

FORCED LABOUR IN CANADIAN SUPPLY CHAINS REPORT 2025

BIRKENSTOCK CANADA LTD disclosure requirement under the Canadian Bill S-211 Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year 2025 (1 October 2024 to 30 of September 2025).

Reporting entity's legal name: Birkenstock Canada Ltd

Identification of a revised report: This is Birkenstock Canada Ltd's final report

Business number: Birkenstock Canada Ltd entity number - 1174516436

Identification of a joint report, if applicable: This is not a joined report

Identification of reporting obligations in other jurisdictions:

- UK Modern Slavery Act 2015 (reported by Birkenstock UK and Birkenstock Group)
- German Act on Corporate Due Diligence Obligations in Supply Chains 2023 (reported by Birkenstock Group)

Entity categorization according to the Act: Corporation

Sector/industry: Wholesale Trade, Retail Trade

Location: 230-100 Promenade des Lanternes, Brossard QC, J4Y 0N7, Canada

1. STEPS TAKEN TO PREVENT AND REDUCE RISKS OF FORCED AND CHILD LABOUR IN 2025

The due diligence of all ESG disclosures are handled at BIRKENSTOCK Group level by the central ESG Team. BIRKENSTOCK Canada disclosures fall under this structure. Our Code of Conduct for Business Partners (CoCBP) is our long-standing global programme that communicates and ensures the minimum requirements regarding on social, environmental and working conditions that are expected to be met by all BIRKENSTOCK Business Partners. It addresses issues such as child labour, forced or bonded labour, responsible recruitment and excessive working hours. We set clear expectations for our Business Partners and the document forms the basis for developing dialogue and shared values.

As an extension of the modern slavery risk assessment conducted by a Human Rights consulting firm in 2023, we developed an enhanced risk assessment tool in 2024 aligned with the German Supply Chain Act. This tool was also used in 2025 and enables us to conduct a thorough evaluation of Human Rights and Environmental standards across our supply chain to proactively identify, analyse and mitigate potential risks.

With the help of our risk assessment tool, we have created a human rights due diligence process to help identify risks related to modern slavery. We have expanded use of this tool to all our raw material suppliers, contract manufacturing suppliers, cosmetics suppliers, production suppliers, own production sites, logistics and stores.

As this will always be an ongoing process, we will strive to increase the scope of our operations because it helps us to identify risks and opportunities to further support our suppliers for best practices and serve as an ongoing platform to monitor the effectiveness of programs in addressing and minimising risks related of forced labour. We engineer and produce 100% of our footwear within Europe, which is one of the safest and most regulated markets in the world.

Our vertical manufacturing and “Made in Germany” approach enables us to control our operational footprint and apply a highly resilient, quality-first methodology. We set high standards for quality, efficiency and delivery, which we execute across all manufacturing sites with full transparency and control. We provide extensive training to our employees to pass down the best practices we have learned in 251 years of manufacturing tradition. Moreover, we operate our own BIRKENSTOCK University to provide continued development for our employees at all levels with a curriculum ranging from sandal making to managerial programs that support upward mobility.

We are committed to conducting our business with integrity, respect for Human Rights and in compliance with all applicable laws and regulations. We expect the same commitment from our Business Partners and encourage them to report any suspicions and concerns related to Modern Slavery through our confidential reporting channel “BIRKENSTOCK SpeakUP line”.

The SpeakUP Line is available 24 hours a day, 365 days a year and can be accessed in multiple languages, allowing employees and external stakeholders to report concerns openly or anonymously. All reports are handled confidentially by the internal reporting office. The internal reporting office reviews the effectiveness of the grievance mechanism regularly to ensure it remains accessible and responsive.

2. STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

BIRKENSTOCK is a revered global brand with a heritage in iconic footwear, rooted in function, quality and tradition dating back to 1774. With over 7,000 employees worldwide, we are also one of the German footwear industry’s biggest employers.

Our production capabilities reflect centuries-old traditions of craftsmanship and commitment to using only the highest quality materials. To ensure each product meets our rigorous quality standards, we operate a vertically integrated manufacturing base and produce all our footbeds in Germany. In addition, we assemble over 90% of our products in Germany and produce the remainder elsewhere in the Europe.

We source over 90% of our materials, such as raw materials, including cork, leather, natural latex, EVA adhesives, jute, wool felt and buckles and components, from almost 200 suppliers located in Europe. We favour suppliers from Europe and strive to form long-lasting relationships built on mutual trust, with an average tenure of 15 years for our top 25 partners, who represented 76% of raw materials and semi-finished goods in fiscal year 2025.

Certain materials and components, representing less than 10% of the total value of our raw materials, originate from outside of Europe. Examples include latex and jute, which are not grown in Europe. We buy these materials mainly from EU-based importers and have full transparency of their sources, which we visit frequently to ensure compliance with our strict guidelines on responsible sourcing practices.

We use responsibly sourced raw materials in the production of our silhouettes in compliance with strict ethical and social standards based on industry best practices. We include the CoCBP as a mandatory component of all new and extended procurement agreements, and we also implement similar procedures as part of new distribution and wholesale agreements.

BIRKENSTOCK has multiple locations in Germany, in the states of North Rhine-Westphalia, Rhineland-Palatinate, Hesse, Bavaria, Saxony and Mecklenburg Western Pomerania. We have 6 production units in Germany, 1 in Portugal and 1 owned warehouse in Germany. We also operate own sales office in the in India, Canada, the United States, China, Australia, Brazil, Japan, Denmark, Poland, Switzerland, Sweden, Spain, United Kingdom, France, Netherlands, Dubai and Singapore.

Canadian goods imports are conducted by a German partner, storing the goods with a 3PL (Geodis Canada, SCS or UPS) and then distributing the goods to our retail partners (wholesale sales) or sell the goods directly to our end customers through the BIRKENSTOCK e-commerce website.

3. BIRKENSTOCK POLICIES AND DUE DILIGENCE PROCESSES

We developed and are further implementing a suite of documents including our Human Rights Policy, CoCBP, Code of Ethics and Anti-Corruption Policy, which guide our approach to prevent Modern Slavery in our supply chain, to act ethically and with integrity in all our business relationships.

BIRKENSTOCK requires from its Business Partners to follow the same principles which is also reflected in the CoCBP and to maintain transparency in the supply chain. We also conduct Human Rights Due Diligence assessments through onsite audits as well as digital mediums including questionnaires and feedback forms. We regularly review and update our policies and due diligence processes to ensure their effectiveness and alignment with best practices.

Our CoCBP is based on core International Labor Organization's (ILO) conventions and incorporates the Principles of the UN Global Compact and states its commitment to the fundamental Human Rights principles as recognised in the Universal Declaration of Human Rights. We continue to regularly review and update our policies and due diligence processes to ensure their effectiveness and alignment with best practices.

We carry out an annual Modern Slavery Risk Assessment to evaluate and enhance our systems for identifying and addressing risks within our supply chain. Leveraging our risk assessment tool, we have established a structured human rights due diligence process to detect and mitigate risks associated with modern slavery. This tool has been rolled out across all raw material suppliers, Tier 1 suppliers, production partners, owned manufacturing sites, logistics operations, and retail locations. Through data collection and analysis, we can identify and categorise potential risks factors. This enables us to proactively identify risks and opportunities, support our suppliers in adopting best practices, and continuously monitor the effectiveness of our initiatives in preventing and reducing incidents of forced and child labour.

4. FORCED LABOUR AND CHILD LABOUR RISKS

Our due diligence and risk analysis, including forced labour and child labour, screens the entire supply chain by working alongside several departments, production facilities, warehouses and Business Partners.

We analysed our entire supply chain including clarifying our direct suppliers. We have multiple categories of business areas including raw material suppliers, contract manufacturing suppliers, owned factories, owned warehouses and retail stores. Our focus this year were raw material suppliers, contract manufacturing suppliers, cosmetics suppliers, own factories, own warehouses, owned offices and logistics. The methodology combined both industry level and country level risks underpinned by feedback from relevant BIRKENSTOCK stakeholder groups.

The risk is based on our market understanding and research combined with country risks identified by our risk matrix. No incidents of forced or child labour were identified through Birkenstock's due diligence processes during the reporting period.

Internally, we initiated the process by disseminating questionnaires, conducting extensive interview sessions with key stakeholders across various departments involved in supplier interactions and through onsite supplier audits.

These interactions provided insights into the complexities of our supply chain network, supplier relationships, and the vulnerabilities that might exist within them. By engaging with coworkers at different levels and departments, we ensured a holistic understanding of the risks associated with our procurement processes and supplier dependencies. Simultaneously, we recognised the importance of monitoring external factors that could impact our supply chain resilience.

We proactively monitored and analysed the risk landscape in countries from which we source raw materials including any evidence to systemic forced labour and child labour practices. This involved staying abreast of geopolitical developments, regulatory changes, and other factors that could pose risks to the stability and reliability of our supply chain.

Through the integration of internal insights gathered from questionnaire responses and interviews, coupled with external risk monitoring efforts, we established a robust foundation for our risk analysis process and decision making.

5. REMEDIATION MEASURES

While no remediation actions were required during the reporting period, Birkenstock maintains procedures to address potential adverse impacts should they arise, including supplier engagement, corrective action plans and escalation protocols.

6. REMEDIATION MEASURES OF LOSS OF INCOME

There has been no evidence of forced labour and child labour violations in BIRKENSTOCK's supply chain thus no loss of income to the most vulnerable families was recorded within the reporting period.

7. TRAINING

BIRKENSTOCK's CoCBP, Code of Ethics and Human Rights Policy guide our approach to deliver employee trainings. We proactively share the documents with our employees with special focus on the sourcing teams. Birkenstock's Compliance Team drives and leads the training module on "Code of Ethics", which is a mandatory training program for all employees. We will continue investing in further trainings to ensure completeness.

8. ASSESSING EFFECTIVENESS

We are driving forced labour and child labour with our CoCBP document, Modern Slavery Statement and German Supply Chain Due Diligence. The documents highlight its implementation of forced labour and child labour at supplier premises and how by several methods a company can have the system and processes in a more regulated way.

We integrated the CoCBP in our procurement process to further safeguard the selection of our Business Partners. This document is crucial at the supplier selection process and supplier must adhere to the document or equivalent. We conducted several training sessions and helped our Business Partners implementing necessary measures.

By fostering collaboration and support, we aim to empower suppliers to uphold the highest standards of forced labour and child labour prevention, fostering a culture of responsibility throughout our supply chain. We have created appropriate governance structures that support effective supply chain risk management and disseminating the culture of risks identification and remediation. We are conducting onsite supplier assessments based on our CoCBP.

A process with detailed steps was established such as document review, interviews with management and employees, physical inspection, data analysis, reporting and follow up and monitoring.

Suppliers are in general very supportive for reasons of supply chain transparency and traceability. The BIRKENSTOCK ESG Team is responsible for annual review and effectiveness of the relevant risk management measures.

9. APPROVAL AND ATTESTATION

This report was approved pursuant to section 11(4)(a) of the Act by the sole director of Birkenstock Canada Ltd on May 28, 2026. In accordance with the requirements of the Act, and in particular section 11 hereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full name: Director of Birkenstock Canada Ltd.; CEO Birkenstock USA LP



"I have the authority to bind Birkenstock Canada Ltd"