



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.

This form contains the format for employment equity reporting by designated employers to the Department of Employment and Labour.

WHO COMPLETES THIS FORM?

Designated employers are required to complete this form. Designated employers are those who employ 50 or more employees.

(NB: Employers with 1 to 49 employees are designated if they are an organ of state or if they are appointed as a designated employer by a collective agreement to comply with Chapter 3 of the EEA)

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must complete the EEA2 and EEA4 forms and submit them together to the Department of Employment and Labour from 1 September to 15 January of the following year. Hand delivered reports must only be submitted from 1 September to the first working day of October of the same year to the Department of Employment and Labour (Head Office).

Online submission visit:  
[www.labour.gov.za](http://www.labour.gov.za)

NO FAXED OR E-MAILED OR REGISTERED MAILED REPORTS WILL BE ACCEPTED

Trade name	COMBINED MOTOR HOLDINGS LTD
DTI registration name	COMBINED MOTOR HOLDING LIMITED
DTI registration number	1965/000270/06
PAYE/SARS number	7430784704
UIF reference number	0317968
EE reference number	750735
EAP Type	National EAP
EAP	National EAP
Seta classification	MANUFACTURING, ENGINEERING AND RELATED SERVICES
Industry/Sector	WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES
Industry Sub Sector	Wholesale and retail trade and, repair of motor vehicles and motorcycles, including sales of motor vehicles, wholesale of motor vehicles, retail of new and used motor vehicles, sale and maintenance of repair of motor vehicles and motorcycles and related parts and accessories, retail of automotive fuel in specialised stores
Bargaining Council	Motor Industry
Telephone number	0315804200
Postal address	P.O BOX 1033 UMHLANGA ROCKS UMHLANGA ROCKS
City/Town	UMHLANGA ROCKS
Postal code	4320
Province	KWAZULU NATAL
Physical address	COMBINED MOTOR HOLDINGS LIMITED 1 WILTON CRESENT UMHLANGA RIDGE UMHLANGA RIDGE
City/Town	UMHLANGA ROCKS
Postal code	4319
Province	KWAZULU NATAL
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	JEBB MCINTOSH
Telephone number	0315804200
Fax number	0315804280
Email address	JDM@CMH.CO.ZA
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	NKANYEZI KHOWA
Telephone number	0315804200
Fax number	0315804280
Email address	nkanyezik@cmh.co.za
Information about the organization at the time of submitting this report	
Business type	Private Sector
Number of employees in the organization	50 - or more
Is your organization an organ of State?	No
Is your organisation part of a group / holding company? If yes, please provide the name.	Yes Combined Motor Holdings Limited

Year for which this report is submitted 2025

Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): 01/09/2024

To (date): 31/08/2025

Please indicate below the duration of your current employment equity plan:

From (date): 01/09/2025

To (date): 31/08/2030

#### PLEASE READ THIS FIRST

- a. A designated employer must comply to Sections 16 and 17 of the Employment Equity Act, as amended, by consulting with employees, when conducting an EE Analysis, preparing and implementing an EE Plan and reporting annually to the Department of Employment and Labour.
- b. Designated employers must complete the EEA2 and EEA4 forms and submit them together to the Department of Employment and Labour from 1 September to 15 January of the following year when submitting online. Hand delivered reports must only be submitted from 1 September to the first working day of October of the same year to the Department of Employment and Labour (Head Office).
- c. Designated employers must prepare an Employment Equity Plan (EE Plan) (EEA13 template) that outlines annual targets for the purpose of addressing the 5-year sector specific targets regulated in terms of Section 15A of the Employment Equity Act as amended.
- d. Employers who become designated during the sector target period must prepare an Employment Equity Plan (EE Plan) with annual targets for the remainder of the period regulated in terms of Section 15A of the Employment Equity Act as amended.
- e. Numerical goals and targets in the EE Plan must include the entire workforce profile for that occupational level in terms of population group and gender, and NOT the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve.
- f. Please note that employers who submit their first report or report for the first time for the 5-year sector target period will not be measured for the first year of reporting.
- g. Any reference to targets in this form for the current year means for this reporting period, and any reference to targets for the next year means the next reporting period.
- h. Designated groups mean black people (i.e., Africans, Coloureds and Indians), women and persons with disabilities who are citizens of the Republic of South Africa by birth or descent, or became citizens of the Republic of South Africa by naturalization: before 27 April 1994 or after 26 April 1994 and who would have been entitled to acquire citizenship by naturalization prior to that date but were precluded by apartheid policies.
- i. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.
- j. "Temporary employees" are those employees employed for less than three months.
- k. Guidelines and descriptions of occupational levels are provided in the EEA9 form of these regulations.
- l. All areas of the form must be fully and accurately completed and submitted by designated employers.
- m. Designated employers must not leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".
- n. Areas highlighted in grey in the EEA2 form will be automatically populated using data contained in this report and from the previous report.
- o. The information contained in a report must be authorised and verified by the Chief Executive Officer; or the Accounting Officer in the case of an employer falling under the Public Finance Management Act, 1999 (Act No. 1 of 1999) or the Municipal Finance Management Act, 2003 (Act No. 56 of 2003).
- p. Designated employers who fail to comply with the provisions above will be deemed not to have reported.

## SECTION B: WORKFORCE PROFILE AND NUMERICAL TARGETS

## 1. WORKFORCE PROFILE AND NUMERICAL TARGETS

1.1 Please report the total number of employees (including employees with disabilities) in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels			Male				Female				Foreign Nationals		Total
			A	C	I	W	A	C	I	W	M	F	
Top Management	Workforce profile	Value	2	0	10	50	2	3	3	9	1	0	80
		%	2.5	0.0	12.5	62.5	2.5	3.8	3.8	11.3	1.3	0.0	100
	target â€” current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Senior Management	Workforce profile	Value	41	13	74	104	31	9	35	83	0	0	390
		%	10.5	3.3	19.0	26.7	7.9	2.3	9.0	21.3	0.0	0.0	100
	target â€” current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	Workforce profile	Value	346	40	143	152	137	21	58	61	3	0	961
		%	36.0	4.2	14.9	15.8	14.3	2.2	6.0	6.3	0.3	0.0	100
	target â€” current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Workforce profile	Value	102	11	29	13	95	19	29	28	0	0	326
		%	31.3	3.4	8.9	4.0	29.1	5.8	8.9	8.6	0.0	0.0	100
	target â€” current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	Workforce profile	Value	389	38	93	30	118	19	22	34	1	1	745
		%	52.2	5.1	12.5	4.0	15.8	2.6	3.0	4.6	0.1	0.1	100
	target â€” current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	Workforce profile	Value	85	3	2	2	93	1	2	4	2	0	194
		%	43.8	1.5	1.0	1.0	47.9	0.5	1.0	2.1	1.0	0.0	100
	target â€” current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	Value	965	105	351	351	476	72	149	219	7	1	2696	
	%	35,8	3,9	13,0	13,0	17,7	2,7	5,5	8,1	0,3	0,0	100,0	
Temporary employees	Workforce profile	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
	target â€” current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	Value	965	105	351	351	476	72	149	219	7	1	2696	
	%	35,8	3,9	13,0	13,0	17,7	2,7	5,5	8,1	0,3	0,0	100,0	

1.2 Please report the total number of employees with disabilities only in each of the following occupational levels and the annual EE target of the total workforce: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	Value	0	0	0	2	1	0	1	0	0	0	4
	%	0.0	0.0	0.0	50.0	25.0	0.0	25.0	0.0	0.0	0.0	100
Senior management	Value	1	0	1	0	1	0	0	1	0	0	4
	%	25.0	0.0	25.0	0.0	25.0	0.0	0.0	25.0	0.0	0.0	100
Professionally qualified and experienced specialists and mid-management	Value	1	0	2	1	2	0	0	0	0	0	6
	%	16.7	0.0	33.3	16.7	33.3	0.0	0.0	0.0	0.0	0.0	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	1	0	0	0	0	0	0	1	0	0	2
	%	50.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	100
Semi-skilled and discretionary decision making	Value	4	2	3	0	2	3	2	1	0	0	17
	%	23.5	11.8	17.6	0.0	11.8	17.6	11.8	5.9	0.0	0.0	100
Unskilled and defined decision making	Value	2	0	0	1	1	0	1	2	0	0	7
	%	28.6	0.0	0.0	14.3	14.3	0.0	14.3	28.6	0.0	0.0	100
TOTAL PERMANENT	Value	9	2	6	4	7	3	4	5	0	0	40
	%	22,5	5,0	15,0	10,0	17,5	7,5	10,0	12,5	0,0	0,0	100,0
Temporary employees	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
GRAND TOTAL	Value	9	2	6	4	7	3	4	5	0	0	40
	%	22,5	5,0	15,0	10,0	17,5	7,5	10,0	12,5	0,0	0,0	100,0
ANNUAL EE TARGET FOR EMPLOYEES WITH DISABILITIES												
Workforce Profile of Employees with Disabilities of total Workforce	%											1.5
Annual target for employees with Disabilities of the total workforce – current year	%											0



1.3 Please indicate whether your organisation achieved all the annual numerical targets for the current year:

Yes
  No

1.4 Please indicate with an (X) a key Justifiable Reason for each of the occupational levels and for employees with disabilities where your organisation did not achieve any of the numerical targets for the current year in the table below. Where your organisation does not have a justifiable reason for any of the categories, please indicate with an X in the table below.

	Justifiable reasons for not meeting EE Sector Targets						
OCCUPATIONAL LEVELS AND DISABILITY	Insufficient recruitment opportunities	Insufficient promotion opportunities	Insufficient target individuals with relevant qualification, prior learning, experience or capacity to acquire ability to do job	CCMA Award/ Court Order	Transfer of business	Mergers/ Acquisitions	Impact of Economic Conditions on Business
Top Management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Senior management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Professionally qualified	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Skilled technical	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employees with disabilities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## SECTION C: WORKFORCE MOVEMENT

## 2. Recruitment

2.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	Value	0	0	1	1	1	0	0	0	0	0	3
	%	0.0	0.0	33.3	33.3	33.3	0.0	0.0	0.0	0.0	0.0	100
Senior management	Value	4	2	15	38	6	2	6	16	0	0	89
	%	4.5	2.2	16.9	42.7	6.7	2.2	6.7	18.0	0.0	0.0	100
Professionally qualified and experienced specialists and mid-management	Value	222	28	88	117	56	9	31	31	0	0	582
	%	38.1	4.8	15.1	20.1	9.6	1.5	5.3	5.3	0.0	0.0	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	31	1	9	4	30	8	5	3	0	0	91
	%	34.1	1.1	9.9	4.4	33.0	8.8	5.5	3.3	0.0	0.0	100
Semi-skilled and discretionary decision making	Value	114	18	26	6	23	12	3	9	0	0	211
	%	54.0	8.5	12.3	2.8	10.9	5.7	1.4	4.3	0.0	0.0	100
Unskilled and defined decision making	Value	18	0	1	0	5	0	0	0	0	0	24
	%	75.0	0.0	4.2	0.0	20.8	0.0	0.0	0.0	0.0	0.0	100
TOTAL PERMANENT	Value	389	49	140	166	121	31	45	59	0	0	1000
	%	38,9	4,9	14,0	16,6	12,1	3,1	4,5	5,9	0,0	0,0	100,0
Temporary employees	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
GRAND TOTAL	Value	389	49	140	166	121	31	45	59	0	0	1000
	%	38,9	4,9	14,0	16,6	12,1	3,1	4,5	5,9	0,0	0,0	100,0

## 3. Promotion

3.1 Please report the total number of promotions into each occupational level, including people with disabilities.  
Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	Value	0	0	2	2	0	0	0	0	0	0	4
	%	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	100
Senior management	Value	8	2	13	18	4	1	3	4	0	0	53
	%	15.1	3.8	24.5	34.0	7.5	1.9	5.7	7.5	0.0	0.0	100
Professionally qualified and experienced specialists and mid-management	Value	20	5	4	2	10	3	3	2	0	0	49
	%	40.8	10.2	8.2	4.1	20.4	6.1	6.1	4.1	0.0	0.0	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	12	0	1	1	8	0	0	0	0	0	22
	%	54.5	0.0	4.5	4.5	36.4	0.0	0.0	0.0	0.0	0.0	100
Semi-skilled and discretionary decision making	Value	5	0	0	0	2	0	0	0	0	0	7
	%	71.4	0.0	0.0	0.0	28.6	0.0	0.0	0.0	0.0	0.0	100
Unskilled and defined decision making	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
TOTAL PERMANENT	Value	45	7	20	23	24	4	6	6	0	0	135
	%	33,3	5,2	14,8	17,0	17,8	3,0	4,4	4,4	0,0	0,0	100,0
Temporary employees	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
GRAND TOTAL	Value	45	7	20	23	24	4	6	6	0	0	135
	%	33,3	5,2	14,8	17,0	17,8	3,0	4,4	4,4	0,0	0,0	100,0

## 4. Termination

4.1 Please report the total number of terminations in each occupational level, including people with disabilities.  
Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	Value	0	0	2	3	0	0	0	0	0	0	5
	%	0.0	0.0	40.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	100
Senior management	Value	10	6	21	37	5	0	7	10	0	1	97
	%	10.3	6.2	21.6	38.1	5.2	0.0	7.2	10.3	0.0	1.0	100
Professionally qualified and experienced specialists and mid-management	Value	198	28	74	113	61	12	20	29	0	0	535
	%	37.0	5.2	13.8	21.1	11.4	2.2	3.7	5.4	0.0	0.0	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	36	4	6	3	19	7	5	5	0	0	85
	%	42.4	4.7	7.1	3.5	22.4	8.2	5.9	5.9	0.0	0.0	100
Semi-skilled and discretionary decision making	Value	92	7	24	7	36	9	2	9	0	0	186
	%	49.5	3.8	12.9	3.8	19.4	4.8	1.1	4.8	0.0	0.0	100
Unskilled and defined decision making	Value	9	2	1	0	1	0	0	0	0	0	13
	%	69.2	15.4	7.7	0.0	7.7	0.0	0.0	0.0	0.0	0.0	100
TOTAL PERMANENT	Value	345	47	128	163	122	28	34	53	0	1	921
	%	37,5	5,1	13,9	17,7	13,2	3,0	3,7	5,8	0,0	0,1	100,0
Temporary employees	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
GRAND TOTAL	Value	345	47	128	163	122	28	34	53	0	1	921
	%	37,5	5,1	13,9	17,7	13,2	3,0	3,7	5,8	0,0	0,1	100,0

## SECTION D: SKILLS DEVELOPMENT

## 5. Skills Development

5.1 Please report the total number of people including people with disabilities, who received training ONLY for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels		Male				Female				Total
		A	C	I	W	A	C	I	W	
Top management	Value	1	0	5	0	1	1	0	0	8
	%	12.5	0.0	62.5	0.0	12.5	12.5	0.0	0.0	100
Senior management	Value	35	18	72	0	21	5	13	0	164
	%	21.3	11.0	43.9	0.0	12.8	3.0	7.9	0.0	100
Professionally qualified and experienced specialists and mid-management	Value	375	55	117	8	164	16	41	1	777
	%	48.3	7.1	15.1	1.0	21.1	2.1	5.3	0.1	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	74	19	13	0	71	17	9	0	203
	%	36.5	9.4	6.4	0.0	35.0	8.4	4.4	0.0	100
Semi-skilled and discretionary decision making	Value	306	26	54	4	98	18	10	1	517
	%	59.2	5.0	10.4	0.8	19.0	3.5	1.9	0.2	100
Unskilled and defined decision making	Value	14	1	0	0	34	1	0	0	50
	%	28.0	2.0	0.0	0.0	68.0	2.0	0.0	0.0	100
TOTAL PERMANENT	Value	805	119	261	12	389	58	73	2	1720
	%	46,8	6,9	15,2	0,7	22,6	3,4	4,2	0,1	100,0
Temporary employees	Value	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
GRAND TOTAL	Value	805	119	261	12	389	58	73	2	1720
	%	46,8	6,9	15,2	0,7	22,6	3,4	4,2	0,1	100,0

## SECTION E: 5-YEAR SECTOR TARGETS, NUMERICAL GOALS AND ANNUAL NUMERICAL TARGETS

### 6. 5-YEAR SECTOR TARGETS AND NUMERICAL GOALS

6.1 The 5-year sector targets for designated groups for the economic sector selected in Section A of this form must be recorded in this Table for the four upper occupational levels (Top Management, Senior Management, Professionally Qualified & Middle Management and Skilled Technical occupational levels), including for employees with disabilities.

Employers must, in addition, set numerical goals for the lower occupational levels (Semi-skilled and Unskilled levels) guided by the national or regional EAP that they are applying.

5-YEAR SECTOR TARGETS AND NUMERICAL GOALS FOR SEMI-SKILLED AND UNSKILLED LEVEL (2025-2030)		
OCCUPATIONAL LEVELS AND DISABILITY	GENDER	DESIGNATED GROUPS SECTOR TARGET %
Top Management	Male	24.2
	Female	27.5
	Total	51.7
Senior Management	Male	35.0
	Female	38.6
	Total	73.6
Professionally Qualified	Male	42.2
	Female	46.1
	Total	88.3
Skilled Technical	Male	48.1
	Female	46.1
	Total	94.2
EMPLOYERS' NUMERICAL GOAL		
SEMI-SKILLED	Male	65.8
	Female	24.8
	Total	90.6
UNSKILLED	Male	50.5
	Female	44.4
	Total	94.9
5-YEAR NUMERICAL TARGET FOR EMPLOYEES WITH DISABILITIES		
5-Year Sector Target for Employees with disabilities (%)		3

## 7. ANNUAL NUMERICAL TARGETS FOR NEXT YEAR

7.1 Please indicate the annual numerical targets as contained in the EE Plan (i.e., the entire workforce profile including employees with disabilities) for each of the occupational levels in the table below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	M	F	
Top management	value	2	0	9	52	1	3	3	9	1	0	80
	%	2.5	0.0	11.3	65.0	1.3	3.8	3.8	11.3	1.3	0.0	100
Senior management	value	43	15	55	98	32	8	32	78	0	1	362
	%	11.9	4.1	15.2	27.1	8.8	2.2	8.8	21.5	0.0	0.3	100
Professionally qualified	value	342	45	133	150	167	24	53	54	3	0	971
	%	35.2	4.6	13.7	15.4	17.2	2.5	5.5	5.6	0.3	0.0	100
Skilled technical	value	101	14	25	12	97	19	29	28	0	0	325
	%	31.1	4.3	7.7	3.7	29.8	5.8	8.9	8.6	0.0	0.0	100
Semi-skilled	value	390	34	95	33	124	21	23	36	1	1	758
	%	51.5	4.5	12.5	4.4	16.4	2.8	3.0	4.7	0.1	0.1	100
Unskilled	value	88	4	2	2	94	1	2	3	2	0	198
	%	44.4	2.0	1.0	1.0	47.5	0.5	1.0	1.5	1.0	0.0	100
TOTAL PERMANENT	value	966	112	319	347	515	76	142	208	7	2	2694
	%	35.9	4.2	11.8	12.9	19.1	2.8	5.3	7.7	0.3	0.1	100
Temporary employees	value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GRAND TOTAL	value	966	112	319	347	515	76	142	208	7	2	2694
	%	35.9	4.2	11.8	12.9	19.1	2.8	5.3	7.7	0.3	0.1	100
ANNUAL NUMERICAL TARGET FOR NEXT YEAR FOR EMPLOYEES WITH DISABILITIES												
Annual Target for Employees with disabilities (value)											40	
Annual Target for Employees with disabilities (% of total workforce)											1%	

## SECTION F: CONSULTATION AND AFFIRMATIVE ACTION MEASURES

## 8. Consultation

8.1 Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

Consultation	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)	Yes	
Employees	Yes	

## 9. Barriers and affirmative action measures

9.1 Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	Barriers	Affirmative Action Measures	Timeframe for Implementation of AA Measures	
			Start Date (DD/MM/YYYY)	End Date (DD/MM/YYYY)
Recruitment Procedures	Yes	Yes	01/09/2025	31/08/2030
Advertising Positions	Yes	Yes	01/09/2025	31/08/2030
Selection criteria	Yes	Yes	01/09/2025	31/08/2030
Appointments	Yes	Yes	01/09/2025	31/08/2030
Job classification and grading	No	No		
Remuneration and benefits	Yes	Yes	01/09/2025	31/08/2030
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	Yes	Yes	01/09/2025	31/08/2030
Training and development	No	No		
Performance and evaluation systems	No	No		
Promotions	No	No		
Transfers	No	No		
Succession and experience planning	Yes	Yes	01/09/2025	31/08/2030
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	Yes	Yes	01/09/2025	31/08/2030
Corporate culture	No	No		
Reasonable accommodation	No	No		
Harassment	No	No		
HIV and AIDS education and prevention programmes	No	No		
Assigned senior manager(s) to manage EE implementation	No	No		
Budget allocation in support of employment equity goals	No	No		
Time off for employment equity consultative committee to meet	No	No		

## SECTION G: MONITORING AND EVALUATION

## 10. Monitoring of progress

10.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Monthly	Quarterly
	Quarterly

## 11. Achievement of annual objectives

11.1 Did you achieve the annual objectives as set out in your Employment Equity Plan for this reporting period?

Yes	No	Please explain
Yes		Yes. Top Management: Management Development Programmes have been implemented, including structured mentorship for identified individuals. Recruitment agencies are being utilised to source suitably qualified candidates from the Black designated groups. Senior Management: Management Development Programmes with mentorship have been implemented for identified individuals within Sales, Service, and Motor Mechanics. Recruitment agencies continue to be engaged to identify and attract candidates from the Black designated groups. Middle Management: Learnership and Apprenticeship Programmes are in place to create a pipeline of junior employees who can progress into middle management positions. People with Disabilities: An annual learnership programme for people with disabilities is implemented to support inclusion and equitable representation. All Occupational Levels: A standardised staff requisition and approval process is applied across all levels to ensure recruitment and appointment decisions are aligned with Employment Equity objectives and give preference to suitably qualified candidates from the Black designated groups.

## SECTION H: Signature of the Chief Executive Officer/ Accounting Officer

The information contained in a report must be authorised and verified by the Chief Executive Officer; or the Accounting Officer in the case of an employer falling under the Public Finance Management Act, 1999 (Act No.1 of 1999) or the Municipal Finance Management Act, 2003 (Act No. 56 of 2003).

EEA2: Chief Executive Officer / Accounting Officer
<p>I JEBB MCINTOSH (full Name) CEO/Accounting Officer of COMBINED MOTOR HOLDINGS LTD hereby declare that I have read, approved and authorized this information.</p> <p>Signed on this 14<sup>th</sup> day of January (month) year 2026</p> <p>At (place) : Umhlanga</p> <p>Chief Executive Officer/Accounting Officer</p>