

Board of directors

Executive



Bruno Ewald Steinhoff (68)~

Bruno is the founder of the Steinhoff group and currently serves as executive chairman, with specific responsibility for strategic development. After studying industrial business, Bruno started his furniture trade and distribution business in June 1964 in Westerstede, Germany. In 1971, he expanded into manufacturing with the first upholstery factory in Remels. During the 1980s and 1990s, Bruno acquired interests in central and eastern Europe and also ventured into South Africa in a joint venture with Claas Daun involving Gommagomma Holdings. He has 42 years experience in the furniture business and more than 32 years' manufacturing experience. Bruno also serves on the regional board of Commerzbank for northern Germany and PSG Group Limited in South Africa.



Markus Johannes Jooste (45)

BAcc, CA(SA)

Markus is an executive director and chief executive officer of the Steinhoff group. In 1988, Markus joined Gommagomma Holdings (Pty) Limited (now Steinhoff Africa Holdings (Pty) Limited) as financial director and became involved in merging the southern African furniture operation with the extensive interests of Bruno Steinhoff. In 1998, Markus was appointed as executive director and took responsibility for the European operations of the group and also for directing the group's international marketing and financial disciplines. In 2000, Markus was appointed group managing director of Steinhoff International and chairman of Steinhoff Africa. Markus also serves as non-executive on the boards of various non-listed group companies and the following listed companies: Unitrans Limited (member of the remuneration committee), PSG Group Limited (member of the remuneration committee), KAP International Holdings Limited, Amalgamated Appliance Holdings Limited, Homestyle Group plc and Phumelela Gaming and Leisure Limited. He is also a non-executive director of The Racing Association.



Johannes Henoch Neethling van der Merwe (47)

BAcc, BCompt (Hons), CA(SA)

Jan is an executive director and has been chief financial officer of Steinhoff since November 2003. Jan previously led the Steinhoff International Group Services team. He has wide experience in most of the operational aspects of the group's business. A qualified chartered accountant, Jan entered the industry as a buyer for Gommagomma Holdings (Pty) Limited (now Steinhoff Africa Holdings (Pty) Limited) in 1989. Since then, he has held several positions, including managing director of Steinhoff Furniture, Cape Town. He was appointed managing director of Steinhoff Africa Group Services in 1999 and International Group Services in 2001. Jan also serves on several boards, including Unitrans Limited (member of the audit and risk committee) and Homestyle Group plc, as a non-executive director. Jan is a member of the audit committee for KAP International Holdings Limited and Amalgamated Appliance Holdings Limited.



Fredrik Johannes Nel (47)

BCompt (Hons), CA(SA)

Frikkie is an executive director and financial director of Steinhoff. He was appointed as financial director of Steinhoff in 1998 and also acted as company secretary for the group. After serving as an accountant with a private company, he joined Gommagomma Holdings (Pty) Limited (now Steinhoff Africa Holdings (Pty) Limited) as financial manager in 1989, becoming financial director in 1990. He qualified as a chartered accountant in 1993.

Alternate and company secretary



Daniël Maree van der Merwe (48)

BComm, LLB

Danie was elected to the Steinhoff board in 1999 and is group managing director for Steinhoff Africa. He was admitted as an attorney of the High Court of South Africa in 1986 and practised as an attorney specialising in commercial and labour law. In 1990, Danie joined the Roadway Transport Group and was instrumental in developing the strategic direction and growth of this group. In early 1998, following the merger of Roadway Transport Group with Steinhoff Africa, Danie joined the group. He currently serves on the boards of Unitrans Limited, PG Bison Group, Steinhoff Asia Pacific Limited, Amalgamated Appliance Holdings Limited, KAP International Holdings Limited and holds several other appointments within the group, with specific responsibility for the southern African and Indian operations.



Karel Johan Grové (57)

Jo is the chief executive officer of Unitrans Limited and joined Steinhoff as a non-executive director in September 2000. He has more than 36 years' experience in the accounting and banking industries. His career began in 1969 when he was appointed cost and works accountant with Shaft Sinkers (Proprietary) Limited. In 1976 he founded Medical Leasing Services, a company providing specialised financial services, mainly to medical doctors. In 1987, the business was sold to the Absa group, the name was changed to MLS Bank, and Jo was appointed chief executive officer, a position he held until 1995. Later that year, he established Imperial Bank and served on the main board of Imperial Holdings until he joined Unitrans Limited as chief executive in September 1998. Jo was appointed an executive director of Steinhoff, following the approval and implementation of the acquisition of the majority shareholding in Unitrans Limited. He also serves on the board of SA PGA Tour.



Ian Michael Topping (46)#

MA, MBA

Ian heads the group's operations in the United Kingdom, combining his role as chief executive of Homestyle Group plc, Steinhoff's 61% majority-owned furniture retailing business with the role of chairman of Steinhoff's United Kingdom manufacturing operations. Ian joined the group in 2001 following the acquisition of Relyon Group plc in the United Kingdom, a furniture manufacturing group of which he was chief executive from 1993 to 2001. Ian has an MA in engineering science and economics from Oxford University and an MBA from Manchester Business School combined with a period of study at New York University Graduate School of Business. His early career was in the oil industry and management consultancy. Ian was appointed as executive director in December 2005.



Stephanus Johannes Grobler (47)

BComm (Hons), LLB

Stéhan is an alternate executive director. In December 1999, Stéhan was appointed company secretary of Steinhoff and joined the group in a more formal relationship on 1 July 2000. Stéhan was admitted as an attorney of the High Court of South Africa in 1989. He is also admitted as a notary public, conveyancer and to appear in the High Court of South Africa. Stéhan gained extensive experience practising in the business and corporate law fields advising various companies, listed and unlisted, on commercial and company law issues. Stéhan also acts as the compliance officer and heads the legal department of the group. He also acts as director for various group and other companies. Stéhan was appointed as alternate executive director in December 2005.

Alternate



Hendrik Johan Karel Ferreira (51)

BCompt (Hons), CA(SA)

Piet is an alternate executive director with effect from December 2005. He commenced his career in corporate finance in 1986 and worked in several merchant banks before joining Steinhoff on 1 January 2002. During his career with South African merchant banks, he was involved with various corporate finance transactions, including Steinhoff's initial public offering on the JSE in 1998. Piet has extensive corporate finance experience and expertise in the field of mergers and acquisitions, rights offers, company restructures and general corporate finance advice. His responsibilities with Steinhoff International group services include the provision of internal corporate advisory services and investor relations. Piet is also a serving member of the Issuer Services Advisory Committee of the JSE.



Johannes Nicolaas Stephanus du Plessis (57)

BComm, LLB

Johann has been a non-executive director of Steinhoff since 2002 and was reclassified as executive director in March 2006. He resigned as non-executive director and was appointed alternate director on 15 March 2006. He is a trial lawyer by profession and was a member of the Cape Bar. He was admitted as counsel during 1974 and took silk in 1989. He has been exposed during the course of his career to a wide range of commercial matters. He has occasionally acted as judge in the High Court.



Deenadayalen Konar (52) §†*

BComm, HDipAcc, MAS, CertTaxLaw, DComm, CA(SA)

Len joined the group in 1998 and is an independent consultant and professional director. Prior positions include executive director of internal audit portfolio and head of investments at the Independent Development Trust, and professor and head of the department of accountancy at the University of Durban-Westville. He is a past patron of the Institute of Internal Auditors South Africa, and a member of the King Committee on Corporate Governance in South Africa, the Securities Regulation Panel and the Institute of Directors. He was appointed chairperson of the ministerial panel for the review of the regulation of accountants and auditors in South Africa in 2003. Len is also a non-executive director of Old Mutual South Africa, the South African Reserve Bank, Sappi Limited and Kumba Resources Limited. Len was appointed chairman of the external audit committee of the International Monetary Fund in Washington. Len chairs the audit and risk, nomination and group risk advisory committees and acts as senior director.

Non-executive



Dirk Emil Ackerman (71) §**

Dirk is an independent non-executive director and the chairman of the human resources and remuneration committee, a position he has held since joining the group in September 1998. He has more than 41 years of management experience. He joined Chubb and Sons Lock & Safe Group in 1961 and was appointed managing director of Chubb Holdings Limited in 1981. He became chairman and chief executive in 1986 and, since retirement in June 1994, acted as non-executive chairman until 1996. Dirk completed several management courses with the University of Cape Town Graduate School of Business and Henley Management College in the United Kingdom. In October 1993, Dirk received the order for meritorious service – silver from the state for public and private sector service. Dirk chairs the human resources and remuneration committees.



Claas Edmund Daun (63) ~
BAcc, CA

Claas joined Steinhoff Germany as director in 1992 and has acted as a non-executive director of Steinhoff since its listing in 1998. Claas has extensive experience of management and investments worldwide and is a corporate investor in several industries. He is currently a member of the boards of KAP International Holdings Limited, KAP AG, Courthiel Holdings (Pty) Limited, Daun & Cie AG and BCM Holdings (Pty) Limited, Stöhr AG Geros Beteiligungsverwaltungs GmbH, Mech Baumwoll-Spinnerei & Weberei AG and Oldenburgische Landesbank AG, and holds several other directorships. He is also a member of the board and one of the vice-presidents of The Southern African German Chamber of Commerce and Industry. Claas is also honorary consul of South Africa in Lower Saxony, Germany. Claas holds a master's degree in business commerce from the University of Cologne and qualified as chartered accountant in 1975.

Johannes Fredericus Mouton (60) §*
BComm (Hons), CA(SA), AEP

Jannie started his career with Federale Volksbeleggings Limited as financial manager and after a period as financial director with Kanhym Limited, established Senekal Mouton & Kitshoff Inc, a stockbroking company and member of the JSE. He served as member of several JSE committees and was instrumental in various corporate transactions. He has 31 years of experience in financial management and investment banking. Other board positions include the various PSG Group companies, the Capitec Group, Remgro Limited and Arch Equity Limited. He also serves as a trustee on Stellenbosch University's various trust and investment funds.

Franklin Abraham Sonn (67) *†*
BA, HDipEd (Hons), FIAC

Franklin joined Steinhoff as an independent non-executive director in 2002. He was appointed democratic South Africa's first ambassador to the United States of America from 1995 to 1998. He returned to South Africa in 1999 and is the recipient of 12 honorary doctorates in law, education, humanities and philosophy from various institutions in South Africa, Europe and North America. He served as rector of Peninsula Technikon for 17 years and has been serving as chancellor of the University of the Free State since 2002. Current board positions include chairman of Airports Company South Africa Limited, Piazza Park (Pty) Limited (holding company for Sun Inter-Continental Hotel of Johannesburg International Airport), African Star Ventures (Pty) Limited, Kwezi V3 Engineers, Ekapa Mining (Pty) Limited and non-executive director of Absa Bank Limited, Absa Group Limited, Absa Personal Bank, Sappi Limited, Macsteel Holdings, Metropolitan Holdings Limited, Pioneer Food Group Limited, RGA Reinsurance Company of South Africa and Safmarine (Pty) Limited.

Norbert Walter Steinhoff (58) ~ *
Diplom Volkswirt (rer pol)

Norbert currently acts as non-executive director, although he completed a term as executive director for Steinhoff since 1998, in April 2003. Norbert joined Bruno Steinhoff GmbH in October 1975 and has held various marketing, sales and management positions. He studied economics at the University of Mannheim with practical training in Paris and London. He completed his bachelor's degree and obtained the certificate of diploma Volkswirt (rer pol) in 1974. He also completed a specialised trainee programme on marketing and product management with the American group, Eli Lilly, in Bad Homburg.

~ German

British

§ Audit and risk committee

• Human resources and remuneration committee

† Nomination committee

* Group risk advisory committee