

WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2026 KEY SUSTAINABILITY INDICATORS



START

THREE-YEAR PERFORMANCE SUMMARY

Focus Area	Key Performance Indicator	Business Unit	2026 Target	2026 Actual	2025 Actual	2024 Actual	Year-on-Year Change (2026 vs 2025)	Performance Against Target	Assurance Coverage in 2026
Sustainability Attributes									
 Ethical Sourcing	% of private label products with a sustainability attribute	WSA Food	100%	100%	100%	100%	=	●●●●	MA
	% of private label products with at least two sustainability attributes	WSA Food	92%	83.74%	89.9%	NR	▼	●●●○	MA
	% of private label products with a sustainability attribute	WSA FBH	90%	86.52%	85.51%	87.3%	▲	●●●○	MA
Social and Ethical Compliance									
 Ethical Sourcing	Percentage of supplier sites meeting social and ethical compliance requirements	WSA Food	65%	67.12%	62%	75%	▲	●●●●	MA
	Percentage of supplier sites meeting social and ethical compliance requirements	WSA FBH	100%	100%	100%	99.8%	=	●●●●	MA
	Percentage of supplier sites meeting social and ethical compliance requirements	CRG	NR	100%	94%	91.7%	▲	NA	MA
Love Local									
 Ethical Sourcing	% of private label products locally sourced	WSA FBH	35%	35.22%	34%	33%	▲	●●●●	MA
Responsibly Sourced Commodities									
 Ethical Sourcing	% of palm oil responsibly sourced ¹	WSA Food	100%	100%	100%	100%	=	●●●●	MO
	% of palm oil (private label beauty products) responsibly sourced ¹	WSA FBH	80%	90.46%	80%	70.3%	▲	●●●●	MA
	% of cocoa suppliers for Woolworths-branded ¹ cocoa products that hold responsible sourcing certification ¹	WSA Food	100%	100%	100%	100%	=	●●●●	MA
	% of coffee responsibly sourced ¹	WSA Food	94%	98.16%	97%	94.2%	▲	●●●●	MA
	% of total seafood units responsibly sourced ¹	WSA Food	98%	99.13%	99%	99%	▲	●●●●	MA
	% of cotton responsibly sourced ¹	WSA FBH	100%	100%	99.5%	99.2%	▲	●●●●	MO
	% of man-made cellulosic fibres responsibly sourced ¹	WSA FBH	99%	98%	97.7%	98.9%	▲	●●●○	MO
	% of timber responsibly sourced ¹	WSA FBH	100%	97.73%	98%	100%	▼	●●●○	MA
	% of leather responsibly sourced ¹	WSA FBH	90%	92%	89.4%	79.4%	▲	●●●●	MO
	% of synthetics responsibly sourced ¹	WSA FBH	12%	8%	9%	9.9%	▼	●●●○	MO

1. 'private label' and 'Woolworths-branded' are used interchangeably to denote products that are Woolworths branded.

THREE-YEAR PERFORMANCE SUMMARY (CONTINUED)

Focus Area	Key Performance Indicator	Business Unit	2026 Target	2026 Actual	2025 Actual	2024 Actual	Year-on-Year Change (2026 vs 2025)	Performance Against Target	Assurance Coverage in 2026
Regenerative Agriculture									
 Sustainable Farming	% of full produce incl. horticulture private label products supporting regenerative farming	WSA Food	72%	93.8%	72%	100%	▲	●●●●	MO
	% of long life private label products supporting regenerative farming	WSA Food	97%	100%	97%	NR	▲	●●●●	MO
	% of fresh milk private label products supporting regenerative farming	WSA Food	50%	100%	50%	NR	▲	●●●●	MO
	% of wine private label products supporting regenerative farming	WSA Food	69%	95.2%	97%	NR	▼	●●●●	MO
Packaging									
 Packaging and Waste	% of packaging that is reusable or recyclable ^v	WSA Food	100%	98.25%	98%	98%	▲	●●●○	MO
Water Stewardship									
 Water	% of progress by FBH private label suppliers in eliminating hazardous chemicals	WSA FBH	97%	95%	94%	94%	▲	●●●○	MA
	Water consumption intensity at distribution centres in kilolitres per square metre	WSA	1	0.85	0.84	0.99	▲	●●●●	MO
Inclusive Justice									
 People	B-BBEE score	WSA	Level 4	Level 4	Level 4	Level 4	=	●●●●	BEE
	UN WEPs gender gap assessment score	WSA	70%	71.3%	64%	41%	▲	●●●●	MO

KEY

- NR** Not reported publicly
- N/A** Not applicable
- V** GBJ goal (refer to the KPI definitions for KPIs with reported data in 2026).
-  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 2026

- FS** Financial information extracted from the audited 2026 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/Verify CO₂’s limited level verification of the greenhouse gas emissions inventory (carbon footprint)



SUSTAINABILITY DATA TABLE

SUSTAINABILITY DATA TABLE	DATA				REPORTING STANDARDS	
DATA POINT	2026	2025	2024	UNIT	JSE	GRI
INCLUSIVE JUSTICE						
OUR PEOPLE						
EMPLOYEE INFORMATION						
WHL headcount ¹	39 651	40 168	37 980	#	JSE–S1.1a; JSE–S1.5a	GRI 405-1
WHL permanent employees	36 519	34 760	32 619	#	JSE–S1.1a; JSE–S1.5a	GRI 405-1
WHL temporary employees	3 132	5 408	5 361	#	JSE–S1.1a; JSE–S1.5a	GRI 405-1
GROUP EMPLOYEES BY TRADING COMPANY						
WHL permanent employees	36 519	34 760	32 619	#	JSE–S1.1a	GRI 405-1
WSA	34 113	34 214	31 976	#	JSE–S1.1a	GRI 405-1
CRG	2 406	2 360	2 962	#	JSE–S1.1a	GRI 405-1
WHL temporary employees	3 132	5 408	5 361		JSE–S1.1a	GRI 405-1
WSA	378	753	401	#	JSE–S1.1a	GRI 405-1
CRG	2 754	2 841	2 641	#	JSE–S1.1a	GRI 405-1
EMPLOYEES BY GENDER ²						
WHL male employees*	12 190	12 587	11 494	#	JSE–S1.1a	GRI 405-1
WSA	11 647	12 036	10 851	#	JSE–S1.1a	GRI 405-1
CRG	543	551	643	#	JSE–S1.1a	GRI 405-1
WHL female employees*	27 460	27 581	26 486	#	JSE–S1.1a	GRI 405-1
WSA	22 843	22 931	21 526	#	JSE–S1.1a	GRI 405-1
CRG	4 617	4 650	4 960	#	JSE–S1.1a	GRI 405-1

1. Employee numbers reported include all WSA employees across WW, UPN, AP and Rest of Africa (ROA).
2. One CRG employee does not identify with a gender.
* Including temporary employees.

Sustainability Data Table		Data				Reporting Standards	
Data Point		2026	2025	2024	Unit	JSE	GRI
Inclusive Justice							
Our People Continued							
Transformation Profile South Africa¹							
Total number of African employees		23 291	23 437	21 656	#	JSE–S1.1a	GRI 405-1
% Male		22.71%	22.95%	22.3%	%	JSE–S1.1a	GRI 405-1
% Female		48.69%	48.11%	48%	%	JSE–S1.1a	GRI 405-1
Total number of coloured employees		7 221	7 400	7 053	#	JSE–S1.1a	GRI 405-1
% Male		8.15%	8.46%	8.4%	%	JSE–S1.1a	GRI 405-1
% Female		13.97%	14%	15%	%	JSE–S1.1a	GRI 405-1
Total number of Indian employees		906	891	921	#	JSE–S1.1a	GRI 405-1
% Male		1.03%	1%	1.1%	%	JSE–S1.1a	GRI 405-1
% Female		1.74%	1.73%	2%	%	JSE–S1.1a	GRI 405-1
Total number of white employees		1 030	1 066	942	#	JSE–S1.1a	GRI 405-1
% Male		1.29%	1.31%	1.3%	%	JSE–S1.1a	GRI 405-1
% Female		1.89%	1.93%	2%	%	JSE–S1.1a	GRI 405-1
Total number of foreign national employees		168	192	98	#	JSE–S1.1a	GRI 405-1
% Male		0.21%	0.26%	0.1%	%	JSE–S1.1a	GRI 405-1
% Female		0.32%	0.32%	0.2%	%	JSE–S1.1a	GRI 405-1
Gender Representation							
WHL Board							
% of women directors		31%	33%	41.2%	%		
% black directors		63%	50%	47.1%	%		
% Woolworths Women Representation by Occupational Level²							
Top management		25%	38%	42%	%		
Senior management		47%	46%	46%	%		
Middle management		56%	59%	58%	%		
Junior Management		59%	64%	65%	%		
Semi-skilled		69%	72%	73%	%		
Unskilled		57%	50%	51%	%		
Employees living with disabilities³		698	625	529	#		
Black employees living with disabilities		664	585	488	#		
Other employees living with disabilities		34	40	41	#		
% Black people living with disabilities		95%	94%	92%	%		

1. This figure represents South African-based employees. It excludes CRG and WFS employees, as WFS reports against its own Employment Equity profile. Comparative figures exclude 721 employees from Absolute Pets, which were incorporated into FY2026 reporting.

2. Excludes CRG employees.

3. Current and comparative figures have been restated to include permanent employees only.

SUSTAINABILITY DATA TABLE		DATA				REPORTING STANDARDS	
DATA POINT		2026	2025	2024	UNIT	JSE	GRI
INCLUSIVE JUSTICE							
OUR PEOPLE CONTINUED							
TALENT DEVELOPMENT AND RETENTION							
WHL labour turnover							
Average permanent headcount		38 045	36 312	35 665	#		
Sum of terminations		6 160	6 818	6 572	#		
WHL labour turnover rate							
WSA		16.2%	19%	18.4%	%		
CRG		15.6%	17.6%	18.1%	%		
Minimum notice periods regarding operational changes							
WSA		24.2%	31.5%	21.8%	%		
CRG							
Internal appointments							
WSA		4	4	4	weeks		GRI 402-1
CRG		2	2	2	weeks		GRI 402-1
WSA		80%	82%	81%	%		
CRG		61%	62%	64%	%		
TRAINING AND SKILLS DEVELOPMENT							
WHL Training and Skills Development Spend							
WSA		228.5	148.97	209.6	R million		
CRG		204	128.47	168.3	R million		
Woolworths Training and Skills Development Spend¹							
Female		24.5	20.5	41.3	R million		
Male		204	128.47	168.3	R million		
Average spend per employee							
Female		142	78.08	114.2	R million		
Male		62	47.79	54.1	R million		
Percentage spend on black² employees							
Female							
Male							
Number of learning interventions							
Female							
Male							
Female		99%	99%	96%	%		GRI404-1
Male		99%	99%	97%	%		GRI404-1
Female		133 982	109 108	112 535	#		
Male		87 757	72 196	73 838	#		
		46 225	36 912	38 697	#		

1. Excludes CRG.
2. Black employees include African, Coloured and Indian employees as defined in the B-BBEE legislation.

Sustainability Data Table		Data				Reporting Standards	
Data Point		2026	2025	2024	Unit	JSE	GRI
Inclusive Justice							
Our People Continued							
Training Beneficiaries							
Number of employees trained (includes employees that have since left the business)		32 431	30 473	32 753	#		
Female		21 184	20 056	21 716	#		
Male		11 247	10 417	11 037	#		
Number of black employees trained		31 571	29 569	31 815	#		
Female		20 695	19 538	21 160	#		
Male		10 876	10 031	10 655	#		
Learnership Beneficiaries							
Number of learners		1 900	1 750	2 237	#		
Female		1 192	1 050	1 544	#		
Male		708	700	693	#		
Number of black learners		1 889	1 746	2 220	#		
Female		1 183	1047	1533	#		
Male		706	699	687	#		
Number of disabled learners		298	99	225	#		
Female		114	16	160	#		
Male		184	83	65	#		
Number of unemployed learners		469	346	373	#		
Female		164	60	238	#		
Male		305	286	135	#		
Number of unemployed absorbed		4	61	71	#		
Female		2	13	57	#		
Male		2	48	14	#		
Number of employees enrolled on learnerships		1 420	615	901	#		
Number of unemployed youths enrolled on learnerships for people with disabilities		293	74	114	#		

Sustainability Data Table		Data				Reporting Standards	
Data Point		2026	2025	2024	Unit	JSE	GRI
Inclusive Justice							
Our People Continued							
Investment in busarries							
Number of employees receiving funding for tertiary education		232	230	217	#		
Number of employee dependents to study for qualifications in the retail industry		70	73	37	#		
Appointments							
Number of participants part of the graduate development programme		53	40	NR	#		
WHL Employee Health Indicators							
WHL Recordable injuries on duty		1 338	1 204	836	#		GRI 403-9
WSA		994	826	763	#		GRI 403-9
CRG		344	378	73	#		GRI 403-9
WHL total recordable injury frequency rate (TRIFR)		12.04	11.3	11.91	#		GRI 403-9
WSA		13.2	11.42	11.84	#		GRI 403-9
CRG		9.6	9.44	12.69	#		GRI 403-9
WHL Lost time injuries (LTI)		833	665	603	#		GRI 403-9
WSA		796	642	566	#		GRI 403-9
CRG		37	23	37	#		GRI 403-9
WHL Lost time injury frequency rate (LTIFR)		10.39	8.64	8.59	#		GRI 403-9
WSA		10.57	8.78	8.78	#		GRI 403-9
CRG		7.55	5.03	6.43	#		GRI 403-9
WHL Gross absenteeism rate (GAR)		3.24%	2.87%	2.9%	%		GRI 403-9
WSA		3.24%	2.81%	2.83%	%		GRI 403-9
CRG		3.3%	3.90%	3.24%	%		GRI 403-9
WHL Primary healthcare cases (acute and chronic care)		0	0	0	#		GRI 403-10
WSA		0	0	0	#		GRI 403-10
CRG		0	0	0	#		GRI 403-10
WHL Fatalities (employees)		0	0	0	#		GRI 403-10
WSA		0	0	0	#		GRI 403-10
CRG		0	0	0	#		GRI 403-10

SUSTAINABILITY DATA TABLE		DATA				REPORTING STANDARDS	
DATA POINT		2026	2025	2024	UNIT	JSE	GRI
INCLUSIVE JUSTICE							
OUR COMMUNITIES							
WOOLWORTHS SA							
Total Group community impact contribution		1 083	981	973	R million		
FOOD SECURITY							
Surplus food donations		944	857	816	R million		
Surplus food donations in cash		1.15	1.2	1	R million		
Surplus food tonnage donated through Woolworths FoodShare*		14 419	13 124	NR	tonnes		
Number of meals attributed to Woolworths FoodShare*		57.7m	52.5m	56.5m	#		
Number of beneficiaries reached daily*		1 068 230	935 100	920 000	#		
Amount donated to #ZeroHunger initiatives		3.75	3.3	2.45	R million		
Total number of Living soils community learning farm program interns		37	20	16	#		
Total number of graduates placed in meaningful employment		6	4	NR	#		
Total produce harvested through the Living soils community learning farm		23 791	16 896	5 031	Kg		
Total produce donated to communities		12 478	11 292	1 392	Kg		
COUNTRY ROAD GROUP							
Proceeds to Our Watch from sale of limited-edition Mimco tote		82 859	203 360	140 000	A\$		
Donation to Ovarian Cancer Research Foundation (OCRF)		636 453	792 937	1 228 284	A\$		
Funds raised for Movember		112 620	158 000	173 000	A\$		

* Calculated according to FFSA’s methodology and definitions.

SUSTAINABILITY DATA TABLE		DATA				REPORTING STANDARDS	
DATA POINT		2026	2025	2024	UNIT	JSE	GRI
INCLUSIVE JUSTICE							
OUR CUSTOMERS							
MyDifference contribution		103.9	94	103	R million		
Number of MyDifference causes supported		7 801	8 183	8 389	#		
PRODUCT SAFETY							
Total number of product recalls		0	0	2	#		
PRODUCT STEWARDSHIP							
Revenue generated from our PlantLove range		R145m	R124m	NR	R		
OUR SUPPLIERS							
Contributions towards revenues of SMMEs in our supplier base		1.8	1.7	1.4	R billion		
Contributions in revenues from Black and Black women-owned suppliers in our supplier base		8	6.7	7	R billion		
Value of procurement opportunities accessed by SMME beneficiaries through the ESD programme		245	341	235	R million		



[illegible]

* Totals may differ slightly due to rounding.

Sustainability Data Table			Data			Reporting Standards	
Data Point			2026	2025	2024	Unit	JSEGRI
Thriving and Resilient							
Packaging and Waste Continued							
Destination of Surplus Food*							
Food Donation							
Charity						tonnes	JSE E4.1aGRI 306
Animal feed						tonnes	JSE E4.1aGRI 306
Diversion of Food Loss and Waste							
Compost						tonnes	JSE E4.1aGRI 306-4
Anaerobic digestion						tonnes	JSE E4.1aGRI 306-4
Biodiesel						tonnes	JSE E4.1aGRI 306-4
Effluent						tonnes	JSE E4.1aGRI 306-4
Landfill						tonnes	JSE E4.1aGRI 306-5
Total Food Loss and Waste						tonnes	JSE E4.1a
Total Surplus Food Redistributed to All Destinations						tonnes	JSE E4.1a
Food Loss and Waste Sent to Landfill as a Percentage of All Surplus Food Redistributed						tonnes	JSE E4.1a
Surplus Clothing							
Value of clothing donated to Taking Care of Business						R million	
Number of units donated to Taking Care of Business						#	
Value of clothing sold to MyRunway						R million	
Weight of garments donated to Red Cross						Kg	
Value of clothing donated to Fitted For Work						A\$	

* Calendar year (January – December). Totals may differ slightly due to rounding.

SUSTAINABILITY DATA TABLE				DATA			UNIT		REPORTING STANDARDS	
DATA POINT				2026	2025	2024	UNIT		JSE	GRI
THRIVING AND RESILIENT										
ENERGY AND CLIMATE CHANGE										
WHL CARBON FOOTPRINT BY CATEGORIES¹										
SCOPE 1: DIRECT EMISSIONS										
Stationary fuel emissions				3 780	2 894	16 492	tCO₂e		JSE E1.1a	GRI 102-5
Fugitive emissions				37 400	43 899	39 252	tCO₂e		JSE E1.1a	GRI 102-5
Mobile fuel emissions				1 506	1 504	1 483	tCO₂e		JSE E1.1a	GRI 102-5
TOTAL SCOPE 1 EMISSIONS				42 687	48 297	57 227	tCO₂e		JSE E1.1a	GRI 102-5
SCOPE 2: INDIRECT EMISSIONS										
Total Scope 2 emissions (location-based)				301 111	303 333	317 674	tCO₂e		JSE E1.1a	GRI 102-6
Total Scope 2 emissions (market-based)²				294 449	299 108	313 177	tCO₂e		JSE E1.1a	GRI 102-6
TOTAL SCOPES 1 & 2 (LOCATION-BASED)				343 797	351 630	374 901	tCO₂e		JSE E1.1a	GRI 102-6
TOTAL SCOPES 1 & 2 (MARKET-BASED)				337 135	347 405	370 404	tCO2e		JSE E1.1a	GRI 102-6
SCOPE 3: INDIRECT EMISSIONS³										
Purchased goods and services⁴				NR	5 311 993	4 568 330	tCO₂e		JSE E1.1b	GRI 102-7
Capital goods⁵				NR	136 988	131 527	tCO₂e		JSE E1.1b	GRI 102-7
Fuel and energy-related activities (T&D losses)				NR	84 751	88 649	tCO₂e		JSE E1.1b	GRI 102-7
Upstream transportation and distribution				NR	128 474	115 149	tCO₂e		JSE E1.1b	GRI 102-7
Waste generation in operations				NR	2 735	2 422	tCO₂e		JSE E1.1b	GRI 102-7
Business travel				NR	6 778	7 652	tCO₂e		JSE E1.1b	GRI 102-7
Employee commuting (including working from home)⁶				NR	27 364	27 678	tCO₂e		JSE E1.1b	GRI 102-7
Use of sold products				NR	17 124	9 015	tCO₂e		JSE E1.1b	GRI 102-7
End-of-life treatment of sold products⁷				NR	209 431	209 431	tCO₂e		JSE E1.1b	GRI 102-7
Investments⁸				NR	151	157	tCO₂e		JSE E1.1b	GRI 102-7
TOTAL SCOPE 3 EMISSIONS				NR	5 925 788	5 160 101	tCO₂e		JSE E1.1b	GRI 102-7
Direct Outside of Scopes – non-Kyoto refrigerants				11 417	12 326	12 358	tCO₂e		JSE E1.1b	GRI 102-7
Indirect Outside of Scopes – Biogenic				NR	13 461	NR	tCO₂e		JSE E1.1b	GRI 203-7
TOTAL OUTSIDE OF SCOPES				11 418	25 787	12 358	tCO₂e		JSE E1.1b	GRI 102-7
WHL GRAND TOTAL (LOCATION-BASED)				355 216	6 303 205	5 547 360	tCO₂e		JSE E1.1b	GRI 102-7
WHL GRAND TOTAL (MARKET-BASED)				348 554	6 298 981	5 542 863	tCO₂e		JSE E1.1b	GRI 102-7

1. Totals may differ slightly due to rounding.

2. Market-based emissions incorporate the procurement of renewable energy sources, resulting in emissions lower than location-based emissions, which represent average grid consumption only.

3. Scope 3 emissions are reported a year in arrears.

4. FY2024 emissions have been restated to rectify a VAT error.

5. FY2024 emissions have been restated following an improved understanding of capex data, which identified a more appropriate emission factor for the Midrand DC upgrade.

6. FY2024 emissions have been restated to use FTE employees instead of headcount.

7. FY2024 emissions have been used as a proxy for FY2025 emissions.

8. FY2024 emissions have been restated to reflect actual instead of estimated kWh.

Sustainability Data Table	
Data Point	
Thriving and Resilient	
Energy and Climate Change Continued	
Carbon Footprint by Trading Company	
Scope 1	
WSA	
CRG	
Scope 2 (Location-based)	
WSA	
CRG	
Scope 3	
WSA	
CRG	
WHL Intensity Metrics (Location-based)	
Scope 1 & 2 emissions per full-time equivalent employee (tCO ₂ e/FTE)	
Scope 1 & 2 emissions per square metre of general letting area (GLA) (tCO ₂ e/m ²)	
Scope 1 & 2 emissions per square metre of trading area (TA) (tCO ₂ e/m ²)	
Scope 1 & 2 emissions per million Rand turnover (tCO ₂ e/Rm)	
WSA Carbon Tax ¹	
Carbon tax payable	
Energy	
Total energy consumed*	
Total energy from renewable sources	
Purchased renewable electricity	
WSA	
CRG	
Self-generated non-fuel renewable energy	
WSA	
CRG	

Data		
2026	2025	2024
42 514	48 123	57 062
172	174	165
296 114	297 002	311 447
4 997	6 331	6 227
NR	5 692 964	5 044 194
NR	232 824	115 908
9.107	9.324	9.998
0.225	0.231	0.25
0.418	0.431	0.468
4.15	4.421	4.899
2025	2024	2023
99 844	68 564	45 633
344 377	338 839	335 828
12 090	9 899	9 285
10 158	7 455	7 261
1 837	483	471
8 321	6 972	6 790
1 931	2 444	2 024
1 748	2 155	1 939
183	289	86

Unit
tCO ₂ e
tCO ₂ e
tCO ₂ e
tCO ₂ e
tCO ₂ e
tCO ₂ e
tCO ₂ e/FTE
tCO ₂ e/m ²
tCO ₂ e/m ²
tCO ₂ e/Rm
R
MWh
MWh
MWh
MWh
MWh
MWh
MWh
MWh

Reporting Standards	
JSE	GRI
JSE E1.1a	GRI 102-5
JSE E1.1a	GRI 102-5
JSE E1.1a	GRI 102-6
JSE E1.1a	GRI 102-6
JSE E1.1b	GRI 102-7
JSE E1.1b	GRI 102-7
JSE E1.1c	GRI 102-8
JSE E1.1c	GRI 102-8
JSE E1.1c	GRI 102-8
JSE E1.1c	GRI 102-8
JSE E1.2	GRI 103-2
JSE E1.2	GRI 103-2
JSE E1.2	GRI 103-2
JSE E1.2	GRI 103-2
JSE E1.2	GRI 103-2
JSE E1.2	GRI 103-2
JSE E1.2	GRI 103-2
JSE E1.2	GRI 103-2

1. Carbon tax is calculated based on calendar year assessment.
* Totals may differ slightly due to rounding.

SUSTAINABILITY DATA TABLE		DATA				REPORTING STANDARDS	
DATA POINT		2026	2025	2024	UNIT	JSE	GRI
THRIVING AND RESILIENT							
ENERGY AND CLIMATE CHANGE CONTINUED							
Total energy from non-renewable sources		332 287	328 940	326 543	MWh		GRI 103-2
Purchased grid electricity – CRG		0	2 987	3177	MWh	JSE E.2	GRI 103-2
Purchased grid electricity – WSA		332 287	325 953	323 366	MWh	JSE E1.2	GRI 103-2
WHL’s relative grid electricity intensity per square metre of GLA		218	216	217	kWh/m²	JSE E1.2	GRI 103-4
Electricity usage intensity per square meter of general letting area for Woolworths South Africa (WSA) corporate stores (like-for-like)		276.97	252.19	232.19	kWh/m²		
Percentage of direct operations with real-time online metering – WSA		96%	89%	95%	%		
Energy saved due to energy efficiency initiatives		1 570 621	3 062 871	3 715 861.75	kWh	JSE E1.2	GRI 103-5
Number of electric vehicles in our standard delivery channel		42	42	42	#		
Number of AxlePower refrigeration trailers in our fleet		21	12	1	#		
Cumulative total number of green building certifications to date for CRG stores		29	21	20	#		
ANNUAL GOOD BUSINESS JOURNEY SAVINGS		602.47 ^{MA}	558	493	R MILLION		
Electricity efficiency improvements (administration buildings and stores)		580.67	516.88	449.3	R million		
Energy, water and sewerage recoveries from incorrect billings and tariff optimisation (stores)		0.61	4.84	1.3	R million		
Costs saved due to improved efficiencies in diesel consumption		–1.95	9.22	8.59	R million		
International carton reuse at distribution centres		14.41	16.78	18.7	R million		
Waste recycling rebates at distribution centres (WSA)		8.74	9.23	7.2	R million		



WHL CARBON FOOTPRINT OVERVIEW

ORGANISATIONAL BOUNDARY				
Organisational entity:	Woolworths Holdings Limited			
Reporting period:	1 July 2025–30 June 2026 (FY2026)			
Methodology:	Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised)			
Organisational boundary:	Operational control			
Base year:	2019			
Number of full-time employees:	37 752			
General letting area:	1 526 444 m²			
Trading area:	822 208 m²			
Turnover (R million):	82 841			
Verification:	Third-party verification: ISO 14064-3 (2019)			
OPERATIONAL BOUNDARY				
Using the operational boundary method, the WHL greenhouse gas inventory 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
Woolworths¹	531	13	10	1 413 808 m²
Country Road Group	239	1	1	112 636 m²

1. Includes Absolute Pets.

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	Absolute Pets	Data not available
Fugitive gases	Air-conditioning, refrigerant gases, and fire suppressant refills for WSA	Refrigerant gases from Absolute Pets and WSA International stores	Data not available
Mobile fuel emissions	WSA-owned and CRG-owned vehicles	Absolute Pets and WSA International-owned vehicles	Data not available
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	Africa: 6 sites (regional cross-docks and offices)	Data not available
FY2025 SCOPE 3 EMISSIONS INCLUDED/EXCLUDED IN ORGANISATIONAL BOUNDARY			
Activity	Inclusion	Exclusion	Reason for exclusion
All Scope 3		Absolute Pets	Data not available
Purchased goods and services	Relevant and reported: WSA and CRG purchased trade goods, WSA water supply, WSA & CRG - secondary packaging, -, WSA and CRG non-trade goods and services	CRG water	Data not available
Capital goods	Relevant and reported	None	Not applicable
Fuel- and energy-related activities	Relevant and reported: electricity WTT, T&D losses WTT and Scope 1 fuel WTT for WSA and CRG	None	Not applicable
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	WSA vehicle refrigerant refills, WSA outbound freight data is incomplete, CRG inbound freight	Data not available
Waste generated in operations	Relevant and reported: waste to landfill, recycling, organic waste	Waste data for WSA stores and WSA International	Data not available
Business travel	Relevant and reported: overnight accommodation, rental cars, flights, travel claims	Other business travel (e.g., private taxis)	Data not available
Employee commuting	Relevant and reported: WSA and CRG employee commuting, WSA work from home	None	Not applicable
Upstream leased assets	Not relevant	Not applicable	Not applicable
Downstream transportation and distribution	Not relevant	Not applicable	Third-party online deliveries are included under category 4
Processing of sold products	Not relevant	Not applicable	Not applicable
Use of sold products	Relevant and reported: lifetime electricity use of appliances sold; combustion of charcoal/wood, firelighters, lighter fluid and use of aerosol products	None	Not applicable
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	None	Not applicable
Franchises	Relevant, not reported.	Franchise stores at Engen forecourts	Operational control remains with Engen
Investments	Relevant and reported: WFS fuel and purchased grid electricity	None	Not applicable

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