



DEEPER ROOTS FOR STRONGER GROWTH

2025 IMPACT REPORT



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LETTER FROM OUR CHAIRMAN & CO-FOUNDER



Dear Friends,

As the late, great, Jimmy Buffett so famously said, ‘breathe in, breathe out, move on.’ This was our secret to not only surviving but thriving in 2025. The business encountered one obstacle after another, yet we walked away stronger, with a record-breaking performance. We saw strong double-digit growth led by Vita Coco Coconut Water, which grew 26% in the year. To me, that’s a clear signal that when you stay focused on quality, purpose, and people, the business results follow. Our mission hasn’t changed: keep creating great-tasting beverages while being a force for good in the communities where we sell our products and around the farms and factories that help us make them.

We believe consumers are leaning into plant-based and functional beverages more than ever, and we see that as more than a fad. It is our future! As our business grows, we don’t just celebrate sales; we co-invest with our manufacturing partners in farming communities, so our impact grows too. We help build more classrooms, increase farmer education, and work to improve farmer yield and profitability. When everyone in our ecosystem wins, we and our shareholders win too.

That win-win mindset comes to life in how we work with our manufacturing partners. We source from a network of mostly multi-generational, family-run businesses, creating local economic opportunities and maintaining geographic diversity in our supply chain. We continue to expand our long-term commitments, giving our partners the confidence to invest in their operations and provide stability for their employees and communities.

As our ecosystem grows, keeping our culture and values front and center becomes even more important. That’s why our social impact and sustainability framework isn’t a side project. It’s baked into how we recruit, how we set objectives, how we manage risk, and how we measure success. We want every person who joins the Vita Coco journey to feel ownership of where we’re headed and why it matters.

We’ve learned that ambition is easy to talk about, yet hard to execute. Every goal needs a plan, a process, and a way to track progress. It takes real time and real resources, but that’s the work. And it’s worth it to know we’re building something that’s good for people, good for the planet, and built to last.

My favorite initiative will always be seeing the schools we build and the impact that they have on families in coconut-growing communities. But this year, I really enjoyed seeing our Seedlings for Sustainability program come to life. Watching this initiative grow has been incredibly rewarding. We’re aiming to help plant 10 million seedlings by 2030, and we’ve built a clear roadmap to get there. Even better, we’re helping farmers diversify into crops like cinnamon, to provide greater security and build more resilient, balanced ecosystems. We’ve worked with current partners on innovations within our seedling distribution process and partnered with new organizations to get even more seedlings into the ground, faster.

There’s so much more I could share, but I’ll leave it there and invite you to read on to see how we’re continuing to scale a business with purpose at its core.

*Sincerely,
Mike Kirban*

ABOUT VITA COCO

Welcome to our Impact Report for the year ending December 31, 2025. Our mission at The Vita Coco Company (TVCC) is to deliver great-tasting, nutritious products that are better for people and the planet. Our business model is designed to generate positive impacts for nature and the communities involved in our activities, alongside our own growth and profitability. We collaborate with our finished goods suppliers, the farmers in our network, and other partners to understand and address the social and environmental impacts affecting the coconut industry. We're confident that our approach creates great products that can benefit the planet and communities our business depends on.



Coconut water, oil, and non-dairy beverages accounting for most of our sales



Flavored, protein-infused water



Sustainably packaged water¹

1. We ceased production of Ever & Ever in 2024 and although we continued to sell inventory in 2025, it did not meaningfully contribute to our business.

OUR BUSINESS MODEL

We're proud to report that we officially achieved B Corp recertification in 2025. Not only that: our score increased by 25% compared with three years ago. B Corps are companies that meet high standards of social and environmental performance, accountability, and transparency.

Our score increased across various categories, with our community score almost doubling and big gains in the environmental section. Notably, we also had two validated impact business models (IBMs): for being a public benefit corporation and for our sale of non-GMO and organic products. Under the B Corp approach, IBMs are designed to create specific, measurable, and positive social or environmental outcomes for stakeholders through a company's core product, service, or structure. In other words, they demonstrate that impact is built into the way a company operates.

Our strengthened B Corp certification score is an important reflection of our commitment to using business as a force for good, and signals the way we are integrating social and environmental priorities deeper into the way we do business.



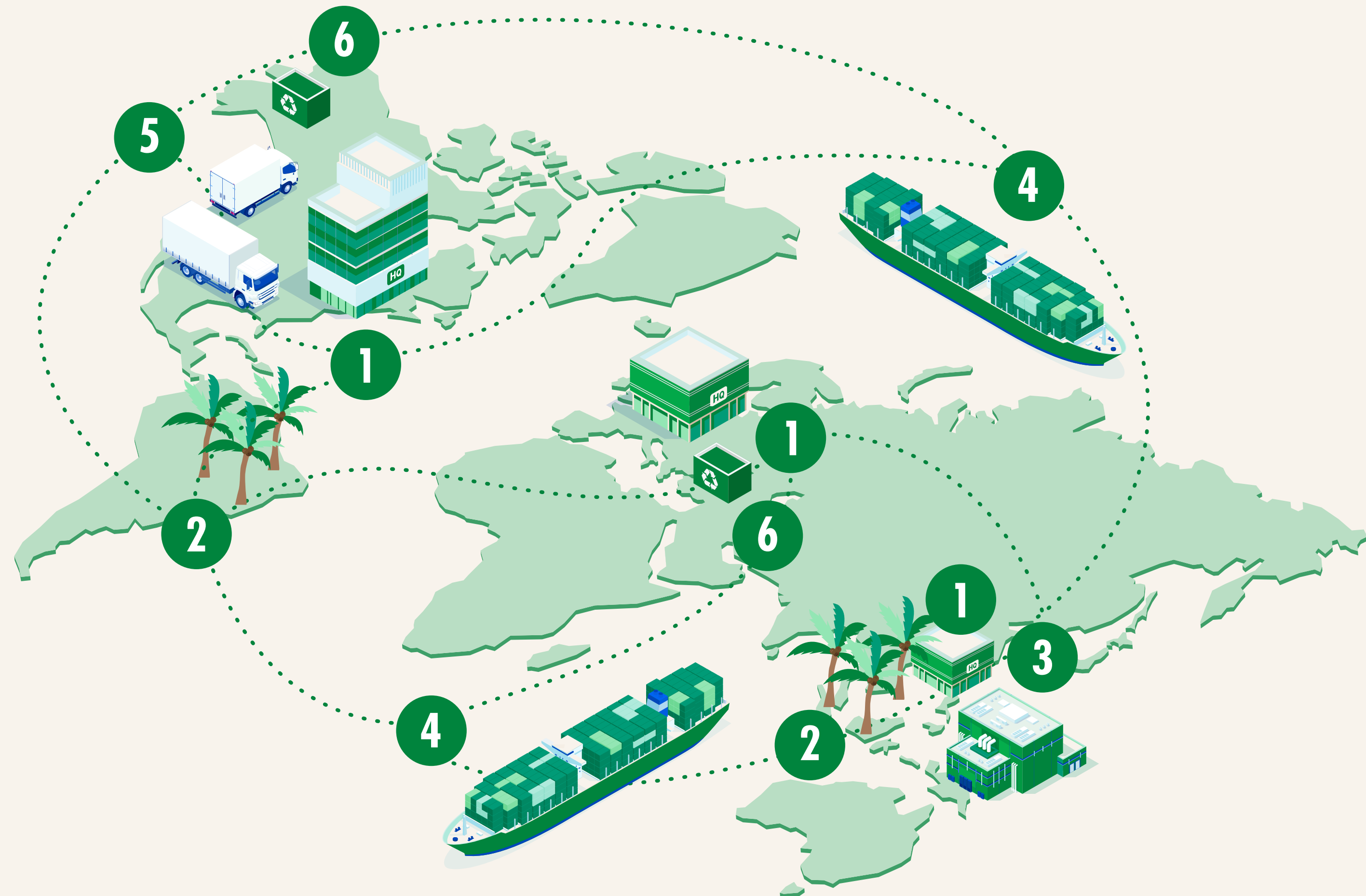
Our coconuts come from a global network of thousands of farmers in countries like Brazil, Indonesia, Malaysia, the Philippines, Sri Lanka, Thailand, and Vietnam.

OUR BUSINESS MODEL

- Public benefit corporation and certified B Corporation since 2021
- One of the Fortune Best Workplaces in New York™ 2025
- Certified Great Place to Work

OUR VALUE CHAIN²

1. **336 full-time employees** made it all happen at our New York City headquarters and in other parts of the United States, as well as in Canada, Germany, Spain, the United Kingdom, Singapore, and elsewhere in Asia
2. Our farmer network supplied roughly **1.2 billion coconuts** in countries like Brazil, Indonesia, Malaysia, the Philippines, Sri Lanka, Thailand, and Vietnam
3. A diversified network of **22 finished goods suppliers** (16 co-manufacturers and 6 co-packers) produced our beverages, mainly located in regions where coconuts are sourced
4. Logistics partners (also suppliers) shipped our beverages to warehouses and distribution centers in each country of sale
5. Our retail customers, distributors, and our own websites sold more than **253.8 million liters** of beverages globally
6. Finally, people disposed of **28,880 tonnes** of our packaging for recycling or end-of-life treatment, depending on the local recycling infrastructure



2. All figures as of December 31, 2025.

OUR IMPACT IN 2025



Our Seedlings for Sustainability initiative aims to help distribute and plant up to 10 million seedlings and trees by 2030.



PROTECTING NATURAL RESOURCES

- **Regenerative agriculture:** helped distribute 145,500 seedlings, bringing the total to 1,155,200 million since 2014
- **Energy and climate:** completed two energy efficiency projects, cutting greenhouse gas emissions by an estimated 10.6 tonnes CO₂e per year
- **Water:** completed four water reduction projects, saving an estimated 26.8 million liters per year
- **Packaging and circularity:** approximately 98% of our primary packaging materials met our responsible packaging criteria*



BUILDING THRIVING COMMUNITIES

- **Transparent and ethical supply chain:** 95% of co-manufacturers across our major manufacturing regions underwent social accountability audits
- **Access to education:** granted 46 scholarships to help students in coconut communities in Sri Lanka and Brazil to continue their education
- **Our employees:** 84% overall employee engagement score, 12 points higher than the average for similar companies



CHAMPIONING HEALTH AND WELLNESS

- **Nutrition and quality:** 100% of Vita Coco branded products certified as non-genetically modified and 20% of all products certified organic
- **Food security and communal wellbeing:** More than \$439,800 of in-kind donations made and 506,900 community members reached

* See page 21 for our definition of responsible packaging.

OUR APPROACH TO IMPACT

OUR SOCIAL IMPACT AND SUSTAINABILITY FRAMEWORK

From seedling to sip, our social impact and sustainability framework is designed to ensure the way we do business empowers people throughout our value chain to drive positive change. We do this because it's the right thing to do and because we believe that when they thrive, we thrive.

The priorities in our framework remained the same in 2025, though our approach to them continued to evolve. We narrowed our focus to become better at anticipating and addressing key risks, helping to make our business more resilient to the volatile world around us. Strengthening our measurement processes was a major focus this year, helping to increase the rigor of our decision-making and reporting and keep us accountable. From responsible marketing and product safety to workforce development and community programs, our framework is increasingly integral to the way we operate.

The corresponding chapters of this Impact Report describe our approach, performance, and plans for each pillar and priority in the framework. Most priorities relate to areas that are material to our business and value chain (see Materiality, page 9). Others reflect topics that are deeply aligned with our values and culture.

Though we also source ingredients like flavorings for our beverages, coconuts are the mainstay of our business and the primary focus of our framework and impact programs.



OUR FRAMEWORK



PROTECTING NATURAL RESOURCES:

- Regenerative agriculture
- Energy and climate
- Water
- Responsible packaging and circularity



BUILDING THRIVING COMMUNITIES:

- Increasing access to education and training
- Employee engagement
- Supporting small businesses and entrepreneurs



CHAMPIONING HEALTH AND WELLNESS:

- Nutrition and food security
- Communal wellbeing

OUR APPROACH TO IMPACT

MATERIALITY

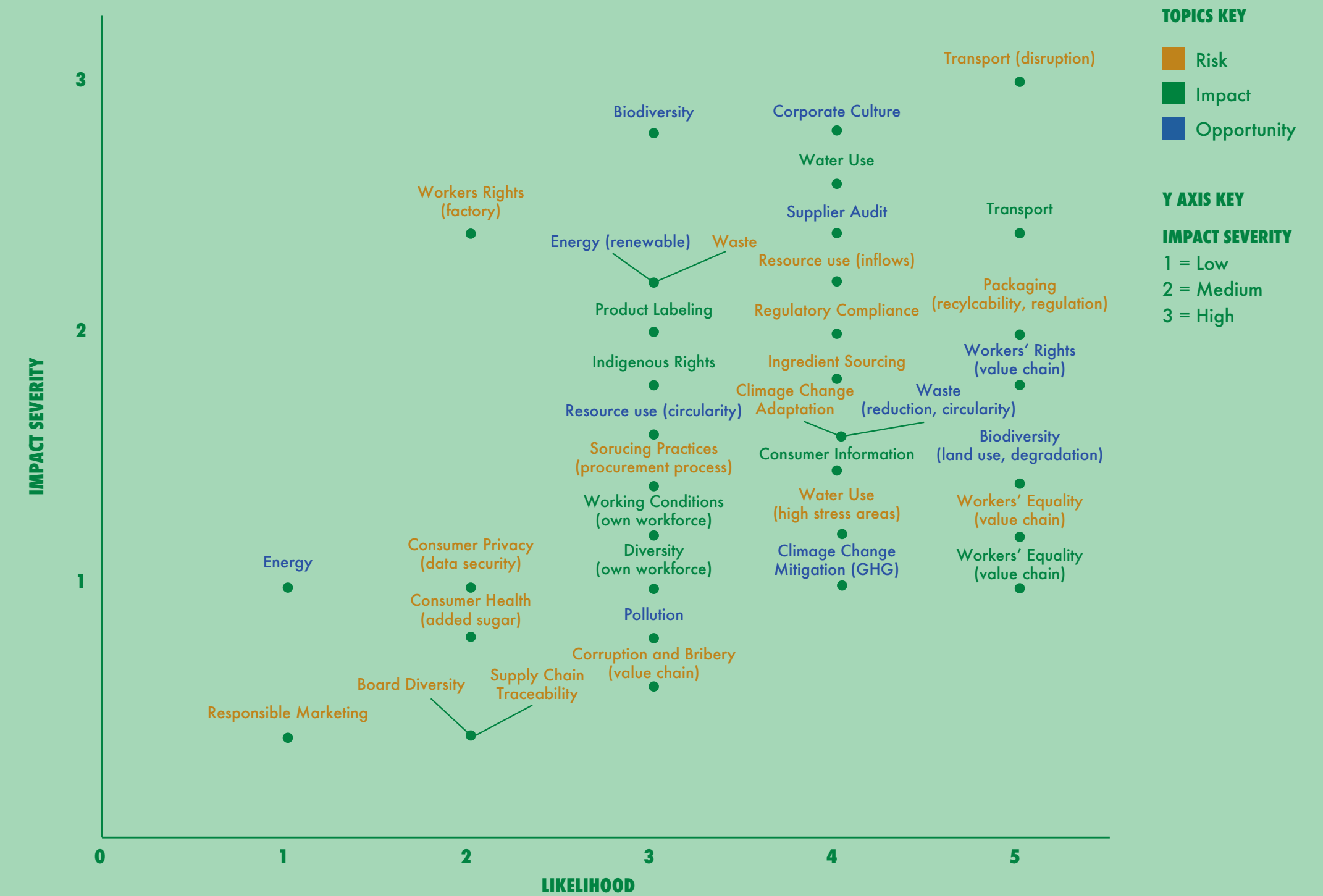
To keep our framework aligned with the needs of our business and value chain, we periodically refresh our understanding of which sustainability topics are material. In 2025, we completed a double materiality assessment in collaboration with an external consultant to confirm our priority topics and identify the impacts, risks, and opportunities each one presents.

The assessment drew on a range of perspectives gained during interviews with key people from Vita Coco, our finished goods suppliers, packaging suppliers, impact partners, and a peer company. Insights from previous market research informed our understanding of consumer expectations. The most material issues were confirmed by Vita Coco's Leadership Team and Social Impact and Sustainability Team.

The process helped revamp our approach to risk identification and assessment, and the results fed into our 2025 enterprise risk management program (see page 42). We also took action to strengthen our approach in high-impact areas, such as increasing internal resources and establishing a detailed baseline for packaging impacts (see page 10).

We will continue to monitor our impacts, risks, and opportunities as our impact evolves alongside our business growth. For example, diversifying our network of finished goods suppliers into new regions can bring both new challenges to address and new opportunities to support communities.

THE VITA COCO DOUBLE MATERIALITY MATRIX



OUR APPROACH TO IMPACT

PARTNERSHIPS FOR PROGRESS

We believe the best way to build lasting positive change is to work side-by-side with our sourcing communities. We implement our framework in collaboration with impact partners that are local to our network of coconut farmers. These include our long-term partners HOPE in the Philippines and the Silvermill Foundation in Sri Lanka, with additional partners coming on board as we expand our production and impact. Our partners understand the very real challenges that the people behind our products can face and provide tools and training that help increase economic opportunities in our sourcing communities.

We know that to protect and sustain the coconut industry for generations to come, systemic change is needed throughout the industry. That's the thinking behind The Vita Coco Community Foundation, an independent, registered 501(c)(3) nonprofit organization (the Foundation) that has now been operating for two full years. Through strategic grantmaking to our partners, we can amplify our investment throughout coconut growing communities, including but not limited to the farmers directly supplying coconuts for our products. The majority of our social impact programs in coconut growing communities are now run through the Foundation.



We collaborate with our local partner in the Philippines, HOPE, to build classrooms, supporting access to education in coconut-growing regions.

This includes longstanding initiatives within the Vita Coco Project® (VCP), our name for the support we provide the communities that make our products possible. VCP includes programs like Seedlings for Sustainability (see page 13), access to education (see page 28), and donations to support food security and communal wellbeing (see page 38).

During 2025, the Foundation awarded grants that are benefitting 47,200 people in coconut-growing communities. At the end of 2025, 62% of our direct spend on finished goods was with suppliers in Brazil and Southeast Asia that support our Foundation-related programs.

Find out more:
vitacocommunityfoundation.org



PROTECTING NATURAL RESOURCES

OVERVIEW

Coconuts inspired our business, and we depend on them. That's why we aim for coconut-growing communities and the ecosystems surrounding them to thrive in the long term. Not only is it the right thing to do, it's also essential to keep reliable supplies of coconuts coming.

Almost all our environmental impact is in our value chain, from coconut farming, product manufacturing and transportation, to packaging production and disposal. To address these impacts, we work together with our partners on four priorities:

- **Regenerative agriculture:** implementing regenerative agriculture practices
- **Energy and climate:** reducing energy consumption and our climate footprint
- **Water:** conserving and replenishing water used
- **Packaging and circularity:** using responsible packaging³, reducing waste, and promoting circularity

Our Guidance on Environmental Stewardship communicates our position on these environmental priorities to finished goods suppliers and other stakeholders. The guidance outlines our support for efforts to mitigate challenges like climate change, water stress, and deforestation, and affirms our dedication to promoting biodiversity. In 2025, we updated the guidelines to align with the ISO 14001 environmental management standard, and encourage finished goods and other suppliers to work toward certification.

Internally, our Green Purchasing Guidelines encourage our people to select suppliers, products, and services that align with our sustainability priorities, where feasible and cost-effective. All team members can access the document via our internal systems and learn more during our onboarding training—aptly named Palmtree Pathways. In 2025, we expanded Palmtree Pathways to become an evergreen online resource on all things Vita Coco, for all employees.

We also finalized a methodology piloted by our finished goods supplier in Sri Lanka for calculating greenhouse gas (GHG) emissions, energy, and water used to manufacture our coconut water. The methodology follows the ISO 14000 family of standards, including those for product lifecycle analysis and product carbon footprints. It has

been reviewed by third-party specialists, and is being implemented at two further factories in the Philippines for completion in 2026. To further strengthen our data, we sent a new Supplier Environmental Evaluation and Disclosure (SEED) survey to all finished goods suppliers in our production network, to set a baseline and map different practices and resources used in their operations. Building on this initial baseline, we plan to evolve the survey into a tool for gathering regular primary data on each factory's performance and identifying opportunities for improvement.

All our policies are available online at:
investors.thevitacocompany.com



Every part of the coconut has unique value, including the shells pictured here.

3. See Page 21 for our definition of responsible packaging.

REGENERATIVE AGRICULTURE

WHY IT MATTERS

Globally, food systems are vulnerable to the effects of climate change and biodiversity loss.⁴ Our own small corner of the food system is not immune. Coconut farmers are experiencing weather changes including droughts and bushfires, followed by intense monsoon rains, flooding, and landslides.⁵ Aging, unproductive trees, pests, and disease are also risks. These impacts reduce yields and squeeze farmers' profits. And as demand for coconut grows, we must be alert to the risk of forests and other valuable habitats being converted for farming.

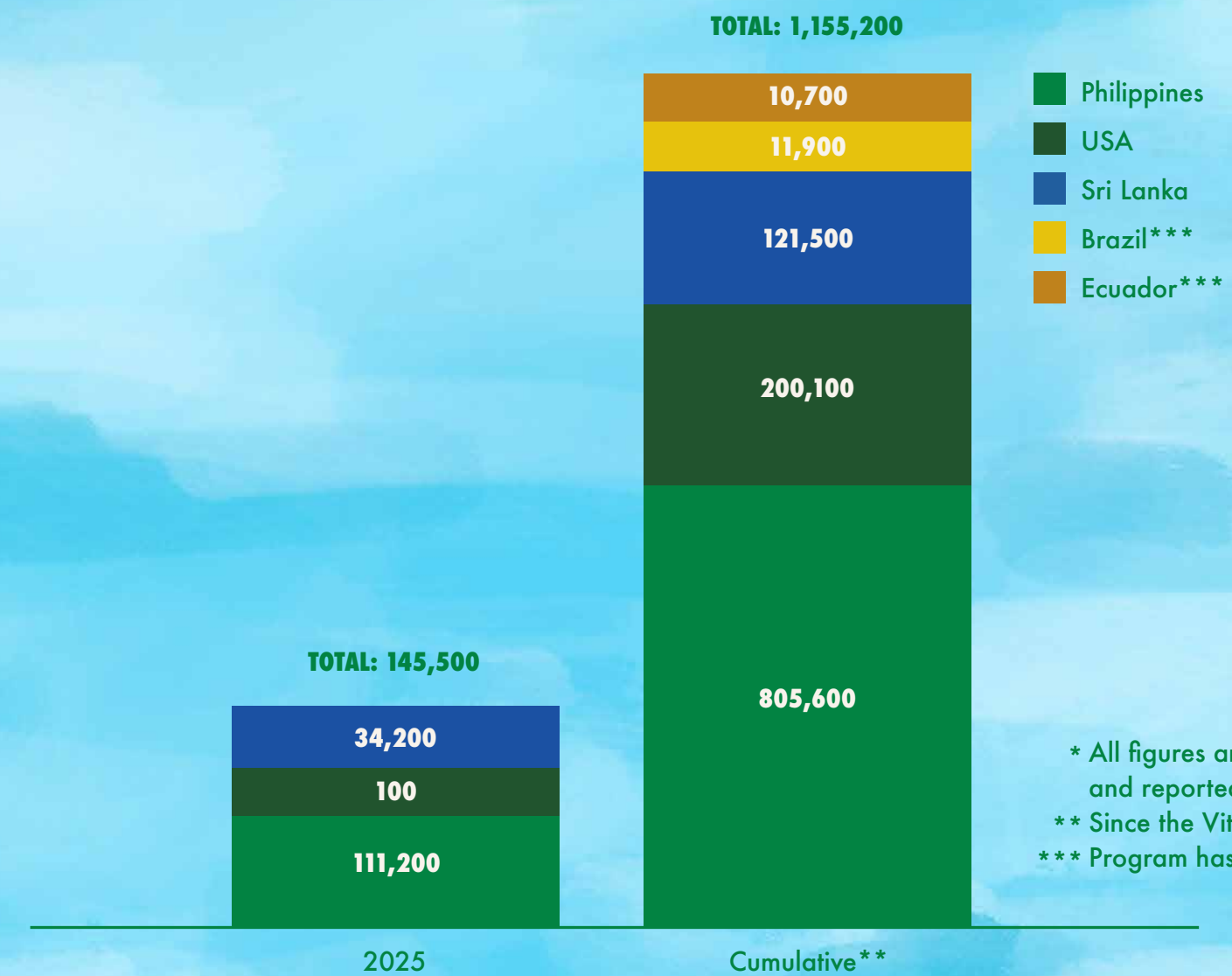
Regenerative agriculture can be part of the solution, helping farmers protect and restore biodiversity and natural resources. Results can include increased yields and greater resilience to impacts like flooding,⁶ all while securing stable livelihoods for farmers, nutritious food for their families, and reliable coconut supplies for our beverages.

OUR APPROACH

For us, regenerative agriculture is a collection of practices that enhance local ecosystems and biodiversity while benefiting farmers and their livelihoods. Practices include composting, using organic fertilizer, intercropping, creating natural pollinator environments, and water and soil conservation practices.

Most of our support comes via our flagship Seedlings for Sustainability initiative. Through this program, we aim to help replace aging, unproductive coconut trees while strengthening livelihoods and regenerative practices in coconut farming communities. Our goal is to help distribute and plant up to 10 million seedlings and trees worldwide by 2030, working alongside our local partners. The idea is that helping to strengthen farms today will help make farming a profitable choice in the long term.

NUMBER OF SEEDLINGS DISTRIBUTED*



* All figures are rounded to the nearest 100, and reported as of December 31, 2025.
 ** Since the Vita Coco Project began in 2014.
 *** Program has now ended.

4. Hultgren, A., Carleton, T., Delgado, M. et al, Impacts of climate change on global agriculture accounting for adaptation, Nature 642, 644–652 (2025)

5. As established by our double materiality assessment, see page 9.

6. National Resources Defense Council, Regenerative Agriculture Part 4: The Benefits

REGENERATIVE AGRICULTURE

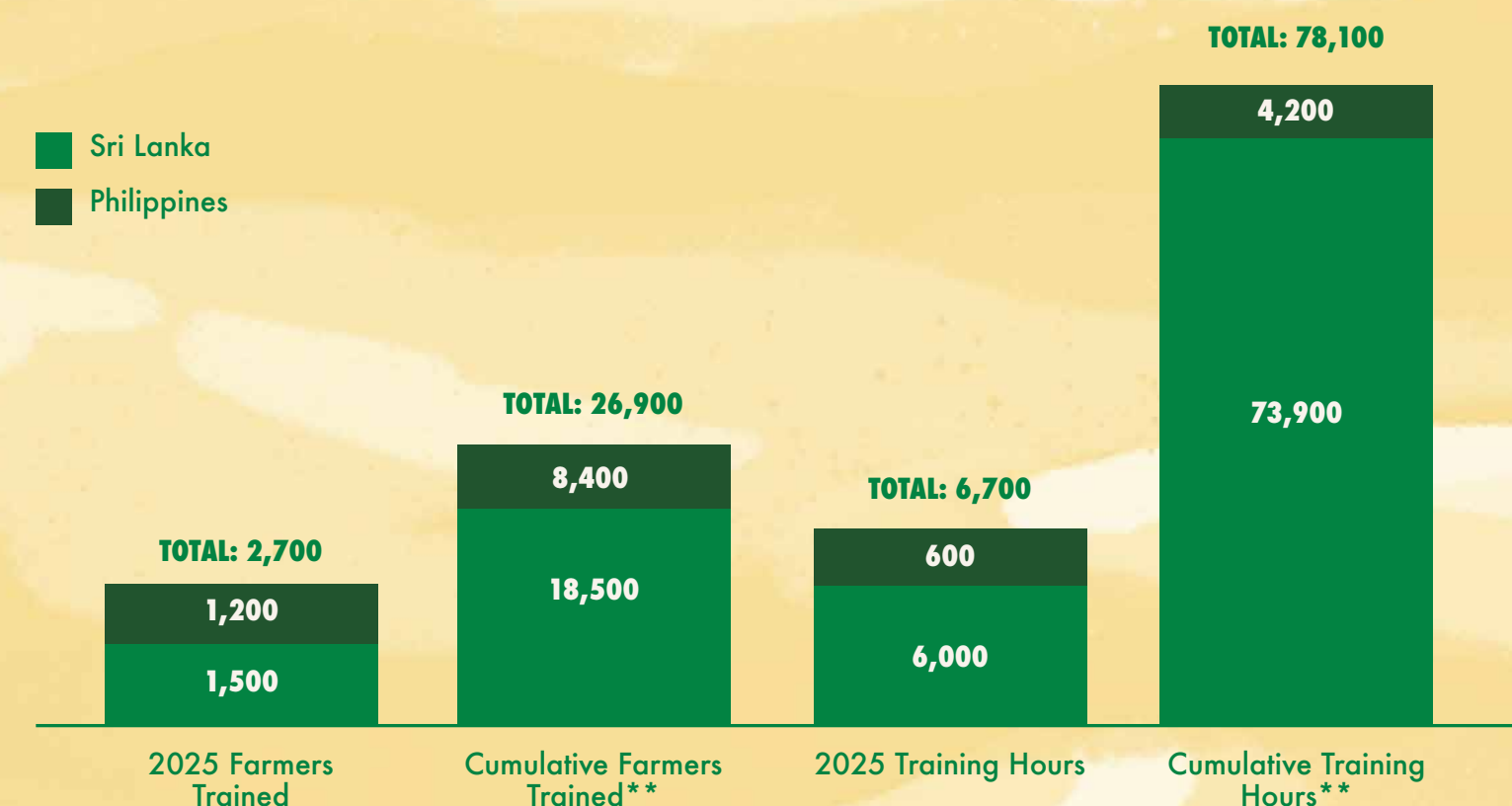
In Sri Lanka, for example, seedlings are distributed to smallholder farmers and home gardeners, as well as larger estate farmers, helping to expand our reach into more remote areas. Coconuts are a great entry point into farming, as they are resilient⁷ and require minimal inputs⁸ such as fertilizer. If well managed, coconut trees can provide shade to protect other plants⁹ and bear fruit for over 50 years.¹⁰ The number of seedlings smallholder farmers and home gardeners working small plots of land receive varies depending on the program, while estate farmers are assessed to determine the number of seedlings they need. Participating farmers receive training in planting best practices such as seedling spacing and density, as well as on regenerative agriculture to help maximize yields and improve soil and ecosystem health further down the line.

In each country where the initiative is active, our partners have monitoring and evaluation frameworks in place to check that every seedling given out is planted, remains in the ground, and becomes healthy and productive. Typically, field officers visit each farm for the first five years until the trees are bearing fruit. They provide guidance during the trees' most vulnerable period, monitor the plants, and record growth rates.

While we mainly distribute coconut seedlings through the program, we also encourage our partners to emphasize the benefits of intercropping coconuts with complementary species such as bananas, cacao, cinnamon, coffee, and vanilla. Intercropping is one way that the program aims to encourage a holistic approach that supports a balanced ecosystem and generates additional income for farmers. See the Coco case study on page 16 for more on our work with the Silvermill Foundation to provide cinnamon alongside coconut seedlings.

Our partners work at ground level to equip the farmers in our sourcing communities with the tools and training to implement regenerative practices, increase yields, and establish resilient, profitable farms. Depending on the location, training takes place at a community center, model farm, or smaller demonstration plot, offering a practical learning environment. The topics covered include composting for long-term soil health, insect management, and water and soil conservation techniques. Separately, in Sri Lanka the Silvermill Foundation works with selected smallholder farmers to achieve organic certification for their produce, with the aim of increasing its value and generating further income.

NUMBER OF FARMERS THAT RECEIVED TRAINING AND HOURS OF TRAINING*



* All figures are rounded to the nearest 100, and reported as of December 31, 2025.

** Since the Vita Coco Project began in 2014.

7. Tetra Pak International S.A., The Coconut Handbook, 2016

8. Coconut Knowledge Center 2018, The Whole Nut, A True Coconut Story

9. Agroforestry.org, Multipurpose Palms You Can Grow

10. Tetra Pak International S.A., The Coconut Handbook, 2016 Tetra Pak International S.A., The Coconut Handbook, 2016

REGENERATIVE AGRICULTURE

2025 PERFORMANCE

In 2025, our partners distributed 145,500 seedlings in total and trained a combined 2,700 farmers. We have now helped distribute around 1,155,200 seedlings since 2014, expanding farms, replacing aging trees, and empowering farmers to strengthen their livelihoods. Refining our roadmap for achieving our 10 million seedling goal was a priority this year. Through our first external grant application process, we identified two new partners that will receive grants for distributing seedlings on our behalf in 2026, in Sri Lanka and Vietnam.

In Sri Lanka, the Silvermill Foundation distributed 34,200 coconut and cinnamon seedlings and trained 1,500 farmers. See the Coco case study on page 16 for more details.

In the Philippines, our partnership with HOPE trained 1,200 farmers and provided 111,200 seedlings. Coconut income for farmers in this program has historically increased by an average of 60% after 5–7 years, once the trees begin to fully bear fruit. As we continued to refine our programs, we worked with HOPE to revamp the training they provide to farmers. The training now covers how to plant and care for a seedling, good agricultural practices, and the use of technologies such as mobile apps for tracking seedling location and growth.

The seedlings we help distribute in the Philippines come from a network of around 30 local community nurseries. This circular model empowers local farmers to generate additional income by growing and distributing seedlings, reduces reliance on external suppliers, and keeps money within the local community. See the Coco case study on page 16 for an example of how powerful this approach can be. We are also piloting different nursery models to supply seedlings in Sri Lanka and Vietnam.

We continued to increase the rigor and accuracy of our project tracking and reporting in 2025. This involved an audit of all past and present projects with our two major partners, helping us verify previously reported data and create a more accurate way of tracking data in future. We also updated our criteria for evaluating current and prospective programs to help us select activities that bring economic benefits to coconut farming communities, in ways that are sustainable and scalable.

FUTURE PLANS

Our focus in 2026 will be on getting our new partners and projects up and running to get more seedlings in the ground. This includes efforts to scale up community seedling nurseries and explore other nursery models. We are defining a due diligence process for onboarding new partners as part of this work.

We also plan to continue exploring agroforestry models.



Each step of a coconut's journey, from seedling to sip, requires skill and experience.

COCO CASE STUDIES

WHEN COCONUT AND CINNAMON SIT SIDE-BY-SIDE

Intercropping coconuts with complementary crops is a great way to encourage a more balanced ecosystem. The approach can bring potential benefits for tree, land, and soil health, while providing an additional income stream for farmers.

In Sri Lanka, cinnamon offers a perfect partner for mature coconut trees. Both are long-lasting perennial crops that like sunlight, so when cinnamon is pruned to sit beneath the canopy of tall, mature coconut trees, both receive enough light to grow without being in competition. Farmers can plant many times more cinnamon plants than coconut trees per hectare, creating great potential for an additional income stream. Ceylon cinnamon like this is also a valuable spice. There is a large export market in addition to local consumption of the spice, driving up demand and enabling farmers to command a high price.

In 2025, in partnership with the Silvermill Foundation, we began distributing cinnamon seedlings to selected farmers alongside coconut seedlings, and provided specific training on how to plant and manage the new crop. As the Silvermill Group trades in spices as well as coconut, it is in the perfect position to offer buy-back contracts for the cinnamon planted by the farmers in its program and streamline their access to market. Farmers planted 19,500 cinnamon seedlings during the year and can expect to sell their first crop in 2029.



The Aquinos at their farm in the Philippines (Barangay Pagasa, Alabel, Sarangani Province).

ROOTED IN COMMUNITY

The community seedling nurseries we help our partners to establish can offer additional income opportunities for farmers within our sourcing communities. Farmers can use this income to invest in tools and resources to help strengthen their farms and livelihoods.

Leonardo "Ding" Aquino is one inspiring example. He has been supplying coconut seedlings to our partner HOPE since 2021. In 2025 alone, he supplied 12,000 seedlings to HOPE. Ding's increased income coming from his consistent contributions have not only allowed him to improve his own farm, but also provides essential opportunities for the local community members he hires to help manage his nursery.

Ding's role as a seedling supplier has caused a ripple effect by boosting livelihoods, building shared skills, and opening up new income pathways for more families. What starts as support for one farmer ultimately helps grow a more resilient and connected farming community.

ENERGY & CLIMATE

WHY IT MATTERS

We source most of our products from finished goods suppliers based in coconut-growing regions, helping to expand economic opportunities for local people. These tropical regions may experience extreme weather, and farming communities, finished goods supplier facilities, and transportation routes can all be vulnerable.

Our work on regenerative agriculture (pages 13-15) aims to help farmers increase resilience to climate impacts. By helping finished goods suppliers and other suppliers adapt to climate risks and reduce their GHG emissions, we believe we can strengthen supply chain resilience and help protect the businesses making and transporting our products.

OUR APPROACH

We're fully committed to addressing GHG emissions in our value chain, with a focus on upstream supply where more than 99% of our emissions occur. Our decarbonization approach focuses on collaborating with finished goods suppliers to improve energy efficiency and explore renewable energy opportunities in the factories making our products. Renewable projects include using coconut shells as a lower-carbon biomass fuel for factory boilers, on-site solar

generation, and sourcing third-party generated renewable electricity from sources including hydro and geothermal power.

Our Supplier Code of Conduct sets out our expectations of finished goods suppliers on environmental as well as social and governance issues. These expectations include, for example, encouraging the adoption of deforestation- and conversion-free commitments for their operations and supply chains that align with no deforestation, no peat, no exploitation (NDPE) frameworks, maintain high carbon stock, and ensure no conversion of high conservation value lands.

Our Guidance on Environmental Stewardship communicates our position on these environmental priorities, including our preference for lower impact modes of product transport such as ocean freight. Maritime transport enables us to maximize cargo loads and improve efficiency, and is our standard method for shipping our products to countries of sale.

2025 PERFORMANCE

In 2025, we continued to refine our GHG emissions data in collaboration with sustainability intelligence firm, HowGood, through which we calculate our carbon emissions. This year, we underwent an external audit with the Carbon Trust Assurance for our scope 1 and 2 emissions. As a result, we are able to report absolute Scope 1 and 2 emissions for the first time (see graphic on page 18). Direct emissions (scope 1) are limited to fuel used in company-owned and leased vehicles, while indirect emissions from purchased electricity (scope 2) reflect energy use across our leased office locations in London, New York City, and Singapore, including electricity from both former and current offices during relocation periods. Our offices used approximately 1,733 gigajoules of electricity in 2025.

The largest share of our footprint comes from scope 3 value chain emissions, including purchased goods and services, transportation and distribution, business travel, employee commuting, and the end-of-life treatment of our products. Where possible, we use primary activity data, supported by reasonable assumptions and conservative estimates where this is unavailable. We exclude low-volume emission sources with minimal impact. This approach allows us to build a clear, practical understanding of where our

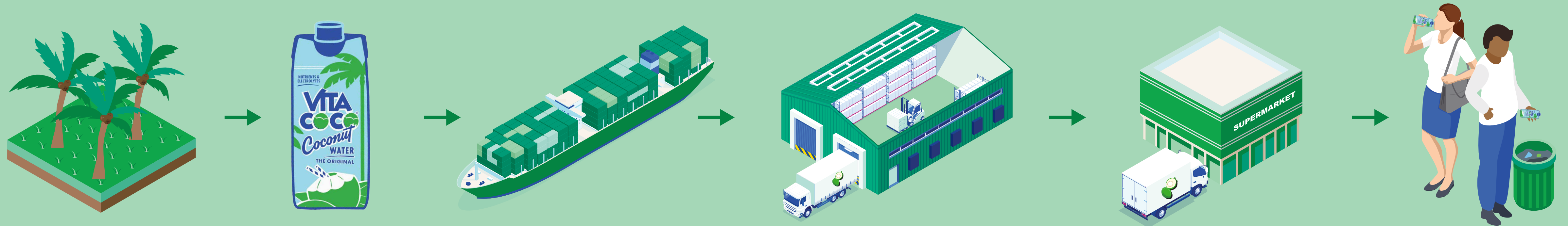
emissions occur and where to focus efforts to reduce our impact over time.

With guidance from our Vita Coco Technical Services team, our finished goods suppliers completed energy-saving measures that achieved a combined 10.6 tonnes CO₂e of annual GHG reductions. Technical Services works alongside factory teams to assess practices and identify areas for improvement. Actions included improved inventory management and reduced production losses. Similar projects underway at additional facilities have the potential to save a further 490 tonnes of CO₂e annually.

In addition, in December 2025 a facility in the Philippines transitioned from sourcing 89% coal-fired electricity to sourcing from a 100% geothermal energy plant. One further facility plans to bring solar power generation online in 2026, with an estimated annual saving of 700 tonnes of CO₂e.

Toward the end of the year, we sent our new SEED survey (see page 12) to 14 finished goods suppliers, to gather baseline environmental data in areas including electricity and thermal energy. The survey will help us better understand the performance of each facility and identify further opportunities to reduce energy consumption and increase use of renewables.

VITA COCO CARBON FOOTPRINT: SUPPLY & VALUE CHAIN



PURCHASED GOODS AND SERVICES

77.7% of scope 3 emissions

Indirect emissions from activities in our upstream and downstream value chain that are beyond our direct operational control.¹¹

UPSTREAM TRANSPORTATION AND DISTRIBUTION

18.9% of scope 3 emissions

DOWNSTREAM TRANSPORTATION AND DISTRIBUTION

2.1% of scope 3 emissions

END OF LIFE TREATMENT OF SOLD PRODUCTS

1.1% of scope 3 emissions

11. For 2025, we shifted our reporting on scope 3 emissions away from four general areas of our value chain to specific categories of scope 3 emissions that align with external reporting frameworks.

ENERGY & CLIMATE

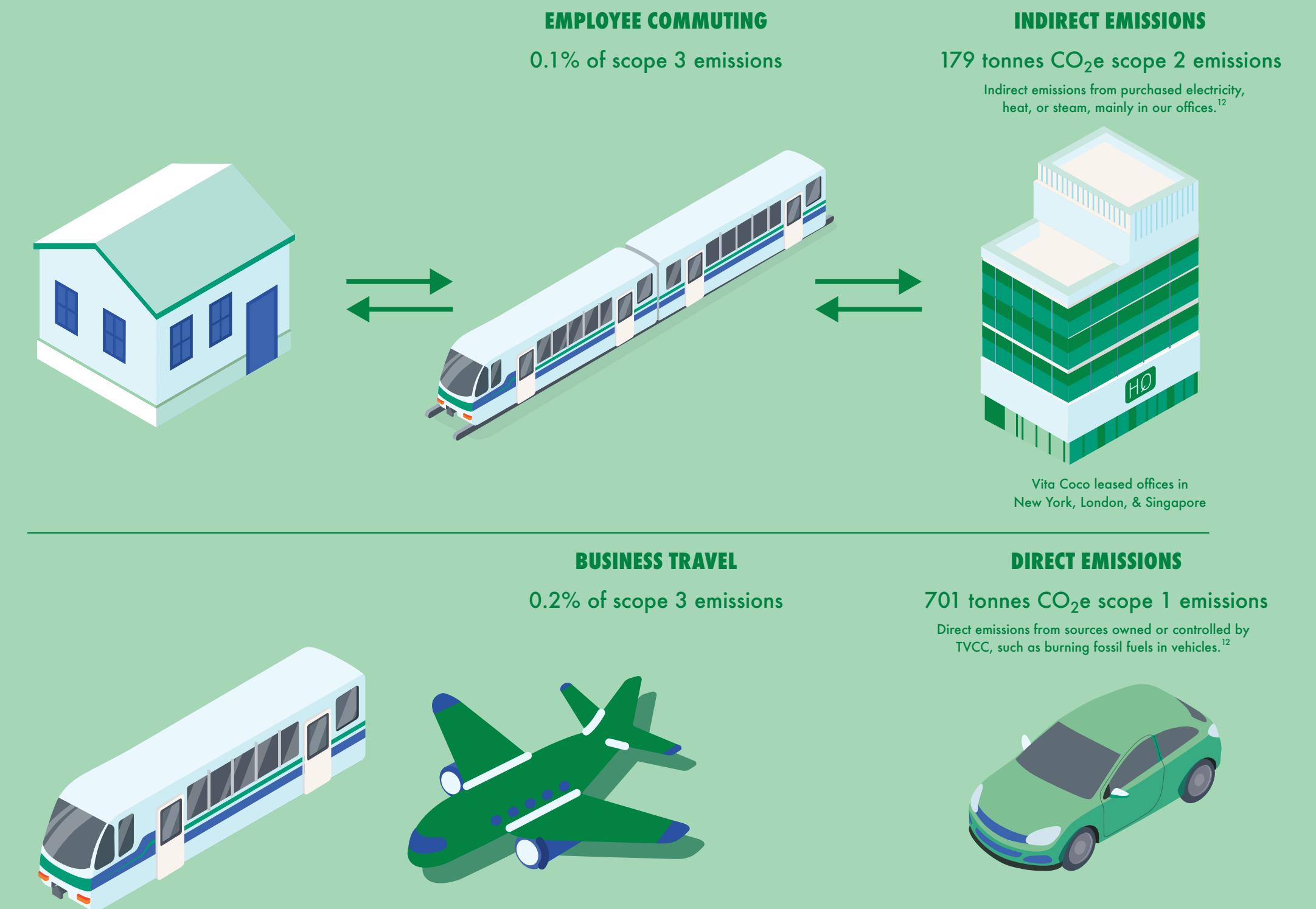
In 2025, we saw our best-ever performance in sending trucks out on time and fully loaded. Making sure each truckload is full meant fewer vehicles were out on the road and fewer emissions were generated per pallet of product.

Though our Scope 1 and 2 emissions are small, we take steps to reduce them where possible. Our teams in London, New York, and Singapore all moved offices this year, and environmental considerations formed part of each location choice. For example, our Singapore team is now based in a Green Mark platinum-certified building, where the lease includes requirements for energy efficient lighting, metering and air conditioning, as well as for water conservation and recycling management.

FUTURE PLANS

We'll continue to support finished goods suppliers in implementing the energy-efficiency and renewable-electricity projects, with our Technical Services team providing guidance where needed. We're also encouraging finished goods suppliers to explore the use of gasifiers where feasible, to produce coconut charcoal from spent husks, and capture energy from the process to generate steam. There are two benefits to this concept: in suitable locations the steam generated could reduce biomass fuel consumption in factory boilers by an estimated 10%, and the charcoal produced could be sold to generate additional revenue. Finally, we anticipate that more finished goods suppliers will leverage the consultancy support we provided to achieve ISO 14001 certification in 2026.

VITA COCO CARBON FOOTPRINT: OTHER ACTIVITIES



¹² The Carbon Trust Assurance provided independent limited assurance over our disclosed scope 1 and scope 2 greenhouse gas emissions data for the reporting period January 1 - December 31 2025. Learn more on page 49.

WATER

WHY IT MATTERS

Water is essential for growing coconuts and running the factories in our production network. Most of our beverages originate directly from coconut water. In addition, a small part of our portfolio contains fresh water as the primary ingredient, including some products made from coconut water concentrate.

Rainfall patterns are changing and water is becoming increasingly scarce in many parts of the world, posing risks to our sourcing regions and production network.¹³ Agricultural runoff and manufacturing wastewater can also reduce the amount of clean water available for communities, if not well managed.

OUR APPROACH

Our strategy is to support projects for reducing and recycling water used by our finished goods suppliers and the farmers in our network. We also support community programs for increasing access to drinking water and sanitation.

In factories, we encourage finished goods suppliers to install sensors and control systems to help increase water efficiency. Our Technical Services team works alongside factory teams to further assess practices and identify areas for improvement—like making sure processes are active only when necessary and optimizing the use of chemicals and hot water sterilization to reduce water used for cleaning. These measures can also reduce energy consumption and costs, while maintaining strict food safety standards. Where feasible, we encourage finished goods suppliers to install water recovery systems that capture condensation or recycle treated wastewater for general uses like flushing toilets or watering the grounds.

In farming communities, the regenerative agriculture training our partners provide covers water conservation techniques, such as using coconut shells to help retain water in the soil and prevent erosion. Coconut husks soak up water in the rainy season and release it slowly in drier weather. They can also serve as mulch, helping to reduce evaporation and retain soil moisture.

2025 PERFORMANCE

We increased our focus on addressing water impacts in 2025. The SEED survey sent to finished goods suppliers captured baseline water data for all the factories in our production network. This will help us more accurately assess our water footprint and identify further improvements. Two factories in the Philippines began implementing our detailed methodology for measuring water consumed when making our products and other impacts (see page 12).

In partnership with our Technical Services team, our finished goods suppliers had 13 projects underway to address water impact in nine facilities during the year. This is almost double the number of water saving projects compared with

the prior year, and with a much-increased water-saving potential. Projects included the ongoing installation of an effluent recycling system, improvements to automated cleaning systems, and efforts to reduce production losses. Four of the projects were completed during the year, realizing annual water savings of an estimated 26.8 million liters.

In addition, two facilities in the Philippines began installing rainwater collection systems, and are working on a treatment method so that it can be used productively.

As an integral part of our support for schools and education in coconut-growing communities, we supported the installation of clean drinking water facilities at three primary schools in 2025, and these will be ready for use in 2026.

FUTURE PLANS

We plan to continue increasing the accuracy of our water footprint and supporting finished goods suppliers to improve their water accounting. Our Technical Services team will also keep supporting water efficiency and recycling projects at finished goods supplier facilities.

13. World Resources Institute, Aqueduct Water Risk Atlas.

RESPONSIBLE PACKAGING & CIRCULARITY

WHY IT MATTERS

We primarily source aseptic, food-safe packaging that keeps our products fresh at ambient temperatures, without energy intensive refrigeration. This extends shelf-life, allowing us to ship our products from finished goods suppliers to countries of sale and helping to avoid food waste.

That said, some of our containers include layers of paperboard, plastic, and aluminum that aren't always easy to recycle. Cartons, cans, and plastic bottles all have their benefits and drawbacks, so there's no simple solution. In addition, packaging regulations are evolving and vary widely by market, making it hard to balance our packaging needs and plan for these changes. And we know people care as deeply about reducing their

packaging footprint as we do—retail customers prioritize packaging when evaluating suppliers and many consumers prefer recyclable options

OUR APPROACH

We strive to adopt a circular packaging mindset that helps us reimagine our products in ways that minimize waste and preserve natural resources. Our focus is on building a responsible packaging strategy that is clear, scalable, standardized, and compliant across all markets. We consider packaging responsible if it is:

- Recyclable, reusable, reduced or containing recycled content, **and**

- Certified to third-party standards such as the Forest Stewardship Council (FSC) for paper and board or the Aluminum Stewardship Initiative (ASI) for cans.

We've updated what we consider responsible packaging to focus on recycled and recyclable options for now. We'll continue our existing bio-based and compostable content, and keep an eye on these options as they continue to evolve.

Our packaging framework continues to focus on increasing Recycled content, Recyclability, Reduction, and Reuse. We've also added a fifth R: to reflect our focus on all packaging being 'Reviewed' under one of the third-party standards listed above.

The fiber in our Tetra Pak cartons is already 100% FSC-certified, and many of our cans contain ASI-certified aluminum. The 5R Packaging Framework applies to all our packaging. This includes primary packaging such as cartons, plastic bottles and aluminum cans; secondary packaging such as sleeves, labels, and boxes; and tertiary packaging for transporting our products like pallets, shrink wrap, and corner boards.

Where available, we participate in reverse vending programs that incentivize people to return used PET bottles and aluminum cans. For example, consumers receive money back for every Vita Coco bottle or can returned to automated vending machines in participating locations.

THE 5R PACKAGING FRAMEWORK



RECYCLED CONTENT

Increase post-consumer recycled content to reduce the need for virgin materials



RECYCLABILITY

Use materials that are recyclable at scale



REDUCTION

Eliminate excess material and weight to reduce material use and GHG emissions from manufacturing and distribution



REUSE

Expand reuse of glass jars in primary packaging, and tertiary (outer) packaging



REVIEWED

Adopt third-party certifications

RESPONSIBLE PACKAGING & CIRCULARITY

Our Supplier Code of Conduct states that suppliers must prioritize recycling and composting as part of their waste management and circularity strategy, ensuring that recyclable and organic materials are separated and treated properly. Our Guidance on Environmental Stewardship explains our packaging framework, principles and definitions to suppliers.

2025 PERFORMANCE

More than 98% of our primary packaging met our responsible packaging criteria in 2025. We used around 28,880 tonnes of packaging in total, of which around 43% was primary, 53% was secondary, and 4% was tertiary packaging. 99% of our total packaging materials were recyclable. In the United States, 134,700 containers were redeemed through our reverse vending program.

We kicked off a detailed exercise to establish an accurate packaging baseline based on specifications from packaging suppliers this year. This work is enabling us to identify hotspots and build a roadmap toward our responsible packaging goals, that factors in the feasibility and cost of different packaging options.

As part of our packaging roadmap, we launched a project to improve secondary packaging, through actions including switching to lighter corrugate, unbleached kraft board, and water-based inks. In our tertiary packaging, two finished goods supplier facilities are working to remove plastic sheets used in between pallets during transportation with paper-based ones to save an estimated 13 tonnes of plastic annually.

In certain European markets, we introduced QR codes on country specific packs that link to information on how to recycle the packaging in the appropriate language.

FUTURE PLANS

We expect to complete our packaging baseline exercise in 2026. We'll continue to focus on applying the 5R Packaging Framework across our entire portfolio, for example by increasing our use of certified packaging materials and making sure our packaging can be considered recyclable.



Packaging decisions across our portfolio are guided by our 5R Packaging Framework.

“A key lesson we have learned is that scalable sustainability impact—particularly in secondary packaging and supply chain efficiency—is driven by data-based, cross-functional improvements rather than isolated material changes. Our packaging baseline will support targeted carbon-reduction initiatives and informed evaluations of future packaging materials and formats.”

Shalini Vijayarajan,
Senior Packaging Engineer



**BUILDING THRIVING
COMMUNITIES**

OVERVIEW

Our business is supported by a wide network of people: the farming communities we source from, workers across our supply chain, and the people we directly employ. We want every one of them to benefit as our business grows. By sharing our success, we can strengthen our ability to source coconuts, craft our beverages, and bring in passionate people who will shape our future.

Our Supplier Code of Conduct and supplementary Guidance on Environmental Stewardship provide the information our suppliers need to understand our expectations and measure their progress against them. Other key documents relating to our supplier standards and relationships include our Statement on Human Rights and Modern Slavery.

For our employees, our internal policies include our Code of Business Conduct and Ethics, Diversity, Equity and Inclusion Policy and Employee Handbook. See page 29 for more details.

All our policies are available online at:
investors.thevitacocompany.com



Classrooms serve as learning centers for students and community hubs for coconut-farming families.

TRANSPARENT & ETHICAL SUPPLY CHAIN

WHY IT MATTERS

Much of our supply chain is in emerging markets, each with distinct operating realities. We need a deep understanding of our supply chain to effectively support the farmers and factories we work with and continuously strengthen our standards and practices. By building strong relationships with partners who share our values, we can align on expectations, exchange expertise, hold each other accountable, and create a greater collective impact.

OUR APPROACH

We source our coconut water from a diversified global network of approximately 16 co-manufacturers and six co-packers (collectively termed finished goods suppliers), who are supported by thousands of coconut farmers. We have visibility into the regions that supply coconuts to factories, and we can trace coconuts back to the specific farmer for certified organic products (approximately 20% of production).

Our Supplier Code of Conduct forms part of some of our manufacturing and purchasing agreement with finished goods suppliers. It details our commitments to human and labor rights for suppliers of transport services, packaging materials, and/or finished product.



Strong relationships with our finished goods suppliers support responsible practices across our supply chain.

Specifically, the Supplier Code sets expectations related to child labor and forced labor, freedom of association, health and safety, wages and benefits, working hours, discrimination, employment contracts, business ethics, and environmental responsibility. Suppliers are expected to have systems in place to comply with the Supplier Code and with all applicable laws.

Our Technical Services team conducts regular training on our codes, guidelines, and core competencies, tailored to the needs of each finished goods supplier. Sessions may cover good manufacturing practices, manufacturing optimization, and quality and environmental standards. Our SEED survey (see page 12) captures data on aspects of supplier performance, including health and safety incidents and accident-free days at finished goods supplier facilities.

Facilities in our biggest manufacturing regions (Southeast Asia, Brazil, and Mexico) undergo an annual Sedex Members Ethical Trade Audit (SMETA) audit conducted by a third party. These audits evaluate labor standards, health and safety, environmental performance, and business ethics, helping us strengthen responsible sourcing practices and drive continuous improvement across our supply chain.

It's possible that some of our coconut sourcing communities are located in or near indigenous communities, as our double materiality assessment identified.

Per our Animal Welfare Position, we do not test our products on animals, nor do we fund or commission animal tests. We strongly condemn the unethical use of animal labor in farming.

[Check Out the Supplier Code of Conduct](#)

TRANSPARENT & ETHICAL SUPPLY CHAIN

2025 PERFORMANCE

In 2024, over 75% of our manufacturing and logistics suppliers had signed our Supplier Code of Conduct, and through continued circulation in 2025, coverage grew to over 80%.¹⁴ In 2026, we plan to launch an updated Code applicable to an expanded scope of suppliers and aligned with industry best practices.

In addition, 95% of co-manufacturers across our major manufacturing regions underwent SMETA social accountability audits in 2025, up from 82% in 2024. Examples of corrective actions made as a result included refreshing risk assessments and providing refresher training to employees.

The SEED survey (see page 12) sent to all co-manufacturers this year includes questions on health and safety, to help us identify where further training and improvements are needed. We'll continue to gather primary data from finished goods suppliers on social topics as the survey evolves.

Our Vita Coco Technical Services team delivered 134 hours of training at 6 facilities, involving a total 258 participants.

Reflecting our strong business growth, we supported a finished goods supplier in the Philippines to open a new factory and added two new finished goods suppliers to our network this year, in Mexico and Vietnam. To help our new Vietnam partner to quickly meet our standards, we supported them to prepare for their first SMETA audit. We also helped them begin developing an impact program in the farming community supplying them.

FUTURE PLANS

Our Technical Services team will continue to provide training and support to our finished goods suppliers to help improve standards and capabilities.



Ongoing training and audits help strengthen standards among finished goods suppliers as we expand our network.

14. Calculated as percentage of direct spend towards suppliers, such as those providing finished goods, ingredients, logistics services (including ocean freight), and packaging, in sourcing regions.

COCO CASE STUDY

SOWING THE SEEDS OF PROFESSIONAL DEVELOPMENT

In Brazil, our local finished goods supplier is in a remote area where recruiting qualified engineers is a challenge. Our Semear (“to sow” in Portuguese) program aims to increase technical capabilities within their workforce while helping our partner improve quality, retain and develop their employees, and strengthen community ties.

Through the program, we awarded 40 scholarships for two technical training courses. One third of the students were already employed by our finished goods supplier and were promoted into higher-paying roles after completing their studies. A further 30% of the graduates were also hired there, and the rest secured formal jobs elsewhere.

The courses now form part of our finished goods supplier’s manufacturing career framework, providing pathways from entry level manufacturing assistant roles up to maintenance operator and beyond. The opportunity is making a real difference for the people involved, all of whom were on lower incomes prior to receiving the scholarship and 94% of whom worked in insecure informal jobs. Graduates have reported increased career prospects, income improvements, and pride in their ability to remain and grow professionally within the region.



Technical training builds skills and career pathways for local workers in remote regions of Brazil.

ACCESS TO EDUCATION

WHY IT MATTERS

Quite simply, coconut farmers thrive when their families and communities thrive. Investing in education in coconut farming communities helps to expand economic opportunities in our sourcing regions, in line with our mission and values.



OUR APPROACH

We work through our partners to build and renovate schools and classrooms, supporting access to education in rural areas. Our investment provides more than a nicer learning environment—school buildings provide access to clean water, sanitation, and internet connections that unlock essential information and services. Schools can also serve as valuable community centers for farming families.

In partnership with the Silvermill Foundation in Sri Lanka, we provide scholarships for students who wouldn't otherwise have the opportunity to further their education. Grants are made based on household income, living conditions, academic performance, and other factors. Applications are recommended by an external committee that includes institutional heads and government officials. Students can pursue academic paths from post-elementary to university-level education, or vocational training in agriculture, biology, engineering, business, or technology.

2025 PERFORMANCE

Since 2014, 61,500 students across all programs have benefitted from our efforts to help increase access to schooling.

In partnership with HOPE, in 2025 we supported the building of 2 new classrooms in a coconut sourcing community in the Philippines, bringing the total number of classrooms and schools built to date to 41.

In Sri Lanka, through the Silvermill Foundation, we continued to support access to education through the expansion of the Paranagama school. The new auditorium and classrooms will not only benefit the approximately 200 students who attend the school—the facilities will also be shared with other schools in the area, with around 3,500 students and teachers expected to use the building annually.

We funded 46 scholarships in total in 2025, for elementary through to higher-education students in Sri Lanka, and for professional studies for workers at our finished goods supplier in Brazil. See the Coco case study on page 27 for details.

FUTURE PLANS

We will continue to help increase access to education in coconut sourcing communities based on local needs, alongside our priority investments in seedling distribution and regenerative agriculture.

“Because my family doesn’t have a fixed income source, this scholarship was much needed. I’m very thankful for it. I used the money to purchase internet facilities, stationery and academic books for my studies.”

Isuru Didulantha,
scholarship student,
Sri Lanka

OUR EMPLOYEES

WHY IT MATTERS

It takes great people to make a positive impact. To succeed in a competitive labor market, we need to be the kind of company people want to work for and give them good reasons to stay. This means building a strong and consistent global culture, supporting our team, and making sure everyone is equipped to deliver our mission.

OUR APPROACH

We're committed to being the kind of business where people come first. We have policies and codes of conduct in place to support an ethical, safe, and healthy workforce that feels respected, rewarded, and empowered.

Business Conduct

Our Code of Business Conduct and Ethics guides all of our people, at all levels, on how to conduct their work to a high ethical standard. It covers topics including (but not limited to) anti-corruption; conflicts of interest; confidential information; competition and fair dealing; gifts, entertainment and hospitality; accuracy of financial reporting; and our health and safety policy. We require all employees to accept the code and to participate in related annual training. The code and other governance documents are available to all

employees and other stakeholders on our website. The Audit Committee of the Board of Directors oversees the code and the procedures in place to implement it. These include an anonymous and confidential whistleblower hotline and online platform for reporting any concerns, which we communicate to our people.

Culture & Belonging

We believe our business benefits when everyone—regardless of background, identity, or experience—feels valued, respected, and empowered. Our Diversity, Equity and Inclusion (DEI) Policy outlines our values, strategy, goals, roadmap, and governance structure in this area. We promote our culture throughout the employee experience, from recruitment through training and leadership development. Our talent acquisition team works hard to recruit from a broad talent pool, for example by attending career fairs at universities with diverse student populations. We employ controls to help counter unconscious bias, such as excluding photographs from application forms and checking that job postings include language and requirements with broad appeal.

Our Culture & Belonging Committee oversees eight employee community groups that celebrate employees' heritage, identity, and community. Members can connect, collaborate, and support

their communities through volunteer events, panels, and other activities. We encourage our people to champion culture and belonging, aiming to build a workforce that reflects society and our broad customer base.

Pay & Benefits

To help attract talented people and encourage them to stay with us, we provide a wide range of benefits and perks. In the United States, where most of our employees are based, benefits include health insurance, retirement savings, employee assistance programs, paid parental leave, unlimited vacation days, wellness stipends, pre-tax commuter benefits, financial and legal advice, employee product allowance, and pet insurance. Our employees also have allocated volunteering days—up to 10 days a year in the United States and five in the United Kingdom.

Every employee participates in an annual performance review, which considers performance against goals related to environmental and social impact. The results inform salary increases and other types of compensation, so performance on impact-related goals can influence pay. The bonus program for our executive team also takes into account progress on our social impact and sustainability objectives, see page 42 for details. More generally, equity is typically granted during

a fiscal year as an additional long-term incentive to permanent employees, allowing them to share in the Company's success and build ownership over time. Eligible employees have been granted equity for the last five years.

Training & Development

Another way to strengthen our team and retain talent is to help them develop their skills and careers. We conduct mid-year and annual performance reviews to give employees feedback and the chance to set and track goals and motivations. All employees have access to coursework, training, and further education programs, which they can complete during working hours. Topics include leadership, management, and sales. In addition, all employees complete mandatory ethical conduct and positive workplace training on an annual basis.

Health & Safety

We describe our health and safety policy and measures in our Employee Handbook, carry out annual risk assessments, and review safety performance as part of our enterprise risk management program.

COCO CASE STUDIES

A DAY IN THE LIFE OF OSCAR PEÑA, DIRECTOR OF SALES IN OUR SOUTH- CENTRAL REGION, U.S.

“Since joining Vita Coco, one of the most meaningful aspects has been seeing how intentionally the company shows up for communities. Whether it’s giving back through volunteer hours, supporting local initiatives, or sustainability efforts like planting trees, it adds purpose behind everything we do. It reinforces that our mission goes beyond selling a product to contributing to real, positive change.

That mission directly shapes how I approach my work and lead my team. When we organize volunteer opportunities or events as part of our Casa de Coco employee community group, it creates a powerful connection between the brand and the people behind it. Watching my team’s genuine excitement and pride while giving back in their communities has been incredibly rewarding. It strengthens engagement, builds culture, and gives deeper meaning to the work we do every day.

Vita Coco’s impact culture also comes through clearly in my daily interactions. With teammates, it drives a mindset of purpose and responsibility.

With retailers, it positions us as a values-led brand that aligns with today’s shoppers’ interest in wellness, community, and sustainability. And it builds authenticity and trust, because people see a brand that supports the communities it serves.

Being part of an organization that understands the ripple effect of its actions has elevated my perspective as a leader. It’s a constant reminder that the more influence we have, the more responsibility we carry to use it positively and that is something I’m proud to represent every day.”



SPOTLIGHT ON CULTURE & BELONGING

Our network of Culture & Belonging groups are a great way to bring our people together. There are eight groups, each with a different focus to appeal to a wide range of backgrounds and interests.

In 2025, the groups hosted a combined 40 events to celebrate and support external initiatives like Mental Health Awareness Month, Asian American and Pacific Islander Heritage Month, Pride Month, Latine Heritage Month, Black History Month, and the Movember men’s health movement. There were also internal events, including a lunch with our Leadership Team, and multiple events run in partnership and support for local charity partners. August saw the launch of Green Coconuts, an employee-led group focused on inspiring a sustainability first mindset across Vita Coco.

Also new for 2025, our Women+’s Inclusion Network launched GAL-vanize, a six-month program to promote professional development, in areas such as working parenthood and inclusive leadership. Our Board members, Leadership Team, and external speakers all provided insights. The program was a great success, with 26 employees taking part.

“GAL-vanize was an incredible opportunity to connect with women across Vita Coco teams, and I realized that we all have more in common than we might think. I learned a lot about myself and appreciated the forum for intentional reflection on my personal growth. The values exercise was particularly impactful: it helped me to identify my core values, understand how I’m spending time in alignment or misalignment with my values, and craft a plan to close the gaps.”

Savita Kharbas,
Senior Director of Category and
Consumer Insight

We’re planning to continue GAL-vanize with a new cohort in 2026 and considering how to integrate the program into our wider learning and development strategy.

OUR EMPLOYEES BY THE NUMBERS

2025 PERFORMANCE

As of December 31, 2025, we employed 336 people: 235 in the United States and Canada, 56 in Europe, 43 in Singapore, and 2 in Brazil.

TOTAL WORKFORCE

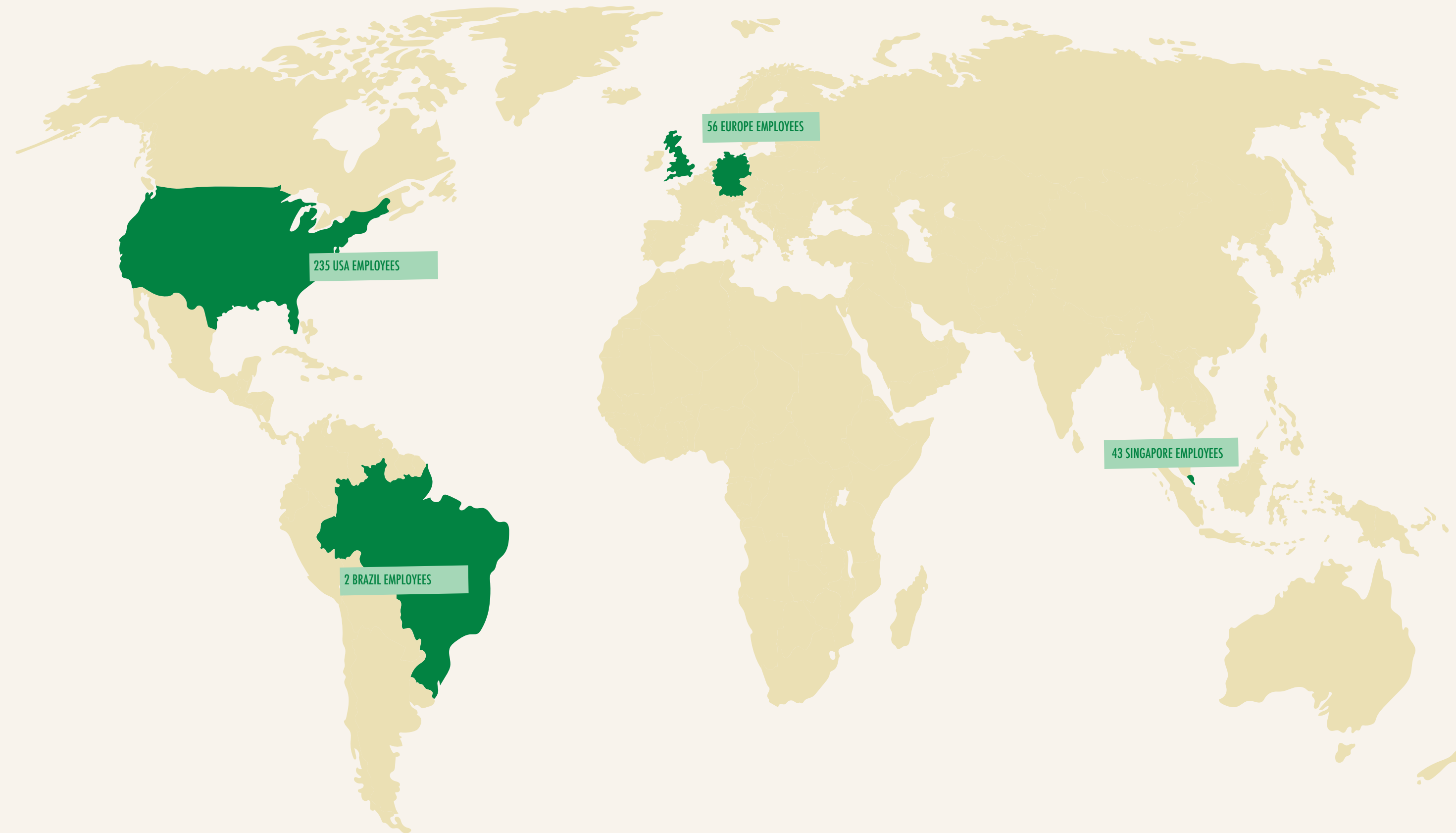
99% Full time, 1% Part time
 95% Permanent contracts,
 5% Temporary contracts

RACE & ETHNICITY

30% Black, Indigenous, and/or
 People of Color or two or more races
 40% White
 30% Preferred not to disclose

TOTAL WORKFORCE GENDER

Female: 51% Total Workforce¹⁵,
 50% Management, 22% Board
 Male: 48% Total Workforce,
 50% Management, 78% Board¹⁶



KEY WORKFORCE METRICS

- 84% overall employee engagement
- 86% employee retention rate
- 24 average hours of training per employee
- Zero fatalities in our own operations
- Zero reports made to our whistleblowing hotline

15. Percentages for total workforce do not add up to 100% as 1% of employees declined to answer.

16. Not included in total workforce.

OUR EMPLOYEES

Our team grew by 17 people in 2025, and we maintained a retention rate of 86%. Our people policies and practices remained consistent, but we ramped up efforts to embed our culture and systems globally. We're getting better at setting companywide goals and at planning the team and capabilities we want to build across our business. To this end, we're standardizing our recruitment process and hiring system globally. We also relaunched the Vita Coco Academy for recently joined employees in the United States, with a view to rolling it out globally in 2026. The revamped program is designed to inspire and motivate as well as to provide practical information on our mission to make a positive impact for farming communities.

Everyone at Vita Coco has a personal impact goal that is tracked and evaluated as part of the annual review process. To make sure this isn't just a tick-box exercise, this year we offered guidance on how to devise a meaningful impact goal for the contribution each job makes.

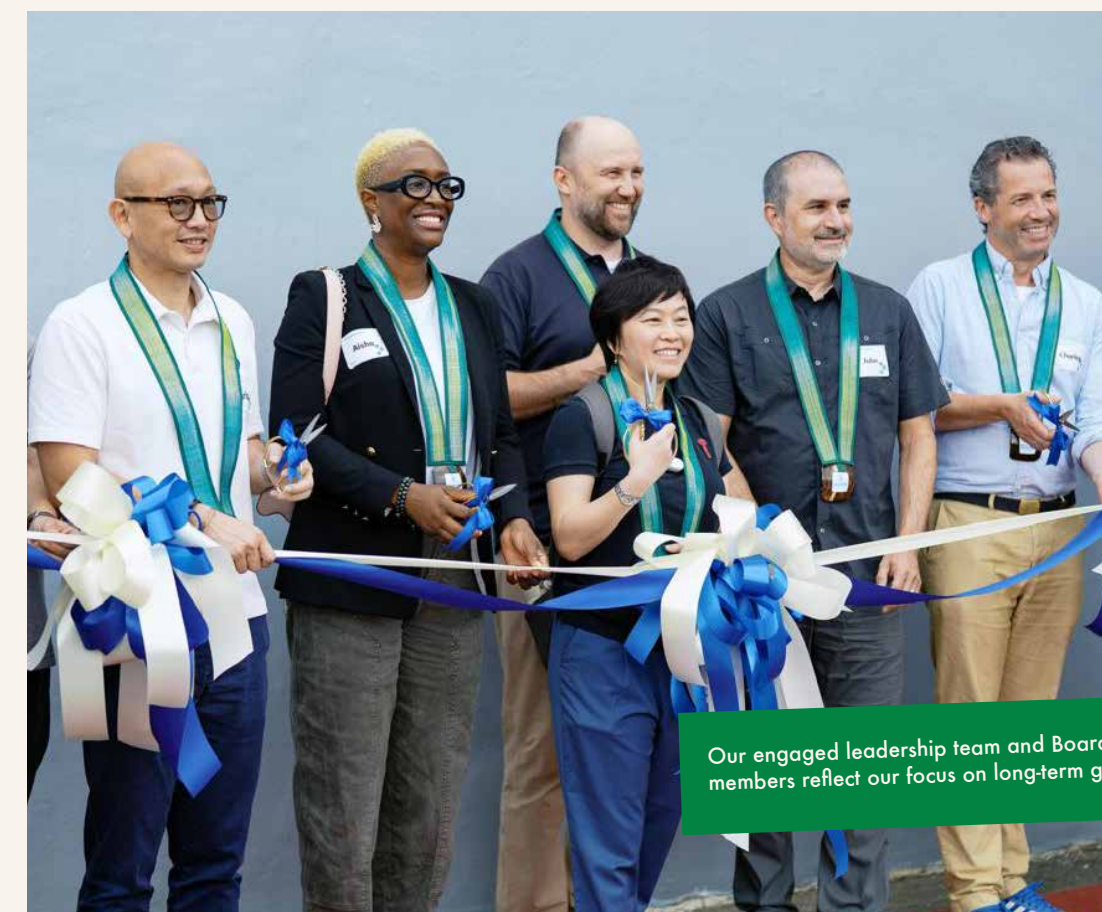
We continued to offer training on a wide range of topics based on need. For example, we ran training to help our marketing team in the United States to communicate about our Seedlings for Sustainability program, and to build understanding of our B Corp certification in the United States and United Kingdom.

New this year, to strengthen our leadership pipeline we offered career coaching to employees at the level below our Leadership Team and for our sales organization. Our people logged around 8,100 hours of training globally (24 hours on average per employee).

To measure the effectiveness of our people policies and practices, we use an external provider to run an annual employee engagement survey. The 2025 edition had a 97% response rate, up four points from the previous year, and the results were positive. Our overall engagement score was 84%, up two points from 2024 and 12 points higher than the average for similar companies. Our highest scores were for social connection, company confidence, innovation, and leadership. Ninety-four percent of our people felt proud to work for Vita Coco and would recommend us as a great place to work. There's opportunity to improve in areas like workload and work-life balance, and this feedback helps guide where we focus next. Our People & Organization team has developed action plans for addressing future opportunities and communicated these to employees.



Our employees play a huge role in shaping our company's culture and impact.



Our engaged leadership team and Board members reflect our focus on long-term growth.

FUTURE PLANS

We'll continue to align our culture, people strategy and systems globally in 2026, and to improve the way we track our employees' progress against their individual impact goals. We'll keep supporting the variety of activities run by our Culture & Belonging groups, establish GAL-vanize as an ongoing development opportunity, and expand leadership and development programming as a whole.



**CHAMPIONING
HEALTH & WELLNESS**

OVERVIEW

Delivering products that are tasty, nutritious, and better for people and the planet is what we're all about. However, much like our work with farming communities, our health and wellness goals go further—striving to foster a society where wellbeing is a priority. Our goal is to provide high-quality products that start with real, honest ingredients and to communicate about them responsibly, while finding ways for our brands to help address food insecurity and enhance communal wellbeing.



We believe the Vita Coco portfolio offers better-for-you choices for every occasion.

PRODUCT NUTRITION & INFORMATION

WHY IT MATTERS

Beverages can play an important nutritional role, and many people seek options that align with their health goals.¹⁷ Offering nourishing products that appeal to a wide range of people and can contribute to a balanced diet is core to our business. Our approach also helps us address regulatory requirements, as some countries legislate on the ingredients and marketing of food and beverages.

OUR APPROACH

We believe our beverages offer better-for-you choices for every occasion. Coconut water is the main ingredient in most of our products and contains naturally occurring electrolyte minerals like sodium and potassium. We offer organic options and 100% of Vita Coco branded products are certified Non-GMO by the Butterfly Project.

Our Product Development team is guided by a commitment to health, wellness, and sustainability at every stage of the development process. We prioritize safe, thoughtfully sourced ingredients to create products that not only taste great, but make you feel great.

Our products can be enjoyed as part of a balanced lifestyle, and we respect that families can make the best choices for themselves. We support these choices by providing clear nutritional facts about our beverages, offering various pack sizes, and including information about our products on our websites. Our products are marketed to ensure that placement and advertising align with our commitment to health and wellbeing, social impact, and sustainability.

Our Responsible Marketing Guidelines detail our approach and prioritize transparency, authenticity, and respect. They apply to all advertising, promotions, sponsorships, digital communications, and packaging across all markets. Where children and vulnerable audiences are concerned, the guidelines specify

"Coconut water is a powerful ingredient that naturally elevates recipes with depth and flavor. Its blend of natural sugars, minerals, and aromas brings balance and freshness to our beverages."

Theresa Griffith,
Director of Product Development

that unless the product being marketed meets Uniform Nutrition Criteria set by Children’s Food and Beverage Advertising Initiative (CFBAI), we do not market directly to children under thirteen years old where they are the majority audience. Marketing in schools is limited to educational programs aligned with our sustainability, social impact, or health initiatives. We will not use influencers, characters, or celebrities that primarily appeal directly to children under thirteen years old on advertising platforms that are targeted to children.

[Check Out The Vita Coco Company Responsible Marketing Guidelines](#)

2025 PERFORMANCE

In 2025, 20% of our total production had organic certification. We launched organic options in Belgium, Germany, and the Netherlands, and in partnership with German retailer Muller, we made a €0.10 donation per purchase of 1-liter organic coconut water to the Vita Coco Project®. Around 21% of our total production contained no added sugar, and the remainder was sweetened only with natural ingredients like beet or cane sugar or stevia.

We communicated the launch of our Responsible Marketing Guidelines to key employees during an all-hands meeting. We plan to send out a reminder every six months and integrate details of the policy into our Palmtree Pathways employee resource. Compliance with the guidelines is now an integral part of our internal review process for new marketing materials before they are released.

We were not a party to any material legal proceedings associated with marketing or labelling practices in 2025.

FUTURE PLANS

We’ll continue innovating to create beverages that fit people’s lifestyles and align with their values. We also plan to continue using our marketing and social platforms to update and inspire people with news of our impact programs. We’ll refine our Responsible Marketing Guidelines as needed, send out reminders every six months, and integrate them into our onboarding.

17. Mordor Intelligence, Health Drinks Market Size & Share Analysis - Growth Trends & Forecasts (2025-2030).

COCO CASE STUDY

IMPACTFUL AND RESPONSIBLE STORYTELLING THROUGH OUR BRANDS

Marketing is a powerful tool for engaging and inspiring people with our mission and impact, and for spotlighting other campaigns that align with our values. We strive for every Vita Coco marketing campaign to have a social or environmental impact.

In 2025, we ran a major event to highlight our Seedlings for Sustainability program (see page 13). One Saturday in October, we partnered with Montauk General Store in New York City to host the Supporting Farmers Market. The idea was to celebrate the farmers and ingredients behind Vita Coco products, along with a selection of like-minded brands. The event raised awareness of challenges that coconut-growing communities face, like aging trees, and how Seedlings for Sustainability forms part of the solution. During the event, Vita Coco provided complimentary a coconut water matcha drink and committed to help distribute a coconut seedling for every guest who visited. An interactive coconut seedling even shared information about coconut origins.

We welcomed more than 1,100 people and generated over 2.4 million impressions via social channels. Environmentally minded influencers amplified the event on their own channels, including via a live chat with our own Social Impact & Sustainability team. The campaign demonstrated our commitment to using our marketing to support coconut communities, always in line with our Responsible Marketing Guidelines. Based in part on this success, we plan to integrate more impact messaging into our marketing campaigns year-round.



Impact-led brand activations raise awareness of the farming communities we work with within our markets.

PRODUCT QUALITY & SAFETY

WHY IT MATTERS

We work hard to uphold trust in our brand by ensuring that everything we sell is tasty, safe, consistent, and aligned with the highest industry standards for quality and food safety.

OUR APPROACH

Our approach to quality and food safety is proactive, science-driven, and embedded into every stage of our global supply chain. We comply with regulatory requirements, striving to put in place the highest standards, strong supplier oversight, data-driven risk management, and transparent monitoring.

We work with leading food safety standards—all our finished goods suppliers need to meet Global Food Safety Initiative (GFSI) and U.S. FDA Food Safety Modernization Act (FSMA) standards. All finished goods suppliers have confirmed their compliance by achieving the Brand Reputation Compliance Global Standards (BRCGS) food safety certification where available, or via Food Safety System Certification (FSSC) 22000 certification.

The training delivered by our Technical Services team (see page 25) helps finished goods suppliers put in place the processes and controls to meet

these standards. The team also offers guidance when needed on the proper solution when production equipment breaks down, for example.

We use a scorecard to track how our finished goods suppliers are performing on quality and food safety parameters. We track everything from sensory parameters such as how the product tastes, to the pH levels, how closely it matches our specifications, and complaints received per million packs sold.

2025 PERFORMANCE

In 2025, we ran a comprehensive recall simulation to validate our standard operating procedure (SOP). This formed part of our continuous improvement program to ensure the SOP remains relevant and that cross-functional teams are prepared in the event of an actual recall. There were no mandatory product recalls in 2025.

FUTURE PLANS

We're committed to maintaining our high food quality and safety standards as our supply chain continues to grow and diversify.



Every Vita Coco product is thoroughly reviewed against our quality and food safety standards.

FOOD SECURITY & COMMUNAL WELLBEING

WHY IT MATTERS

Food security is a global problem, present in the countries where we source our ingredients, in the United States where we're headquartered, and in other countries where we have a base. Up to 783 million people are affected by hunger each year and 150 million children under the age of five suffer a chronic lack of essential nutrients in their diets.¹⁸

OUR APPROACH

Helping to support food security and address food waste is integral to our mission and culture. We partner with organizations that redistribute surplus food and beverages to communities where they can make the most impact. We also champion physical, mental, and emotional wellbeing in our local communities, especially by promoting participation in sports.

Our support takes the form of product donations, grant funding, volunteering, and fundraising, and is often led by our Culture & Belonging groups.

We seek partners that align with our mission and that have the capabilities to assure that our donations are reaching the intended beneficiaries.

2025 PERFORMANCE

In 2025, we made in-kind donations totaling more than \$439,800 to nonprofit and community-based organizations, including More than a Meal, Feeding America, For All Mothers+ (FAM+), and Bras for Girls, among others. Our teams globally volunteered a combined 1,900 hours of their time—three times as many as last year—at 74 different events. In the United States, our efforts reached 506,900 community members. See our Coco case studies page 40 for details of two new partnerships that contributed.

In the United States, we piloted the Growing Roots Grant program in collaboration with the Arbor Day Foundation. The program helps schools in areas of greatest need across the country to establish greenspaces and outdoor learning areas. The three schools selected to participate in 2025 were a Buffalo Public School that serves children with physical disabilities; Le Jardin Academy in Kailua, Hawai'i, which emphasizes environmental stewardship and outdoor learning; and the On Track Academy in Spokane, Washington, an alternative high school that supports students who are suited to non-traditional learning environments.

The schools put the \$50,000 they received to good use, planting more than 90 trees and 800 seedlings, and engaging more than 1,600 students and 1,350 community members in total.

Our team in Singapore donated 240 cases of coconut water to local food bank, Food from the Heart, and a further 54 cases to the Jalan Besar Active Ageing Centre, an elder care home. The 23-strong team also volunteered at Food from the Heart, checking, sorting, and packaging food items for distribution.

In Europe, our recently established team in Germany completed their first volunteering day, tending the gardens at a local children's hospital, and supported a Hamburg-based charity that cares for sick and injured wild animals. In Spain, our team supports Musica en Vena, a charity in Madrid that plays live music to bring relief to people in hospital. In the United Kingdom, we continued to support FareShare, a national network that redistributes surplus food to food banks and charities that provide meals for people in need. In 2025, our U.K. team donated more than 18,800 cases of coconut-based product and volunteered 41 hours of their time at FareShare's distribution center. The team also volunteered for the third year running to help maintain the

Slade Gardens Adventure Playground in central London, and provided Christmas hampers for over 400 people seeking refuge in partnership with Freedom From Torture.

Our teams also continued to support disaster relief efforts, donating product to organizations helping communities impacted by natural disasters in Brazil, Sri Lanka, and the United States. For example, the Vita Coco Community Foundation provided a \$10,000 total donation to the Silvermill Foundation following flooding in Sri Lanka in November 2025. As clean water is often scarce following disasters, the functional benefits of our products can make them a valuable addition.

FUTURE PLANS

Supporting food security and active lifestyles will continue to be a focus in countries where we have physical presence. We'll also continue to donate product for disaster relief, where needed, in communities linked to our business.

18. United Nations Environment Programme, Food Waste Index Report 2024.

COCO CASE STUDIES

GIVING YOUNG PEOPLE A FAIR CHANCE WITH GREENHOUSE SPORTS

When children growing up in under-resourced communities have a supportive adult in their corner, listening to them and developing their skills through sport, it can help build their confidence and give them a reason to stay in education.

Our U.K. team expanded its partnership with Greenhouse Sports in 2025, providing more funding and greater support for young people who need it most. Greenhouse places full-time coach-mentors in schools to provide free sports clubs and mentorship for young people from underserved communities. Our team members continued to volunteer in schools to help run coaching sessions, and to provide students with work experience opportunities in our office. Vita Coco Brand Ambassador and Olympic athlete Zharnel Hughes ran a second round of the CocoSpeed Academy, through which he provides tailored sprint coaching to young people as part of the Greenhouse Sports training program.

This year, we also piloted a mentoring program for students, where Vita Coco team members met with young people one-to-one to help them develop skills for employment. Greenhouse trained our team in mentorship beforehand, and listened to their feedback on the program's

strengths and areas for improvement. Our team also raised money for Greenhouse by running the London Royal Parks Half Marathon. Their volunteering activities reached 105 students in total during the year. Finally, Vita Coco sponsored Greenhouse's For Every Future fundraising campaign to support the continuation of their work. We hosted the event in our UK office. The campaign raised over £4 million (more than \$5 million) during a 36-hour period.

"For Greenhouse Sports, Vita Coco is not just a corporate supporter. They are a partner, in every sense of the word. Their values align perfectly with what we deliver every day at Greenhouse and they're purpose driven, meaning they're always striving to have the greatest impact. Whether it's donating critical funds, organizing once-in-a-lifetime engagement activities with Olympic sprinters, or giving up their office space, for the last two years Vita Coco have helped Greenhouse give more young people facing poverty the future they deserve."

Don Barrell, CEO



COCO CASE STUDIES

KICKING OFF A PLAYFUL NEW PARTNERSHIP

Kids in underserved communities in the United States face a variety of barriers to participating in sports—lack of proper nutrition, transportation, funding, and spaces to play can all hold children back.

In 2025, we kicked off a \$50,000 partnership with the U.S. Soccer Foundation by sponsoring the Miami fall season of Just Ball, a free, fun, no-pressure youth league that brings soccer into local neighborhoods. Just Ball isn't just about opportunity—trained coaches called Playmakers share playing tips and empower young people to apply the rules of the game. Around 4,800+ young people took to the pitch during the fall league.

Miami is one of the host cities for a global soccer tournament in 2026, presenting a powerful opportunity to get more young people involved in the sport. Next year, we'll expand the partnership by sponsoring the construction of two "mini-pitches" in Dallas, Texas and Los Angeles, California, which will provide a safe space to play soccer for more than 10,000 kids located within half a mile of these sites. The U.S. Soccer Foundation is leading nationwide efforts to ensure that the 2026 global soccer tournament benefits youth and families across the nation.



We are proud to partner with nonprofit organizations supporting food security and communal wellbeing in their communities.

JOINING FORCES TO HELP ADDRESS HUNGER

In the fall of 2025, we teamed up with the No Kid Hungry campaign run by relief organization, Share Our Strength. The partnership aimed to boost the campaign's efforts to help communities feed children and address the root causes of hunger.

We donated \$50,000 to No Kid Hungry to help kids access up to 500,000 meals. We also amplified the cause with messaging on promotional packs in stores across the United States. The campaign ran during two important moments: "back to school" season, when kids need access to nutritious meals every day to start the new year ready to learn, and Latine Heritage Month, when we honor and support Latine families who are disproportionately impacted by food insecurity.

GOVERNANCE



GOVERNANCE

CORPORATE GOVERNANCE

All functions of TVCC's governance structure are designed to ensure we carry out our public benefit corporation mission.

Our Corporate Governance Guidelines put forth the expectations for sound corporate governance and the prioritization of transparency, accountability, and ethical business practices. In carrying out its responsibilities, the Board of Directors has adopted these guidelines and a set of governance documents that reflect best practices, promote transparency, and are intended to further our public benefit purpose. Our Corporate Governance Guidelines and other relevant documents such as Board Committee charters are available on our website.

BOARD STRUCTURE

TVCC's Board consists of a majority of independent directors. Our nine directors include our CEO and executive chairman and bring a diverse range of attributes and expertise to the company, representing both deep company knowledge and fresh perspectives. Of our nine directors, two identify as women and one as Black/African American as of December 31, 2025. A tenth director, who is female, joined the Board in January 2026.

SUSTAINABILITY GOVERNANCE AND MANAGEMENT

The Board delegates oversight of sustainability matters to its Nominating, Environmental, Social, and Corporate Governance (NESG) Committee. As put forth in the NESG Committee Charter, governance of sustainability matters includes monitoring our policies, programs, and strategies related to climate change risks, environmental stewardship, responsible investment, human rights, human capital management, diversity and inclusion, and other social and public matters of significance to us.

The executive leadership team and management are responsible for developing and implementing our social impact and sustainability framework, which the NESG Committee oversees and monitors to ensure our progress aligns with our public benefit purpose. Reporting to the NESG Committee regularly, our Social Impact and Sustainability Group is comprised of cross-functional leaders responsible for the daily implementation of our strategy.

The Board's Compensation Committee oversees executive compensation, equity programs, and related disclosures. To ensure sustainability matters are firmly embedded in our business, our Compensation Committee adopted a bonus

program that adjusts executive team bonus payouts downward for any significant failure to make progress on our sustainability objectives. The Compensation Committee annually reviews compensation to ensure that, as the Company matures, it continues to reinforce long-term business performance and is appropriate from a risk management perspective.

RISK MANAGEMENT

Our management has put in place a comprehensive risk management program to identify, assess, and mitigate risks associated with our business operations and alignment with our mission. The Board is responsible for overseeing this risk management program. Our Board delegates oversight of certain risks, including those related to financial reporting, legal and regulatory compliance, compensation programs, and sustainability matters, to its three standing committees: Audit; Compensation; and NESG. Details of risk factors identified in 2025 are provided in our Annual Report and Form 10-K for the year ended December 31, 2025.

PRIVACY AND DATA PROTECTION

In accordance with our Code of Business Conduct and Ethics, each employee and director has an obligation to comply with all laws, rules and regulations applicable to our operations, including those covering information privacy. Our Privacy Policy sets out how we collect, disclose, transfer and otherwise use personal information.

We are committed to protecting our networks, systems, devices, and information. We monitor and test our information technology systems for cybersecurity threats, weaknesses, and vulnerabilities and take proactive steps to prevent, detect, and respond to cybersecurity threats, inappropriate disclosures, and unauthorized access to our technology and information security systems.

Find out more:

[Code of Business Conduct and Ethics](#)
[Corporate Governance Guidelines](#)
[Privacy Policy](#)

APPENDIX

ABOUT THIS REPORT

This report covers the Vita Coco Company's social impact and sustainability strategy and progress in 2025. Unless stated otherwise, all information provided in this report covers the 2025 fiscal year ending December 31, 2025.

The report and the strategies, policies, programs, and data described within it cover our global operations without exclusions, unless stated otherwise.

We referenced the Global Reporting Initiative standards and Sustainability Accounting Standards Board (SASB) standard for the non-alcoholic beverages industry in compiling this report, and include indexes on pages 47-48.

We welcome feedback and would love your input. Please send comments or questions to: info@vitacoco.com

DISCLAIMERS

This Impact Report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements contained in this Impact Report that do not relate to matters of historical fact should be considered forward-looking statements. The forward-looking statements in this Impact Report are only predictions. We have based these forward-looking statements largely on our current expectations and projections about future events and financial trends that we believe may affect our business, financial condition and results of operations. Forward-looking statements involve known and unknown risks, uncertainties and other important factors that may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. Forward-looking statements involve a number of risks, uncertainties or other factors beyond the Company's control. Any forward-looking statements contained in this Impact Report speak only as of the date hereof and accordingly undue reliance should not be placed on such statements. We disclaim any obligation or undertaking to update or revise any forward-looking statements contained herein,

whether as a result of new information, future events or otherwise, other than to the extent required by applicable law.

We have made every attempt to confirm the accuracy and reliability of the information presented in this Impact Report. However, measurement of certain data includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from accuracy and precision of conversion and other factors. Our selection of different, but acceptable measurement methods, input data, or assumptions may have resulted in materially different amounts or metrics being reported. Although we are responsible for all of the disclosures contained in this Impact Report and we believe that any third-party data used by us is reliable, we have not independently verified any of the data from third party sources nor have we ascertained the underlying assumptions on which such data is based.

In this report, any use of the terms "material," "materiality," "immaterial," "substantive," "significant" and other similar terminology refers to topics that reflect important economic, environmental and social impacts of The Vita Coco Company, Inc. or to topics or standards designated as "material" or "substantive" under the GHG Protocol, GRI or SASB standards.

These terms as used in this report are not used, or intended to be construed, as they have been defined by or construed in accordance with the securities laws or any other laws of the United States or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting.

Inclusion of information in this Impact Report should not be construed as a characterization of the financial materiality or impact of that data or information. Please see our Annual Report and Form 10-K for the year ended December 31, 2025 and other publicly-filed documents for further information.



PERFORMANCE INDICATORS

Pillars		2025	2024	2023	Total to December 31, 2025
Protecting Natural Resources	Regenerative Agriculture				
	% finished goods suppliers engaged with VCP ¹	62	61	61	n/a
	Number of farmers receiving training – total ^{2,3}	2,700	14,400	6,300	26,900
	Number of farmers receiving training – Philippines ^{3,4}	1,200	3,100	2,900	8,400
	Number of farmers receiving training – Sri Lanka ^{3,5}	1,500	11,200	3,300	18,500
	Approximate hours of farmer training – total ^{2,3}	6,700	46,600	14,700	78,100
	Approximate hours of farmer training – Philippines ^{3,4}	600	1,500	1,500	4,200
	Approximate hours of farmer training – Sri Lanka ^{3,5}	6,000	45,000	13,200	73,900
	Number of seedlings distributed – total ⁶	145,500	522,400	414,200	1,155,200
	Number of seedlings distributed – Philippines ⁷	111,200	347,800	287,400	805,600
	Number of seedlings distributed – Sri Lanka ⁵	34,200	63,400	26,100	121,500
	Number of seedlings distributed – USA ⁸	100	100,000	100,000	200,100
	Number of seedlings distributed – Brazil ⁹	0	11,200	700	11,900
	Energy & Climate				
	Scope 1 GHG emissions (tonnes) ¹⁰	701	n/r	n/r	n/a
	Scope 2 GHG emissions (tonnes) ¹¹	179	n/r	n/r	n/a
	% of greenhouse gas emissions that are scope 3 ¹²	>99	>99	>99	n/a
	% of scope 3 emissions from purchased goods & services ^{13,14}	77.7	n/r	n/r	n/a
	% of scope 3 emissions from transportation & distribution ^{13,15}	18.9	n/r	n/r	n/a
	% of scope 3 emissions from business travel ^{13,16}	0.2	n/r	n/r	n/a
	% of scope 3 emissions from employee commuting ^{13,17}	0.1	n/r	n/r	n/a
	% of scope 3 emissions from downstream transportation and distribution ^{13,18}	2.1	n/r	n/r	n/a
	% of scope 3 emissions from end-of-life treatment of sold products ^{13,19}	1.1	n/r	n/r	n/a
	Office electricity use (gigajoules) ²⁰	1,733	840	n/r	n/a
	Responsible Packaging & Circularity²¹				
	Total weight of packaging used (tonnes)	28,800	25,000	n/r	n/a
	% of total packaging for primary ²²	43	44	46	n/a
	% of total packaging for secondary ²³	53	53	50	n/a
	% of total packaging for tertiary ²⁴	4	3	4	n/a
	% Tetra Pak cartons that are FSC certified	100	100	100	n/a
	% of primary packaging materials meeting our responsible packaging definition ²⁵	98	97	90	n/a
	% of total packaging that is recyclable ²⁶	99	99	99	n/a
	Containers redeemed through reverse vending in the Northeastern region of the United States ²⁷	134,700	129,300	81,000	345,000

n/a = not applicable
n/r = not reported

PERFORMANCE INDICATORS

Pillars		2025	2024	2023	Total to December 31, 2025
Building Thriving Communities	Transparent & Ethical Supply Chain				
	% of co-manufacturers who had signed the Supplier Code of Conduct ²⁸	>80	>75	n/r	n/a
	% of finished goods suppliers across our major manufacturing regions undergoing SMETA audits ²⁹	95%	82%	100	n/a
	Coconut traceability to the region supplying the factory ³⁰	100%	n/r	n/r	n/a
	Coconut traceability to farm level (organic) ³¹	20%	n/r	n/r	n/a
	Access to Education				
	Number of classrooms built ²	2	3	7	41
	Number of scholarships granted ³²	46	19	12	179
	Number of students impacted ³³	14,219	8,500	3,200	66,900
	Our Employees^{34,35}				
	Number of full-time employees – total	336	319	294	n/a
	Number of full-time employees – USA and Canada	235	234	220	n/a
	Number of full-time employees – Europe	56	47	39	n/a
	Number of full-time employees – Singapore and Brazil	45	38	35	n/a
	Full-time employees	99	n/r	n/r	n/a
	Part-time employees	1	n/r	n/r	n/a
	Employees with permanent contracts	95	n/r	n/r	n/a
	Employees with temporary contracts	5	n/r	n/r	n/a
	% employees identifying as male	48	50	49	n/a
	% employees identifying as female	51	50	47	n/a
	% managers identifying as male ³⁶	50	52	n/r	n/a
	% managers identifying as female ³⁶	50	48	n/r	n/a
	% board members identifying as male	78	78	n/r	n/a
	% board members identifying as female	22	22	n/r	n/a
	% identifying as Black, Indigenous, and/or People of Color or two or more races	30	30	38	n/a
	% employees identifying as White	40	40	48	n/a
	% of employees not disclosing race or ethnicity	30	30	13	n/a
	% underrepresented minority board members	22	22	11	n/a
	Hours of employee training logged ³⁷	8,100	9,600	9,000	n/a
	Average hours of training per employee ³⁷	24	35	n/r	n/a
	Employee retention rate	82	n/r	n/r	n/a
	Overall employee engagement rate	84	n/r	n/r	n/a
	Fatalities recorded	0	n/r	n/r	n/a
Reports made to whistleblowing hotline	0	n/r	n/r	n/a	

Pillars		2025	2024	2023	Total to December 31, 2025
Championing Health & Wellness	Nutrition & Quality				
	% of Vita Coco products certified as non-genetically modified ³⁸	100	100	100	n/a
	% of products with organic certification ³⁹	20	21	n/r	n/a
	Percentage of total production with no added sugar	21	n/r	n/r	n/a
	Material legal proceedings associated with marketing or labelling practices	0	0	n/r	0
	Food Security & Communal Wellbeing				
	Total in-kind donations ⁴⁰	439,806	361,400	n/r	n/a
	Total hours volunteered	1,900	n/r	n/r	n/a
	Total volunteering events	74	n/r	n/r	n/a
	Community members reached	506,900	n/r	n/r	n/a

n/a = not applicable
n/r = not reported

INDICATOR NOTES & DEFINITIONS

In all cases, 'tonnes' refers to metric tonnes; 'tons' is used occasionally when quoting external data sources that use short tons.

Figures over 1,000 are rounded to the nearest 100. This can occasionally cause discrepancies between annually reported data and cumulative totals.

As part of our ongoing efforts to strengthen data governance and refine our methodologies, figures may be restated over time to reflect improvements in data quality and reporting processes.

1. Calculated as percentage of spend with finished goods suppliers across Southeast Asia and Brazil producing finished coconut products including water, milk, and oil.
2. As reported by HOPE in the Philippines and the Silvermill Foundation in Sri Lanka.
3. Year-on-year figures may have been restated from previous reports due to enhanced data validation processes and methodological refinements.
4. As reported by HOPE.
5. As reported by the Silvermill Foundation, Arbor Day Foundation, and finished good supplier in Brazil.
6. As reported by HOPE, the Ad Majorem Dei Gloriam Foundation, the Silvermill Foundation, the Arbor Day Foundation, Natureza Bela, Apremavi, and programming done on behalf of Runa.
7. As reported by HOPE and the Ad Majorem Dei Gloriam Foundation.
8. As reported by the Arbor Day Foundation.
9. As reported by Apremavi and Natureza Bela.
10. Includes direct emissions from gasoline and diesel fuels used in company-owned or leased vehicles. Calculated based on fuel consumption data, or spend-based estimates where primary data is unavailable. Vita Coco does not currently operate other sources of direct emissions.
11. Includes indirect emissions from electricity consumed in Vita Coco's leased office spaces in New York City, London, and

Singapore. Co-working spaces used by employees in Canada, Germany, and Spain excluded due to small proportion of employees represented. Calculated using electricity consumption data for all active leases during the reporting year. During 2025, all three offices moved to new locations, and electricity use from previous and current offices is included. Vita Coco does not currently consume other forms of purchased energy.

12. Scope 3 emissions account for majority of Vita Coco's carbon footprint and reflect emissions occurring in our value chain. The most relevant and significant scope 3 categories are included in our GHG emissions inventory based on operational context and data availability.
13. For 2025, reporting on scope 3 emissions shifted from four general value chain areas to specific categories of scope 3 emissions that align with external reporting frameworks.
14. Calculated based on primary data for relevant Vita Coco goods and services purchased, reflecting upstream cradle-to-gate emissions. Reasonable assumptions used where primary data is unavailable. Certain low-volume components, bulk, or repackaged products excluded due to either minimal contribution or current limitations in measurement.
15. Calculated using shipment carrier-level data from ocean freight providers and internal logistics records, including shipment weight and distance traveled. Conservative estimates based on facility locations used where actual data is unavailable.
16. Calculated using spend-based estimates from Vita Coco's travel and expenses platform. Emissions include domestic and international travel by employees in all office locations and remote roles.
17. Calculated using national average commuter distance data for the United States, United Kingdom, and Singapore. Assumes employees primarily use public transportation and commute to the office three days per week, consistent with Vita Coco's hybrid work policy. Remote employees excluded.
18. Calculated using data from Vita Coco's transportation management system and includes distribution of finished products from ports to warehouses, retailers, and customers, based on shipment weight and distance traveled. Reported figure only includes downstream transportation across United States and Canada due to limited data availability and as majority of sales occur in this region.

19. Calculated for all regions using material-specific disposal rates from the U.S. Environmental Protection Agency. This reflects limited publicly available data and the fact that the United States represents the majority of sales. Disposal methods for materials where data was available include recycling, incineration, and landfill. Where only recycling rates are available, we assume the remainder is sent to landfill. Certain low-volume components, bulk, or repackaged products are excluded due to either minimal contribution or current limitations in measurement.

20. Calculated as total electricity use across our three main offices in New York, the United Kingdom, and Singapore.

21. All packaging indicators in this section calculated based on estimated tonnes of primary, secondary, and tertiary packaging produced in 2025. Bulk products and repackaged products are not included in any packaging indicators. Private label and oil products are included in all packaging indicators.

22. Calculated as percentage of total packaging that directly contains the product, such as cartons, bottles, or cans.

23. Calculated as percentage of total packaging used to contain and protect primary packaging, such as cartons or boxes, that also provides space for labeling and communication. Shrink wrap, dividers, z-pack packaging, and fridge-pack packaging are excluded due to either negligible use across our portfolio or current limitations in measurement.

24. Calculated as percentage of total packaging used for storage and transportation, such as pallets, stretch wrap, and slip sheets.

25. Calculated as percentage of primary packaging that fits our definition as recyclable, reusable, reduced or containing recycled content, and certified to third-party standards such as the Forest Stewardship Council (FSC) for paper and board or the Aluminum Stewardship Initiative (ASI) for cans.

26. Calculated as a percentage of total packaging. Excluding minor incidental components, packaging that can be collected, separated, or otherwise recovered from the waste stream through an established recycling program for reuse or use in manufacturing or assembling another item, and when 63% of consumers or communities where the product is sold has access to recycling facilities for that packaging type. Tetra Pak cartons are considered recyclable based on statement and research from "United States Access to Carton Recycling Memo," December 2025, RESOURCE RECYCLING SYSTEMS, INC. and Carton Council.

27. As reported by TOMRA Systems ASA.

28. Calculated as percentage of direct spend towards suppliers, such as those providing finished goods, ingredients, logistics services (including ocean freight), and packaging, in sourcing regions.

29. Calculated as percentage of finished goods suppliers across our most significant manufacturing regions (Southeast Asia, Brazil, and Mexico) that underwent SMETA audits. These suppliers are required to undergo third-party SMETA audits and provide results to TVCC. Results are reviewed by TVCC employees. One supplier in North America did not undergo an audit in 2025, as our contract with them was drawing to an end.

30. We have visibility into the regions that supply coconuts to finished goods suppliers that manufacture our products.

31. We can trace coconuts back to the specific farmer for certified organic products.

32. As reported by the Silvermill Foundation in Sri Lanka and local partners in Brazil.

33. As reported by HOPE in Philippines, the Silvermill Foundation in Sri Lanka, partners in Brazil, and the Arbor Day Foundation in the United States.

34. All employee data was calculated as of December 31, 2025.

35. Scope includes global workforce across the United States, Canada, the United Kingdom, Germany, Spain, Singapore and Brazil. Includes full-time employees only as reported in our Form 10-K.

36. 'Managers' includes all people and project management roles and above.

37. Includes personal and professional development training for employees globally.

38. Includes Vita Coco-branded products only. Excludes private-label products and PWR Lift.

39. Calculated as percentage of sales. Includes all products and brands across the Vita Coco Company.

40. Calculated as in-kind donations to registered 501(c)(3) organizations and does not include grants made to Vita Coco Community Foundation partners.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

The Sustainability Accounting Standards Board (SASB) sets industry-specific standards for the disclosure of financially material sustainability information to investors. The index below summarizes our relevant disclosures according to the standard for the Non-Alcoholic Beverages industry.

Disclosure Topic	Accounting Metric	Unit of Measure	Code	Page Number
Fleet fuel management	Fleet fuel consumed, percentage renewable	Gigajoules (GJ), Percentage (%)	FB-NB-110a.1	n/r
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	FB-NB-130a.1	(1) 44 (2) n/r (3) n/r
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	FB-NB-140a.1	n/r
	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	FB-NB-140a.2	20
Health and Nutrition	Revenue from (1) zero- and low-calorie or energy-free and low-energy, (2) no-added sugar, and (3) artificially sweetened beverages	Presentation currency	FB-NB-260a.1	n/r
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	n/a	FB-NB-260a.2	35
Product Labelling and Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Percentage (%)	FB-NB-270a.1	n/r
	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	USD	FB-NB-270a.2	45
	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	Number	FB-NB-270a.3	45
	Total amount of monetary losses as a result of legal proceedings associated with marketing or labelling practices	USD	FB-NB-270a.4	45
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	Tonnes, percentage	FB-NB-410a.1	(1) 44 (2) n/r (3) n/r
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	n/a	FB-NB-410a.2	21
Environmental and Social Impacts of Ingredient Supply Chain	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	Rate	FB-NB-430a.1	n/r
	Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	Percentage (%) by cost	FB-NB-440a.1	n/r
Ingredient Sourcing	List of priority beverage ingredients and discussion of sourcing risks related to environmental and social considerations	n/a	FB-NB-440a.2	8, 10, 12, 24, 34
	Volume of products sold	Liters	FB-NB-000.A	6
Activity metrics	Number of production facilities	Number	FB-NB-000.B	6
	Total fleet road kilometers travelled	Kilometers (km)	FB-NB-000.C	n/r

GLOBAL REPORTING INITIATIVE CONTENT INDEX

The Vita Coco Company has reported the information cited in this Global Reporting Initiative (GRI) content index for the calendar year from January 1, 2025 to December 31, 2025 with reference to the GRI Standards, using GRI 1: Foundation 2021.

GRI Standard	Disclosure	Page Number
GRI 2: General Disclosures 2021	2-1 Organizational details	4, 5, 6
	2-2 Entities included in the organization's sustainability reporting	43
	2-3 Reporting period, frequency and contact point	43
	2-4 Restatements of information	46
	2-6 Activities, value chain and other business relationships	6
	2-7 Employees	31
	2-9 Governance structure and composition	2025 Annual Report
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