

Compliance Reporting Matrix (Annexure)

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|-----------------------|------------------|-----------------------------|----------------|
| Name of Entity | Italtile Limited | Registration Number: | 1955/000558/06 |
|-----------------------|------------------|-----------------------------|----------------|

1. Ownership and Management Control

| Categories | % for each Category | Race Classification (%) | | Gender (%) | | | Age (%) | | Location (%) | | | Disability (%) | | |
|----------------------------|---|-------------------------|-------|------------|---|--------------|---------------|-------|--------------|-------|-------|----------------|--------|------|
| Black Ownership | 17.53% Black Voting Rights | A | 11.8% | | | | Youth (<=35) | 3.8% | GP | 5.3% | EC | 0.2% | Male | 0.0% |
| | 6.46% Black Women Voting Rights | C | 2.0% | | | | Adults (>=36) | 10.5% | MP | 1.0% | NC | 0.0% | Female | 0.0% |
| | 18.02% Black Economic Interest | I | 0.6% | | | | Total | 14.3% | FS | 0.1% | KZN | 2.7% | Total | 0.0% |
| | 7.08% Black Women Economic Interest | Total | 14.3% | Total Male | 8.7% | Total Female | 5.6% | | LP | 1.1% | NW | 0.1% | | |
| | Adjusted for Treasury and Foreign Operations | 18.02% | | | Adjusted for Treasury and Foreign Operations | 7.08% | | | WC | 3.8% | Total | 14.3% | | |
| Board of Directors | 33.3% | A | 22.2% | | | | Youth (<=35) | 0.0% | GP | 33.3% | EC | 0.0% | Male | 0.0% |
| | | C | 11.1% | | | | Adults (>=36) | 33.3% | MP | 0.0% | NC | 0.0% | Female | 0.0% |
| | | I | 0.0% | | | | Total | 33.3% | FS | 0.0% | KZN | 0.0% | Total | 0.0% |
| | | Total | 33.3% | Total Male | 11.1% | Total Female | 22.2% | | LP | 0.0% | NW | 0.0% | | |
| | | | | | | | | | WC | 0.0% | Total | 33.3% | | |
| Executive Directors | 0.0% | A | 0.0% | | | | Youth (<=35) | 0.0% | GP | 0.0% | EC | 0.0% | Male | 0.0% |
| | | C | 0.0% | | | | Adults (>=36) | 0.0% | MP | 0.0% | NC | 0.0% | Female | 0.0% |
| | | I | 0.0% | | | | Total | 0.0% | FS | 0.0% | KZN | 0.0% | Total | 0.0% |
| | | Total | 0.0% | Total Male | 0.0% | Total Female | 0.0% | | LP | 0.0% | NW | 0.0% | | |
| | | | | | | | | | WC | 0.0% | Total | 0.0% | | |
| Non-Executive Directors | 42.9% | A | 28.6% | | | | Youth (<=35) | 0.0% | GP | 42.9% | EC | 0.0% | Male | 0.0% |
| | | C | 14.3% | | | | Adults (>=36) | 42.9% | MP | 0.0% | NC | 0.0% | Female | 0.0% |
| | | I | 0.0% | | | | Total | 42.9% | FS | 0.0% | KZN | 0.0% | Total | 0.0% |
| | | Total | 42.9% | Total Male | 14.3% | Total Female | 28.6% | | LP | 0.0% | NW | 0.0% | | |
| | | | | | | | | | WC | 0.0% | Total | 42.9% | | |
| Other Executive Management | 77.8% | A | 33.3% | | | | Youth (<=35) | 11.1% | GP | 77.8% | EC | 0.0% | Male | 0.0% |
| | | C | 11.1% | | | | Adults (>=36) | 66.7% | MP | 0.0% | NC | 0.0% | Female | 0.0% |
| | | I | 33.3% | | | | Total | 77.8% | FS | 0.0% | KZN | 0.0% | Total | 0.0% |
| | | Total | 77.8% | Total Male | 44.4% | Total Female | 33.3% | | LP | 0.0% | NW | 0.0% | | |
| | | | | | | | | | WC | 0.0% | Total | 77.8% | | |
| Senior Management | 57.5% | A | 53.7% | | | | Youth (<=35) | 27.6% | GP | 32.1% | EC | 0.0% | Male | 0.0% |
| | | C | 2.2% | | | | Adults (>=36) | 29.9% | MP | 2.2% | NC | 0.7% | Female | 0.7% |
| | | I | 1.5% | | | | Total | 57.5% | FS | 1.5% | KZN | 1.5% | Total | 0.7% |
| | | Total | 57.5% | Total Male | 35.8% | Total Female | 21.6% | | LP | 9.7% | NW | 7.5% | | |
| | | | | | | | | | WC | 2.2% | Total | 57.5% | | |
| Middle Management | 66.1% | A | 49.2% | | | | Youth (<=35) | 37.3% | GP | 50.8% | EC | 0.0% | Male | 0.0% |
| | | C | 8.5% | | | | Adults (>=36) | 28.8% | MP | 0.0% | NC | 0.0% | Female | 0.0% |
| | | I | 8.5% | | | | Total | 66.1% | FS | 0.0% | KZN | 3.4% | Total | 0.0% |
| | | Total | 66.1% | Total Male | 49.2% | Total Female | 16.9% | | LP | 3.4% | NW | 3.4% | | |
| | | | | | | | | | WC | 5.1% | Total | 66.1% | | |
| Junior Management | 68.2% | A | 60.2% | | | | Youth (<=35) | 34.3% | GP | 56.5% | EC | 0.8% | Male | 0.3% |
| | | C | 5.0% | | | | Adults (>=36) | 34.0% | MP | 1.4% | NC | 0.0% | Female | 0.3% |
| | | I | 3.1% | | | | Total | 68.2% | FS | 0.6% | KZN | 3.1% | Total | 0.6% |
| | | Total | 68.2% | Total Male | 47.4% | Total Female | 20.9% | | LP | 1.1% | NW | 1.1% | | |
| | | | | | | | | | WC | 3.6% | Total | 68.2% | | |

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|--------------------|--------------------|
| Dividends Declared | R 1,400,953,396.88 |
|--------------------|--------------------|

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2. Skills Development

| Leviable Amount: | 773,292,527 | | | | | | | | | | | | | | | | |
|--|--------------------------|-------------------------|--------|------------|------------|-----|--------------|---------------|--------|---------------|-----|-----|----------------|--------|--------------------|---------------|--|
| Categories | Number for each Category | Race Classification (%) | | Gender (%) | | | | Age (%) | | Location (Nr) | | | Disability (%) | | Total Amount Spend | | |
| Black Employees | 840 | A | 91.4% | | | | | Youth (<=35) | 60.0% | GP | 666 | EC | 6 | Male | 1.7% | 16,579,733.82 | |
| | | C | 6.1% | | | | | Adults (>=36) | 40.0% | MP | 19 | NC | 0 | Female | 2.0% | | |
| | | I | 2.5% | | | | | Total | 100.0% | FS | 13 | KZN | 29 | Total | 3.7% | | |
| | | Total | 100% | | Total Male | 59% | Total Female | 41% | | | LP | 12 | NW | 51 | | | |
| | | | | | | | | | | | WC | 44 | Total | 840 | | | |
| Black Non-Employees | 762 | A | 89.9% | | | | | Youth (<=35) | 96.2% | GP | 609 | EC | 25 | Male | 3.1% | 20,785,194.81 | |
| | | C | 5.8% | | | | | Adults (>=36) | 3.8% | MP | 16 | NC | 0 | Female | 3.9% | | |
| | | I | 4.3% | | | | | Total | 100.0% | FS | 1 | KZN | 18 | Total | 7.1% | | |
| | | Total | 100% | | Total Male | 53% | Total Female | 47% | | | LP | 29 | NW | 40 | | | |
| | | | | | | | | | | | WC | 24 | Total | 762 | | | |
| Black Employees with Disabilities | 88 | A | 89.8% | | | | | Youth (<=35) | 89.8% | GP | 77 | EC | 10 | Male | 45% | 6,483,107.85 | |
| | | C | 8.0% | | | | | Adults (>=36) | 10.2% | MP | 0 | NC | 0 | Female | 55% | | |
| | | I | 0.0% | | | | | Total | 100.0% | FS | 0 | KZN | 0 | Total | 100% | | |
| | | Total | 97.7% | | Total Male | 45% | Total Female | 55% | | | LP | 0 | NW | 1 | | | |
| | | | | | | | | | | | WC | 0 | Total | 88 | | | |
| Black people at institutions of Higher Education | 436 | A | 84.2% | | | | | Youth (<=35) | 93.6% | GP | 318 | EC | 15 | Male | 0% | 22,474,800.11 | |
| | | C | 8.7% | | | | | Adults (>=36) | 6.4% | MP | 16 | NC | 0 | Female | 0% | | |
| | | I | 7.1% | | | | | Total | 100.0% | FS | 1 | KZN | 18 | Total | 0% | | |
| | | Total | 100% | | Total Male | 55% | Total Female | 45% | | | LP | 15 | NW | 29 | | | |
| | | | | | | | | | | | WC | 24 | Total | 436 | | | |
| Black People on internships; apprenticeship, learnership | 351 | A | 96.0% | | | | | Youth (<=35) | 92.6% | GP | 310 | EC | 10 | Male | 0.0% | 6,919,486.84 | |
| | | C | 2.8% | | | | | Adults (>=36) | 7.4% | MP | 0 | NC | 0 | Female | 0.0% | | |
| | | I | 1.1% | | | | | Total | 100.0% | FS | 0 | KZN | 2 | Total | 0% | | |
| | | Total | 100% | | Total Male | 54% | Total Female | 46% | | | LP | 15 | NW | 11 | | | |
| | | | | | | | | | | | WC | 3 | Total | 351 | | | |
| Black people absorbed | 2 | A | 100.0% | | | | | Youth (<=35) | 93.6% | GP | 2 | EC | 0 | Male | 0.0% | 40,500.00 | |
| | | C | 0.0% | | | | | Adults (>=36) | 6.4% | MP | 0 | NC | 0 | Female | 100.0% | | |
| | | I | 0.0% | | | | | Total | 100.0% | FS | 0 | KZN | 0 | Total | 100% | | |
| | | Total | 100% | | Total Male | 0% | Total Female | 100% | | | LP | 0 | NW | 0 | | | |
| | | | | | | | | | | | WC | 0 | Total | 2 | | | |
| Grand Total Amount Spend | 59,839,729 | | | | | | | | | | | | | | | | |

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| Enterprise Development: | 17,260,000 | Target - Total Value of 1% of NPAT | | | | | | | | | |
|--|-------------------|------------------------------------|-----------------|-------------------------|-----------------|---------------|----|-------|----|------------------|------------------|
| Total Enterprise Development Spend: | 19,560,082 | | | | | | | | | | |
| Total Number of EME's | Total Value Spend | % Black Ownership | Number of EME's | % Black Women Ownership | Number of EME's | Location (Nr) | | | | Sector | Number in Sector |
| 13 | 13,004,806 | 51.00% | 2 | 30.00% | 1 | GP | 11 | EC | 1 | Transport | 2 |
| | | 55.00% | 0 | 55.00% | 0 | MP | 0 | NC | 0 | Technology | 1 |
| | | 60.00% | 0 | 60.00% | 0 | FS | 0 | KZN | 1 | Services | 5 |
| | | 65.00% | 0 | 65.00% | 0 | LP | 0 | NW | 0 | Procurement | 1 |
| | | 70.00% | 0 | 70.00% | 0 | WC | 0 | Total | 13 | Manufacturing | 1 |
| | | 75.00% | 1 | 75.00% | 1 | National | 0 | | | Retail | 2 |
| | | 80.00% | 0 | 80.00% | 0 | | | | | Consultation | 1 |
| | | 85.00% | 0 | 85.00% | 0 | | | | | | |
| | | 90.00% | 0 | 90.00% | 0 | | | | | | |
| | | 95.00% | 0 | 95.00% | 0 | | | | | | |
| | | 100.00% | 10 | 100.00% | 2 | | | | | | |
| Total Number of QSE's | Total Value Spend | % Black Ownership | Number of QSE's | % Black Women Ownership | Number of QSE's | Location (Nr) | | | | Sector | Number in Sector |
| 5 | 6,555,276 | 51.00% | 0 | 30.00% | 1 | GP | 5 | EC | 0 | Services | 3 |
| | | 55.00% | 1 | 55.00% | 0 | MP | 0 | NC | 0 | Wholesale | 1 |
| | | 60.00% | 0 | 60.00% | 0 | FS | 0 | KZN | 0 | Waste Management | 1 |
| | | 65.00% | 0 | 65.00% | 0 | LP | 0 | NW | 0 | | |
| | | 70.00% | 0 | 70.00% | 0 | WC | 0 | Total | 5 | | |
| | | 75.00% | 1 | 75.00% | 0 | National | 0 | | | | |
| | | 80.00% | 0 | 80.00% | 0 | | | | | | |
| | | 85.00% | 0 | 85.00% | 0 | | | | | | |
| | | 90.00% | 0 | 90.00% | 0 | | | | | | |
| | | 95.00% | 0 | 95.00% | 0 | | | | | | |
| | | 100.00% | 3 | 100.00% | 1 | | | | | | |
| Total Number of Large Enterprises | Total Value Spend | % Black Ownership | Number of Large | % Black Women Ownership | Number of Large | Location (Nr) | | | | Sector | Number in Sector |
| 0 | | | | | | | | | | | |

4. Socio- Economic Development

| | 17,260,000 | Target - Total Value of 1% of NPAT | | | | | | | | | |
|----------------------------|------------------------------|------------------------------------|-------|------------|------------|--------------|----------|---------------|-------|-------|---|
| Socio-Economic Development | Number of Black Participants | Race Classification (%) | | | Gender (%) | | | Location (Nr) | | | |
| | 41217 | A | 88.2% | AM | 42.7% | AF | 45.5% | GP | 15114 | EC | 0 |
| | | C | 4.2% | CM | 1.8% | CF | 2.4% | MP | 11123 | NC | 0 |
| | | I | 0.3% | IM | 0.1% | IF | 0.2% | FS | 0 | KZN | 0 |
| | | Total | 92.7% | Total Male | 44.6% | Total Female | 48.2% | LP | 11667 | NW | 0 |
| Total Value Spend | 20,465,693 | | | | | | WC | 101 | Total | 41217 | |
| | | | | | | | National | 3212 | | | |