CHIQUITA HOLDINGS LIMITED
Transparency in the Supply Chain and Modern Slavery
2025 Statement of Actions

About the CHL Group

The CHL Group is a privately-owned, family business, which is a leading international marketer and distributor of (i) bananas and pineapples sold worldwide in over 70 countries under the Chiquita® and other brand names ("Chiquita") and (ii) packaged salads sold primarily in the United States under the Fresh Express® and other brand names ("Fresh Express").

Introduction

This statement reiterates our commitment to compliance with section 54(2) of the UK Modern Slavery Act 2015 ("UK-MSA") the California Transparency in Supply Chains Act of 2010 ("CA-TISCA) and the (Art. 964a et seq.) of the Swiss Code of Obligations, including the provisions on due diligence and transparency in relation to child labour (CH-CO). We have long-established systems that demonstrate compliance with the California Transparency in Supply Chains Act Statement, the UK Modern Slavery Act and the Child Labour Transparency Obligaiton to ensure that modern slavery, human trafficking and Child Labour do not exist in our own operations and supply chain.

Our Commitment

The CHL Group is committed to conducting its business in accordance with the UN Universal Declaration of Human Rights, the International Labour Organization Core Conventions, and the UN Guiding Principles on Business and Human Rights. The CHL Group has implemented a risk-based due-diligence system, consistent with the UK-MSA, CA-TISCA and CH-CO requirements, to identify and manage the risks of slavery, human trafficking and child labour, and to reduce inequality in line with our commitment to social justice and human rights. This system covers both the Group's own operations and its supply chain.

Supply Chain

Chiquita and Fresh Express pride themselves in having an extensive production footprint in the US and/or LATAM for distribution to North American and European markets. Considering the diversity in the Chiquita and Fresh Express supply chains, the implementation of policies varies according to the legal and regulatory environments of the business activities. However, for the purpose of complying with UK-MSA, CA-TISCA and CH-CO statements requirements, they will be regarded as a single entity.

Policies

Chiquita maintains (i) a Code of Conduct, (ii) a Supplier Code of Conduct and (iii) internal compliance policies. These ensure adherence to the prohibition of child labour, slavery and human trafficking in its supply chain and company-owned operations.

The CHL Group places a strong emphasis on basic human rights, which is reflected through our policies and organizational engagement with Multi-Stakeholder Initiatives. Compliance of the CHL Group with international human rights standards on child labour and slavery and human trafficking within its own operations and supply chain is validated through audits by 3rd party organizations.

Due Diligence

On an annual basis, we perform a mapping of our suppy chain to assess particular geographical risk areas. Once identified, Chiquita and Fresh Express utilise supplier agreements that include provisions requiring our partners to maintain the human rights principles of the International Labour Organization ("ILO") Conventions (including child labour due diligence). These contractual arrangements provide the CHL group with the ability to conduct unannounced audits to validate compliance with prohibited child labour, human trafficking and slavery.

The CHL group promotes an environment that fully respects the rights of our employees through freedom of association. In our pursuit of supporting freedom of association we are one of the only multinational companies in the banana industry to have an international framework agreement with the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations ("IUF"), a global federation of trade unions with members in a variety of industries.

In 2025 Chiquita introduced a supplier Code of Practice, detailing expectations of direct, 1st tier banana suppliers to Chiquita across a broad range of issues including child labour, human and labour rights. To accompany this Chiquita also introduced an internal check on all supplier sites called the Social Responsibility Checkilist. This checklist, completed annually, verifies the supplier's management's understanding of Chiquita's expectations included in our supply contracts and in the Code of Practice. It also verifies the presence of a grievance mechanism and a functioning health and safety committee. The outputs of this exercise are reported quarterly to Chiquita's management.

Awareness-Raising Programs

The CHL Group Code of Conduct ("Code") requires all employees to conduct themselves ethically and with integrity in all commercial relationships. The Code prohibits child labour, modern slavery and human trafficking. Regular audits are conducted to monitor compliance with our Code and local laws.

The CHL Group conducts corporate compliance training annually for all employees in order to educate them on regulations and company policies surrounding human rights. The training guides employees in learning the signs of child labour, human trafficking and how to report suspected violations.

Grievance Mechanisms

The CHL Group maintains accessible grievance mechanisms for employees and third parties, including suppliers and workers. These mechanisms allow (i) reporting of suspected child labour, modern slavery, human trafficking or other human rights issues, (ii) ensure confidentiality and protection against retaliation, and (iii) enable investigation, escalation, and remediation.

KPIs

In order to assess the effectiveness of actions we have taken, we rely on key performance indictors , which include the following:

Percentage employees undertaken compliance training *	84.6%
Percentage of own sites with GRASP[1] certification:	100%
Percentage of grower volume with GRASP equivalent certification:	70%
Number of calls to our Ethics and Compliance helpline line in 2025 relating to child labour, modern slavery, or human rights issues.	6
Percentage of unresolved/unfollowed up calls in 2025	15%
Percentage of cases which have been reviewed/investigated and closed in 2025	85%

*training period Aug-July.

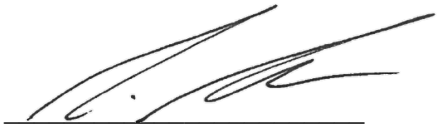
Conclusion

The CHL Group is committed to continuously monitor the risk of child labour and modern slavery in its own operations and supply chain. We deem our own operations to be very low risk due to our own policies and proceedures, the high trade union density rate and mulitple certifications of our processes. We judge our supply chain to be low risk due to a relatively small supplier base, the policies and proceedures of our growers, a reasonably high level of 3rd party certification and long term relationships with the majority of our supply base, which means we strive to only work with growers we know and trust.

Approval

This statement constitutes the Child Labour Statement within the CH-CO and the modern slavery and human trafficking statement within the scope of the UK-MSA or CA-TISCA of Chiquita Holdings Limited and all its applicable subsidiaries and affiliates and was approved by the board of directors on the date set forth below.

CHIQUITA HOLDINGS LIMITED



Sascha Knobloch – Director

Date: 19 June 2026

[1] Global Gap Risk Assessment on Social Practice