

CORPORATE REPORTING

Global performance report Q4 2025



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Our key numbers

CANDIDATES AND DESIGNATIONS

113,980

number of professionals
(with RICS designations)

28,551

number of candidates
working towards a
professional designation

2,304

new candidate enrolments

2,072

new professionals





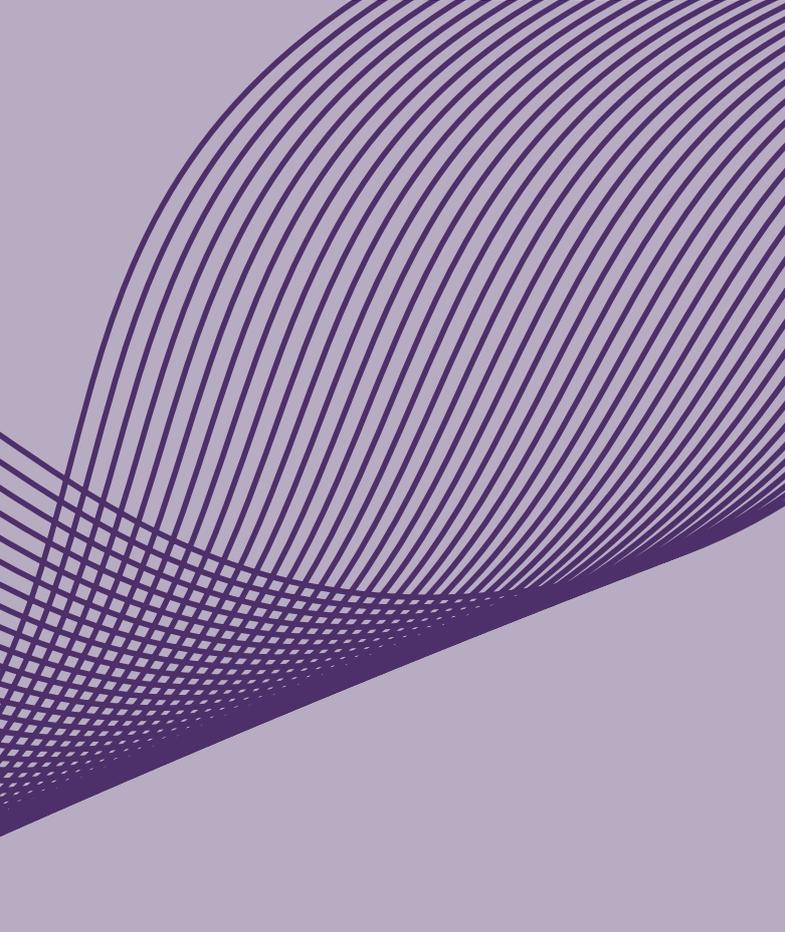
Financial update

Our unaudited, full-year operating result of £3.4m is significantly above budgeted expectations of £2.0m.

This was driven by strong commercial performance and dispute resolution service revenues. We also benefited from consultancy income in the year. Subscriptions were slightly below budget at £52.2m compared to £52.4m, although significantly up on the prior year, and election and enrolment revenue is behind budget due to lower elections in the year and higher assessment costs.

We have seen savings against budget for people costs as a result of the organisational redesign implementation. Investment performance of £3.6m significantly outperformed the budget of £1.2m.

We have also invested in strategic projects such as the member app and CPD throughout the year and look forward to their launch in 2026.



Introduction

Enhancing member value and engagement

In December, we thanked Martin Samworth for helping us to transform RICS.

Chair of the RICS Board for three years, under his stewardship we were able to support members with hundreds of events around the world, from Frankfurt and South Africa to Hungary.

Our flagship annual event held in Budapest in October brought together leading figures from across the built environment in finance, development policy and sustainability. By focusing on connection and collaboration we championed new research, standards and initiatives.

Our [revised CPD framework](#) comes into effect in January 2026 and will be supported by a new mobile app that will improve the CPD experience. It will also offer members an easier way to communicate.

Q4 2025 demonstrated RICS' ability to deliver global scale with local relevance – connecting members, shaping professional debate and investing in the future of the profession. The momentum built in Q4 provides a strong platform for continued impact in 2026.

Strengthening trust in the profession

Addressing difficult challenges head-on is vital to making sure our voice is heard. To make that possible, we have delivered a programme of activity and thought leadership, from discussions at parliamentary level to issuing standards, guidance and reports in new areas, such as the professional standard [Responsible use of AI in surveying practice](#).

Given the rapid rate of change in the built environment, as well as issues like the global housing crisis, it is imperative we engage with decision makers and professional bodies on a continuous basis.

Collaboration is key to our success as we continue to drive engagement in partnership with organisations like the Royal Institute of British Architects (RIBA), the Association of International Accountants (AIA), the Institution of Civil Engineers (ICE), the Chartered Institute of Building (CIOB) and many more.



Attracting a diverse next generation

Social mobility is one of our big targets going forward. That means more strategies and initiatives aimed at attracting people from all backgrounds to become surveyors.

Our diversity, equity, and inclusion (DEI) team have done some great work with a new programme entitled 'Inspired to hired', collaborating with other organisations to increase awareness of the profession through educational institutions and networking, particularly among young people, although we are also keen to attract career changers looking to capitalise on transferable skills.

Our first [Surveying skills report](#) was published in October 2025 and highlights the need for new talent. This was followed by our 'Survey of the Profession', which features valuable insights on how we are perceived throughout the membership and of course, our ongoing commitment to key performance indicators, which will raise the profile of the profession.



Leading and influencing on sustainability

November's [Sustainability report 2025](#) introduced members and professionals throughout the built and natural environments to an in-depth exploration of trends around sustainability from a global perspective.

With feedback from 3,500 professionals in 36 countries, it highlighted some of the stumbling blocks to adoption, from high costs to lack of skills and training.

Our presence at COP30 also underlined our efforts to lead the way in decarbonisation, demonstrating that there is still a pressing need for whole life carbon assessment and reporting.

The *Sustainability report* states that almost half (46%) of professionals in construction fail to measure embodied carbon, which is why we need to act as a convener, facilitating discussion between industry, academia and policy makers to effect lasting change.



Member engagement and support

Member engagement, events and future talent

Q4 marked a strong close to 2025, with RICS delivering high-impact engagement at scale across global markets. Activity focused on reinforcing professional standards, deepening member connections and strengthening the future talent pipeline – while expanding RICS' presence and influence worldwide.

77.9%
global Q4 member satisfaction (CSAT)

140
total events held

5,997
total attendees

27
countries engaged

Celebrating excellence globally

In Q4, RICS continued to deliver awards programmes across various regions including Hong Kong, Southeast Asia and the UK, giving us the opportunity to honour exceptional individuals, teams and organisations in the built and natural environments.

Driving professional insight through regional conferences

Six flagship regional conferences brought together 1,026 professionals, addressing priority themes including valuation standards, sustainability, infrastructure, innovation and rural resilience. Strong attendance across South Asia, Europe, APAC, the Americas and the UK and Ireland underlined continued demand for technical leadership and market-specific insight.

RICS Awards – celebrating excellence globally

In Q4, RICS continued to deliver its flagship awards programmes across multiple regions, including the Matrics Surveyor Awards, Hong Kong Awards, South-East Asia Awards, and UK Awards. Together, these ceremonies celebrated exceptional individuals, teams and organisations shaping the built and natural environments.

The RICS Awards recognise outstanding achievement, collaboration and innovation across land, real estate, construction and infrastructure. They highlight the positive impact of the profession on communities and economies, while reinforcing the vital role RICS professionals play in delivering high-quality, responsible development worldwide.

Read more about our Award winners and regional highlights:

- [Matrics Surveyor Awards 2025](#)
- [Hong Kong Awards 2025](#)
- [Southeast Asia Awards 2025](#)
- [UK Awards 2025](#).



University engagement in Hong Kong

Investing in the next generation

Future talent remained a strategic priority. In Q4 alone, RICS delivered 95 early engagement activities, reaching 8,540 individuals across schools, universities, apprenticeships and candidate communities worldwide.

Engagement spanned:

- university outreach in APAC, Europe, MEA and the UK
- candidate and counsellor events in major markets
- careers fairs and employer partnerships
- assessment support and candidate readiness programmes.

These initiatives strengthened awareness of RICS qualifications, supported candidate confidence and reinforced long-term pipeline sustainability.

Regional highlights

Regional market summary highlights

Across all regions, Q4 activity demonstrated RICS' ability to convene, influence and lead.

- **Americas:** high-profile debates on urban regeneration, sustainability, AI infrastructure and valuation reinforced relevance to emerging asset classes and policy discussions.
- **APAC:** employer engagement and candidate support programmes strengthened conversion from awareness to enrolment.
- **Europe:** large-scale summits and specialist roundtables positioned RICS as a trusted cross-sector convenor on sustainability, housing, ESG and skills.
- **Middle East and Africa:** face-to-face assessment support and university engagement strengthened relationships with both candidates and employers.
- **UK and Ireland:** flagship awards, conservation-focused CPD, industry exhibitions, and cross-body collaboration boosted visibility and member pride.

Americas

USA | Graffiti towers: abomination or opportunity (Los Angeles)

- A timely professional debate on the future of downtown LA's abandoned towers re-engaged long-standing and returning members while strengthening local market connections ahead of the Olympic Games.

Canada | Sustainability education and the emerging profession (Toronto)

- A high-level chapter event convened public, academic and private-sector leaders to address sustainability and skills, reinforcing RICS' leadership in global standards and market relevance.

Caribbean | 12th Annual Caribbean Conference

- Co-hosted with the International Property Tax Institute (IPTI), this flagship conference brought together over 200 stakeholders, strengthening professionalism, thought leadership and member value across the Caribbean and North America.

USA | Data centres nexus: the future of AI infrastructure and real estate

- An expert-led session with senior professionals explored AI, data centres and valuation, positioning RICS at the forefront of an expanding global asset class.

Asia Pacific (APAC)

Philippines | Assessment support programme

- Engagement with leading firms reached over 400 professionals, strengthening employer relationships and supporting conversion from awareness to enrolment.

Singapore | Candidate engagement

- A peer-led candidate session shared real assessment experiences, improving preparedness and providing a scalable model for candidate support across the region.

Australia | Promotion of RICS to Victorian building surveyors

- This was a valuable opportunity to raise awareness of RICS and demonstrate our role in addressing industry challenges before an audience primarily composed of Australian Institute of Building Surveyors (AIBS) members.



Promotion of RICS to Victorian building surveyors

Europe

Belgium | Behind the scenes at Brussels Airport

An exclusive site visit delivered CPD, networking, and insight into major infrastructure development and long-term sustainability planning.

Switzerland | ESG and real estate investment

A senior roundtable brought investors and developers together to explore ESG-driven value creation, strengthening RICS' thought leadership in sustainable investment.

Germany | RICS presence at EXPO REAL (Munich)

Targeted receptions and roundtables including a joint RICS and HypZert event, and a senior stakeholder roundtable on the skills gap, strengthening partnerships and influence.

Hungary | RICS Built Environment European Summit 2025 (Budapest)

RICS convened over 260 leaders to address housing, infrastructure, technology, and sustainability, reinforcing its role as a trusted cross-sector convenor in Europe.



RICS Built Environment European Summit 2025

Middle East and Africa (MEA)

Saudi Arabia | APC and assessment support

- Face-to-face candidate and counsellor sessions received strong feedback, enhancing candidate confidence while deepening relationships with employers and Matrics members.



APC and assessment support in Saudi Arabia

South Africa | Candidate Engagement

- Held face-to-face engagement sessions with candidates, counsellors, and assessors in Johannesburg and Cape Town to boost awareness of RICS qualifications and the surveying profession.

UK and Ireland

UK | Cornwall Construction Summit

- RICS' presence at this major industry event boosted visibility and member pride, reaching up to 2,000 professionals across the construction sector.

Scotland | Building connections: shaping the future of construction

- A cross-industry collaboration united professional bodies and academia, generating new CPD commitments and early university engagement to support future skills.

UK | Innovation in conservation (Bristol)

- A highly attended specialist CPD event elevated the profile of heritage surveying and sparked momentum toward national-level conservation initiatives.



CPD event in Bristol

Recognising members and volunteers

Member recognition remained a core focus in Q4, with 39 member recognition events delivered globally. Highlights included the President's Volunteer Dinner at RICS HQ and a Global Volunteer Appreciation webinar, celebrating members whose leadership underpins standards, governance and professional trust across markets.

See Nick Maclean's [LinkedIn post](#) about these events.

Global member representation – board appointments

In Q4, there were 33 new board appointments, significantly strengthening member representation across our [World Regional and Regional Advisory Boards](#). These appointments reflect our continued commitment to ensuring that member insight and regional expertise sit at the heart of RICS governance and decision making.

New members were appointed to the Middle East and Africa and Europe World Regional Boards, alongside a strong intake across Regional Boards in the East Midlands, Northern Ireland, Scotland, London and South East England. The Australasia Regional Advisory Board also welcomed new members, further broadening the global reach and diversity of regional perspectives.

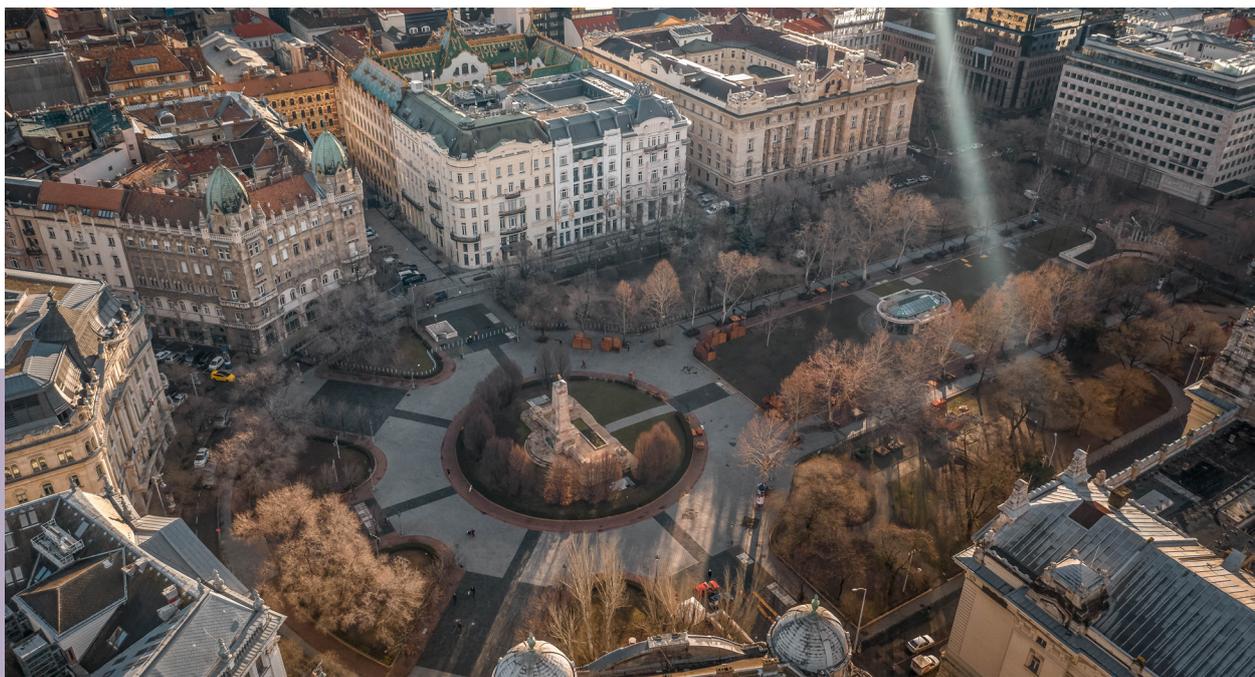
The refreshed boards are well positioned to guide future planning, shape regional priorities and support delivery at both global and local levels – ensuring RICS activity remains informed by the lived experience of members worldwide.

Hear from Gloria Brocchi – MRICS Chair of the Italy Regional Advisory Board



'This appointment represents a significant opportunity to contribute to the growth and consolidation of RICS in Italy, strengthening its presence and impact within the market.'

'My commitment is to bring my expertise and vision to support the mission and core principles of RICS. I look forward to collaborating with colleagues across Europe to implement initiatives that deliver long-term value and positive impact.'



Professional practice

The Knowledge and Practice Committee (KPC) is responsible for overseeing the advancement of knowledge and professional practice. Reporting to the RICS Board, the Committee supports the implementation and development of technical standards (providing input to the Standards and Regulation Board) and assists in amplifying the voice of the profession.

Key activities

Diversity, equity and inclusion (DEI)

UK Black History Month – Standing firm in power and pride

In October, RICS partnered with Savills, Grosvenor, The Crown Estate and Black Women in Real Estate to celebrate UK Black History Month. Industry professionals gathered to listen, learn and engage through artistic performances, keynote speakers and networking.



Festival of the Girl

RICS brought the built and natural environments into the Festival of the Girl, introducing nearly 1,100 children aged 7–11 to surveying. RICS member volunteers supported the two-day event in London.

BPIC Awards

For the third year, RICS was a category sponsor for the Black Professionals in Construction Awards. RICS Governing Council members Sunny-Thomas Obasuyi MRICS and Cartier Olivia Charles MRICS presented the award for Teammate of the Year, and RICS' own Sybil Taunton won the award for Head of Diversity, Equity and Inclusion.



RICS DEI annual progress report

Louise Brooke-Smith, RICS Board DEI Chair, and Sybil Taunton, RICS Head of Diversity, Equity and Inclusion, shared their [annual update on activities and initiatives](#) for 2025 and a look ahead for 2026.

Construction

UK&I QS and Construction Conference

A successful face-to-face [UK&I QS and Construction Conference](#) was held in October 2025, with an excellent range of subjects and speakers on matters of current interest and relevance to members. Subjects included those on economic outlook, sustainability, AI and the QS, the skills shortage and the ever-popular legal issues update. Feedback was encouraging together with the opportunity to network with other members and speakers.

Scottish government call on WLCA

A recent meeting was held with the Scottish government with the provisions of RICS' [Whole life carbon assessment \(WLCA\) for the built environment](#) being explained and an encouragement for them to consider adoption across all publicly funded projects across Scotland. It is intended that discussions will continue to build on this initial contact.

Land and natural resources

New UK professional standard: Land agreements for development purposes

This [new professional standard](#) sheds light on a complex sub-sector and is of great interest to the UK government as it increases its interest in land availability and development. The professional standard sets out mandatory requirements and best practice for RICS members.

It addresses the complexities and risks involved in the sector and outlines the types of land agreements and how to avoid costly delays and disputes.

New insight paper on flooding and property

RICS' [Flooding and its implications for property professionals](#) is a landmark practice information document, providing the profession with a comprehensive overview of the growing challenges and responsibilities associated with flood risk across the UK.

The paper examines how surveyors across all disciplines are being called on to help clients, communities and policymakers manage the escalating risks and consequences of flooding.

Residential property

RICS responds to UK government's consultation on home buying and selling reforms

Reforming the home buying and selling process in the UK has been a topic of debate for many years. There have been a number of both sector and government led initiatives to improve home buying and selling. Mairéad Carroll represents RICS on the steering group of the Home Buying and Selling Council and the Digital Property Market Steering Group, set up by Land Registry and chaired by the Ministry of Housing, Communities and Local Government (MHCLG).

[The consultation responses](#) brought together both members' insight and feedback alongside the ongoing work that we have been doing in this area.

Meeting with MHCLG and others

Mairéad Carroll attended several external meetings with key stakeholders to talk about the role of RICS members and RICS-regulated firms in home buying and selling. This included one-to-one meetings with MHCLG, roundtables, consultation meetings with MHCLG, Land Registry Advisory Council, and the Digital Property Market Steering Group (DPMSG) and Interoperability Steering Group.

This work continues to ensure that RICS remains a trusted stakeholder with MHCLG on home buying and selling and that RICS members and RICS-regulated firms are effectively represented in this area.

The Property Ombudsman (TPO) Industry Forum

Mairéad Carroll spoke on a panel at the [TPO Industry Forum](#) to make a case for RICS qualified professionals having a key role in the home buying and selling process, and stressed the benefits of having professional oversight over property agents.

Sustainability

Hosting Embodied Carbon Summit 2025

RICS hosted the Embodied Carbon Summit 2025 at our HQ. This event was organised in collaboration with the Institution of Structural Engineers (IStructE), the Happold Foundation and the UK Green Building Council (UKGBC).

The event was designed to respond to the [recent report published by AECOM on behalf of MHCLG](#), which described the challenges with regulating embodied carbon in the UK. Industry experts were invited to address the challenges listed in the AECOM report, with the objective of demonstrating to the UK government that the industry is making progress and that solutions are being developed and applied.

Civil servants from MHCLG and the Department for Energy Security and Net Zero (DESNZ) participated as observers, and two MPs (one from the Labour Party and one from the Green Party) joined for the closing session.

A report on the outcomes of the event is being prepared by an academic author and will be published in January 2026.

Publication of the Sustainability report 2025

RICS' [Sustainability report 2025](#) examines sentiments from over 3,500 global professionals in the commercial real estate and construction sectors to understand how the climate agenda is shaping trends and practices across the world.



RICS participates in COP30

[RICS participated in COP30](#), which marked a turning point for the profession as the sector advanced from commitments to outcome-based actions.

Among other initiatives, RICS co-hosted an official UN event titled 'Designing for the Future – Embedding Sustainability in the Built Environment' alongside the Royal Institute of British Architects, the American Institute of Architects, Fundación Futuro Latinoamericano, and EBP Chile. The event featured Toby Perkins MP, chair of the UK's Environmental Audit Committee, who shared insights from the recently published report on [Environmental sustainability and housing growth](#).

RICS contributed to this report by providing oral evidence to the UK Parliament's consultation on environmental sustainability and housing growth. Toby Perkins MP's participation at COP30 underscored the growing alignment between professional standards and public policy to deliver sustainable development.



Valuation

Bank lending valuations publications

Published in October 2025, RICS' [Bank lending valuations and mortgage lending value](#), has been revised to reflect significant regulatory changes, particularly the new Basel 3.1 guidance and the EU's Capital Requirements Regulation (CRR III). It ensures RICS members are equipped with the latest information to navigate the complexities of European bank lending valuations. It is supplemented by a new global practice information paper, [Bank lending valuations: Basel 3.1 prudently conservative valuation criteria adjustments](#).

Red Book national supplement for Australia

The updated [RICS Valuation – Global Standards: Australia national supplement](#) sets out supporting guidance for RICS members on the application of *RICS Valuation – Global Standards 2025* to valuations undertaken subject to Australian jurisdiction.

Building surveying and building control

Presenting at the United Nations

In October, Gary Strong presented on fire safety to the UN 5th Forum of Mayors in Geneva. Gary also presented to the 86th UN meeting on Urban Development, Housing and Land Management. On 10 October, Gary also gave an update on fire safety globally at the UN in Geneva.

CEBC meeting

Gary Strong took part in the international Consortium of European Building Control (CEBC) national regulators meeting in Istanbul in October to share knowledge, best practice and regulatory/legislative updates to building regulations and codes/guidance.



Standards and Regulation

The Standards and Regulation directorates support the profession through maintaining public trust and confidence for the benefit of society. Strengthening trust underpins client and wider public confidence, through upholding professional standards by regulatory activities and assurance programmes.

Regulation and Assurance Operations

531

Designated Professional Body scheme firms (UK only)

1,693

Client Money Protection scheme firms

10,030

RICS-regulated firms

15,736

Valuer Registration scheme members

142,517

individual members

In this quarter we:

- received 1,822 concerns from members of the public, RICS members or their clients, of which 675 related to RICS members (236 regarding members and trainees and 439 regarding regulated firms)
- 138 new investigations cases opened and 158 investigation cases closed.



Support teams

The profession support and assurance teams, supporting the Valuer Registration, Firm Registration, Client Money Protection and Designated Professional Body schemes, have:

- conducted 207 member support or regulatory review visits
- held 10 regulatory compliance workshops and webinars
- reached 744 regulated members and firms and
- undertaken reviews against £537.2m of client money.

Regulatory Tribunal

The independently-led Regulatory Tribunal, chaired by Alexandra Marks CBE, dealt with:

- 17 cases, including 3 disciplinary panel hearings
- 1 registration panel hearing
- 0 interim measures hearings
- 12 single member decisions
- 1 appeal panel hearing
- 14* sanctions issued (more than 1 sanction may be issued in a case) *2 sanctions removed due to rejections.



Consultation on home surveys

In Q4, we consulted the public and profession on whether a specialist regulatory scheme is needed for surveyors carrying out home surveys. The responses to the consultation, and an aligned consultation on amendments to RICS' *Home survey standard*, are being considered.

Education and qualification standards

Q4 is traditionally the highest enrolment period, where graduates begin their structured training periods. However, Q4 continued the FY25 below-plan enrolment performance at 97%.

Assessments in the UK and the Middle East and Africa (MEA), particularly the United Arab Emirates (UAE) and the Kingdom of Saudi Arabia (KSA), have been higher than expected in Q4. This resulted in 236 candidate assessments moved into 2026. We remain in contact with candidates and employers and continue to seek additional assessor availability.

In the MEA region, assessments were delivered by increasing regional capacity at short notice. These increases were offset by lower-than-expected assessments numbers elsewhere (Europe 76% of plan, China 34%, Hong Kong 69%, South Asia 43%).

Election numbers have been driven by above-plan performance in, specifically with HypZert in Germany.



DRS Appointment Services

During this quarter, the RICS Dispute Resolution Service received a total of 681 cases. For **commercial disputes**, Q4 saw 384 cases, representing a modest decrease from 424 cases in Q3. Compared with 381 cases in Q4 2024, commercial dispute activity remains broadly stable year-on-year, demonstrating continued demand for our services.

For **construction disputes**, 297 cases were recorded in Q4, down from 320 cases in the previous quarter. This aligns with historical seasonal trends, as Q4 is traditionally a quieter period for construction disputes following the busier months earlier in the year. The Q4 2024 figure of 296 cases further confirms this consistent seasonal pattern.

DRS Quality Assurance and Panel Management

During Q4, the team completed the recruitment of new construction adjudicators and delivered an induction session to support their onboarding, providing key information about the role and working with RICS DRS. Following this, all successful applicants became eligible for appointments by RICS DRS.

The team also initiated a new round of reassessments for 60 existing construction adjudicators, inviting them to submit the required documentation in preparation for interviews scheduled between February and April 2026.

DRS Education

In Q4, we delivered a new introductory-level Dispute Board Programme online and targeted for the Middle East, although with online delivery it has global interest.

For this period, we had a total of 160 new delegates compared with 93 for the same period in 2024. This has been down to the running of adjudication competencies, the new Dispute Board programme and the first delivery of Module 3 party representatives. We also commenced the delivery of an additional Expert Witness programme in November due to high demand as well as an in-house programme for a housing association in Manchester.

Promotion of the Women in Construction scholarship continued during this period with an online webinar hosted by Raj Sohal, which discussed experiences and opportunities with two dispute resolvers, Faye Allen and Carly Thorpe.

DRS Consultancy

In November, Dr John Fletcher was a speaker at the RICS India Built Environment Conference in Mumbai and featured on a panel session titled 'Prevent, don't repair: a new era in dispute management' at the Taj Santacruz. The session explored how tools such as mediation, expert determination and early neutral evaluation are increasingly being used to prevent project delays, reduce costs and maintain working relationships.

John also attended the Indian Council of Arbitration's symposium on 'Arbitrating construction disputes and the role of artificial intelligence for expert witnesses' at Federation House, New Delhi. He presented developments from the UK and participated in a panel discussion alongside eminent speakers, moderated by RICS' Nigel Clarke.

In Q4, DRS attended several conferences including the Association of Rural Dispute Resolvers Conference, the Construction ARBRIX Conference and the Commercial ARBRIX Conference. Gemma Beasley provided an update at these events on ongoing DRS initiatives and services. The events provided insights into emerging trends, challenges and best practices and reinforced RICS' position as an active contributor to the development of these sectors.

Delivering confidence

We are RICS. As a member-led chartered professional body working in the public interest, we uphold the highest technical and ethical standards.

We inspire professionalism, advance knowledge and support our members across global markets to make an effective contribution for the benefit of society. We independently regulate our members in the management of land, real estate, construction and infrastructure. Our work with others supports their professional practice and pioneers a natural and built environment that is sustainable, resilient and inclusive for all.

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[rics.org](https://www.rics.org)