



Canada Modern Slavery Act
Annual Report
(Fiscal Year 2025)



In accordance with the requirements of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Modern Slavery Act”), this report outlines the measures implemented by The Vita Coco Company, Inc. and its subsidiaries (“Vita Coco” or “Company”) to identify, assess, and mitigate the risks of forced labour and child labour within its global operations and supply chains.

This high-level report covers Vita Coco’s activities in fiscal year 2025 and has been prepared to meet the applicable reporting obligations. It reflects the Company’s ongoing commitment to ethical sourcing, responsible business practices, and respect for human rights, including efforts to enhance transparency and accountability across its operations and supplier network.

a. Vita Coco’s operational structure, activities and supply chains

Structure & Activities

Vita Coco is a Delaware public benefit corporation and publicly traded company listed on the Nasdaq Stock Market (ticker: COCO), with its principal executive offices in New York, United States. Vita Coco conducts business in Canada under the brand name “Vita Coco,” offering coconut water and related beverage products to Canadian consumers through established retail and distribution channels. Vita Coco operates an asset-light business model through two reportable segments—Americas (including Canada) and International—leveraging a global network of third-party suppliers, manufacturers, and service providers. Its core activities include sourcing, processing, marketing, and distributing coconut water and related beverages, with finished products sold through retailers and distributors across multiple markets, including imports into Canada. The Company primarily relies on contract manufacturers and co-packers rather than owning production facilities, enabling flexibility and scalability across its operations.

Supply Chain

As of December 31, 2025, Vita Coco’s diversified supply chain comprised of 16 coconut water factories in six countries operated by manufacturing partners, along with co-packing facilities in three countries for products not packaged near source. This network supports production capacity and allows the Company to reallocate sourcing in response to supply chain disruptions, weather conditions, or





other external factors. Given that coconut water must be processed within hours of harvesting, manufacturing partners are located close to coconut-growing regions. Vita Coco maintains supplier relationships across key producing countries, including the Philippines, Indonesia, Malaysia, Thailand, Sri Lanka, Brazil, and Vietnam, while co-packing facilities are located in Canada, Mexico, the United States, and the United Kingdom.

Governance

Vita Coco maintains a governance and risk management framework to oversee its global operations and supply chain. The Board of Directors has ultimate oversight of enterprise risk, including sustainability-related matters, and has delegated responsibility for environmental, social, and governance oversight to its Nominating, Environmental, Social, and Corporate Governance (NESG) Committee. Management is responsible for implementing risk management and sustainability initiatives, supported by a cross-functional Social Impact and Sustainability group that oversees day-to-day execution and reports regularly to the NESG Committee.

b. Vita Coco's policies and due diligence processes in relation to forced labour and child labour

Vita Coco maintains a framework of policies and due diligence processes to address risks of forced labour and child labour across its global operations and supply chain. The Company integrates human rights considerations into its enterprise risk management system, with oversight provided by its Board of Directors and NESG Committee. This governance structure supports the implementation and monitoring of responsible sourcing practices and ensures accountability for managing labour-related risks across its global network.

The Company's policy framework is supported by its publicly available Code of Business Conduct and Ethics, Supplier Code of Conduct, and Position on Modern Slavery and Human Rights, which set clear expectations for ethical behavior, compliance with applicable labour laws, and the prohibition of forced labour and child labour within its operations and supply chains. These policies apply to employees as well as third-party suppliers and partners. For example, we are beginning to require our co-manufacturers and co-packers to comply with our Supplier Code of Conduct, including standards on forced and child labor. Together, these policies reinforce our commitments to fair labour practices, human rights,





and ethical business conduct, and form the foundation for Vita Coco's due diligence approach.

A key component of Vita Coco's due diligence process is supplier oversight through established audit and monitoring mechanisms. As of December 31, 2025, approximately 95% of co-manufacturers in major production regions underwent third-party SMETA (Sedex Members Ethical Trade Audit) social accountability audits, which assess labour practices, working conditions, and compliance with international standards, including those related to forced and child labour. These audits enable the Company to identify any non-conformances.

When audits identify any material non-conformances, we may work with suppliers to implement corrective action plans, and we may escalate remediation expectations where warranted. We also conduct internal due diligence reviews during supplier onboarding and periodically thereafter, including screening suppliers and geographies and incorporating risk findings into sourcing decisions and prioritization as well as ongoing dialog with suppliers.

c. The parts of Vita Coco's business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk

Vita Coco recognizes that risks related to forced labour and child labour may arise in upstream coconut cultivation as well as among co-manufacturers, co-packers, and finished goods suppliers. To address these risks, the Company applies a structured approach that includes engaging supply chain partners and external experts to better understand sector-specific risks, conducting double materiality assessments to prioritize human rights impacts, and holding regular cross-functional risk management meetings to identify and mitigate potential issues.

In parallel, Vita Coco invests in community-based initiatives through the Vita Coco Project®, which aim to address underlying drivers of vulnerability—such as limited access to education, resources, and basic services—in coconut-farming communities. While the identification of these risk areas does not indicate the presence of forced or child labour, we treat them as priority human rights considerations. We continue to strengthen our due diligence, traceability, and supplier accountability practices over time.



d. Any measures taken to remediate any forced labour or child labour

Vita Coco has strengthened its supply chain oversight and responsible sourcing practices. Based on SMETA audits' results, no known instances of forced labour or child labour were identified at Vita Coco's manufacturing partners during the 2025 fiscal year. Therefore, Vita Coco selected "not applicable" to the question in the reporting questionnaire for the reporting year.

e. Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in Vita Coco's activities and supply chains

To date, Vita Coco is not aware of any known instances where child labour has resulted in a loss of income to individuals within its operations or supply chain, and continues to monitor and address human rights risks through its broader risk management and governance processes.

Vita Coco emphasizes proactive, community-focused initiatives designed to help reduce the structural drivers of forced and child labour, particularly in coconut-growing regions. Through programs such as Seedlings for Sustainability, Vita Coco has helped distribute more than 1.15 million coconut seedlings toward a goal of 10 million by 2030, supporting regenerative agriculture while improving farm productivity and farmer livelihoods. These efforts are complemented by training programs, community investments, and partnerships through the Vita Coco Community Foundation aimed at helping to increase economic resilience, access to education, and long-term income opportunities for farming households. By strengthening farmer incomes and reducing economic vulnerability, these initiatives help contribute to mitigating risks associated with forced labour and child labour in upstream supply chains.

f. The training provided to employees on forced labour and child labour

Vita Coco routinely engages and helps train its applicable supply chain partners in addressing and educating on human rights and modern slavery issues and contractually requires all suppliers to be in compliance with all applicable laws and regulations.



Employees undergo annual training which covers topics that include diversity, equity, and inclusion and the Code of Conduct. Company employees who engage with coconut manufacturing suppliers are also educated to recognize and avoid modern slavery practices.

g. Vita Coco’s approaches to assess effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

Vita Coco monitors the effectiveness of its efforts to prevent forced labour and child labour through a structured supplier oversight program centered on SMETA social accountability audits, as previously described. Based on audits covering approximately 95% of co-manufacturers in key production regions during the reporting period, no instances of forced or child labour were identified within the reviewed operations. Meanwhile, to reduce and prevent the risk of forced and child labour within our operations and supply chains, assess the effectiveness of our actions to consciously improve, and refine our approaches on protecting human rights, we implement the following:

Action	Measuring Effectiveness
Governance	<ul style="list-style-type: none"> • ESG oversight integrated into corporate governance as a Public Benefit Corporation (PBC), with the NESG Committee overseeing risk management and sustainability initiatives • Certified B Corporation by the nonprofit B Lab, using B Corp verification process to measure our social and environmental performance • Decision-making considers impacts on key stakeholders, including workers and communities.
Engagement	<ul style="list-style-type: none"> • Engage internal and external experts to improve understanding of the human right risks • Annual training programs to identify and prevent modern slavery practices • Use contracts and codes of conduct to engage with partners and suppliers to address modern slavery risks
Risk Management	<ul style="list-style-type: none"> • Internal frameworks and tools to identify, assess and mitigate risks, including human rights risks • Ongoing efforts to strengthen transparency, traceability, and risk identification across global suppliers



Monitoring	<ul style="list-style-type: none">• SMETA audits used to track labour practices, working conditions, and human rights compliance• Monitoring non-conformances and corrective actions across suppliers• Confidential whistleblower reporting mechanisms to support issue identification and escalation• Use of desk research, NGO insights, and industry reports to inform risk assessment and due diligence
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Attestation

This report was approved on May 27, 2026 by the Nominating, Environmental, Social and Corporate Governance Committee of the Board of Directors of the Company. In accordance with Section 13 of the Modern Slavery Act, a link to this statement will be placed on the Company's Investors Relations website.

In accordance with Section 11 of the Modern Slavery Act, I attest that I have reviewed the information contained in this report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Modern Slavery Act, for the reporting year listed within this report.

I have the authority to bind The Vita Coco Company, Inc.

A handwritten signature in black ink, appearing to read "Martin Roper".

Martin Roper

Chief Executive Officer and member of the Board of Directors of The Vita Coco Company, Inc.

May 27, 2026



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