

5 September 2025

ASX Market Announcements Office
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Federal Court judgment on Fair Work Ombudsman's proceedings

Please see attached an announcement for release to the market.

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Federal Court judgment on Fair Work Ombudsman's underpayments proceedings

Woolworths Group acknowledges today's judgment by the Federal Court of Australia regarding underpayments of Award-covered salaried team members working in Woolworths Supermarkets and Metro stores.

The judgment relates to proceedings brought by the Fair Work Ombudsman (FWO) in 2021, and a class action (in 2019), over Woolworths Group's interpretation and application of the *General Retail Industry Award 2010* (GRIA), and the *Fair Work Act* (FWA), in its remediation payments to salaried employees. The case was heard in mid 2023.

In 2019, Woolworths Group discovered and self reported to the regulator that it had not met the requirements of the GRIA and the FWA in relation to its Woolworths Supermarkets and Metro salaried, Award-covered team members.

Woolworths Group commenced an extensive voluntary program to analyse the remuneration of many thousands of Woolworths Supermarket and Metro team members over six years from 2013 - 2019. Ultimately, Woolworths Group made repayments of more than \$330 million to thousands of affected team members, including interest and superannuation.

Today's judgment is complex and extensive.

Woolworths Group will carefully review the judgment. Any quantification of further remediation payments, if any, will require an extensive, detailed review and analysis across many thousands of potentially affected team members.

Woolworths Group CEO, Amanda Bardwell, commented: "Our team members are the heart of Woolworths, dedicating themselves to serving our customers every single day. We are focused on resolving these underpayment issues. We are committed to ensuring that our team members are paid correctly."