



IRCSA Annual Conference

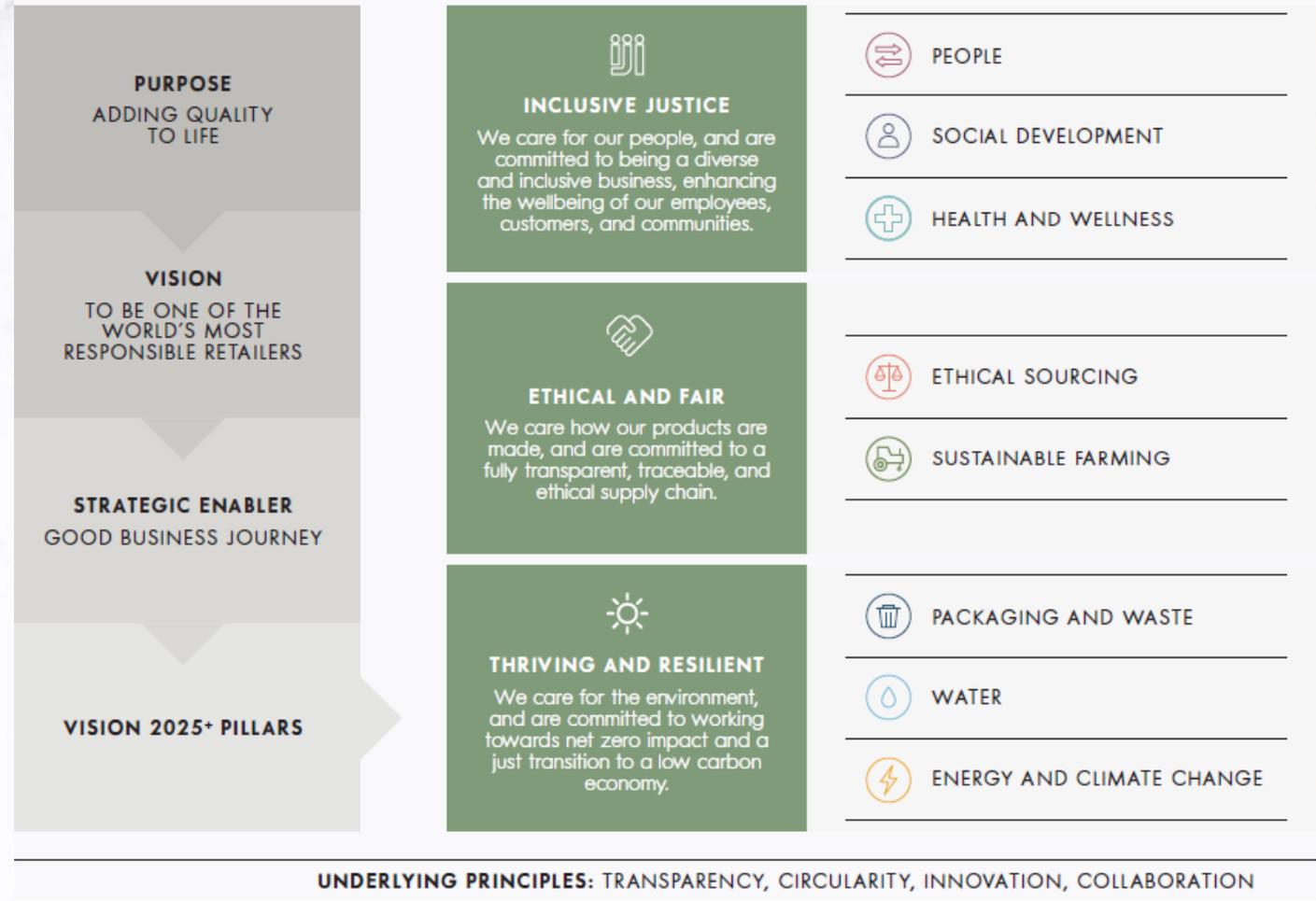
30 October 2024

Feroz Koor

Introduction



- The WHL Sustainability Report is prepared annually and forms part of the broader annual WHL reporting suite
- It provides an overview of performance across the business
- Each year we aim to enhance the disclosure in the Report to meet our stakeholders' expectations



Why we report



We report on sustainability for a variety of reasons:

- To document our performance
- To hold ourselves accountable against our sustainability strategies and targets
- To assess and compare our performance with others and to inform their analysis and decision-making
- To enhance trust and transparency with all our stakeholders

**Our approach
to
sustainability
reporting**



OUR INTEGRATED ANNUAL REPORT SUITE

OUR INTEGRATED ANNUAL REPORT SUITE COMPRISES THE FOLLOWING REPORTS, WHICH ARE AVAILABLE ON OUR WEBSITE AT WOOLWORTHSHOLDINGS.CO.ZA.

		WHAT YOU CAN FIND IN THESE REPORTS	KEY REGULATORY AND REPORTING FRAMEWORKS	
 INTEGRATED REPORT	<ul style="list-style-type: none"> • 2024 Integrated Report 	<p>Our Integrated Report communicates how our strategy, governance, and performance created value for our stakeholders in the current year, and will continue to do so over the short, medium, and long term. This Report focuses primarily on the requirements of current and prospective investors, including debt providers; however, when read with the following reports, the interests of all stakeholders are addressed.</p>	<ul style="list-style-type: none"> • International Integrated Reporting Council's International <IR> Framework • Companies Act of South Africa (71 of 2008), as amended (Companies Act) • JSE Listings and Debt Listings Requirements • King IV™ Report on Corporate Governance (King IV™ Report) • United Nations Sustainable Development Goals (SDGs) 	   
 FINANCIAL REPORTS	<ul style="list-style-type: none"> • 2024 Group Annual Financial Statement • 2024 Analyst Presentation booklet and webcast 	<p>Our financial reporting provides information relating to the Group's financial position and performance. These reports are of interest primarily to our equity and debt investors, credit rating agencies, regulators, and various other stakeholders. The information disclosed can be used to assess the Group's financial performance and strength, and includes risk and regulatory disclosures.</p> <p>The Analyst Presentation and accompanying webcast provide a summary of the financial results, as well as a strategic update, and outlook and targets for the medium term.</p>	<ul style="list-style-type: none"> • International Financial Reporting Standards (IFRS) • Companies Act • JSE Listings and Debt Listings Requirements 	 
 THIS REPORT	<ul style="list-style-type: none"> • 2024 Good Business Journey (GBJ) Report 	<p>The GBJ is central to the Group's strategy, and supports our vision to be one of the world's most responsible retailers. The GBJ Report addresses the complex and interconnected sustainability challenges and opportunities we face now and into the future. This includes how we create positive economic, societal, and environmental impacts, including those aligned with the SDGs. It is primarily of interest to existing and prospective investors, existing and prospective employees, NGOs, ESG rating agencies, and customers who associate with values-aligned companies.</p>	<ul style="list-style-type: none"> • The Global Reporting Initiative (GRI) Standards • Task Force on Climate-related Financial Disclosures (TCFD) • SDGs 	    
 GOVERNANCE AND REMUNERATION REPORTS	<ul style="list-style-type: none"> • Part of the 2024 Integrated Report, with extracts published separately online 	<p>Our Governance Report details our Group's governance structures, processes and policies, as well as our Group's approach to ethics, integrity, transparency, and accountability. The disclosures aim to demonstrate how our good governance enhances value creation. The reports are of interest to a broad range of stakeholders, including investors, ESG rating agencies, employees, regulators, suppliers, and members of society.</p>	<ul style="list-style-type: none"> • King IV™ Report • The GRI Standards • Companies Act • JSE Listings and Debt Listings Requirements • Other applicable laws, regulations, and best-practice principles 	  
 NOTICE OF AGM AND SUMMARISED GROUP RESULTS	<ul style="list-style-type: none"> • Notice of AGM • Summarised Group results • Shareholding disclosures • Shareholder calendar • Proxy form 	<p>The Notice of AGM and supporting information is intended for shareholders who want to participate in the Group's AGM. In addition, the Notice of AGM provides the summarised Group results for the 2023 financial year.</p>	<ul style="list-style-type: none"> • JSE Listings and Debt Listings Requirements • Companies Act • King IV™ Report 	 



Sustainability report suite

The comprehensive sustainability reporting suite includes the following appendices to enhance disclosure, improve readability, and reduce the length of the report:

- Assurance Criteria
- Assurance Summary
- CDP Climate, Water, and Forests submissions
- External Recognition
- Glossary
- GRI Index
- Independent Assurance reports – Sustainability Report, BBBEE and Carbon Footprint
- JSE Sustainability and Climate Change Guidance Index
- Key Sustainability Indicators
- Mapping of Vision 2025+ Goals to the UN SDGs
- Position Statements, Guidelines, and Policies
- Task Force on Climate-Related Financial Disclosures Report

Mandatory disclosure



- Extended Producer Responsibility
- National GHG Reporting



Workplace Gender Equality Act



Modern Slavery Act

Voluntary disclosure



Ratings



Our sustainability reporting process

- The reporting process is completed in-house
- Consists of three parts:
 - Pre-report work: benchmarking, trend analysis, information gathering
 - Report preparation: writing, layout, and publication
 - Post-report work: internal feedback, 3rd-party review



Challenges



- 
- A top-down view of several green pea pods and individual peas scattered on a white marble surface. The pods are bright green and some are open, showing the peas inside. The background is a light-colored marble with subtle grey veining.
- The increasing number of frameworks and their requirements
 - Striking a balance between delivering a useful report and merely supplying information to fulfil requirements
 - Data – availability, quality and accuracy
 - Complexities of assuring sustainability data
 - Lack of systems and tools for capturing and managing non-financial data



WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2024



START

www.woolworthsholdings.co.za

WHL