



Sustainability Linked Bond Framework

March 2026

Sustainability Linked Bond Framework

Woolworths Group's Sustainability Linked Bond Framework (the "Framework") seeks to align our sustainability plan with our long-term financing strategy.

Woolworths Group is united and driven by our Group purpose: to **create better experiences together for a better tomorrow**. We strive to have a positive impact on our team, our planet, our customers and the communities we serve – and in doing so create long-term stakeholder value and sustainable growth for our business.

This section outlines considerations related to the execution of our Sustainability Linked Bonds ("SLB"), including alignment to the Sustainability Linked Bond Principles¹ (the "Principles"), relevant to the respective SLB issuance.

All Sustainability Linked Bonds will adhere to the following governance structure:

- 1 Selection of Key Performance Indicators (KPIs)
- 2 Calibration of Sustainability Performance Targets (SPTs)
- 3 Bond characteristics
- 4 Reporting
- 5 Verification

¹ www.icmagroup.org/assets/documents/Regulatory/Green-Bonds/June-2020/Sustainability-Linked-Bond-PrinciplesJune-2020-100620.pdf

Acknowledgement of Country: Woolworths Group acknowledges the many Traditional Owners of the lands across Australia, and pay our respects to their Elders past and present. We recognise their strengths and enduring connection to lands, waters and skies as the Custodians of the oldest continuing cultures on the planet. We are committed to actively contributing to Australia's reconciliation journey through listening and learning, empowering more diverse voices, caring deeply for our communities and working together for a better tomorrow.

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1 Selection of Key Performance Indicators (KPIs)

SLBs issued under this framework will use the below selected KPI which addresses one of the core sustainability aspects of Woolworths Group.

Woolworths Group aims to establish SPTs that are ambitious, meaningful and aligned with the Sustainability Linked Bond Principles.

KPI 1: Absolute Greenhouse Gas (GHG) emissions (Scope 1 and 2, in tCO₂e)

Rationale: Climate change is a material sustainability issue for Woolworths Group.

Woolworths Group is continuing its long-standing commitment to contribute to a 1.5°C pathway and aims to reach net-zero emissions across the value chain by 2050. In F24, Woolworths Group updated its emissions reduction target, aiming to reduce absolute scope 1 and 2 GHG emissions by 80% by F30, from a F23 base year. This near-term target has been independently validated by the Science Based Target initiative (SBTi) and is aligned with a 1.5°C pathway.

Woolworths Group's Scope 1 and 2 emissions are calculated in accordance with the GHG Protocol guidance. Scope 1 and 2 emissions are directly within the Group's operational control. Material scope 1 emissions sources include fugitive synthetic refrigerants, transport fuel for fleet cars and home delivery trucks, and natural gas. Scope 2 emissions form the largest part of the Group's operational footprint, primarily from the electricity used across the store network, distribution centres and offices.

2 Calibration of Sustainability Performance Targets

Woolworths Group will continuously strive to improve its performance across the KPIs and in line with the Group's strategy.

KPI 1: Absolute Greenhouse Gas (GHG) emissions (Scope 1 and 2, in tCO₂e)

SPT 1: F30 GHG Scope 1 & Scope 2 emissions reduction of 80% (from a F23 base year), in line with the SBTi-validated target, with straight line interpolation of the F30 GHG Scope 1 and Scope 2 emissions reduction target if the testing date is set prior to 2030.

Performance against the SPT will be disclosed as part of the Group's annual disclosures and will be subject to independent assurance.

The SPTs will be updated for future transactions as relevant and appropriate. For clarity, to the extent an SPT is used for a financing transaction, the SPT will apply for the life of the financing transaction.

3 Bond Characteristics

The potential KPIs for the SLB(s) will support Woolworths Group in achieving its near- and long-term sustainability ambitions. The proceeds of any SLBs will be used for general corporate purposes unless otherwise stated.

Woolworths Group's performance against the SPT(s) will be reported on the [Woolworths' Debt Investor website](#) and will be accompanied with external assurance verifying the company's performance.

In the event that Woolworths Group does not achieve the SPT by the target date, a coupon adjustment, or a premium payment as the case maybe, or other penalty mechanism will be applied to the SLB(s). The relevant KPI, SPTs, step-up margin amount or the premium payment amount, or other penalty mechanism as applicable, will be specified in the relevant documentation of the specific transaction.

It should be noted that the parameters of the KPIs or calibration of the SPTs may change if there is a material change to Woolworths Group's current business operations and any such change will be communicated as part of Woolworths Group's continuous disclosure obligations via the Australian Securities Exchange (ASX).

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4 Reporting

Information relating to Woolworths Group's performance is published in the Group's annual disclosures available on the **Woolworths Group website**. In case of material developments, ad-hoc disclosures of this nature will be made via the ASX as per the company's continuous disclosure obligations.

In line with the fourth component of the Sustainability Linked Bond Principles, Woolworths Group will provide annual disclosures in relation to SPTs used in SLBs which will be verified by a third party ("**assurance**"). These disclosures will include the following:

- up-to-date information on the performance of the selected KPI, including baseline where relevant; and
- a limited assurance report relative to each SPT outlining the performance against the SPT and the related impact, and timing of such impact, on the bond's financial and/or structural characteristics.

When feasible and possible, the annual disclosure will also provide:

- a qualitative or quantitative explanation of the contribution of the main factors, including Merger and Acquisition ("**M&A**") activities, behind the evolution of performance/KPI; and
- any re-assessments of each KPI and/or restatement of the SPTs and/or proforma adjustments of any baselines or KPI scope.

5 Verification

Woolworths Group will receive independent assurance on the company's performance against the KPIs listed in section 1 at least once a year, up to the maturity of the last outstanding SLB. The assurance report will be provided alongside the updated annual disclosures which can be viewed on the **Woolworths' Debt Investor website**.

Second Party Opinion

External Review

For any future issuances, Woolworths Group will obtain a Second Party Opinion from a credible External Review provider to confirm the alignment of this Sustainability Linked Bond Framework with the Sustainability Linked Bond Principles and assessment of its environmental and/or social added value.

This second party opinion will be available on the [Woolworths' Debt Investor website](#).

Sustainability Linked Issuances prior to 2026

For SLBs issued by Woolworths Group prior to 2026, please refer to the Sustainability Linked Bond heading in the debt investor section of the [Woolworths Group website](#) for the associated Sustainability Linked Bond Framework and Second Party Opinion.



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