WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2022 KEY SUSTAINABILITY INDICATORS

START

FIVE-YEAR PERFORMANCE SUMMARY OF KEY SUSTAINABILITY INDICATORS

KEY PERFORMANCE INDICATOR	BOUNDARY	FOCUS AREA	2022 TARGET	PERFORMANCE AGAINST 2022 TARGET	YEAR-ON-YEAR CHANGE (2022 VS 2021)	2022	2021	2020	2019	2018	ASSURANCE COVERAGE IN 2022
Revenue (R billion)	WHL		NR	NR	▲	82	81	74	75	71	FS
Return on equity	WHL		NR	NR	▼	36%	45%	18%	29.1%	20.7%	FS
Adjusted headline earnings per share (cents)	WHL		NR	NR	▲	380.9	346.6	170.3	371.7	366.3	FS
Annual GBJ savings	WSA		NR	NR	▼	R362m	R370m	R298m	R274m	R217m	LA
Number of permanent employees (headcount)	WHL	PEOPLE	NR	NR	▼	44 129	44 708	44 863	46 831	46 099	MO
Training spend	WHL	PEOPLE	NR	NR	▲	R169.1m	R83m	R147m	R148m	R114m	MO
BBBEE score	WSA	PEOPLE	NR	NR	▲	Level 5	Level 6	Level 6	Level 7	Level 7	BEE
Contribution to communities	WHL	SOCIAL DEVELOPMENT	NR	NR	▲	R995m	R918m	R854m	R852m	R817m	MO
% of private label FBH[I] locally sourced	WSA	ETHICAL SOURCING	31%	●	▲	31%	29%	29%	31%	NR	LA
% of palm oil responsibly sourced[V]	WSA	ETHICAL SOURCING	98%	●	▲	100%	97%	94%	98%	97%	MO
% of cocoa responsibly sourced[V]	WSA	ETHICAL SOURCING	100%	●	=	100%	100%	98%	98%	84%	MO
% of soya responsibly sourced[V]	WSA	ETHICAL SOURCING	Completion of animal feed baseline and development of roadmap for soya	●	N/A	Baseline completed and roadmap in progress	NR	NR	NR	NR	MO
% of coffee responsibly sourced[V]	WSA	ETHICAL SOURCING	60%	●	N/A	92%	NR	NR	NR	NR	MO
% of seafood responsibly sourced[V]	WSA	ETHICAL SOURCING	90%	●	▲	99%	98%	NR	NR	NR	MO

KEY PERFORMANCE INDICATOR	BOUNDARY	FOCUS AREA	2022 TARGET	PERFORMANCE AGAINST 2022 TARGET	YEAR-ON-YEAR CHANGE (2022 VS 2021)	2022	2021	2020	2019	2018	ASSURANCE COVERAGE IN 2022
% of cotton responsibly sourced[V]	WSA	ETHICAL SOURCING	100%	🟢	▲	100%	98%	92%	80%	60%	MO
% of cotton responsibly sourced[V]	CRG		85%	🟢	▲	86%	84%	80%	75%	66%	MO
% of man-made cellulose fibres responsibly sourced[V]	WSA		100%	🔴	▲	96%	75%	NR	NR	NR	MO
% of man-made cellulose fibres responsibly sourced[V]	CRG		NR	NR	▲	43%	32%	NR	NR	NR	MO
% of timber responsibly sourced[V]	WSA		90%	🟢	▲	98%	90%	NR	NR	NR	MO
% of timber responsibly sourced[V]	CRG		NR	NR	▼	39%	43%	NR	NR	NR	MO
% of leather responsibly sourced[V]	WSA		30%	🟢	N/A	32%	Work commenced on establishment of baseline	NR	NR	NR	MO
% of leather responsibly sourced[V]	CRG		85%	🟢	▲	94%	85%	76%	69%	40%	MO
% of synthetics responsibly sourced[V]	WSA		25%	🔴	▲	18%	8%	NR	NR	NR	MO
% of synthetics responsibly sourced[V]	CRG		11%	🟢	N/A	29%	NR	NR	NR	NR	MO
Development of a Group-wide roadmap for enabling a living wage for workers in our supply chain[V]	WHL		Contribute to the design of updated Group-wide ethical sourcing framework for living wage, and training module	🟢	=	Roadmap in development	Roadmap in development	NR	NR	NR	MO
Publication of supply chain[V]	WSA FBH, CRG, and DJ private label		Publish list of finished goods suppliers	🟢	N/A	WSA FBH private label finished goods suppliers published	CRG and DJ private label finished goods suppliers published in prior years, with additional details published this year. WSA finished goods suppliers not yet published	NR	NR	NR	MO
Publication of supply chain[V]	WSA Food		NR	NR	N/A	Private label tuna fisheries published on the International Pole and Line Foundation's Sourcing Transparency Platform	List of commodities finalised – publication to commence in future years	NR	NR	NR	MO

KEY PERFORMANCE INDICATOR	BOUNDARY	FOCUS AREA	2022 TARGET	PERFORMANCE AGAINST 2022 TARGET	YEAR-ON-YEAR CHANGE (2022 VS 2021)	2022	2021	2020	2019	2018	ASSURANCE COVERAGE IN 2022
% of Food with a sustainability attribute	WSA	ETHICAL SOURCING SUSTAINABLE FARMING HEALTH AND WELLNESS	100%	●	▲	99.9%	99%	91%	91%	83%	LA
% of FBH with a sustainability attribute	WSA		85%	●	▼	78%	95%	96%	91%	76%	MO
% of FBH with a sustainability attribute	CRG		100%	●	▲	79%	77%	74%	68%	56%	MO
% of Food with a sustainability attribute	DJ		100%	N/A	N/A	NR	57%	52%	50%	34%	MO
Food plastic bags[2] sold per transaction	WSA	PACKAGING AND WASTE	NR	N/A	▼	0.19	0.57	0.85	0.74	0.82	MO
% change in in the number of Food plastic bags[2] sold per transaction	WSA		NR	N/A	▲	-66%	-33%	3.5%	-8.7%	NR	LA
% change in the number of reusable bags[3] sold	WSA		NR	N/A	▼	77%	414%	35%	26%	NR	LA
% of packaging that is reusable or recyclable[V]	WSA Food		100%	●	▲	98%	97%	NR	NR	NR	MO
% of packaging that is reusable or recyclable[V]	WSA FBH		Establish baseline	NR	N/A	Baseline in progress	Work commenced on establishment of baseline	NR	NR	NR	MO
% of packaging that is reusable or recyclable[V]	CRG		Establish baseline	●	N/A	92%		NR	NR	NR	MO
% of packaging that is reusable or recyclable[V]	DJ private label		Establish baseline	●	N/A	99%		NR	NR	NR	MO
% reduction in edible food waste to landfill in own operations[V]	WSA		Establish baseline and determine way forward	●	N/A	Baseline established and reported		NR	NR	NR	MO
% of product that has been designed to be reused, repaired, repurposed or recycled[V]	WHL		NR	Work to establish baselines, roadmap, and targets commenced in 2022				NR	NR	NR	MO
% of product that contains at least one renewed, reused or recycled material input[V]	WHL		NR	Work to establish baselines and targets commenced in 2022				NR	NR	NR	MO

KEY PERFORMANCE INDICATOR	BOUNDARY	FOCUS AREA	2022 TARGET	PERFORMANCE AGAINST 2022 TARGET	YEAR-ON-YEAR CHANGE (2022 VS 2021)	2022	2021	2020	2019	2018	ASSURANCE COVERAGE IN 2022
Water use (kl)	WSA	WATER	NR	N/A	▲	615 789	555 175	571 581	595 522	604 562	LA
Electricity use (MWh)	WHL	ENERGY AND CLIMATE CHANGE	NR	NR	N/A*	*	431 054	469 124	497 562	503 971	GCX*
Carbon footprint (tCO_2e)	WHL		NR	NR	N/A*	*	801 628	820 846**	721 565	681 836	GCX*
% change in Scope 1 and 2 carbon emissions[V]	WHL		NR	NR	N/A*	*	-12%[4]	-7%	NR	NR	MO
Renewable energy self-generated and consumed (MWh)	WHL		NR	NR	N/A*	*	2 762	2 841	2 257	2 195	GCX*
% of electricity sourced from renewable sources[V]	WHL		NR	NR	N/A*	*	0.64%	0.61%	NR	NR	MO

KEY

- NR — Not reported publicly
- N/A — Not applicable
- ▲ — Increase from previous year
- = — Same as previous year
- ▼ — Decrease from previous year
- ● — Achieved
- ● — Not achieved

ASSURANCE COVERAGE IN 2022

FS	Financial information extracted from the audited 2022 Annual Financial Statements
LA	Included in ERM's limited assurance engagement on this report
MO	Management and Board oversight of sustainability scorecard reporting
BEE	Included in the BBBEE scorecard verification
GCX	Included in GCX's limited level verification of the greenhouse gas emissions inventory (carbon footprint)
*	Energy and carbon data reported and assured annually in arrears
**	2020 Scope 3 carbon emissions restated
1	Fashion, Beauty and Home, previously called Clothing and General Merchandise (C&GM)
2	12-litre and 24-litre Woolworths Food plastic carrier bags. Woolworths Fashion, Beauty and Home (FBH) and textile plastic carrier bags, Food plastic barrier bags, as well as special occasion plastic bags (e.g. Christmas) are not included in this calculation
3	Reusable bags sold in Woolworths Food stores in South Africa, including fabric shopper bags, designer shopper bags, and GBJ (cause-related marketing) bags
4	Percentage decrease against 2019 baseline
V	Vision 2025+ goal (refer to the next page for KPI definitions for KPIs with reported data in 2022)

VISION 2025+ KPI DEFINITIONS

PERCENTAGE OF COMMODITY RESPONSIBLY SOURCED

PERCENTAGE OF PALM OIL RESPONSIBLY SOURCED

Percentage of palm oil used in private label Woolworths Food produced according to a globally recognised sustainability programme (i.e. RSPO) – may be segregated or mass balance. Palm oil comprising any percentage of a final Woolworths private label product is to be included in this calculation

PERCENTAGE OF COCOA RESPONSIBLY SOURCED

Percentage of cocoa or cocoa derivatives used in private label Woolworths Food produced according to a globally recognised sustainability programme (i.e. UTZ/Rainforest Alliance, Cocoa Life, Cocoa Horizons, Fairtrade) – may be segregated or mass balance. Cocoa comprising any percentage of a final Woolworths private label product is to be included in this calculation. This excludes food services cocoa

PERCENTAGE OF COFFEE RESPONSIBLY SOURCED

Percentage of private label coffee (beans and instant) sold (food services and retail) from a responsible sourcing programme that Woolworths is actively investing in, or is produced according to a globally recognised sustainability standard/programme

PERCENTAGE OF SEAFOOD RESPONSIBLY SOURCED

Percentage of all Woolworths private label seafood produced to a globally recognised certification scheme, seafood guide or improvement programme (e.g. GSSI-accredited, WWF-SASSI). Seafood comprising any percentage of a final Woolworths private label product is to be included in this calculation

PERCENTAGE OF COTTON RESPONSIBLY SOURCED

Percentage of cotton used in private label fashion, homeware, and general merchandise sourced through a globally recognised sustainability, organic or recycling certification programme (e.g. Better Cotton, OCS, GOTS, RCS, GRS). For inclusion in this calculation, the cotton needs to be a substantial (>10%) and identifiable component of the final private label product (e.g. includes blended-fibre base fabrics with >10% cotton; excludes cotton trim/piping or shoelaces)

PERCENTAGE OF MAN-MADE CELLULOSE FIBRES RESPONSIBLY SOURCED

Percentage of man-made cellulose fibres in private label fashion, homeware, and general merchandise sourced through a globally recognised sustainability or recycling programme (e.g. FSC, Canopy, RCS, GRS, Lenzing), that do not come from ancient and endangered forests, or are recycled. For inclusion in this calculation, the man-made cellulose needs to be a substantial (>10%) and identifiable component of the final private label product (e.g. includes blended-fibre base fabrics with >10% viscose; excludes embroidery designs using viscose threads)

PERCENTAGE OF LEATHER RESPONSIBLY SOURCED

Percentage of leather used in private label fashion, homeware, and general merchandise sourced from tanneries with accreditation or certification that is superior to conventional standards or a globally recognised sustainability programme (e.g. Leather Working Group (LWG)). To be included in this calculation, the leather needs to comprise a substantial (>10%) and identifiable component of the final private label product (e.g. includes leather uppers of shoes; excludes leather trims such as label on denim)

PERCENTAGE OF TIMBER RESPONSIBLY SOURCED

Percentage of timber used in private label homeware and general merchandise sourced through a globally recognised ethical and sustainable forest management programme (e.g. FSC) in which timber is legally harvested and sourced from ethically and sustainably managed forests. To be included in this calculation, the timber needs to comprise a substantial (>10%) and identifiable component of the final product (e.g. includes wooden body of a chopping board; excludes lid on a canister)

PERCENTAGE OF SYNTHETICS RESPONSIBLY SOURCED

Percentage of synthetics used in private label fashion, homeware, and general merchandise sourced through globally recognised recycling programme (e.g. GRS, RCS). Synthetics include petroleum-based synthetics such as polyester and nylon/polyamide. To be included in this calculation, the synthetics need to comprise a substantial (>10%) and identifiable component of the final private label product (e.g. includes blended-fibre base fabrics with >10% synthetic; excludes synthetic trim/threads)

PERCENTAGE OF PACKAGING THAT IS REUSABLE OR RECYCLABLE

Percentage of packaging of any private label product that is reusable or recyclable. Reusable packaging is packaging that has been designed to accomplish, or proves its ability to accomplish, a minimum number of trips or rotations in a system for reuse. Recyclable packaging is defined as what is technically recycled based on where the de-packaging occurs

PERCENTAGE CHANGE IN SCOPE 1 AND 2 CARBON EMISSIONS

Percentage change in Scope 1 and 2 carbon emissions between the baseline year of 2019 and current year, with the carbon emissions calculated using the GHG Protocol

PERCENTAGE OF ELECTRICITY SOURCED FROM RENEWABLE SOURCES

Percentage of electricity sourced from renewable sources. Renewable sources are defined as electricity produced using natural resources that are constantly replaced and never run out, such as solar and wind

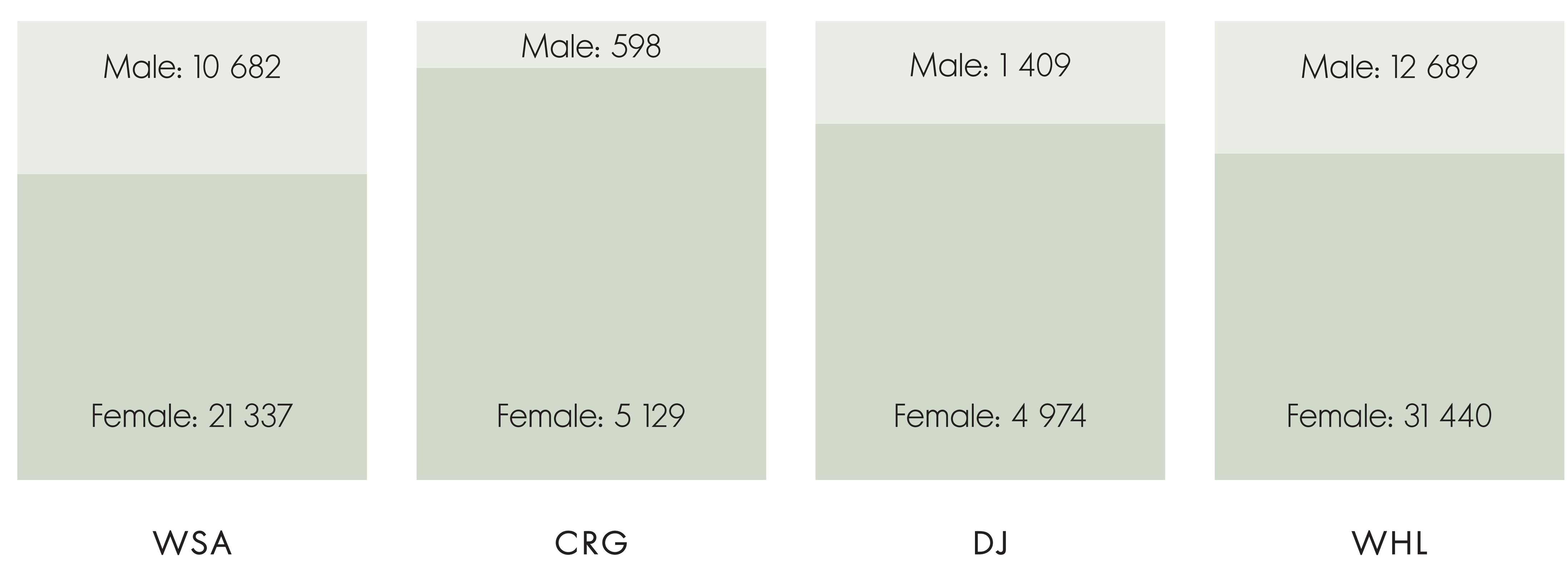
GROUP EMPLOYEE INFORMATION

GROUP EMPLOYEE HEADCOUNT

TRADING COMPANY	PERMANENT HEADCOUNT[1]	TEMPORARY HEADCOUNT[2]	TOTAL HEADCOUNT
AFRICA (countries outside of South Africa)	1 399	140	1 539
SOUTH AFRICA	30 172	308	30 480
WSA TOTAL	**31 571**	**448**	**32 019**
CRG	2 471	3 256	5 727
DJ	4 148	2 235	6 383
WHL TOTAL	**38 190**	**5 939**	**44 129**

[1] Permanent headcount = Permanent employees, including limited-period employees (LPE) with service duration of more than 1 year
[2] Temporary headcount = Limited-period employees (LPE) with service duration of less than 1 year

GROUP EMPLOYEES BY GENDER



GROUP LABOUR TURNOVER

BUSINESS UNIT	AVERAGE PERMANENT HEADCOUNT[1]	SUM OF TERMINATIONS[2]	LABOUR TURNOVER RATE[3]
AFRICA (countries outside of South Africa)	1 418	204	14.4%
SOUTH AFRICA	30 394	5 260	17.3%
WSA TOTAL	**31 812**	**5 464**	**17.2%**
CRG	2 453	461	18.8%
DJ	4 714	1 153	24.5%
WHL TOTAL	**38 978**	**7 078**	**18.2%**

[1] Average permanent headcount = Sum of permanent headcount over a period of 12 months divided by 12
[2] Sum of terminations = Sum of permanent headcount who were terminated over a period of 12 months
[3] Labour turnover rate = Sum of terminations including LPE 1 Year+ during the previous 12 months divided by the average permanent headcount including LPE 1 Year+ during the previous 12 months

INTERNAL APPOINTMENTS

Woolworths	**87.2%** (2021: 88.3%)
Country Road Group	**64%** (2021: 60%)
David Jones	**64%** (2021: 68%)

MINIMUM NUMBER OF WEEKS' NOTICE*

Woolworths**	4 WEEKS
Country Road Group	2 WEEKS
David Jones	4 WEEKS

* Typically provided to employees and their representatives prior to the implementation of significant operational changes. ** Normal notice for end of contract applies.

MINIMUM WORKING AGE

Woolworths does not employ anyone below 18 years of age on a permanent basis. During peak trade (mainly December to January) students are offered vocational employment (per school holiday period) in stores at ages 16 and higher, but only with parental consent. This approach is enforced indirectly through our recruitment practices, which include rigid screening processes. All individual applicants' identification documents are scrutinised before employment contracts are completed and employment offers are made.

Country Road Group and David Jones comply with legislation with regards to child employment, including the minimum age, maximum hours of work per week, and when a school-aged child may work.

MINIMUM WAGE

Minimum wage is recognised in the South African retail sector through the Basic Conditions of Employment Act (Act No. 75 of 1997) Sectoral Determination 9: Wholesale and Retail Sector. Minimum National Wage is also protected by the National Minimum Wage Act (Act No. 9 of 2018). Woolworths pays South African store employees above the present sectoral and minimum wage levels in the country. This applies to both 40-hour and 28-hour contracts. Wage regulatory measures do not discriminate against women. Assessments of company minimum rates compared to the Minimum Wage Act and the sectoral determination are conducted annually, when new rates are published.

For Country Road Group, minimum wage is set by Award and OFC EA, and in New Zealand by legislation.

For David Jones, minimum wage is set by Retail EA and FCEA, and in New Zealand by legislation.

Minimum wage is gender neutral.

ORGANISATIONAL ACTIVITIES

All of Woolworths South Africa's core functions, which include our retail, buying, planning, HR, finance, and management functions, are performed by Woolworths employees. A large portion of our marketing, IT and online functions are performed by Woolworths employees; however, we do partner with external specialists from time to time to assist in certain areas where we do not have the necessary expertise. In Food, we currently partner with Engen to extend our convenience footprint, and with Tribeca in our coffee business.

Our logistics and warehouse divisions also make use of outsourced labour to assist with supply chain operations. At this stage, we employ around 3 000 outsourced employees in our supply chain division, which constitutes approximately 10% of our total workforce.

Where these services are provided by third parties, these parties are bound by strict service level agreements, codes of practice, and contracts, which require the service provider to abide by minimum standards as applicable in the relevant wage-regulating legislation. Inspections and reviews occur to ascertain adherence.

INCIDENTS OF NON-COMPLIANCE WITH LABOUR STANDARDS

Woolworths South Africa has had no instances of non-compliance with labour standards issued. We employ a team of dedicated employment relations specialists who monitor legislation, judicial case law, and international standards in order to ensure that best labour practices are implemented, maintained, and updated regularly. We also engage with the South African Department of Employment and Labour through their inspection programme. Within this programme, the Department of Employment and Labour frequently dispatch their inspectors to our facilities to monitor our compliance against domestic labour regulations. While inspectors do occasionally clarify certain aspects of our approach directly with us, we have had no formal compliance complaints issued against us during FY2022.

In circumstances where possible breaches are reported by whistle-blowers, these allegations are investigated on-site by Woolworths employee relations specialists who conduct an audit and investigation, with a report on findings and recommendations. Remedial approaches to transgressions are preferred in resolving breaches of expected standards in order to preserve employment; however, continued breaches may result in contract termination. In these circumstances, continuity of employment for impacted employees is sought with alternative and vetted service providers.

COLLECTIVE BARGAINING AGREEMENTS

LESOTHO

Consultation periods are set out and specified. Wage proposals must be made three months before the end of June each year. Negotiation meetings occur within one month after receiving a proposal by the union.

KENYA

Time periods are not set out in collective agreement for negotiations, and meetings for negotiations take place by agreement. However, in practice, collective bargaining takes place every two years, towards the end of the year.

ESWATINI

Consultation periods are specified. Wage proposals must be submitted by the end of June each year. Negotiations should take place no later than two months before the end of each agreement. In practice, this would be around August each year.

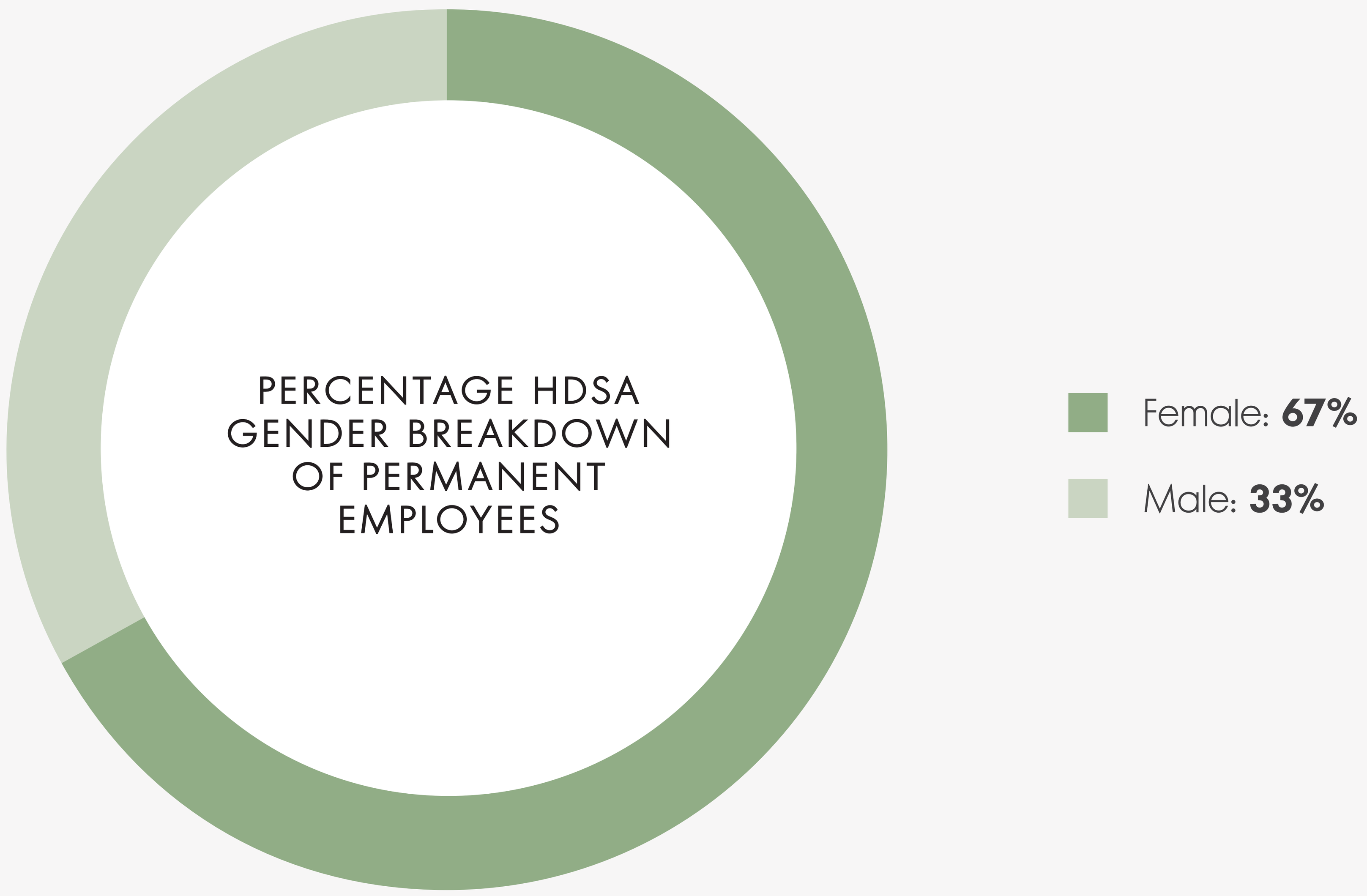
BOTSWANA

Collective bargaining agreement has been signed, but we have not yet gone through a wage negotiation process, therefore standard increases (as per the rest of the African region) were implemented.

GROUP TRANSFORMATION DATA

In South Africa, we are required to comply with the Employment Equity Act, which compels us to put in place systems to enable a diversified and equitable workplace that continues to reflect national priorities. Historically disadvantaged South Africans (HDSA) represent 96% of total Woolworths permanent employees, of which 66.4% are in management (middle to top management) positions. Women represent 64.6% of the HSDA permanent employees.

EMPLOYMENT EQUITY PROFILE FOR WOOLWORTHS SA



% RACIAL BREAKDOWN OF PERMANENT EMPLOYEES

MALE		FEMALE
22%	African	47%
9%	Coloured	15%
1%	Indian	2%
1%	White	2%
0.1%	Foreign nationals	0.3%

% HDSA ACROSS OCCUPATIONAL LEVEL

MALE		FEMALE
17%	Top management	33%
26%	Senior management	20%
32%	Middle management	36%
40%	Junior management	52%
30%	Semi-skilled and unskilled	69%

TRAINING AND SKILLS DEVELOPMENT	2022	2021	2020
Total spend (R million)	R144.50	R67.50	R119.90
Average spend per employee	R5 604	R4 035	R4 850
Percentage spend on black employees	97%	96%	96%
Number of learning interventions	63 728	35 882	61 635
TRAINING BENEFICIARIES			
Number of employees trained (includes employees who have since left the business)	25 788	16 721	24 721
Number of black employees trained	24 862	15 978	23 617
Number of female employees trained	17 296	10 566	15 208
LEARNERSHIP BENEFICIARIES			
Total number of learners	2 339	1 276	1 631
Total number of black learners	2 321	1 264	1 613
Total number of disabled learners	73	68	87
Total number of unemployed learners	732	585	97
Total number of unemployed absorbed	0	0	2
BBBEE skills development score	10	7.31	9.02

SKILLS DEVELOPMENT BY GENDER	MALE	FEMALE
Total spend (R million)	R51.20	R93.40
Average spend per employee	R6 026	R5 394
Percentage spend on black employees	97%	97%
Number of learning interventions	21 739	41 989
TRAINING BENEFICIARIES		
Number of employees trained (includes employees who have since left the business)	8 492	17 296
Number of black employees trained	8 115	16 747
Number of female employees trained	0	17 296
LEARNERSHIP BENEFICIARIES		
Total number of learners	749	1 590
Total number of black learners	741	1 580
Total number of disabled learners	34	39
Total number of unemployed learners	231	501
Total number of unemployed absorbed	0	0
BBBEE skils development score	7.68	6.36

GROUP HEALTH AND WELLNESS INDICATORS

EMPLOYEE HEALTH INDICATORS						
INDICATOR	WOOLWORTHS SA		DAVID JONES		COUNTRY ROAD GROUP	
	2022	2021	2022	2021	2022	2021
Injuries on duty	649	645	65	97	47	47
Total recordable injury frequency rate (TRIFR)*	10.05	9.87	7.50	11.13	9.50	9.44
Lost time injuries (LTI)	519	496	44	52	21	24
Lost time injuries frequency rate (LTIFR)*	8.04	7.59	5.08	5.60	4.25	4.56
Gross absenteeism rate (GAR)	3.84%	4.26%	6.05%	6.05%	4.51%	1.17%
Primary healthcare cases (acute and chronic care)	0	0	0	0	0	0
Confirmed fatalities on duty	0	0	0	0	0	0

* Recalculated to align with reporting standards = (Injuries divided by payroll hours) multiplied by 1 000 000

WHL TRIFR = 9.73 (761 injuries)
WHL LTIFR = 7.47 (584 injuries that resulted in a day's work lost)

WHL CARBON FOOTPRINT OVERVIEW

ORGANISATIONAL BOUNDARY	
ORGANISATIONAL ENTITY	Woolworths Holdings Limited
REPORTING PERIOD	1 July 2020 – 30 June 2021
METHODOLOGY	Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised)
ORGANISATIONAL BOUNDARY	Operational control
BASE YEAR	2014 – This is the earliest point at which WHL has had reliable and comprehensive data across all operating entities: Woolworths South Africa, Country Road Group, and David Jones
NUMBER OF FULL-TIME EMPLOYEES	40 339
GENERAL LETTING AREA	2 159 487 m^2
TRADING AREA	1 235 909 m^2
TURNOVER (R MILLION)	78 763
VERIFICATION	Third-party verification

Note: This current report is for 2021, which represents the Woolworths financial year from July 2020 to June 2021.

OPERATIONAL BOUNDARY

Using the operational boundary method, the WHL carbon footprint is calculated for facilities across 14 countries, although the bulk of stores are located in South Africa and Australia.

WOOLWORTHS:

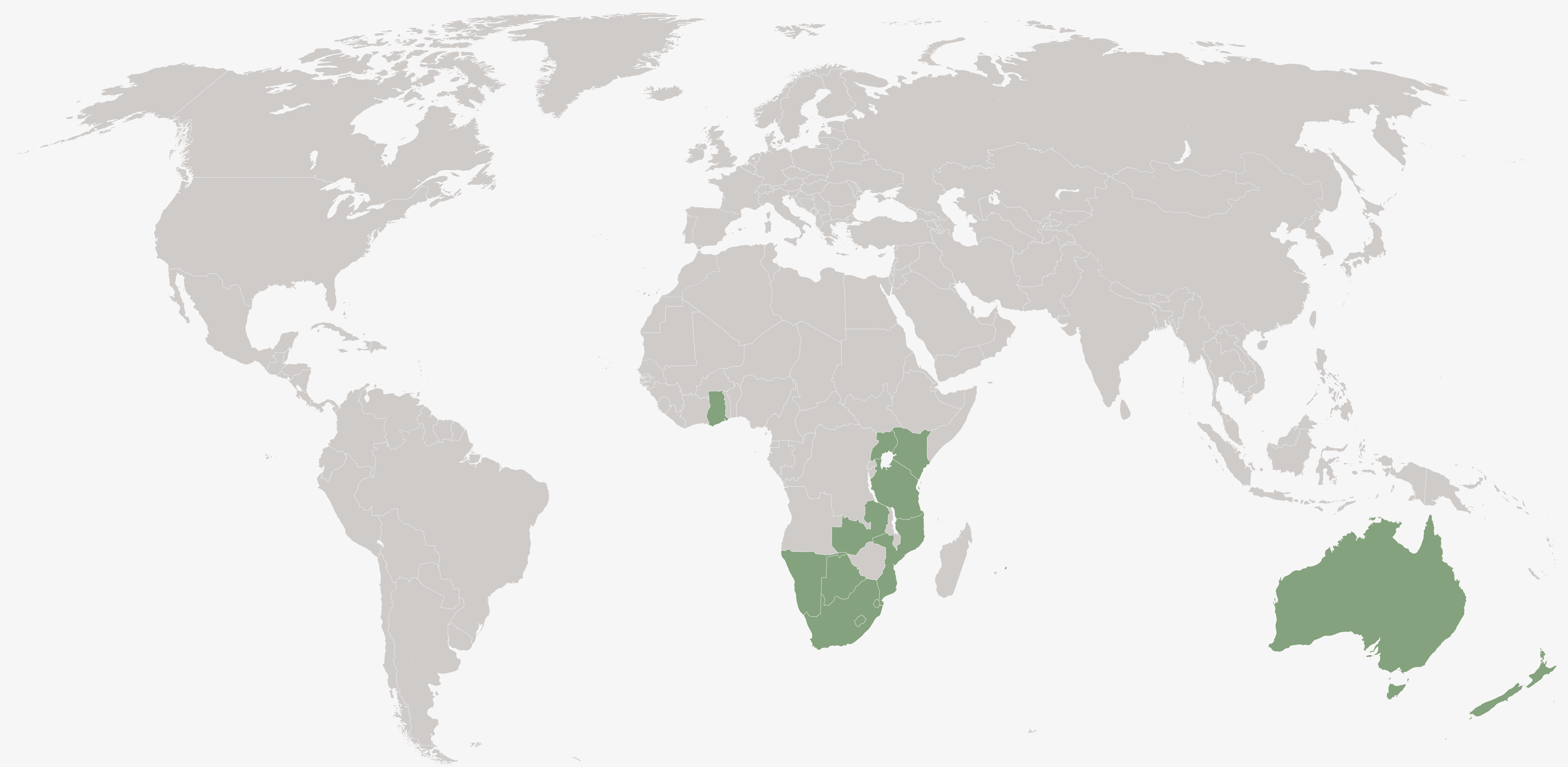
South Africa, Namibia, Botswana, Ghana, Kenya, Zambia, Mozambique, Tanzania, Uganda, Eswatini, Lesotho, and Mauritius

COUNTRY ROAD GROUP:

Australia, New Zealand, and South Africa

DAVID JONES:

Australia and New Zealand

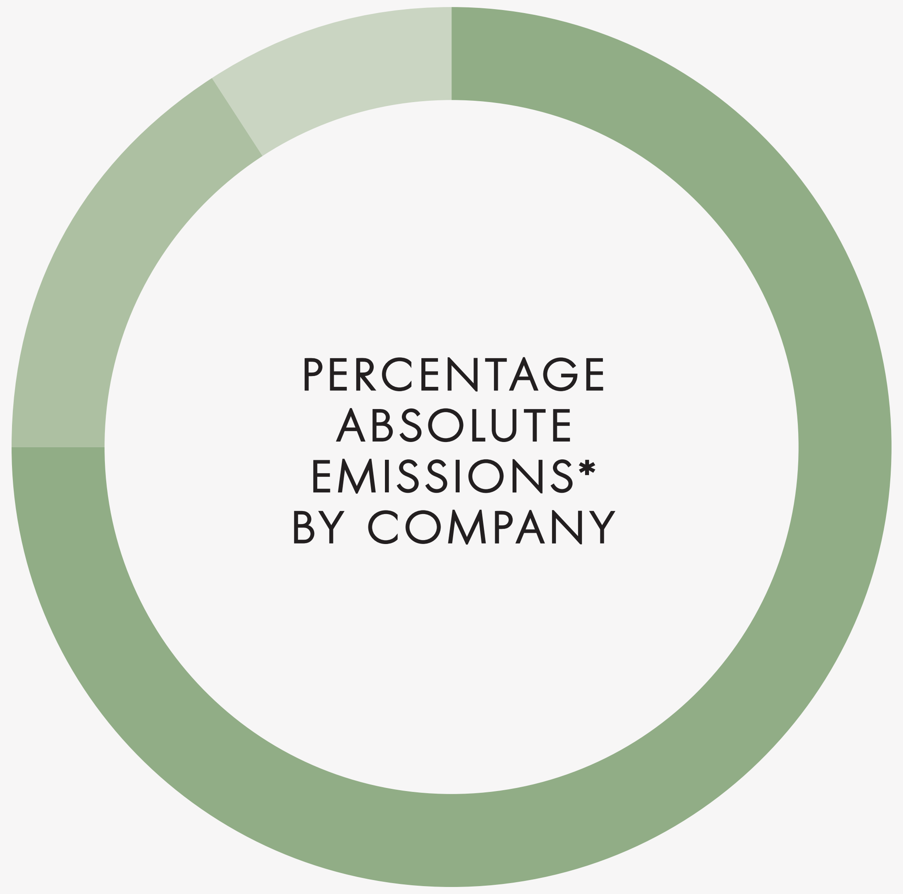


FACILITIES COVERED

Business	WOOLWORTHS	COUNTRY ROAD GROUP	DAVID JONES
Stores	467*	348	45
Distribution centres and stockrooms	14	1	1
Corporate buildings	8	1	1
General letting area (including non-trading)	1 380 844 m²	81 897 m²	696 746 m²

* 400 corporate stores in South Africa and 67 stores in other parts of Africa.

OVERALL WHL EMISSIONS BREAKDOWN

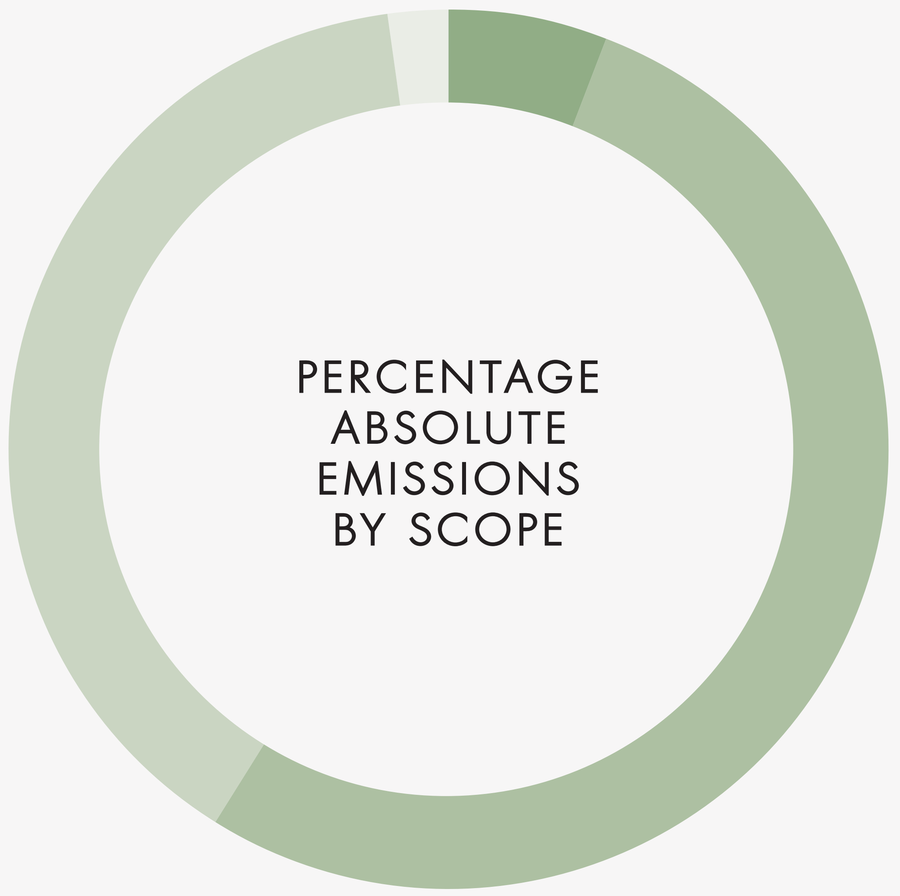


- Woolworths South Africa: **75%**
- David Jones: **16%**
- Country Road Group: **9%**

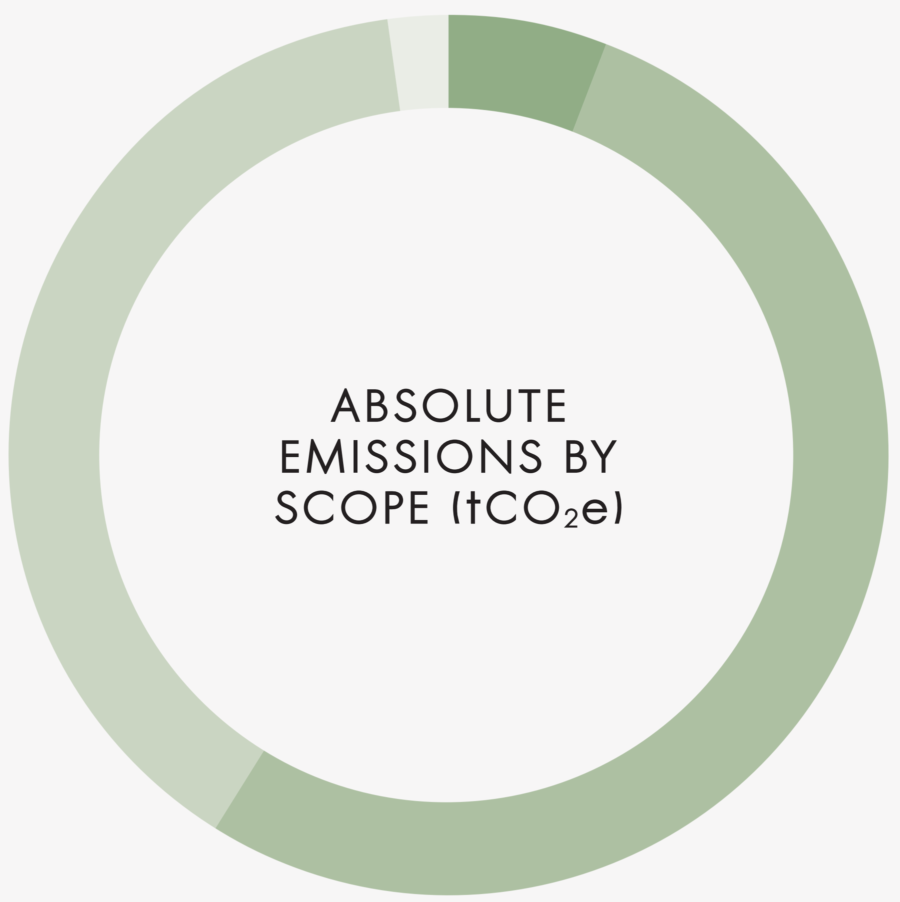
- Woolworths South Africa: **604 092**
- David Jones: **124 331**
- Country Road Group: **73 204**

* Including outside of Scopes.

OVERALL WHL EMISSIONS BREAKDOWN



- Scope 1: **6%**
- Scope 2: **53%**
- Scope 3: **39%**
- Outside of Scopes: **2%**



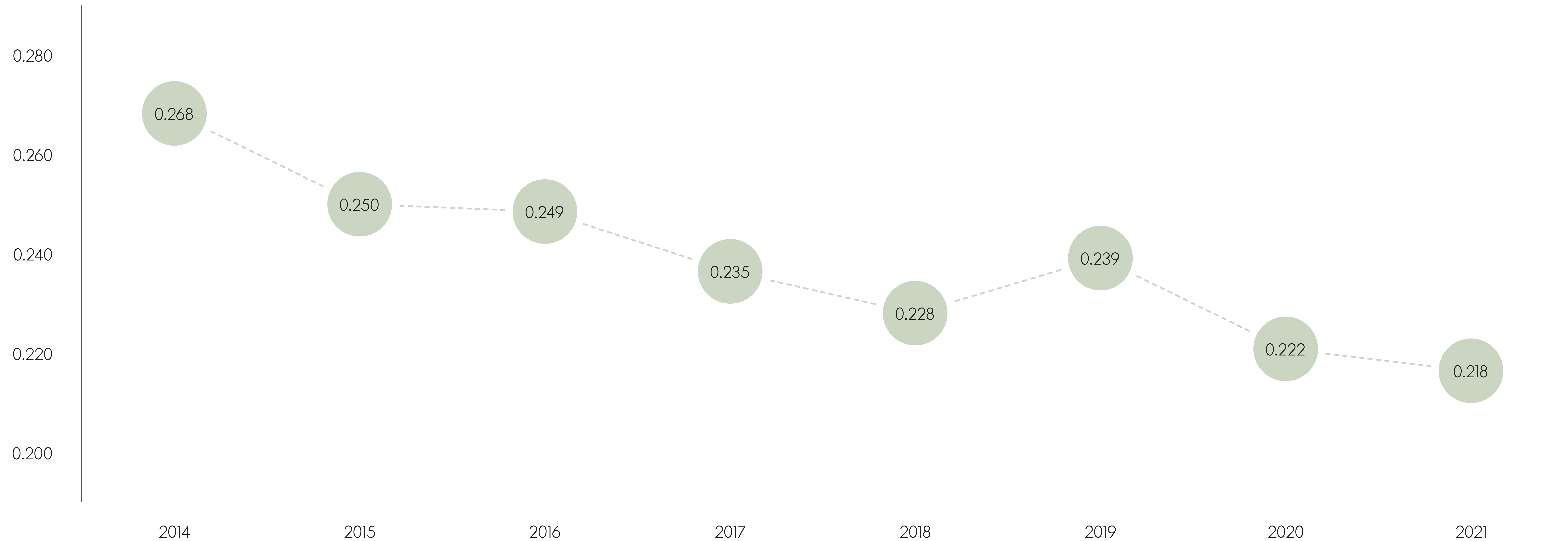
- Scope 1: **47 094**
- Scope 2: **423 984**
- Scope 3: **312 963**
- Outside of Scopes: **17 586**

WHL INTENSITY FIGURES YEAR-ON-YEAR

The figures below show WHL progress per unit measure for Scope 1 and 2 emissions only. This measure is a measure of efficiency; the average emissions should decrease per unit measure over time as we become more efficient.

INTENSITY FIGURES	2021 (FINANCIAL YEAR)	2020 (FINANCIAL YEAR)	2019 (FINANCIAL YEAR)	PROGRESS FORM LAST YEAR
EMISSIONS PER FULL-TIME EQUIVALENT EMPLOYEE (tCO_2e/FTE)	11.68	12.51	12.41	-7%
EMISSIONS PER SQUARE METRE OF GENERAL LETTING AREA (GLA) INCLUDING NON-TRADING AREA (tCO_2e/M^2)	0.218	0.222	0.24	-2%
EMISSIONS PER SQUARE METRE OF TRADING AREA (TA) (tCO_2e/M^2)	0.38	0.38	0.413	0%
EMISSIONS PER MILLION TURNOVER (tCO_2e/TURNOVER) IN RAND	5.98	6.90	7.34	-13%

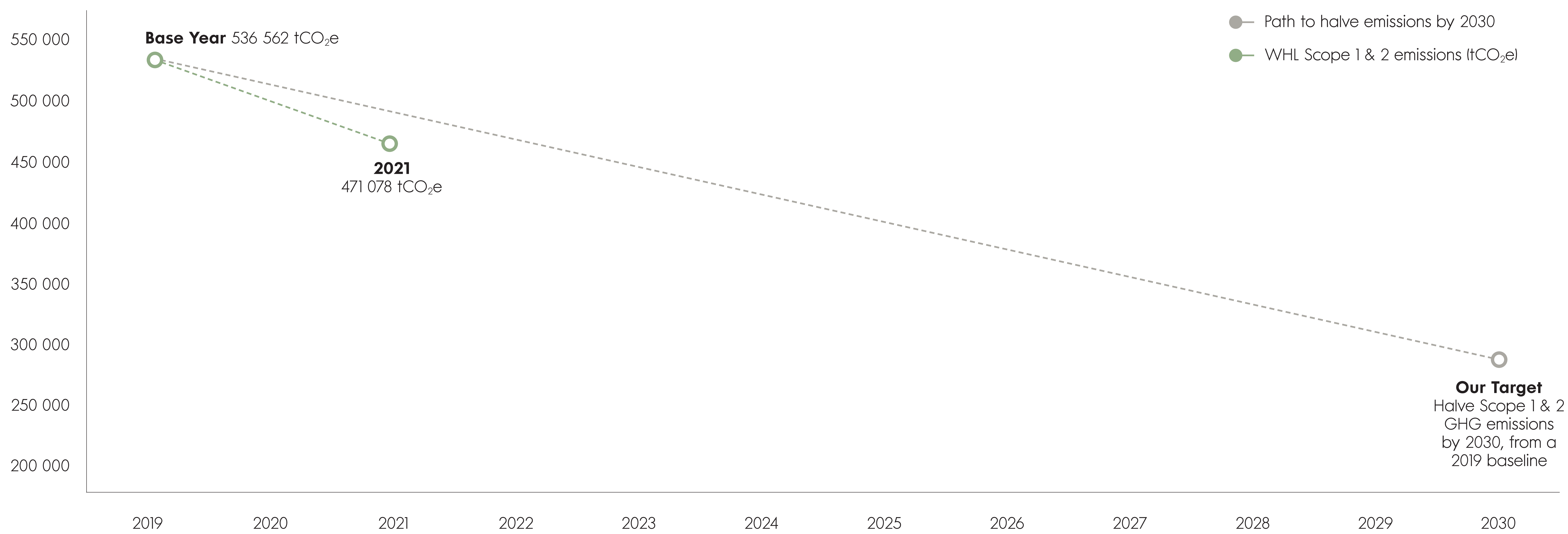
YEAR-ON-YEAR TRACKING OF CARBON EMISSIONS INTENSITY PER GLA (SCOPE 1 AND 2 tCO_2e/GLA, INCLUDING NON-TRADING)



We continue to track our Scope 1 and 2 emissions intensity year-on-year from 2014*. Our 2021 emissions intensity decreased by 19% for Scope 1 and Scope 2 compared to 2014, and by 2% compared to 2020.

* 2014 is the earliest point at which WHL has had reliable and comprehensive data across all operating entities: Woolworths South Africa, Country Road Group and David Jones.

TRACKING WHL SCOPE 1 AND 2 CARBON EMISSIONS AGAINST THE SBTi TRAJECTORY



Based on our SBTi forecasted trajectory, our 2021 Scope 1 and 2 emissions should have been 8% below the base year of 2019. However, our Scope 1 and 2 emissions were actually 12% below the base year of 2019. This puts us 4% ahead of the SBTi projection as at 2021.

We anticipate that the rate of reduction in our annual Scope 1 and 2 carbon emissions will vary year-on-year based upon various factors, such as loadshedding in South Africa and the energy market regime in the areas in which we operate.

WHL SCOPE 1 EMISSIONS

- Woolworths South Africa: **97.76%**
- David Jones: **2.23%**
- Country Road Group: **0.01%**

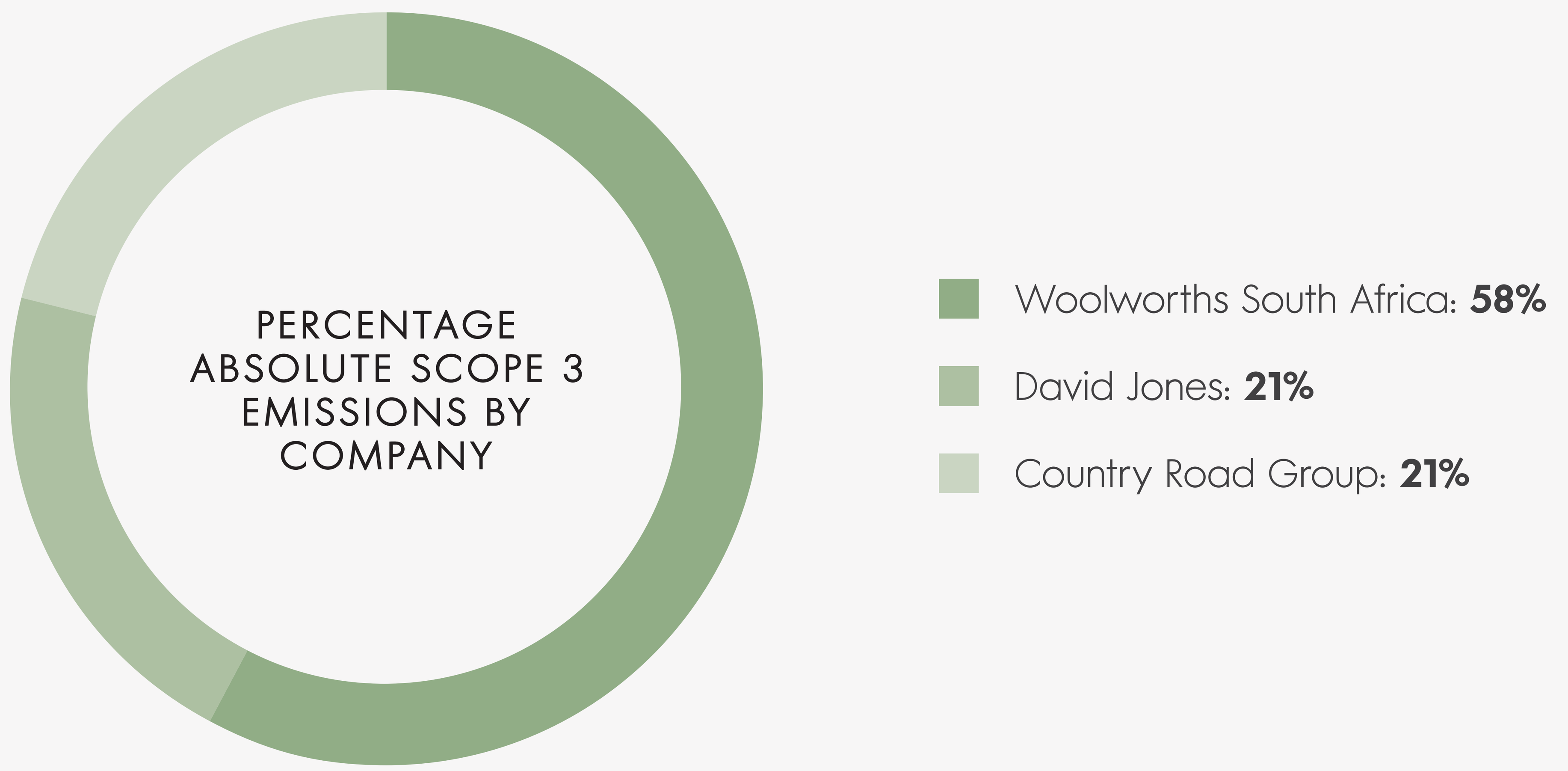
- Woolworths South Africa: **46 038**
- David Jones: **1 050**
- Country Road Group: **6**

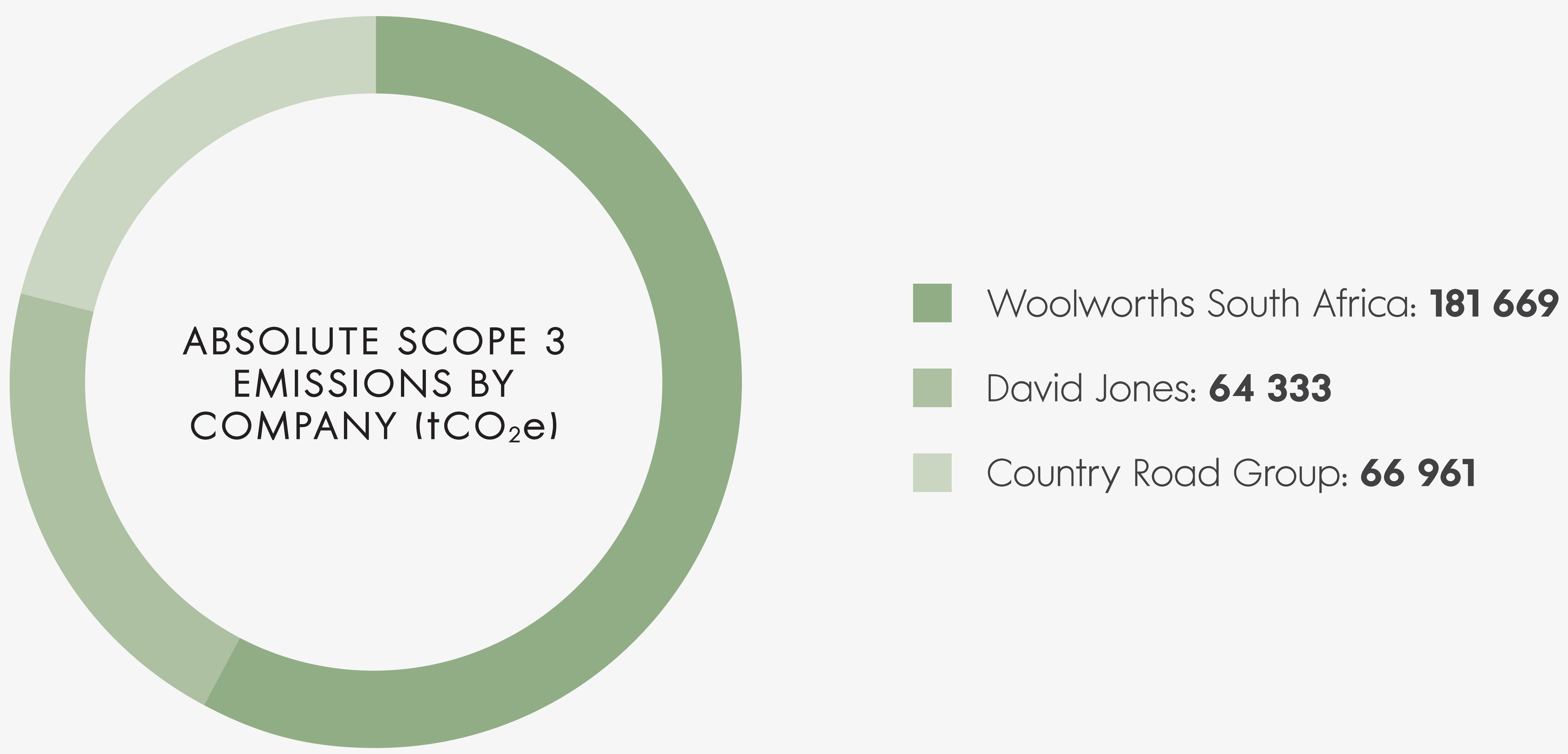
WHL SCOPE 2 EMISSIONS

- Woolworths South Africa: **85%**
- David Jones: **14%**
- Country Road Group: **1%**

- Woolworths South Africa: **358 839**
- David Jones: **58 908**
- Country Road Group: **6 237**

WHL SCOPE 3 EMISSIONS





SUMMARY WHL EMISSIONS YEAR-ON-YEAR

Financial year	2021 Tonnes CO_2e	2020 Tonnes CO_2e	2019 Tonnes CO_2e
SCOPE 1*			
Stationary fuel emissions (diesel, petrol, LPG and natural gas)	5 319	6 286	5 042
Fugitive emissions	40 685	41 955	42 730
Mobile fuel emissions	1 090	1 343	1 705
Total	47 094	49 584	49 477
SCOPE 2**			
Purchased electricity	423 984	448 368	487 084
Total	423 984	448 368	487 084
SCOPE 3***			
Purchased goods and services	30 719	7 469	8 817
Capital goods	20 634	34 692[1]	NR
Fuel- and energy-related activities (T&D losses)	49 843	45 738	49 500
Upstream transportation and distribution	160 233	156 001[2]	56 830
Waste generated in operations	3 226	4 327	5 423
Business travel	627	7 231	14 402
Employee commuting (+working from home)	47 681	48 739	23 624
Downstream transportation and distribution	N/A	N/A	N/A
Upstream leased assets	-	64	N/A
Total	312 963	304 261	158 596
OUTSIDE OF SCOPES (NON-KYOTO)	17 586	18 633	26 408
WHL TOTAL	**801 627**	**820 846**	**721 565**

* Emissions from sources owned and controlled by WHL (generators, refrigeration, and air-conditioning units)
** Emissions associated with the consumption of purchased electricity
*** Emissions from sources not directly owned by WHL, excluding electricity
NR – Not reported
N/A – Not applicable
[1] Restated figure – emissions were estimated using spend on capital goods acquired in the reporting year, emissions were previously estimated using total value of capital goods
[2] Restated figure to include online deliveries (previously reported under category 9)

ACTIVITY INCLUSIONS/EXCLUSIONS

Based on the organisational boundary identified for WHL, the operational limits within this boundary determine which activities to report emissions on. These activities are then classified using three Scopes (1, 2 and 3). Having chosen an approach that accounts for 100% of GHG emissions attributable to the operations over which WHL exercises control, the following items are either included or excluded in the footprint.

ACTIVITY	INCLUSION	EXCLUSION	REASON FOR EXCLUSION
SCOPE 1 EMISSIONS INCLUDED/EXCLUDED IN ORGANISATIONAL BOUNDARY			
Stationary fuel	Backup generators and boilers for WSA	CRG emissions from backup generators	Data not available
Mobile fuel	WSA-owned vehicles	CRG-owned vehicles	Data not available
Fugitive emissions	Air conditioning, refrigerant gases and fire suppressant refills for WSA and DJ	Refrigerant gases from WSA international stores and CRG facilities	Data not available
SCOPE 2 EMISSIONS INCLUDED/EXCLUDED IN ORGANISATIONAL BOUNDARY			
Purchased electricity	WSA South Africa, WSA international, DJ as well as CRG stores	None	–

ACTIVITY	INCLUSION	EXCLUSION	REASON FOR EXCLUSION
SCOPE 3 EMISSIONS INCLUDED/EXCLUDED IN ORGANISATIONAL BOUNDARY			
Purchased goods and services	Relevant* – partially reported: paper, water, plastic bags, transit cartons	Supplier data for purchased goods and services	Evaluated but not verified for the carbon footprint report. This data has been extrapolated using tools available for science-based setting but does not form part of this carbon footprint
		CRG and DJ water	Data not available
Capital goods	Relevant*	All data not reported	Evaluated but not verified for the carbon footprint report. This data has been extrapolated using tools available for science-based setting but does not form part of this carbon footprint
Fuel- and energy-related activities	Relevant* – partially reported: electricity and T&D losses for WSA, DJ, CRG	Piped natural gas T&D losses for DJ	Data not available
Upstream transportation and distribution	Relevant* – partially reported: third-party distribution	• Independent supplier to distribution centre transportation • Imports and exports • Outbound • WSA third-party courier services for online distribution • CRG and DJ third-party courier for online	Evaluated but not verified for the carbon footprint report. This data has been extrapolated using tools available for science-based setting but does not form part of this carbon footprint
Waste generated in operations	Relevant* – partially reported: waste to landfill, recycling, organic waste	Waste data for stores	Waste from stores is either collected or sent back to distribution centres via reverse logistics, or collected by the facility owners where stores are located
		Waste data for 10 of the 16 warehouses and stockrooms	The waste generated at these facilities is consolidated by the landlords
Business travel	Relevant* – partially reported: overnight accommodation, rental cars, business travel (air)		
Employee commuting	Relevant* – partially reported: WSA employee commuting, CRG and DJ employee commuting		
Upstream leased assets	Not relevant		Not relevant
Downstream transportation and distribution	Not relevant		Third-party online deliveries included under category 4
Processing of sold products	Relevant, not reported		Not calculated
Use of sold products	Relevant, not reported		Not calculated
End-of-life treatment of sold products	Relevant, not reported		Not calculated
Downstream leased assets	Not relevant		Not relevant
Franchises	Not relevant		Not calculated
Investments	Relevant[1], not reported	WSA is in a joint venture with WFS	Not calculated

[1] WFS is operated jointly with Absa Group Limited and provides a suite of financial products to WSA customers, including the WSA store card, credit card, and personal loans. Financial services hubs are located in 39 WSA stores, where credit card applications can be processed, and which offer instant customer service (WHL 2019).
* Due to the nature of our business and operational control approach followed.

To find out more about what we're doing, visit

WOOLWORTHSHOLDINGS.CO.ZA

For company-specific information, visit

woolworths.co.za

countryroadgroup.com.au

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davidjones.com

We appreciate any feedback on our Good Business Journey Report. Please contact ***GoodBusinessJourney@woolworths.co.za***