

Factory Name	Parent Company (If Applicable)	Street Address	City	Country	Supplier Type	Product Type	Number of Employees	Number of Female workers	Number of Foreign Migrant workers	Does the facility follow a Collective Bargain Agreement and Union?	Which Environmental or Chemical Certifications does that facility have?	Does the facility provide any Worker Well-Being programs for employees?*	Was an anonymous Worker Sentiment Survey conducted in the last 12 months?***
Athena	Hua Li	Dong Doai Village, Yen Lam Commune, Yen Mo District	Ninh Binh	Vietnam	T1 - Finished Goods	Footwear	7656	6240	0	Yes	ZDHC Chemicals Gateway, Higg FEM	Yes	Yes
Citi Tex I	Citi Tex S.A.C	Jr. El Estano No. 5755 Mz.B Lt 39 Urban Industrial Infantas III Stage	Lima	Peru	T1A - Approved Subcontractor	Apparel	399	106	0	No	FSC, RWS, Higg FEM	Yes	Yes
Cofaco Industries	Cofaco Industries S.A. C.	Street San Andres 6299 Molitalia Industry	Lima	Peru	T1 - Finished Goods	Apparel	1619	776	0	No	GOTS, GRS, FSC, RWS, ISO 14001, ZDHC Chemicals Gateway, Higg FEM	Yes	Yes
Dongguan Bacui Knitwear Co., Ltd	Kent Knitters Ltd	#5 Pingding Road, Jin Mei Village	Chang Ping Town	China	T1 - Finished Goods	Apparel and Accessories	662	422	0	No	GRS, Higg FEM	No	Yes
Harriss & Covington Hosiery Mills, Inc.		1250 Hickory Chapel Road	High Point	USA	T1 - Finished Goods	Apparel	266	161	0	No	Higg FEM	Yes	No
Nova International Corp		73, Beombang 2-ro, Gagseo-gu	Busan	Korea	T1 - Finished Goods	Footwear	300	186	14	No	FSC, ISO 14001, Higg FEM	Yes	Yes
Regina Miracle International Vietnam Co., Ltd.	Regina Miracle International (Holdings) Limited	No 9 East West Road, VSIP Hai Phong Township, Industrial and Service Park, Duong Quan Commune, Thuy Nguyen District	Hai Phong	Vietnam	T1 - Finished Goods	Footwear	4571	2614	0	Yes	FSC, GRS, ISO14001, Higg FEM	Yes	Yes
Greentech Headgear Company Limited	ASI	Road D02, Chau Duc Industrial Zone, Nghia Thanh Commun, Chau Duc District	Ba Ria - Vung Tau	Vietnam	T1 - Finished Goods	Accessories	2047	1592	0	Yes	Higg FEM	Yes	No
SSS Fashion		8 Avenue 2-76 El Tesoro, zona 2 Mixco	Guatemala City	Guatemala	T1 - Finished Goods	Apparel	321	247	0	No		No	No
Viet Thuan Apparel Company Limited	RSI	No. P1, N5A Street, Hoa Xa Industrial Park, My Xa Ward	Nam Dinh	Vietnam	T1 - Finished Goods	Apparel	2268	1638	0	Yes	GRS, OCS, LEED, Higg FEM	Yes	Yes

*Worker well being programs include but are not limited to: childcare facilities, maternity benefits, housing allowance, transportation, healthcare, education stipends, access to financial services, energy, water, sanitation, etc.

***Anonymous Worker Sentiment Surveys are conducted on behalf of Elevate, Allbirds's nominated social audit partner.