WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2026 REPORTING FRAMEWORKS

START

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GRI CONTENT INDEX

"To find the information relating to each of the GRI disclosures, download our 2026 Good Business Journey Report and accompanying additional documents, which form part of our sustainability and integrated reporting suite. For a detailed explanation of the GRI disclosures, visit the Global Reporting Initiative website: https://www.globalreporting.org/"

STATEMENT OF USE	Woolworths Holdings Limited has reported the information cited in this GRI content index for the 52-week period ending 28 June 2026, with reference to the GRI Standards.
GRI 1 USED	© GRI 2026: Version 1.3 (January 2026)

ABBREVIATIONS

THE FOLLOWING COMPANY ABBREVIATIONS ARE USED:

- **WHL:** Woolworths Holdings Limited
- **WSA:** Woolworths South Africa
- **CRG:** Country Road Group
- **AP:** Absolute Pets

THE FOLLOWING ABBREVIATIONS ARE USED FOR CHAPTERS IN THE GBJ REPORT:

- **GBJ-INT:** Introduction
- **GBJ-MS:** Managing Sustainability
- **GBJ-OA:** Our Approach
- **GBJ-OP:** Our People
- **GBJ-OC:** Our Communities
- **GBJ-OCS:** Our Customers
- **GBJ-OS:** Our Suppliers
- **GBJ-ES:** Ethical Sourcing
- **GBJ-SF:** Sustainable Farming
- **GBJ-PW:** Packaging and Waste
- **GBJ-WR:** Water
- **GBJ-EN:** Energy and Climate Change

THE FOLLOWING ABBREVIATIONS ARE USED FOR VARIOUS SOURCES OF INFORMATION:

- **GBJ:** 2026 WHL Good Business Journey Report
- **GBJ-KSI:** 2026 Key Sustainability Indicators
- **GBJ-SE:** Stakeholder Engagement
- **GBJ-CR:** Climate Report
- **GBJ-GI:** Glossary
- **GBJ-AR:** GBJ Assurance, Verification and Certification Summary
- **GBJ-PS:** Position Statements, Guidelines and Policies
- **GBJ-ER:** Ratings, Indices and External Recognition
- **AFS:** 2026 Annual Financial Statements
- **IR:** 2026 WHL Integrated Annual Report
- **AGM:** 2025 WHL Annual General Meeting Notice
  Web: Pages on our **www.woolworths.co.za/goodbusinessjourney** website

THE FOLLOWING ABBREVIATIONS ARE USED FOR CHAPTERS IN THE IR:

- **IR-GO:** Our Governance
- **IR-RR:** Our Remuneration Report
- **IR-OA:** Our Approach

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organisational details	Woolworths Holdings Limited, headquartered in Cape Town, South Africa GBJ-MS: p 4 https://www.woolworthsholdings.co.za/overview/whl/
	2-2 Entities included in the organisation's sustainability reporting	GBJ-MS p 3 WFS, a joint venture, is excluded from data and information included in the GBJ Report
	2-3 Reporting period, frequency and contact point	GBJ: p 1, back page
	2-4 Restatements of information	GBJ-KSI
	2-5 External assurance	GBJ-MS: p 3 GBJ-AR WHL Board Sustainability Committee Terms of Reference
	2-6 Activities, value chain and other business relationships	GBJ-OA: pp 12, 15-16 GBJ-ES: pp 46-54 IR: pp VI, 34-36
	2-7 Employees	GBJ-OP: pp 19-27 GBJ-KSI
	2-8 Workers who are not employees	GBJ-KSI
	2-9 Governance structure and composition	IR-GO: pp 10-31
	2-10 Nomination and selection of the highest governance body	IR-GO: pp 12; 17; 24-25
	2-11 Chair of the highest governance body	IR-GO: pp 10-14 https://www.woolworthsholdings.co.za/directorate/directors/
	2-12 Role of the highest governance body in overseeing the management of impacts	IR-GO: pp 10-31
	2-13 Delegation of responsibility for managing impacts	IR-GO: pp 10-32 GBJ-MS: p 9 https://www.woolworthsholdings.co.za/sustainability/governance-and-management/
	2-14 Role of the highest governance body in sustainability reporting	IR-GO: pp 14; 31 GBJ-MS: p 9 https://www.woolworthsholdings.co.za/wp-content/uploads/2025/10/WHL_2025-TERMS-OF-REFERENCE-Sustainability-Committee_V2.pdf
	2-15 Conflicts of interest	IR-GO: pp 20; 23; 32 https://www.woolworthsholdings.co.za/governance/policies/
	2-16 Communication of critical concerns	GBJ-MS: pp 8-9, 11 GBJ-OP: pp 21-27 GBJ-OC: pp 36-44 IR-OA: pp 40-46

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021 (Continued)	2-17 Collective knowledge of the highest governance body	IR-GO: pp 15, 22
	2-18 Evaluation of the performance of the highest governance body	IR-GO: pp 19-23, 25-31
	2-19 Remuneration policies	IR-RR: pp 88-92
	2-20 Process to determine remuneration	IR-RR: pp 88-92
	2-21 Annual total compensation ratio	IR-RR: 88-90
	2-22 Statement on sustainable development strategy	GBJ-MS: p 8
	2-23 Policy commitments	GBJ-ES: p 50 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/
	2-24 Embedding policy commitments	Throughout the GBJ Report
	2-25 Processes to remediate negative impacts	GBJ-MS: pp 8-9, 11 GBJ-OP: pp 21-24, 27 GBJ-OC: pp 36-44 GBJ-ES: pp 50-54 IR-OA: pp 40-46
	2-26 Mechanisms for seeking advice and raising concerns	GBJ-OP: p 27 GBJ-ES: pp 53-54 IR-OA: pp 40-46
	2-27 Compliance with laws and regulations	IR-GO: pp 23, 32
	2-28 Membership associations	GBJ-ES: pp 49, 53-54 GBJ-PW: p 69 GBJ-EN: p 93
	2-29 Approach to stakeholder engagement	GBJ-SE: pp 15-16 IR-OA: pp 40-46
	2-30 Collective bargaining agreements	GBJ-ES: p 53
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	GBJ-MS: p 13 IR-OA: pp 55-58
	3-2 List of material topics	GBJ-MS: p 14 IR-OA: pp 55-58
	3-3 Management of material topics	Disclosed throughout the GBJ Report and Integrated Report

GRI STANDARD	DISCLOSURE	LOCATION
GRI 101: BIODIVERSITY 2024	101-1 Policies to halt and reverse biodiversity loss	GBJ-MS: 14 GBJ-SF: 56, 59 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/
	101-2 Management of biodiversity impacts	GBJ-SF: pp 56-60 GBJ-WR: pp 78-79 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/
	101-4 Identification of biodiversity impacts	GBJ-MS: pp 13, 14 GBJ-SF: pp 56-60 GBJ-WR: pp 77-79 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/
	101-5 Locations with biodiversity impacts	GBJ-SF: p 58 GBJ-WR: pp 78-79 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/
	101-6 Direct drivers of biodiversity loss	GBJ-MS: pp 13-14 GBJ-ES: p 49 GBJ-SF: p 58 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/
	101-7 Changes to the state of biodiversity	GBJ-SF: pp 57-58 GBJ-WR: p 79 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/
	101-8 Ecosystem services	GBJ-MS: pp 13-14 GBJ-SF: pp 56-57 GBJ-WR: pp 78-79 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/

GRI STANDARD	DISCLOSURE	LOCATION
GRI 102: CLIMATE CHANGE 2025	102-1 Transition plan for climate change mitigation	GBJ-CR
	102-2 Climate change adaptation plan	GBJ-CR
	102-3 Just transition	Not reported
	102-4 GHG emissions reduction targets and progress	GBJ-EN: pp 85, 86 GBJ-CR
	102-5 Scope 1 GHG emissions	GBJ-EN: p 84 GBJ-KSI
	102-6 Scope 2 GHG emissions	GBJ-EN: p 84 GBJ-KSI
	102-7 Scope 3 GHG emissions	GBJ-EN: p 86 GBJ-KSI
	102-8 GHG emissions intensity	GBJ-KSI
	102-9 GHG removals in the value chain	GBJ-EN: p 92
	102-10 Carbon credits	GBJ-EN: p 85 GBJ-KSI
GRI 103: ENERGY 2025	103-1 Energy policies and commitments	GBJ-EN: pp 89-91 GBJ-PS https://www.woolworthsholdings.co.za/sustainability/our-policies/
	103-2 Energy consumption and self-generation within the organisation	GBJ-EN: pp 87, 89 GBJ-KSI
	103-3 Upstream and downstream energy consumption	Not reported
	103-4 Energy intensity	GBJ-EN: p 87 GBJ-KSI
	103-5 Reduction in energy consumption	GBJ-EN: pp 87-88 GBJ-KSI
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	AFS: pp 5-10
	201-2 Financial implications and other risks and opportunities due to climate change	GBJ-CR
	201-4 Financial assistance received from government	None

GRI STANDARD	DISCLOSURE	LOCATION
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	IR-RR: p 95
	202-2 Proportion of senior management hired from the local community	GBJ-OP: pp 20 GBJ-KSI
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	GBJ-OC: pp 36-44 GBJ-WR: p 82
	203-2 Significant indirect economic impacts	GBJ-OC: pp 36-44 GBJ-OS: p 33
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	GBJ-OS: p 33
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	IR-GO: pp 29-31
	205-2 Communication and training about anti-corruption policies and procedures	IR-GO: pp 29-31
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	IR-GO: pp 23, 32
GRI 207: TAX 2019	207-1 Approach to tax	AFS: pp 30, 41, 61
	207-2 Tax governance, control, and risk management	AFS: pp 30, 41, 61
	207-3 Stakeholder engagement and management of concerns related to tax	Not reported
	207-4 Country-by-country reporting	Not reported
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	GBJ-KSI; GBJ -PW: p 67
	301-2 Recycled input materials used	GBJ-KSI; GBJ -PW: pp 68-69, 71
	301-3 Reclaimed products and their packaging materials	GBJ-KSI; GBJ -PW: pp 68-72
GRI 302: ENERGY 2016	302-1 Energy consumption within the organisation	GBJ-KSI; GBJ-EN: pp 87, 89
	302-3 Energy intensity	GBJ-KSI; GBJ-EN: 87
	302-4 Reduction of energy consumption	GBJ-KSI; GBJ-EN: 87

GRI STANDARD	DISCLOSURE	LOCATION
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	GBJ-KSI; GBJ-WR: pp 78-82
	303-2 Management of water discharge-related impacts	GBJ-WR: p 81
	303-3 Water withdrawal	Not reported
	303-4 Water discharge	Not reported
	303-5 Water consumption	GBJ-KSI; GBJ-WR: p 77
GRI 306: EFFLUENTS AND WASTE 2016	306-3 Significant spills	N/A
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	GBJ-KSI; GBJ-PW: p 70
	306-2 Management of significant waste-related impacts	GBJ-PW: pp 66-74
	306-3 Waste generated	GBJ-KSI; GBJ-PW: p 70
	306-4 Waste diverted from disposal	GBJ-KSI; GBJ-PW: p 70
	306-5 Waste directed to disposal	GBJ-KSI; GBJ-PW: p 70
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	GBJ-SF: p 60
	308-2 Negative environmental impacts in the supply chain and actions taken	GBJ-ES: p 49 GBJ-SF: pp 56-60 GBJ-WR: pp 78-81
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	GBJ-KSI; GBJ-OP: pp 20, 24, 25
	401-3 Parental leave	Not reported
GRI 402: LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	GBJ-KSI

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	GBJ-KSI: p 9; GBJ-OP: pp 26-27
	403-2 Hazard identification, risk assessment, and incident investigation	Not reported
	403-3 Occupational health services	GBJ-OP: pp 26-27
	403-4 Worker participation, consultation, and communication on occupational health and safety	GBJ-OP: pp 26-27
	403-5 Worker training on occupational health and safety	GBJ-OP: pp 26-27
	403-6 Promotion of worker health	GBJ-OP: pp 26-27
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GBJ-OCS: pp 31 GBJ-WR: pp 80-81 GBJ-OP: pp 26-27
	403-8 Workers covered by an occupational health and safety management system	GBJ-OP: pp 26-27
	403-9 Work-related injuries	GBJ-KSI: p 9
	403-10 Work-related ill health	GBJ-KSI: p 9
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	GBJ-KSI: p 7
	404-2 Programmes for upgrading employee skills and transition assistance programmes	GBJ-KSI: p 7; GBJ-OP: p 25
	404-3 Percentage of employees receiving regular performance and career development reviews	GBJ-KSI: p 7; GBJ-OP: p 25
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	GBJ-OP: pp 20-24 GBJ-KSI: pp 5-9 IR-GO: p 16
	405-2 Ratio of basic salary and remuneration of women to men	IR-RR: pp 95-96
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	Not reported
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GBJ-ES: pp 53-54;
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	GBJ-ES: pp 53-54;
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	GBJ-ES: pp 53-54;
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	Not reported
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not reported

GRI STANDARD	DISCLOSURE	LOCATION
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	GBJ-OC: pp 34-44 GBJ-WR: p 82
	413-2 Operations with significant actual and potential negative impacts on local communities	GBJ-OC: p 31
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	GBJ-ES: pp 50-52
	414-2 Negative social impacts in the supply chain and actions taken	GBJ-ES: pp 50-54
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions	None
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	GBJ-OC: pp 30-31
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	GBJ-OC: p 31
	417-2 Incidents of non-compliance concerning product and service information and labeling	None
	417-3 Incidents of non-compliance concerning marketing communications	None
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

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Version 1.3 (January 2026)

JSE SUSTAINABILITY AND CLIMATE DISCLOSURE GUIDANCE

The WHL Group (the Group) welcomes the publication of the JSE's Sustainability and Climate Disclosure Guidance (Guidance) documents.

The table below provides our current response to each recommended disclosure, as well as cross-references to where additional information related to each recommended disclosure can be found in our annual reporting suite and on our website.

As we work to embed the Guidance and enhance our existing measurement and reporting systems, we aim to improve our disclosures going forward.

ABBREVIATIONS THE FOLLOWING ABBREVIATIONS ARE USED FOR VARIOUS SOURCES OF INFORMATION:

- **GBJ:** Good Business Journey Report for WHL Group 2026
- **GBJ-KSI:** Key Sustainability Indicators
- **GBJ-CR:** Climate Report
- **GBJ-GI:** Glossary
- **GBJ-AR:** Assurance, Verification and Certification Summary
- **GBJ-PS:** Position Statements, Guidelines and Policies
- **GBJ-ER:** Ratings, Indices and External Recognition
- **GBJ-EMF:** 2025 Ellen MacArthur Foundation Submission
- **AFS:** Annual Financial Statements of WHL Group 2026
- **IR:** Integrated Annual Report for WHL Group 2026
- **AGM:** Annual General Meeting Notice for WHL Group 2026
  Web: Pages on our www.woolworths.co.za/goodbusinessjourney website

THE FOLLOWING ABBREVIATIONS ARE USED FOR CHAPTERS IN THE GBJ REPORT:

- **GBJ-MS:** Managing Sustainability
- **GBJ-OS:** Our Suppliers
- **GBJ-OA:** Our Approach
- **GBJ-OCS:** Our Customers
- **GBJ-INT:** Introduction
- **GBJ-OP:** Our People
- **GBJ-OC:** Our Communities
- **GBJ-ES:** Ethical Sourcing
- **GBJ-SF:** Sustainable Farming
- **GBJ-PW:** Packaging and Waste
- **GBJ-WR:** Water
- **GBJ-EN:** Energy and Climate Change

THE FOLLOWING ABBREVIATIONS ARE USED FOR CHAPTERS IN THE INTEGRATED REPORT:

- **IR-GO:** Our Governance
- **IR-RR:** Our Remuneration Report
- **IR-OA:** Our Approach

SUSTAINABILITY NARRATIVE DISCLOSURES

GOVERNANCE

An organisation should describe the board's oversight of sustainability-related impacts, risks, and opportunities and its process for integrating sustainability issues into the overall governance approach.
In describing the board's oversight of sustainability issues, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
BOARD DIRECTION AND TONE 1. How the board sets the direction and tone for considering sustainability-related impacts, risks, and opportunities in the organisation, including disclosing: a. the individual/s and/or board committee/s responsible for oversight of sustainability-related issues; b. how these responsibilities are reflected in the board's terms of reference, mandates, and other related policies; c. how the board ensures that the appropriate skills and competencies are available to oversee strategies designed to respond to sustainability-related impacts, risks, and opportunities; d. how the board ensures that the organisational structure/s and management-level responsibilities are appropriate for managing sustainability-related issues	• GBJ-MS: p 9 • IR-GO: pp 14-31 • Governance and Management of GBJ • Sustainability Committee Terms of Reference
BOARD ROLE IN INTEGRATING SUSTAINABILITY-RELATED ISSUES IN STRATEGY, BUSINESS PLANNING, AND REMUNERATION: 2. The processes and frequency with which the board and/or board committees are informed about the organisation's material sustainability-related impacts, risks, and opportunities (including any significant negative effects that the organisation's operations have had on people, the environment, and the economy), and how these material sustainability considerations are integrated into the organisation's: a. strategy development and risk management processes, including any assessment of trade-offs or sensitivity to uncertainty that may be required; b. capital allocation plans and decisions on major transactions; c. performance targets, including sustainability goals and targets; d. remuneration policies and performance incentives at an executive level	• GBJ-MS: p 9 • IR-GO: p 31 • Governance and Management of GBJ • Sustainability Committee Terms of Reference
BOARD OVERSIGHT OF IMPLEMENTATION OF STRATEGY 3. The process followed by the board and/or its committees to monitor: a. management's activities in assessing and managing sustainability-related impacts, risks, and opportunities, including whether that role is delegated to specific management-level positions or committees and how oversight is exercised over that position or committee; b. the outcomes of impact, risk, and opportunity assessments, evaluations, and responses; c. the controls and procedures relating to the management of sustainability impacts, risks, and opportunities, and how these are integrated with other internal functions; d. the organisation's progress against sustainability goals and targets; e. the views of affected stakeholders and the quality of the organisation's stakeholder engagement processes	• Governance and Management of GBJ • Sustainability Committee Terms of Reference
BOARD OVERSIGHT OF DISCLOSURE AND COMMUNICATION 4. The process followed by the board and/or its committees to provide oversight of the organisation's disclosure and communication activities, including its approach to: a. approving management's determination of the reporting frameworks and standards to be used, considering the intended audience and purpose of each report; b. ensuring the integrity of external reports and deciding the scope and type of assurance of sustainability-related controls and information	• GBJ-MS: p 9 • Sustainability Committee Terms of Reference

SUSTAINABILITY NARRATIVE DISCLOSURES (Continued)

STRATEGY

An organisation should describe how an assessment of sustainability-related impacts, risks, and opportunities has influenced the organisation's strategy and what impact this has had on the organisation's overall performance, both positive and negative. In describing how sustainability issues inform strategy, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES 1. The organisation's most significant impacts (positive and negative) on people, the environment, and the economy over the short, medium, and long term, noting the nature of its dependencies and impacts on specific resources and relationships ('impact materiality') 2. The organisation's most significant sustainability-related risks and opportunities across its value chain that the organisation reasonably expects could positively or negatively impact its business model, strategy, cash flows, access to finance, and its cost of capital over the short, medium, and long term ('financial materiality'). This should include a description of where in the value chain these risks and opportunities are concentrated 3. How the organisation defines short, medium, and long term, and how these definitions are linked to the organisation's strategic planning horizons and capital allocation plans, noting that these time frames can vary significantly between organisations and industry sectors	• GBJ-OA: pp 13–14 • IR-OA: pp 47-55 • More detailed information on the Group's significant risks and opportunities is disclosed throughout the Report • Work is underway to clearly define the Group's short, medium and long-term time horizons
STRATEGY AND DECISION-MAKING 4. How the identified material sustainability issues have informed the organisation's business model, its strategic objectives and targets, transition plans, and financial planning over the short, medium, and long term, recognising that sustainability issues often manifest themselves over the medium and longer term 5. The trade-offs between sustainability-related risks and opportunities considered by management in their decision-making	• GBJ-OA: pp 13–14 • GBJ-OS: pp 63–72 • IR: pp 55–58 • Our Goals
FINANCIAL POSITION, PERFORMANCE, AND CASH FLOWS 6. How any of the significant sustainability-related risks and opportunities have affected the organisation's most recently reported financial position, financial performance, and cash flows. This should include any information on whether there is a significant risk of material adjustments that may be reported in the next financial year 7. How the financial position and performance are expected to change over time given the organisation's strategy to address significant sustainability-related impacts, risks, and opportunities	• GBJ-CR: p 14
RESILIENCE 8. The nature, extent, and outcomes of any analysis, including scenario analysis, undertaken to test the resilience of the organisation's strategy, operations, products and services, value chain, and investment research and development activities – and how these might impact the organisation's financial position, and its capacity to respond, fund, adjust or adapt its strategy and business model over time 9. Commentary on the value created, preserved, or eroded for the organisation, its stakeholders, and society and the environment more broadly, as a result of implementing its strategy	• GBJ-CR: p 8 • Sustainability Committee Terms of Reference

SUSTAINABILITY NARRATIVE DISCLOSURES (Continued)

MANAGEMENT APPROACH

An organisation should describe how sustainability-related impacts, risks, and opportunities are identified, assessed, and integrated into the organisation's management processes. In describing the integration of sustainability issues in the organisation's management processes, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
1. The processes in place for identifying, assessing, prioritising, monitoring, and managing sustainability-related impacts, risks, and opportunities, including: a. how it assesses the likelihood and effects associated with its identified sustainability impacts, risks, and opportunities (such as the qualitative factors, quantitative thresholds, and other criteria used); b. how it prioritises sustainability-related risks and opportunities relative to other types of risks and opportunities; c. the input parameters it uses (for example, data sources, the scope of operations covered, and the detail used in assumptions); d. whether it has changed the processes used compared to the prior reporting period 2. How these various processes are integrated into the organisation's existing impact, risk, and opportunity management systems 3. The steps taken to access a diversity of perspectives (both internal and external to the organisation) in identifying and prioritising sustainability-related impacts, risks, and opportunities	• GBJ-OA: pp 13-14 • IR-OA: pp 47-54 • GBJ-CR pp 2-11

METRICS, TARGETS AND PERFORMANCE

An organisation should describe the performance metrics and targets used by the organisation to measure, monitor, and manage its sustainability impacts, risks, and opportunities and its performance against these metrics and targets. In describing its sustainability metrics, targets, and performance, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
1. The metrics and targets used to measure, monitor, manage, and report on the organisation's performance against its significant sustainability impacts, risks, and opportunities, including use of any industry-wide, sector-specific, and/or organisation-specific activity metrics	• GBJ-INT: pp 5-6 • GBJ-KSI • Metrics and targets are disclosed throughout the Report
2. The methodologies used to calculate or estimate the metrics and targets where this is not immediately apparent	• GBJ-KSI: pp 17-18 • GBJ-AR • GBJ-CR • Our Goals • The above disclosures cover the bulk of the metrics and targets disclosed. We will aim to increase the coverage of metrics and targets in future

SUSTAINABILITY NARRATIVE DISCLOSURES (Continued)

METRICS, TARGETS AND PERFORMANCE (Continued)

An organisation should describe the performance metrics and targets used by the organisation to measure, monitor, and manage its sustainability impacts, risks, and opportunities and its performance against these metrics and targets. In describing its sustainability metrics, targets, and performance, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
3. The nature of its sustainability metrics and targets, including, where relevant: a. for environmental issues, whether the metric or target is absolute, normalised, intensity, or activity-based; and for social issues, whether the target is linked to specific outcomes for affected stakeholders; b. the time frame over which the metric or target applies; c. the base period from which progress is measured; d. any milestones or interim metrics or targets; e. whether the metric or target applies to the consolidated group, a single entity, its upstream or downstream value chain, or specific geographic regions	• GBJ-INT: pp 5-6 • GBJ-KSI • Our Goals • Metrics and targets are disclosed throughout the Report
4. The organisation's performance against its identified sustainability metrics and targets, as far as possible, using consistent and comparable data and disclosure formats, with provision for a suitable historical period to allow for trend analysis	• GBJ-INT: pp 5-6 • GBJ-KSI • Performance against sustainability metrics and targets is disclosed throughout the Report
5. The nature of any changes to metrics or targets, explaining the reasons for these changes, including (where practical and appropriate) any restated comparative figures	• GBJ-EN: pp 84–91 • GBJ-KSI
6. A response to each of the Core metrics listed in the Standardised Sustainability Disclosures, or alternatively a description of either (a) why the metric is not seen to be material, or (b) if it is material and not currently disclosed, what steps are being taken to start disclosing the metric	Refer to section that follows
7. The organisation's approach to ensuring that the performance data gathered is accurate and reliable, including how the organisation's combined assurance model has been applied to the sustainability performance data reported	• GBJ-INT: p 3 • GBJ-AR • Governance and Management of GBJ • Sustainability Committee Terms of Reference
8. Disclosure of specific actions taken to address identified performance gaps against its stated metrics and targets	Disclosed throughout the Report

CLIMATE NARRATIVE DISCLOSURES

GOVERNANCE

An organisation should describe the board's oversight of climate-related impacts, risks, and opportunities, and its process for integrating sustainability issues into the overall g governance approach. In describing the board's oversight of climate-related issues, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
BOARD DIRECTION AND TONE 1. How the board sets the direction and tone for consideringclimate-related impacts, risks, and opportunities in the organisation, including disclosing: a. the individual/s and/or board committee/s responsible for oversight of climate-related issues; b. how these responsibilities are reflected in the board's terms of reference, mandates, and other related policies; c. how the board ensures that the appropriate skills and competencies are available to oversee strategies designed to respond to climate-related impacts, risks, and opportunities; d. how the board ensures that the organisational structure/s and management-level responsibilities are appropriate for managing climate-related issues	• GBJ-MS: p 9 • GBJ-CR • IR-GO: pp 13-31 • Governance and Management of GBJ • Sustainability Committee Terms of Reference
BOARD ROLE IN INTEGRATING SUSTAINABILITY-RELATED ISSUES IN STRATEGY, BUSINESS PLANNING, AND REMUNERATION: 2. The processes and frequency with which the board and/or board committees are informed about the organisation's material climate-related impacts, risks, and opportunities (including any significant negative effects that the organisation's operations have had on people, the environment, and the economy), and how these material climate considerations are integrated into the organisation's: a. strategy development and risk management processes, including any assessment of trade-offs or sensitivity to uncertainty that may be required; b. capital allocation plans and decisions on major transactions; c. performance targets, including climate goals and targets; d. remuneration policies and performance incentives at an executive level	• GBJ-MS: p 9 • GBJ-CR • IR-GO: pp 14-31 • Governance and Management of GBJ • Sustainability Committee Terms of Reference
BOARD OVERSIGHT OF IMPLEMENTATION OF STRATEGY 3. The process followed by the board and/or its committees to monitor: a. management's activities in assessing and managing climate-related impacts, risks, and opportunities, including whether that role is delegated to specific management-level positions or committees and how oversight is exercised over that position or committee; b. the outcomes of impact, risk, and opportunity assessments, evaluations, and responses; c. the controls and procedures relating to the management of sustainability impacts, risks, and opportunities, and how these are integrated with other internal functions; d. the organisation's progress against climate goals and targets; e. the views of affected stakeholders and the quality of the organisation's stakeholder engagement processes	• GBJ-OA: pp 13-14 • GBJ-CR • Governance and Management of GBJ • Sustainability Committee Terms of Reference
BOARD OVERSIGHT OF DISCLOSURE AND COMMUNICATION 4. The process followed by the board and/or its committees to provide oversight of the organisation's disclosure and communication activities, including its approach to: a. approving management's determination of the reporting frameworks and standards to be used, considering the intended audience and purpose of each report; b. ensuring the integrity of external reports and deciding the scope and type of assurance of climate-related controls and information	• GBJ-MS: p 9 • Sustainability Committee Terms of Reference

CLIMATE NARRATIVE DISCLOSURES (Continued)

STRATEGY

An organisation should describe how an assessment of climate-related impacts, risks, and opportunities has influenced the organisation's strategy and what impact this has had on the organisation's overall performance, both positive and negative. In describing how sustainability issues inform strategy, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
CLIMATE-RELATED IMPACTS, RISKS, AND OPPORTUNITIES 1. The organisation's most significant climate-related impacts (positive and negative) on people, the environment, and the economy over the short, medium, and long term, noting the nature of its dependencies and impacts on specific resources and relationships ('impact materiality') 2. The organisation's most significant climate-related risks and opportunities across its value chain that the organisation reasonably expects could positively or negatively impact its business model, strategy, cash flows, access to finance, and its cost of capital over the short, medium, and long term ('financial materiality'). This should include a description of where in the value chain these risks and opportunities are concentrated 3. How the organisation defines short, medium, and long term, and how these definitions are linked to the organisation's strategic planning horizons and capital allocation plans, noting that these time frames can vary significantly between organisations and industry sectors	• GBJ-OA: pp 13-14 • GBJ-EN: pp 84-91 • GBJ-CR • IR-OA: pp 47-54 • More detailed information on the Group's significant risks and opportunities is disclosed throughout the Report
STRATEGY AND DECISION-MAKING 4. How the identified material climate-related issues have informed the organisation's business model, its strategic objectives and targets, transition plans, and financial planning over the short, medium, and long term, recognising that sustainability issues often manifest themselves over the medium and longer term. This should address how the organisation is responding to material climate-related issues and plans to achieve cliamte-related targets, including dislosure of: a. the changes the organisation is making in strategy and resource allocation; b. information, including the amount of capital or expenditure deployed, on the direct adaptation and mitigation efforts being undertaken; c. how changes are being resourced; how changes are being resourced; d. the processes to review objectives and targets; e. the potential use of carbon offsets to achieve objectives and targets, including the type of carbon offset, verification schemes used, and other factors relevant to establishing credibility of offsets; credibility of offsets; f. qualitative and quantitative information regarding the progress of plans disclosed in prior reporting periods; g. whether transition plans commit to stakeholder engagement with workers and communities	• GBJ-OA: pp 13-14 • GBJ-EN: pp 84-91 • GBJ-CR • IR-OA: pp 47-54 • Our Goals
FINANCIAL POSITION, PERFORMANCE, AND CASH FLOWS 5. How any of the significant climate-related risks and opportunities have affected the organisation's most recently reported financial position, financial performance, and cash flows. This should include any information on whether there is a significant risk of material adjustments that may be reported in the next financial year 6. How the financial position and performance are expected to change over time given the organisation's strategy to address significantclimate-related impacts, risks, and opportunities	Work is underway to begin quantifying the financial impacts of climate-related risks and opportunities to enable disclosure against this recommendation in future. However, various financial impacts (cost or savings) are disclosed

CLIMATE NARRATIVE DISCLOSURES (Continued)

STRATEGY (Continued)

An organisation should describe how an assessment of climate-related impacts, risks, and opportunities has influenced the organisation's strategy and what impact this has had on the organisation's overall performance, both positive and negative. In describing how sustainability issues inform strategy, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
RESILIENCE 7. The nature, extent, and outcomes of any analysis, including scenario analysis, undertaken to test the resilience of the organisation's strategy, operations, products and services, value chain, and investment research and development activities – and how these might impact the organisation's financial position, and its capacity to respond, adjust or adapt its strategy and business model, over time. This should include disclosure of: a. how the analysis was conducted, over what timeframe, using which inputs and assumptions, and the significant areas of uncertainty considered; b. if relevant, which scenarios were used, including: i. whether they included a comparison of a diverse range of scenarios ii. whether the scenarios used are associated with transition risks or increased physical risks iii. whether a scenario aligned with the latest international agreement on climate change was among the scenarios iv. whether the scenarios consider impacts on workers and communities v. an explanation of why the chosen scenarios are relevant to assessing the organisation's resilience to climate-related risks and opportunities vi. the inputs used in the analysis, including the scope of risks, the scope of operations, and assumptions, including those relating to how transition risks will impact the organisation	• GBJ-CR
8. Commentary on the value created, preserved, or eroded for the organisation, its stakeholders, and society and the environment more broadly, as a result of implementing its strategy	Disclosed throughout the Integrated Report and Good Business Journey Report

MANAGEMENT

An organisation should describe how climate-related impacts, risks, and opportunities are identified, assessed, and integrated into the organisation's management processes. In describing the integration of sustainability issues in the organisation's management processes, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
1. The processes in place for identifying, assessing, prioritising, monitoring, and managing climate-related impacts, risks, and opportunities, including: a. how it assesses the likelihood and effects associated with its identified climate-related impacts, risks, and opportunities (such as the qualitative factors, quantitative thresholds, and other criteria used); b. how it prioritises climate-related risks and opportunities relative to other types of risks and opportunities; c. the input parameters it uses (for example, data sources, the scope of operations covered, and the detail used in assumptions); d. whether it has changed the processes used compared to the prior reporting period 2. How these various processes are integrated into the organisation's existing impact, risk, and opportunity management systems 3. The steps taken to access a diversity of perspectives (both internal and external to the organisation) in identifying and prioritising climate-related impacts, risks, and opportunities	• GBJ-OA: pp 13-14 • IR-OA: pp 47-54 • GBJ-CR p 11 • More detailed information on how the Group assesses, prioritises, monitors and manages climate-related impacts, risks and opportunities is disclosed throughout the Report. Going forward, we will aim to disclose additional details over time

CLIMATE NARRATIVE DISCLOSURES (Continued)

METRICS AND TARGETS

An organisation should describe the performance metrics and targets used by the organisation to measure, monitor, and manage its sustainability impacts, risks, and opportunities and its performance against these metrics and targets. In describing its sustainability metrics, targets, and performance, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
1. Absolute gross greenhouse gas emissions expressed as metric tonnes of CO_2 equivalent and measured in accordance with the Greenhouse Gas Protocol for: Absolute a. Scope 1 emissions; b. Scope 2 emissions Scope 1 and Scope 2 emissions should be disclosed separately for: • the consolidated accounting group (the parent and its subsidiaries) • associates, joint ventures, unconsolidated subsidiaries, or affiliates not included in • The approach used (e.g. the Greenhouse Gas Protocol's equity share or operational control) should be included	• GBJ-EN: pp 84-96 • GBJ-KSI: pp 15-19 • GBJ-AR • GBJ-CR: pp 12-14 • The Group's carbon footprint now includes Woolworths Financial Services (WFS), a joint venture with Absa.
2. Absolute gross greenhouse gas emissions expressed as metric tonnes of CO_2 equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 3 equivalent including: emissions, including: a. breakdown of GHG emissions according to relevant upstream and downstream categories; b. the basis for measurement used by entities providing information within the organisation's value chain; c. reasons for omitting any particular Scope 3 emissions in the value chain;	• GBJ-EN: p 86 • GBJ-KSI: pp 14-15 • GBJ-CR: p 13 • Scope 3 emissions are not included in our intensity calculations
3. Greenhouse gas emissions intensity for Scope 1, 2, and 3, expressed as metric tonnes of CO_2 equivalent per unit of physical or economic output	• GBJ-KSI: pp 15 • GBJ-AR • Scope 3 emissions are not included in our intensity calculations
4. The amount and percentage of assets or business activities vulnerable to transition risks	Work is underway to quantify these metrics to enable disclosure against this recommendation in future
5. The amount and percentage of assets or business activities vulnerable to physical risks	
6. The amount and percentage of assets or business activities aligned with climate-related opportunities	
7. The amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	
8. The internal price of carbon per metric tonne of greenhouse gas emissions that the entity uses to assess the costs of its emissions, and an explanation of how this is applied in strategy implementation and decision-making	

CLIMATE NARRATIVE DISCLOSURES (Continued)

METRICS AND TARGETS (Continued)

An organisation should describe the performance metrics and targets used by the organisation to measure, monitor, and manage its sustainability impacts, risks, and opportunities and its performance against these metrics and targets. In describing its sustainability metrics, targets, and performance, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
9. Disclosure on how climate-related considerations are factored into executive remuneration policies, including: a. the percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations, and the split between long-term and short-term incentives; b. the rationale for the chosen metrics, noting how these metrics are tied to the organisation's business drivers; c. whether executive remuneration is aligned to the organisation's transition plan	• Sustainability metrics have been included in the executive directors' long-term incentive scheme, however, none of them are direct climate-related metrics • IR-RR: pp 87, 94, 98
10. Disclosure of stakeholder engagement with workers and communities on transition plans and subsequent responses, including: a. how many engagements have been undertaken with affected parties by group and geography; b. how many workers in the past year have been retrained/retrenched/compensated due to their decarbonisation plans"	Stakeholder engagement is still to be conducted
11. Disclosure of climate-related lobbying activities and membership of all relevant industry associations and groups involved in climate-related lobbying, including information on the nature of the climate-policy positions of each association and group, their alignment with the objectives of the Paris Agreement, and the criteria and procedure for determining alignment criteria	• GBJ-EN: p 93 • Details on each group's policy positions and their alignment with the Paris Agreement will be available on their respective websites
12. The specific targets used to manage climate-related impacts, risks, and opportunities, and the metrics used by the board or management to measure progress against these targets and achieving the organisation's strategic goals, including: a. a). whether the target is absolute or intensity based; b. the objective of the target; c. how the target compares with those created in the latest international agreement on climate change; d. timeframes over which the target applies; e. base year from which progress is measured; f. a description of the methodologies used to calculate targets and metrics; g. any milestones or interim targets; h. whether the target has been validated by a third party	• GBJ-INT: pp 5-6 • GBJ-EN: pp 84-86 • GBJ-CR: pp 12-14 • GBJ-KSI: pp 14-19 • Our Goals – Net zero
13. The nature of its sustainability metrics and targets, including, where relevant: a. for environmental issues, whether the metric or target is absolute, normalised, intensity, or activity-based; and for social issues, whether the target is linked to specific outcomes for affected stakeholders; b. the time frame over which the metric or target applies; c. the base period from which progress is measured; d. any milestones or interim metrics or targets; e. whether the metric or target applies to the consolidated group, a single entity, its upstream or downstream value chain, or specific geographic regions	• GBJ-INT: pp 5-6 • GBJ-KSI • Our Goals • Metrics and targets are disclosed throughout the Report

STANDARDISED SUSTAINABILITY DISCLOSURES – CORE (C) AND LEADERSHIP (L) METRICS

STANDARDISED SUSTAINABILITY DISCLOSURES

Core Metrics	C	Leadership Metrics	L

GOVERNANCE METRICS				
G1 BOARD COMPOSITION	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
G1.1 Board diversity	C	Composition of the board and its committees by race, gender, age group (under 30, 30-50, over 50) and, where relevant, any under-represented social groups	# and %	IR-GO pp 14-16
G1.2 Board competence	C	Description of the specific skills, competencies, and experience on the board to address the organisation's significant sustainability-related impacts, risks, and opportunities	Description	IR-GO p 15
G1.3 Board independence	C	Composition of the board with regards to executive or non-executive positions, independence, tenure on the governance body, and number and nature of each individual's other significant positions and commitments	# and %	IR-GO p 16
G2 REMUNERATION	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
G2.1 Remuneration practices	C	How the remuneration policies for board members and senior executives relate to their objectives and performance in relation to delivery of the organisation's strategy and management of its impacts on people, the environment, and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short- and long-term incentives	Description	• IR-RR pp 88-93 • Governance and Management of GBJ
G3 ETHICAL BEHAVIOUR	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
G3.1 ANTI-CORRUPTION				
G3.1a	C	Total percentage of governance body members, employees, and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures broken down by employee category and region	% Board members	Refer to IR-GO p 15 for additional information on board skills and training
G3.1b	C	Total number and nature of incidents of corruption confirmed during the current year, related to this year and previous years, with a description of the activities taken to address confirmed incidents and of the outcomes of these activities	# and description	Information is available but is not publicly disclosed due to confidentiality

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

GOVERNANCE METRICS (Continued)				
G3 ETHICAL BEHAVIOUR	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
G3.1c	C	A description of: i. The internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity ii. Mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity iii. The extent to which these various mechanisms have been used and the outcomes of processes using these mechanisms	# and description	• GBJ-OP: pp 27 • GBJ-ES: pp 53-54 • IR: pp 30 and 32 • Whistle-blower Policy • https://www.woolworthsholdings.co.za/governance/policies/
G3.1d	L	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture to combat corruption	Description	Information is available but is not publicly disclosed due to confidentiality
G3.2 LOBBYING AND POLITICAL CONTRIBUTIONS				
G3.2a	C	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and by recipient/beneficiary	ZAR	None
G3.2b	C	Identification of the significant issues that are the focus of the company's participation in public policy development and lobbying, including within any business association that the company is a member of, and description of the company's strategy relevant to these areas of focus, identifying any differences between its lobbying positions and its purpose, policies, goals, and other public positions	Description	Information is available internally but is not publicly disclosed
G4 INCIDENTS	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
G4.1 Incidents	C	Number and nature of significant environmental, social, and/or governance-related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies	# and Description	None
G4.2 Fines and monetary loss	C	Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements, and penalties paid in relation to ESG incidents or breaches, and description of plans to address any incidents or breaches	ZAR	None

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

GOVERNANCE METRICS (Continued)				
G5 TAX TRANSPARENCY	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
G5.1 TAX PAID AND ESTIMATED TAX GAP				
G5.1a	C	A description of the organisation's approach to tax, including: i. Whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available ii. The governance body or executive-level position within the organisation that formally reviews and approves the tax strategy and the frequency of this review iii. How its approach to tax is linked to the business and sustainability strategies of the organisation	Description	Information is available internally but is not publicly disclosed
G5.1b	C	For each tax jurisdiction: the total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of tax	ZAR	Information is available internally but is not publicly disclosed
G5.1c	L	Extent of exposure to countries and jurisdictions recognised for their corporate tax rate, tax transparency, and tax haven status, and the estimated tax gap (gap between estimated effective tax rate and estimated statutory tax rate)		We do not operate in jurisdictions with low tax rates or considered to be tax havens as per the OECD

SOCIAL METRICS				
S1 LABOUR STANDARDS	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
S1.1 DIVERSITY AND INCLUSION				
S1.1a	C	Percentage of employees per employee category by race, gender, age group (under 30, 30-50, over 50) and, where relevant, other diversity indicators	% workforce by category	• GBJ-KSI: p 5-9
S1.1b	C	Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents during the reporting period, noting the investigation status of reported and actual incidents, actions taken, and total amount of monetary losses due to legal proceedings associated with labour law violation, employment discrimination, and/or human rights violations	# and description	Information regarding our employees is available internally, but not publicly disclosed

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

SOCIAL METRICS (Continued)				
S1 LABOUR STANDARDS	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		S1.2. PAY EQUITY		
S1.2a	C	Ratio between the CEO's total annual remuneration and the median, lower quartile, and upper quartile of the total annual remuneration of all the organisation's employees (excluding the CEO)	Ratio	• Not reported publicly • Woolworths has also embarked on a journey towards paying all staff a just wage. More information can be found in GBJ-OP: pp 26-27 • WHL has developed a barometer for fair and responsible pay, which is aligned to the internal remuneration strategies of the Group. The barometer for fair and responsible pay can be found in IR-RR: pp 95-96
S1.2b	L	The ratio of the average annual remuneration of the top 10% of the organisation's top earners and the average annual remuneration for the bottom 10% of the lowest earners in the organisation	Ratio	• IR-RR: pp 95-96
S1.2c	C	The total annual remuneration of both the highest-paid employee and the lowest-paid employee, the average remuneration, and the median remuneration of all employees	ZAR	• IR-RR: pp 95-96
S1.2d	C	Ratio of the total annual remuneration of women to men, and by race group, for each employee category, by 'significant locations of operation' (as defined by the organisation)	Ratio	• IR-RR: pp 95-96
		S1.3 WAGE LEVEL AND LIVING WAGE		
S1.3a	C	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the standard entry-level wage by race and gender compared to the applicable legislated minimum wage for the sector	Ratio	• Not reported publicly • Woolworths has also embarked on a journey towards paying all staff a just wage. More information can be found in GBJ-OP: pp 26-27 • WHL has developed a barometer for fair and responsible pay, which is aligned to the internal remuneration strategies of the Group. The barometer for fair and responsible pay can be found in IR-RR: pp 95-96
S1.3b	C	Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation	Ratio	• IR-RR: p 95
S1.3c	L	Percentage of employees and non-employee workers whose wages fall below a specific living wage methodology or benchmark	% workforce	

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

SOCIAL METRICS (Continued)				
S1 LABOUR STANDARDS	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
S1.4 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
S1.4a	C	Describe how the organisation manages freedom of association and collective bargaining, noting any policy or policies considered likely to affect workers' decision to form or join a trade union, to bargain collectively, or to engage in trade union activities	Description	• GBJ-ES: p 53
S1.4b	C	Percentage of total employees covered under collective bargaining agreements	% workforce	GBJ-ES: p 53
S1.4c	C	Disclose the extent of major work stoppages (including both strikes and lockouts) due to disputes between the undertaking and its workforce, including the number of major work stoppages, and for each: number of workers involved, length in days of stoppage, reasons, and steps taken to resolve each dispute	# and description	None
S1.4d	L	An explanation of the due diligence assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk, including measures taken by the organisation to address these risks	Description	• GBJ-ES: pp 50,53-54 and 81 However, due diligence is not specifically performed to address risks related to the right to freedom of association and collective bargaining
S1.5 CHARACTERISTICS OF EMPLOYEES AND WORKERS IN WORKFORCE				
S1.5a	C	Describe key characteristics of employees in own workforce, including total number of all employees by country, permanent employees, temporary employees, non-guaranteed hours employees, full-time employees, and part-time employees – with breakdown by race and gender for each	Ratio workers	• GBJ-KSI: pp 5-9
S1.5b	C	Describe key characteristics of non-employee workers in the organisation's own workforce, including total number of non-employee workers, noting the most common type of workers and their relationship with the organisation	Description	• Due to the diversity of our operational geographies, consolidating our people reporting has been a challenge. We are working to find better ways of aligning reporting alongside differing legislative prescripts

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

SOCIAL METRICS (Continued)				
S2 COMMUNITY DEVELOPMENT	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
S2.1 COMMUNITY HUMAN RIGHTS				
S2.1a	C	Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessments by country	# and % operations and description	None of our operations have been subject to a specific human rights due diligence process or impact assessment. However, all tier 1 suppliers are subject to social and ethical compliance audits, which include assessment of human rights issues such as modern slavery
S2.1b	C	Nature of processes for engaging with affected communities and their representatives and channels for affected community members to raise concerns	Description	WHL also has a Stakeholder Management Policy that has been approved by the Board; however, it has not yet been made public
S2.1c	C	Number and type of grievances reported with associated impacts related to a salient human rights issue in the reporting period, and an explanation of the percentage of these that are remedied in agreement with those who expressed the grievance	# and description	Not yet reported publicly
S2.1d	L	Number and percentage of relevant sites (typically those involved in extracting, harvesting, or developing natural resources or energy) that implement a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights	# and % operations	N/A – the Group is not directly involved with the extraction, harvesting or development of natural resources or energy
S2.1e	L	Number and percentage of sites at which the ownership, use of, or access to land is contested, and an explanation of actions taken to address related social risks	# and % operations	N/A
S2.2 SKILLS FOR THE FUTURE				
S2.2	C	Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income-earning potential	Description	• GBJ-OP: p 25; GBJ-KSI: pp 7-9

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

SOCIAL METRICS (Continued)				
S2 COMMUNITY DEVELOPMENT	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		S2.3 EMPLOYMENT AND WEALTH CREATION		
S2.3a	C	Total number and rate of new employee hires during the reporting period by age group, gender, other indicators of diversity, and region	# and rate	• GBJ-OP: p 25 • Breakdown of employee hires by age group, gender, and region is not disclosed. Due to the diversity of our operational geographies, consolidating our people reporting has been a challenge. We are working to find better ways of aligning reporting alongside differing legislative prescripts
S2.3b	C	Total number and rate of employee turnover (for permanent employees) during the reporting period by age group, gender, other indicators of diversity, and region	# and rate	• GBJ-KSI: p 7 • Breakdown of employee turnover by age group, gender, and region is not disclosed. Due to the diversity of our operational geographies, consolidating our people reporting has been a challenge. We are working to find better ways of aligning reporting alongside differing legislative prescripts
		S2.4 ECONOMIC CONTRIBUTION		
S2.4a	C	Direct economic value generated and distributed (EVG&D) on an accrual basis, covering the basic components for the organisation's global operations, ideally split according to: revenue i. operating costs ii. employee wages and benefits iii. payments to providers of capital iv. payments to government (taxes, royalties, levies, etc.) v. community investment (including charitable giving, impact investment, and other social investment)	ZAR	• AFS: pp 78, 81, 105, 129, 132, and 152 • GBJ-OC: pp 37-44 • GBJ-OS: p 33
S2.4b	C	Description of significant identified indirect economic impacts of the organisation, including, for example, number of jobs supported in supply or distribution chain, number of suppliers/enterprises supported from defined vulnerable groups, nature of economic development in areas of high poverty, availability of products and services for those on low incomes or previously disadvantaged, and enhanced skills and knowledge in a professional community or geographic location	Description with # and spend where relevant	• GBJ-OS: p 33 • GBJ-OC: pp 37-44

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

SOCIAL METRICS (Continued)				
S2 COMMUNITY DEVELOPMENT	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
S2.4c	C	Percentage of the procurement budget used for significant locations of operation that is spent on local suppliers, noting the organisation's definitions of 'local' and 'significant locations of operation'	% of spend	• GBJ-OS: p 33 – total spend disclosed for Woolworths • GBJ-KSI: p 2 – percentage of GRN units locally sourced disclosed for Woolworths
S2.4d	L	Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported	ZAR	Not material for WHL Group
S2.4e	L	Total monetary value of financial assistance received by the organisation from any government during the reporting period	ZAR	None
S3.1 WORKPLACE HEALTH AND SAFETY				
S3.1a	C	Number and rate of fatalities as a result of a work-related injury or ill-health during the reporting period across the organisation. The disclosure should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation	# and rate	• No fatalities • GBJ-KSI: p 9
S3.1b	C	Number of recordable work-related injuries and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period. The disclosure should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation	# or rate	• GBJ-KSI: p 9
S3.1c	L	An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, as well as a description of any voluntary health-promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed	Description	• GBJ-OP: p 27
S4.1 HIGH-RISK PRODUCTS AND SERVICES				
S4.1a	C	Description of products and services that present specific risks to individuals, communities, or the environment, including an outline of the nature of these risks and the measures taken to mitigate them	Description	• GBJ-OCS: pp 30-31 • GBJ-ES: pp 48-49 • GBJ-SF: pp 56-64 • GBJ-PW: pp 67-69; 71-74 • GBJ-WR: pp 80-81
S4.1b	C	Number and nature of any product recalls	# and description	• GBJ-OCS: p 31

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

SOCIAL METRICS (Continued)				
S2 COMMUNITY DEVELOPMENT	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		S4.2 PRODUCT INNOVATION		
S4.2a	C	Total research and development spend	ZAR	Not currently disclosed. Going forward, we will aim to include this disclosure
S4.2b	L	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services	ZAR	Not publicly disclosed
S4.2c	L	Percentage of revenue from products and services designed to deliver specific social or environmental benefits or to address specific sustainability challenges. If the company applies a taxonomy or benchmark to label its activities as sustainable, it should report on the benchmark used and how they meet the criteria of the benchmark	% revenue	• GBJ-KSI: p 11
		S4.3 CONSUMER DATA AND PRIVACY		
S4.3a	C	A description of the mechanisms and steps taken to ensure privacy of consumer data	Description	• Data privacy is controlled through technical and procedural cyber security controls designed to secure systems that process consumer data through prevention, detection, and response. Primary data security controls are access management, encryption, and training. Data protection and security forms part of information and technology risk management, governed by the Board Risk, Information and Technology Committee. • Privacy impact assessments are performed for all new services involving consumer data to identify and implement relevant privacy protection controls. Contractual controls for data minimisation and consent guide the processing of consumer data, all within POPIA compliance requirements. Processes are in place for continued monitoring of controls.
S4.3b	C	Total number of substantiated complaints received concerning breaches of customer privacy (categorised by complaints received from outside parties and substantiated by the organisation, and complaints from regulatory bodies), and total number of identified leaks, thefts, or losses of customer data	# and description	None

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

SOCIAL METRICS (Continued)				
S2 COMMUNITY DEVELOPMENT	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
S5.1 SUPPLY CHAIN (SOCIAL)				
S5.1a	C	Description of the operations and suppliers considered to have a significant risk of child labour, forced or compulsory labour, or other significant actual and potential negative social impacts, given the type of operation, commodities, or geographic region, and the nature of the measures taken by the organisation Intended to contribute to eliminating these risks	Description	• GBJ-ES: pp 50-54; GBJ-PS • We do not report on individual suppliers/ operations. All our suppliers and service providers, whatever their location, are bound by the WHL Group operating company Supplier Codes of Conduct. All our suppliers are regularly assessed against these. This means that all WHL suppliers must adhere to the principles it sets out
S5.1b	C	The number and percentage of identified child labour, or forced and compulsory labour incidents in its operations or value chain, and the percentage of these where the reporting entity has played a role in securing remedy for those affected	# and %	
S5.1c	C	Report, wherever material across the supply chain, the mechanisms (e.g., supplier screening and audits) to identify and address significant actual and potential negative social impacts, nature of these impacts, and measures to address these.	Description	GBJ-ES: pp 51-52
S5.1d	L	% of products certified by external agencies, % of traceable origin	%	GBJ-ES: pp 47-49; GBJ-SF: pp 59-64

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

ENVIRONMENTAL METRICS				
CLIMATE CHANGE	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		E1 .1 GHG EMISSIONS		
E1.1a	C	"Absolute gross greenhouse gas emissions expressed as metric tonnes of CO_2 equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 1, Scope 2, and Scope 3 emissions. Scope 1 and Scope 2 emissions should be disclosed separately for: i. The consolidated accounting group (the parent and its subsidiaries) ii. associates, joint ventures, unconsolidated subsidiaries, or affiliates not included in (i)	Metric tonnes of carbon dioxide equivalent (tCO_2e)	• GBJ-EN: pp 84-86; • GBJ-KSI: pp 14-18 • GBJ-CR: pp 12-14 The Group's carbon footprint includes Woolworths Financial Services (WFS), a joint venture with Absa
E1.1b	L	Scope 3 emissions should include upstream and downstream emissions. The categories of Scope 3 emissions and basis for measurement for information provided by entities in the value chain should be disclosed. Recognising the challenges related to the disclosure of Scope 3 emissions, including data availability, reasons should be provided when Scope 3 emissions or categories of Scope 3 emissions are omitted	Metric tonnes of carbon dioxide equivalent (tCO_2e)	• GBJ-EN: p 86; GBJ-KSI: pp 14-18 • GBJ-CR: p 13
E1.1c	C	GHG emissions intensity for Scope 1, 2 and 3, expressed as metric tonnes of CO_2 equivalent per unit of physical or economic output	Metric tonnes of carbon dioxide equivalent (tCO_2e) per unit of output	• GBJ-KSI: p 15 • Scope 3 emissions are not included in our intensity calculations
		E1.2 ENERGY MIX		
E1.2	C	Total energy use and share of energy usage by generation type, noting use of energy from renewable non-fossil sources such as wind, solar (solar thermal and solar photovoltaic), and geothermal energy, ambient energy, tide, wave and other ocean energy, hydropower, biomass, landfill gas, sewage treatment plant gas, and biogas	MWh or GJ and % by type	• GBJ-EN: pp 87-89; GBJ-KSI: pp 15-16
		E1.3 SCIENCE-BASED TARGETS		
E1.3	L	"Define and report progress against time-bound short-, medium-, and long-term science-based GHG emissions targets that are in line with the goals of the Paris Agreement and Glasgow Climate Pact. This includes reducing global carbon dioxide emissions by 45% by 2030 relative to the 2010 level and to net zero around mid-century, based on the best available scientific knowledge and equity, taking into account common but differentiated responsibilities and respective capabilities, and in the context of sustainable development and efforts to eradicate poverty. Science-based emissions reduction targets should be informed by recognised scientific methodologies and verified through approved processes; they should (as an absolute minimum) be consistent with the relevant host country/ countries' Nationally Determined Contribution"	Description	• GBJ-EN: p 85 • GBJ-CR: p 14

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

ENVIRONMENTAL METRICS (Continued)				
CLIMATE CHANGE	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		E1.4 JUST TRANSITION		
E1.4a	C	Existence and nature of a 'transition plan' that commits to stakeholder engagement with affected workers and communities (see the JSE Climate Disclosure Guidance for further detail)	Description	A formal transition plan is not currently disclosed. Going forward, we will aim to include this disclosure
E1.4b	C	Number of workers in the past year recruited, retrained, retrenched, and/or compensated due to implementation of the decarbonisation plan	#	
E1.4c	L	Number of engagements undertaken with affected parties by group and geography	#	
E1.4d	L	Nature of climate-related lobbying activities, and those of relevant associations and membership groups, and their alignment with the objectives of the Paris Agreement and Glasgow Climate Pact	Description	GBJ-EN: pp 92-93
E1.4e	L	Nature of provision for delivery of the transition plan within executive remuneration	Description	Not currently disclosed. Going forward, we will aim to include this disclosure
E1.4f	L	Nature of provision for impacts on workers and communities within climate scenario plans	Description	
E1.4g	L	Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts	ZAR	Not currently disclosed. Selected examples provided on GBJ-EN: pp 88-92. Going forward, we will aim to include this disclosure
E2 WATER SECURITY	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		E2.1 WATER USAGE		
E2.1a	C	Total water consumption from all areas and from areas with water stress	Megalitres	• GBJ-WR: p 77 (in kilolitres) • Woolworths uses limited borehole water as well as harvested rainwater. • Water usage for Country Road Group is not reported as it is not material
E2.1b	L	Total water withdrawal from all areas with water stress, with a breakdown by following sources, if applicable: surface water, groundwater, seawater, produced water, third-party water	Megalitres	Refer to the 2026 CDP Submission report
E2.1c	L	Freshwater consumption intensity: total freshwater use per material unit (e.g., sales revenue, unit of production, m2 of building, or other)	Megalitres per unit	Refer to the 2026 CDP Submission report

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

ENVIRONMENTAL METRICS (Continued)				
E3 BIODIVERSITY AND LAND USE	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		E3.1 BIODIVERSITY FOOTPRINT (ECOSYSTEMS)		
E3.1a	C	Number and area of sites owned, leased, or managed in or adjacent to areas of high biodiversity value (Key Biodiversity Areas – KBAs) for operations (if applicable) and full supply chain (if material)	# and hectares (or km2 if applicable)	Not currently disclosed. Going forward, we will aim to include this disclosure
E3.1b	C	Area of land used for the production of basic plant, animal, or mineral commodities (e.g., the area of land used for forestry, agriculture, or mining activities)	Total surface hectares	N/A – The Group does not directly produce plant, animal or mineral commodities
E3.1c	C	Level of capital and expenditure deployed towards implementation of measures undertaken to manage positive impacts and avoid, minimise, restore/rehabilitate, and/or offset negative impacts on biodiversity and the ecosystem	ZAR	• GBJ-SF: pp 56-64 • GBJ-EN: p 92
E3.1d	L	Describe wherever material across the value chain the mechanisms aimed at enhancing management of biodiversity and ecosystem impacts (such as policies, targets, certifications, and audits)	Description	• GBJ-ES: pp 50-54; GBJ-SF: pp 56-64; GBJ-PW: pp 67-74; GBJ-WR: pp 77-81; GBJ-EN: pp 85, 90; GBJ-CR
E3.1e	L	Describe and report results of any processes aimed at identifying, assessing, and/or managing the biodiversity footprint of the organisation, including (for example) size and location of all habitat areas protected or restored and whether the success of the restoration measure was or is approved by independent external professionals; and the status of each area based on its condition at the close of the reporting period, noting the standards and methodologies used	Description and hectares (or km^2)	• GBJ-ES: pp 50-54; GBJ-SF: pp 54-64; GBJ-WR: pp 77-81 • Going forward, we will aim to enhance this disclosure to include recommended information
E4 POLLUTION AND WASTE	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		E4.1 SOLID WASTE		
E4.1a	C	Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting the percentage directed to disposal (including landfill and incineration) and the percentage diverted from disposal (e.g., reuse, recycling, recovery)	Tonnes and %	• GBJ-PW: pp 70-71; 73-74 • GBJ-KSI: pp 12-13
E4.1b	C	Total weight of hazardous waste generated, noting the percentage directed to disposal (including landfill and incineration) and the percentage diverted from disposal (e.g., reuse, recycling, recovery)	Tonnes and %	Not reported. Hazardous waste from our direct operations is minimal
E4.1c	C	Waste intensity: total waste per material unit (e.g., sales revenue, unit of production, or other)	Tonnes per ZAR or unit	Not currently disclosed. Going forward, we will aim to include this disclosure

STANDARDISED SUSTAINABILITY DISCLOSURES (Continued)

ENVIRONMENTAL METRICS (Continued)				
E4 POLLUTION AND WASTE	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		E4.2 SINGLE-USE PLASTIC		
E4.2	L	Report wherever material along the value chain the estimated metric tonnes of single-use plastic consumed and the share (percentage) of single-use plastic weight of total plastic weight	Tonnes and %	• GBJ-PW: p 67-69; GBJ-EMF
E4.3 Atmospheric pollution				
E4.3a	C	Report wherever material along the value chain nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP), particulate matter, and other significant air emissions identified in relevant regulations	Kilograms or multiples per emission type	Not deemed material to our operations, as we do not have any significant point source emissions
E4.3b	L	Wherever possible, estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas	%	Not currently calculated or estimated
		E4.4 WATER POLLUTION		
E4.4	L	Total water discharge to all areas in megalitres, and list of priority substances of concern for which discharges are treated, including how these substances were defined, approach to setting discharge limits, and number of incidents of non-compliance with discharge limits	Megalitres, description and # of incidents	Not material to our direct operations
E5 SUPPLY CHAIN AND MATERIALS	**C/L**	**METRIC**	**UNIT**	**RESPONSE**
		E5.1 SUPPLY CHAIN (ENVIRONMENTAL)		
E5.1	L	Report wherever material across the supply chain the mechanisms (e.g., supplier screening, audits) used to identify and address significant actual and potential negative environmental impacts, the nature of these impacts, and the measures used to address them	Description	• GBJ-ES: pp 50-54; GBJ-SF: pp 56-64
		E5.2 MATERIALS OF CONCERN		
E5.2a	C	Process to identify and manage emerging materials and chemicals of concern in products. Materials of concern could include conflict minerals or recognised high-impact raw materials such as palm oil	Description	• GBJ-ES: pp 48-49; GBJ-WR: pp 80-81
E5.2b	L	Percentage of materials identified in E5.2a above that are covered by a sustainability certification standard or formalised sustainability management programme	% materials	• GBJ-ES: pp 48-49; GBJ-WR: pp 80-81

MAPPING OF OUR GBJ GOALS TO UN SDGS

The Good Business Journey (GBJ) strategy is aligned with the United Nations (UN) Sustainable Development Goals (SDGs) and underlying targets in support of the UN SDGs' universal call to action for a better and more sustainable future for people and the planet by 2030.

	GBJ GOALS	UN SDGS	UN SDG TARGETS	RELEVANT SECTION IN GBJ REPORT FOR MORE INFORMATION ON HOW WE ARE ADDRESSING THE UN SDGS AND TARGETS
INCLUSIVE JUSTICE	Achieve B-BBEE Level 3 by 2028	8 DECENT WORK AND ECONOMIC GROWTH	• 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services • 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	OUR PEOPLE OUR CUSTOMERS OUR SUPPLIERS OUR COMMUNITIES
		10 REDUCED INEQUALITIES	• 10.2 By 2030, empower and promote the social, economic and political inclusion of all • 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	
	Move from 'Achiever' to 'Leader' in the UN Women's Empowerment Principles assessment by 2028	5 GENDER EQUALITY	• 5.1 End all forms of discrimination against all women and girls everywhere • 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life • 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	
		8 DECENT WORK AND ECONOMIC GROWTH	• 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	

MAPPING OF GBJ GOALS TO UN SDGS (Continued)

INCLUSIVE JUSTICE	Implement a five-year Employment Equity Plan to guide workforce transformation and achieve equitable representation through to 2030	5 GENDER EQUALITY	• 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	OUR PEOPLE OUR CUSTOMERS OUR SUPPLIERS OUR COMMUNITIES
		8 DECENT WORK AND ECONOMIC GROWTH	• 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	
		10 REDUCED INEQUALITIES	• 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status • 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	

MAPPING OF GBJ GOALS TO UN SDGS (Continued)

	GBJ GOALS	UN SDGS	UN SDG TARGETS	RELEVANT SECTION IN GBJ REPORT FOR MORE INFORMATION ON HOW WE ARE ADDRESSING THE UN SDGs AND TARGETS
ETHICAL AND FAIR	Have a fully transparent, traceable, and ethical supply chain by 2030	8 DECENT WORK AND ECONOMIC GROWTH	• 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms • 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	ETHICAL SOURCING
		12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	
		16 PEACE, JUSTICE AND STRONG INSTITUTIONS	• 16.5 Substantially reduce corruption and bribery in all their forms	
	All private-label products to support regenerative farming practices by 2030	2 ZERO HUNGER	• 2.4 By 2030, ensure sustainable food production systems, and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters, and that progressively improve land and soil quality	SUSTAINABLE FARMING
		6 CLEAN WATER AND SANITATION	• 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	
		12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• 12.2 By 2030, achieve the sustainable management and efficient use of natural resources	

MAPPING OF GBJ GOALS TO UN SDGS (Continued)

ETHICAL AND FAIR	All private-label products to support regenerative farming practices by 2030	13 CLIMATE ACTION	• 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	SUSTAINABLE FARMING
		15 LIFE ON LAND	• 15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements • 15.3 By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world	
	Responsibly source all key commodities from traceable sources	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• 12.2 By 2030, achieve the sustainable management and efficient use of natural resources • 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	ETHICAL SOURCING
		14 LIFE BELOW WATER	• 14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics	
		15 LIFE ON LAND	• 15.1 By 2020, ensure the conservation, restoration, and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains, and drylands, in line with obligations under international agreements • 15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests, and substantially increase afforestation and reforestation globally • 15.3 By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world • 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	

MAPPING OF GBJ GOALS TO UN SDGS (Continued)

GBJ GOALS	UN SDGS	UN SDG TARGETS	RELEVANT SECTION IN GBJ REPORT FOR MORE INFORMATION ON HOW WE ARE ADDRESSING THE UN SDGs AND TARGETS
Work with our suppliers and partners to create a positive water impacts in water-stressed basins in our value chain by 2050	6 CLEAN WATER AND SANITATION	• 6.4 By 2030, substantially increase water-use efficiency across all sectors, and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity • 6.5 By 2030, implement integrated water resources management at all levels, including through transboundary co-operation as appropriate • 6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	WATER
	17 PARTNERSHIPS FOR THE GOALS	• 17.17 Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed	
Source 100% of our energy from renewable sources	7 AFFORDABLE AND CLEAN ENERGY	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix	ENERGY AND CLIMATE CHANGE
	13 CLIMATE ACTION	13.2 Integrate climate change measures into national policies, strategies and planning	
Reduce the amount of virgin plastic in our packaging by 25% by 2030 using 2020 baseline	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	PACKAGING AND WASTE
	14 LIFE BELOW WATER	• 14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	

MAPPING OF GBJ GOALS TO UN SDGS (Continued)

	Halve food loss and waste in our own operations and across our top 30 suppliers by 2030		12.3 By 2030, halve per capita global food waste at the retail and consumer levels, and reduce food losses along production and supply chains, including post-harvest losses	 PACKAGING AND WASTE
	Achieve net zero carbon impact by 2040		• 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix • By 2030, double the global rate of improvement in energy efficiency	 ENERGY AND CLIMATE CHANGE
			13.2 Integrate climate change measures into national policies, strategies and planning	

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