Super Retail Group

2026 Responsible Business Report

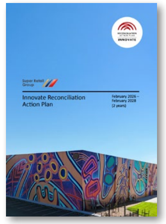
We inspire and equip everyone to live their passion every day

SUPERCHEAP AUTO · rebel · BCF · macpac

Our reporting suite

Our reporting suite provides insights into Super Retail Group's strategy, financial and non-financial performance, risk management and governance frameworks. It also outlines our progress in delivering on sustainability and human rights commitments.

To view and download these documents, visit
https://superretailgroup.com.au/investors/

				
2026 Annual Report	2026 Responsible Business Report	2026 Corporate Governance Statement	2025 Modern Slavery Statement	Innovate Reconciliation Action Plan
Digital and print	Digital only	Digital only	Digital only	Digital only

Super Retail Group is committed to establishing and maintaining corporate governance standards that protect and enhance the sustainable performance of the Group, considering the interests of our stakeholders, as well as the communities and environments in which we operate.

Our 2026 Corporate Governance Statement discloses how we have complied with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition) for the reporting period. This statement has been lodged with ASX and is available in the Corporate Governance section of our website.

To view and download our 2026 Corporate Governance Statement, visit
https://superretailgroup.com.au/investors/

Image: Original artwork Leerpeen – Songlines – Truganina Distribution Centre. Artist Tommy Day III

Acknowledgement of Country

Super Retail Group acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

*** This report includes reference to a deceased Aboriginal person. We acknowledge with deep respect that the artist Tommy Day III passed away in 2026.*

Tommy Day III was a proud Gunditjmara, Yorta Yorta and Wemba-Wemba man. He worked with the Bunurong Traditional Owners to create a large-scale mural at our Truganina Distribution Centre, which we have featured here. The artwork reflects connection to Country, culture and community, and stands as a lasting expression of identity and story within our workplace. We pay our respects to Tommy's family, community and cultural legacy, and honour the contribution he made through his art.

We also operate in Aotearoa New Zealand, and we acknowledge ngā iwi Māori as Tāngata Whenua (First People) of Aotearoa.

Super Retail Group is committed to upholding Te Tiriti o Waitangi - Treaty of Waitangi principles, developing relationships with and supporting local iwi.

Manaaki whenua,
Manaaki tāngata,
Haere whakamua.

If we care for the land,
If we care for the people,
We can move forward into the future.

Māori proverb

Contents

About this report

This Responsible Business Report discloses our strategic direction and performance against material sustainability topics affecting Super Retail Group Limited (ABN 81 108 676 204) (the company or Super Retail Group) and its subsidiaries (the Group) for the financial year ended 27 June 2026. Unless otherwise stated, it covers Super Retail Group's operations in Australia, New Zealand and China, including our store network, support offices and distribution centres. Financial figures are reported in Australian dollars, unless otherwise stated.

This is an interactive PDF designed to enhance your experience. Click on the links on the Contents page and throughout the report or use the navigation panel to find the relevant information. Our detailed climate disclosures are in our **FY26 Annual Report** and our annual performance data in our **FY26 Responsible Business Data Pack.**

This report has been prepared by Super Retail Group with reference to the Global Reporting Initiative (GRI) Standards. Full details are available in our **FY26 Responsible Business Data Pack.**

This report has been guided by our materiality assessment and focuses on the key sustainability-related risks and opportunities identified by stakeholders, as well as our enterprise risk assessment practices (see Chapter: Governance). The report has five priority areas in line with our Sustainability Framework: Team, Community, Responsible Sourcing, Circular Economy and Climate.

Forward-looking statements

This report contains forward-looking statements, including related to emissions reduction and other sustainability targets. The forward-looking statements may be identified by the use of terminology such as "may", "could", "would", "will", "expect", "anticipate", "estimate", "continue", "assume", "target" or other similar expressions, or by statements regarding business or other plans, strategy, outlook, objectives, targets, goals or future events or intentions.

While these forward-looking statements are based on assumptions and information known to Super Retail Group at the date of this report, they are provided as a general guide only and are not guarantees or predictions of future performance or statements of fact.

These statements involve known and unknown risks and uncertainties, which may cause actual results, performance and achievements, or industry results, to differ materially from those expressed in, or implied by, any forward-looking statements contained in this report. Many of these risks, uncertainties and other factors are outside the control of Super Retail Group and include, but are not limited to, evolving market conditions, the availability of waste infrastructure, the availability of renewable electricity PPAs, the availability and cost of carbon offsets, the quality and availability of supplier emissions data and changes in regulatory requirements.

The accuracy of the Group's greenhouse gas emissions data and other metrics may be impacted by various factors, including the inherent uncertainty and limitations in measuring GHG emissions under the calculation methodologies used in the preparation of such data, inconsistent data availability, a lack of common definitions and standards for reporting climate-related information, quality of historical emissions data, reliance on assumptions and changes in market practice. These factors may impact the Group's ability to meet commitments and targets or cause the Group's results to differ materially from those expressed or implied in this report. There may also be differences in the manner that third parties calculate or report GHG emissions data compared to the Group, which means that third-party data may not be comparable to our data.

Readers should not place undue reliance on the forward-looking statements. To the maximum extent permitted by law, Super Retail Group, its affiliates and their respective officers, directors, employees, agents and advisors give no representation, warranty, assurance or guarantee in connection with, and disclaim all responsibility for, the currency, accuracy, reliability, completeness or likelihood of fulfilment of any forward-looking statement or any outcomes expressed or implied in any forward-looking statement, whether as a result of new information, future events or results or otherwise.

Except as required by applicable laws, regulations or the ASX Listing Rules, neither Super Retail Group nor any other person assumes any obligation or undertakes to publicly update or review any forward-looking statements, whether as a result of new information, future events or otherwise.

Past performance cannot be relied on as a guide to future performance.

Super Retail Group cautions against reliance on any forward-looking statements or guidance.

Voluntary reporting and disclosure

APCO AUSTRALIAN PACKAGING COVENANT ORGANISATION MEMBER

BAPTIST WORLD AID

Macpac and rebel only

B-cycle Battery Recycling

Battery Stewardship Council

Global Reporting Initiative™

Higg Index

Macpac only

WGEA Employer of Choice for Gender Equality

WE SUPPORT UN GLOBAL COMPACT

Super Retail Group is a signatory to the United Nations Global Compact (UNGC) and strongly supports the Ten Principles of the UNGC in the areas of Human Rights, Labour, Environment and Anti-Corruption, and contributes to the UN Sustainable Development Goals (SDGs) through our operations, products and supply chain.

Super Retail Group reports its progress in line with applicable legislation, frameworks and certifications. Super Retail Group supports the Ten Principles of the UN Global Compact (UNGC) across Human Rights, Labour, Environment and Anti-Corruption. This report outlines how we're integrating these principles into our strategy, culture and operations

FY26 highlights[1]

People

Safety: Total Recordable Injury Frequency Rate (TRIFR)
10.9 *9.9% improvement from in FY25*

Team member engagement[2]
66% *71% participation rate*

I Am Here ambassadors[3]
73% *of people leaders*

Female representation: Board
50%

Female representation: senior leadership
42.6%

Average Gender Pay Gap
1.3% *compared to retail industry mid-point average of 9.7 per cent[4]*

rebel funds raised for Lifeline[6]
$667,625

Supercheap Auto funds raised[5,6]
$615,800

Planet

Total rooftop solar installed
2.3 MW

Waste diversion from landfill
72.4%

Recycled engine oil (litres) Supercheap Auto
1,747,765
↑ 17% on FY25

Recycled car batteries Supercheap Auto
179,519
↑ 6% on FY25

Recycled sports shoes rebel and Macpac
199,013
↑ 17% on FY25

Customer items assessed or repaired through rebel and Macpac repair programs
2,492

'Refuse a bag' Macpac
4.7m *since 2018*

BCF funds raised for OzFish[6]
$1.29m

1 *Further detail can be found in our FY26 Responsible Business Data Pack*

2 *Methodology updated to better align with industry standards and improve comparability with ANZ benchmarks (therefore not directly comparable to FY25). Please refer to page 15 for more information*

3. *Super Retail Group's peer-to-peer mental health support program*

4 *Compared to retail industry mid-point of 9.7 per cent https://www.wgea.gov.au/Data-Explorer/Industry*

5 *Raised for Beyond Blue, HeartKids and the Australian Road Safety Foundation*

6 *Figure includes both direct donations (cash or product donations from the Brands) an indirect donations (cash donations from team members and customers which have been facilitated by a Brand, such as customer donations to a charity at point of sale)*

Message from the Chair and CEO

At the heart of our ambition to create long-term shareholder value at Super Retail Group is our commitment to building a responsible and resilient business which minimises its impact on the planet and enables our people to do their best work. Being a responsible business means fostering safe and respectful working environments, delivering on our commitments to customers and the community, and taking meaningful steps to reduce our environmental impact.

During the year, the Group completed the refresh of its 2030 Sustainability Framework (Framework), which will guide our approach from FY27 onwards. Informed by a comprehensive double materiality assessment and stakeholder engagement, and shaped by evolving regulatory requirements, the refreshed Framework positions our sustainability priorities around the issues most material to our business and stakeholders.

In the past 12 months, we are pleased to report meaningful progress against key measures in our Framework, including safety, reconciliation, gender diversity, waste diversion, decarbonisation and climate.

Across our Team priority, we continued to build a safe, inclusive and supportive workplace. We are pleased to report that we achieved a TRIFR of 10.9 (meeting our FY26 target), which is a 9.9 per cent improvement against our FY25 result of 12.1. We were also pleased to maintain the citation for gender equality (for 2026 – 2028) from the Federal Government's Workplace Gender Equality Agency and to launch our Innovate Reconciliation Action Plan. This plan will shift us from building awareness to help to embed reconciliation into our systems and culture.

Within our Community focus area, each of our brands supported causes aligned to the passions of our customers and team members. Supercheap Auto strengthened its partnership with Beyond Blue, rebel delivered its largest-ever fundraising campaign through its partnership with Lifeline, BCF deepened its support of the Clontarf and Stars Foundations while continuing to partner with OzFish Unlimited, and Macpac's Fund for Good helped support environmental restoration and community projects across Australia and New Zealand. These initiatives create meaningful social and environmental outcomes in the communities where we operate.

In total, our team and our customers helped contribute more than $3 million to community organisations in Australia and New Zealand.

Through our Responsible Sourcing program, we strengthened oversight of our supply chains. Alongside our Factory audit and corrective action plan program, we enhanced supplier engagement activities via an increased number of workers' sentiment surveys, Second Party and Group-commissioned and funded Third Party Audits through our advisory partner LRQA.

Progress was made across our Circular Economy priorities. We advanced initiatives to improve product durability, expanded repair and spare parts programs, and reduced packaging impacts. Pleasingly, our waste diversion rate increased to 72.4 per cent (up from 65.9 per cent in the prior year), exceeding our FY26 target.

In Climate, we advanced our pathway to net zero Scope 1 and 2 emissions by 2030 by expanding rooftop solar and entering into a renewable Power Purchase Agreement expected to reduce our market-based Scope 2 emissions by more than 65 per cent from 2027. We also published our inaugural Climate-related Financial Disclosures prepared in accordance with the Australian Accounting Standards Board (AASB S2) as required by the Corporations Act 2001 (Cth), representing an important step forward in transparency and climate governance.

On behalf of the Board and Executive, we extend our thanks to our dedicated team members, trade partners and customers who both inspire and assist us on our sustainability journey.

While there is more to achieve, we are encouraged by the progress made to date and remain focused on driving continuous improvement and delivering on our sustainability goals.

Judith Swales
Chair

Paul Bradshaw
Group Managing Director
and Chief Executive Officer

Our 2030 Sustainability Framework

Our Purpose is to inspire and equip everyone to live their passion every day. To deliver on this, we take a double materiality-informed approach to building a sustainable business by prioritising the environmental and social issues that are most significant to our operations and stakeholders. This enables us to actively manage our impacts on people and the planet, while strengthening resilience and creating long-term value.

In FY25, Super Retail Group commenced a refresh of its 2030 Sustainability Framework ('Framework') to confirm it remained fit-for-purpose, aligned to stakeholder expectations, and responsive to an evolving regulatory and risk landscape. This process, which extended into FY26, reflects both the progress achieved under the existing framework and the desire to strengthen the Group's approach to managing sustainability impacts, threats and opportunities across its operations and value chain.

A central component of the refresh was the completion of a double materiality assessment (DMA)[1], which evaluated sustainability issues through both an impact lens (the Group's impacts on the environment and society) and a financial lens (the potential threats and opportunities to the business). This process incorporated internal and external stakeholder engagement, including input from senior leaders and key functions, to maintain a balanced and evidence-based view of priority topics. The DMA outcomes informed a refreshed set of six priority areas, enabling the Group to focus its efforts where they are most significant and where it can drive meaningful impact.

Building on this foundation, the Group refined its goals and targets to improve clarity, strengthen alignment with customer expectations, and respond to an evolving operating environment. Clear implementation roadmaps were developed to support delivery and track progress against each target. As part of this process, we also reviewed the ability to achieve our long-term goals and revised our 2030 waste diversion target from 90 per cent to 'achieve greater than 80 per cent diversion from landfill'. The updated target reflects evolving market conditions, available waste infrastructure, and the complexities of waste management across the Group, while maintaining our strong focus on reducing waste sent to landfill.

The refreshed Framework, which will guide our approach from FY27, provides a clear line of sight between past performance and future ambition. It demonstrates the Group's commitment to continuous improvement and establishes a strong foundation from which to deliver the next phase of our sustainability approach.

1 *Further information on our double materiality assessment can be found in our FY25 Responsible Business Report.*

Our 2030 Sustainability Framework[1]

Fostering a safe, engaged and future-fit workforce

- Improve health, safety and wellbeing
- Foster a culture of inclusion and belonging
- Develop careers through learning and growth

Preserving our social licence to operate

- Protect customer data and privacy
- Uphold governance, culture and ethical conduct
- Stand behind product claims, quality and safety

Acting and disclosing on climate-related risk and opportunity

- Support the transition to a low-carbon future
- Build climate resilience in our operations and supply chain

Delivering meaningful community and environmental impact

- Sustain partnerships that support our customers' and team's passions
- Deepen partnerships with First Nations communities

Strengthening supply chain resilience and responsibility

- Strengthen supply chain due diligence and risk management
- Build supplier capability and long-term partnerships

Supporting the transition to a circular economy

- Embed circular thinking across the product lifecycle
- Divert operational waste from landfill

1 This Framework will guide our approach from FY27 onwards

FY26 progress against our 2030 Sustainability Framework

FY26 represented a year of ongoing progress in embedding sustainability across the Group, building on the foundations established through a multi-year program of work. During the year, sustainability was further integrated into business processes, supported by strengthened governance and increased cross-functional collaboration.

The Group advanced initiatives aligned to its sustainability priorities, achieving improvements in safety and gender diversity, strengthening responsible sourcing practices, progressing emissions reduction, and achieving pleasing reductions in operational waste to landfill.

While progress has been achieved across all goal areas, the year has also highlighted areas where additional focus is required to meet the Group's long-term ambitions. These insights have been directly incorporated into the refreshed 2030 Sustainability Framework, demonstrating continuity where progress has been strong and targeted focus where additional effort is needed.

FY26 PROGRESS

ESG FOCUS AREA	ESG GOAL	2030 TARGETS	FY26 PROGRESS	COMMENTARY
TEAM page 13	1 Invest in the health, safety and wellbeing of our team	• Implementing a holistic wellbeing program – participation rates • Health and Safety TRIFR; first quartile performer in retail	Making progress Making progress	• Across our Team priority, we continued to build a safe, inclusive and supportive workplace. We achieved a TRIFR of 10.9 (meeting our FY26 target), a 9.9 per cent improvement against our FY25 result of 12.1. In addition, Super Retail Group continues to strengthen a positive mental health culture through its 'I Am Here' program, supported by strong team member engagement. Additional achievements include the launch of our Innovate Reconciliation Action Plan (RAP) 2026–2028 and being awarded the Workplace Gender Equality Citation for 2026-2028 issued by the Workplace Gender Equality Agency (WGEA). • Senior Leadership gender composition for 2026 is 42.6 per cent female. • We continue to invest in programs that strengthen leadership capabilities and foster inclusive growth to support the development of a strong leadership and talent pipeline.
	2 Create an inclusive and diverse team	• Develop Reconciliation Action Plan • 40:40:20[1] gender balance • Develop Access and Inclusion Plan • Program development for greater diversity and inclusion, inc LGBTQIA+	Achieved Achieved Achieved Making progress	
	3 Support our team with purpose-led career development	• Deliver programs for purpose-led career development	Making progress	
COMMUNITY page 18	4 Invest in community programs that support our customers' and team's passions	• Identify key purpose-aligned community partnerships and agree a strategy for each Brand • Contribute to conservation and regeneration programs	Achieved Achieved	• Each of our brands supports causes aligned to the passions of our customers and team members. This year, Supercheap Auto strengthened its partnership with Beyond Blue; rebel delivered its largest ever fundraising campaign through its partnership with Lifeline; BCF deepened its support of the Clontarf and Stars Foundations while continuing to partner with OzFish Unlimited; and Macpac's Fund for Good helped support environmental restoration and community projects across Australia and New Zealand. • This year, Super Retail Group contributed over $3 million[2] to community organisations across Australia and New Zealand.
RESPONSIBLE SOURCING page 23	5 Improve transparency and disclosure of high-risk supply chains	• Collaborate with and support strategic trade partners to improve their supply chains	Making progress	• We remain committed to improving supply chain transparency through Second and Third Party Audits, Worker Sentiment Surveys (workers voice), training, and enhanced sourcing processes such as improved first tier factory onboarding controls, clearer accountabilities and more robust verification activities. • We engage with industry bodies such as the Australian Retail Council and the UN Global Compact Network Australia – Modern Slavery Community of Practice to remain informed of evolving expectations, emerging risks, and leading practices in responsible sourcing and supply chain governance. • Macpac continues to source Fairtrade Organic Cotton from Fairtrade-certified suppliers for T-shirts made from 100 per cent cotton and provided full disclosure to Baptist World Aid Australia (BWA), to inform the 2026 Ethical Fashion Report. Results will be included in the FY26 Modern Slavery Statement.
	6 Invest in sustainable supply chains through strategic partnering	• Contribute to industry-level change	Making progress	
	7 Source materials and products more responsibly	• Embed responsible purchasing practices in decision making across our business	More work to do	
CIRCULAR ECONOMY page 27	8 Design and procure durable products, with a circular mindset	• Develop a standard for design and procurement of products	Achieved	• We achieved a waste diversion rate of 72.4 per cent (up from 65.9 per cent in FY25). • Our sustainable packaging program is an ongoing program for private brand retail packaging while we await the Government's anticipated packaging reforms. • We continue to support customers in extending product life and responsibly managing end-of-life products through a range of established take-back, repair and recycling initiatives. These included Supercheap Auto's engine oil and car battery recycling programs; BCF's spare parts and repair kits; rebel's recycling of sports shoes and balls through TreadLightly, along with repair services for Celsius and iFIT gym equipment; and Macpac's in-store repair counters now total 13, with another 2 added in Australia this year. Macpac also continued its clothing recycling partnership with Upparel and ImpacTex and sports shoe recycling through TreadLightly.
	9 Reduce waste and unnecessary packaging	• Increase waste diverted from landfill to 90 per cent[3] • 100 per cent of private brand packaging is reusable or recyclable[4] • Adopt the Australasian Recycling Label for private brand packaging[4] • 50 per cent average recycled content must be included in private brand packaging[4] • Problematic and single-use private brand plastic packaging must be phased out[4]	Making progress Achieved Achieved Achieved Achieved	
	10 Repair, reuse or recycle our products		Making progress	
CLIMATE page 31	11 Develop a decarbonisation roadmap for our operations and customer offering	• Net zero emissions for Scopes 1 and 2 (market based) • Measure, manage and report Scope 3 emissions to avoid and reduce emissions in our supply chain	Making progress Making progress	• Progress toward the Group's Scope 1 and 2 (market based) net zero ambition with key highlights including: (i) the contracting of a four-year Power Purchase Agreement (PPA) for 100 per cent GreenPower accredited electricity covering the majority of our sites located in QLD, NSW, VIC, ACT and SA and (ii) the final commissioning of Truganina DC 1.55 megawatt solar system. • Publication of the Group's first set of Climate-related Financial Disclosures prepared in accordance with AASB S2 as required by the Corporations Act 2001 (Cth).
	12 Enhance climate-related disclosures	• Align climate-related reporting to the Task Force on Climate-related Disclosures and adoption of the Australian Sustainability Reporting Standards (ASRS) • Understand our priority climate-related risks and opportunities and financial impacts	Achieved Achieved	

More work to do Progress slower than anticipated and may have been affected by external factors.

Making progress Good progress made towards delivering, ahead of or in line with 2030 targets.

Achieved Initiative delivered ahead of time and now part of business-as-usual operations.

1 The Group has a goal of 40:40:20 gender representation in Board, executive and senior leadership positions with 40 per cent women, 40 per cent men and 20 per cent any gender
2 Figure includes both direct donations (cash or product donations from the Brands) and indirect donations (cash donations from team members and customers which have been facilitated by a Brand, such as customer donations to a charity at point of sale)
3 2030 target updated to '>80 per cent from FY27 onwards
4 Our packaging targets are aligned to those set by the Australian Government, with delivery due by 31 December 2025

Governance

Strong governance is critical to the delivery of our strategic objectives and sustainability ambitions, underpinning how we operate as a Group. We seek to integrate our sustainability commitments and priorities across both our strategic planning and enterprise risk management frameworks.

The Board is committed to robust oversight of the Group's management, performance and corporate governance practices. It is responsible for overseeing the Company's strategy, including its approach to managing sustainability and climate-related risks and opportunities, and for approving the Sustainability Framework. Further details regarding the Board's roles and responsibilities are set out in the FY26 Super Retail Group Corporate Governance Statement.

In FY26, the Board Risk and Sustainability Committee (BRSC) assisted the Board to discharge its responsibilities in relation to risk management, compliance, sustainability, and corporate governance. The Committee meets at least three times per calendar year and provides oversight of the Group's Framework and material sustainability topics. The BRSC made recommendations to the Board on significant sustainability-related reports, as well as the disclosure of material business risks and material public disclosures made under external sustainability reporting frameworks and standards. This includes climate-related disclosures, ensuring they are integrated into overall risk management and governance frameworks and that accountability is held at the Board level, in line with regulatory developments and stakeholder expectations.

Product Safety

Product testing processes are in place for our private brand products to support alignment with applicable regulatory standards, with testing conducted both in-house and through third-party testing facilities.

In FY26, we initiated one voluntary recall for a private brand product we imported. This action reflects our commitment to product safety and is consistent with the principles outlined in our Product Safety and Quality Policy, which guides our approach to managing product risks, maintaining high standards across our supply chain, and taking prompt action when we become aware of a potential safety hazard in a product we have supplied. Additional information regarding product recalls is available in our Responsible Business Data Pack.

Privacy, data and cyber security

During FY26, we are pleased to report that the Group was not subject to any eligible[1] data breaches.

In FY26, we enhanced our privacy program through initiatives to strengthen privacy risk management, support incident response readiness and embed more consistent privacy processes across the Group.

Our Privacy Policy outlines how the Group collects, uses, stores, discloses and safeguards personal information obtained through our websites and stores, social media, digital services, and interactions with job applicants, customers, suppliers, stakeholders and the public. It also explains the process for raising privacy-related enquiries, concerns or complaints. A designated privacy officer is responsible for overseeing these matters. Our commitment to protecting the privacy of our customers and team members is underpinned by established policies, procedures, monitoring and Group-wide privacy training programs.

We do not sell the information we collect. As set out in our Privacy Policy, we use data shared with us to deliver services, provide support and increase the engagement of our customers through more personalised and valued experiences.

1 An eligible data breach has the meaning given in the Privacy Act 1988 (Cth) and refers to unauthorised access to, disclosure of, or loss of personal information that is likely to result in serious harm to affected individuals.

Sustainability Governance Model

We have an established sustainability governance structure (see chart below) and key sustainability performance indicators based on the goals and targets of our 2030 Sustainability Framework which are monitored and reported to the Executive Leadership Team and the Board. This structure enables the Board to oversee progress to plan and monitor our risks.

THE BOARD

The Board's principal objective is to create sustainable shareholder value, taking proper account of the interests of the Company's shareholders, customers, team members and other stakeholders, and the communities and environments in which it operates

BOARD AUDIT COMMITTEE

Oversees audit, financial reporting (including climate- related disclosures) and financial governance

BOARD RISK AND SUSTAINABILITY COMMITTEE

Oversees risk management, compliance, sustainability and corporate governance

BOARD HUMAN RESOURCES AND REMUNERATION COMMITTEE

Oversees the overall human resources strategy related to matters of sustainability and climate, including the remuneration approach

NOMINATION COMMITTEE

Ensures there is the required mix of skills and experience on the Board in areas such as risk and sustainability

GROUP MANAGING DIRECTOR AND CEO

Responsible for overall execution of the Group's strategy

CHIEF FINANCIAL OFFICER

Responsible for climate-related transition and physical risks and opportunities; Scope 1, 2 and 3 emissions management; and implementation of financial and sustainability reporting

BRAND MANAGING DIRECTORS

Manage sustainability-related risks and opportunities relevant to brand strategies and operations and integrate them into brand strategy

OPERATIONAL TEAM

GROUP SUSTAINABILITY

Responsible for developing the sustainability framework, tracking progress, preparing reports, stakeholder engagement, developing policies and providing training

GROUP STRATEGY TEAM

Responsible for integrating sustainability considerations into business strategy and growth

GROUP RISK TEAM

Responsible for embedding sustainability-related risks into the Risk and Compliance Management Framework

GROUP FINANCE

Responsible for financial and climate-related reporting, business planning and budgeting, including as it pertains to climate-related matters

GROUP PEOPLE AND SAFETY

Responsible for the development and implementation of people and safety-related strategy and initiatives including health and safety, diversity and inclusion, and employee engagement

GROUP SUPPLY CHAIN

Responsible for implementing sustainability requirements into supply chain operations across sourcing, supplier management and logistics

Team

We are committed to fostering a safe, diverse and inclusive workplace where our people can grow, thrive and build successful careers. At 27 June 2026, we had 15,643 team members across Australia, New Zealand and China.

Goal 1 Invest in the Health, Safety and Wellbeing of our team

3 GOOD HEALTH AND WELL-BEING | 5 GENDER EQUALITY | 10 REDUCED INEQUALITIES

UN Sustainable Development Goals

Why it matters

Everyone should go home from work free from injury or illness, every day. This principle underpins how we approach health, safety and wellbeing. A safe and supportive workplace protects our team, sustains operations, and supports the Group in meeting its legal obligations. We also recognise that supporting overall wellbeing, including mental health, strengthens engagement, resilience and performance, enabling our team members to do their best work.

Our approach

We drive continuous improvement in health, safety and wellbeing through shared accountability. We support the physical and psychological safety of team members, customers, contractors, trade partners, visitors and heavy vehicle operators, as reflected in the Group's Health and Safety Policy.

Our Code of Conduct, Health and Safety Standards and Life Safety Rules set clear expectations for behaviour and supports compliance with legal obligations.

Our investment in health, safety and wellbeing is focused on:

- preventing and managing injuries and illnesses;
- promoting respectful and appropriate workplace conduct;
- managing customer-related risks, including aggression; and
- supporting holistic wellbeing across our workforce.

Total Recordable Injury Frequency Rate (TRIFR)

We achieved a TRIFR of 10.9 (meeting our target of 10.9), a 9.9 per cent improvement against our FY25 result of 12.1. Additionally, we delivered a 13 per cent reduction in the number of serious incidents[1] in FY26.

TRIFR

Reduction in Total Recordable Injury Frequency Rate (TRIFR) compared to prior year

9.9%

Total Recordable Injury Frequency Rate (TRIFR)

10.9 Includes both team members and contractors

1 The potential or actual exposure of a team member or other individual to a fatality, significant injury, or illness resulting from activities carried out by SRG operations.

Manual Handling

Our focus on embedding manual handling initiatives, alongside early intervention, contributed to a further ten per cent reduction in muscular stress injuries in FY26 and builds on the 26 per cent reduction achieved in FY25[1].

To deepen our understanding of these risks, wearable technology was trialled across selected distribution centres and retail stores. Using a combination of cameras, body sensors and real-time data, the trial provided insight into risk factors across key manual handling tasks. These insights are now being used to inform enhancements to our manual handling program and targeted team member training.

Respect@Work

Super Retail Group is committed to preventing and responding to workplace misconduct, including sexual harassment, sex-based discrimination, bullying, victimisation and other serious inappropriate behaviour.

In FY26, we further embedded our risk-based Respect@Work framework, supported by clear policies, governance and response protocols. We strengthened prevention through targeted leadership education, scenario-based training, practical guidance, Upstander[2] and First Responder training, and tailored action plans for site-specific risks.

We also enhanced reporting, investigation and oversight processes, with confidential reporting pathways, protections for those who raise concerns, and central oversight across Respect@Work, Speak Up and Safety@Work matters. Improved data visibility is helping us identify trends, respond to emerging risks and support a workplace where team members feel safe, supported and confident to speak up.

Super Retail Group is focused on building workplaces where respectful conduct is expected, concerns are raised early and misconduct is addressed consistently.

During FY26, we continued to mature our Respect@Work approach by using behavioural insights to target prevention activity, strengthen leader capability and support practical local action. This included scenario-based learning, tailored guidance for leaders, Upstander and First Responder training, and action plans for higher-risk locations.

We also continued to improve the way matters are reported, reviewed and governed. Confidential pathways, protections for those who speak up and central oversight across Respect@Work, Speak Up and Safety@Work help the Group respond fairly and identify emerging themes.

Substantiated serious behavioural misconduct cases increased 34 per cent compared to FY25 due to a higher number of findings relating to bullying, harassment, victimisation and inappropriate behaviour or conduct. We believe the increase in findings reflects a combination of improved reporting, investigation and detection processes. The number of substantiated sexual harassment cases remained unchanged from FY25 and there were no substantiated cases of discrimination during the year. Overall, approximately 0.45 per cent of the workforce was affected by substantiated serious behavioural misconduct.

Customer Aggression

The risk of theft and customer aggression remains a key focus for Super Retail Group, given its potential impact on the safety of team members and customers. To mitigate this risk, the Group has implemented enhanced security controls, including upgraded closed-circuit television (CCTV), security gates, security guard presence, body-worn cameras, and targeted team member training to build capability in managing and responding to these situations.

These initiatives are delivering positive deterrence outcomes and will be expanded in FY27. The Group collaborates with local police and the Australian Retail Council to address these risks and strengthen safety across the network.

I Am Here (team wellbeing program)

Super Retail Group strengthens a positive mental health culture through its ‘I Am Here’ program, supported by strong team member engagement. In FY26, 6,472 team members were enrolled in the I Am Here Tribe.

Leaders play a critical role in promoting wellbeing and enabling early intervention. In FY26, 73 per cent of the Group’s people leaders were I Am Here Ambassadors. Ambassadors are equipped with the skills, courage and confidence to recognise when a team member may need support and to connect them to the right help.

This capability is complemented by access to expert support through Sonder, a mobile platform providing 24/7 access to wellbeing, medical and safety specialists. Together, I Am Here and Sonder enable early support and timely access to care.

Our Ongoing Commitment

Together, these preventative and detective controls reinforce our commitment to psychological safety, employee wellbeing and organisational integrity.

We remain focused on creating a workplace where respectful behaviour is the norm, concerns are addressed with fairness and transparency, and every team member feels confident to speak up knowing they will be heard, supported and protected.

1 Muscular stress claims decreased from 129 in FY24 to 96 in FY25 and 86 in FY26, representing a 26 per cent reduction in FY25 and a further 10 per cent reduction in FY26

2 An upstander is a person who chooses to take action when they see bad behaviour, unfairness, or bullying, instead of doing nothing (opposite of a passive bystander)

Goal 2 Create an inclusive and diverse team

Why it matters

Super Retail Group recognises that inclusion and diversity are key drivers of workforce performance and long-term value creation. When team members feel safe, respected and empowered, they are more engaged, innovative and better positioned to deliver for our customers.

Operating across diverse communities in Australia, New Zealand and China, our team reflects a broad range of identities, experiences and perspectives. We are committed to providing equitable access to opportunities for team members – supporting a strong, inclusive culture and sustainable business performance.

Our approach

Our approach to inclusion is embedded in our 2030 Sustainability Framework and delivered through a focused, multi year Diversity, Equity and Inclusion and Belonging strategy. This strategy is anchored in four priority pillars: reconciliation, gender equity in leadership, disability access and inclusion, and support for LGBTQIA+ communities.

We focus on translating these commitments into practical, day-to-day actions across our systems, leadership practices and ways of working. This includes embedding inclusive behaviours, strengthening capability, and shaping policies and processes that support equitable outcomes across the team member lifecycle.

Our progress is supported by good governance and accountability, with delivery tracked through formal programs including our Innovate Reconciliation Action Plan (RAP), Gender Equality in Leadership strategy, and Access Inclusion Action Plan (AIAP). Preliminary program design for our LGBTQIA+ community has commenced.

Team Member Engagement and Effectiveness

In April 2026, we conducted our Listen Survey, introducing an updated methodology aligned to current industry practice and benchmarks. The survey received 11,355 responses, representing a participation rate of 71 per cent, reflecting strong engagement in providing feedback across the Group.

Team member engagement remained a key focus in FY26. On a like-for-like basis using the previous methodology (advocacy, commitment, and enthusiasm), engagement decreased from 81 points in FY25 to 78 points in FY26. To enable external benchmarking, FY26 saw the introduction of a new engagement measure aligned to the ANZ Retail benchmark, based on positive responses across five dimensions: advocacy, commitment, pride, retention risk, and discretionary effort. Under this methodology, team member engagement was 66 per cent, compared with the ANZ Retail benchmark of 69 per cent. As a result of the methodology change, FY26 outcomes are not directly comparable with previous reporting periods. Insights gained from the survey are being used to prioritise targeted actions, with continued focus on strengthening connection, clarity and leadership effectiveness.

Encouragingly, our effectiveness score was strong at 82 per cent, indicating team members feel enabled, aligned and supported to perform at their best. This provides a solid foundation as we focus on improving engagement outcomes over time.

Engagement score

Team member engagement score

66%

Participation rate

71% with 11,355 responses

Effectiveness score ‘Able to do my best work’

82%

Access and inclusion: advancing our disability action plan

In FY26, we continued implementation of our Access Inclusion Action Plan, focused on creating a more accessible and inclusive workplace for people with disability.

A key milestone was the review and refresh of our Workplace Adjustment resources, including the Policy, Guide, Request Form and Passport. These tools provide a clear, confidential and consistent process for team members to request support and record agreed adjustments without needing to repeatedly disclose their circumstances.

We also strengthened awareness and capability through targeted communication, learning initiatives and a Group-wide campaign for International Day of People with Disability, combining education, lived experience storytelling and leadership engagement.

Together with stronger governance over work experience pathways and ongoing improvements in customer accessibility, this work reflects our shift from policy design to practical embedment, making inclusion more accessible for team members and leaders in everyday work.

WGEA Employer of Choice for Gender Equality

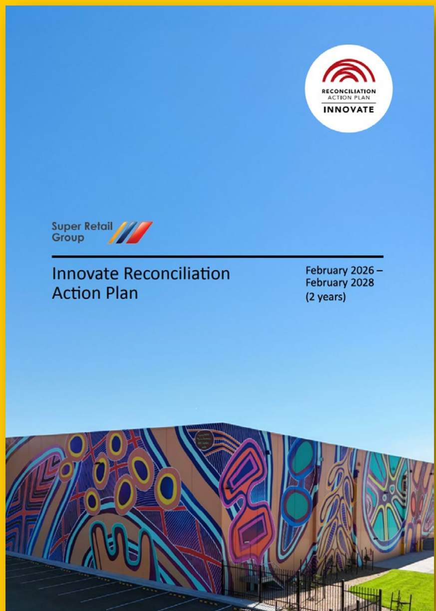
Gender Equity in Leadership

Super Retail Group is proud to hold the Employer of Choice for Gender Equality citation for 2026-2028, issued by the Australian Workplace Gender Equality Agency (WGEA). In FY26, female representation was 50 per cent at Board level, 36 per cent at the executive level, and 42.6 per cent amongst senior leaders. The Group has a goal of 40:40:20 representation in Board, executive and senior leadership positions by 2028 (40 per cent identifying as female, 40 per cent identifying as male, and 20 per cent identifying as any gender).

Gender Pay Equity

The Group was again recognised by WGEA as being well-positioned in gender pay equity, with a total average remuneration Gender Pay Gap (GPG) of 1.3 per cent. A GPG of less than five per cent is considered neutral. The Group's GPG is less than the national GPG of 21.1 per cent and less than the retail industry mid-point average of 9.7 per cent.

CASE STUDY



Launching our Innovate Reconciliation Action Plan

In FY26, Super Retail Group progressed its reconciliation journey with the launch of our Innovate Reconciliation Action Plan (RAP) 2026–2028, endorsed by both the Board and Reconciliation Australia. This marks a shift from building awareness to embedding meaningful action across the business.

Our Reflect RAP laid the foundations, strengthening cultural awareness, governance and relationships with First Nations partners. Initiatives included cultural learning, Acknowledgement of Country training, and establishment of a cross-functional RAP Working Group. The Innovate RAP builds on this by integrating reconciliation into how we recruit, procure, learn and lead.

Key initiatives include expanding partnerships with organisations such as Clontarf and Stars Foundations, developing a structured cultural learning strategy, and progressing work to remove barriers to employment for Aboriginal and Torres Strait Islander peoples. We have commenced preliminary work to explore an Indigenous procurement strategy, aimed at supporting economic participation.

The launch was supported by a Group-wide National Reconciliation Week campaign and event, bringing teams together to deepen understanding and reinforce that reconciliation is driven by action.

Through strengthened governance and regular reporting through to Board, the Innovate RAP is creating opportunities and contributing to a more inclusive future by embedding reconciliation into our systems and culture.

Goal 3 Support our team with purpose-led career development

Why it matters

We are committed to creating an environment where our team members can grow, thrive and build meaningful careers. Supporting career development is critical to delivering our strategy, strengthening capability and building a resilient, future-ready workforce. By fostering purposeful career development, we create lasting value for our team members, shareholders, and the communities we serve.

Our approach

Our approach focuses on building the capabilities that matter most, aligned to role, team and business priorities. We offer a mix of structured programs, on-demand learning and in-role development opportunities that support practical, applied growth.

In FY26, we continued to prioritise leadership capability and inclusive talent development to strengthen our leadership pipeline. Programs were increasingly targeted, data-informed and aligned to the capabilities required to lead through change, including customer-centricity, commercial acumen and digital and artificial intelligence-enabled ways of working. We also delivered a redesigned Senior Women in Leadership Program, supporting 18 high-performing senior women to accelerate development, strengthen networks and prepare for broader leadership opportunities. The program reflects a more focused, high-impact approach to building a diverse leadership pipeline and supporting inclusive succession.

Mandatory learning remained a priority, covering a suite of compliance, safety, leadership and role-specific learning modules, delivered across the Group.

Our on-demand Learning Hub platform continued to enable scalable, self-directed development, with more than 15,000 team members engaging in learning and completing over 72,000 hours of development across leadership, compliance, technical and customer-focused topics. This supported continuous capability building, career growth and workforce adaptability across the Group.

In retail, our Experts program, an internal and gamified digital learning program focused on building product knowledge and technical capability, remained a key enabler of customer experience. In FY26, team members completed over 66,000 hours of learning, helping strengthen their ability to provide expert advice and support service quality. We continue to support formal career pathways, including team members completing a Certificate III in Retail Operations and Certificate IV in Retail Management, recognising and extending in-role experience and support career mobility.

Performance and development conversations are embedded through biannual objectives and ongoing agile check-ins, supporting regular feedback, clear expectations and personalised development planning. These performance discussions are a key element of the Group's reward framework, providing structured opportunity to both team member and leaders to reflect on past achievements, identify areas of growth, set future goals and development plans.

Together, these initiatives strengthen workforce capability, support retention of key talent and build a more resilient, future-ready workforce aligned to evolving customer and business needs.

CASE STUDY

Senior Women in Leadership

Senior Women in Leadership Program

At Super Retail Group, building a strong and diverse leadership pipeline is critical to long-term performance and an inclusive culture. Developing senior women leaders strengthens decision-making, improves representation, and builds the next generation of enterprise leadership.

In FY26, the Senior Women in Leadership Program was redesigned to be more targeted and aligned to business priorities. A cohort of high performing senior women participated in a three-month program combining executive coaching, capability development and structured reflection, supported by active sponsorship by the CEO and Executive Leadership Team.

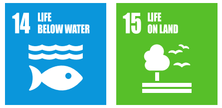
The program was designed to drive sustained leadership growth beyond the learning experience. Participants reported increased confidence, clarity and leadership presence. The program is contributing to a stronger and more diverse leadership pipeline, supporting retention of key talent and building capability in priority areas of customer connection, artificial intelligence and strategic decision making.

The FY26 program establishes a repeatable, high-impact model for leadership development. We will continue to scale targeted leadership programs to strengthen diversity at senior levels and build the capabilities required for future enterprise leadership.

Community

Our brands support community programs and partners that reflect their unique purpose and resonate with the passions of our customers and team members. This year we contributed over $3 million to community organisations across Australia and New Zealand.

Goal 4 Invest in community programs that support our customers' and team's passions



UN Sustainable Development Goals

Image: OzFish powered by BCF adding fish habitats to the Moreton Bay Region

Across Australia and New Zealand, Supercheap Auto contributed $565,800 to its charity partners: Beyond Blue, HeartKids Australia, HeartKids New Zealand, and the Australian Road Safety Foundation[1]. This included $389,150 raised through store donations, thanks to the generosity of customers and team members.

FY26 marked a step change in Supercheap Auto's community commitments, driven by a focused national approach and enhanced in store fundraising and team engagement initiatives .

Beyond Blue

Beyond Blue is helping Australians achieve their best possible mental health.

FY26 highlights:

- New marketing campaign launched to drive stronger brand connection: "Be the Driving Force of Mental Health".
- Exceeded $1m lifetime donations (total donations made between 2022-2026).
- Contributed a total of $117,800 through customer donations and in-store donation matching, supporting Beyond Blue's 24/7 support service. This funded support for more than 15,000 Australians in accessing mental health support services via phone, web chat and email.
- Promoted Mental Health Week (13-19 October 2025) through the national store network to raise funds and awareness for mental health, which contributed $12,618 to the total in-store fundraising efforts.
- A further $10,000 donated on behalf of the 2025 top fundraising store (Supercheap Auto Lawnton).

HeartKids Australia

FY26 highlights:

- Contributed a total of $18,600 through customer donations and in-store donation matching.
- A further $10,000 donated on behalf of the 2025 top fundraising store (Supercheap Auto Gunnedah).

Australian Road Safety Foundation

FY26 highlights:

- Contributed a total of $12,000 through customer donations and in-store donation matching.
- Promoted Road Safety Week (18-24 August 2025) across the national store network, contributing $4,232 to the in-store fundraising total.
- A further $10,000 donated on behalf of the 2025 top fundraising store (Supercheap Auto Wetherill Park).

HeartKids New Zealand

FY26 highlights:

- Contributed a total of $240,700 through customer donations.
- Supercheap Auto paid $43,600 in partnership fees, retaining Major Partner status with the organisation.

[1] From 1 January 2026, Supercheap Auto renewed its Major Partnership with Beyond Blue, transitioning to a single national charity partner in Australia. As a result, partnerships with HeartKids Australia and the Australian Road Safety Foundation concluded on 31 December 2025.

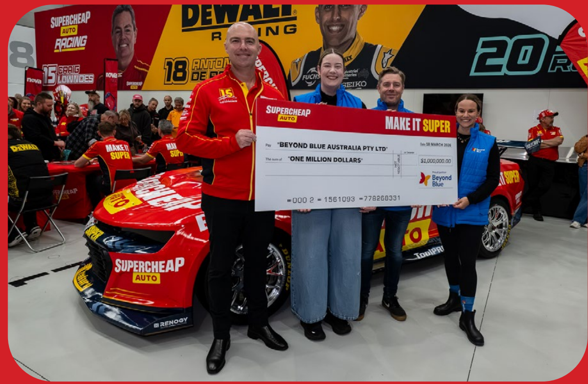


Image: Supercheap Auto's $1m cheque supporting Beyond Blue

Encouraging participation in motorsport

FY26 highlights:

- **FIA Girls On Track** – advanced pathways for young women into motorsport through hands-on learning and mentorship in partnership with Motorsport Australia.
- **Racing Together** – renewed the partnership with the Indigenous race team to pursue motorsport pathways, contributing $40,000 in funding and $10,000 in tools and consumables.

Image: FIA Girls on Track 2026

rebel

Image below: Lifeline's Sport is Support campaign
Inset image: PlayBook promotion

rebel's vision is to transform our customers' lives through the power of sport. Our community activities highlight the clinically-proven link between physical activity and improved mental wellbeing—encompassing both mental health and positive social connections.

Lifeline

This year, rebel's Lifeline partnership saw the 'Sport is Support' campaign come to life. rebel continued to drive awareness around the link between physical activity and mental health. The campaign supported rebel's exclusive charity partner Lifeline, which provides 24/7 crisis support services to help build an Australia free of suicide.

This year, rebel developed a capsule collection designed with artist Aaron Lowell Denton, and was supported by our exclusive Lifeline campaign trade partner, adidas. Australian icon Andrew Gaze came on board to promote the campaign via Sunrise as part of our 'Score to Support' event. This event consisted of a rebel x Westfield Basketball court takeover and involved a partnership with local club Knox Basketball Association.

The campaign raised $667,625 – our largest fundraising campaign in history. The funds raised consisted of $15,130 raised via the 'Score to Support' event, $120,078 in capsule collection profits, $232,417 from customer donations collected by rebel, and $300,000 from adidas. Total funds raised for the campaign over six years are now over $3.7 million dollars.

Playbook

- A partnership between PlayBook Coach, rebel and ASICS kicked off in March 2026 to deliver up to 250 hours of coaching to young netballers across South East Queensland, supporting community sport at a time when participation and club resources are under increasing pressure. This campaign marks the potential beginning of a broader national initiative to strengthen grassroots sport across Australia.

Indigenous Supporter Ball

rebel has once again joined forces with Queensland Rugby League to raise funds for the Arthur Beetson Foundation via sales of the Camp Maroons 2025 Indigenous Supporter Ball. The artwork featured on the ball was created by Arthur Beetson's niece, Bianca Beetson, and celebrates Arthur's life and legacy. The design has continued to feature on the ball during the 2026 season.

The Arthur Beetson Foundation undertakes important work by engaging with local Indigenous communities to empower First Nations Peoples. By donating 50 per cent of the profits from the sale of the ball, rebel has donated over $17,600 to the Arthur Beetson Foundation.

Image: Attendance at Clontarf Foundation's Wadjemup Cup

At BCF, community partnerships play an important role in contributing to positive social outcomes, strengthening local relationships and supporting the communities in which we operate. As a business built around the outdoors, we recognise our opportunity to make a meaningful impact by supporting pathways for young people, particularly Aboriginal and Torres Strait Islander communities, through education, employment and connection.

Clontarf Foundation

In FY26, our work with the Clontarf and Stars Foundations remained a key priority. Aligned with our Reconciliation Action Plan (RAP), these initiatives focus on helping youth build confidence, remain engaged in school and successfully transition into the workforce.

During the year, BCF teams delivered a wide range of initiatives at both national and local levels. Store teams across the country hosted Clontarf students for in-store experiences, offering hands-on exposure to retail operations, product knowledge and career pathways. Our teams also participated in employment forums and community events, supporting students as they prepare to enter the workforce while identifying future talent opportunities for BCF.

A standout moment in FY26 was BCF's attendance at Clontarf Foundation's Wadjemup Cup. Bringing together academies from across Western Australia, the event showcased strong participation, connection and community pride. BCF's support helped recognise not only on-field performance, but also teamwork and character, reinforcing the strength of the partnership in a highly visible and meaningful way.

Stars Foundation

At a support office level, engagement with the Stars Foundation provided further opportunities to connect with young people through structured visits and career exposure experiences, extending the reach of partnership activity.

OzFish

BCF maintained its partnership with OzFish Unlimited, engaging customers and team members in initiatives that support healthier waterways and sustainable fishing outcomes. Through in-store fundraising and community engagement, contributions supported projects such as shellfish reef restoration and habitat recovery, alongside team participation in local activations and volunteering efforts.

Growth in participation across these initiatives has been supported by the BCF Community Partnerships Hub, introduced internally in FY25. This platform has improved access to partnership opportunities, making it easier for store teams to connect directly with our partners, while encouraging more consistent engagement across the network. Together, this has contributed to more than 200 partnership interactions in FY26, reflecting a focus on locally-led engagement that delivers practical outcomes.

Image: Clontarf Foundation panel presentation at Super Retail Group

FY26 highlights:

- Delivered 200+ partnership interactions, enabled by the rollout of the Community Partnerships Hub
- Expanded employment pathways and store-led engagement, connecting directly with future BCF talent through in-store experiences and forums
- Strengthened strategic partnerships at scale, supporting Clontarf events and continuing investment in OzFish Unlimited to drive community and environmental outcomes
- Continued its partnership with Greening Australia through earth by Wanderer, contributing 1 per cent of total sales to support ecosystem restoration, biodiversity conservation, and healthier landscapes across Australia.

FY26 Financial Contributions:

OzFish Unlimited direct from BCF

$275,000

OzFish Unlimited from |BCF customers raised via in store donations

$1,023,788

Image: Jabalbina Yalanji Aboriginal Corporation's (JYAC) restoration works at Wawu Dimbi

The Macpac Fund for Good provides cash and gear grants to non-profit organisations focused on long-term positive impact in areas such as the protection, regeneration or monitoring of native flora and fauna, or providing adventure-based learning, therapy or environmental education.

Customers can support the Fund by purchasing Fund for Good products or by refusing a shopping bag in-store. Every time a bag is refused, Macpac contributes $0.20 to the Fund. Since the start of the program in 2018, our customers have declined over 4.7 million bags, and in FY26 this raised $230,380 in AUD.

In FY26 the Macpac Fund for Good supported a total of 33 organisations of varying sizes with monetary and/or gear grants. One standout example is the Jabalbina Yalanji Aboriginal Corporation (JYAC), which has continued restoration works at Wawu Dimbi, supporting the infill planting of the Cassowary Credits pilot site across 2.1 hectares within the lowland Daintree in Far North Queensland.

This work has contributed to the restoration of critical rainforest habitat for the endangered Southern Cassowary, while strengthening broader biodiversity and ecosystem resilience outcomes across the rainforest, river, and reef catchment. Activities supported through this funding included site preparation, infill planting, weed management, maintenance, and the ongoing establishment of native rainforest species led by Eastern Kuku Yalanji Bama Rangers and Traditional Owners.

Importantly, the project continues to demonstrate the value of Indigenous-led restoration in delivering measurable environmental outcomes while supporting meaningful employment, cultural stewardship and long-term care for Country.

JYAC has an ambitious vision that incorporates eco-tourism, regenerative agriculture and youth development alongside the work to protect and restore the rainforest, with the different strands coming together to support sustainable employment for Traditional Owners.

Jabalbina acknowledges the support of the Macpac Fund for Good and values the partnership in progressing practical, on-ground restoration outcomes within Eastern Kuku Yalanji Country.

Responsible sourcing[1]

Our commitment to responsible sourcing, and to upholding human rights and fair working conditions across our operations and supply chain, remains a priority. This is guided by our Human Rights and Responsible Sourcing Policy, Responsible Sourcing Code, and Group values.

Through our Responsible Sourcing Program, we strive to manage risks in our supply chains including human rights, modern slavery, business integrity and protection of the environment.

Goal 5 Improve transparency and disclosure of high-risk supply chains

8 DECENT WORK AND ECONOMIC GROWTH
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
17 PARTNERSHIPS FOR THE GOALS

UN Sustainable Development Goals

Why it matters

As a material risk, unethical or dangerous working conditions can have the potential for serious harm to the people working in our supply chains, impact our stakeholders' trust in the Group and have adverse regulatory and financial implications. We have complex supply chains with multiple tiers and a diverse product mix. Our progress to manage risks remains gradual and deliberate, guided by our risk management framework, sustainability framework and program goals.

Our approach

Our Human Rights and Responsible Sourcing Policy and Responsible Sourcing Code, are approved by the Board and aligned with several recognised international standards and conventions. These set the key requirements for managing relevant risks. We expect our trade partners and service providers to share our commitment to improve compliance, provide remedy as applicable and deliver improved outcomes.

The scope, our risk-based approach and verification of compliance requirements are outlined in our Responsible Sourcing Code, with additional details provided annually in our Modern Slavery Statements regarding how we identify and manage risks in our operations and supply chains.

We do not directly own any product manufacturing facilities. We focus our efforts on verifying compliance for higher risk first-tier factories (Factories) that supply our private brand, direct import and licensed products which the Group is responsible for. We utilise the LRQA EiQ supply chain intelligence platform and LRQA's EiQ Sentinel to have better insight into potential risk at existing Factories as well as help with screening of Factories during onboarding. Inherent risk data related to our registered first-tier Factories can be found in our Responsible Business Data Pack.

Assessment of our service providers is conducted as part of our Non-Stock Group Procurement onboarding process, where based on risk we aim to screen service providers who enter into new contracts with the Group, against responsible sourcing requirements through contract conditions, self-declarations or other assessments.

Product supply chain

Our responsible sourcing due diligence processes for our first-tier Factories included our Responsible

[1] Covers 1 July 2025 to 30 June 2026. For Glossary of terms in this section refer to our Responsible Sourcing Code.

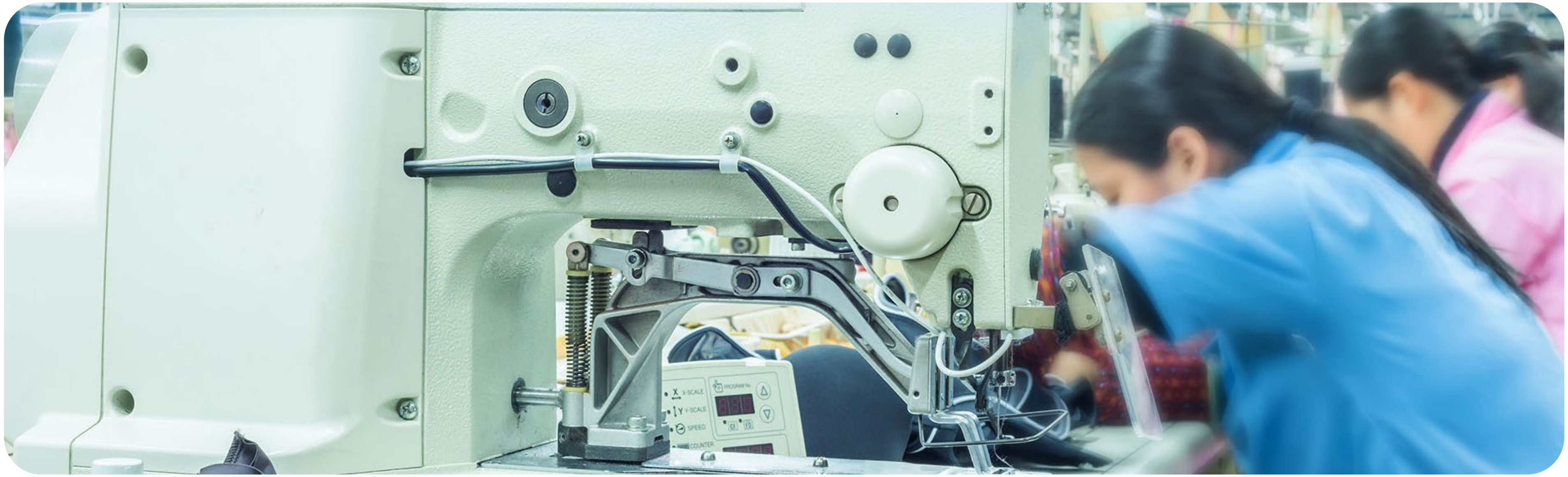


Image: International factory workers

Sourcing team receiving and assessing valid independent audit reports directly from the relevant Factories. Following the assessment of these reports, we require Factories to address non-conformances through corrective action plans (CAPs) where applicable. In FY26, we also conducted 36 Second Party and 18 Group commissioned and funded Third Party Audits through LRQA to sample compliance independently.

At the end of FY26, we had 555 registered active Factories in 15 countries:

- 45 of these Factories were onboarded during the year. These Factories were screened against our Responsible Sourcing Code requirements as part of our mandatory review process.
- 515 Factories were subject to our risk-based compliance verification audit program requirements, with 491 (95 per cent) of these having had audits in the past two years. The remaining five per cent will be followed up as part of our Responsible Sourcing processes.

In FY26 we also conducted remote LRQA Worker Sentiment Surveys (workers' voice) during most of our Second Party Audits conducted by our internal Responsible Sourcing Team. These confidential surveys provide opportunity to relevant Factory workers to give additional feedback on issues such as workplace wellbeing, labour conditions, wages, safety standards and general working environment. The insights will further help identify key areas for improvement. Workers Sentiment Surveys were completed across 43 Factories by end of June 2026 as part of our Second Party and Group commissioned Third Party LRQA audits. Further information on key highlights will be included in our next Modern Slavery Statement due end of December 2026.

During the year, our Responsible Sourcing due diligence identified a number of potential significant risks and non-compliance matters at certain first-tier Factories, including business integrity concerns, human rights risks within relevant supply chains and opportunities to strengthen internal responsible sourcing processes. These matters varied in nature and severity and were assessed through our risk management processes to determine the most appropriate response. Where relevant, corrective actions were agreed with the trade partners and factories and monitored through our action management processes. Our focus has been on addressing the underlying risks and strengthening compliance with our Responsible Sourcing requirements. Where satisfactory remediation cannot be achieved on fundamental issues, we seek alternative sourcing arrangements.

As part of our general processes, we also continue to work with Factories to address various audit non-conformances relating to labour and human rights issues; critical health and safety concerns; issues related to working hours, wages and payroll, and inconsistent records; and significant environmental matters.

Services supply chain

Our requirements apply across our supply chain, including service providers. As part of our Non-Stock Group Procurement onboarding process, we screened a limited number of in-scope service providers entering into new contracts with the Group through contract conditions, self-declarations and other assessment mechanisms. Consistent with our risk-based approach, certain exemptions may apply.

Goal 6 Invest in sustainable supply chains through strategic partnering

Why it matters

Strong partnerships with our suppliers, industry bodies, regulators, and other key stakeholders are critical to ongoing improvements in our Responsible Sourcing Program.

Our approach

We continued to work and engage with Factories, trade partners, service providers, team members and industry, with the aim of protecting human rights, improving working conditions, business integrity and environmental protection, and learning from industry.

Partnering with our Factories and trade partners

We delivered online training to some trade partners and Factories through our advisory partner, LRQA. Examples of topics covered include health and safety, working hours, social insurance and chemical management. During FY26, representatives from 121 suppliers completed various online training modules.

As part of our ongoing engagements with our trade partners, we also provided updates on our Responsible Sourcing Program and general sustainability topics at our annual trade partner conference in China.

Partnering with our teams

We provide updates to our Board, Executive Leadership Team (ELT) and responsible sourcing working group team members on the performance of our Responsible Sourcing Program and emerging trends or issues.

In FY26, 138 team members who are involved in the procurement of products were provided with Responsible Sourcing training.

Partnering with industry

We continued to participate in the United Nations Global Compact Network Australia – Modern Slavery Community of Practice, the Australian Retail Council and The Collaborative Advantage in New Zealand. We also continued to partner with external advisors when relevant both in Australia and in the countries where our trade partners and Factories operate.

Responsible purchasing

In FY26, Macpac continued to participate in the Better Buying Purchasing Practices Index (BBPPI) and invited 32 strategic apparel and equipment manufacturing trade partners to anonymously assess its purchasing practices against best practice standards. The survey participation rate was 90.6 per cent. The results will be released later this year and included in our next Modern Slavery Statement. In FY26, five Macpac team members completed training on the principles of responsible purchasing.

Image: Organic cotton T by Macpac

Goal 7 Source materials and products more responsibly

Why it matters

Sourcing materials and products more responsibly requires assessing broader social and environmental considerations for the products we design and are responsible for manufacturing, such as sourcing materials with independent social or environmental certification or implementing more responsible purchasing practices in line with a recognised framework. We recognise there is still a significant journey ahead.

Our approach

We take a phased approach, engaging with relevant suppliers to embed more responsible practices into product development over time. This goal is interlinked with our circular economy goals.

Macpac supporting Fairtrade Organic Cotton

Macpac continued to source Fairtrade Organic Cotton from Fairtrade-certified suppliers for all 100 per cent cotton T-shirts (including short sleeve, long sleeve and crew styles). Across orders placed this year[2] that included cotton components, 87 per cent of total cotton was sourced from Fairtrade certified suppliers, and 92 per cent was certified to the Global Organic Textile Standard (GOTS).

Macpac ethical fashion disclosure

As part of our commitment to transparency and responsible sourcing, Macpac provided full disclosure to Baptist World Aid Australia (BWA), via Tearfund New Zealand, to inform the 2026 Ethical Fashion Report. BWA's assessment considers due diligence practices, supplier relationships, remediation systems, and worker empowerment. The results of the assessment will be released later this year and will be included in our next Modern Slavery Statement.

[2] Orders placed from 22 May 2025 and 03 July 2026.

Circular economy

For Super Retail Group, adopting circular principles means taking steps toward more thoughtful design and procurement of materials and products — such as choosing lower impact materials and improving product durability to extend the life of our products and reduce waste. We're also focused on reducing waste to landfill and providing opportunities for customers to repair and recycle their used products. While these challenges are complex, we are making steady, practical progress year on year.

Goal 8 Design and procure durable products with a circular mindset

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

UN Sustainable Development Goals

Why it matters

Improving product durability and longevity creates value for customers and the business by reducing returns, waste to landfill and premature product disposal, while supporting the Group's circular economy ambitions through keeping products and materials in use for longer.

Our approach

Super Retail Group is committed to embedding circularity principles into the way we design and procure products, with a focus on improving durability, extending product life and reducing environmental impact across the product lifecycle. At a Group level, this commitment is underpinned by our Circularity Framework, which guides decision-making and sets consistent expectations for product quality, circular design and responsible end-of-life outcomes. Recognising the diversity of our product ranges, this approach is deliberately flexible, enabling each Brand to translate these principles into programs that are most relevant to their categories and customers, while contributing to our shared circularity ambitions.

For example, sourcing recycled content may be more practical and impactful for apparel, while designing for repairability is better suited to higher-value, large and bulky or longer-life products such as camping gear or home gym equipment. In some cases, the most effective way to extend product life is through clear customer guidance on installation, use, ongoing care and spare parts.

The Supercheap Auto Merchandising team maintained its focus on improving product quality and customer feedback during FY26. This work resulted in 854 fewer faulty units, with the fault rate improving to 0.65 per cent from 0.68 per cent in the prior year.

BCF's circularity agenda is focused on extending product life, enhancing repairability, use of recycled content and enabling more responsible end-of-life outcomes across priority categories. During the reporting period, BCF delivered a range of initiatives aligned to these objectives, including strengthening Savage-branded rods and combos through a new manufacturing process that improves tip strength by up to 21 per cent; introducing on-product care and warning instructions on gazebo carry bags; incorporating repair patches with airbeds; and delivering targeted design enhancements focused on product durability.

Based in Ōtautahi Christchurch, Macpac's dedicated Repairs Team plays a pivotal role in delivering our circularity strategy and supporting our targets to extend product life and reduce waste. During the reporting period, the team completed 2,293 product assessments, helping customers maximise the use of their gear and avoid unnecessary disposal. Repairs ranged from minor fixes such as buckle or zip replacement, to complex part replacements, such as baffle replacements on down jackets. Supported by in-store repair capability, access to spare parts, and design decisions that prioritise repairability, these efforts help keep products in use and support our transition toward a more circular, repairable-by-design gear system.

Empowering rebel customers and extending product life through BILT and spare parts

rebel is enhancing its customer experience while embedding circularity through the integration of the BILT app, plus improved processes and the expansion of their spare parts offering across key categories.

The BILT app provides step-by-step, interactive 3D assembly instructions. It was trialled on two Under Armour licensed basketball systems. This trial helped customers assemble complex products with greater confidence, improving outcomes and reducing the risk of incorrect setup or product damage.

The trial validated the role of digital assembly tools to enhance the post-purchase experience and early customer feedback and engagement have been positive. Since launching the first two UA basketball systems in Q4 2025, nearly 75 per cent of customers have accessed the instructions through the BILT app with one customer's feedback: "Compared to the manual it came with, there's no way I would have put it together so easily and well within two hours."

Following this successful trial, rebel plans to roll out BILT across the Under Armour licensed basketball system range in FY27.

In parallel, rebel expanded its range of spare parts during FY26 and streamlined the ordering process to make accessing parts simpler and more efficient for customers and store teams. The improvements included the development of a dedicated page on the website that will go live in FY27, which will enable customers to have parts delivered and tracked through the online ordering system.

These initiatives strengthen customer satisfaction, increase awareness, improve convenience and extend product life, while contributing to rebel's sustainability goals to embed circularity and design for durability.

Image left: Under Armour licensed basketball system. **Image right:** The BILT App provides step-by-step, interactive 3D assembly instructions.

Goal 9 Reduce waste and unnecessary packaging

WASTE

Why it matters

Across our operations, waste management has a material commercial and environmental impact. We are working to improve our processes and behaviours to meet our 2030 waste diversion target. Our progress relies on teamwork across the Group to maintain alignment, embed continuous education, and provide accurate and timely data across activities from new store developments, operations, refurbishments and closures.

Our approach

We are making steady progress towards our 2030 target by focusing on our five priority pillars: property and hard waste; education and continuous improvement; supply chain; clear soft plastic; and product.

Our new program of work in FY26 was solving the problem of operational hard waste. Hard waste includes bulky and heavy materials such as timber pallets, shop fittings and fixtures. We partnered with new Australia-wide service providers who diverted more than 22 tonnes of hard waste from landfill. As team member awareness increases, we expect the impact of this program to gain momentum over time.

FY26 also saw the implementation of new processes for store openings, refurbishments and relocations that were developed in FY25. In addition, enhanced monitoring of lower-performing stores strengthened oversight of waste diversion performance through monthly reviews and direct engagement with store managers, providing valuable insights into operational barriers and opportunities for improvement.

While our clear soft plastics recycling program remains in place across some Brisbane stores, Macpac and a small number of Supercheap Auto New Zealand stores, expansion has been slower than anticipated. Given the relatively low diversion benefit compared with the cost of the program, and space available in stores for additional bins, we are reassessing how best to deliver this program in a way that maximises environmental impact and value.

Even so, our overall waste diversion rate increased from 65.9 per cent in FY25 to 72.4 per cent in FY26, exceeding our target for the year of 68.5 per cent. This improvement was driven primarily by the establishment of our hard waste diversion program and the expansion of the store construction and demolition diversion program across refurbishment and de-fit activities.

PACKAGING

Why it matters

Packaging is a key part of the products we sell and reducing packaging-related impacts remains an important component of our circularity agenda. Our brands do this through more thoughtful design, material efficiency, lower impact materials and increasing packaging recyclability. Super Retail Group remains a member of the Australian Packaging Covenant Organisation (APCO) and reports annually on its progress against Australia's National Packaging Targets. In FY26 we achieved APCO's Leading Status (up from Advanced in the prior year) due to additional fibre-based recyclable packaging and clearer consumer information through the application of the Australasian Recycling Label (ARL).

Our approach

Super Retail Group has adopted the below APCO targets for the retail packaging of our private brand products:

- 100 per cent of packaging is recyclable
- An average of 50 per cent recycled content is used in packaging
- Problematic and unnecessary single-use (PSUPs) plastic packaging must be phased out
- Adopt the Australasian Recycling Label (ARL).

As part of its commitment to these APCO targets, the Group undertook a review of its private brand packaging portfolio to optimise packaging wherever commercially and operationally feasible. Improvements focused on material recyclability, the application of ARLs, increased recycled content, and the removal of PSUPs. While significant progress was achieved, some packaging could not be optimised due to product and customer safety requirements, cost considerations, or the availability of suitable alternatives. We remain committed to further packaging optimisation and aim to pursue improvement opportunities as technologies, materials and market conditions evolve.

Key achievements during FY26 included:

- **Supercheap Auto Engine Lubricants Range –** The Supercheap Auto Engine Lubricants range was shortlisted for a 2026 PIDA Sustainable Packaging Design Award, recognising innovation in a complex product category. The redesigned packaging incorporates between 50 and 75 per cent post-consumer recycled plastic across the range, delivers a reduction of more than three tonnes of packaging material annually, and uses colour-coded labelling to help customers select the appropriate product with confidence.

- **rebel Tahwalhi Bodyboards and Surfboards** – Following the transition to 100 per cent fibre-based, recyclable packaging in FY25, the Tahwalhi Bodyboards and Surfboards range eliminated 266 kg of soft plastic film from the market. This initiative was recognised through rebel receiving the silver award in the 2026 PIDA - Australasian Packaging Innovation & Design (Domestic & Household Packaging Design category) for its Tahwalhi Towable Bodyboard.

- **rebel VERAO Dive Toys** – During FY26, packaging for the VERAO Dive toy range was redesigned from multiple plastic formats, including blister packs and clamshells, to a commercially viable fibre-based solution. The new packaging improves recyclability while also enhancing product presentation in-store.

- **BCF Fishing Accessories** – BCF removed non-recyclable PVC bags and blister packs from its fishing accessories range, replacing them with fibre-based alternatives and redesigned packaging formats. This initiative reduced plastic placed on the market by 190 kg and supported progress towards our recyclable packaging objectives.

These initiatives demonstrate how packaging innovation can reduce material use, improve recyclability and support our broader ambition to embed circular economy principles across the product lifecycle.

Goal 10 Repair, reuse and recycle our products

Why it matters

Repair, reuse and recycling play an important role in advancing our circularity objectives. Through repair programs, spare parts and customer education, we support and enable longer-term use of our products and reduce waste. Where products reach the end of their useful life, recycling initiatives help recover valuable materials, contributing to a more resource-efficient and circular product lifecycle and reducing waste to landfill.

Our Approach

Our Brands offer spare parts programs to support product repair and extend product life. In addition, Macpac operates in-store repair counters at 13 locations across Australia and New Zealand, complemented by a range of spare parts, field repair guidance, care videos and a dedicated repairs team.

rebel maintained its repairs program for Celsius and iFIT exercise bikes, cross trainers and treadmills. During FY26, more than 200 repairs were completed, enabling customers to extend the lifespan of their equipment and supporting a longer-term approach to product use, compared with 160 repairs completed in FY25.

BCF expanded its spare parts availability across selected gazebos, tents, awnings, air compressors and power systems. During FY26, BCF sold 10,770 units of spare parts to extend the life of their gazebos and swags. This was an increase from 7,751 units sold in FY25, demonstrating strong customer engagement in maintaining and extending the life of products.

BCF also progressed a range of circularity supporting initiatives, including retail repair kits, QR-code-enabled product care content and improved communication of repair pathways. In parallel, BCF continued to explore partnerships that could enhance product and material recovery and support the delivery of our broader circularity objectives.

Alongside these repair initiatives, customer participation in our in-store collection programs for hard-to-recycle products grew.

Supercheap Auto maintained its long-standing engine oil and battery recycling programs in FY26, providing customers with a convenient and responsible way to recycle used automotive products through its store network. In partnership with Cleanaway, the oil program collected and recycled 1,747,765 litres of used engine oil, which was processed into fuel and base oils for reuse, supporting a more circular economy. Supercheap Auto collected 179,519 used car batteries from customers during the year, for recycling through Century Yuasa, helping to recover valuable and hazardous waste from landfill.

rebel and Macpac Australia continued to support the Australian Sporting Goods Association's TreadLightly program in FY26, offering customers a convenient way to recycle end-of-life sports shoes and balls. During the year, rebel and Macpac Australia collected almost 200,000 pairs of sports shoes and over 4,000kg of sports balls. TreadLightly shreds the shoes and balls into rubber granule, which are then reprocessed into Australian-made rubber flooring, concrete pavers and boxing bags.

Climate

Super Retail Group recognises the role it plays in supporting the transition to a low-carbon economy and broader efforts to mitigate climate change. This is underpinned by our target to reduce Scope 1 and 2 (market based) emissions to net zero by 2030 and the importance of building resilience through our response to the risks and opportunities associated with climate change. This extends to providing transparent and decision-useful information through our inaugural climate-related disclosures under Australia's mandatory climate reporting regime. Super Retail Group is pleased to share with its stakeholders its first set of Climate-related Disclosures prepared in accordance with AASB S2 Climate-related Disclosures. This report and further information on our approach to climate change can be found in our FY26 Annual Report.

Goal 11 Develop a decarbonisation roadmap for our operations and customer offering

UN Sustainable Development Goals

Why it matters

Decarbonisation is a key driver of long-term value and risk management. As the world transitions to a low-carbon economy, businesses face increasing exposure to regulatory change, energy market volatility and carbon-related costs. Climate-related physical risks, including extreme weather events, also have the potential to impact operations, asset performance and supply chain continuity.

Reducing greenhouse gas emissions strengthens our resilience as the world transitions, while supporting more stable and predictable energy costs. It also aligns with evolving investor, customer and regulatory expectations for credible transition strategies and transparent emissions reporting.

Our commitment to achieving net zero Scope 1 and 2 (market based) emissions by 2030 positions the Group to manage transition risks, capture efficiencies from renewable energy and electrification, and support sustainable long-term returns. Scope 3 emissions generated across the Group's value chain (indirect greenhouse gas emissions) represent the largest share of the Group's total emissions profile. Given the scale and complexity of the Group's global value chain, the Group is focused on improving the quality and completeness of its Scope 3 emissions data to better identify emissions reduction opportunities and support measurable emissions reductions across the value chain over time.

Our approach

Our Scope 1 and Scope 2 (location based) emissions profile is primarily driven by electricity consumption across our operations. 97 per cent of combined Scope 1 and 2 (location based) emissions relate to grid-imported electricity used within our tenancy of leased retail stores, support offices and distribution centres (referred to collectively as "sites").

We evaluate and update our decarbonisation roadmap on an annual basis to identify opportunities aligned with our net zero emissions target for Scope 1 and 2 (market based) by 2030.

While Scope 3 emissions are not included within our net zero (Scope 1 and 2 market based) target, we continue to strengthen our understanding of these emissions. With support from an external provider, we validated the primary sources of our most material Scope 3 emissions. This has enhanced our visibility of category-level emission impacts and informs our engagement with suppliers and partners.

Using these insights, we are identifying opportunities to reduce emissions across our value chain and progressively extending our decarbonisation roadmap to incorporate Scope 3 considerations.

Decarbonisation Roadmap

Our decarbonisation roadmap outlines the actions required to achieve net zero Scope 1 and 2 (market based) emissions by 2030 and is updated annually to reflect progress and evolving opportunities. It prioritises initiatives that deliver near-term emissions reductions while enabling longer-term structural change.

In FY26 our site floor area increased due to the continued growth of our store network, which is reflected in an increase to our total group emissions (Scope 1 and 2). This year we have also introduced an energy and emissions intensity metric (based on floor area) to further complement our emissions disclosures and provide additional insight into our overall decarbonisation performance.

Scope 1 emissions, which account for less than 5 per cent of Scope 1 and 2 emissions arise from comparatively smaller sources, including gas consumption (piped and bottled), fuels used for temporary power generation, material handling equipment, operational vehicle fleet, and refrigerants used in air conditioning systems. The extent and timing of emissions reduction initiatives are influenced by asset configuration, infrastructure constraints and leasing arrangements with landlords.

Scope 2 emissions from purchased electricity remain our primary focus. Following the introduction of dual (location and market based) reporting in FY25, we enhanced transparency by aligning emissions reporting with our electricity procurement strategy. In FY26, we updated our emissions baseline to FY25, supporting more accurate tracking against our net zero target. This replaces the previous target of a 20 per cent reduction from the FY17 baseline, which was achieved in FY23. Initiatives implemented during the year included additional rooftop solar installations (totalling 617kW) and a NABERS1 Energy rating at SCA Caboolture North in Queensland, providing a robust, independent benchmark to track the site's energy performance (against comparable facilities) over time. Total installed solar capacity across the Group now totals 2.3 MW.

In line with our roadmap, we completed our renewable energy sourcing strategy (aligned to our 2030 net zero target) and successfully entered into a Power Purchase Agreement commencing from 2027.

This will deliver 100 per cent GreenPower accredited electricity to the majority of sites (78 per cent) located in QLD, NSW, VIC, ACT and SA and is expected to reduce Scope 2 (market based) emissions by over 65 per cent, as well as contribute to operational cost savings across the business. We will review renewable electricity procurement opportunities for the remainder of our sites in FY27 and finalise our carbon offset strategy for any Scope 1 emissions remaining by 2030.

For Scope 3 the Group has validated the primary sources of its most material emissions. While these emissions are outside the Group's direct operational control, the Group is progressing a Scope 3 program of work aligned to its Sustainability 2030 Framework. This includes engaging trade partners to improve the quality and availability of emissions data to support a transition from spend-based estimates to primary supplier data where practical and to identify opportunities for measurable value chain emissions reductions.

Looking forward to FY27, our focus remains committed to delivering on our energy sourcing strategy to reduce our Scope 2 emissions, review and transition to lower emission sources for Scope 1 and begin disclosing Scope 3 emissions as part of our FY27 AASB S2 Climate-related Disclosures.

Image: Electrified material handling equipment at the Truganina Distribution Centre

NABERS (National Australian Built Environment Rating System) is an Australian government-backed rating framework that measures a building's actual operational efficiency using verified energy data, expressed on a 1-6 star scale.

Goal 12 Enhance climate-related disclosures

Accelerating Decarbonisation: Electrifying Material Handling Equipment at Distribution Centres

As part of our pathway to net zero by 2030, we are transforming how our distribution centres (DCs) operate by electrifying material handling equipment (MHE) across the network. This transition replaces bottled LPG units with modern electric alternatives—eliminating on-site fuel combustion, removing LPG storage requirements, and in turn reducing associated Scope 1 emissions.

From March 2026, our New Zealand distribution centres have operated with a fully electrified material handling equipment (MHE) fleet. Our flagship Truganina Distribution Centre further demonstrates this transition, combining an all-electric MHE fleet with a large rooftop solar installation to maximise the use of renewable energy on site. Across Australia, our distribution centres in Brendale (QLD), Erskine Park (NSW) and Forrestfield (WA) have also completed the transition away from LPG-powered fleets. Looking ahead, we will look to upgrade our remaining battery systems from lead-acid to advanced lithium-ion technology. This transition will further improve energy efficiency and support a reduction in emissions intensity across our operations.

Beyond emissions reduction, electrification is delivering clear operational benefits. Sites are experiencing longer run times, reduced charging frequency, and improved utilisation of warehouse space previously dedicated to LPG storage. Importantly, removing on-site fuel handling is also enhancing safety outcomes for our teams.

This initiative demonstrates how targeted electrification can deliver both meaningful emissions reductions and operational efficiencies—supporting a safer, cleaner and more resilient distribution network.

Why it matters

Climate change presents material risks and opportunities for our business. It has the ability to affect our supply chain, operations, customers, team members, and communities through a range of physical and transition-related impacts.

Mandatory Climate-Related Financial Disclosures provides decision-useful, reliable and comparable information about the potential impacts of climate change on our business to our shareholders and other stakeholders. This supports informed decision making through greater clarity and consistency in reported information, underpinned by governance and accountability while meeting regulatory expectations.

Our approach

This year the Group has published its first Climate-related Disclosures, prepared in accordance with the mandatory AASB S2 Climate-related Disclosures. This report provides information about the material climate-related risks and opportunities facing our businesses and how we are responding to them. It can be found in the Group's FY26 Annual Report available on our website.

Assurance statement

The report was supported by evidence, reviewed internally and signed off by management, with selected metrics subject to independent Limited Assurance with reference to the Global Reporting Initiative (GRI) and approved by the Board before being released to market. Unless otherwise specified, the report covers Super Retail Group's operations in Australia, New Zealand and China, including our store network, support offices and distribution centres for the period 29 June 2025 to 27 June 2026.

Where data is incomplete, not available or not included, we have noted this in our Responsible Business Data Pack. All financial figures are reported in Australian dollars, unless otherwise specified. Detailed financial information can be found in the Group's FY26 Annual Report available on our website at www.superretailgroup.com.au. Responsible Business Reports from previous years are also available on our website.

The Limited Assurance statement for this report, which includes a summary of the specific reporting criteria used for each of the selected metrics reported under the GRI Standards, is supplied here on the following pages.

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Independent auditor's review report to the directors of Super Retail Group Limited

Conclusion

We have conducted a review of the following information in the Responsible Business Report and Responsible Business Data Pack of Super Retail Group Limited (the Company) and its subsidiaries (collectively the Group) for the 52-week period ended 27 June 2026 (the 'subject matter').

The Subject Matter, the applicable reporting criteria, and the location of the disclosures within the Responsible Business Report and Responsible Business Data Pack are summarised in Appendix A.

Based on the procedures we have performed and the evidence we have obtained, we have not become aware of any matter in the course of our review that makes us believe that the subject matter outlined above for the Group is not prepared, in all material respects, in accordance with the criteria for the year ended 27 June 2026.

Basis for conclusion

Our review has been conducted in accordance with ASSA 5000 *General Requirements for Sustainability Assurance Engagements* (ASSA 5000) issued by the Auditing and Assurance Standards Board. Our review includes obtaining limited assurance about whether the subject matter is free from material misstatement.

The procedures in a review vary in nature and timing from, and are less in extent than for, an audit. Consequently, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an audit been performed. See the *Summary of the work performed* section of our report.

Our responsibilities under ASSA 5000 are further described in the *Auditor's responsibilities* section of our report.

We are independent of the Group in accordance with the ethical requirements of *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all amendments to June 2024) (the Code), that is relevant to review of the subject matter of public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Our firm applies Australian Standard on Quality Management ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

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Other information

The management of the Company are responsible for the other information. The other information comprises all information contained within the Responsible Business Report and Responsible Business Data Pack, but does not include the subject matter, and our review report thereon.

Our conclusion on the subject matter does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our review of the subject matter, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the subject matter, or our knowledge obtained when conducting the review, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the subject matter

The management of the Company are responsible for:

- The identification, selection and development of suitable criteria;
- The preparation of the subject matter in accordance with the criteria; and
- Designing, implementing and maintaining such internal control necessary to enable the preparation of the subject matter, in accordance with the criteria that is free from material misstatement, whether due to fraud or error.

Inherent limitations

Greenhouse gas emissions quantification is subject to significant measurement uncertainty, which arises because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases. The comparability of sustainability information between entities and over time may be affected by inconsistencies in the methods to estimate or measure those emissions, due to different, but acceptable, methods applied.

Our report does not extend to any disclosures or assertions made by Super Retail Group Limited relating to future performance plans and/or strategies disclosed in the Responsible Business Report and Responsible Business Data Pack.

Auditor's responsibilities

Our objectives are to plan and perform the review to obtain limited assurance about whether the subject matter, defined in the *Conclusion* section of our report, is free from material misstatement, whether due to fraud or error, and to issue a review report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the subject matter.

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As part of a review in accordance with ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosure level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A review is a limited assurance engagement and involves performing procedures to obtain evidence about the subject matter. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error.

In conducting our review, the procedures we performed included, but were not limited to:

- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the subject matter during the reporting period
- Read minutes of relevant committees to understand matters discussed and decisions made with respect to the subject matter
- Assessed the appropriateness of the reporting boundaries applied
- Undertook analytical review procedures to support the reasonableness of the subject matter
- Agreed the subject matter disclosures made in the report with the underlying records
- Evaluated the presentation and disclosure of the subject matter against the requirements of the criteria.

Use of our Assurance Report

We disclaim any assumption of responsibility for any reliance on this assurance report to any persons other than management and the directors of Super Retail Group Limited or for any purpose other than that for which it was prepared.

Ernst & Young

Ernst & Young

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Nicky Landsbergen
Partner
Sydney, Australia
20 August 2026

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Appendix A: Detailed Subject Matter and Criteria

Subject matter	Criteria	Location in Responsible Business Report or Responsible Business Data Pack
▪ Complaints received from outside parties and substantiated by the organization (#) ▪ Complaints from regulatory bodies (#) ▪ Total number of identified leaks, thefts, or losses of customer data (#)	Super Retail Group's own publicly disclosed criteria, informed by the Global Reporting Initiative ('GRI') Sustainability Reporting Standards, specifically GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data.	▪ Responsible Business Data Pack, GRI Content Index ▪ Responsible Business Report, paragraph 6 pg.11
▪ Number and rate of recordable and high-consequence work-related injuries (Team and Non-team Members) (#, per 1,000,000 hours worked) ▪ Total recordable injuries (TRI) (#) ▪ Total recordable injury frequency rate (TRIFR) (per 1,000,000 hours worked) ▪ High-consequence work-related injuries (#) ▪ High-consequence work-related injury rate (per 1,000,000 hours worked) ▪ Fatalities as a result of work-related injury (#) ▪ Main types of work-related injury (#)	Super Retail Group's own publicly disclosed criteria, informed by GRI 403-9: Work-related injuries	▪ Responsible Business Data Pack, Health & Safety section ▪ Responsible Business Report, highlight 1 pg. 5, commentary 1 pg. 10, paragraph 4 and highlights 1 and 2 pg. 13, paragraph 1 pg. 14
▪ Number of cases of recordable ill health (Team and Non-team Members) (#) ▪ Number of fatalities as a result of work-related ill-health (#) ▪ Number of cases of recordable work-related ill-health (#) ▪ Main types of work-related ill health (#)	Super Retail Group's own publicly disclosed criteria, informed by GRI 403-10: Work-related ill health	▪ Responsible Business Data Pack, Health & Safety section
▪ Incidents of non-compliance with regulations resulting in a fine or penalty (#) ▪ Incidents of non-compliance with regulations resulting in a warning (#) ▪ Incidents of non-compliance with voluntary codes (#)	Super Retail Group's own publicly disclosed criteria, informed GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	▪ Responsible Business Data Pack, Health & Safety section ▪ Responsible Business Report, paragraph 5 pg. 11
▪ Total Workforce by employment type, age and gender (%) ▪ Board composition, by age and gender (%)	Super Retail Group's own publicly disclosed criteria, informed by GRI 405-1: Diversity of governance bodies and employees	▪ Responsible Business Data Pack, Workforce section ▪ Responsible Business Report, highlight 6 pg. 5, paragraph 1 pg. 13, paragraph 6 and 7 pg.16

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Subject matter	Criteria	Location in Responsible Business Report or Responsible Business Data Pack
▪ New employee hires by region - number (#) and rate (%) ▪ New employee hires by age and gender - number (#) and rate (%) ▪ Total Turnover by region - Number (#) and rate (%) ▪ Team Member Turnover by region - Number (#) and rate (%) ▪ Team Member Turnover by age and gender - Number (#) and rate (%)	Super Retail Group's own publicly disclosed criteria, informed by GRI 401-1: New employees hires and employee turnover	▪ Responsible Business Data Pack, Workforce tab
▪ First tier factories by country and risk rating (#) ▪ First tier factories by Factory conformance status (#)	Super Retail Group's own publicly disclosed criteria, informed by GRI 408-1: Operations and suppliers at significant risk for incidents of child labour	▪ Responsible Business Data Pack, Responsible Sourcing section ▪ Responsible Business Report, paragraph 2 pg. 24
▪ First tier factories by country and risk rating (#) ▪ First tier factories by Factory conformance status (#)	Super Retail Group's own publicly disclosed criteria, informed by GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour	▪ Responsible Business Data Pack, Responsible Sourcing section ▪ Responsible Business Report, paragraph 2 pg. 24
▪ Number of new supplier factories screened using social criteria (#)	Super Retail Group's own publicly disclosed criteria, informed by GRI 414-1: New suppliers that were screened using social criteria	▪ Responsible Business Report, paragraph 3 pg. 24
▪ Total waste generated (tonnes)	Super Retail Group's own publicly disclosed criteria, informed by GRI 306-3: Total waste generated	▪ Responsible Business Data Pack, Circular Economy
▪ Waste diverted (tonnes & %)	Super Retail Group's own publicly disclosed criteria, informed by GRI 306-4: Waste diverted from disposal	▪ Responsible Business Data Pack, Circular Economy section ▪ Waste diversion rate in Responsible Business Report, pg. 5 and paragraph 6 on pg. 29
▪ Scope 1 emissions (tCO_2e)	Super Retail Group's own publicly disclosed criteria, informed by: ▪ GRI 305-1: Direct (Scope 1) GHG emissions ▪ The Greenhouse Gas Protocol Corporate Standard ▪ National Greenhouse Accounts (NGA) factors 2025 ▪ National Greenhouse and Energy (Measurement) Determination 2008 (2025 update)	▪ Responsible Business Data Pack, Climate section

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Subject matter	Criteria	Location in Responsible Business Report or Responsible Business Data Pack
▪ Scope 2 emissions (location based) (tCO_2e) ▪ Scope 2 emissions (market-based) (tCO_2e)	Super Retail Group's own publicly disclosed criteria, informed by: ▪ GRI 305-2: Energy indirect (Scope 2) GHG emissions ▪ The Greenhouse Gas Protocol Corporate Standard ▪ National Greenhouse Accounts (NGA) factors 2025 ▪ National Greenhouse and Energy (Measurement) Determination 2008 (2025 update)	▪ Responsible Business Data Pack, Climate section
▪ Total reduction in Scope 1 and 2 (location based) emissions from prior reporting period (tCO_2e) ▪ Total reduction in Scope 1 and 2 (location based) emissions from baseline year (tCO_2e)	Super Retail Group's own publicly disclosed criteria, informed by: ▪ GRI 305-5: Reduction of GHG emissions ▪ The Greenhouse Gas Protocol Corporate Standard ▪ National Greenhouse Accounts (NGA) factors 2025 ▪ National Greenhouse and Energy (Measurement) Determination 2008 (2025 update)	▪ Responsible Business Data Pack, Climate section ▪ Responsible Business Report, paragraph 2 pg. 32
▪ Total energy consumption (GJ)	Super Retail Group's own publicly disclosed criteria, informed by: ▪ GRI 302-1: Energy consumption within the organisation ▪ The Greenhouse Gas Protocol Corporate Standard ▪ National Greenhouse Accounts (NGA) factors 2025 ▪ National Greenhouse and Energy (Measurement) Determination 2008 (2025 update)	▪ Responsible Business Data Pack, Climate section

We welcome your feedback and comments.
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