

WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2024 JSE SUSTAINABILITY AND CLIMATE DISCLOSURE GUIDANCE INDEX

START

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 2024
- GBJ: Key Sustainability Indicators
- GBJ: Stakeholder Engagement
- GBJ: Carbon Footprint Verification Statement
- GBJ: Glossary
- GBJ: ERM Independent Limited Assurance Report
- GBJ: Assurance Summary
- GBJ: Assurance Criteria
- GBJ: Position Statements, Guidelines, and Policies
- GBJ: External Recognition
- GBJ: Task Force on Climate-related Financial Disclosures
- GBJ: 2024 Ellen MacArthur Foundation Submission
- AFS: Annual Financial Statements of WHL Group 2024
- IR: Integrated Report for WHL Group 2024
- AGM: Annual General Meeting notice for WHL Group 2024
- 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-P: People
- GBJ-SD: Social Development
- GBJ-HW: Health and Wellness
- 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 IR:

- IR-GO: Our Governance
- IR-GOR: Our Governance Reports
- 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
<p>BOARD DIRECTION AND TONE</p> <p>1. How the board sets the direction and tone for considering sustainability-related impacts, risks, and opportunities in the organisation, including disclosing:</p> <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> • GBJ-MS: p 8 • IR-GO: p 12-30 • <u>Governance and Management of GBJ</u> • <u>Sustainability Committee Terms of Reference</u>
<p>BOARD ROLE IN INTEGRATING SUSTAINABILITY-RELATED ISSUES IN STRATEGY, BUSINESS PLANNING, AND REMUNERATION</p> <p>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:</p> <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> • GBJ-MS: p 8 • IR-GO: p 12-30 • <u>Governance and Management of GBJ</u> • <u>Sustainability Committee Terms of Reference</u>

GOVERNANCE (CONTINUED)

RECOMMENDATION	RESPONSE
<p>BOARD OVERSIGHT OF IMPLEMENTATION OF STRATEGY</p> <p>3. The process followed by the board and/or its committees to monitor:</p> <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> • Governance and Management of GBJ • Sustainability Committee Terms of Reference
<p>BOARD OVERSIGHT OF DISCLOSURE AND COMMUNICATION</p> <p>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:</p> <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> • GBJ-MS: p 8, 11 and 12 • Sustainability Committee Terms of Reference



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
<p>SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES</p> <p>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’)</p> <p>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</p> <p>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 timeframes can vary significantly between organisations and industry sectors</p>	<ul style="list-style-type: none"> • GBJ-MS: p 9-10 • More detailed information on the Group’s significant impacts, risks and opportunities is disclosed throughout the Report • Work is underway to clearly define the Group’s short, medium, and long-term time horizons • IR: p 63 and 75

STRATEGY (CONTINUED)

RECOMMENDATION	RESPONSE
<p>STRATEGY AND DECISION-MAKING</p> <p>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</p> <p>5. The trade-offs between sustainability-related risks and opportunities considered by management in their decision-making</p>	<ul style="list-style-type: none"> • GBJ-MS: p 6, 7, 10 and 11 • IR: p 63 and 75 • <u>Our Goals</u>
<p>FINANCIAL POSITION, PERFORMANCE, AND CASH FLOWS</p> <p>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</p> <p>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</p>	<ul style="list-style-type: none"> • Work is underway to start to quantify financial impacts of sustainability-related risks and opportunities in order to enable disclosure against this recommendation in future. However, various financial impacts (cost or savings) are disclosed throughout the Report
<p>RESILIENCE</p> <p>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</p> <p>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</p>	<ul style="list-style-type: none"> • Work is underway to conduct climate-related scenario analysis in order to enable disclosure against this recommendation in future



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
<p>1. The processes in place for identifying, assessing, prioritising, monitoring, and managing sustainability-related impacts, risks, and opportunities, including:</p> <ul style="list-style-type: none"> 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 <p>2. How these various processes are integrated into the organisation’s existing impact, risk, and opportunity management systems</p> <p>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</p>	<ul style="list-style-type: none"> • GBJ-MS: p 10-11 • IR: p 48-56 • More detailed information on how the Group assesses, prioritises, monitors, and manages sustainability-related impacts, risks and opportunities is disclosed throughout the Report. Going forward, we will aim to disclose additional details over time



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
<p>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</p>	<ul style="list-style-type: none"> • GBJ-MS: p 7 • GBJ: Key Sustainability Indicators • Metrics and targets are disclosed throughout the Report
<p>2. The methodologies used to calculate or estimate the metrics and targets where this is not immediately apparent</p>	<ul style="list-style-type: none"> • GBJ: Key Sustainability Indicators • GBJ: Assurance Criteria • GBJ: Carbon Footprint Verification Statement • <u>Our Goals</u> • 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
<p>3. The nature of its sustainability metrics and targets, including, where relevant:</p> <ol style="list-style-type: none"> 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; the timeframe over which the metric or target applies; the base period from which progress is measured; any milestones, or interim metrics or targets; whether the metric or target applies to the consolidated group, a single entity, its upstream or downstream value chain, or specific geographic regions 	<ul style="list-style-type: none"> • GBJ-MS: p 8 • GBJ: Key Sustainability Indicators • <u>Our Goals</u> • Metrics and targets are disclosed throughout the Report
<p>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</p>	<ul style="list-style-type: none"> • GBJ-MS: p 8 • GBJ: Key Sustainability Indicators • Performance against sustainability metrics and targets is disclosed throughout the Report
<p>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</p>	<ul style="list-style-type: none"> • GBJ-EN: p 96 • GBJ: Key Sustainability Indicators
<p>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</p>	<ul style="list-style-type: none"> • Refer to section that follows

METRICS, TARGETS, AND PERFORMANCE (CONTINUED)

RECOMMENDATION	RESPONSE
<p>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</p>	<ul style="list-style-type: none"> • GBJ-MS: p 8 • GBJ: Assurance Summary • GBJ: ERM Independent Limited Assurance Report • GBJ: Carbon Footprint Verification Statement • <u>Governance and Management of GBJ</u> • <u>Sustainability Committee Terms of Reference</u>
<p>8. Disclosure of specific actions taken to address identified performance gaps against its stated metrics and targets</p>	<ul style="list-style-type: none"> • 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 governance approach. In describing the board’s oversight of climate-related issues, the organisation should disclose the following information:

RECOMMENDATION

BOARD DIRECTION AND TONE

1. How the board sets the direction and tone for considering climate-related impacts, risks, and opportunities in the organisation, including disclosing:
 - a. 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

RESPONSE

- GBJ-MS: p 8
- GBJ: Task Force on Climate-related Financial Disclosures
- IR-GO: p 13-30
- [Governance and Management of GBJ](#)
- [Sustainability Committee Terms of Reference](#)

BOARD ROLE IN INTEGRATING CLIMATE-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, and how these material climate-related 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-related goals and targets;
 - d. remuneration policies and performance incentives at an executive level

- GBJ-MS: p 8
- GBJ: Task Force on Climate-related Financial Disclosures
- IR-GO: p 13-30
- [Governance and Management of GBJ](#)
- [Sustainability Committee Terms of Reference](#)

GOVERNANCE (CONTINUED)

RECOMMENDATION	RESPONSE
<p>BOARD OVERSIGHT OF IMPLEMENTATION OF STRATEGY</p> <p>3. The process followed by the board and/or its committees to monitor:</p> <ul style="list-style-type: none"> 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 climate 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 	<ul style="list-style-type: none"> • GBJ-MS: p 8, 11 and 12 • GBJ: Task Force on Climate-related Financial Disclosures • IR-GO: p 13-30 • Governance and Management of GBJ • Sustainability Committee Terms of Reference
<p>BOARD OVERSIGHT OF DISCLOSURE AND COMMUNICATION</p> <p>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:</p> <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> • GBJ-MS: p 8 • Sustainability Committee Terms of Reference



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 climate-related issues inform strategy, the organisation should disclose the following information:

RECOMMENDATION	RESPONSE
<p>CLIMATE-RELATED IMPACTS, RISKS, AND OPPORTUNITIES</p> <p>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’)</p> <p>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, and indicate whether the risks are physical risks or transition risks</p> <p>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 timeframes can vary significantly between organisations and industry sectors</p>	<ul style="list-style-type: none"> • GBJ-MS: p 9-10 • GBJ-EN: p 91-104 • GBJ: Task Force on Climate-related Financial Disclosures • More detailed information on the Group’s significant climate-related impacts, risks, and opportunities is disclosed throughout the Report • Work is underway to clearly define the Group’s short-, medium-, and long-term time horizons • IR: p 41-54

STRATEGY (CONTINUED)

RECOMMENDATION	RESPONSE
<p>STRATEGY AND DECISION-MAKING</p> <p>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 climate-related 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 any climate-related targets, including disclosure of:</p> <ul style="list-style-type: none"> 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. information, including the amount of capital or expenditure deployed, on the indirect adaptation and mitigation efforts being undertaken; d. how changes are being resourced; e. the processes to review objectives and targets; f. 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; g. qualitative and quantitative information regarding the progress of plans disclosed in prior reporting periods; h. whether transition plans commit to stakeholder engagement with workers and communities 	<ul style="list-style-type: none"> • GBJ-MS: p 5, 6, 7, 10 and 11 • GBJ-EN: p 91-104 • GBJ: Task Force on Climate-related Financial Disclosures • Our Goals • IR: p 63 and 75 • Work is underway to clearly define the Group’s short-, medium-, and long-term time horizons, and draft a formal transition plan for the Group’s operations as a whole. Going forward, we will aim to disclose all the information as recommended
<p>FINANCIAL POSITION, PERFORMANCE, AND CASH FLOWS</p> <p>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</p> <p>6. How the financial position and performance are expected to change over time, given the organisation’s strategy to address significant climate-related impacts, risks, and opportunities</p>	<ul style="list-style-type: none"> • Work is underway to start to quantify the financial impacts of climate-related risks and opportunities in order to enable disclosure against this recommendation in future. However, various financial impacts (cost or savings) are disclosed
<p>RESILIENCE</p> <p>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:</p> <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> • Work is underway to conduct climate-related scenario analysis in order to enable disclosure against this recommendation in future

STRATEGY (CONTINUED)

RECOMMENDATION

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

RESPONSE

- 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 climate-related issues in the organisation’s management processes, the organisation should disclose the following information:

RECOMMENDATION

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 organisation climate-related impacts, risks, and opportunities

RESPONSE

- GBJ-MS: p 9-10
- GBJ: Task Force on Climate-related Financial Disclosures
- More detailed information on how the Group assesses, prioritises, monitors, and manages sustainability-related impacts, risks, and opportunities is disclosed throughout the Report. Going forward, we will aim to disclose additional detail
- IR: p 48-54



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 how the organisation assesses its climate-related performance, including progress towards the targets it has set, the organisation should disclose the following information, including for historical periods, where relevant, to allow for trend analysis:

RECOMMENDATION

1. Absolute gross greenhouse gas emissions expressed as metric tonnes of CO₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for:
 - a. Scope 1 emissions;
 - b. Scope 2 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)
 The approach used (e.g. the Greenhouse Gas Protocol’s equity share or operational control) should be included

RESPONSE

- GBJ-EN: p 96-97
- GBJ: Key Sustainability Indicators
- The Group’s carbon footprint currently excludes Woolworths Financial Services (WFS), a joint venture with Absa. Going forward, we will aim to include it

METRICS AND TARGETS (CONTINUED)

RECOMMENDATION	RESPONSE
<p>2. Absolute gross greenhouse gas emissions expressed as metric tonnes of CO₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 3 emissions, including:</p> <ul style="list-style-type: none"> a. 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 	<ul style="list-style-type: none"> • GBJ-EN: p 96-97 • GBJ: Key Sustainability Indicators
<p>3. Greenhouse gas emissions intensity for Scope 1, 2, and 3, expressed as metric tonnes of CO₂ equivalent per unit of physical or economic output</p>	<ul style="list-style-type: none"> • GBJ-EN: p 98 • GBJ: Key Sustainability Indicators • Scope 3 emissions are not included in our intensity calculations
<p>4. The amount and percentage of assets or business activities vulnerable to transition risks</p>	<p>Work is underway to quantify these metrics in order to enable disclosure against this recommendation in future</p>
<p>5. The amount and percentage of assets or business activities vulnerable to physical risks</p>	
<p>6. The amount and percentage of assets or business activities aligned with climate-related opportunities</p>	
<p>7. The amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities</p>	
<p>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</p>	
<p>9. Disclosure on how climate-related considerations are factored into executive remuneration policies, including:</p> <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> • Sustainability metrics have been included in the executive directors’ long-term incentive scheme; however, none of them are a direct climate-related metric • IR-RR: p 95-117
<p>10. Disclosure of stakeholder engagement with workers and communities on transition plans and subsequent responses, including:</p> <ul style="list-style-type: none"> 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/retrained/compensated due to their decarbonisation plans 	<ul style="list-style-type: none"> • Stakeholder engagement is still to be conducted

METRICS AND TARGETS (CONTINUED)

RECOMMENDATION	RESPONSE
<p>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</p>	<ul style="list-style-type: none"> • GBJ-EN: p 98 • Details on each group’s policy positions and their alignment with the Paris Agreement will be available on the respective websites
<p>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:</p> <ol style="list-style-type: none"> whether the target is absolute or intensity based; the objective of the target; how the target compares with those created in the latest international agreement on climate change; timeframes over which the target applies; base year from which progress is measured; a description of the methodologies used to calculate targets and metrics; any milestones or interim targets; whether the target has been validated by a third party 	<ul style="list-style-type: none"> • GBJ-MS: p 11 and 12 • GBJ-EN: p 93, 96 and 98 • GBJ: Task Force on Climate-related Financial Disclosures • GBJ: Key Sustainability Indicators • <u>Our Goals – Net zero</u>



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

GOVERNANCE METRICS				
TOPIC	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 %	<ul style="list-style-type: none"> IR-GO: p 13 and 15
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	<ul style="list-style-type: none"> IR-GO: p 14
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 %	<ul style="list-style-type: none"> IR-GO: p 15
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	<ul style="list-style-type: none"> IR-RR: p 102-122 Governance and Management of GBJ
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	<ul style="list-style-type: none"> Information is available but is not publicly disclosed due to confidentiality
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	

GOVERNANCE METRICS (CONTINUED)

TOPIC	C/L	METRIC	UNIT	RESPONSE
G3.1c	C	<p>A description of:</p> <ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> • GBJ: P: p 26 • GBJ-ES: p 51 • IR: p 29 and 31 • <u>Whistle-blower Policy</u>
G3.1d	L	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture to combat corruption	Description	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • None
G3.2b	C	Identification of the 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	<ul style="list-style-type: none"> • Information is available internally but is not publicly disclosed
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	<ul style="list-style-type: none"> • 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	

GOVERNANCE METRICS (CONTINUED)

TOPIC	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	<ul style="list-style-type: none"> 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	
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)		<ul style="list-style-type: none"> We do not operate in jurisdictions with low tax rates or considered to be tax havens as per the OECD

SOCIAL METRICS

TOPIC	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	<ul style="list-style-type: none"> GBJ: Key Sustainability Indicators 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
S1.1b	C	Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers 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	<ul style="list-style-type: none"> Information regarding our employees is available internally, but not publicly disclosed

SOCIAL METRICS (CONTINUED)

TOPIC	C/L	METRIC	UNIT	RESPONSE
S1.2 Pay equality 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	<ul style="list-style-type: none"> • Not reported publicly • 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: p 110 • Woolworths has also embarked on a journey towards paying store staff a just wage. More information can be found in GBJ-P: p 110
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	
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	
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	
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	
S1.3b	C	Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation	Ratio	
S1.3c	L	Percentage of employees and non-employee workers whose wages fall below a specific living wage methodology or benchmark	% workforce	
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	<ul style="list-style-type: none"> • We recognise freedom of association; however, there are no trade unions recognised due to low representation • GBJ-P: p 26 • GBJ: Key Sustainability Indicators
S1.4b	C	Percentage of total employees covered under collective bargaining agreements	% workforce	<ul style="list-style-type: none"> • GBJ-PT: p 26

SOCIAL METRICS (CONTINUED)

TOPIC	C/L	METRIC	UNIT	RESPONSE
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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> GBJ-ES: p 49 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	<ul style="list-style-type: none"> GBJ: Key Sustainability Indicators 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
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	
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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> N/A – the Group is not directly involved with the extraction, harvesting, or development of natural resources or energy

SOCIAL METRICS (CONTINUED)

TOPIC	C/L	METRIC	UNIT	RESPONSE
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	C	Description of 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	<ul style="list-style-type: none"> • GBJ-P: p 18-19 • GBJ: Key Sustainability Indicators
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	<ul style="list-style-type: none"> • GBJ-P: p 19 • 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	<ul style="list-style-type: none"> • GBJ-P: p 16 • 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: <ul style="list-style-type: none"> i. revenue ii. operating costs iii. employee wages and benefits iv. payments to providers of capital v. payments to government (taxes, royalties, levies, etc.) vi. community investment (including charitable giving, impact investment, and other social investment) 	ZAR	<ul style="list-style-type: none"> • AFS: 5, 7 and 9 • GBJ-SD: p 28
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	<ul style="list-style-type: none"> • GBJ-ES: p 53 • GBJ-SD: p 27-35

SOCIAL METRICS (CONTINUED)

TOPIC	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	<ul style="list-style-type: none"> • GBJ-ES: p 53 • Total spend disclosed for Woolworths • GBJ-ES: p 47 and 48 • Percentage of GRN units locally sourced disclosed for Woolworths and Country Road Group
S2.4d	L	Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported	ZAR	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • AFS
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	<ul style="list-style-type: none"> • No fatalities
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	<ul style="list-style-type: none"> • GBJ: Key Sustainability Indicators
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	<ul style="list-style-type: none"> • GBJ-HW: p 38-40
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	<ul style="list-style-type: none"> • GBJ-ES: p 45-58 • GBJ-SF: p 59-68 • GBJ-PW: p 70-81
S4.1b	C	Number and nature of any product recalls	# and description	<ul style="list-style-type: none"> • GBJ-HW: p 43

SOCIAL METRICS (CONTINUED)				
TOPIC	C/L	METRIC	UNIT	RESPONSE
S4.2 Product innovation S4.2a	C	Total research and development spend	ZAR	<ul style="list-style-type: none"> • 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	
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	
S4.3 Consumer data and privacy S4.3a	C	A description of the mechanisms and steps taken to ensure privacy of consumer data	Description	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • None
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	<ul style="list-style-type: none"> • GBJ-ES: p 45-58 • GBJ: Position Statements, Guidelines, and Policies • 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 %	

SOCIAL METRICS (CONTINUED)

TOPIC	C/L	METRIC	UNIT	RESPONSE
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	<ul style="list-style-type: none"> GBJ-ES: p 45-58
S5.1d	L	% of products certified by external agencies, % of traceable origin	%	<ul style="list-style-type: none"> GBJ-ES: 47 and 48 GBJ-SF: p 60, 62, 65 and 68

ENVIRONMENTAL METRICS

TOPIC	C/L	METRIC	UNIT	RESPONSE
E1.1 GHG emissions E1.1a	C	<p>Absolute gross greenhouse gas emissions expressed as metric tonnes of CO₂ 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:</p> <p>i. the consolidated accounting group (the parent and its subsidiaries)</p> <p>ii. associates, joint ventures, unconsolidated subsidiaries, or affiliates not included in (i)</p>	Metric tonnes of carbon dioxide equivalent (tCO ₂ e)	<ul style="list-style-type: none"> GBJ-EN: p 96-98 GBJ: Key Sustainability Indicators The Group's carbon footprint currently excludes Woolworths Financial Services (WFS), a joint venture with Absa. Going forward, we will aim to include it
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 ₂ e)	<ul style="list-style-type: none"> GBJ-EN: p 96-98 GBJ: Key Sustainability Indicators
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 ₂ e) per unit of output	<ul style="list-style-type: none"> GBJ-EN: p 98 GBJ: Key Sustainability Indicators Scope 3 emissions are not included in our intensity calculations
E1.2 Energy mix	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	<ul style="list-style-type: none"> GBJ-EN: p 93 and 99 GBJ: Key Sustainability Indicators

ENVIRONMENTAL METRICS (CONTINUED)

TOPIC	C/L	METRIC	UNIT	RESPONSE
EI.3 Science-based targets	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	<ul style="list-style-type: none"> • GBJ-EN: p 92, 96-98 • GBJ: Key Sustainability Indicators
EI.4 Just transition EI.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	<ul style="list-style-type: none"> • A formal transition plan is not currently disclosed. Going forward, we will aim to include this disclosure
EI.4b	C	Number of workers in the past year recruited, retrained, retrenched, and/or compensated due to implementation of the decarbonisation plan	#	
EI.4c	L	Number of engagements undertaken with affected parties by group and geography	#	
EI.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	<ul style="list-style-type: none"> • GBJ-EN: p 104 and 105
EI.4e	L	Nature of provision for delivery of the transition plan within executive remuneration	Description	<ul style="list-style-type: none"> • Not currently disclosed. Going forward, we will aim to include this disclosure
EI.4f	L	Nature of provision for impacts on workers and communities within climate scenario plans	Description	
EI.4g	L	Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts	ZAR	<ul style="list-style-type: none"> • Not currently disclosed as a whole for the Group. Selected examples provided in GBJ-EN: p 94 and 95. Going forward, we will aim to include this disclosure

ENVIRONMENTAL METRICS (CONTINUED)

TOPIC	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	<ul style="list-style-type: none"> • GBJ-WR: 84 and 85 (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	
E2.1c	L	Freshwater consumption intensity: total freshwater use per material unit (e.g. sales revenue, unit of production, m ² of building, or other)	Megalitres per unit	
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 km ² if applicable)	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • GBJ-SF: p 62 • GBJ-EN: p 104 and 105
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	<ul style="list-style-type: none"> • GBJ-ES: p 45-58 • GBJ-SF: p 59-68 • GBJ-PW: p 70-81 • GBJ-WR: p 82-90 • GBJ-EN: p 91-105

ENVIRONMENTAL METRICS (CONTINUED)

TOPIC	C/L	METRIC	UNIT	RESPONSE
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)	<ul style="list-style-type: none"> • GBJ-ES: p 45-58 • GBJ-SF: p 59-68 • Going forward, we will aim to enhance this disclosure to include recommended information
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 %	<ul style="list-style-type: none"> • GBJ-PW: p 74, 76-79
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 %	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Not currently disclosed. Going forward, we will aim to include this disclosure
E4.2 Single-use plastic	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 %	<ul style="list-style-type: none"> • GBJ-WR: p 74 and 75 • GBJ: 2024 Ellen MacArthur Foundation Submission
E4.3 Atmospheric pollution E4.3a	C	Report wherever material along the value chain nitrogen oxides (NO _x), sulphur oxides (SO _x), 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	<ul style="list-style-type: none"> • 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	%	<ul style="list-style-type: none"> • Not currently calculated or estimated
4.4 Water pollution	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	<ul style="list-style-type: none"> • Not material to our direct operations

ENVIRONMENTAL METRICS (CONTINUED)

TOPIC	C/L	METRIC	UNIT	RESPONSE
E5.1 Supply chain (environmental)	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	<ul style="list-style-type: none"> • GBJ-ES: p 50 • GBJ-SF: p 61, 63-68
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	<ul style="list-style-type: none"> • GBJ-ES: p 55-57 • GBJ-WR: p 87-89
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	<ul style="list-style-type: none"> • GBJ-ES: p 55 • GBJ-WR: p 88 and 89



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