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[v]	WSA Food	100%	**100%**	100%	100%	=	●●●●	MO
	% of palm oil (private label beauty products) responsibly sourced[v]	WSA FBH	80%	**90.46%**	80%	70.3%	▲	●●●●	MA
	% of cocoa suppliers for Woolworths-branded[1] cocoa products that hold responsible sourcing certification[v]	WSA Food	100%	**100%**	100%	100%	=	●●●●	MA
	% of coffee responsibly sourced[v]	WSA Food	94%	**98.16%**	97%	94.2%	▲	●●●●	MA
	% of total seafood units responsibly sourced[v]	WSA Food	98%	**99.13%**	99%	99%	▲	●●●●	MA
	% of cotton responsibly sourced[v]	WSA FBH	100%	**100%**	99.5%	99.2%	▲	●●●●	MO
	% of man-made cellulosic fibres responsibly sourced[v]	WSA FBH	99%	**98%**	97.7%	98.9%	▲	●●●○	MO
	% of timber responsibly sourced[v]	WSA FBH	100%	**97.73%**	98%	100%	▼	●●●○	MA
	% of leather responsibly sourced[v]	WSA FBH	90%	**92%**	89.4%	79.4%	▲	●●●●	MO
	% of synthetics responsibly sourced[v]	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 CO_2'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 AFRICA[1]						
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 LEVEL[2]						
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 disabilities[3]	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	**16.2%**	**19%**	**18.4%**	**%**		
WSA	15.6%	17.6%	18.1%	%		
CRG	24.2%	31.5%	21.8%	%		
Minimum notice periods regarding operational changes						
WSA	4	4	4	weeks		GRI 402-1
CRG	2	2	2	weeks		GRI 402-1
Internal appointments						
WSA	80%	82%	81%	%		
CRG	61%	62%	64%	%		
TRAINING AND SKILLS DEVELOPMENT						
WHL Training and Skills Development Spend	**228.5**	**148.97**	**209.6**	**R million**		
WSA	204	128.47	168.3	R million		
CRG	24.5	20.5	41.3	R million		
Woolworths Training and Skills Development Spend[1]	**204**	**128.47**	**168.3**	**R million**		
Female	142	78.08	114.2	R million		
Male	62	47.79	54.1	R million		
Average spend per employee						
Female	6 720	3 966	5 258	R		GRI404-1
Male	5 505	4 850	4 902	R		GRI404-1
Percentage spend on black[2] employees						
Female	99%	99%	96%	%		
Male	99%	99%	97%	%		
Number of learning interventions	**133 982**	**109 108**	**112 535**	**#**		
Female	87 757	72 196	73 838	#		
Male	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 BUSARIES						
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 STEWARSDHIP						
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		



SUSTAINABILITY DATA TABLE	DATA				REPORTING STANDARDS	
DATA POINT	2026	2025	2024	UNIT	JSE	GRI
THRIVING AND RESILIENT						
WATER						
Total water consumption	**674 912**	**679 078**	**642 436**	**kl**		
Administration buildings	11 626[MA]	14 736	12 684	kl		
Distribution centres	203 506[MA]	202 929	180 061	kl		
Stores	459 780[MA]	461 413	449 691	kl		
PACKAGING AND WASTE						
Total packaging	**53 532**	**50 539**	**49 681**	**tonnes**		**GRI 301-1**
Woolworths Food	46 340	42 907	44 467	tonnes		GRI 301-1
Woolworths FBH	7 192	7 632	5 214	tonnes		GRI 301-1
WASTE						
Total waste generated*	**10 744.43**	**11 084**	**9 982**	**tonnes**	**JSE E4.1a**	**GRI 306-3**
Head office – WSA	159	148	128	tonnes	JSE E4.1a	GRI 306-3
Head office – CRG	86	NR	NR	tonnes	JSE E4.1a	GRI 306-3
Distribution Centre – WSA	10 224.43	10 675	9635	tonnes	JSE E4.1a	GRI 306-3
Distribution Centre – CRG	275	261	219	tonnes	JSE E4.1a	GRI 306-3
Total waste recycled	**9 971.43**	**10 281**	**9 208**	**tonnes**	**JSE E4.1a**	**GRI 306-4**
Head office – WSA	107	93	83	tonnes	JSE E4.1a	GRI 306-4
Distribution Centre – WSA	9 680.43[MA]	10 013	8 952	tonnes	JSE E4.1a	GRI 306-4
Head office – CRG	41	NR	NR	tonnes	JSE E4.1a	GRI 306-4
Distribution Centre – CRG	143	175	173	tonnes	JSE E4.1a	GRI 306-4
Total waste sent to landfill	**773**	**803**	**774**	**tonnes**	**JSE E4.1a**	**GRI 306-5**
Head office – WSA	52	55	45	tonnes	JSE E4.1a	GRI 306-5
Distribution Centre – WSA	544[MA]	662	683	tonnes	JSE E4.1a	GRI 306-5
Head office – CRG	45	NR	NR	tonnes	JSE E4.1a	GRI 306-5
Distribution Centre – CRG	132	86	46	tonnes	JSE E4.1a	GRI 306-5

* Totals may differ slightly due to rounding.

SUSTAINABILITY DATA TABLE	DATA				REPORTING STANDARDS	
DATA POINT	2026	2025	2024	UNIT	JSE	GRI
THRIVING AND RESILIENT						
PACKAGING AND WASTE CONTINUED						
DESTINATION OF SURPLUS FOOD*	2026	2025	2024			
FOOD DONATION						
Charity	NR	15 804	15 743	tonnes	JSE E4.1a	GRI 306
Animal feed	NR	216	169	tonnes	JSE E4.1a	GRI 306
DIVERSION OF FOOD LOSS AND WASTE						
Compost	NR	129	89	tonnes	JSE E4.1a	GRI 306-4
Anaerobic digestion	NR	547	750	tonnes	JSE E4.1a	GRI 306-4
Biodiesel	NR	256	256	tonnes	JSE E4.1a	GRI 306-4
Effluent	NR	0	31	tonnes	JSE E4.1a	GRI 306-4
Landfill	NR	508	562	tonnes	JSE E4.1a	GRI 306-5
TOTAL FOOD LOSS AND WASTE	**NR**	**1 440**	**1 689**	**tonnes**	**JSE E4.1a**	
TOTAL SURPLUS FOOD REDISTRIBUTED TO ALL DESTINATIONS	**NR**	**17 461**	**17 602**	**tonnes**	**JSE E4.1a**	
FOOD LOSS AND WASTE SENT TO LANDFILL AS A PERCENTAGE OF ALL SURPLUS FOOD REDISTRIBUTED	**NR**	**2.9%**	**3.2%**	**tonnes**	**JSE E4.1a**	
SURPLUS CLOTHING						
Value of clothing donated to Taking Care of Business[1]	14.8	14.8	18.9	R million		
Number of units donated to Taking Care of Business	145 304	151 427	193 976	#		
Value of clothing sold to MyRunway	14	9.2	9	R million		
Weight of garments donated to Red Cross	21 805	13 930	17 438	Kg		
Value of clothing donated to Fitted For Work	25 684	24 375	653 001	A$		

1. The value of surplus clothing donated to Taking Care of Business (TCB) is based on Woolworths' average cost price before inventory is written down to a nominal value. This average was reviewed and refined during the year. Year-on-year changes may reflect donation volumes, average cost prices and product mix. Units represent individual clothing items donated.

* Calendar year (January – December). 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						
WHL CARBON FOOTPRINT BY CATEGORIES[1]						
SCOPE 1: DIRECT EMISSIONS						
Stationary fuel emissions	3 780	2 894	16 492	tCO_2e	JSE E1.1a	GRI 102-5
Fugitive emissions	37 400	43 899	39 252	tCO_2e	JSE E1.1a	GRI 102-5
Mobile fuel emissions	1 506	1 504	1 483	tCO_2e	JSE E1.1a	GRI 102-5
TOTAL SCOPE 1 EMISSIONS	**42 687**	**48 297**	**57 227**	**tCO_2e**	**JSE E1.1a**	**GRI 102-5**
SCOPE 2: INDIRECT EMISSIONS						
Total Scope 2 emissions (location-based)	301 111	303 333	317 674	tCO_2e	JSE E1.1a	GRI 102-6
Total Scope 2 emissions (market-based)[2]	294 449	299 108	313 177	tCO_2e	JSE E1.1a	GRI 102-6
TOTAL SCOPES 1 & 2 (LOCATION-BASED)	**343 797**	**351 630**	**374 901**	**tCO_2e**	**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 EMISSIONS[3]						
Purchased goods and services[4]	NR	5 311 993	4 568 330	tCO_2e	JSE E1.1b	GRI 102-7
Capital goods[5]	NR	136 988	131 527	tCO_2e	JSE E1.1b	GRI 102-7
Fuel and energy-related activities (T&D losses)	NR	84 751	88 649	tCO_2e	JSE E1.1b	GRI 102-7
Upstream transportation and distribution	NR	128 474	115 149	tCO_2e	JSE E1.1b	GRI 102-7
Waste generation in operations	NR	2 735	2 422	tCO_2e	JSE E1.1b	GRI 102-7
Business travel	NR	6 778	7 652	tCO_2e	JSE E1.1b	GRI 102-7
Employee commuting (including working from home)[6]	NR	27 364	27 678	tCO_2e	JSE E1.1b	GRI 102-7
Use of sold products	NR	17 124	9 015	tCO_2e	JSE E1.1b	GRI 102-7
End-of-life treatment of sold products[7]	NR	209 431	209 431	tCO_2e	JSE E1.1b	GRI 102-7
Investments[8]	NR	151	157	tCO_2e	JSE E1.1b	GRI 102-7
TOTAL SCOPE 3 EMISSIONS	**NR**	**5 925 788**	**5 160 101**	**tCO_2e**	**JSE E1.1b**	**GRI 102-7**
Direct Outside of Scopes – non-Kyoto refrigerants	11 417	12 326	12 358	tCO_2e	JSE E1.1b	GRI 102-7
Indirect Outside of Scopes – Biogenic	NR	13 461	NR	tCO_2e	JSE E1.1b	GRI 203-7
TOTAL OUTSIDE OF SCOPES	**11 418**	**25 787**	**12 358**	**tCO_2e**	**JSE E1.1b**	**GRI 102-7**
WHL GRAND TOTAL (LOCATION-BASED)	**355 216**	**6 303 205**	**5 547 360**	**tCO_2e**	**JSE E1.1b**	**GRI 102-7**
WHL GRAND TOTAL (MARKET-BASED)	**348 554**	**6 298 981**	**5 542 863**	**tCO_2e**	**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				REPORTING STANDARDS	
DATA POINT	2026	2025	2024	UNIT	JSE	GRI
THRIVING AND RESILIENT						
ENERGY AND CLIMATE CHANGE CONTINUED						
CARBON FOOTPRINT BY TRADING COMPANY						
SCOPE 1						
WSA	42 514	48 123	57 062	tCO_2e	JSE E1.1a	GRI 102-5
CRG	172	174	165	tCO_2e	JSE E1.1a	GRI 102-5
SCOPE 2 (LOCATION-BASED)						
WSA	296 114	297 002	311 447	tCO_2e	JSE E1.1a	GRI 102-6
CRG	4 997	6 331	6 227	tCO_2e	JSE E1.1a	GRI 102-6
SCOPE 3						
WSA	NR	5 692 964	5 044 194	tCO_2e	JSE E1.1b	GRI 102-7
CRG	NR	232 824	115 908	tCO_2e	JSE E1.1b	GRI 102-7
WHL INTENSITY METRICS (LOCATION-BASED)						
Scope 1 & 2 emissions per full-time equivalent employee (tCO_2e/FTE)	9.107	9.324	9.998	tCO_2e/FTE	JSE E1.1c	GRI 102-8
Scope 1 & 2 emissions per square metre of general letting area (GLA) (tCO_2e/m^2)	0.225	0.231	0.25	tCO_2e/m^2	JSE E1.1c	GRI 102-8
Scope 1 & 2 emissions per square metre of trading area (TA) (tCO_2e/m^2)	0.418	0.431	0.468	tCO_2e/m^2	JSE E1.1c	GRI 102-8
Scope 1 & 2 emissions per million Rand turnover (tCO_2e/Rm)	4.15	4.421	4.899	tCO_2e/Rm	JSE E1.1c	GRI 102-8
WSA CARBON TAX[1]	2025	2024	2023			
Carbon tax payable	99 844	68 564	45 633	R		
ENERGY						
Total energy consumed*	**344 377**	**338 839**	**335 828**	**MWh**	**JSE E1.2**	**GRI 103-2**
Total energy from renewable sources	**12 090**	**9 899**	**9 285**	**MWh**	**JSE E1.2**	**GRI 103-2**
Purchased renewable electricity	**10 158**	**7 455**	**7 261**	**MWh**	**JSE E1.2**	**GRI 103-2**
WSA	1 837	483	471	MWh	JSE E1.2	GRI 103-2
CRG	8 321	6 972	6 790	MWh	JSE E1.2	GRI 103-2
Self-generated non-fuel renewable energy	**1 931**	**2 444**	**2 024**	**MWh**	**JSE E1.2**	**GRI 103-2**
WSA	1 748	2 155	1 939	MWh	JSE E1.2	GRI 103-2
CRG	183	289	86	MWh	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	**602.47MA**	**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 m^2
Trading area:	822 208 m^2
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
Woolworths[1]	531	13	10	1 413 808 m^2
Country Road Group	239	1	1	112 636 m^2

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