

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**") (together, 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 2025.

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 applicable).

2.2. ACTIVITIES AND 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 applicable), 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 applicable) 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 majority of cans of Red Bull Energy Drinks and Red Bull Organics are sourced from plants in Austria, Germany, Switzerland, the United Kingdom 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 required, 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, our **Red Bull Global Modern Slavery Policy** outlines the Red Bull Group's commitment to combat modern slavery, including human trafficking, forced labour and child labour. It applies to Red Bull Austria and the Reporting Entities as well as their employees, setting standards for ethical behaviour, 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. In 2025 the global Anti-Modern Slavery e-learning module was reviewed and updated.

Ongoing training on our Global Code of Conduct was shared with all employees during 2025. 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.

In 2025, we expanded our whistleblowing system with a dedicated tile for value chain-related concerns. This enables employees and external stakeholders, including supply chain workers, to

more easily report issues involving suppliers and other business partners, such as suspected modern slavery, human rights violations, or breaches of decent working conditions.

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 identifies immediate risks related to modern slavery, fundamental human rights, and decent working conditions. It focuses on the potential impacts of these risks, with particular attention given to those rights and working conditions most vulnerable to adverse effects arising from 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. In addition, the Red Bull Group acknowledges that, in specific higher-risk

contexts, medium- to high-level risks may arise, including, for example, labour law and working time arrangements. Otherwise, no significant or actual adverse impacts were discovered as part of the risk assessment, either among 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, trainings, policies, certifications, statements, plans and routines to prevent and address potential adverse impacts on the relevant risk areas. Where elevated risks are identified, we apply targeted due diligence measures, such as supplier audits.

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.

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 Codes of Conduct are regularly reviewed. In 2025 the Code of Conduct of the Red Bull Group as well as the Supplier Code of Conduct were 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, actors within our supply chain, and other persons, 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 2025

This annual report for the 2025 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.

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 250 permanent employees across sales, Marketing, Operations, Finance and Human Resources as well as approximately 60 casual employees. 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 2025 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

Since 2021, Red Bull Australia has progressively matured its approach to modern slavery risk—moving from targeted, partner-led assessments to broader supplier coverage, closing historical gaps in supplier engagement, and embedding ongoing accountability through performance reviews. More recently, the focus has shifted to scaling best practice through global alignment, strengthening continuous monitoring, and leveraging external partners to enhance supplier screening and ESG visibility.

In the 2025 reporting period, Red Bull Australia continued to integrate modern slavery considerations into procurement activities, including all significant procurement-led tenders and new supplier onboarding processes. Supplier screening was undertaken through a third-party ESG platform, initially covering approximately 160 suppliers across a broad range of indicators. While this provided broad supplier coverage, results were primarily concentrated in environmental areas and provided limited visibility of modern slavery-specific risks.

In response, the scope of supplier screening was refined towards the end of 2025 to focus on ethical sourcing indicators, including human rights and modern slavery prevention. A revised Q4 assessment covered a more targeted group of 112 higher-relevance suppliers, with no adverse findings identified, noting some limitations where disclosures are held at parent company level.

A new global modern slavery training programme was deployed in December 2025, and completion levels for the existing training module increased compared to the previous reporting period. Opportunities were identified to strengthen the monitoring and follow-up of refresher training.

In addition, during 2025 Red Bull Australia carried out the following additional tasks relevant to management of modern slavery risks:

- i. **Policy updates:** Red Bull Australia's 'Bull of Rights' and Procurement Policy are maintained and updated regularly where relevant.
- ii. **Leveraged 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. **Due diligence for Red Bull Events:** In addition to standard procurement policy, the selection of suppliers and contractors for events follow a thorough process that includes collection of relevant insurance policies and safe work method statements (if applicable), 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.

- iv. **Proactive Supplier Screening:** Supplier screening activities were continued through a third-party provider, covering a selected group of suppliers representing a significant proportion of Red Bull Australia's domestic spend across key ESG categories. Screening results are reviewed regularly and have supported increased visibility of supplier ethical credentials over time.

Overall, these measures supported increased integration of modern slavery considerations into procurement processes and improved visibility across the supplier base. Red Bull Australia will continue to monitor and refine its policies, processes and controls to support the ongoing effectiveness of its approach.

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. These policies and reporting channels apply to Red Bull Australia and its employees.

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 2025, 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 biennial 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 (**Code**). 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 Australia has undertaken the following:

- i. Reviewed the tasks undertaken by Red Bull Australia in comparison to those undertaken by other reporting entities within the Red Bull Group. Engagement with the Red Bull Group's global procurement governance team was undertaken on a bi-monthly basis, alongside the establishment of a forward 12-month activity calendar for 2026. Through this, consideration was given to the consistency and coordination of Red Bull Australia's approach with broader group expectations and ongoing program delivery.
- ii. Reviewed and considered the supplier due diligence mechanisms, tools, third party provider and indicators (recognizing that we need a greater focus on ethical sourcing indicators, including human rights and modern slavery prevention as the current application was broader across ESG criteria). As a result of this review, it was identified that risk outcomes were weighted more heavily towards environmental sustainability factors, limiting the focus on ethical sourcing indicators, including human rights risk factors and modern slavery, and reducing the ability to consistently identify higher-risk suppliers.
- iii. It was also considered whether current supplier due diligence and compliance records adequately supported effective monitoring and reporting. While records are maintained, gaps in consistency, accessibility, and integration limit their ability to provide a complete and reliable view of supplier risk and compliance over time.

- iv. Considered the effectiveness of the current modern slavery training including reviewing completion rates, storage of training records and roll out plans for global training. While training has been implemented, limitations in the tracking of completion, and follow-up of refresher training reduce the organisation's ability to demonstrate consistent capability across the business.

We have identified the following opportunities and areas for further attention during subsequent reporting periods based on a review of the effectiveness of Red Bull Australia's 2025 actions:

- i. **Targeted supplier due diligence and engagement:** Further refinement of supplier screening activities towards modern slavery-relevant indicators, including more focused use of screening tools and global frameworks for higher-risk suppliers, to support more targeted engagement actions where appropriate.
- ii. **Compliance tracking and further integration:** Strengthen the maintenance and accessibility of supplier compliance records, including risk evaluations and documentation of Supplier Code of Conduct acceptance.
- iii. **Internal capability and training:** Continued rollout of modern slavery training across the organisation, including onboarding and global training materials, alongside improvements to the tracking, monitoring and follow-up of refresher training.

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.

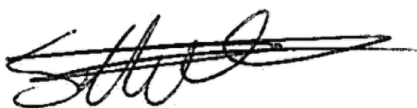
5. REPORTING CRITERIA 6: PROCESS OF CONSULTATION WITH ENTITIES OWNED OR CONTROLLED

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

22th June 2026.



Sam Mostapha

Managing Director

