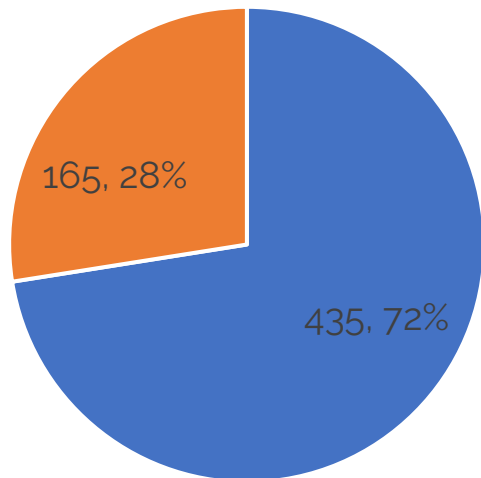


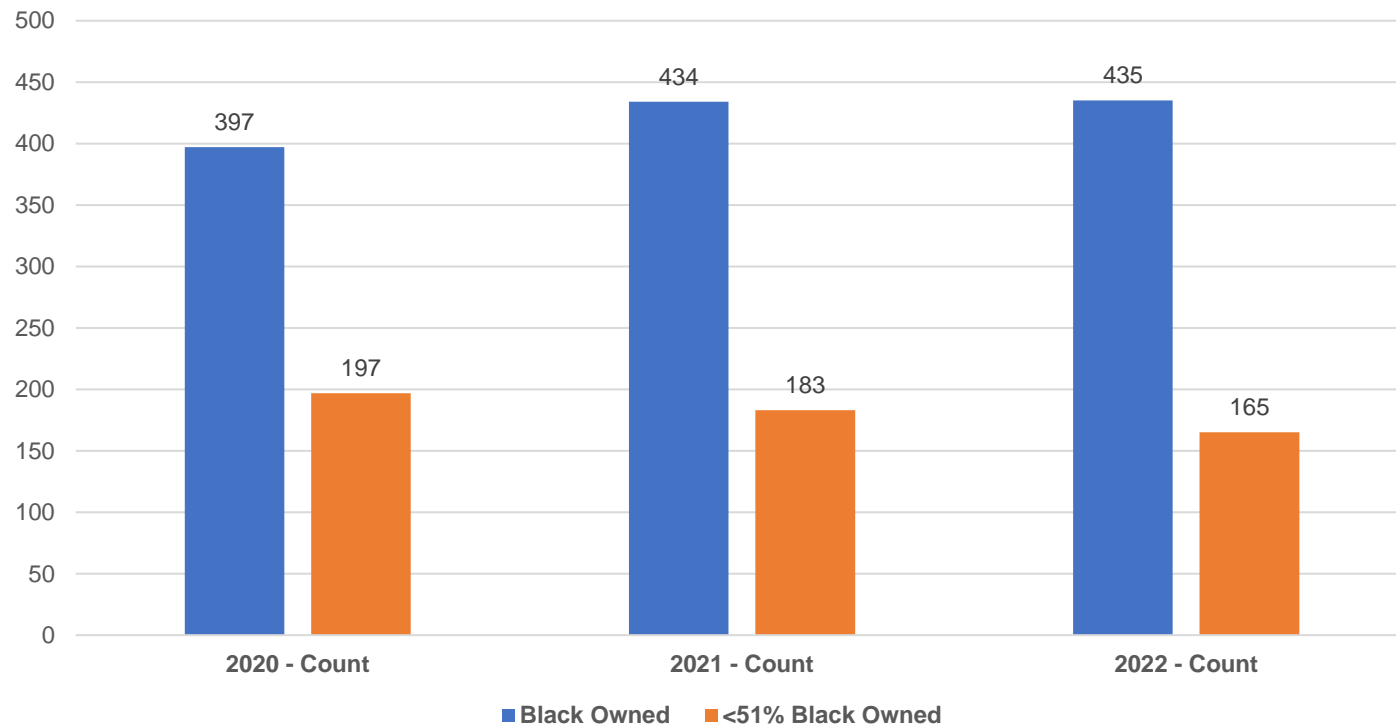
CESA Transformation Stats, July 2022

Black Ownership 2022

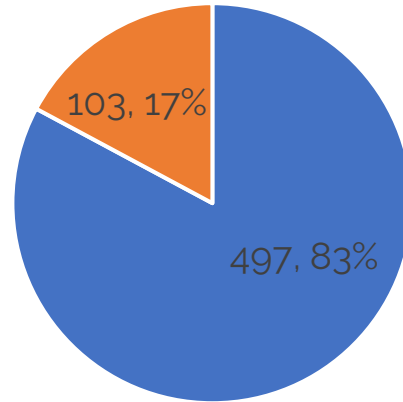


■ Black Owned ■ <51% Black Owned

CESA Firms - Black Ownership

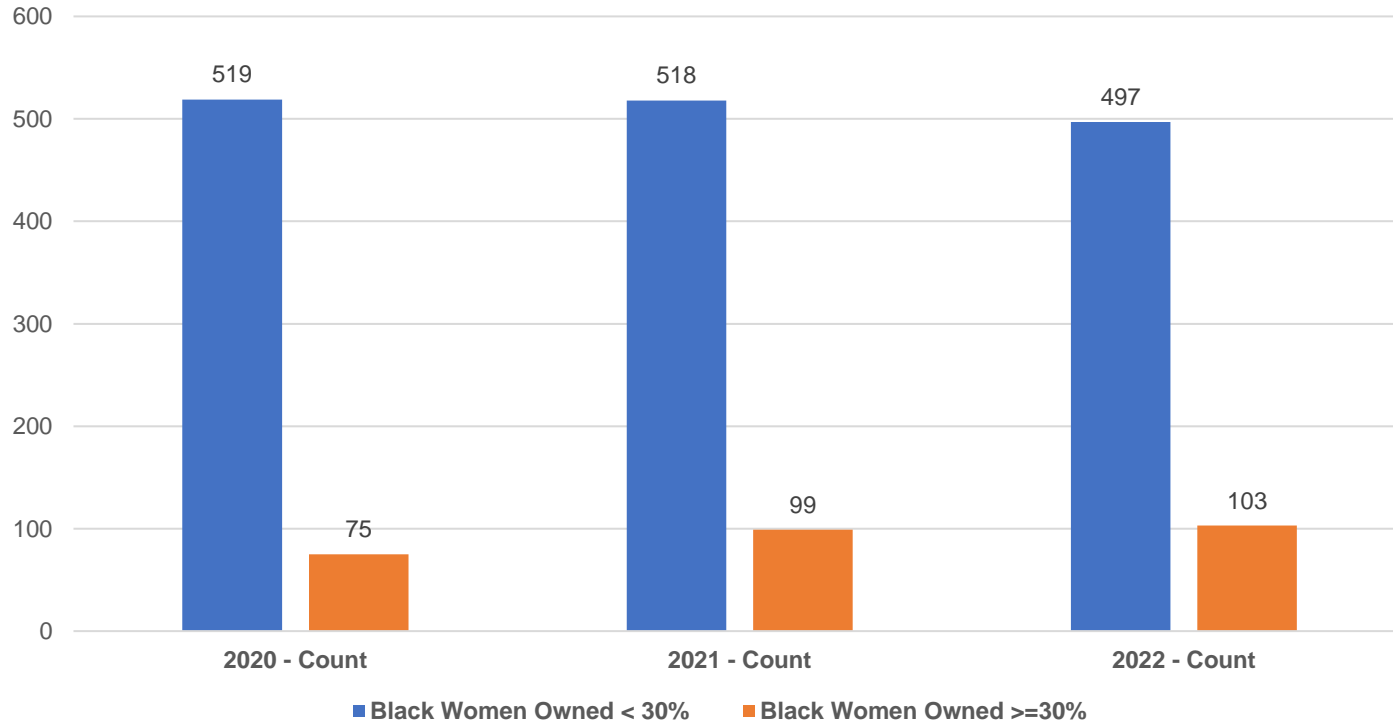


Black Women Owned as % of Total 2022

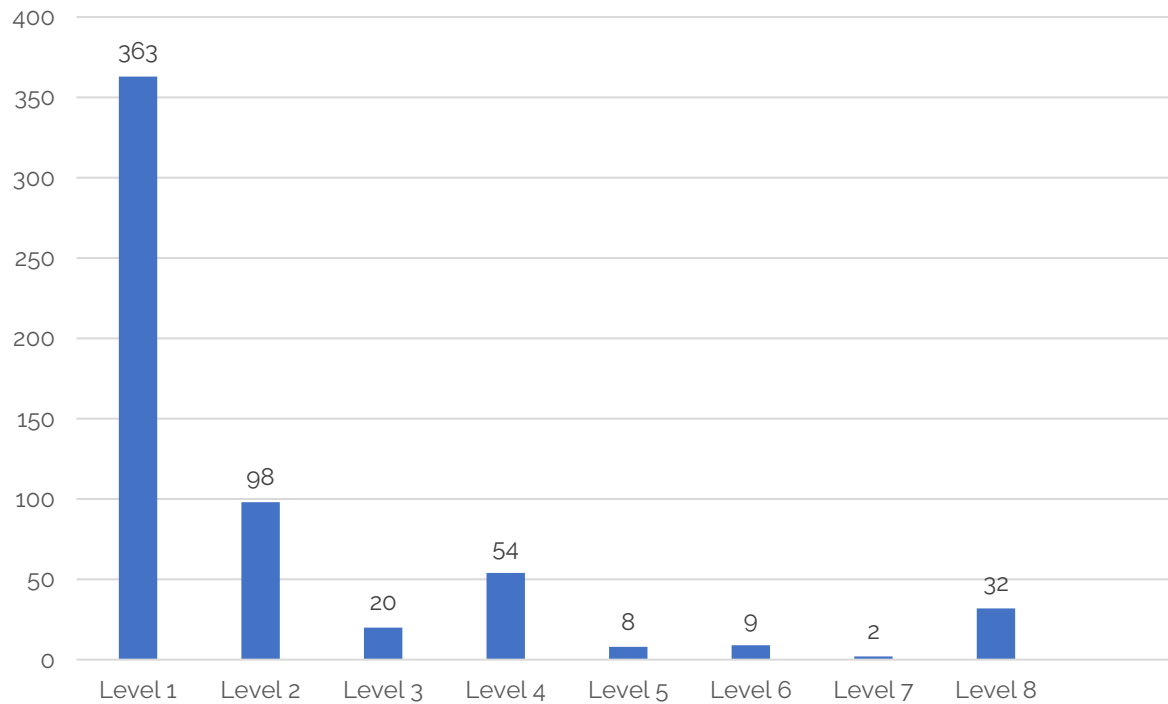


- Black Women Owned < 30%
- Black Women Owned >=30%

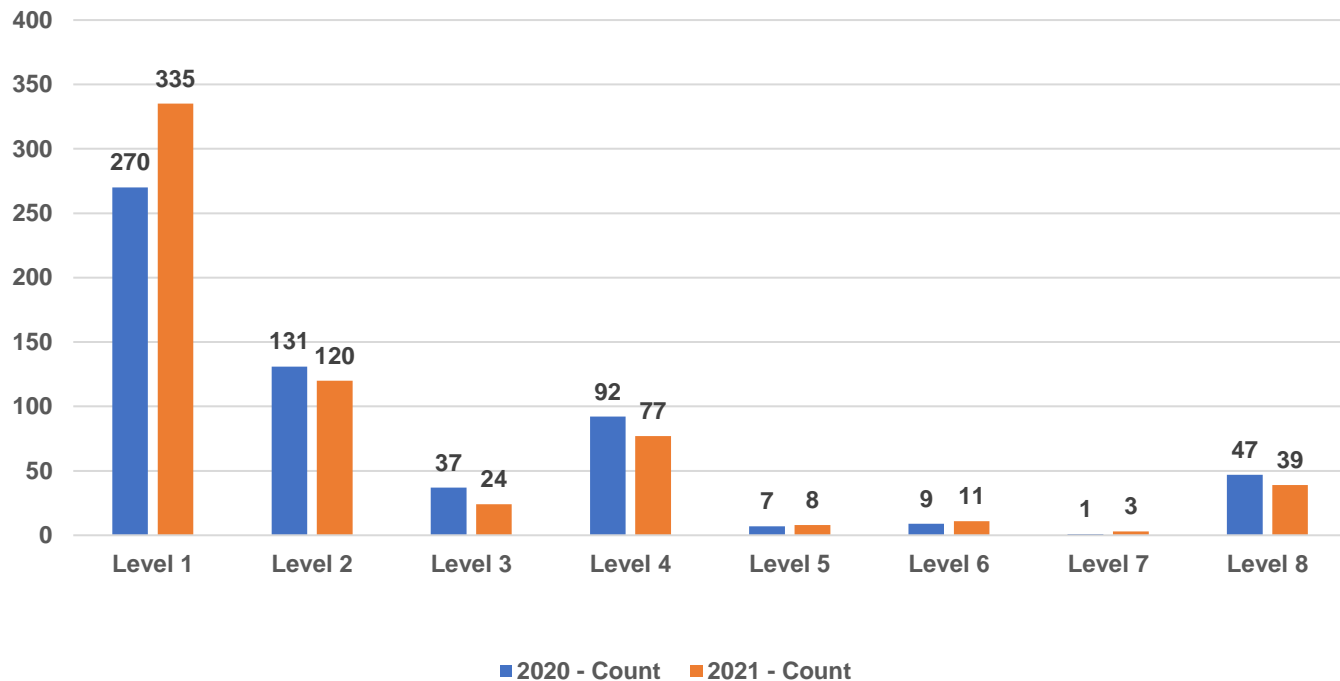
CESA Firms - Black Women Ownership



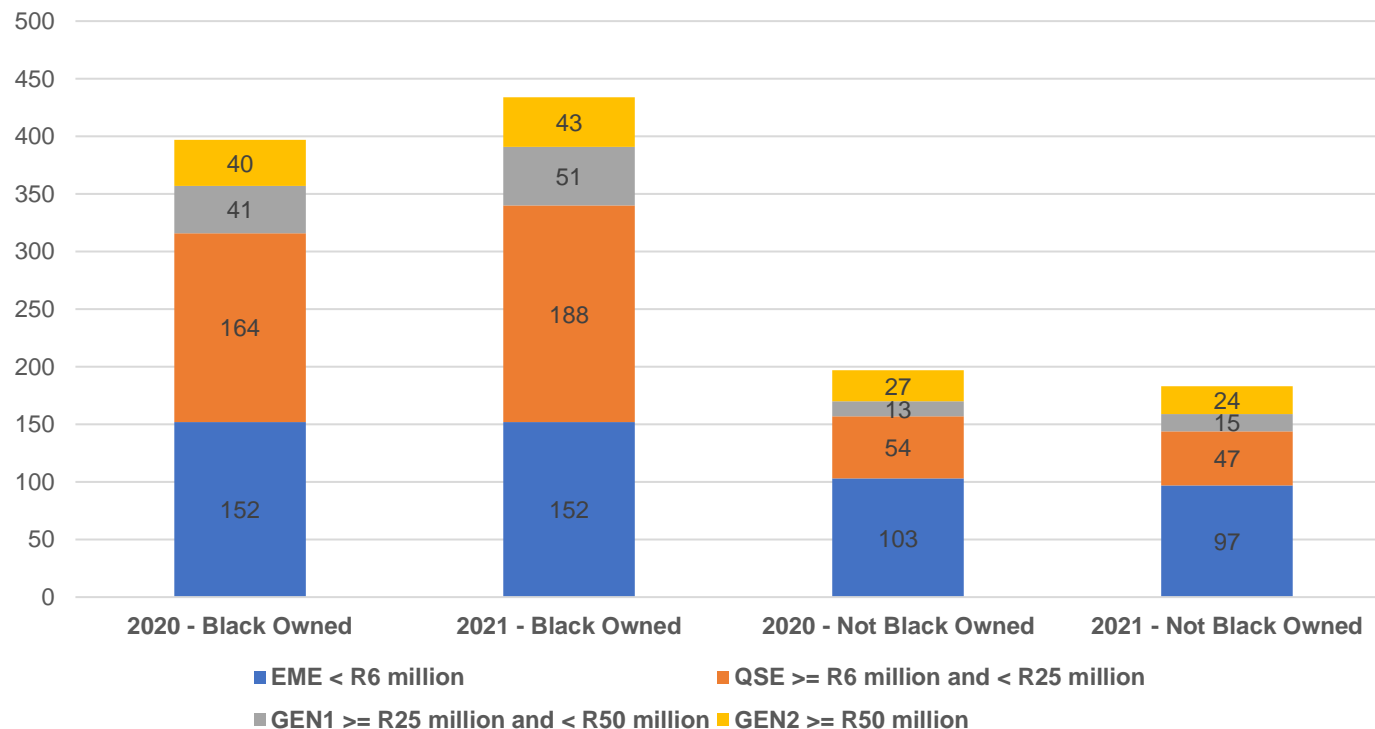
BBBEE Level



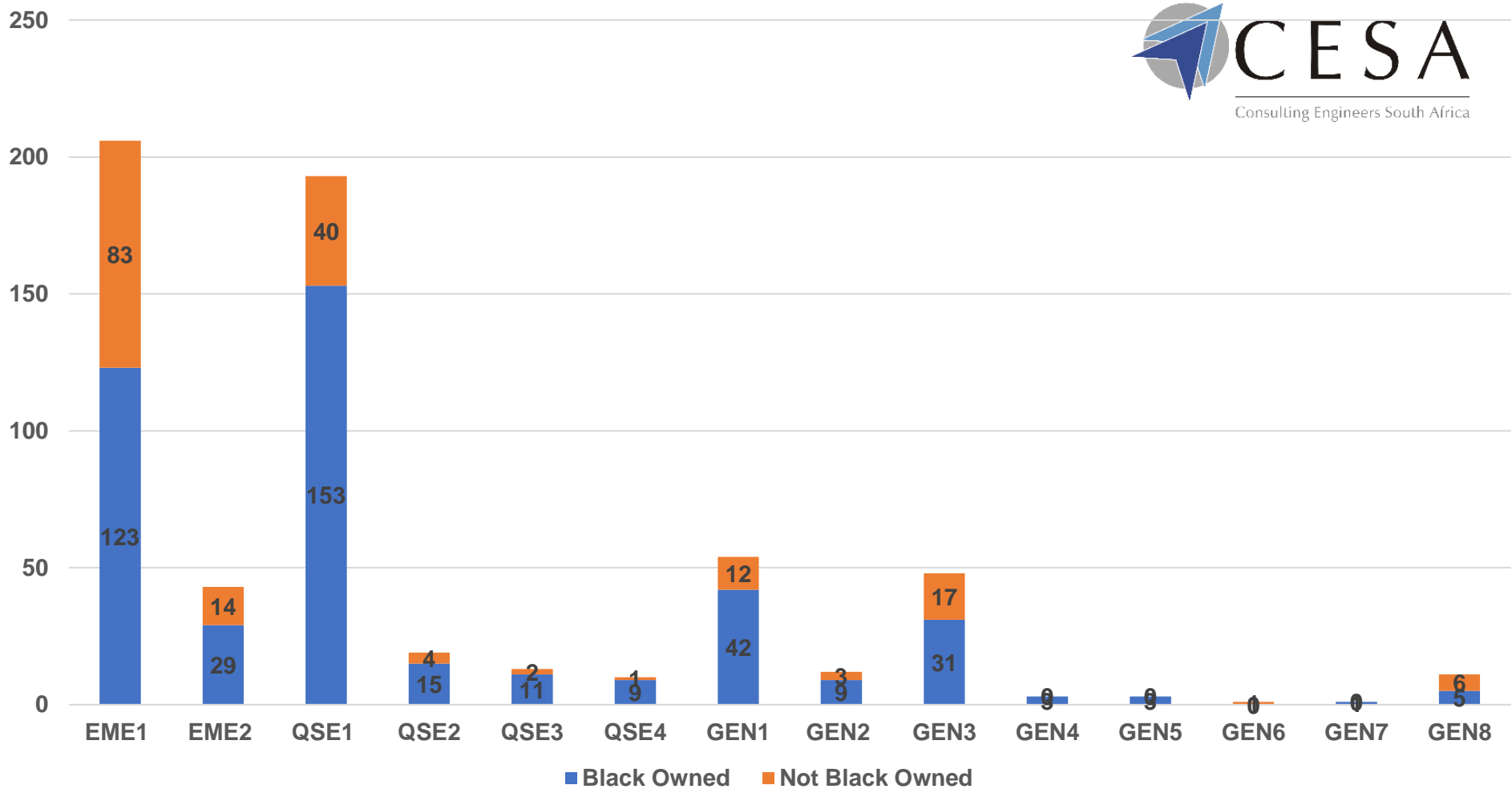
CESA Firms - BBBEE Levels



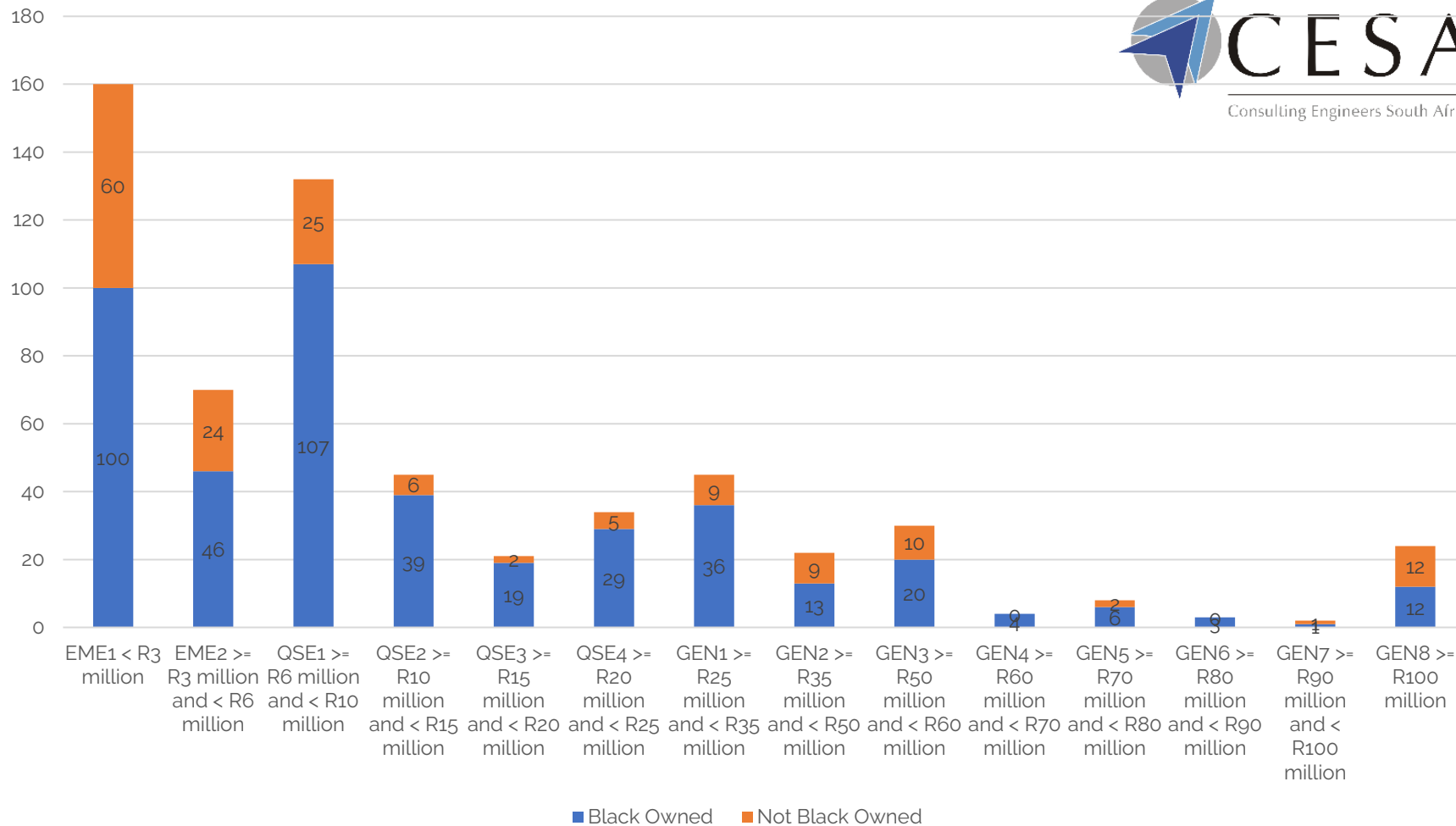
CESA Firms - Black Ownership by Turnover



CESA Firms - Black Ownership by Turnover – September 2021



Black Ownership by Turnover – July 2022



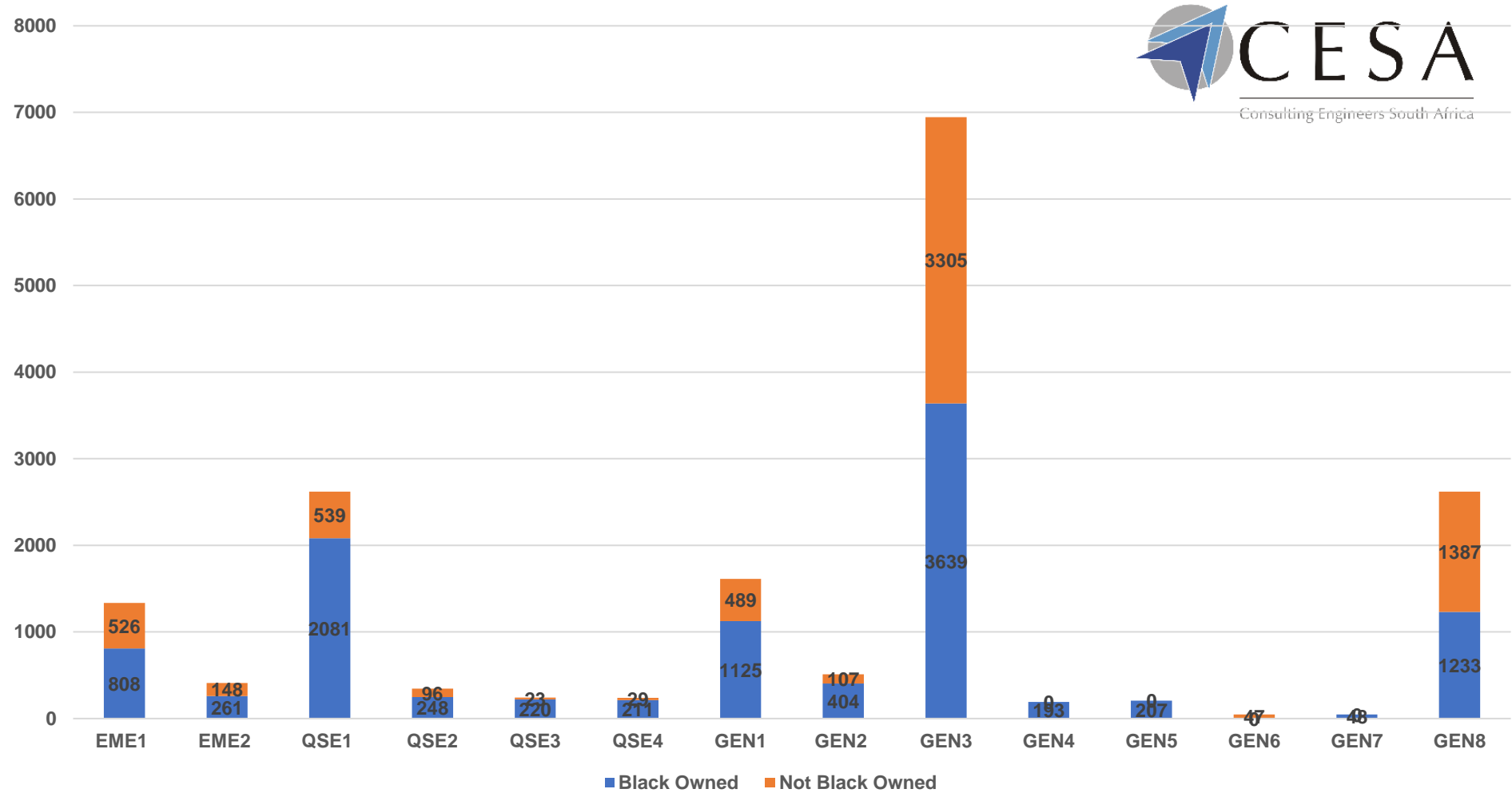
CESA Firms – Black Ownership by Turnover – September 2021 .../2

Black Ownership by Turnover	Black Owned	Not Black Owned
EME < R6 million	152	97
QSE >= R6 million and < R25 million	188	47
GEN >= R25 million and < R35 million	94	39
	434	183

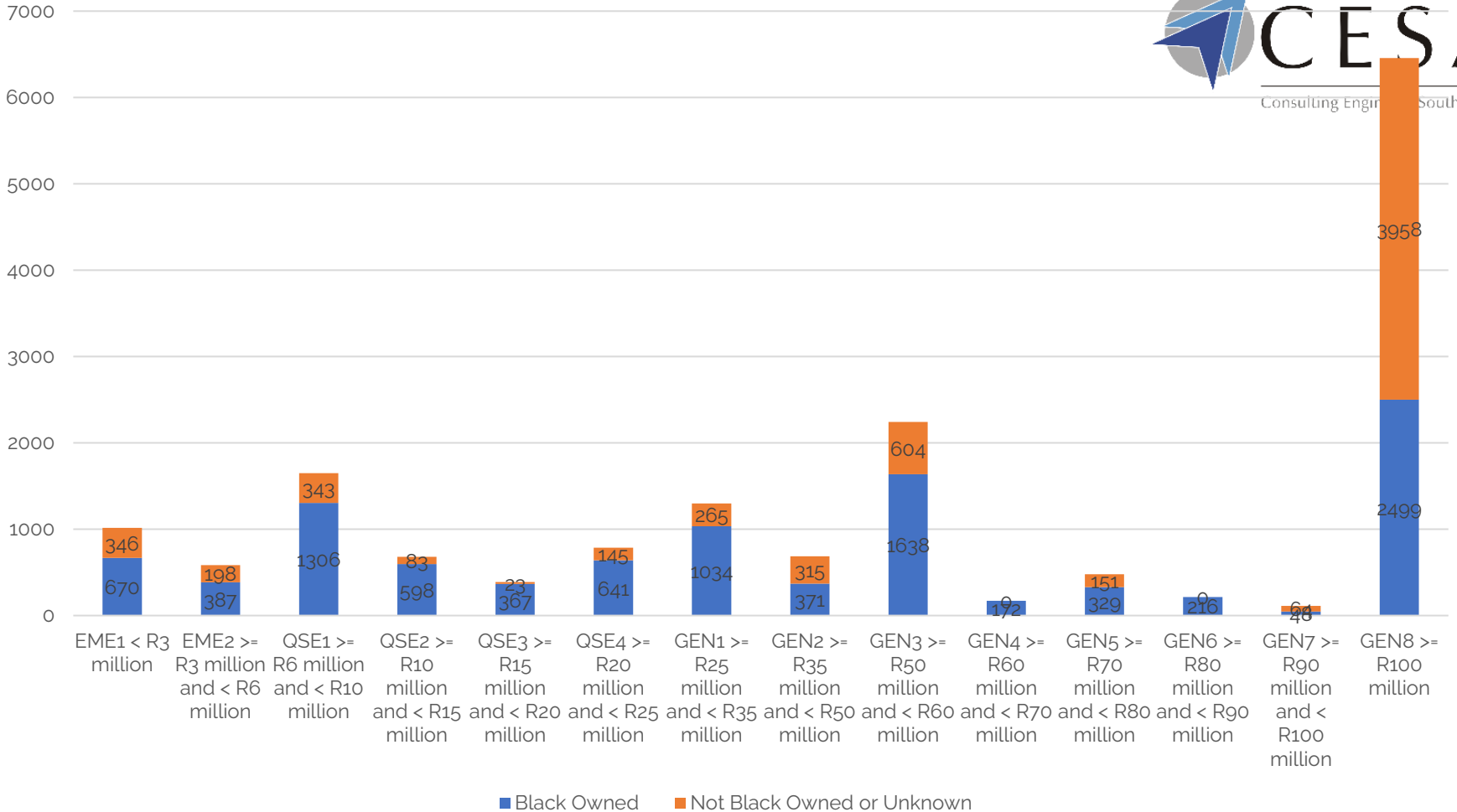
CESA Firms – Black Ownership by Turnover – July 2022 .../2

Black Ownership by Turnover		
Turnover	Black Owned	Not Black Owned
EME < R6 million	146	84
QSE >= R6 million and < R25 million	194	38
GEN >= R25 million	95	43
	435	165

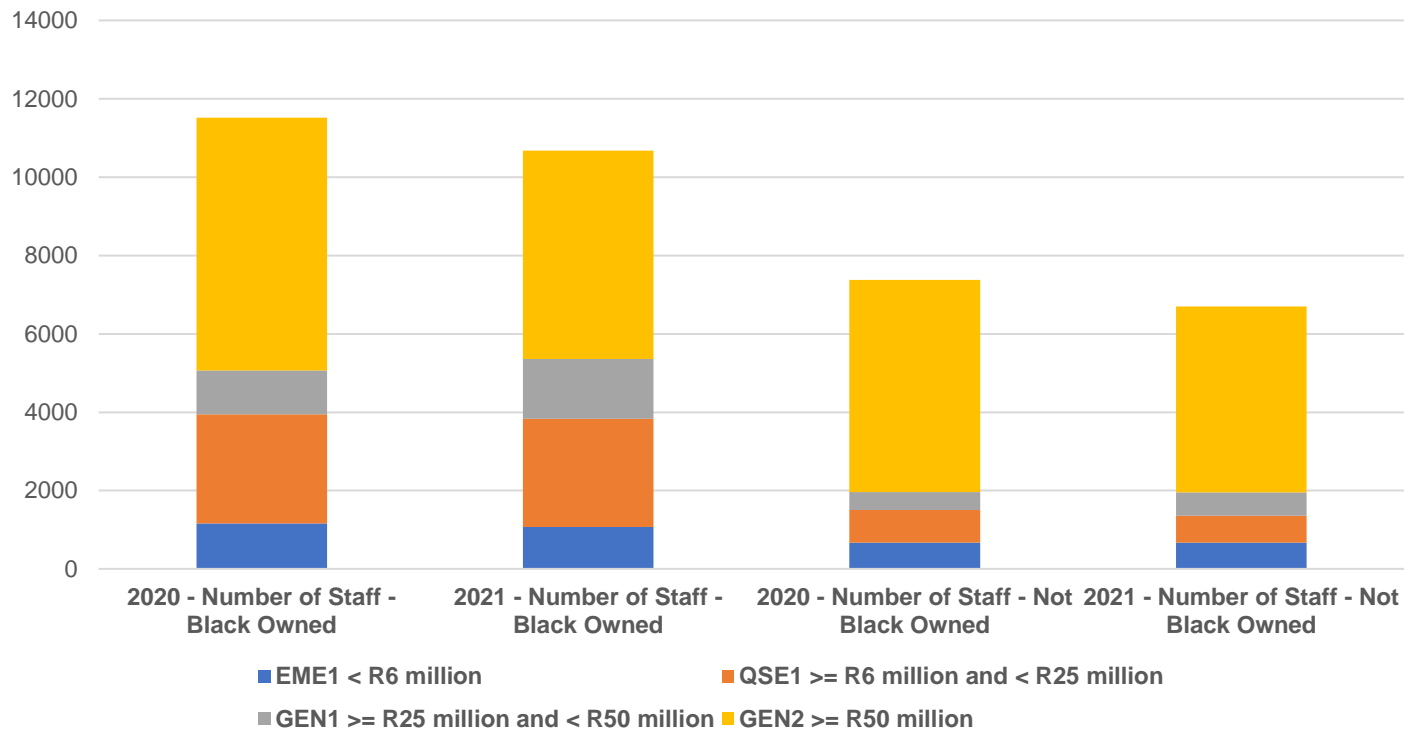
CESA Firms - Number of Staff by Turnover – September 2021



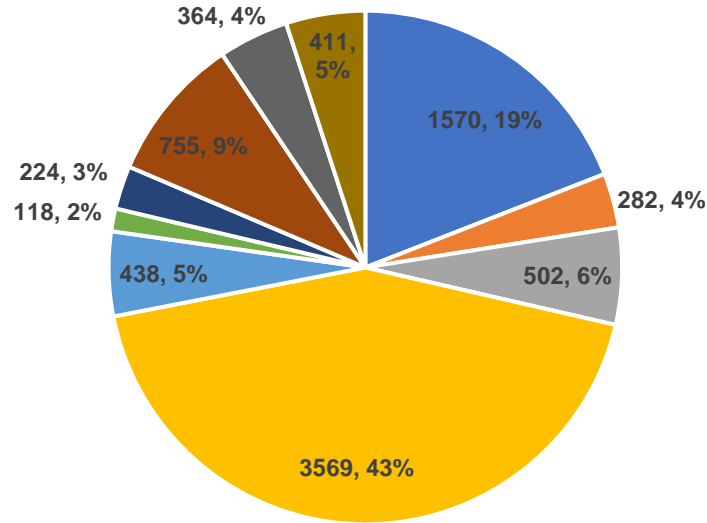
Number of Staff by Turnover 2022



CESA Firms - Number of Staff by Turnover



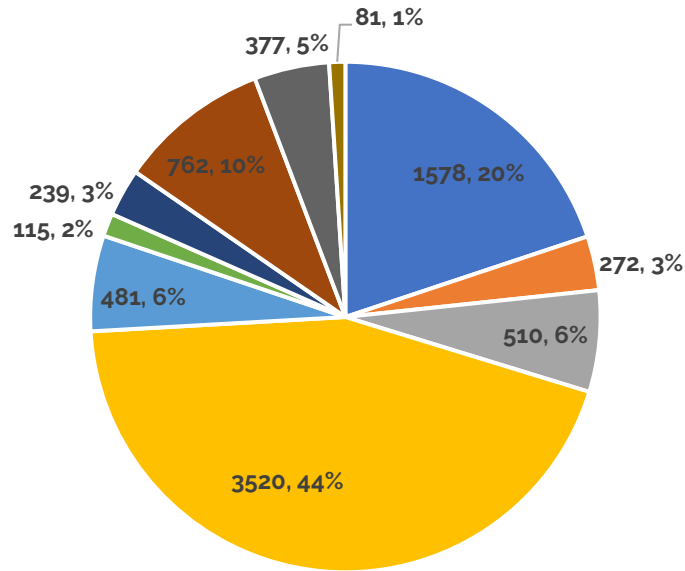
CESA Firms - Top Mng, Senior Mng, Professionals - 2020



Female
24% of 8 233

- Male - African ■ Male - Coloured ■ Male - Indian ■ Male - White ■ Female - African
- Female - Coloured ■ Female - Indian ■ Female - White ■ Male - Foreign ■ Female - Foreign

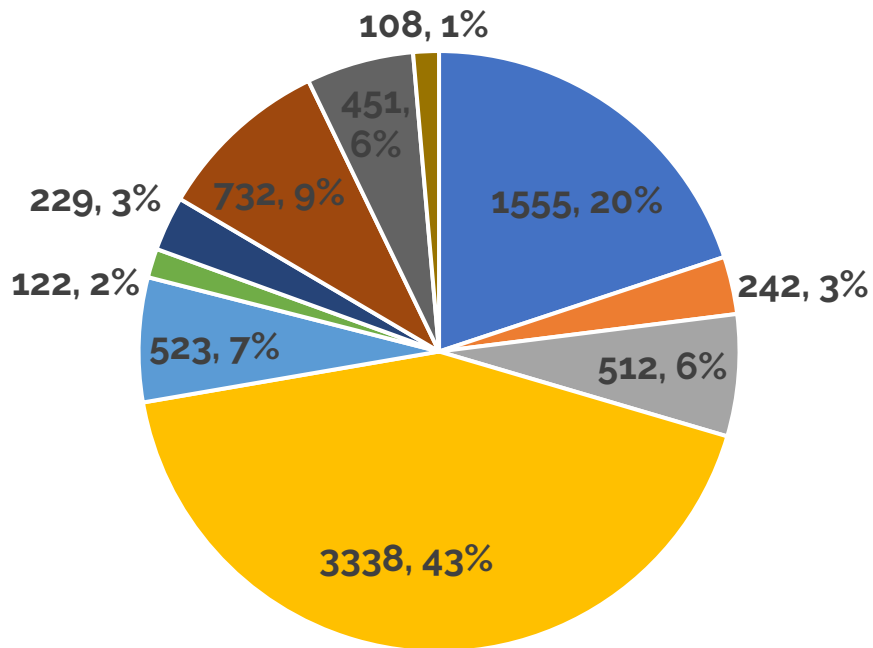
CESA Firms - Top Mng, Senior Mng, Professionals - 2021



Female
21% of 7 935

- Male - African
- Male - Coloured
- Male - Indian
- Male - White
- Female - African
- Female - Coloured
- Female - Indian
- Female - White
- Male - Foreign
- Female - Foreign

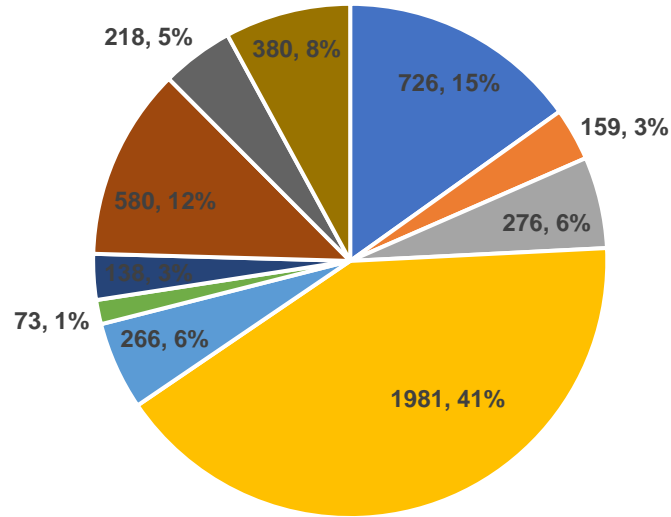
Top Mng, Senior Mng, Professionals 2022



Female
21% of 7 935

- Male - African
- Male - White
- Female - Indian
- Female - Foreign
- Male - Coloured
- Female - African
- Female - White
- Male - Indian
- Female - Coloured
- Male - Foreign

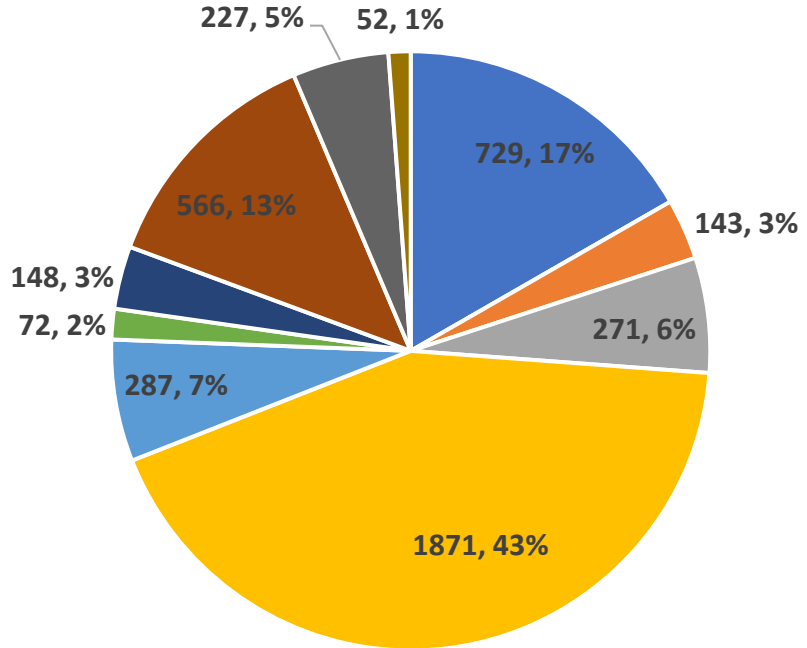
CESA Firms – Professionals - 2020



Female
30% of 4797

- Male - African ■ Male - Coloured ■ Male - Indian ■ Male - White ■ Female - African
- Female - Coloured ■ Female - Indian ■ Female - White ■ Male - Foreign ■ Female - Foreign

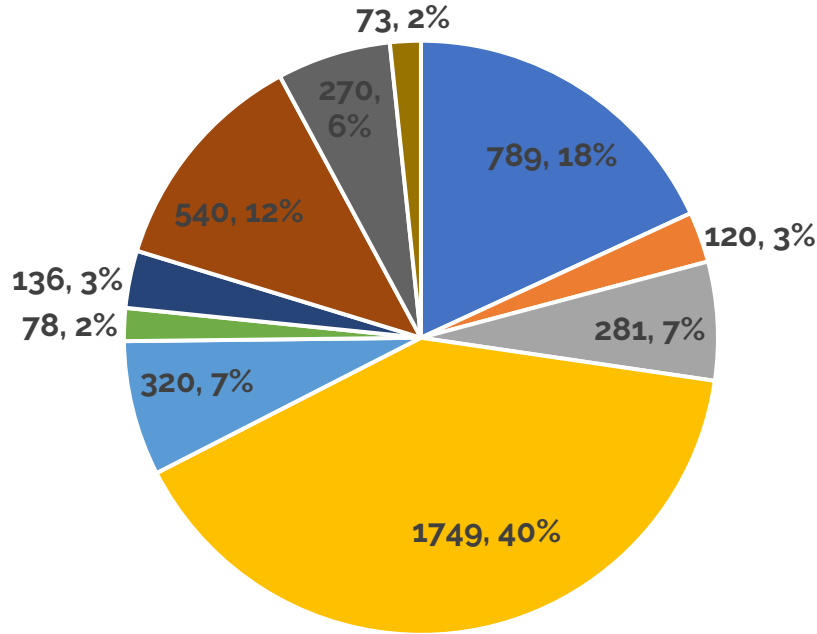
CESA Firms – Professionals - 2021



Female
26% of 4366

- Male - African
- Male - Coloured
- Male - Indian
- Male - White
- Female - African
- Female - Coloured
- Female - Indian
- Female - White
- Male - Foreign
- Female - Foreign

Professional 2022



Female
26% of 4366

- Male - African
- Male - Coloured
- Male - Indian
- Male - White
- Female - African
- Female - Coloured
- Female - Indian
- Female - White
- Male - Foreign
- Female - Foreign