

Company Information Report

Contact Details

| Home Country: | Postal Address: | Postal Address: | City: | Area code: | Head Office Telephone: | Email: | Website: | Company Registration Date:: | Latest Annual Report: | Recording Currency: |
|---------------|-----------------|-----------------|-----------|------------|------------------------|------------------------------------|-------------------------------------|-----------------------------|-----------------------|---------------------|
| South Africa | PO Box 680 | Claremont | Cape Town | 8000 | +27 21 407 9111 | InvestorRelations@woolworths.co.za | http://www.woolworthsholdings.co.za | 1929/01/01 | 2023/06/25 | ZAR |

GUF Information

| GUF in this sector: | Signed an IFA: | IFA signing Date: |
|---------------------|----------------|-------------------|
| UNI | No | 0 |

Sector Information

| Sector: | Stock Exchange Listings: | Major Competitors: |
|---------|--|----------------------|
| Retail | Johannesburg Stock Exchange (JSE), Australian Stock Exchange (ASX) | Pick n Pay, Massmart |

Five Major Shareholders

| |
|--|
| 18% Allan Gray Proprietary Limited |
| 17% Government Employees Pension Fund (PIC) (ZA) |
| 5% Ninety One SA (Pty) Ltd |
| 5% BlackRock Inc. |

| | | |
|--|------------------|--|
| | 0% n.a | |
|--|------------------|--|

Company Performance Report

Company Performance in US Dollars - USD

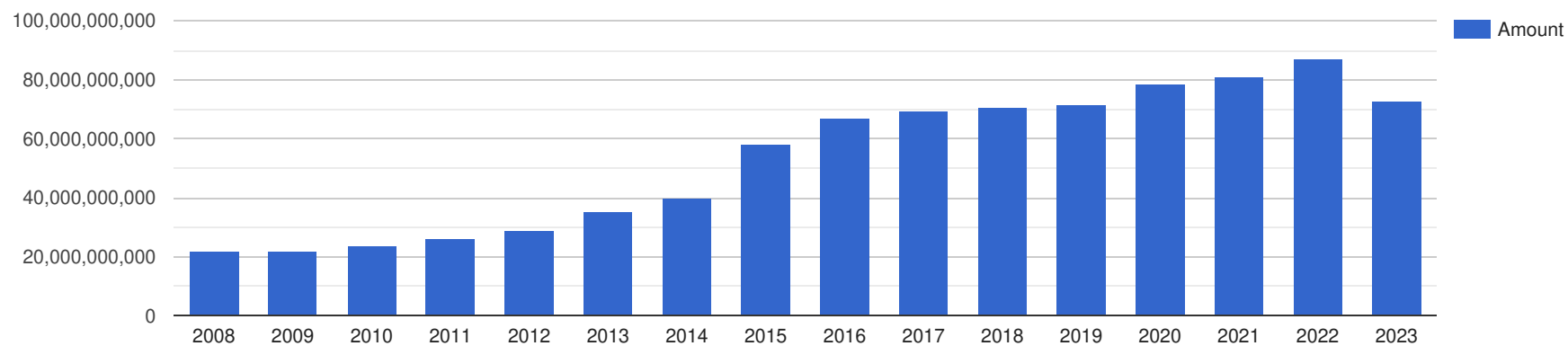
| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
|-----------|---------------|--------------------|---------------|---------------|
| 2008 | 2,630,290,205 | 181,100,362 | 1,361,160,822 | 662,261,185 |
| 2009 | 2,597,428,910 | 213,992,891 | 984,016,588 | 620,047,393 |
| 2010 | 3,292,472,520 | 244,747,461 | 1,253,652,428 | 773,201,614 |
| 2011 | 3,702,148,997 | 330,372,493 | 1,298,710,602 | 712,320,917 |
| 2012 | 3,717,806,452 | 370,322,581 | 1,296,129,032 | 706,193,548 |
| 2013 | 4,022,613,636 | 414,431,818 | 1,385,000,000 | 714,090,909 |
| 2014 | 3,856,702,025 | 395,756,991 | 2,147,444,552 | 1,477,049,180 |
| 2015 | 5,075,961,538 | 387,412,587 | 3,623,688,811 | 2,373,951,049 |
| 2016 | 4,540,881,356 | 409,016,949 | 3,348,474,576 | 2,002,508,475 |
| 2017 | 5,317,840,735 | 515,007,657 | 3,445,099,541 | 1,985,222,052 |
| 2018 | 4,955,898,876 | -170,926,966 | 2,819,311,798 | 1,897,542,135 |
| 2019 | 4,901,485,589 | -134,661,464 | 2,459,711,097 | 1,813,240,227 |
| 2020 | 4,561,307,394 | 126,356,526 | 2,503,001,550 | 3,412,791,850 |
| 2021 | 5,820,652,956 | 370,343,737 | 4,016,539,623 | 4,016,539,623 |
| 2022 | 5,509,338,398 | 328,584,995 | 3,550,427,350 | 2,803,355,492 |
| 2023 | 3,870,003,903 | 286,012,285 | 2,088,496,631 | 1,448,482,916 |

Company Performance in South African Rand - ZAR

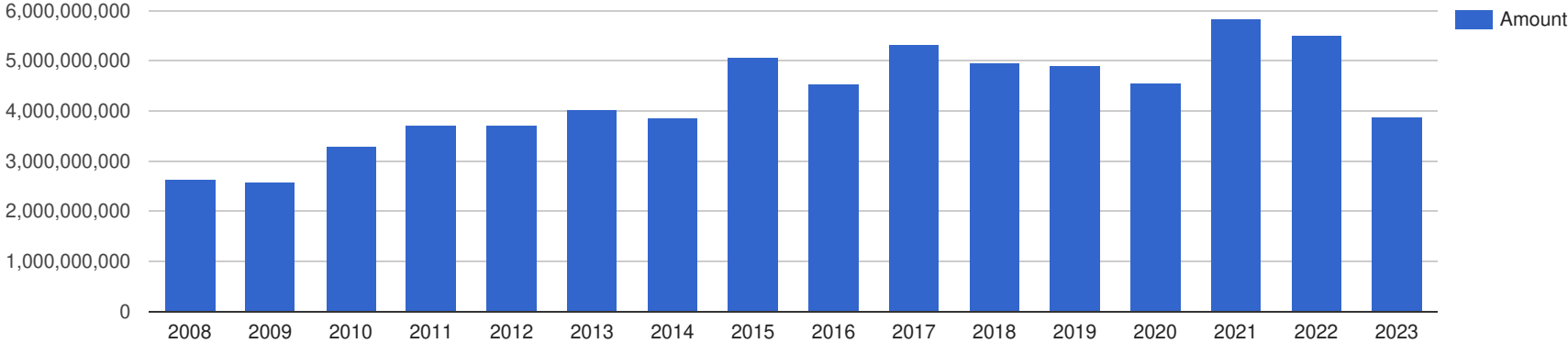
| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
|-----------|----------------|--------------------|----------------|----------------|
| 2008 | 21,752,500,000 | 1,497,700,000 | 11,256,800,000 | 5,476,900,000 |
| 2009 | 21,922,300,000 | 1,806,100,000 | 8,305,100,000 | 5,233,200,000 |
| 2010 | 23,663,000,000 | 1,759,000,000 | 9,010,000,000 | 5,557,000,000 |
| 2011 | 25,841,000,000 | 2,306,000,000 | 9,065,000,000 | 4,972,000,000 |
| 2012 | 28,813,000,000 | 2,870,000,000 | 10,045,000,000 | 5,473,000,000 |
| 2013 | 35,399,000,000 | 3,647,000,000 | 12,188,000,000 | 6,284,000,000 |
| 2014 | 39,994,000,000 | 4,104,000,000 | 22,269,000,000 | 15,317,000,000 |
| 2015 | 58,069,000,000 | 4,432,000,000 | 41,455,000,000 | 27,158,000,000 |
| 2016 | 66,978,000,000 | 6,033,000,000 | 49,390,000,000 | 29,537,000,000 |
| 2017 | 69,451,000,000 | 6,726,000,000 | 44,993,000,000 | 25,927,000,000 |
| 2018 | 70,572,000,000 | -2,434,000,000 | 40,147,000,000 | 27,021,000,000 |
| 2019 | 71,596,000,000 | -1,967,000,000 | 35,929,000,000 | 26,486,000,000 |
| 2020 | 78,262,000,000 | 2,168,000,000 | 42,946,000,000 | 58,556,000,000 |
| 2021 | 80,942,000,000 | 5,150,000,000 | 55,854,000,000 | 55,854,000,000 |
| 2022 | 87,020,000,000 | 5,190,000,000 | 56,079,000,000 | 44,279,000,000 |
| 2023 | 72,688,000,000 | 5,372,000,000 | 39,227,000,000 | 27,206,000,000 |

Company Performance Changes Report

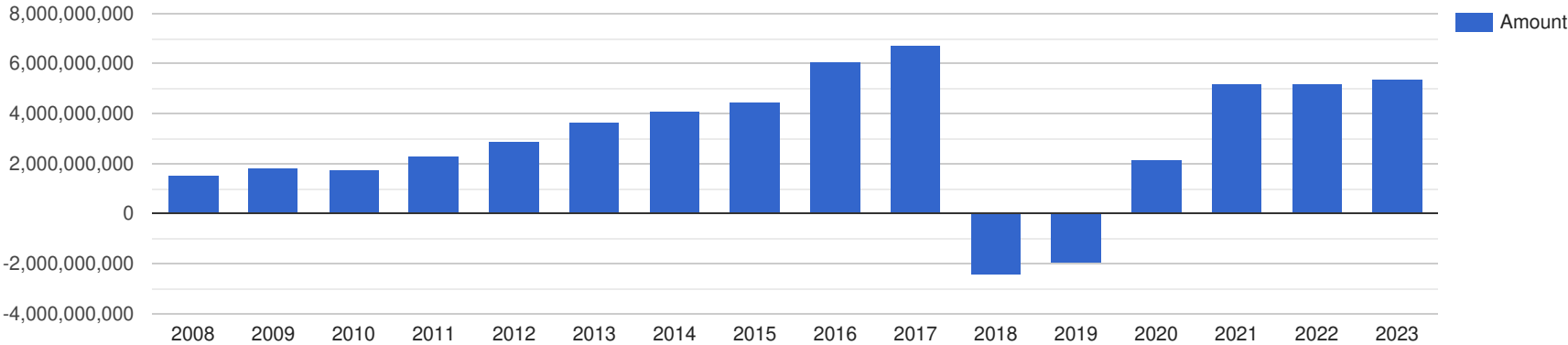
Company Revenue - ZAR



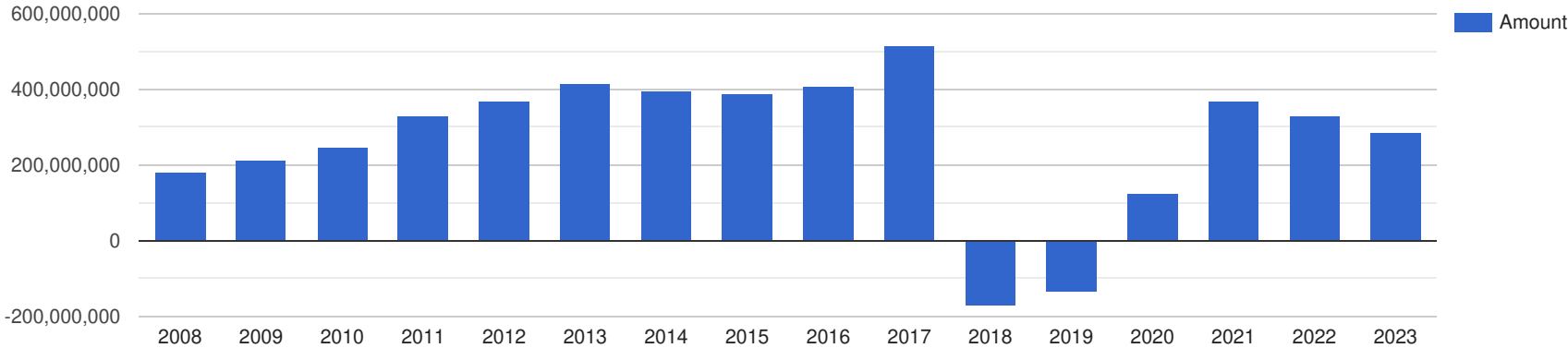
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD



Company Directors Report

CEO Biography - USD:

| Year End: | Director Surname: | Director Name: | Director Gender: | Full Year on Board?: | Full year in position?: |
|-----------|-------------------|----------------|------------------|----------------------|-------------------------|
| 2008 | Susman | Simon | Male | Yes | Yes |
| 2009 | Susman | Simon | Male | Yes | Yes |
| 2010 | Susman | Simon | Male | Yes | Yes |
| 2010 | Moir | Ian | Male | Yes | Yes |
| 2011 | Susman | Simon | Male | No | No |
| 2011 | Moir | Ian | Male | Yes | Yes |
| 2012 | Moir | Ian | Male | Yes | Yes |
| 2013 | Moir | Ian | Male | Yes | Yes |
| 2014 | Moir | Ian | Male | Yes | Yes |
| 2015 | Moir | Ian | Male | Yes | Yes |
| 2016 | Moir | Ian | Male | Yes | Yes |
| 2017 | Moir | Ian | Male | Yes | Yes |
| 2018 | Moir | Ian | Male | Yes | Yes |
| 2019 | Moir | Ian | Male | No | No |
| 2020 | Moir | Ian | Male | No | No |
| 2020 | Bagattini | Roy | male | No | No |
| 2021 | Bagattini | Roy | male | Yes | Yes |
| 2022 | Rylands | Zyda | Female | No | No |
| 2022 | Bagattini | Roy | male | Yes | Yes |
| 2023 | Bagattini | Roy | male | No | No |

CEO Remuneration - USD:

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other: | Total Annual: | LTI Payment: | Total Including LTI: |
|-----------------|-----------|-----------|------------|-----------|---------------|--------------|----------------------|
| 2008 | 448,489 | 88,271 | 0 | 445,224 | 981,983 | 0 | 981,983 |
| 2009 | 433,465 | 84,479 | 164,530 | 435,912 | 1,118,387 | 598,981 | 1,717,369 |
| 2010 | 870,739 | 160,568 | 1,377,348 | 2,198,560 | 4,607,214 | 1,610,030 | 6,217,244 |
| 2011 | 971,203 | 68,625 | 1,588,682 | 124,499 | 2,753,009 | 0 | 2,753,009 |
| 2012 | 743,355 | 5,419 | 689,806 | 0 | 1,438,581 | 0 | 1,438,581 |
| 2013 | 841,023 | 6,136 | 1,171,364 | 0 | 2,018,523 | 0 | 2,018,523 |
| 2014 | 863,934 | 7,425 | 925,265 | 0 | 1,796,625 | 1,775,533 | 3,572,158 |
| 2015 | 977,885 | 12,063 | 1,823,951 | 0 | 2,813,899 | 1,484,790 | 4,298,689 |
| 2016 | 1,113,898 | 13,288 | 1,014,237 | 0 | 2,141,424 | 150,237 | 2,291,661 |
| 2017 | 1,429,786 | 10,337 | 0 | 0 | 1,440,123 | 1,214,931 | 2,655,054 |
| 2018 | 1,328,301 | 9,761 | 0 | 0 | 1,338,062 | 461,025 | 1,799,087 |
| 2019 | 1,294,379 | 9,721 | 0 | 0 | 1,304,101 | 273,294 | 1,577,394 |
| 2020 | 994,114 | 575,825 | 0 | 74,309 | 1,644,248 | 84,684 | 1,728,931 |
| 2021 | 1,195,671 | 98,015 | 1,100,244 | 0 | 2,393,931 | 0 | 2,393,931 |
| 2022 | 1,187,591 | 111,934 | 941,247 | 0 | 2,240,772 | 244,571 | 2,485,343 |
| 2023 | 968,108 | 122,138 | 1,491,375 | 0 | 2,581,621 | 3,938,878 | 6,520,498 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salary: | Cash Bonus | Other: | Total Annual: |
|-----------------|-------------|---------------|------------|---------|---------------|
| 2008 | 5 | 1,559,976 | 2,984,160 | 311,995 | 596,832 |
| 2009 | 4 | 1,308,669 | 2,896,644 | 327,167 | 724,161 |
| 2010 | 5 | 1,828,162 | 8,545,993 | 365,632 | 1,709,199 |
| 2011 | 4 | 1,747,708 | 5,299,713 | 436,927 | 1,324,928 |
| 2012 | 3 | 1,480,258 | 3,038,194 | 493,419 | 1,012,731 |
| 2013 | 3 | 1,561,136 | 4,112,955 | 520,379 | 1,370,985 |
| 2014 | 5 | 1,864,995 | 4,072,517 | 372,999 | 814,503 |
| 2015 | 4 | 1,978,671 | 4,728,671 | 494,668 | 1,182,168 |
| 2016 | 4 | 2,070,169 | 3,783,525 | 517,542 | 945,881 |
| 2017 | 5 | 3,935,988 | 4,261,562 | 787,198 | 852,312 |
| 2018 | 5 | 3,860,744 | 4,101,475 | 772,149 | 820,295 |
| 2019 | 4 | 2,728,623 | 2,974,259 | 682,156 | 743,565 |
| 2020 | 5 | 2,231,787 | 3,089,987 | 446,357 | 617,997 |
| 2021 | 4 | 2,827,485 | 5,532,072 | 706,871 | 1,383,018 |
| 2022 | 4 | 2,085,977 | 3,826,084 | 521,494 | 956,521 |
| 2023 | 3 | 1,777,446 | 4,638,484 | 592,482 | 1,546,161 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Fees: | Average Fees |
|-----------------|--------------|-------------|--------------|
| 2008 | 9 | 413,180 | 45,909 |
| 2009 | 7 | 360,872 | 51,553 |
| 2010 | 9 | 541,394 | 60,155 |
| 2011 | 12 | 943,553 | 78,629 |
| 2012 | 12 | 700,258 | 58,355 |
| 2013 | 11 | 967,841 | 87,986 |
| 2014 | 10 | 650,241 | 65,024 |
| 2015 | 12 | 1,074,738 | 89,561 |
| 2016 | 12 | 1,100,678 | 91,723 |
| 2017 | 11 | 1,365,850 | 124,168 |
| 2018 | 10 | 1,219,733 | 121,973 |
| 2019 | 11 | 1,034,983 | 94,089 |
| 2020 | 11 | 998,485 | 90,771 |
| 2021 | 8 | 1,093,341 | 136,668 |
| 2022 | 9 | 590,567 | 65,619 |
| 2023 | 10 | 772,122 | 77,212 |

CEO Remuneration - ZAR:

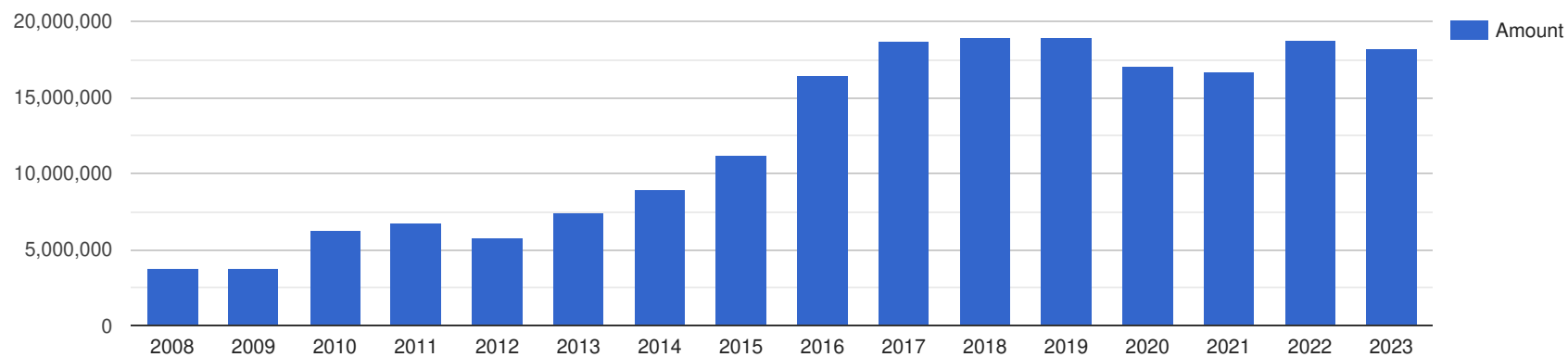
| Financial Year: | Salary: | Benefits: | Cash Bonus | Other | Total Annual | LTI Payment | Total Including LTI |
|-----------------|------------|-----------|------------|------------|--------------|-------------|---------------------|
| 2008 | 3,709,000 | 730,000 | 0 | 3,682,000 | 8,121,000 | 0 | 8,121,000 |
| 2009 | 3,720,000 | 725,000 | 1,412,000 | 3,741,000 | 9,598,000 | 5,140,457 | 14,738,457 |
| 2010 | 6,258,000 | 1,154,000 | 9,899,000 | 15,801,050 | 33,112,050 | 11,571,285 | 44,683,335 |
| 2011 | 6,779,000 | 479,000 | 11,089,000 | 869,000 | 19,216,000 | 0 | 19,216,000 |
| 2012 | 5,761,000 | 42,000 | 5,346,000 | 0 | 11,149,000 | 0 | 11,149,000 |
| 2013 | 7,401,000 | 54,000 | 10,308,000 | 0 | 17,763,000 | 0 | 17,763,000 |
| 2014 | 8,959,000 | 77,000 | 9,595,000 | 0 | 18,631,000 | 18,412,280 | 37,043,280 |
| 2015 | 11,187,000 | 138,000 | 20,866,000 | 0 | 32,191,000 | 16,986,000 | 49,177,000 |
| 2016 | 16,430,000 | 196,000 | 14,960,000 | 0 | 31,586,000 | 2,216,000 | 33,802,000 |
| 2017 | 18,673,000 | 135,000 | 0 | 0 | 18,808,000 | 15,867,000 | 34,675,000 |
| 2018 | 18,915,000 | 139,000 | 0 | 0 | 19,054,000 | 6,565,000 | 25,619,000 |
| 2019 | 18,907,000 | 142,000 | 0 | 0 | 19,049,000 | 3,992,000 | 23,041,000 |
| 2020 | 17,057,000 | 9,880,000 | 0 | 1,275,000 | 28,212,000 | 1,453,000 | 29,665,000 |
| 2021 | 16,627,000 | 1,363,000 | 15,300,000 | 0 | 33,290,000 | 0 | 33,290,000 |
| 2022 | 18,758,000 | 1,768,000 | 14,867,000 | 0 | 35,393,000 | 3,863,000 | 39,256,000 |
| 2023 | 18,183,000 | 2,294,000 | 28,011,000 | 0 | 48,488,000 | 73,980,000 | 122,468,000 |

Executive Director Remuneration - ZAR:

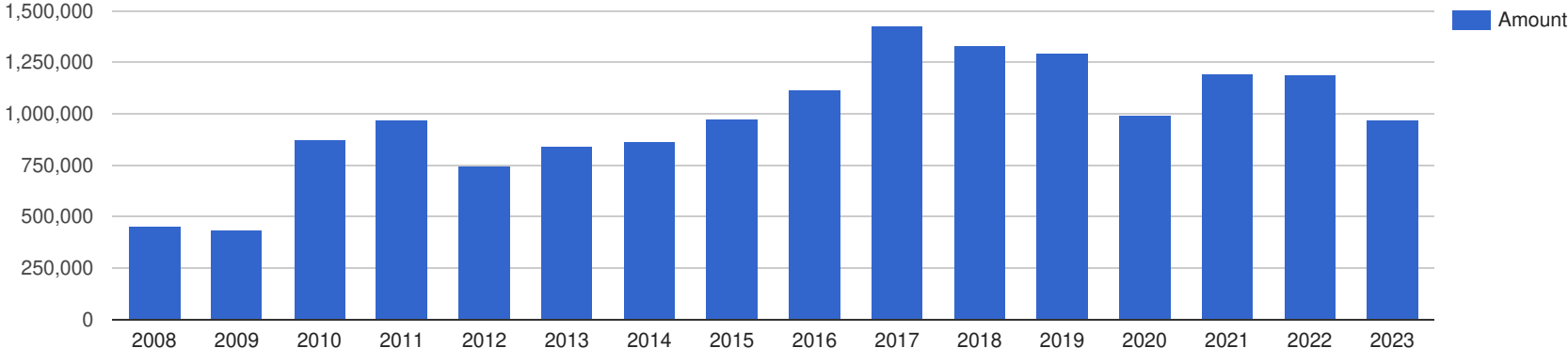
| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration: | Average Salary: | Average Remuneration: |
|-----------------|-------------|---------------|----------------------------|-----------------|-----------------------|
| 2008 | 5 | 12,901,000 | 24,679,000 | 2,580,200 | 4,935,800 |
| 2009 | 4 | 11,231,000 | 24,859,000 | 2,807,750 | 6,214,750 |
| 2010 | 5 | 13,139,000 | 61,420,050 | 2,627,800 | 12,284,010 |
| 2011 | 4 | 12,199,000 | 36,992,000 | 3,049,750 | 9,248,000 |
| 2012 | 3 | 11,472,000 | 23,546,000 | 3,824,000 | 7,848,667 |
| 2013 | 3 | 13,738,000 | 36,194,000 | 4,579,333 | 12,064,667 |
| 2014 | 5 | 19,340,000 | 42,232,000 | 3,868,000 | 8,446,400 |
| 2015 | 4 | 22,636,000 | 54,096,000 | 5,659,000 | 13,524,000 |
| 2016 | 4 | 30,535,000 | 55,807,000 | 7,633,750 | 13,951,750 |
| 2017 | 5 | 51,404,000 | 55,656,000 | 10,280,800 | 11,131,200 |
| 2018 | 5 | 54,977,000 | 58,405,000 | 10,995,400 | 11,681,000 |
| 2019 | 4 | 39,857,000 | 43,445,000 | 9,964,250 | 10,861,250 |
| 2020 | 5 | 38,293,000 | 53,018,000 | 7,658,600 | 10,603,600 |
| 2021 | 4 | 39,319,000 | 76,929,000 | 9,829,750 | 19,232,250 |
| 2022 | 4 | 32,948,000 | 60,433,000 | 8,237,000 | 15,108,250 |
| 2023 | 3 | 33,384,000 | 87,120,000 | 11,128,000 | 29,040,000 |

Company Directors Fee Changes

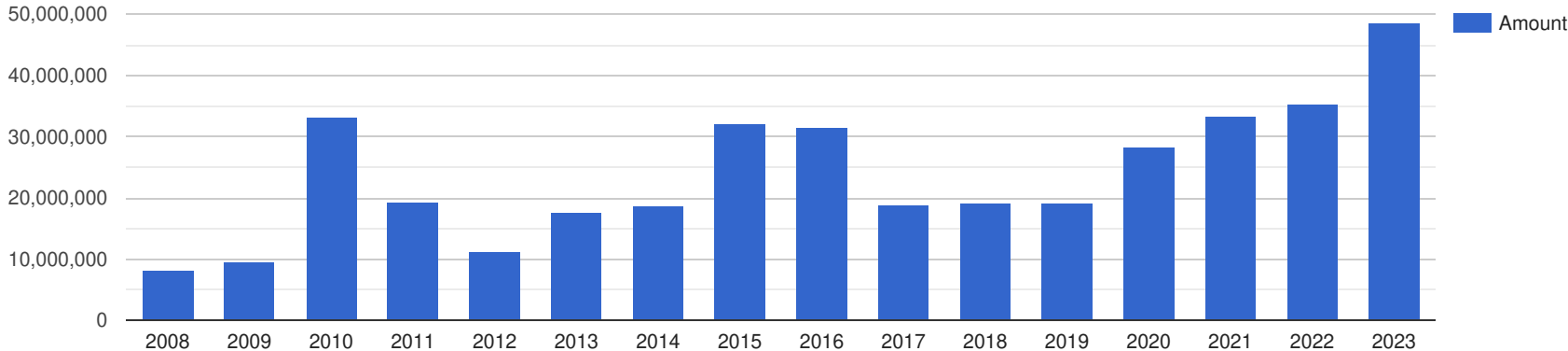
CEO Salary - ZAR



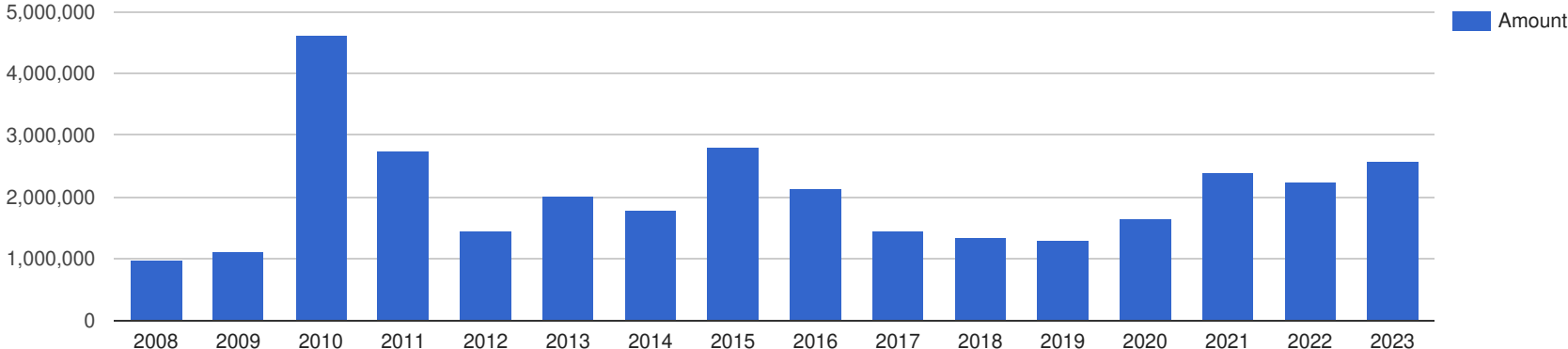
CEO Salary - USD



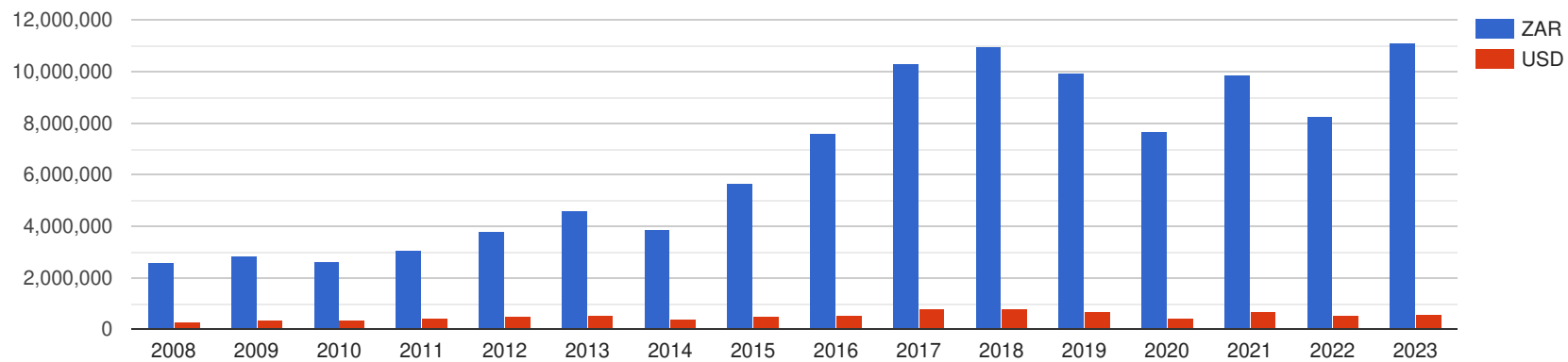
CEO Remuneration - ZAR



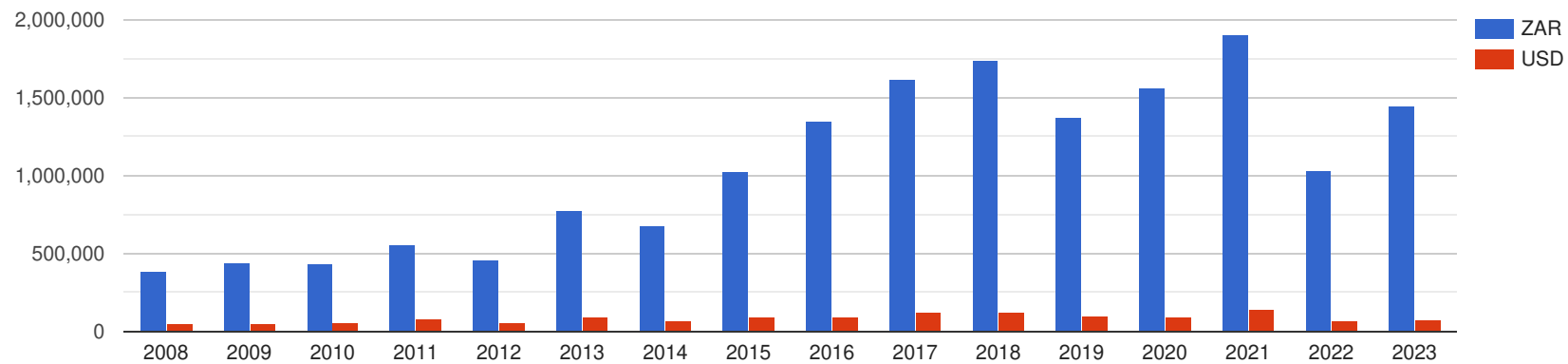
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

| Year End: | No. Employees: | No. Contractors | Total Workforce |
|-----------|----------------|-----------------|-----------------|
| 2008 | 0 | 0 | 22507 |
| 2009 | 0 | 0 | 22079 |
| 2010 | 0 | 0 | 23656 |
| 2011 | 0 | 0 | 23304 |
| 2012 | 0 | 0 | 22000 |
| 2013 | 0 | 0 | 26908 |
| 2014 | 0 | 0 | 38000 |
| 2015 | 0 | 0 | 41110 |
| 2016 | 0 | 0 | 32870 |
| 2017 | 0 | 0 | 44520 |
| 2018 | 0 | 0 | 46099 |
| 2019 | 46831 | 0 | 46831 |
| 2020 | 0 | 0 | 44863 |
| 2021 | 44708 | 0 | 44708 |
| 2022 | 44129 | 0 | 44129 |
| 2023 | 38732 | 0 | 38732 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|-----------------------|---------------------------|-----------------------------------|--|
| South Africa | Yes | Yes | The group has numerous stores in South Africa, also under its Trenergy and Country road brand. Has Trenergy and country road stores in Australia And New Zealand |
| Botswana | No | No | 21 woolworths stores |
| Lesotho | No | No | 1 Woolworths store in Lesotho |
| Namibia | No | No | 5 Woolworths stores |
| Swaziland | No | No | 4 Woolworths stores |
| Zambia | No | No | 3 Woolworths stores |
| Mozambique | No | No | 3 Woolworths stores |
| Tanzania | No | No | 4 Woolworths stores |
| Kenya | No | No | 7 Woolworths stores |
| Uganda | No | No | 3 Woolworths stores |
| Ghana | No | No | 1 Woolworths stores |
| Nigeria | No | No | 2 Woolworths stores |
| United Arab Emirates | No | No | Woolworths clothing |
| Oman | No | No | woolworths clothing |
| Australia | No | No | Country Road |
| New Zealand | No | No | country road |

Total Employee Count:

| Country: | Year End: | No. Operations | No. Employees: | No. Contractors: | Total Workforce: | Union(s): | Degree of Unionisation: | Min Wage (Local) Per Month: | Min Wage USD (Per Annum): | Min Wage USD (Per Annum): |
|----------------------|-----------|----------------|----------------|------------------|------------------|-----------|-------------------------|-----------------------------|---------------------------|---------------------------|
| South Africa | 2014 | 0 | 0 | 0 | 28000 | 0 | 0 | 0 | 0 | No |
| Australia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Tanzania | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Botswana | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Ghana | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Kenya | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Lesotho | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Mozambique | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Namibia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| New Zealand | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Nigeria | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Oman | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Swaziland | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Uganda | 2013 | 0 | 0 | 0 | 0 | 0 | 1.000 | 0 | 0 | No |
| United Arab Emirates | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Zambia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |