

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	19.77% Black Voting Rights	A	6.25%							GP	5.08%	EC	0.00%	Male	0.0%
	7.66% Black Women Voting Rights	C	1.68%					Youth (<=35)	0.55%	MP	0.11%	NC	0.00%	Female	0.0%
	19.21% Black Economic Interest	I	0.51%					Adults (>=36)	14.63%	FS	0.00%	KZN	3.21%	Total	0.0%
	8.08% Black Women Economic Interest	Total Black	15.18%	Total Male	8.80%	Total Female	6.38%	Total	15.18%	LP	0.26%	NW	0.00%		
	Adjusted for Treasury and Foreign Operations		19.21%	Adjusted for Treasury and Foreign Operations	8.08%					WC	0.35%	Total	9.01%		
Board of Directors	30.00%	A	20.00%					Youth (<=35)	0.00%	GP	30.00%	EC	0.00%	Male	0.00%
		C	10.00%					Adults (>=36)	30.00%	MP	0.00%	NC	0.00%	Female	0.00%
		I	0.00%					Total	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	0.0%	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	37.50%	A	25.00%					Youth (<=35)	0.00%	GP	37.50%	EC	0.00%	Male	0.00%
		C	12.50%					Adults (>=36)	37.50%	MP	0.00%	NC	0.00%	Female	0.00%
		I	0.00%					Total	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	87.50%	A	37.50%					Youth (<=35)	0.00%	GP	87.50%	EC	0.00%	Male	0.00%
		C	12.50%					Adults (>=36)	87.50%	MP	0.00%	NC	0.00%	Female	0.00%
		I	37.50%					Total	87.50%	FS	0.00%	KZN	0.00%	Total	0.00%
		Total	87.50%	Total Male	50.00%	Total Female	37.50%			LP	0.00%	NW	0.00%		
										WC	0.00%	Total	87.50%		
Senior Management	61.94%	A	54.48%					Youth (<=35)	29.85%	GP	35.82%	EC	0.00%	Male	0.00%
		C	4.48%					Adults (>=36)	32.09%	MP	1.49%	NC	1.49%	Female	0.75%
		I	2.99%					Total	61.94%	FS	2.24%	KZN	1.49%	Total	0.75%
		Total	61.94%	Total Male	43.28%	Total Female	18.66%			LP	11.19%	NW	3.73%		
										WC	4.48%	Total	61.94%		
Middle Management	65.96%	A	46.81%					Youth (<=35)	42.55%	GP	57.45%	EC	0.00%	Male	0.00%
		C	6.38%					Adults (>=36)	23.40%	MP	0.00%	NC	0.00%	Female	0.00%
		I	12.77%					Total	65.96%	FS	0.00%	KZN	2.13%	Total	0.00%
		Total	65.96%	Total Male	42.55%	Total Female	23.40%			LP	0.00%	NW	4.26%		
										WC	2.13%	Total	65.96%		
Junior Management	73.38%	A	64.12%					Youth (<=35)	34.95%	GP	58.80%	EC	0.93%	Male	0.23%
		C	5.79%					Adults (>=36)	38.43%	MP	1.16%	NC	0.00%	Female	0.23%
		I	3.47%					Total	73.38%	FS	0.69%	KZN	3.24%	Total	0.46%
		Total	73.38%	Total Male	51.85%	Total Female	21.53%			LP	2.78%	NW	1.62%		
										WC	4.17%	Total	73.38%		

Dividends Declared	806 209 030.28
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Compliance Reporting Matrix (Annexure)

2. Skills Development

Leviable Amount:	874 885 674															
Categories	Number for each Category	Race Classification (%)		Gender (%)			Age (%)		Location (Nr)			Disability (%)		Total Amount Spend		
Black Employees	1174	A	90.89%	Total Male	63.12%	Total Female	36.88%	Youth (<=35)	68.31%	GP	838	EC	24	Male	1.28%	7 518 467
		C	7.16%					Adults (>=36)	31.69%	MP	31	NC	-	Female	1.87%	
		I	1.96%					Total	100.00%	FS	29	KZN	49	Total	3.15%	
		Total	100.00%					LP	24	NW	96					
	WC	83	Total	1 174												
Black Non-Employees	528	A	90.34%	Total Male	55.68%	Total Female	44.32%	Youth (<=35)	95.83%	GP	260	EC	30	Male	5.68%	22 675 577
		C	6.82%					Adults (>=36)	4.17%	MP	12	NC	-	Female	8.52%	
		I	2.84%					Total	100.00%	FS	22	KZN	19	Total	14.20%	
		Total	100.00%					LP	49	NW	95					
	WC	41	Total	528												
Black Employees with Disabilities	125	A	90.40%	Total Male	42.40%	Total Female	57.60%	Youth (<=35)	88.80%	GP	110	EC	15	Male	42.40%	4 141 783
		C	8.00%					Adults (>=36)	11.20%	MP	-	NC	-	Female	57.60%	
		I	0.00%					Total	100.00%	FS	-	KZN	-	Total	100.00%	
		Total	98.40%					LP	-	NW	-					
	WC	-	Total	125												
Black people at institutions of Higher Education	245	A	81.22%	Total Male	55.10%	Total Female	44.90%	Youth (<=35)	88.16%	GP	161	EC	15	Male	0.00%	17 064 465
		C	13.47%					Adults (>=36)	11.84%	MP	10	NC	-	Female	0.00%	
		I	5.31%					Total	100.00%	FS	19	KZN	20	Total	0.00%	
		Total	100.00%					LP	8	NW	-					
	WC	12	Total	245												
Black People on internships; apprenticeship, learnership	332	A	95.78%	Total Male	59.04%	Total Female	40.96%	Youth (<=35)	9.94%	GP	202	EC	15	Male	9.04%	4 464 756
		C	3.01%					Adults (>=36)	9.94%	MP	-	NC	-	Female	13.55%	
		I	1.20%					Total	19.88%	FS	11	KZN	-	Total	22.59%	
		Total	100.00%					LP	56	NW	30					
	WC	18	Total	332												
Black people absorbed	31	A	96.77%	Total Male	25.81%	Total Female	74.19%	Youth (<=35)	0.00%	GP	19	EC	-	Male	6.45%	677 687
		C	3.23%					Adults (>=36)	0.00%	MP	-	NC	-	Female	3.23%	
		I	0.00%					Total	0.00%	FS	-	KZN	-	Total	9.68%	
		Total	100.00%					LP	9	NW	3					
	WC	-	Total	31												
Grand Total Amount Spend	34 625 104															

Compliance Reporting Matrix (Annexure)

Enterprise Development:	1 935 000 000.00	Target - Total Value of 1% of NPAT									
Total Enterprise Development Spend:	19 270 892										
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
6	10 547 674.29	51.00%	2	30.00%	1	GP	1	EC	2	Services	2
		55.00%	0	55.00%	0	MP	0	NC	0	Retail	2
		60.00%	0	60.00%	0	FS	1	KZN	2	ICT	1
		65.00%	0	65.00%	0	LP	0	NW	0	Manufacturing	1
		70.00%	1	70.00%	0	WC	0	Total	6		
		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
2	8 723 218	51.00%	0	30.00%	0	GP	2	EC	0	Services	2
		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	2		
		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%	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											
	1 935 000 000.00	Target - Total Value of 1% of NPAT									
Socio-Economic Development	Number of Black Participants	Race Classification (%)			Gender (%)			Location (Nr)			
		A	94.8%	AM	44.6%	AF	50.2%	GP	46 198	EC	-
		C	5.0%	CM	1.8%	CF	3.3%	MP	2 176	NC	-
		I	0.2%	IM	0.0%	IF	0.1%	FS	182	KZN	11 415
		Total	100.0%	Total Male	46.4%	Total Female	53.6%	LP	5 202	NW	-
	Total Value Spend	26 095 165					WC	6 819	Total	71 992	

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: