

Steinhoff International Holdings N.V.  
(Incorporated in the Netherlands)  
(Registration number: 63570173)  
Share Code: SNH  
ISIN: NL0011375019

## DISCLOSURE OF DIRECTOR'S SHAREHOLDING NOTIFICATION

Steinhoff International Holdings N.V. (the "Company")

In the period since December 2017 the Supervisory Board of the Company has been firmly of the view that while the Company remained in an uncertain position, faced with significant litigation challenges and engaged in an elevated level of corporate and regulatory activity, standard remuneration structures and policies including share allocations, were not appropriate. The Supervisory Board has always taken a constructive approach to the feedback received from shareholders and other interested stakeholders and is of the view that it is now appropriate to reconsider this approach.

The Supervisory Board has reviewed the Company's remuneration policy for its Managing Directors and approved a conditional share award for the performance period relating to the 2022 financial year. This conditional share award has been granted subject to approval from the Company's general meeting of shareholders.

The Company is voluntarily informing the market that, following the allocation of these awards, each of its Managing Directors has made a notification to the AFM (the Netherlands Authority for Financial Markets) related to a conditional award of shares in Steinhoff International Holdings N.V. on 26 November 2021 as set out below.

<b>Date of transaction:</b>	26 November 2021
<b>Person obliged to notify:</b>	Louis J. du Preez
<b>Issuing institution:</b>	Steinhoff International Holdings N.V.
<b>Registration Chamber of Commerce</b>	63570173
<b>Place of residence:</b>	Amsterdam, the Netherlands

### Position before transaction

Type of share	Issuing institution	Number of shares	Number of votes
Ordinary	Steinhoff International Holdings N.V.	5,165	5,165

### Changes

Type of share	Issuing institution	Number of shares	Value per stock	Number of votes	Discretionary management mandate
Conditional share award	Steinhoff International Holdings N.V.	7,330,944	0.00	0.00	No

### Position after transaction

Type of share	Issuing institution	Number of shares	Number of votes
Ordinary	Steinhoff International Holdings N.V.	5,165	5,165
Conditional share award	Steinhoff International Holdings N.V.	7,330,944	0.00

The above notification has been disclosed in the relevant register on the AFM website:

<https://www.afm.nl/nl-nl/professionals/registers/meldingenregisters/bestuurders-commissarissen/details?id=117584>

<b>Date of transaction:</b>	26 November 2021
<b>Person obliged to notify:</b>	Theodore L. de Klerk
<b>Issuing institution:</b>	Steinhoff International Holdings N.V.
<b>Registration Chamber of Commerce</b>	63570173
<b>Place of residence:</b>	Amsterdam, the Netherlands

### Position before transaction

Type of share	Issuing institution	Number of shares	Number of votes
Ordinary	Steinhoff International Holdings N.V.	194,270	194,270

### Changes

Type of share	Issuing institution	Number of shares	Value per stock	Number of votes	Discretionary management mandate
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Conditional share award	Steinhoff International Holdings N.V.	6,357,459	0.00	0.00	No
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**Position after transaction**

Type of share	Issuing institution	Number of shares	Number of votes
Ordinary	Steinhoff International Holdings N.V.	194,270	194,270
Conditional share award	Steinhoff International Holdings N.V.	6,357,459	0.00

The above notification has been disclosed in the relevant register on the AFM website:

<https://www.afm.nl/nl-nl/professionals/registers/meldingenregisters/bestuorders-commissarissen/details?id=117585>

The Company has a primary listing on the Frankfurt Stock Exchange and a secondary listing on the JSE Limited.

Stellenbosch, 30 November 2021

JSE Sponsor: PSG Capital