



Announcement Summary

**Entity name**

COLES GROUP LIMITED.

**Date of this announcement**

Tuesday December 09, 2025

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

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

**Total number of +securities to be issued/transferred**

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
COLAA	PERFORMANCE RIGHTS	680,774	03/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

COLES GROUP LIMITED.

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

**1.2 Registered number type**

ABN

**Registration number**

11004089936

**1.3 ASX issuer code**

COL

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

9/12/2025

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Part 2 - Issue details

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

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

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

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

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

**ASX +security code and description**

COLAA : PERFORMANCE RIGHTS

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

3/12/2025

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

Yes

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

Yes

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

Name of KMP	Name of registered holder	Number of +securities
Leah Weckert	Leah Weckert	167,864
Sharbel Elias	Sharbel Elias	79,519
Matthew Swindells	Matthew Swindells	71,942
Anna Croft	Anna Croft	72,985

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

Performance rights are being granted to participants in Coles' FY26 Long Term Incentive plan. For further information on the terms of the awards, please refer to Coles' 2025 Notice of Meeting and Coles' 2025 Remuneration Report contained in Coles' 2025 Annual Report (both accessible via <http://www.colesgroup.com.au/investors/>).

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

Issue details

**Number of +securities**

680,774

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Part 4 - +Securities on issue

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

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

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

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
COL : ORDINARY FULLY PAID	1,342,138,540

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

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
COLAA : PERFORMANCE RIGHTS	2,209,703

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Part 5 - Other Listing Rule requirements

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

No

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

No

**5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

Yes

**5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

512,910

**5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?**

N/A

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