ESG REPORT
2026

WINNING WITH INDEPENDENTS

CONTENTS

ABOUT THIS REPORT

Metcash Limited (ASX: MTS) is Australia's leading wholesaler and service provider to independent businesses across food, liquor and hardware, headquartered at Macquarie Park, Sydney.

This is Metcash's fourth annual Environmental, Social and Governance (ESG) Report aligned with the Global Reporting Initiative (GRI) Standards, and our sixth sustainability report overall. This report has been prepared in accordance with these standards and covers the financial year ended 30 April 2026 (FY26).

This report covers the consolidated entity consisting of Metcash Limited and its subsidiaries (together referred to as Metcash), unless otherwise stated. The reporting boundary is based on the principles of operational control across the Food, Liquor and Hardware pillars.

Across this report we use the term 'sustainability' and the acronym 'ESG' interchangeably to refer to the environmental, social and governance matters relevant to and reported by Metcash.

Climate-related information pertaining to governance, strategy (including risks and opportunities), and Scope 1 and 2 emissions as disclosed in Metcash's FY26 mandatory sustainability report included in its financial statements, has been externally assured.

This report complements Metcash's other ESG public disclosures including:

- Annual Report
- Mandatory Sustainability Report
- Corporate Governance Statement
- Workplace Gender Equality Agency (WGEA) Report
- Modern Slavery Statement

For our Corporate governance charters, policies, codes and rules refer to https://www.metcash.com/corporate-information/corporate-governance/

For our Sustainability report archive refer to https://www.metcash.com/sustainability/

For any ESG queries or additional information, contact sustainability@metcash.com

ACKNOWLEDGEMENT OF COUNTRY

Metcash acknowledges the Traditional Custodians of the lands on which we live and operate, and we pay our respects to Elders past, present and emerging.

ABOUT METCASH

We are Australia's leading wholesaler and service provider to independent businesses nationwide. In addition to being an integrated wholesaler and scaled logistics operator, we are a retail banner owner, a retailer, a franchisor and a retail media operator.

OUR PURPOSE
WINNING WITH INDEPENDENTS

OUR ASPIRATION
TO BE THE #1 PARTNER, FUELLING AN UNSTOPPABLE NETWORK OF INDEPENDENTS

OUR VALUES

Better Together

Give a Damn

Back Local Brilliance

Results Matter

Champion Customers

FOOD

Metcash Food is the largest supplier to independent food businesses in Australia. We supply over a thousand independent supermarkets, including IGA and Foodland stores. Retail customers benefit from our scale, buying power and supplier funding so they can compete with the major chains and offer their shoppers value. Our Foodservice and Convenience business is the largest supplier to the petrol and convenience sector.

LIQUOR

Australian Liquor Marketers (ALM) is the largest supplier to independent retail stores and premises including pubs, clubs and bottle-shops. These stores include those operating under Independent Brands Australia (IBA) banners such as Cellarbrations, The Bottle-O, Porters Liquor, Thirsty Camel and IGA Liquor.

HARDWARE & TOOLS

Total Tools and Hardware Group is the leading supplier to small and medium home builders in Australia and supports the national Mitre 10 and Home Hardware brands. We are also the largest professional tools franchisor, with a network of over 130 Total Tools stores nationwide.

OUR BUSINESS FOOTPRINT

~6,300
bannered retail stores

~105,000
customers

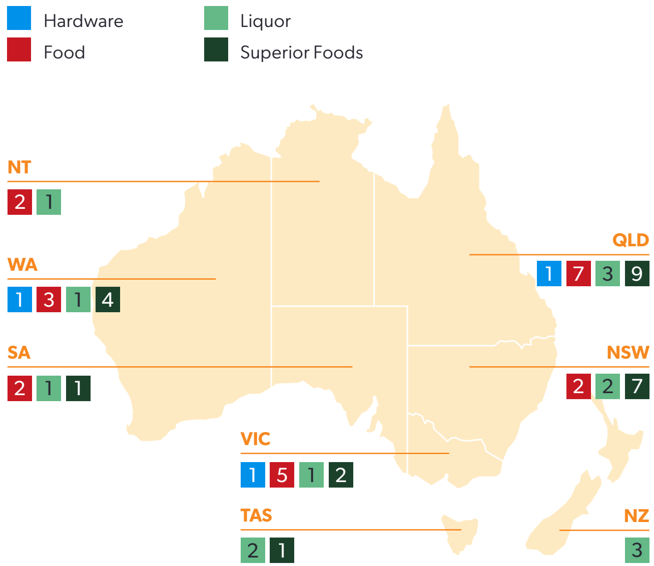
~4,800
contract customers/stores

95%
of Australians served

~5,500
suppliers

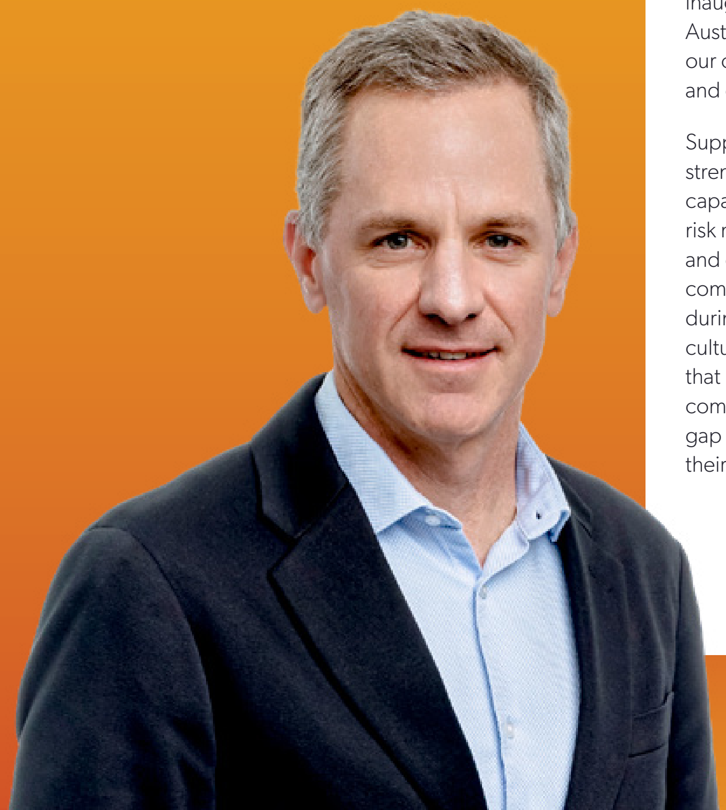
62
distribution centres

OUR DISTRIBUTION NETWORK



MESSAGE FROM THE CEO

At Metcash, our purpose is clear: Winning with Independents, helping independent retailers compete, grow and thrive while creating sustainable value for shareholders. Sustainability is core to how we support retailers, serve customers, develop our people, strengthen communities and manage environmental impacts.



Welcome to Metcash's 2026 ESG Report. While sustainability is an ongoing journey, we are proud of the meaningful progress we have achieved so far. This report provides an annual overview of our ESG initiatives and demonstrates our commitment to deliver sustainable outcomes for all stakeholders.

We reached a major milestone in November 2025, achieving our long-standing target of sourcing 100% renewable electricity for all Australian sites under our operational control, excluding the recent acquisition of Superior Foods. I am pleased to report that, as of 1 May 2026, we extended this achievement to include all operationally controlled sites in Australia, including recent acquisitions. This was achieved through a combination of onsite solar generation and the procurement of renewable energy certificates. In addition, we successfully met all of our seven responsible sourcing commitments. Our waste management outcomes improved again this year, with 74.9% diversion from landfill across monitored warehouse sites.

A major FY26 compliance milestone was the publication of our inaugural mandatory Sustainability Report, prepared in line with Australia's new climate reporting requirements. The report reflects our commitment to effective management of climate-related risks and opportunities.

Supporting our people remains a top priority. We have strengthened our focus on safety leadership, wellbeing and capability development, while continuing to invest in proactive risk management and safer workplaces. As we continue to grow and onboard new businesses, we have remained steadfast in our commitment to safety. Maintaining TRIFR (our key safety measure) during this period of expansion is a testament to our strong safety culture. In relation to diversity, equity and inclusion, we were pleased that Equileap recognised Metcash as being in the top cohort of companies in developed countries that had closed the gender pay gap and one of only six companies globally that stood out for both their transparency and performance.

We continued our support for community partnerships. Through IGA Community Chest ~$4 million was contributed to beneficiaries across Australia. We also helped deliver more than 2.2 million meals by redirecting surplus food to people in need in partnership with Food for Change and other charitable organisations.

Across our supply chains, we strengthened responsible sourcing, human rights due diligence and product stewardship initiatives. We also increased supplier engagement, expanded modern slavery audit coverage and continued improving sustainable packaging outcomes across our private label portfolio.

In FY27, we will re-engage with stakeholders and update our materiality assessment, aligned with GRI stakeholder engagement processes, to ensure our sustainability strategy remains focused on emerging risks, opportunities and stakeholder priorities. We will also continue embedding sustainability into business planning, risk management and decision making across the Group.

I would like to thank our team members, independent retailers, customers, suppliers, investors and community partners for their continued support. Together, we are building a more resilient Metcash, developing stronger local communities and creating sustainable value for future generations.

Doug Jones
Group CEO

FY26 AT A GLANCE

Dow Jones Sustainability Indices (DJSI)

89th percentile

(90th percentile in FY25)

100% renewable electricity use across own operations[1] from November 2025

Monash Modern Slavery Statement Rating

'A'

(up from 'B' rating for previous report)

OUR PEOPLE

Ranked #9

Randstad's Top 20 Most Attractive Australian Employers

Total Reportable Injury Frequency Rate

17.8

TRIFR 17.8[2] in FY25

One of Six

global companies that closed the gender pay gap and stood out for impressive transparency and performance[3]

OUR PLANET

Market-based Scope 1 and Scope 2 emissions

▼ **22.7%** from FY25

FY26 interim target achieved

Diversion from landfill across monitored warehouse sites

74.9%

▲ from 64.0%[4] in FY25

~84%[5]

of Food Private Label packaging components sourced from recyclable materials

OUR COMMUNITY

Donations through IGA community chest program

~$4.0m

▲ from $2.6m in pcp

Meals donated

~2.2m

~2.3m meals in FY25

100%

Private Label shell eggs sourced from cage-free or higher certified farms

1. Excluding Superior Foods, Bianco and Alpine. From 1 May 2026, the commitment extends across all operationally controlled Metcash operations in Australia.
2. FY25 TRIFR value has been revised to 17.8 from 13.8 to reflect the inclusion of acquired businesses, including Superior Foods.
3. As per Equileap 2026 Gender Equality Global Report and Ranking.
4. Includes a significant spoilage event resulting from an unexpected chiller breakdown at the Crestmead Distribution Centre, with affected stock disposed of to landfill.
5. Cumulative over last four years and excludes Superior Foods.

GOVERNANCE AND REPORTING

At Metcash, sustainability is integrated into decision making, risk management and business strategy, with Board and executive oversight. Defined targets, transparent reporting and shared accountability support performance and ongoing improvement, helping build stakeholder trust and create long-term value for the business and communities.

SUSTAINABILITY GOVERNANCE

Metcash's sustainability approach is supported by a governance framework that promotes accountability, oversight and long-term value creation. The framework is supported by various policies and standards that establish ESG expectations for employees, suppliers and business partners.

The Metcash Board holds ultimate accountability for sustainability performance, overseeing ESG risks, opportunities, policies and progress. The Board's Safety and Sustainability Committee supports this oversight by integrating ESG considerations into business strategy, operations and risk management. ESG risks are managed through Metcash's enterprise risk management framework, while responsibility for day-to-day sustainability management is delegated to the ESG Council. The ESG Council comprises the Group Leadership Team (GLT) and is led by the Group CEO. It oversees the integration of sustainability into strategy and operations, sets priorities, monitors performance, and directs the Corporate Sustainability function in delivering its objectives.

Key ESG policies and standards include the Code of Conduct, Diversity Policy, Modern Human Rights and Anti-Slavery Policy, Risk Management Policy, Whistleblower Policy, Safety Health and Environment (SHE) Policy, and SHE Management System Framework and Safety Governance Standard.

Metcash's Sustainability Governance Structure

METCASH BOARD

Responsible for providing leadership and oversight on the Company's sustainability vision, management systems and processes; and accountable for its sustainability performance.

SAFETY AND SUSTAINABILITY COMMITTEE

Responsible for setting the Company's ESG strategy, standards, policies and practices, while providing oversight on its ESG risks, opportunities and performance.

AUDIT, RISK AND COMPLIANCE COMMITTEE

Oversees ESG risks from a risk management, financial and operational perspective and ensuring reliability of reported data and associated systems and processes.

PEOPLE, CULTURE AND NOMINATION COMMITTEE

Oversees sustainability-related measures within remuneration and performance frameworks, including reviewing sustainability KPIs and their alignment to long-term value creation.

ESG COUNCIL

Leads the coordination and delivery of the Group's sustainability approach, initiatives, monitoring progress against priorities and supporting the preparation of sustainability disclosures.

AASB S2 STEERING COMMITTEE

Operates as the working forum of the ESG Council, coordinating cross-functional inputs, data, methodologies and disclosures to support mandatory climate reporting.

STAKEHOLDER ENGAGEMENT AND MATERIALITY

We have adopted a structured approach to understand and respond to the priorities of our key stakeholders. Through regular engagement with consumers, independent retailers and customers, suppliers, employees, communities, investors and regulators, we gather insights that inform decision making, support our ESG objectives and help create long-term value.

As part of aligning our ESG reporting with the GRI Standards, we conducted an initial materiality assessment to identify the ESG topics most relevant to our business and stakeholders. Input was gathered from internal and external stakeholders through interviews, surveys and group discussions, supported by a review of peer practices, policies and disclosures. The resulting material topics reflect the ESG issues most significant to both Metcash and our stakeholders.

In FY27, we will reassess our material topics to ensure our ESG strategy remains aligned with evolving stakeholder expectations, sustainability challenges and changes in the operating environment. This assessment will consider our impacts on people, communities and the environment, and the financial implications of sustainability-related issues for our business. The outcomes will inform our strategy, risk management, target setting and sustainability reporting going forward.

By integrating stakeholder insights into risk management and strategic planning, we aim to keep our ESG priorities relevant, responsive and aligned with supporting independent retailers and strengthening local communities.

MATERIALITY MATRIX AND STAKEHOLDER ENGAGEMENT OUTCOMES

- Governance and Reporting
- Our Planet
- Our People
- Our Community

- A GHG emissions reduction, energy and climate resilience
- B Waste management, recycling and circular economy
- C Human rights and modern slavery risk management
- D Retailers' sustainability performance
- E Transparency, ethics and integrity
- F Responsible procurement
- G Cyber security and data privacy
- H Diversity and inclusion
- I Responding to changing regulations and consumer preferences
- J Employee health, safety and wellbeing
- K Community engagement and impact
- L Employee engagement, development and retention
- M Water stewardship
- N Consumer health and nutrition
- O Consumer engagement and education

Stakeholders	Purpose of Engagement	Engagement Mechanisms	Outcome of Engagement	Material Issues
Consumers	To understand consumer expectations on value, sustainability, and product impact.	Online surveys, focus groups, social media interactions	Enhanced product offerings aligned with customer expectations, improved transparency on recyclability, traceability and sustainable packaging.	B G I N O
Retailers	To support independent retailers and align operational and sustainability initiatives.	Trade shows, workshops, surveys	Stronger retailer performance and resilience, improved adoption of sustainability projects and enhanced local economic contribution.	A B D E K
Suppliers	To ensure ethical, responsible, and sustainable sourcing across supply chains and align sustainability initiatives.	Trade shows, workshops, surveys	Improved supplier compliance, better visibility of ESG risks and traceability, targeted mitigation of human rights and environmental issues.	A B C E F
Employees	To attract, retain and engage employees while ensuring a safe, diverse and inclusive workplace.	Workshops, training, town halls, newsletters	Improved engagement scores, reduced injury rates, strong gender diversity outcomes and inclusive workplace culture.	H J L
Communities	To create positive social impact and support local communities.	Surveys, interactions, feedback	Increased community support including food donations, stronger community relationships and enhanced reputation.	K N O
Investors	To understand ESG expectations, provide transparent ESG performance and demonstrate long-term value creation.	Surveys, meetings	Increased investor confidence, improved ESG ratings, and greater transparency in sustainability performance.	A C E I
Government/ Regulators	To ensure compliance with regulations and laws and contribute to policy development.	Consultations, industry association meetings	Strong regulatory compliance, reduced legal risk, and collaboration on sustainability initiatives.	E I

OUR PEOPLE

We are focused on fostering an inclusive, safe and high-performing workplace, attracting and developing talent and strengthening organisational capability. Through learning, development and engagement initiatives, we support our people to contribute effectively while promoting diverse perspectives and a culture of accountability, collaboration and innovation.

DIVERSITY, EQUITY AND INCLUSION

Metcash strives to foster a diverse, equitable and inclusive workplace where team members feel valued and able to contribute. This year we continued to strengthen inclusive practices and promote a culture of belonging across the organisation. We recognise that diverse perspectives support innovation, decision making and long-term business performance.

Our Diversity, Equity and Inclusion (DEI) approach is embedded within our people and culture strategy and focuses on:

- Championing diversity at all levels.
- Embedding policies and practices that are inclusive and promote accountability, fairness and transparency.
- Building inclusive collaboration through diverse perspectives.
- External benchmarking and accreditations.

DEI is overseen by senior leadership and supported by governance frameworks, policies and regular reporting. Key frameworks include the Board's People, Culture and Nomination Committee Charter, Code of Conduct and Diversity Policy. These are supported by appropriate training and reporting mechanisms. Policies are reviewed periodically to maintain alignment with regulatory requirements and leading practice.

Progress is monitored through workforce data, employee feedback and the performance of targeted initiatives, helping identify opportunities for improvement and inform future priorities.

GENDER EQUITY

Metcash is committed to providing a safe, respectful and inclusive workplace where all employees can have equitable access to opportunities. We continue to progress towards our 40:40:20 gender representation target.

Female Representation at Metcash

32%
across the Group

50%
among non-executive Directors

43%
across the Board

56%
across Group Leadership team

45%
among total salaried population

Our Workplace Gender Equality Agency (WGEA) assessment reported a median gender pay gap of 2.7% for the most recent reporting period. This outcome falls within WGEA's target range and is considered neutral, reflecting the effectiveness of our balanced approach to remuneration.

Metcash's commitment to gender equity has also been recognised by Equileap. In its 2026 Report, Metcash was recognised as one of six global organisations who stood out for impressive transparency and performance in closing the gender pay gap.

Employee feedback further reinforces these results, demonstrating continued progress in fostering an inclusive workplace and advancing gender equity. Together, these outcomes reflect our ongoing focus on inclusive leadership, equitable practices, and accountability, ensuring team members have the opportunity to succeed and contribute to our long-term success.

2026 EMPLOYEE ENGAGEMENT SURVEY

89%
agree that gender-based and sexual harassment are not tolerated

85%
agree that leaders support success and progress of all genders

85%
agree that their manager genuinely supports gender equality

AMPLIFY PODCAST SERIES – INTERNATIONAL WOMEN'S DAY 2026

To mark International Women's Day 2026, Metcash leveraged its Amplify podcast platform to host conversations on career progression, barriers to advancement, and the role of support in enabling success. Hosted by our Chief People and Culture Officer Kobie Taylor, the three-part series featured senior leaders sharing insights on navigating challenges, supporting others, and encouraging inclusive workplaces. The series provided an opportunity for employees and leaders to share experiences and perspectives, helping promote discussion about inclusion, leadership and career development across the organisation.

ALLYSHIP

Our approach and practices are underpinned by a core principle: allyship. At Metcash, allyship is central to how we foster a culture of belonging. It goes beyond inclusion by ensuring every voice is heard and has the opportunity to influence better decisions, stronger teams, and improved business outcomes.

We bring this principle to life through everyday actions such as listening with intent, creating space for authenticity, and supporting one another in moments that matter.

Our 'How to Be an Ally' workshops help turn allyship into action by equipping team members with practical tools to build trust, speak up, and support others. These behaviours contribute to psychologically safe teams, stronger decision making, and greater opportunities for people across the business to contribute, influence outcomes, and succeed.

Results from the 2026 Employee Engagement Survey highlight the vibrancy and diversity of our workforce and reinforce the importance of continuing to build an inclusive and supportive workplace where all employees can thrive.

2026 EMPLOYEE DIVERSITY SURVEY INSIGHTS

31.1%
with a culture or ethnicity other than Australian

6.5%
live with a disability (learning, mental or physical)

50.6%
have parenting or caregiving responsibilities outside of work

3.8%
from LGBTQIA+ community

5.3%
First Nations (Aboriginal, Torres Strait Islander or Māori)

HELPING KELSIE SUCCEED

Kelsie, a team member at Metcash's Northern Territory distribution centre, is neurodiverse and works as a high-reach forklift operator in a role suited to her strengths. A structured and supportive work environment helped Kelsie to build confidence, develop new skills and contribute to team performance. Her experience demonstrates how inclusive leadership and workplace practices can help team members reach their potential while supporting positive team and business outcomes. Kelsie credits her leaders for supporting her development and creating opportunities to succeed.

HEALTH, SAFETY AND WELLBEING

The health, safety and wellbeing of our people, contractors and partners remains a core priority for Metcash. In FY26, we continued to strengthen our safety culture, recognising that safe and healthy workplaces are fundamental to operational performance and employee engagement.

Metcash adopts a proactive approach to health, safety and wellbeing, underpinned by risk management, continuous improvement and ISO 45001 principles across our operations. This approach aligns with regulatory requirements and industry standards. Our focus areas include:

- Identifying, assessing and mitigating workplace hazards.
- Promoting shared accountability and leadership commitment.
- Supporting mental health, resilience and employee wellbeing.

The Board and executive leadership provide oversight on health and safety governance. Key governance documents include the Board's Safety and Sustainability Committee Charter, Safety Health and Environment (SHE) Policy, SHE Management System Framework and Safety Governance Standard. These are supported by mandatory training, clear accountabilities and ongoing monitoring. Internal audits and incident investigations help ensure risks are addressed and lessons are incorporated into future practices. Performance is monitored through tracking and reporting of safety metrics such as the Total Recordable Injury Frequency Rate (TRIFR).

SAFETY PERFORMANCE AND LEAD INDICATORS

At the end of FY26, our rolling 12-month TRIFR was 17.77, a slight improvement on the restated FY25 result of 17.79. The FY25 TRIFR was recalculated from 13.80 following the inclusion of acquired businesses, including Superior Food Services. Lead safety indicators exceeded annual targets by 42%, reflecting strong participation in safety conversations, inspections, hazard reporting and critical risk reviews across the Group.

2026 SHE HIGHLIGHTS

15,800+
SHE engagements completed

12,400+
inspections carried out

9,500+
hazards reported

10,300+
critical risk reviews completed

We have increased our focus on the quality and effectiveness of these activities to ensure critical controls were operating as intended. While four potential critical incidents were recorded in Q1 FY26, no other critical incidents were reported during the year.

Manual handling, contact with moving or fixed objects, and slips, trips and falls remained the most common injury mechanisms. In response, we further strengthened critical risk controls, enhanced frontline assurance activities and implemented targeted prevention measures, including customised training and wearable technology to help reduce exposure to high-risk tasks and prevent serious injuries.

ADVANCING SAFETY THROUGH TECHNOLOGY

During the year, we implemented the Evotix Safety Management Platform across all pillars, which was a significant milestone in our safety systems transformation. Supporting majority of our sites, the platform enables consistent, centralised safety reporting and data analysis. We also continued the roll-out of LinkSafe contractor and transport management functionality to strengthen contractor compliance, site access governance and transport assurance. Deployment across acquired businesses and operational areas will continue in phases.

We also enhanced our SHE Management System through updates to key standards, procedures and tools, including incident management, chain of responsibility, safe site deliveries, racking safety and emergency management.

STRENGTHENING OUR SAFETY CULTURE

Building a strong safety culture remained a key priority in FY26. Our Work Safe, Team Safe, Home Safe program continued to reinforce the shared responsibility of keeping ourselves and others safe.

We evolved our Leading SHE at Metcash program into the Lead Safe safety leadership framework to strengthen frontline capability, accountability and critical risk management. The framework equips leaders with practical tools to manage risks, reinforce safe behaviours and support team wellbeing, while promoting consistent leadership expectations across the business. Following positive feedback from the FY26 pilot, a phased roll-out is planned for FY27.

We also conducted our second Group-wide Safety Culture Survey, providing insights into leadership effectiveness, engagement, psychosocial safety and risk management capability. These findings are helping shape improvement plans and future leadership initiatives.

PROACTIVE RISK MANAGEMENT AND ASSURANCE

Throughout FY26, we strengthened proactive risk management and critical control assurance. Critical risk reviews were revised and simplified to improve usability, focus on critical controls and support frontline verification. Completion rates improved during the year, supported by stronger leadership engagement and streamlined tools. We also introduced a site risk profile tool to help leaders assess site-level risks, prioritise actions and target operational support. Audit functionality was integrated into Evotix, improving visibility of actions, accountability and risk assurance. In addition, we expanded our site safety support program through targeted site visits focused on critical risks, leadership engagement and operational improvement opportunities.

TRANSPORT SAFETY MANAGEMENT

During the year, we implemented several initiatives to strengthen transport safety compliance, driver capability and operational controls. These included updated Chain of Responsibility and driver eLearning programs covering fatigue management, fitness for work, safe driving and incident response, as well as updates to our Safe Site Delivery Standard.

We participated in National Road Safety Week and introduced digital vehicle pre-start inspections through Evotix to improve fleet oversight and maintenance visibility. Traffic management controls were also enhanced at Food and Liquor mega distribution centres through the installation of A-Safe polymer safety barriers, improving separation between pedestrians and mobile plant and reducing interaction risks.

SAFETY LENS: AI-ENABLED PROACTIVE RISK PREVENTION

We piloted the AI-enabled CCTV solution, Safety Lens, at our Huntingwood DC to support proactive safety management. Using existing CCTV infrastructure, it identifies unsafe behaviours and risk events in real time. During the 12-week pilot, based on the recorded safety events, the daily risk exposure was reduced by over 75%.

The solution helped identify recurring risks, particularly exclusion zone breaches, enabling targeted coaching and stronger frontline engagement. It was implemented with privacy safeguards, including clear communication, signage, and masking and blurring features, with footage used only for workplace safety purposes. Following the successful pilot, we plan to expand the solution to additional sites.

HEALTH, WELLBEING AND PSYCHOSOCIAL SAFETY

We have refreshed wellbeing resources, enhanced employee toolkits, introduced psychosocial safety training, improved fitness-for-work processes and strengthened early intervention and rehabilitation support through AXIS, our external workplace health and rehabilitation provider.

Our Mental Health First Aid program continued alongside initiatives such as R U OK? Day campaigns and promotion of Employee Assistance Program (EAP) services. We also completed a Group-wide psychosocial risk assessment, with insights used to inform ongoing improvements. During the year, our Injury Management team received the National Safety Council of Australia (NSCA) Foundation Award for Best Return and Recovery at Work System, recognising its structured approach to recovery and return-to-work outcomes. Metcash also achieved Master Workplace recognition from Mental Health First Aid Australia.

LEARNING AND DEVELOPMENT

Attracting, developing and retaining top talent is critical to Metcash's long-term success and business sustainability. We recognise that capability development and meaningful engagement drive performance and innovation. Our focus is on building a skilled, adaptable and motivated workforce that can respond to a changing business and retail environment.

Metcash's talent strategy supports employee growth, leadership capability and workforce stability through learning and development, performance and engagement, and retention and succession planning. Talent management is overseen by executive leadership, with accountability for workforce planning and development outcomes. Regular reporting supports transparency and alignment with strategic priorities.

Key frameworks have been established by our People and Culture team to support the strategy. These frameworks are supported by systems and tools that promote consistent implementation across the organisation. Regular reviews help ensure policies remain competitive, equitable, and aligned with market practices.

We measure effectiveness through employee engagement surveys, retention metrics and performance outcomes. These insights help refine programs and ensure alignment with business needs and employee expectations.

We endeavour to create learning experiences that improve performance, build future-ready skills and support career growth. Our Learning, Leadership and Talent team is responsible for developing people capabilities across the business.

METCASH LEARNING HUB

The Learning Hub is Metcash's central learning platform providing simple, secure access to onboarding, development programs and mandatory training, while allowing employees to track progress in one place. It also enables us to track and monitor training completion and engagement.

Each year, we identify priority capability needs across the enterprise and business units, then design targeted learning programs and resources.

Development focuses on six areas:

- Leadership and people capability
- Digital and technology skills
- Change and resilience
- Role-specific expertise
- Career and mobility capability, and
- Core workplace skills.

We partner with external providers to deliver facilitated virtual workshops on business and digital skills, alongside in-person workshops on communication, presentation skills and leading change.

In addition, employees undertake many hours of on-the-job learning, coaching and informal development that is not formally tracked.

KEY FY26 LEARNING HIGHLIGHTS INCLUDE:

33,700+
hours of total course duration

290+
hours of growth faculty learning

34,000+
hours of total learning delivered

8,500+
unique users

~4
hours of average learning time per user

SCALING AI ACROSS METCASH

In partnership with Microsoft, we deliver AI masterclasses combining hands-on learning with practical application, helping teams use AI tools confidently and responsibly. These sessions covered introductory and advanced use cases, with a focus on real business outcomes such as streamlining workflows, improving content creation, and developing fit-for-purpose Copilot agents tailored to team needs. As adoption grows, these capabilities will be embedded in day-to-day operations and shared across teams. This learn-by-doing approach is scaling best practices, turning individual capability gains into broader business impact and unlocking new ways of working across Metcash.

OUR PEOPLE CONTINUED

SUPPORTING GROWTH AND LEADERSHIP

At Metcash, we support career growth by removing barriers to advancement and creating clear pathways into current and future roles. Our new Group-wide Talent Framework provides consistency, transparency and rigour to talent identification, development and progression.

Using evidence-based capability assessments, the framework improves talent visibility across the organisation and enables more targeted succession planning and investment in future leaders. It also underpins initiatives such as Strive, our flagship program designed to accelerate female leadership capability and strengthen diverse leadership pipelines. Participants can build readiness for progression and long-term growth through assessment, targeted development, senior leader sponsorship, coaching and peer networks.

Kylie Wallbridge, CEO ALM, at a leadership workshop.

Our leadership capability programs include:

- Leadership Impact
- Frontline Leadership
- Constructive Leaders
- Leader as Coach
- Leading Change
- Building High-Performing Teams

Together, these initiatives enable more disciplined, data-informed talent decisions, strengthen organisational capability, and build a deeper, more diverse leadership pipeline for the future.

FLEXIBILITY AND AUTONOMY

Flexibility and autonomy are key to workforce engagement and performance. With 51% of our team members reporting parenting or caring responsibilities outside of work, flexible work practices continue to be a priority and key driver for our people. Our approach reflects the diverse needs of our people while strengthening the practices that help them perform at their best.

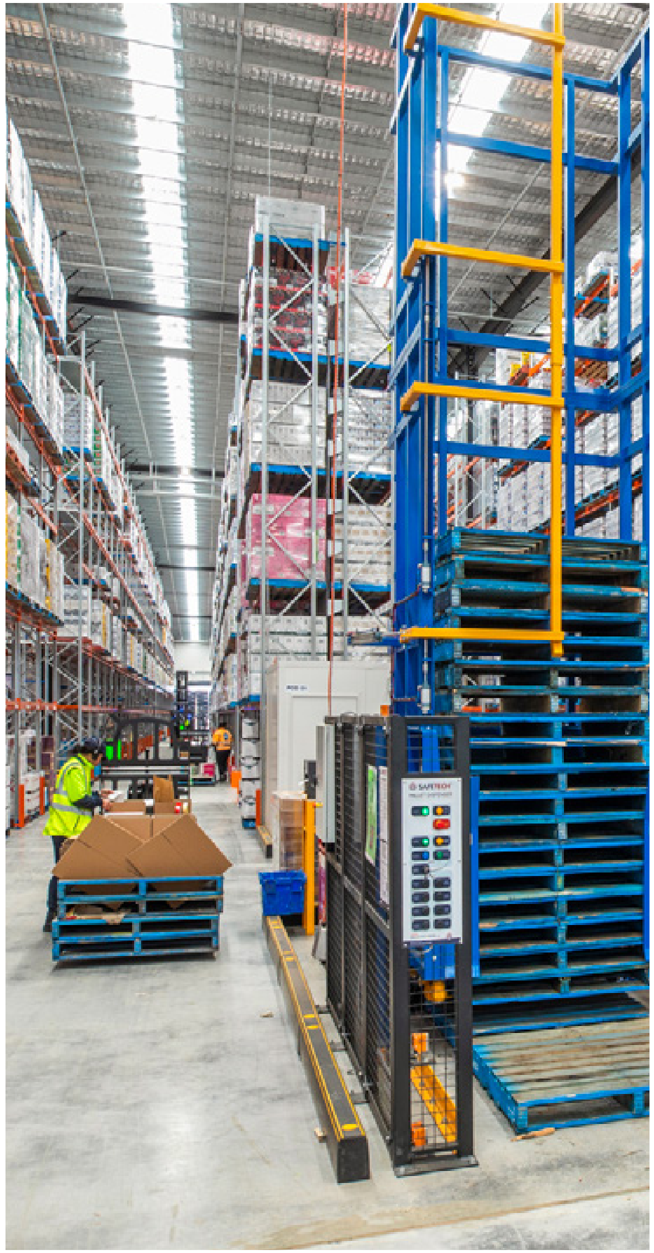
In our 2026 engagement survey, 82% of desk-based and 74% of frontline team members felt supported to use flexible working arrangements; demonstrating progress achieved in environments where flexibility can be challenging to deliver.

Autonomy remains a key driver of performance and growth, with 84% of our team members reporting they have what they need to be effective. These results reflect a consistent shift towards more empowered and flexible ways of working.

For Mark, greater flexibility through roster changes has improved work-family balance by removal of weekend shifts and aligning hours with school pick-up times. Increased autonomy has enabled him to build on existing skills and take on new challenges.

“It means everything to me.”

Mark, ALM Warehouse Team Member



OUR PLANET

We recognise that environmental management is important to the long-term resilience of our business, the success of our independent retailers and the communities we serve. Our priorities include reducing greenhouse gas emissions, improving energy efficiency, increasing renewable energy use, minimising waste, as well as strengthening resource management across our value chain. We continue to integrate environmental considerations into our operations and decision making, supporting long-term value creation for stakeholders and business sustainability.

Metcash tree plantation drive with Greening Australia.

ENERGY AND EMISSIONS

Metcash recognises the importance of climate action in supporting long-term value and business resilience. We continue to implement energy efficiency projects, increase renewable energy use and reduce greenhouse gas emissions across our operations and distribution network. We also support value chain decarbonisation through collaboration with independent retailers, suppliers and partners.

We adopt a structured, data-driven approach to energy and emissions management, aligned with evolving climate-related requirements. Key focus areas include:

- Monitoring and optimising energy use
- Increasing renewable energy use
- Reducing absolute emissions
- Improving transparency and reporting with suppliers and partners

Energy and emissions oversight is exercised by senior leadership and relevant Board committees to ensure alignment with strategy and risk management. Key frameworks include the Board's remit on Climate Change under AASB S2, the Board's Safety and Sustainability Committee Charter, ESG Council and AASB S2 Steering Committee Remits. These are supported by internal controls, reporting processes and periodic reviews. Performance is monitored through energy and emissions data, while climate-related risks and opportunities are assessed through enterprise risk management processes in line with AASB S2.

ENERGY USE AND MANAGEMENT

As a business operating a national network of distribution centres, retail sites, offices and logistics facilities, effective energy management is critical to operational efficiency, cost management and delivering our climate commitments.

Metcash's energy management strategy is guided by four key principles that underpin management action:

Improve operational energy efficiency

Increase renewable electricity use

Integrate energy performance into capital investment decisions

Support emissions reduction and climate resilience objectives

We consume energy across a range of operational activities, including:

- Distribution centres and warehouses
- HVAC and refrigeration systems
- Corporate offices and operations
- Retail stores under operational control
- Data centres and IT infrastructure
- Material handling equipment
- Company-owned vehicles
- Backup power generation systems

Group Energy Use

Energy [GJ]	FY26	FY25
Electricity	398,397	388,602
Liquid Fuels	323,125	317,172
Gaseous Fuels	9,281	8,773
Total Energy	**730,803**	**714,548**
Energy Intensity [GJ/sq.m]	**0.52**	**0.49**

RENEWABLE ENERGY TRANSITION

Metcash made a voluntary commitment to source 100% renewable electricity for sites under its operational control by November 2025. We are pleased to report that this has been achieved. This commitment was made prior to the acquisition of Superior Foods in June 2024. As of 1 May 2026, it has been extended across all operationally controlled Metcash operations in Australia. This commitment drives our renewable energy transition roadmap through a combination of onsite solar generation and the voluntary surrender of renewable electricity certificates.

To support our renewable energy ambition, we voluntarily surrendered 36,500 Large-scale Generation Certificates (LGCs) covering the period from 1 November 2025 to 30 April 2026. In addition, we have proactively surrendered 110,000 LGCs covering the period from 1 May 2026 to 30 April 2027, reflecting our commitment to source renewable electricity across all operationally controlled Metcash operations in Australia from FY27. Following the completion of FY27, total electricity consumption will be reconciled against procurement, and we will surrender additional LGCs if required.

At the end of FY26, Metcash had 8,289 kWp of installed solar capacity, which produced more than 6.6 GWh of renewable electricity during the year. This continued use of on-site solar reflects our commitment to reducing reliance on grid-supplied electricity.

Group Solar Energy Use

Solar [MWh]	FY26	FY25
Generated	6,646	5,888
Consumed	5,728	4,958
Exported	918	930

Our Truganina Distribution Centre in Victoria remains a landmark project in Metcash's renewable energy transition. The facility features a 2.7 MW rooftop solar installation supported by a GreenPower agreement. It operates under an all-electric model and has achieved a 5-Star Green Star certification. As Australia's largest single-storey warehouse, Truganina demonstrates how energy-efficient design and renewable energy integration can support lower-emissions operations at scale.

Solar installation at Truganina DC.

OPTIMISING ENERGY USE

Metcash has continued to identify and implement energy efficiency opportunities across its distribution centre (DC) and store network.

Refrigeration

Refrigeration remains one of the major energy users across operations. During FY26, reviews identified further opportunities to improve performance and reduce energy use. These included refrigeration metering at the Crestmead DC in Queensland and a variable head pressure control project at the Huntingwood DC in New South Wales. Reviews at the Truganina DC also identified opportunities to optimise refrigeration setpoints in confectionery storage and draft beer areas. To improve equipment monitoring and emissions reporting, refrigerant top-up tracking was expanded to all refrigeration assets.

Lighting

Site energy assessments identified opportunities for lighting upgrades and control optimisation. At Truganina DC improvements to lighting schedules and controls were projected to reduce lighting electricity consumption by more than 10%. A lighting upgrade design has been developed for Crestmead DC.

Fleet and Equipment Modernisation

Metcash continued to assess opportunities to modernise fleet assets and operational equipment, focusing on more energy-efficient technologies where commercially and operationally viable. We continue to replace passenger vehicles with hybrid models while assessing the suitability of fully electric vehicles, particularly for regional operations. We are also monitoring battery electric truck developments and evaluating opportunities alongside onsite solar, battery storage and fleet electrification initiatives. For forklifts and material handling equipment, we continue transitioning from LPG to battery-powered alternatives.

Building Automation and Control Systems

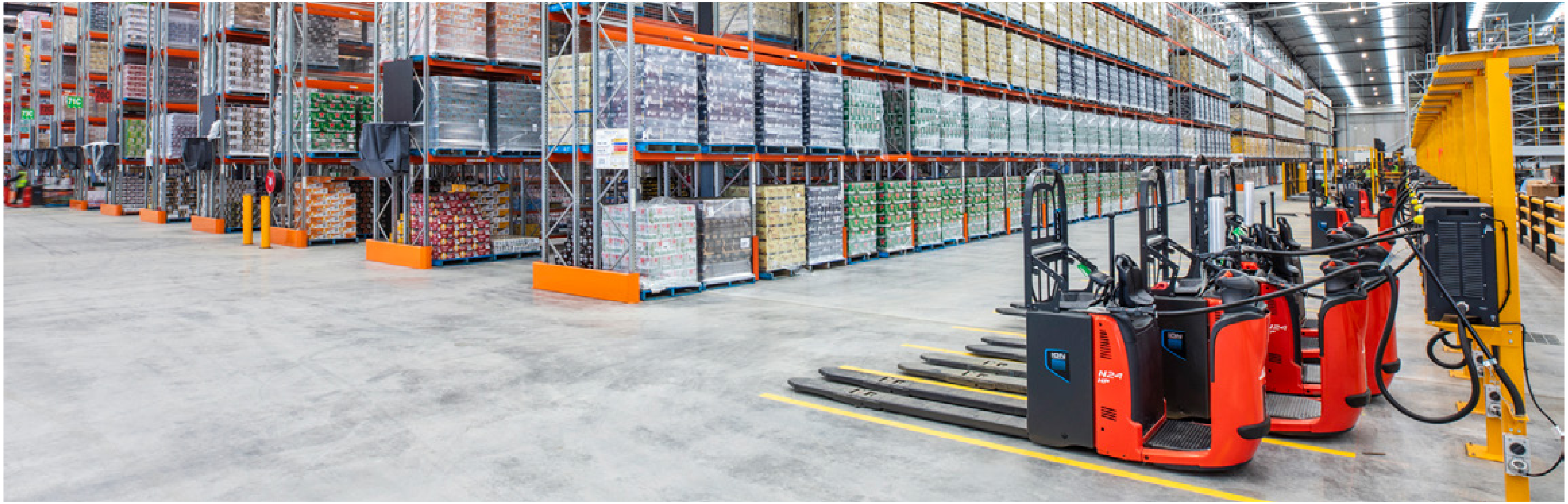
During FY26, opportunities were identified to enhance Building Management System (BMS) functionality, optimise controls, and improve energy visibility.

Energy Analytics

Under a grant-funded initiative, we developed a metering and monitoring plan for Huntingwood DC, planned for implementation in FY27 to provide greater visibility of energy consumption.

Energy performance is monitored using 15-minute interval data covering electricity consumption, demand, solar generation, ambient temperature, and solar irradiance. We utilise an online platform that provides site and portfolio-level dashboards to support benchmarking, monitoring, and identification of energy-saving opportunities.

FY26 activities focused on reducing out-of-hours energy use, managing demand peaks, monitoring solar performance, and addressing electrical inefficiencies. These analytics identified 32 energy efficiency opportunities, of which 23 were implemented in the year, delivering an estimated 545 MWh of avoided electricity consumption and 338 tCO_2e emissions reductions. Eight opportunities remain under assessment, and one was discontinued following site divestment. These initiatives support ongoing improvements in operational efficiency, energy use and emissions performance.



SCOPE 1 AND SCOPE 2 EMISSIONS

In June 2026, Metcash published its inaugural mandatory Sustainability Report in its financial statements, incorporating climate-related financial disclosures prepared in accordance with the Corporations Act 2001 and AASB S2 Climate-related Disclosures. This report provides detailed information regarding Metcash's climate-related governance, strategy, risk management processes, climate resilience and scenario analysis, as well as metrics and targets relating to Scope 1 and Scope 2 greenhouse gas emissions. To avoid duplication and align with the cross-referencing provisions of AASB S2, this ESG Report provides a high-level summary of climate-related risks, opportunities and emissions performance. Readers seeking detailed information on Metcash's climate-related disclosures, targets and progress should refer to the FY26 Sustainability Report, available through the link provided in the About This Report section on page 2.

Group Scope 1 and 2 Emissions

Emissions [tCO_2e]	FY26	FY25
Scope 1 Emissions	46,442	34,712
Scope 2 Emissions (location-based)	69,179	66,874
Scope 2 Emissions (market-based)	41,143	101,586
Total Emissions (location-based)	115,621	78,624
Total Emissions (market-based)	**87,585**	**113,336**

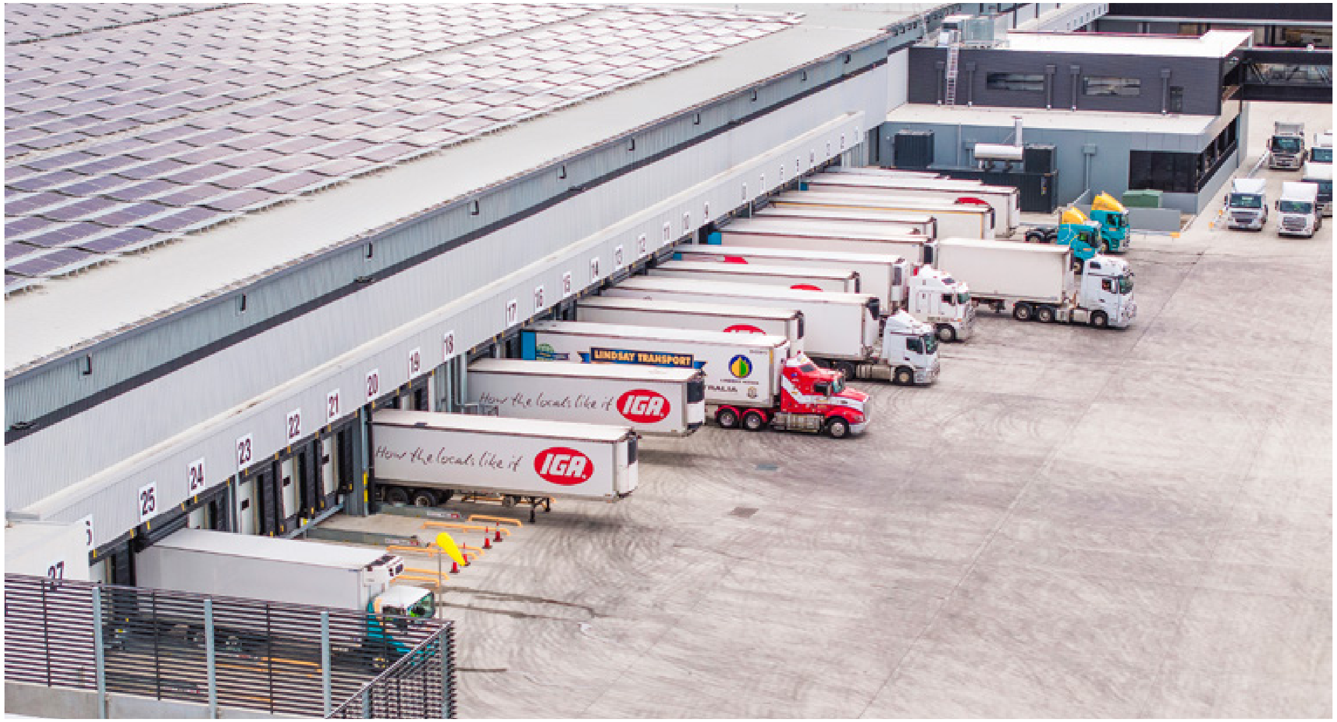
During the year, Scope 1 and location-based Scope 2 emissions increased primarily due to the expansion of Metcash's operational boundary that led to the inclusion of additional assets under operational control, as well as the inclusion of equipment with low refrigerant inventories. In contrast, market-based Scope 2 emissions decreased significantly following the surrender of Large-scale Generation Certificates (LGCs) in support of Metcash's commitment to source 100% renewable electricity. Under the market-based method, renewable energy instruments such as LGCs can be used to recognise the renewable attributes of purchased electricity, resulting in lower reported emissions. Consequently, the increase in emissions associated with the expanded operational footprint was partially offset under the market-based methodology through the recognition of renewable electricity procurement.

SCOPE 3 EMISSIONS

Most of Metcash's emissions occur in its value chain and are reported as Scope 3 emissions. The scale and complexity of our network, including thousands of independent retailers across Food, Liquor and Hardware pillars, makes obtaining primary emissions data and influencing outcomes beyond our direct control challenging. Despite this, we have progressively expanded our Scope 3 inventory, improving data coverage and methodologies across both upstream and downstream activities.

Historically, Scope 3 calculations relied largely on industry-average emission factors and spend-based methodologies due to limited product-specific lifecycle data. In FY26, we continued integrating lifecycle assessment (LCA) data into our calculations, increasing the use of primary activity data and improving product category mapping to LCA emission factors.

We also expanded the use of weight- and volume-based emission factors for purchased goods and packaging materials, reducing reliance on spend-based estimates. Enhanced waste and circular economy data capture further improved emissions calculations, while ongoing methodology refinements strengthened reporting quality. These improvements are intended to provide more decision-useful information and increase confidence in reported emissions performance over time.



METCASH'S FLAG EMISSIONS

Forest, Land and Agriculture (FLAG) emissions are a significant part of Metcash's Scope 3 emissions profile. They arise from agricultural production, land-use change, livestock production, fertiliser use, soil management, commodity cultivation, and related supply chain activities, and are largely embedded within product supply chains across our three pillars.

Many commodities supplied through our network including meat, dairy, seafood, coffee, cocoa, timber, palm oil, paper products, and other agricultural commodities are linked to FLAG emissions and broader nature impacts. Managing these emissions is closely connected to our responsible sourcing commitments, supplier engagement, and efforts to improve supply chain transparency.

During FY26, we advanced our understanding and assessment of FLAG emissions. Due to the complexity of agricultural supply chains and limited availability of primary supplier data in some categories, estimates continue to rely on industry data, recognised emission factors, and documented assumptions. Over time, we aim to increase the use of supplier-specific information and improve transparency for emissions-intensive commodities, enhancing reporting accuracy and supporting climate-related decision making.

FLAG emissions are closely linked to biodiversity, ecosystem health and natural carbon sequestration, reinforcing the interdependence of climate, nature and food systems. Metcash continues to build its understanding of nature-related impacts and dependencies across the value chain. Existing initiatives in responsible sourcing, packaging improvement, waste reduction and community-based environmental projects already contribute to broader climate and nature outcomes. Partnership activities that support revegetation and tree planting also help strengthen resilience and biodiversity.

Group Scope 3 Emissions

Scope 3 Emissions [tCO_2e]	FY26	FY25
Category 1 – Purchased Goods and Services (FLAG)	2,096,744	5,138,769[1]
Category 1 – Purchased Goods and Services (Non-FLAG)	3,550,271	
Category 2 – Capital Goods	88	DNQ[2]
Category 3 – Fuel and energy-related activities	12,871	14,248
Category 4 – Upstream transportation and distribution	905,463	463,143
Category 5 – Waste generated in operations	12,657	5,653
Category 6 – Business travel	2,936	2,202
Category 7 – Employee commuting	8,048	8,274
Category 8 – Upstream leased assets	1,040	DNQ[2]
Category 9 – Downstream transportation and distribution	WIP[5]	DNQ[2]
Category 10 – Processing of sold products	NA[3]	NA[3]
Category 11 – Use of sold products[4]	100,877	82,898
Category 12 – End-of-life treatment of sold products	291,837	291,263
Category 13 – Downstream leased assets	NA[3]	NA[3]
Category 14 – Franchises	WIP[5]	DNQ[2]
Category 15 – Investments	WIP[5]	DNQ[2]
Total Scope 3 Emissions	**6,982,832**	**6,006,450**

1. FLAG and Non-FLAG emissions were not reported separately in FY25 and excluded the Fresh and Liquor NZ businesses.
2. DNQ = Did Not Quantify. Categories 2, 8, 9, 14 and 15 were not quantified in FY25.
3. NA = Not Applicable. Categories 10 and 13 are not applicable to Metcash's operations.
4. Data includes the Food and Liquor pillars only.
5. WIP = Work in Progress. We are currently quantifying Categories 9, 14 and 15 emissions and intend to report these emissions from FY27 onwards.

WASTE AND RECYCLING

Operating large-scale distribution and retail supply chains, Metcash seeks to minimise environmental impacts by reducing waste to landfill and supporting circular economy principles. Our efforts focus on improving waste management across operations and helping our value chain adopt more sustainable waste solutions.

Metcash's approach to waste management and recycling focuses on avoidance, reduction, diversion and recovery. This is complemented by our efforts to promote reuse and circularity across the value chain and working with suppliers, partners and industry peers to reduce waste impacts.

Waste management is governed through environmental policies and operational procedures, with accountability embedded across business units. Key frameworks include the Board's Safety and Sustainability Committee Charter, ESG Council, Safety Health and Environmental (SHE) Policy and SHE Environment Management Standard. These are supported by training, monitoring, and internal audit aligning waste management with regulatory requirements and sustainability objectives.

Performance is monitored through internal data systems, with ongoing initiatives aimed at improving recovery rates and operational efficiency. Continuous improvement is supported through site visits, local initiatives and stakeholder engagement.

FY26 DIVERSION-FROM-LANDFILL PERFORMANCE

Across our five mega distribution centres (DCs), five major Hardware and fresh produce DCs, 16 Campbells sites and National Headquarters, diversion from landfill totalled 74.9% in FY26, up from 64.0% in FY25. Our target is to achieve 80% diversion from landfill for these sites by 2028.

Looking ahead, we expect to expand the scope of diversion-from-landfill reporting in FY27 to include Superior Foods sites, further improving visibility across our operations.

Group Waste Data

Waste Data [Tonnes]	FY26	FY25
Total Waste Generated	7,987	8,532
Waste Diverted from Landfill	5,985	5,459
Waste Sent to Landfill	2,002	3,073
Diversion Rate	**74.9%**	**64.0%**

WASTE DIVERSION AT METCASH WAREHOUSES

We closely monitor waste generation across our DC network and Campbells sites, with monthly diversion-from-landfill performance shared in a leaderboard format to promote transparency, healthy competition and continuous improvement. Waste diversion outcomes are reviewed through regular meetings with State Logistics Managers, National Logistics teams, and Hardware DC Managers. Accountability is reinforced through waste management KPIs for relevant Hardware team members.

Consistent with leading practice waste management principles, we prioritise waste avoidance first. During FY26, we explored improving measurement of stock losses to better understand and reduce landfill waste. Our Merchandise and Office Services teams at the Corporate Office also updated event planning requirements to prioritise waste avoidance and reuse before recycling.

Reuse follows avoidance as our next focus area. Campbells branches and several DCs reuse incoming boxes for customer orders, with some surplus boxes made available to customers. DCs also prioritise using pool pallets over lower quality plain pallets that are unlikely to be reused. During the year, Hardware supplier engagement on Metcash's longstanding requirement for use of pool pallets helped to achieve a noticeable reduction in deliveries arriving on plain pallets.

Reusing boxes at Campbells branches.

This year included promoting recycling behaviours across the network through team communication, digital displays and performance reporting. For example, Campbells introduced recycling reminders at their weekly team meeting.

We also worked with waste service providers to improve resource recovery outcomes. At the Huntingwood DC, new recycling bins increased organics recovery to 141.6 tonnes, up from 90.9 tonnes in FY25. At the Berrinba Hardware DC, new recycling stations supported a 94.4% diversion-from-landfill rate. The Crestmead DC and Canning Vale DC upgraded pallet-wrap collection systems to increase plastic recycling and improve efficiency of waste transportation.

Where waste cannot be avoided, reused or recycled, we continue to explore alternative diversion pathways. Towards the year-end, the Canning Vale DC started sending residual waste for energy recovery, significantly reducing monthly landfill disposal from ~32.1 tonnes to 6.2 tonnes.

WASTE MANAGEMENT AT RETAIL SITES

We have expanded visibility of diversion-from-landfill across retail stores under operational control and in FY26 worked with store networks to improve their waste and recycling outcomes. We developed and shared leading-practice case studies from within the network, highlighting successful waste avoidance, reuse and recycling initiatives. These resources were distributed through the store intranet, newsletters and virtual town halls. We also provided 'Why Recycle?' and 'How to Recycle' educational posters to the stores for display in team member areas.

We also developed case studies specifically showcasing grocery stores that had successfully implemented organic waste recycling. For example, Romeos IGA South Eveleigh diverted more than 1.1 tonnes of organic material from landfill during its first two weeks of food waste collection. These success stories were shared across the NSW network as part of a broader support program to help stores prepare for and respond to the NSW EPA food waste separation requirements.

BIN TRIM AT METCASH

FY26 marked the completion of the three-year NSW Bin Trim program, which supported independent grocery, liquor and hardware stores to reduce waste, increase recycling, and improve resource recovery. The program helped stores establish new recycling streams, optimise waste services, and improve staff engagement. A total of 171 sites received new recycling equipment through the program funded by the NSW EPA, including soft-plastic bale frames, organics recycling bins, and compostable liners.

Follow-up assessments showed many stores had implemented actions recommended in Year 1 and 2 of the program, including reusing packaging materials, recycling lunchroom waste, introducing e-waste and printer cartridge collection, improving recycling signage and repurposing surplus food into value-added products. The Bin Trim program demonstrates the value of combining targeted investment, practical education and site-specific support to drive lasting waste management improvements across retail networks.

Impact of Bin Trim Program

Metcash Operations	Average increase in recycling volume	Average decrease in waste volume
Grocery	▲ 22%	▼ 31%
Hardware	▲ 25%	▼ 26%
Liquor	▲ 27%	▼ 45%
DCs	▲ 12%	▼ 62%

Soft plastics recycling at Rocklea DC.

Recycling posters at Mitre10.

PALLET WRAP EFFICIENCY IN OPERATIONS

We have continued efforts to reduce unnecessary plastic consumption by optimising pallet wrap use. The Sustainability and Logistics teams updated site protocols and induction materials to reinforce full utilisation of pallet wrap rolls and recycling of cardboard cores. We also worked with our plastic film supplier to optimise wrapping processes with a goal of reducing plastic consumption.

SUPPLIER ENGAGEMENT TO REDUCE PLASTIC WASTE

During waste reviews with Hardware DC managers, plastic strapping on inbound cartons was identified as a common and difficult-to-recycle waste stream. As strapping was often unnecessary for product delivery, it presented an opportunity to avoid waste at the source.

Used pallet wrap collection at Creastmead DC.

Targeted communications were sent to suppliers regularly delivering cartons with plastic strapping. Of the 25 suppliers contacted, nine committed to removing strapping from future deliveries. Where strapping remained necessary to protect products, suppliers explored alternative solutions to reduce waste while maintaining product integrity.

This initiative demonstrates the value of supplier engagement in reducing waste and hard-to-recycle materials across the supply chain.

REUSABLE PALLET WRAP INNOVATION

This year Metcash partnered with Coca-Cola Europacific Partners to trial Bearhug reusable pallet wrap on deliveries to our Fyshwick, ACT DC, becoming the first major liquor distributor in Australia to test the solution. The trial demonstrated that reusable pallet wrap can be a safe and practical alternative to plastic film, with the potential to eliminate up to 350kg of plastic waste per wrap, over its lifecycle, while maintaining product stability and ease of use.

Following the successful pilot, we plan to launch a second trial using an enhanced prototype and assess opportunities across additional transport routes. These trials will help evaluate broader adoption and support our efforts to further reduce plastic use across the supply chain.

Bearhug prototype for partial load.

FOOD RESCUE AT METCASH

Metcash DCs have continued to partner with food rescue organisations to divert edible surplus food away from landfill in FY26. By combining food donation programs with our logistics capabilities, we help reduce food waste, keep valuable resources out of landfill, and support communities across Australia.

The Canning Vale DC donated 129 pallets of product to a local church, supporting people experiencing food insecurity while reducing food waste. Across our distribution network, we donated 213.2 tonnes of product to Foodbank, providing the equivalent of 384,000 meals. We also provided logistics support to transport an estimated 680 pallets of donated goods to communities in need. Through our retail network's partnership with Food for Change, participating stores diverted approximately 1,100 tonnes of food from landfill, equivalent to around 2.2 million meals.

IGA AND METCASH PARTNERSHIP WITH END FOOD WASTE AUSTRALIA

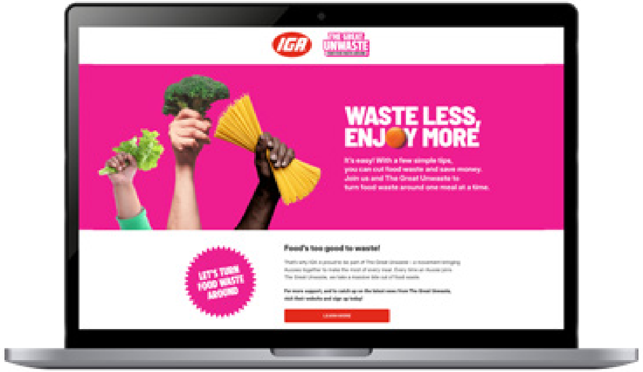
As a signatory to the Australian Food Pact, Metcash promotes increased awareness of food loss in the value chain and food waste in customer homes.

In FY26, IGA partnered with End Food Waste Australia (EFWA) to support The Great Unwaste campaign, promoting practical ways for households to reduce food waste. The campaign was delivered through IGA stores, digital platforms and social media channels, reaching shoppers nationwide.

https://www.iga.com.au/thegreatunwaste/

A key initiative of the campaign was the introduction of The Great Unwaste Stamps on selected Black & Gold and Community Co products in categories associated with higher household food waste, such as fresh produce, bakery items and other perishables. IGA became the first supermarket retailer to feature these stamps. Each stamp includes a QR code linking shoppers to the IGA Great Unwaste website, providing tips on food storage, meal planning and food utilisation to help extend product life and reduce waste at home.

By combining consumer education with point-of-purchase engagement, the partnership aims to encourage lasting behaviour change, helping shoppers make better use of the food they buy. The initiative supports Metcash and IGA's commitment to reducing food waste and contributing to a more circular food system.



RE-DISTRIBUTING SURPLUS TO PURPOSE

We undertake several product quality assessments, supplier sampling, product development and promotional activities as part of our operations. While we work to minimise surplus wherever possible, some products remain unused through these processes. To address meaningful utilisation of such products, our Private Label team launched the Surplus to Purpose program in FY26. This initiative redirects suitable surplus food and grocery products from across the business to the community, helping reduce waste and prevent valuable products from going to landfill.

Through a partnership with a local food rescue organisation Hands & Feet, surplus products are collected fortnightly and on an as-needed basis for distribution to people in need. Internal participation within Metcash is supported by a strong awareness campaign and a simple QR code logging system, enabling easy tracking of the donations and helping measure the impact.

In its first year, this initiative redirected over 940 kilograms of food and grocery products to the community. These donations supported community meal programs, food relief initiatives and holiday assistance programs, strengthening local food security outcomes while increasing landfill diversion.

PRODUCT STEWARDSHIP

Metcash recognises the importance of product stewardship in supporting responsible life cycle management for products including at end-of-life. We work with suppliers, retailers and industry bodies to promote extended producer responsibility and support take-back schemes at the store level.

Our product stewardship activities focus on contributing to relevant stewardship and co-regulatory schemes and meeting applicable safety, environmental and legal requirements.

Product stewardship considerations are supported by the Metcash Responsible and Ethical Sourcing Principles and the Private Label Brand Standards for Supply.

PLANT POT RECYCLING

We continue to support plant pot recycling across our Hardware network, helping recover black polypropylene (PP5) plastics that are challenging to recycle through kerbside recycling.

Customers can return eligible plant pots, trays, stakes and labels to stores for recycling. The collected materials are then remanufactured into new products, supporting circular resource use. The initiative also promotes reuse with many returned pots finding a second life within local communities.

During the year, participating Mitre 10 stores diverted more than 2.7 tonnes of PP5 plastic from landfill. We plan to continue working with recycling partners to expand the program and improve accessibility across the network.

Used plant pot collection at Mitre 10.

BATTERY RECYCLING

Battery recycling helps prevent harmful materials from entering landfill and enables recovery and reuse of valuable finite resources such as lithium and silver. Across Metcash businesses 762 stores participated in battery recycling programs, diverting more than 157 tonnes of used batteries from landfill in the year. We encourage shopper participation through in-store communications, catalogues and social media promotion.

PAINT RECOVERY AND RECYCLING

Metcash supports the recovery of unwanted paint and paint packaging, helping prevent these materials from entering landfill and waterways. Collected paint is processed into alternative fuels and water can be extracted for reuse. The metal and plastic containers are recycled.

To improve program efficiency, the Hardware team identified paint-selling stores near collection facilities and launched a targeted marketing program across these stores including staff eLearning modules and in-store promotional materials. Since launch, 128 store team members have completed the eLearning module, increasing staff awareness about paint recovery and local drop-off locations. Since the program launch, several participating stores have also introduced additional point-of-sale materials to promote the service.

COFFEE POD RECYCLING

Metcash and its retail network were the first in the Australian supermarket sector to support coffee pod recycling through an in-store collection system. This involved partnering with Planet Ark to pilot their PODCycle collection system. Through this program, used coffee pods are collected and transported to a specialised recycling facility. There, the spent coffee grounds are separated for processing into compost and the aluminium and plastic components are recovered. Over 49,800 used coffee pods were collected for recycling during the year as a part of our five-store pilot, compared with 31,000 in the prior year.

SUSTAINABLE PACKAGING

Sustainable packaging is a key focus for Metcash due to its potential impact on resource use, waste generation and the environment. We are committed to reducing packaging impacts through lower-footprint packaging and by working with suppliers and industry partners to improve packaging design.

Our sustainable packaging approach is based on reducing material use, improving design efficiency and increasing the proportion of recyclable packaging. By encouraging supplier adoption of sustainable packaging solutions, we are supporting the Australian Packaging Covenant (APCO) objectives and the Australasian Recycling Label (ARL).

Sustainable packaging is managed through procurement and environmental frameworks aligned with broader sustainability objectives. Key supporting frameworks include APCO Sustainable Packaging Guidelines and Code of Conduct for Suppliers. Governance processes include reviewing packaging specifications, supplier compliance and alignment with regulatory and industry requirements, with accountability embedded across sustainability functions.

Progress is monitored through packaging reviews, packaging data mapping and reporting, with continuous improvement supported by supplier engagement.

PACKAGING AT METCASH

Metcash seeks packaging solutions that support sustainability outcomes while maintaining product integrity. We report annually to APCO on packaging sustainability outcomes across our private label portfolio, including material efficiency, recyclability and recycled content. Following the inclusion of Superior Foods in FY26 we maintained our Advanced APCO Member status, despite the number of reportable products being increased. On a like-for-like basis with FY25, we increased the proportion of products carrying disposal instructions and improved the percentage of products with all separable packaging components recoverable at end-of-life.

We will continue to focus on packaging optimisation through material reduction, improving recyclability, increasing the feasible use of recycled content and embedding sustainable packaging considerations into product development and supplier engagement processes.

HARDWARE PACKAGING IMPROVEMENTS

Building on good progress last year, our Hardware business continued to review and improve private label packaging. Sustainable packaging assessments were incorporated into new private label product onboarding, with 325 products reviewed against the Sustainable Packaging Guidelines.

The program involved collaboration with six suppliers and increasing awareness of sustainable packaging principles among the suppliers who were non-APCO members. Improvements were implemented across 63 products, including greater recycled content, material reductions and enhanced recyclability.

Key examples include:

Replacing Buy Right wrench PVC blister packs with tie-on card packaging.

Transitioning additional Accent paint accessories from non-recyclable plastics to polypropylene containing 50% recycled content.

FOOD PACKAGING IMPROVEMENTS

Our Food business continued transitioning private label packaging to formats aligned with Australian recycling requirements. We focused on high-volume products to maximise environmental benefits while maintaining food safety, quality and shelf life.

The Packaging Recyclability Evaluation Portal (PREP) process helped drive packaging improvements, prompting packaging redesign for 90 Private Label Food products to improve recyclability. This included transitioning Community Co bread packaging to a recyclable format leading to ~43 tonnes of plastic annually being recoverable.

Key examples include:

Shredded cheese packaging using recyclable film, enabling recyclability of over 23.3 tonnes of soft plastics.

Dried fruit and nut packaging with recyclable film structures, improving recoverability of over 4.4 tonnes of packaging annually.

One vinegar supplier switched to 100% recycled PET bottles, driving an estimated annual demand of 28.0 tonnes of recycled plastic.

As a result of sustained packaging improvements across our Private Label Food portfolio over the past four years, more than 84% of packaging components are now recyclable in most Australian jurisdictions.

AUSTRALASIAN RECYCLING LABEL (ARL)

The ARL provides clear disposal instructions for packaging components, helping consumers recycle correctly and reduce contamination in recycling streams.

All private label products in our Liquor business continue to carry the ARL on-pack. During FY26, the label was added to 113 additional hardware products following ARL evaluations. As a result, more than 59% of private label SKUs across Food, Hardware and Liquor now feature the ARL, up from 49.7% in FY25. Most packaging components on ARL-labelled products are labelled as fully recyclable.

Through expanded ARL adoption and targeted packaging redesign, we aim to support a more circular packaging system and help customers make informed disposal choices.

OUR COMMUNITY

Working alongside our independent retailers, suppliers, partners and team members, we seek to contribute to communities through ongoing engagement and investment.
We support community partnerships, responsible sourcing practices, respect for human rights, charitable initiatives and targeted assistance during times of need.

Metcash 4:01 Run Club in action

COMMUNITIES AND CHARITIES

Metcash's approach to communities and charities includes engagement with community stakeholders and providing support for a range of initiatives. Activities include financial contributions, sponsorships and product donations to charitable and community organisations. We collaborate with National, State and local charities on community programs and encourage employee volunteering and participation in community initiatives. Additionally, we also support independent retailers in their community engagement activities.

Responsibility for community investment activities sits with management teams across the Food, Hardware and Liquor pillars, supported by guidelines to ensure the process of selection of partnerships at a National or State level align with brand values as determined by each Pillar. The effectiveness of initiatives is monitored using various measures by each Pillar based on their objectives for the partnership. For each National or State partnership, a review is done by Metcash with feedback from partners and charities and a review is undertaken on how charity partners have allocated the funds. Processes also exist to assess future partnership opportunities.

IGA COMMUNITY CHEST

The IGA Community Chest program supports National, State and local charities, as well as community groups across Australia. Funds are raised in partnership with food suppliers through retail product sales during Community Chest campaigns, sales of Community Co Private Label products, and direct shopper donations through the purchase of fundraising tokens, merchandise or other initatives.

COMMUNITY CHEST

The IGA Community Chest program distributed $3.97 million during 2025, to beneficiaries across Australia including $1.42 million to IGA's national charity partners and $2.55 million to local charities and community organisations nominated by IGA stores.

Through the IGA Community Chest program, Metcash continues to support national charity partnerships with McGrath Foundation, Special Olympics Australia, and St Vincent de Paul Society (Vinnies).

McGRATH FOUNDATION

The McGrath Foundation expanded its support in 2025 to provide specialist nurses for people experiencing all types of cancer. Through our longstanding 18-year partnership, and with the generous support of suppliers, retailers and shoppers, over $623,900 was raised to help the Foundation.

SPECIAL OLYMPICS AUSTRALIA

IGA has proudly partnered with Special Olympics Australia for 34 years, helping provide opportunities for people with intellectual disabilities and autism to participate in sport, health and community programs. In 2025, over $274,800 was raised to support the organisation.

ST VINCENT DE PAUL SOCIETY (VINNIES)

Funds raised through the annual Christmas Community Chest campaign led to a contribution of $522,800 to the St Vincent de Paul Society in 2025. These funds help support some of Australia's most vulnerable individuals and families by providing essential assistance and community services.

REV. BILL CREWS FOUNDATION

The Rev. Bill Crews Foundation delivers food assistance, social welfare support, education programs and services that help address hardship and support wellbeing and independence.

Members of Liquor's ALM and IBA teams participated in a volunteer day with the Foundation, assisting with community operations and helping prepare and serve meals through its café and restaurant facilities. The initiative provided team members with an opportunity to support services for vulnerable Australians while gaining insight into the Foundation's work.

The volunteer day strengthened connections between ALM, IBA and the communities they serve. The Liquor business remains committed to supporting the Rev. Bill Crews Foundation and its work with vulnerable Australians through future volunteering and community engagement initiatives.

METCASH LIQUOR BLOOD DRIVE

In response to the ongoing need for blood and plasma donations, the Metcash Liquor team participated in a blood drive supporting Australian Red Cross Lifeblood.

Blood donations are essential for patients undergoing surgery, cancer treatment, emergency care and managing chronic medical conditions. Regular donations help ensure hospitals can meet patient needs every day.

Building on the participation of six team members in 2025, 22 members of the Metcash Liquor Lifeblood Team took part this year, reflecting growing employee engagement.

CHILDREN'S CANCER INSTITUTE

Metcash has partnered with the Children's Cancer Institute since 2019, supporting its mission to find better treatments and ultimately a cure for childhood cancer. Through the support of team members, customers, suppliers and industry partners, Metcash has raised $1.18 million for the Institute, helping fund research and improve outcomes for children and families affected by cancer.

In 2025, Metcash contributed over $286,000 through fundraising initiatives including the CEO Dare to Cure Challenge, the Diamond Ball and the IBA Trade Show. These events brought together employees, suppliers, customers and industry partners to support childhood cancer research.

SUPPORTING TRADIE WELLBEING THROUGH THE 4:01 CLUB

Mitre 10 launched the 4:01 Club to provide practical support for tradies and strengthen community connections in response to research highlighting mental health challenges in the trade sector. Launched on National Tradies Day, the platform offers tools, resources and activities that promote wellbeing and encourage open conversations.

To support the launch, runs were held in Sydney, Adelaide and Melbourne to promote physical activity, build connections and create opportunities for discussion around mental health. The initiative is also supported through in-store activations and partnerships with organisations including Speak & Share and SPEAK UP! Stay ChatTY, which deliver workshops focused on wellbeing and peer support.

RESPONSIBLE SOURCING

We are committed to sourcing our Private Label products ethically and responsibly, in line with our Brand Standards. We also seek to improve sustainability outcomes across our supply chain and comply with our product and supply standards, through strong supplier partnerships.

Responsible sourcing of Private Label products is a key component of Metcash's sustainability framework. Our risk-based approach to responsible sourcing focuses on:

- Setting expectations through Private Label brand standards and supporting codes of practice.
- Prioritising high-risk categories and sourcing geographies.
- Conducting assessments and audits, while driving corrective actions.
- Working with collaboratively with suppliers to improve performance.

The Private Label team manages responsible sourcing expectations through procurement and supply chain frameworks, with leadership oversight. Key frameworks include Metcash Brand Product and Supply Standards and the MetSafe product lifecycle management platform. Governance processes include compliance monitoring, reporting, risk management and the escalation of non-conformance issues. Suppliers are expected to meet relevant requirements during onboarding and ongoing engagement with Metcash.

DELIVERING OUR COMMITMENTS

In FY26, Metcash Food delivered all seven of its 2025 Retail Private Label Responsible Sourcing Commitments across priority responsible sourcing areas. Working with more than 30 suppliers and cross-functional Private Label teams, we embedded requirements into product specifications, supplier engagement and approval processes. More than 1,000 Private Label SKUs were assessed and aligned to the relevant responsible sourcing standards, strengthening assurance across priority materials, commodities and animal welfare categories.

OUR 2025 RESPONSIBLE SOURCING COMMITMENTS

Health Star Rating and NAFNAC	Responsibly Sourced Palm Oil	Responsibly Sourced Forestry	Responsibly Sourced Tea, Cocoa and Coffee	Responsibly Sourced Fresh Protein	Responsibly Sourced Seafood	Responsibly Sourced Shell Eggs
Achieved HSR and NAFNAC compliance	All palm oil ingredients RSPO certified	Timber, paper and pulp products FSC/ PEFC-certified	Cocoa and coffee certified	Fresh meat and poultry certified	Seafood products certified	All shell eggs sourced cage-free

PRIVATE LABEL TRANSITION TO 100% CAGE-FREE SHELL EGGS

Eggs are a staple protein source in Australia, with an estimated annual consumption of 259 eggs per person. In line with the increasing expectations on animal welfare and production transparency, Metcash committed to transitioning its Private Label shell egg portfolio away from conventional cage to cage-free production.

In FY26, we achieved this transition ahead of the 2036 national phase-out timeframe for conventional cages. The transition included a new Black & Gold barn-laid cage-free entry tier, maintaining an accessible value option for shoppers. Through structured local sourcing, disciplined supplier engagement and phased implementation, Metcash maintained supply continuity for independent retailers and their customers. This transition was delivered during the challenging supply environment, when Avian Influenza disrupted market availability and increased commercial pressures.

EMBEDDING SUSTAINABILITY IN PRODUCT DEVELOPMENT

Sustainability is integrated into our Food pillar Private Label product development process alongside food safety, quality, data integrity and regulatory compliance. From concept development to product launch, sustainability considerations form part of key product and packaging decisions.

This approach is supported by governance processes, including cross-functional stage-gate reviews that assess sustainability, quality and compliance requirements at key decision points. These requirements may include Health Star Rating (HSR) performance, Healthy Food Partnership (HFP) targets, No Artificial Flavours and No Artificial Colours (NAFNAC) compliance, certified ingredient requirements, Supplier Ethical Data Exchange (SEDEX) and SEDEX Members Ethical Trade Audit (SMETA) participation, packaging circularity outcomes and Great Unwaste eligibility.

By embedding sustainability into product development and governance processes, we help ensure environmental and social considerations are balanced alongside commercial, quality and compliance requirements, supporting responsible product outcomes and broader ESG objectives.

EVOLVING PRIVATE LABEL ESG STANDARDS

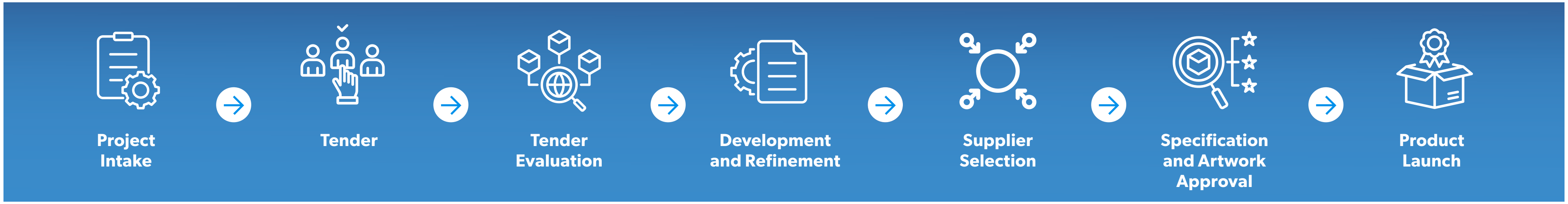
Following the successful delivery of our FY25 commitments, we drafted Version 3 of our Private Label Brand Standards for Supply. Version 3 shifts beyond a compliance-focused approach by embedding sustainability considerations earlier in the product lifecycle. ESG requirements are communicated to suppliers before tenders are issued, suppliers are selected and product specifications are finalised. The Standards are embedded in sourcing, product development and product approval processes, ensuring sustainability requirements are applied across the product lifecycle.

Key enhancements include:

- **Responsible Sourcing** – Expanded requirements for priority raw materials and deforestation-linked commodities.
- **Ethical Sourcing** – Strengthened SEDEX and SMETA requirements, with improved corrective action and issue management.
- **Health and Nutrition** – Strengthened approach to meet HSR benchmarks and integration of HFP targets.
- **Food Waste** – Introduction of Great Unwaste eligibility assessments and Unwaste Me criteria.
- **Transparency and Traceability** – Enhanced supplier, ingredient, and certification data requirements within MetSafe to support verification and various ESG disclosures.
- **Continuous Improvement** – Focus on continuous improvement conversations to meet evolving stakeholder needs.

INTEGRATING SUSTAINABILITY INTO PRODUCT DEVELOPMENT

Sustainability, ethical and responsible sourcing governance objectives are integrated throughout the product lifecycle, applicable to Private Label products.



Sustainability and Brand Standards provide oversight, evidence-based review and accountability.

HEALTH AND NUTRITION IN PRIVATE LABEL

We believe customers should not have to choose between value and nutrition, and this principle guides our product development approach.

In FY26, we continued portfolio reformulation activities, delivering our commitment to remove artificial colours and flavours, expanding Health Star Rating (HSR) labelling, and progressing products towards Healthy Food Partnership (HFP) reformulation targets.

Increasingly, our focus has shifted to embedding health and nutrition considerations earlier in product development. Where feasible, we work with suppliers to meet identified health needs of target customer segments, relevant HSR benchmarks and align with HFP targets for reducing sodium, saturated fat and sugar. By setting expectations at the product briefing stage, we aim to influence nutrition outcomes earlier and support consistent decision making across the portfolio. Portion guidance, nutrition information and responsible labelling are also considered to help customers make informed choices.

One example is our FY26 Community Co high-protein chilled meals range launched to meet a specific customer nutrition need.

PROMOTING EVERYDAY NUTRITION THROUGH AUSTRALIAN DIETARY GUIDELINES MESSAGING

To support informed food choices, in FY26, we expanded the use of Australian Dietary Guidelines (ADG) 'serve' messaging across selected Private Label categories. The initiative provides practical nutritional information at the point of purchase to help customers understand how products can contribute to a balanced diet. Our aim was to make nutrition guidance more accessible in everyday shopping decisions.

ADG serve messaging has been introduced across categorie s, including:

- **Fruit and Vegetables:** Fresh prepared salads and selected canned and frozen fruit and vegetable products display the number of vegetables serves provided per pack.
- **Dairy:** Selected dairy products include serve information helping customers understand how products contribute to recommended daily intakes.

To date, ADG serve messaging has been applied to 48 products across eight categories within the Black & Gold and Community Co ranges, with further expansion planned across additional product categories and formats.

OUR HEALTH STAR RATING DASHBOARD

Our Private Label portfolio includes approximately 664 SKUs carrying a HSR, with an average range rating of 3.2 stars. Around 64% of rated products had a HSR of 3.0 or higher, while 41% had a HSR of 4.0 or higher. Leading categories included fresh produce, frozen vegetables, pantry staples, canned seafood, simple dairy products and minimally processed proteins. These products form the foundation of a healthier range across the Black & Gold and Community Co brands.

Products in the HSR 2.0–3.5 range represent the greatest opportunity for improvement. Many are close to higher-rating thresholds, creating opportunities for targeted reformulation to improve nutritional outcomes and strengthen the overall health profile of the portfolio.

Products with lower HSR ratings, including biscuits, confectionery, desserts, processed meats and indulgent dairy products, remain an expected part of a balanced product range. In these categories, reformulation opportunities may be limited due to the nature of the products. Our focus is therefore on responsible portion sizing, balanced range composition and targeted product improvements where feasible.

Through this approach, we aim to optimise the nutritional profile of our portfolio while maintaining the affordability, quality and choice customers expect.

Dr Joanna McMillan (centre) with Marree Hallet and David Cox from Metcash

BUILDING CAPABILITY THROUGH NUTRITION AND SUSTAINABILITY EDUCATION

In FY26, the Fresh Protein team partnered with Meat & Livestock Australia (MLA) to deliver a nutrition, sustainability and category innovation workshop for colleagues across buying, Private Label product development, merchandising, marketing, retail and customer-facing teams.

Hosted at the Metcash Food Kitchen in Sydney, with virtual participation across multiple States, the workshop explored consumer trends, category opportunities, fresh protein nutrition, provenance and sustainability.

It included presentations from MLA specialists and nutritionist Dr Joanna McMillan, as well as a cooking demonstration focused on convenient meal solutions and reducing household food waste. The workshop supported knowledge sharing across buying, product development, merchandising, marketing and retail merchandising teams, helping embed nutrition and sustainability considerations within category discussions.

HUMAN RIGHTS AND ANTI-SLAVERY

Metcash is committed to respecting human rights and preventing modern slavery across our operations and supply chain. We continue to strengthen our approach to identifying and addressing human rights risks and recognise the importance of ethical business practices in maintaining stakeholder trust. Our approach aligns with the Australian Modern Slavery Act and the United Nations Guiding Principles on Business and Human Rights. Key focus areas include:

- Identifying potential human rights risks in our operations and supply chains.
- Remediating issues in partnership with auditors and suppliers.
- Adding human rights aspects into supplier onboarding and reviews.
- Promoting awareness of and compliance with human rights expectations.
- Educating employees and partners on modern slavery risks and responsibilities.

Human rights and anti-slavery governance is integrated into corporate risk management and sustainability forums. Key frameworks include the Board's Safety and Sustainability Committee, ESG Council and Working Group, Human Rights and Anti-Slavery Policy, Employee Code of Conduct, Code of Conduct for Suppliers, Speak Up Policy, and Responsible and Ethical Sourcing Principles. These are supported by reporting and escalation mechanisms to identify and address potential issues. Regular reviews help ensure alignment with legal requirements and evolving practices, reinforcing Metcash's commitment to ethical operations.

RISK SEGMENTATION AND SUPPLY CHAIN VISIBILITY

Metcash manages modern slavery and human rights through a cross-divisional model that brings together pillar teams, Corporate Sustainability and Risk and Compliance to support consistent application of human rights standards and oversight across the Group.

To strengthen risk prioritisation, Metcash applied a materiality approach that considered inherent supplier risk alongside spend data. This was supported by the LRQA EiQ platform, which provided global hotspot analysis to identify suppliers operating in higher-risk sectors and geographies. These insights support a more data-driven understanding of risk and more targeted supplier engagement.

Metcash also continued to improve supply chain visibility beyond direct suppliers by embedding traceability requirements into supplier onboarding processes. Direct suppliers within the Hardware pillar are requested to provide additional information on key commodities to support greater visibility of upstream supply chain risks.

STRENGTHENED SUPPLIER STANDARDS AND CONTRACTUAL EXPECTATIONS

In FY26, Metcash strengthened supplier accountability through updates to supplier policies and contractual terms. Standard trading and services agreements were updated to reinforce expectations that suppliers comply with Metcash's Human Rights and Anti-Slavery Policy and Ethical Sourcing Principles.

The updated clauses require suppliers to provide supply chain information on request, cooperate with audits and assessments, and address identified issues. They also preserve Metcash's right to terminate relationships in cases of severe or unresolved breaches. Metcash also increased awareness of its Ten Ethical Sourcing Principles through the MetPlanet supplier portal. These principles establish minimum supplier expectations and support a consistent approach to ethical sourcing across the Group.

Metcash's Ethical Sourcing Principles:

1. Prohibition of forced or bonded labour.
2. No child labour.
3. Freedom of association and collective bargaining.
4. No discrimination.
5. Humane treatment and safe workplaces.
6. Fair wages and benefits.
7. Working hours and voluntary overtime.
8. Workplace health and safety.
9. Legal right to work and ethical recruitment.
10. Traceability and transparency.

SUPPLIER AUDIT COVERAGE AND RISK-BASED DUE DILIGENCE

A key outcome of Metcash's risk-based approach was increased coverage of independent supplier assessments in FY26. In the Food pillar, all Private Label suppliers are now required to register with SEDEX or an equivalent platform, complete self-assessment questionnaires, and provide Metcash with third-party assessments upon request. This has helped us to strengthen governance and enhance supplier risk visibility.

During the year, 199 of 302 Private Label supplier sites (66%) had a registered third-party social audit. This increased visibility provides a stronger basis for risk assessment, supplier engagement and remediation. Similar activity continued across other pillars. Hardware mapped Private Label production sites and collected audit reports from approximately 45% of overseas suppliers, while Liquor mapped its supply base and commenced third-party audit collection, reaching approximately 33% coverage. Metcash aims to further increase audit coverage across high-risk suppliers.

Inside Mooloolah fisheries.

BUILDING CAPABILITY THROUGH TRAINING AND COLLABORATION

Metcash recognises that effective due diligence depends on strong awareness and capability across the business. In FY26, we expanded modern slavery training beyond procurement and merchandising teams to include sales, business development, logistics and People and Culture roles. More than 1,400 team members have now completed modern slavery awareness training. Targeted training was also provided to higher-risk areas, including category managers involved in produce supply chains, to strengthen understanding of labour-hire risks and controls. This helps employees identify potential indicators of modern slavery and escalate concerns through appropriate channels.

Supplier engagement was facilitated through MetPlanet, which provides resources including e-learning modules and information on grievance mechanisms. Workshops with suppliers in higher-risk categories supported discussions on ethical recruitment, labour-hire practices and risk management. Metcash also continued to collaborate with external stakeholders, including Investors Against Slavery and Trafficking Asia Pacific, and participated in government forums with the Attorney-General's Department on proposed changes to the Modern Slavery Act. These engagements provide insights that support ongoing program improvement.

REMEDIATION AND GRIEVANCE

Metcash continued to strengthen its remediation and grievance processes in FY26, with a focus on systematic issue management and worker-centred outcomes. Our Remediation Framework guides the management of non-compliances from root-cause analysis through to corrective actions and verification of closure.

Where serious issues are identified, suppliers are required to implement corrective action plans, with progress overseen by a cross-functional compliance working group and verified through audits or other review processes where appropriate.

Within the Hardware pillar, ongoing supplier monitoring and oversight provided visibility of supplier practices and did not identify any significant actual or potential negative social impacts during the year.

Within the grocery supply chain, we identified 32 supplier sites with significant actual or potential social impacts and agreed improvement actions with 100% of those suppliers. By year-end, more than half had been resolved, and four underperforming suppliers were discontinued due to ongoing social compliance concerns. These outcomes demonstrate Metcash's commitment to remediation, accountability and enforcing supplier standards.

BENCHMARKING AND CONTINUOUS IMPROVEMENT

Metcash's progress was recognised in Monash University's 2025 analysis of Modern Slavery Statements, where we achieved an (A) rating for the first time, improving from a (B) rating in the prior period. This reflects improvements in disclosure quality, including governance, risk management and transparency.

While encouraged by this recognition, we remain focused on further strengthening due diligence, increasing supplier visibility, improving grievance and worker voice mechanisms, and supporting effective remediation outcomes.

Metcash is also preparing for evolving regulatory requirements, including proposed changes to the Australian Modern Slavery Act and the introduction of modern slavery reporting requirements in New Zealand.

Through stronger governance, enhanced supplier standards, improved risk assessment tools, expanded training, targeted supplier engagement and a more structured remediation framework, we continue to strengthen the resilience and integrity of our supply chain.

Additional details on our anti-modern slavery initiatives will be available in our 2026 Modern Slavery Statement, due for publication in November 2026.

STRENGTHENING DUE DILIGENCE AT SUPERIOR FOOD SERVICES

In February 2026, Metcash conducted a site-level modern slavery and labour conditions review at Superior Food Services' Mooloolah River Fisheries site to better understand workforce practices, documentation controls and modern slavery risk management within the newly acquired business.

The review assessed worker records, recruitment practices, working conditions, grievance mechanisms, labour hire arrangements and training requirements. It identified existing controls and areas where processes could be strengthened and better aligned with Metcash's human rights and ethical sourcing framework.

Following the review, Metcash developed a phased action plan covering governance, ethical sourcing, supplier due diligence, modern slavery contractual requirements, procurement controls, staff training, whistleblower awareness and labour hire standards.

This work demonstrates how targeted site reviews can translate risk assessments into practical improvements, supporting greater consistency, accountability and integration of modern slavery controls across Metcash's operations.

Mooloolah fisheries.

TRACEABILITY

Improved traceability enables greater confidence in product integrity, supports responsible sourcing, and strengthens trust with customers and stakeholders. Our traceability approach focuses on improving data collection to increase visibility across the supply chain. Key efforts include streamlining product tracing across the business pillars and exploring tools to enhance tracking and reporting. We seek to progressively enhance traceability across our portfolio with a focus on products with higher environmental and social risks.

Traceability is supported by oversight from leadership teams responsible for supply chain management across the business pillars. Key supporting frameworks include the Food Private Label Brand Standards, and the Metcash Responsible and Ethical Sourcing Principles.

FY26 UPDATE ON TRACEABILITY INITIATIVES

Development of a Group Traceability Strategy progressed during FY26 through collaboration across business pillars and ESG governance forums. The strategy aims to adopt a risk-based approach focused on supply chains with higher potential social and environmental impacts.

We also continued participating in industry and government initiatives. For example, we collaborated with AgTrace Australia regarding test cases for the Australian Agriculture Traceability Protocol (AATP) digital traceability framework and discussed common data standards and data-sharing interoperability.

This year the Hardware business completed a review of timber sourcing practices in line with the Responsible Timber Sourcing Policy. Where certification information was not publicly available, we engaged directly with suppliers to better understand sourcing methods and policies, as well as certification status, including FSC, PEFC and equivalent schemes. This improved visibility of upstream sourcing activities and identified further opportunities to work with suppliers to increase PEFC or FSC certified timber.

The Food business also strengthened traceability through updates to the Private Label Brand Standards for Supply, reinforcing expectations of suppliers to identify and monitor environmental and social risks across upstream supply chains.

During the year, we developed a nature-risk capacity-building resource with specialist partners. Aligned with concepts from the Taskforce for Nature-related Financial Disclosures (TNFD), the resource can be tailored by supplier size, supply chain position and maturity. Following pilot testing with trading teams, we are determining a phased roll-out for suppliers linked to higher nature-risk commodities.

Recognising the importance of supply chain transparency, we endeavour to strengthen traceability capabilities, improve data quality and support continuous improvement across priority supply chains.

Metcash