

## 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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|------------|----|----|--|
| Botswana   | No | No | 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).<br>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). |
| Lesotho    | 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).  |
| Madagascar | 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).  |
| Malawi     | 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).  |
| Mozambique | 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).  |

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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).<br>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).  |

**Total Employee Count:**

| 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                        |