



Announcement Summary

Entity name

WOOLWORTHS GROUP LIMITED

Date of this announcement

Friday March 14, 2025

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
WOWAK	PERFORMANCE RIGHTS	1,803,370	13/03/2025
WOWAA	SHARE RIGHTS	9,273	13/03/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

WOOLWORTHS GROUP LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

**1.2 Registered number type**

ABN

**Registration number**

88000014675

**1.3 ASX issuer code**

WOW

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

14/3/2025



## Part 2 - Issue details

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### **2.1 The +securities the subject of this notification are:**

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

### **2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:**

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

**Additional +securities in an existing class issued under an +employee incentive scheme****ASX +security code and description**

WOWAA : SHARE RIGHTS

**Date the +securities the subject of this notification were issued**

13/3/2025

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

Yes

**Were any of the +securities issued to +key management personnel (KMP) or an +associate?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Holly Kramer	Woolworths Custodian Pty Ltd as trustee of the Woolworths Group Non-Executive Directors Equity Plan (NED Equity Plan)	584
Warwick Bray	Woolworths Custodian Pty Ltd as trustee of the Woolworths Group Non-Executive Directors Equity Plan (NED Equity Plan)	842
Tracey Fellows	Woolworths Custodian Pty Ltd as trustee of the Woolworths Group Non-Executive Directors Equity Plan (NED Equity Plan)	351

**Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**

NED Equity Plan details: Pages 17-19 of the 2023 Notice of Meeting: <https://www.woolworthsgroup.com.au/au/en/investor/s/shareholding-information/annual-general-meetings.html>

Share Rights Terms: Woolworths Group Limited Equity Incentive Plan Rules

<https://www.woolworthsgroup.com.au/page/about-us/our-approach/corporate-governance/equity-incentive-plan-rules/>

**Any other information the entity wishes to provide about the +securities the subject of this notification**

N/A



## Issue details

**Number of +securities**

9,273

**Additional +securities in an existing class issued under an +employee incentive scheme****ASX +security code and description**

WOWAK : PERFORMANCE RIGHTS

**Date the +securities the subject of this notification were issued**

13/3/2025

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

Yes

**Were any of the +securities issued to +key management personnel (KMP) or an +associate?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Stephen Harrison	Woolworths Custodian Pty Ltd as trustee of Woolworths Group's share plans	25,316
Annette Karantoni	Woolworths Custodian Pty Ltd as trustee of Woolworths Group's share plans	18,051

**Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**

Performance Rights Terms: Woolworths Group Limited Equity Incentive Plan Rules (Plan Rules)  
<https://www.woolworthsgroup.com.au/page/about-us/our-approach/corporate-governance/equity-incentive-plan-rules/>  
Performance Rights issued to eligible employees under the Plan Rules and corresponding invitation letter, subject to the terms of the grant and the satisfaction of applicable performance conditions at the end of the relevant performance period.

**Any other information the entity wishes to provide about the +securities the subject of this notification**

N/A

## Issue details

**Number of +securities**

1,803,370

Part 4 - +Securities on issue

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**Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:**

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
WOW : ORDINARY FULLY PAID	1,221,591,974

**4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
WOWAK : PERFORMANCE RIGHTS	11,102,199
WOWAA : SHARE RIGHTS	2,450,759



Part 5 - Other Listing Rule requirements

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**5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?**

No

**5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?**

Yes

**5.2a Date of meeting or proposed meeting to approve the issue under listing rule 7.1**

31/10/2024