



CULTIVATING TRUST, BUILDING RESILIENCE

2024 IMPACT REPORT



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A MESSAGE FROM OUR CHAIRMAN & CO-FOUNDER



Dear Friends,

Over 20 years ago, we saw first-hand that coconut water was one of the most widely consumed beverages in Brazil. We set out to bring this incredibly popular beverage from the tropical world to the non-tropical world. Since the beginning, we've worked very hard to build an incredible business which is growth-oriented and profit-focused. At the same time, we always knew that true success would only come when the communities behind our products were thriving as well. That's why supporting our coconut-growing communities is integral to our business model and to our long-term success.

And it's working. Today, coconut water is one of the fastest-growing beverage categories in both the United States and the United Kingdom*, and that growth continues accelerating. In 2024, our net income grew by 20%. That growth meant we were able to invest in more farmers and their families, distribute more seedlings, and help empower future generations through access to education. It also reflects the strength of our brand and the increasing demand for products that align with consumer values. We're excited by the potential, and there's more on the way.

A year ago, we launched the Vita Coco Community Foundation—a nonprofit organization that we fund to make an impact that stretches beyond our direct network to drive change across the entire coconut farming industry. We knew we had to think bigger. This year, we hit a major milestone: distributing over 1 million coconut seedlings to date through our Seedlings for Sustainability program—a big step toward our 10 million seedling goal. It's not just about the numbers, though. Each seedling represents a chance for a farmer to strengthen his or her livelihood and for a community to become more resilient. I saw this firsthand in April last year when I visited our partners in the Philippines and heard from farmers directly. We're learning and adapting as we challenge ourselves to support more farmers and create lasting change where it matters most.

Beyond supporting farmers with things like regenerative agriculture and better access to education and healthcare, we've also started allocating more resources and developing impact programs in our major markets such as the United States and United Kingdom. One of the programs I'm most excited about is the Growing Roots Grant program to bring greenspaces to schools and communities across the United States.

The more we grow, the longer our to-do list gets. As we continue our community work in 2025, we're also taking a look at our greenhouse gas and water footprints and looking at setting meaningful targets against our most important issues.

One more thing before you dive into this report: if you're reading this, you played a role in the work you're going to read about. Whether you're a shareholder in our company or just a fan of coconut water, if you've supported our business, you've helped us invest in the success of others. My team and I are thankful that you're on this journey with us. I'm excited about what's next.

*Sincerely,
Mike Kirban*



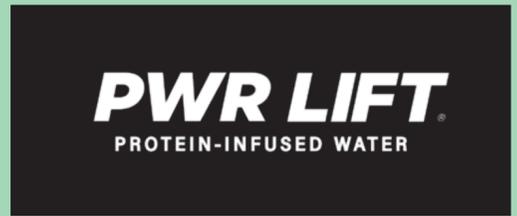
*Circana UK, Total Soft Drinks, data to 03.22.2025; Circana, Total US - Multi Outlet+ with Convenience, data to 03.23.25.

ABOUT VITA COCO

Our mission at The Vita Coco Company (TVCC) is to deliver great-tasting, nutritious products that we believe are better for people and the world. Our business model prioritizes positive impact for communities and the environment alongside growth and return on investment. We believe that by working with our partners and the farmers in our network to understand and address social and environmental impacts in the coconut industry, we can create better products that could positively benefit the planet, communities, and our business.



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



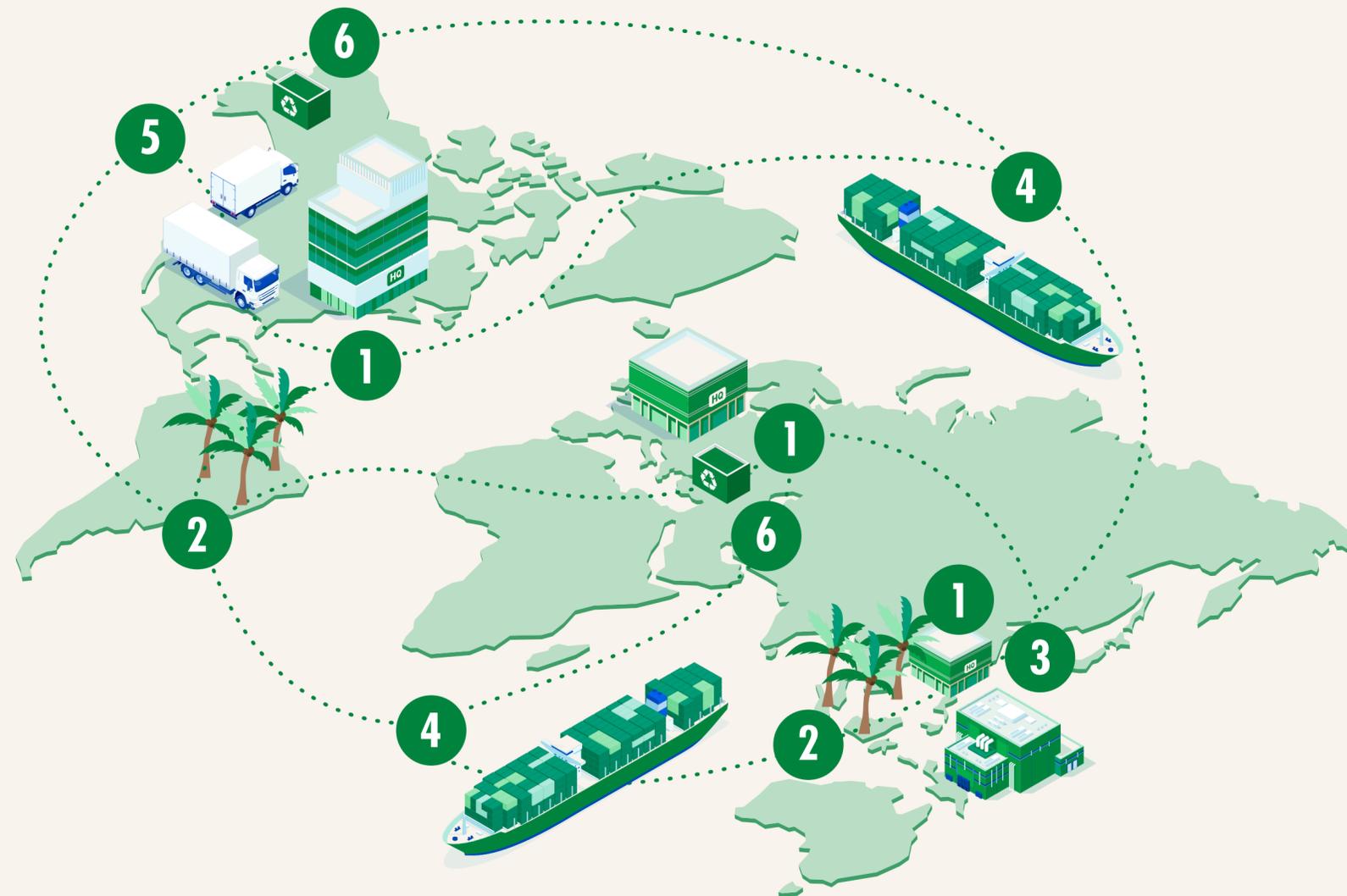
Flavored, protein-infused water



Sustainably packaged water

OUR VALUE CHAIN

1. We have **319 full-time employees** and are headquartered in New York City, USA, with a presence in Canada, Germany, Singapore, Spain and the United Kingdom. Our products are sold in 35 countries across the globe.*
2. Our coconuts come from a network of thousands of farmers in countries like **the Philippines, Brazil, Thailand, Sri Lanka, Malaysia, Vietnam, and Indonesia.**
3. We source our products from a diversified network of **17* co-manufacturer facilities** (our direct suppliers) that are mainly based in the regions where the coconuts are sourced.
4. Logistics partners (also suppliers) then ship the beverages to warehouses and distribution centers in each country of sale...
5. ...Where they are sold to retailers (our customers) or directly through our websites. **We sold more than 223.7 million liters of beverages in 2024.**
6. Finally, people dispose of our packaging for recycling or end-of-life treatment, depending on the local recycling infrastructure.



*Figures as of December 31, 2024.

HOW WE DO BUSINESS

- Public benefit corporation and certified B Corporation since 2021.
- Listed as one of Fast Company's Brands That Matter for the second year in 2024.
- Certified as a Great Place to Work in 2024.

This block contains four logos: the Certified B Corporation logo (a 'B' in a circle with 'Certified' above and 'Corporation' below), the text 'PUBLIC BENEFIT CORPORATION', the Fast Company logo with 'BRANDS THAT MATTER' in a stylized font, and the Great Place To Work logo in a red box.

OUR IMPACT IN 2024



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



PROTECTING NATURAL RESOURCES

- **Regenerative agriculture:** helped distribute over half a million seedlings, bringing the total to over 1 million of our 10 million goal.
- **Energy and climate:** carried out our first climate risk assessment to identify areas of our supply chain that could be impacted by shifts in weather patterns.
- **Water:** completed two water reduction projects with co-manufacturers, estimated to save around 1.5 million liters of water per year.
- **Packaging and circularity:** approximately 97% of our primary packaging materials met our responsible packaging definition.*



BUILDING THRIVING COMMUNITIES

- **Transparent and ethical supply chain:** more than 75% of direct spending towards finished goods, logistics services, ingredients, and packaging was with suppliers that signed our Supplier Code of Conduct.
- **Access to education:** helped build three new classrooms in the Philippines, bringing the total to 39.
- **Our employees:** 50% of our total workforce and 48% of managers across the company identified as women.



CHAMPIONING HEALTH AND WELLNESS

- **Nutrition and quality:** 100% of Vita Coco branded products certified as non-genetically modified and 21% of all products certified organic.
- **Food security and communal wellbeing:** over \$361,000 of cash and in-kind donations.

*See page 16 for our definition of responsible packaging.

OUR ESG FRAMEWORK

OUR APPROACH TO IMPACT

From seedling to sip, our environmental, social, governance (ESG) framework ensures that, as a public benefit corporation, our activities generate positive impacts for people and planet alongside growth and profit. Our aim is to empower people to drive positive change throughout our value chain. We do this because it's the right thing to do and because we believe that when they thrive, we thrive. We describe our approach, performance and plans for each pillar and priority in the framework in the corresponding chapters of this report.

MATERIALITY

To align our framework with the needs of our business and generate impact where it matters most, we need to understand which ESG risks and opportunities are material. Our last materiality assessment, carried out in 2021, identified our most significant areas of impact and was still relevant in 2024. As such, there were no significant changes to our ESG framework or the topics in this report.

However, as the external sustainability landscape evolves—and as we keep learning—our impact will likely evolve too. In late 2024, we kicked off a double materiality assessment to confirm our priority topics and identify the impacts, risks and opportunities that each one presents. We plan to update our framework if needed and align future impact reports with the results.



OUR ESG FRAMEWORK



PROTECTING NATURAL RESOURCES:

- Regenerative agriculture
- Energy & climate
- Water
- Responsible packaging* & circularity



BUILDING THRIVING COMMUNITIES:

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



CHAMPIONING HEALTH AND WELLNESS:

- Nutrition & food security
- Communal wellbeing

*See page 16 for our definition of responsible packaging.

OUR ESG FRAMEWORK CONTINUED

PARTNERSHIPS FOR PROGRESS

We believe the best way to build lasting positive change is to collaborate with the people directly impacted. That's why, to implement our ESG framework, we create strong partnerships that empower the people behind our products with the knowledge and resources they need to create resilient livelihoods in thriving ecosystems.

In December 2023, we created the Vita Coco Community Foundation (the Foundation), a registered 501(c)(3) nonprofit, to extend our impact beyond our direct network. Coconut farmers can benefit from the programs we run with our partners whether they're part of our network or not, as we aim to promote systemic change throughout the industry. In 2024, we focused on finalizing the Foundation's mission and governance structure. In the future, we'll gear up efforts to generate impact through:

- Grantmaking to partners to fund seedling distribution, community development, and regenerative agriculture initiatives
- Setting up the Foundation's own initiatives, such as an agricultural best practice hub, seedling nurseries, and water and sanitation projects

- Advocating for change through a dedicated Foundation website, social channels, and continued thought leadership.

We're not starting from scratch—far from it. The Foundation is the vehicle through which we now deliver impact for coconut communities through new initiatives as well as established programs like the Vita Coco Project® (VCP, see below) and Seedlings for Sustainability (see page 11).

Through the VCP, we partner with co-manufacturers and nonprofits in the countries where we operate to develop impact programs tailored to the needs of local communities. Though we also source ingredients like fructose and flavorings for our beverages, coconuts are our primary focus and the foundation of our ESG framework, impact initiatives, and programs.

At the end of 2024, 61% of our direct spend on finished goods was with co-manufacturers in Brazil and Southeast Asia that support VCP initiatives, including many of the programs described throughout this report.

THE VITA COCO COMMUNITY FOUNDATION MISSION AND STRATEGIC PILLARS:

EMPOWER COCONUT COMMUNITIES TO THRIVE FOR FUTURE GENERATIONS

Empowering others through: **Education and Entrepreneurship**

Nourishing with: **Food and Fuel**

Building community: **Spaces and Places**



A photograph showing a large field of young coconut plants. Each plant is growing out of a coconut husk that has been placed on the ground. The plants are in various stages of growth, with some having long, thin green leaves and others being just starting to sprout. The ground is covered with a layer of dry grass and other vegetation. The overall scene is a lush, green field of young coconut trees.

PROTECTING NATURAL RESOURCES

OVERVIEW

Our products are both inspired by and reliant on nature. That's why we aim to grow our business sustainably and protect the resources we rely on for the future. Most of our environmental impact takes place in our wider value chain rather than directly from our own activities, mainly due to:

- Agricultural practices used by the farmer network growing the ingredients we source
- Resources used by the co-manufacturers supplying our products
- Distribution of our products from the factory to third-party warehouses or stores
- People disposing of empty beverage containers.

To address these impacts, we work on four priorities across our value chain:

Regenerative agriculture: implementing sustainable and regenerative agriculture practices.

Energy and climate: reducing energy consumption and our climate footprint.

Water: conserving and replenishing water used.

Packaging and circularity: using responsible packaging*, reducing waste, and promoting circularity.

Our [Guidance on Environmental Stewardship](#) communicates our position on these environmental priorities to co-manufacturers and other stakeholders. The guidance outlines our support for efforts to mitigate climate-related challenges like water stress and deforestation and affirms our dedication to promoting ecosystem biodiversity from seedling to sip. As we expand our network in 2025, we'll remain focused on reminding our co-manufacturers of these principles.

Internally, our [Green Purchasing Guidelines](#) encourage our people to select suppliers, products and services that align with our sustainability goals, where feasible and cost-effective. All team members can access the document via our internal systems and learn more during our new employee onboarding training—aptly named Palmtree Pathways. In 2025, we plan to review the guidelines at our national company meeting and expand Palmtree Pathways into a rolling training program for all employees. Read more on page 27.

We're also partnering with one of our co-manufacturers to develop a verified methodology for calculating greenhouse gas (GHG) emissions from manufacturing, as well as best practices for capturing onsite energy and water data.



Our team regularly visits partners across our value chain—all the way to the farm level—to discuss sustainability and social impact opportunities and insights.

*See page 16 for our definition of responsible packaging.

REGENERATIVE AGRICULTURE

WHY IT MATTERS

Agriculture is a major driver of global GHG emissions and biodiversity, soil health and water impacts. At the same time, it's one of the industries at greatest risk from climate change.* Regenerative farming practices can help reduce emissions and protect and restore natural resources—while securing stable livelihoods for farmers, reliable supplies for our business, and nutrition for a growing population.**

OUR APPROACH

Supporting biodiversity conservation and regenerative agriculture practices in the regions where we source our coconuts is central to our approach. For us, regenerative agriculture practices are ones that enhance local ecosystems and biodiversity while benefiting farmers and their livelihoods. Examples include composting, using organic fertilizer, intercropping, micro-breeding, creating natural pollinator environments, beekeeping, and water and soil conservation practices.

Our two long-term Vita Coco Project® partners, HOPE in the Philippines and the Silvermill Foundation in Sri Lanka, work at ground level to equip the farmers in our sourcing communities

with the training, tools, and resources needed to implement regenerative agriculture practices and establish resilient, profitable farms for future generations.

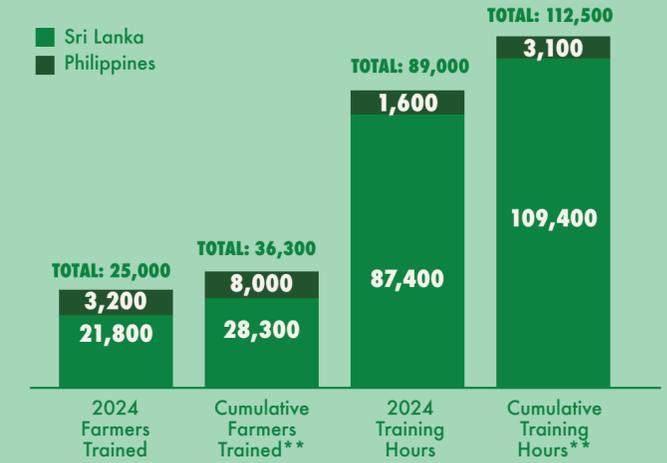
To complement our regenerative agriculture approach, our Seedlings for Sustainability program aims to help address the challenge of declining yields from aging coconut trees while strengthening livelihoods in coconut farming communities. If successful, this will benefit farmers today while helping make farming more appealing to younger generations. Our goal is to help distribute and plant up to 10 million seedlings and trees worldwide by 2030, working with HOPE, Silvermill, and other nonprofit partners of the Vita Coco Project®. Each partner has a monitoring and evaluation framework in place to check that the seedlings are planted and remain in the ground.

While we mainly distribute coconut seedlings through the program, our partners also 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.

“Working with the Vita Coco Project feels like a natural extension to what we do thanks to our shared passion for empowering communities. The partnership has amplified both our reach and impact—in 2024, we distributed more than 6,200 seedlings to almost 300 coconut farmers.”

**Paul Cheah,
Foundation Manager, The Ad Majorem Dei Gloriam Foundation**

NUMBER OF FARMERS THAT RECEIVED TRAINING AND HOURS OF TRAINING*



* All figures are rounded to the nearest 100, and reported as of December 31, 2024.

** Since the Vita Coco Project began in 2014.

*Intergovernmental Panel on Climate Change, Climate Change 2023: Synthesis Report. Summary for Policymakers, 2023.

**The Nature Conservancy, Food, Climate & Nature FAQs, September 01, 2023.



REGENERATIVE AGRICULTURE CONTINUED

2024 PERFORMANCE

In 2024, Vita Coco Project® partners trained almost 25,000 farmers and distributed more than half a million seedlings. This brings the total number of seedlings distributed to over 1 million since 2014.

In the Philippines, our partnership with HOPE provided more than 341,600 seedlings and trained almost 3,200 farmers. The comprehensive training sessions covered regenerative farming principles such as integrated pest management and the use of vermiculture to produce organic fertilizer. HOPE staff also conducted field visits during which they mentored farmers based on their individual needs.

We expanded our reach in the Philippines in 2024 by adding a new project partner, the Ad Majorem Dei Gloriam Foundation (AMDG). Like HOPE, this year AMDG distributed 6,200 seedlings and trained farmers, using model farms to demonstrate practices such as using organic fertilizer and intercropping.

In Sri Lanka, our partnership with the Silvermill Foundation remained strong, training more than 21,800 farmers and distributing over 63,400 seedlings. Silvermill used its model farms and farmers’ demonstration plots to

show how practices such as intercropping, composting, and soil and water conservation can boost productivity, helping farmers meet their nutritional needs and increase household income. The partnership also worked with selected smallholders to achieve organic certification for their produce, allowing them to increase its value and generate further income.

In Brazil, our efforts focused on helping to preserve areas of the Atlantic Forest with our partners Apremavi and Natureza Bela. Our work with Apremavi supported research into local biodiversity, such as identifying and tracking wildlife to create holistic area management plans. The Natureza Bela project focused on planting native seedlings such as the Pau Brasil (Redwood). Through our Brazilian projects, we helped distribute over 11,200 seedlings, bringing the total to date to almost 11,900.

Through our partnership with the Arbor Day Foundation, we supported three reforestation projects in the United States: two to help replant following Hurricane Michael in Florida, and one to replant heavily logged forests in Michigan. These projects planted a combined 100,000 trees in 2024, bringing the total to 200,000 since the partnership began. In the future, we plan to focus Seedlings for Sustainability more closely on coconut sourcing communities, with the aim of

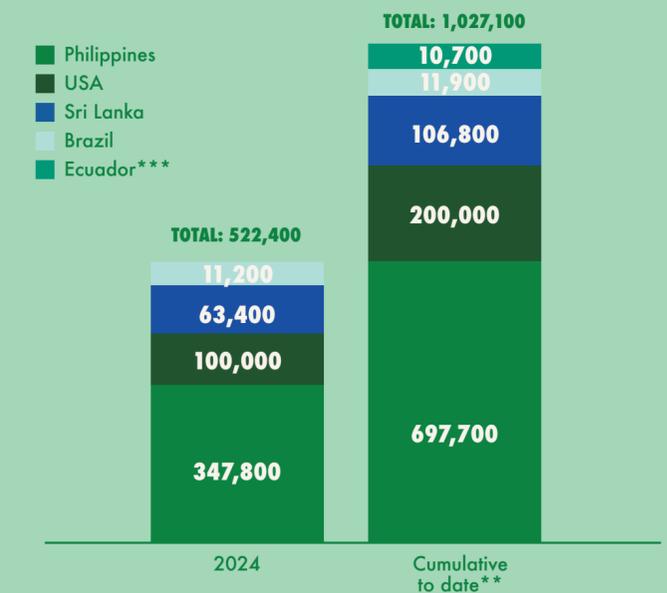
generating direct benefits for farmers as well as our business.

In 2024, we partnered with graduate school students to assess the risks and challenges involved in reaching our 10 million seedling commitment. The assessment provided recommendations to improve our chances of success, including scaling up distribution with existing partners, carefully selecting 5-10 new regional partners, and exploring a large-scale collaboration with a global environmental or development organization. It also confirmed the program’s anticipated socioeconomic and environmental benefits for the people impacted and proposed a monitoring and evaluation plan for measuring progress.

FUTURE PLANS

In 2025, we plan to start distributing other seedlings such as cinnamon—alongside coconut seedlings—in partnership with the Silvermill Foundation in Sri Lanka. The aim is to promote ecosystem health and income diversification while boosting progress toward our challenging 10 million seedling commitment by encouraging intercropping with coconut trees. We’ll also continue reviewing existing programs and partnerships to ensure our activities are cost-effective and create lasting impact.

NUMBER OF SEEDLINGS DISTRIBUTED*



* All figures are rounded to the nearest 100, and reported as of December 31, 2024.

** Since the Vita Coco Project began in 2014.

*** Program ended in 2021 when the associated product was discontinued.



ENERGY & CLIMATE CHANGE

WHY IT MATTERS

Climate change is already affecting farmers' livelihoods and stability in agricultural supply chains.* Coconut farmers in Southeast Asia are experiencing droughts and bushfires, followed by intense monsoon rains, flooding and landslides. These impacts are reducing yields and squeezing farmers' profits, and will likely impact farmers and co-manufacturers across all sourcing regions. By working to reduce GHG emissions across our value chain and helping co-manufacturers and farmers adapt to climate risks, we believe we can strengthen supply chain resilience and help ensure long-term livelihoods for the people who grow and make our products.

OUR APPROACH

We're fully committed to addressing GHG emissions in our value chain. We also know that GHG accounting is complex—especially in food systems where we need to consider factors like fertilizer use and land use change. That's why we want to be sure we've built an accurate depiction of our data before setting long-term targets.

We're already starting to take action. As more than 99% of GHG emissions occur in our supply chain (scope 3), our approach to decarbonization focuses on collaborating with co-manufacturers

to reduce energy consumption and explore renewable energy opportunities. For example, two co-manufacturers are exploring renewable electricity providers, two have set up pilot projects using coconut shells as a lower-carbon biomass fuel for their factory boilers, and four are exploring solar electricity. Our Technical Services team is providing advice where needed, including on how to generate renewable energy certificates for the solar projects.

Looking downstream, our [Guidance on Environmental Stewardship](#) states our preference for lower impact modes of product transport such as ocean freight, which enables us to maximize cargo loads and improve efficiency. Ocean freight is our standard method for shipping our products to countries of sale.

2024 PERFORMANCE

In 2024, scope 1 and 2 emissions from sources we owned, controlled or directly purchased were estimated to be less than 1 percent of our total emissions. Our offices used approximately 840 gigajoules of electricity. Scope 3 emissions in our value chain were estimated to be greater than 99 percent of our total emissions.

“Silvermill and Vita Coco have a long track record of delivering results, so we were happy to do a lifecycle assessment (LCA) of the Vita Coco Coconut Water we produce when they asked. It was helpful to see the effort Vita Coco put into ensuring the LCA was accurate, and the methodology will act as a benchmark in our own journey to becoming net zero by 2030.”

Upendra Illanco
Sector Head, Silvermill
Natural Beverages (Pvt) Ltd

We plan to report year-on-year emissions progress in the future as our GHG accounting systems improve. To that end, in 2024 we began working with leading sustainability intelligence firm, [HowGood](#), to more accurately measure our GHG emissions and the carbon footprint of our products. Our aim is to better understand the hotspots where we most need to reduce emissions, so we can develop effective strategies and actionable goals.

Also in 2024, we conducted a climate risk assessment with reference to the recommendations of the Taskforce on Climate-related Financial Disclosures. The analysis considered the physical and transition risks in seven of our sourcing countries, including projected water stress in 2030 based on a business-as-usual scenario. We overlaid the results with our sourcing volumes to identify the areas of greatest potential climate-related disruption to the business. The analysis included mitigation recommendations which we're using to inform our growth and sourcing strategies.

*Lucas Lee, *The Effects of Climate Change on Farming in Southeast Asia*, ArcGIS StoryMaps, November 23, 2023.

OUR GHG FOOTPRINT

<0.5 PERCENT SCOPE 1 GHG EMISSIONS

Direct emissions from sources owned or controlled by our Company, such as burning fossil fuels in vehicles.



<0.5 PERCENT SCOPE 2 GHG EMISSIONS

Indirect emissions from purchased electricity, heat, or steam.



>99 PERCENT SCOPE 3 GHG EMISSIONS

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

74% manufacturing: coconut cultivation including inputs, irrigation and land use change; transportation of raw materials; energy use at co-manufacturing facilities.

20% packaging: extraction, processing and transport of primary, secondary, and tertiary packaging materials.

19% product distribution: transport of filled beverage containers from manufacturing sites to warehouses and distribution centers in country of sale, including energy use during storage.

-13% end of life: waste management of beverage containers and packaging materials in country of sale, such as recycling, landfilling, or incineration with or without energy recovery.

FUTURE PLANS

In 2025, we're focusing on further refining our GHG data in collaboration with [HowGood](#), with the goal of setting long-term targets. Related to this, we plan to verify the methodology for calculating energy, emissions and water data piloted by one of our co-manufacturers, so we can roll out this approach at other facilities.

WATER

WHY IT MATTERS

Water is essential for growing our coconuts and running the factories in our network. But water is becoming increasingly scarce in many parts of the world—our climate risk assessment indicated potential for greater water stress in at least one of our sourcing regions by 2030. Agricultural runoff and manufacturing wastewater can also reduce the amount of clean water available, if not well managed. Balancing the global need for water with the needs of local communities is more important now than ever.*

OUR APPROACH

Our strategy is to reduce the water footprint of our supply chain and help replenish water used by co-manufacturers and the farmers in our network. To this end, we're working on improving data to better understand our water footprint, implementing projects to reduce water used by factories and farmers, and supporting community programs for increasing water access.

In factories, we encourage co-manufacturers to install sensors and control systems to help increase water efficiency. Our Vita Coco 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 also encourage co-manufacturers to install water recovery systems that capture condensation or recycle treated wastewater for general uses like flushing toilets or watering the grounds.

For farmers, part of the regenerative agriculture training our partners provide includes water conservation techniques, such as using coconut shells to help retain water in the soil and prevent erosion (see page 11). Coconut husks can soak up water in the rainy season and release it slowly in drier weather. They can also serve as mulch to reduce evaporation, helping to reduce evaporation and retain soil moisture.

2024 PERFORMANCE

As with GHG emissions, in 2024 we focused on improving baseline data for water impacts in our supply chain. We gained insights on how to calculate co-manufacturers' water consumption and select the right water reduction projects. To date, we've identified seven projects in four factories; two were completed in 2024 and five are still ongoing. These projects are already saving an estimated 1.5 million liters of water per year, with total possible savings of almost 50 million liters annually. This year, we also assessed baseline water stress across our sourcing regions as part of our climate risk assessment (see page 13).

FUTURE PLANS

Reducing water impacts will be a priority in 2025. We plan to roll out our methodology for measuring factory water consumption to more co-manufacturers. We also plan to work with our measurement partner, [HowGood](#), to assess blue water (fresh water from rivers, lakes, and aquifers) used for irrigation on farms. And finally, we'll continue to explore support for community water access programs so we can help replenish the water used in our supply chain.

EXPERT VOICE

“After training from the Silvermill Foundation, I adopted water conservation techniques like creating coconut husk pits, applying mulching, digging contour canals, preparing planting beds to minimize runoff, and planting cover crops. The changes have been remarkable – my crops are healthier and more resilient, I need to water less often during dry spells, and my yields have increased. I would highly recommend these practices to other farmers. I’m so thankful to Silvermill and Vita Coco for their support.”

**Mrs. Irangani Dayakanthi,
Metiayagane, Sri Lanka,
whose home garden is now a
demonstration plot**

*Sarah Rehkamp and Patrick Canning, *U.S. Food-Related Water Use Varies by Food Category Supply Chain Stage, and Dietary Pattern*, USDA ERS, August 9, 2021.

RESPONSIBLE PACKAGING & CIRCULARITY

WHY IT MATTERS

Reducing the impacts of packaging can be challenging. Cartons, cans, and plastic bottles all have their benefits and drawbacks, so there's no silver bullet. It can also be hard to balance our packaging needs with evolving regulations globally.

We primarily source aseptic, food-safe packaging that keeps our products fresh without energy intensive refrigeration. This extends shelf-life, allowing us to ship our products long distances from co-manufacturers' locations and helping to avoid food waste. The downside is that some of these containers are made from layers of paperboard, plastic and aluminum that aren't always easy to recycle. If not recycled, the materials are often only used once and may end up in landfill, an incinerator, or even as litter.

OUR APPROACH

We regularly review our packaging and processes to continue to improve circularity. We know there is room for improvement, so we're working hard to design and source responsible materials while maintaining product safety and integrity. We consider packaging responsible if it's:

- Reusable, renewable, recyclable, compostable, or bio-degradable, **and**
- Certified to third-party standards such as the Forest Stewardship Council (FSC) for paper and board, Bonsucro for sugarcane-based bioplastics, or the Aluminum Stewardship Initiative (ASI) for cans.

Our responsible packaging principles (see 2024 performance) guide our product and packaging design to maximize the likelihood that packaging is responsibly sourced and disposed of. The fiber in our Tetra Pak cartons is already 100% FSC-certified, many of our cans contain ASI-certified aluminum, and our plastic caps increasingly contain Bonsucro-certified bioplastics. We'll keep working to get more certified materials into our packaging, with emphasis on transitioning our caps and outer packaging like boxes.

In some regions, 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.

Beyond our packaging, we support projects to boost circularity in our supply chain by finding ways to use every part of the coconut. Co-manufacturers are piloting the use of coconut shells as fuel in boilers (see page 13), and often our partners encourage farmers in our network to use shells as compost to help retain water and prevent soil erosion (see page 15).

EXPERT VOICE

“Adapting to evolving regulations is an ongoing effort, but our team has been continuously working on enhancing recycling infrastructure and collection rates, promoting end markets for post-consumer beverage cartons, and educating consumers on renewable and recyclable materials. We appreciate the collaboration of Vita Coco, especially their unwavering commitment to a sustainable supply chain. Their dedication to protecting the environments in which they operate aligns perfectly with our values.”

**Lars Holmquist,
Executive Vice President,
Sustainability Tetra Pak**

RESPONSIBLE PACKAGING & CIRCULARITY CONTINUED

2024 PERFORMANCE

In 2024, we revised our responsible packaging principles to align with different regional packaging regulations, with a focus on the four Rs: Recyclability, Recycled content, Reductions, and Reusability.

Our goal is to make progress on these four Rs by building them into product and packaging design and raising awareness of how to dispose of used packaging appropriately.

We used around 25,400 tonnes of packaging in 2024. Around 44% of the total was primary packaging like cartons, cans and bottles; 53% was secondary packaging such as the boxes that hold our products; and 3% was made up of pallets and stretch wrap used during shipping. Around 97% of our primary packaging materials met our responsible packaging definition, largely due to our use of certified and biobased materials:

- The packaging for our new Vita Coco Treats product introduced in 2024 is also FSC-certified
- We increased our use of biobased plastic caps on cartons, bringing the percentage that are biobased to 36%.

In addition, 99% of our primary, secondary and tertiary (shipping) packaging materials were recyclable and 82% were made from renewable materials. In the EU, we shifted to tethered caps in compliance with regulatory requirements, and in the United States almost 129,300 containers were redeemed through our reverse vending program. In Brazil, we switched to a supplier that can provide FSC-certified board for our outer boxes.

As people often aren't sure how to recycle used packaging, we invested in research to help shape clearer communications on how to recycle our empty cartons. The results will help us update the information we provide on our packs.

We also partnered with environmentalists and ran social media campaigns to promote circularity. For example, one campaign showcased how to use every part of a coconut, from repurposing shells into bowls, using husks as mulch for gardening, and making doormats and rope from coconut fibers.

THE FOUR Rs



RECYCLABILITY

of packaging materials, including the presence of collection and recovery systems



RECYCLED CONTENT

in our packaging materials to reduce the need for virgin materials



REDUCTIONS

in packaging size and weight to reduce material use and manufacturing and distribution emissions



REUSABILITY

where feasible, to avoid single-use packaging altogether

CASE STUDY

BEVERAGE CARTONS BOOST RECYCLING IN BAHIA

With support from the Vita Coco Project®, the Escolas do Futuro (Future Schools) project refurnished the Carlos Alberto Municipal School in Conde in Bahia, Brazil, with furniture made from upcycled beverage cartons. Conde is an important coconut sourcing region, serving our largest factory in Brazil and accounting for almost half of our production in the country.

Run by our partner Compromisso Empresarial para Reciclagem (Cempre) with support from co-manufacturer Frysk, carton manufacturer Tetra Pak and local recycling cooperative Verdecoop, the project promoted a shared responsibility for waste in the school community and surrounding area.

The first step was to develop prototype school furniture to demonstrate that it was practically and financially viable to make safe, durable furniture from used beverage cartons. Step two used playful activities such as theater and educational materials to engage more than 250 students and 35 teachers in the need to recycle, and how to rinse and separate the containers.

Next, the different school classes competed to collect the most used beverage cartons. The school beat the target of 259kg of used cartons (around 1kg per student), collecting 309kg in total. That's more than 10,500 beverage cartons recycled as a result of one three-month long competition.

In return, more than 80 pieces of furniture were donated to the school—desks, chairs, and bookshelves, all produced from approximately 486,000 used beverage cartons; a tangible demonstration of what waste collection and recycling can achieve. The idea behind the program is for the students and their communities to become advocates for recycling and sustainability in general, multiplying the program's effect into the future. See the furniture in action in [our short video](#).



Furniture made from upcycled beverage cartons helped support Carlos Alberto Municipal School in Brazil, located in our partner farming communities.

FUTURE PLANS

In 2025, we will continue to implement our four Rs, with a focus on boosting the volume of FSC-certified content in our outer packaging. We're also exploring the use of more aluminum cans and post-consumer recycled (PCR) materials in our containers. As with other initiatives, we're improving our data accuracy to continually improve our packaging footprint.



**BUILDING THRIVING
COMMUNITIES**

OVERVIEW

Our business depends on the people behind our products: the farmers in our network, workers across our supply chain, and the people we directly employ. We believe that as our business grows, everyone should benefit. By creating shared success, we can strengthen our ability to source coconuts, craft our drinks, and bring in passionate people who will shape our future.

Key policies for ensuring strong supplier standards and relationships are our [Supplier Code of Conduct](#) and supplementary [Guidance on Environmental Stewardship](#), and 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](#).



Demonstration farms provide a setting for farmer-to-farmer learning and showcasing sustainable practices—like intercropping dragon fruit with coconuts—that can help diversify income and build farm resilience.

TRANSPARENT & ETHICAL SUPPLY CHAIN

WHY IT MATTERS

To effectively support the farms in our network and our factory partners, we need a deep understanding of our supply chain. By building strong relationships with partners who share our values, we can align on expectations, exchange expertise, hold each other accountable, and create a bigger collective impact.

OUR APPROACH

Transparency is built into our business. Most of our 17 co-manufacturers are based in coconut growing regions in Asia and South America, and source from local brokers or farms. This avoids long and opaque commodity supply chains and may help boost prosperity in the communities behind our products. 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 21% of sales).

Our [Supplier Code of Conduct](#) details our commitments to human and labor rights, such as prohibiting discrimination; promoting decent working conditions and ethical business practices; and preventing modern slavery, forced labor, child labor and human trafficking. Co-manufacturers commit to complying with all

applicable laws, including but not limited to fair wages, working conditions, and respect for the rights and freedoms of their employees.

Per our [Animal Welfare Position](#), Vita Coco-branded products contain no animal ingredients and are not tested on animals.

Our Vita Coco Technical Services team conducts regular training on our codes and policies, tailored to the needs of each co-manufacturer. The sessions focus on good manufacturing practices and incorporate training on product quality, manufacturing optimization, environmental and labor topics. We require facilities in our most significant manufacturing regions (Southeast Asia, Brazil and Mexico) to undergo a rigorous annual Sedex Members Ethical Trade Audit (SMETA) audit conducted by a third party, to assess environmental and social standards and continue strengthening our supply chain.

We offer high-performing co-manufacturers opportunities through the Vita Coco Project® and the Foundation, such as support with renewable energy or energy efficiency projects, as well as social benefits like sports facilities for their employees.



Freshly cracked coconuts are just one part of the process. From harvesting to de-husking, each step requires skill and experience.

EXPERT VOICE

“Vita Coco Technical Services were a great support last year. They guided us to identify and address gaps against social standards, and we’ve seen significant improvements in audit compliance. They even helped us modify our production line for a new product that isn’t connected to Vita Coco!”

**Joselito Abrogar,
CEO, Cardinal Agri Products**

TRANSPARENT & ETHICAL SUPPLY CHAIN CONTINUED

2024 PERFORMANCE

In 2024, we expanded our [Supplier Code of Conduct](#) to logistics, ingredient, and packaging partners, as well as additional co-manufacturers. More than 75% of direct spending towards finished goods, logistics services, ingredients, and packaging was with suppliers that signed the Supplier Code of Conduct. In addition, approximately 82% of co-manufacturers across our most significant manufacturing regions underwent social accountability audits. Not all our co-manufacturers underwent an audit in 2024, and for those that did not, a corrective action plan is in place to mitigate this challenge in the future.

Our Vita Coco Technical Services team carried out almost 80 training sessions with seven co-manufacturers, with an average of seven people receiving six hours of training each time.

We took several important steps to strengthen our Supplier Code of Conduct this year:

- Highlighted our mission to protect the environment and nature's resources, and to support suppliers on this journey through our [Guidance on Environmental Stewardship](#)
- Introduced an explicit reference to the UN Universal Declaration on Human Rights

- Specified that SEDEX audits will be conducted annually
- Committed to providing the same opportunities and terms regardless of a supplier's size, location or ownership structure, to make sure smallholders are included
- Required suppliers to establish a dedicated system for employees and others to report concerns related to the Supplier Code of Conduct, and to investigate reports promptly and take corrective action
- Included a requirement to respect the rights to property and land of the individual, indigenous people, and local communities and the principles of free, prior, and informed consent (FPIC).

FUTURE PLANS

In 2025, we intend to continue to ensure that the significant majority of finished goods, logistics services, ingredients, and packaging suppliers acknowledge our Supplier Code of Conduct, and plan to expand this effort to more packaging and ingredient suppliers. We'll also update our [Guidelines on Environmental Stewardship](#) to include requirements for environmental management systems and compliance.



Every Vita Coco product is thoroughly reviewed against our quality standards. Our Technical Services team trains our suppliers on these standards.

ACCESS TO EDUCATION

WHY IT MATTERS

Coconut farmers thrive when their families and communities thrive, but all too often access to resources and services are limited in rural areas.* As a public benefit corporation, we're committed to investing in education and resources for coconut farmers and their families, working with our partners to expand opportunities for future generations.

OUR APPROACH

We support education through the Vita Coco Community Foundation and the Vita Coco Project®, primarily by funding the building or renovation of schools and classrooms in rural areas. The impact goes beyond providing a nicer learning environment—school buildings also provide access to clean water and sanitation, and to internet connections that unlock essential information and services. Schools can also serve as valuable community centers, acting as third spaces for farming families.

Working with our partner, the Silvermill Foundation, the Vita Coco Project® provides scholarships for students to further their education. Scholarships are awarded based on household income, living conditions, academic performance, and other factors. Applications are recommended

*PRIISA, *The State of Education in South Asia: Challenges and Proposed Solutions*, October 6, 2024.

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.

2024 PERFORMANCE

In 2024, the Vita Coco Project® and HOPE supported the building of three new classrooms in remote areas of the Philippines, bringing the total number of classrooms and schools built to date to 39. Our efforts to help increase access to schooling have positively impacted approximately 24,500 students since 2014.

In Sri Lanka, projects delivered in partnership with Silvermill included:

- Granting 19 scholarships, bringing the total to more than 130
- Helping to bridge the digital divide by equipping three rural schools with laptops, and distributing essential resources like books and shoes to children at Kahadawa Primary School
- Building toilets to help improve hygiene and sanitation and reduce absenteeism at Kandengamuwa Primary School

- Upgrading a rural sports hostel, helping to enhance student success in sports and promote health and wellness through physical activity.

FUTURE PLANS

We will continue to help increase access to education and support broader community development opportunities, such as resourcing hospitals, based on local needs. We plan to expand our efforts by building programs as a part of the Vita Coco Community Foundation (see page 8) that can support coconut farming communities across the globe.

VOICE FROM THE COMMUNITY

“The only income we get is from my mother’s home garden, so this scholarship is a great help for my family during my Advanced Level studies. I’m currently pursuing the biology stream at the Maliyadewa Girls School in Kurunegala, and I hope to become a doctor.”

**Uththara Madhubhashini,
Scholarship student and aspiring
medic, Giriulla, 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 culture, supporting our team, and making sure everyone is equipped to do the right thing.

OUR APPROACH

We're committed to fostering a respectful and positive environment where people come first. We have policies and codes of conduct in place to support an ethical, healthy and safe workforce that feels respected, rewarded and empowered.

Business Conduct

Our [Code of Business Conduct and Ethics](#) guides our people on how to conduct their work to a high ethical standard, and applies to all directors, officers, and employees. 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. 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, which includes an anonymous and confidential whistleblower hotline and [online platform](#) for reporting any concerns.

Workforce Belonging

We believe all our people benefit when everyone—regardless of background, identity, or experience—feels welcomed, valued, respected, and empowered. We encourage our people to create such a work environment and aim to build a workforce that reflects society and our customer base. For example, more than half of Vita Coco's consumers identify as people of color*, and we strive to reflect this in our team.

Our [Diversity, Equity and Inclusion \(DEI\) Policy](#) outlines our values, strategy, goals, roadmap and governance structure in this area. We promote our culture during every part of the employee experience, from recruitment through training and leadership development. Our talent acquisition team works hard to cast a wide net, and we check that job postings include language and requirements with broad appeal.

Our Culture and Belonging Committee oversees seven employee community groups that celebrate employees' heritage, identity, and community. Members can connect, collaborate, champion, and support their communities through events, panels and other activities.



We encourage our employees to help create an environment that reflects society and our consumer base. Credit: Justin Sorensen

*Numerator, 7.31.2024.

OUR EMPLOYEES CONTINUED

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, these benefits include health insurance, retirement savings, employee assistance programs, paid parental leave, unlimited vacation days, wellness memberships, pre-tax commuter benefits, financial and legal advice, employee product allowance, and pet insurance. Our employees also have allocated days for volunteering in their local communities—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. Equity can be granted during a fiscal year as a long-term incentive to full-time, permanent employees, allowing them to share in the company's success and build ownership over time.

Training & Development

Another way we aim 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 goals and motivations that are tracked throughout the year. All employees have access to coursework, training, and further education programs, which they can complete during working hours. These programs span topics including leadership, management, and sales. All employees complete positive workplace training on an annual basis.

Health & Safety

Although our employees primarily work in lower-risk office-based roles, we take health and safety seriously. 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 review.



Employees have the opportunity to visit farms supported by the Vita Coco Project® and learn more about our social impact initiatives.

VOICE FROM OUR TEAM

“Walking into the office for the first time, I could feel the good energy. We’re serious about our work but conscious not to take ourselves too seriously. Working hard doesn’t mean we don’t get to have fun! Vita Coco is a place to learn, grow and really make an impact.”

**Amanda Russo,
People Success Manager, Vita Coco**

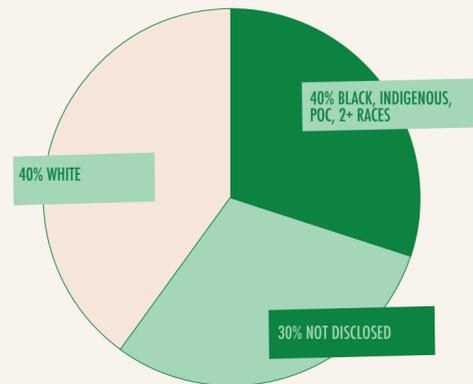
OUR EMPLOYEES BY THE NUMBERS

2024 PERFORMANCE

As of December 31, 2024, we employed 319 full-time employees: 234 in the United States and Canada, 47 in Europe, and 38 in Singapore and Brazil. Fifty percent of our total workforce identified as women. Looking at management-level employees only, 48% identified as women.

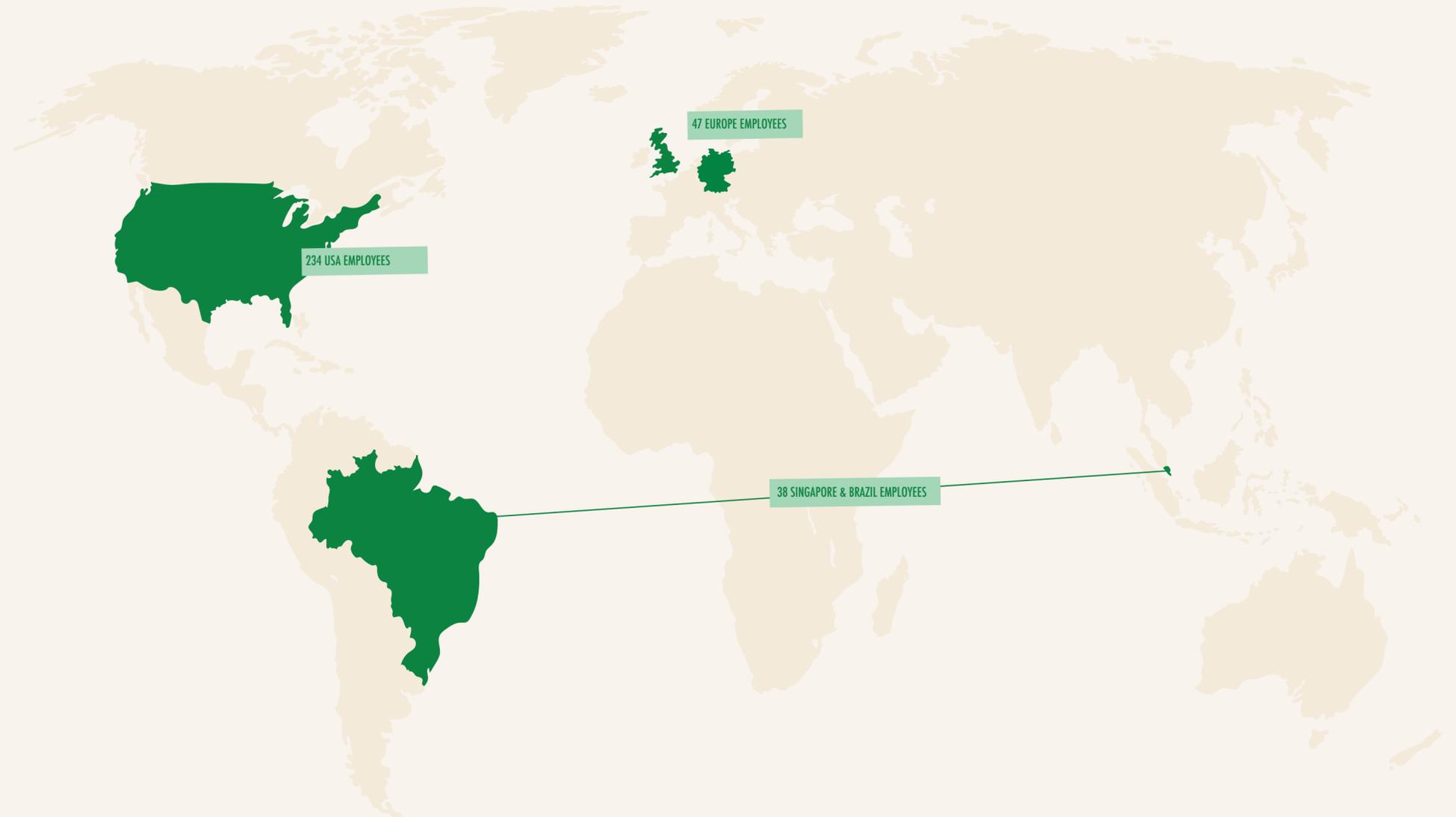
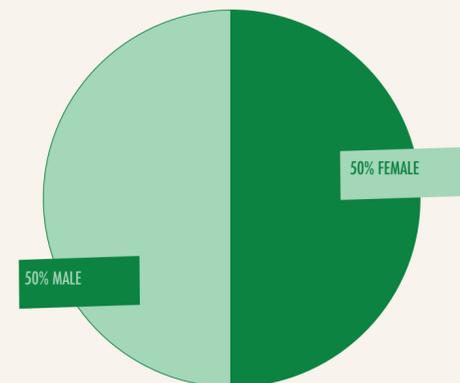
TOTAL WORKFORCE RACE & ETHNICITY

Race and Ethnicity on our global team: 30% Black, Indigenous, and/or People of Color or two or more races, 40% White, 30% Preferred not to disclose.



TOTAL WORKFORCE GENDER

Gender breakdown on our team:
 % **Female:** 50% Total Workforce, 48% Management, 22% Board
 % **Male:** 50% Total Workforce, 52% Management, 78% Board.*



*Not included in total workforce.

OUR EMPLOYEES CONTINUED

Our focus in 2024 was on strengthening talent management in collaboration with our culture and belonging groups. We introduced new leadership training, benefits for caregivers, and interpersonal development opportunities. We also published our updated [DEI policy](#). Our hiring managers started to use a behavioral assessment tool to analyze the specific behaviors they need for each role, helping to reduce personal bias, give candidates a fair evaluation, and increase the likelihood that we choose the right person for the job.

This was a record year for employee training, with almost 9,600 hours logged among employees in the United States (35 hours on average per employee). Our management took part in a workshop to define what great leadership looks like at The Vita Coco Company, to build the foundation for future growth.

As in other areas, we are continuing to improve our Human Resources (HR) data systems. This year, we launched a new companywide HR and payroll system. This major project aims to improve reporting, make employee resources more accessible, and streamline performance and compensation management.

Throughout the year, our employee community groups organized nearly 20 volunteering events to create meaningful impact for local

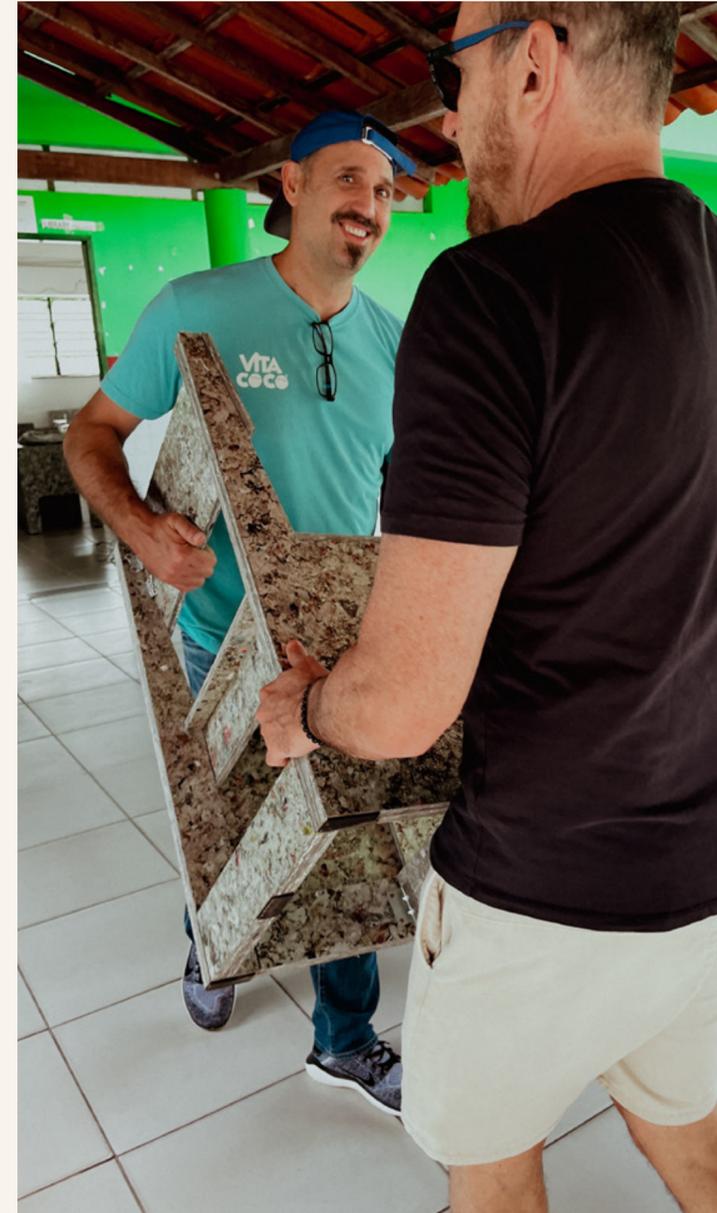
organizations and communities. Activities included distributing food, packing essential sportswear for young girls, and guiding athletes with disabilities on runs and walks—with plenty of Vita Coco on hand to help everyone stay hydrated.

We're proud to report that we were a certified Great Place to Work for a second year.

FUTURE PLANS

In 2025, we'll continue to improve our hiring practices to build a talented team that reflects the people who enjoy our beverages. We plan to do more community outreach and attend more college career fairs, align ourselves with vendors who share our values, and use tools to help reduce unconscious bias.

To help all employees understand our mission and values, we also plan to roll out the Palmtree Pathways training program we use during onboarding to all our employees. The plan is for the program to evolve into recurring training that covers our mission to make a positive impact in coconut farming communities, the three pillars of our ESG framework, and key resources like our [Green Purchasing Guidelines](#).



Giving back is a big part of who we are. Volunteering is one way our team stays connected to one another and the communities we care about.



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 physical, mental and emotional wellbeing are priorities. Our goal is to provide products of high quality and nutritional value, while finding ways for our brands to help address food insecurity and enhance communal wellbeing.



Whether you're on the run or making your go-to morning blend, coconut water fits into all kinds of routines. Credit: Justin Sorensen

NUTRITION & QUALITY

WHY IT MATTERS

Beverages play an important role in overall nutrition, and many people look for options that align with their mental and physical goals.* This is core to our business—by prioritizing nutrition, we can offer nourishing products that appeal to a wide range of people and contribute to a balanced diet. Our approach also helps us address regulatory requirements, as some countries legislate on the ingredients and marketing of food and beverages.

OUR APPROACH

Our global innovation and research and development teams work to create better-for-you products that offer consumers something for every occasion, whether it's sipping post-workout, mixing into a smoothie or looking for a little treat during the day.

We uphold the highest safety standards—all our co-manufacturers need to meet Global Food Safety Initiative (GFSI) and U.S. FDA Food Safety Modernization Act (FSMA) standards. The training delivered by the Vita Coco Technical Services team (see page 21) helps co-manufacturers put in place the processes and controls to meet these standards, and we use a scorecard to track how they're doing.

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

Our [Responsible Marketing Guidelines](#) prioritize transparency, authenticity and respect, with honest messaging that aligns with our brand in all areas, from product integrity to sustainability and community engagement. We regularly communicate our impact work through our branding, [website](#) and social channels.

“Vita Coco’s technical team has worked hand-in-hand with us to continuously improve quality through projects aimed at optimizing packaging and further reducing package rejection rates. They also provided training for our operators, inspectors and maintenance specialists. As a result, we improved our quality score from 92.2% in 2022 to 95% in 2024.”

**Johanna D. Villanueva,
Quality, Safety and Sustainability
Manager, Century Pacific Agricultural
Ventures, Inc.**

2024 PERFORMANCE

In 2024, we continued to provide 100% of Vita Coco branded products that are certified as non-genetically modified. In addition, 21% of all our products had organic certification, and we certified our Coconut M*LK dairy-alternative range as seed-oil free.

As in other areas, we’re working on improving our quality data. Our co-manufacturers are now using a laboratory information management system (LIMS) to standardize data collection, following training from the Vita Coco Technical Services team. There were no product recalls in 2024, and we were not a party to any material legal proceedings associated with marketing or labelling practices.

With regard to marketing, we continued to integrate culture and belonging into our campaigns. Across our social platforms, we spotlighted small businesses and entrepreneurs whose stories inspire us. Fourteen diverse bars, restaurants, and shops got the spotlight last year and received a donation to their charity of choice. We amplified this work through social campaigns and partnerships with influencers, generating over 500,000 impressions across our platforms.

FUTURE PLANS

In 2025 and beyond, we’ll continue to innovate to create beverages that fit people's lifestyles and align with their values. We also plan to continue using our social platforms to spotlight inspiring entrepreneurs, refine our Responsible Marketing Guidelines as needed and continue to strengthen our end-to-end quality systems, for example by using the new LIMS software to improve our data and by tracking progress via our quality scorecard.



FOOD SECURITY & COMMUNAL WELLBEING

WHY IT MATTERS

Food insecurity is a deep-rooted problem, both in the countries where we source our ingredients and in the United States where we're headquartered. According to Feeding America, 47 million people, including 14 million children, lack sufficient food and nutrition in the United States alone. At the same time, an estimated 30–40% of food in the United States is never eaten—more than 60 million tons of food from stores and homes are discarded each year.*

OUR APPROACH

Helping to address food insecurity and food waste are important aspects of our work. We partner with organizations that redistribute surplus food and beverages to communities where they can make the most impact. We also go beyond helping people meet their basic needs by championing physical, mental, and emotional wellbeing in our local communities. Our support takes the form of product donations, cause marketing campaigns, and grant funding.

2024 PERFORMANCE

In 2024, we made cash and in-kind donations totaling over \$361,400 to nonprofit and community-based organizations, including More than a Meal, Feeding America, United Against Poverty, For All Mothers+ (FAM+, formerly &Mother), and Bras for Girls, among others.

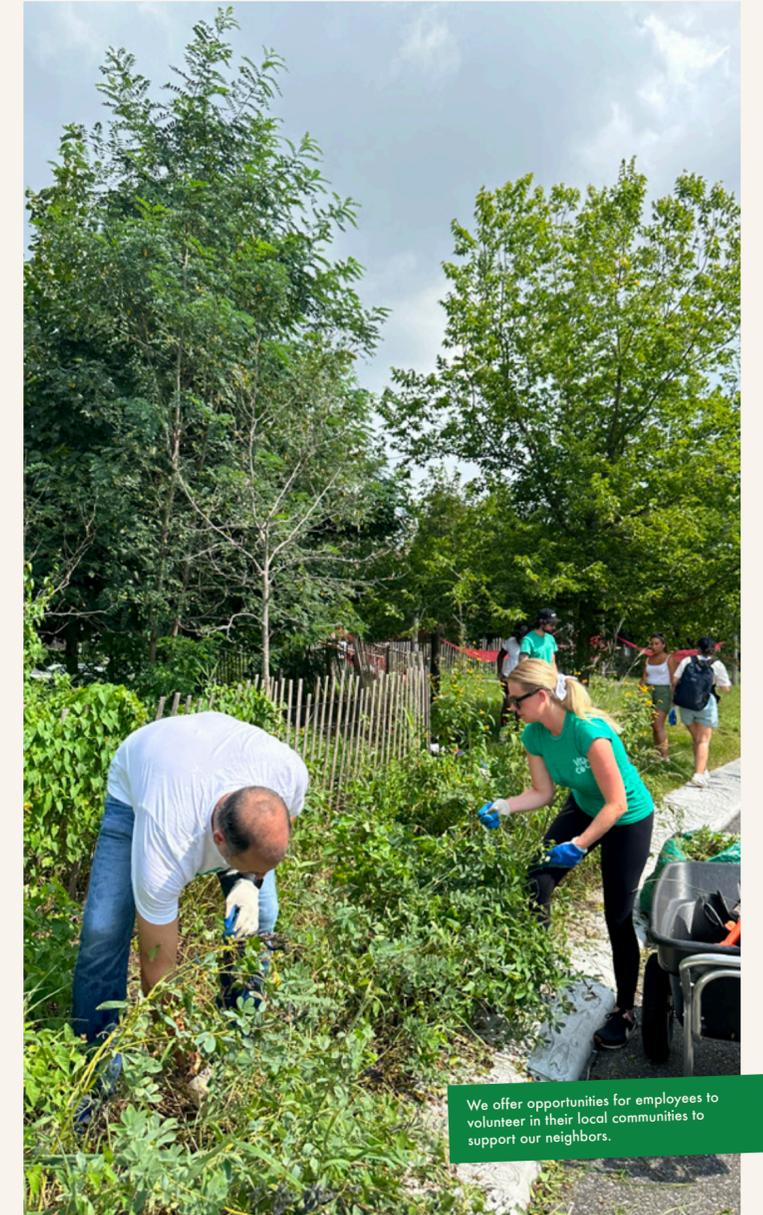
The supply chain disruptions felt by many industries globally meant that we had less product to donate this year. Still, we expanded our efforts by donating product to disaster relief efforts, supporting communities impacted by natural disasters such as hurricanes, wildfires, and floods in the United States and Brazil. As our products bring functional benefits, they're a valuable addition in disaster relief situations where much-needed clean water is often scarce.

In the United Kingdom, we continued to support FareShare, a national network that redistributes surplus food to food banks and charities that turn it into meals for people in need. In 2024, our UK team donated almost 98,800 coconut-based haircare, oil and water products, and volunteered 96 hours of their time at FareShare's east London distribution center. We also donated more than 26,000 Vita Coco products to City Harvest, which provides free food to 123,000 Londoners in need each week.

We also provided our first grant in Spain, as part of an intentional effort to extend our reach to communities in more countries. Our donation to the Amoverse Foundation in Madrid will help run quarterly events and summer camps that aim to promote cultural, emotional and environmental wellbeing among vulnerable young people.

FUTURE PLANS

We will continue to adapt our food insecurity and communal wellbeing programming based on current needs and where we can create the most impact. We intend to seek out more programs that promote food security, gender equity and rural livelihoods.



We offer opportunities for employees to volunteer in their local communities to support our neighbors.

*Recycle Track Systems, *Food Waste in America in 2025: Statistics & Facts*, 2025.

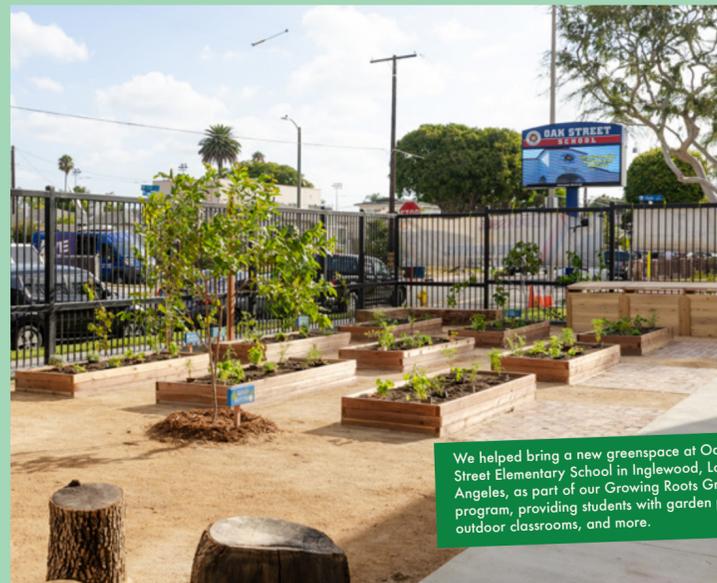
CASE STUDIES

TACKLING RURAL MALNUTRITION AND FOOD INSECURITY

In Sri Lanka, malnutrition can be common in rural communities. We joined forces with the Silvermill Foundation and public health authorities to support pregnant women to reduce this risk. The women each received five coconut seedlings, organic fertilizer, twelve varieties of vegetable seeds, bags of nutritious dried food, along with the know-how to grow a vegetable garden at home. The aim was for the women to nourish themselves throughout their pregnancy and feed their families for years to come. Any surplus produce from their home gardens could be sold to generate extra income. Known as the Mihi Daruwo-Malnutrition Eradication Program, the project began in 2023 and ran into 2024, with 300 pregnant women receiving food and training, and an estimated 1,200 family members benefiting.



To date, 300 women have participated in the Mihi Daruwo-Malnutrition Eradication Program, a local Vita Coco Project® initiative in Sri Lanka.



We helped bring a new greenspace at Oak Street Elementary School in Inglewood, Los Angeles, as part of our Growing Roots Grant program, providing students with garden plots, outdoor classrooms, and more.

ENRICHING ENVIRONMENTS THROUGH GREENSPACES

In the United States, we teamed up with pop star and activist Becky G, to highlight the importance of greenspaces for community wellbeing. Together, we helped bring a new greenspace to Oak Street Elementary School in Inglewood, Los Angeles, a school Becky G attended as a child and where more than 80% of students are from economically disadvantaged backgrounds.

Designed in collaboration with the school’s Parent-Teacher Association, local community leaders, and landscape architect design firm Terremoto, the 2,100-square-foot space features garden plots, compost bins, a farm stand, fruit trees, a water feature, reading nooks, and an outdoor classroom and play area. Becky G joined us at the opening to showcase the various elements of the new space with current students. The space will support the school’s efforts to promote food education, encourage healthy eating and foster active lifestyles of the students and community.

Inglewood is not unique in its need for more greenery. One hundred million Americans, including 28 million children, don’t live close to a park.* Based on the popularity of the Inglewood project, we established the Growing Roots Grant program in collaboration with the Arbor Day

Foundation. The program will help us fund more projects like this, bringing trees and greenspaces to under-resourced schools and communities across the United States. We received 24 applications and selected three schools to receive funds in 2025.

Our UK team also supported greenspaces by volunteering at the Slade Gardens Adventure Playground to provide essential maintenance, repairs and improvements, in partnership with the London Play Design charity.

“Thank you for your time and for offering a grant to help schools. This may be something small to your company, but it means so much to teachers and students.”

Growing Roots Grant Applicant

*CityHealth and Trust for Public Land, *Greenspace in American Cities: How Access to Parks and Nature Can Improve Health and Well-Being*, 2023.

CASE STUDIES

COSPEED ACADEMY BRINGS OLYMPIC EXPERIENCE TO SPORTY YOUNGSTERS

Our UK team partnered with Greenhouse Sports, a charity that connects sports coaches with schools to provide free training and mentorship for young people from disadvantaged backgrounds. Our team jumped in to help coach at participating local schools and provided work experience opportunities for some of the students involved.

As part of this work, we funded the CocoSpeed Academy, a tailored sprint training plan developed by the British Olympic sprinter and Vita Coco brand ambassador Zharnel Hughes in collaboration with coaches from Greenhouse Sports. Hughes launched the program at the indoor athletics center at Brunel University in West London, where more than 50 children took part in a sprint workshop. Hughes himself began his athletics career with limited access to coaches or facilities, and through this program he aimed to share his experience with 200 young people in 2024. Greenhouse Sports is integrating the plan into its existing training program to help boost students' fitness and promote healthy lifestyles.

GETTING ATHLETES MOVING IN MOTHERHOOD

Our partnership with FAM+, a U.S. based nonprofit that helps women thrive in careers and in motherhood, ran several communal wellbeing programs this year. The focus was on helping active women get back into sports post-childbirth, and included:

- The MomForward 5k, which set an example for how running events can support lactating mothers, and created online resources outlining best practices when planning events for active mothers
- The MomsFIRSTnotLAST grant, through which we awarded \$5,000 grants to the three highest-placed mothers at the U.S. Olympic marathon trials. This program aimed to address the pay gap for female athletes returning to elite competition—and to raise awareness about broader challenges working mothers face across industries

- The Vita Coco Marathon Challenge, established in partnership with exercise app Strava. This encouraged athletes to collectively run 26,200 miles and matched every mile up to that distance with a \$1 donation to FAM+. Globally, almost 60,000 runners took part, hitting the target distance in a day and clocking up more than 3 million miles in total.



We challenged our local communities to lace up and support our partner non-profit organizations.

GOVERNANCE



GOVERNANCE

CORPORATE GOVERNANCE

The Vita Coco Company's corporate governance structure is designed to fulfill our public benefit corporation mission.

Our Corporate Governance Guidelines outline our expectations for sound corporate governance and commitment to ethical business practices. Our Board of Directors has adopted these guidelines and a set of governance policies that reflect best practices, promote transparency and accountability, and support our public benefit purpose. Our Corporate Governance Guidelines and other relevant policies, such as Board Committee charters, are available on [our investor relations website](#).

BOARD STRUCTURE

Our Board consists of a majority of independent directors. Our Board has nine directors, including our CEO and our executive chairman, and the directors 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.

ESG OVERSIGHT AND MANAGEMENT

The Board delegates oversight of ESG matters and reporting to its Nominating, Environmental, Social, and Corporate Governance (NESG) Committee. As outlined in the NESG Committee Charter, responsibilities include 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 significant matters.

Our executive leadership team and management are responsible for developing and implementing our ESG 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. While the NESG Committee is primarily responsible for monitoring the Company's progress on ESG matters, the full Board is briefed by the NESG committee during committee reports and receives an annual review of progress and future plans.

The Board's Compensation Committee oversees executive compensation, equity programs, and related disclosures. To ensure ESG matters are firmly embedded in our business strategy, our Compensation Committee adopted a bonus program that adjusts executive team bonus payouts downward for any significant failure to make progress on our ESG 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 team has put in place a comprehensive risk management program to identify, assess, and mitigate risks associated with our business 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, cybersecurity, compensation programs and ESG matters to its three standing committees: Audit; Compensation; and NESG. Details of risk factors identified in 2024 are provided in our Annual Report on Form 10-K for the fiscal year ended December 31, 2024.



APPENDIX

ABOUT THIS REPORT

This report covers The Vita Coco Company's ESG strategy and impact progress in 2024. Unless stated otherwise, all information provided in this report covers the 2024 fiscal year ended December 31, 2024.

The report and the strategies, policies, programs and data described herein 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 39-40.

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 on Form 10-K for the year ended December 31, 2024 and other publicly filed documents for further information.

PERFORMANCE INDICATORS

Pillars		2024	2023	Cumulative to December 31, 2024
Protecting Natural Resources	Regenerative Agriculture			
	% co-manufacturers engaged with VCP ¹	61	61	n/a
	Number of farmers receiving training – total ²	25,000	10,100 ³	36,300
	Number of farmers receiving training – Philippines ⁴	3,200	4,700 ³	8,000
	Number of farmers receiving training – Sri Lanka ⁵	21,800	5,400	28,300
	Approximate hours of farmer training – total ²	89,000	23,500 ³	112,500
	Approximate hours of farmer training – Philippines ⁴	1,600	1,500 ³	3,100
	Approximate hours of farmer training – Sri Lanka ⁵	87,400	22,000 ³	109,400
	Number of seedlings distributed – total ⁶	522,400	417,100 ³	1,027,100
	Number of seedlings distributed – Philippines ⁷	347,800	287,400	697,700
	Number of seedlings distributed – Sri Lanka ⁵	63,400	26,100 ³	106,800
	Number of seedlings distributed – USA ⁸	100,000	100,000	200,000
	Number of seedlings distributed – Brazil ⁹	11,200	700 ³	11,900
	Energy & Climate			
	% of greenhouse gas emissions that are scope 1 ¹⁰	<0.5	<0.5	n/a
	% of greenhouse gas emissions that are scope 2 ¹¹	<0.5	<0.5	n/a
	% of greenhouse gas emissions that are scope 3 ¹²	>99	>99	n/a
	Office electricity use (gigajoules) ¹³	840	n/r	n/a
	% of scope 3 emissions from manufacturing ¹⁴	74	75 ³	n/a
	% of scope 3 emissions from packaging ¹⁵	20	21 ³	n/a
	% of scope 3 emissions from product distribution ¹⁶	19	17 ³	n/a
	% of scope 3 emissions from packaging end of life ¹⁷	-13	-13 ¹⁸	n/a
	Responsible Packaging & Circularity			
	Total weight of packaging used (tonnes)	25,000	n/r	n/a
	% of total packaging for primary ¹⁹	44	46	n/a
	% of total packaging for secondary ²⁰	53	50	n/a
	% of total packaging for tertiary ²¹	3	4	n/a
	% Tetra Pak cartons that are FSC certified	100	100	n/a
	% of primary packaging materials meeting our responsible packaging definition ²²	97	90	n/a
	% products with bio-based caps ²³	36	n/r	n/a
	% of total packaging made from renewable materials ²⁴	82	50	n/a
	% of total packaging that is recyclable ²⁵	99	99	n/a
	Containers redeemed through reverse vending in the Northeastern region of the United States ²⁶	129,300	81,000	210,300

Pillars		2024	2023	Cumulative to December 31, 2024
Building Thriving Communities	Transparent & Ethical Supply Chain			
	% direct spending from suppliers signed up to Supplier Code of Conduct ²⁷	>75	n/r	n/a
	% co-manufacturers that underwent a SMETA audit ²⁸	82	100	n/a
	Access to Education			
	Number of classrooms built ²⁹	3	7	39 ³⁰
	Number of scholarships granted ⁵	19	12	130+
	Number of students impacted ⁵	8,500	3,200	24,500 ³¹
	Our Employees^{32,33}			
	Number of full-time employees – total	319	294	n/a
	Number of full-time employees – USA and Canada	234	220	n/a
	Number of full-time employees – Europe	47	39	n/a
	Number of full-time employees – Singapore and Brazil	38	35	n/a
	% employees identifying as male	50	49	n/a
	% employees identifying as female	50	47	n/a
	% managers identifying as male ³⁴	52	n/r	n/a
	% managers identifying as female ³⁴	48	n/r	n/a
	% board members identifying as male	78	n/r	n/a
	% board members identifying as female	22	n/r	n/a
	% employees identifying as Black, Indigenous, and/or People of Color or two or more races	30	38	n/a
	% employees identifying as White	40	48	n/a
% of employees not disclosing race or ethnicity	30	13	n/a	
% underrepresented minority board members	22	11	n/a	
Hours of employee training logged ³⁵	9,600	9,000	n/a	
Average hours of training per employee ³⁵	35	n/r	n/a	
Championing Health & Wellness	Nutrition & Quality			
	% of Vita Coco products certified as non-genetically modified ³⁶	100	100	n/a
	% of products with organic certification ³⁷	21	n/r	n/a
	Food Security & Communal Wellbeing			
Total cash and in-kind donations ³⁸	361,400	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 total spend with co-manufacturers 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.
6. As reported by HOPE, the Ad Majorem Dei Gloriam Foundation, the Silvermill Foundation, the Arbor Day Foundation, Natureza Bela, and Apremavi.
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. Calculated using HowGood’s carbon accounting tool, Latis, as percentage of total emissions attributed to scope 1; includes direct greenhouse gas emissions from sources owned or controlled by TVCC, such as combustion of fossil fuels in vehicles.
11. Calculated using HowGood’s carbon accounting tool, Latis, as percentage of total emissions attributed to scope 2; includes indirect greenhouse gas emissions from purchased electricity, heat, and steam consumption at our corporate offices in New York, the United Kingdom, and Singapore.
12. Calculated as percentage of total emissions attributed to scope 3; includes indirect emissions from activities in our upstream and downstream value chain that are beyond our direct operational control, including raw material sourcing, finished goods manufacturing and packaging, product distribution, and packaging end of life. Greenhouse gas inventory completed in accordance with Greenhouse Gas Protocol (GHGP) and U.S. Environmental Protection Agency (EPA) guidelines. Approximate scope 3 emissions calculated using emissions factors and assumptions from 2021 Carbon Footprint of Products (CFP) analysis, adjusted to model 2024 product volume data and using best available emissions factor proxies for new products. Our 2021 CFP analysis covered raw material extraction and processing (including coconut cultivation for coconut-based beverages), beverage production, packaging production, distribution, and end-of-life. Analysis was conducted by a third-party expert in accordance with International Organization for Standardization (ISO) international standards for Life Cycle Assessments (LCA): ISO 14067 : 2006; ISO 14040 : 2006; ISO 14044 : 2006.
13. Calculated as total electricity use across our three main offices in New York, the United Kingdom, and Singapore.
14. Calculated as percentage of emissions from extraction and transportation of raw materials required for manufacturing our coconut beverages. Includes cultivation of coconuts, land use changes and irrigation, and energy usage at co-manufacturing facilities where our coconut beverages are produced. Rounded to the nearest whole number.
15. Calculated as percentage of emissions from extraction and processing of raw materials into primary, secondary, and tertiary packaging materials such as Tetra Pak cartons, shrink wrap, corrugated boxes, and wooden pallets, which are used to distribute our beverages. Transportation of materials is included. Rounded to the nearest whole number.
16. Calculated as percentage of emissions from transport of filled beverage containers and packaging from manufacturing sites to the country of sale, warehouses, and distribution centers. Energy usage at warehouses is included. Rounded to the nearest whole number.
17. Calculated as percentage of emissions from waste management processes for beverage containers and packaging materials in country of sale. May include recycling, landfilling, and incineration, considering both energy recovery and non-recovery methods. Rounded to the nearest whole number.
18. Restated from previously reported figures due to a system error that doubled reported values. Error identified during refinement of our data systems and methodologies.
19. Calculated as percentage of total packaging that directly contains the product, such as cartons, bottles, or cans. Bulk products are not included in scope.
20. 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. Stretch wrap excluded due to negligible use across our portfolio and current limitations in measurement precision. Bulk products are not included in scope.
21. Calculated as percentage of total packaging used for storage and transportation, such as pallets, stretch wrap, and shipping containers. Bulk products are not included in scope.
22. Calculated as percentage of primary packaging that fits our definition as reusable, renewable, recyclable, compostable, or biodegradable; and certified by third party standards such as the Forest Stewardship Council (FSC), Bonsucro, or Aluminum Stewardship Initiative (ASI). Expanded scope includes private label and Vita Coco oil. Bulk products are not included in scope.
23. Calculated as a percentage of all beverages sold in cartons.
24. Calculated as percentage of total packaging made from renewable materials sourced from natural resources that can replenish themselves, such as paper-based packaging and Bonsucro-certified caps. Includes weight of the paper layer in cartons, which constitutes the majority of carton materials. Bulk products are not included in scope.
25. 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 60% 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 “Access to Food and Beverage Carton Recycling Memo,” June 2022, RESOURCE RECYCLING SYSTEMS, INC. And Carton Council. Bulk products are not included in scope.
26. As reported by TOMRA Systems ASA.
27. Calculated as percentage of direct spend towards suppliers of finished goods, ingredients, logistics services, and packaging.
28. 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. Not all our co-manufacturers underwent an audit in 2024, and for those that did not, a corrective action plan is in place to mitigate this challenge in the future.
29. As reported by HOPE.
30. Cumulative total includes data reported by HOPE and the Silvermill Foundation prior to 2023, while 2023 and 2024 data were reported by HOPE only.
31. Cumulative total includes data reported by HOPE, the Silvermill Foundation, and CEMPRE, while 2023 and 2024 data were reported by the Silvermill Foundation and CEMPRE only as HOPE 2024 student enrollment numbers had not yet been validated at time of publication.
32. All employee data was calculated as of December 31, 2024.
33. 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.
34. ‘Managers’ includes all people and project management roles and above.
35. Includes personal and professional development training for employees in the United States only (73% of employees).
36. Includes Vita Coco-branded products only. Excludes private-label products, Ever & Ever and PWR Lift.
37. Calculated as percentage of sales. Includes all products and brands across the Vita Coco Company.
38. Calculated as total cash and in-kind donations to registered 501(c)(3) organizations and does not include donations made to Vita Coco Project® nonprofit 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
Energy Management	Operational energy consumed	Gigajoules (GJ)	FB-NB-130a.1	13
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	FB-NB-140a.2	15
Health and Nutrition	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	30
Product Labelling and Marketing	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	USD	FB-NB-270a.2	30
	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	Number	FB-NB-270a.3	30
	Total amount of monetary losses as a result of legal proceedings associated with marketing or labelling practices	USD	FB-NB-270a.4	30
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	Metric tonnes, percentage	FB-NB-410a.1	17
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	n/a	FB-NB-410a.2	16
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	22
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, 20
Activity metrics	Volume of products sold	Liters	FB-NB-000.A	5
	Number of production facilities	Number	FB-NB-000.B	5

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, 2024 to December 31, 2024 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
	2-2 Entities included in the organization’s sustainability reporting	36
	2-3 Reporting period, frequency and contact point	36
	2-4 Restatements of information	38
	2-6 Activities, value chain and other business relationships	5
	2-7 Employees	26
	2-9 Governance structure and composition	2024 Annual Report
	2-10 Nomination and selection of the highest governance body	2024 Annual Report
	2-11 Chair of the highest governance body	2024 Annual Report
	2-12 Role of the highest governance body in overseeing the management of impacts	35
	2-13 Delegation of responsibility for managing impacts	35
	2-14 Role of the highest governance body in sustainability reporting	35
	2-15 Conflicts of interest	2024 Annual Report
	2-16 Communication of critical concerns	35
	2-17 Collective knowledge of the highest governance body	35
	2-19 Remuneration policies	2024 Annual Report
	2-20 Process to determine remuneration	2024 Annual Report
	2-22 Statement on sustainable development strategy	7-8
	2-23 Policy commitments	7-8, 10, 20, 29
	2-24 Embedding policy commitments	7-8, 10, 20, 29
	2-26 Mechanisms for seeking advice and raising concerns	24
	2-29 Approach to stakeholder engagement	8
	GRI 3: Material Topics 2021	3-1 Process to determine material topics
3-2 List of material topics		7
3-3 Management of material topics		7, 10-11, 13, 15-16, 20-21, 23-25, 29-31

GRI Standard	Disclosure	Page Number
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	13
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	8, 23, 31-33
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	16-18
GRI 302: Energy 2016	302-1 Energy consumption within the organization	13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	15
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	10, 16
	306-2 Management of significant waste-related impacts	16
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	10-17
	404-1 Average hours of training per year per employee	27
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	26, 35
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	8, 23, 31-33
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	21-22
GRI 416: Customer Health and Safety 201	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	30
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	30
	417-3 Incidents of non-compliance concerning marketing communications	30

