

WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2025 KEY SUSTAINABILITY INDICATORS

START

FIVE-YEAR PERFORMANCE SUMMARY OF KEY SUSTAINABILITY INDICATORS

Key Performance Indicator	Boundary	Focus Area	2025 Target	Performance Against Target	Year-on-Year Change (2025 vs 2024)	2025	2024	2023	2022	2021	2020	Assurance Coverage in 2025
Revenue (R billion)	WHL		NR	N/A	▲	80	77	88	82	81	74	FS
Return on equity	WHL		NR	N/A	▼	22.3%	28.6%	39.9%	36.3%	44.6%	18.0%	FS
Adjusted headline earnings per share (cents)	WHL		NR	N/A	▼	306.6	391.3	516.8	380.9	346.6	170.3	FS
Annual GBJ savings	WSA		NR	N/A	▲	R558m	R493m	R411m	R362m	R370m	R298m	MA
Number of employees (headcount)	WHL	People	NR	N/A	▲	40 168	38 623	38 732	44 129	44 708	44 863	MO
Training spend	WHL		NR	N/A	▼	R148.5m	R210m	R207m	R169.1m	R83m	R147m	MO
B-BBEE score	WSA		NR	N/A	▬	Level 4	Level 4	Level 5	Level 5	Level 6	Level 6	BEE
Contribution to communities	WHL	Social Development	NR	N/A	▲	R981m	R973m	R1 031m	R995m	R918m	R854m	MO
% of private label products locally sourced	WSA FBH	Ethical Sourcing	34%	●●●●	▲	34%	33%	33%	31%	29%	29%	MA
% of private label products locally sourced	CRG		NR	N/A	N/A	2%	0.47%	0.5%	NR	NR	NR	MO
% of palm oil responsibly sourced ^v	WSA Food		100%	●●●●	▬	100%	100%	100%	100%	97%	94%	MO
% of palm oil responsibly sourced ^v	WSA FBH		75%	●●●●	▲	80%	70.3%	69%	70%	70%	NR	MO
% of cocoa responsibly sourced ^v	WSA		100%	●●●●	▬	100%	100%	100%	100%	100%	98%	MO
% of soya responsibly sourced ^v	WSA		NR	N/A	N/A	NR	NR	Baseline established and roadmap completed		NR	NR	MO
% of coffee responsibly sourced ^v	WSA		94%	●●●●	▲	97%	94.2%	75%	92%	NR	NR	MA
% of seafood responsibly sourced ^v	WSA		98%	●●●●	▼	98.91%	98.98%	99%	99%	98%	NR	MO
% of cotton responsibly sourced ^v	WSA		100%	●●●○	▲	99.5%	99%	100%	100%	98%	92%	MO
% of man-made cellulosic fibres responsibly sourced ^v	WSA		99%	●●●○	▲	97.7%	92%	95%	96%	75%	NR	MO
% of timber responsibly sourced ^v	WSA		100%	●●●○	▼	98%	100%	100%	98%	90%	NR	MA

[illegible]

KEY PERFORMANCE INDICATOR	BOUNDARY	FOCUS AREA	2025 TARGET	PERFORMANCE AGAINST TARGET	YEAR-ON-YEAR CHANGE (2025 VS 2024)	2025	2024	2023	2022	2021	2020	ASSURANCE COVERAGE IN 2025
% of packaging that is reusable or recyclable ^v	WSA Food	Packaging and Waste	98%	●●●●	▼	98%	99%	98%	98%	97%	NR	MO
% of packaging that is reusable or recyclable	WSA FBH		NR	N/A	▼	93%	94%	50%	Baseline in progress	Work commenced on the establishment of baseline	NR	MO
% Food loss and waste as a percentage of all surplus food redistributed	WSA		NR	N/A	=	3.2%	3.2%	2.7%	Baseline established and reported		NR	MO
% of product that has been designed to be reused, repaired, repurposed or recycled ^v	WHL		NR	N/A	N/A	Work to establish baselines, roadmap, and targets commenced in 2022-2024 and continued in 2025				NR	NR	MO
% of product that contains at least one renewed, reused or recycled material input ^v	WHL		NR	N/A	N/A	Work to establish baselines and targets commenced in 2022-2024 and continued in 2025				NR	NR	MO
Water use (kl)	WSA	Water	NR	N/A	▲	679 078	642 436	653 379	615 789	555 175	571 581	MA
Electricity use (MWh)	WHL	Energy and Climate Change	NR	N/A	▼	338 839 ¹	403 717	501 502	406 872	431 054	469 124	GCX
Total Scope 1 emissions (tCO ₂ e)	WHL		NR	N/A	▼	48 297	57 227	73 311	56 515	47 094	49 584	GCX
Total Scope 2 emissions (tCO ₂ e)	WHL		NR	N/A	▼	303 333 ²	317 674	357 119	393 701	423 984	448 368	GCX
Total Scope 3 emissions ⁴ (tCO ₂ e)	WHL		NR	N/A	N/A	NR	4 611 335	4 367 981	433 336	312 963	304 261	GCX
Scope 1 and 2 emissions	WHL		NR	N/A	▼	351 630 ²	374 901	430 430	450 240	471 079	536 562	GCX
% change in Scope 1 and 2 carbon emissions ³	WHL		NR	N/A	▼	−34% ²	−30%	−20%	−16%	−12%	−7%	MO
Renewable energy self-generated and consumed (MWh)	WHL		NR	N/A	▲	2 444	2 024	1 498	11 617	2 762	2 841	GCX
% of electricity sourced from renewable sources ^v	WHL		NR	N/A	=	3%	3%	6%	3%	0.64%	0.61%	MO

1 This figure includes grid and renewable electricity used.

2 Location-based.

3 This figure is affected by David Jones emissions which were included in the the 2019 baseline.

4 The 2024 and 2023 Scope 3 emissions were restated to reflect the expanded reporting boundaries.

KEY

- NR** Not reported publicly
- N/A** Not applicable
- V** Vision 2025+ goal (refer to the KPI definitions for KPIs with reported data in 2025).
- ▲ Increase from previous year (positive)
- ▼ Decrease from previous year (positive)
- Same as previous year
- ▲ Increase from previous year (negative)
- ▼ Decrease from previous year (negative)

PROGRESS KEY

- **NEEDS FOCUS:**
limited progress requiring support
- **PROGRESSING:**
some progress made, but not at the expected pace
- **ON TRACK:**
progress aligned with expectations
- **ACHIEVED:**
target fully met or exceeded

ASSURANCE COVERAGE IN 2025

- FS** Financial information extracted from the audited 2025 Annual Financial Statements
- MA** Included in ERM’s moderate assurance engagement scope
- MO** Management and Board oversight of sustainability scorecard reporting
- BEE** Included in the B-BBEE scorecard verification
- GCX** Included in GCX’s limited level verification of the greenhouse gas emissions inventory (carbon footprint)



VISION 2025⁺

KPI DEFINITIONS

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

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 SEAFOOD RESPONSIBLY SOURCED

Percentage of all Woolworths private label seafood produced to a globally recognised certification scheme, seafood guide or improvement programme (e.g. Woolworths F-SASSI and Seafood Watch) seafood guide or participating in a recognised improvement project (e.g., Woolworths www.fisheryprogress.org, MSC ITM Woolworths F, and SFPI). 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 CELLULOSIC FIBRES RESPONSIBLY SOURCED

Percentage of man-made cellulosic 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 manmade 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 a 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 primary and secondary 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

	2025			2024 ¹			2023		
TRADING COMPANY	PERMANENT HEADCOUNT ²	TEMPORARY HEADCOUNT ³	TOTAL HEADCOUNT	PERMANENT HEADCOUNT ²	TEMPORARY HEADCOUNT ³	TOTAL HEADCOUNT	PERMANENT HEADCOUNT ²	TEMPORARY HEADCOUNT ³	TOTAL HEADCOUNT
Rest of Africa	1 707	108	1 815	1 578	129	1 707	1 526	117	1 643
SOUTH AFRICA	32 507	645	33 152	30 398	272	30 670	30 669	363	31 032
WSA TOTAL	34 214	753	34 967	31 976	401	32 377	32 195	480	32 675
CRG	2 360	2 841	5 201	2 962	2 641	5 603	2 842	3 215	6 057
WHL TOTAL	34 760	5 408	40 168	32 619	5 361	37 980	35 037	3 695	38 732

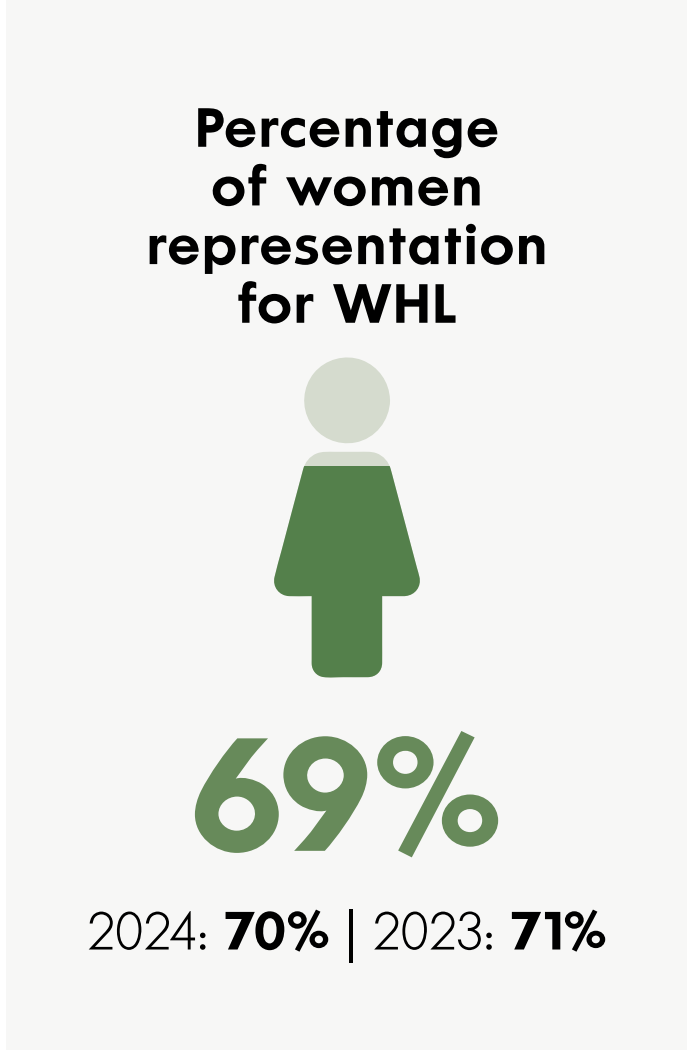
1 2024 figures exclude Absolute Pets headcount of 643.
2 Permanent headcount – Permanent employees, including limited-period employees (LPE) with service duration of more than one year.
3 Temporary headcount – Limited period employees (LPE) with service duration of less than one year.

GROUP EMPLOYEES BY GENDER

	2025		2024		2023	
TRADING COMPANY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WSA	12 036	22 931	10 851	21 526	10 873	21 802
CRG	551	4 650	643	4 960	699	5 358
WHL	12 587	27 581	11 494	26 486	11 572	27 160

PERCENTAGE OF WOMEN REPRESENTATION – GROUP

WHL	2025	2024	2023
Top Management	38%	42%	42%
Senior Management	46%	46%	46%
Middle Management	59%	58%	59%
Junior Management	64%	65%	63%
Semi-skilled	72%	73%	73%
Unskilled	50%	51%	63%

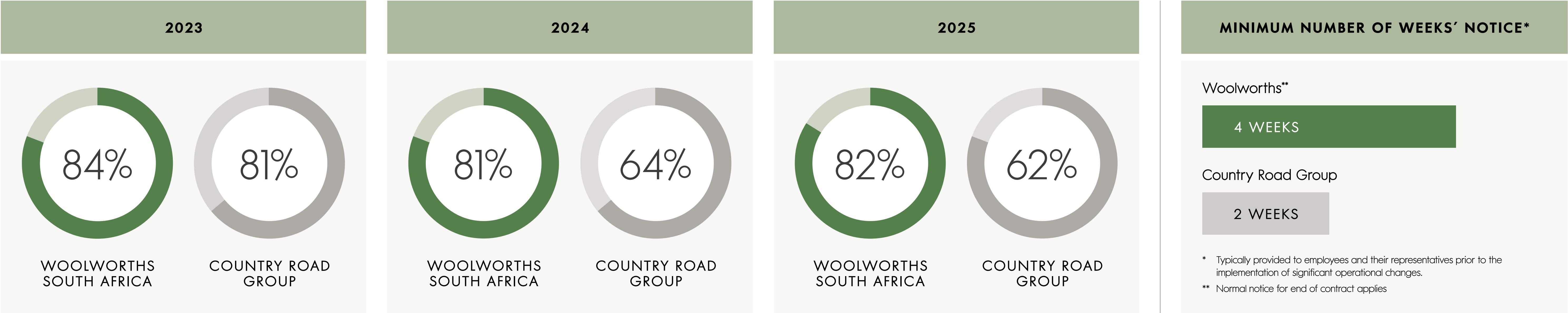


GROUP LABOUR TURNOVER

	2025			2024 ¹			2023		
TRADING COMPANY	AVERAGE PERMANENT HEADCOUNT ²	SUM OF TERMINATIONS ³	LABOUR TURNOVER RATE ⁴	AVERAGE PERMANENT HEADCOUNT ²	SUM OF TERMINATIONS ³	LABOUR TURNOVER RATE ⁴	AVERAGE PERMANENT HEADCOUNT ²	SUM OF TERMINATIONS ³	LABOUR TURNOVER RATE ⁴
AFRICA (countries outside of South Africa)	1 637	181	11%	1 544	209	13.5%	1 477	198	13.4%
SOUTH AFRICA	31 569	5 660	18%	30 552	5 586	18.3%	30 265	5 379	17.8%
WSA TOTAL	33 206	5 841	18%	32 095	5 795	18.1%	31 742	5 577	17.6%
CRG	3 106	977	32%	3 570	777	21.8%	2 890	597	20.7%
WHL TOTAL	36 312	6 818	19%	35 665	6 572	18.4%	34 632	6 174	17.8%

1 2024 figures exclude Absolute Pets headcount of 643.
2 Average permanent headcount = Sum of permanent headcount over a period of 12 months divided by 12.
3 Sum of terminations = Sum of permanent headcount who were terminated over a period of 12 months.
4 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



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 complies 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, No 75 of 1997 (Basic Conditions of Employment Act), Sectoral Determination 9: Wholesale and Retail Sector. Minimum national wage is also protected by the National Minimum Wage Act, No 9 of 2018 (Minimum Wage Act). 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. 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 3 942 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 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 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 2025.

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 to preserve employment; however, continued breaches may result in contract termination.

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.

GROUP TRANSFORMATION DATA

EMPLOYMENT EQUITY

In South Africa, we are required to comply with the Employment Equity Act, No 55 of 1998, 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 96.2% (2024: 96.6%) of total Woolworths employees, of whom 71% (2024: 69.6%) are in management (middle to top management) positions. Women represent 66% (2024: 64.9%) of HDSA employees.

EMPLOYMENT EQUITY PROFILE FOR WOOLWORTHS SA¹

¹ Figures do not include Absolute Pets.

BREAKDOWN OF EMPLOYEES BY RACE						
	2025		2024		2023	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
African	7 556	15 622	6 840	14 816	6 710	14 862
Coloured	2 744	4 541	2 573	4 480	2 678	4 660
Indian	316	561	326	595	368	638
White	394	540	392	550	419	582
Foreign National	62	91	41	57	42	73
Sub-total	11 072	21 355	10 172	20 498	10 217	20 815
Total	32 427		30 670		31 032	

% BREAKDOWN OF EMPLOYEES BY RACE						
	2025		2024		2023	
	%MALE	%FEMALE	%MALE	%FEMALE	%MALE	%FEMALE
African	23.3%	48.2%	22.3%	48%	21.6%	48%
Coloured	8.5%	14%	8.4%	15%	8.6%	15%
Indian	1%	1.7%	1.1%	2%	1.2%	2%
White	1.2%	1.7%	1.3%	2%	1.4%	2%
Foreign National	0.2%	0.3%	0.1%	0.2%	0.1%	0.2%

GROUP TRANSFORMATION DATA

EMPLOYMENT EQUITY PROFILE FOR WOOLWORTHS SA

% HISTORICALLY DISADVANTAGED SOUTH AFRICANS ACROSS OCCUPATIONAL LEVEL						
	2025		2024		2023	
OCCUPATIONAL LEVEL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Top Management	31%	23%	18%	36%	18%	36%
Senior Management	30%	20%	29%	20%	28%	20%
Middle Management	32%	40%	32%	39%	32%	38%
Junior Management	39%	55%	39%	55%	39%	53%
Semi-Skilled and Unskilled	31%	68%	30%	69%	30%	69%

TRAINING AND DEVELOPMENT			
	2025	2024	2023
TRAINING AND SKILLS DEVELOPMENT SPEND			
Total (R million)	128.47	168.30	160.50
Average spend per employee (R)	8 816	5 138	4 926
Percentage spend to black employees	99%	97%	97%
Number of learning interventions	109 108	112 535	185 127
TRAINING BENEFICIARIES			
Number of employees trained (includes employees that have since left the business)	30 473	32 753	32 574
Number of black employees trained	29 569	31 815	31 754
Number of female employees trained	20 056	21 716	21 778
LEARNERSHIP BENEFICIARIES			
Total number of leaners	1 750	2 237	2 287
Total number of black learners	1 746	2 220	2 264
Total number of disability learners	99	225	53
Total number of unemployed learners	346	373	326
Total number of unemployed absorbed	61	71	0
TRANSFORMATION			
B-BBEE Skills Development Score	13.27	14.89	10.15

TRAINING AND DEVELOPMENT BY GENDER						
	2025		2024		2023	
TRAINING AND SKILLS DEVELOPMENT SPEND	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Total (R million)	47.79	78.08	54.10	114.20	50.30	110.20
Average spend per employee (R)	4 850	3 966	4 902	5 258	4 655	5 060
Percentage spend to black employees	99%	99%	97%	96%	97%	97%
Number of learning interventions	36 912	72 196	38 697	73 838	56 002	129 125
TRAINING BENEFICIARIES						
Number of employees trained (includes employees that have since left the business)	10 417	20 056	11 037	21 716	10 796	21 778
Number of black employees trained	10 031	19 538	10 655	21 160	10 470	21 284
LEARNERSHIP BENEFICIARIES						
Total number of leaners	700	1 050	693	1 544	656	1 631
Total number of black learners	699	1047	687	1 533	645	1 619
Total number of disability learners	83	16	65	160	23	30
Total number of unemployed learners	286	60	135	238	72	254
Total number of unemployed absorbed	48	13	14	57	0	0

WHL CARBON FOOTPRINT OVERVIEW

ORGANISATIONAL BOUNDARY	
ORGANISATIONAL ENTITY:	WOOLWORTHS HOLDINGS LIMITED
REPORTING PERIOD:	1 JULY 2024–30 JUNE 2025 (FY25)
METHODOLOGY:	GREENHOUSE GAS PROTOCOL CORPORATE ACCOUNTING AND REPORTING STANDARD (REVISED)
ORGANISATIONAL BOUNDARY:	OPERATIONAL CONTROL
BASE YEAR:	2019
NUMBER OF FULL-TIME EMPLOYEES:	37 714
GENERAL LETTING AREA:	1 519 599m ²
TRADING AREA:	816 124m ²
TURNOVER (R MILLION):	79 537
VERIFICATION:	THIRD-PARTY VERIFICATION

OPERATIONAL BOUNDARY
Using the operational boundary method, the WHL carbon footprint is calculated for facilities across 13 countries, although the bulk of the stores are located in South Africa and Australia. WOOLWORTHS: Botswana, eSwatini, Kenya, Lesotho, Mauritius, Mozambique, Namibia, South Africa, Tanzania, Uganda, Zambia COUNTRY ROAD GROUP: Australia, New Zealand and South Africa

FACILITIES COVERED				
BUSINESS	STORES	DISTRIBUTION CENTRES	CORPORATE BUILDINGS	GENERAL LETTING AREA (INCLUDING NON-TRADING)
WOOLWORTHS	696	14	9	1 399 661 m ²
COUNTRY ROAD GROUP	270	1	1	119 938 m ²

SUMMARY WHL EMISSIONS YEAR-ON-YEAR ¹			
	2025 Tonnes (CO2e)	2024 Tonnes (CO2e)	2023 Tonnes (CO2e)
SCOPE 1			
Stationary fuel emissions (diesel, petrol, LPG, and natural gas)	2 894	16 492	30 339
Fugitive gases	43 899	39 252	41 629
Mobile fuel emissions	1 504	1 483	1 343
TOTAL	48 297	57 227	73 311
SCOPE 2 (LOCATION-BASED)			
Purchased grid electricity	303 333	317 674	357 119
TOTAL	303 333	317 674	357 119
SCOPE 3			
Purchased goods & services		4 034 010	3 813 514
Capital goods		119 060	79 015
Fuel and energy-related activities (T&D losses)		88 649	91 091
Upstream transportation and distribution		115 149	110 958
Waste generation in operations		2 422	3 299
Business travel		7 652	8 086
Employee commuting (+ working from home)		25 204	24 379
Use of sold products		9 105	15 285
End-of-life treatment of sold products		209 431	221 668
Investments		653	685
TOTAL		4 611 335	4 367 980
Outside of scopes	12 326	12 358	17 239
WHL TOTAL	363 956	4 998 594	4 815 650

Due to the complexities and significant volumes of data required to calculate these emissions, and to ensure the accuracy and completeness of this disclosure, our Scope 3 emissions this year are reported a year in arrears using 2024 data. We have accordingly also restated our 2023 Scope 3 comparative data to reflect the expanded reporting boundaries.

¹ Totals may differ slightly due to rounding.

ACTIVITY INCLUSIONS/EXCLUSIONS

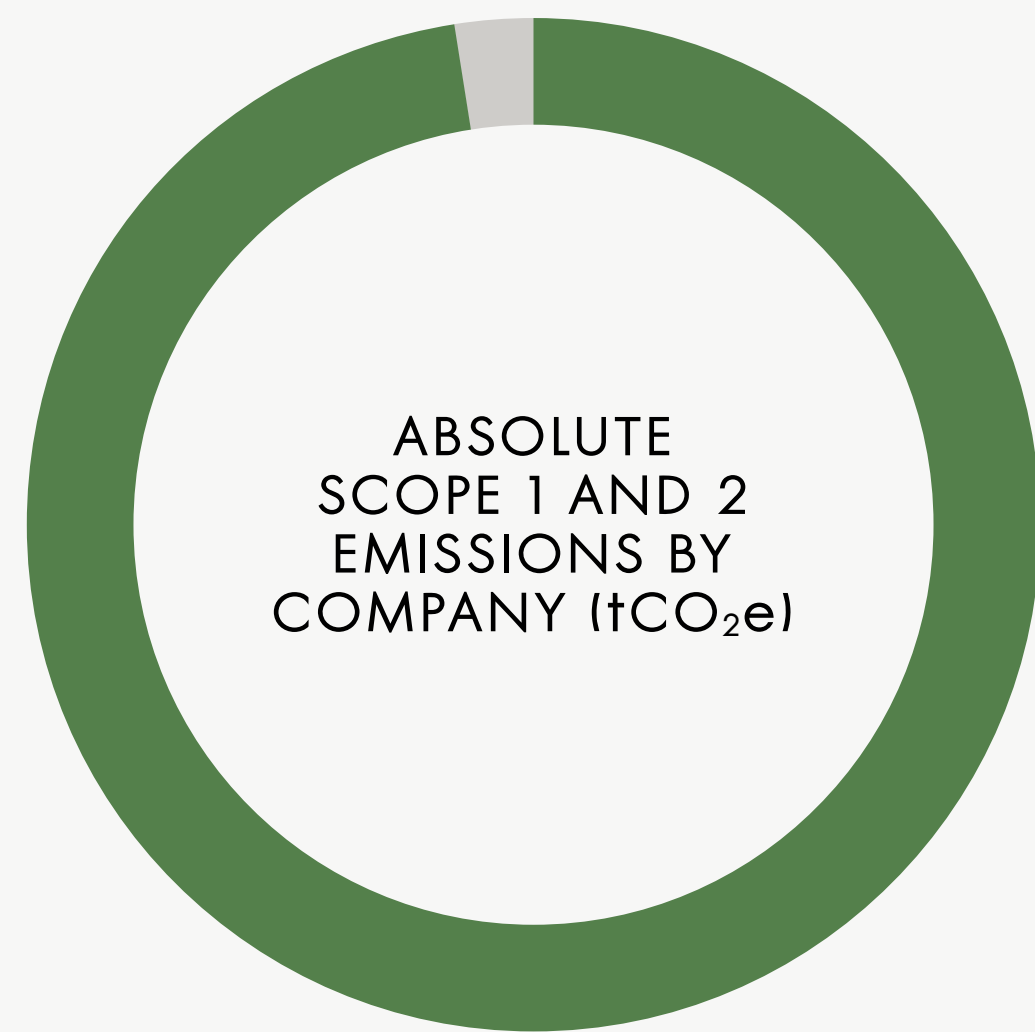
Based on the organisational boundary identified for WHL, the operational limits within this boundary determine which activities to report emissions on. These activities are then classified using three Scopes (1, 2, and 3). Having chosen an approach that accounts for 100% of GHG emissions attributable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

SCOPE 1 EMISSIONS INCLUDED/EXCLUDED IN ORGANISATIONAL BOUNDARY			
ACTIVITY	INCLUSION	EXCLUSION	REASON FOR EXCLUSION
Stationary fuel emissions	Backup generators and boilers for WSA	None	None
Fugitive gases	Air-conditioning, refrigerant gases, and fire suppressant refills for WSA	Refrigerant gases from WSA International stores	Data not available
Mobile fuel emissions	WSA-owned and CRG-owned vehicles	None	None

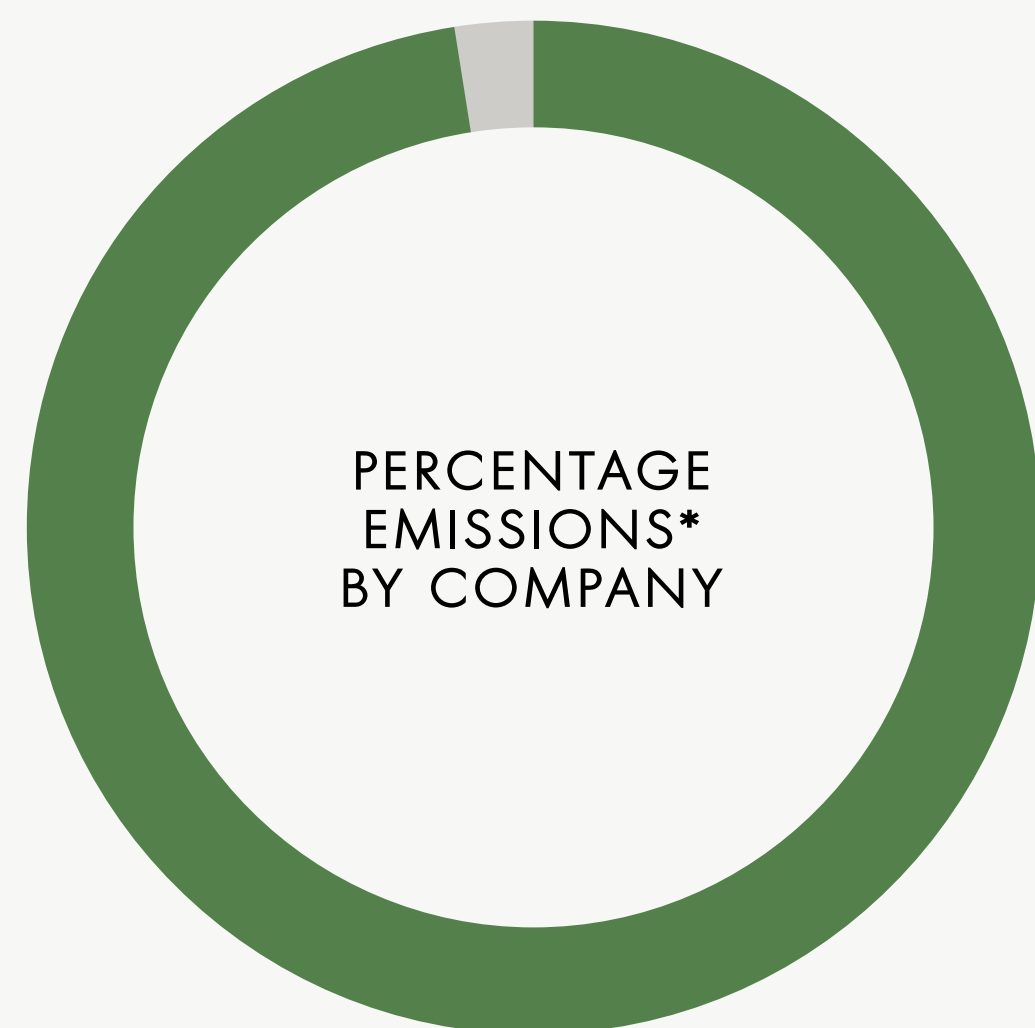
SCOPE 2 EMISSIONS INCLUDED/EXCLUDED IN ORGANISATIONAL BOUNDARY			
ACTIVITY	INCLUSION	EXCLUSION	REASON FOR EXCLUSION
Purchased electricity	WSA South Africa, WSA International, as well as CRG stores	Regional cross-docks and offices from WSA International	Data not available

SCOPE 3 EMISSIONS INCLUDED/EXCLUDED IN ORGANISATIONAL BOUNDARY			
ACTIVITY	EVALUATION STATUS	EXCLUSION	REASON FOR EXCLUSION
Purchased goods and services	Relevant and reported: WSA and CRG purchased trade goods, WSA water supply, WSA & CRG paper, packaging, WSA till slips, WSA and CRG bags	CRG water Till rolls for WSA International, CRG, and paper for WSA International	Data not available
Capital goods	Relevant and reported		
Fuel- and energy-related activities	Relevant and reported: electricity WTT, T&D losses WTT and Scope 1 fuel WTT for WSA and CRG		
Upstream transportation and distribution	Relevant and reported: third-party distribution • Independent supplier to distribution centre transportation • Imports and exports • Outbound • WSA third-party courier services for online distribution • CRG third-party courier for online distribution		
Waste generated in operations	Relevant and reported: waste to landfill, recycling, organic waste	Waste data for WSA International	Data not available
Business travel	Relevant and reported: overnight accommodation, rental cars, business travel (air), travel claims		
Employee commuting	Relevant and reported: WSA employee commuting, CRG employee commuting, WSA work from home		
Upstream leased assets	Not relevant		
Downstream transportation and distribution	Not relevant		Third-party online deliveries are included under category 4
Processing of sold products	Not relevant		
Use of sold products	Relevant and reported: lifetime electricity use of appliances sold		
End-of-life treatment of sold products	Relevant and reported: WSA-branded products and packaging	CRG sold products Third-party branded products	Data not available
Downstream leased assets	Not relevant		
Franchises	Not relevant		
Investments	Relevant and reported: WFS fuel and purchased grid electricity		

OVERALL WHL EMISSIONS
BREAKDOWN BY COMPANY 2025¹

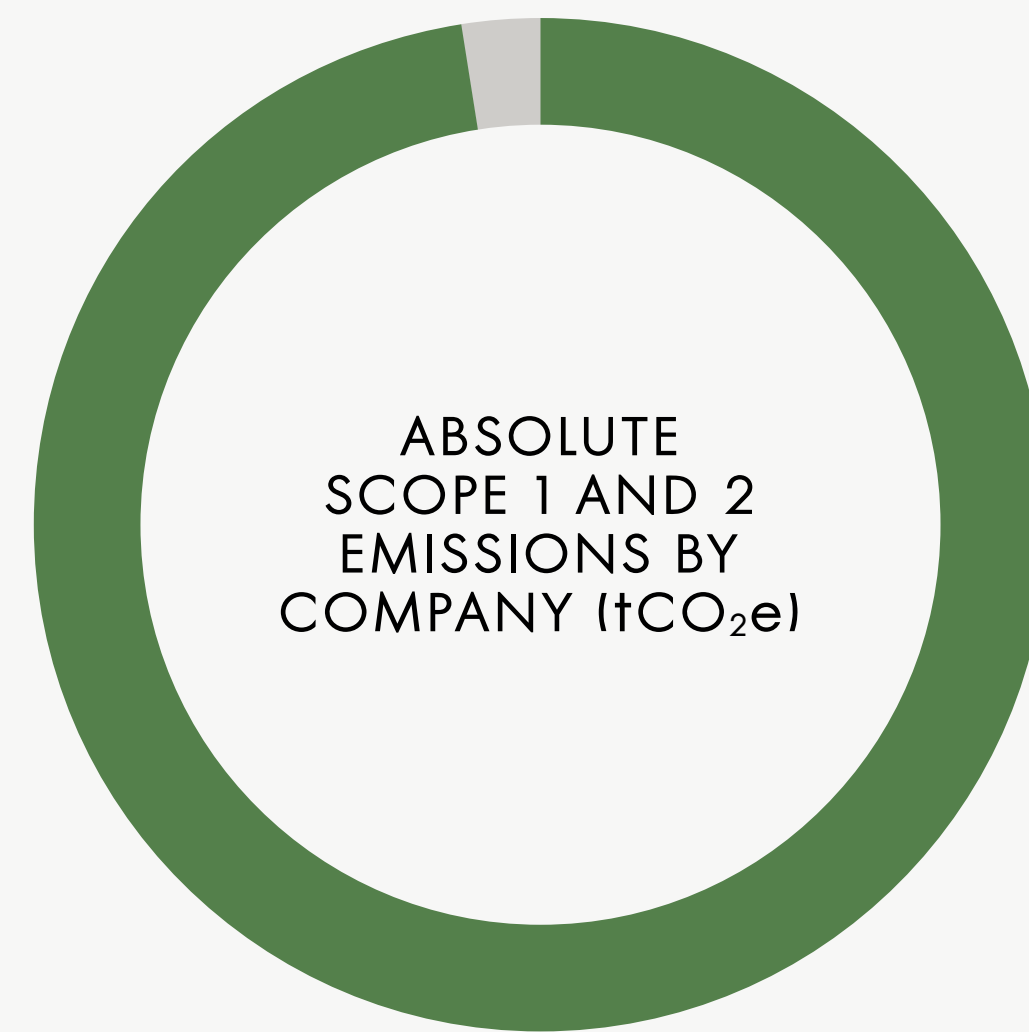


● Woolworths South Africa: **357 444**
● Country Road Group: **6 513**

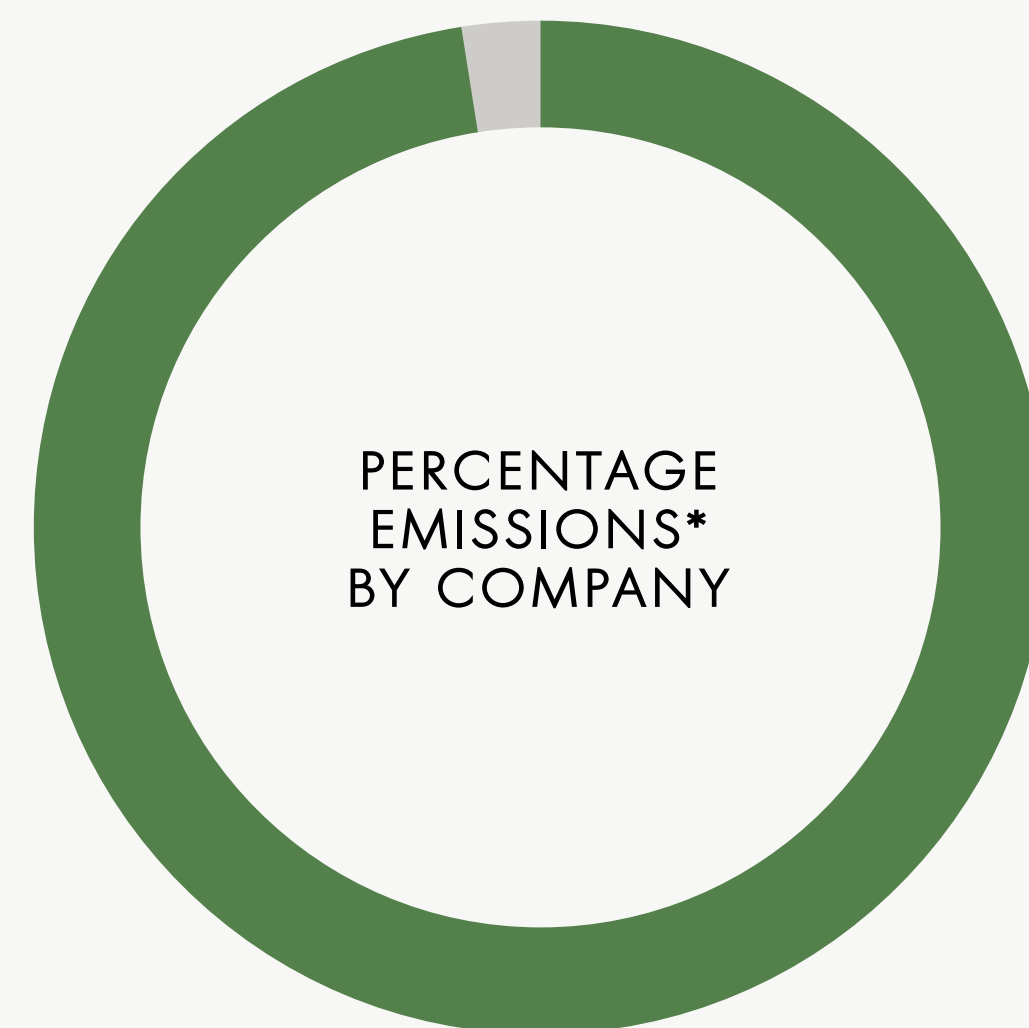


● Woolworths South Africa: **98%**
● Country Road Group: **2%**

OVERALL WHL EMISSIONS
BREAKDOWN BY COMPANY 2024²

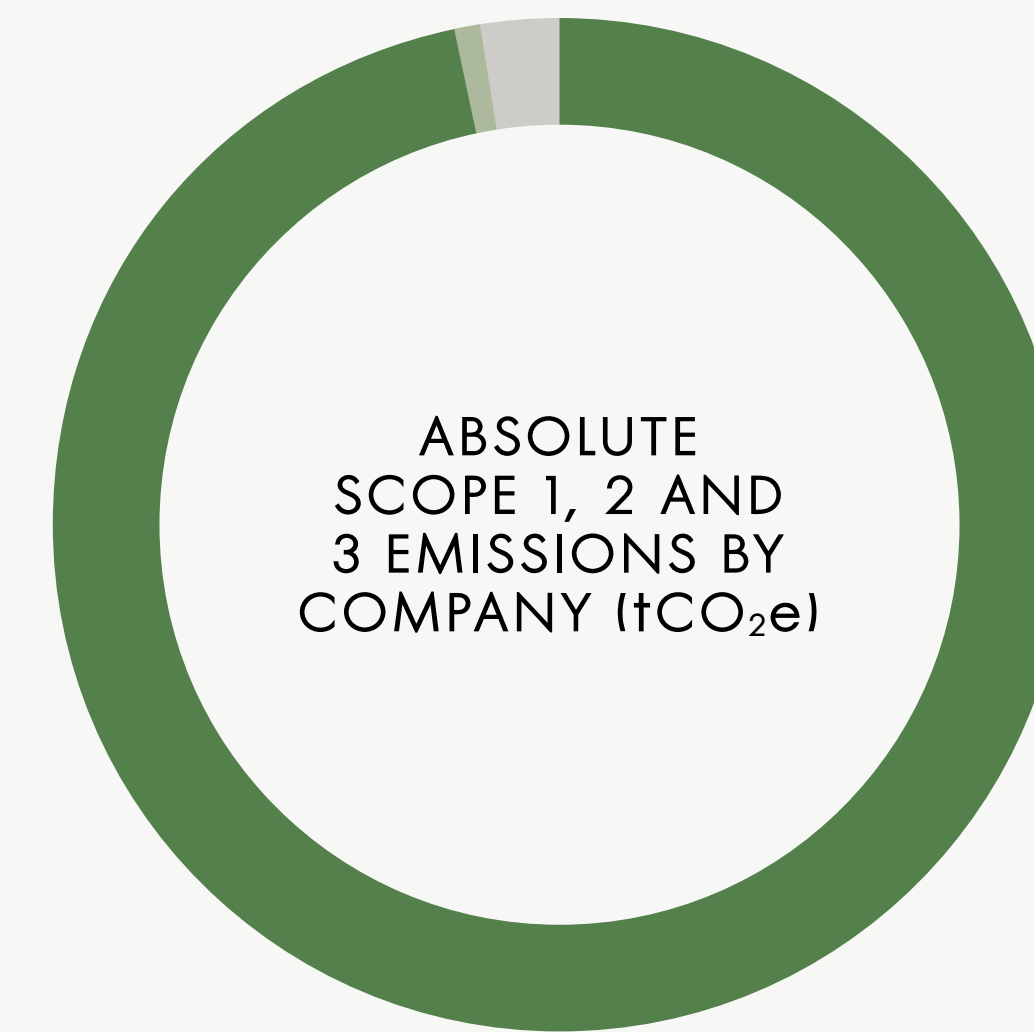


● Woolworths South Africa: **4 876 277**
● Country Road Group: **122 318**

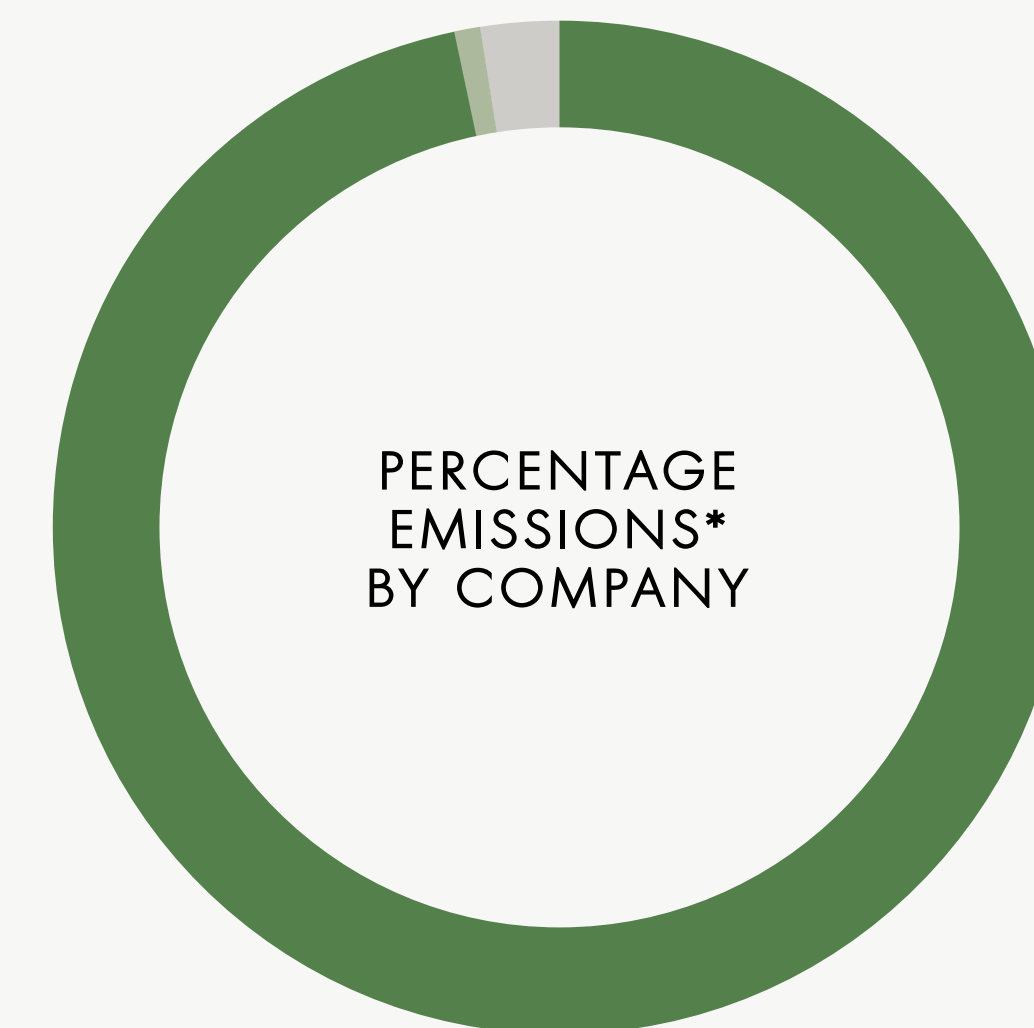


● Woolworths South Africa: **98%**
● Country Road Group: **2%**

OVERALL WHL EMISSIONS
BREAKDOWN BY COMPANY 2023³



● Woolworths South Africa: **4 644 922**
● David Jones: **34 455⁴**
● Country Road Group: **119 033**



● Woolworths South Africa: **97%**
● David Jones: **1%⁵**
● Country Road Group: **2%**

1 Including outside of Scopes

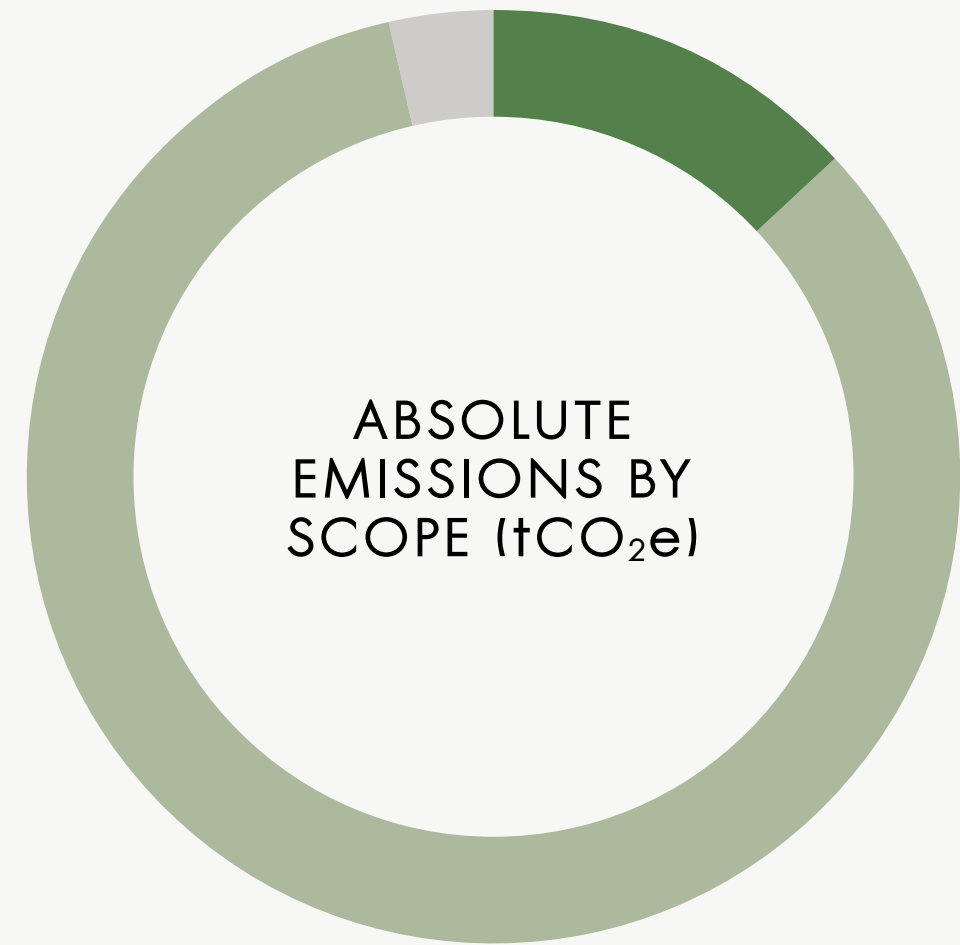
2 including outside scopes.

3 including outside scopes.

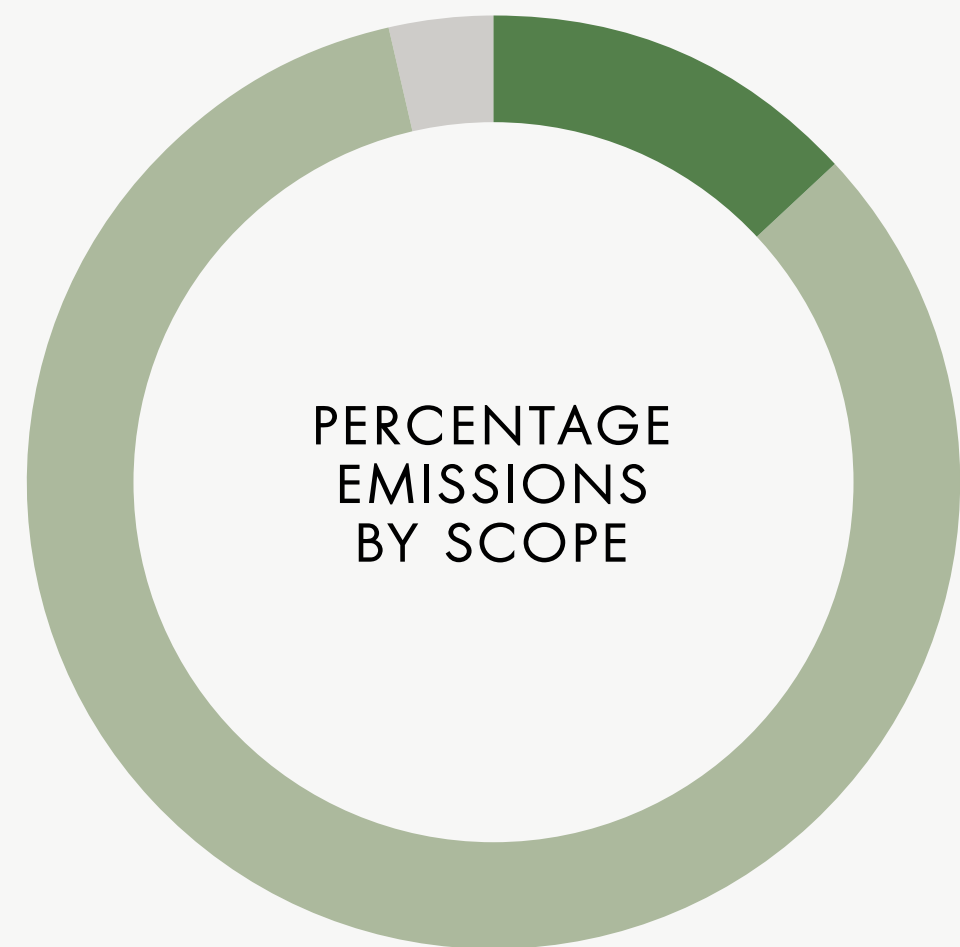
4 This consists of Scope 1 and 2 data for the nine-month period. Scope 3 data was unavailable for FY2023.

5 This consists of Scope 1 and 2 data for the nine-month period. Scope 3 data was unavailable for FY2023.

OVERALL WHL EMISSIONS BREAKDOWN BY SCOPE 2025

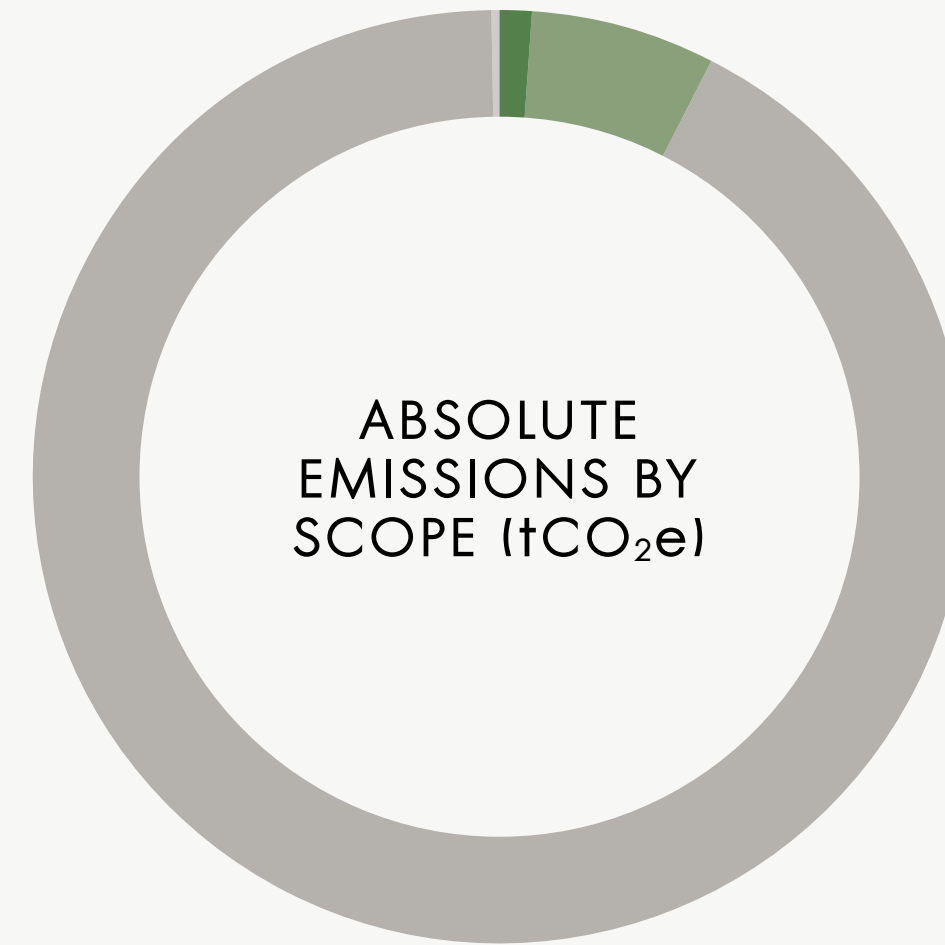


- Scope 1: **48 297**
- Scope 2: **303 333**
- Scope 3: **NR**
- Outside of Scopes: **12 326**

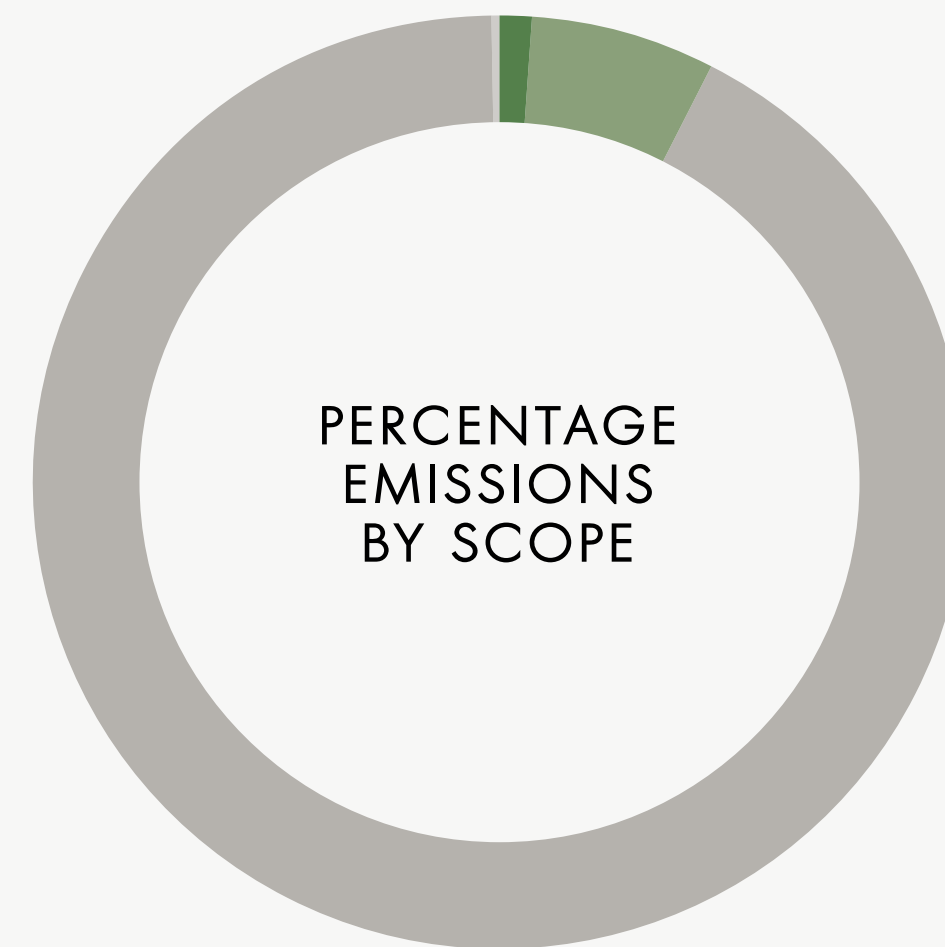


- Scope 1: **13.3%**
- Scope 2: **83.3%**
- Scope 3: **NR**
- Outside of Scopes: **3.4%**

OVERALL WHL EMISSIONS BREAKDOWN BY SCOPE 2024

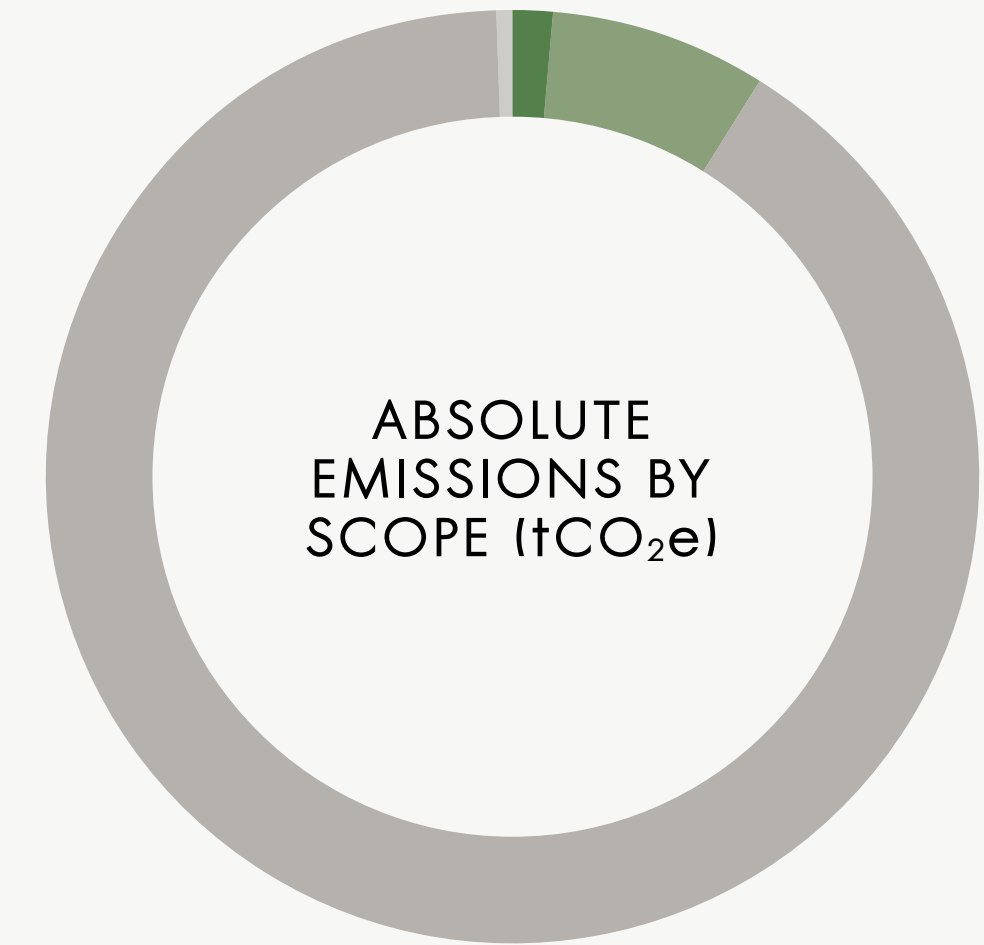


- Scope 1: **57 227**
- Scope 2: **317 674**
- Scope 3: **4 611 335**
- Outside of Scopes: **12 358**

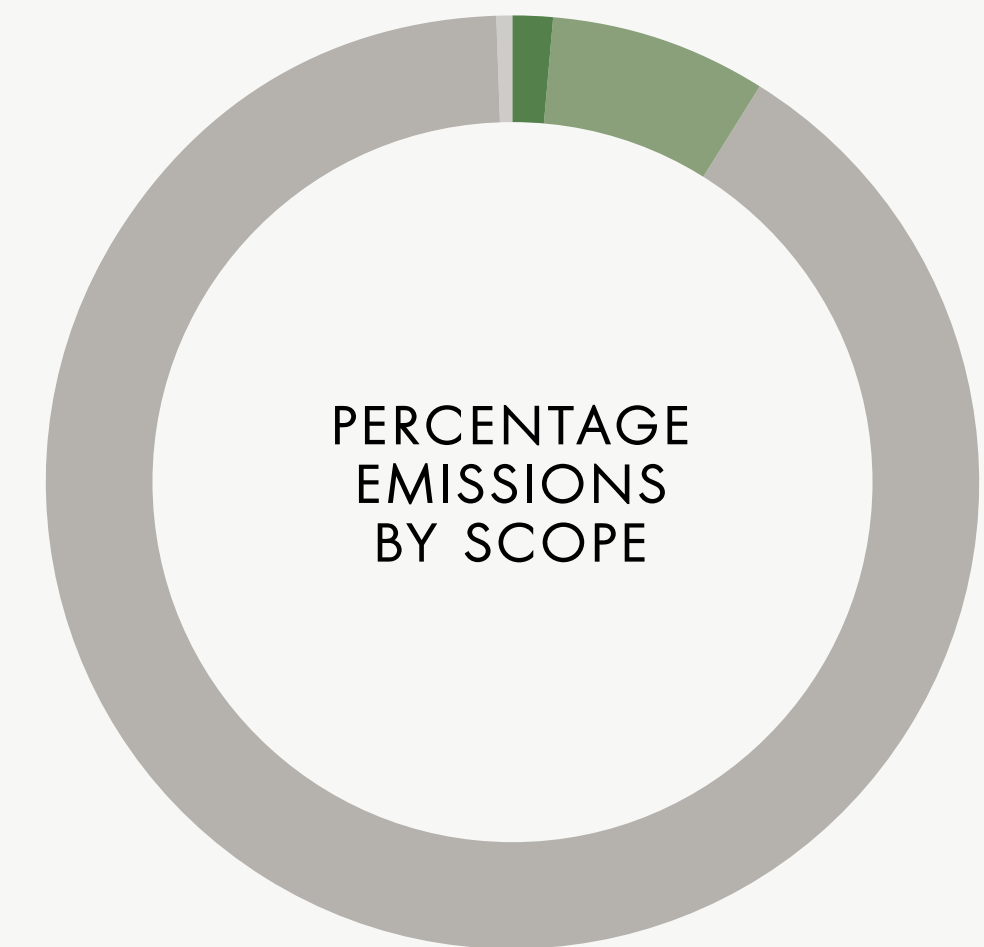


- Scope 1: **1.1%**
- Scope 2: **6.4%**
- Scope 3: **92.3%**
- Outside of Scopes: **0.2%**

OVERALL WHL EMISSIONS BREAKDOWN BY SCOPE 2023



- Scope 1: **73 311**
- Scope 2: **357 119**
- Scope 3: **4 367 981**
- Outside of Scopes: **17 239**



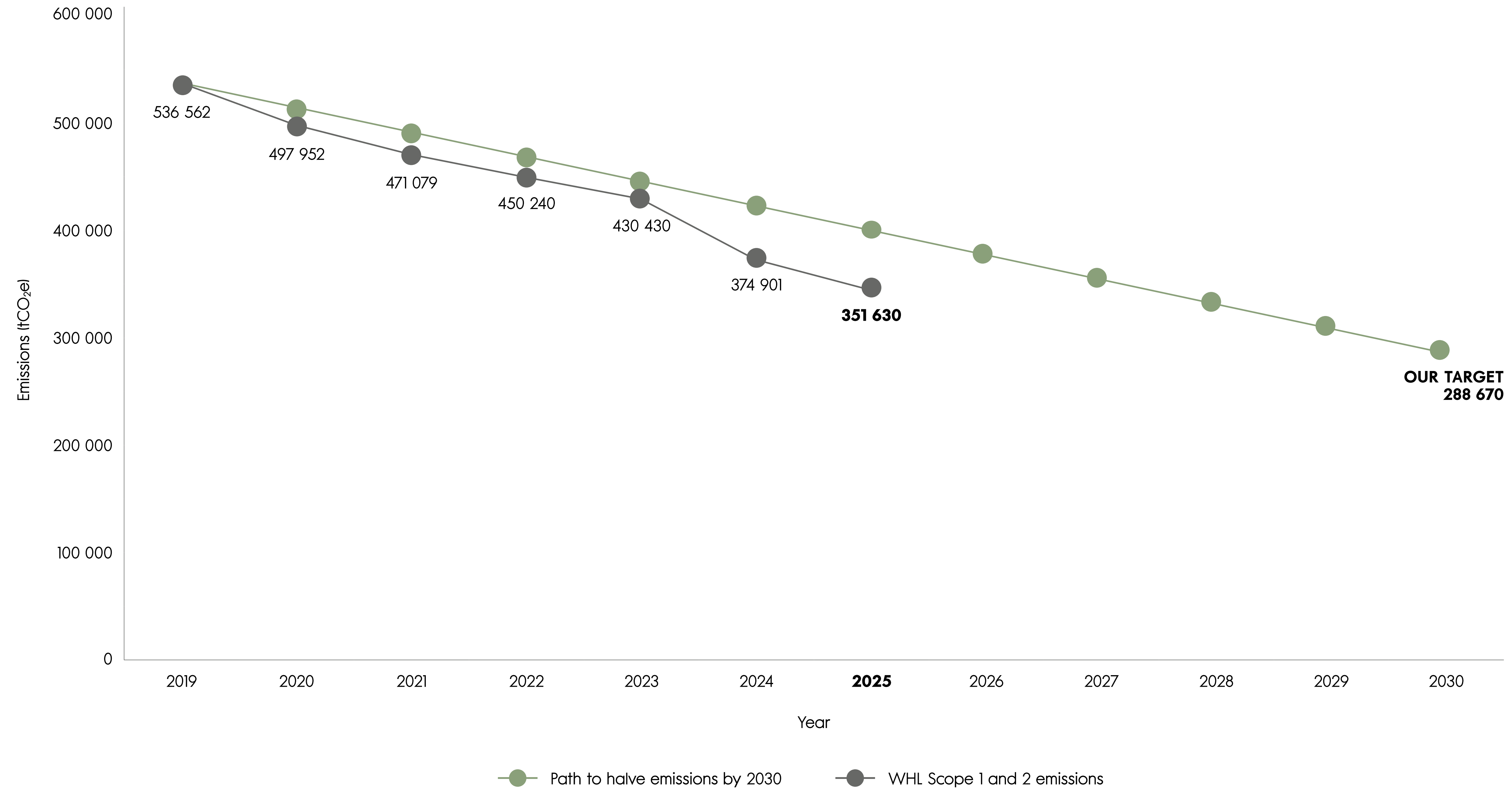
- Scope 1: **1.5%**
- Scope 2: **7.4%**
- Scope 3: **90.7%**
- Outside of Scopes: **0.4%**

WHL INTENSITY FIGURES YEAR-ON-YEAR

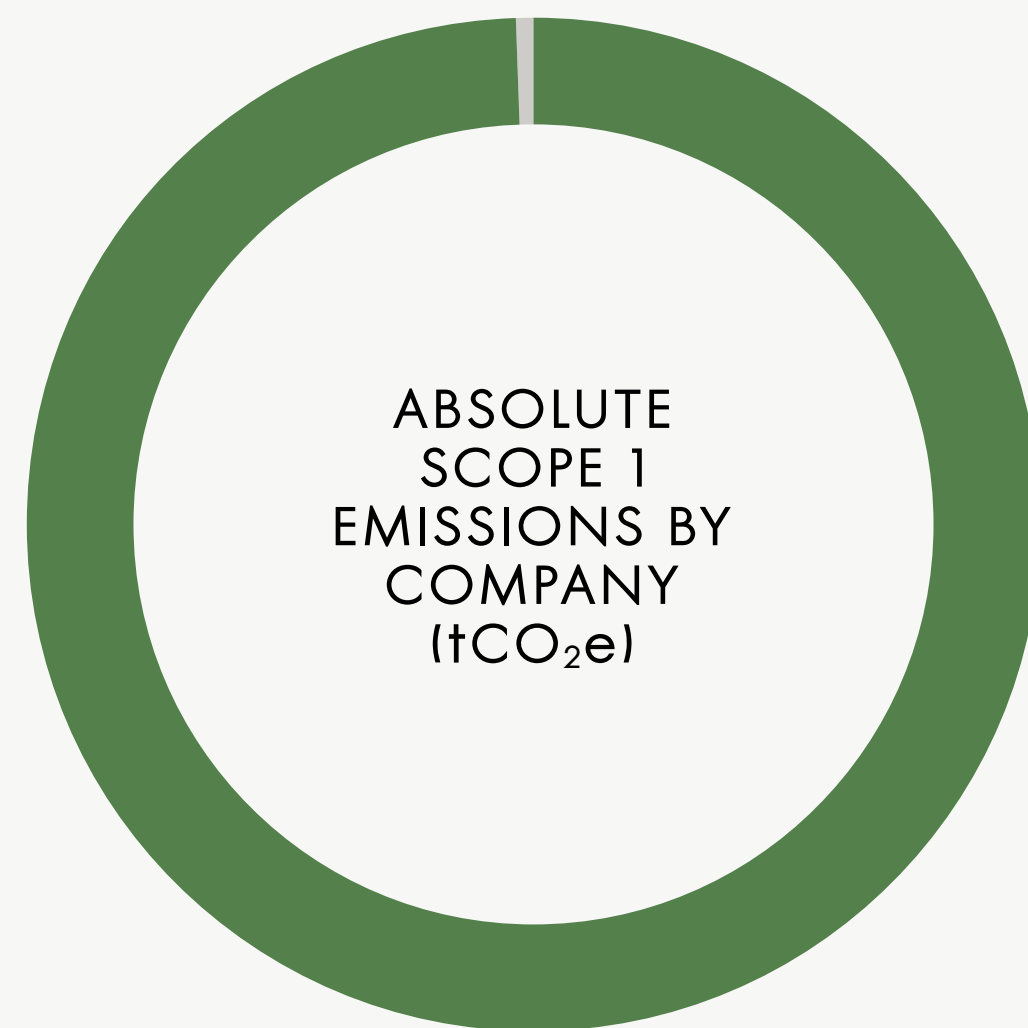
The figures below show WHL progress per unit measure for Scope 1 and 2 emissions only. This measure is a measure of efficiency; the average emissions should decrease per unit measure over time as we become more efficient.

INTENSITY FIGURES	YEAR-ON-YEAR CHANGE	2025	2024	2023	2022
EMISSIONS PER FULL-TIME EQUIVALENT EMPLOYEE (tCO ₂ e/FTE)	-7%	9.32	10	10.73	11.319
EMISSIONS PER SQUARE METRE OF GENERAL LETTING AREA (GLA), INCLUDING NON-TRADING AREA (tCO ₂ e/m ²)	-8%	0.23	0.25	0.22	0.212
EMISSIONS PER SQUARE METRE OF TRADING AREA (TA) (tCO ₂ e/m ²)	-9%	0.43	0.47	0.39	0.37
EMISSIONS PER MILLION RAND TURNOVER (tCO ₂ e/TURNOVER)	-10%	4.42	4.9	5.02	5.62

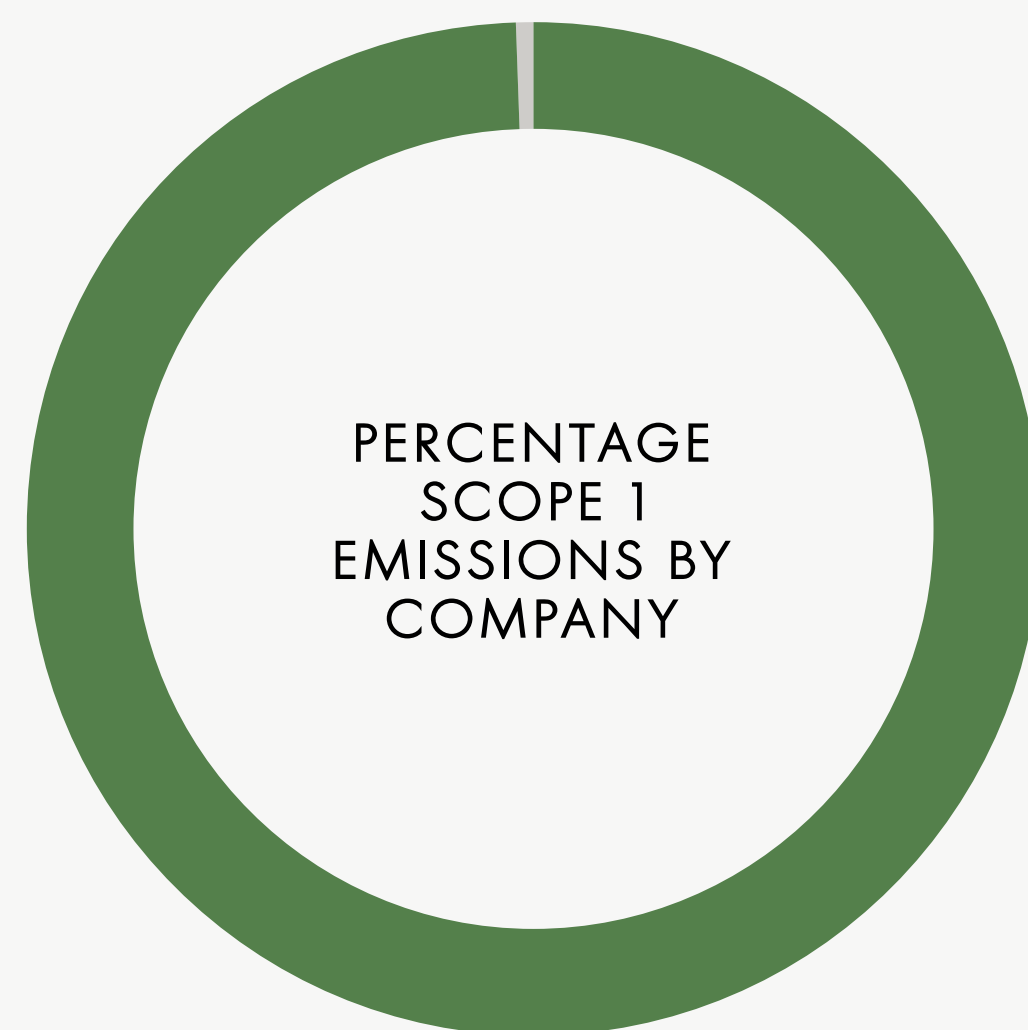
TRACKING WHL SCOPE 1 AND 2 CARBON EMISSIONS AGAINST THE SBTI TRAJECTORY



WHL SCOPE 1 EMISSIONS 2025

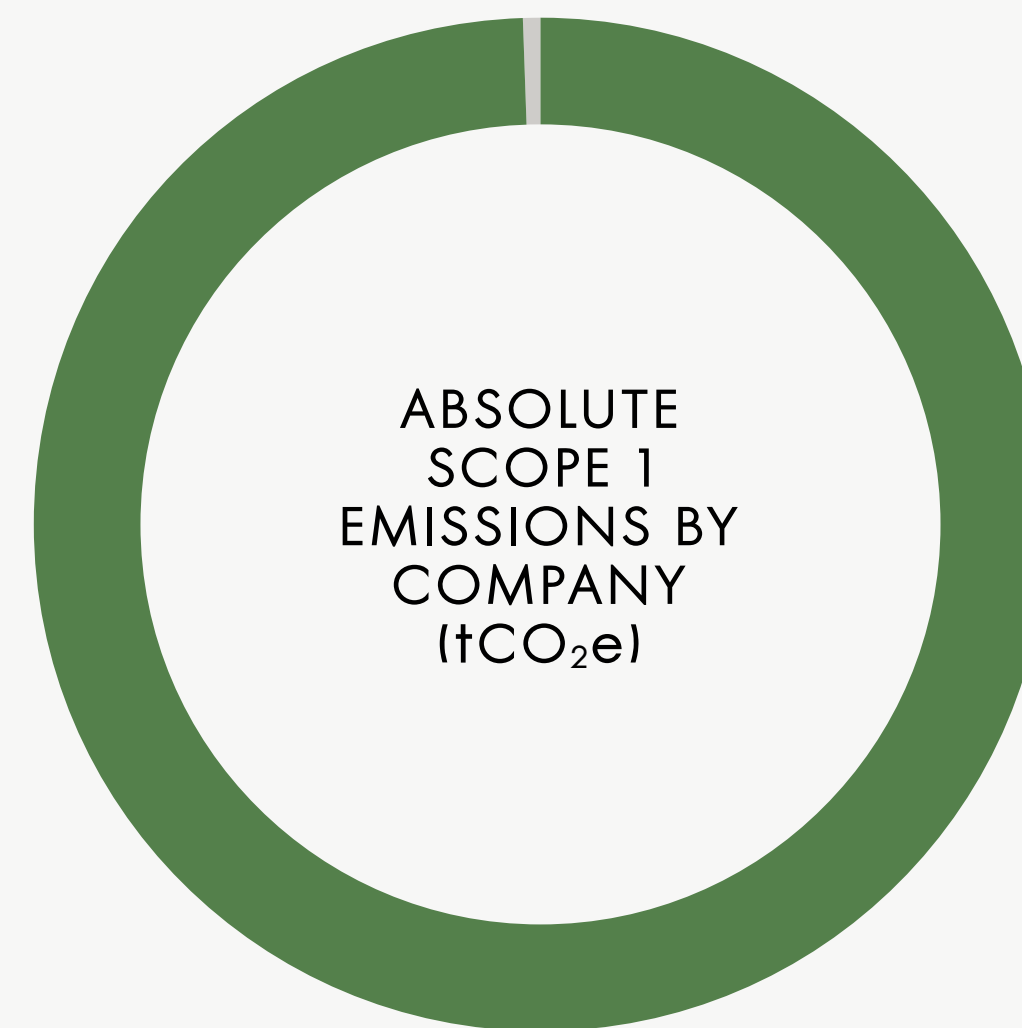


- Woolworths South Africa: **48 123**
- Country Road Group: **174**

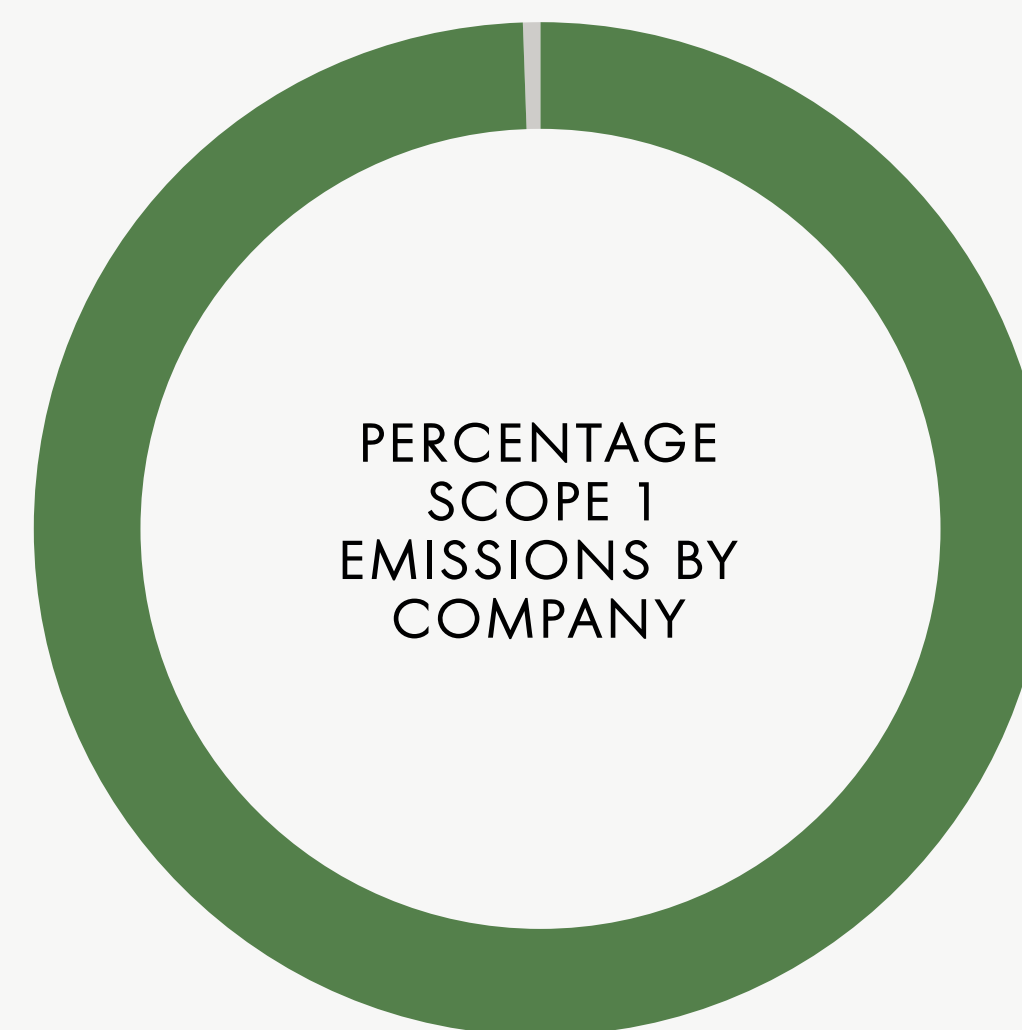


- Woolworths South Africa: **99.6%**
- Country Road Group: **0.4%**

WHL SCOPE 1 EMISSIONS 2024

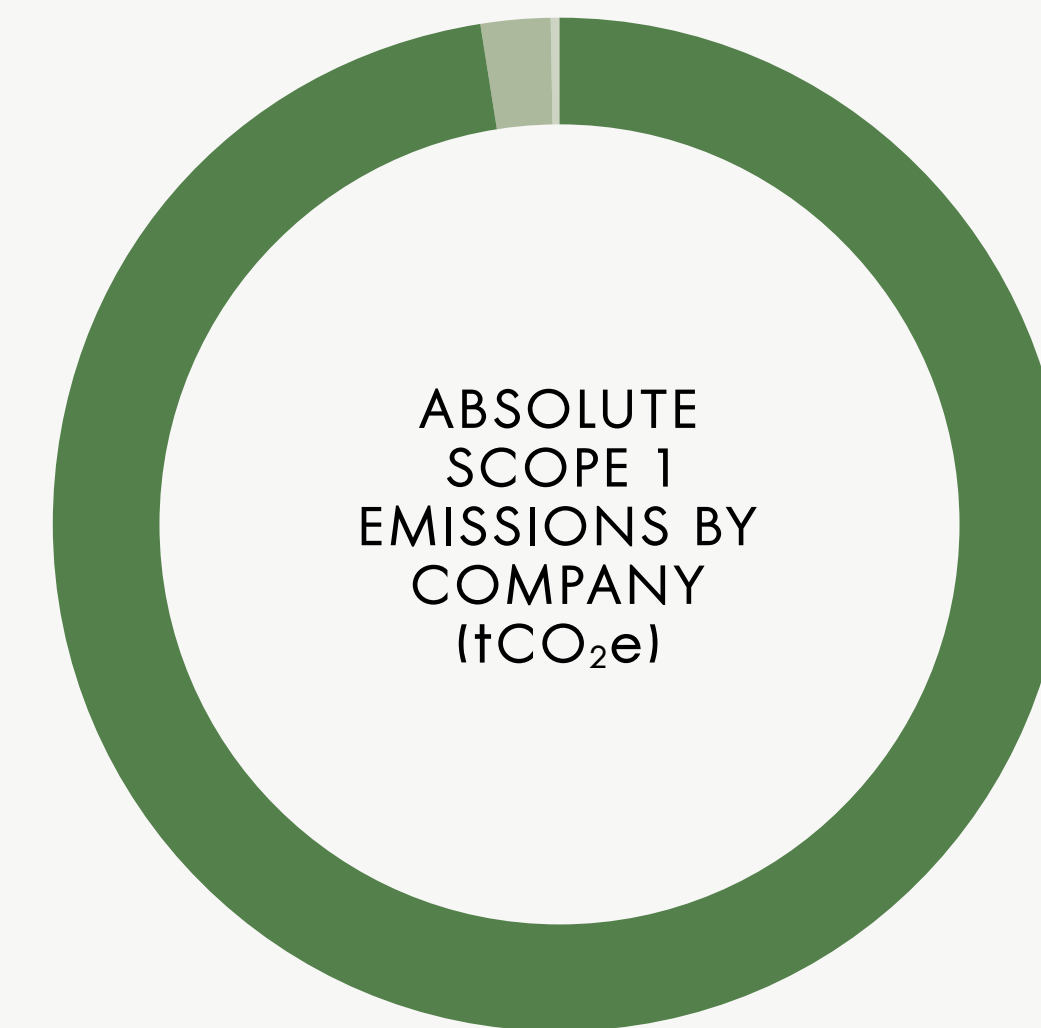


- Woolworths South Africa: **57 062**
- Country Road Group: **165**

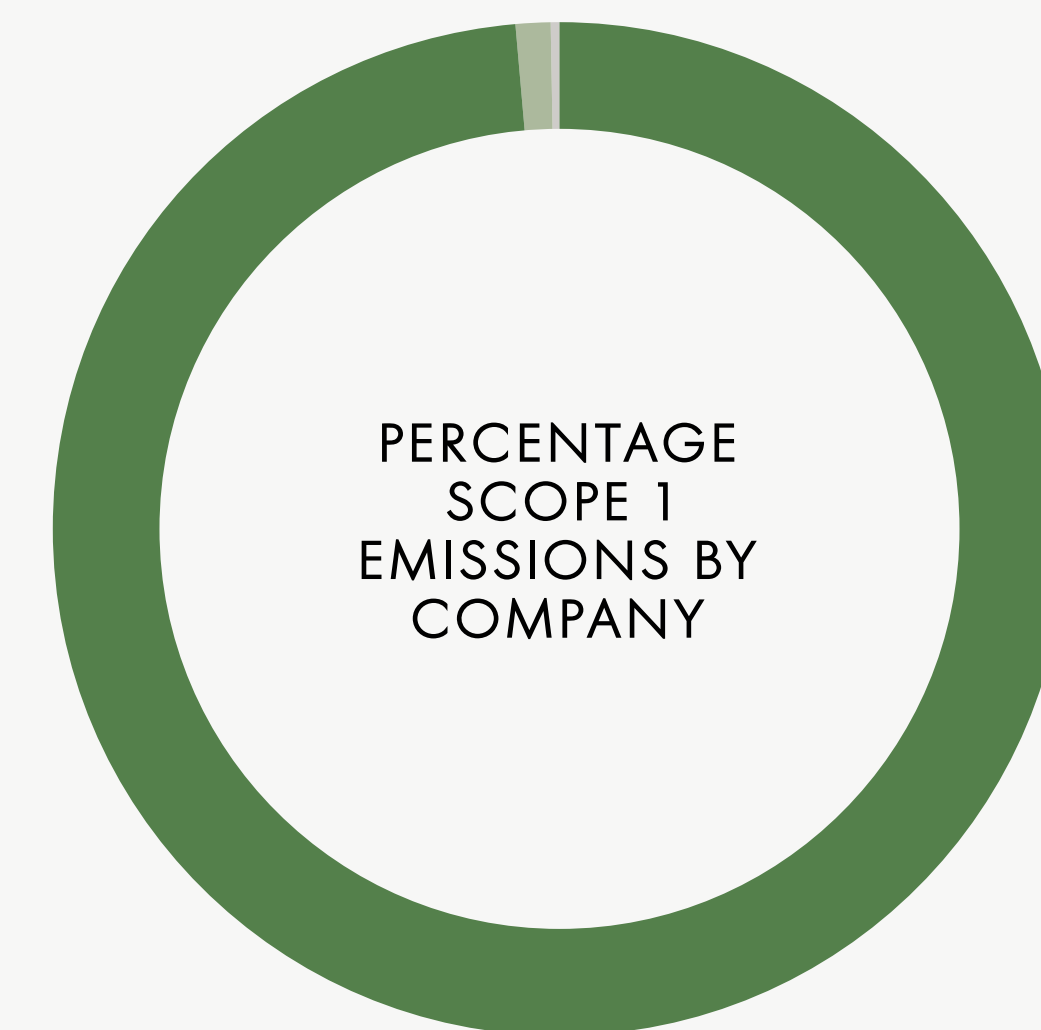


- Woolworths South Africa: **99.7%**
- Country Road Group: **0.3%**

WHL SCOPE 1 EMISSIONS 2023

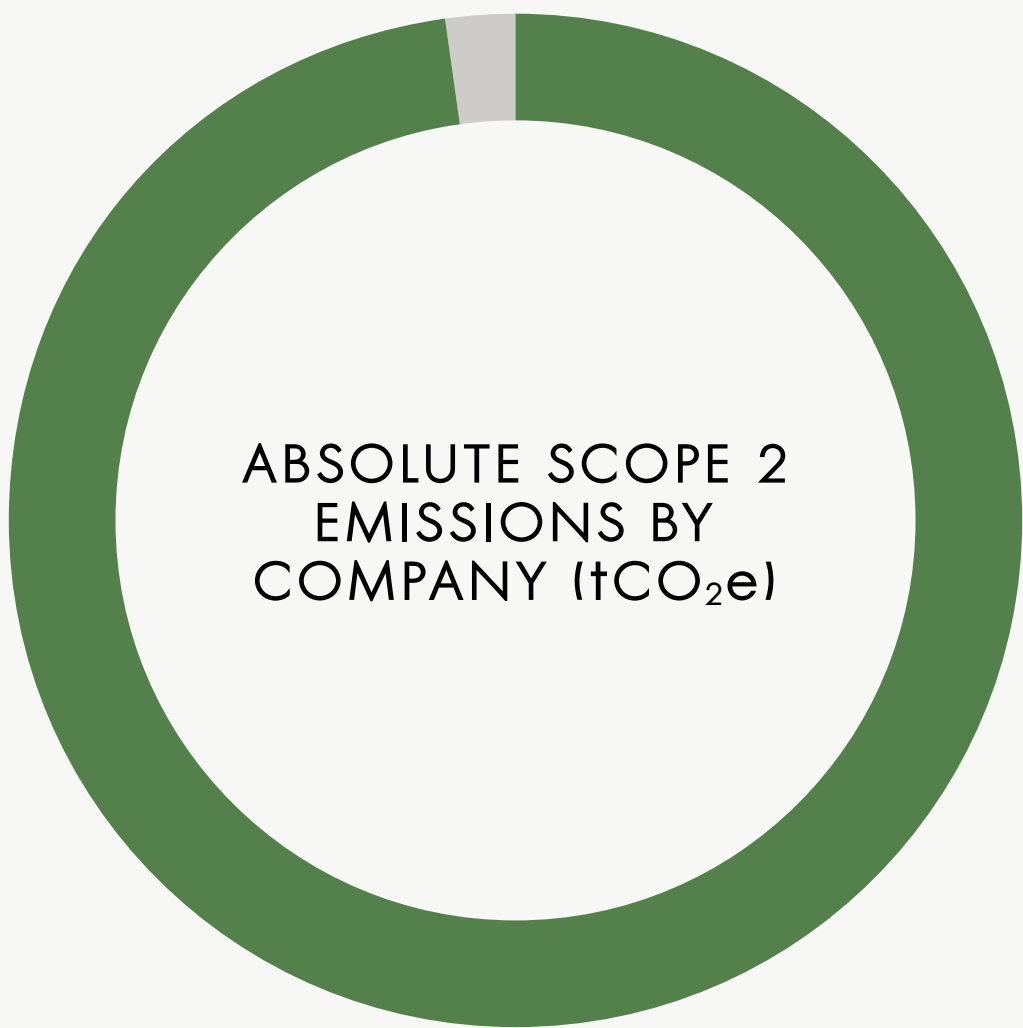


- Woolworths South Africa: **72 332**
- David Jones: **802**
- Country Road Group: **177**

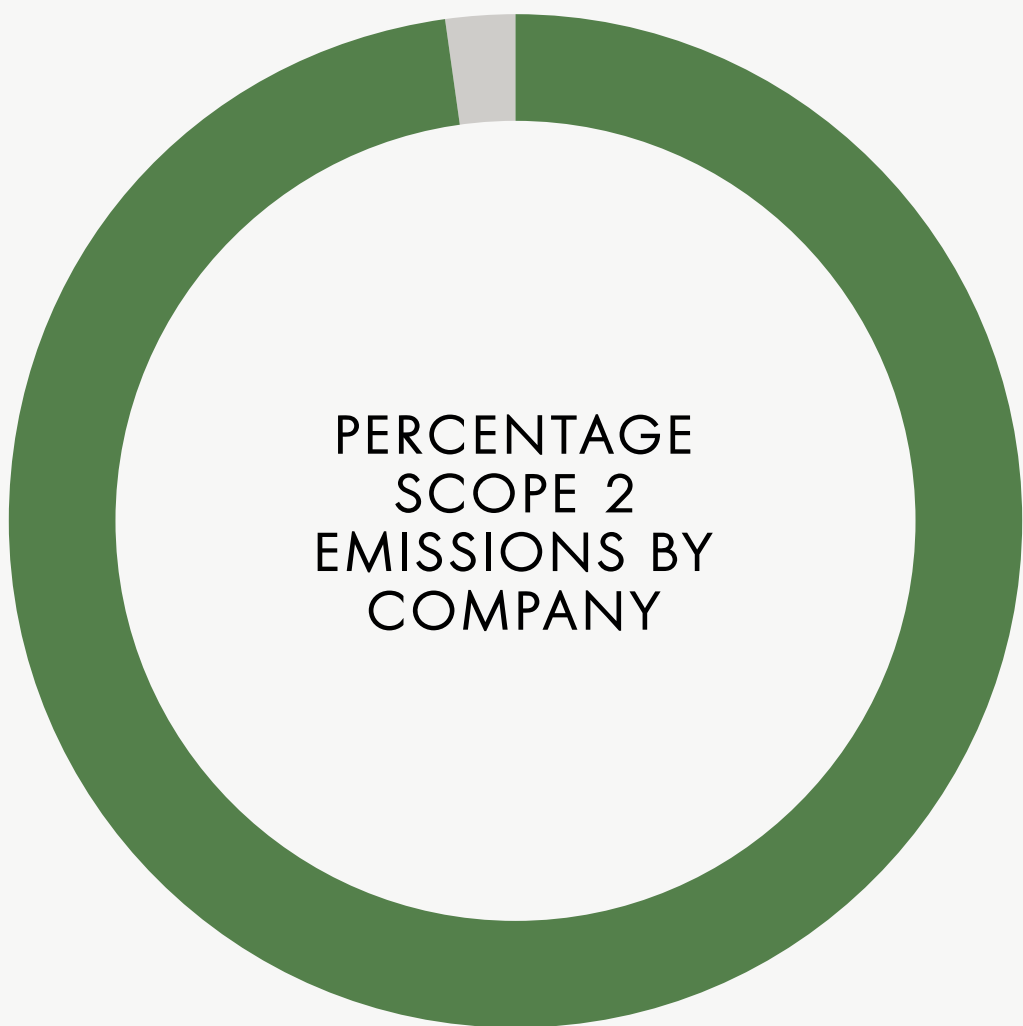


- Woolworths South Africa: **98.7%**
- David Jones: **1.1%**
- Country Road Group: **0.2%**

WHL SCOPE 2 EMISSIONS 2025

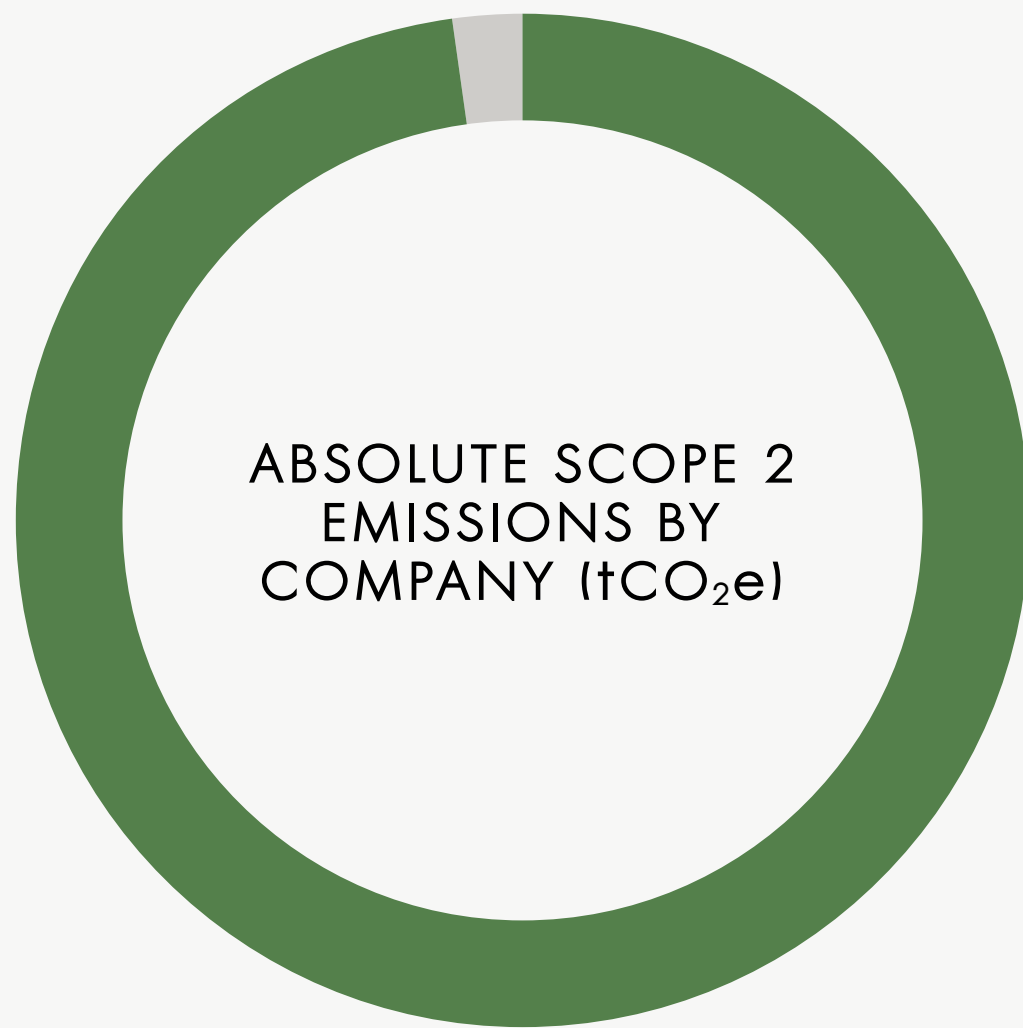


● Woolworths South Africa: **297 002**
 ● Country Road Group: **6 331**

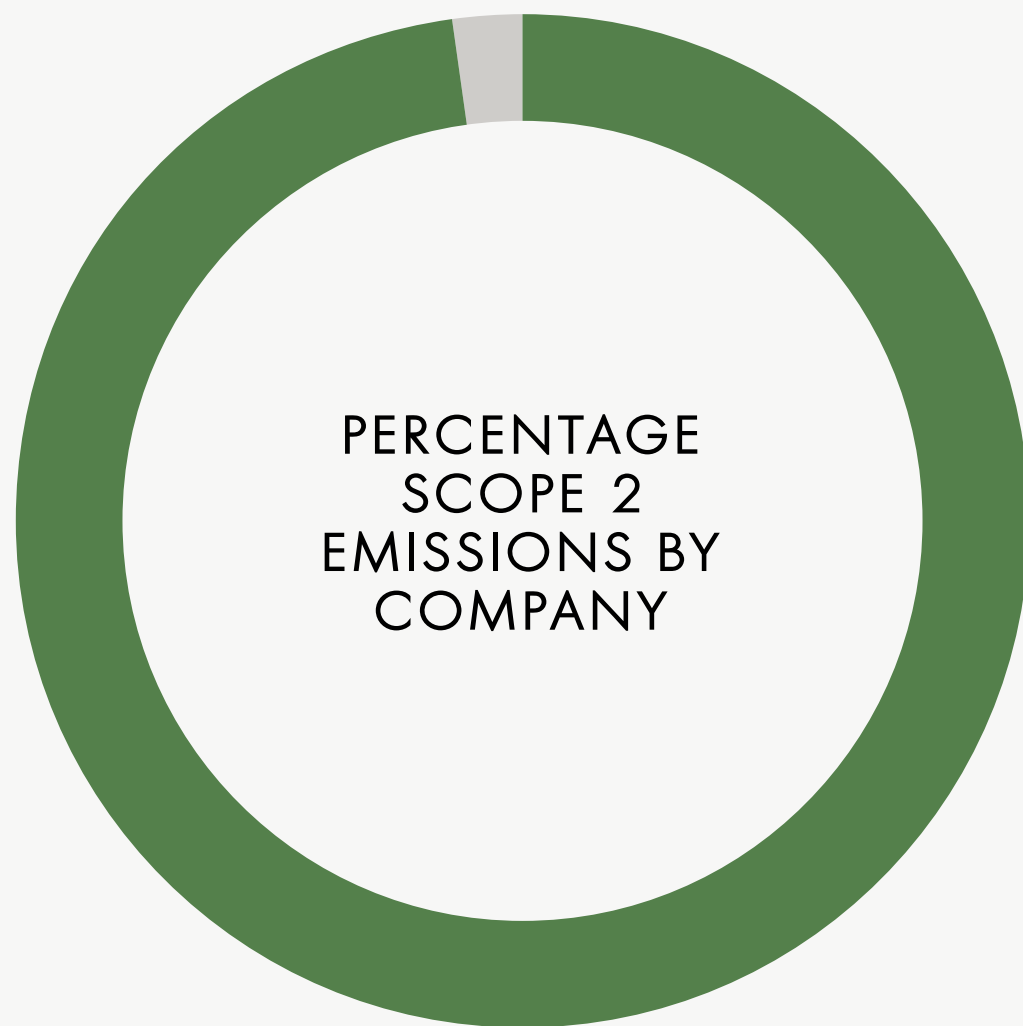


● Woolworths South Africa: **98%**
 ● Country Road Group: **2%**

WHL SCOPE 2 EMISSIONS 2024



● Woolworths South Africa: **311 447**
 ● Country Road Group: **6 227**

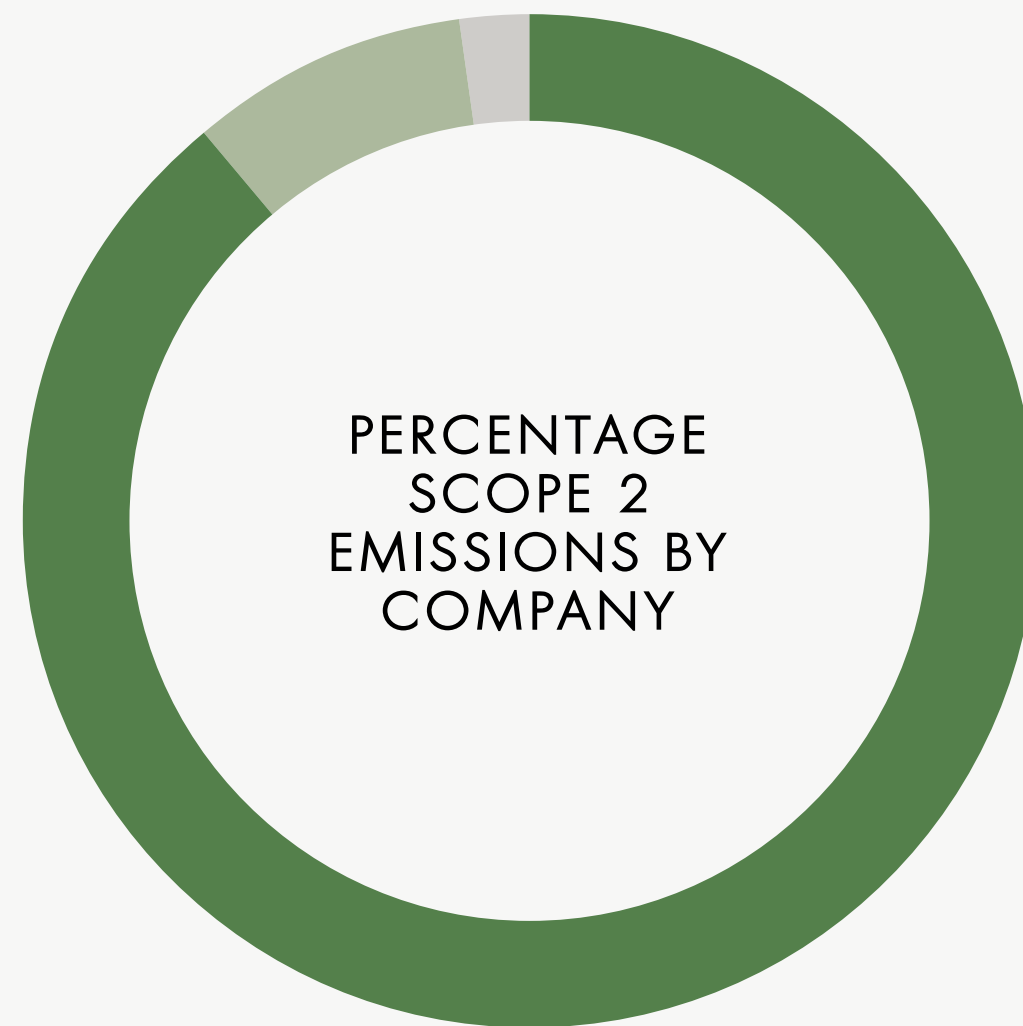


● Woolworths South Africa: **98%**
 ● Country Road Group: **2%**

WHL SCOPE 2 EMISSIONS 2023



● Woolworths South Africa: **316 853**
 ● David Jones: **33 653**
 ● Country Road Group: **6 613**

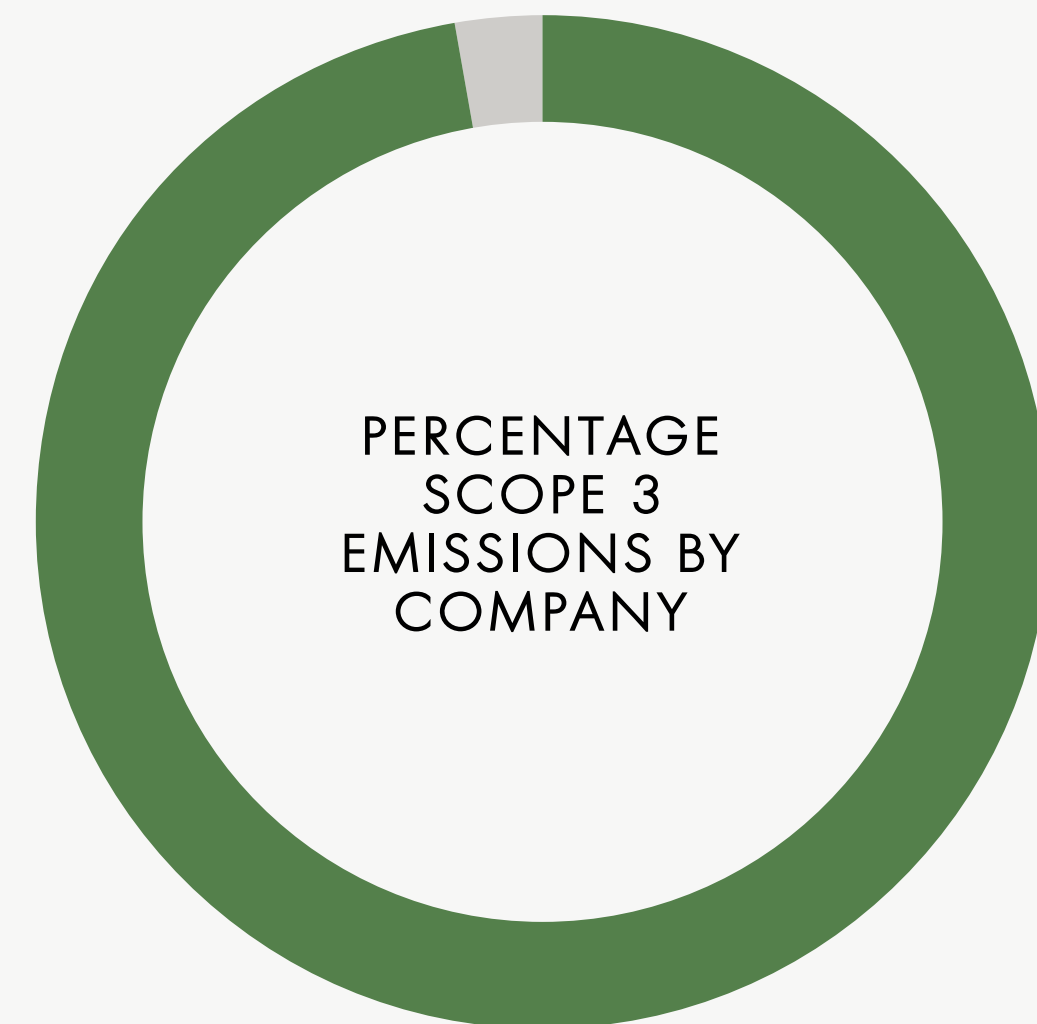


● Woolworths South Africa: **89%**
 ● David Jones: **9%**
 ● Country Road Group: **2%**

WHL SCOPE 3 EMISSIONS 2024

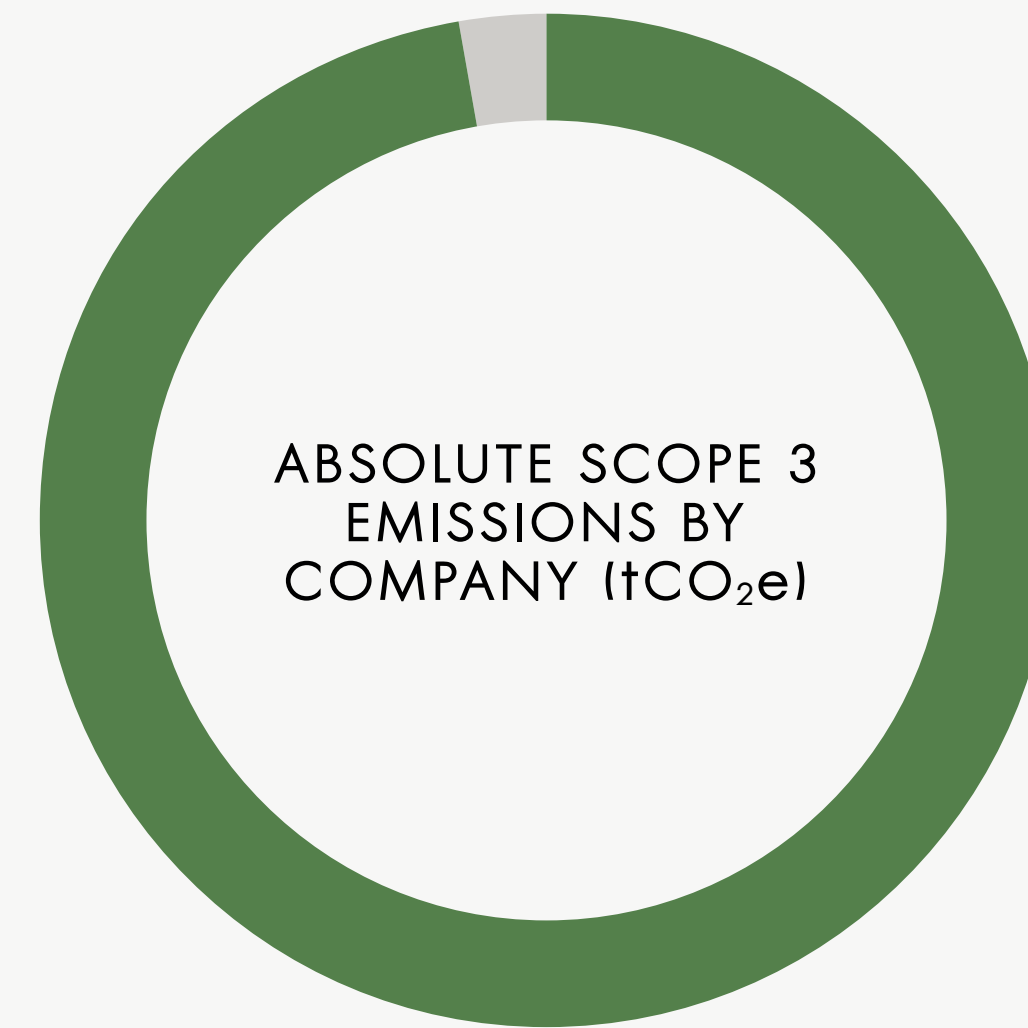


- Woolworths South Africa: **4 495 427**
- Country Road Group: **115 908**

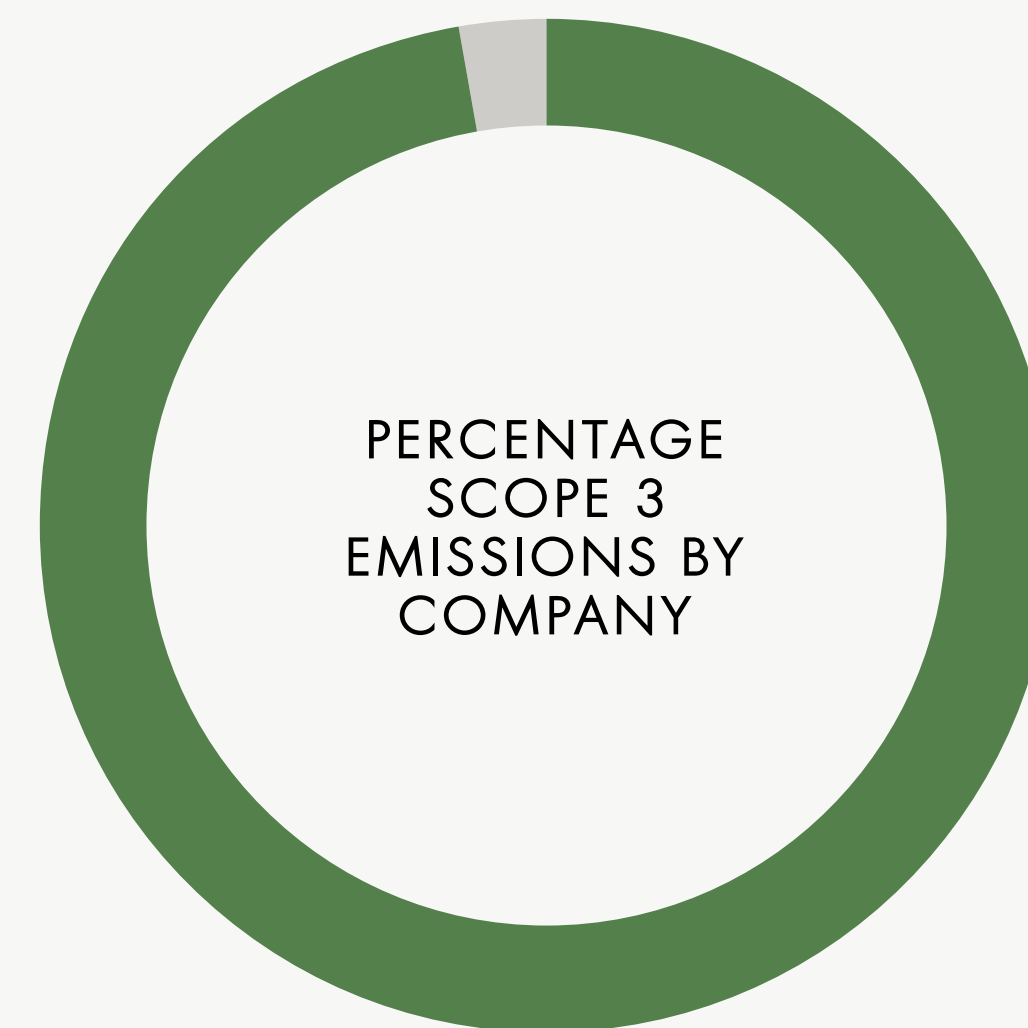


- Woolworths South Africa: **97%**
- Country Road Group: **3%**

WHL SCOPE 3 EMISSIONS 2023¹



- Woolworths South Africa: **4 255 737**
- Country Road Group: **112 244**



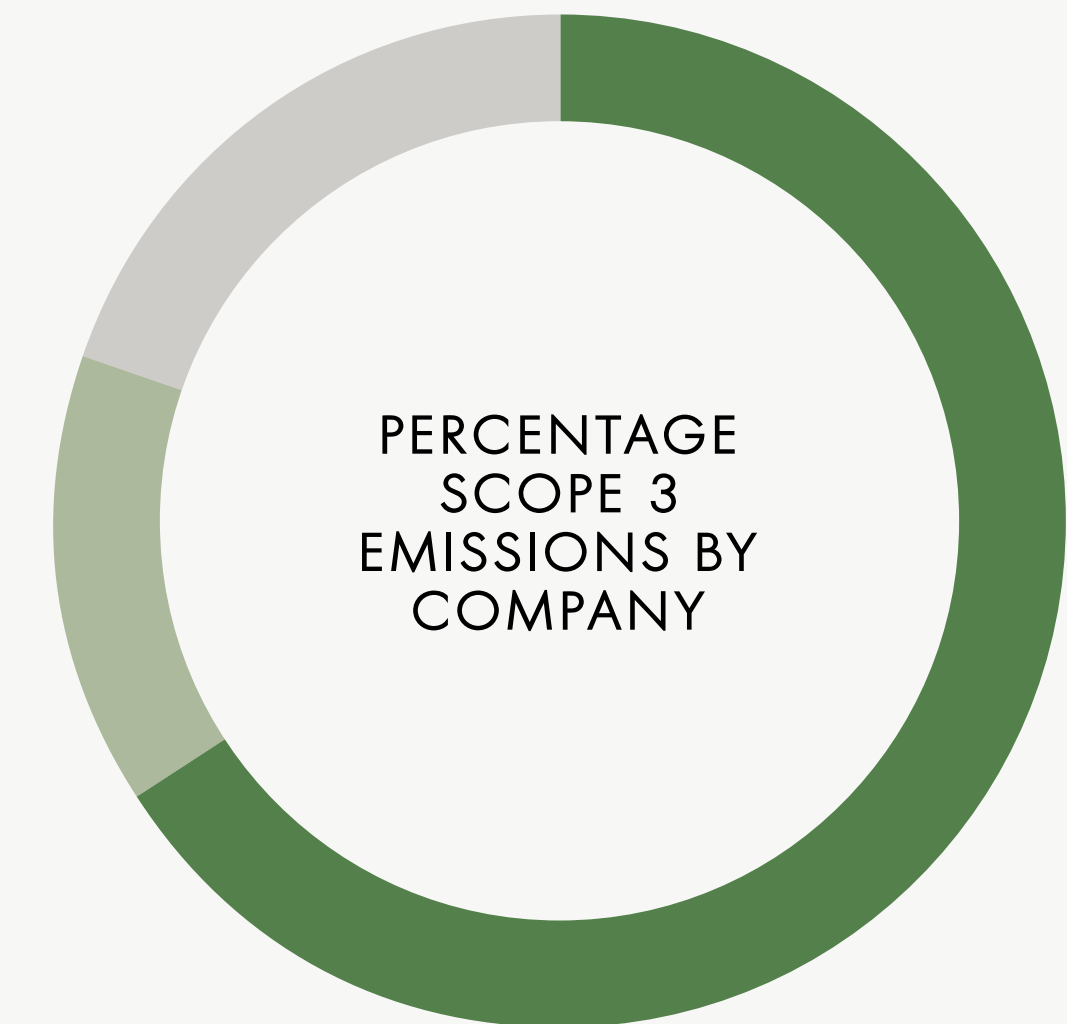
- Woolworths South Africa: **97%**
- Country Road Group: **3%**

¹ The divestment of David Jones was finalised at the end of March 2023 and no Scope 3 data was available.

WHL SCOPE 3 EMISSIONS 2022



- Woolworths South Africa: **285 641**
- David Jones: **63 054**
- Country Road Group: **84 641**



- Woolworths South Africa: **65.9%**
- David Jones: **14.6%**
- Country Road Group: **19.5%**

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