

## **MONSTER BEVERAGE CORPORATION**

### **MODERN SLAVERY TRANSPARENCY STATEMENT\***

Our commitment to human rights continues to be a key priority for Monster Beverage Corporation (the reporting entity) and our international business (collectively, “Monster” or “we”) as we strive to source ingredients responsibly and work to prevent modern slavery, forced labor, child labor, and human trafficking (collectively, “Modern Slavery”) throughout our organization and in our supply chain. We take this commitment seriously and are opposed to Modern Slavery in all its forms.

Modern Slavery can be found in almost every country in the world. Vulnerable persons such as children, women, workers who have traditionally been discriminated against, migrant workers, workers with uncertain immigration status, and rural workers are among those most at risk of exploitation.

Some examples of Modern Slavery include, but are not limited to:

- human trafficking;
- debt bondage and exploitative labor contracts;
- sale or exploitation of people;
- debt-induced forced labor; and
- forced labor in prisons.

We recognize that Modern Slavery is a critical global issue, and we continue to engage, and consult, as applicable, with our stakeholders and suppliers to provide support and maintain the safety and well-being of our employees and partners.

This Monster Beverage Corporation Modern Slavery Transparency Statement (this “Statement”) is made pursuant to the United Kingdom’s Modern Slavery Act 2015 (and the updated guidance on the reporting obligations published on March 24, 2025) (the “UK Act”), the Australian Modern Slavery Act 2018 (Cth) (the “Australian Act”), Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Canadian Act”), and the California Transparency in Supply Chains Act of 2010 (the “Californian Act”). Monster, as the reporting entity, is disclosing, on behalf of ourselves and our applicable subsidiaries (including, but not limited to, Monster Energy Europe Limited, Monster Energy AU Pty Ltd, and Monster Energy Canada ULC), our efforts to combat Modern Slavery in our supply chain and throughout our organization during the fiscal year ended December 31, 2025.

Monster and its subsidiaries, with the exception of Monster Brewing Company, LLC (“Monster Brewing Company”), share the same core business and supply chain, policies prohibiting Modern Slavery, and supporting processes further described in this Statement. While Monster Brewing Company does not share the same core business and supply chain as Monster and the rest of its subsidiaries due to the nature of the alcohol business, it does share the same anti-Modern Slavery policies and supporting processes further described in this Statement.

### **COMPANY STRUCTURE**

Monster Beverage Corporation is a holding company and conducts no operating business except through its consolidated subsidiaries, which primarily develop and market energy drinks (and to a lesser extent, craft beers, hard seltzers and flavored malt beverages) throughout the United States and globally, including, but not limited to, Australia, Canada, and the United Kingdom. We choose to work with a limited number

*\*This Statement is currently under review by the Australian Government Attorney-General’s Department and has not been officially published on its Modern Slavery Statements Register.*

of suppliers who adhere to high ethical standards, which we take into account when identifying and selecting potential business partners and suppliers.

For Monster’s finished energy drink products, all distribution territories in the United States, and substantially all distribution territories internationally, have been transitioned to The Coca-Cola Company network of bottlers and distributors. As a result, Monster relies in large part on The Coca-Cola Company network of bottlers and distributors as well as other third parties for the majority of its finished energy drink products.<sup>1</sup>

## **RISK ASSESSMENT AND DUE DILIGENCE PROCESS – SEDEX**

We take a risk-based approach to identifying, assessing, and addressing Modern Slavery risks across our operations and supply chain.

During the reporting period, we transitioned from the Slavery and Trafficking Risk Template (“STRT”) to the Sedex platform in an effort to enhance our insight into our supply chain and better support our due diligence activities and practices.

Sedex enables Monster to obtain and review supplier site-level information through supplier Self-Assessment Questionnaires (“SAQs”) and, where available, independent social audit information (including Sedex Members Ethical Trade Audits (“SMETA”), where applicable).

Monster then uses available Sedex tools and data<sup>2</sup> to assess risks in our supply chain, including consideration of inherent geographic and sector risk indicators, supplier self-assessment information, workforce-related indicators where available (e.g., the presence of migrant and non-permanent labor), and audit findings. This information is then used to prioritize supplier engagement and monitoring activities, including identification of higher-risk supplier sites for enhanced due diligence and review.<sup>3</sup>

### ***Higher-Risk Categories***

We recognize that certain categories of goods and industries can carry heightened risk of Modern Slavery due to labor intensity, the use of migrant or seasonal workers, and complex sourcing structures. Based on our risk-based approach, we continue to pay particular attention to parts of our supply chain associated with agricultural commodities and ingredients that may present heightened risk, including sugarcane, coffee, and tea. Where risk indicators are elevated, Monster prioritizes engagement with suppliers and may seek additional information, enhanced monitoring, and/or independent audit information where available.

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<sup>1</sup> Note that Monster Brewing Company’s alcohol products are not distributed through The Coca-Cola Company network of bottlers and distributors in the United States.

<sup>2</sup> For reporting purposes, Sedex data referenced in this Statement is limited to suppliers that are actively linked to Monster in the platform by virtue of their current commercial relationships. Audit information is limited to the most recent audits conducted within the last two years, consistent with common reporting practices for due diligence disclosures.

<sup>3</sup> For purposes of the Canadian Act, Monster’s due diligence process in 2025 did not identify any activities requiring it to take any steps to remediate any forced or child labor in its supply chain and, thus, Monster did not have to implement any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chain

### ***Vulnerable Groups***

We recognize that certain groups are at higher risk of forced labor than others. We seek to mitigate this risk by considering indicators such as the presence of migrant workers and non-permanent labor at supplier sites (where visibility is available), alongside audit outcomes and other risk indicators, to inform prioritization of supplier engagement and monitoring. We also inquire into suppliers' practices for preventing discrimination before hiring, on the job, or upon leaving based on race and/or color, sex, religion, political opinion, national extraction, age, HIV/AIDS status, disability, nationality, sexual orientation, familial responsibilities, and trade union membership or activities.

### ***Effectiveness and Meaningful Metrics***

To assess the effectiveness of our Modern Slavery due diligence program and to support transparent reporting, Monster tracks measurable, repeatable metrics using data available through Sedex for supplier sites actively linked to Monster in the platform by virtue of their current commercial relationships.

As Sedex onboarding continues, reporting totals may vary slightly due to a number of factors, including timing. However, Monster's current Sedex-linked population represents over 100 suppliers and more than 300 supplier sites. Approximately 147 of those linked sites have a valid social audit within the last two years (including SMETA audits where applicable).

### ***Supplier Support***

To facilitate the transition to Sedex and to ensure we have a comprehensive due diligence process that offers insights into each of our suppliers' business practices, working conditions, and policies, Monster requests that its suppliers register with Sedex and/or complete an SAQ, to the extent they have not already done so. Monster additionally provides guidance on Sedex onboarding and SAQ completion and, where appropriate, will offer supplier communications and webinars for suppliers that are new to SMETA and the audit process. This supplier engagement is intended to improve data quality, reduce duplicative requests, and support timely remediation where issues are identified.

### ***Corrective Actions and Remediation***

Monster's approach to remediation is grounded in improvement, where and when possible. Upon completion of our Sedex onboarding process, when non-compliance is identified through SAQ responses, audits, or other due diligence activities, Monster will strive to engage directly with suppliers to agree on corrective actions within defined timeframes. We plan to monitor progress using available Sedex information, including audits and corrective action documentation where available.

To the extent available, Monster will also seek evidence of completion through appropriate methods, which may include desktop review of corrective action evidence or follow-up assessment, depending on the nature and severity of the issue. Monster may escalate engagement where higher-severity issues are identified or where remediation is not progressing as expected, which can include enhanced monitoring, additional follow-up, and supplier management actions consistent with Monster's contractual expectations and responsible sourcing approach.

### ***Next Steps***

As Monster continues to build out its Sedex-based due diligence program, we will focus on (i) increasing supplier linkage and visibility in Sedex for in-scope suppliers, (ii) improving SAQ completion and refresh

rates, (iii) prioritizing engagement and audit coverage for higher-risk supplier sites, and (iv) strengthening follow-up and remediation where audit findings identify non-compliance. Monster will continue to use these Sedex-enabled metrics to inform risk prioritization and to enhance the effectiveness of our Modern Slavery risk management approach over time.

## **ORGANIZATIONAL POLICIES**

We have a number of policies in place that underpin our commitment to work to prevent Modern Slavery in our supply chain or in any part of our business, and we expect our employees, suppliers, and partners to adhere to such policies. These policies are reviewed and updated periodically to reflect any change in risk profiles, international guidance, or local law requirements.

### ***Monster Beverage Corporation Human Rights Policy***

The Monster Beverage Corporation Human Rights Policy applies to all of Monster and our employees, regardless of location. It addresses Modern Slavery, diversity and inclusion, workplace health and safety, workplace security, work hours, wages and benefits, freedom of association and collective bargaining, and employee reporting. The Monster Beverage Corporation Human Rights Policy is available here: <https://www.monsterbevcorp.com/hr-policy.php>.

### ***Monster Beverage Corporation Code of Business Conduct and Ethics***

Our Code of Business Conduct and Ethics requires our employees, officers, and directors to lawfully conduct our business with integrity. It specifically addresses respect for human rights and requires employees to uphold the Monster Beverage Corporation Human Rights Policy. In addition, the standards of conduct under the Code of Business Conduct and Ethics include equal employment opportunity, providing a safe and healthy work environment, equitable treatment of employees and compliance with laws, rules, and regulations applicable to Monster. We interpret these standards broadly and require ethical behavior and compliance with the Code of Business Conduct and Ethics to ensure that Modern Slavery does not exist in our supply chain. Employees are required to promptly report any perceived violations of the law or the Code of Business Conduct and Ethics. We distribute the Code of Business Conduct and Ethics to each of our employees, officers, and directors, and make it available on our corporate website at: <https://investors.monsterbevcorp.com/static-files/2cb26535-baa4-4101-9a1e-d1b24af8ec27>.

### ***Monster Beverage Corporation Supplier Code of Conduct***

We expect our suppliers to comply with all legal requirements of the country or countries in which they are doing business, including laws regarding Modern Slavery. Suppliers are expected to abide by our Supplier Code of Conduct, which covers areas including forced labor, child labor, abuse of labor, wages, hours, freedom of association and collective bargaining, and discrimination, among others. We encourage our suppliers to work toward implementing best practices and to exceed the requirements of our Supplier Code of Conduct. Adherence to the Supplier Code of Conduct is a contractual requirement pursuant to the terms and conditions of our purchase orders and for the majority of our written supplier contracts. The Monster Beverage Corporation Supplier Code of Conduct is available here: <https://www.monsterbevcorp.com/sc-conduct.php>.

## **TRAINING**

To ensure a proper understanding of the risks of Modern Slavery in our supply chain and our business, we offer the following categories of training:

### ***Employee Training***

Employees whose work relates to supply chain management (including those in procurement and the legal department) have the opportunity to attend specialized training on Modern Slavery risks in addition to our policies. This training explains what Modern Slavery is, how to mitigate the risks within the supply chain, and how to deal with suppliers in the event of an issue.

### ***Auditor Training***

Auditors also have the opportunity to attend specialized training, designed to help them recognize the risks and signs of Modern Slavery in their audits.

As our Sedex-based due diligence program matures, Monster will aim to continue to strengthen awareness and capability across internal teams and suppliers. We plan to leverage Sedex tools and standardized data outputs to support targeted training for relevant internal stakeholders involved in supplier engagement, risk prioritization, and remediation follow-up.

## **REPORTING AND REMEDIES**

We encourage individuals to, without fear of reprisal, report any violations or perceived violations of the law, the Code of Business Conduct and Ethics, the Supplier Code of Conduct, and the Human Rights Policy, and raise any other questions or grievances they have. We also have systems in place to protect whistle-blowers via an anonymous hotline along with other reporting methods as detailed below.

### ***Reporting Methods***

We make a number of communication channels available for any individuals or groups to raise concerns, including:

- Writing to Monster at the following address: Monster Beverage Corporation, ATTN: General Counsel, 1 Monster Way, Corona, CA 92879.
- Calling the Monster compliance hotline, available 24/7 and accessible at:
  - *United States*: 1 (833) 498-6782
  - *United Kingdom and Northern Ireland*: 0800 652 4582
  - *International*: Initially, web-based reporting only via [monsterethicspoint.com](http://monsterethicspoint.com). Additional reporting options may be introduced in certain jurisdictions as needed and/or required.
- Submitting a report at [monster.ethicspoint.com](http://monster.ethicspoint.com).
- For employees specifically:
  - Contacting their direct manager, their next-level manager, or contacting their human resources business partner; or
  - Writing to the Audit Committee of the Board of Directors regarding auditing matters or violations of the Code of Business Conduct and Ethics at the following address: Monster Beverage Corporation, Attention: *Audit Committee Matters*, 1 Monster Way, Corona, CA 92879 and with the following caption on the envelope: *“To be opened by the Audit Committee only.”*

To the extent possible, any of the above reporting methods may be made confidentially and/or anonymously. Confidentiality will be protected, subject to applicable law, regulation, or legal proceedings,

as well as to applicable Monster policy. Monster strictly prohibits retaliation against anyone who raises a concern in good faith.

The existence of the hotline has been specifically communicated to external stakeholders to ensure that they are aware of it.

***Remedies***

Any employee who is found to have violated the Code of Business Conduct and Ethics is subject to disciplinary action, including potential termination of employment. Similarly, if we uncover that a supplier is not adhering to laws regarding Modern Slavery, we will take corrective action, including potentially terminating our business dealings with such offending supplier.

**CONSULTATION**

The same policies, practices, and procedures regarding the prevention of and response to Modern Slavery apply to our subsidiaries, both domestic and international. We have communicated and consulted with each of the relevant entities that we own and control in the development of this Statement and our approach to Modern Slavery, noting they are subject to the same policies and processes as set out in this Statement. During the preparation of this Statement, we also consulted with each of our applicable subsidiaries, including Monster Energy Europe Limited, Monster Energy AU Pty Ltd, and Monster Energy Canada ULC, to ensure that this Statement satisfies all of the mandatory criteria of each respective jurisdiction.

**APPROVAL**

This Statement is made pursuant to Section 54(1) of the United Kingdom’s Modern Slavery Act 2015, Section 3 of the California Act, Section 13(1) of the Australian Act, and Section 11 of the Canadian Act. It constitutes Monster’s Modern Slavery Statement for the year ended December 31, 2025.

This Statement was approved unanimously by the Board of Directors of Monster.



\_\_\_\_\_  
Name: Hilton H. Schlosberg\*  
Title: Vice Chairman of the Board of Directors and Chief Executive Officer  
Date: May 30, 2026

*\*I have the authority to bind Monster Beverage Corporation and the above-named entities.*

**ATTESTATION**

In accordance with the requirements of the Canadian Act, and in particular Section 11 thereof, I attest that I have reviewed the information contained in this Statement for Monster Beverage Corporation and the subsidiaries listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Statement is true, accurate, and complete in all material respects for the purposes of that act, for the reporting year listed above.



\_\_\_\_\_  
Name: Hilton H. Schlosberg\*  
Title: Vice Chairman of the Board of Directors and Chief Executive Officer  
Date: May 30, 2026

*\*I have the authority to bind Monster Beverage Corporation and the above-named entities.*