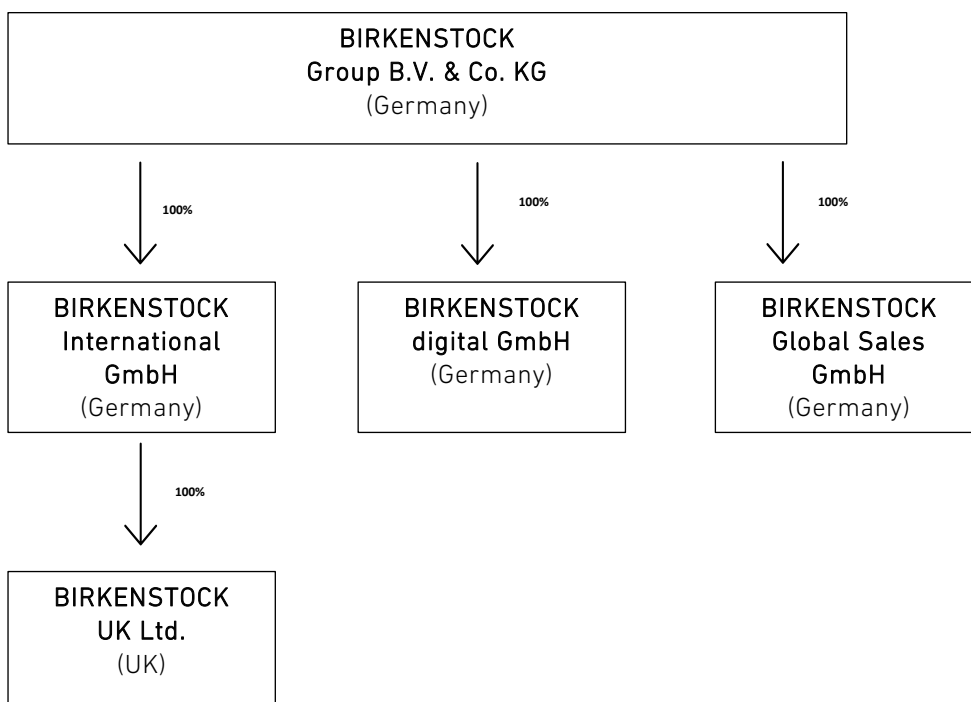


MODERN SLAVERY STATEMENT

BIRKENSTOCK GROUP B.V. & CO KG disclosure requirement under the UK

Modern Slavery Act 2015 section 54 for the financial year 1 October 2024 to 30 September 2025

This Modern Slavery Statement (The "Statement") has been prepared on behalf of BIRKENSTOCK GROUP B.V. & Co. KG and its subsidiaries (collectively referred to as "BIRKENSTOCK") for the purpose of the UK Modern Slavery Act 2015. The statement is updated annually.



BIRKENSTOCK is committed to combatting modern slavery in all its forms and ensuring that our business operations and supply chains are free from any kind of forced labour and human trafficking. This Statement sets out our actions and approach to addressing modern slavery.

OUR BUSINESS AND SUPPLY CHAINS

BIRKENSTOCK is a revered global brand with a heritage in iconic footwear, rooted in function, quality and tradition dating back to 1774. With over 7000 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 EU.

We source over 90% of our materials, such as raw materials, including cork, leather, EVA adhesives, natural latex, jute, wool felt, 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 sourced 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 jute and latex, 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 Code of Conduct for Business Partners (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 offices in the United States, China, Canada, Brazil, Australia, Japan, Denmark, Poland, Spain, Switzerland, Austria, France, Sweden, Singapore, the Netherlands, the United Kingdom, Dubai and India. 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 the highest 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 over 250 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 BIRKENSTOCK 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.

OUR POLICIES

We have developed and are further implementing a suite of documents, mainly 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 that its business partners follow the same principles which is also reflected in the CoCBP to maintain transparency in the supply chain. We also conduct Human Rights Due Diligence assessments through onsite audits as well as digital mediums like questionnaires and feedback forms.

We regularly review and update our policies and due diligence processes to ensure their effectiveness and alignment with best practices.

DUE DILIGENCE, RISK ASSESSMENT AND ANALYSIS

We align our CoCBP with the requirements of environmental and social developments, ensuring it remains a relevant and effective tool. There was an extensive revision that introduced improved features and approaches and involved many employees, outside experts and management.

Our CoCBP is our long-standing programme that communicates and ensures that minimum requirement on social, environment and working conditions 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 always 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 to forced labour.

Through data collection and analysis, we can identify and categorise potential risks factors. These factors are based on a defined set of criteria, including geographical location, industry sector, supplier behaviour, and country-specific labour regulations.

Our CoCBP is based on core international labour organisations 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.

MONITORING AND COMPLIANCE

Working with a diverse group of suppliers, productions facilities and warehouses give us an opportunity to have a wide range of monitoring and compliance. We implement a thorough approach to evaluating working conditions across our supply chain and partner with suppliers to further develop their capabilities.

In our CoCBP, we have set responsibilities and accountabilities for various level of internal stakeholders such as, sourcing managers, supply chain compliance managers, sourcing heads and vice president of sourcing so that the monitoring and compliance is distributed and at the same time always at the highest level. Through our CoCBP, we aim to train and educate our business partners regarding direct responsibility for better supply chain management of human and environmental issues.

Where risks are identified in our supply chain, we have a set of mitigation actions in place. Taking appropriate actions to address any instances of modern slavery includes making additional due diligence assessments, providing targeted training, sharing of best practice to aid continuous improvement and termination of relationships with non-compliant business partners.

This Statement reflects our commitment to respecting human rights and eliminating modern slavery from our operations and supply chains. We are dedicated to continuously improving our practices and collaborating with others to make a positive impact.



Christian Heesch
Chief Legal Officer
BIRKENSTOCK Group B.V. & Co. KG