

Compliance Reporting Matrix (Annexure)

SCORECARD ELEMENTS

1. OWNERSHIP AND MANAGEMENT CONTROL

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

Categories	%/ Number for each category	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)
Black Ownership	<p>According to the company's 2019 BBBEE Ownership certificate, Famous brands achieved the following:</p> <ul style="list-style-type: none"> • Voting rights in the hands of Black People – 12.27% • Voting rights in the hands of Black Women – 4.47% • Economic Interest to which Black people are entitled – 12.01% • Economic Interest to which Black Women are entitled – 4.31% • Economic Interest to which BDG, EOS, BBOS & Co-op's are entitled – 1.61% <p>As a listed public entity, Famous Brand's shares are held through individuals, entities that have submitted BBBEE certificates, and mandated investments (for which a Competent Person's Report was obtained).</p> <p>The exact number, race, gender, age, location, and any disability of such shareholder cannot be determined from the available information.</p>					
Non-Exec Directors	4 ACI 40%	A – 2 C – 2 I – 0	M – 2 F – 2	(20-29) – 0 (30-39) – 0 (40-49) – 2 (50-59) – 1 (60-69) – 1	EC – 0 FS – 0 GP – 4 KZN – 0 LP – 0 MP – 0 NC – 0 NW – 0 WC – 0	M – 0 F – 0
Exec Directors	1 ACI 50%	A – 0 C – 1 I – 0	M – 1 F – 0	(20-29) – 0 (30-39) – 0 (40-49) – 0 (50-59) – 0 (60-69) – 1	EC – 0 FS – 0 GP – 1 KZN – 0 LP – 0 MP – 0	M – 0 F – 0

					NC – 0 NW – 0 WC – 0	
Senior Management	4 ACI 44.44%	A – 3 I – 1	M – 3 F – 1	(20-29) – 0 (30-39) – 2 (40-49) – 2 (50-59) – 0 (60-69) – 0	EC – 0 FS – 0 GP – 4 KZN – 0 LP – 0 MP – 0 NC – 0 NW – 0 WC – 0	M – 0 F – 0
Middle Management	84 ACI 52.83%	A – 59 C – 9 I – 16	M – 47 F – 37	(20-29) – 5 (30-39) – 44 (40-49) – 32 (50-59) – 2 (60-69) – 1	EC – 1 FS – 0 GP – 74 KZN – 4 LP – 0 MP – 2 NC – 2 NW – 0 WC – 1	M – 0 F – 0
Junior Management	483 ACI 84.44%	A – 391 C – 57 I – 35	M – 310 F – 173	(20-29) – 48 (30-39) – 208 (40-49) – 154 (50-59) – 64 (60-69) – 8	EC – 16 FS – 16 GP – 309 KZN – 45 LP – 12 MP – 31 NC – 0 NW – 0 WC – 53	M – 1 F – 0
Dividends declared	N/A					

2. SKILLS DEVELOPMENT

Provide number of black persons trained by providing relevant information as follows:

Categories	Number for each category	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)	Value thereof
Black employees	183 ACI 79.91%	A – 148 C – 25 I – 10	M – 115 F – 68	(20-29) – 63 (30-39) – 87 (40-49) – 10 (50-59) – 0 (60-69) – 0	EC – 10 FS – 15 GP – 96 KZN – 25 LP – 0 MP – 12 NC – 0 NW – 0 WC – 25	M – 0 F – 0	R72,313,643
Black People on internships, apprenticeship,	119 ACI 100%	A – 100 C – 13 I – 6	M – 82 F – 37	(20-29) – 30 (30-39) – 57 (40-49) – 30	EC – 3 FS – 2 GP – 94	M – 0 F – 0	R30,363,021

learnership				(50-59) – 2 (60-69) – 0	KZN – 12 LP – 2 MP – 0 NC – 0 NW – 0 WC – 6		
Unemployed black people	141 ACI 100%	A – 128 C – 9 I – 4	M – 72 F – 69	(20-29) – 141 (30-39) – 0 (40-49) – 0 (50-59) – 0 (60-69) – 0	EC – 0 FS – 0 GP – 0 KZN – 141 LP – 0 MP – 0 NC – 0 NW – 0 WC – 0	M – 72 F – 69	R5,370,500
Black people absorbed	0 ACI 0.00%	A – 0 C – 0 I – 0	M – 0 F – 0	(20-29) – 0 (30-39) – 0 (40-49) – 0 (50-59) – 0 (60-69) – 0	EC – 0 FS – 0 GP – 0 KZN – 0 LP – 0 MP – 0 NC – 0 NW – 0 WC – 0	M – 0 F – 0	N/A

3. ENTERPRISE AND SUPPLIER DEVELOPMENT

Number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

Number of enterprise development beneficiaries (EMEs)	% of Black ownership	Number of enterprise development beneficiaries (QSEs)	% of Black ownership	Number of supplier development beneficiaries (EMEs)	% of Black ownership	Number of supplier development beneficiaries (QSEs)	% of Black ownership	Value thereof (enterprise development)	Value thereof (supplier development)
3	>51%	0	N/A	24	>51%	0	N/A	R2,657,611	R20,842,678

4. SOCIO-ECONOMIC DEVELOPMENT

Number of black participants, race classification, gender, geographical indication and value thereof by providing relevant information below:

Number of participants	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Geographical indication (indicate nr in each Province)
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1113	A – 760 C – 352 I – 1	M – 635 F – 165	GP	1113
			MP	0
			FS	0
			LP	0
			WC	0
			EC	0
			NC	0
			KZN	0
			NW	0
Value thereof	R10,960,131			