



5 September 2025

The Manager
Company Announcements Office
Australian Securities Exchange

Dear Sir or Madam

FEDERAL COURT OF AUSTRALIA DECISION ON AWARD COVERED SALARIED TEAM MEMBERS

In accordance with the Listing Rules, please find attached announcement relating to the above, for release to the market.

Yours faithfully,

A handwritten signature in black ink, appearing to read "Daniella Pereira".

Daniella Pereira
Group Company Secretary

For more information:

Investors

Anita Healy
Mobile: + 61 411 109 108

Lisa Zimmet
Mobile: +61 428 857 242
E-mail: investor.relations@coles.com.au

Media

Jace Armstrong
Mobile: +61 431 987 599

Therese Allaoui
Mobile: +61 435 323 339
E-mail: media.relations@coles.com.au



ASX Release

5 September 2025

FEDERAL COURT OF AUSTRALIA DECISION ON AWARD COVERED SALARIED TEAM MEMBERS

In February 2020, Coles Group Limited (Coles, ASX: COL) announced it was conducting a review into the pay arrangements for team members who receive a salary and are covered by the General Retail Industry Award (**GRIA**). Coles sincerely apologised to affected team members and conducted a remediation program.

A class action was instituted in May 2020 and the Fair Work Ombudsman (**FWO**) commenced proceedings in December 2021 relating to the alleged underpayment of salaried managers in Coles' supermarkets and the interpretation of the GRIA and the Fair Work Act.

Coles today acknowledges the decisions of the Federal Court of Australia in these proceedings.

Coles is now reviewing the judgment to understand its implications for Coles Group. Given the complexity of the judgment, this may take some time. Coles will provide further updates as appropriate.

For more information:

Investors

Anita Healy
Mobile: + 61 411 109 108

Lisa Zimmet
Mobile: +61 428 857 242
E-mail: investor.relations@coles.com.au

Media

Jace Armstrong
Mobile: +61 431 987 599

Therese Allaoui
Mobile: +61 435 323 339
E-mail: media.relations@coles.com.au

This release was authorised to be given to the ASX by the Disclosure Committee.