



9 December 2025

The Manager
Company Announcements Office
Australian Securities Exchange

Dear Sir or Madam

Appendix 3Y

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

For more information:

Investors

Anita Healy
Mobile: +61 411 109 108

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

Media

Jace Armstrong
Mobile: +61 431 987 599

This announcement was authorised to be given to the ASX by the Group Company Secretary.

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Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity Coles Group Limited
ABN 11 004 089 936

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Leah Weckert
Date of last notice	19 September 2025

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Direct and Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Citicorp Nominees Pty Ltd, as custodian for CPU Share Plans Pty Ltd (being the trustee of the Company's Equity Incentive Plan). Leah Weckert is the beneficiary of the shares in accordance with the trust deed and rules governing the Company's Equity Incentive Plan.
Date of change	3 December 2025

+ See chapter 19 for defined terms.

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Change of Director's Interest Notice

No. of securities held prior to change	Direct: Leah Weckert	496,129 fully paid ordinary shares 396,483 Performance Rights comprised of: <ul style="list-style-type: none"> • 192,520 Performance Rights pursuant to the FY2024 Long Term Incentive Offer • 203,963 Performance Rights pursuant to the FY2025 Long Term Incentive Offer
	Indirect: Citicorp Nominees Pty Ltd, as custodian for CPU Share Plans Pty Ltd	50,467 STI Shares pursuant to the FY2024 STI award
Class	Fully paid ordinary shares Performance Rights.	
Number acquired	42,864 STI Shares 167,864 Performance Rights	
Number disposed	Nil	
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Nil STI Shares were provided as part of Ms Weckert's short term incentive arrangements and Performance Rights were provided as part of Ms Weckert's long term incentive arrangements.	

+ See chapter 19 for defined terms.

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No. of securities held after change	Direct: Leah Weckert	496,129 fully paid ordinary shares 564,347 Performance Rights comprised of: <ul style="list-style-type: none"> • 192,520 Performance Rights pursuant to the FY2024 Long Term Incentive Offer • 203,963 Performance Rights pursuant to the FY2025 Long Term Incentive Offer • 167,864 Performance Rights pursuant to the FY2026 Long Term Incentive Offer
	Indirect: Citicorp Nominees Pty Ltd, as custodian for CPU Share Plans Pty Ltd	93,331 shares comprised of: <ul style="list-style-type: none"> • 50,467 STI Shares pursuant to the FY2024 STI award • 42,864 STI Shares pursuant to the FY2025 STI award
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back		Allocation of Performance Rights to Ms Weckert as Ms Weckert's long-term incentive for FY2026 and allocation of fully paid ordinary shares (STI Shares) to Ms Weckert as the deferred component of Ms Weckert's short-term incentive for FY2025, pursuant to shareholder approval at Coles' 2025 Annual General Meeting.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not Applicable
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+ See chapter 19 for defined terms.

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Change of Director's Interest Notice

Nature of interest	Not Applicable
Name of registered holder (if issued securities)	Not Applicable
Date of change	Not Applicable
No. and class of securities to which interest related prior to change <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	Not Applicable
Interest acquired	Not Applicable
Interest disposed	Not Applicable
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	Not Applicable
Interest after change	Not Applicable

Part 3 – ⁺Closed period

Were the interests in the securities or contracts detailed above traded during a ⁺closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not Applicable
If prior written clearance was provided, on what date was this provided?	Not Applicable

⁺ See chapter 19 for defined terms.