

# Company Information Report

## Contact Details

Home Country:	Postal Address:	Postal Address:	City:	Area code:	Head Office Telephone:	Email:	Website:	Company Registration Date::	Latest Annual Report:	Recording Currency:
South Africa	PO Box 1955	Bramley	Johannesburg	2018	0	0	http://www.steinhoffinternational.com	1998/01/01	2016/09/30	euro

## GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
IMF, ITF, UNI, IUF, BWI No		0

## Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Diversified Holdings	Johannesburg Stock Exchange (JSE)	DFS Furniture Company Limited, Inter IKEA Systems B.V., John Lewis Partnership plc

## Five Major Shareholders

<b>9%</b> Public Investment Corporation SOC Ltd
<b>6%</b> Coronation Asset Management (pty) Ltd
<b>3%</b> Sutherland Investment Partners UK Ltd
<b>2%</b> The Vanguard Group Inc
<b>2%</b> FIL Investment Advisors (UK) Ltd

# Company Performance Report

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## Company Performance in US Dollars - USD

Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	5,446,916,566	459,733,978	6,882,224,909	3,885,368,803
2009	6,027,132,701	498,696,682	6,550,592,417	3,597,511,848
2010	6,684,291,081	589,119,243	7,956,170,864	4,190,900
2011	6,166,189,112	609,312,321	14,458,309,456	8,608,739,255
2012	10,341,032,258	891,096,774	17,169,290,323	10,248,387
2013	11,129,318,182	917,386,364	18,751,931,818	11,164,659,091
2014	11,427,848,101	1,209,055,501	19,700,194,742	11,153,359,299
2015	11,789,160,839	1,454,370,629	27,407,342,657	11,483,391,608
2016	18,470,786,517	1,893,258,427	36,158,426,966	18,217,977,528

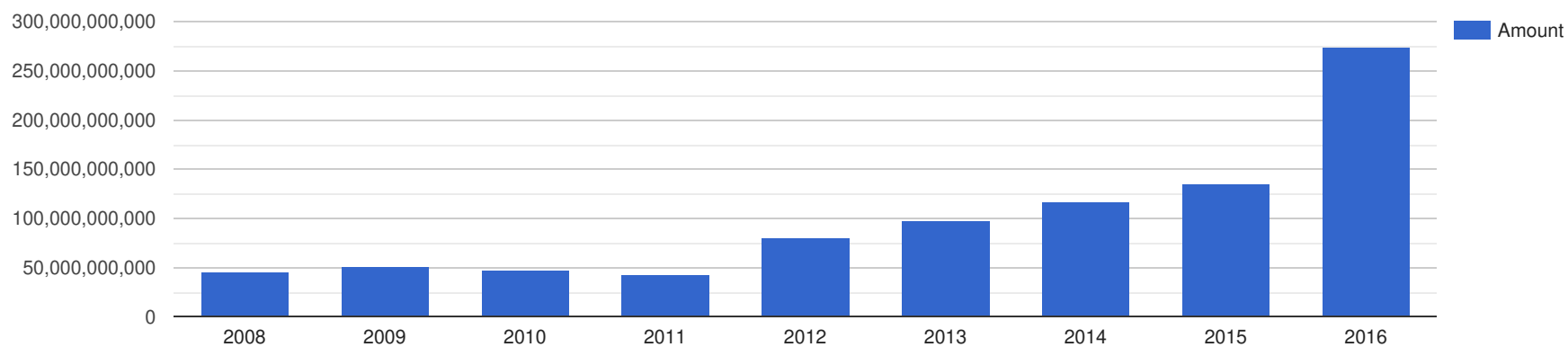
**Company Performance in South African Rand - ZAR**

Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	45,046,000,000	3,802,000,000	56,916,000,000	32,132,000,000
2009	50,869,000,000	4,209,000,000	55,287,000,000	30,363,000,000
2010	48,040,000,000	4,234,000,000	57,181,000,000	30,120,000
2011	43,040,000,000	4,253,000,000	100,919,000,000	60,089,000,000
2012	80,143,000,000	6,906,000,000	133,062,000,000	79,425,000
2013	97,938,000,000	8,073,000,000	165,017,000,000	98,249,000,000
2014	117,364,000,000	12,417,000,000	202,321,000,000	114,545,000,000
2015	134,868,000,000	16,638,000,000	313,540,000,000	131,370,000,000
2016	273,983,333,333	28,083,333,333	536,350,000,000	270,233,333,333

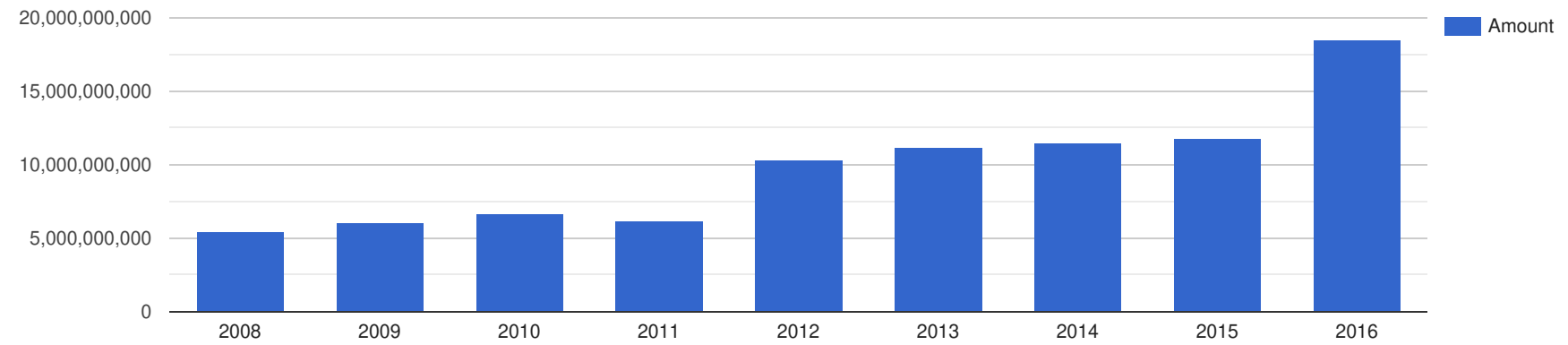
## Company Performance Changes Report

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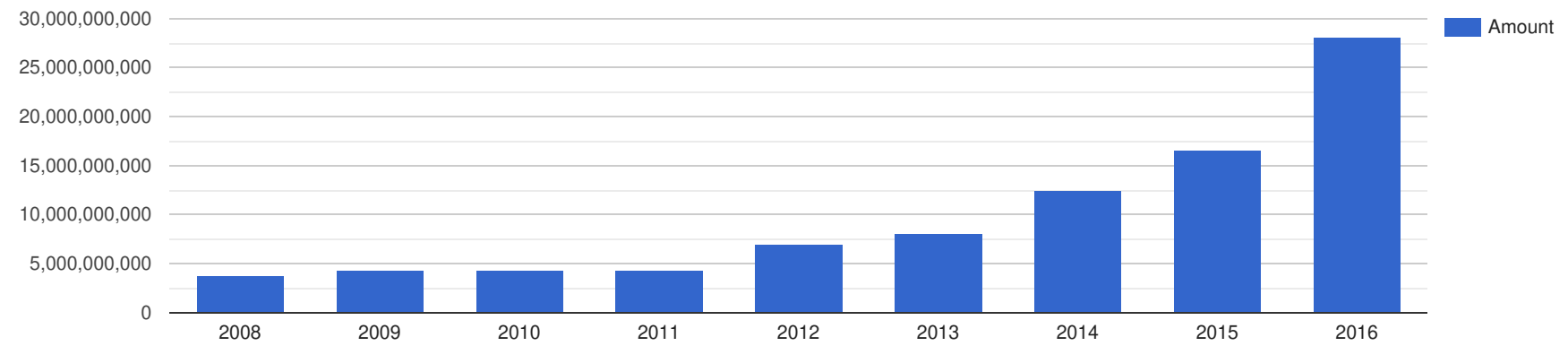
### Company Revenue - ZAR



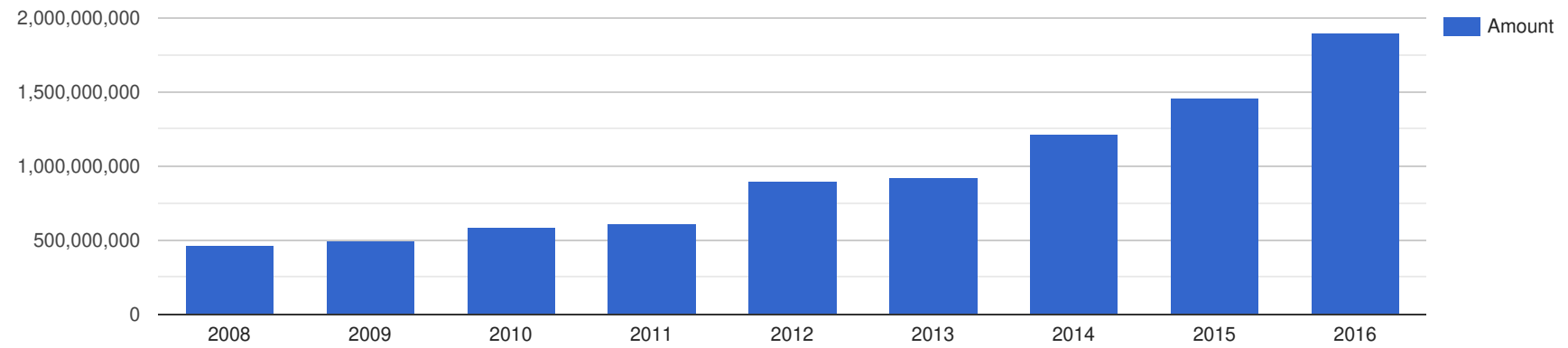
Company Revenue - USD



**Company Profit Before Tax - ZAR**



**Company Profit Before Tax - USD**



## Company Directors Report

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### CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Jooste	Markus J	Male	Yes	Yes
2009	Jooste	Markus J	Male	Yes	Yes
2010	Jooste	Markus J	Male	Yes	Yes
2011	Jooste	Markus J	Male	Yes	Yes
2012	Jooste	Markus J	Male	Yes	Yes
2013	Jooste	Markus J	Male	Yes	Yes
2014	Jooste	Markus J	Male	Yes	Yes
2015	Jooste	Markus J	Male	Yes	Yes
2016	Jooste	Markus J	Male	Yes	Yes



**CEO Remuneration - USD:**

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	1,359,129	86,820	0	0	1,445,949	3,131,189	4,577,138
2009	1,655,675	107,667	0	0	1,763,342	1,751,499	3,514,841
2010	1,779,505	136,357	0	0	1,915,863	0	1,915,863
2011	1,760,172	186,533	732,665	0	2,679,370	0	2,679,370
2012	1,751,876	209,161	2,612,903	0	4,573,941	0	4,573,941
2013	2,185,909	93,750	852,273	0	3,131,932	0	3,131,932
2014	2,444,552	79,556	1,090,260	0	3,614,368	4,901,736	8,516,104
2015	2,586,189	72,115	2,227,098	1,633,304	6,518,706	6,092,483	12,611,189
2016	3,093,258	1,002,247	2,224,719	0	6,320,225	0	6,320,225

**Executive Director Remuneration - USD:**

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	6	4,561,209	5,656,856	760,202	942,809
2009	7	4,036,588	4,720,228	576,655	674,318
2010	6	4,666,583	5,911,524	777,764	985,254
2011	8	4,679,384	6,895,716	584,923	861,965
2012	7	5,297,443	14,765,050	756,778	2,109,293
2013	7	6,165,227	9,254,659	880,747	1,322,094
2014	7	7,174,067	10,505,407	1,024,867	1,500,772
2015	6	6,054,914	15,514,248	1,009,152	2,585,708
2016	3	5,852,809	12,207,865	1,950,936	4,069,288

**Non-Executive Director Remuneration - USD:**

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	6	551,511	91,919
2009	8	1,070,030	133,754
2010	9	1,189,509	132,168
2011	8	1,282,092	160,261
2012	10	1,493,935	149,394
2013	11	1,560,682	141,880
2014	12	1,570,010	130,834
2015	10	2,697,465	269,747
2016	14	3,737,079	266,934

**CEO Remuneration - ZAR:**

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	11,240,000	718,000	0	0	11,958,000	25,894,933	37,852,933
2009	14,209,000	924,000	0	0	15,133,000	15,031,365	30,164,365
2010	12,789,305	980,000	0	0	13,769,305	0	13,769,305
2011	12,286,000	1,302,000	5,114,000	0	18,702,000	0	18,702,000
2012	13,577,040	1,621,000	20,250,000	0	35,448,040	0	35,448,040
2013	19,236,000	825,000	7,500,000	0	27,561,000	0	27,561,000
2014	25,350,000	825,000	11,306,000	0	37,481,000	50,831,000	88,312,000
2015	29,586,000	825,000	25,478,000	18,685,000	74,574,000	69,698,000	144,272,000
2016	45,883,333	14,866,667	33,000,000	0	93,750,000	0	93,750,000

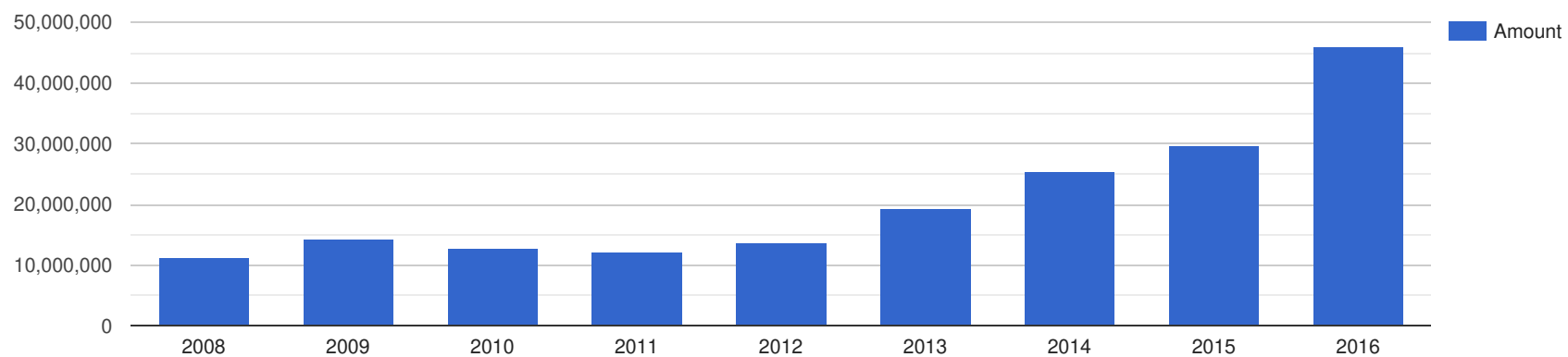
**Executive Director Remuneration - ZAR:**

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	6	37,721,202	46,782,202	6,286,867	7,797,034
2009	7	34,642,000	40,509,000	4,948,857	5,787,000
2010	6	33,538,732	42,486,120	5,589,789	7,081,020
2011	8	32,662,100	48,132,100	4,082,763	6,016,513
2012	7	41,055,180	114,429,140	5,865,026	16,347,020
2013	7	54,254,000	81,441,000	7,750,571	11,634,429
2014	7	74,395,070	108,941,070	10,627,867	15,563,010
2015	6	69,268,218	177,483,000	11,544,703	29,580,500
2016	3	86,816,667	181,083,333	28,938,889	60,361,111

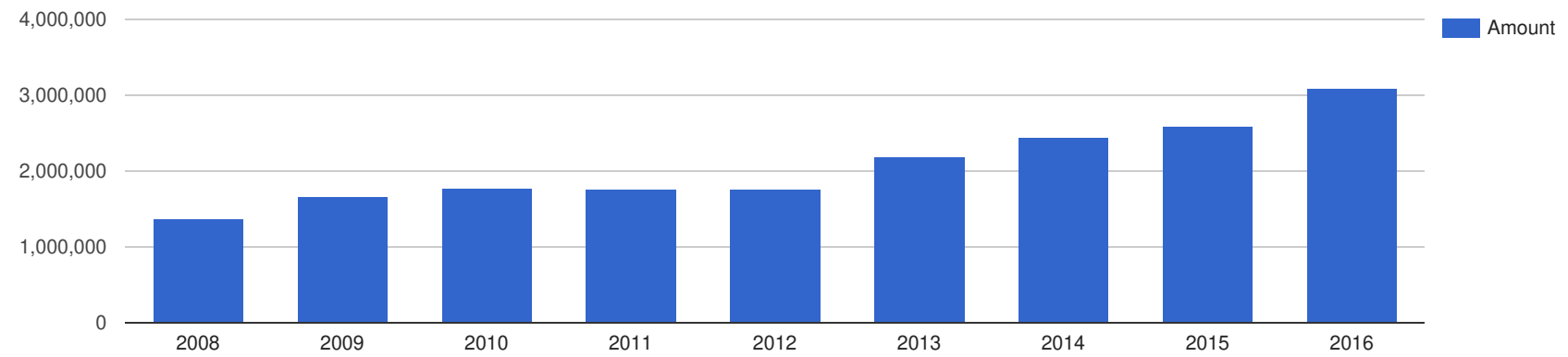
## Company Directors Fee Changes

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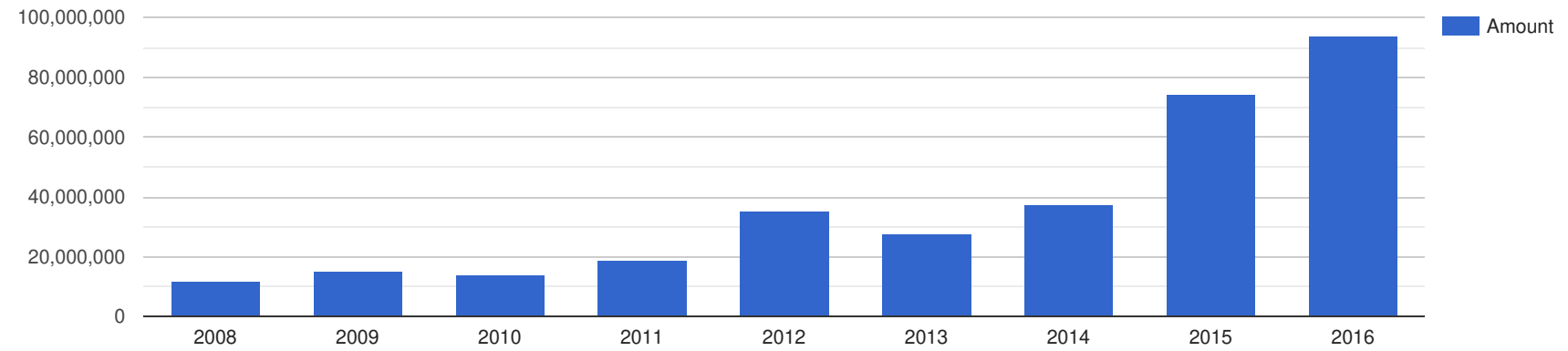
CEO Salary - ZAR



CEO Salary - USD

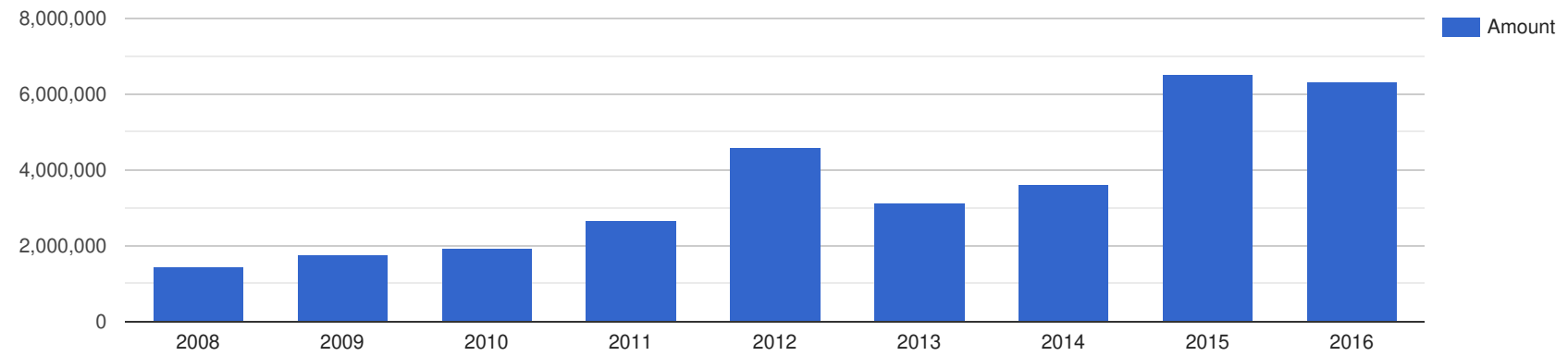


CEO Remuneration - ZAR

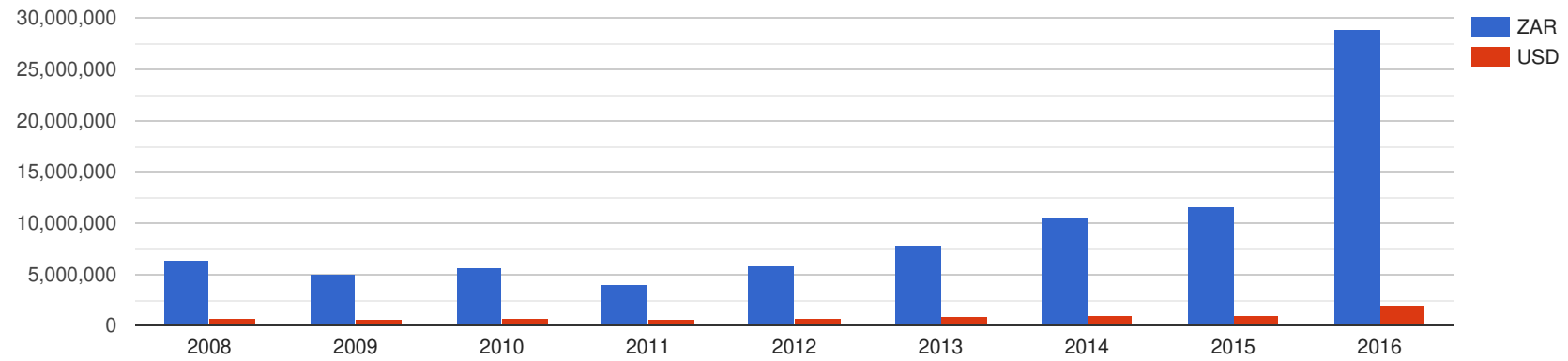


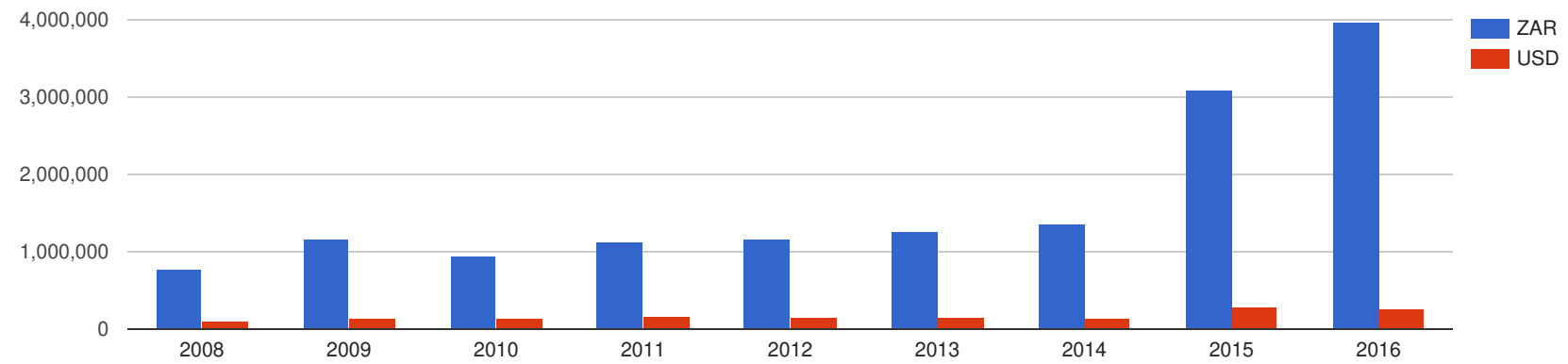


CEO Remuneration - USD



# Average Executive Director Salary



**Average Non-Executive Director**

## Company Employees Report

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### 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 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).
Botswana	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).
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

Madagascar	No	No	<p>(KAP Group).</p> <p>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).</p>
Malawi	No	No	<p>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).</p>
Mozambique	No	No	<p>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).</p>
Swaziland	No	No	<p>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).</p>
Tanzania	No	No	<p>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).</p>

**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