



Broad-Based Black Economic Empowerment Commission

Compliance Report by Sphere of Government / Public Entities / Organs of State

(in terms of Section 13G (1) 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, 72 Peter Place, Bryanston, 2021
Telephone Number	011 510 9000
Email Address	booyesenl@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	Marissa Smith

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	20.60
Management Control	e.g. 19 points	0.00	12.97
Skills Development	e.g. 20 points	0.00	15.79
Enterprise and Supplier Development	e.g. 40 points	4.00	44.34
Socio-Economic Development	e.g. 5 points	0.00	5.00
Total Score	e.g. 109 points	4.00	98.69
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:

Lamar Booyesen

b. Address:

The Italtile Building, 72 Peter Place,
Bryanston, 2021

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?

Yes

2. PLEASE ATTACH THE FOLLOWING:

a. Copy of Annual Financial Statement including Balance Sheet and Income and Expenditure Report.

Yes, included in the Integrated Annual Report.

i) Annual Report

Attached

b. Entity Annual Turnover:

R 8.876 billion

c. Sign-off and Date



Signature

23 September 2025

Date

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	20.35%	A	7.13%					Youth (<=35)	0.37%	GP	2.2%	EC	0.0%	Male	0.0%
	Black Women Voting Rights	8.54%	C	0.02%					Adults (>=36)	7.5%	MP	1.2%	NC	0.0%	Female	0.0%
	Black Economic Interest	18.60%	I	0.01%					Total	7.82%	FS	0.0%	KZN	3.9%	Total	0.0%
	Black Women Economic Interest	8.52%	Total Black	7.82%	Total Male	0.98%	Total Female	6.84%			LP	0.4%	NW	0.0%		
	Adjusted for Treasury and Foreign Operations		18.60%	Adjusted for Treasury and Foreign Operations		8.52%				WC	0.0%	Total	7.70%			
Board of Directors	27.3%	A	18.2%	AM	0.0%	AF	18.2%	Youth (<=35)	0.0%	GP	27.3%	EC	0.0%	Male	0.0%	
		C	9.1%	CM	0.0%	CF	9.1%	Adults (>=36)	27.3%	MP	0.0%	NC	0.0%	Female	0.0%	
		I	0.0%	IM	0.0%	IF	0.0%	Total	27.3%	FS	0.0%	KZN	0.0%	Total	0.0%	
		Total	27.3%	Total Male	0.0%	Total Female	27.3%			LP	0.0%	NW	0.0%			
											WC	0.0%	Total	27.3%		
Executive Directors	0.0%	A	0.0%	AM	0.0%	AF	0.0%	Youth (<=35)	0.0%	GP	0.0%	EC	0.0%	Male	0.0%	
		C	0.0%	CM	0.0%	CF	0.0%	Adults (>=36)	0.0%	MP	0.0%	NC	0.0%	Female	0.0%	
		I	0.0%	IM	0.0%	IF	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	37.5%	A	25.0%	AM	0.0%	AF	25.0%	Youth (<=35)	0.0%	GP	37.5%	EC	0.0%	Male	0.0%	
		C	12.5%	CM	0.0%	CF	12.5%	Adults (>=36)	37.5%	MP	0.0%	NC	0.0%	Female	0.0%	
		I	0.0%	IM	0.0%	IF	0.0%	Total	37.5%	FS	0.0%	KZN	0.0%	Total	0.0%	
		Total	37.5%	Total Male	0.0%	Total Female	37.5%			LP	0.0%	NW	0.0%			
											WC	0.0%	Total	37.5%		
Other Executive Management	71.4%	A	28.6%	AM	28.6%	AF	0.0%	Youth (<=35)	0.0%	GP	71.4%	EC	0.0%	Male	0.0%	
		C	14.3%	CM	14.3%	CF	0.0%	Adults (>=36)	71.4%	MP	0.0%	NC	0.0%	Female	0.0%	
		I	28.6%	IM	0.0%	IF	28.6%	Total	71.4%	FS	0.0%	KZN	0.0%	Total	0.0%	
		Total	71.4%	Total Male	42.9%	Total Female	28.6%			LP	0.0%	NW	0.0%			
											WC	0.0%	Total	71.4%		
Senior Management	70.1%	A	59.2%	AM	35.0%	AF	24.2%	Youth (<=35)	36.3%	GP	38.2%	EC	0.6%	Male	0.0%	
		C	5.1%	CM	2.5%	CF	2.5%	Adults (>=36)	33.8%	MP	1.3%	NC	2.5%	Female	0.0%	
		I	5.7%	IM	3.2%	IF	2.5%	Total	70.1%	FS	1.9%	KZN	1.9%	Total	0.0%	
		Total	70.1%	Total Male	40.8%	Total Female	29.3%			LP	12.1%	NW	7.0%			
											WC	4.5%	Total	70.1%		
Middle Management	68.9%	A	53.3%	AM	22.2%	AF	31.1%	Youth (<=35)	40.0%	GP	64.4%	EC	0.0%	Male	0.0%	
		C	4.4%	CM	2.2%	CF	2.2%	Adults (>=36)	28.9%	MP	0.0%	NC	0.0%	Female	0.0%	
		I	11.1%	IM	4.4%	IF	6.7%	Total	68.9%	FS	0.0%	KZN	2.2%	Total	0.0%	
		Total	68.9%	Total Male	28.9%	Total Female	40.0%			LP	2.2%	NW	0.0%			
											WC	0.0%	Total	68.9%		
Junior Management	74.3%	A	66.8%	AM	45.3%	AF	21.5%	Youth (<=35)	36.6%	GP	59.8%	EC	1.4%	Male	0.0%	
		C	4.7%	CM	3.4%	CF	1.4%	Adults (>=36)	37.7%	MP	0.8%	NC	0.0%	Female	0.6%	
		I	2.8%	IM	1.7%	IF	1.1%	Total	74.3%	FS	0.6%	KZN	2.2%	Total	0.6%	
		Total	74.3%	Total Male	50.3%	Total Female	24.0%			LP	2.2%	NW	2.5%			
											WC	4.7%	Total	74.3%		
Dividends Declared	1 956 048 139.04															

Compliance Reporting Matrix (Annexure)

2. Skills Development

Leviable Amount:		755 548 001														
Categories	Number for each Category	Race Classification (%)			Gender (%)			Age (%)		Location (Nr)			Disability (%)		Total Amount Spend	
Black Employees	1448	A	97.2%	AM	70.8%	AF	26.5%	Youth (<=35)	61.3%	GP	1097	EC	26	Male	0.0%	6 055 103.49
		C	2.1%	CM	1.3%	CF	0.8%	Adults (>=36)	38.7%	MP	31	NC	4	Female	0.1%	
		I	0.6%	IM	0.4%	IF	0.2%	Total	100.0%	FS	24	KZN	35	Total	0%	
		Total	100%	Total Male	73%	Total Female	27%			LP	144	NW	63			
										WC	24	Total	1448			
Black Non-Employees	324	A	91.7%	AM	45.1%	AF	46.6%	Youth (<=35)	97.2%	GP	220	EC	8	Male	5.2%	13 549 776.01
		C	5.9%	CM	3.4%	CF	2.5%	Adults (>=36)	2.8%	MP	1	NC	1	Female	5.9%	
		I	2.5%	IM	1.2%	IF	1.2%	Total	100.0%	FS	7	KZN	17	Total	11%	
		Total	100%	Total Male	50%	Total Female	50%			LP	30	NW	27			
										WC	13	Total	324			
Black Employees with Disabilities	50	A	86.0%	AM	40.0%	AF	46.0%	Youth (<=35)	86.0%	GP	44	EC	5	Male	48%	3 557 692.42
		C	10.0%	CM	4.0%	CF	6.0%	Adults (>=36)	14.0%	MP	0	NC	0	Female	52%	
		I	4.0%	IM	4.0%	IF	0.0%	Total	100.0%	FS	0	KZN	0	Total	100%	
		Total	100%	Total Male	48%	Total Female	52%			LP	1	NW	0			
										WC	0	Total	50			
Black people at institutions of Higher Education	148	A	86.5%	AM	35.1%	AF	51.4%	Youth (<=35)	90.5%	GP	120	EC	1	Male	3%	12 148 251.65
		C	8.1%	CM	4.7%	CF	3.4%	Adults (>=36)	9.5%	MP	0	NC	1	Female	1%	
		I	5.4%	IM	2.0%	IF	3.4%	Total	100.0%	FS	3	KZN	5	Total	3%	
		Total	100%	Total Male	42%	Total Female	58%			LP	5	NW	3			
										WC	10	Total	148			
Black People on internships; apprenticeship, learnership	166	A	93.4%	AM	48.8%	AF	44.6%	Youth (<=35)	97.6%	GP	97	EC	7	Male	10.8%	121 205.13
		C	5.4%	CM	3.6%	CF	1.8%	Adults (>=36)	2.4%	MP	1	NC	0	Female	13.9%	
		I	1.2%	IM	1.2%	IF	0.0%	Total	100.0%	FS	4	KZN	13	Total	25%	
		Total	100%	Total Male	54%	Total Female	46%			LP	19	NW	22			
										WC	3	Total	166			
Black people absorbed	0	A	0%	AM	0%	AF	0%	Youth (<=35)	0.0%	GP	0	EC	0	Male	0%	-
		C	0%	CM	0%	CF	0%	Adults (>=36)	0.0%	MP	0	NC	0	Female	0%	
		I	0%	IM	0%	IF	0%	Total	0.0%	FS	0	KZN	0	Total	0%	
		Total	0%	Total Male	0%	Total Female	0%			LP	0	NW	0			
										WC	0	Total	0			
Grand Total Amount Spend	19 604 880															

3. Enterprise and Supplier Development

Budgeted Total Procurement Spend (TMPS):	3 236 942 949				
Total Number of Suppliers	Total Value Spend				
2971	2 770 701 907				
Total Number of EME Suppliers	Total Value Spend	Nr of Black Owned EME Suppliers	% Black Ownership	Nr of Black Women Owned EME Suppliers	% Black Women Ownership
1341	293 652 154	532	40%	200	15%
Total Number of QSE Suppliers	Total Value Spend	Nr of Black Owned QSE Suppliers	% Black Ownership	Nr of Black Women Owned QSE Suppliers	% Black Women Ownership
343	616 530 529	263	77%	130	38%
Total Number of Large Suppliers	Total Value Spend	Nr of Black Owned Generic Suppliers	% Black Ownership	Nr of Black Women Owned Generic Suppliers	% Black Women Ownership
776	1 860 519 224	242	31%	150	19%

Supplier Development:	28 971 706.83	Target - Total Value of 2%
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Total Supplier Development Spend:	31 332 615.61
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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								
						GP	MP	FS	LP										
18	7 696 519	51.00%	1	30.00%	1	GP	18	EC	0	Construction	7								
		55.00%	0	55.00%	0	MP	0	NC	0	Consulting	2								
		60.00%	0	60.00%	2	FS	0	KZN	0	Trasportation	5								
		65.00%	0	65.00%	0	LP	0	NW	0	Property	1								
		70.00%	0	70.00%	0	WC	0	Total	18	Services and Logistivs	2								
		75.00%	0	75.00%	0	National	0			Security	1								
		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%	17	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								
						GP	MP	FS	LP										
						3	23 636 096	51.00%	0			30.00%	0	GP	3	EC	0	Trasportation	2
								55.00%	0			55.00%	0	MP	0	NC	0	Services and Logistivs	1
								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	3		
								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%	3	100.00%	2														
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								

Compliance Reporting Matrix (Annexure)

Enterprise Development:		14 485 853.42 Target - Total Value of 1% of NPAT									
Total Enterprise Development Spend:		14 293 796.62									
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
4	9 239 797	51.00%	1	30.00%	1	GP	3	EC	1	Construction	2
		55.00%	0	55.00%	0	MP	0	NC	0	Service	1
		60.00%	0	60.00%	1	FS	0	KZN	0	Education	1
		65.00%	0	65.00%	0	LP	0	NW	0		
		70.00%	0	70.00%	0	WC	0	Total	4		
		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%	3	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
1	5 054 000	51.00%	0	30.00%	0	GP	1	EC	0	Service	1
		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	1		
		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%	0	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

4. Socio- Economic Development		14 485 853.42 Target - Total Value of 1% of NPAT										
Socio-Economic Development	Number of Black Participants	Race Classification (%)				Gender (%)			Location (Nr)			
	7775	A	93.7%	AM	39.5%	AF	54.2%	GP	5689	EC	0	
		C	5.9%	CM	2.7%	CF	3.2%	MP	1182	NC	0	
		I	0.4%	IM	0.2%	IF	0.2%	FS	0	KZN	0	
		Total	100.0%	Total Male	42.4%	Total Female	57.6%	LP	0	NW	0	
	Total Value Spend	14 732 672.99						WC	904	Total	7775	

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	18.60%	18.53%	0.05%	0.02%	2.34%	16.26%	17.72%	0.88%	0.00%	5.28%	2.91%	0.00%	1.04%	0.06%	0.00%	0.00%	9.31%	0.00%	0.00%	0.00%