

Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	43331
2009	0	0	41493
2010	0	0	41400
2011	0	0	48840
2012	0	0	80107
2013	0	0	79818
2014	0	0	55876
2015	0	0	91114
2016	0	0	105866

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	Steinhoff international operates retail in the following areas in Europe -Australia, Belgium, Croatia, France, Germany, Hungary, Italy, Luxemburg, Netherlands, New Zealand, Poland, Portugal, Spain, Switzerland,Turkey, UK. For material Sourcing and Manufacturing Steinhoff operates in: Africa - Kenya Namibia, South Africa, Zimbabwe. Asia: Bangladesh China, India, Indonesia, Malaysia, Pakistan, Philippines, Taiwan, Thailand, Vietnam. In Europe: Austria Belgium, Denmark, France, Finland, Germany, Italy, Netherlands, Portugal, Spain, Sweden, Switzerland. Other regions: Baltic States- (Lithuania, Latvia, Estonia) Belarus, Bosnia, Brazil, Herzegovina, Bulgaria, Croatia, Czech Republic, Poland, Romania, Russia, Slovakia, Slovenia, Turkey, Ukraine. Other operations that Steinhoff international is part of include JD (diversified retailer) and KAP (industrial group). Operations in Sub-Saharan Africa - Botswana Namibia South Africa Swaziland Zambia (JD Group). Botswana Kenya Lesotho Madagascar Malawi Mozambique Namibia South Africa Swaziland Tanzania Zambia Zimbabwe (KAP Group).
Kenya	No	No	Steinhoff international operates retail in the following areas in Europe -Australia, Belgium, Croatia, France, Germany, Hungary, Italy, Luxemburg, Netherlands, New Zealand, Poland, Portugal, Spain, Switzerland,Turkey, UK. For material Sourcing and Manufacturing Steinhoff operates in: Africa - Kenya Namibia, South Africa, Zimbabwe. Asia: Bangladesh China, India, Indonesia, Malaysia, Pakistan, Philippines, Taiwan, Thailand, Vietnam. In Europe: Austria Belgium, Denmark, France, Finland, Germany, Italy, Netherlands, Portugal, Spain, Sweden, Switzerland. Other regions: Baltic States- (Lithuania, Latvia, Estonia) Belarus, Bosnia, Brazil, Herzegovina, Bulgaria, Croatia, Czech Republic, Poland, Romania, Russia, Slovakia, Slovenia, Turkey, Ukraine. Other operations that Steinhoff international is part of include JD (diversified retailer) and KAP (industrial group). Operations in Sub-Saharan Africa - Botswana Namibia South Africa Swaziland Zambia (JD Group). Botswana Kenya Lesotho Madagascar Malawi Mozambique Namibia South Africa Swaziland Tanzania Zambia Zimbabwe (KAP Group).
Namibia	No	No	Steinhoff international operates retail in the following areas in Europe -Australia, Belgium, Croatia, France, Germany, Hungary, Italy, Luxemburg, Netherlands, New Zealand, Poland, Portugal, Spain, Switzerland,Turkey, UK. For material Sourcing and Manufacturing Steinhoff operates in: Africa - Kenya Namibia, South Africa, Zimbabwe. Asia: Bangladesh China, India, Indonesia, Malaysia, Pakistan, Philippines, Taiwan, Thailand, Vietnam. In Europe: Austria Belgium, Denmark, France, Finland, Germany, Italy, Netherlands, Portugal, Spain, Sweden, Switzerland. Other regions: Baltic States- (Lithuania, Latvia, Estonia) Belarus, Bosnia, Brazil, Herzegovina, Bulgaria, Croatia, Czech Republic, Poland, Romania, Russia, Slovakia, Slovenia, Turkey, Ukraine. Other operations that

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Swaziland	No	No	Denmark, France, Finland, Germany, Italy, Netherlands, Portugal, Spain, Sweden, Switzerland. Other regions: Baltic States- (Lithuania, Latvia, Estonia) Belarus, Bosnia, Brazil, Herzegovina, Bulgaria, Croatia, Czech Republic, Poland, Romania, Russia, Slovakia, Slovenia, Turkey, Ukraine. Other operations that Steinhoff international is part of include JD (diversified retailer) and KAP (industrial group). Operations in Sub-Saharan Africa - Botswana Namibia South Africa Swaziland Zambia (JD Group). Botswana Kenya Lesotho Madagascar Malawi Mozambique Namibia South Africa Swaziland Tanzania Zambia Zimbabwe (KAP Group). Steinhoff international operates retail in the following areas in Europe -Australia, Belgium, Croatia, France, Germany, Hungary, Italy, Luxemburg, Netherlands, New Zealand, Poland, Portugal, Spain, Switzerland,Turkey, UK. For material Sourcing and Manufacturing Steinhoff operates in: Africa - Kenya Namibia, South Africa, Zimbabwe. Asia: Bangladesh China, India, Indonesia, Malaysia, Pakistan, Philippines, Taiwan, Thailand, Vietnam. In Europe: Austria Belgium, Denmark, France, Finland, Germany, Italy, Netherlands, Portugal, Spain, Sweden, Switzerland. Other regions: Baltic States- (Lithuania, Latvia, Estonia) Belarus, Bosnia, Brazil, Herzegovina, Bulgaria, Croatia, Czech Republic, Poland, Romania, Russia, Slovakia, Slovenia, Turkey, Ukraine. Other operations that Steinhoff international is part of include JD (diversified retailer) and KAP (industrial group). Operations in Sub-Saharan Africa - Botswana Namibia South Africa Swaziland Zambia (JD Group). Botswana Kenya Lesotho Madagascar Malawi Mozambique Namibia South Africa Swaziland Tanzania Zambia Zimbabwe (KAP Group).
Tanzania	No	No	Denmark, France, Finland, Germany, Italy, Netherlands, Portugal, Spain, Sweden, Switzerland. Other regions: Baltic States- (Lithuania, Latvia, Estonia) Belarus, Bosnia, Brazil, Herzegovina, Bulgaria, Croatia, Czech Republic, Poland, Romania, Russia, Slovakia, Slovenia, Turkey, Ukraine. Other operations that Steinhoff international is part of include JD (diversified retailer) and KAP (industrial group). Operations in Sub-Saharan Africa - Botswana Namibia South Africa Swaziland Zambia (JD Group). Botswana Kenya Lesotho Madagascar Malawi Mozambique Namibia South Africa Swaziland Tanzania Zambia Zimbabwe (KAP Group).

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Country:	Year End:	No. Operations	No. Employees:	No. Contractors:	Total Workforce:	Union(s):	Degree of Unionisation:	Min Wage (Local) Per Month:	Min Wage USD (Per Annum):	Min Wage USD (Per Annum):
South Africa	2014	0	0	0	0	0	0	0	0	No
Tanzania	2014	0	0	0	0	0	0	0	0	No
Botswana	2014	0	0	0	0	0	0	0	0	No
Kenya	2014	0	0	0	0	0	0	0	0	No
Lesotho	2014	0	0	0	0	0	0	0	0	No
Madagascar	2014	0	0	0	0	0	0	0	0	No
Malawi	2014	0	0	0	0	0	0	0	0	No
Mozambique	2014	0	0	0	0	0	0	0	0	No
Namibia	2014	0	0	0	0	0	0	0	0	No
Swaziland	2014	0	0	0	0	0	0	0	0	No