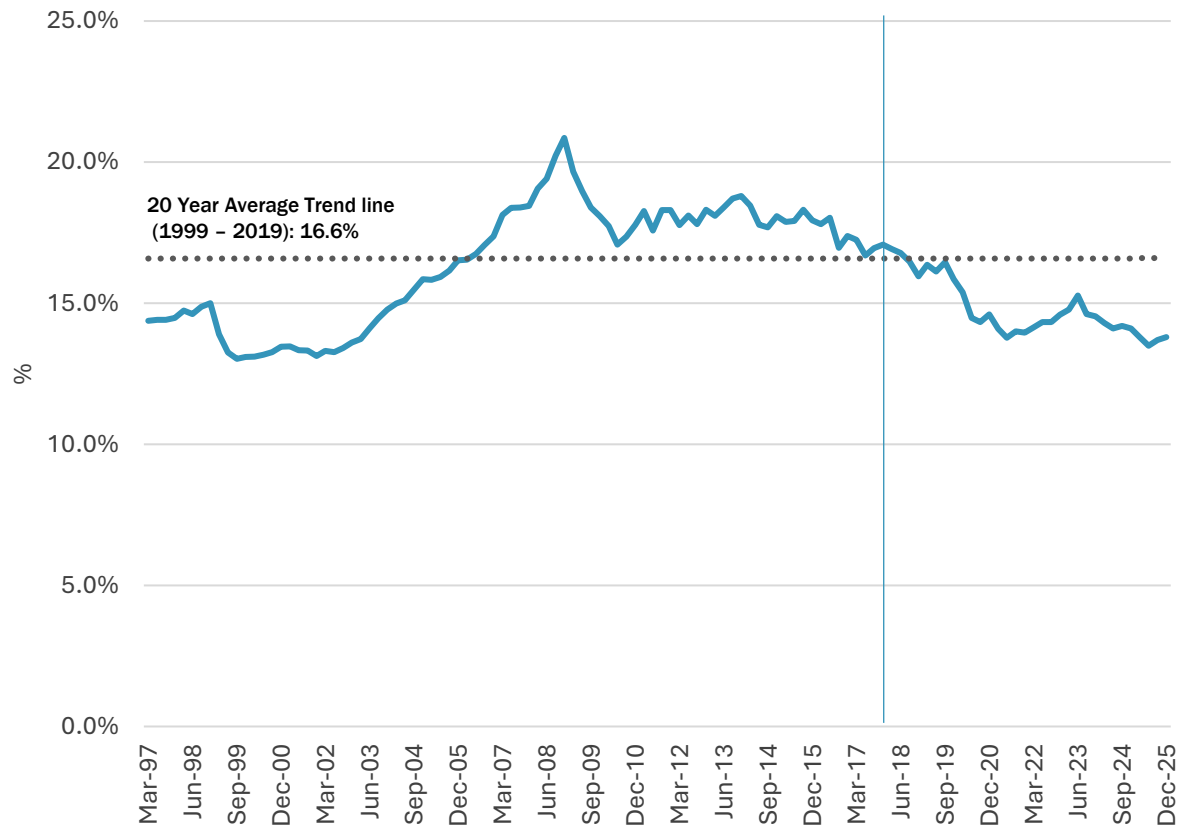
GDP rose on average 1,1 percent in 2025, following a 0,5 percent expansion in 2024. Construction was (again) one of the worst performing sectors in 2025, down 4.4 percent. Agriculture was the better performing sector, but weaker performance was also recorded in manufacturing and electricity.

ECONOMIC OVERVIEW

GFCF VS GDP

GROSS FIXED CAPITAL FORMATION (GFCF) AS % OF GROSS DOMESTIC PRODUCT

Percentage



Contribution of fixed investment to GDP averaged below 14 percent in 2025 (13.7 percent), from 14.2 percent in 2024

Total fixed investment fell by 2.2 percent in 2025 to R654bn (2015 prices), following the 3.9 percent decline in 2024 to R661bn.

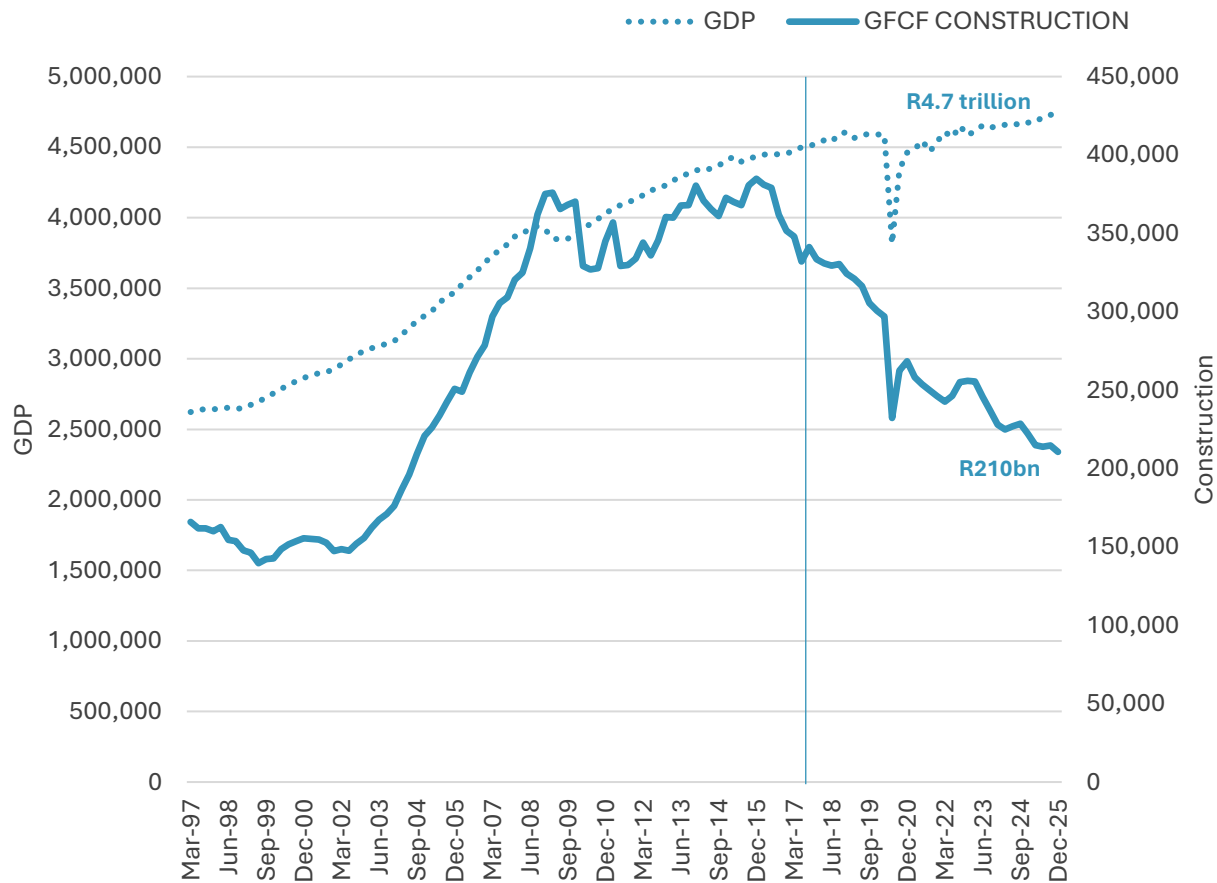
- Investment by the private sector, that contribute over 70 percent of total investment, fell by 2.9 percent in 2025, following the 4.2 percent y-y contraction in 2024. The private sector remains the most important client in terms of total fixed investment with a contribution rate of over 70 percent, but government and public corporations need to create a sustainable environment to encourage higher levels of private sector investment, but despite much talk, very little action seems to be taken.
- Investment levels by the Public Sector fell by 0.4 percent in 2025, slowing the rate of decline from 3 percent in 2024. Investment by General Government fell by 0.8 percent with a moderate 0.3 percent increase by SOE's.
- Increased investment by government and SOE's are therefore critical to support a more sustained recovery in private sector investment. Treasury expects fixed investment to increase by an average of 3 percent over the next three years, but this may be too optimistic. Public Sector infrastructure expenditure is projected to fall by 3.3 percent in real terms on average during the next three years, up to 2028/29, allowing for an average 4 percent increase in construction cost inflation). Economic infrastructure expenditure is projected to decline by 2.6 percent in real terms, and social infrastructure expenditure by 5.8 percent.

ECONOMIC OVERVIEW

GDP VS CONSTRUCTION

GROSS DOMESTIC PRODUCT VS INVESTMENT IN CONSTRUCTION

Rand millions, 2015 prices, annualised – as at Q3 2025



Continued under performance in investment in Construction, continue to exacerbate the current infrastructure deficit

- Since 2016/17, a weak economic environment, with an average GDP quarterly growth of 0.2 percent, investment in construction averaged a quarterly decline of 5,3 percent between 2018 and 2024. Total investment in construction fell by 5 percent y-y in 2025.
- Consistent underperformance in investment in construction has contributed to an acceleration in infrastructure backlogs and continues to feed into what has become an unmanageable infrastructure deficit, that will continue to inhibit sustainable economic growth.
- A key constraint is the continued mismanagement at provincial and local governments that continue to hinder and slow project implementation and budget funding expenditure. Significant reforms in local government is however on the cards, said to be the most profound since 1996 that could see a complete overhaul of municipalities including consolidation of poor performing municipalities.

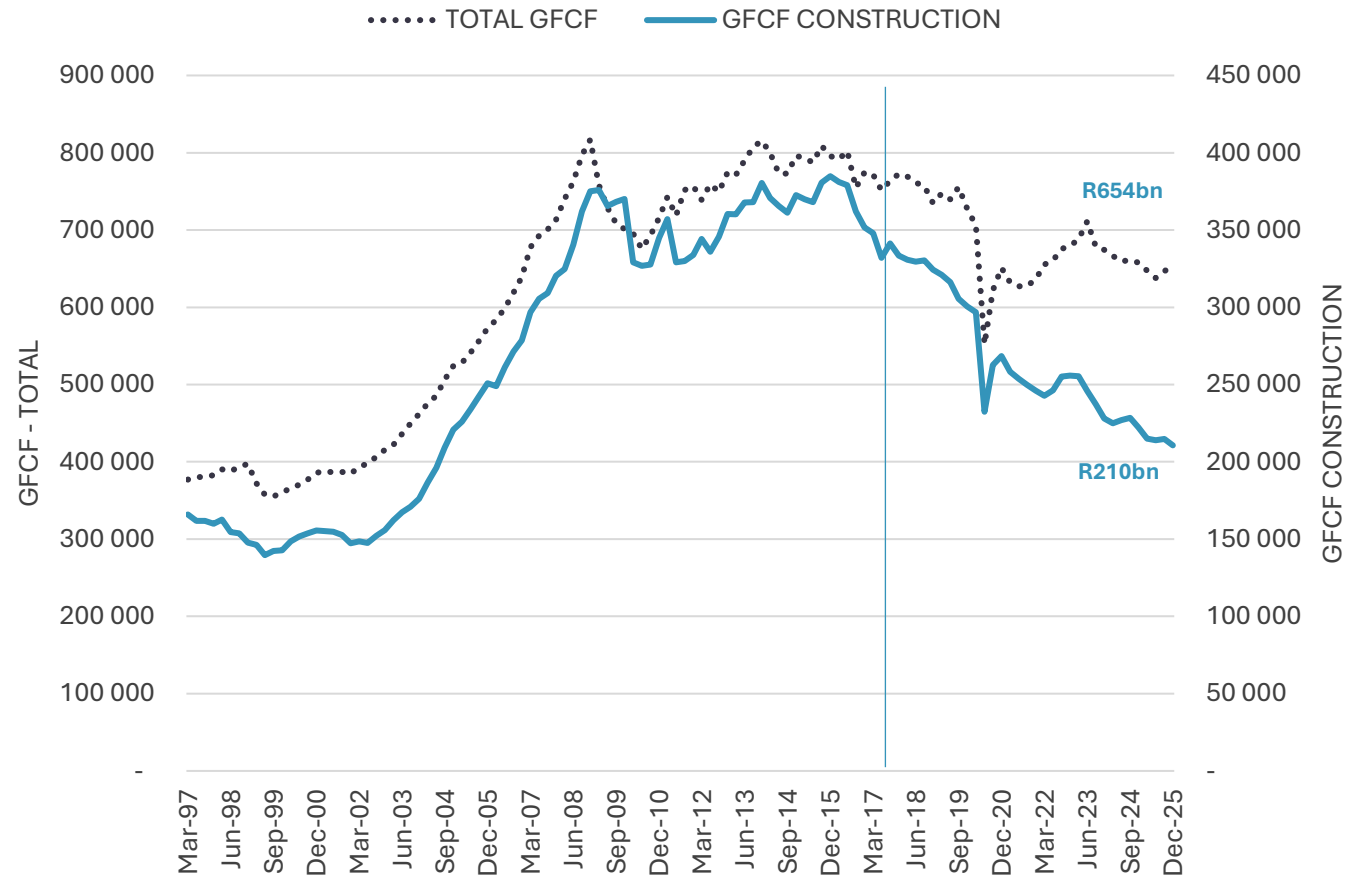
ECONOMIC OVERVIEW

GFCF (TOTAL) VS CONSTRUCTION

- Investment in construction has been underperforming against overall fixed investment since 2016, due to a decline in investment by SOE's and government, aggravated by the impact of Junk Status imposed on South Africa in 2017 and a slowdown in private sector investment due to weak investor sentiment and higher lending rates.
- The construction sector continues to perform at below pre-covid levels. Compared to 2019, investment declined by 32 percent (or R101bn) to R210bn in 2025 (Annualized, 2015 prices) from R311bn in 2019.

TOTAL GROSS FIXED CAPITAL FORMATION VS GFCF CONSTRUCTION

Rand millions, 2015 prices, annualised



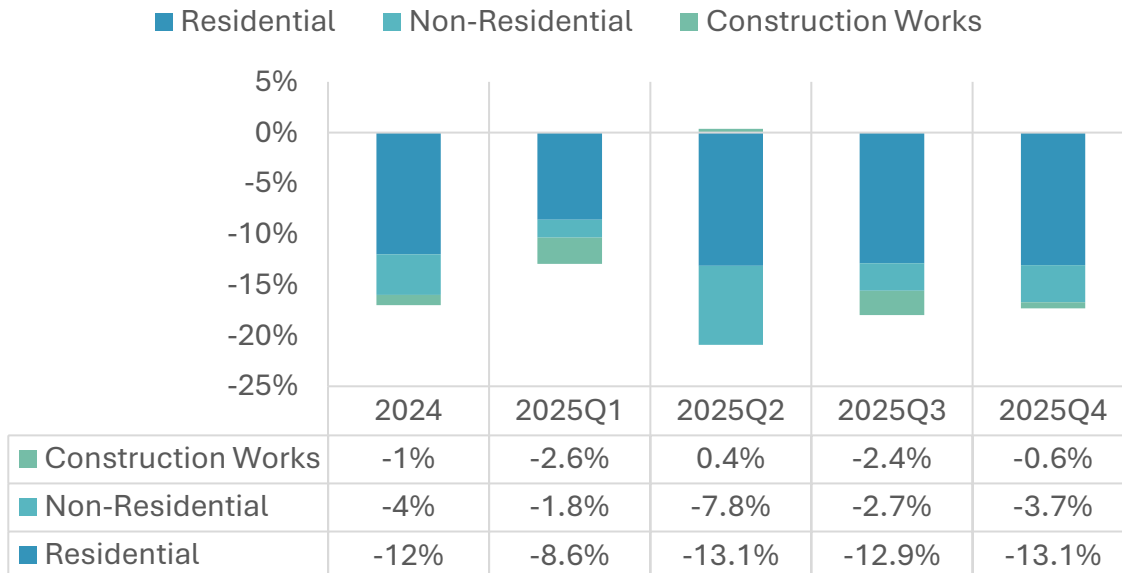
Source: SA Reserve Bank

ECONOMIC OVERVIEW

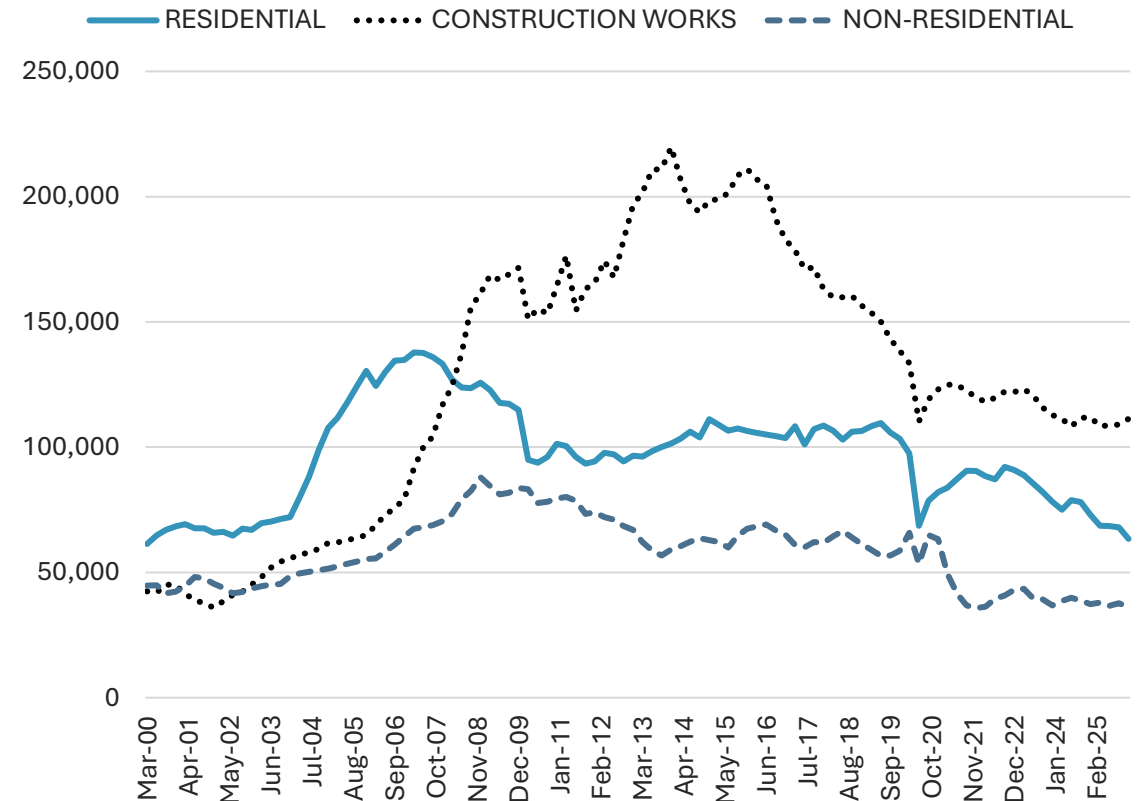
GFCF: CONSTRUCTION

- Residential investment decreased by 12 percent y-y in 2025 to R67bn (constant 2015 prices, seasonally adjusted annualised) and a 4 percent decline in non-residential investment to R37bn. Investment in construction works slowed by 1 percent to R109bn.

Y-Y Per.Chg



GFCF Construction by Type of Asset
Rand millions, 2015 prices, annualised



GFCF: CONSTRUCTION

2025 Data not yet released at time of publication

Y-Y Per.chg Current prices %	GOVERNMENT	SOE'S	PRIVATE	TOTAL
RESIDENTIAL	10.2%	-3.1%	-4.4%	-4.0%
NON-RESIDENTIAL	5.4%	-2.3%	1.6%	3.6%
CONSTRUCTION WORKS	0.7%	7.0%	-1.7%	2.1%
TOTAL	2.5%	6.6%	-3.0%	0.3%

- The contribution by the non-residential market rose moderately to 17.1 percent in 2024, from 16.2 percent in 2023 but remain below levels pre-covid (19 percent).
- The contribution by the civil sector rose to 50 percent from 49 percent (2023) above pre-covid levels (46 percent).

- Private sector residential investment contributed 31.7 percent to total investment in 2024, making it the single most important client/sector contribution to fixed investment.
- Civil construction works by government contributed 20.4 percent (second largest client/sector contribution, followed by SOE's at 16.9 percent (from 15.8 percent).

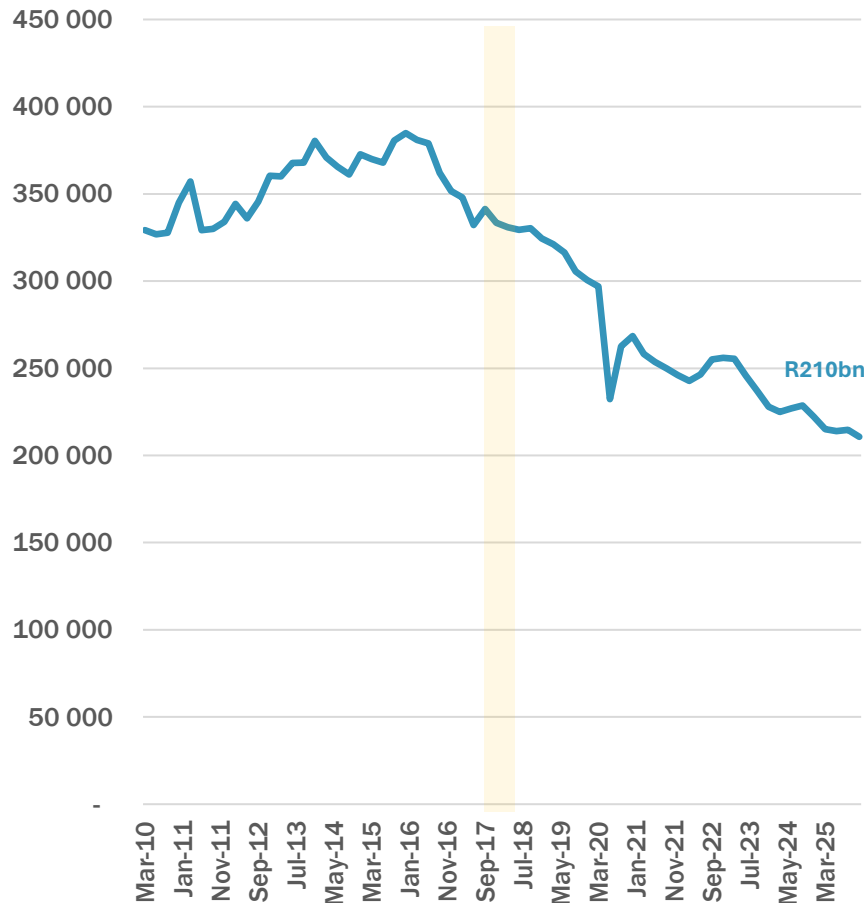
M-SHARE 2024 Percentage	GOVERNMENT	SOE'S	PRIVATE	TOTAL
RESIDENTIAL	1.2%	0.0%	31.7%	32.9%
NON-RESIDENTIAL	9.8%	0.7%	6.6%	17.1%
CONSTRUCTION WORKS	20.4%	16.9%	12.7%	50.0%
TOTAL	31.3%	17.7%	51.0%	100.0%

ECONOMIC OVERVIEW

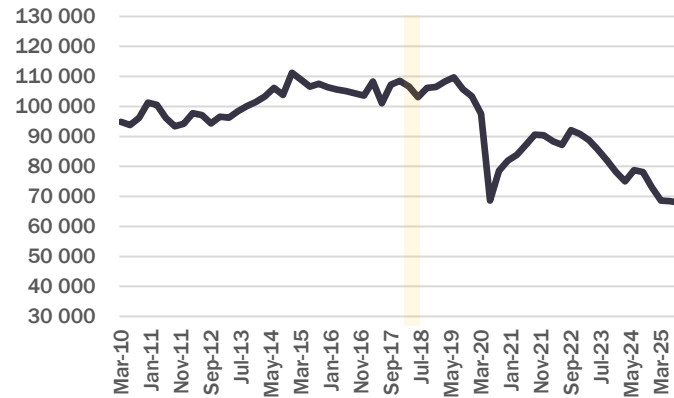
GFCF: CONSTRUCTION

Rand millions, constant 2015 prices, seasonally adjusted annualised: as at 2025Q3

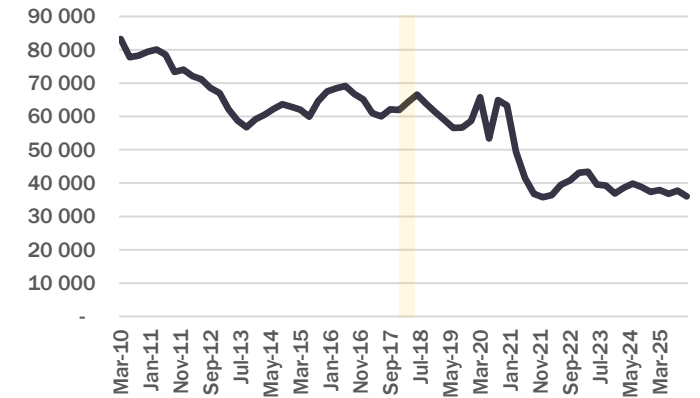
GFCF TOTAL INVESTMENT IN CONSTRUCTION



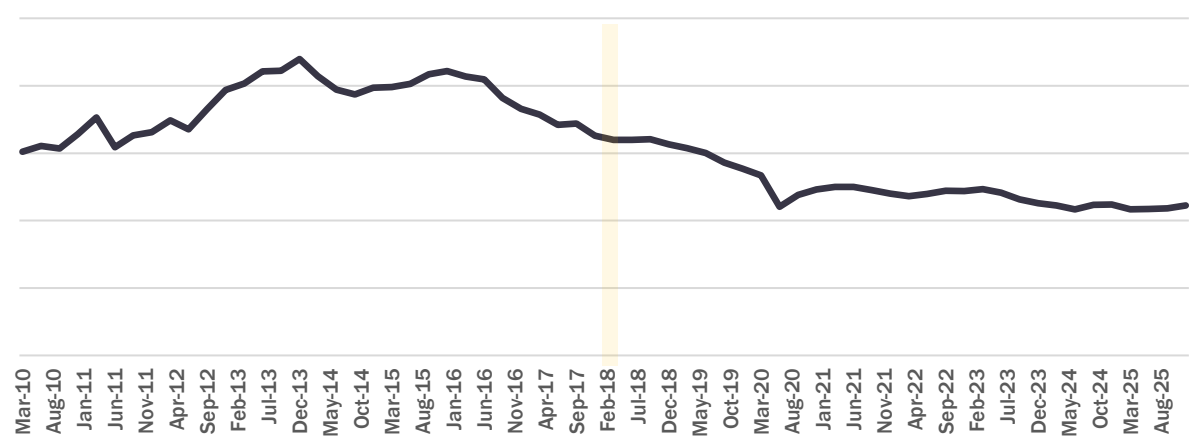
INVESTMENT IN RESIDENTIAL BUILDINGS



INVESTMENT IN NON-RESIDENTIAL BUILDINGS



INVESTMENT IN CONSTRUCTION WORKS



ECONOMIC OVERVIEW

PUBLIC SECTOR INVESTMENT

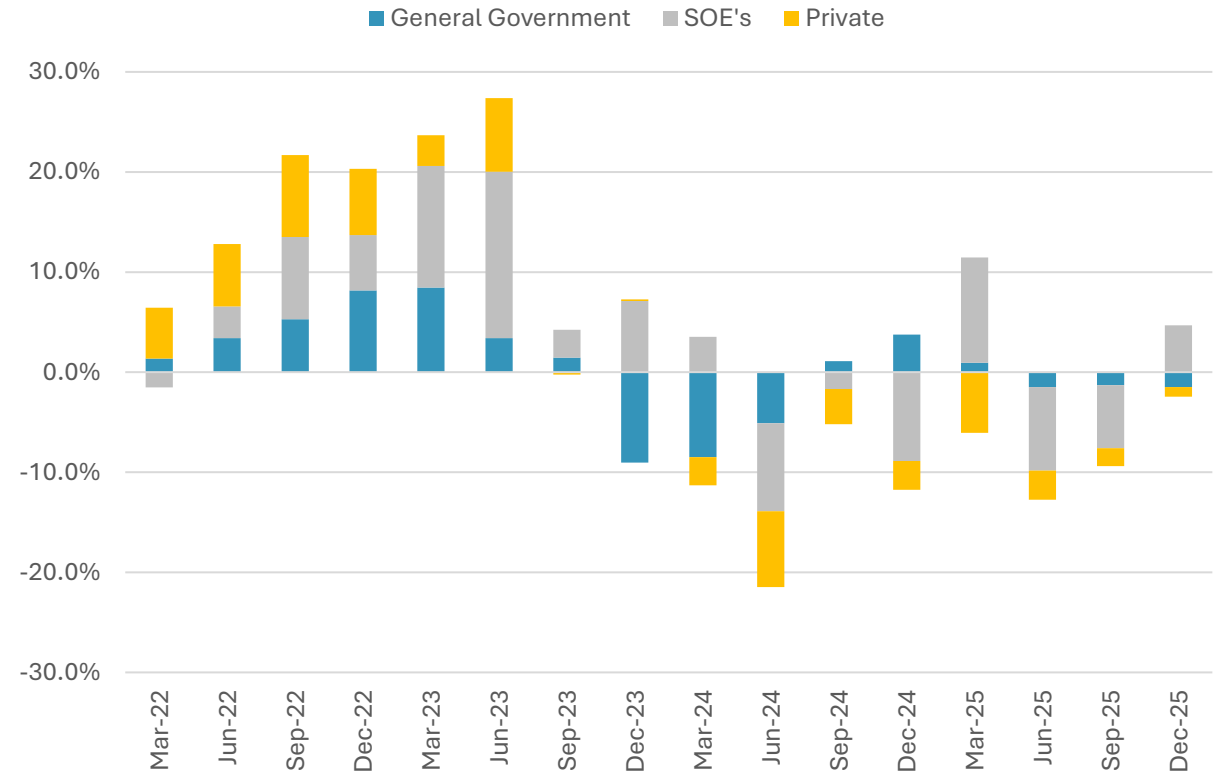
Stabilized at 4 percent of GDP

Public sector investment (including government and SOE's) as a percentage of GDP slowed to an average of 4.1 percent in 2024, with a similar contribution in Q1 2025. This is well below the average of 6.5 percent between 2007 and 2015. The public sector failed dismally against the NDP target of 10 percent and has stabilised at dismally low levels since Covid.

Public Sector Investment contribution to GDP Percentage, Quarterly



Gross Fixed Capital Formation by Client Type Rm Constant 2015 Prices: SAAR Y-Y Per.chg by Quarter

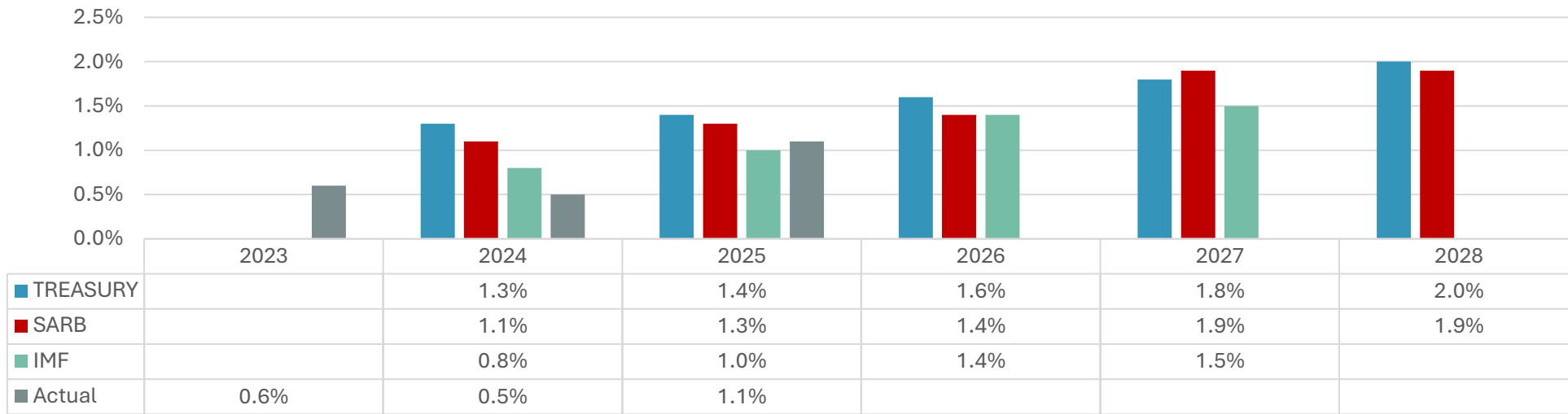


Source: Stats SA

ECONOMIC OVERVIEW

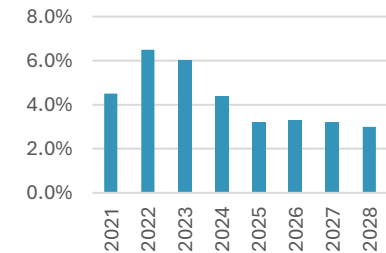
MACRO ECONOMIC OUTLOOK

GROSS DOMESTIC PRODUCT
ANNUAL GROWTH RATES (Percentage)

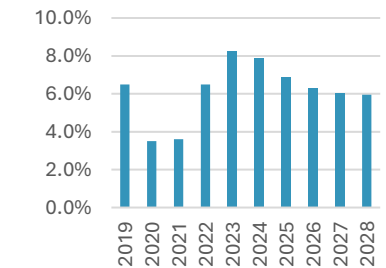


The South African Reserve Bank expects economic growth to accelerate to 1.4 percent in 2026, with Treasury slightly more optimistic with a projection of 1.6 percent. The IMF’s forecast is in line with Reserve Bank’s at 1.4 percent. Economic growth is expected to reach 2 percent by 2028, that will be the strongest GDP increase since 2013.

HEADLINE INFLATION
Percentage (Source SARB)



REPO RATE
Percentage – end of Period
(Source SARB)



- The analysis of the questionnaires completed by active firms in the consulting engineering profession provides a proxy for current and expected working conditions for the profession, which can be measured and benchmarked on a regular basis.
- CESA welcomes commentary received from firms and invites all members to actively participate in sending commentary on either the survey or conditions in the workplace thereby increasing the relevance of these reports.
- The survey is re-evaluated on a continuous basis to ensure that the questions asked are pertinent to current conditions in the industry. Several new questions were included in the current survey to improve the compilation of benchmark indicators.
- A total of **48 questionnaires** were returned via both an on-line and hard copy system. The sample represents a cumulative fee income of R3,3bn for the last six months in 2025 and 4 595 full and part time employees.

SURVEY RESULTS

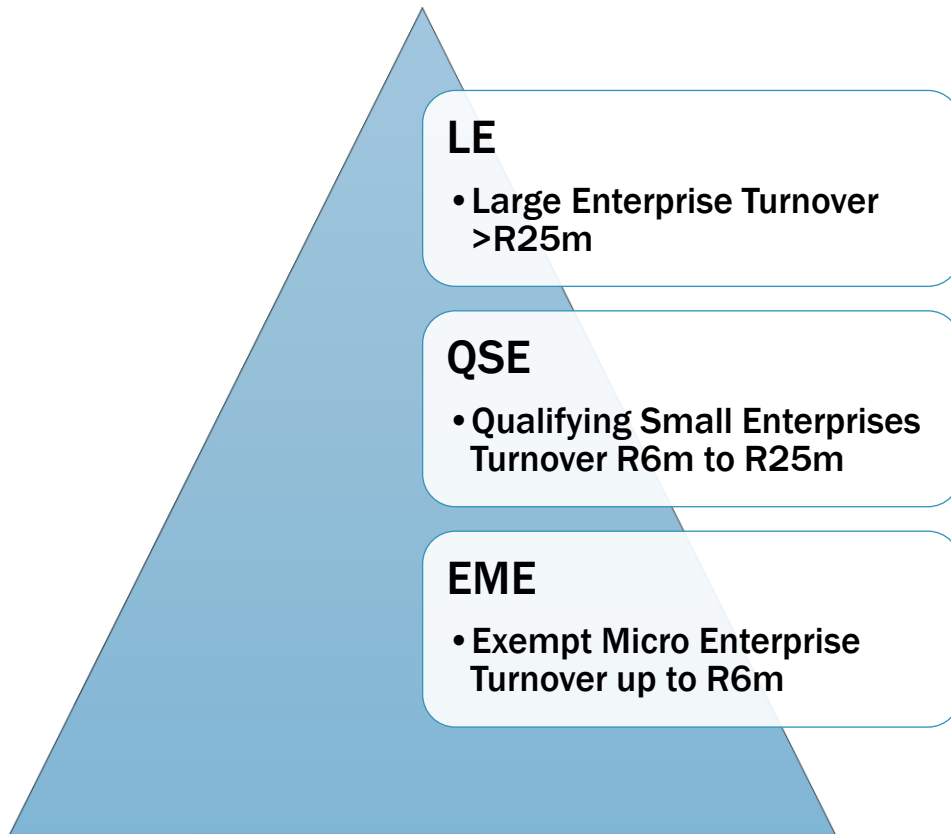
Prevailing conditions in the South African consulting engineering industry:

JULY – DECEMBER 2025

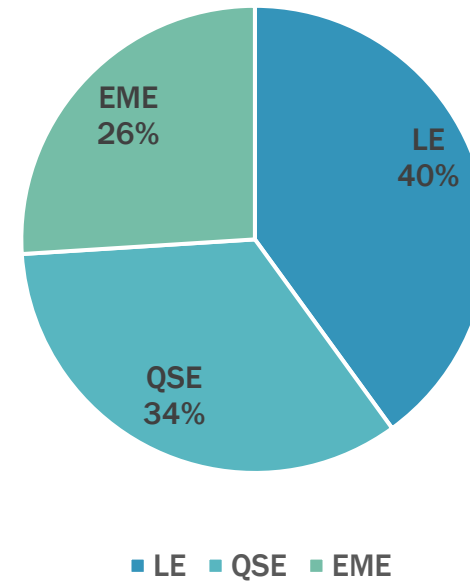
SURVEY SAMPLE

Firm Size Category according to the Built Environment BBBEE Construction Sector Code Specification

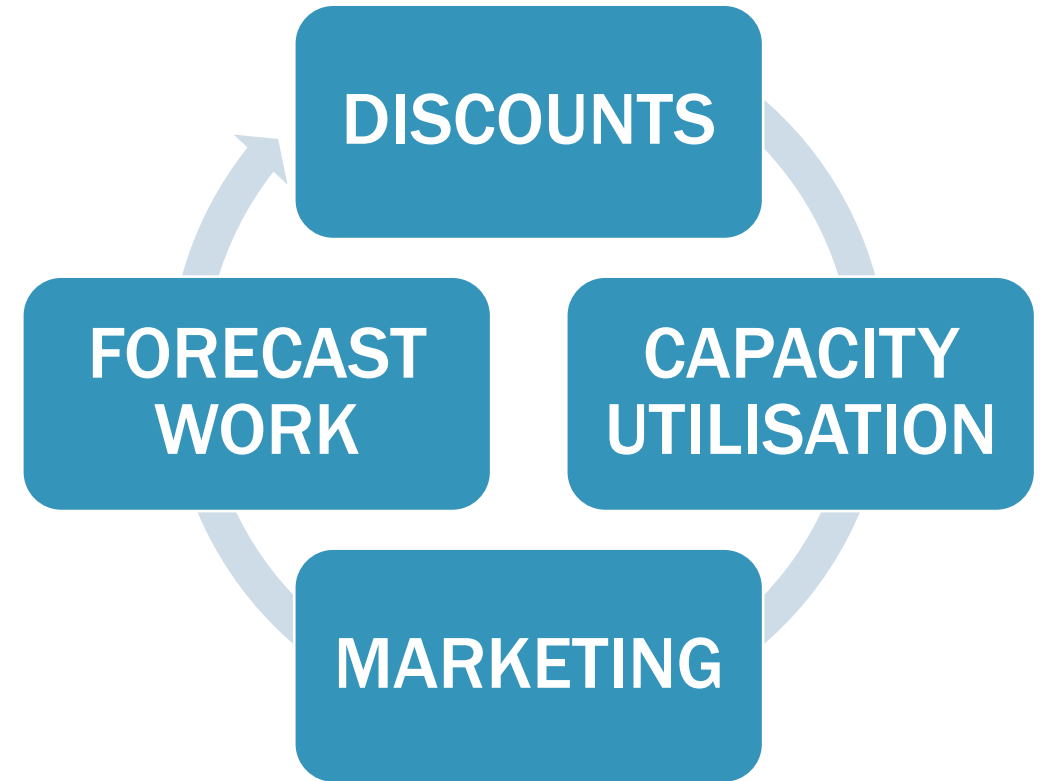
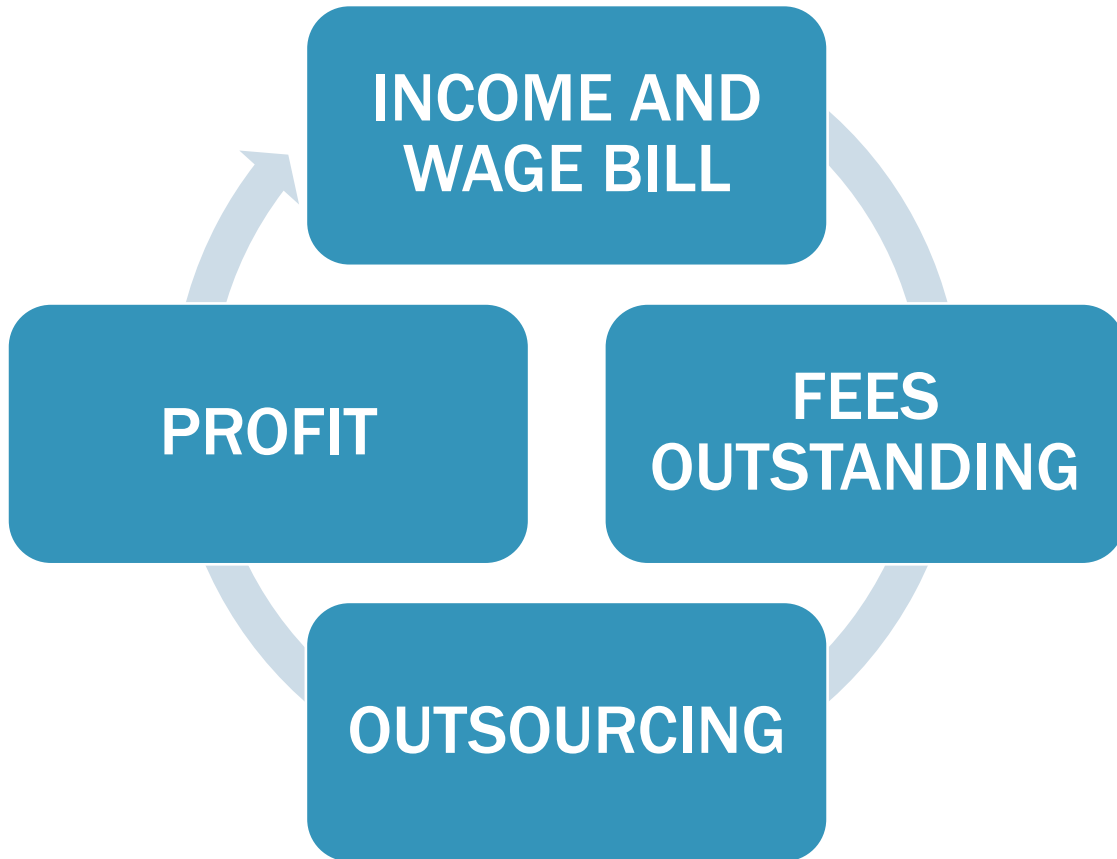
- Number of participating firms: 48



RESPONDENTS



FINANCIAL INDICATORS



SURVEY PERIOD	EMPLOYMENT	SALARIES/ WAGES RM CONSTANT 2023 PRICES <small>*2015 deflator = 0,6703</small>	FEE INCOME RM, ANNUALISED			COST DEFLATOR	
			RM CURRENT PRICES	RM CONSTANT 2023 PRICES <small>*2015 deflator = 0,6703</small>	Y-Y Per.chg CONSTANT PRICES	CONSUME R INFLATION (CPI) 2023 prices	CPI Y-Y CHANGE
Dec-17	21 369	21 485	27 117	35 808	2.2%	75.7	4.8%
Jun-18	23 934	21 698	24 405	31 446	-12.0%	77.6	4.3%
Dec-18	21 540	16 738	19 280	24 257	-32.3%	79.5	5.0%
Jun-19	21 002	17 071	20 630	25 480	-19.0%	81.0	4.3%
Dec-19	19 843	10 358	12 584	15 232	-37.2%	82.6	4.0%
Jun-20	18 851	9 668	12 081	14 430	-43.4%	83.7	3.4%
Dec-20	18 813	8 620	10 800	12 676	-16.8%	85.2	3.1%
Jun-21	16 932	8 398	10 908	12 534	-13.1%	87.0	4.0%
Dec-21	17 761	7 871	10 690	11 926	-5.9%	89.6	5.2%
Jun-22	19 893	8 115	11 727	12 680	1.2%	92.5	6.3%
Dec-22	18 301	7 212	12 196	12 652	6.1%	96.4	7.5%
Jun-23	19 949	7 767	12 977	13 165	3.8%	98.6	6.6%
Dec-23	20 746	8 645	14 144	13 943	10.2%	101.4	5.2%
Jun-24	21 307	8 746	14 654	14 107	7.1%	103.9	5.4%
Dec-24	21 541	9 450	15 533	14 766	5.9%	105.2	3.7%
Jun-25	21 778	9 608	16 309	15 250	8.1%	106.9	2.9%
Dec-25	21 996	9 836	16 473	15 132	2.5%	108.9	3.5%

General financial indicators

Employment, Salaries and Fee Income

FINANCIAL INDICATORS

INCOME AND WAGE BILL

GROSS FEE INCOME

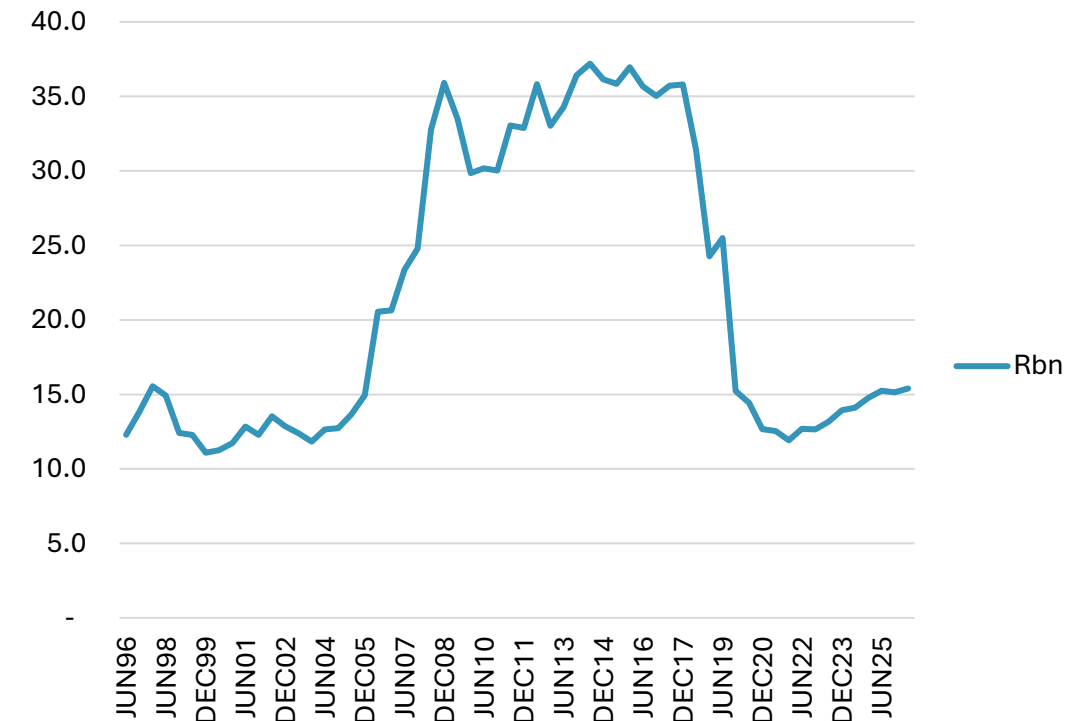
2,5%

A1.2 What was the total value of the firms' gross fee income for the past 6 months (including foreign transaction income, but excluding sub-consultant's fees)?

- Reported earnings were lower than expected in the last six months of 2025. Earnings rose 1 percent since the first six months of 2025, against an expected 6 percent increase. In real terms, this translated to an actual 0.8 percent decrease and a 2.5 percent y-y increase. Gross earnings were largely supported by medium and smaller firms, against a moderate 0.2 percent drop in earnings by Larger firms.
- The wage bill rose in according with employment, up 3.0 percent compared to the June 2025 survey, along a 0.9 percent increase in total employment.
- There is still sufficient evidence that the industry has reached its lower turning point. Various indicators point to an improvement, albeit coming from highly depressed levels since 2020/21. The 2026 Budget however cut infrastructure expenditure projections over the MTEF period, projected to fall by 3.3 percent in real terms over the three-year period up to 2028/29. Expenditure on Economic Infrastructure is projected to fall by 2.3 percent on average. The construction labour force increased by 3.0 percent during the last six months of 2025, a slight slowdown from the 3.3 percent increase in the first six months.
- **Nominal earnings is projected to increase by 3 percent in the first six months of 2026, with higher earnings expected mainly from Larger Firms, with medium and smaller firms expecting some contraction in earnings.**

FEE INCOME

Rand billions, Constant 2023 prices, Annualised



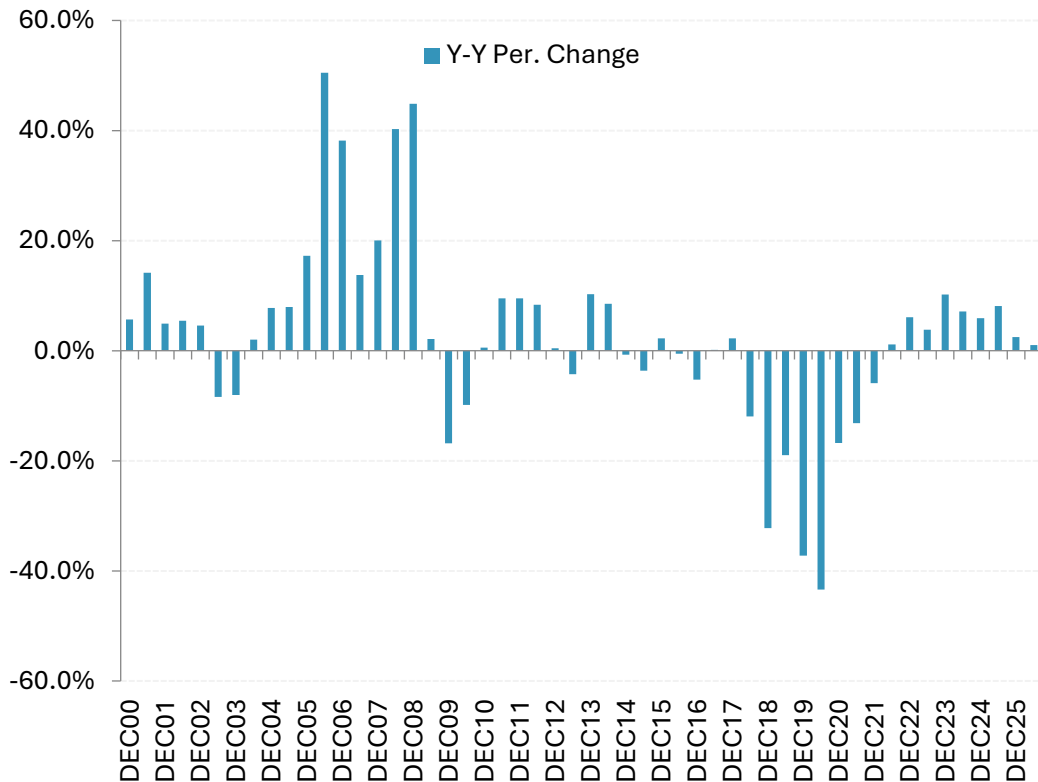
FINANCIAL INDICATORS

INCOME AND WAGE BILL

GROSS FEE INCOME: Year-on-Year percentage change (Real)

FEE EARNINGS

Constant 2015 prices : Year on Year percentage change



	Projected and Actual Change in Fee Earnings (Current Prices)		
Firm size category	PROJECTED Jul – Dec 2025 (June 2025 survey)	ACTUAL Jul – December 2025 (December 2025 survey)	PROJECTED Jan – Jun 2026 (December 2025 survey)
LE	5.8%	-0.2%	3.7%
QSE	-10.8%	30.6%	-8.9%
EME	-28.2%	60.1%	-34.0%
Total	5.1%	1.1%	2.9%

Please note: The data calculation is based on a sample of respondents that submitted surveys for the current and previous period, to compare movement within the same set of firms. Data for the previous survey may therefore change, due to a change in the sample of the current survey.

CESA

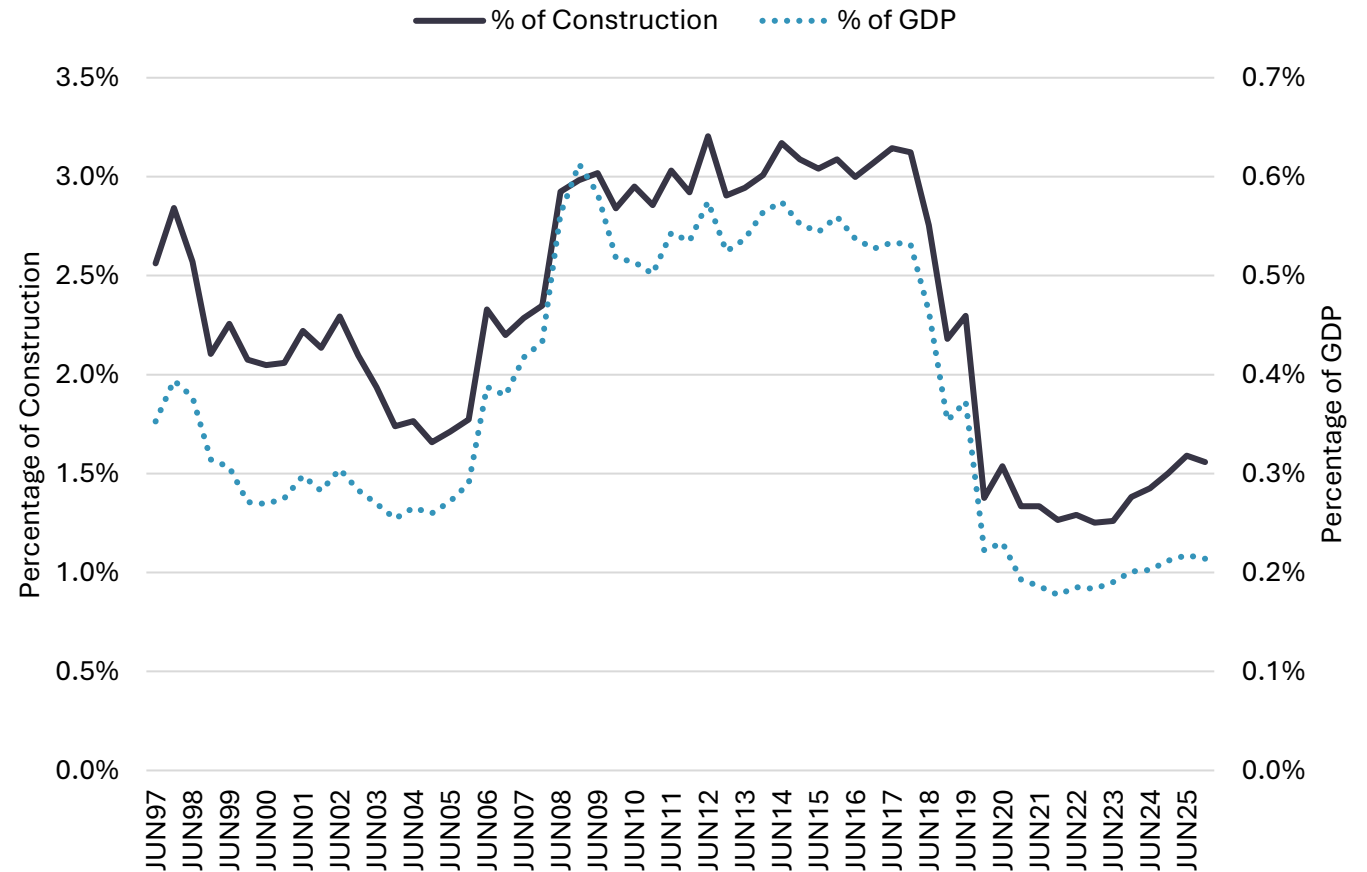
FEE EARNINGS

Contribution to Gross Domestic Product (GDP) and Gross Fixed Capital Formation in Construction (Residential, Non-Residential, Construction Works)

- Fee earnings as a percentage of GDP was re-worked to include seasonally adjusted annualized rates in terms of GDP and GFCF
- Fee earnings as a percentage of GDP, according to annualized rates, stabilised at 0.2%.

FEE EARNINGS RATIO

Percentage share of GDP and Investment in Construction



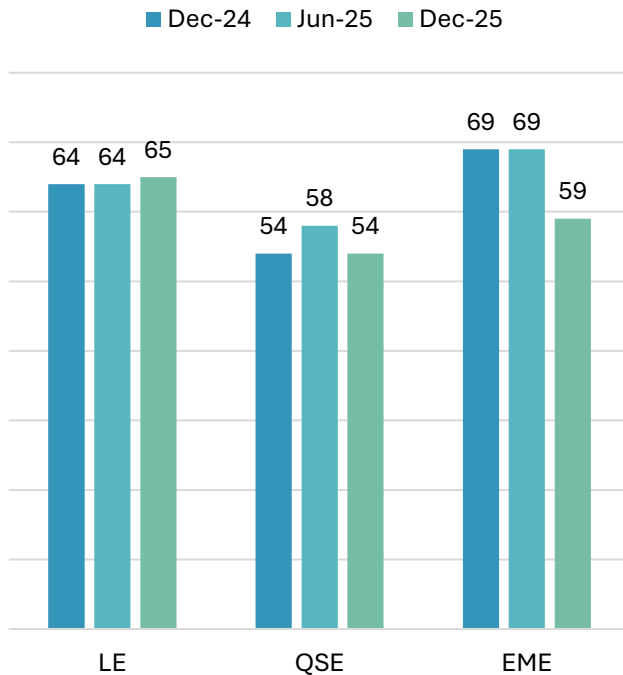
FINANCIAL INDICATORS

INCOME AND WAGE BILL

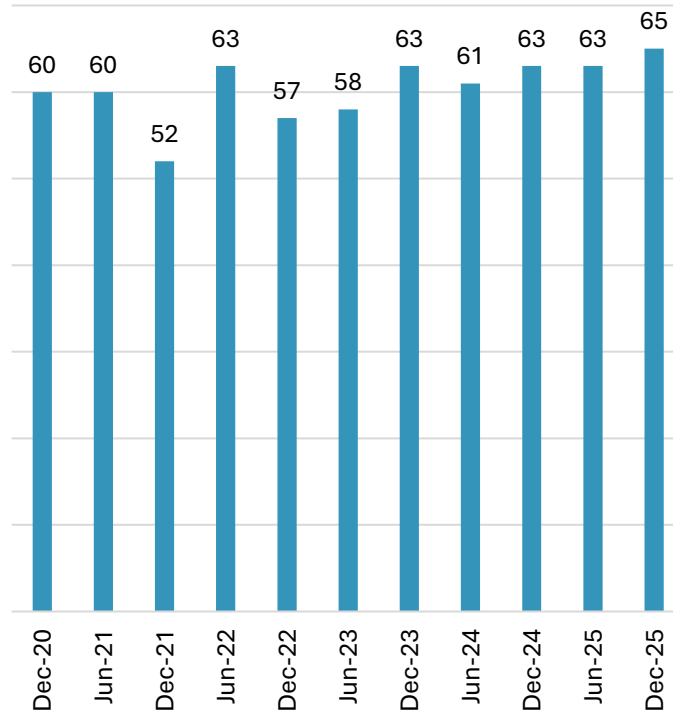
GROSS SALARY BILL

A1.1 What was the firm's gross salary bill for the past 6 months, (including directors' fees, monthly partners' drawings, as well as foreign staff)?

PERCENTAGE OF INCOME
Current Survey by Firm Category



PERCENTAGE OF INCOME



- The **contribution of the salary and wage bill to fee earnings** generally averages between 63 percent and 66 percent and rose to an average of 65 percent in the December 2025 survey. There are some disparities in the salary and wage bill in relation to earnings, amongst the different firm size categories. The contribution of the salary and wage bill was the highest amongst LE's in the Dec-25 Survey (65 percent), followed by EME's at 59 percent and QSE's at 54 percent.
- The salary and wage bill increased by an average of 3.0 percent, driven by an average 2.8 percent increase in LE's, 11.6 percent in QSE's, while EME's reported a lower salary and wage bill down 5 percent.

FINANCIAL INDICATORS

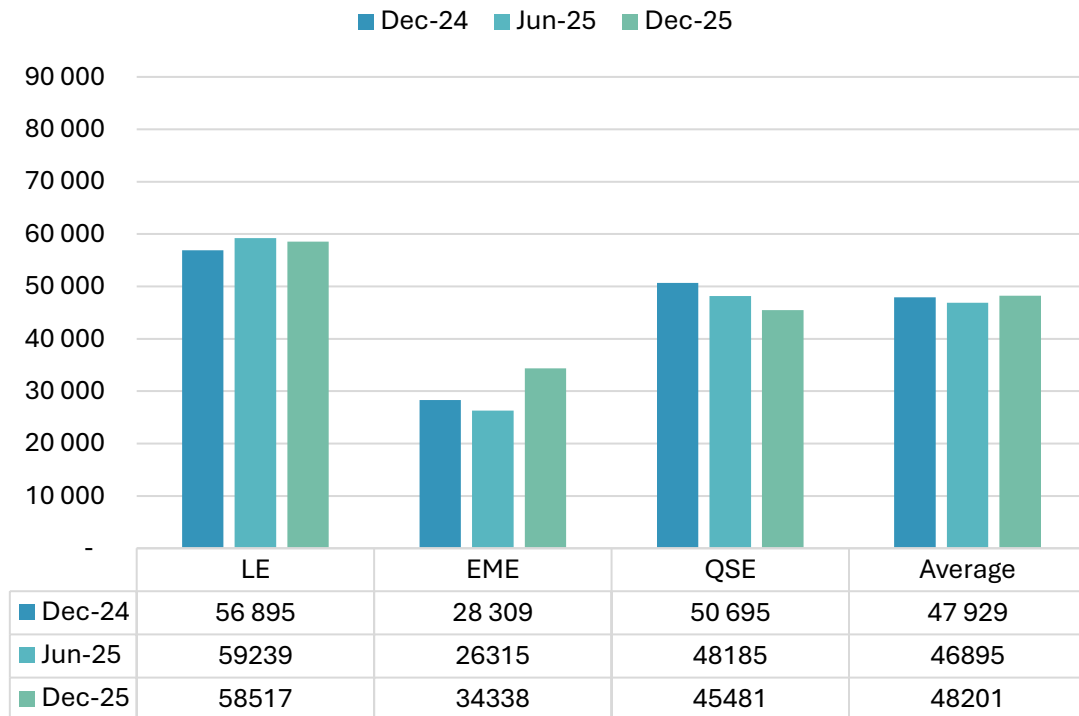
INCOME AND WAGE BILL

- The wage bill per capita (number of people employed in relation to the gross salary and wage bill) increased by an average of 0.6 percent since the June 2025 survey, with a 2.9 percent increase amongst Large Enterprise and a 21 percent increase by EME's offset by a decline in QSE's.

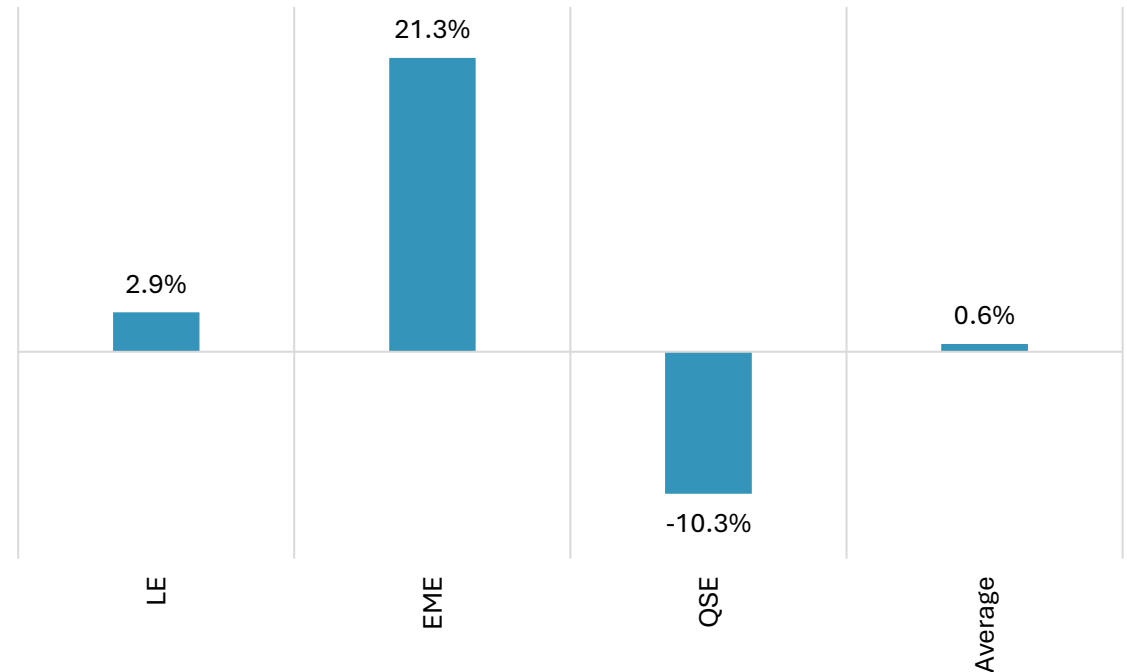
Per Capita Employed

A1.1 What was the firm's gross salary bill for the past 6 months, (including directors' fees, monthly partners' drawings, as well as foreign staff)?

Average R/Capita



December 2025 vs December 2024 Percentage change



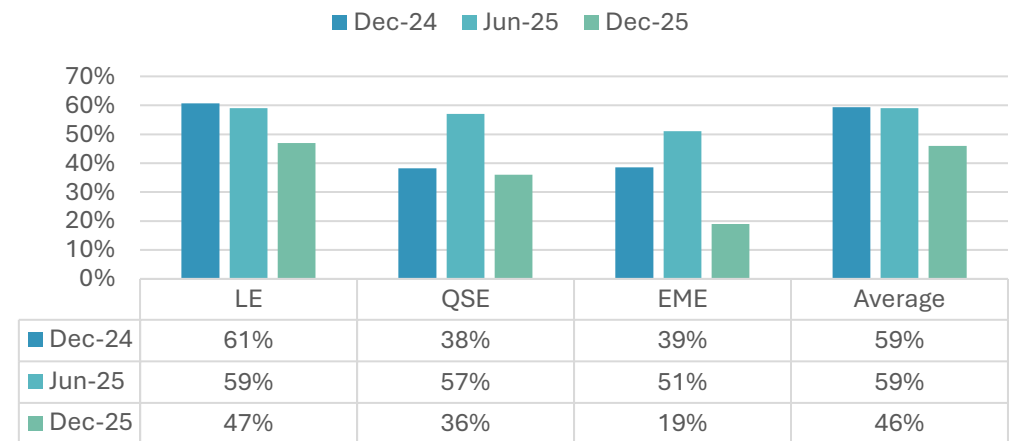
FINANCIAL INDICATORS

FEES OUTSTANDING

A1.4 What is the total Rand value (please note: no percentages) of outstanding fees payable for work already completed and invoiced? The period outstanding is measured from when payment for services rendered is due.

Firm size category	Total Gross Fee Earnings	Outstanding fee income already invoiced	Percentage of Gross Income	Percentage of overall income (Income + Outstanding)
LE	3 122 619 282	1 452 963 907	47%	31,8%
QSE	164 621 966	59 384 708	36%	26,5%
EME	25 797 935	4 996 728	19%	16,2%
Total	3 313 039 183	1 517 345 343	46%	31,4%

- On average 46 percent of earnings already invoiced were still outstanding at the time of the survey, down from 59 percent from the previous survey. This is a marked improvement from the 60 average in 2023.
- Overall, Large Enterprises (LE) had the highest value of outstanding fees already invoiced, albeit slowing from 59 percent to 47 percent since the previous survey.



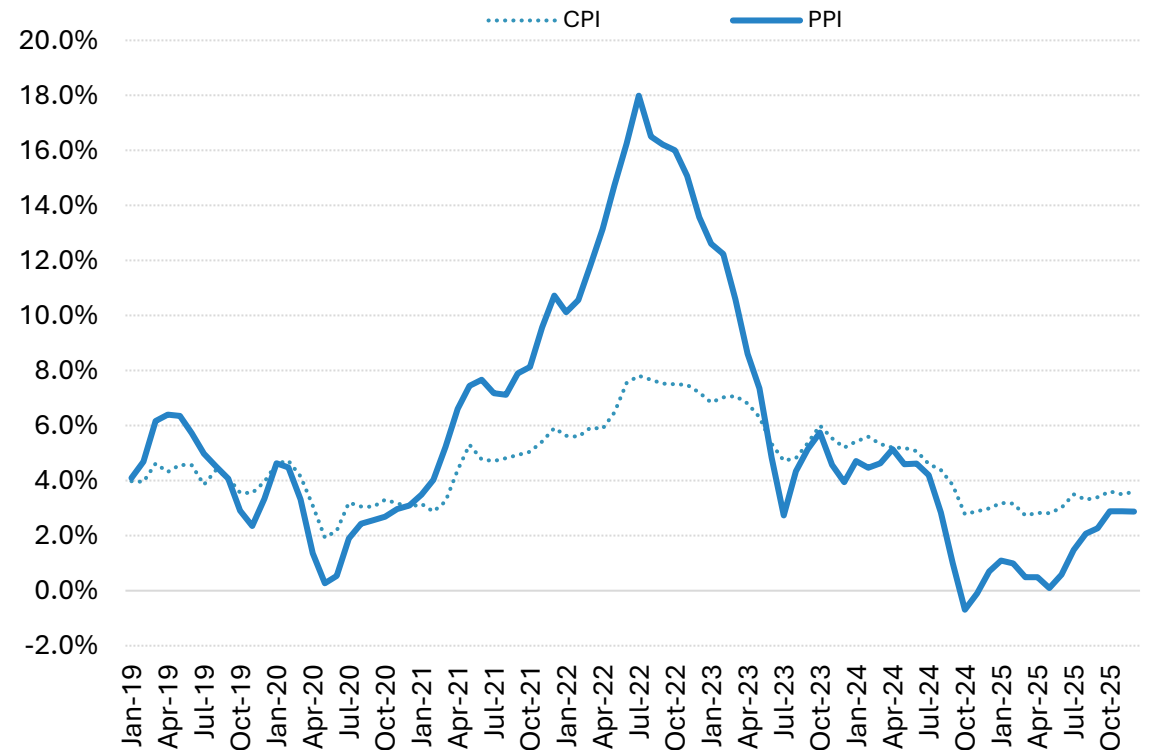
FINANCIAL INDICATORS

INCOME AND WAGE BILL

LABOUR COST PER UNIT

- **Consumer Inflation** edged higher in the last six months of 2025 to 3.5 percent, from 3.0 in the first six months. Higher administrative prices (government controlled) can exert upward pressure on inflation, although the South African Reserve Bank expects inflation to average 3.3 percent in 2026 and 3.2 percent in 2026, having adopted a lower inflation target framework as announced at the July 2025 Monetary Policy Committee (MPC) meeting.
- The average **labour cost per unit index** (measured as the average salary and wage bill divided by the number of full and part time employees and hours worked), increased by 6.6 percent in the December 2025 survey, following a 21 percent increase in the previous survey, compared to the same period in 2024. This brings the average increase to 14 percent in 2025, another double-digit increase following the 12.2 percent increase in 2024.

Consumer vs Producer Inflation
Y-Y Percentage Change

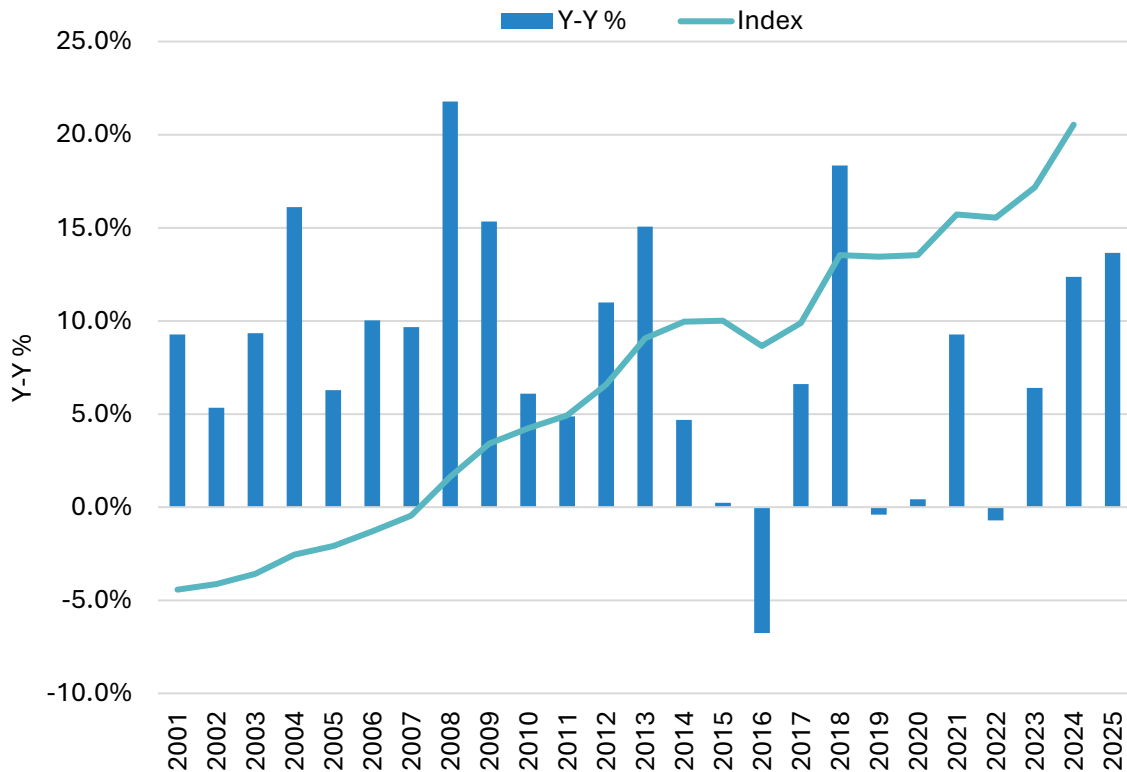


FINANCIAL INDICATORS

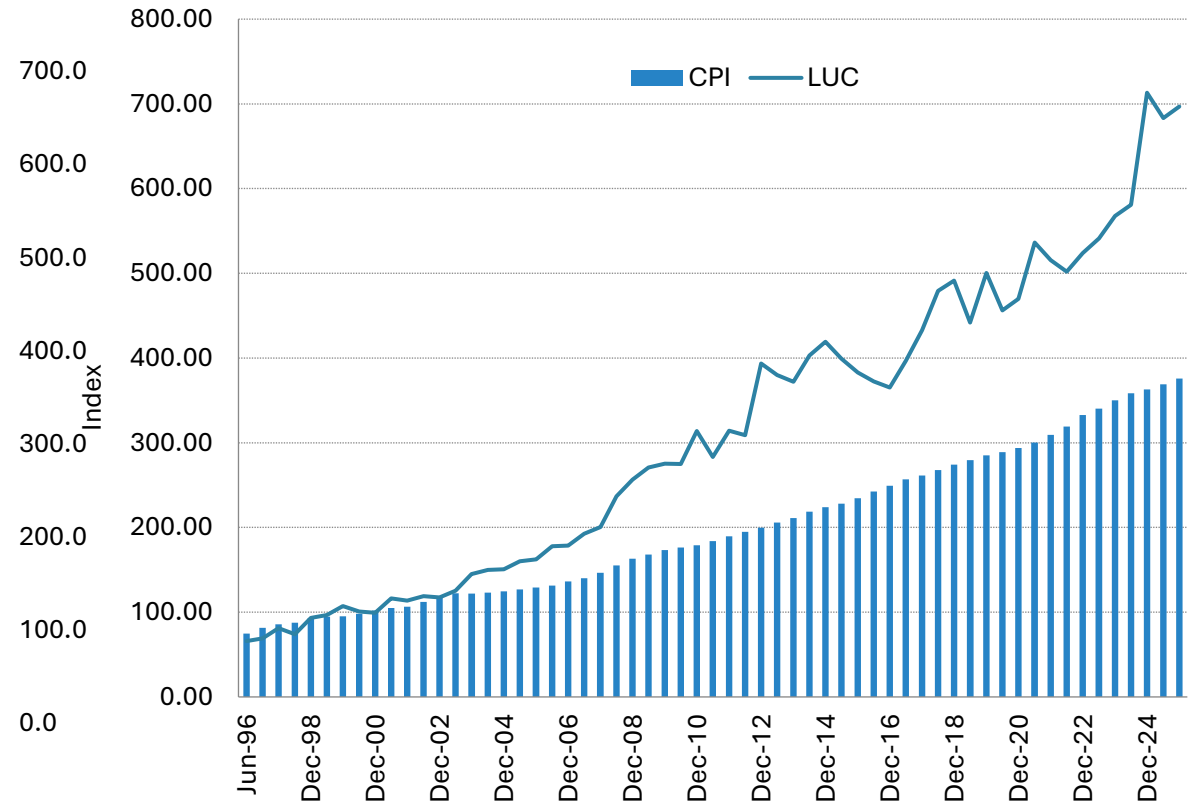
INCOME AND WAGE BILL

LABOUR COST PER UNIT

CESA LABOUR COST INDICATOR
Annual Average



CESA LABOUR COST INDICATOR VS CPI
Index 2000 = 100



FINANCIAL INDICATORS

OUTSOURCE

A1.5 WHAT % OF YOUR TOTAL TURNOVER FOR CONSULTING SERVICES ONLY (GROSS FEE INCOME PLUS SUB-CONSULTANT FEES) WAS OUTSOURCED TO:

External Enterprises or individuals including sub consultants, JV's and contract workers

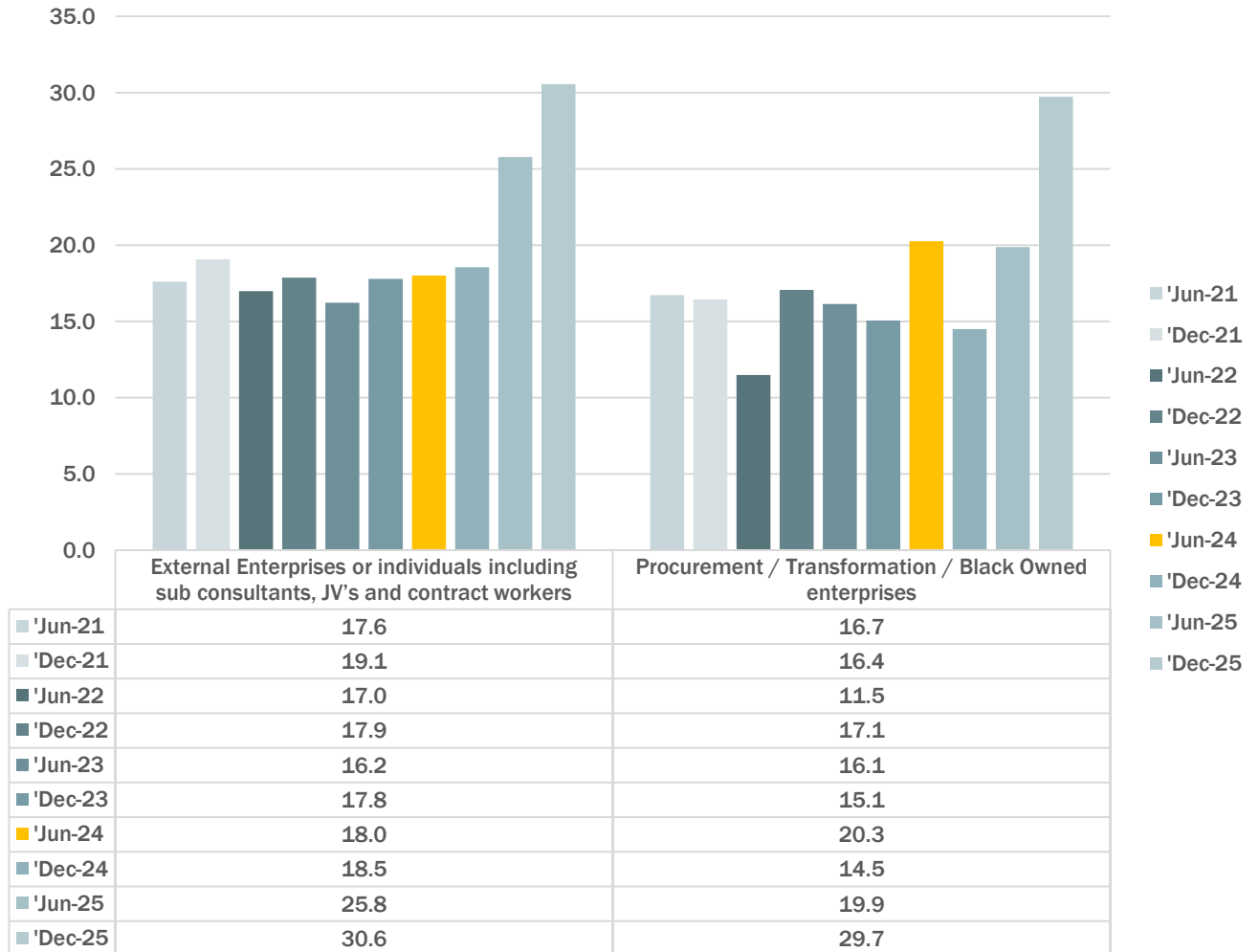
•30.6% (Jun-25: 25.8%)

Procurement / Transformation / Black Owned enterprises

•29.7% (Jun-25: 19.9%)

Percentage	EXTERNAL	TRANSFORMATION/ PROCUREMENT / BLACK OWNED ENTERPRISES
LE	31,3	30,2
QSE	15,8	21,3
EME	60,1	53,2
AVERAGE	30,6	29,7

Percentage of Turnover Outsourced

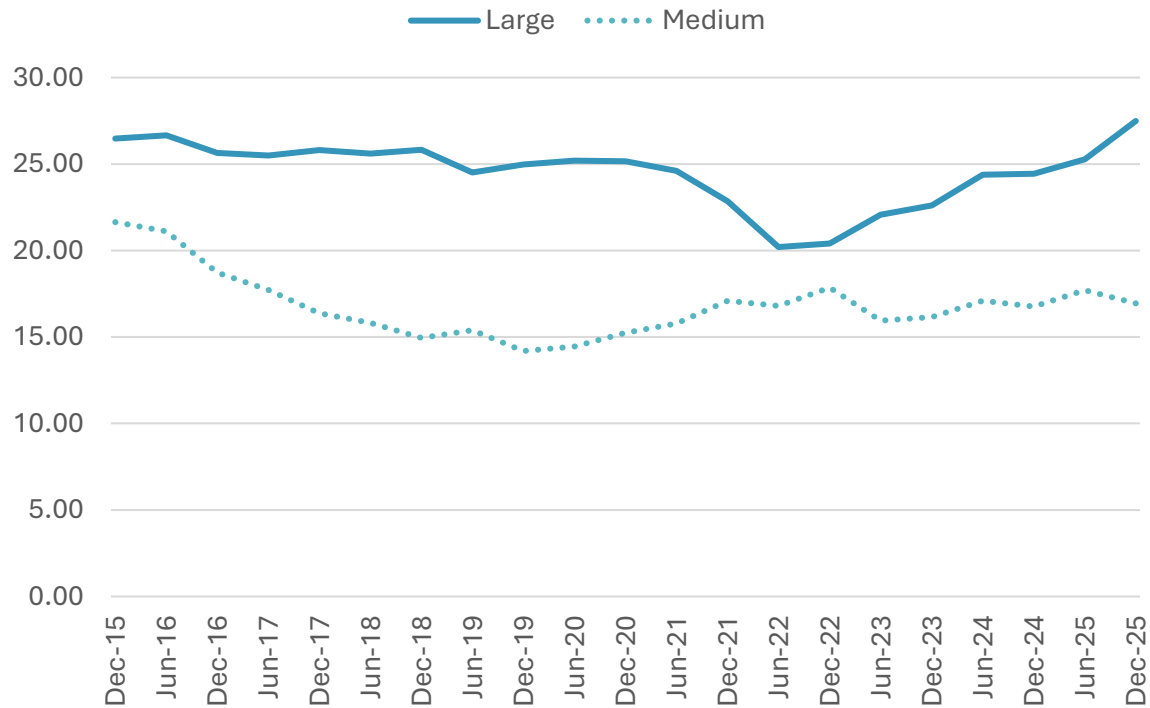


FINANCIAL INDICATORS

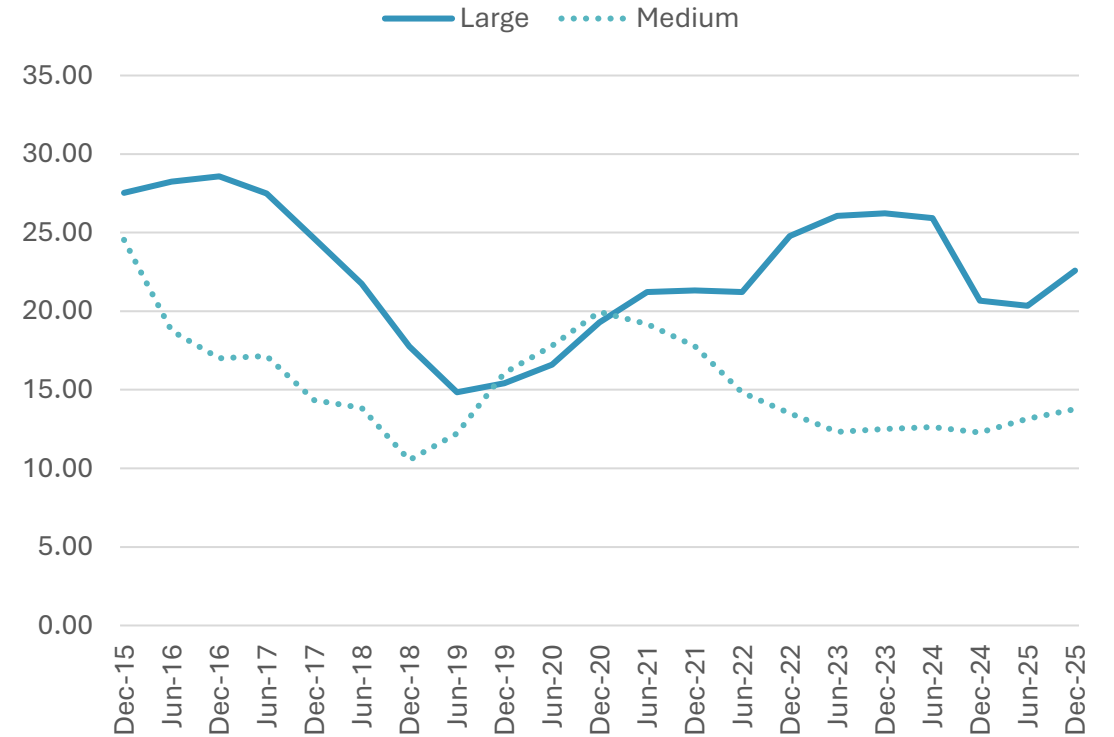
OUTSOURCE

A1.5 WHAT % OF YOUR TOTAL TURNOVER FOR CONSULTING SERVICES ONLY (GROSS FEE INCOME PLUS SUB-CONSULTANT FEES) WAS OUTSOURCED TO:

Outsourcing: External Enterprises
2 Year moving average (4-survey period)



Outsourcing: Transformation purposes
2 Year moving average (4-survey period)

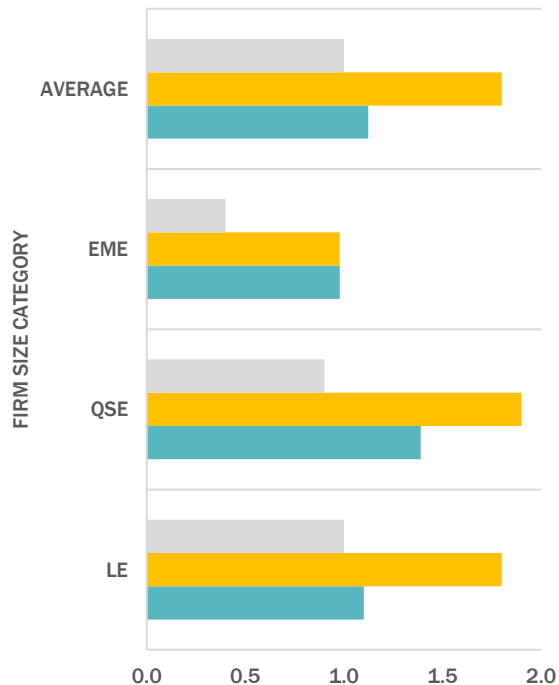


FINANCIAL INDICATORS

ORDER BOOK

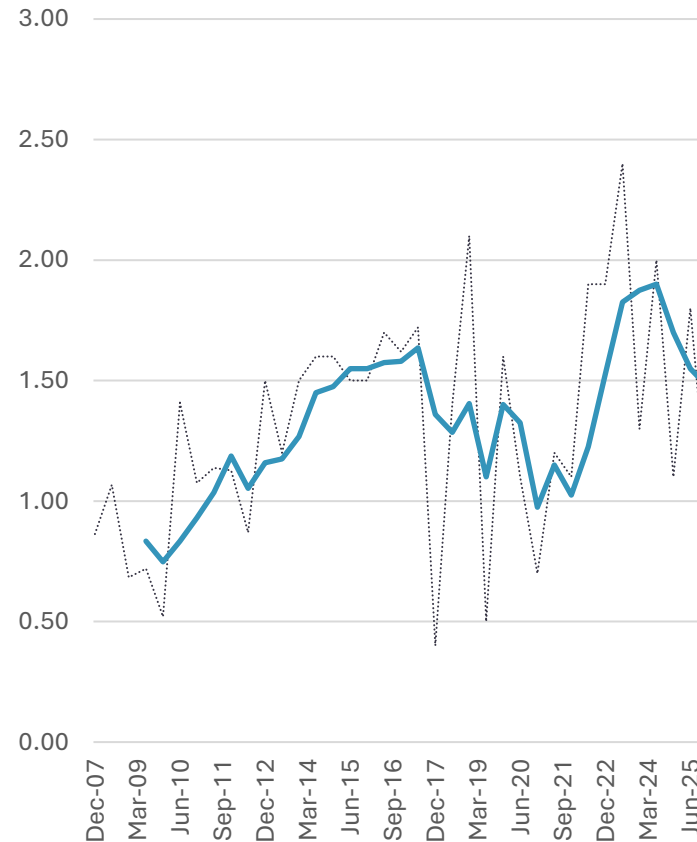
A1.6 What is the value of outstanding (not yet invoiced) fee income for confirmed appointments in your firms' order book, excluding sub-consultants or JV partners?.

ORDER BOOK TO INCOME RATIO



	LE	QSE	EME	AVERAGE
Dec-25	1.0	0.9	0.4	1.0
Jun-25	1.8	1.9	1.0	1.8
Dec-24	1.1	1.4	1.0	1.1

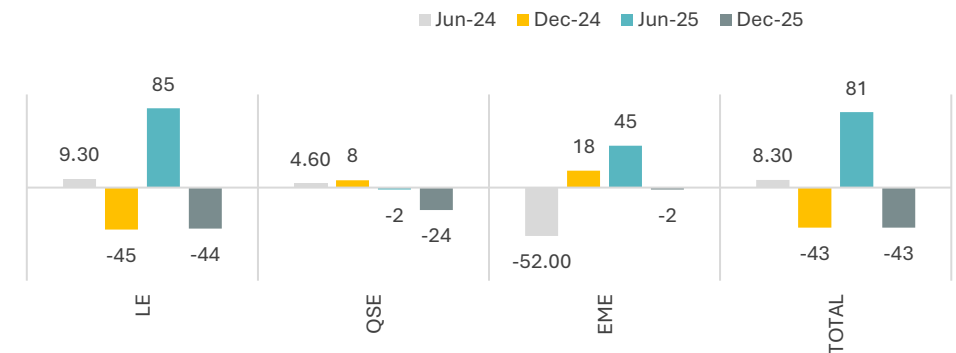
Orderbook to current earnings ratio



- The order book to income ratio slowed to 1:0 on average in the December 2025 survey, from 1.8 in the previous survey. This means the size of the current order book in line with current earnings reported over the six-month period.
- The ratio for large enterprises (LE) fell to 1.0, from 1.8, suggesting a slowdown in order book values, on par with current earnings. The ratio for QSE's also worsened to 0.9 suggesting the current order book is lower than current earnings. EME's showed the lowest ratio that slowed from 1 to 0.4.
- Overall, the nominal rand value of confirmed appointments fell by 43 percent in the December 2025 survey, with all firm categories reporting weaker order books, following the over 80 percent increase in the previous survey.

NOT YET INVOICED BUT CONFIRMED

Change from previous survey



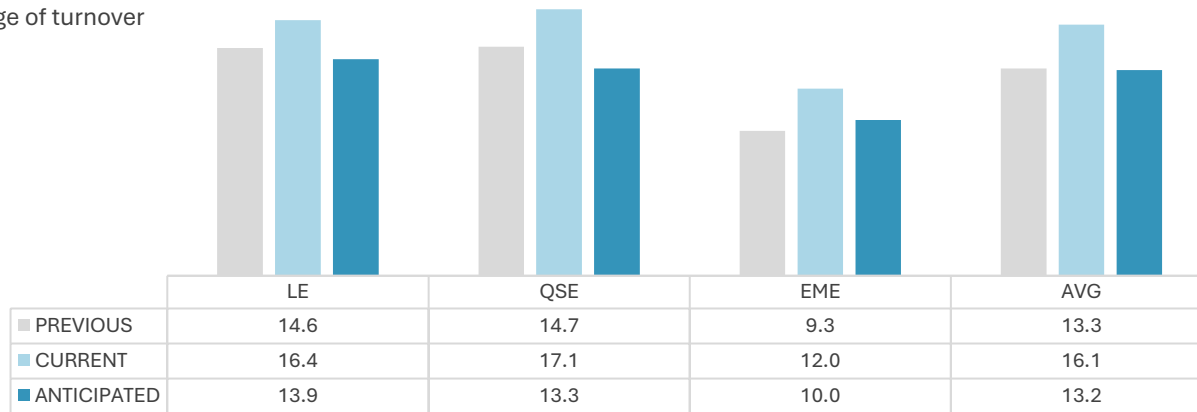
FINANCIAL INDICATORS

PROFIT

A1.11/12 WHAT WAS YOUR NETT PROFIT (BEFORE TAX) AS A % OF TOTAL TURNOVER OVER THE PAST 6 MONTHS AND YOUR ANTICIPATED NETT PROFIT (BEFORE TAX) FOR THE FOLLOWING SIX MONTHS

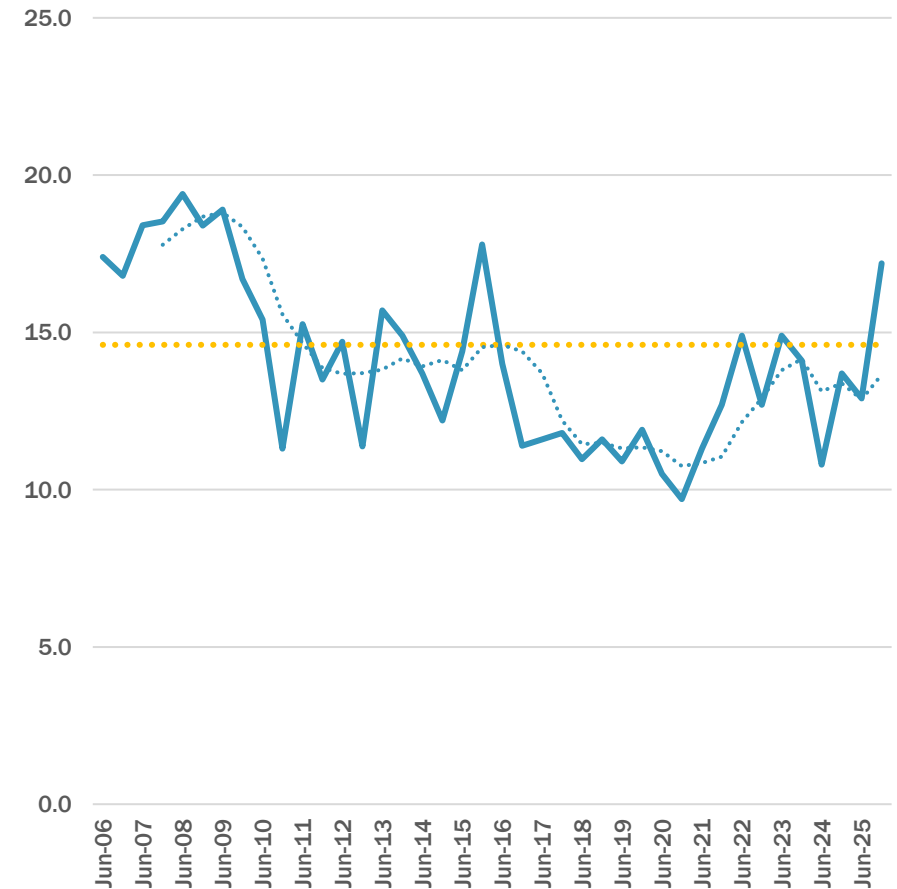
AVERAGE NETT PROFIT (BEFORE TAX)

Percentage of turnover



- Nett profit (before tax) as a percentage of turnover recovered to 16.1 percent from 13.7 percent, the best level since 2016, and above the Longer Term average of 14.6 percent.
- Larger Enterprises (LE) recovered to 16.4 percent from 14.6 percent, while QSE's rose from 14.7 percent to 17.5 percent. EME's also reported improved margins, up from 9.3 percent to an average of 12 percent in the current survey.
- Margins are however expected to slow in the next 6 months, reaching an average of 13.2 percent, with weaker margins expected across all firm categories.

NETT PROFIT MARGIN (BEFORE TAX)



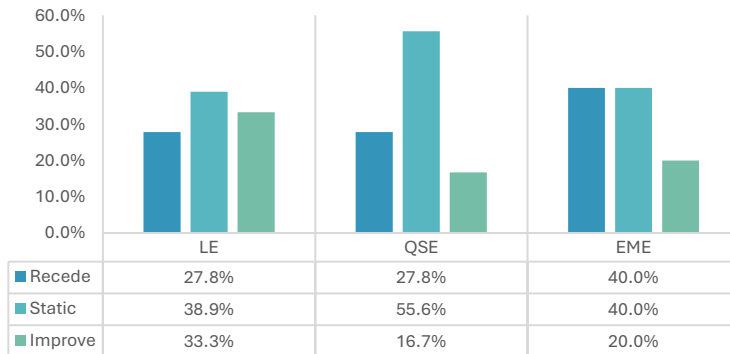
FINANCIAL INDICATORS

PROFIT

Satisfaction rate stabilise at 74 percent

D1.5 During the survey period the developing trend of profit margins were:
Receding, Static, Improving

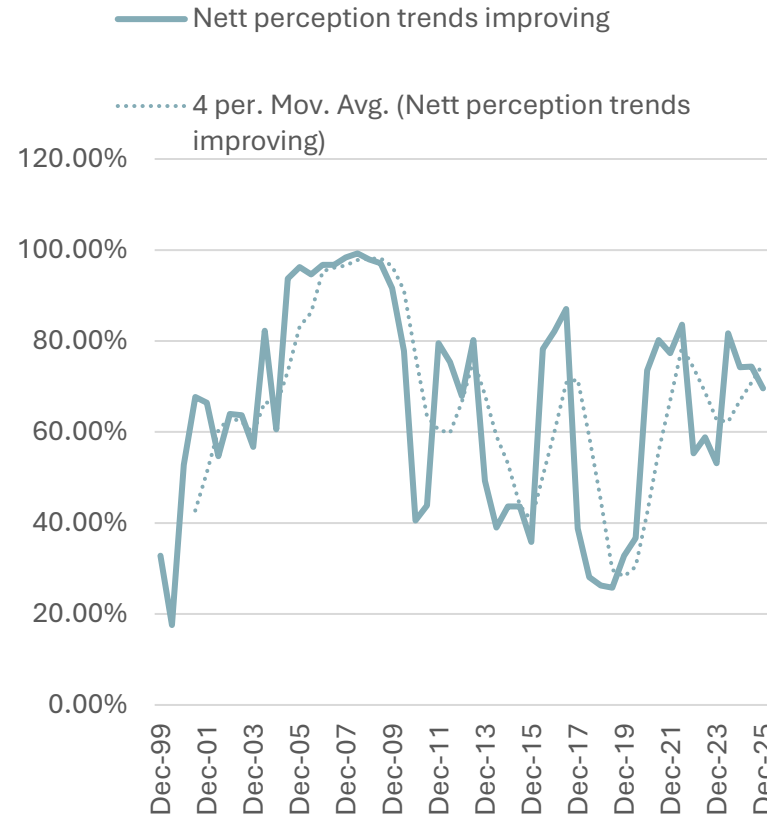
- The satisfaction rate slowed to 70 percent from 74 percent in the previous survey. This is despite improved margins reported across firm size categories. Other than the post covid recovery period, these margins are at the best level since 2016/17.
- A higher percentage of firms reported unsatisfactory levels (30.4 percent) in the first six months compared to 26 percent in the previous survey. For the first time since 2019, there were some firms that reported margins as exceptional, albeit only 2 percent.



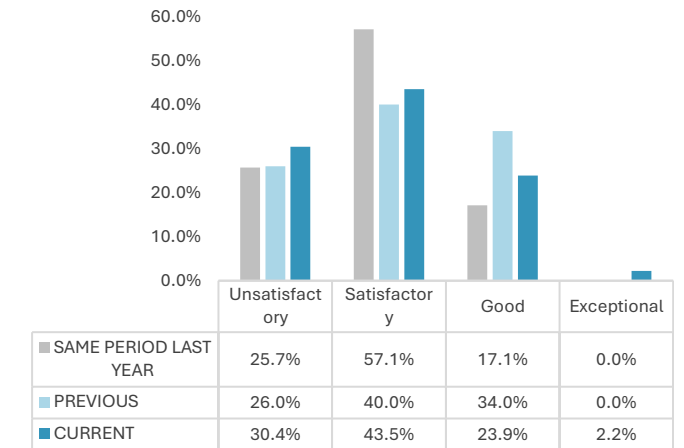
D1.6 During profit margins were:
Unsatisfactory, Satisfactory, Good, Exceptional

PROFITABILITY: SATISFACTION RATE

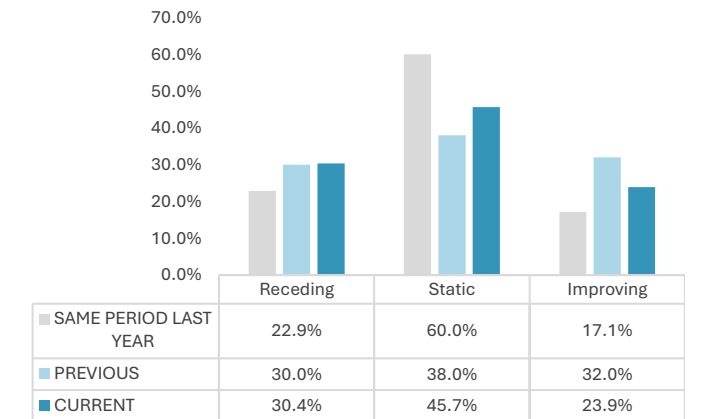
Including Satisfactory, Good, Exceptional



PROFIT MARGINS SATISFACTION RATES



PROFIT DEVELOPING TRENDS

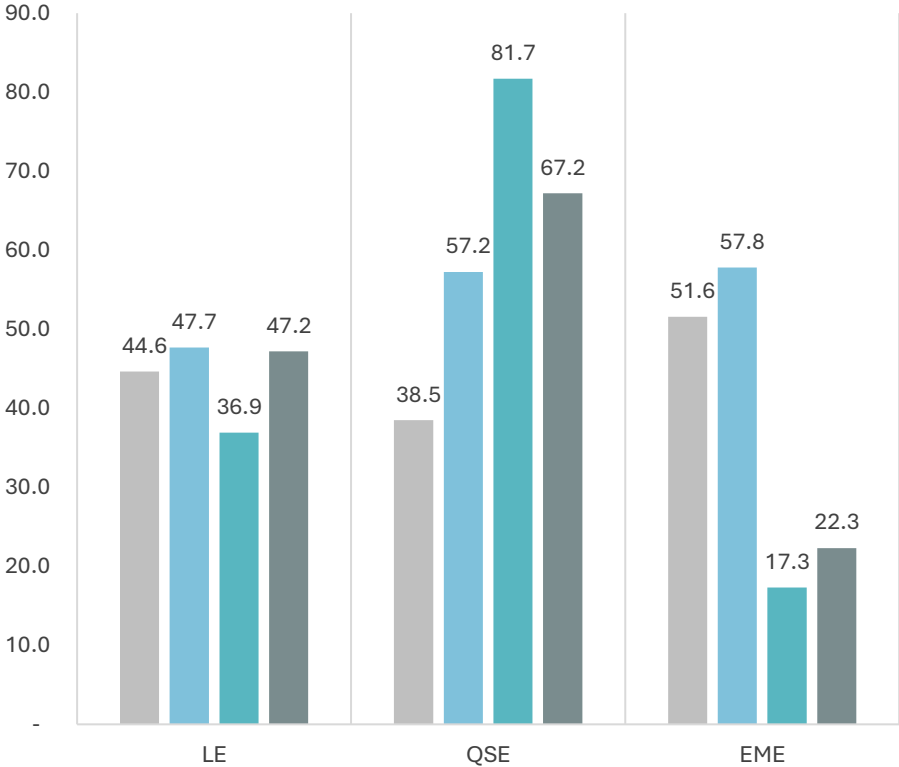
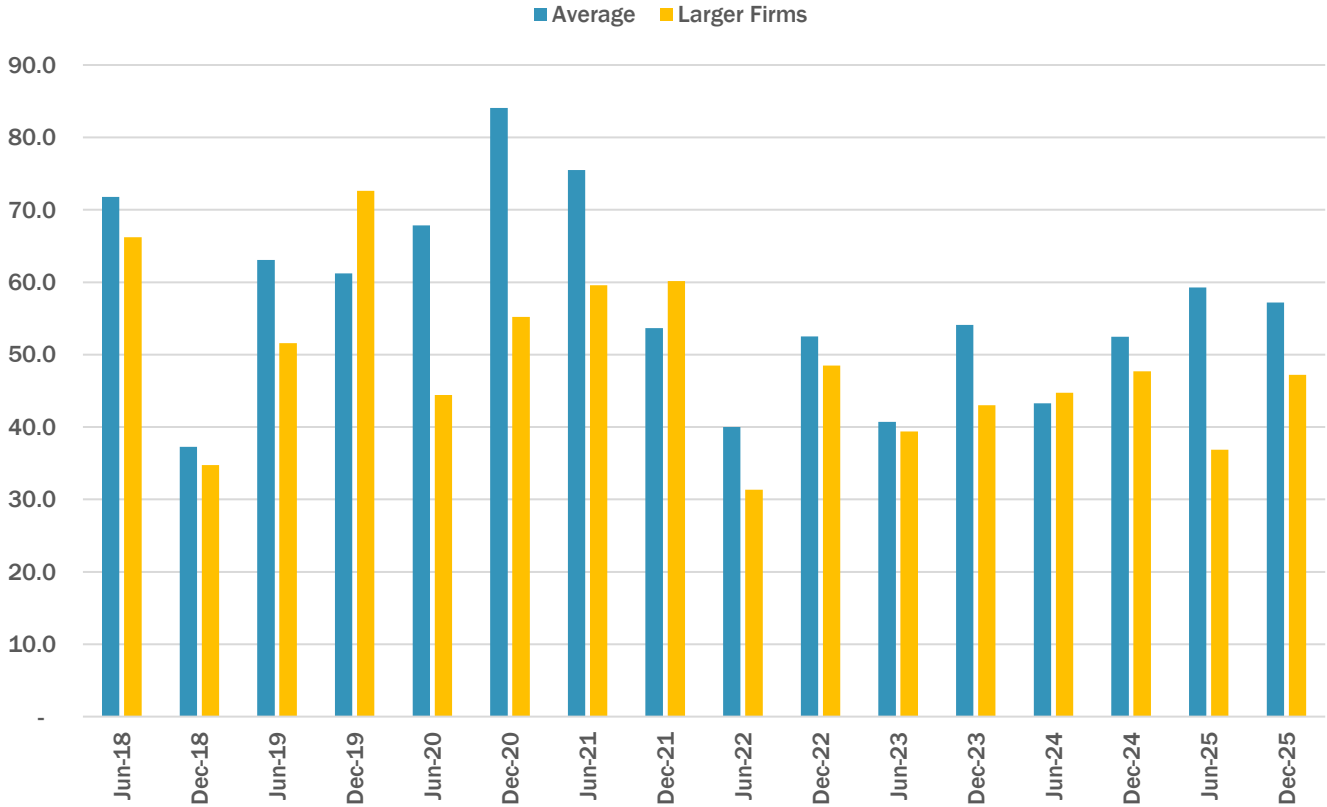


BENCHMARKING INDICATORS WORK IN PROGRESS

A1.10 Indicate your **Work in Progress (WIP) (days)** for the past six months by using the following formula:
 Work in Progress (days) = (WIP as at date of reporting / (Direct + Indirect Cost) x Reporting days

■ Jun-24 ■ Dec-24 ■ Jun-25 ■ Dec-25

Work in Progress



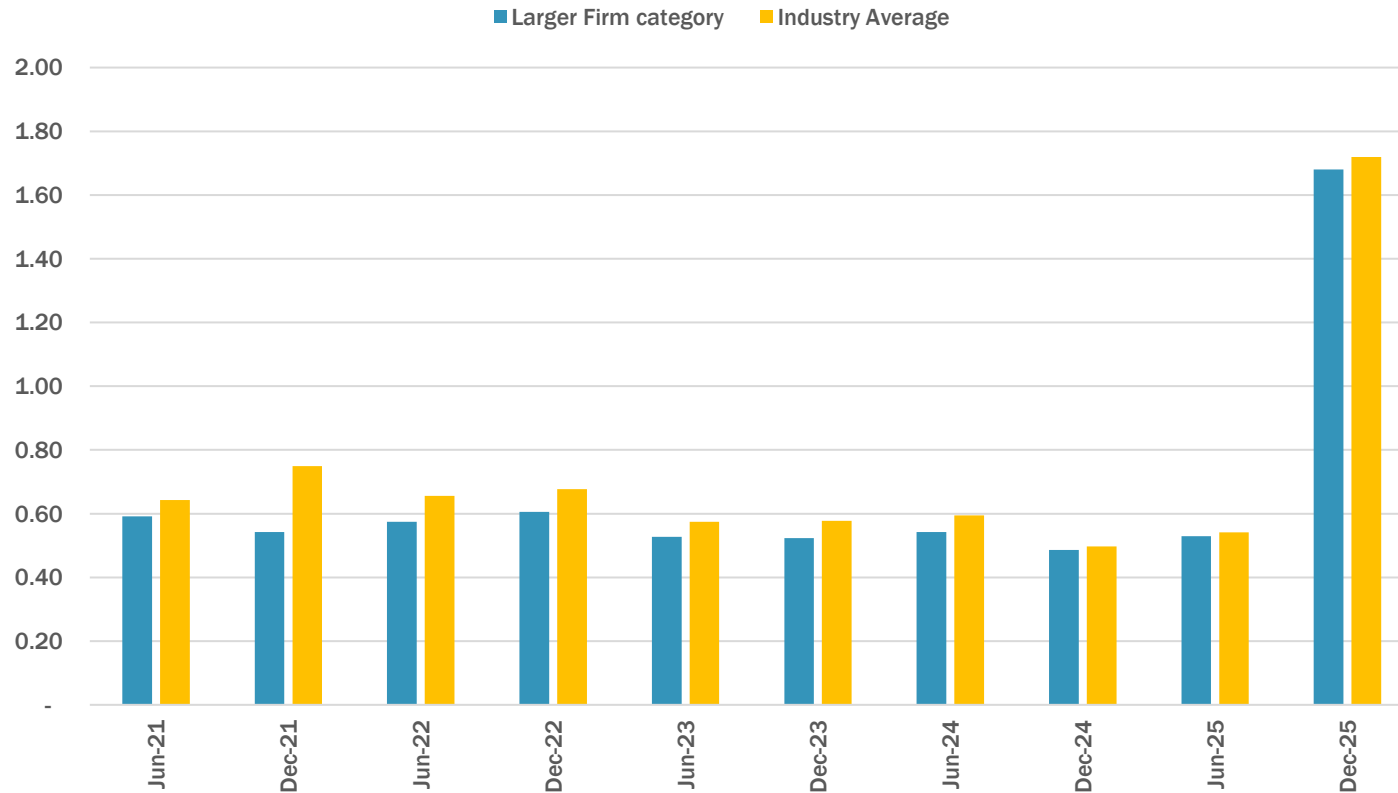
BENCHMARKING INDICATORS

BREAK EVEN REVENUE

A break-even ratio of below 1.0 suggests a company is making insufficient revenue to break even, while a ratio above 1.0 suggests the company is making sufficient revenue to break even (and more). This new question was added to the survey in the previous edition, and as such trend lines are not yet available.

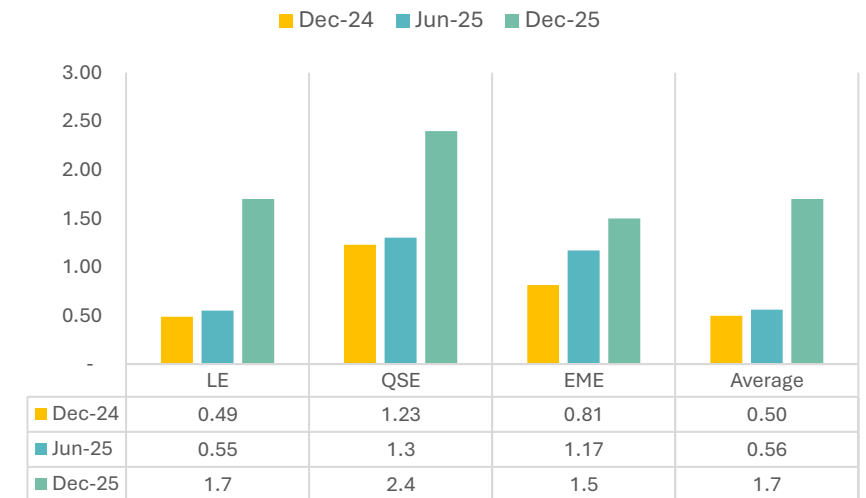
A1.11 Indicate your **Break-even revenue (in Rands)** for the past six months by using the following formula: Break even revenue = (Operating expenses/ Gross profit margin %)

Average Break Even Ratio



- Break even ratio's showed a notable improvement in the December 2025 survey. This improvement was broad based across all firm size categories.
- The average break-even revenue ratio for larger firms improved to 1,7 from 0,5, suggesting current earnings is well above break even.

Average Break Even Ratio by Firm Size Classification

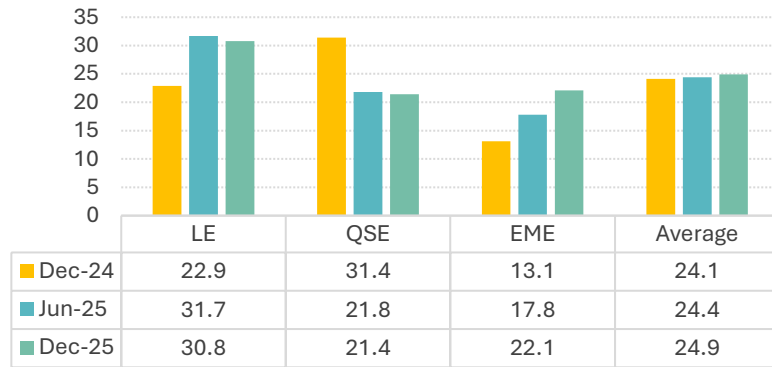


FINANCIAL INDICATORS

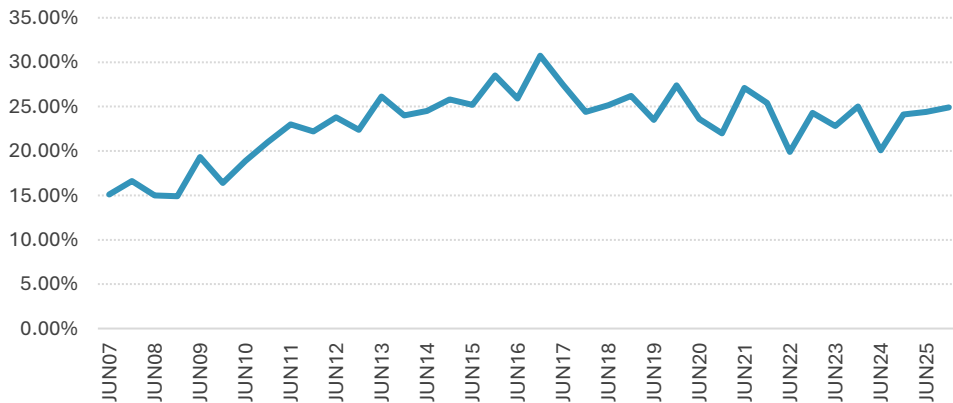
DISCOUNTING

A1.13 What is the prevailing discount being offered in a tendering situation to clients by your firm, benchmarked against the ECSA Guideline Fee Scales?

Average Discounting Rate by Firm Size Classification

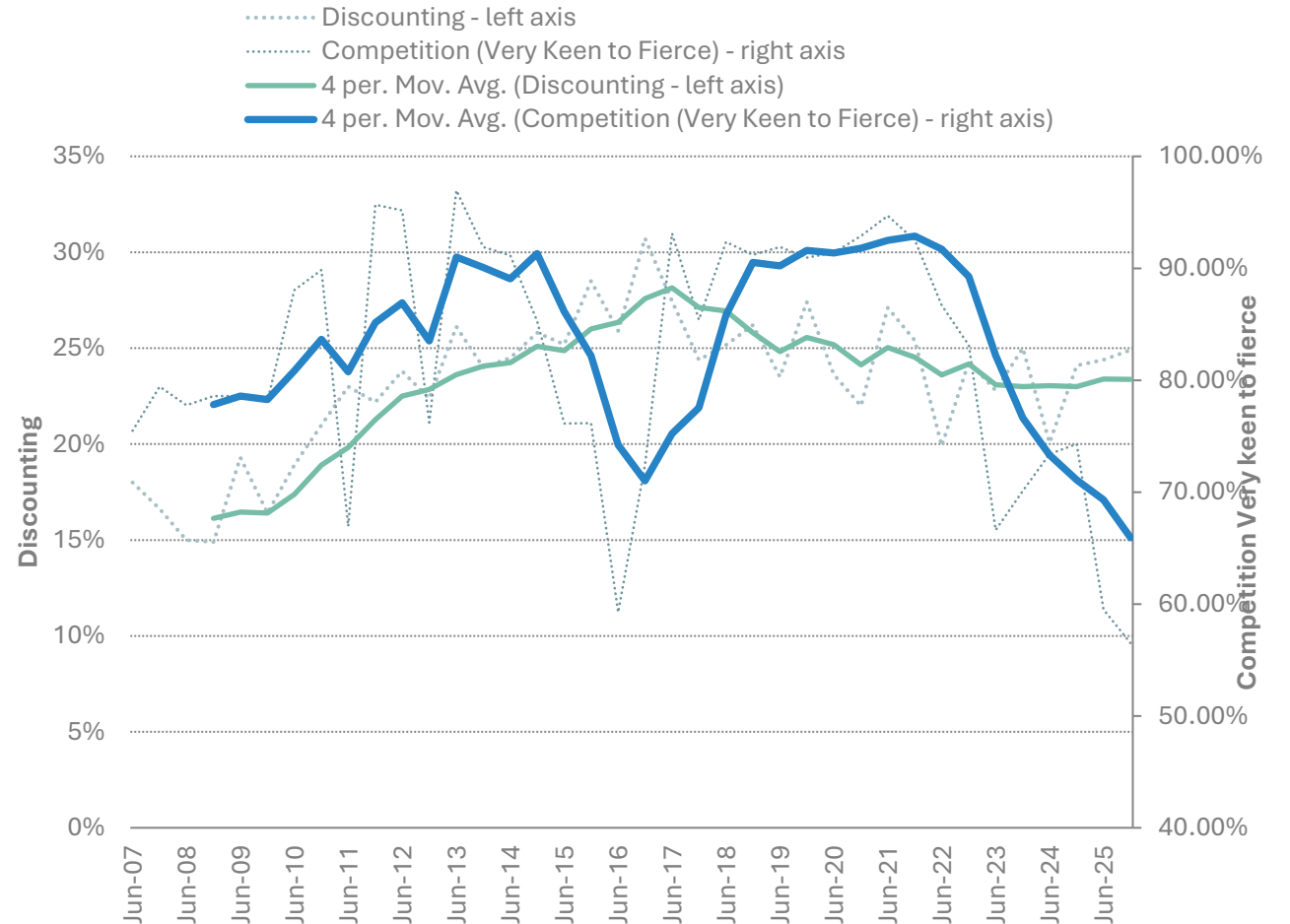


DISCOUNTING



Impact of competition on discounting

2 Year moving average (4-survey period)



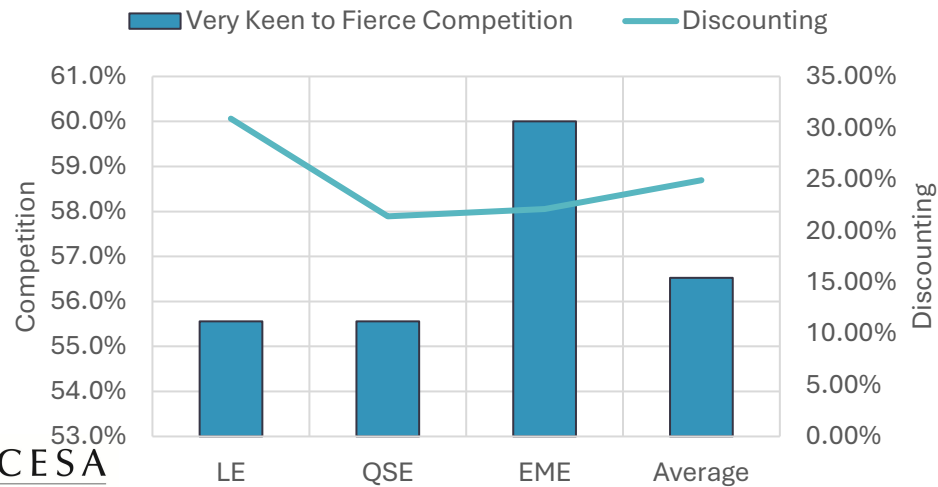
BUSINESS CYCLE INDICATORS

COMPETITION

D1.4 During the survey period **competition** for work was:
Very low, Low, Keen, Very Keen, Fierce

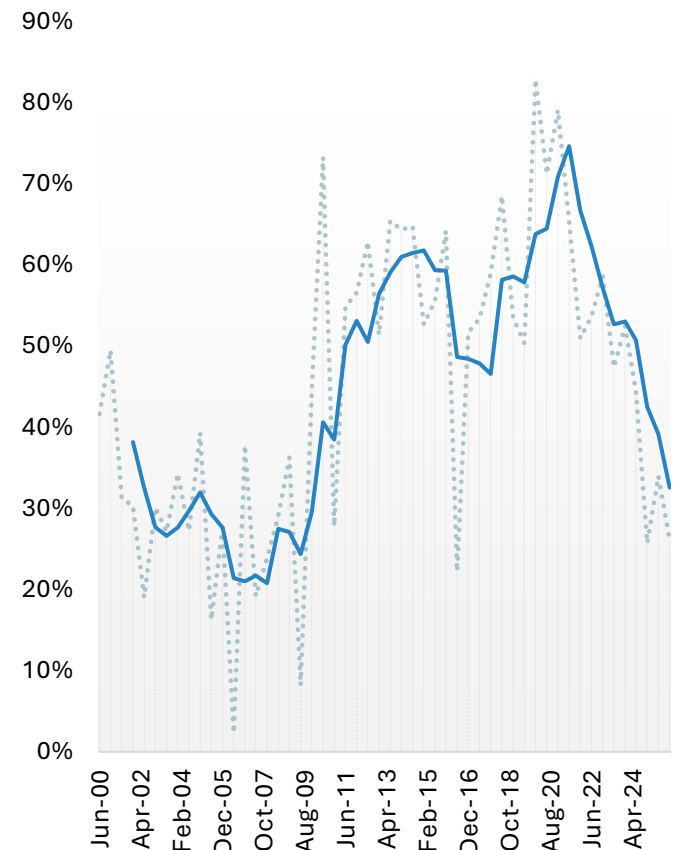
Current Survey	Very low	Low	Keen	Very Keen	Fierce	Very keen to Fierce
LE	0,0%	5,6%	38,9%	16,7%	38,9%	55.6%
QSE	0,0%	16,7%	27,8%	38,9%	16,7%	55.6%
EME	0,0%	0,0%	40,0%	40,0%	20,0%	60.0%
Industry Average (Unweighted)	0,0%	8,7%	34,8%	30,4%	26,1%	56.5%

Competition vs Discounting by Firm Size Classification



- Competition in tendering has gradually accelerated since 2018/19 (albeit quite volatile from survey to survey), but after peaking at 82 percent of firms stating competition as being “very keen to fierce”, (Dec-19), opinions slowed to an average of 68% in 2023, rising to 74 percent in 2024, before falling to 58 percent in 2025. Less than 30% percent of respondents reported fierce competition in the last six months of 2025.
- The intensity of competition experienced was similar across all firm size categories in the last six months of 2025 ranging between 56 percent and 60 percent reporting very keen to fierce competition.

Percentage of Respondents that reported "Fierce" Competition 2-Year moving average



Capacity, Discounting and Competition

Based on New Firm Size Categorisation

Firm Size Category	Capacity Utilisation of existing technical staff during the past 6 months	% of Respondents that expect capacity utilisation of technical staff to increase over the next 6 months	Average discount being offered by respondents in tendering situation to clients, benchmarked against the ECSA guideline fee scales	% of Respondents that reported Very Keen to FIERCE Competition for work during the first six months
LE	90.4%	31.6%	30.8%	55.6%
QSE	88.3%	16.7%	21.4%	55.6%
EME	76.1%	9.1%	22.1%	60.0%
Industry Average	84.9%	20.8%	24.9%	56.5%

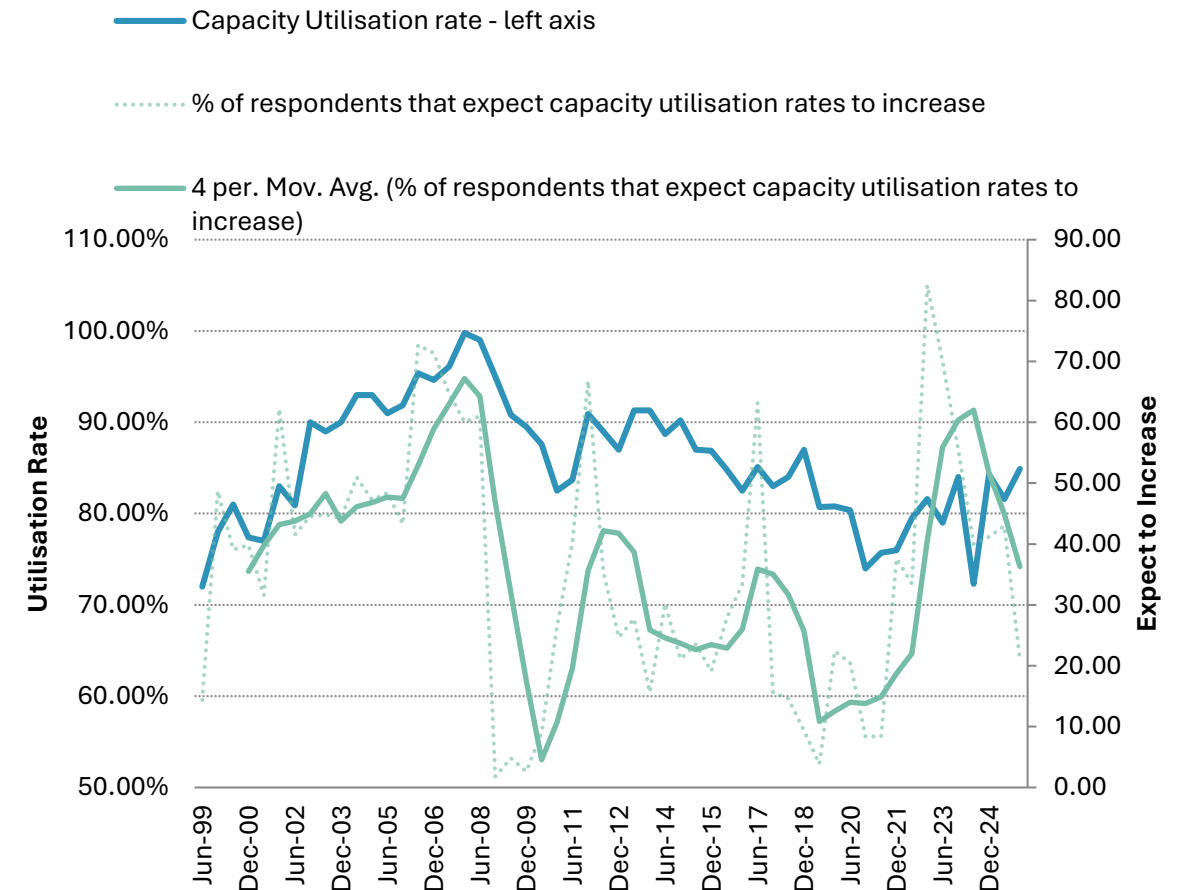
FINANCIAL INDICATORS

CAPACITY UTILISATION

A1.14/15 Capacity utilisation of existing technical staff during the past 6 months and how will it change over the next 6 months?

- Capacity utilisation of technical staff, steadily decreased from 2013 reaching a low of 76 percent in the 2nd half of 2020.
- Since then, utilisation has improved to above 80 percent, in the last two surveys, reaching 84.9 percent in the last six months of 2025, slightly up from the 81.6 percent reported in the first six months.
- On average less than 30 percent of respondents expect utilization to increase in the next 6 months (21 percent), with a higher 73 percent expecting no change, up from 54 percent. Around 6 percent expect pressure on capacity, up from 2 percent in the previous survey.
- LE's operated at the highest capacity levels (90 percent), with 32 percent of firms expect utilization levels to increase further from the reported 50 percent in the first six months of 2025.
- Less than 10 percent of EME's expect levels to improve, down from 25 percent, with the majority (91 percent) expecting no change.
- Fewer QSE firms (17 percent) are also expecting higher capacity utilization levels, down from 50 percent in the June 2025 survey.

Capacity Utilisation Rate 2-Year moving average



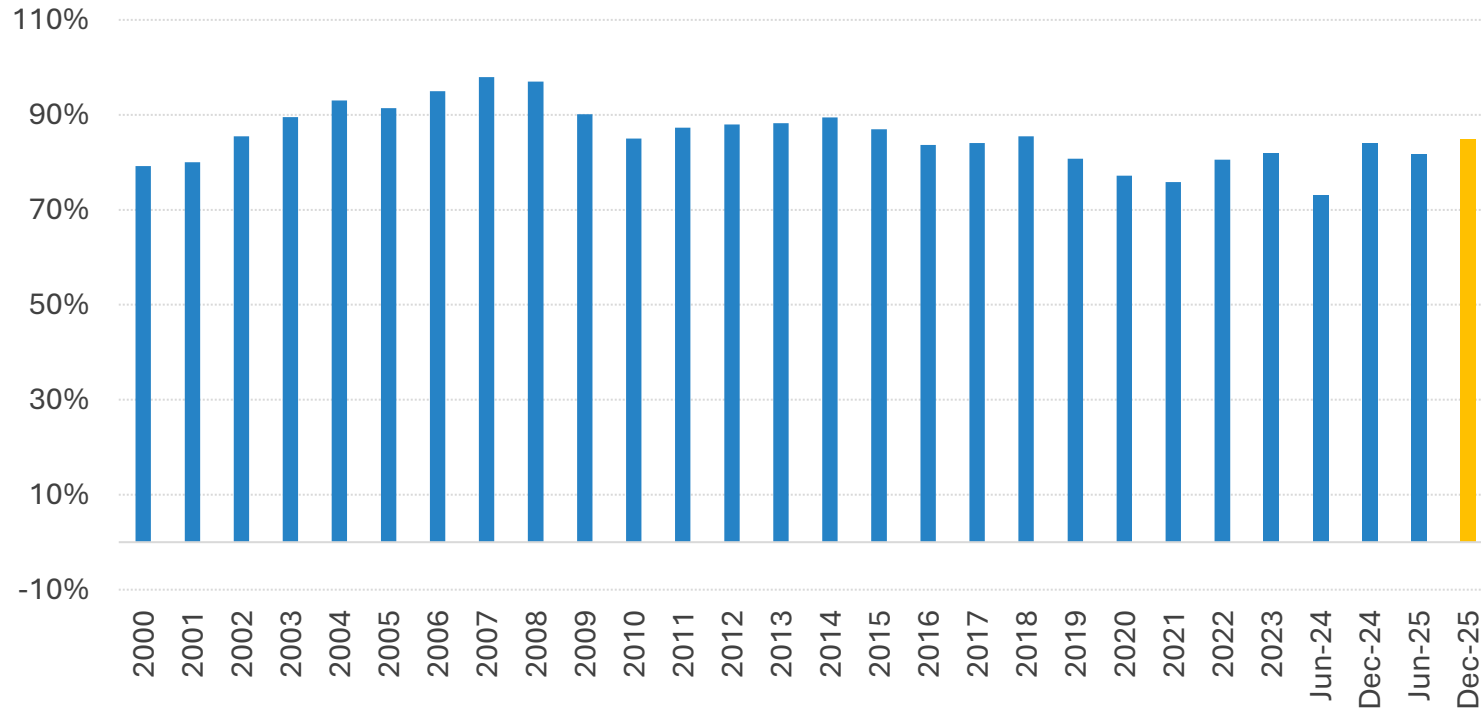
FINANCIAL INDICATORS

CAPACITY UTILISATION

A1.14/15 Capacity utilisation of existing technical staff during the past 6 months and how will it change over the next 6 months?

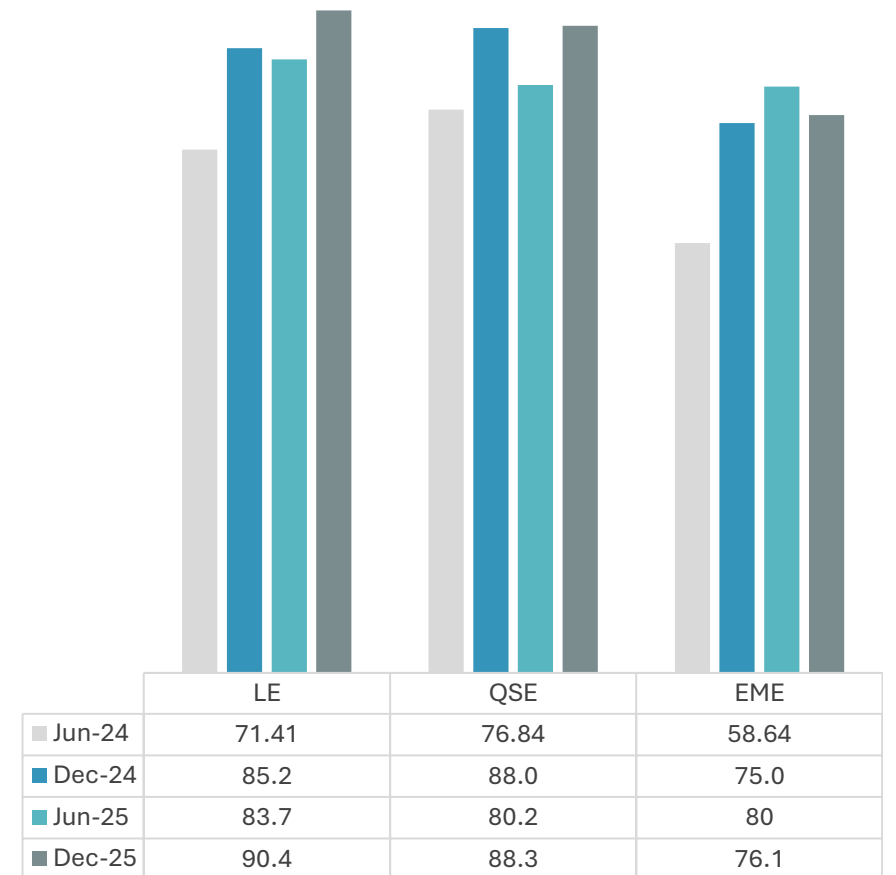
Capacity Utilisation

Annual Average



CURRENT VS PREVIOUS SURVEY

SUMMARY BY FIRM SIZE



FINANCIAL INDICATORS

MARKETING / FORECAST PIPELINE

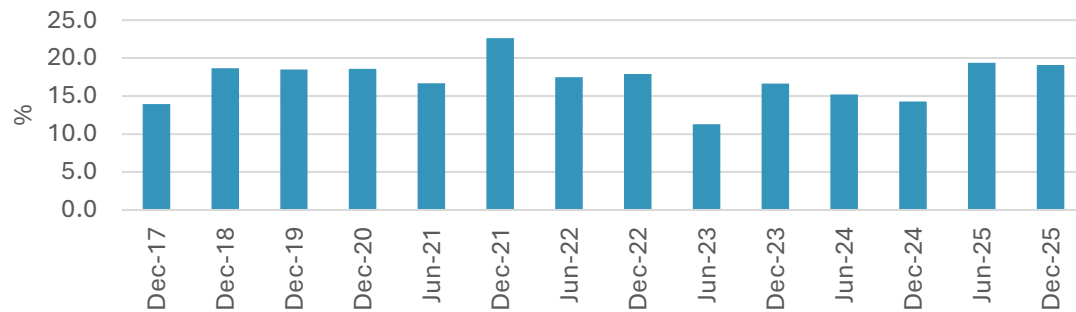
B1 .1 Indicate the hours (time) spent on marketing (including bidding and preparation of proposals) as a % of total hours worked

Marketing or proposal time booked

Standard hours – non project time

Marketing hours spent % of total hours worked

Industry average

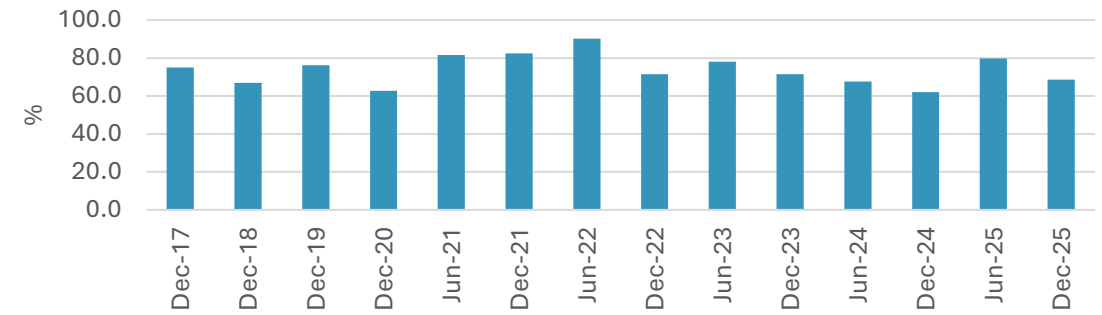


B1 .2 What is your forecast of pipeline work

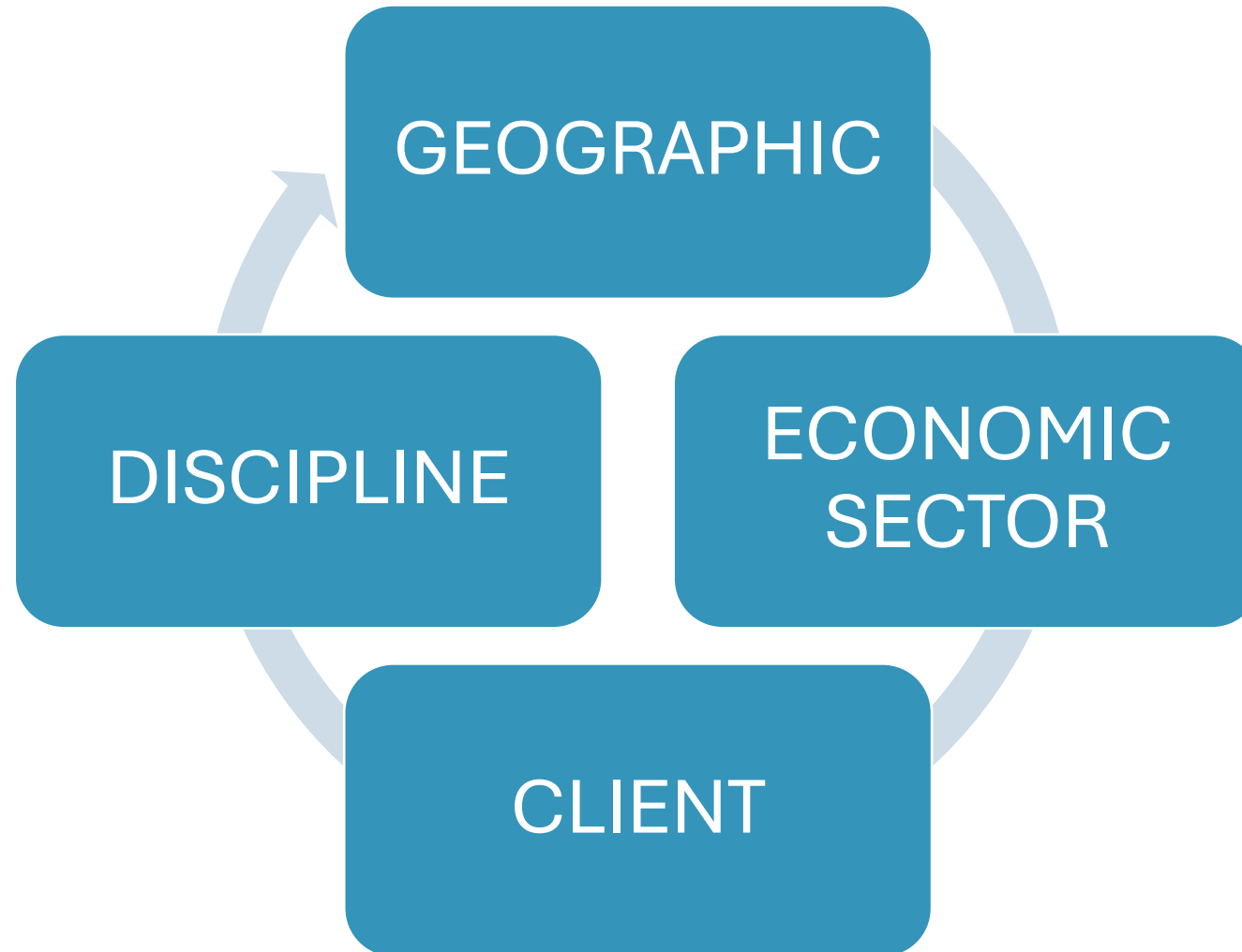
(Fee value secured appointments at END of reporting period / fee value of secured at START of reporting period) *100

Forecast of Pipeline Work

Industry average



SALIENT FEATURES



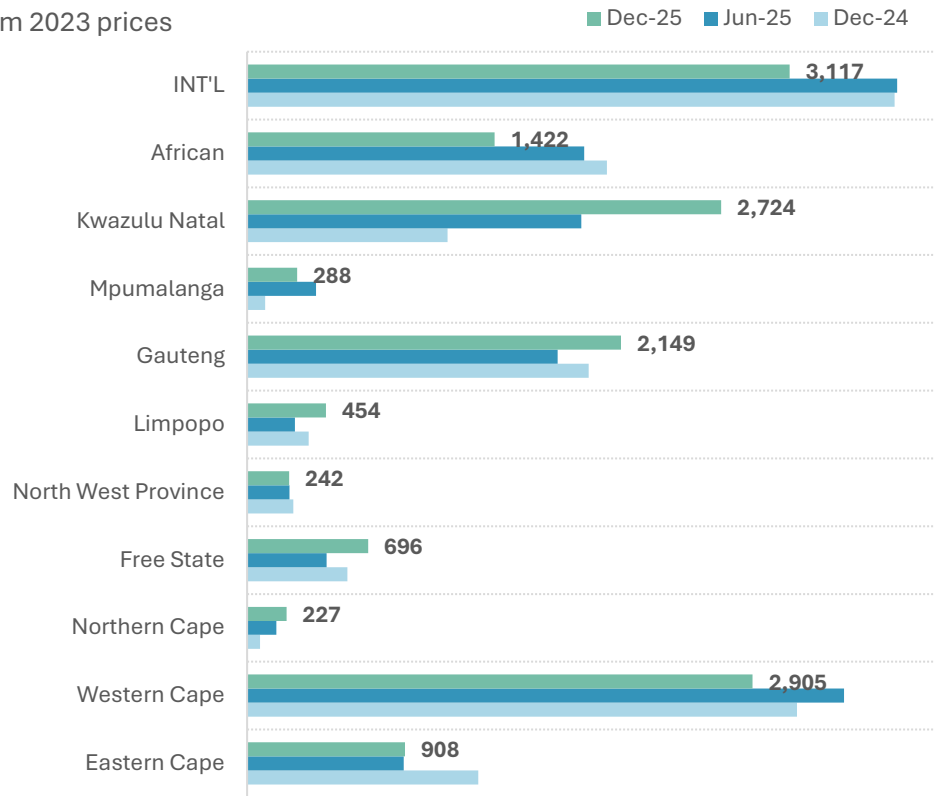
SALIENT FEATURES

GEOGRAPHIC DISTRIBUTION

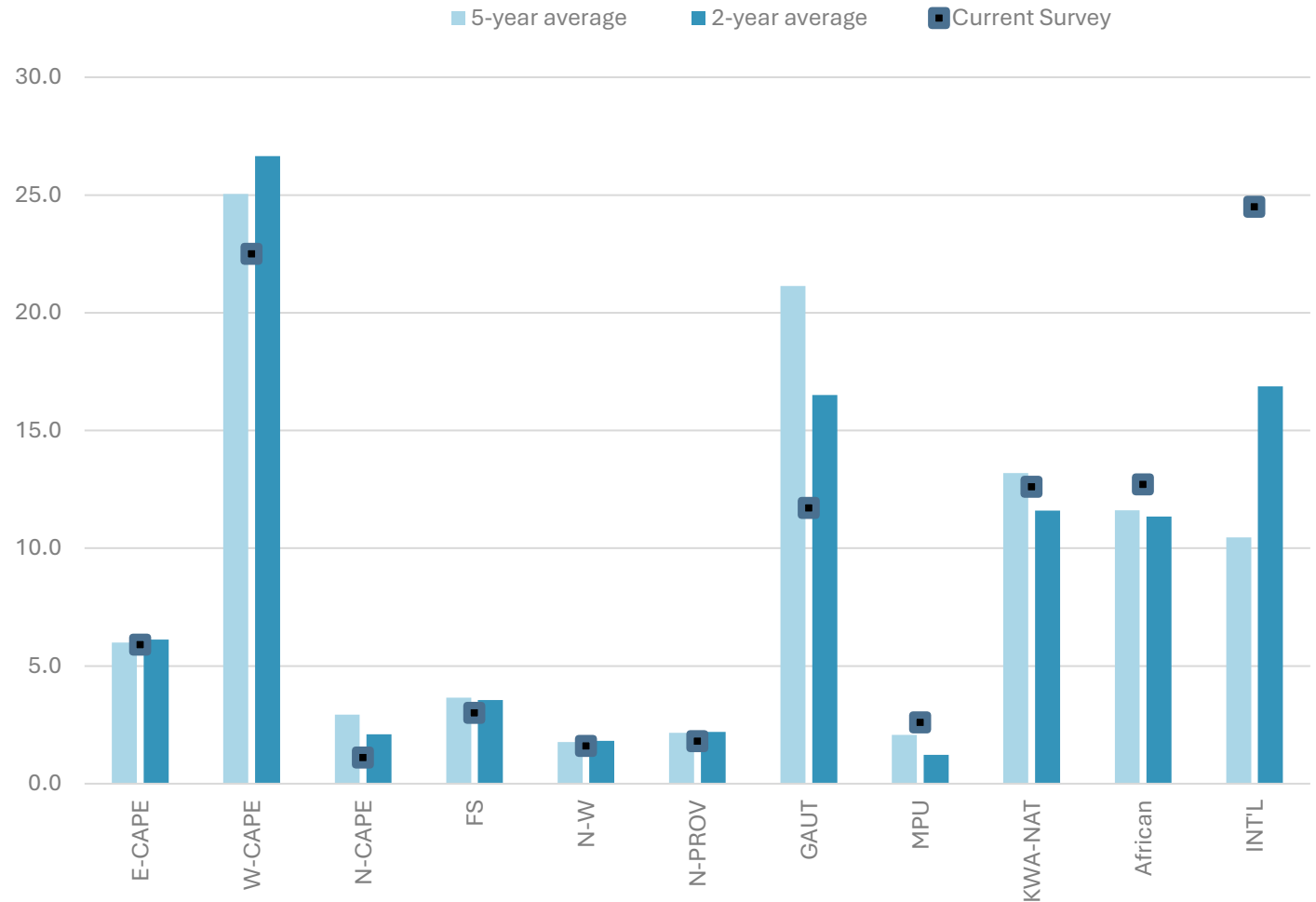
C1.1 Income distribution per area, during the past 6 months (note: the **location of the project** defines where income is earned)

Estimated Fee Earnings

Rm 2023 prices



Provincial Distribution of Fee Earnings: Percentage of Total Earnings

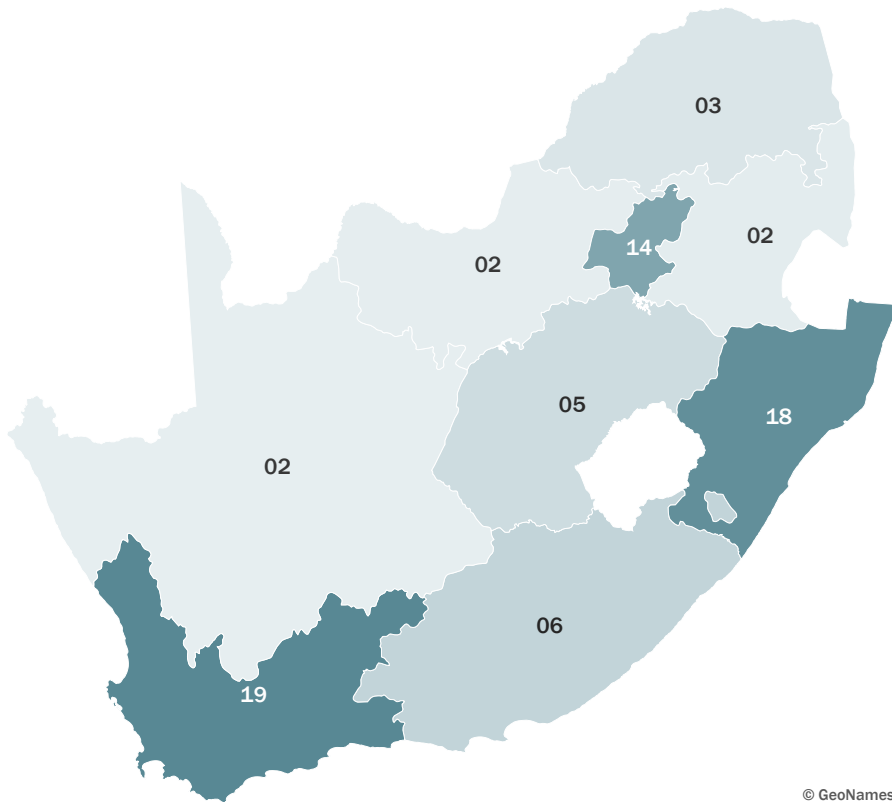


SALIENT FEATURES

GEOGRAPHIC DISTRIBUTION

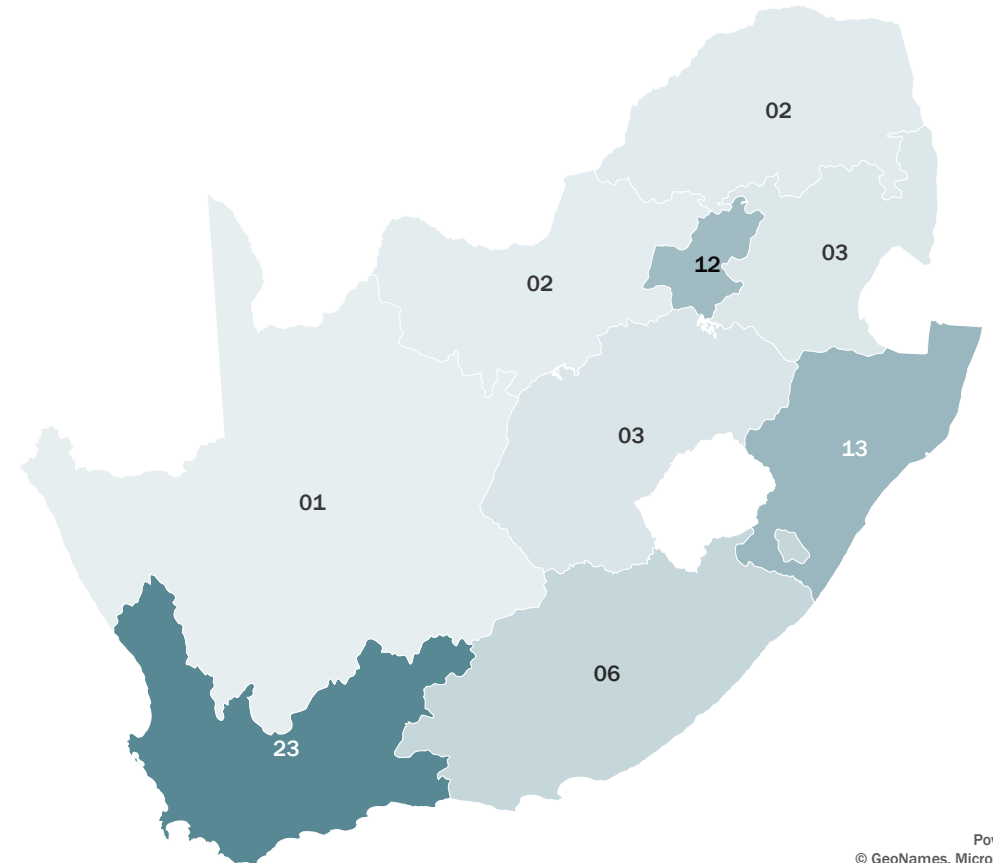
C1.1 Income distribution per area, during the past 6 months (note: the **location of the project** defines where income is earned)

Fee Earnings Distribution (%)
Jul - Dec 2025



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Fee Earnings Distribution (%)
Jan - Jun 2025



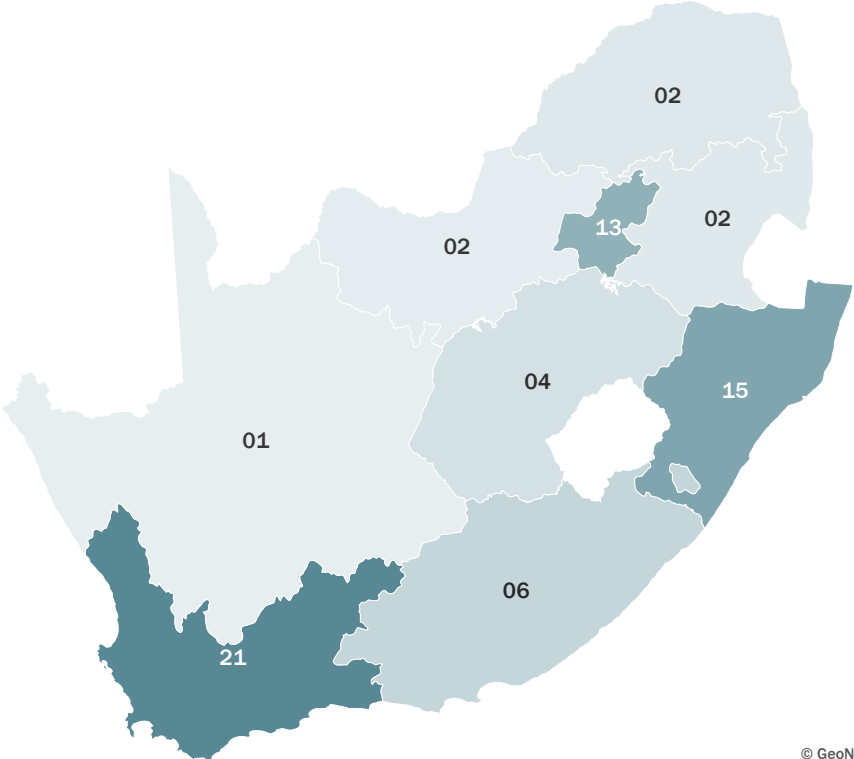
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SALIENT FEATURES

GEOGRAPHIC DISTRIBUTION

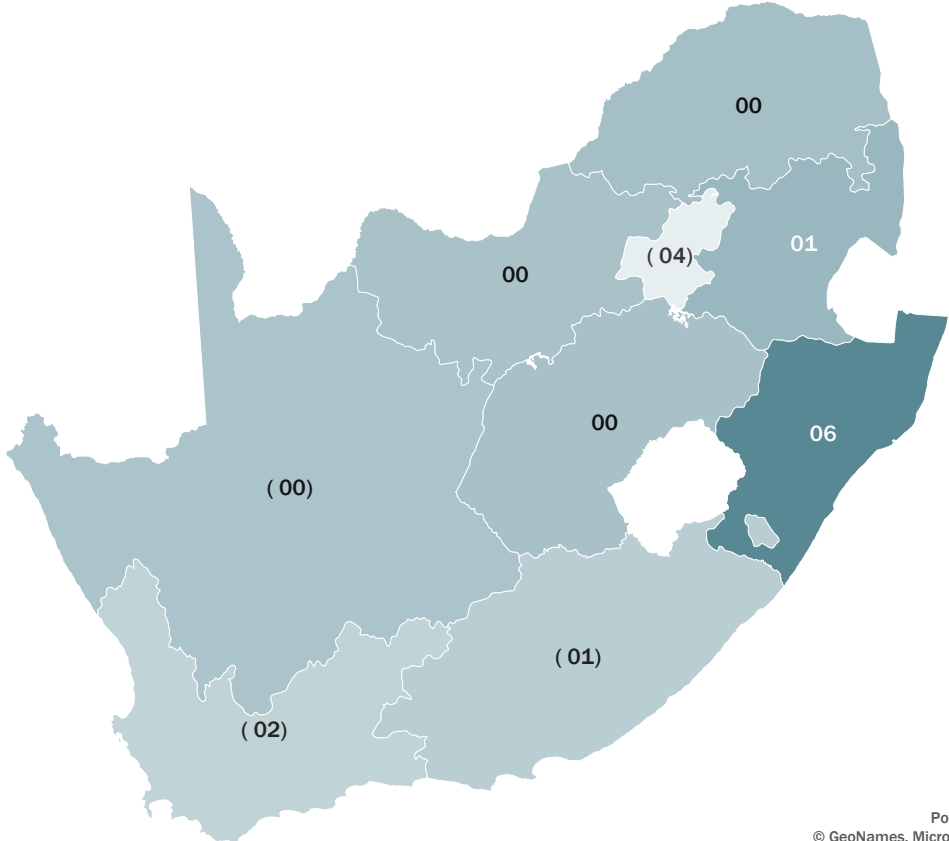
C1.1 Income distribution per area, during the past 6 months (note: the **location of the project** defines where income is earned)

Fee Earnings Distribution (%)
2025



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Change in Fee Earnings Distribution (%)
2025 vs 2024



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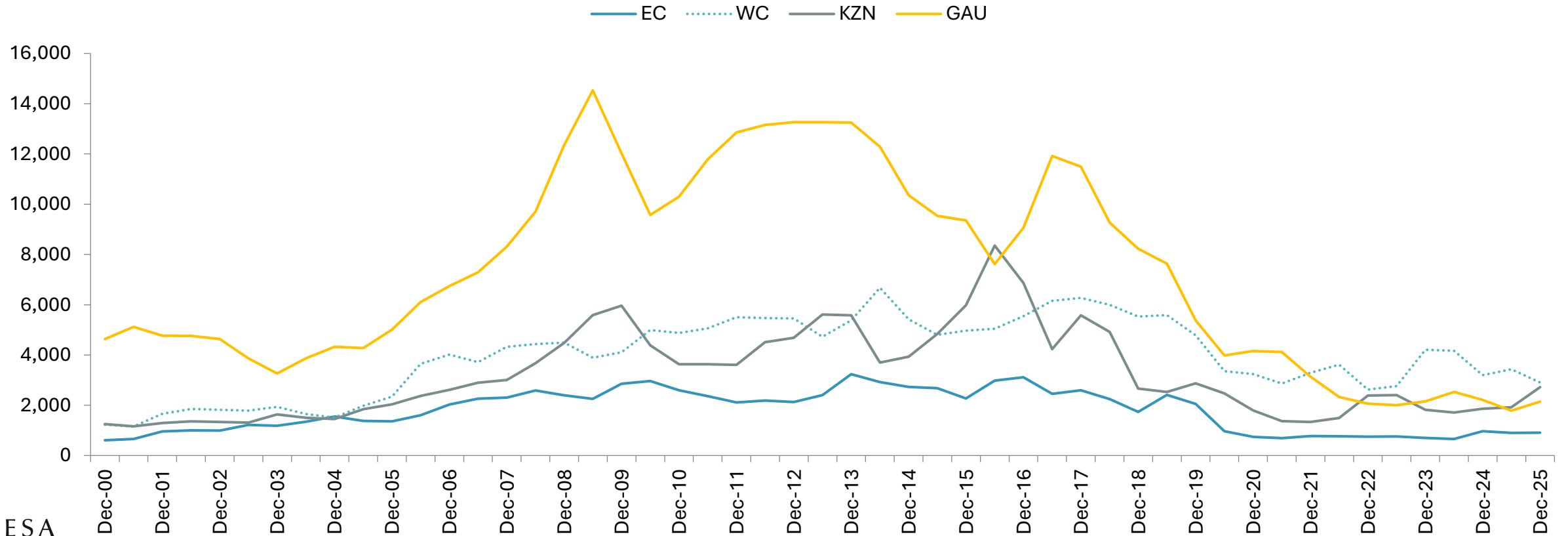
SALIENT FEATURES

GEOGRAPHIC DISTRIBUTION

C1.1 Income distribution per area, during the past 6 months (note: the location of the project defines where income is earned)

FEE EARNINGS: HIGH CAPACITY PROVINCES

Rm 2023 prices



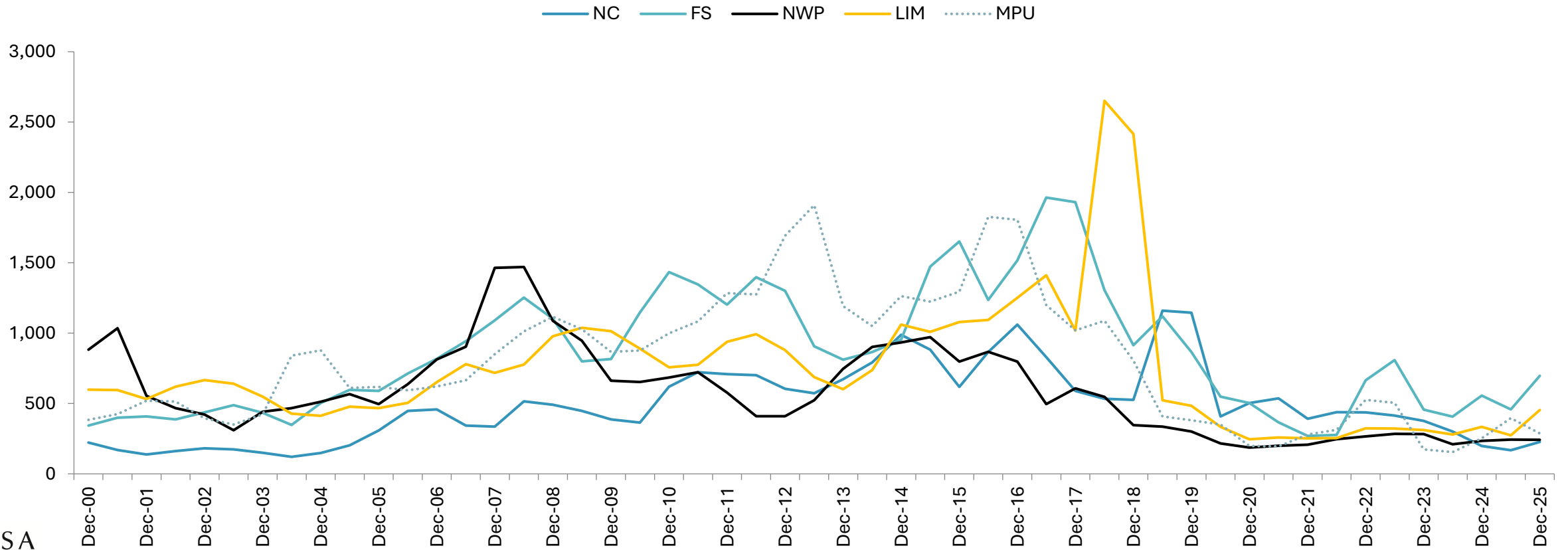
SALIENT FEATURES

GEOGRAPHIC DISTRIBUTION

C1.1 Income distribution per area, during the past 6 months (note: the location of the project defines where income is earned)

FEE EARNINGS - LOWER CAPACITY PROVINCES

Rm, Constant 2023 prices

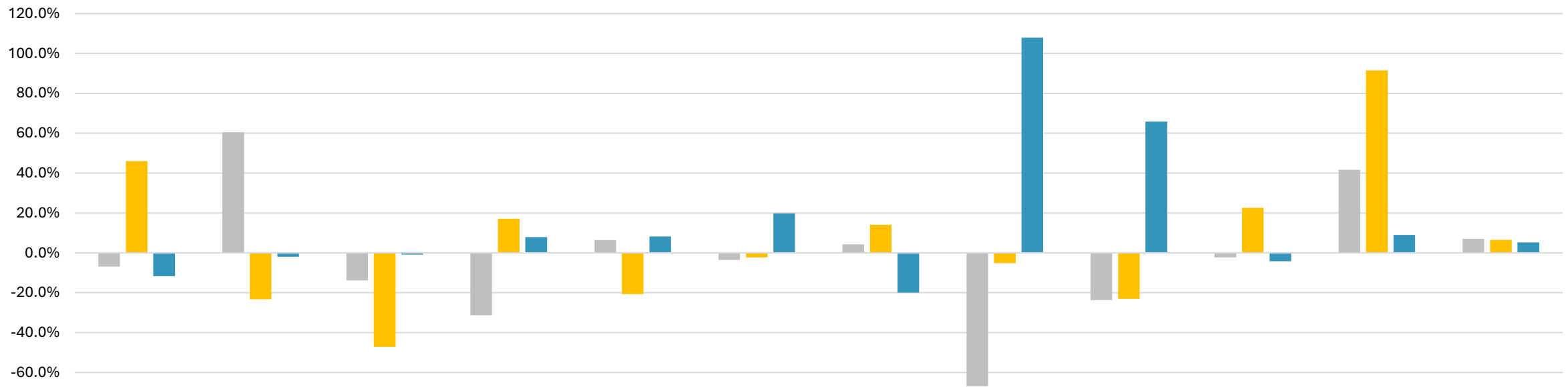


SALIENT FEATURES

GEOGRAPHIC DISTRIBUTION

C1.1 Income distribution per area, during the past 6 months (note: the **location of the project** defines where income is earned)

Average Annual Estimated Fee Earnings by Province / Region
Constant Prices: Y-Y Per.chg



	EC	WC	NC	FS	NW	LIM	GAU	MPU	KZN	African	Intl	Total Average
2023	-6.9%	60.5%	-13.9%	-31.3%	6.4%	-3.6%	4.2%	-67.0%	-23.7%	-2.3%	41.6%	7.0%
2024	46.0%	-23.2%	-47.1%	17.1%	-20.7%	-2.3%	14.1%	-5.2%	-23.0%	22.6%	91.6%	6.5%
2025	-11.8%	-1.9%	-0.9%	7.8%	8.2%	19.8%	-19.9%	107.9%	65.8%	-4.2%	9.0%	5.2%

SALIENT FEATURES

GEOGRAPHIC DISTRIBUTION

Distribution of Fee Earnings: Percentage
CURRENT SURVEY

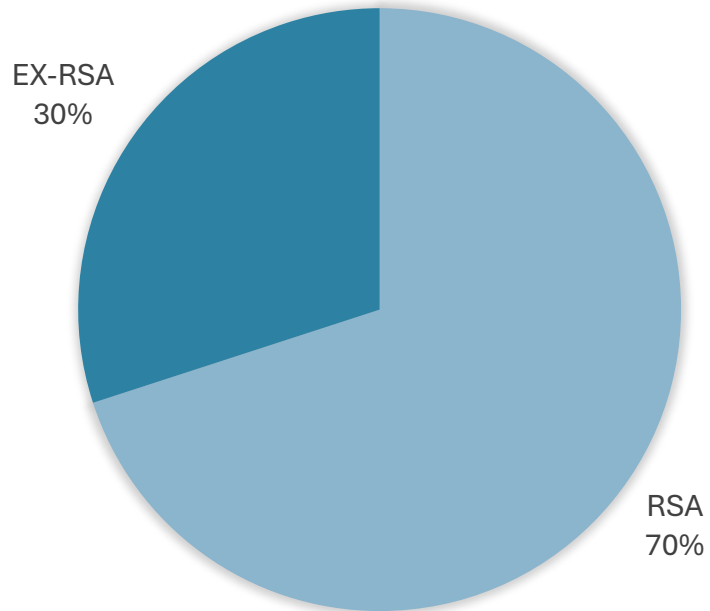
Percentage Distribution	Dec-19	Jun-20	Dec-20	Jun-21	Dec-21	Jun-22	Dec-22	Jun-23	Dec-23	Jun-24	Dec-24	Jun-25	Dec-25	5 Year Average 2020-2024	2 Year Average 2023-2024
Eastern Cape	6.7	6.3	4.5	6.5	6.2	6.3	5.6	6.10	4.3	5.10	9.0	5.9	6.0	6.0	6.1
Western Cape	23.0	22.3	25.8	19.7	34.6	24.5	16.9	25.7	36.1	23.40	21.4	22.5	19.2	25.0	26.7
Northern Cape	3.0	2.5	5.1	3.4	3.0	4.1	2.8	3.6	2.0	2.30	0.5	1.1	1.5	2.9	2.1
Free State	3.5	3.9	3.5	2.3	2.1	2.4	8.1	4.5	2.3	3.50	3.9	3.0	4.6	3.7	3.6
North West	1.6	1.3	1.5	1.7	1.7	2.3	1.9	2.5	1.7	1.30	1.8	1.6	1.6	1.8	1.8
Limpopo	2.5	2.0	1.6	2.5	1.6	2.5	2.6	2.4	2.2	1.80	2.4	1.8	3.0	2.2	2.2
Gauteng	26.0	27.8	34.0	31.3	19.7	18.2	14.4	16.6	15.20	20.90	13.3	11.7	14.2	21.1	16.5
Mpumalanga	3.0	1.7	1.2	1.9	2.7	2.4	5.9	2.0	0.6	1.60	0.7	2.6	1.9	2.1	1.2
Kwazulu Natal	16.8	16.5	9.6	12.1	9.7	14.5	23.2	14.2	12.7	11.70	7.8	12.6	18.0	13.2	11.6
South Africa Sub-Total	86.1	84.3	86.7	81.4	81.3	77.2	81.4	77.6	77.1	71.6	60.8	62.8	70.0	77.9	71.8
African	8.9	12.7	11.5	12.8	10.6	14.6	8.5	12.4	8.8	10.2	14.0	12.7	9.4	11.6	11.4
International	5.0	3.0	1.8	5.9	8.1	8.2	10.1	10.0	14.1	18.2	25.2	24.5	20.6	10.5	16.9
International Sub-Total	13.9	15.7	13.3	18.7	18.7	22.8	18.6	22.4	22.9	28.4	39.2	37.2	30.0	22.1	28.2
Total	100.0	100.0	100.0	100.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SALIENT FEATURES

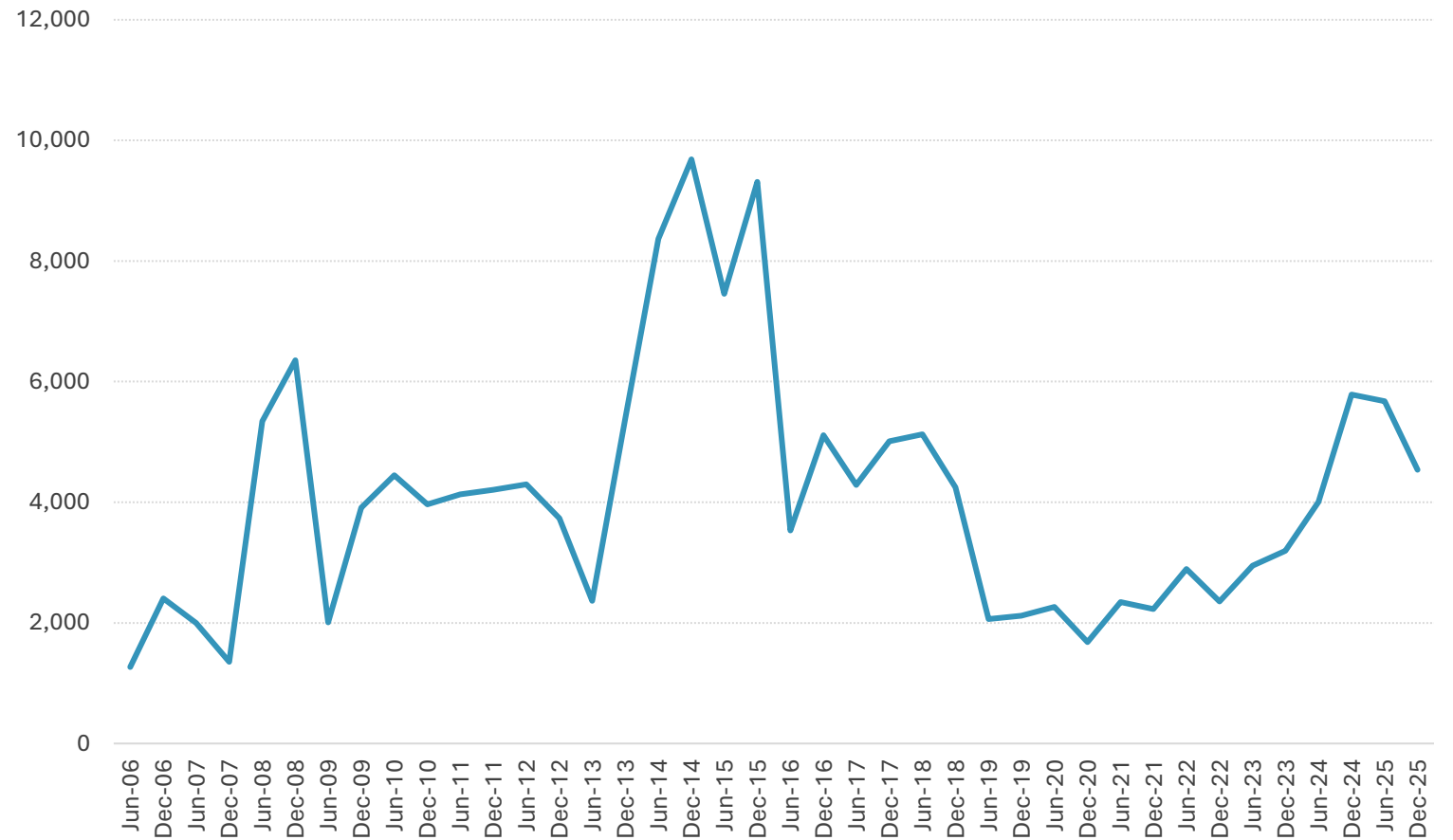
GEOGRAPHIC DISTRIBUTION

EX-RSA

JUL- DEC 2025
RM, CONSTANT 2023 PRICES



FEE EARNINGS: EX-RSA
Rm Constant 2023 prices



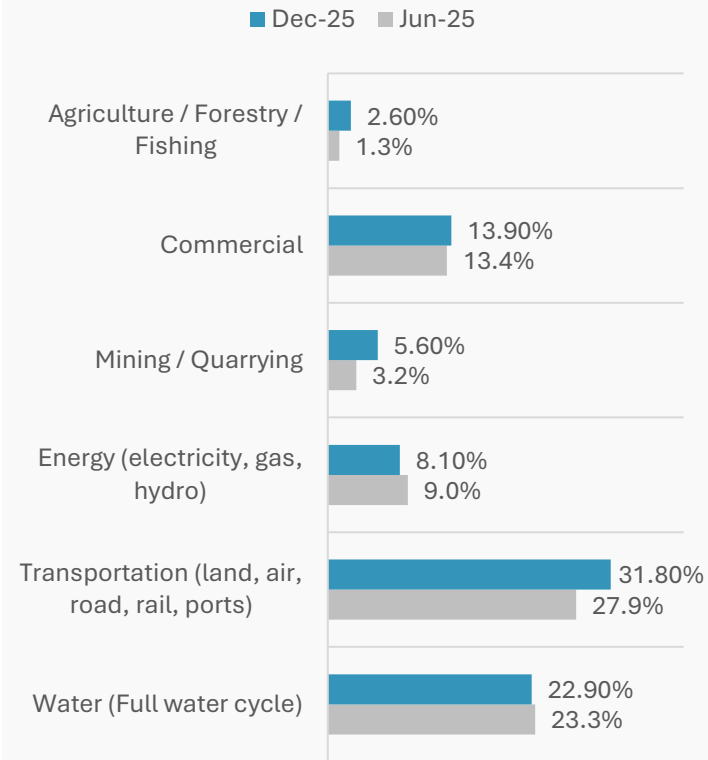
SALIENT FEATURES

SECTOR: ECONOMIC INFRASTRUCTURE

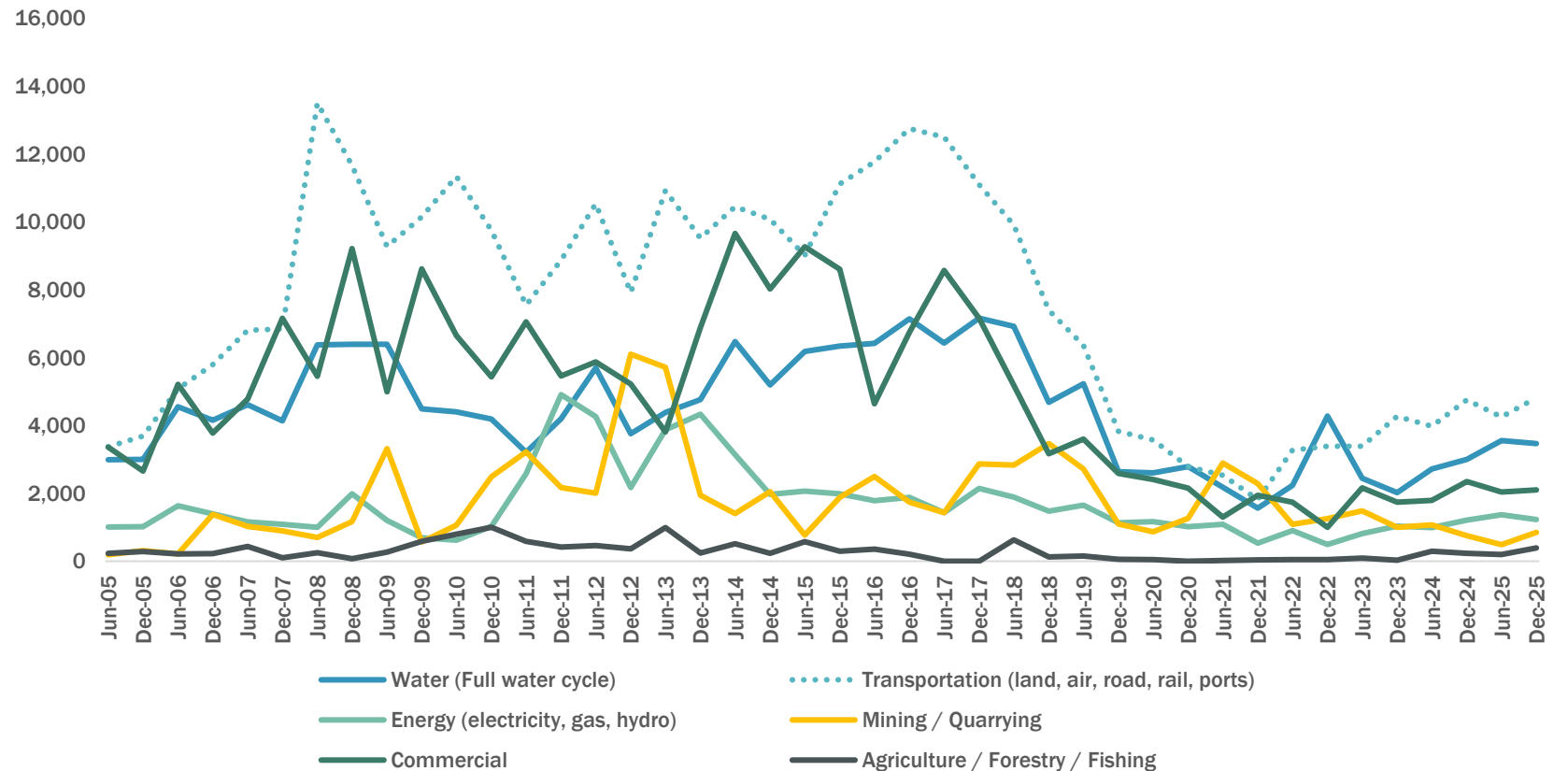
Water, Energy, Commercial, Transportation, Mining, Agriculture

C1 .2 Fee Income distribution per economic sector, during the past 6 months:

Distribution of fee earnings: Percentage



Fee Earnings by Sector: Related to Economic Infrastructure Rm Constant 2023 prices (Annual moving average)



Note: The above economic sectors include all infrastructure associated within that sector including expenditure related to soft issues, feasibility studies etc.

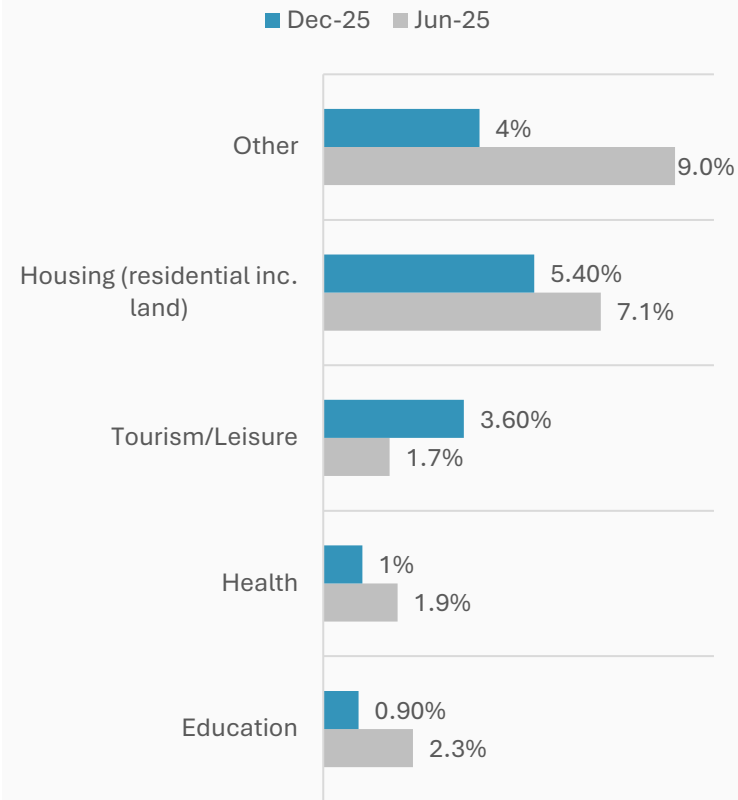
SALIENT FEATURES

SECTOR: SOCIAL INFRASTRUCTURE

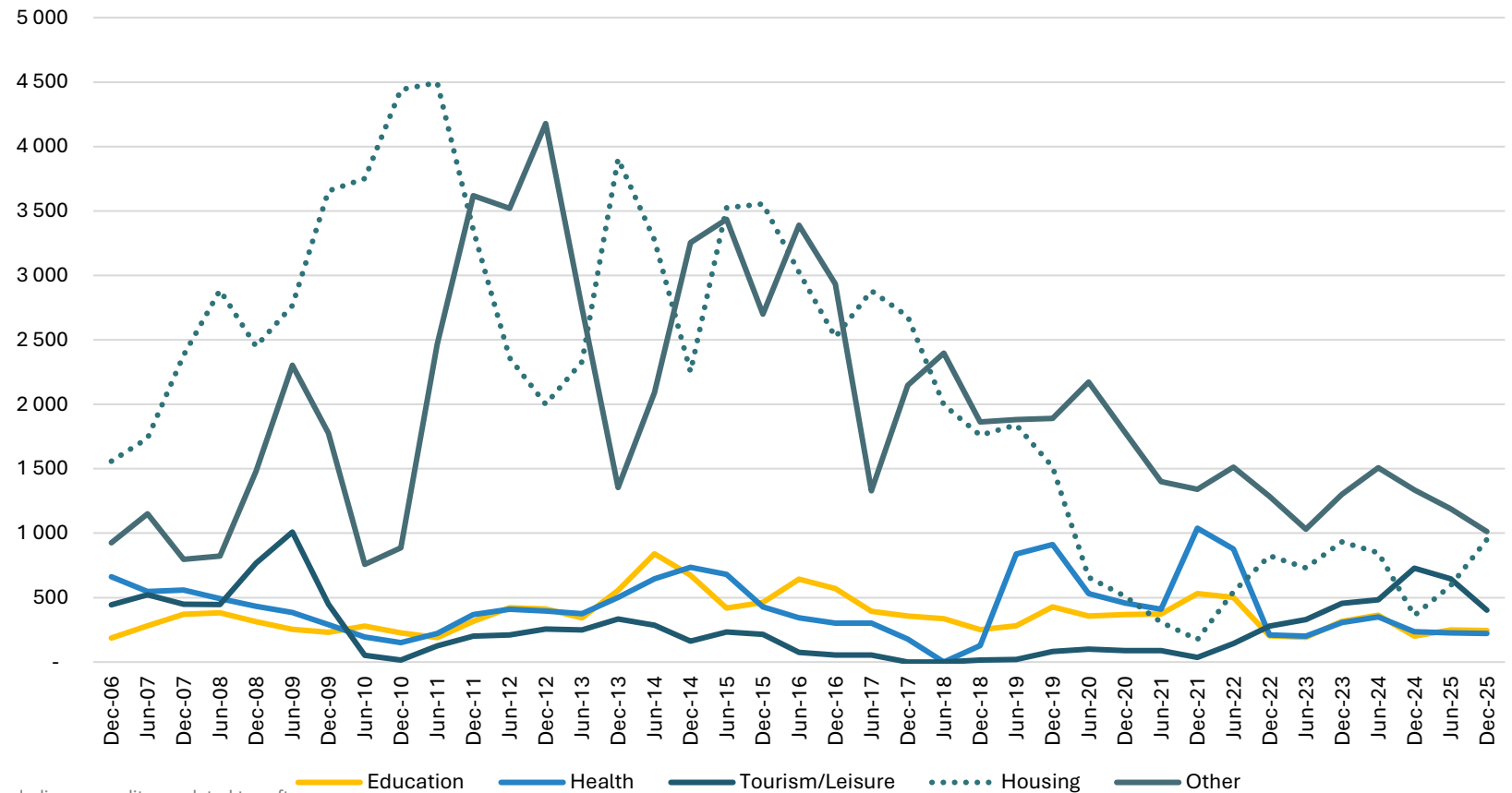
Education, Health, Tourism, Housing, other

C1 .2 Fee Income distribution per economic sector, during the past 6 months:

Distribution of fee earnings: Percentage



Fee Earnings by Sector: Related to Social Infrastructure
Rm Constant 2023 prices (Annual moving average)



Note: The above economic sectors include all infrastructure associated within that sector including expenditure related to soft

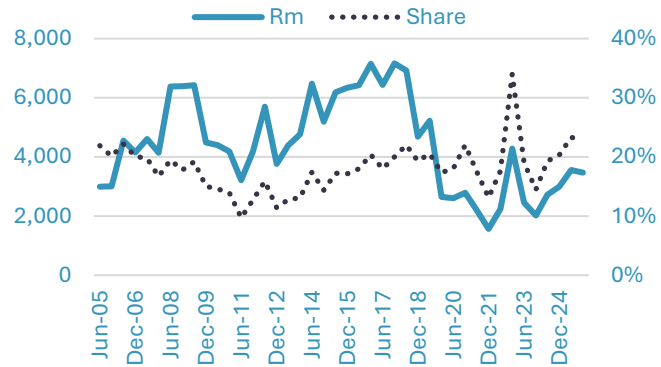
SALIENT FEATURES

KEY ECONOMIC SECTORS

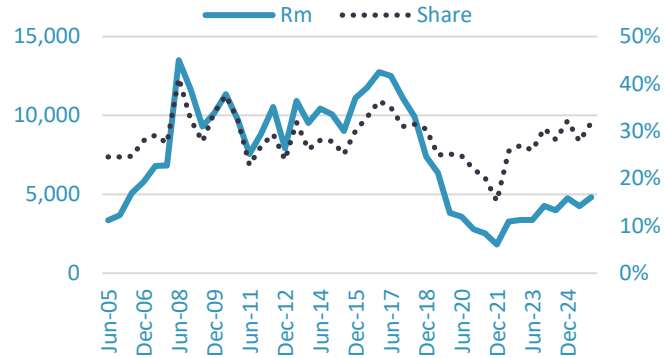
Distribution of Fee Earnings: Rm Constant 2023 prices

Note: The above economic sectors include all infrastructure associated within that sector including expenditure related to soft issues, feasibility studies etc.

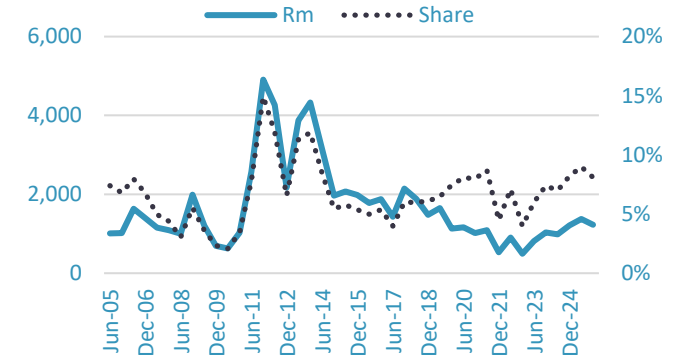
WATER (Full Cycle)



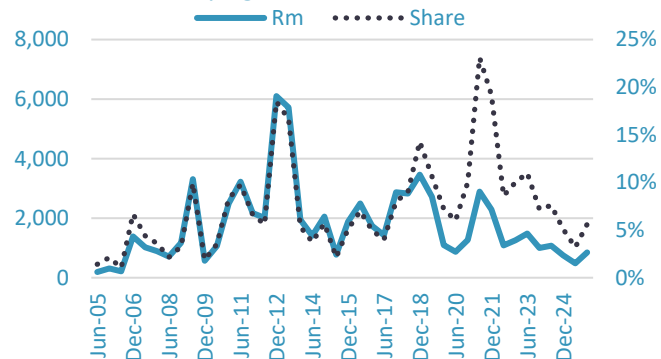
TRANSPORTATION



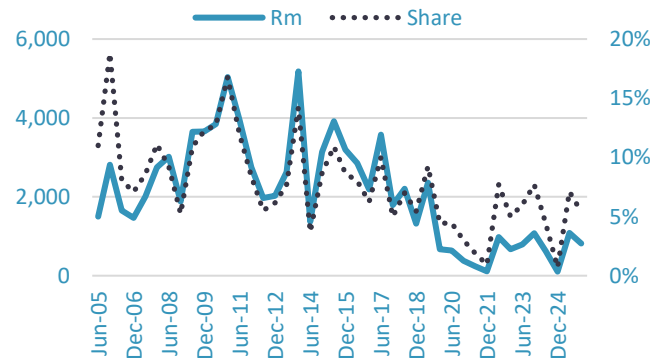
ENERGY



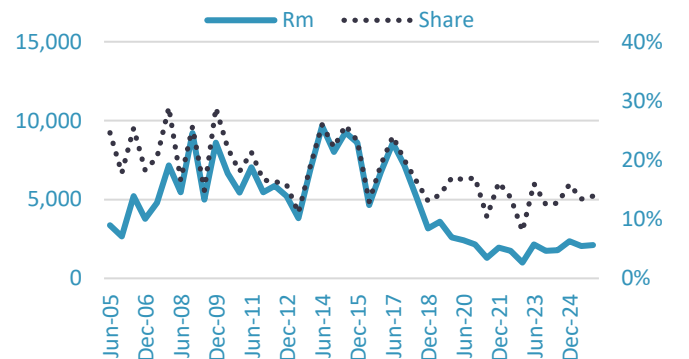
MINING & Quarrying



HOUSING



COMMERCIAL



SECTOR	Dec-24	Jun-25	Dec-25	5-year average 2020 - 2024	2-year average 2023- 2024	Deviation 5-year	Deviation 2-year	Deviation last six months
Water (Full water cycle)	20.3%	23.3%	22,9%	19.5%	18.2%	3,4%	4,7%	-0,4%
Transportation (land, air, road, rail, ports)	32.2%	27.9%	31,8%	25.1%	29.2%	6,7%	2,6%	3,9%
Energy (electricity, gas, hydro)	8.2%	9.0%	8,1%	6.9%	7.2%	1,2%	0,9%	-0,9%
Mining / Quarrying	5.1%	3.2%	5,6%	10.8%	7.8%	-5,2%	-2,2%	2,4%
Education	1.0%	2.3%	0,9%	2.5%	1.9%	-1,6%	-1,0%	-1,4%
Health	1.1%	1.9%	1,0%	3.5%	2.0%	-2,5%	-1,0%	-0,9%
Tourism/Leisure	7.0%	1.7%	3,6%	2.3%	4.2%	1,3%	-0,6%	1,9%
Housing (residential inc. land)	0.7%	7.1%	5,4%	4.2%	4.7%	1,2%	0,7%	-1,7%
Commercial	15.9%	13.4%	13,9%	13.9%	14.4%	0,0%	-0,5%	0,5%
Agriculture / Forestry / Fishing	1.6%	1.3%	2,6%	0.6%	1.2%	2,0%	1,5%	1,3%
Other	20.3%	9.0%	4%	10.6%	9.5%	-6,2%	-5,1%	-4,5%
	100%	100%	100%					

FEE EARNINGS BY SECTOR

Distribution by fee earnings: Percentage

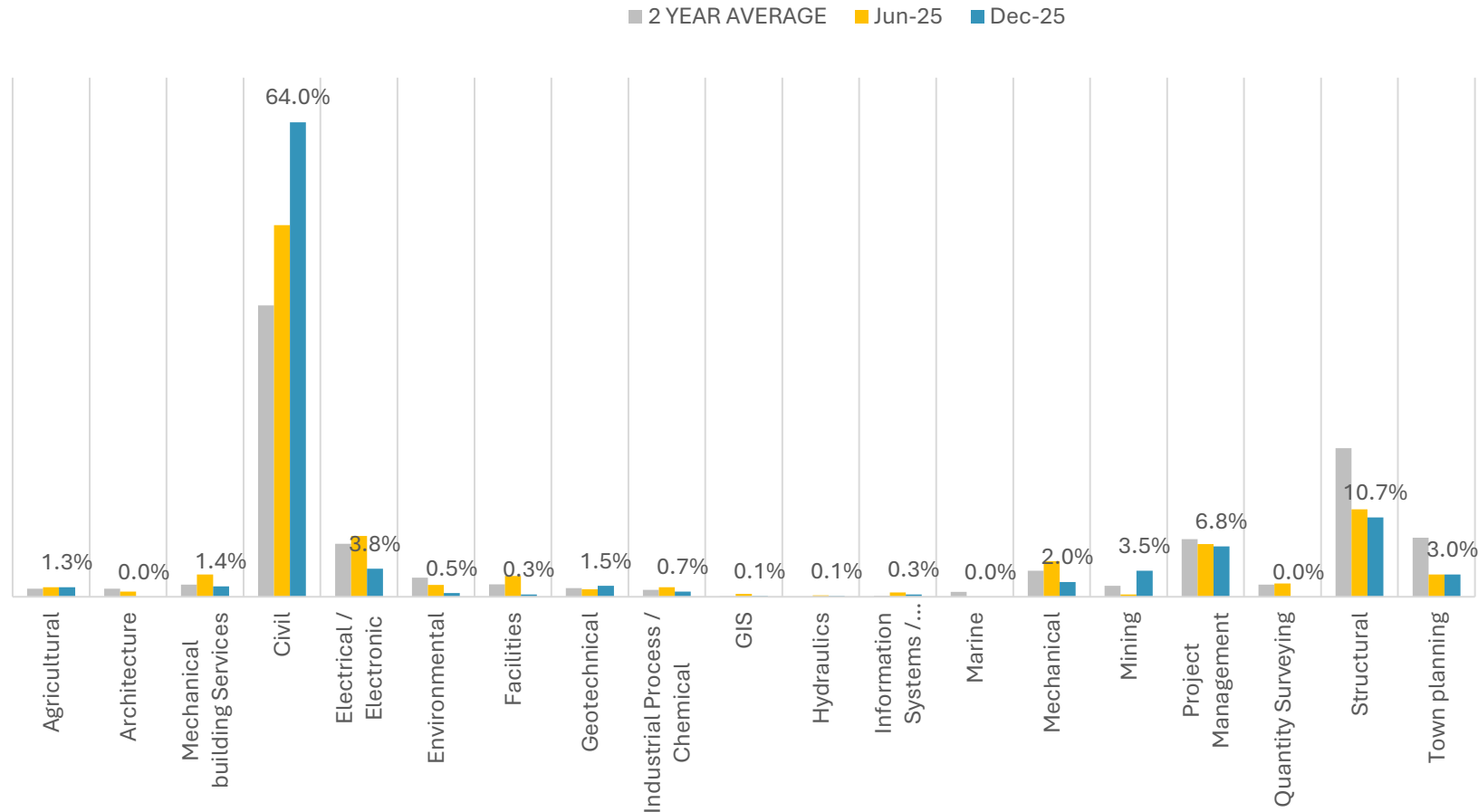
SALIENT FEATURES

TYPE OF WORK

Distribution of Fee Earnings: Percentage
CURRENT SURVEY

C1.3 Fee Income distribution by Type of work, during the past 6 months

Distribution of fee earnings: Percentage



- Fee earnings in civil works increased to 64 percent of total earnings in the last six months, up from 50 percent in the June 2025 survey. It remains the largest discipline. This is also where the biggest movement has come from for the last survey.

SALIENT FEATURES

TYPE OF WORK

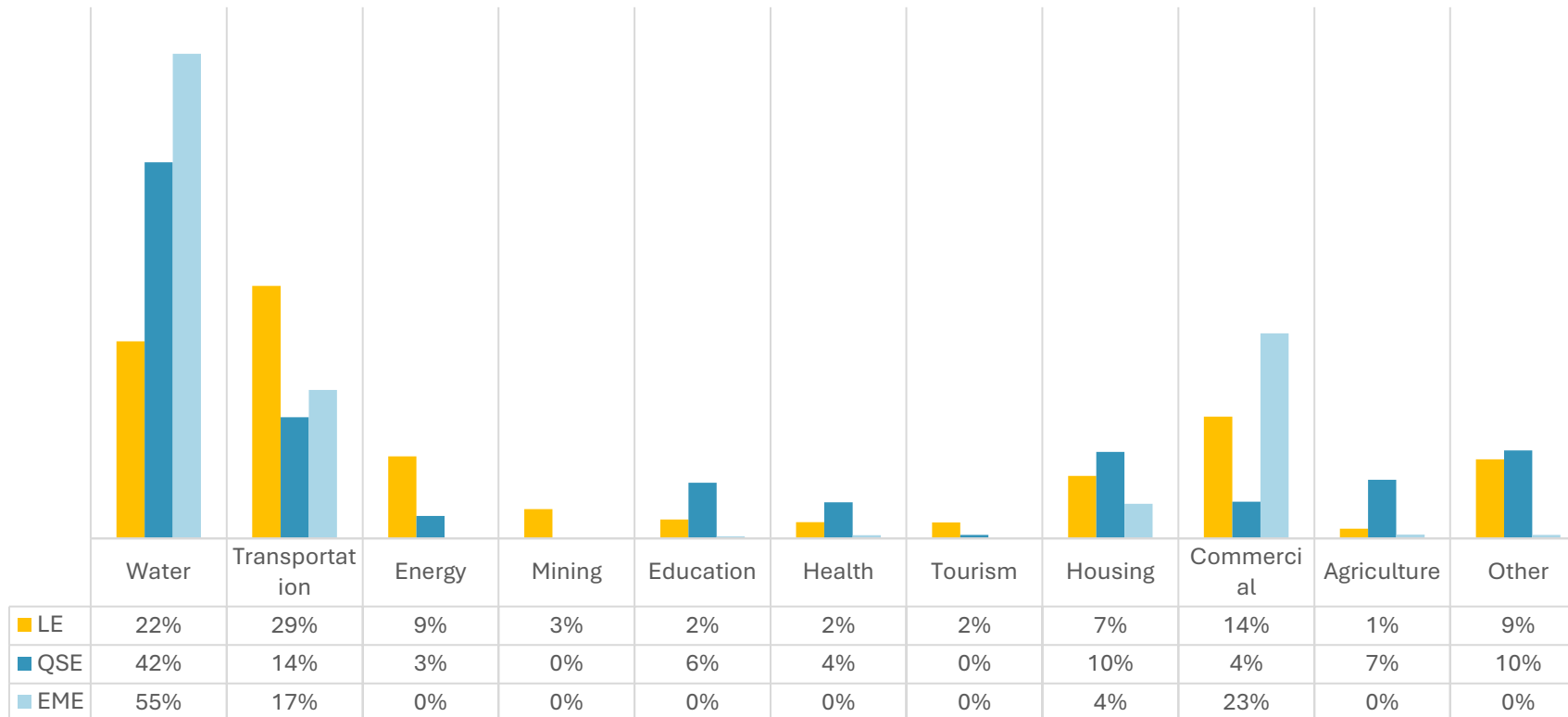
Distribution of Fee Earnings: Percentage
CURRENT SURVEY

C1.3 Fee Income distribution by Type of work, during the past 6 months

January – June 2025

Distribution of fee earnings by Firm Size Classification: Percentage

■ LE ■ QSE ■ EME



- Medium to Smaller enterprises had a higher exposure to the water sector, contributing over 40 percent of earnings, compared to an average 22 percent within Larger Enterprises (LE).
- LE's had the highest exposure in the Transportation sector (29 percent), averaging between 14 percent and 17 percent within the medium to smaller enterprises.
- Smaller enterprises reportedly earned 23 percent of earnings within the Commercial sector, compared to 14 percent reported by LE's.

SALIENT FEATURES

TYPE OF WORK

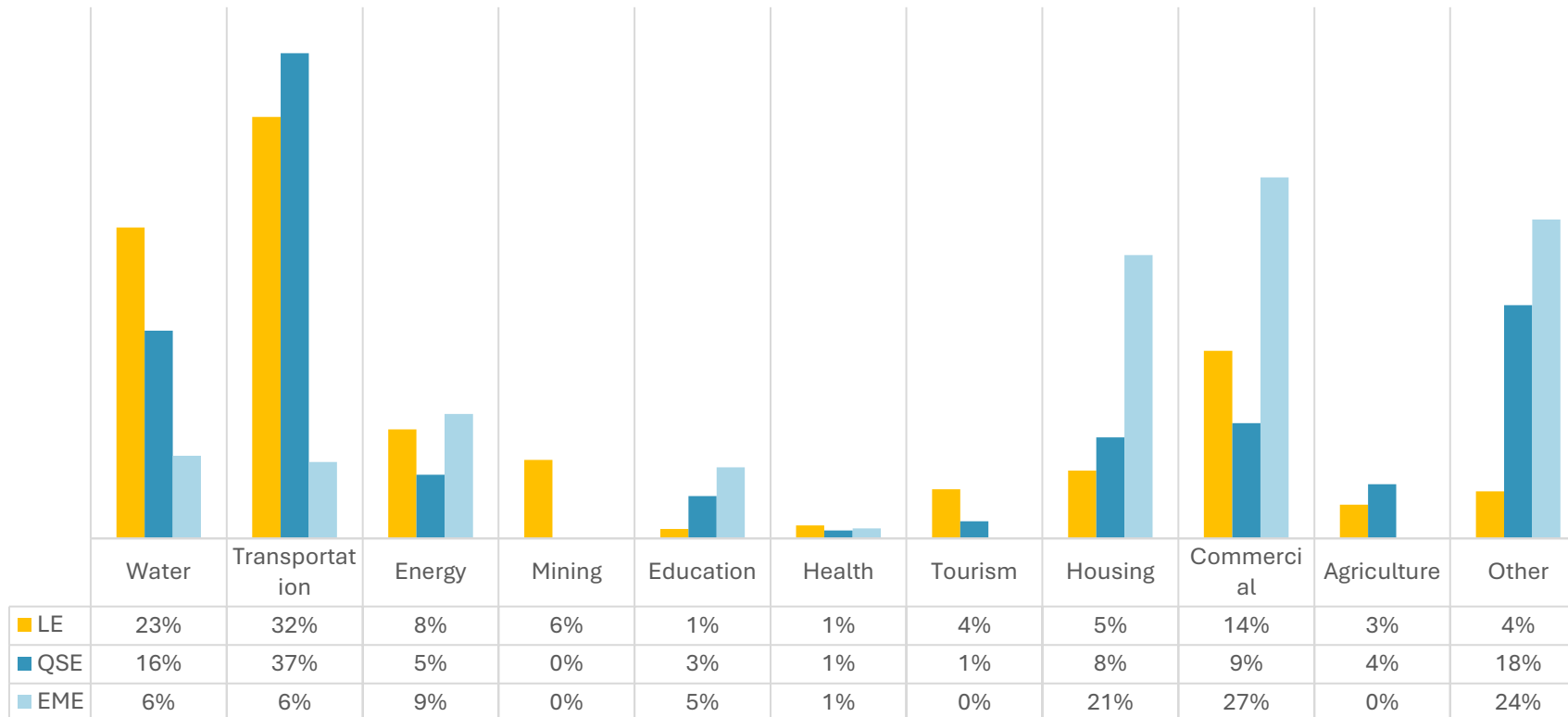
Distribution of Fee Earnings: Percentage
CURRENT SURVEY

C1.3 Fee Income distribution by Type of work, during the past 6 months

July – December 2025

Distribution of fee earnings by Firm Size Classification: Percentage

■ LE ■ QSE ■ EME



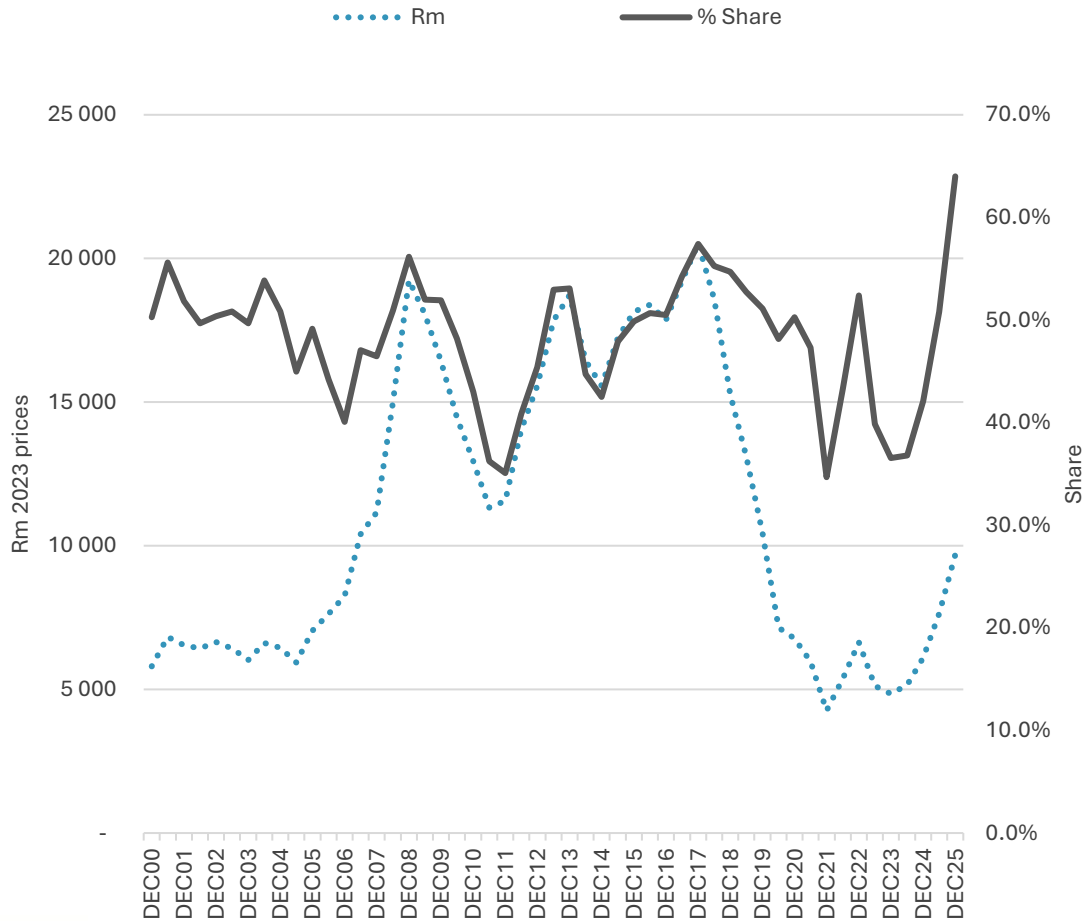
- Medium to Smaller enterprises have a higher exposure to the housing and commercial sectors, contributing over 40 percent of earnings, compared to an average 10 percent within Larger Enterprises (LE).
- LE's have the highest exposure in the Transportation sector (32 percent), and the Water Sector (23 percent of earnings).
- Smaller enterprises reportedly earned 27 percent of earnings within the Commercial sector, compared to 14 percent reported by LE's.

SALIENT FEATURES

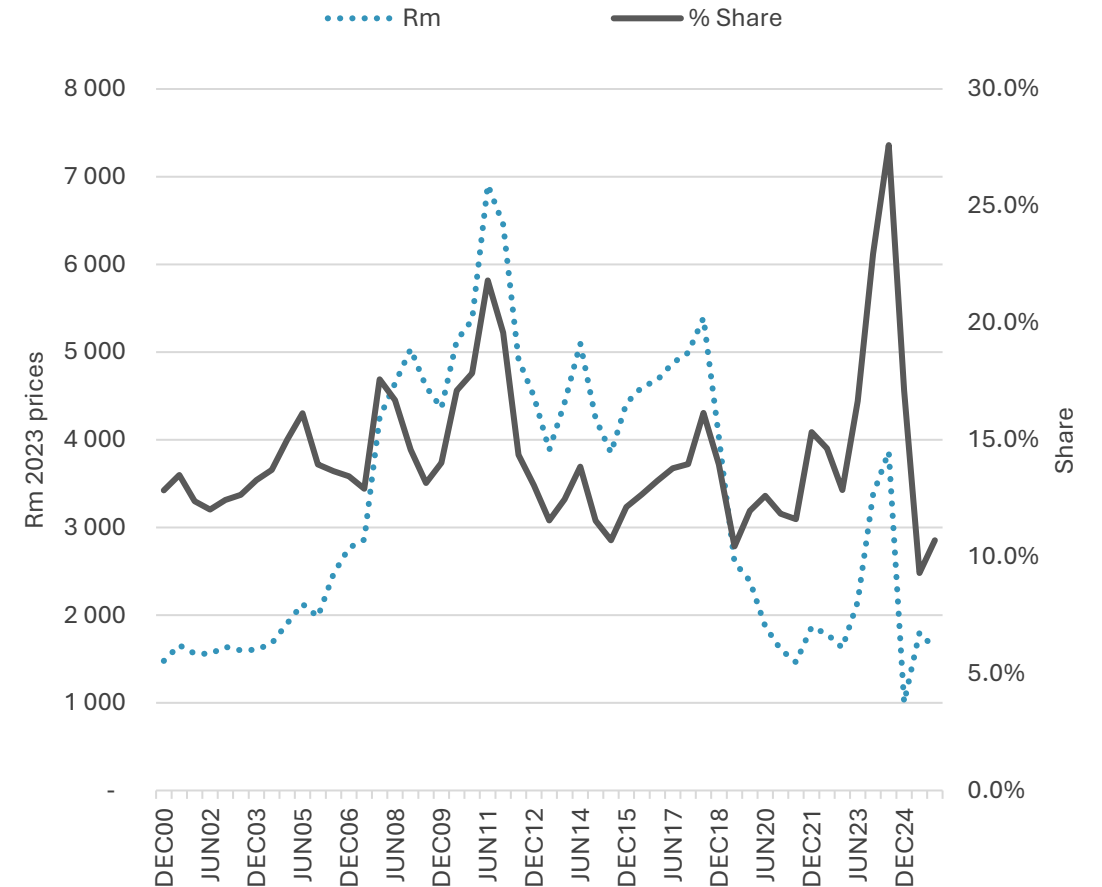
TYPE OF WORK

Distribution of Fee Earnings: Percentage vs Rm Constant 2023 prices (Annual moving average)
CURRENT SURVEY

CIVIL



STRUCTURAL



Type of Work	Dec-24	Jun-25	Dec-25	5-year average 2020-2024	2-year average 2023-2024	Deviation 5-year	Deviation 2-year	Deviation last six months
Agricultural	1.3%	1.3%	1,3%	0.8%	1.1%	0,2%	0,0%	0,2%
Architecture	0.6%	0.7%	0,0%	1.5%	1.1%	-1,1%	-0,7%	-1,1%
Mechanical building Services	1.9%	3.0%	1,4%	2.6%	1.6%	-0,2%	-1,6%	-0,2%
Civil	51.5%	50.1%	64,0%	43.2%	39.3%	24,7%	13,9%	24,7%
Electrical / Electronic	13.7%	8.2%	3,8%	7.0%	7.2%	-3,4%	-4,4%	-3,4%
Environmental	0.6%	1.6%	0,5%	1.8%	2.6%	-2,1%	-1,1%	-2,1%
Facilities Management (New)	0.2%	2.8%	0,3%	1.4%	1.7%	-1,4%	-2,5%	-1,4%
Geotechnical	1.2%	1.0%	1,5%	1.0%	1.2%	0,3%	0,5%	0,3%
Industrial Process / Chemical	0.9%	1.3%	0,7%	1.9%	1.0%	-0,3%	-0,6%	-0,3%
GIS	0.1%	0.4%	0,1%	0.1%	0.1%	0,0%	-0,3%	0,0%
Hydraulics (New)	0.0%	0.2%	0,1%	0.3%	0.1%	0,1%	-0,1%	0,1%
Information Systems / Technology	0.1%	0.6%	0,3%	0.4%	0.2%	0,2%	-0,3%	0,2%
Marine	0.0%	0.0%	0,0%	0.9%	0.7%	-0,7%	0,0%	-0,7%
Mechanical	4.7%	4.8%	2,0%	2.7%	3.5%	-1,5%	-2,8%	-1,5%
Mining	0.0%	0.3%	3,5%	3.5%	1.5%	2,0%	3,2%	2,0%
Project Management	7.9%	7.1%	6,8%	8.1%	7.8%	-1,0%	-0,3%	-1,0%
Quantity Surveying	1.3%	1.8%	0,0%	2.8%	1.6%	-1,6%	-1,8%	-1,6%
Structural	6.8%	11.8%	10,7%	16.0%	20.0%	-9,3%	-1,1%	-9,3%
Town planning	7.2%	3.0%	3,0%	4.0%	8.0%	-5,0%	0,0%	-5,0%
Total	100%	100%	100%	100.0%	100.0%			

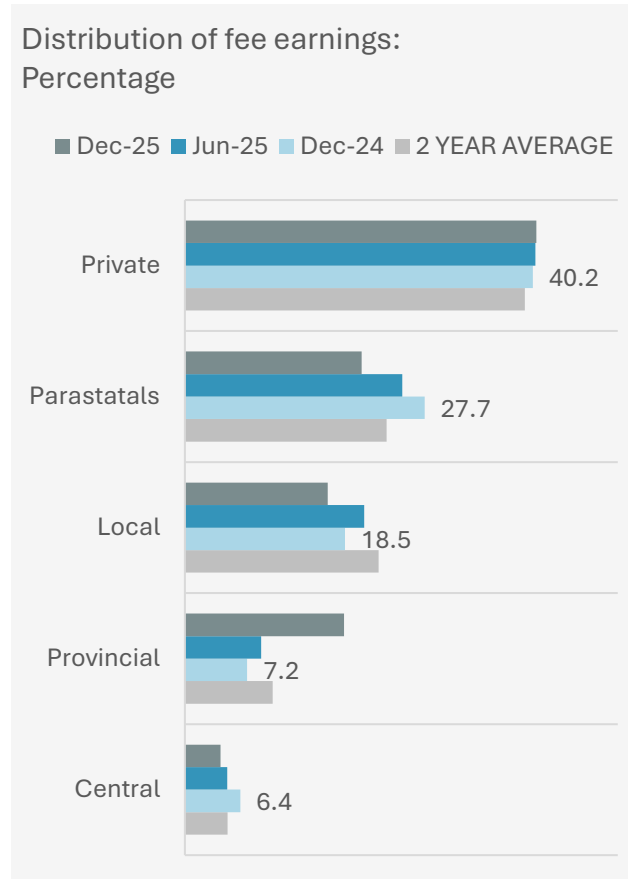
Type of Work

Distribution of fee earnings (Percentage)

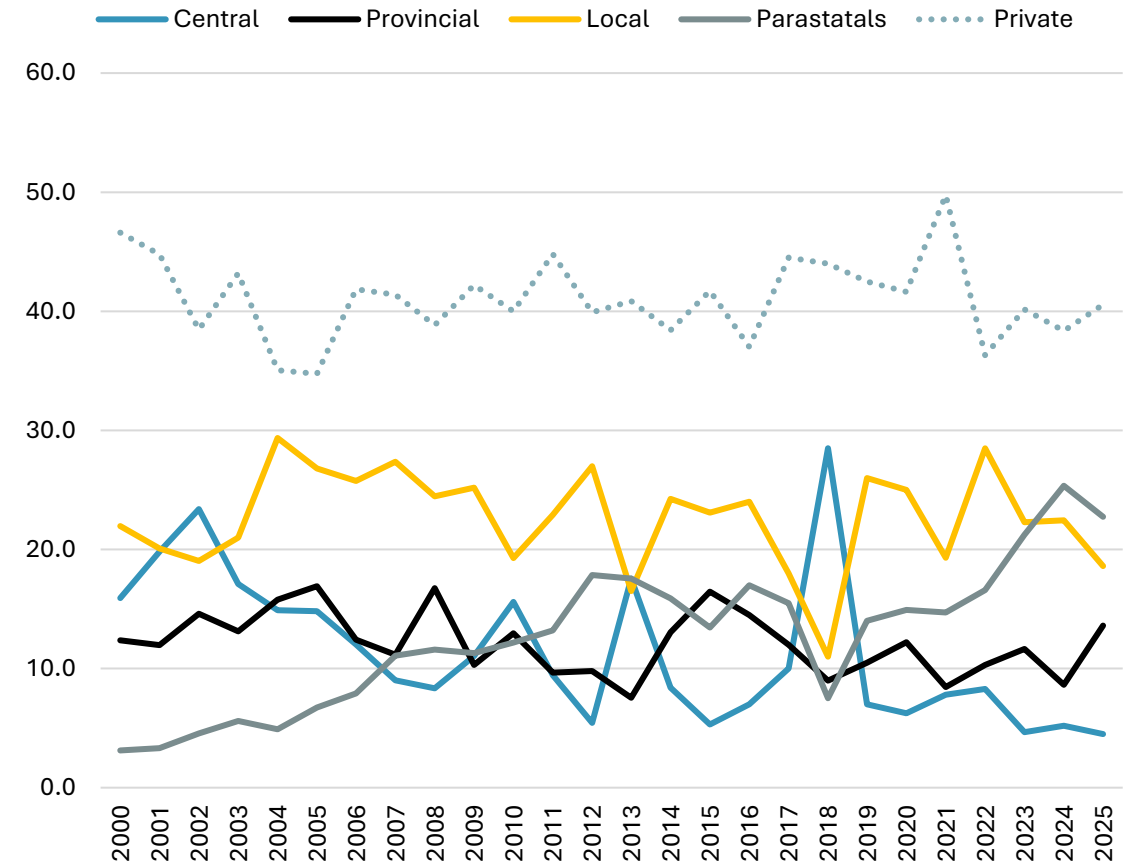
SALIENT FEATURES CLIENT

C1.4 Local Fee Income (RSA) distribution per client, during the past 6 months

- The private sector remains an important client, with at an average contribution of 40.6 percent reported in the December 2025 Survey, compared to an average 38.4 percent in 2024, on par with the long-term average (1997 – 2024: 40.6 percent).
- The contribution by local authorities slowed further to 16.5 percent from 20.7 percent in the first six months, and an average 22.5 percent in 2024.
- The contribution by provincial governments remained increased to 18 percent, the largest shift in the current survey. This is much higher than the 8 percent reported in the first six months and an average contribution of 13.6 percent in 2024.



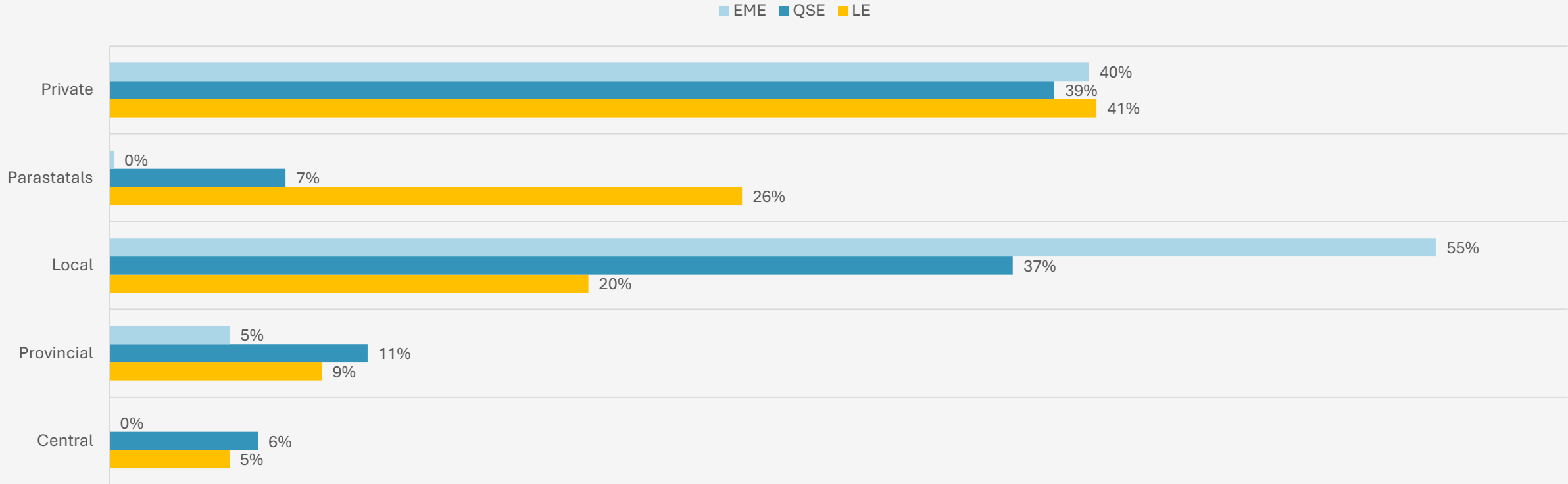
CLIENT CONTRIBUTION TO EARNINGS - Percentage
Annual moving average



SALIENT FEATURES CLIENT

C1 .4 Local Fee Income (RSA) distribution per client, during the past 6 months

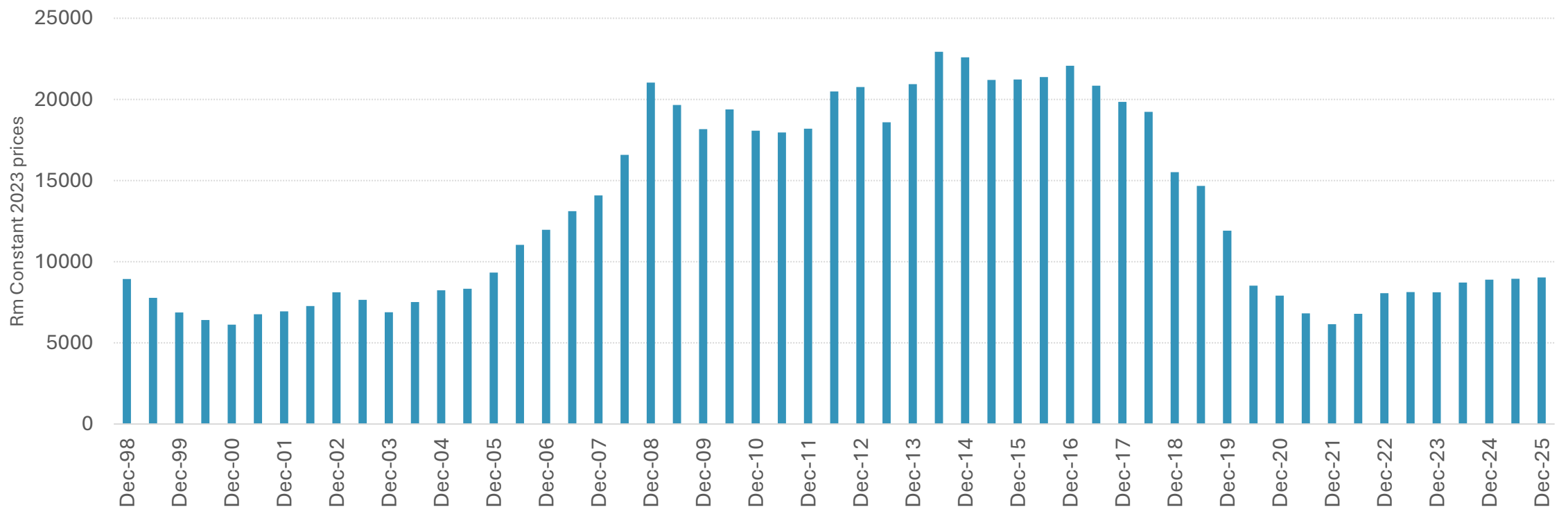
Distribution of fee earnings: Percentage
Jul – Dec 2025



SALIENT FEATURES CLIENT

C1.4 Local Fee Income (RSA) distribution per client, during the past 6 months

Fee earnings Public Sector (Central, Provincial, Local, SOE's) Rm Constant 2023 Prices: Average last 2 surveys



SALIENT FEATURES

CLIENT

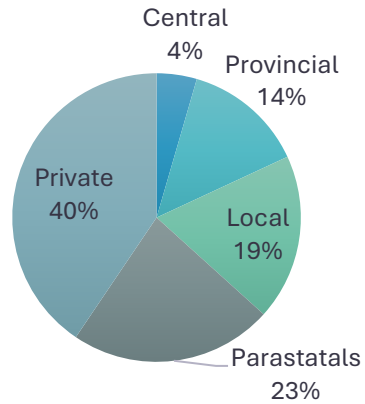
DISTRIBUTION OF FEE EARNINGS: PERCENTAGE SHARE

Percentage	Dec-18	Jun-19	Dec-19	Jun-20	Dec-20	Jun-21	Dec-21	Jun-22	Dec-22	Jun-23	Dec-23	Jun-24	Dec-24	Jun-25	Dec25
Central	31.0	8.0	6.0	5.0	7.5	7.5	8.1	9.1	7.5	4.7	4.6	4.0	6.4	4.9	4.1
Provincial	7.0	10.0	11.0	14.0	10.4	8.4	8.5	8.5	12.1	9.6	13.7	10.1	7.2	8.8	18.4
Local	10.0	28.0	25.0	24.0	26.0	20.1	18.5	24.1	32.9	21.5	23.1	26.4	18.5	20.7	16.5
Parastatals	10.0	14.0	14.0	16.0	13.9	14.4	15.0	18.4	14.8	23.1	19.4	23.0	27.7	25.1	20.4
Private	42.0	41.0	44.0	41.0	42.2	49.6	49.9	39.9	32.7	41.1	39.2	36.5	40.2	40.5	40.6
TOTAL	100.0	101.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

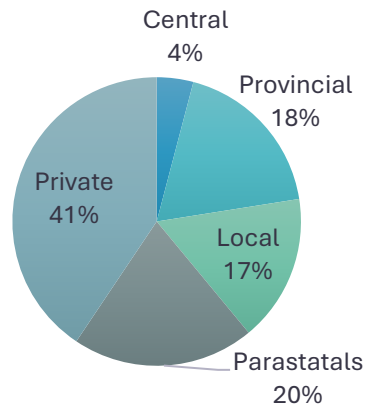
SALIENT FEATURES CLIENT

DISTRIBUTION OF FEE EARNINGS: PERCENTAGE SHARE

**Current Survey distribution
Average 2025**

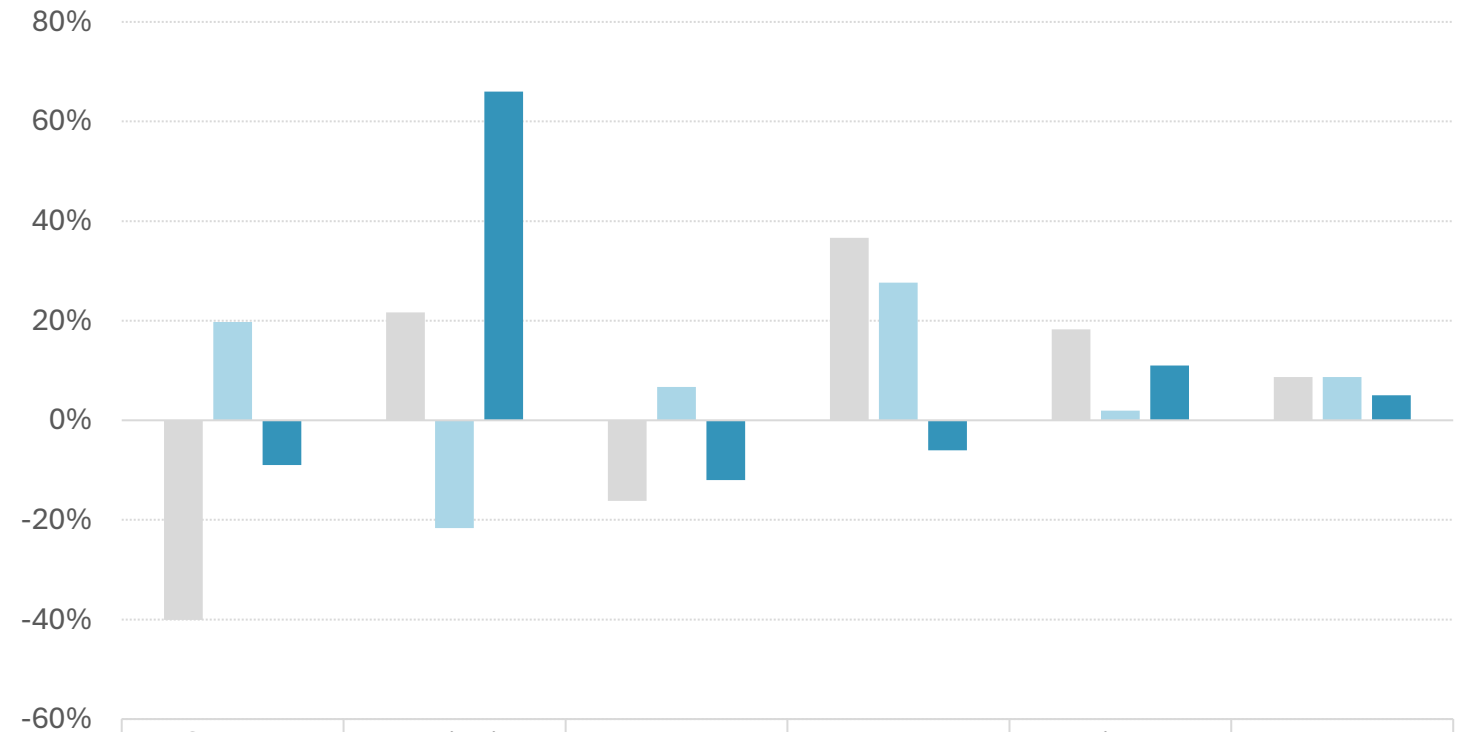


**Current Survey distribution
Jul – Dec 2025**



Fee earnings By Client Type

Constant prices: Y-Y Percentage Change, based on a two survey moving average



	Central	Provincial	Local	Parastatals	Private	Total
2023	-40%	22%	-16%	37%	18%	9%
2024	20%	-22%	7%	28%	2%	9%
2025	-9%	66%	-12%	-6%	11%	5%

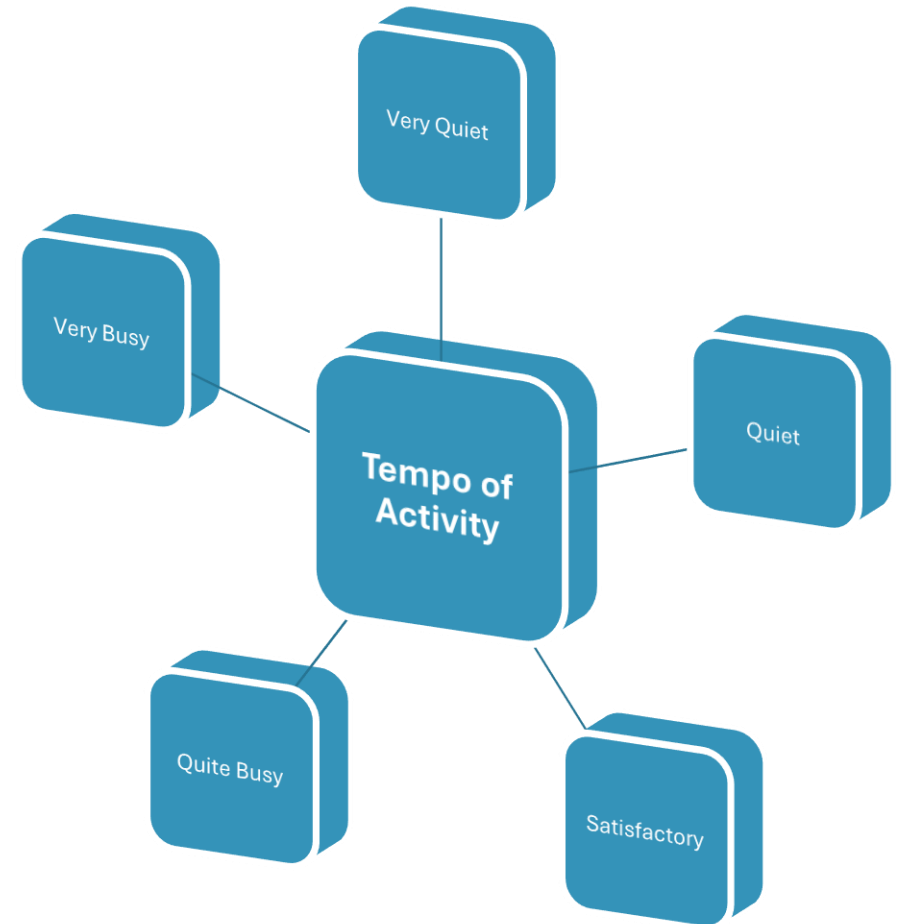
CLIENT TYPE	SURVEY PERIOD							5-year average 2020-2024	2-year average 2023-2024
	Dec-22	Jun-23	Dec-23	Jun-24	Dec-24	Jun-25	Dec-25		
Central	7.5	4.7	4.6	4.0	6.4	4.9	4.1	6.4	4.9
Provincial	12.1	9.6	13.7	10.1	7.2	8.8	18.4	10.3	10.2
Local	32.9	21.5	23.1	26.4	18.5	20.7	16.5	23.5	22.4
State Owned	14.8	23.1	19.4	23.0	27.7	25.1	20.4	18.6	23.3
Private	32.7	41.1	39.2	36.5	40.2	40.5	40.6	41.2	39.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0		

SALIENT FEATURES

CLIENT

DISTRIBUTION OF FEE EARNINGS: PERCENTAGE

BUSINESS CYCLE INDICATORS



BUSINESS CYCLE INDICATORS

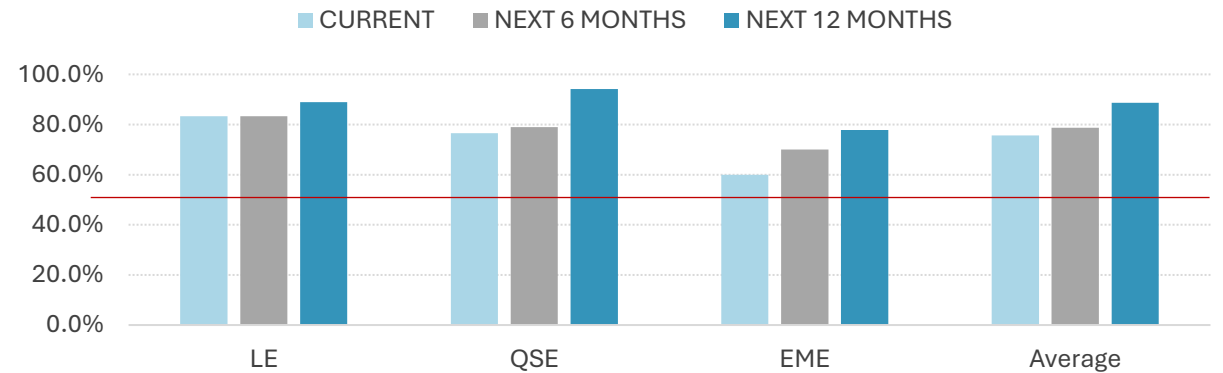
TEMPO OF ACTIVITY

D1.1 During the survey period, the tempo of consulting activity within your firm was Very Quiet, Quiet, Satisfactory, Quite Busy, Very Busy

Current Survey	Very quiet	Quiet	Satisfactory	Busy	Very Busy	Satisfaction Rate
LE	5,6%	11,1%	44,4%	16,7%	22,2%	83,3%
QSE	5,9%	17,6%	29,4%	35,3%	11,8%	76,5%
EME	10,0%	30,0%	40,0%	10,0%	10,0%	60,0%
Industry Average	6,7%	17,8%	37,8%	22,2%	15,6%	75,6%

Satisfactory to Very Busy

Percentage of respondents



D1.2-3 During the next 6 months period, and the following 6-months period, the tempo of consulting activity within your firm is expected to be

Next-6 months	Very quiet	Quiet	Satisfactory	Busy	Very Busy	Satisfaction Rate
LE	0,0%	16,7%	33,3%	38,9%	11,1%	83,3%
QSE	10,5%	10,5%	26,3%	52,6%	0,0%	78,9%
EME	10,0%	20,0%	50,0%	20,0%	0,0%	70,0%
Industry Average	6,4%	14,9%	34,0%	40,4%	4,3%	78,7%

Next-12 months	Very quiet	Quiet	Satisfactory	Busy	Very Busy	Satisfaction Rate
LE	0,0%	11,1%	50,0%	27,8%	11,1%	88,9%
QSE	5,9%	0,0%	64,7%	29,4%	0,0%	94,1%
EME	11,1%	11,1%	66,7%	11,1%	0,0%	77,8%
Industry Average	4,5%	6,8%	59,1%	25,0%	4,5%	88,6%

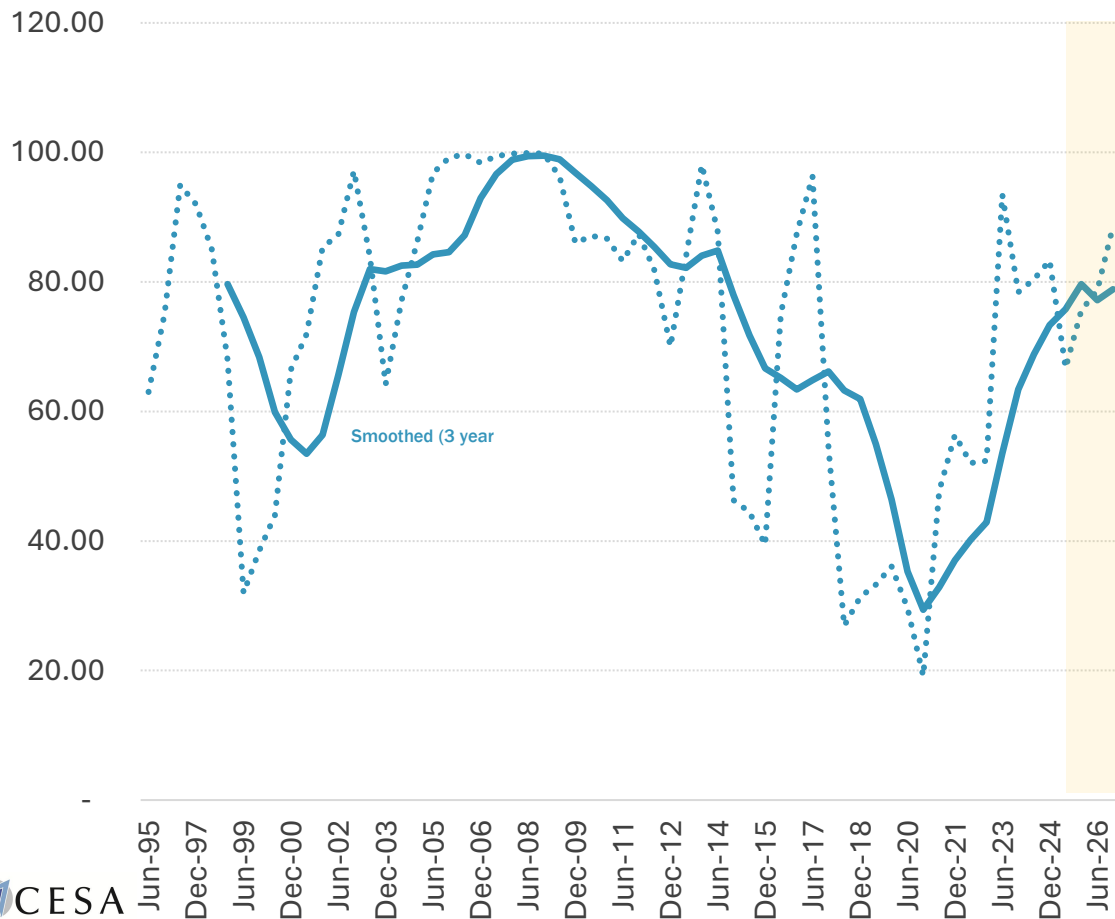
BUSINESS CYCLE INDICATORS

CONFIDENCE INDEX

Explanatory note: The confidence index, is an indicator of members' assessments regarding current and prospects regarding market developments and is a "weighted" index. The response of each company is weighted according to its total employment, including full and part time staff, and the index represents the net percentage of members satisfied with business conditions. The confidence index is used as a leading indicator to determine a short to medium term outlook for the consulting engineering industry. The net percentage reflects only those members that expect conditions to be satisfactory, quite busy or very busy.

CESA CONFIDENCE INDEX

Satisfaction rate

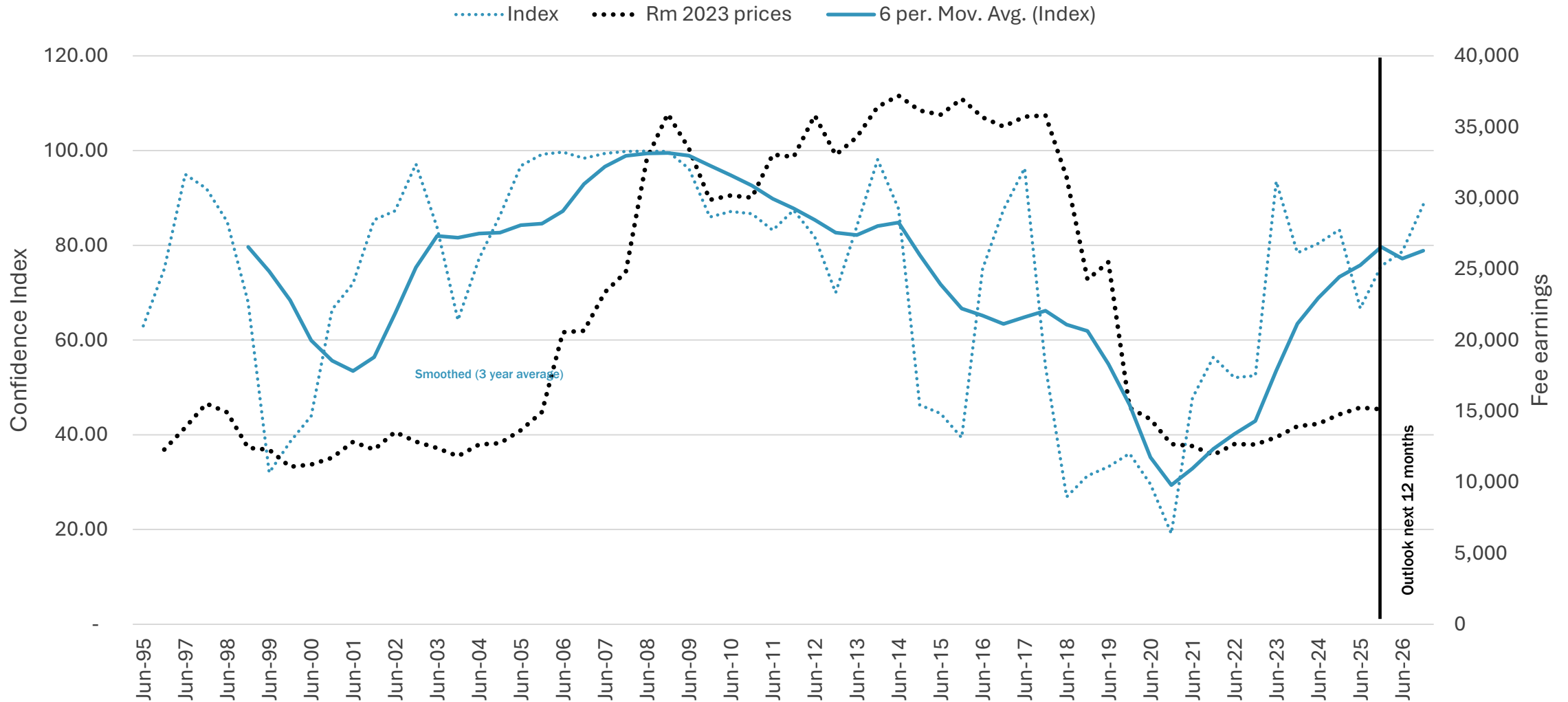


FIRM SIZE CATEGORY	FIRST SIX MONTHS of 2025	NEXT 6 MONTHS	NEXT 12 MONTHS
LE	83,3%	83,3%	88,9%
QSE	76,5%	78,9%	94,1%
EME	60,0%	70,0%	77,8%
INDUSTRY AVERAGE (Unweighted)	75.6%	78.7%	88.6%

- Expectations were again not met with the satisfaction rate for the last six months at 75.6% against an expected satisfaction rate of 83.3%. This was at least better than the 66% satisfaction rate for the first six months of 2025.
- Current conditions failed to meet expectations of mainly the larger and medium size firms.
- The outlook for the next 12 months is more optimistic, as satisfaction rates increase to 78.7 percent for the first six months of 2026 and 88.6 percent for the second half of the year. While LE's remain above 80 percent, QSE's satisfaction rates are projected to surpass 90 percent in the second half of 2026, while EME's increase from a current rate of 60 percent to 77.8 percent.

BUSINESS CYCLE INDICATORS

CONFIDENCE vs EARNINGS

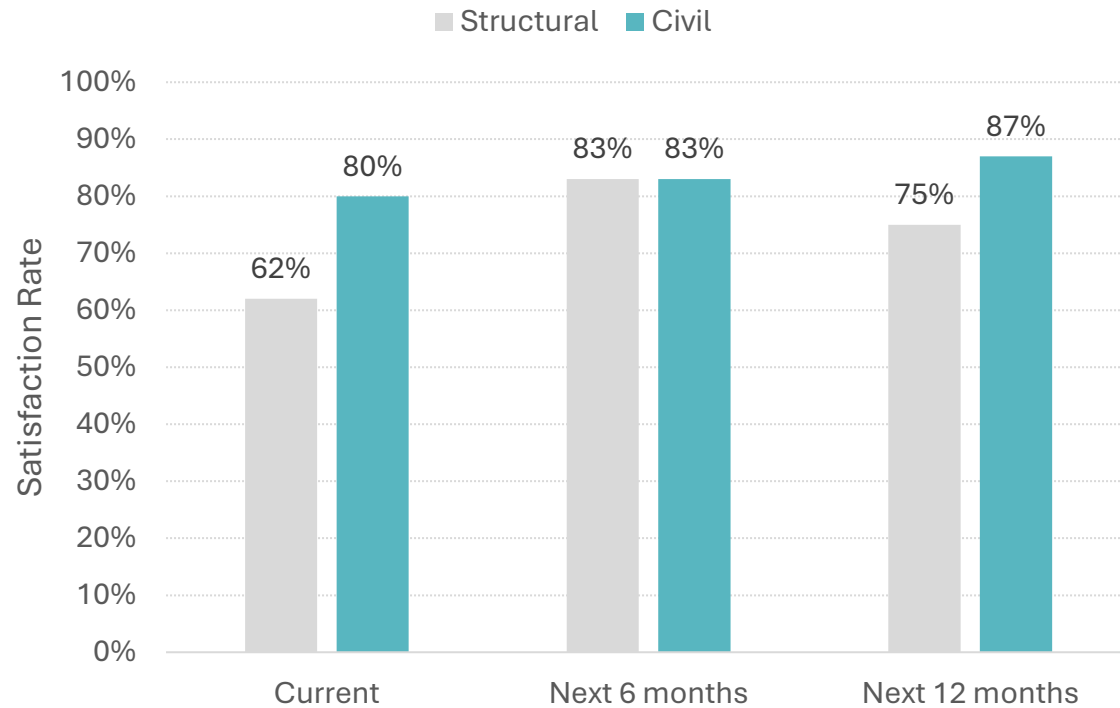


CONFIDENCE

Structural vs Civil

SATISFACTION RATES

Structural vs Civil – Current Survey



- Satisfaction rates extracted for firms where 30 percent or more of fees earned were in the structural or civil engineering disciplines
- Structural: Around 28 percent of firms earned 30 percent or more from the structural discipline.
- Civil: 68 percent of firms earned 30 percent or more from the civil engineering discipline.

STRUCTURAL
>30%

- 18% of firms
- First six months of 2025 overall weaker satisfaction rates, 50 percent reported quite to very quite conditions, but slight improved outlook for the next 6 to 12 months, with LE's reaching 80 percent in the first six months of 2026

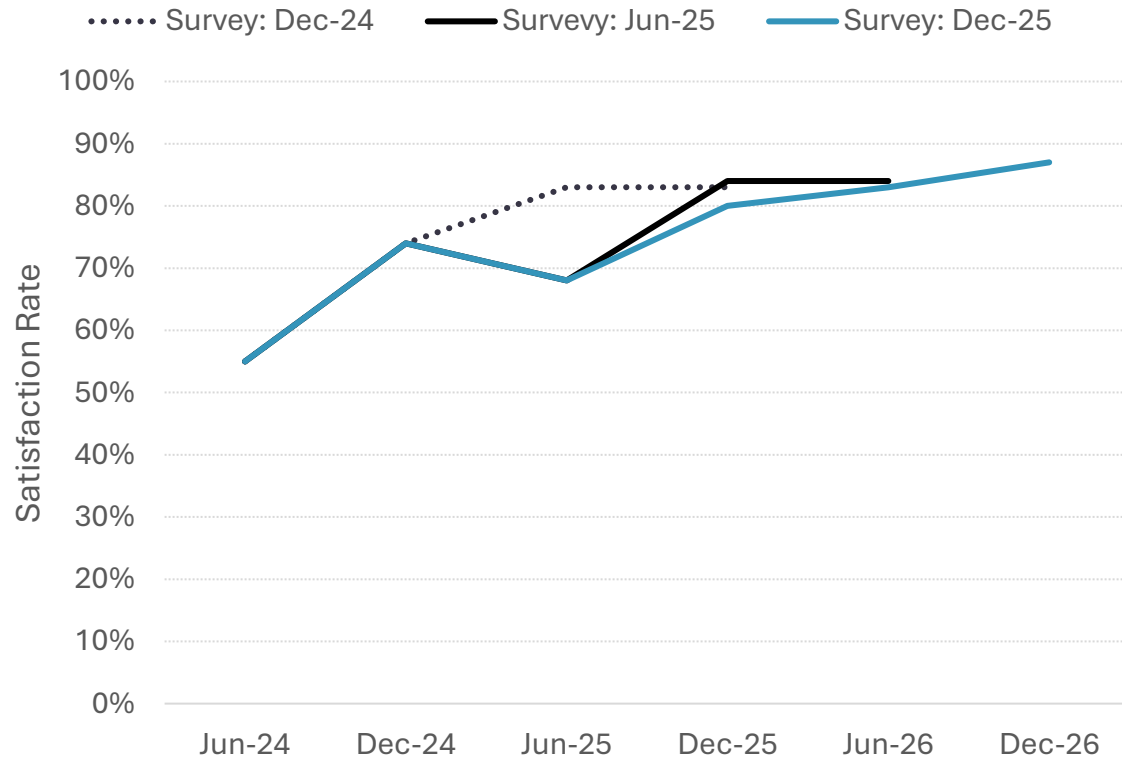
CIVIL
> 30%

- 62% of firms
- First six months of 2025 did not meet expectations, with weaker conditions reported by medium and smaller enterprises. Improved outlook for the next 6 to 12 months.

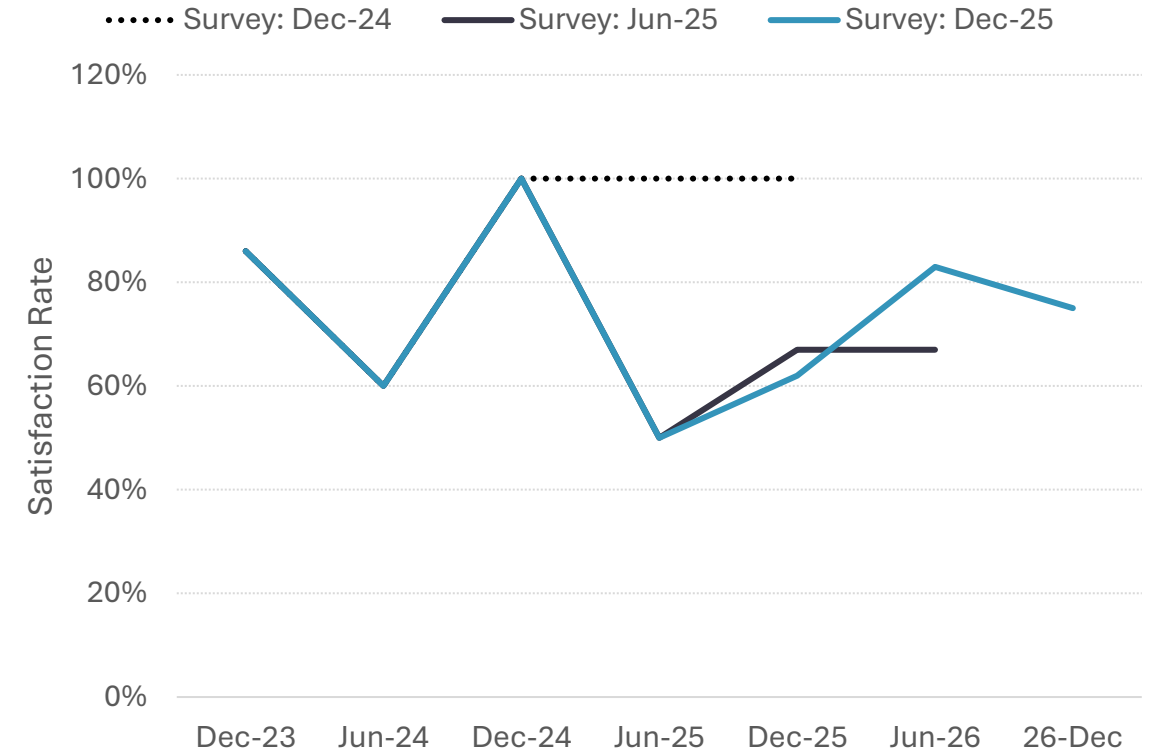
CONFIDENCE

Structural vs Civil

SATISFACTION RATES: Civil



SATISFACTION RATES: Structural

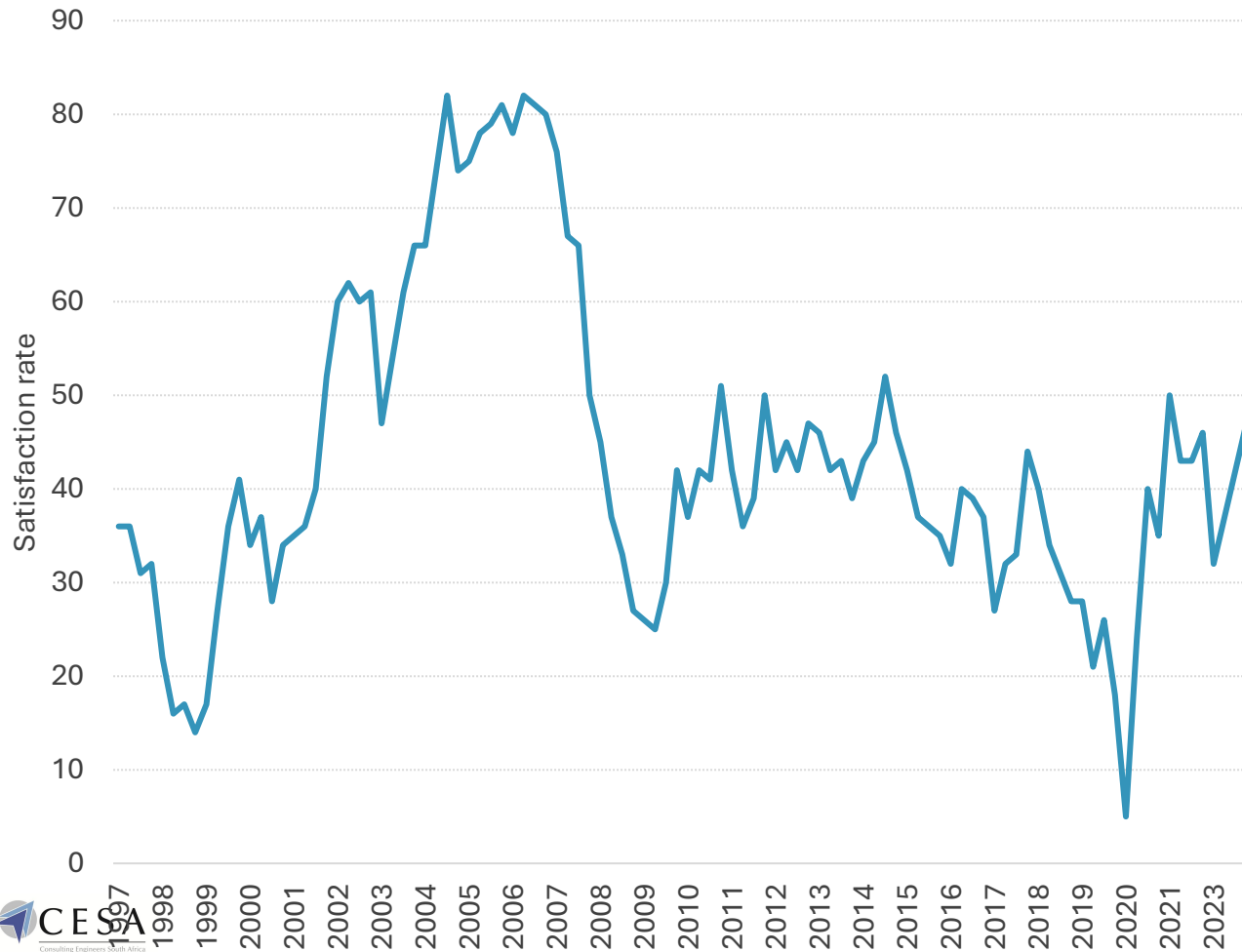


BUSINESS CYCLE INDICATORS

CONFIDENCE INDICES

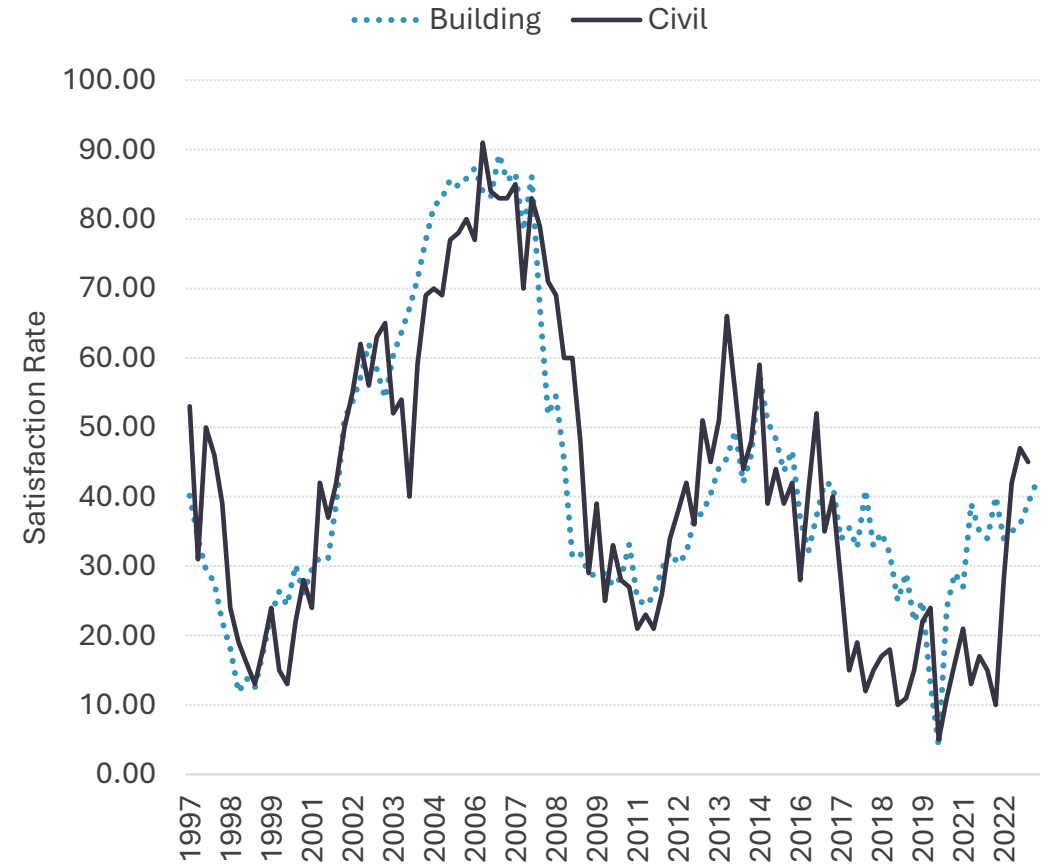
Explanatory note: The confidence index, is an indicator of members' assessments regarding current and future prospects with regard to market developments and is a "weighted" index. The response of each company is weighted according to its total employment, including full and part time staff, and the index represents the net percentage of members satisfied with business conditions. The confidence index is used as a leading indicator to determine a short to medium term outlook for the consulting engineering industry. The net percentage reflects only those members that expect conditions to be satisfactory, quite busy or very busy

RMB/BER Business Confidence Index



Building and Civil contractor's confidence index

Source: FNB/BER



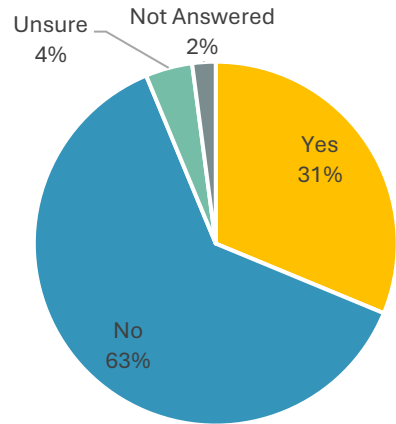
Survey Period	CESA Confidence Index	% Change on previous survey	% Change on survey same time last year
Dec-14	46.3	-47.2%	-52.8%
Jun-15	44.5	-3.9%	-49.3%
Dec-15	39.4	-11.5%	-14.9%
Jun-16	75.0	90.4%	68.5%
Dec-16	87.5	16.7%	122.1%
Jun-17	96.3	10.1%	28.4%
Dec-17	54.4	-43.5%	-37.8%
Jun-18	26.8	-50.6%	-72.1%
Dec-18	31.3	16.6%	-42.4%
Jun-19	33.2	6.1%	23.8%
Dec-19	36.1	8.4%	15.0%
Jun-20	29.6	-17.9%	-11.1%
Dec-20	19.2	-35.3%	-46.9%
Jun-21	47.8	149.4%	61.4%
Dec-21	56.4	18.1%	194.5%
Jun-22	52.1	-7.7%	9.0%
Dec-22	52.4	0.7%	-7.1%
Jun-23	93.5	78.2%	79.6%
Dec-23	78.4	-16.1%	49.4%
Jun-24	80.4	2.6%	-14.0%
Dec-24	83.3	3.6%	6.2%
Jun-25	66.7	-19.9%	-17.0%
Dec-25	75.6	13.3%	-9.2%
Jun-26 (forecast)	78.7	4.1%	18.0%
Dec-26 (forecast)	88.6	12.6%	17.2%

Confidence Index

PROJECT CANCELLATIONS

D1.7 Have you been involved in a tender that was later cancelled during the last six months?

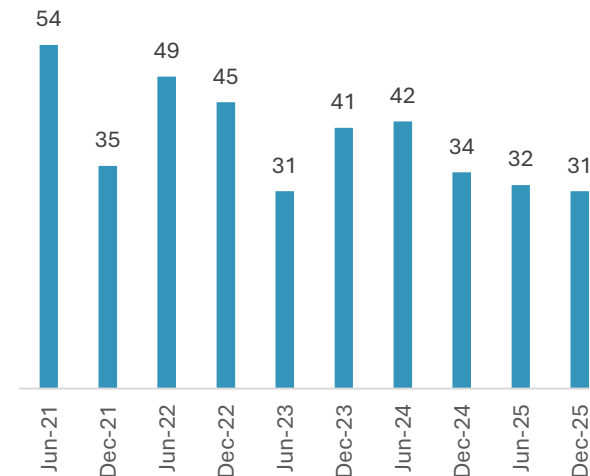
Have you been involved in a tender that was later cancelled during the last 6-months



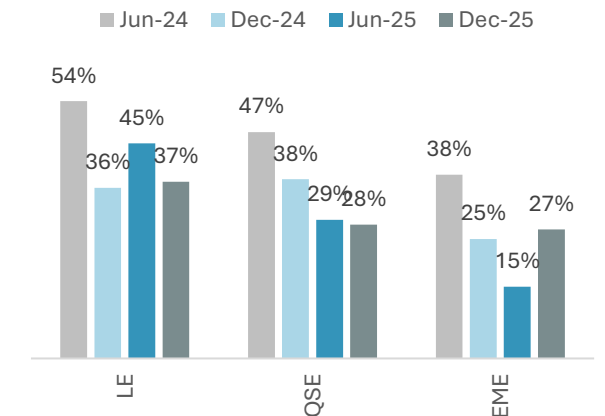
- On average 31 percent of respondents experienced tender cancellations during the last six months of 2025, compared to 32 percent in the previous survey. Larger Enterprises (LE) continued to experience the highest percentage cancellations although down from 45 percent to 37 percent. QSE's remained relatively stable at 28 percent, but EME's experienced more cancellations with 27 percent having experienced cancelled projects, up from 15 percent in the previous survey.

% that said "YES"	Jun-22	Dec-22	Jun-23	Dec-23	Jun-24	Dec-24	Jun-25	Dec-25
LE	48%	57%	44%	40%	54%	36%	45%	37%
QSE	30%	46%	27%	22%	47%	38%	29%	28%
EME	27%	47%	45%	33%	38%	25%	15%	27%
Total	49%	45%	31%	41%	42%	34%	32%	31%

Percentage of respondents that reported tender cancellations during the period under review



Percentage of respondents that reported tender cancellations during the period under review by Firm Size Classification

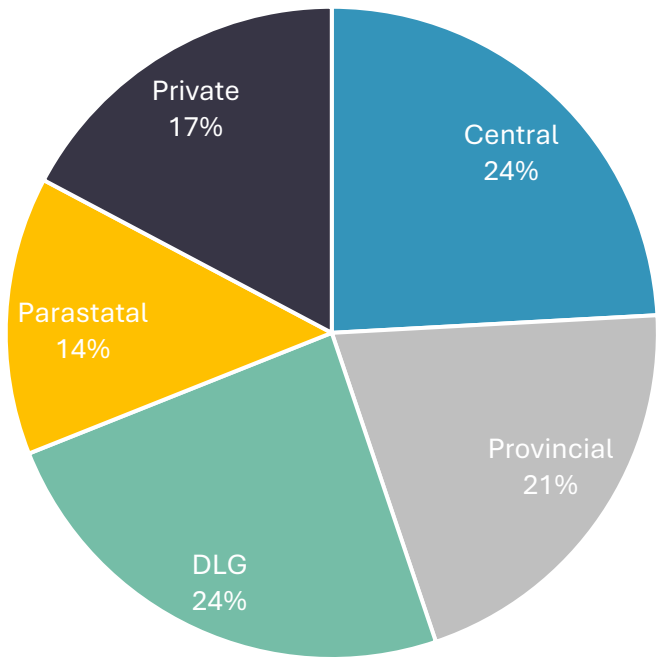


PROJECT CANCELLATIONS

Origin

D1.7 State the origins of the project tendered for in the last six months that was later cancelled
(mark with X, can select more than one)

Origin of project cancellation
Current Survey



General Govt:
68%
Excl SOE's

- Parastatals were mentioned by 22 percent of firms, from 15 percent (Dec-24) to be involved with cancellations, lower than the 30 percent contributed by local government. On average, general government (excl SOE's) contributed 59 percent to tender cancellations during the period under review.
- Difficulties within the public sector associated with project management, planning and implementation is well known resulting in an increased tendency of project cancellations, particularly within local governments. This is particularly concerning since local governments have over the last few years been allocated larger shares of the infrastructure budget.

Percentage share	Jun-22	Dec-22	Jun-23	Dec-23	Jun-24	Dec-24	Jun-25	Dec-25
Central	15%	11%	14%	13%	11%	15%	14%	24%
Provincial	15%	27%	24%	13%	20%	24%	16%	21%
Local	18%	27%	29%	24%	17%	29%	30%	24%
Parastatal	27%	14%	14%	29%	26%	15%	22%	14%
Private	24%	22%	19%	21%	26%	18%	19%	17%

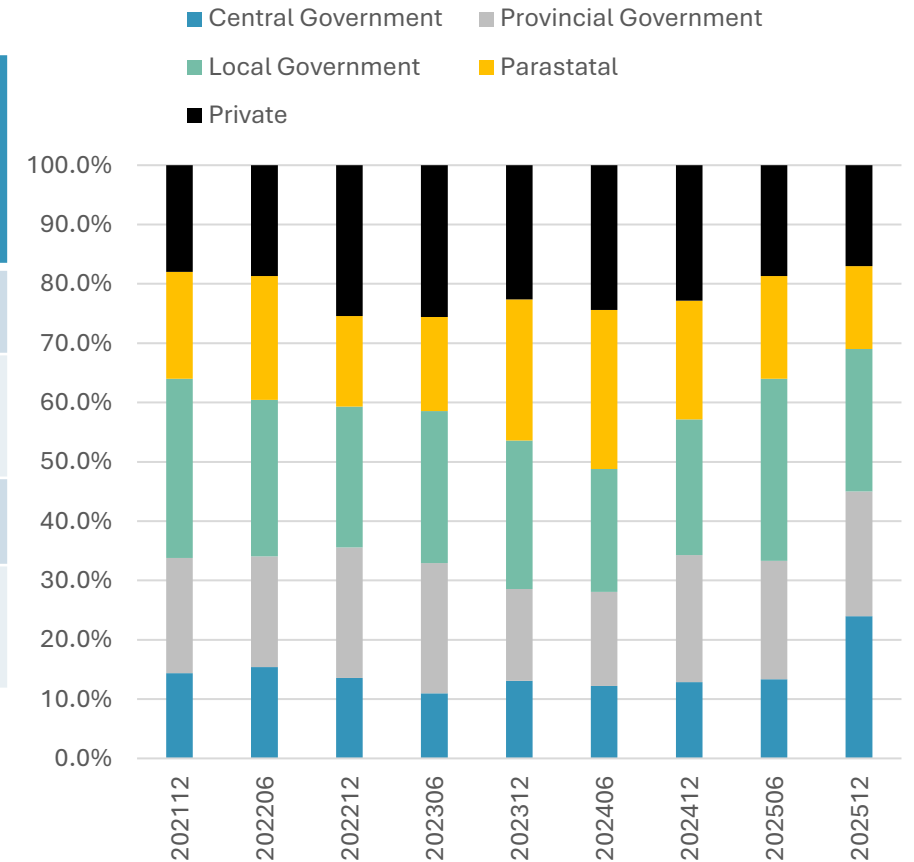
- On average a higher number of LE's reported cancellations, up from 35.7 percent to 45 percent, of which general government contributed 54 percent. of LE's reported cancellations, of which General Government contributed 73 percent.
- In this survey, only 15 percent of EME's reported cancellations, compared to just under 30 percent of QSE's, affected mainly by cancellations within local government departments.

PROJECT CANCELLATIONS

D1.7 State the origins of the project tendered for in the last six months that was later cancelled (mark with X, can select more than one)

Jun-24	% that experienced cancellations	CENTRAL	PROVINCIAL	LOCAL	PARASTATAL	PRIVATE	TOTAL
LE	37%	18%	24%	24%	18%	18%	100%
QSE	28%	33%	22%	22%	11%	11%	100%
EME	27%	33%	0%	33%	0%	33%	100%
TOTAL	31%	24%	21%	24%	14%	17%	100%

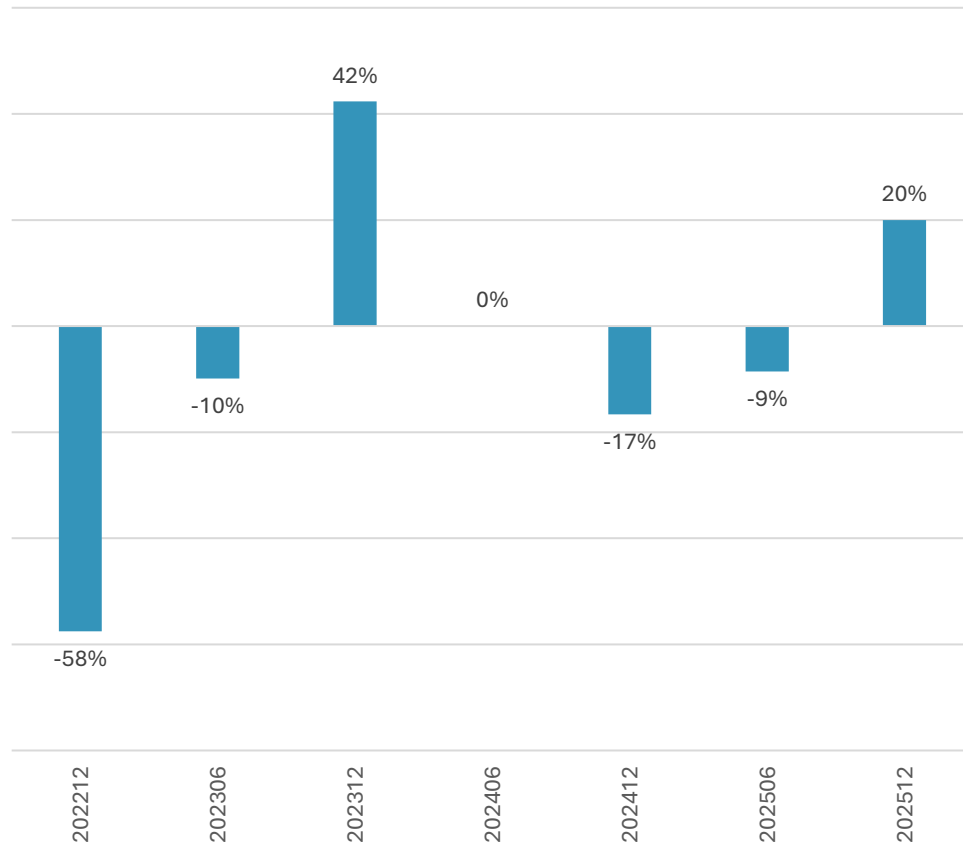
Profile of Tender Cancellations



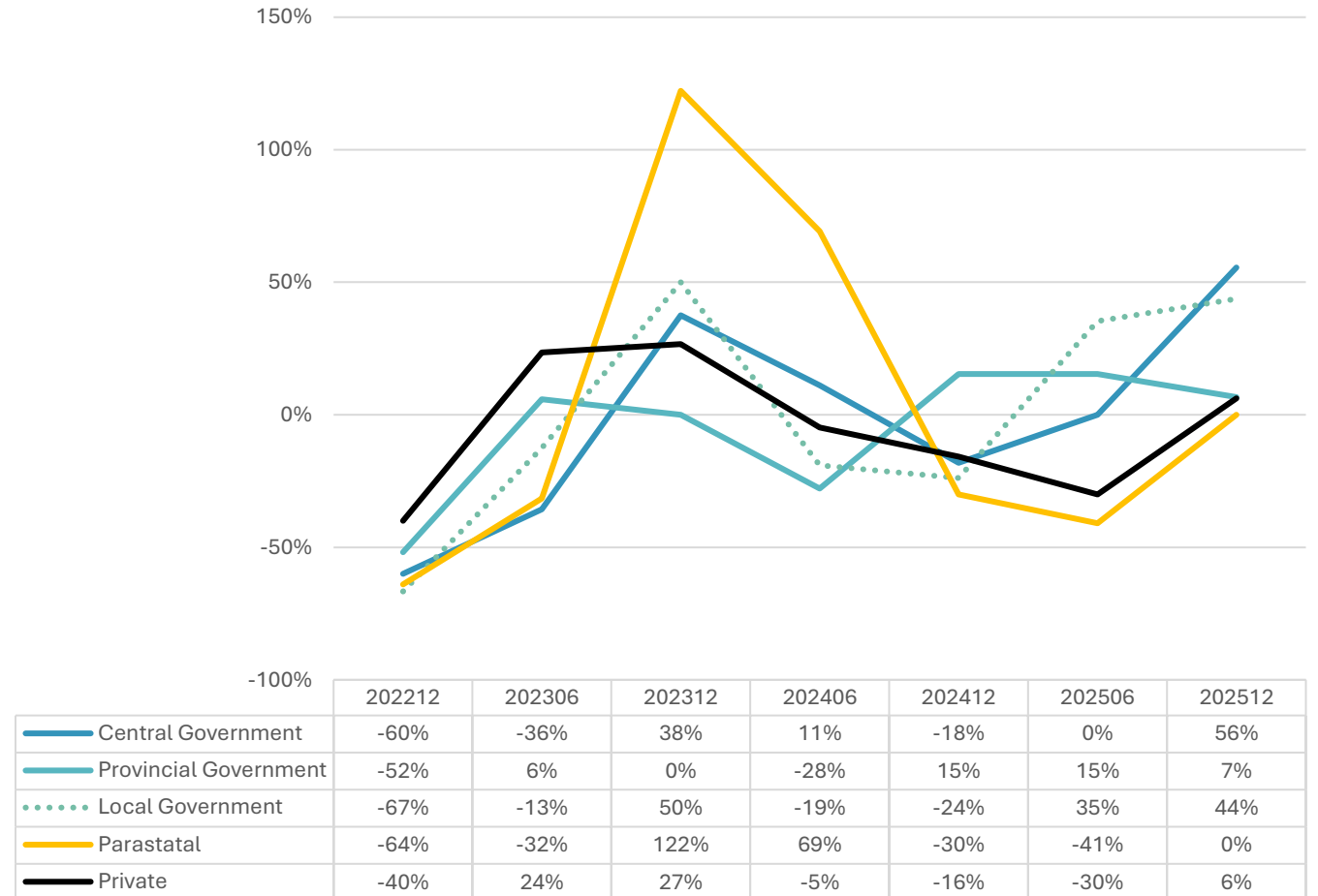
PROJECT CANCELLATIONS

Origin

Number of Tender Cancellations:
Moving Annual Total: Y-Y Percentage Change



Number of Tender Cancellations by Origin
Moving Annual Total: Y-Y Percentage Change



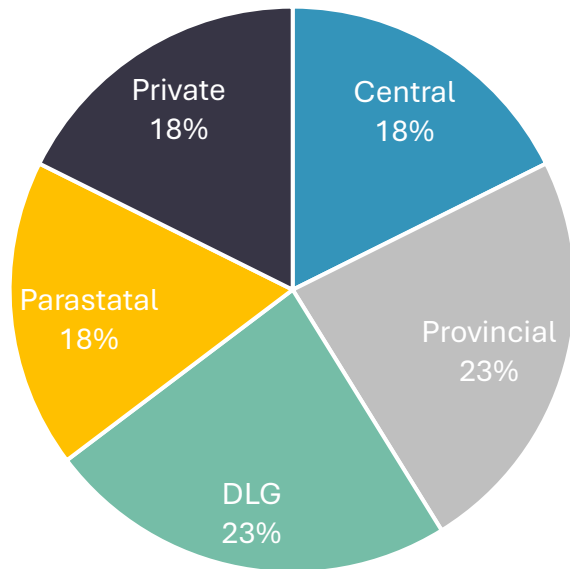
PROJECT CANCELLATIONS

Distribution by origin and firm size

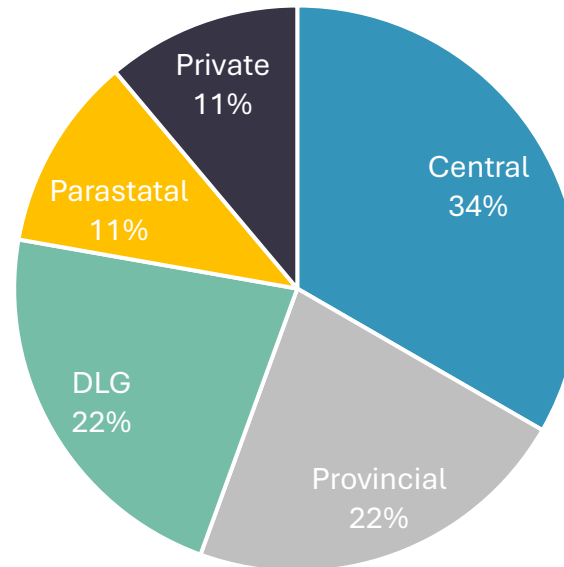
Current Survey

D1.7 State the origins of the project tendered for in the last six months that was later cancelled (mark with X, can select more than one)

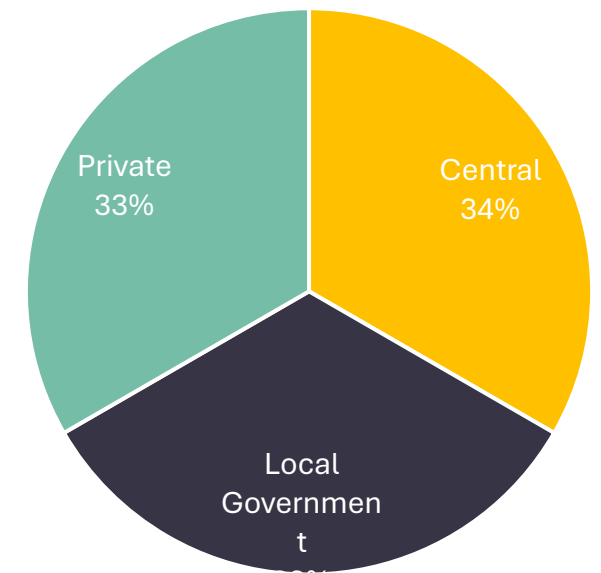
Large Enterprises (LE)



Qualifying Small Enterprise (QSE)



Exempt Micro Enterprise (EME)



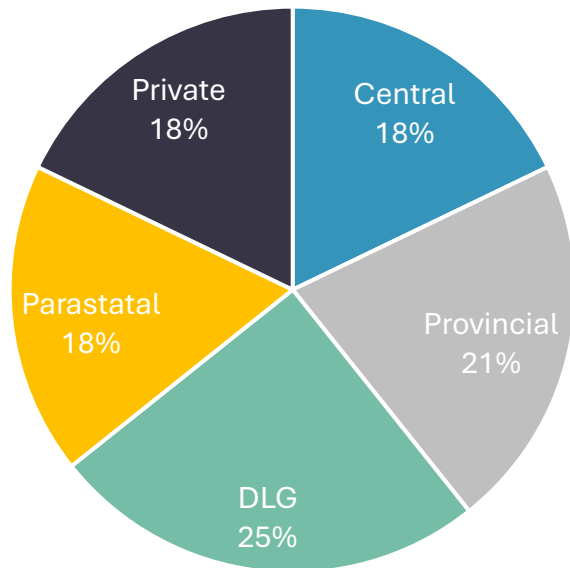
PROJECT CANCELLATIONS

Distribution by origin and firm size

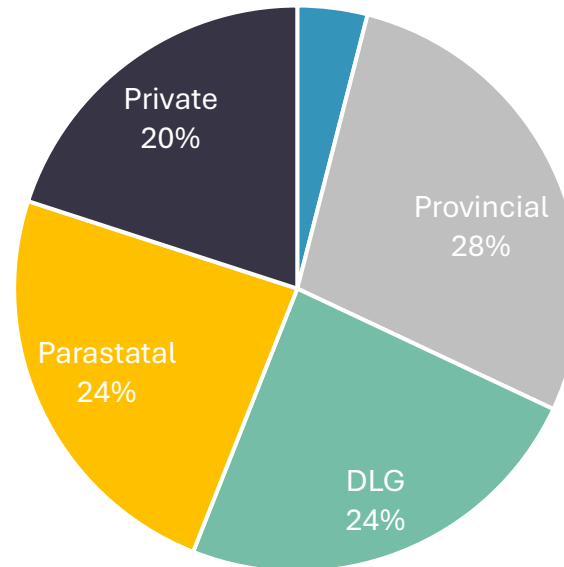
Annual Total 2024

Average 2024

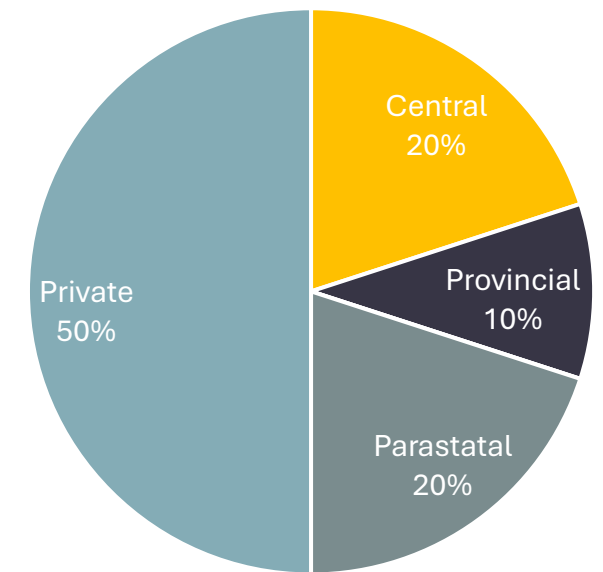
Large Enterprises (LE)



Qualifying Small Enterprise (QSE)



Exempt Micro Enterprise (EME)



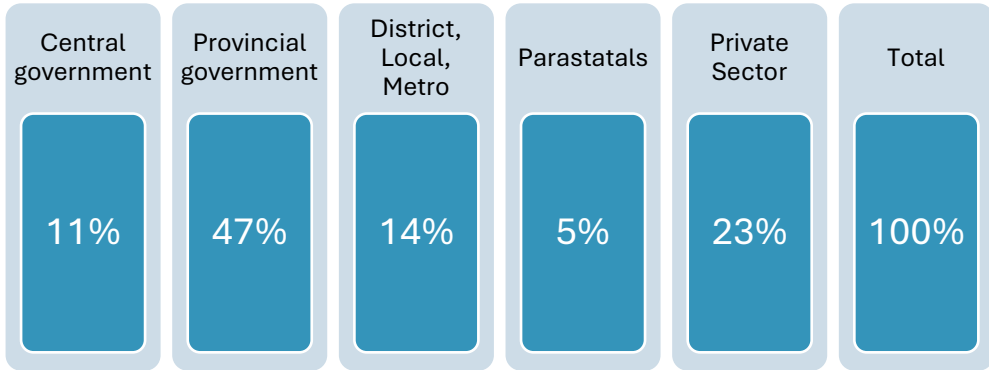
PROJECT CANCELLATIONS

Cancellation costs: Percentage of fee earnings

D1.8 State the origins of the project tendered for in the last six months that was later cancelled (mark with X, can select more than one)

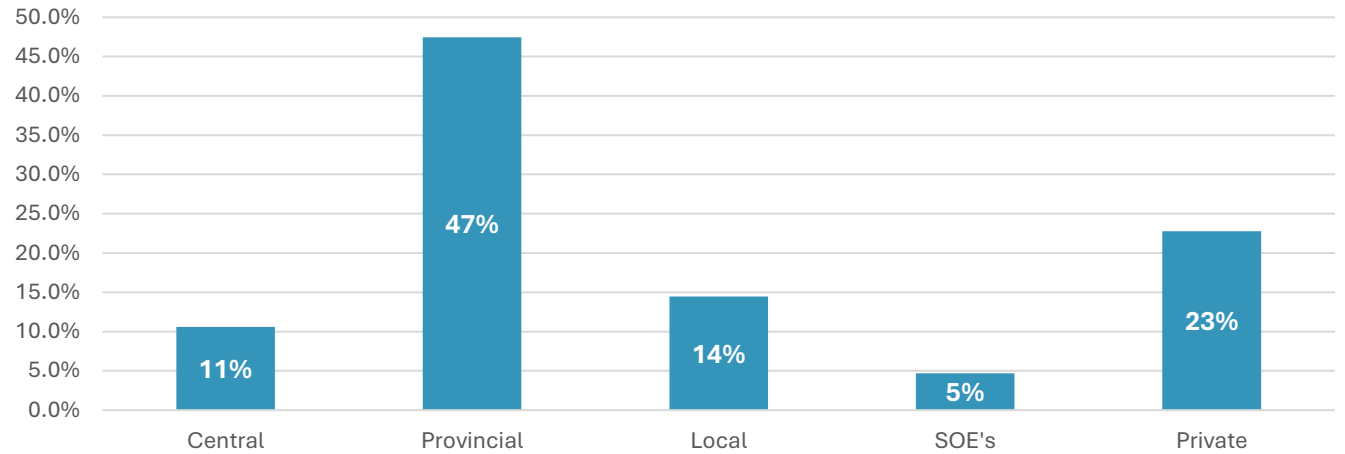
Cancellation Costs by Client:

Contribution by client type based on costs linked to project cancellations



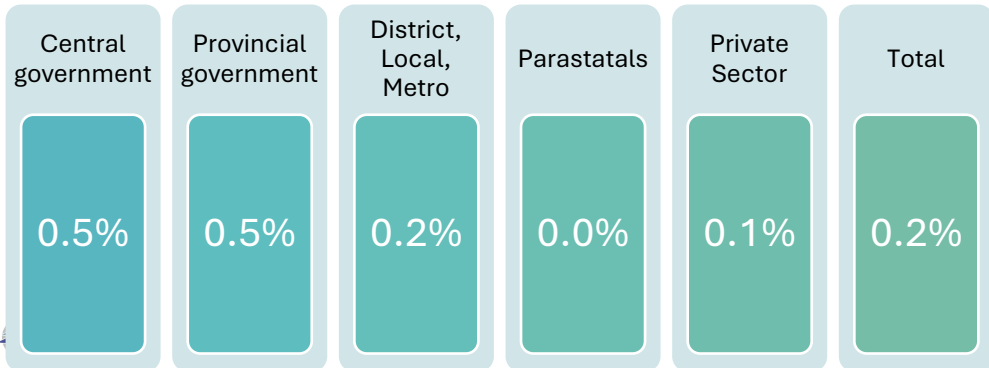
Cancellation Costs by Client Ttype

Percentage Share: Current Survey



Cancellation Costs by Client

Percentage of fee earnings by client



Percentage of fee earnings by firm size and client	Jun-24	Dec-24	Jun-25	Dec-25
LE	0.3%	0.1%	0.1%	0.1%
QSE	3.8%	0.5%	0.4%	2.7%
EME	0.8%	12.4%	6.0%	0.9%
Total	0.7%	0.2%	0.2%	0.2%

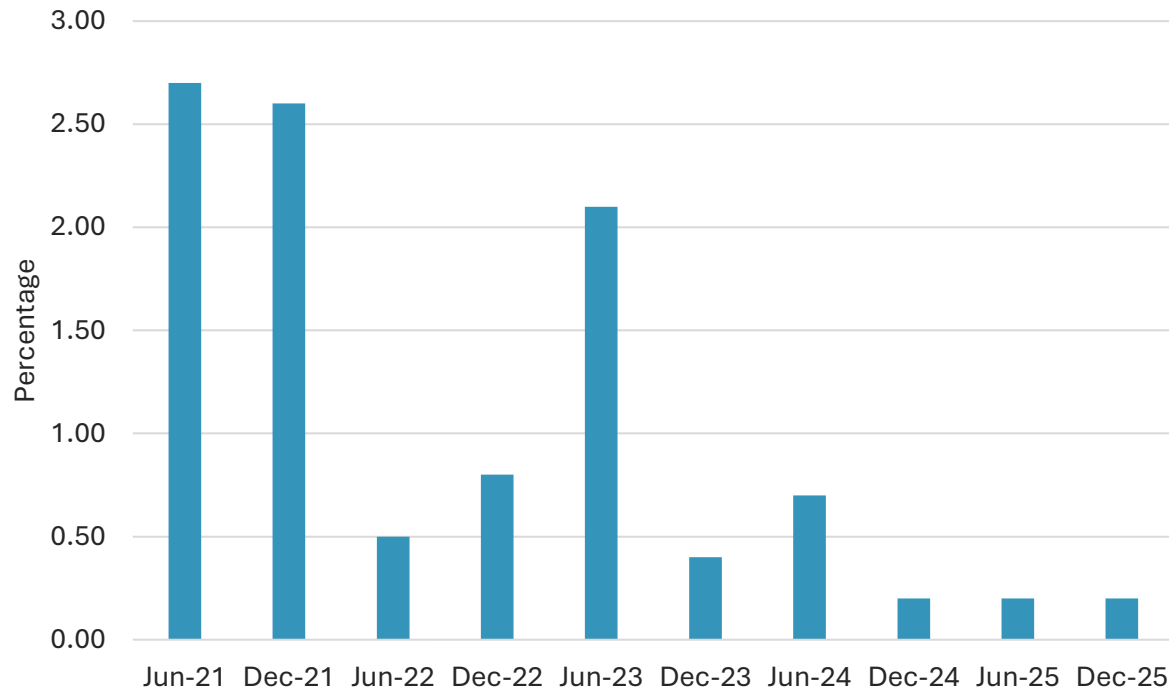
PROJECT CANCELLATIONS

Cancellation costs: Percentage of fee earnings

D1.9 What would you estimate to be your COSTS over the past six months for responding to tenders that are cancelled relative to the origins of each of these:

Cancellation Costs as Percentage of fee earnings

National Average



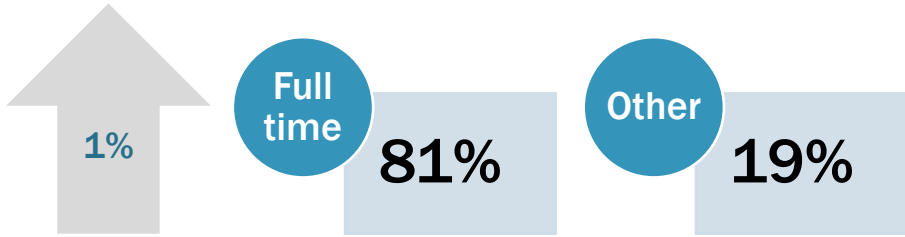
BY FIRM CATEGORY	Percentage of Earnings
LE	0.1%
QSE	2.7%
EME	0.9%
Total	0.2%

BY CLIENT TYPE	Percentage of Earnings
Central Government	0.5%
Provincial	0.5%
Local	0.2%
SOE's	0.0%
Private	0.1%
Total	0.2%

HUMAN RESOURCES

Larger enterprises increase full time employment

F1.1 What is your total number of employees (including seconded foreign staff) broken down by:



Per.chg	Full time	Other	Total
LE	-5,2%	31,0%	0,5%
QSE	11,5%	16,1%	12,2%
EME	-10,7%	0,0%	-9,4%
Total	-4,4%	29,7%	0,9%

ANNUAL AVERAGE	EMPLOYMENT (NUMBER)	Y-Y PER.CHG
2018	22 737	-0.4%
2019	20 476	-9.9%
2022	18 832	-8.0%
2021	17 347	-7.9%
2022	19 097	10.1%
2023	20 348	6.5%
2024	21 424	5.3%
Jul – Dec 2024	21 541	3.8%
Jan – Jun 2025	21 778	2.2%
Jul – Dec 2025	21 996	2.1%

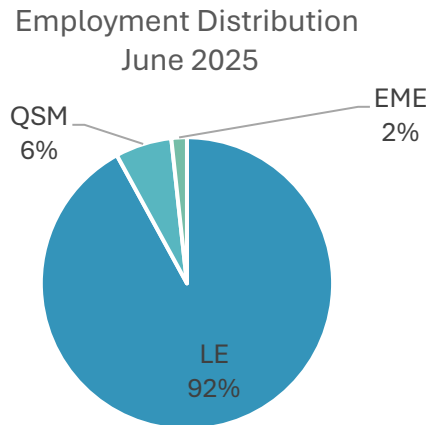
- Full time employment contributed 81 percent of total employment in the December 2025 survey, down from 87 percent the previous survey.
- Employment increased by 1 percent since the last survey and by 2.1 percent compared to the same period in 2024, following an average 5.3 percent increase in 2024.
- Full time employment fell by 4.4 percent, since the Jun-25 survey, against a 30 percent increase in part time employment, mainly due to an increase by larger and medium size firms.
- Medium size firms were the only category that increased full time employment, up 11.5 percent. Larger firms cut full time by 5.2 percent with a 10.7 percent contraction reported by EME's.

HUMAN RESOURCES

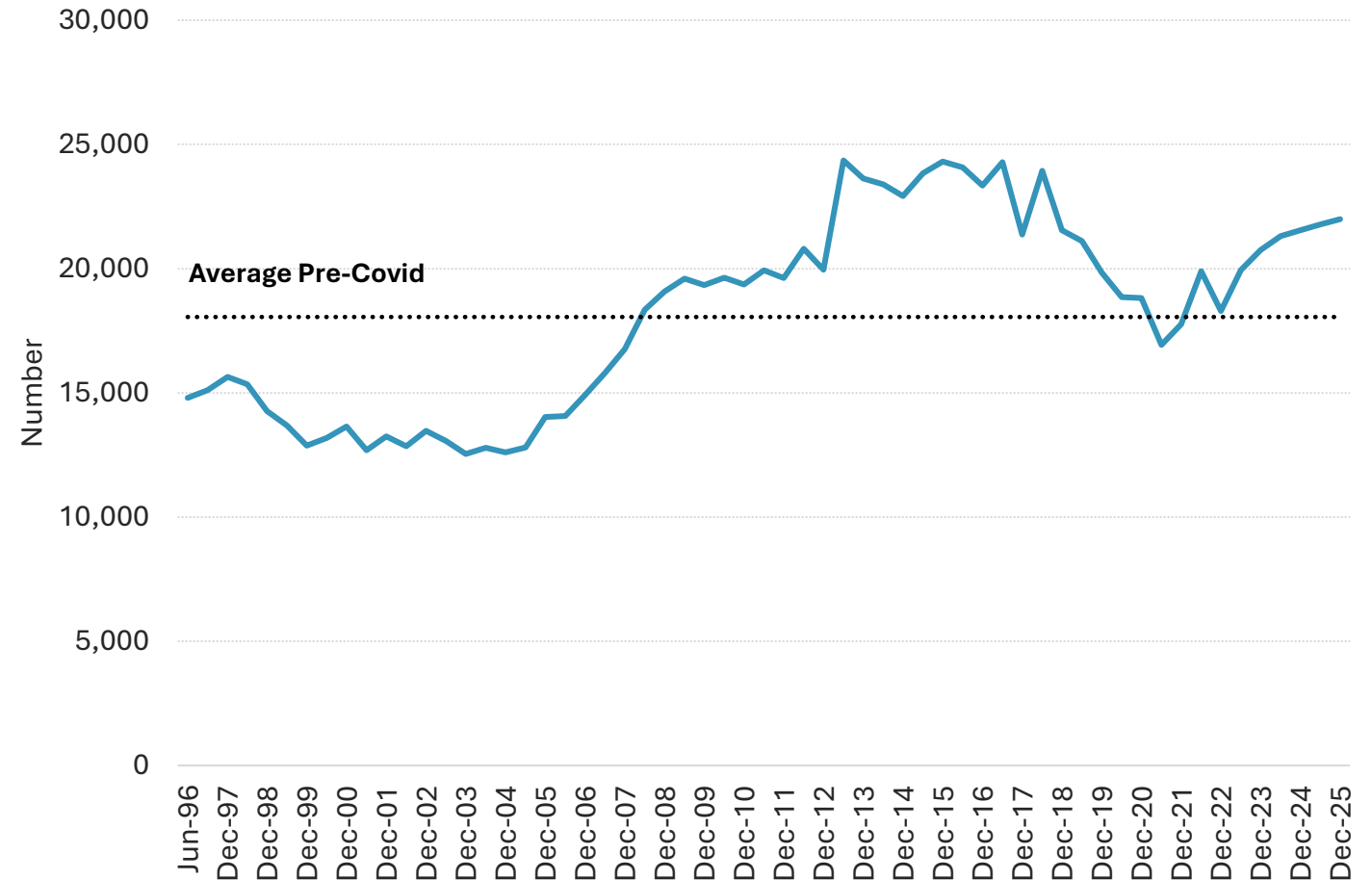
Employment Estimates

F1.1 What is your total number of employees (including seconded foreign staff) broken down by:

- **Employment surpassed pre-covid (2019) levels by 7 percent and has reached 91 percent of the peak levels in 2015.**
- **Employment increased by 1 percent since the previous survey, and an average increase of 2.1 percent y-y, that translated to an additional 463 job opportunities on average in 2025.**



CESA EMPLOYMENT ESTIMATES



HUMAN RESOURCES

Change in employment demand

Less focus to increase employment of Engineers

- Overall fewer firms are expecting to increase Engineering positions, that slowed further to 40 percent from 42 percent and 47 percent in the previous two surveys. This means on average fewer firms will increase appointment of Engineers, with an overall decline from over 70 percent in 2023, 54 percent in 2024 and 41 percent in 2025.
- Demand is highest within the larger firm size category where on average, 53 percent of firms are looking to increase the appointment of Engineers, but this is also down from 65 percent and 85 percent reported over the previous two surveys.
- Finding appropriate engineering female candidates remain difficult, up slightly, with overall responses suggesting 52 percent are experiencing recruitment problem.

F1.2 Do you see **employment demand CHANGING** in the following categories over the next 6 months?

Note: Technical staff in each category includes registered and unregistered persons

YES	Engineers	Technologists	Technicians	Other Technologist	Support
LE	53%	37%	21%	32%	11%
QSE	39%	39%	28%	0%	0%
EME	9%	27%	27%	9%	9%
Industry Average (Unweighted)	40%	36%	26%	16%	7%

* Unweighted Response due to smaller sample size

	YES	
	MALE	FEMALE
Engineers	42%	52%
Technologists	29%	40%
Technicians	27%	29%
Other Technical Staff	15%	15%
Support Staff	8%	6%
PDI Engineers	25%	27%
PDI Technologists	21%	25%
PDI Technicians	19%	23%

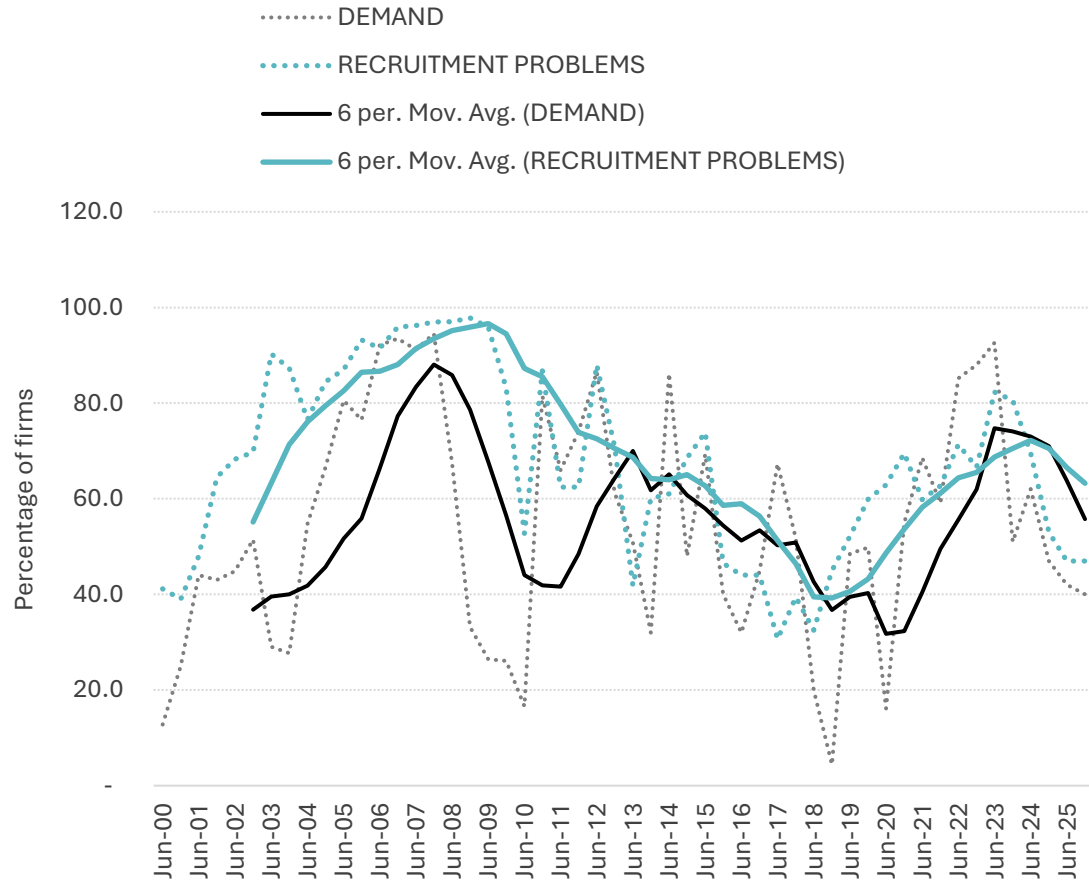
Recruitment Difficulties

F1.2 Do you experience PROBLEMS recruiting the right people? (Mark with X)

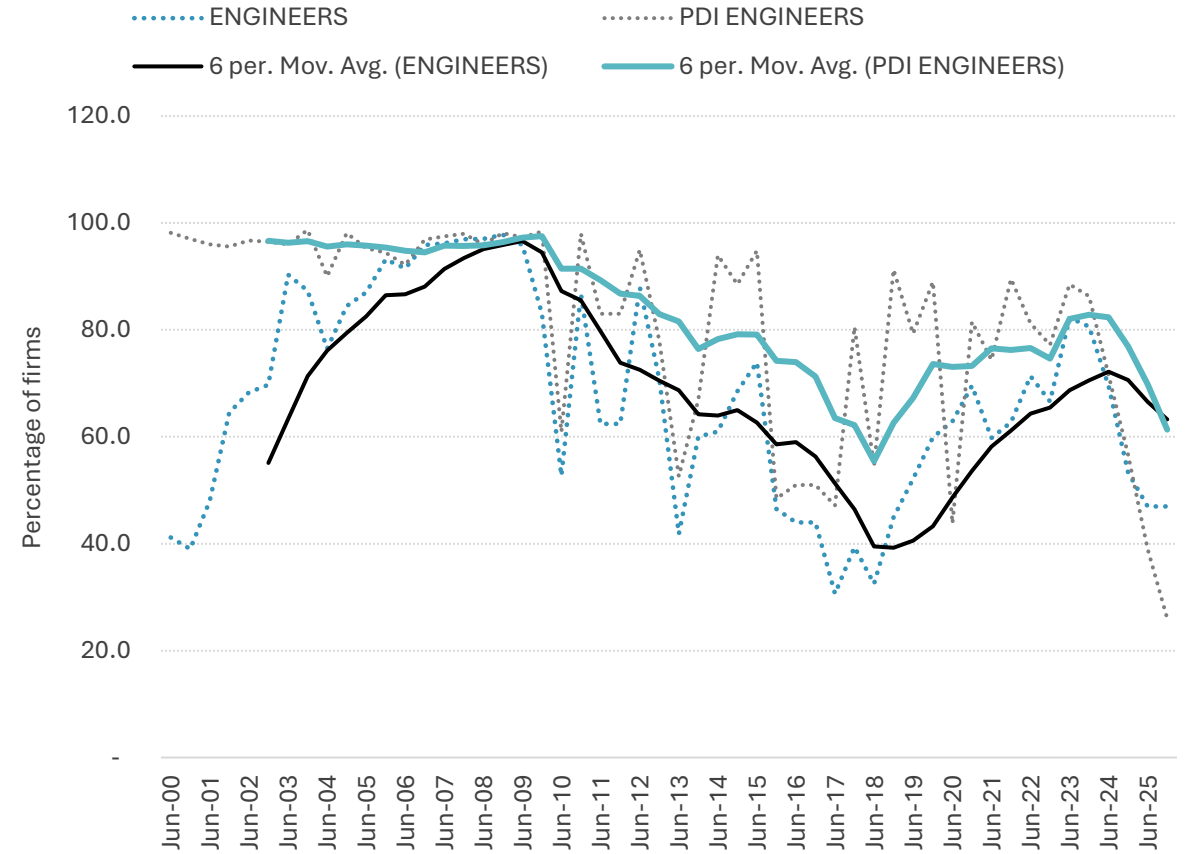
HUMAN RESOURCES

Engineers

DEMAND vs RECRUITMENT CHALLENGES: ENGINEERS



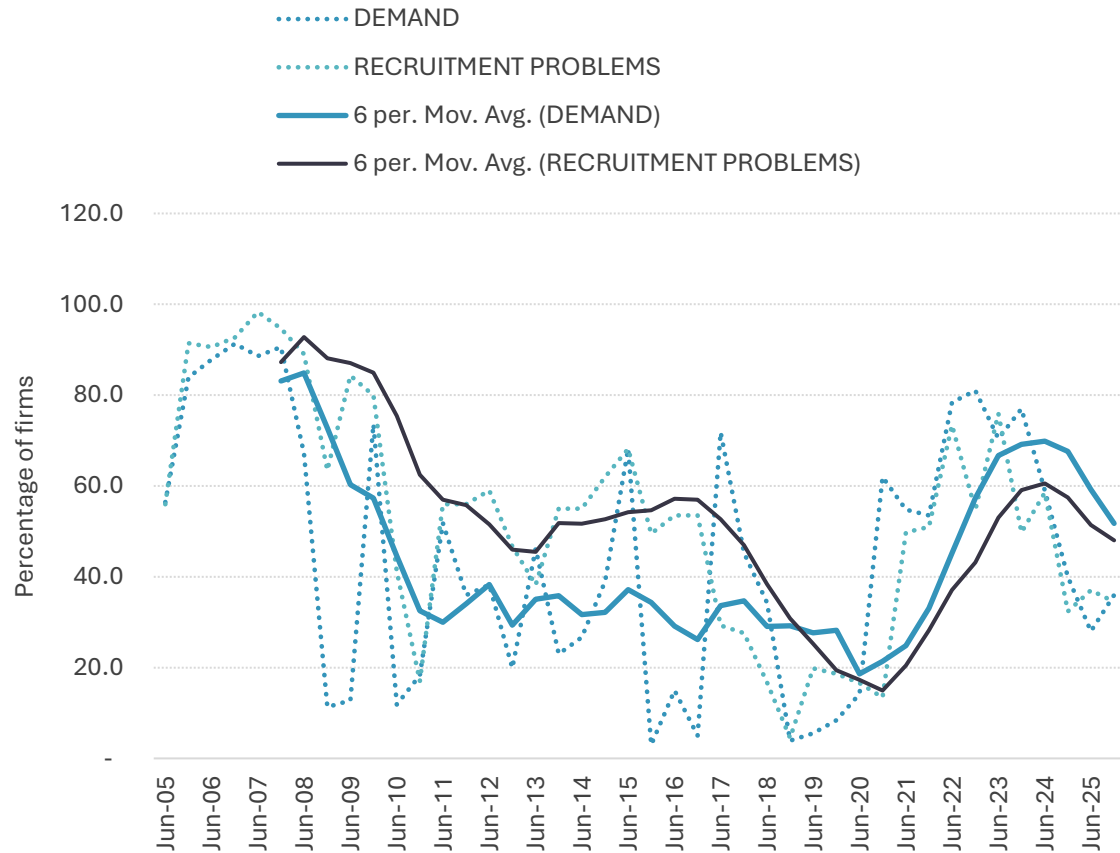
RECRUITMENT DIFFICULTIES: Engineers vs PDI Engineers



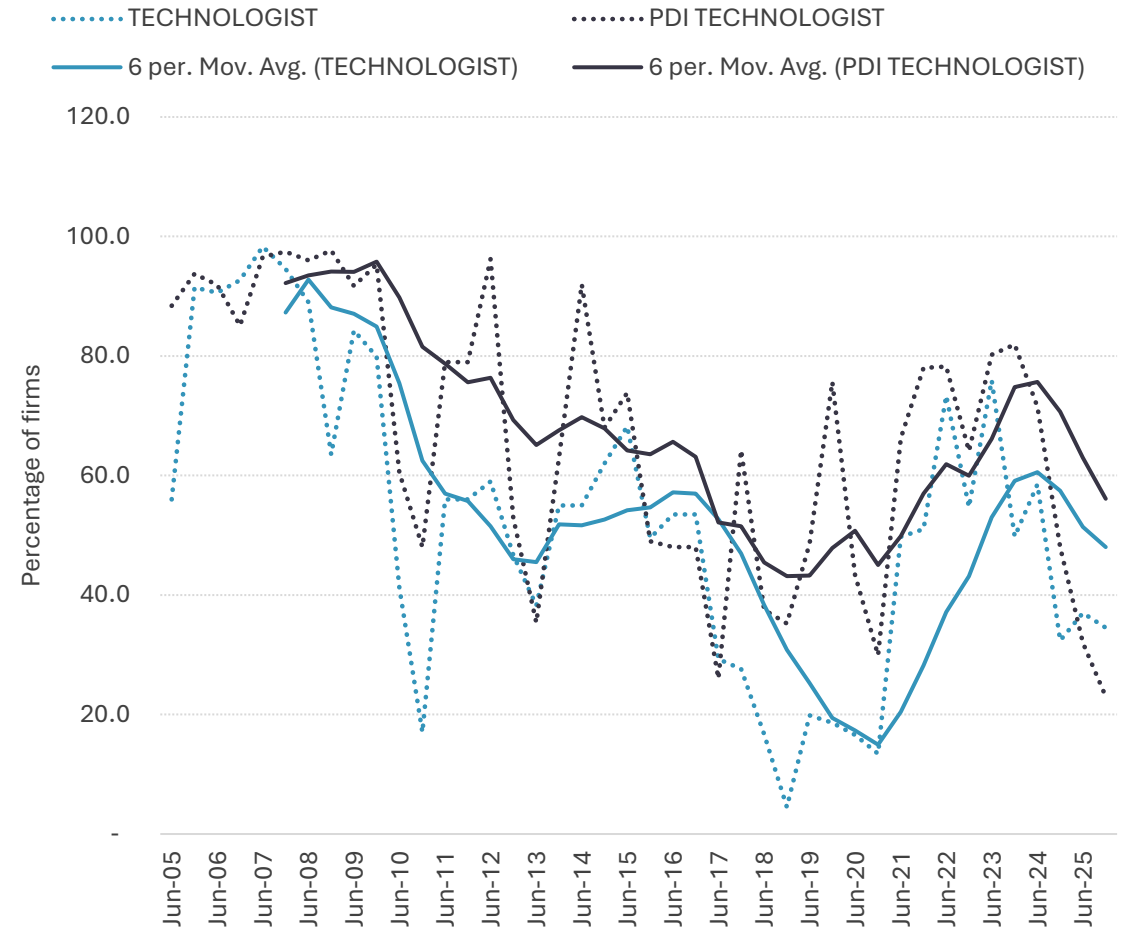
HUMAN RESOURCES

Technologist

DEMAND VS RECRUITMENT CHALLENGES: TECHNOLOGIST



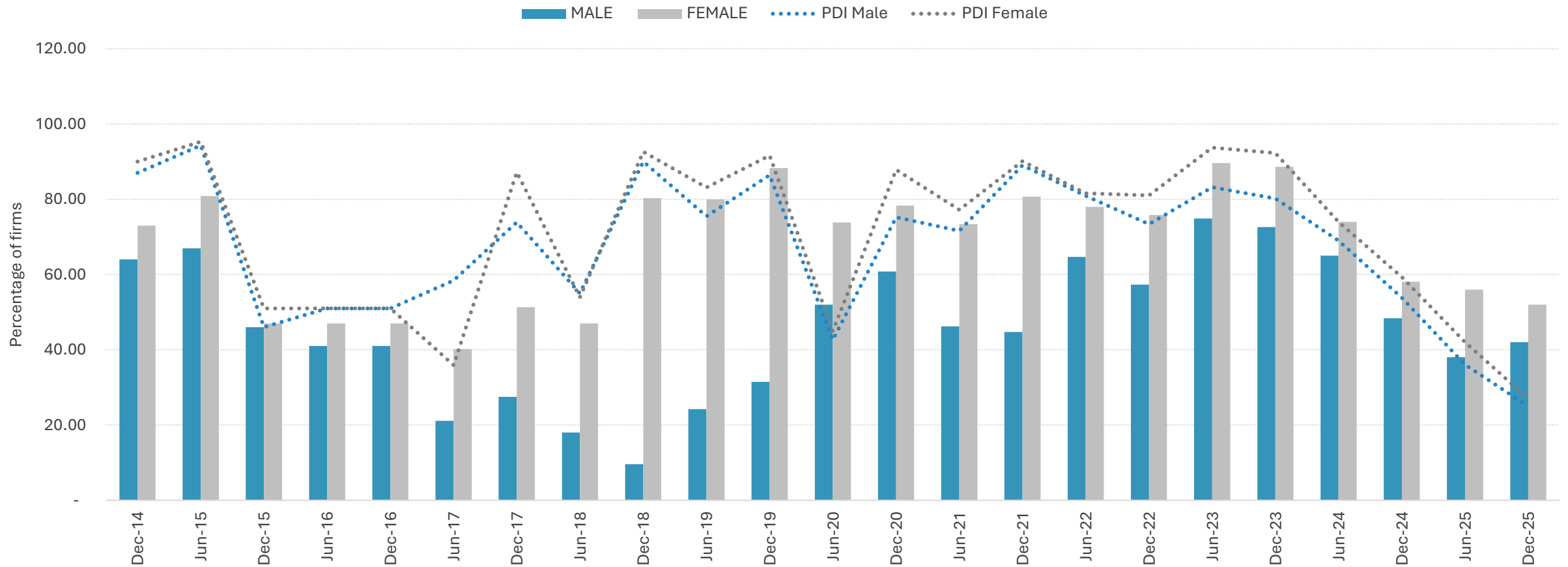
RECRUITMENT DIFFICULTIES: TECHNOLOGIST



HUMAN RESOURCES

Recruitment difficulties: Engineers

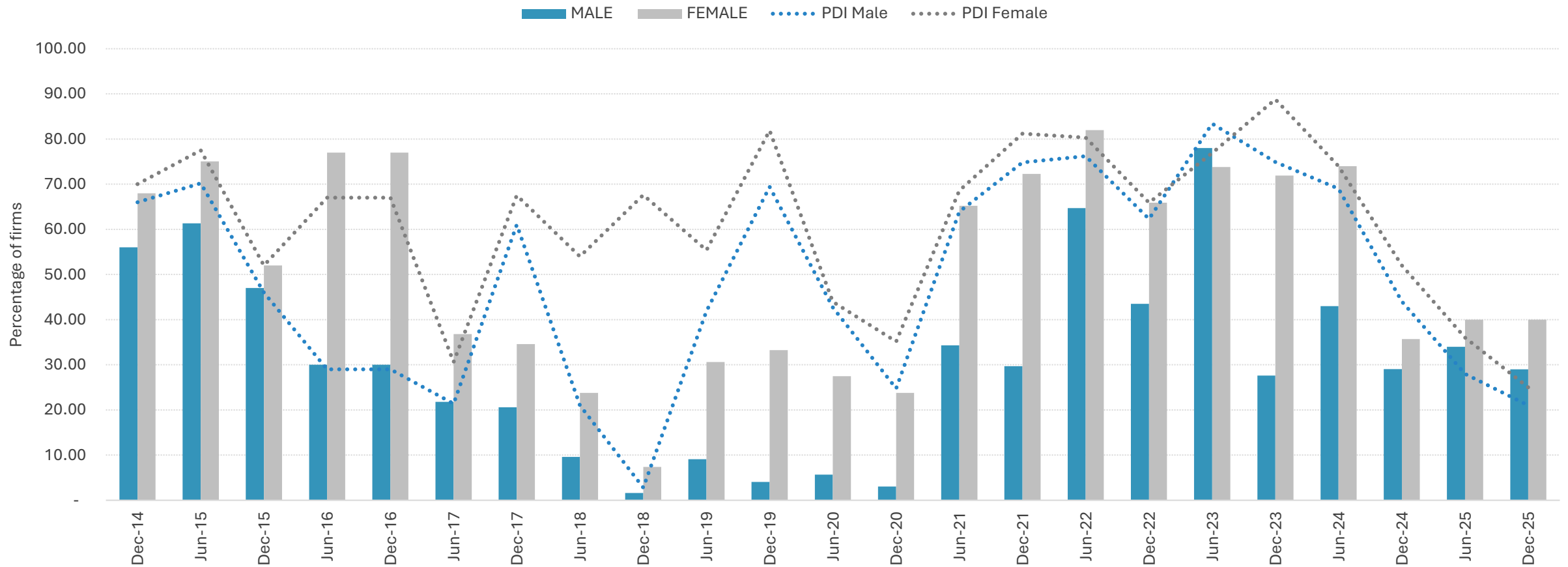
RECRUITMENT DIFFICULTIES: ENGINEERS



HUMAN RESOURCES

Recruitment difficulties: Technologists

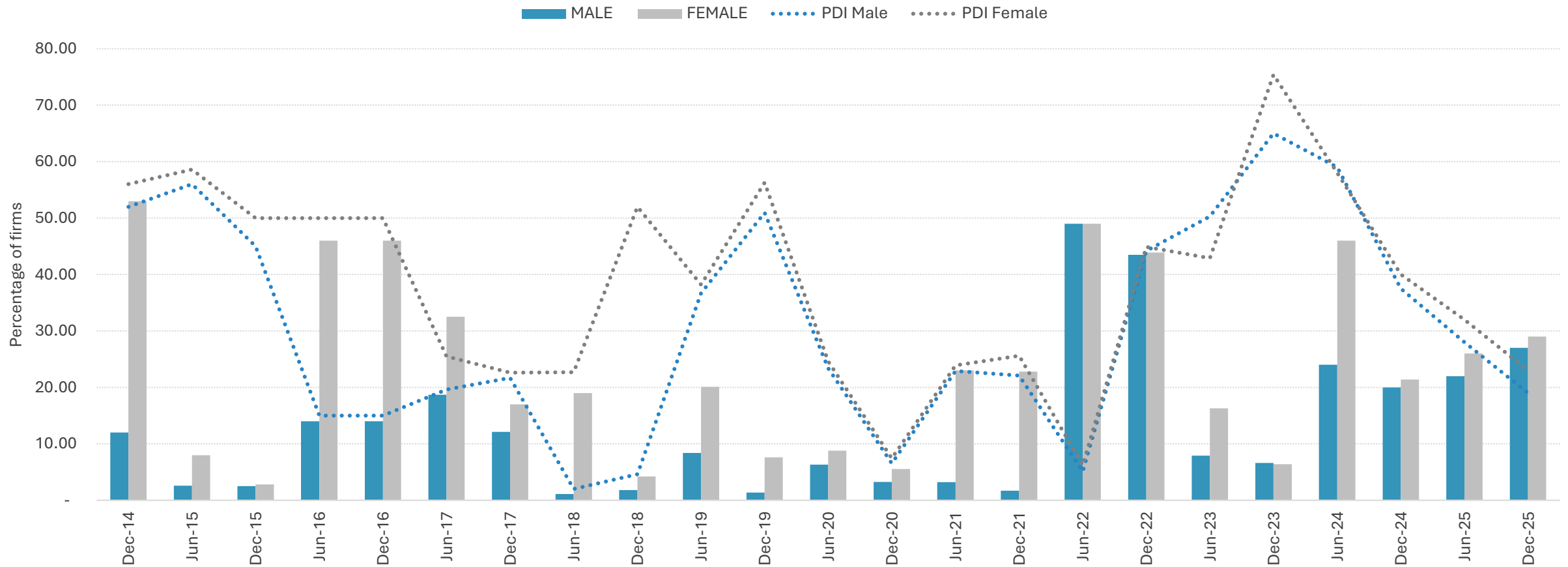
RECRUITMENT DIFFICULTIES: TECHNOLOGISTS



HUMAN RESOURCES

Recruitment difficulties: Technicians

RECRUITMENT DIFFICULTIES: TECHNICIANS



HUMAN RESOURCES

EMPLOYMENT BREAKDOWN

Percentage of firms wanting to increase staff

Type of personnel	% of firms wanting to increase staff December 2022	% of firms wanting to increase staff June 2023	% of firms wanting to increase staff December 2023	% of firms wanting to increase staff June 2024	% of firms wanting to increase staff December 2024	% of firms wanting to increase staff June 2025	% of firms wanting to increase staff December 2025
Engineers	88.0	92.6	50.9	62.0	47.0	42.0	40.0
Technologists	81.0	70.4	76.9	59.0	40.0	28.0	36.0
Technicians	57.0	14.4	18.7	56.0	31.0	20.0	26.0
Other technical staff	50.0	27.9	59.5	26.0	23.0	18.0	16.0
Support staff	2.1	10.0	1.6	12.0	6.3	8.0	7.0

EMPLOYEE PROFILE

Percentage Distribution by Race and Job category: Current Survey

Job Category	Black	Coloured	Asian	White	Total	% Share by type
Professional Engineer Pr Eng	10,3%	2,7%	11,0%	76,0%	100.0%	12,9%
Professional Architects	0,0%	0,0%	0,0%	100,0%	100.0%	0,3%
Professional Quantity Surveyors	29,4%	11,8%	17,6%	41,2%	100.0%	0,4%
Professional Other	0,8%	11,5%	12,3%	75,4%	100.0%	2,8%
Technologists Pr Tech Eng	25,2%	10,7%	10,4%	53,7%	100.0%	7,7%
Technicians PrTechni Eng	47,0%	13,3%	2,4%	37,3%	100.0%	1,9%
Unregistered technical staff: Engineer	34,7%	11,5%	18,4%	35,4%	100.0%	19,2%
Unregistered technical staff: Technologist	62,2%	9,5%	13,1%	15,2%	100.0%	7,5%
Unregistered technical staff: Technician	65,5%	9,0%	4,1%	21,5%	100.0%	8,5%
Unregistered technical staff: Other	50,5%	5,9%	9,3%	34,4%	100.0%	7,4%
Technical Assistants	59,2%	20,4%	0,0%	20,4%	100.0%	3,3%
Draughts Persons	19,8%	14,7%	5,8%	59,7%	100.0%	6,4%
Laboratory / Survey Assistants	60,0%	0,0%	6,7%	33,3%	100.0%	0,3%
Administration / Support staff	49,9%	16,6%	7,9%	25,6%	100.0%	21,3%
Total	39,0%	11,1%	10,3%	39,6%	100.0%	100.0%

EMPLOYEE PROFILE BY RACE, GENDER & JOB CATEGORY

Percentage Distribution: Current Survey

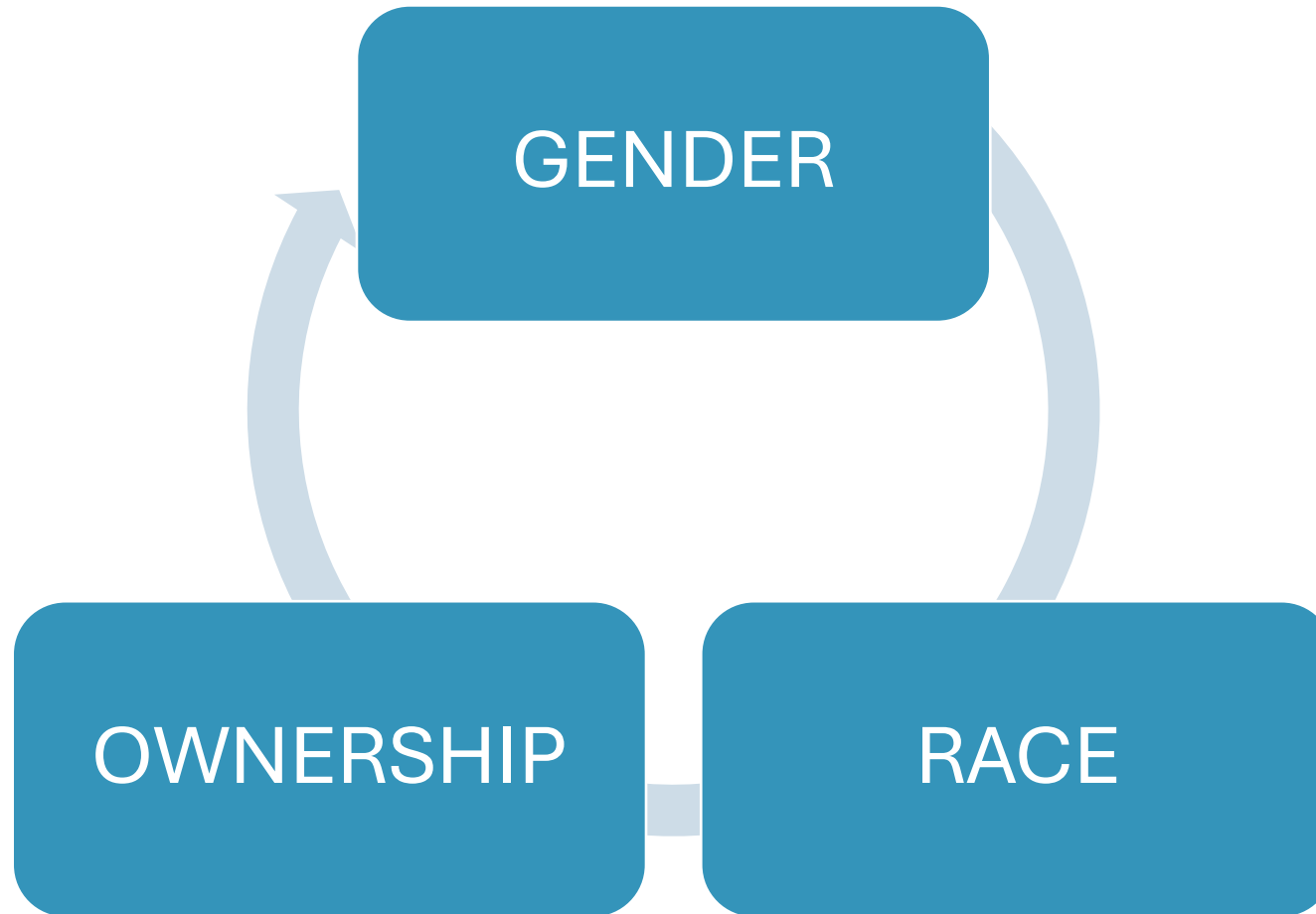
Job Category	Black			Coloured			Asian			White			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Professional Engineer Pr Eng	1,1%	0,3%	1,4%	0,3%	0,0%	0,4%	1,0%	0,4%	1,5%	8,8%	1,3%	10,0%	11,2%	2,0%	13,2%
Professional Architects	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,2%	0,1%	0,3%	0,2%	0,1%	0,3%
Professional Quantity Surveyors	0,1%	0,0%	0,1%	0,0%	0,0%	0,0%	0,0%	0,0%	0,1%	0,2%	0,0%	0,2%	0,4%	0,0%	0,4%
Professional Other	0,5%	0,4%	0,0%	0,1%	0,2%	0,3%	0,2%	0,2%	0,4%	1,2%	0,9%	2,2%	2,1%	1,7%	3,8%
Technologists Pr Tech Eng	1,5%	0,5%	2,0%	0,7%	0,1%	0,8%	0,7%	0,1%	0,8%	4,0%	0,3%	4,3%	6,9%	1,0%	7,9%
Technicians Pr Techni Eng	0,7%	0,2%	0,9%	0,2%	0,1%	0,3%	0,0%	0,0%	0,0%	0,7%	0,0%	0,7%	1,6%	0,3%	1,9%
Unregistered technical staff: Engineer	4,4%	2,4%	6,8%	1,4%	0,8%	2,3%	2,1%	1,5%	3,6%	5,1%	1,8%	6,9%	13,1%	6,5%	19,6%
Unregistered technical staff: Technologist	2,8%	1,9%	4,8%	0,6%	0,2%	0,7%	0,8%	0,3%	1,0%	1,1%	0,1%	1,2%	3,1%	1,5%	4,6%
Unregistered technical staff: Technician	3,5%	2,1%	5,7%	0,6%	0,2%	0,8%	0,3%	0,1%	0,4%	1,6%	0,3%	1,9%	5,9%	2,7%	8,6%
Unregistered technical staff: Other	2,0%	1,8%	3,8%	0,3%	0,2%	0,4%	0,5%	0,2%	0,7%	1,6%	1,0%	2,6%	4,4%	3,2%	7,6%
Technical Assistants	1,5%	0,5%	2,0%	0,5%	0,2%	0,7%	0,0%	0,0%	0,0%	0,4%	0,3%	0,7%	2,4%	0,9%	3,3%
Draughts Persons	0,8%	0,4%	1,3%	0,8%	0,2%	1,0%	0,3%	0,1%	0,4%	2,6%	1,3%	3,9%	4,5%	2,0%	6,5%
Laboratory / Survey Assistants	0,1%	0,1%	0,2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,1%	0,2%	0,2%	0,4%
Administration / Support staff	3,8%	7,1%	10,9%	0,9%	2,7%	3,6%	0,4%	1,3%	1,7%	1,2%	4,3%	5,6%	6,4%	15,4%	21,8%
Total	22,9%	17,9%	39,8%	6,5%	4,8%	11,3%	6,4%	4,1%	10,5%	28,7%	11,8%	40,5%	62,3%	37,7%	100,0%

EMPLOYEE PROFILE BY RACE, GENDER & JOB CATEGORY

Number: Current Survey

Job Category	Black			Coloured			Asian			White			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Professional Engineer Pr Eng	232	67	300	72	5	77	222	98	320	1 927	279	2 206	2 454	449	2 903
Professional Architects	0	0	0	0	0	0	0	0	0	41	31	72	41	31	72
Professional Quantity Surveyors	26	0	26	10	0	10	10	5	15	36	0	36	83	5	88
Professional Other	114	98	5	31	41	72	41	36	77	274	201	475	460	377	837
Technologists Pr Tech Eng	336	103	439	160	26	186	150	31	181	873	62	935	1 519	222	1 741
Technicians Pr Techni Eng	150	52	201	41	15	57	10	0	10	155	5	160	356	72	429
Unregistered technical staff: Engineer	971	522	1 493	310	186	496	465	325	790	1 131	393	1 524	2 877	1 426	4 303
Unregistered technical staff: Technologist	625	429	1 054	124	36	160	165	57	222	232	26	258	692	325	1 018
Unregistered technical staff: Technician	775	470	1 245	129	41	170	62	15	77	341	67	408	1 307	594	1 901
Unregistered technical staff: Other	439	403	842	62	36	98	108	46	155	351	222	573	961	708	1 669
Technical Assistants	325	108	434	114	36	150	0	0	0	88	62	150	527	207	734
Draughts Persons	186	98	284	170	41	212	67	15	83	563	294	858	987	449	1 436
Laboratory / Survey Assistants	15	31	46	0	0	0	5	0	5	21	5	26	41	36	77
Administration / Support staff	832	1 560	2 392	196	599	796	98	279	377	274	950	1 224	1 400	3 389	4 789
Total	5 026	3 941	8 761	1 421	1 064	2 485	1 405	909	2 314	6 307	2 598	8 906	13 705	8 291	21 996

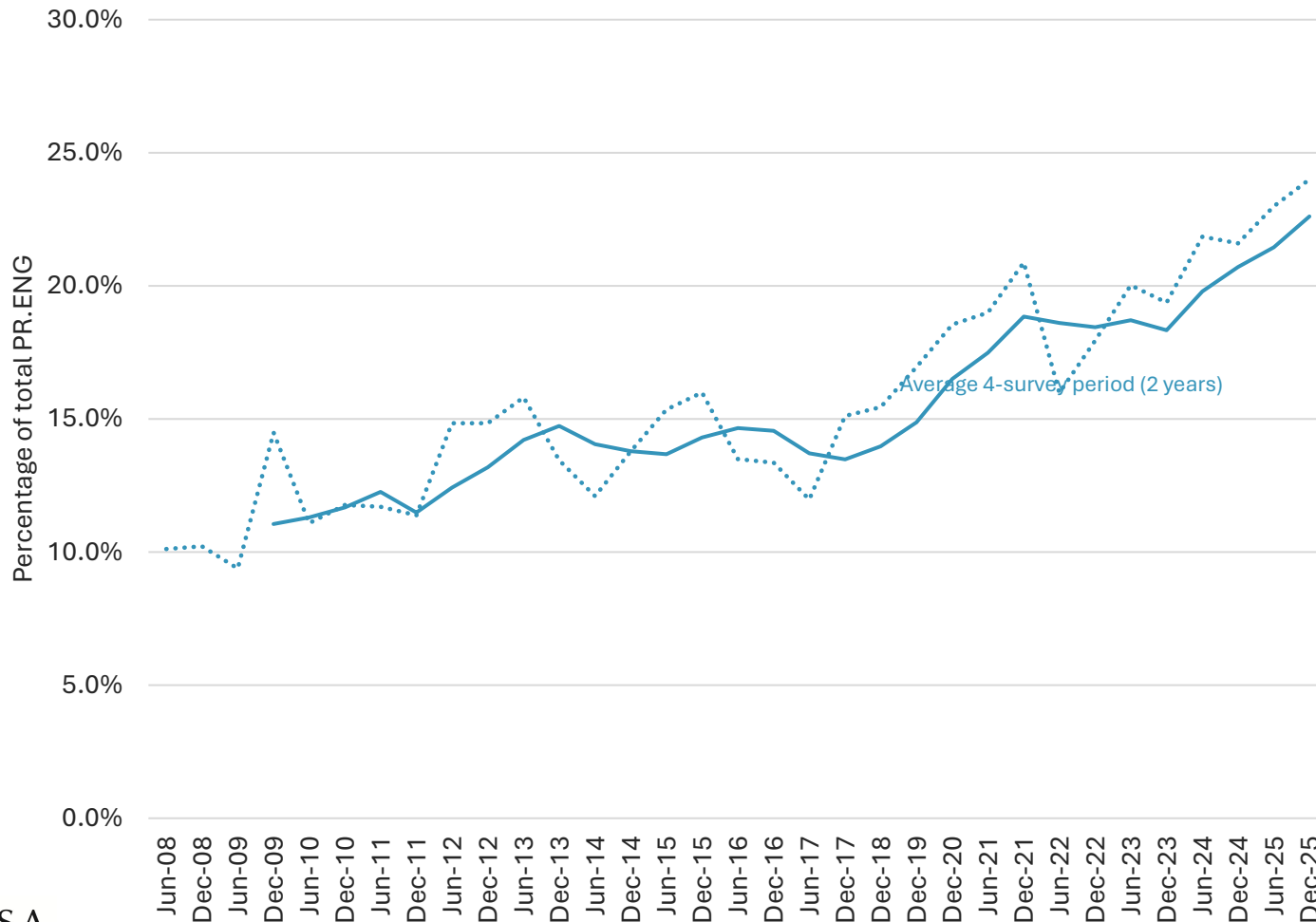
DIVERSITY, INCLUSIVITY & EQUITY



BLACK PROFESSIONALS IN INDUSTRY

Black Engineers as percentage of total PR ENG

Including Black, Coloured and Asian



- The contribution of black engineers rose to 24 percent in the December 2025 survey from 23 percent in the previous survey and an average of 10 percent in 2007.

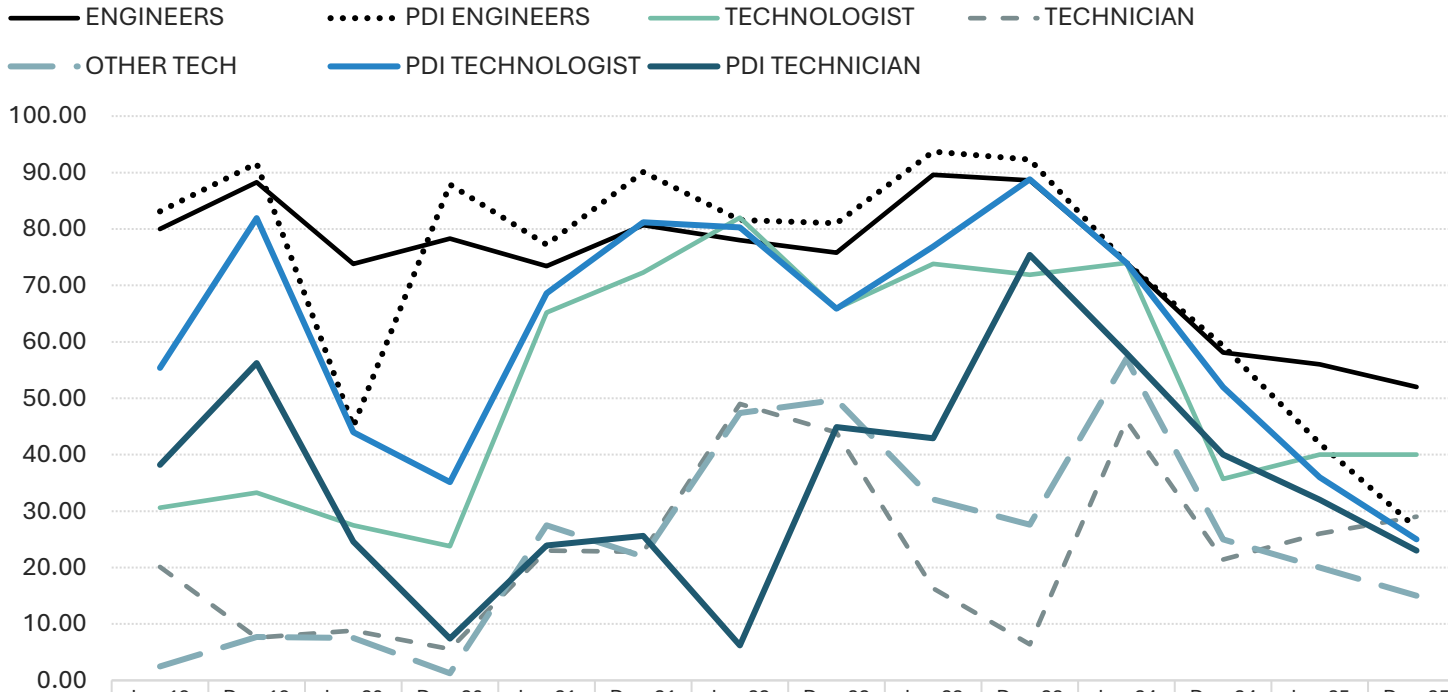
NUMBER	PR.ENG	Technologists
WHITE	2 206	935
BLACK	300	439
COLOURED	77	186
ASIAN	320	181
Total	2 903	1 741

* Including male and female

FEMALE PROFESSIONALS IN INDUSTRY

Black women represented 70 percent of total females in executive and non-executive roles

DIFFICULTY IN RECRUITMENT: FEMALES



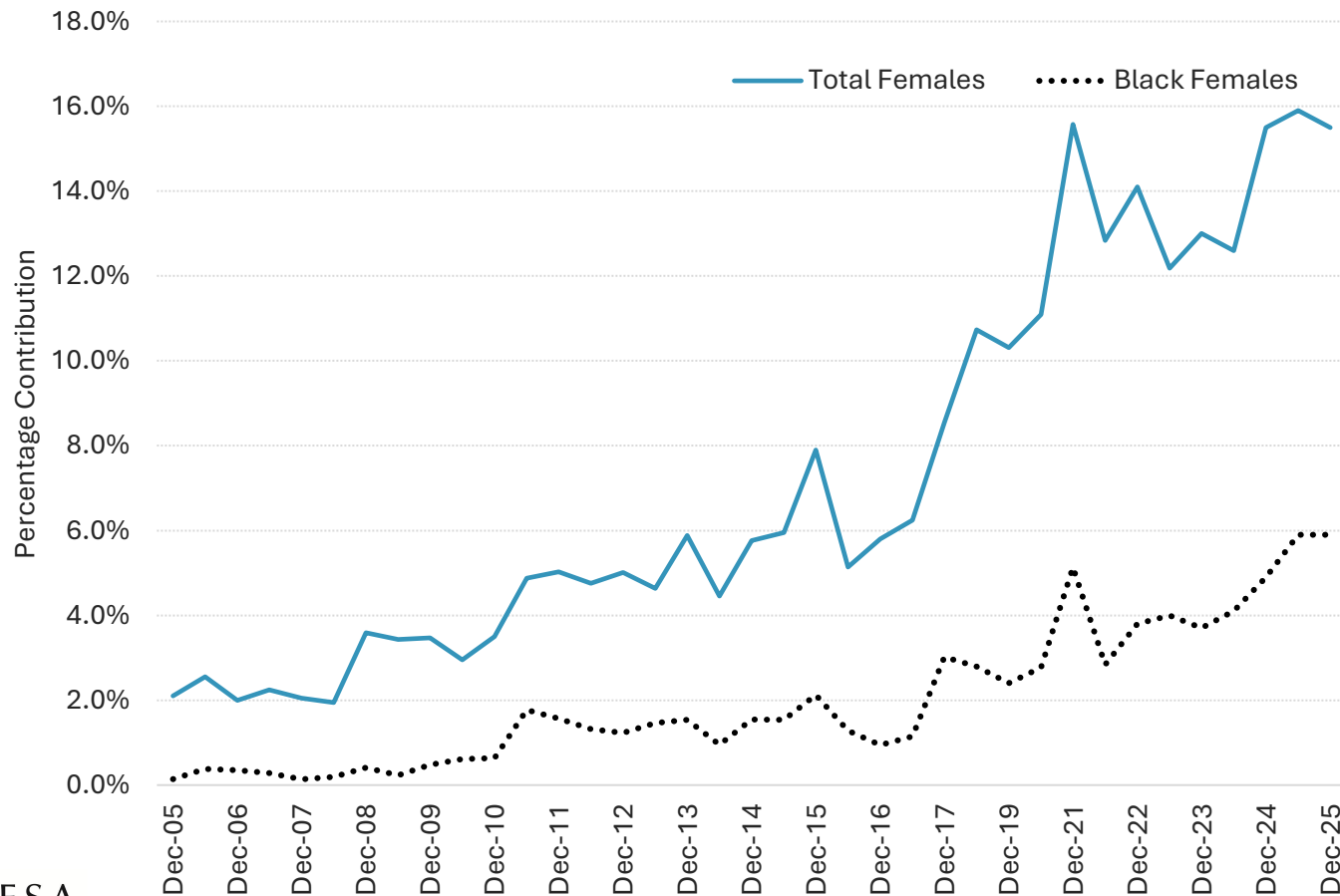
	Jun-19	Dec-19	Jun-20	Dec-20	Jun-21	Dec-21	Jun-22	Dec-22	Jun-23	Dec-23	Jun-24	Dec-24	Jun-25	Dec-25
ENGINEERS	80.00	88.30	73.80	78.30	73.40	80.70	78.00	75.80	89.60	88.60	74.00	58.10	56	52
PDI ENGINEERS	83.12	91.60	45.00	87.85	77.20	90.10	81.60	81.00	93.70	92.30	74.00	59.30	42	27
TECHNOLOGIST	30.60	33.25	27.50	23.78	65.20	72.30	82.00	65.90	73.80	71.90	74.00	35.70	40	40
TECHNICIAN	20.10	7.60	8.80	5.55	23.00	22.80	49.00	43.90	16.30	6.40	46.00	21.40	26	29
OTHER TECH	2.50	7.71	7.50	1.26	27.50	21.90	47.40	49.70	32.10	27.60	57.00	25.00	20	15
PDI TECHNOLOGIST	55.36	81.90	43.98	35.13	68.60	81.20	80.30	65.90	76.90	88.80	74.00	52.00	36	25
PDI TECHNICIAN	38.20	56.26	24.60	7.41	23.90	25.60	6.20	44.90	42.90	75.40	58.00	40.00	32	23

- Finding appropriate female engineering candidates is challenging, but eased over the last few surveys, reaching an average response rate of 52 percent (Dec-25) from 56 percent (Jun-25) and above 80 percent in 2023.
- Fewer challenges are also experienced to appoint PDI Female Engineers, down from 42 percent in June 2025 to 27 percent (Dec-25), a new record low.

FEMALE PROFESSIONALS IN INDUSTRY

FEMALE ENGINEERS AS PERCENTAGE OF TOTAL PR.ENG

Including Black, Coloured and Asian



- The contribution of female engineers gradually moderated slightly off the peak off the peak of 15.9 percent in the June 2025 survey, to 15.5%, with the contribution by Black female engineers stable at 5,9 percent of total engineering appointments.
- Females contributed 7 percent, down from 16.7 percent (Jun-25) in an executive role as either an executive or non-executive director, with 80 percent of these females represented by either Black, Coloured or Asian race groups, up from 70 percent in the June 2025 survey.

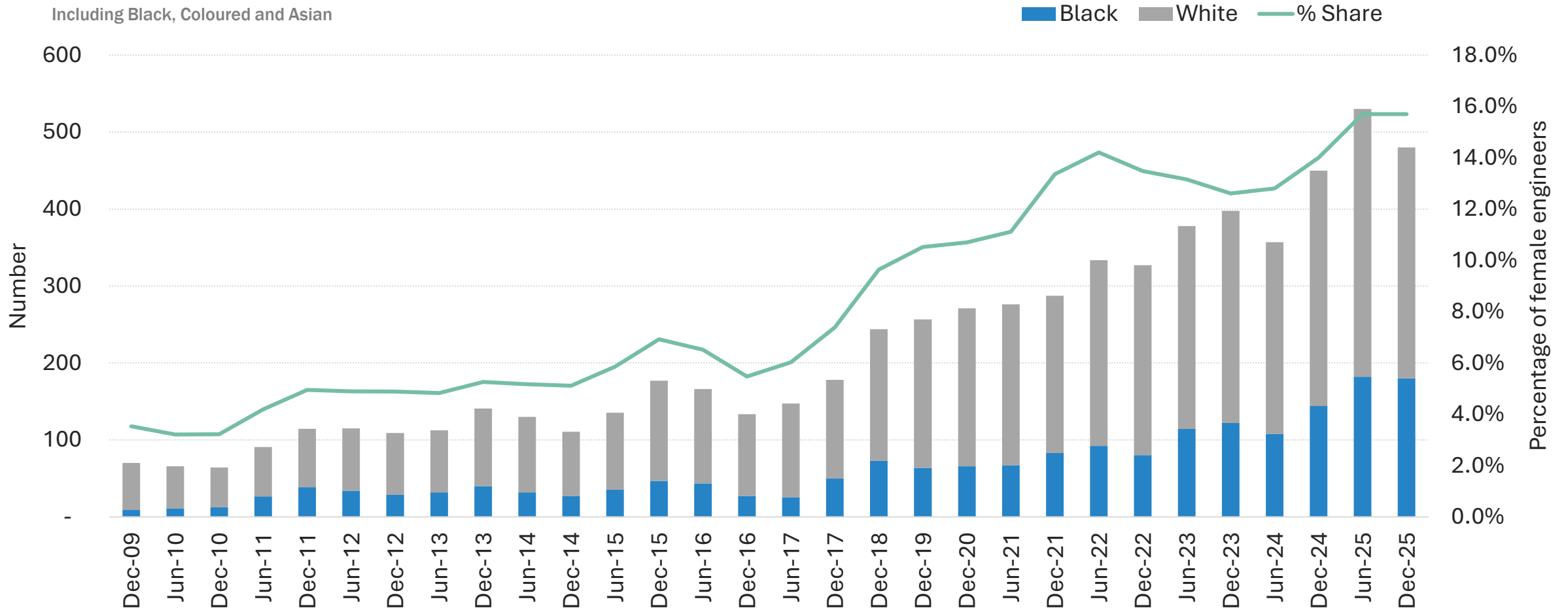
NUMBER	PR.ENG	TECHNOLOGISTS
WHITE	279	62
BLACK	67	103
COLOURED	5	26
ASIAN	98	31
Total	449	222

FEMALE PROFESSIONALS IN INDUSTRY

Employment of female engineers exceed 500 in the June 2025 survey, an increase of 49 percent y-y, following a 13 percent increase in 2024

Female Engineers contribution – Annual Moving Average

Including Black, Coloured and Asian



OWNERSHIP

Current Survey

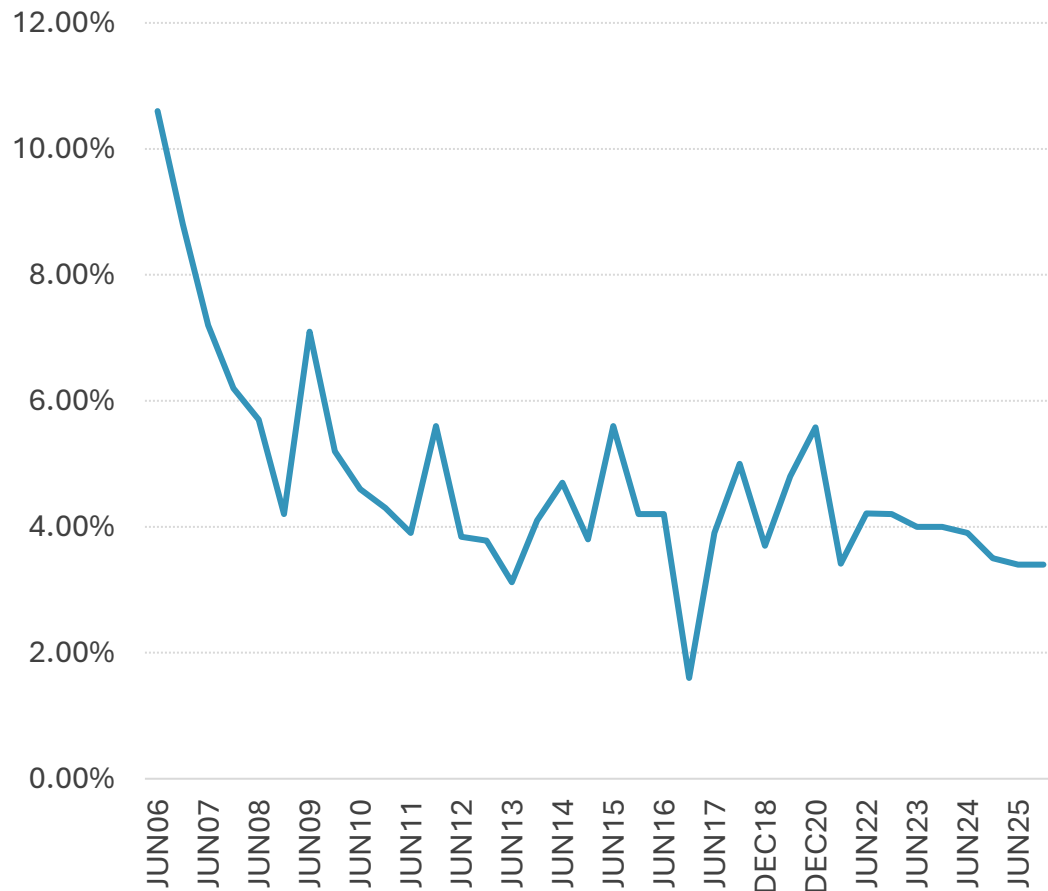
Company Type	Owner category	Prof. Category	Black			Coloured			Asian			White			Total		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
(PTY) LTD	Executive Director	PrEng	48	0	48	14	0	14	19	19	39	256	5	261	338	24	362
		PrTechEng	48	0	48	5	10	14	5	0	5	43	0	43	101	10	111
		Other	39	24	63	5	10	14	14	19	34	10	5	14	68	58	126
	Non-Executive Director	PrEng	5	0	5	0	0	0	10	0	10	5	0	5	19	0	19
		PrTechEng	10	0	10	0	0	0	0	0	0	5	0	5	14	0	14
		Other	5	19	24	5	10	14	0	0	0	0	0	0	10	29	39
CC	Member	PrEng	10	0	10	0	0	0	0	0	0	10	0	10	19	0	19
		PrTechEng	5	0	5	0	0	0	0	0	0	10	0	10	14	0	14
		Other	5	0	5	0	0	0	0	0	0	10	5	14	14	5	19
Partnership	Partner	PrEng	5	0	5	0	0	0	0	0	0	5	0	5	10	0	10
		PrTechEng	10	0	10	0	0	0	0	0	0	0	0	0	10	0	10
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			188	43	232	29	29	58	48	39	87	353	14	367	618	126	744

- Females contributed 16.9 percent (16.7 percent Dec-24) in executive or non-executive director roles, of which 88 percent (up from 70 percent in the previous survey) were black, coloured or Asian.
- Males represented the majority share of 83 percent, of which 43 percent, up from 38 percent were represented by black, coloured or Asian.
- Ownership / equity roles contributed 3.4 percent of total employment in the current survey, on par with the last five surveys.

OWNERSHIP

Executive Staff Percentage share of total employment
PTY, CC and Partnerships

Executive Staff % of total employment

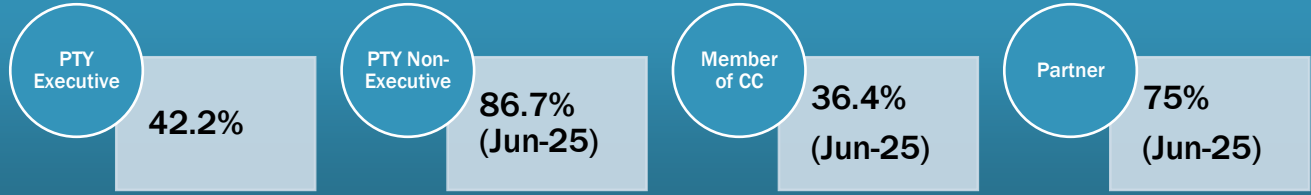


Company Type	Owner category	Prof. Category	Total		
			Male	Female	Total
(PTY) LTD	Executive Director	PrEng	338	24	362
		PrTechEng	101	10	111
		Other	68	58	126
	Non-Executive Director	PrEng	19	0	19
		PrTechEng	14	0	14
		Other	10	29	39
CC	Member	PrEng	19	0	19
		PrTechEng	14	0	14
		Other	14	5	19
Partnership	Partner	PrEng	10	0	10
		PrTechEng	10	0	10
		Other	0	0	0
GRAND TOTAL			618	126	744

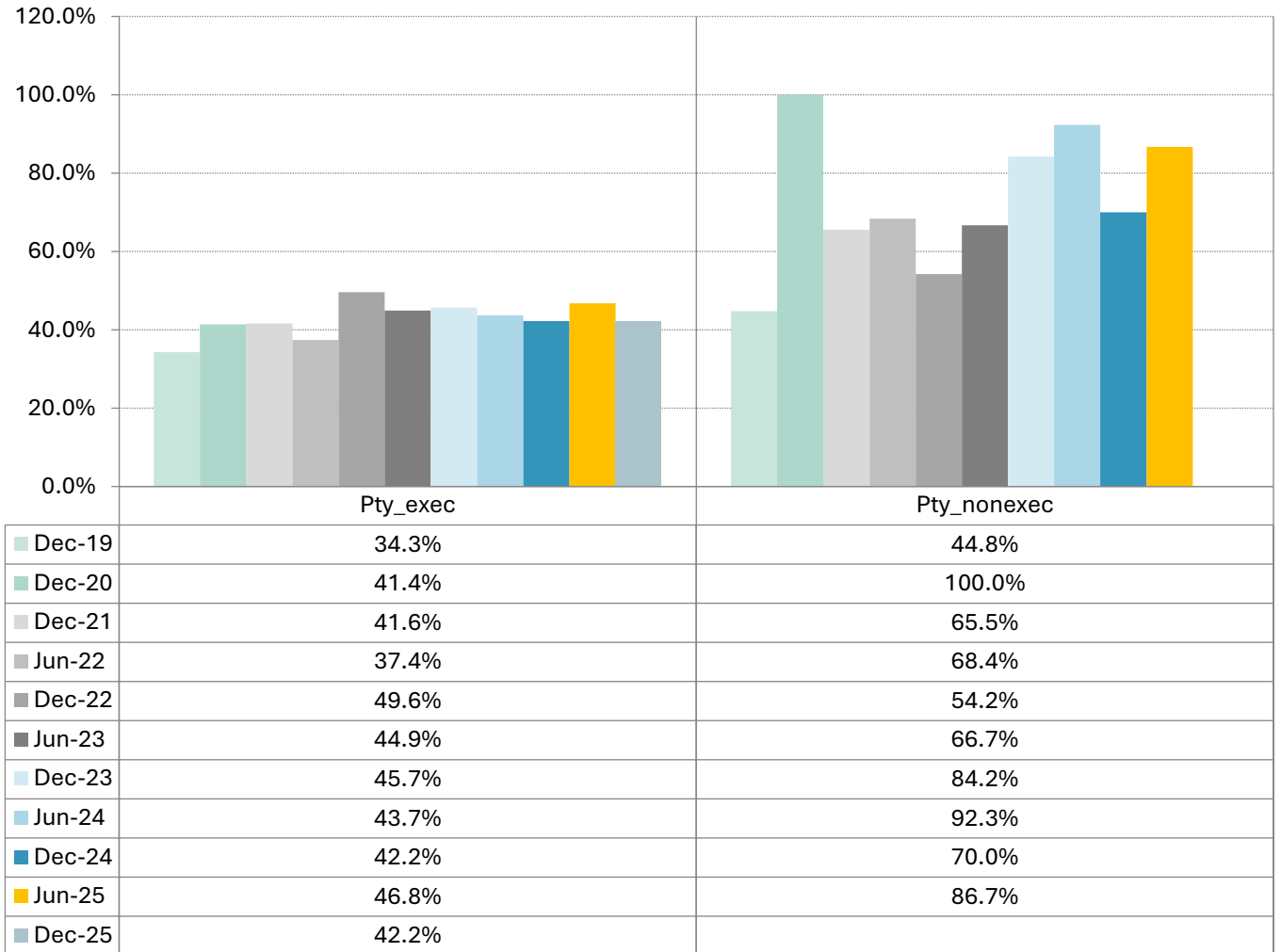
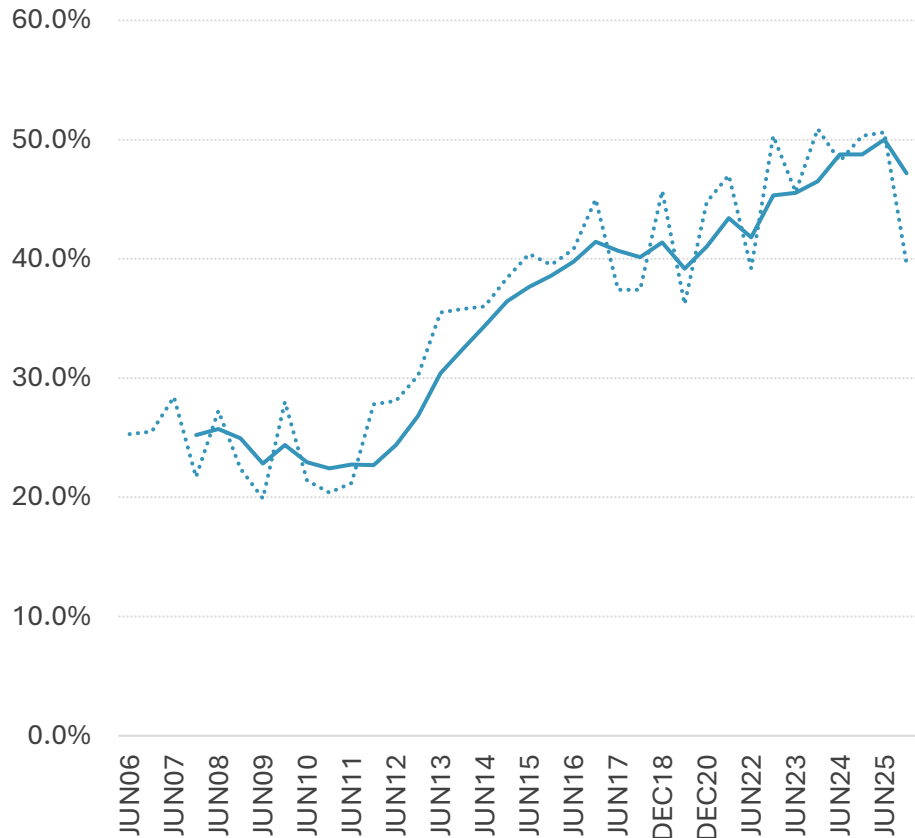
Black executive staff

% of Total Executive Staff

Including Black, Coloured and Asian
Male and Female



Percentage share of total executive staff



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Thank you