

last updated: October 2023\*

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 the 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?***	Date of Last Allbirds Social Compliance Audit
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	2022
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	236	172	0	No	FSC, RWS, Higg FEM	Yes	Yes	2023
Cofaco Industries	Cofaco Industries S.A. C.	Street San Andres 6299 Molitalia Industry	Lima	Peru	T1 - Finished Goods	Apparel	1263	615	0	No	GOTS, GRS, FSC, RWS, ISO 14001, ZDHC Chemicals Gateway, Higg FEM	Yes	Yes	2023
Harriss & Covington Hosiery Mills, Inc.		1250 Hickory Chapel Road	High Point	USA	T1 - Finished Goods	Apparel	270	167	0	No	Higg FEM	Yes	Yes	2023
Premium Shirts S de RL de CV		Av. Santa Rosa No 15 y 13- A, Parque Industrial Lerma	Lerma de Villada	Mexico	T1 - Finished Goods	Apparel	97	47	0	Yes	CHEM-IQ	Yes	Yes	2023
Premium Shirts S De RI De Cv Sucursal	Premium Shirts S de RL de CV	Avenida Dr. Gustavo Baz Prada #1, Santa Cruz Atizapán,	Atizapán Santa Cruz	Mexico	T1A - Approved Subcontractor	Apparel	90	63	0	Yes		Yes	Yes	2023
Spirit Mexico S de RL de CV	Premium Shirts S de RL de CV	Av. Santa Rosa Mza 16 Lote 6- A Parque Industrial Lerma	Lerma de Villada,	Mexico	T1A - Approved Subcontractor	Apparel	171	98	0	Yes	CHEM-IQ	Yes	Yes	2023
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	2022

\*Figures are based on our most recent audit

\*\*Worker well being programs (and % of our T1 factories that offer them) include, but are not limited to: maternity benefits (25%), childcare allowance (25%), transportation allowance (25%), education and training programs (38%), access to financial services (38%), worker voice programs (13%), health and well being programs 75%), recreation programs (38%), PACE program (13%).

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