

Directorate and administration

Directors

Giovanni Ravazzotti (66)
Chairman

Founder, in 1969, of the Italtile Group and Chairman of Ceramic Industries Limited.

Gian-Paolo Ravazzotti (38)
Chief Executive Officer

Appointed to the Board in October 2004.

Gian-Paolo was appointed Chief Executive Officer in 2006.

Peter Swatton (51) – British
BCompt (Hons), CA(SA)
Chief Financial Officer

Joined the Company in 1988. Appointed to the Board in 1992.

Peter was appointed Chief Financial Officer in February 1992. He has had 21 years' service with the Italtile Group during which time he was Chief Executive Officer for two and a half years.

Derek Rabin (59)
Dip Law
Non-executive Director

Appointed to the Board in 1990 and appointed as Chairman in December 2004. Relinquished role of Chairman effective 1 July 2006.

Derek is an attorney of the High Courts of the Republic of South Africa and Lesotho, and has held directorships with several companies, and served as Chairman of Honeywell Southern Africa (Pty) Limited for many years. He was previously a partner at Godfrey Rabin and Partners Attorneys, Werksmans and a founding partner of Rabin, Van den Berg and Pelkowitz whose corporate advisory business was sold to Brait S.A. in 2000. Derek served on the main Board of Brait and as Chairman of Brait's advisory division until the formation of Derek H Rabin & Associates in July 2003.

Siyabonga Gama (42)
BCom (Hons), AEP, CAIB(SA)
Non-executive Director

Appointed to the Board in 2004.

Siyabonga is a past Chief Executive Officer of the National Ports Authority of South Africa, past Chairman of the Port Management Association of Eastern and Southern Africa, is currently President of the Union of African Railways and serves on the Board of the Union of International Railways. During 2005 he was appointed as the Chief Executive Officer of Transnet Freight Rail, which was recently listed in the Top 300 Companies National Business Leaders of 2008.

Giuseppe Zannoni (67)
Non-executive Director

Appointed to the Board in 2007.

Mr Zannoni, an Italian resident, started his career in ceramics as an entrepreneur in 1961. Although his formal training is in finance and administration, Mr Zannoni has been involved with businesses engaged in the manufacture of tiles, pioneering new production methods and technologies. He has held the CEO position at several ceramic companies, retiring from the Board of Richetti, a company listed on the Milan Stock Exchange, in 2001. He is a non-executive director of Ceramic Industries Limited.

Gary Morolo (51)
Non-executive Director

Appointed to the Board in 2008.

Gary is Chairman of Datacentrix Holdings Limited, a listed Aka Capital investee company. In addition to Board membership of some of Aka Capital's investee companies, Gary is a former Board member of the Financial Services Board, which he served for about 10 years in a non-executive capacity.

Susan du Toit (36)
CA(SA), MComm (Financial Management)
Non-executive Director

Appointed to the Board in 2009.

Susan is a Chartered Accountant (SA) and has held a number of positions within Ernst & Young culminating in the position as Lead Audit Partner on a number of entities listed on the JSE. Susan also held the position of Team Leader for a group of audit partners at Ernst & Young.

Group Audit and Risk Committee

S M du Toit (*Chairperson*)
S I Gama
G K A Morolo
P D Swatton*

*By invitation.

Remuneration Committee

D H Rabin (*Chairman*)
G A M Ravazzotti

Divisional management

Pierre Langenhoven (40)
Chief Operating Officer (Australia)

Wouter van der Merwe (41)
NDip (Property Development and Housing Management)
Manager – Property division