



Broad-Based Black Economic Empowerment Commission

Compliance Report by Companies Listed on the Johannesburg Stock Exchange (JSE)

(in terms of Section 13G (2) of the Act)

Case Number

FORM BBEE 1

SECTION A: DETAILS OF ENTITY

Name of Entity / Organisation	Italtile Limited
Registration Number	1955/00558/06
Physical Address	The Italtile Building, Corner of William Nicol and Peter Place Bryanston 2021
Telephone Number	011 510 9000
Email Address	woodb@italtile.co.za
Indicate Type of Entity / Organisation	JSE Listed Company
Industry / Sector	Retail
Relevant Code of Good Practice	Amended Generic Codes
Name of Verification Agency	EmpowerLogic (Pty) Ltd - 1995/000523/07
Name of Technical Signatory	Gianna Le Roux

SECTION B: INFORMATION AS VERIFIED BY THE BROAD-BASED BLACK ECONOMIC EMPOWERMENT VERIFICATION PROFESSIONAL AS PER SCORECARDS

B-BBEE Elements	Target Score Including	Bonus Points	Actual Score Achieved
Ownership	e.g. 25 points	0.00	21.67
Management Control	e.g. 19 points	0.00	12.8
Skills Development	e.g. 20 points	1.09	20.62
Enterprise and Supplier Development	e.g. 40 points	4.00	39.25
Socio-Economic Development	e.g. 5 points	0.00	5
Total Score	e.g. 109 points	5.09	99.34
Priority Elements Achieved	YES / NO and specify them	Yes	
Empowering Supplier Status	YES / NO and specify them	Yes	
Final B-BBEE Status Level	Level 2		

*indicate how each element contributes to the outcome of the scorecard

SECTION C: FINANCIAL REPORT

1. BASIC ACCOUNTING DETAILS:

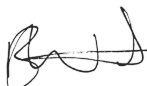
- a. Accounting Officer's Name:
- b. Address:
- c. Accounting Policy: (*Your accounts are done?*)
- | Weekly | Monthly | Other (specify) |
|--------|---------|-----------------|
| | X | |
- d. Has the attached Financial Statements and Annual Report been approved by the entity?

2. PLEASE ATTACH THE FOLLOWING:

- i) Copy of Annual Financial Statement including Balance Sheet and Income and Expenditure Report.
- ii) Annual Report

3. Entity Annual Turnover:

4. Sign-off and Date

 _____ Signature	26 September 2023 _____ Date
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Compliance Reporting Matrix (Annexure)

Name of Entity	Italtile Limited	Registration Number:	1955/000558/06
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1. Ownership and Management Control

Categories	% for each Category	Race Classification (%)		Gender (%)				Age (%)		Location (%)				Disability (%)					
Black Ownership	Black Voting Rights	22.20%	A	7.37%						GP	5.30%	EC	0.0%	Male	0.0%				
	Black Women Voting Rights	8.27%	C	1.53%						Youth (<=35)	0.62%	MP	0.67%	NC	0.0%	Female	0.0%		
	Black Economic Interest	21.19%	I	0.47%						Adults (>=36)	15.8%	FS	0.00%	KZN	3.8%	Total	0.0%		
	Black Women Economic Intere	8.60%	Total	16.40%						Total Male	9.77%	Total Female	6.62%	LP	0.18%	NW	0.0%		
	Adjusted for Treasury and Foreign Operations	21.19%	Adjusted for Treasury and Foreign Operations	8.60%						WC	0.00%	Total	9.91%						
Board of Directors	30.00%	A	20.00%							GP	30.00%	EC	0.00%	Male	0.00%				
		C	10.00%							Youth (<=35)	0.00%	MP	0.00%	NC	0.00%	Female	0.00%		
		I	0.00%							Adults (>=36)	30.00%	FS	0.00%	KZN	0.00%	Total	0.00%		
		Total	30.00%							Total Male	0.00%	Total Female	30.00%	LP	0.00%	NW	0.00%		
											WC	0.00%	Total	30.00%					
Executive Directors	0.00%	A	0.00%							GP	0.00%	EC	0.00%	Male	0.00%				
		C	0.00%							Youth (<=35)	0.00%	MP	0.00%	NC	0.00%	Female	0.00%		
		I	0.00%							Adults (>=36)	0.00%	FS	0.00%	KZN	0.00%	Total	0.00%		
		Total	0.00%							Total Male	0.00%	Total Female	0.00%	LP	0.00%	NW	0.00%		
											WC	0.00%	Total	0.00%					
Non-Executive Directors	37.50%	A	25.00%							GP	37.50%	EC	0.00%	Male	0.00%				
		C	12.50%							Youth (<=35)	0.00%	MP	0.00%	NC	0.00%	Female	0.00%		
		I	0.00%							Adults (>=36)	37.50%	FS	0.00%	KZN	0.00%	Total	0.00%		
		Total	37.50%							Total Male	0.00%	Total Female	37.50%	LP	0.00%	NW	0.00%		
											WC	0.00%	Total	37.50%					
Other Executive Management	62.50%	A	25.00%							GP	62.50%	EC	0.00%	Male	0.00%				
		C	12.50%							Youth (<=35)	0.00%	MP	0.00%	NC	0.00%	Female	0.00%		
		I	25.00%							Adults (>=36)	62.50%	FS	0.00%	KZN	0.00%	Total	0.00%		
		Total	62.50%							Total Male	37.50%	Total Female	25.00%	LP	0.00%	NW	0.00%		
											WC	0.00%	Total	62.50%					
Senior Management	72.44%	A	57.48%							GP	44.88%	EC	0.00%	Male	0.00%				
		C	10.24%							Youth (<=35)	33.07%	MP	0.00%	NC	0.79%	Female	0.79%		
		I	4.72%							Adults (>=36)	39.37%	FS	2.36%	KZN	2.36%	Total	0.79%		
		Total	72.44%							Total Male	47.24%	Total Female	25.20%	LP	9.45%	NW	7.09%		
											WC	5.51%	Total	72.44%					
Middle Management	60.61%	A	42.42%							GP	60.61%	EC	0.00%	Male	0.00%				
		C	3.03%							Youth (<=35)	33.33%	MP	0.00%	NC	0.00%	Female	0.00%		
		I	15.15%							Adults (>=36)	27.27%	FS	0.00%	KZN	0.00%	Total	0.00%		
		Total	60.61%							Total Male	36.36%	Total Female	24.24%	LP	0.00%	NW	0.00%		
											WC	0.00%	Total	60.61%					
Junior Management	74.75%	A	65.84%							GP	62.38%	EC	0.99%	Male	0.25%				
		C	4.46%							Youth (<=35)	38.37%	MP	0.50%	NC	0.25%	Female	0.25%		
		I	4.46%							Adults (>=36)	36.39%	FS	0.99%	KZN	2.97%	Total	0.50%		
		Total	74.75%							Total Male	50.99%	Total Female	23.76%	LP	1.24%	NW	1.98%		
											WC	3.47%	Total	74.75%					

Dividends Declared	700 476 698
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Compliance Reporting Matrix (Annexure)

2. Skills Development

Leviable Amount:	826 568 086														
Categories	Number for each Category	Race Classification (%)		Gender (%)			Age (%)		Location (Nr)			Disability (%)		Total Amount Spend	
Black Employees	5087	A	92.90%	Total Male 71.57% Total Female 28.43%			Youth (<=35)	72.09%	GP	2952	EC	97	Male	1.16%	43 773 389.42
		C	5.35%				Adults (>=36)	27.91%	MP	76	NC	7	Female	0.26%	
		I	1.75%				Total	100.00%	FS	422	KZN	250	Total	1.42%	
		Total	100.00%				LP	503	NW	536					
	WC	244	Total	5087											
Black Non-Employees	853	A	85.70%	Total Male 56.39% Total Female 43.61%			Youth (<=35)	94.49%	GP	573	EC	57	Male	6.80%	66 316 285.03
		C	9.26%				Adults (>=36)	5.51%	MP	10	NC	2	Female	7.50%	
		I	5.04%				Total	100.00%	FS	49	KZN	32	Total	14.30%	
		Total	100.00%				LP	46	NW	41					
	WC	43	Total	853											
Black Employees with Disabilities	197	A	78.17%	Total Male 59.90% Total Female 40.10%			Youth (<=35)	82.23%	GP	173	EC	21	Male	59.90%	7 938 831.26
		C	15.23%				Adults (>=36)	17.77%	MP	0	NC	0	Female	40.10%	
		I	6.60%				Total	100.00%	FS	0	KZN	3	Total	100.00%	
		Total	100.00%				LP	0	NW	0					
	WC	0	Total	197											
Black people at institutions of Higher Education	333	A	78.38%	Total Male 48.35% Total Female 51.65%			Youth (<=35)	97.30%	GP	209	EC	34	Male	0.00%	18 793 796.97
		C	12.01%				Adults (>=36)	2.70%	MP	10	NC	0	Female	0.00%	
		I	9.61%				Total	100.00%	FS	22	KZN	21	Total	0.00%	
		Total	100.00%				LP	9	NW	5					
	WC	23	Total	333											
Black People on internships; apprenticeship, learnership	416	A	90.87%	Total Male 57.21% Total Female 42.79%			Youth (<=35)	5.77%	GP	251	EC	23	Male	13.94%	4 111 920.30
		C	5.77%				Adults (>=36)	5.77%	MP	0	NC	2	Female	15.38%	
		I	3.37%				Total	11.54%	FS	27	KZN	19	Total	29.33%	
		Total	100.00%				LP	37	NW	36					
	WC	21	Total	416											
Black people absorbed	27	A	100.00%	Total Male 62.96% Total Female 37.04%			Youth (<=35)	0.00%	GP	9	EC	0	Male	0.00%	1 363 706.40
		C	0.00%				Adults (>=36)	0.00%	MP	0	NC	0	Female	0.00%	
		I	0.00%				Total	0.00%	FS	0	KZN	0	Total	0.00%	
		Total	100.00%				LP	10	NW	7					
	WC	1	Total	27											
Grand Total Amount Spend	46 120 613														

Compliance Reporting Matrix (Annexure)

Enterprise Development:		Target - Total Value of 1% of NPAT									
Total Enterprise Development Spend:		15 380 410.55									
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
5	6 649 212	51.00%	2	30.00%	1	GP	2	EC	1	Services	2
		55.00%	0	55.00%	0	MP	0	NC	0	Retail	1
		60.00%	0	60.00%	0	FS	0	KZN	2	ICT	1
		65.00%	0	65.00%	0	LP	0	NW	0	Logistics	1
		70.00%	1	70.00%	0	WC	0	Total	5		
		75.00%	0	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%	2	100.00%	0						
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
4	8 607 950	51.00%	1	30.00%	1	GP	4	EC	0	Services	4
		55.00%	0	55.00%	0	MP	0	NC	0		
		60.00%	0	60.00%	0	FS	0	KZN	0		
		65.00%	0	65.00%	0	LP	0	NW	0		
		70.00%	0	70.00%	0	WC	0	Total	4		
		75.00%	2	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%	1	100.00%	0						
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											
Socio-Economic Development		Target - Total Value of 1% of NPAT									
Number of Black Participants		Race Classification (%)			Gender (%)			Location (Nr)			
96 837.00		A	81.10%	AM	39.63%	AF	41.46%	GP	73 122.00	EC	0
		C	4.60%	CM	1.68%	CF	2.92%	MP	15327	NC	0
		I	0.61%	IM	0.24%	IF	0.37%	FS	0	KZN	2911
		Total	86.31%	Total Male	41.55%	Total Female	44.76%	LP	5436	NW	0
Total Value Spend			24 807 489.18					WC	41	Total	96 837.00

5. Where the information is unavailable and recorded as zero on the matrix as indicated in Paragraph 9 of the explanatory notice: Provide a reason for the absence of such information in respect of each relevant field:

Annexure A

SCORECARD ELEMENTS

1. OWNERSHIP AND MANAGEMENT CONTROL

Please indicate number/% of black shareholders/directors/managers by providing relevant information below:

Categories	% for each category	Race classification (indicate % in terms of A, C & I)			Gender (indicate % in terms of F & M)		Age (provide % in chronological order)			Location (indicate nr in each Province)									Disability (indicate % in terms of F & M)	
		A	C	I	M	F	Over 35 years	Youth - 18 to 35 years	Under 18 years	GP	MP	FS	LP	WC	EC	NC	KZN	NW	M	F
Black Owners hip	21,19%	18.65%	1,48%	1.06%	12.59%	8.60%	20.39%	0.80%	0.00%	10.66%	0.22%	0.05%	0.32%	5.83 %	0.11%	0.02%	3.91%	0.07%	0.0%	0.0%