

WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2025 ASSURANCE CRITERIA

START

GOOD BUSINESS JOURNEY KPI CRITERIA

THE CRITERIA AGAINST WHICH THE ASSURED KPIs WERE MEASURED
IN THE 2025 GOOD BUSINESS JOURNEY REPORT ARE AS FOLLOWS:

WATER

- **Water usage at administration buildings:** Total water usage (in kilolitres) of the South African head office campus, divisional offices, and a learning centre for the 52-week period ended 29 June 2025. During the reporting year, 82% of total consumption was measured through the metering online system, and the remaining 18% was based on calculated estimates.
- **Water usage at distribution centres:** Total water usage (in kilolitres) of the South African distribution centres for the 52-week period ended 29 June 2025. During the reporting year, 83% of total consumption was measured through the metering online system, and the remaining 13% was based on calculated estimates.
- **Water usage at stores:** Total water usage (in kilolitres) of the South African corporate stores for the 52-week period ended 29 June 2025. During the reporting year, 87% of total consumption was measured through the metering online system, and the remaining 13% was based on calculated estimates.

ELECTRICITY USAGE INTENSITY PER SQUARE METRE OF GENERAL LETTING AREA FOR WOOLWORTHS CORPORATE STORES

The annual energy consumption per square metre of general letting area on a like-for-like basis for Woolworths South Africa corporate stores using the metering online system. The intensity is calculated in kWh/m²/annum as the sum of like-for-like energy consumption for the period divided by the sum of like-for-like gross leasable area (GLA) for the period. Like-for-like means that there have been no format changes, no changes larger than 10% in GLA, and no known metering problems, and that at least 80% of the consumption data is measured through Woolworths’ metering online system.

PERCENTAGE OF WOOLWORTHS PRIVATE LABEL FASHION, BEAUTY AND HOMEWARE (FBH) LOCALLY SOURCED

The total number of locally sourced FBH goods received note (GRN) units expressed as a percentage of total FBH GRN units (excluding non-Woolworths branded fashion, beauty, and homeware, and beauty services) as at 29 June 2025. Locally sourced refers to any product that is assembled in South Africa, for which raw materials were either locally produced or imported.

PERCENTAGE OF WOOLWORTHS FOOD PRIVATE LABEL PRODUCTS WITH A SUSTAINABILITY ATTRIBUTE AND OR AT LEAST TWO SUSTAINABILITY ATTRIBUTES

The percentage of Woolworths Food private label products (A) with a sustainability attribute (B) is defined as:

- (A) Woolworths Food private label products include the following: Woolworths private label products in long-life and perishables, and co-branded products (e.g. wine bearing the W logo).
- (B) A sustainability attribute is a product characteristic that contributes to minimising the social and/or environmental impacts of a Woolworths Food private label product at one or more stages of the value chain. Woolworths’ Food sustainability attributes are specifically defined according to Woolworths’ internally defined sustainability attributes list.

PERCENTAGE OF WOOLWORTHS’ PRIVATE LABEL FBH PRODUCTS WITH A SUSTAINABILITY ATTRIBUTE

The percentage of Woolworths FBH private label products (A) with a sustainability attribute (B) is defined as:

- (A) Woolworths FBH private label products include the following: All Fashion, Homeware, and Beauty private label products (excludes non-Woolworths branded products).
- (B) A sustainability attribute is defined as a product characteristic that contributes to minimising the social and/or environmental impacts of a Woolworths FBH private label product at one or more stages of the value chain. Woolworths FBH sustainability attributes are specifically defined according to the GBJ Attributes List. Sustainable commodities/detox/green factory/circularity.

PERCENTAGE OF SUPPLIER SITES MEETING SOCIAL AND ETHICAL COMPLIANCE REQUIREMENTS – FOOD

The percentage of primary supplier sites that have a valid compliance audit that conforms to the grading requirements as laid out in the Ethical Audit Protocol. A supplier site includes primary suppliers only. A valid audit is one that is graded as Bronze, Silver or Gold as per the grading table contained in the Ethical Audit Protocol, and whose audit renewal date is within the stipulated grace period. Any supplier site that is prohibited will not be considered as socially and ethically compliant.

PERCENTAGE OF SUPPLIER SITES MEETING SOCIAL AND ETHICAL COMPLIANCE REQUIREMENTS – FBH

The percentage of approved supplier sites that have a valid compliance audit that conforms to the grading requirements as laid out in the FBH Social and Ethical Compliance Protocol. A supplier site is regarded as the point of manufacture. A valid audit is one that is graded as Bronze, Silver or Gold as per the grading table contained in the FBH Social and Ethical Compliance Protocol, and whose audit renewal date is within the stipulated grace period. Any supplier site that is prohibited will not be considered as socially and ethically compliant.

PERCENTAGE OF SUPPLIER SITES MEETING SOCIAL AND ETHICAL COMPLIANCE REQUIREMENTS – COUNTRY ROAD GROUP

The percentage of Country Road Group supplier sites that are active and meet our Approved Factory Programme requirements to have approved or conditionally approved buying statuses. A supplier site includes only Tier 1 factory sites.

PERCENTAGE OF PROGRESS BY WOOLWORTHS PRIVATE LABEL FBH SUPPLIERS IN ELIMINATING HAZARDOUS CHEMICALS

The percentage of FBH private label product units bought from OEKO-TEX or Bluesign compliant mills. This excludes products with no textile material and footwear that is not entirely made up of textile.

PERCENTAGE OF WOOLWORTHS’ PRIVATE LABEL COFFEE RESPONSIBLY SOURCED

The percentage of Woolworths private label coffee (whole beans, ground beans, and 100% agglomerated soluble coffee) bought (in kg) from primary suppliers from a responsible sourcing programme that we are actively investing in or produced according to a globally recognised sustainability standard/programme.

PERCENTAGE OF WOOLWORTHS RESPONSIBLY SOURCED TIMBER

The percentage of timber used in homewares and general merchandise sourced through a globally recognised ethical and sustainable forest management programme (e.g. FSCI). Responsibly sourced timber refers to legally harvested and sourced timber from ethically and sustainably managed forests.

All timber to be responsibly sourced, however, to be included in this calculation, the timber needs to comprise a substantial (>10%) and identifiable component of the final product (e.g. wooden body of chopping board, excludes lid on a canister).

GBJ SAVINGS

Estimated and actual allowances, rebates, and cost savings during the 2025 financial year based on the implementation of projects that are a direct or indirect result of Good Business Journey (GBJ) related initiatives.

- **Electricity-efficiency improvements (stores and administration buildings):**
The saving in electricity consumption between the 2024 and 2025 financial years in South African corporate stores and administration buildings on a like-for-like basis. The saving is calculated monthly, based on the reduction in electricity usage for that month (comparing the months in 2024 and 2025) multiplied by the 2025 effective rate for that month (based on tariffs). Like-for-like means that there have been no format changes, no changes larger than 10% in gross leasable area (GLA), and no known metering problems, and that at least 80% is measured through Woolworths’ metering online system.
- **Section 12L tax rebate:**
The tax allowance claimed under Section 12L of the Income Tax Act, No 58 of 1962 (Income Tax Act) for the implementation of energy-efficiency initiatives in South African corporate stores for the 2025 financial year, certified by the South African National Energy Development Institute (SANEDI). The savings are calculated by multiplying the tax allowance by the company tax rate of 28%.
- **Energy, water, and sewerage recoveries:**
The rand value excluding VAT of recoveries of incorrect billings by landlords of Woolworths South Africa corporate stores during the 2025 financial year, as well as tariff recoveries on electricity resulting from a more favourable tariff being identified to be billed at by landlords of Woolworths South Africa corporate stores during the 2025 financial year. Tariff savings are calculated by taking the difference in tariff (old tariff – new favourable tariff) multiplied by the last 12 months’ electricity consumption. Utility billing data may be used to calculate savings when check-metering data is unavailable or inaccurate, even if the billing periods do not align precisely with our financial reporting period (as Woolworths has no control over the utility reading dates). In this regard, Woolworths accounts for the net value of the recoveries in the year in which it is received, regardless of the reporting period(s) it relates to.
- **Costs saved due to improved efficiency in diesel consumption:**
The costs saved from reduced diesel consumption are calculated by taking the 2025 financial year’s cost of diesel incurred less the 2024 financial year’s diesel consumed, multiplied by the 2024 financial year’s average number of litres per distribution unit (DU). This information is captured for Gauteng (Midrand), KZN (Maxmead), the Western Cape (Montague Gardens and Racecourse Gardens), the Eastern Cape, and the rest of southern Africa.
- **International carton reuse at Distribution Centres:**
The costs saved due to the reuse of import cartons for distribution to stores during the 2025 financial year. The costs saved are calculated by subtracting the total number of cartons bought from the total number of cartons coming into the distribution centres and multiplying that by the average price per carton. Costs saved are based on carton reuse at Racecourse Gardens, Montague Gardens, and Country Road/Bowline.
- **Waste recycling rebates:**
The rand value of the amount paid by third-party service providers to Woolworths for recyclable waste sold to them by the distribution centres during the 2025 financial year. This waste may include cardboard, plastic, paper, ceramics, glass, and metals.

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

For company-specific information, visit

 Country Road | Mimco | Trenery | Politix | Witchery

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