Super Retail Group FY26 Responsible Business Data Pack

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About this Document

This document provides a view of Super Retail Group's performance on a wide range of Sustainability-related areas for the 2026 financial year. Where available, historical data are included for prior financial years. In some instances, historical data may have been adjusted to accommodate improvements in methodology. Explanatory notes at the bottom of each tab provide further context.

Unless otherwise stated, data covers our operations in Australia, New Zealand and China for the 2026 financial period ending 27 June 2026 (FY26). All amounts are expressed in Australian dollars unless another currency is indicated.

We have reported on our material topics and our wider ESG-related impacts using various international frameworks. In 2015, the United Nations set 17 Sustainable Development Goals (SDGs), defining global sustainable development priorities and aspirations for our planet. We believe our material topics and goals are aligned to contribute meaningfully to the progression of these important issues and we have linked our goals, where appropriate, to relevant SDGs. We have also analysed our material topics with respect to the Global Reporting Initiative Standards (GRI) and aligned them to relevant reporting requirements within these frameworks. Finally, we are committed to the United Nations Global Compact (UNGC) and its ten principles on human rights, labour, environment and anti-corruption, which have informed our reporting.

Assurance

EY has provided limited assurance of select information included in this data pack. You can find the EY Limited Assurance Report on page 35 of the Super Retail Group FY26 Responsible Business Report, which is available on our website.

FY26 Performance Data

TEAM

Goal 1: Invest in the health, safety and wellbeing of our team

In this section: Health & Safety
Product Recall

Team members [3] and Non-Team members [5] covered by the health and safety system

GRI 403-8

	Total	% of Total Workforce
Total - team members, covered [4]	**15,568**	**98%**
Total - non-team members, covered	**375**	**2%**
Labour Hire [6]	159	1%
Contractors (Internal)	216	1%
Total (team members + non team members, covered)	**15,943**	**100%**

Note H&S 1. H&S data covers the period 29 June 2025 - 27 June 2026.

Note H&S 2. H&S calculations are in accordance with relevant GRI metric

Note H&S 3. A Team Member is any individual including Directors that performs work on behalf of SRG and covered by SRG's Health and Safety Management System.

Note H&S 4. Figures exclude operations in China (75 member of the workforce) who comply with local legislation.

Note H&S 5. Non-team members relate to labour hire and internal contractors (e.g. contractors who are not SRG employees, but whose work and /or workplace is controlled by SRG, and covered by SRG's health and safety management system). Excludes external contractors following their own Health and Safety Management System).

Note H&S 6.Labour hire personnel numbers are calculated using Full-Time Equivalent (FTE), based on total hours worked divided by the annual equivalent of a full-time employee (38 hours per week × 52 weeks).

Number and rate of recordable and high-consequence work-related injuries

GRI 403-9 **Combined - team member and non-team member**

	FY26	FY25	FY24	FY23	FY22
Total recordable injuries (TRI) [7, 8, 16]	166 ^	194	224	170	161
Total recordable injury frequency rate (TRIFR) [9]	10.9 ^	12.1	14.5	11.0	10.7
Lost time injuries (LTI) [10]	94	100	123	90	76
Lost time injury frequency rate (LTIFR) [11]	6.2	6.2	8.0	5.8	5.0
High-consequence work-related injuries [7, 13, 15]	23 ^	17 *	12	11	7
High-consequence work-related injury rate [14]	1.5 ^	1.1 *	0.8	0.7	0.5
Fatalities	0 ^	0	0	0	0

^ Limited assurance by Ernst & Young.

GRI 403-9 **Team member**

	FY26	FY25	FY24	FY23	FY22
Total recordable injuries (TRI) [16]	158 ^	183	218	167	154
Total recordable injury frequency rate (TRIFR)	10.6 ^	11.6	14.6	11.2	10.5
Lost time injuries (LTI)	90	94	119	89	74
Lost time injury frequency rate (LTIFR)	6.0	6.0	7.9	5.9	5.1
High-consequence work-related injuries	23 ^	17 *	12	11	7
High-consequence work-related injury rate	1.5 ^	1.1 *	0.8	0.7	0.5
Fatalities	0 ^	0	0	0	0

^ Limited assurance by Ernst & Young.

GRI 403-9

	Non-team member				
	FY26	**FY25**	**FY24**	**FY23**	**FY22**
Total recordable injuries (TRI) [16]	8 ^	11	6	3	7
Total recordable injury frequency rate (TRIFR)	25.5 ^	30.5	14.0	6.9	15.3
Lost time injuries (LTI)	4	6	4	1	2
Lost time injury frequency rate (LTIFR)	12.8	17.1	9.3	2.3	4.4
High-consequence work-related injuries	0 ^	0	0	0	0
High-consequence work-related injury rate	0 ^	0	0	0	0
Fatalities	0 ^	0	0	0	0

^ Limited assurance by Ernst & Young.

Note H&S 7. High-Consequence Work-Related Injuries and Total Recordable Injuries (TRI) reported on per Financial Year by Date of Injury (DOI). High-Consequence Work-Related Injuries and TRIs identified after the close of the financial year in which they occurred (by DOI) will be backdated to the appropriate financial year in future reports. High-Consequence Work-Related Injuries and TRIs, the FY25 numbers were restated to reflect the injuries identified after the close of the financial year in which they occurred and have been backdated to the FY25 period.

Note H&S 8. TRI definition - A work-related injury or illness which results in any, or a combination of the following: Medical treatment injury (MTI), Restricted duty injury (RDI), Lost time injury (LTI), Fatality. Results are presented as Number of cases.

Note H&S 9. TRIFR definition - A rolling measure of the number of Total Recordable Injuries in the preceding 12 months expressed as a rate per million hours worked.
(Number of Total Recordable Injuries)/(Number of hours worked in last 12 Mths)x1,000,000. Results are presented as Rate per 1,000,000 hours worked.

Note H&S 10. LTI definition - A work-related injury/illness which results in a medical determination (medical certificate issued post an assessment by a medical practitioner) of being totally unfit to work for an entire rostered shift or more. Results are presented as Number of cases.

Note H&S 11. LTIFR definition - A rolling measure of the number of LTIs in the preceding 12 months expressed as a rate per million hours worked.
(Number of Lost Time Injuries in last 12 Mth)/(Number of hours worked in last 12 Mths)x1,000,000. Results are presented as Rate per 1,000,000 hours worked.

Note H&S 12. Injuries are excluded where the injured person has ceased to engage in injury management/claims management (e.g. Team members and Non-team members that has departed the business and no claim exists to capture changes to treatment, TM that is on extended leave (e.g. parental)).

Note H&S 13.High-consequence work-related injuries definition - As per GRI 403: Occupational Health and Safety 2018 definition: Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. Results are presented as Number of cases.

Note H&S 14.High-consequence work-related injury rate definition - A rolling measure of the number of High-consequence work-related injuries in the preceding 12 months expressed as a rate per million hours worked.
(Number of High-consequence work-related injuries in last 12 Mth)/(Number of hours worked in last 12 Mths)x1,000,000.Results are presented as Rate per 1,000,000 hours worked.

Note H&S 15. Some cases are retrospectively included where recovery outcomes were not known at the time of initial reporting. These cases are allocated to the financial year in which the injury occurred, which may result in prior year figures being updated. FY25 results for HCI before adjustment: Team member 12, non-team member 0, combined team and non-team member 12.

Note H&S 16.Reported injury data reflects the most accurate information available at the reporting date. Injury classifications may be updated where subsequent medical information or delayed symptom onset results in a reassessment of the injury outcome.

Number and rate of recordable and high-consequence work-related injuries, by business area - FY26 only

GRI 403-9

Business Area	Team members					Non-team members				
	TRI ^	TRIFR ^	High-consequence work-related injuries ^	High-consequence work-related injury rate ^	Hours worked	TRI ^	TRIFR ^	High-consequence work-related injuries ^	High-consequence work-related injury rate ^	Hours worked
Auto	49	10.1	4	0.8	4,828,387	0	0.0	0	0.0	0
BCF	33	13	5	2	2,544,192	0	0.0	0	0.0	0
Macpac	8	7.7	1	1	1,042,952	0	0.0	0	0.0	6,037
rebel sport	52	10.9	8	1.7	4,767,551	0	0.0	0	0.0	0
Supply chain	16	18.8	5	5.9	852,859	8	26.0	0	0.0	307,128
Corporate	0	0	0	0.0	864,723	0	0.0	0	0.0	0
SRG Group Total	**158**	**10.6**	**23**	**1.5**	**14,900,663**	**8**	**25.5**	**0**	**0.0**	**313,166**

^ Limited assurance by Ernst & Young.

Main types of work-related injury - FY26 only [17, 18]

GRI 403-9

Top 4 Injury Types	Team members ^	Non-team members ^
Hitting stationary object	427	14
Lifting and handling	400	49
Hit by falling object	166	3
Muscular Stress no object being handled	139	6

^ Limited assurance by Ernst & Young.

Note H&S 17. Does not include "Other/Unspecified" Mechanism Type

Note H&S 18. Higher number of muscular stress no objects being handled reported in FY26, replacing Hitting Moving Object in SRG Top 4 Injury Types

Number of cases of recordable ill health - FY26 only [19, 20]

GRI 403-10

Business Area		
	Musculo-skeletal ^	Mental disease ^
Auto	0	0
BCF	1	1
Macpac	0	0
rebel sport	1	1
Supply chain	1	0
Corporate	0	0
SRG Group Total	**3**	**2**

Note H&S 19. Numbers only incorporate team members.

Note H&S 20. Definition of ill health: For ill health and high consequence events, SRG follow the GRI standard and recommendations. For the mechanism of injury, SRG reporting is aligned with Safe Work Australia: Type of Occurrence Classification System 3rd Edition, F. Mechanism of Incident Classification.

^ Limited assurance by Ernst & Young.

Occupational Health and Safety - Hazard Identification

GRI 403, 3-3

Hazard assessment:
Hazards are assessed using the SRG Enterprise Risk Matrix with the aim of eliminating hazards, and where elimination is not possible, other control measures are developed in consultation with team members. Management implement controls and review them for effectiveness.

Incident and hazard reporting channels:
These are easy to use and include line managers, an online reporting platform, a dedicated health and safety email and our whistleblower integrity line. The team is protected against reprisals by the Health and Safety Consultation and Engagement Procedure, the Workplace Resolution Policy and our value of 'We speak up' and can report matters to Work Health and Safety regulators for independent review. Customers and contractors are also encouraged to report hazards.

Health and Safety Training:
This consists of both online and on-the-job competency assessments. We assess the effectiveness of training through incident investigations and trend analysis. Our Incident Management procedure for incident investigation, hazard identification and risk management is based on legislative requirements and industry practice.

Group Health and Safety Management System (HSMS):
This is based on the Group Health and Safety Standards and ISO45001:2018 and covers our sites in Australia and New Zealand. Our International Operations team in China manages health and safety in accordance with our Health and Safety Management System and local laws.

Health and Safety Assurance:
This is achieved through monthly verification of controls by leaders both at each site and one up managers. Field verification is completed by the Health and Safety and Asset Protection teams with active involvement from Line management.

Number of Serious Behavioural Misconduct matters (Substantiated)

GRI 2-26

Category (findings)	**FY26**	**FY25**	**FY24**
Bullying	12	8	11
Discrimination	0	7	0
Harassment	6	0	2
Inappropriate Behaviour or Conduct	27	16	24
Sexual Harassment	22	22	36
Victimisation	4	0	0
SRG Group Total	**71**	**53**	**73**

Note H&S 21. Subsequent to the closure of FY24 and FY25 reporting periods, data previously reported have been updated due to an identified error.

Product Health & Safety - Product recalls

GRI 416-2

	FY26	FY25	FY24	FY23	FY22	FY21
Number of products recalled	**1 ^**	3	2	4	1	2

Note H&S 22.FY26 Product Recall Information

A. Nil incidents of non-compliance with regulations;

B. FY26 Recalls: -rebel – Carromco Air Hockey Table. All recalls were voluntary recalls.

C. Nil warning letter received from a regulator:

D. Nil penalties received from regulatory authorities.

^ Limited assurance by Ernst & Young.

FY26 Performance Data

TEAM

Goal 2: Create an inclusive and diverse team

Total Workforce by region and gender

GRI 2-7

	Australia ^	New Zealand ^	China ^	Total ^	% of Total Workforce ^
Female	6,909	487	48	7,444	47.6%
Male	7,698	472	27	8,197	52.4%
Other [1]	2	0	0	2	0.0%
Total workforce	**14,609**	**959**	**75**	**15,643**	**100%**

Note Workforce 1 "Other" Gender relates to Undeclared or Others as recorded within SRG's HR systems.

^ Limited assurance by Ernst & Young.

Total Workforce by employment type, age and gender

GRI 2-7 and 405-1

	Total	Female		Male		Other		Age (%) ^		
		Number	Percentage ^	Number	Percentage ^	Number	Percentage ^	Under 30	30-50 years	Over 50
Casual	6,388	2,890	18.5%	3,497	22.4%	1	0.0%	33.8%	5.2%	1.8%
Permanent full time	4,205	1,995	12.8%	2,209	14.1%	1	0.0%	7.1%	15.7%	4.1%
Permanent part time	4,904	2,475	15.8%	2,429	15.5%	0	0.0%	20.8%	7.3%	3.2%
Temporary full time	50	24	0.2%	26	0.2%	0	0.0%	0.1%	0.2%	0.0%
Temporary part time	13	8	0.1%	5	0.0%	0	0.0%	0.1%	0.0%	0.0%
Other [2]	83	52	0.3%	31	0.2%	0	0.0%	0.1%	0.4%	0.1%
Total	**15,643**	**7,444**	**47.6%**	**8,197**	**52.4%**	**2**	**0.0%**	**62.0%**	**28.9%**	**9.1%**

Note Workforce 2 "Other" relates to team members in China or the SRG Directors whose employment contracts are recorded in a separate system or do not fall into the prescribed categories.

Note Workforce composition reflects employees captured in SRG's HR systems at the reporting date. Employment type, age bands and gender categories are defined in accordance with SRG's internal HR definitions.

^ Limited assurance by Ernst & Young.

Board composition, by age and gender

GRI 405-1

	Female ^		Male ^		Under 30 ^		30-50 years ^		Over 50 ^	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Directors [3]	**4**	**50.0%**	**4**	**50.0%**	**0**	**0%**	**0**	**0%**	**8**	**100%**

Note Workforce 3 Board composition reflects directors in place at the reporting date, based on governance records. Age and gender classifications are determined using information provided by directors.

^ Limited assurance by Ernst & Young.

New employee hires, by region[4]

GRI 401-1

	Number ^	% of new hires ^
Australia	5,100	**92.6%**
New Zealand	404	**7.3%**
China	2	**0.0%**
Total	**5,506**	**100%**

Note Workforce 4 New hires include employees commencing employment during the reporting period, as recorded in HR systems. Regional allocation is based on the employee's primary work location at commencement. Measured on a headcount basis.

^ Limited assurance by Ernst & Young.

New employee hires, by age and gender[5]

GRI 401-1

	Female		Male		Under 30		30-50 years		Over 50	
	Number ^	Percentage ^	Number ^	Percentage ^	Number ^	Percentage ^	Number ^	Percentage ^	Number ^	Percentage ^
New employees	**2,459**	**44.7%**	**3,047**	**55.3%**	**4,352**	**79.0%**	**910**	**16.5%**	**244**	**4.4%**

Note Workforce 5 Note Workforce New hire demographics are determined using age and gender data recorded in HR systems at the time of commencement.

^ Limited assurance by Ernst & Young.

Total Turnover[6] by region

GRI 401-1

	FY26			FY25		FY24		FY23		FY22		FY21	
	Number ^	Percentage ^	YOY Change	Number ^	Percentage ^	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Aus & NZ	**5,469**	**33.5%**	**-4.1%**	**6,172**	**37.6%**	**5,743**	**35.9%**	**6,799**	**43.7%**	**6,744**	**42.5%**	**5,198**	**36.5%**
China	**1**	**1.3%**	**-2.8%**	**3**	**4.1%**	**3**	**4.3%**	**7**	**11.7%**	**8**	**12.6%**	**26**	**40.3%**

Note Workforce 6 Turnover includes employee exits during the reporting period, comprising both voluntary and involuntary departures, based on SRG's internal turnover definitions. Regional allocation is based on the employee's primary work location at exit.

^ Limited assurance by Ernst & Young.

Team Member Turnover[7] by region

GRI 401-1

	Number ^	Percentage ^
Australia	**5,054**	**33.3%**
New Zealand	**415**	**36.3%**
China	**1**	**1.3%**
Total	**5,470**	

Note Workforce 7 Team member turnover is calculated based on total terminations for the sample period divided by the average number of active team members (including seasonal) over the 12 month period. Calculated using the same formula as Total Turnover but using classifications flags for regions specified.
Team member turnover reflects departures of individuals classified as team members (i.e. employees) under SRG's HR policies, based on internal role and employment classifications.

^ Limited assurance by Ernst & Young.

Team Member Turnover, by age and gender [8]

GRI 401-1

	Female		Male		Under 30		30-50 years		Over 50	
	Number ^	Percentage ^	Number ^	Percentage ^	Number ^	Percentage ^	Number ^	Percentage ^	Number ^	Percentage ^
Team Member Turnover	**2,401**	**31.0%**	**3,069**	**35.4%**	**4,177**	**40.8%**	**1,007**	**21.6%**	**286**	**19.2%**

Note Workforce 8 Note Turnover by age and gender is determined using demographic data recorded in HR systems at the time of exit.

^ Limited assurance by Ernst & Young.

Workers who are not employees

GRI 2-8

	Number
Total workers (not employees)	211
Percentage performing most common work types	81%
Most common workers and work types	Contractor; Professional

Enterprise Agreements

GRI 2-30

Agreement (Australia)	Team Member Coverage	Description
2024 SRG Supply Chain Enterprise Agreement	341 2.18%	The Super Retail Group Supply Chain Enterprise Agreement 2024 (2024 SRG GSC EA) covers team members working in our distribution centres. The nominal expiry for the 2025 SRG GSC EA is 29 December 2027.
2024 SRG Enterprise Agreement [9]	11,303 72.26%	The Super Retail Group Supply Chain Enterprise Agreement 2024 (2024 SRG EA) covers team members working in our retail stores. The nominal expiry for the 2025 SRG EA is 30 June 2027.

Note Workforce 9 As at end of FY26, 1,943 Australian team members not covered by an Enterprise Agreement were either Award covered or Award/Agreement-free.
As at end of FY26, our 959 New Zealand team members and 75 China team members are engaged on individual employment agreements underpinned by national and local government legislation.

Note Workforce 10 Workforce exclude excludes contractors and consultant teams.

FY26 Performance Data

COMMUNITY

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

Direct contributions – cash or product donations made directly to the charity by the Brand. In-kind donations are based on full RRP including GST. 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

Supercheap Auto (SCA) Community Partnerships

	Direct		Indirect		Total
Contributions	**New Zealand (NZD)**	**Australia (AUD)**	**New Zealand (NZD)**	**Australia (AUD)**	**Australia (AUD)**
HeartKids Australia	$ -	$ 10,000	$ -	$ 18,581	
HeartKids New Zealand	$ 50,000	$ -	$ 276,201	$ -	
Beyond Blue	$ -	$ 116,300	$ -	$ 117,802	
Australian Road Safety Foundation	$ -	$ 6,773	$ -	$ 12,027	
Racing Together	$ -	$ 50,000	$ -	$ -	
Sub-total - local currency	**$ 50,000**	**$ 183,073**	**$ 276,201**	**$ 148,410**	
Sub-total - AUD	**$ 43,581**	**$ 183,073**	**$ 240,740**	**$ 148,410**	
Total - AUD		**$ 226,654**		**$ 389,150**	**$ 615,803**

Note Community 1. Conversion Rate AUD$1/NZD$1.1473 (annual average) source: SRG Group Finance

Note Community 2. Supercheap Auto matches charity donations over a calendar year period.

rebel 'Mental Health is a Team Sport' campaign

	Direct	Indirect [3]	Total
Contributions	**Australia (AUD)**	**Australia (AUD)**	**Australia (AUD)**
Lifeline	$ 135,208	$ 532,417	$ 667,625
Arthur Beetson	$ 17,606	$ -	$ 17,606
Total - rebel	**$ 152,814**	**$ 532,417**	**$ 685,231**

Note Community 3. This figure includes an Adidas donation to Lifeline of AUD300,000.

BCF Community Giving

	Direct	Indirect	Total
Contributions	**Australia (AUD)**	**Australia (AUD)**	**Australia (AUD)**
OzFish	$ 275,000	$ 1,023,788	$ 1,298,788
Stars Foundation [4]	$ -	$ -	$ -
Clontarf Foundation [4]	$ -	$ -	$ -
Total - BCF	**$ 275,000**	**$ 1,023,788**	**$ 1,298,788**

Note Community 4. Contribution for FY26 made in FY25; next payment scheduled in FY27.

Macpac Grants Activity [6]

	Direct[5]	
	New Zealand (NZD)	**Australia (AUD)**
Australian cash grants	-	$85,373
New Zealand cash grants	$ 190,000	-
Australian gear (in kind)	$ -	$ 119,035
New Zealand gear (in kind)	$ 132,083	$ -
Sub-total - local currency	**$ 322,083**	**$ 204,408**
Sub-total - AUD	**$ 280,731**	**$ 204,408**
Total - AUD		**$ 485,139**

Note Community 5.Including donations from program "refuse a bag". The figure is a combined result for New Zealand and Australia.

Note Community 6. Conversion Rate AUD$1/NZD$1.1473 (annual average) source: SRG Group Finance

Total SRG Group Giving - FY26	**Australia (AUD)**
Supercheap Auto (SCA) Community Partnerships	$ 615,803
rebel 'Mental Health is a Team Sport' campaign	$ 685,231
BCF Community Giving	$ 1,298,788
Macpac Grants Activity	$ 485,139
Total	**$ 3,084,961**

FY26 Performance Data

RESPONSIBLE SOURCING

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

GRI 408-1; GRI 409-1; GRI 414-1

First tier registered Factories by country and risk rating

Country	Number of factories ^	In scope of compliance verification FY26 ^	EiQ Geography Risk Rating
Australia	32	Exempt	Medium
Bangladesh	1	Yes	High
China	480	Yes	High
England	1	Exempt	Medium
India	7	Yes	High
Indonesia	2	Yes	High
Italy	2	Yes	Medium
New Zealand	7	Exempt	Low
Philippines	2	Yes	High
Slovenia	1	Yes	Low
South Africa	1	Yes	High
South Korea	3	Yes	Medium
Taiwan	3	Yes	Medium
Thailand	4	Yes	High
Vietnam	9	Yes	High
Total	**555**		

Note RS 1. Number of registered active Factories relate to our private brand products, direct imports and licensed brands that the Group is responsible for.

Note RS 2. Geography risk based on EiQ ratings (Link). *Compliance verification scopes were based on assessment of EiQ ratings, audit performance, additional sample checks.*

^ Limited assurance by Ernst & Young.

First tier registered Factory conformance status*

	Number of factories ^
Approved	440
Conditionally Approved	113
On Probation or Not Approved	2
Total	**555**

Note RS 3. Number of registered active Factories relate to our private brand products, direct imports and licensed brands that the Group is responsible for.

Responsible Sourcing Conformance Status definitions:*

• Approved – The Factory has no critical but some major and minor non-conformances. Orders can be placed with the Factory.

• Conditionally Approved – The Factory has some critical non-conformances (excluding child and forced labour). Orders can be placed with the Factory. Factory is issued with a Corrective Action Plan including completion timeframes.

• On Probation – the Factory either has repeat critical or overdue non-conformances or overdue renewal audits. Existing orders can be completed but no new orders should be placed until outstanding issues are addressed. Re-audit may be required before new orders are placed.

• Not Approved – the Factory is unable to comply with our Responsible Sourcing requirements including zero tolerance non-conformances. No new orders can be placed in the factory. Audit/ re-audit is required before placing any orders to verify compliance.

** Exemptions and extensions to due dates (based on considering circumstances) can be provided at the discretion of Responsible Sourcing Team.*

^ Limited assurance by Ernst & Young.

FY26 Performance Data

CIRCULAR ECONOMY

Goal 9: Reduce waste and unnecessary packaging

In this section: Waste
In-store customer recycling

Waste

GRI 306

	Australia			New Zealand			Group		
	FY26 ^	**FY25**	**FY24**	**FY26 ^**	**FY25**	**FY24**	**FY26 ^**	**FY25**	**FY24**
Waste to landfill (tonnes)	2,879.6	3,540.0	3,796.0	259.6	325.3	327.0	3,139.3	3,865.5	4,123.0
Diversion (tonnes)	7,729.3	6,979.0	6,298.0	505.5	498.3	503.0	8,234.8	7,477.2	6,802.0
Total waste generated (tonnes)	**10,608.9**	**10,519.0**	**10,094**	**765.2**	**823**	**830**	**11,374.1**	**11,343.0**	**10,925.0**
YOY change - total waste (tonnes**)**	89.9			- 57.8			31.1		
Total diversion (%)	72.9%	66.3%	62.4%	66.1%	60.5%	60.6%	72.4%	65.9%	62.3%
YOY change - diversion rate	6.6%	3.9%		5.6%	-0.1%		6.5%	3.6%	

^ Limited assurance by Ernst & Young.

GRI

GRI 306-3 Total waste generated (tonnes) - Total waste reflects waste quantities collected within SRG’s defined reporting boundary using waste contractor data and internal waste tracking processes.

GRI 306-4 Waste diverted (tonnes and %): Waste diverted includes waste streams classified by SRG as diverted from landfill based on SRG’s waste management definitions.

Waste Management Approach

GRI 306 Data sources:

Figures reported represent the mass (tonnage) of waste to landfill and waste diverted from landfill by services under SRG's operational control and from store construction projects. This means, services we are invoiced for and receive weight or volume data on from waste contractors, our Principal Contractors or internal construction teams.

Data includes operating stores and those undergoing construction, refurbishment or closure during the year, and activities from our three Support Offices, and all our Distribution Centres. Waste quantities are measured by waste contractors based on either actual weight or on volume. Where waste is measured in volume, the waste contractor may apply its own conversion factor to derive an estimate of weight. The majority of our waste and recycling is weighed by our service providers. Where services are not weighed, providers apply a weight assumption based on the service type, volume and/or customer averages. The Cleanaway assumptions were last updated in January 2026 based on averages from our portfolio of sites, rather than nation-wide averages.

Scope of waste data:
Waste data is captured from our Australia and New Zealand sites only, and excludes our two offices in China.
Waste figures are calculated using vendor data on an invoice date basis. Data is reported in kilograms or tonnes, material type, site name and service date. Where services at the end of each financial year are not invoiced prior to June 30, these services are captured in the following financial year.
Our diversion rate is based on the GRI definition of the amount of waste diverted from disposal (landfill) divided by the total waste generated on-site. Waste is diverted from disposal (landfill) when it is prepared for reuse, recycling and other recovery operations.
During FY26, diversion activities expanded to include recycling and reuse. It includes building and construction materials from our building contractors and internal store improvement teams, cardboard and paper, secure paper clear soft plastic (LDPE) e-waste, batteries, metal and timber (the majority from our DCs), plus ‘hard waste’ from stores, as well as minimal volumes of coffee cups commingled and coloured soft plastics

In-store customer take-back schemes

	FY26	YOY Change	FY25	FY24	FY23	FY22	FY21	FY20
Supercheap Auto Car batteries recycling (units)	179,519	6.4%	168,778	140,835	125,027	91,167	85,967	71,677
Supercheap Auto Oil recycling (litres)	1,747,765	17.4%	1,488,297	1,254,042	1,494,200	1,101,200	1,068,200	139,136
rebel and Macpac Sport shoe recycling (pairs)	199,013	16.7%	170,593	115,242	81,643	56,751	24,772	24,000
rebel Sport ball recycling (kgs)	4,068	-77.1%	17,736	6,000	N/A	N/A	N/A	N/A

Our customer take-back schemes are excluded from the scope of our diversion rate calculations. In-store recycling bins are provided as a service for our customers and do not fall under the GRI definition of 'waste generated on site'.

Car batteries: Century Yuasa provides reporting on car battery units recycled from our Supercheap Auto stores in Australia and New Zealand.
Engine oil: Australian oil recycling data is provided by Cleanaway based on number of collections of Supercheap Auto store bins filled with bottles of used oil. This is converted to litres based on the Cleanaway calculation of 75L of oil per 205L drum, and 200L of oil per 660L bin. NZ engine oil data is provided for collections from South Island Supercheap Auto stores and in tonnage. We employ the Cleanaway conversion to convert the NZ oil weight into litres, which is 776.91L per tonne.
Sports shoes and balls: Shoe collections are available at 198 of our Australian Macpac and rebel stores, and the balls from 72 rebel stores. Both these schemes are managed by the Australian Sporting Goods Association (ASGA) who take to the TreadLightly processing facility in Australia for shredding into rubber granule. The granules are reprocessed into Australian-made rubber flooring, concrete pavers and boxing bags.

FY26 Performance Data

CLIMATE

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

In this section: Emissions
Energy
Fuel and gas

EMISSIONS

Scope 1 and 2 emissions

GRI 305

Carbon emissions (tCO_2-e)	FY26	FY25 [2]	FY24	FY23	FY22	YOY Change (%) [2]	YOY Change (tCO_2-e) ^
Scope 1 ^	1,687	1,341	1,492	1,565	1,161	26%	346
Location Based							
Scope 2 ^	56,846	55,363	54,542	51,946	59,213	3%	1483
Group Total - Scope 1 and Scope 2 [1] ^	58,533	56,704	56,034	53,511	60,374	3%	1829
GHG emissions intensity (tCO_2-e / $M revenue)	13.9	13.9	14.4	14.1	17.3	-	-
GHG emissions intensity (tCO_2-e / m^2)	0.052	-	-	-	-	-	-
Market Based							
Scope 2 ^	58,383 *	54938 *	-	-	-	6%	3446
Group Total - Scope 1 and Scope 2 (tCO_2-e) ^	60,070	56,279	-	-	-	7%	3791
GHG emissions intensity (tCO_2-e / $M revenue)	14.3	13.8	-	-	-	-	-
GHG emissions intensity (tCO_2-e / m^2)	0.054	-	-	-	-	-	-
Renewable Energy Certificates (REC)							
New Zealand Energy Certificate (NZEC) [#]	5,280	6,287 #	5,984 #	5,806 #	-	-	-

Note Climate 1. Emissions are calculated in accordance with the greenhouse gas (GHG) protocol.

Scope 1 emissions are calculated using fuel consumption data within SRG's operational boundary and relevant National Greenhouse Accounts emission factors. Emissions sources included and boundary definitions are determined in accordance with SRG's internal emissions methodology.

Scope 2 market based emissions reporting commenced from FY25 and follows the National Greenhouse and Energy Reporting (NGER) Scheme reporting guidelines.

Scope 2 location based emissions are calculated using electricity consumption data and National Greenhouse Accounts emission factors. The treatment of leased sites and embedded network arrangements is reported based on operational control.

Note Climate 2. From FY26, baseline year updated to FY25 (previously FY17).

Emissions reductions reflect the absolute change in Scope 1 and 2 emissions compared to the prior reporting period, calculated using consistent methodologies, boundaries and emission factors.

Reductions against the baseline year reflect the absolute change in Scope 1 and Scope 2 emissions compared to the FY25 baseline, calculated using consistent methodologies and boundaries.

In FY26 reporting round, YoY change also reflect change against baseline year (FY25).

** The reported figure has been calculated on the basis that the Group has purchased and surrendered 4,060 NZECs as at the reporting date and is committed to purchasing and surrendering the remaining 1,220 NZECs required to support the reported FY26 market-based emissions calculation and the Group's FY26 renewable electricity commitments.*

 # The NZEC volumes backdated for FY22-FY25 represent certified renewable electricity procured for sites directly contracted with Meridian Energy. The reported NZEC quantities have been attributed to the relevant Australian financial reporting period based on underlying electricity consumption which span two BraveTrace production years due to differences between certificate production and financial reporting periods.

^ Limited assurance by Ernst & Young, FY26 data.

Scope 1 emissions							
Scope 1 emissions (tCO_2-e)	**FY26 ^**	**FY25**	**FY24**	**FY23**	**FY22**	**YOY Change (%)**	**YOY Change (tCO_2-e) ^**
Fuels (Natural Gas)	131	96	114	176	121	37%	35
Fuels (LPG)	161	189	176	182	188	-15%	(28)
Fuels (Diesel, stationary) [4]	411	104	3	0	0	295%	307
Mobile combustion sources (fleet vehicle fuels)	562	599	520	500	477	-6%	(37)
Refrigerant leaks [5]	422	353	594	652	327	19%	69
Subtotal - Australia	**1614**	**1,259**	**1406**	**1509**	**1113**	**28%**	**355**
Subtotal - New Zealand	**73**	**82**	**86**	**56**	**48**	**-11%**	**(9)**

Note Climate 4. Increase due to use of temporary diesel generators within FY26.

Note Climate 5. Refrigerants data is collected from third-party Heating, Ventilation & Air Conditioning (HVAC) maintenance contractor for sites maintained by SRG.

^ Limited assurance by Ernst & Young.

Scope 2 emissions							
Scope 2 emissions (tCO_2-e)	**FY26 ^**	**FY25**	**FY24**	**FY23**	**FY22**	**YOY Change (%)**	**YOY Change (tCO2-e) ^**
Location Based							
Australia	56,226	54,897	54,087	51,363	58,673	2%	1,329
New Zealand	534	384	369	582	540	39%	150
China	86	82	86	-	-	5%	4
Market Based							
Australia	58,297	54,839	-	-	-	6%	3,458
New Zealand	0 *	17	-	-	-	-100%	(17)
China	86	82	-	-	-	5%	4

^ Limited assurance by Ernst & Young.

** The reported figure has been calculated on the basis that the Group has purchased and surrendered 4,060 NZECs as at the reporting date and is committed to purchasing and surrendering the remaining 1,220 NZECs required to support the reported FY26 market-based emissions calculation and the Group's FY26 renewable electricity commitments.*

ENERGY

GRI 302-1

Energy consumption [6] (GJ)	FY26 ^	FY25	FY24 *	FY23 *	FY22 *	YOY Change (%)	YOY Change (GJ)
Australia	341,574	318,383	303,078	278,245	283,675	7%	23,191
New Zealand	20,104	20,236	19,547	18,664	19,940	-	-
China	522	497	503	-	-	-	-
Total energy consumption	**362,200**	**339,116**	**323,128**	**296,909**	**303,615**	-	-
Energy intensity (GJ/ m^2)							
Total energy intensity	0.3220	-	-	-	-	-	-

Note Climate 6. Energy consumption is calculated using the NGER Measurement Determination. For Australia emission factors are derived from the Australian National Greenhouse Accounts for Australia. For NZ from Ministry for the Environment. For China from International Energy Agency (IEA).

Total energy consumption is calculated using electricity and fuel consumption data converted to gigajoules (GJ) using standard unit conversion factors. Energy sources included and boundary definitions are based on SRG's internal energy reporting methodology.

** New Zealand and China energy consumption data for FY22-FY24 was back-calculated during FY26, as energy data was not reported for these jurisdictions in the original reporting years. Reported consumption quantities were converted to energy (GJ) using energy intensity factors documented in the workbook. The methodology was designed to maintain alignment between energy consumption and the historical emissions reported for the respective reporting periods.*

^ Limited assurance by Ernst & Young.

Fuel consumption (non-renewable)	FY26
Source	GJ
Total electricity, heating, cooling and steam consumption ^	**343,044**
Electric Power	338,425
Renewable Electricity - Offsite - Landlord	1,336
Renewable Electricity - Solar (Onsite)	3,283
Total electricity, heating, cooling and steam sold ^	**n/a**
Total energy consumption within the organisation ^	**362,200**
Total fuel consumption from non-renewable sources ^	**19,156**
Liquefied Petroleum Gas (LPG)	2,667
Diesel - Mobile (post-2004 model)	5,068
Diesel - Stationary	5,842
Gasoline (Petrol) - Mobile (post-2004 model)	2,996
Ethanol for use as fuel in an internal combustion engine	33
Natural Gas	2,549

Note Climate 7. Conversion from consumption to energy (GJ), using the factors, aligned with the NGER publications and guides.

^ Limited assurance by Ernst & Young.

Electricity consumption

Electricity consumption (MWh)	FY26	FY25	FY24	FY23	FY22	YOY Change (%)	YOY Change (MWh)
Total electricity (Grid + onsite + offsite renewables)	95,290	90,005	85,887	78,357	80,723	6%	5,285
Renewable electricity consumption (grid + onsite + offsite) [8]	6,563	5,263	-	-	-	-	-
Onsite renewable generation (solar) [9] (MWh)	912	56	-	-	-	-	-
Renewable electricity percentage	7%	6%	-	-	-	-	-
Electricity consumption intensity (MWh/m^2)	0.085	-	-	-	-	-	-

Note Climate 8. From FY25 in addition to NZ sites where electricity was sourced from Meridian 100% Certified Renewable Energy product, there was also solar power generation consumption (behind the meter) at Truganina DC

Note Climate 9. Onsite renewables prior to FY25 related to small scale rooftop systems in Australia below NGERS reporting threshold. From FY25 includes large scale solar system installed at Truganina DC (behind the meter) where no Large-scale Generation Certificates (LGCs) created.

Renewable electricity

Renewable electricity (MWp)	FY26	FY25	FY24	FY23	FY22	YOY Change (%)	YOY Change (MWp)
Onsite solar capacity installed, at Financial Year End[10]	2.35	1.70	0.04	0.04	0.04	38%	1

Note Climate 10. Behind-the-meter rooftop solar systems installed during, and prior, to FY26 consisting of Small-scale solar systems and the Large-scale solar system at Truganina DC (1.55MWp).

Fuel and gas consumption

Fuel and gas consumption	FY26	FY25	FY24	FY23	FY22	YOY Change (%)	YOY Change (L for fuel, GJ for Natural gas consumption)
Fuels (L) [11]	475,458	394,321	320,470	312,872	307,208	21%	81,137
Natural gas consumption (GJ)	2,549	1,870	2,205	3,412	2,344	36%	679

Note Climate 11. Fuels include: LPG, Diesel (Stationary and mobile), Petrol including E10 (mobile)

Increase from FY25 to FY26 due to operational changes.

GENERAL NOTES

A. Emissions and energy is reported in accordance to the stated GRI standard.

B. The reporting boundary (operational control) is based on the GHG Protocol and NGERS for Scope 1 & 2 (location based and market based) emissions reporting.

C. The performance reported against the metric will be directly impacted by the year-on-year change to the total number of sites reported within this boundary.

D. See our Annual Report for more information on our climate-related disclosures.

E. Electricity, natural gas and LPG consumption data are sourced from utility bills.

F. Stationary fuel (diesel) for use in fire pump testing and back up generation is sourced through the landlord or their appointed facilities management agent. Where temporary power generation is required in order to provide electricity to a site, the fuel is sourced directly from a vendor.

G. Transport fuel consumption data for team members with operating lease vehicles is sourced from vendor fuel card reports.

H. Refrigerants are calculated based on top-up quantity, as supplied by vendors.

REPORTING BOUNDARY

Report metrics by location type

	Scope 2	Scope 1					
	Electricity	**Gas**	**LPG**	**Fuels**	**Refrigerants**	**Water** [12]	**Notes**
Retail stores (sites)	In SRG operational control	Y	Y	N/A	Y	N	Scope 1 & 2: For consumption within tenancy boundary only, relating to purchased fuels and power.
Distribution centres	Y	Y	Y	Y	Y	N	In addition to above includes LPG for Material Handling Equipment (such as forklifts) - reported under Scope 1.
Group Services (corporate)	Y	Y	N/A	Y	Y	N	In addition to above includes consolidation of transport related fuels (business travel - operational fleet) - report under Scope 1.

Note Climate 12 Water (potable/non-potable): Due to the nature of Super Retail Group business activities, water is not currently identified as a material sustainability priority. We are monitoring broader nature-based risks and impacts, which will include water, as an emerging area, and will complete a nature-focused review in the years ahead.

FY26 Content Indices

GRI CONTENT INDEX

Statement of use	Super Retail Group Ltd has reported in accordance with the GRI Standards for the period ending 27 June 2026.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI Standard	Disclosure	Location	Notes	Omission		
				Requirement(s) Omitted	Reason	Explanation
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organisational details	FY26 Responsible Business Report, About This Report, p. 4	Super Retail Group Limited is an ASX listed company. Group headquarters is located in Strathpine, QLD, Australia. Operations are predominantly across Australia, New Zealand and China.			
	2-2 Entities included in the organisation's sustainability reporting	FY26 Responsible Business Report, About This Report, p. 4	The Group reports at a consolidated level. The head entity, Super Retail Group Limited, and the controlled entities in the tax consolidated group account for current and deferred tax amounts under the "separate taxpayer within group" approach in accordance with AASB Interpretation 1052, Tax Consolidation Accounting. Further information regarding consolidated financial reporting is available in the FY26 Annual Report.			
	2-3 Reporting period	FY26 Responsible Business Report, About This Report, p. 4 FY26 Responsible Business Data Pack, Introduction tab	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. For any questions about this report or information contained within, please contact Group Sustainability email: communications@superretailgroup.com Phone: +61(0)73482 7900			
	2-4 Restatements of information	FY26 Responsible Business Data Pack, Health & Safety tab	With regards to GRI2-4: high-consequence work-related injuries, the FY25 numbers were restated to reflect the injuries identified after the close of the financial year in which they occurred and have been backdated to the FY24 period.			
	2-5 External assurance	Please refer to Page 34 of our FY26 Responsible Business Report	Please refer to our Policy on External Auditor Independence Details regarding the scope of assurance and its limitations which are described in the Assurance Statement.			
	2-6 Activities, value chain and other business relationships	FY26 Responsible Business Report, Our 2030 Sustainability Framework: Focusing on the issues that matter, p. 7-8; Responsible Sourcing, p. 23-26; Climate, p. 31-33	We do not sell products or services that are banned or that are the subject of public debate. Details of business relationships are available in our Annual Report. There are no significant changes to business relationships, activities or value chain from previous period.			

	2-7 Employees	FY26 Responsible Business Data Pack: Workforce tab				
	2-8 Workers who are not employees	FY26 Responsible Business Data Pack: Workforce tab	The significant portion of the Group's activities are performed by workers who are employees.			
	2-9 Governance structure and composition	FY26 Responsible Business Report, Governance, p. 11; FY26 Annual Report, Governance on climate risk p.33-38, 41; FY26 Corporate Governance Statement on SRG website				
	2-10 Nomination and selection of the highest governance body	FY26 Corporate Governance Statement on SRG website				
	2-11 Chair of the highest governance body	FY26 Annual Report, Board of Directors, p. 47; FY26 Corporate Governance Statement on SRG website				
	2-12 Role of the highest governance body in overseeing the management of topics	FY26 Annual Report, Risk, p. 33-38, and Climate, p. 141 ; FY26 Corporate Governance Statement on SRG website				
	2-13 Delegation of responsibility for managing impacts	Board Risk and Sustainability Committee Charter				
	2-14 Role of the highest governance body in sustainability reporting	FY26 Responsible Business Report, Governance, p. 11; Board Risk and Sustainability Committee Charter				
	2-15 Conflicts of interest	Board Risk and Sustainability Committee Charter				
	2-16 Communication of critical concerns	FY26 Responsible Business Report, Sustainability Governance Model, p. 12; FY26 Annual Report, Climate Governance, p. 141	Critical concerns are formally communicated to both the Executive Leadership Team (ELT) and Board Risk and Sustainability Committee (BRSC). This is done in both narrative reporting and a metric driven scorecard which updates on the 2030 Sustainability Goals and Targets.			
	2-17 Collective knowledge of the highest governance body	FY26 Annual Report, Board of Directors, p. 39				
	2-18 Evaluation of the performance of the highest governance body	Board Risk and Sustainability Committee Charter; FY26 Corporate Governance Statement on SRG website				
	2-19 Remuneration policies	FY26 Annual Report, p. 49				
	2-20 Process to determine remuneration	FY26 Annual Report, p. 49				
	2-21 Annual total compensation ratio	FY26 Annual Report, p. 49; WGEA Gender Equality Reporting	SRG reports all pay related information to the WGEA Gender Equality Reporting and S&P Global Dow Jones Best-in-Class Indices (formerly DJSI).			
	2-22 Statement on sustainable development strategy	FY26 Responsible Business Report, Message from our Chair and CEO, p. 6				

	2-23 Policy commitments	Super Retail Group Corporate Goverance Aug25	The Group applies the precautionary approach by analysing, monitoring and taking actions to reduce its environmental impacts. This includes Product Safety and Quality Policy; Health and Safety Policy; Speak Up Policy; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code; Continuous Disclosure and External Communications Policy; Privacy Policy; Securities Trading Policy; Competition and Consumer Law Policy; Anti-Corrupt Practices Policy; Risk Management policy; Compliance Policy; Code of Conduct; Diversity, Equity & Inclusion Policy; and, Minimum Securities Holding Policy			
	2-24 Embedding policy commitments	FY26 Responsible Business Report, Team, p. 13-17; Responsible Sourcing, p. 23-26				
	2-25 Processes to remediate negative impacts	Human Rights and Responsible Sourcing Policy				
		Responsible Sourcing Code				
		Speak Up Policy				
	2-26 Mechanisms for seeking advice and raising concerns	Responsible Sourcing Code	For additional information related to supplier processes, refer to Responsible Sourcing Code section 2.3 Transparency and Reporting and section 6 Grievance Mechanisms and Provision of Remedy			
		Speak Up Policy				
	2-27 Compliance with laws and regulations		Super Retail Group complies with laws and regulations in regions it operates in.			
	2-28 Membership associations	FY26 Responsible Business Report, Reporting and Disclosure, p. 4	The Group maintains memberships with several associations and organisations, including the Australian Packaging Covenant Organisation (APCO), the United Nations Global Compact (UNGC), the Australian Sporting Goods Association (ASGA), Baptist World Aid, Battery Stewardship Council and the Australian Retail Council (ARC).			
	2-29 Approach to stakeholder engagement	FY26 Responsible Business Report, Our 2030 Sustainability Framework: Focusing on the issues that matter - Comprehensive materiality assessment, p. 7-8; FY26 Responsible Business Data Pack: Stakeholders tab				
	2-30 Collective bargaining agreements	FY26 Responsible Business Data Pack: Workforce tab				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	FY26 Annual Report, Risk, p. 33-38 FY25 Responsible Business Report, Our 2030 Sustainability Framework: Focusing on the issues that matter - Comprehensive materiality assessment, p. 8		*A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*		
	3-2 List of material topics	FY26 Responsible Business Report, Our FY26 Progress to Plan, p. 10	We undertook a comprehensive materiality assessment during the second half of FY25.			
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	FY26 Annual Report	The Group supports the economy through taxes, job creation (directly and indirectly), and support to the community and local trade partners. For detailed information about our economic performance and materiality issues please refer to our FY26 Annual Report.			

	201-2 Financial implications and other risks and opportunities due to climate change	FY26 Responsible Business Report, Climate, p. 31-33	See 'Goal 11: Develop a decarbonisation roadmap for our operations and customer offering'.			
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	FY26 Responsible Business Report, Responsible Sourcing, p. 23-26	See 'Goal 6: Invest in sustainable supply chains through strategic partnering'. The Group also contributes to job creation and wages through our supply chain.			
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	FY26 Responsible Business Data Pack: Climate tab	Also see 'Goal 11: Develop a decarbonisation roadmap for our operations and customer offering'.			
	302-3 Energy intensity	FY26 Responsible Business Data Pack: Climate tab	Also see 'Goal 11: Develop a decarbonisation roadmap for our operations and customer offering'.			
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	FY26 Responsible Business Data Pack: Climate tab				
	305-2 Energy indirect (Scope 2) GHG emissions	FY26 Responsible Business Data Pack: Climate tab				
	305-3 Other indirect (Scope 3) GHG emissions	FY26 Annual Report, p. 40-41 FY26 Responsible Business Report, p. 31-33	For progress towards Scope 3 GHG emissions disclosure, see FY26 Responsible Business Report, Develop a decarbonisation roadmap for our operations and customer offering Enhance climate-related disclosures, p 31-33.	305-3 a - g have not been reported. The Group is in the process of understanding the relevancy of Scope 3 GHG emissions. This means that a calculated figure for Scope 3 emissions is not able to be published this reporting period.	Information unavailable/ incomplete	We have validated our understanding of the primary sources of our most material and relevant Scope 3 emissions. We engaged an external consultant to calculate preliminary emissions estimates using the spend-based methodology under the Greenhouse Gas Protocol. Our focus has been on the most material and relevant Scope 3 categories. We are also working to enhance the quality of our Scope 3 data and to develop preliminary estimates for other relevant non-material categories.

	305-4 GHG emissions intensity	FY26 Responsible Business Data Pack: Climate tab	The emissions intensity metric has been calculated using Scope 1 and Scope 2 CO2 emissions as numerator, and total revenue (per $1 million) as the denominator.			
	305-5 Reduction of GHG emissions	FY26 Responsible Business Data Pack: Climate tab	We report our Scope 1 and Scope 2 emissions from our Australian operations to the Clean Energy Regulator annually, under the National Greenhouse and Energy Reporting (NGER) scheme, established by the National Greenhouse and Energy Reporting Act 2007 (NGER Act). Reports are publicly available on our website and the Clean Energy Regulator website. Emissions in NZ are calculated using the emission factors in the Measuring Emissions: A Guide for Organisation, 2020 Detailed Guide (NZ) (Also referred to as for AU: NGER, item 77-83 and for NZ: Ministry for the Environment Measuring Emissions). For emissions in China, IEA (2023) emissions factor, adjusted to reflect the AR5 GWP, has been selected for the calculation. Base year is updated to FY25 from FY17.			
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38				
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	FY26 Responsible Business Report, Circularity, p. 27-30	See sub-section 'Waste'.			
	306-3 Waste generated	FY26 Responsible Business Data Pack: Circular Economy tab				
	306-4 Waste diverted from disposal	FY26 Responsible Business Data Pack: Circular Economy tab		306-4 a - e have not been reported with breakdown by composition or recovery operation, hazard or non-hazard, onsite or offsite. Total amount reported instead.	Information unavailable/ incomplete	Information unavailable/ incomplete
	306-5 Waste directed to disposal	FY26 Responsible Business Data Pack: Circular Economy tab		306-5 a - e have not been reported with breakdown by composition, hazard or non-hazard, onsite or offsite. Total amount reported instead.	Information unavailable/ incomplete	Information unavailable/ incomplete
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	FY26 Responsible Business Data Pack: Workforce tab				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	*Not applicable*		All	Confidentiality constraints	
	401-3 Parental leave	WGEA Gender Equality Reporting				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	FY26 Responsible Business Data Pack: Health & Safety tab				
	403-2 Hazard identification, risk assessment, and incident investigation	FY26 Responsible Business Data Pack: Health & Safety tab				
	403-3 Occupational health services	FY26 Responsible Business Data Pack: Health & Safety tab				

	403-4 Worker participation, consultation, and communication on occupational health and safety		Labour Hire team members participate in daily stand up/toolbox meetings where participation is encouraged by either sharing a safety learning or raising safety concerns. Hazards, incident findings and controls are some of the topics discussed.			
	403-5 Worker training on occupational health and safety	FY26 Responsible Business Data Pack: Health & Safety tab				
	403-6 Promotion of worker health	FY26 Responsible Business Data Pack: Health & Safety tab				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FY26 Responsible Business Data Pack: Health & Safety tab				
	403-8 Workers covered by an occupational health and safety management system	FY26 Responsible Business Data Pack: Health & Safety tab				
	403-9 Work-related injuries	FY26 Responsible Business Data Pack: Health & Safety tab	There were no fatalities as a result of work-related employee injury in FY26. Data excludes China operations.			
	403-10 Work-related ill health	FY26 Responsible Business Data Pack: Health & Safety tab	There were no fatalities as a result of team members and non-team work-related ill health in FY26.			
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38; FY26 Responsible Business Report, Goal 3 Support our team with purpose-led career development, p. 17	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	FY26 Responsible Business Data Pack: GRI Content Index tab	16.55 hours (previous year 15.73 hours) calculated across all SRG team members (excluding contractors and China).			
	404-2 Programs for upgrading employee skills and transition assistance programs	FY26 Responsible Business Report, Goal 3 Support our team with purpose-led career development, p. 17; Responsible Sourcing, p. 23-26	See 'Goal 3: Support our team with purpose-led career development'.			
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	FY26 Responsible Business Data Pack: Workforce tab				
	405-2 Ratio of basic salary and remuneration of women to men	FY26 Responsible Business Report, FY26 Highlights, p. 5; Team, p. 13-17	See 'Goal 2: Create an inclusive and diverse team'.			
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	Further information can be found within our 2025 Modern Slavery Statement.			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	FY26 Responsible Business Report, Responsible Sourcing, p. 23-26; 2025 Modern Slavery Statement; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code.	This topic is relevant to 'Goal 5: Transparency and Disclosure of high-risk supply chains', 'Goal 6: Invest in sustainable supply chains through strategic partnering' and 'Goal 7: Source materials and products more responsibly'.			
Child labour						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	Further information can be found within our Annual Report and 2025 Modern Slavery Statement regarding material risks.			

GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	FY26 Responsible Business Report, Responsible Sourcing, p. 23-26; 2025 Modern Slavery Statement; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code. FY26 Responsible Business Data Pack: Responsible Sourcing.	This topic is relevant to 'Goal 5: Transparency and Disclosure of high-risk supply chains', 'Goal 6: Invest in sustainable supply chains through strategic partnering' and 'Goal 7: Source materials and products more responsibly'. Further information can be found within our Annual Report and 2025 Modern Slavery Statement regarding material risks.			
Forced or compulsory labour						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	Further information can be found within our Annual Report and 2025 Modern Slavery Statement regarding material risks.			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	FY26 Responsible Business Report, Responsible Sourcing, p. 23-26; 2025 Modern Slavery Statement; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code. FY26 Responsible Business Data Pack: Responsible Sourcing tab.	This topic is relevant to 'Goal 5: Transparency and Disclosure of high-risk supply chains', 'Goal 6: Invest in sustainable supply chains through strategic partnering' and 'Goal 7: Source materials and products more responsibly'. Further information can be found within our Annual Report and 2025 Modern Slavery Statement regarding material risks.			
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	Further information can be found within our Annual Report and 2025 Modern Slavery Statement regarding material risks.			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	FY26 Responsible Business Report, Responsible Sourcing, p. 23-26. FY26 Responsible Business Data Pack: Responsible Sourcing tab. Responsible Sourcing Code.	This topic is relevant to 'Goal 5: Transparency and Disclosure of high-risk supply chains', 'Goal 6: Invest in sustainable supply chains through strategic partnering' and 'Goal 7: Source materials and products more responsibly'. Further information can be found within our Annual Report and 2025 Modern Slavery Statement regarding material risks.	The Group did not report the metric required by the GRI (percentage of total new suppliers subject to screening). We reported on a subset of this information	Information unavailable/ incomplete	The numbers reported in this section relate to one subset of suppliers that are a focus of our Responsible Sourcing program. We reported the number of active Factories, number of new Factories onboarded during the year and number of new Factories that were screened against our Responsible Sourcing Code requirements.
	414-2 Negative social impacts in the supply chain and actions taken	FY26 Responsible Business Report, Responsible Sourcing, p. 23-26. FY26 Responsible Business Data Pack: Responsible Sourcing tab. Responsible Sourcing Code.	This topic is relevant to 'Goal 5: Transparency and Disclosure of high-risk supply chains', 'Goal 6: Invest in sustainable supply chains through strategic partnering' and 'Goal 7: Source materials and products more responsibly'. Further information can be found within our Annual Report and 2025 Modern Slavery Statement regarding material risks.			
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	FY26 Responsible Business Data Pack: Health & Safety tab				
Marketing and labelling						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 417: Marketing and Labelling 2016	417-2 Incidents of non-compliance concerning product and service information and labelling	FY26 Responsible Business Data Pack: Health & Safety tab				
	417-3 Incidents of non-compliance concerning marketing communications		No fines concerning marketing communcations			
Customer Privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	FY26 Annual Report, Risk, p. 33-38	The Group's management of Material Risks is outlined in the Annual Report pp. 33-38			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	FY26 Responsible Business Report, Governance, p. 11 ^	There were no incidents of substantiated complaints concerning breaches of customer privacy and losses of customer data. ^			

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STAKEHOLDER ENGAGEMENT

Super Retail Group engages with a range of stakeholders to understand how its business activities connect with and affect their interests. Effective stakeholder engagement informs how we address sustainability topics and helps us to identify opportunities for collaboration and innovation.

Stakeholder Group	Why we Engage	How we Engage
Board and ELT	The Board, supported by the Executive Leadership Team provide strategic oversight, governance, and leadership to ensure long-term value creation and responsible business practices. The Board's objectives include creating sustainable shareholder value, taking proper account of the interests of the Company's shareholders, customers, team members and other stakeholders, and communities and environments in which we operate.	Board and committee meetings CEO and ELT briefings Strategy offsites Executive dashboards and KPIs Sustainability reports and Modern Slavery Statements Materiality reviews Risk disclosures
Customers	Our business relies on customers as the source of revenue from the purchase of our products. Customers can provide important feedback and insights that inform the continuous improvement of our products, services, stores and operations.	In store and online post purchase survey (NPS) Customer Call Centre Mystery shopping Loyalty programs Online community forums Social media feedback loops
Team Members	Super Retail Group employs nearly 16,000 people across its stores, Distribution Centres and supprt offices. Our team members deliver the services for the business and our customers.	Employee surveys Employee performance reviews 360 degree feedback Exit interviews Town Halls Sustainablity working groups Training
Investors and shareholders	Investors and shareholders are the providers of capital and have a vested interest in the company's financial performance and value creation.	Annual and interim results presentations Investor Roadshows Individual investor engagement AGM Q&A ASX announcements Annual Reports including Sustainability/Responsible Business Reports and Modern Slavery Statements
Local communities	A total of 782 stores across Australia and New Zealand, our stores provide employment, contribute to local economies and impact social wellbeing. Community relationships affect brand trust and our social licence to operate.	Community parterships and sponsorships Team member volunteering
Suppliers	Super Retail Group works with numerous suppliers to source the products and services that support our operations.	Trade shows and conferences Procurement processes Sourcing processes including ongoing engagements and meetings Responsible Sourcing assessments, corrective actions plans, training and engagements
Government and regulators	As a retailer, we must comply with a range of regulation on consumer protection, modern slavery, labour, safety, sustainability, and reporting.	Regulatory submissions and consultations Industry roundtables (e.g. Australian Retail Council, Austalian Packaging Covenant Organisation (APCO), UN Global Compact (UNGC)
Industry and sustainability organisations	To build social trust, strengthen public policy outcomes and contribute to industry level improvements in responsible business practices.	Industry collaborations (e.g. Australian Packaging Covenent Organisation (APCO), Australian Retail Council (ARC)) Member of United Nations Global Compact (UNGC) UNGC Network Australia Modern Slavery Community of Practice (MSCoP) The Collaborative Advantage in New Zealand Media engagement for transparency

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UNITED NATIONS GLOBAL COMPACT (UNGC)

The United Nations Global Compact (UNGC) is a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, the environment and anti- corruption. We are incorporating the Ten Principles of the UN Global Compact into our strategies, policies and procedures and we report to the UNGC each year through a Communication of Progress (CoP).

Principle	Document reference	Section Reference	FY26 Resposible Business Report page #
Human rights			
Principle 1 Protection of Human Rights	FY26 Responsible Business Report; 2025 Modern Slavery Statement; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code	Responsible Sourcing	23-26
Principle 2 No Complicity in Human Rights Abuses	FY26 Responsible Business Report; 2025 Modern Slavery Statement; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code	Responsible Sourcing	23-26
Labour			
Principle 3 Freedom of Association and Collective Bargaining	FY26 Responsible Business Report; 2025 Modern Slavery Statement; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code	FY26 Responsible Business Data Pack: Workforce tab	N/A
Principle 4 Elimination of Forced and Compulsory Labour	FY26 Responsible Business Report; 2025 Modern Slavery Statement; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code	Responsible Sourcing	23-26
Principle 5 Abolition of Child Labour	FY26 Responsible Business Report; 2025 Modern Slavery Statement; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code	Responsible Sourcing	23-26
Principle 6 Elimination of Discrimination	FY26 Responsible Business Report; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code; Code of Conduct; Diversity, Equity and Inclusion Policy	Goal 2: Create an inclusive and diverse team	19-21
Environment			
Principle 7 Precautionary Approach	FY26 Responsible Business Data Pack: UN Global Compact	*The Group applies the precautionary approach by analysing, monitoring and taking actions to reduce its environmental impacts.*	N/A
Principle 8 Environmental Responsibility	FY26 Responsible Business Report; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code	Responsible Sourcing; Circular Economy; and Climate	23-26; 27-30, 31-33
Principle 9 Environmentally Friendly Technologies	FY26 Responsible Business Report	Goal 11: Develop a decarbonisation roadmap for our operations and customer offering	31,32
Anti-Corruption			
Principle 10 Work against Corruption	Speak Up (Whistleblower) Policy; Human Rights and Responsible Sourcing Policy; Responsible Sourcing Code; Anti-Corrupt Practices Policy; Code of Conduct	N/A	N/A

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MATERIAL TOPICS MAP

The table below maps the material topics identified in our Materiality Assessment, which form the five focus areas of our Sustainability Framework, and map its 12 goals and targets to the relevant UN SDGs, GRI and SASB Standards. You can find information about our progress against each goal in our FY25 Responsible Business Report. Please note that a comprehensive list of relevant GRI disclosures can be found in the GRI Index in this Data and Indices Document.

Material Topic	Our Goals		Our Targets	UN SDGs	GRI
Team	Goal 1	Invest in the health safety and wellbeing of our team	Implementing a holistic wellbeing program - participation rates. Health & Safety TRIFR- 1st quartile performer in retail.	3.4 3.9	2-7 2-24 403 416-2
	Goal 2	Create an inclusive and diverse team	Develop Reconciliation Action Plan (RAP). 40:40:20 for Board and executive and senior leadership positions. Develop Access and Inclusion Plan. Program developed for greater diversity and inclusion, inc. LGBTQIA+.	5.1 5.5 10.2 10.3	2-23 2-24 2-30 401-3 405-1, 2 407-1
	Goal 3	Support our team with purpose-led career development	Deliver programs for purpose-led career development	5.5	2-24 2-29 404-1 404-2 405-1, 2
Community	Goal 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.	14.1 14.4 15.2	2-23 2-27 201-1
Responsible Sourcing	Goal 5	Improve transparency and disclosure of high-risk supply chains	Collaborate with and support strategic trade partners to improve their supply chains.	8.7 8.8 17.16	2-23 2-27 3-3 203-2 407-1 408-1 409-1 414-1, 2
	Goal 6	Invest in sustainable supply chains through strategic partnering	Contribute to industry-level change.	12.8 17.16	
	Goal 7	Source materials and products more responsibly	Embed responsible purchasing practices in decision making across out business.	12.6	
Material Topic	Our Goals		Our Targets	UN SDGs	GRI
Circular Economy	Goal 8	Design and procure durable products, with a circular mindset	Adopt the Australasian Recycling Label for private brand packaging. Develop a standard for design and procurement of products.	12.5	2-27 306-2a
	Goal 9	Reduce waste and unnecessary packaging	100% of private brand packaging is reusable or recyclable. Problematic and unnecessary single-use private brand plastic packaging must be phased out. Increase waste diverted from landfills to 90%	12.5	2-27 2-28 306-2a 306-3
	Goal 10	Repair, reuse or recycle our products	50% average recycled content must be included in private brand packaging.	12.5	2-27 306-2a
Climate	Goal 11	Develop a decarbonisation roadmap for our operations and customer offering	Net Zero Emissions for Scopes 1 and 2. Measure, manage and report Scope 3 emissions to avoid and reduce emissions in our supply chain.	13.2	2-22 2-23 2-24 2-27 302-1, 3 305-1, 2, 5
	Goal 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.	13.2	2-9 2-22 2-23 2-24 2-27 201-2