

Last updated: October 2024*

| 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? | Date of Last Allbirds Social Compliance Audit |
|---|--------------------------------|--|------------|---------|------------------------------|--------------|---------------------|--------------------------|-----------------------------------|--|---|
| Athena Vietnam Footwear Co. Ltd. | Huali Industrial Group | Dong Doai Village, Yen Lam Commune, Yen Mo District | Ninh Binh | Vietnam | T1 - Finished Goods | Footwear | 7471 | 6365 | 0 | Yes | 2024 |
| Citi Tex I | Citi Tex S.A.C | Jr. El TEstano No. 5755 Mz.B Lt 39 Urban Industrial Infantas III Stage | Lima | Peru | T1A - Approved Subcontractor | Apparel | 236 | 172 | 0 | No | 2023 |
| Cofaco Industries | Cofaco Industries S.A. C. | Street San Andres 6299 Molitalia Industry | Lima | Peru | T1 - Finished Goods | Apparel | 1263 | 615 | 0 | No | 2023 |
| Harriss & Covington Hosiery Mills, Inc. | | 1250 Hickory Chapel Road | High Point | USA | T1 - Finished Goods | Apparel | 270 | 167 | 0 | No | 2023 |
| Rollsport 1 Vietnam Footwear Co., Ltd. | Huali Industrial Group | Hoang Long Industrial Park, Tao Xuyen Ward | Thanh Hoa | Vietnam | T1 - Finished Goods | Footwear | 7682 | 6577 | 0 | Yes | 2024 |

*Figures are based on our most recent audit