

GLOBAL STATEMENT

On Modern Slavery, Human Rights and Decent Working Conditions

1. INTRODUCTION

Red Bull GmbH ("**Red Bull Austria**") and its subsidiaries (together "**Red Bull Group**" or "**we**") reject modern slavery in all its forms (including human trafficking, forced or compulsory labour, child labour, debt bondage, work under threat of punishment and other forms of human exploitation) and aim to promote respect for fundamental human rights and decent working conditions.

We aim to ensure compliance with all relevant laws, rules and regulations, social and ethical responsibilities, and fair cooperation as the guiding principles of everything we do and everywhere we operate. We aim to keep our supply chains transparent as well as be open about how we conduct due diligence. We have taken pro-active measures regarding the implementation of supply chain compliance, ensuring that human rights and decent working conditions are embedded into corporate values, practices, and procedures throughout our own operations and the supply chain.

This statement (the "**Global Statement**") outlines the steps we take to prevent, identify, and address risks and adverse impacts associated with modern slavery (should any be detected) and any risks related to failures to provide for and/or uphold fundamental human rights and decent working conditions across our business of producing, importing, marketing, and selling Red Bull Energy Drink non-alcoholic beverage products (the "**Red Bull Energy Drinks**") and Red Bull Organics, a flavoured soft drink product produced according to organic certifications (the "**Red Bull Organics**") (the "**Beverages Business**") and the supply chains associated with our Beverages Business. Our approach aligns with the UN Guiding Principles on Business and Human Rights and is based on the OECD Due Diligence Guidance for Responsible Business Conduct.

This Global Statement covers the financial year ending 31 December 2024.

2. ABOUT THE RED BULL GROUP – ORGANISATION STRUCTURE, OPERATIONS AND SUPPLY CHAINS

2.1. ORGANIZATION STRUCTURE AND OPERATIONS RELATING TO THE BEVERAGES BUSINESS

- i. Red Bull Austria is a company based in Austria, with subsidiaries and affiliates in various jurisdictions around the globe.
- ii. The Beverages Business represents the main business activity of the Red Bull Group whereas within the Beverages Business, the Red Bull Energy Drinks currently represent the primary business segment. In addition to the Beverages Business, the Red Bull Group is also active in the development of events in the fields of sports, culture, and music, in the production of digital and analog media, and in the promotion of athletes and teams.

- iii. Red Bull Austria supplies all subsidiaries of the Red Bull Group worldwide that are part of the Beverages Business, including the Reporting Entities (as defined in Section 6 below), with Red Bull Energy Drinks and Red Bull Organics (where relevant).

2.2. SUPPLY CHAINS RELATING TO THE BEVERAGES BUSINESS

- i. The core business of the Reporting Entities is the importation, marketing, and distribution of Red Bull Energy Drinks and Red Bull Organics (where relevant), as well as event related and other marketing related materials and services. The products are imported into the relevant jurisdiction predominantly via road, rail or sea and or air freight, warehoused, and then distributed by the subsidiary and third-party distribution partners.
- ii. The Reporting Entities directly and indirectly cover a variety of routes to local markets, with their customers predominantly falling into the retail, convenience, and on-premise channels. These customers are supplied either directly by the local subsidiary or indirectly through its third party distribution partners.
- iii. The Reporting Entities' activities relating to the marketing of Red Bull Energy Drinks and Red Bull Organics (where relevant) include the organisation and hosting of Red Bull events, partnerships with athletes and sporting teams, partnerships with third-party events, such as music festivals, media and content production, partnerships and other advertising activities.
- iv. Red Bull Austria has a global supply chain. Ingredients, primary packaging, secondary packaging, point of sale materials, fridges and coolers, and other goods and services are sourced from a variety of global jurisdictions and suppliers. Red Bull Austria has relied on long-term and strategic partnerships for the production and bottling of Red Bull Energy Drinks and Organics by Red Bull. The cans of Red Bull Energy Drinks and Red Bull Organics are sourced from plants in Austria, Switzerland and the United States.
- v. We are aware that there may be a higher risk of child labour and forced labour associated with certain regions, goods, and industries, which are factors that we consider in our supplier risk assessment (please refer to Section 4 for further details).

3. POLICIES AND PROGRAMS RELATING TO MODERN SLAVERY, FUNDAMENTAL HUMAN RIGHTS AND DECENT WORKING CONDITIONS

3.1. POLICIES

Our commitment to respect human rights is underpinned by our policies and ethical guidelines, which extend across our operations and the value chain.

Our **Global Code of Conduct** reflects our way of working, acting and who we are while respecting and protecting human rights. It provides a clear path for all employees of the Red Bull Group and anyone working on behalf of or with the Red Bull Group and covers our principles on human rights, ethical behaviour, equal opportunity, anti-discrimination and non-harassment, and health and safety.

Where necessary, and where required by local legislative and regulatory frameworks, we provide specific guidance in additional policies, codes and statements, to offer topic specific conduct requirements that go beyond, and complement, our general Global Code of Conduct.

This includes our **Global Supplier Code of Conduct** which is based on the core principles as set out in the Business Social Compliance Initiative (BSCI), the conventions of the International Labour Organization (ILO), the United Nations Universal Declaration of Human Rights, the U.N. Convention on the Rights of the Child and the U.N. Conventions for Elimination of All Forms of Discrimination, the principles of the U.N. Global Compact as well as the OECD Guidelines for Multinational Enterprises. The Global Supplier Code of Conduct includes a requirement for suppliers to adhere to the Red Bull Group's key principles to mitigate the risks of discrimination, coercion, forced labour, child labour, wages & benefits, working hours, safety and health, hygiene, housing/dormitories, freedom of association, bribery and corruption and environmental protection.

Further, in the first half of 2025 we have developed a designated **Red Bull Global Modern Slavery Policy** which outlines the Red Bull Group's commitment to combat modern slavery, including human trafficking, forced labor and child labor. It applies to Red Bull Austria and the Reporting Entities as well as their employees, setting standards for ethical behavior, due diligence, and compliance with laws to prevent and address modern slavery in the supply chain.

3.2. PROGRAMS

3.2.1. Training Programs

We create awareness regarding modern slavery, fundamental human rights and decent working conditions through training, which is made available and mandatory for employees who are involved in the procurement processes related to our Beverages Business as well as for all employees of the Reporting Entities. These resources are set up to increase employee awareness and to improve their understanding of their own rights and the rights of others.

Ongoing training on our Global Code of Conduct will be shared with all employees during 2025 and completion is mandatory. Revisions and updates are completed on a continuous basis and are reflected in the aforementioned training.

3.2.2. Whistleblowing Channels

We give our employees and actors within our supply chain the opportunity to raise their concerns about violations of applicable laws and standards without fear of retaliation.

In particular, we have established various internal reporting channels and a whistleblowing system called "[SPEAK UP – Red Bull Integrity Line](#)" for raising concerns. This reporting system is supported by a whistleblowing policy that includes guidelines describing the methods for how reports of confirmed or suspected incidents should be handled. The policy applies to all employees and business partners.

3.3. ENGAGEMENT AND COLLABORATION WITH REPORTING ENTITIES

The Red Bull Group has taken pro-active measures regarding the implementation of group-level supply chain compliance and has established a global approach to supply chain due diligence, risk assessment and management, including policies, programs and due diligence processes.

Since Red Bull Austria is the main supplier of the Reporting Entities and they are part of the Red Bull Group's operations relating to the Beverages Business, the Red Bull Group's group-level policies, due diligence processes, risk assessment and management cover a substantial part of their supply chain. The Reporting Entities are also supported with respect to due diligence, as well as risk assessment and management relating to their own operations as well as their local supply chain, where needed. This includes supporting them in developing and implementing due diligence policies and processes, codes of conduct and compliance checklists as well as negotiating and managing agreements with global suppliers that may incidentally supply operations for the Reporting Entities.

4. DUE DILIGENCE PROCESSES RELATING TO MODERN SLAVERY, FUNDAMENTAL HUMAN RIGHTS AND DECENT WORKING CONDITIONS

Our approach to supply chain due diligence aligns with the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct. Based on these standards, principles, and goals, we have established a due diligence process to continuously identify, assess, mitigate, track and account for risks and adverse impacts associated with modern slavery and any risks related to failures to provide for and/or uphold human rights and decent working conditions in our own operations as well as throughout our supply chain.

Our supplier due diligence process consists of the following steps:

4.1. STEP 1: SUPPLIER RISK ASSESSMENT

Supplier risk assessments are conducted to identify, analyse and assess the potential risks associated with modern slavery and any risks related to failures to provide for and/or uphold fundamental human rights and decent working conditions. This is done in accordance with renowned global indices and studies and in alignment with internationally accepted standards for human rights due diligence. The supplier risk assessment considers the following criteria:

4.1.1. Geographical risk

Publicly available indices are used, which are compiled at the country level with the aim of identifying risk areas for individual geographies. Some of the individual indices can be directly assigned to human rights risks. In addition, indices serve as indicators for determining the risk profile of a selected country.

4.1.2. Industry sector

The supplier risk assessments consider industry-specific risks using established methods recognised in the relevant department and jurisdiction for the classification of economic activities.

4.1.3. Partnership

The depth of the commercial relationship with suppliers, including factors such as the quality of services, supplier performance, proportion of total spend by the Red Bull Group, and duration of the partnership.

4.2. STEP 2: DETAILED RISK EVALUATION

Supplier self-assessment questionnaires are shared with a selected group of suppliers, which are identified based on the risk assessment set out in Step 1 above. These questionnaires provide suppliers with an opportunity to examine their own operations and provide transparency about specific social topics to the Red Bull Group. They aim to evaluate suppliers' maturity levels regarding their understanding of modern slavery, fundamental human rights and decent working conditions in their operations and how potential risks are managed.

The process helps to identify any immediate risks across modern slavery, specific fundamental human rights and decent working conditions. The process focuses on the impacts of modern slavery, fundamental human rights and decent working conditions risks. Particular attention is paid to those fundamental human rights and decent working conditions that are most at risk as a result of the Red Bull Group's activities or business relationships.

4.3. STEP 3: CREATE AN ACTION PLAN AND STEP 4: IMPLEMENT ACTIONS

Risks are recorded, preventative and corrective action plans are agreed, and actions are managed and implemented together with the relevant suppliers, as necessary. This undertaking is paramount to understand our suppliers' actions to reduce their risk profile and to ensure compliance with the Global Supplier Code of Conduct. In case of the occurrence of identified and assessed risks associated with modern slavery, fundamental human rights and decent working conditions, appropriate preventive measures and remedial measures (including but not limited to termination of contracts with suppliers in breach of their obligations) are set out, in line with internal policies.

Information is provided to the suppliers to create further awareness about modern slavery, fundamental human rights and decent working conditions and care is taken to ensure that risk management is part of the Red Bull Group's supplier management approach. When required further review and monitoring is undertaken to track risk management progress.

5. RISK AND IMPACT ASSESSMENT AND MANAGEMENT**5.1. RISK AREAS, SPECIFIC RISKS AND ADVERSE IMPACTS IDENTIFIED**

The risk areas covered by the indices on which the Red Bull Group bases its abstract supply chain risk assessment include modern slavery, fundamental human rights and decent working conditions. More specifically, these general risk areas encompass risks such as child labour, forced labour, breaches of occupational health and safety obligations, breaches of freedom of association rights, unequal treatment, withholding of adequate living wage and environmental degradation.

As a result of the assessments described in Section 4, certain low-level risks – such as inadequate policies and procedures – were identified within the risk areas described above, involving

occasional suppliers. Otherwise, no significant or actual adverse impacts have been discovered as part of the risk assessment, either among the suppliers or within Red Bull Group's own operations.

5.2. MANAGEMENT OF RISKS AND ADVERSE IMPACTS AND MEASURES IMPLEMENTED OR PLANNED

The identified low risks were assessed and evaluated, and preventive measures were considered and implemented together with the relevant suppliers. These risk-reducing measures included implementing processes, policies, certifications, statements, plans and routines to prevent and address potential adverse impacts on the relevant risk areas.

5.3. EFFECTIVENESS OF PROCEDURES AND MEASURES

We are constantly monitoring our policies, procedures and measures in place to ensure that they are effective and improved whenever necessary.

5.3.1. Supplier Audits

We regularly conduct audits throughout our own operations and the operations of our subsidiaries. In addition, we conduct supplier audits following the approach outlined below:

- i. When risks are identified in relation to a supplier, actions are managed together with the relevant supplier. If required, further review and monitoring is undertaken to track the progress in the relevant supplier's risk management.
- ii. During internal audit assignments, the usage and implementation of the Global Supplier Code of Conduct with a sample of suppliers are reviewed.
- iii. Supplier site visit audits are performed to ensure efficient operational management and to ensure best practices in supplier management.
- iv. Third-party auditing and certification bodies are engaged to monitor a selected group of suppliers. Audits are conducted at supplier locations to review the current state of compliance with relevant fundamental human rights and decent working conditions standards, as well as adherence to the Global Supplier Code of Conduct. By involving independent third parties, this is a standardised and effective method to monitor and verify that suppliers are upholding ethical standards.

5.3.2. Review and Revision of Policies and Programs

We are continuously monitoring and further developing guidelines and procedures for managing risks and adverse impacts associated with modern slavery, fundamental human rights and decent working conditions. Our Global Supplier Code of Conduct is regularly reviewed and updated.

The employees training resources used to create awareness regarding modern slavery, fundamental human rights and decent working conditions are also regularly reviewed.

5.3.3. Whistleblowing System "SPEAK UP – Red Bull Integrity Line"

Our whistleblowing system "SPEAK UP – Red Bull Integrity Line", which is available to our employees and actors within our supply chain, facilitates the streamlined reporting of concerns relating to modern slavery or the failure to provide for and/or uphold fundamental human rights and decent working conditions, followed by the implementation of appropriate measures to prevent or cease adverse impacts.

6. REPORTING REQUIREMENTS

The Global Statement (together with its appendices) addresses:

- i. the Australian Modern Slavery Act 2018 (Cth) (the "Australian Act"),
- ii. the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Canadian Act"),
- iii. the Norwegian Transparency Act 2021 (the "Norwegian Act"), and
- iv. the UK Modern Slavery Act 2015 (the "UK Act")

and covers the Beverages Business of the Red Bull Group. The Global Statement is supplemented by the Reporting Requirements Index (Appendix I) and specific local sections for each of the following local reporting entities of the Red Bull Group in the Beverages Business (the "**Reporting Entities**"):

- i. Red Bull Australia Pty Ltd (under the Australian Act),
- ii. Red Bull Canada Ltd. (under the Canadian Act),
- iii. Red Bull Norway AS (under the Norwegian Act), and
- iv. Red Bull Company Ltd. (under the UK Act).

Entities of the Red Bull Group with business activities outside the Beverages Business are covered by separate statements to the extent required by applicable local law.



RED BULL AUSTRALIA PTY LTD

Appendix I

Modern Slavery Act 2018 (Cth) Annual Report for the Reporting Year 2024

This annual report for the 2024 financial reporting year has been created by Red Bull Australia Pty Ltd ("**Red Bull Australia**") for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the Modern Slavery Act 2018 (Cth) (the "**Act**"). This report is intended to be read in conjunction with the preceding Global Statement on Modern Slavery, Fundamental Human Rights and Decent Working Conditions (the "**Global Statement**") of the Red Bull group ("**Red Bull Group**").

Red Bull Australia is committed to mitigating the risk of modern slavery practices within our business operations. The Red Bull Group has established a global approach to supply chain due diligence and risk management also covering Red Bull Australia.

The Global Statement outlines the steps the Red Bull Group takes to prevent, identify, and address risks and adverse impacts associated with modern slavery, fundamental human rights and decent working conditions across the business of producing, importing, marketing, and selling Red Bull Energy Drink non-alcoholic beverage products and Red Bull Organics a flavoured soft drink product produced according to organic certification (the "**Beverages Business**") and the supply chains associated with the Beverages Business.

Sections of the Global Statement addressing reporting requirements under the Act are listed in the column of Appendix I to the Global Statement relating to the Act.

The following is meant to supplement the Global Statement, setting out any information, measures, steps, and processes specific to Red Bull Australia.

1. REPORTING CRITERIA 1 & 2: ABOUT RED BULL AUSTRALIA

1.1. STRUCTURE AND ORGANIZATION

Red Bull Australia is a wholly owned subsidiary of Red Bull GmbH, which is based in Austria ("**Red Bull Austria**"). Red Bull Australia does not own or control any subsidiaries or related entities. Red Bull Australia's modern slavery initiatives and statement is approved by the directors of Red Bull Australia.

The Red Bull Australia team during this reporting period comprised approximately 257 permanent employees across sales, Marketing, Operations, Finance and Human Resources. In addition, Red Bull Australia employs a part-time workforce, primarily across marketing execution activities.

Employees undertake duties across all Australian States and Territories, with most of our workforce residing within major Australian capital cities. Diversity and inclusion are a fundamental part of our ethos, and we seek out talent with different backgrounds. As a member of the Diversity Council of

Australia, we continue to be committed to ensuring Red Bull Australia is a diverse and equal place for all employees to work.

Red Bull Australia's national headquarters is located in Alexandria, New South Wales, with State offices in Brisbane, Melbourne, Adelaide and Perth.

1.2. OPERATIONS

As of 2024 Red Bull Australia's core business is the purchasing, importation, marketing, and sale of a range of Red Bull non-alcoholic beverage products, including Red Bull Energy Drinks, Red Bull Sugarfree Drinks, Red Bull Zero Drinks and Red Bull Editions Drinks (referred to as "**Red Bull Energy Drinks**"). The domestic distribution of these products continues to be managed via a third-party logistics partner in all Australian States and Territories.

To support the above, we continued to undertake activities including the organisation and hosting of Red Bull events, partnership with athletes and sporting teams and partnerships at third-party events, such as music festivals, media and content production, as well as advertising.

Red Bull Australia, both directly and indirectly, covers a variety of routes to market, with our customers predominantly falling into the retail, convenience and on-premise channels. These customers are supplied with products either directly via our third-party logistics provider, or indirectly through our Australian Wholesaler and Distribution partners.

1.3. SUPPLY CHAIN

Red Bull Australia's supply chain can be divided into two distinct categories:

1.3.1. Finished goods and point of sale material purchased from Red Bull Austria

Red Bull Australia's supply chain involves the purchase of Red Bull Energy Drinks and associated items from our parent company, Red Bull Austria. Please refer to Section 2.1 of the Global Statement for more details and to Section 2.2 of the Global Statement on Red Bull Austria's supply chain.

1.3.2. Products and services procured locally within Australia

Our Australian supply chain includes services that contribute to our daily operations, including, but not limited to, cleaning, event logistics, contract packing, merchandise, marketing and security that service Red Bull Australia's national offices, State offices and event sites.

2. REPORTING CRITERIA 3: MODERN SLAVERY RISKS IN OPERATIONS AND SUPPLY CHAIN

2.1. GLOBAL LEVEL

Please find a description of the general risk areas covered by the Red Bull Group's abstract risk assessment and the low-level risks identified within such risk areas involving occasional suppliers in Section 5.1 of the Global Statement.

2.2. RED BULL AUSTRALIA

On a local level, we continue to assess the risk of modern slavery practices across our suppliers and supply chain with special focus on the following categories:

- i. Industry sector: specific industry sectors deemed as high risk in international and national guidance documentation.
- ii. Commodity/product: specific products and commodities deemed as high risk by the United States Department of Labor's 2018 List of Goods Produced by Child and Forced Labor, the Global Slavery Index (GSI) and other international guidance materials.
- iii. Geographic location: based on estimated prevalence of modern slavery and the government responses as outlined in the 2018 GSI and our consultant's proprietary risk profiles based on 13 country risk indices such as corruption, freedom of speech, worker rights, and migrant workers. While we predominantly use suppliers based in Australia, we recognise that the goods and services they use (our Tier 2 suppliers) may come from geographic locations that could be deemed as high risk.
- iv. Workforce profile: in undertaking our supplier analysis we considered the type of labour involved in the production of our goods and services, particularly where low skilled, vulnerable, or migrant labour is used, or where the work is deemed as '4D' work (Dirty, Dull, Dangerous or Degrading).

The ten supply categories we have identified as posing a potential risk for modern slavery are:

- i. Events & event logistics; due to risks associated with workforce profile.
- ii. IT; due to risk associated with geographic sourcing.
- iii. Travel & accommodation; due to risks associated with workforce profile.
- iv. Textiles & merchandise; due to risk associated with commodity type and geographic sourcing.
- v. Building & construction; due to risk associated with workforce profile.
- vi. Plumbing & electrical; due to risk associated with workforce profile.
- vii. Sales & distribution; due to risk associate with workforce profile and industry sector.
- viii. Cleaning & security; due to risk associated with workforce profile.
- ix. Office supplies; due to risk associated with commodity type.
- x. Packaging materials; due to risk associate with workforce profile and industry sector.

3. REPORTING CRITERIA 4: ACTIONS TAKEN TO ASSESS AND ADDRESS RISK

3.1. DUE DILIGENCE PROCESSES, RISK ASSESSMENT AND MANAGEMENT

3.1.1. Global Level

Red Bull Australia is a wholly owned subsidiary of Red Bull Austria and part of the operations of the Beverages Business. Thus, Red Bull's Group-level due diligence processes, risk assessment and management, also relating to the identification and management of modern slavery, cover a substantial part of our supply chain. Group-level support is also provided to Red Bull Australia with respect to due diligence as well as risk assessment and management relating to our own operations and local supply chain, where needed. A detailed description of Red Bull's Group-level due diligence processes, risk assessment and management as well as how subsidiaries that are part of the Beverages Business are supported is set out in Sections 3.3, 4 and 5 of the Global Statement.

3.1.2. Red Bull Australia

In 2021, Red Bull Australia engaged with CM3 Contractor Management Pty Ltd ("**CM3**"), an accredited risk management partner, to undertake a review of a selected group of category A suppliers (other than Red Bull Austria) representing approximately 50% of our third party spend. In 2022 we extended the modern slavery review to other category B suppliers representing in total approximately 95% of our third-party spend. Various positive actions have been taken since then which were detailed in previous statements.

CM3's assessment in 2021 and 2022 did not reveal any obvious modern slavery risk. However, some of these suppliers belong to industry sectors, or provide goods and services known to present higher risks for modern slavery in both Australia and internationally. Based on this, Red Bull Australia focused its attention on carrying out due diligence on these suppliers, ensuring they comply with their contractual obligations as well as with our policies and standards by holding them accountable to our contractual requirements.

In 2023 we completed the assessment of those suppliers that had failed to submit their responses in due course and followed up on recommendations developed by CM3. Red Bull Australia has addressed recommendations for suppliers during the suppliers' performance review meetings and also in ad-hoc meetings. Please refer to last year's statement for further information.

Based on a review of the effectiveness of Red Bull Australia's 2023 actions, we have identified certain opportunities and areas for further attention during subsequent reporting periods in last year's statement. In this respect we have made the following progress in the 2024 reporting period:

- i. **Global network:** extended and leveraged Red Bull Australia's global network to learn and implement best practice from other markets.]
- ii. **Supplier assessment:** reviewed and assessed a number of suppliers, allowing for better monitoring of the ethical risk.]

- iii. **Givvable:** continued working with partner, Givvable, for the supplier screening, supplier training, sourcing events and reporting.

We have continued to embed the ongoing and new activities described in last year's statement to assess and address risk, while Red Bull Austria has continued to manage supplier risks.]

3.2. POLICIES AND PROGRAMS

The Red Bull Group implements global policies, also covering modern slavery, that extend throughout its operations and value chain. Further, the Red Bull Group has established various reporting channels internally and a whistleblowing system called "[SPEAK UP – Red Bull Integrity Line](#)" to raise concerns about human rights issues and report actual or potential violations or other grievances. More information on such global policies and channels are set out in Section 3.1 of the Global Statement.

On a local level Red Bull Australia implements the 'Bull of Rights', which is the 'playbook' for working at Red Bull Australia. It contains information about our company's history and values, our over-arching philosophy, and commitments, along with the more practical detail on the policies and procedures that help our employees operate safely, ethically, and effectively within our roles. The Bull of Rights also specifically details Red Bull Australia's intolerance of modern slavery across all areas of our business, both internally and externally. This document is provided to all Red Bull Australia's employees on commencement, reviewed and redistributed annually and updated as and when policies, laws or procedures change. In [January 2024], all employees were required to read and sign the document to confirm they have read and fully understand the contents. The Bull of Rights is reviewed annually as a minimum (and more regularly should circumstances require it), by the relevant functional Department or Australian Leadership Team.

3.3. TRAINING

The Red Bull Group provides training to employees who are involved in the procurement processes relating to the Beverages Business to create awareness also regarding modern slavery. More details on such trainings are set out in Section 3.2.1 of the Global Statement.

On a local level, Red Bull Australia continues to conduct compulsory recorded internal modern slavery web-based training for all Red Bull Australia employees. Further, we embed mandatory training into our onboarding process and conduct bi-annual training refreshers for staff on identifying and combatting modern slavery risks.

3.4. SUPPLIER MANAGEMENT

Red Bull Australia continues to include modern slavery questions in the contract review form that our staff are encouraged to use during supplier performance reviews for ongoing assessment on modern slavery practices.

Red Bull Australia includes modern slavery questions in tender processes, and the suppliers' response to this topic forms part of the evaluation and selection criteria.

The supplier onboarding process also takes into consideration the supplier's adherence to our Supplier Code of Conduct. All new third-party suppliers must review and sign an agreement to comply with our Code.

4. REPORTING CRITERIA 5: EFFECTIVENESS ASSESSMENT

4.1. GLOBAL LEVEL

The Red Bull Group is constantly monitoring its policies, procedures and measures in place to ensure that they are effective and improved whenever necessary. To that end, the Red Bull Group not only reviews, updates and revises its policies and programs, but also conducts supplier audits including third-party auditing and certification bodies. These measures are outlined in more detail in Section 5.3 of the Global Statement.

4.2. RED BULL AUSTRALIA

In order to assess Red Bull Australia's actions taken in response to the potential risk of modern slavery, Red Bull has undertaken the following:

- i. **Policy updates:** Red Bull Australia's 'Bull of Rights' was maintained and updated where relevant.
- ii. **Building on Global Learnings:** International participation within internal Red Bull global modern slavery meetings to build on global learnings and understand our company wide approach to incoming similar supply chain legislation in Europe.
- iii. **Continued development of Procurement Policy:** The Procurement Policy introduced at Red Bull Australia in January 2023 includes guidance regarding Sustainability and Ethical Procurement. Governance of the policy from Procurement supports contract owners to the delivery of actions identified.
- iv. **Events:** The selection of suppliers and contractors for events follows a thorough process that include: selection of local Australian businesses with proven professional track record and no Modern Slavery risks identified; collection of relevant insurance policies and safe work method statements (if applicable), execution of a service agreement; development of the corresponding event management plan which describes the work hours per day and breaks, access to meals, water or refreshments, sunscreen, toilets and PPE. For every event a risk management plan is also developed.
- v. **Givvable:** Continued working with partner, Givvable, for the screening of a selected group of suppliers (accountable for 80% of Red Bull Australia's total domestic spend) across 6 key ESG areas (Environmental, Ethical, Diversity and Inclusion, Governance, Community and Social impact) to proactively identify improvement opportunities in the assessment of modern slavery risks in our supply chain, and address any gaps more effectively. Screening results are updated every three (3) months, and since November 2023 the percentage of credentialed suppliers have progressively increased.

Global Statement on Modern Slavery

We have identified the following opportunities and areas for further attention during the subsequent reporting periods based on a review of the effectiveness of Red Bull Australia's 2024 actions:

- i. Increase Supplier Engagement; enhance collaboration with key suppliers through regular communication, frequent audits, joint planning, and recognition to ensure adherence to modern slavery policies.
- ii. Increase Internal Awareness and training; provide refresher training, awareness campaigns and leadership involvement to keep employees informed about modern slavery risks and available reporting mechanisms.
- iii. Leverage technology to assist compliance; review existing supplier management systems to improve analytics and alters to improve transparency and compliance within supplier base.

We see this assessment component to be an ongoing process and paramount to driving meaningful change across both internal (employees) and external (partners and suppliers) elements of Red Bull Australia. As such we remain committed not only to positive impacts, but also ongoing compliance, as we continue this journey.

5. REPORTING CRITERIA 6: PROCESS OF CONSULTATION WITH ENTITIES OWNED OR CONTROLLED

Red Bull Australia does not own or control any subsidiaries or related entities.

For information on the engagement and collaboration of Red Bull Austria and Red Bull Australia, please refer to Section 3.3 of the Global Statement.

This statement was approved by the board of Red Bull Australia Pty Ltd on 17 June 2025.

Signed by:

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Sam Mostapha

Managing Director

24 June 2025