



Dole plc

SUSTAINABILITY REPORT 2023

THE DOLE WAY

Our commitment to provide safe, high-quality fresh produce that's good for people, for nature, and for food.

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INTRODUCTION

A Message from Rory Byrne, CEO

As a global leader in our industry, we take our social and environmental responsibilities seriously. Our goal is to build a healthier, more sustainable tomorrow by increasing per capita consumption of fruits and vegetables today and improving our performance on a broad range of issues material to our operations. We believe that caring for our most important resources, our people, the nature around us and the food we deliver to the world, will set us up for continued success.

The year 2023 was characterized by complex issues across the supply chain, including cost and inflation, which has impacted virtually every economy. But our experienced team and diversified supply base allowed us to manage through it—we owe much of our success to the enthusiasm and understanding of our employees.

Strong governance is essential to Dole plc and is based on transparency and ongoing dialogue with external stakeholders. In preparation for upcoming changes to environmental, social and governance (ESG) regulations, we are working cross-functionally to prepare and adapt.

“We believe that caring for our most important resources, our people, the nature around us, and the food we deliver to the world, will set us up for continued success.”

Rory Byrne
Chief Executive Officer
Dole plc

In 2025 we are conducting our first double materiality assessment (DMA) and we have published company-wide environmental, climate, water and human rights policies.

Across our global footprint, we’ve seen the impact of human-created climate change. Fresh produce is vulnerable to adverse weather conditions, the effects of which are influenced and intensified by ongoing climate change. In 2023, we performed a detailed climate risk scenario analysis. As part of this analysis, we investigated the climate-related physical risks associated with an increase in intensity and frequency of extreme weather, droughts, emerging climate regulations and opportunities in Dole plc’s sourcing and growing business. We identified over 75 potential impact chain events in the 2023 analysis, connecting the climate-related physical and transition risks to the financial impact on Dole plc’s business. We identified an additional 25 opportunities that would have a positive impact, which are under evaluation.

In this report, we discuss our 2023 efforts and provide an update on our progress toward the goals we publicly stated in 2022.



About Dole plc

Dole plc is the *world’s leading* fresh produce provider.

Marketing fresh fruit and vegetables predominantly, but not exclusively, across Europe and North and South America, our business is organized on a continuing operations basis into three business segments: Dole Fresh Fruit, Dole Diversified Produce- Americas & ROW and Dole Diversified Produce- EMEA. Though strategically aligned, these segments are managed separately on a day to day basis, reflecting differences in geography, product portfolios, production processes, distribution channels and customer profiles.

Customer and consumer focused in orientation, this organizational structure allows us to bring the required focus to individual categories and markets Dole customers have come to expect exceptional quality associated with our iconic brand.



Our Mission

To make the world a healthier place.

First and foremost, at Dole plc we are fresh produce enthusiasts. We are committed to being powerful advocates for nutrition, good health and well-being. To this end, we are committed to educating, inspiring and empowering consumers to make healthier lifestyle choices and to find the joy in fresh fruits and vegetables.

Our Corporate Values

Across our 170-year history, Dole plc has evolved to embrace a shared philosophy incorporating guiding values and principles which define how we conduct our business.



Our culture has grown from this philosophy and has been enriched by the contribution of international partners who have joined our family along the way so that today, we have a clear understanding of our responsibilities and what it means to be part of and represent Dole plc.

Global Footprint

#1
Global market position – fresh produce

#1
Global fresh produce brand

34,078
Employees

170+
Years in business

160
Distribution and manufacturing facilities

75
Packing Houses

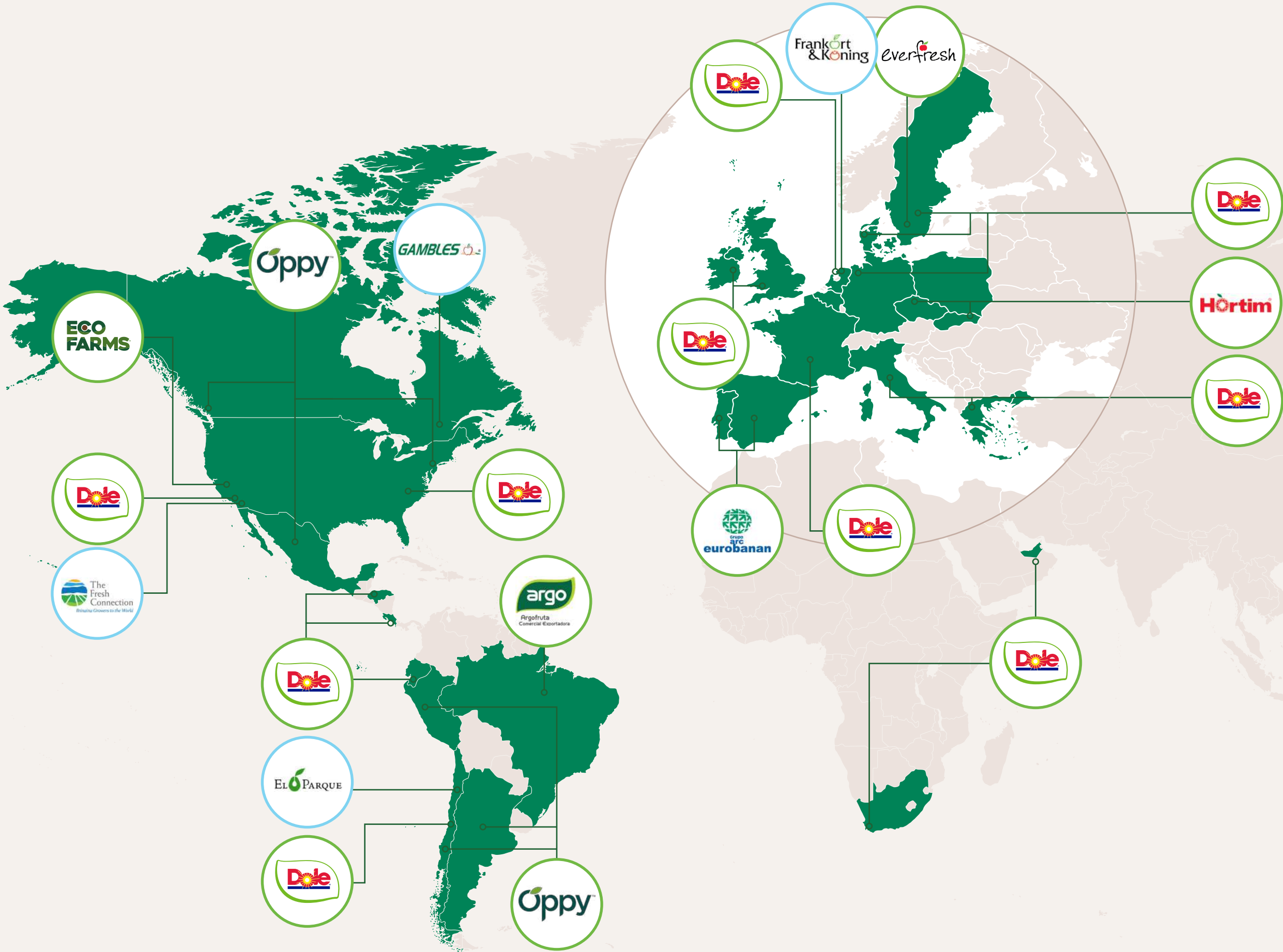
13
Owned vessels

114,000
Owned acres

12
Cold storage facilities

Owned or Controlled

Joint Ventures



Note: Map and figures are current as of publication date.

Our Business Segments

Dole plc’s structure reflects our commitment to deliver consistently exceptional produce grown to the very highest standards brought to market via local operations.



About This Report

The 2023 Dole plc Sustainability Report reflects our work during the 2023 fiscal year (January 1, 2023 - December 31, 2023) unless otherwise noted. It was prepared in reference to the Global Reporting Initiative (GRI) standards. This report has not been assured by a third-party.

Based on the company’s strategic decision to exit the Fresh Vegetable’s business, the Dole Fresh Vegetable Division has been removed from our 2023 reporting boundaries and 2020 carbon emissions baseline which relates to our continuing operations. In 2025, we are undergoing a double materiality assessment in line with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD).

Governance

We believe in being a responsible business: responsible to our colleagues, our shareholders, our growers and suppliers, our customers, the communities in which we work and our consumers. We work hard to maintain and develop professional and ethical standards in all our worldwide operations.

We continually focus on our commitment to sound business practices in every aspect of our stakeholder relationships while also protecting human rights, including equal opportunity, safe and healthy working environments, fair employment practices, freedom of association and collective bargaining agreements.

Sustainability Governance

Sustainability is a standing agenda item for all scheduled Dole plc Board meetings. The Board reviews the sustainability goals, investments and strategy proposed by the Chief Operating Officer. The Board has overall responsibility for the company’s process and evaluation of risk management and internal control, including climate related issues.

Established with a proactive approach to sustainability in mind, Dole’s Sustainability Steering Committee is led by the Chief Operating Officer (COO) and comprised of our Chief Sustainability Officer (CSO) and sustainability leaders from each Dole plc operative division. This committee prepares Dole’s sustainability strategy and goals, which are implemented by the divisions and overseen by division presidents. The Sustainability Steering Committee contributes to the analysis and determination of the topics included in our materiality assessment, and is responsible for the content and review of our sustainability reports.



Human Rights

We are committed to being a responsible employer, championing human rights and worker welfare across our fresh produce supply chain and implementing human rights practices, policies and protocols.

As a leader in the production of fresh fruit and vegetables, Dole strives to demonstrate exceptional business practices across every aspect of our organization. And as a company that operates in many developing countries, we focus on empowering employees, enhancing communities and protecting the surrounding environment.

Code of Business Conduct and Ethics

Dole plc strives to adhere to the highest ethical standards throughout its worldwide operations. This commitment naturally means complying with the law, but it also meaning going beyond it, treating customers, suppliers and fellow Dole colleagues fairly, with openness and respect.

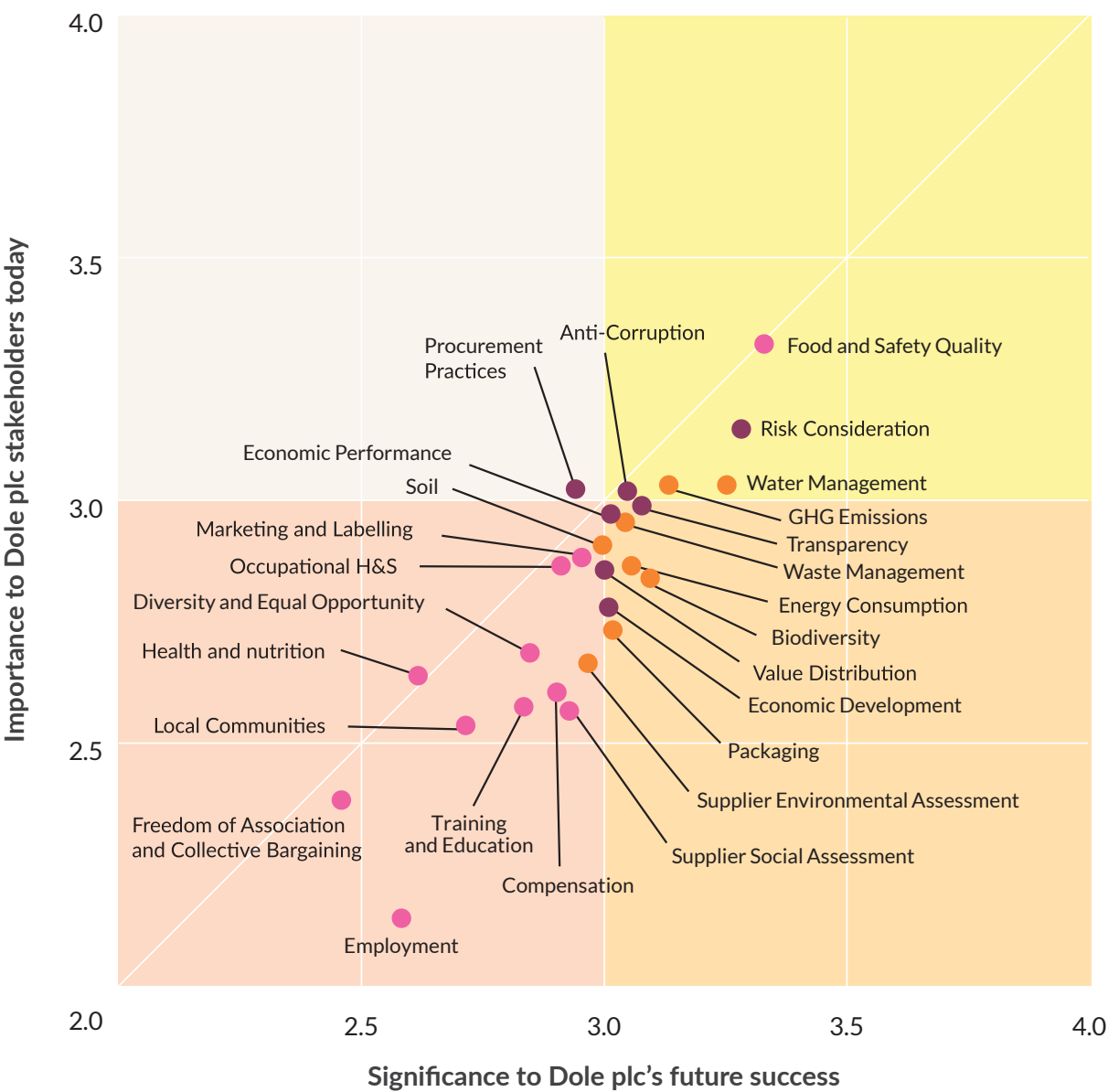
Dole’s Code of Business Conduct and Ethics and supporting policies (together our “Code”) is a statement of principles for conducting business in a legal and ethical manner. Each of us—employees and members of the Board of Directors, as well as long-term consultants and key suppliers of Dole—is required to read the Code carefully and to adhere to its principles in conducting Dole business.

Key suppliers, defined as those that provide goods or services that are of key importance to Dole’s continued successful operation, must sign and comply with this policy, contained in our Code of Conduct.

Dole employees are encouraged to report suspected violations of Dole’s Code of Conduct via our anonymous ethics hotline. Reports are protected by Dole’s zero tolerance policy towards any type of retaliation. Hotline reports are investigated and corrective action is taken if necessary. The Audit Committee of the Board oversees the proper functioning of this process.

Stakeholder Engagement

In 2022, we conducted a simple materiality matrix with input from key stakeholders, including customers, employees, suppliers, business partners and host countries.



Top Impact Areas

ENVIRONMENTAL STEWARDSHIP

- Water Management
- Waste Management
- Energy Consumption
- GHG Emissions

SOCIAL RESPONSIBILITY

- Food Safety & Quality
- Procurement Practices
- Marketing and Labeling
- Occupational Health & Safety

ECONOMIC RESILIENCE

- Risk Consideration
- Anti-Corruption
- Economic Performance
- Transparency

Partnerships

Systemic change requires meaningful dialogue and partnerships across industries and supply chains. We are committed to collaboration with industry stakeholders to advance our sustainability goals.

Dole engages throughout the year with stakeholders across the business, governmental and non-profit spheres. Our partnerships are built upon shared values, common goals and the pursuit of knowledge.

Collaborating for a Fair Distribution of Value

Dole plc is a member of The World Banana Forum (WBF), a multi stakeholder forum where the main stakeholders of the global banana supply chain work together to achieve consensus on best practices for sustainable production and trade. A major focus of the forum has been to host industry dialog around the implementation of living wages in the banana industry. Dole has been actively participating in those debates and implementing pilot projects with growers and retailers. Dole is working collaboratively with our European customers to identify

and, if found, close any gaps that may exist in living wages.

A pilot project designed to enable a consensus on living wage benchmarks, the Living Wage Advocacy Initiative (LIWIN), provides data to empower the dialogue around wage increases for both workers and producers. The WBF has engaged in LIWIN activities to raise awareness for this issue and to advocate for living wages with governments and trade unions.



COO Letter

We are an enthusiastic advocate of a healthy lifestyle and supporting consumers in making healthier choices by consuming more fruits and vegetables. We are committed to continuously improving farming, supply chain practices and the way we operate our business through activities that make a positive impact on society and the environment.

We are committed to sustainability as part of the path to providing the best quality fresh produce, and helping our customers live longer and healthier lives. According to the Barilla Foundation, fresh produce is the most environmental friendly food among other main sources. We focused on improved measurement and data collection in 2023 and, as a result, recorded a 17% decrease in overall emissions. We are also seeing reduction in fuel consumption, resulting from adding more efficient ships to the fleet. Prioritizing accurate data collection is critical to our work in preparing for emerging ESG regulation, including the EU Corporate Sustainability Reporting Directive (CSRD).

To that end, in 2025 we are undergoing our first double materiality assessment. Once the results are final, they will be available in future reports. Although fresh produce is one of the foods with the lowest environmental impact, a change in our climate presents a risk both for our environment and livelihoods. We have calculated science-based

“We are an enthusiastic advocate of a healthy lifestyle and supporting consumers in making healthier choices by consuming more fruits and vegetables.”

Johan Lindén
Chief Operating Officer
Dole plc

goals aligned with a 1.5°C scenario and submitted these goals to the Science Based Target Initiative (SBTi) for validation.

We also advanced our focus on social initiatives in 2023 by rolling out the Business Multidimensional Poverty Index (bMPI). The bMPI seeks to measure poverty—not only from the traditional way of per capita income—but also by incorporating dimensions including health, education, housing and employment. This methodology, pioneered by Dole in the agribusiness industry, allows us to identify real gaps and target social efforts to the areas that matter most to the communities where we operate.

Our Financial Education Program for Farm Employees is one example of our work to address gaps in Latin America. The project’s impact is strong, with the closure of 63 gaps in the bMPI and a 7.34% improvement in the financial health index for 39% of the 275 graduates.

This report shares more details about this program and others that support our goals to improve the lives of individuals across our business, protect the natural environment and provide consumers with safe, healthy, nutritious food.

We look forward to more progress together, across the supply chain, to reach common goals and make our world a healthier place.



OUR SUSTAINABILITY STORY

Overview

For over 170 years, we have been as proud to deliver nutritious, high-quality produce all around the world as we have been to take responsibility for the land from which it is grown. And we are equally committed to supporting and enhancing the global communities that ensure we can produce and deliver high-quality produce for which we’ve long been known.

We call this The Dole Way: our enduring commitment to grow, process and distribute our produce responsibly today and for generations to come.

Our Approach

In identifying key areas related to our impact and operations, we can apply focus and assign resources to ensure that ours is an impactful and positive contribution towards making the world a healthier, more sustainable place.



FOR NATURE’S HEALTH

We commit to: Protect the natural environments on which we operate to reduce our impact and strengthen habitats.



FOR AN EQUITABLE FUTURE

We commit to: Improve the livelihoods of individuals across our entire business—from farmers to customers.



FOR A HEALTHIER WORLD

We commit to: Provide customers and consumers with safe, healthy, nutritious and responsibly grown food.

Our Goals and Targets

These goals support UN Sustainable Development Goals 6, 12, 13, 15 and 17.



FOR NATURE’S HEALTH

Focus Area	Goals
Climate action	<p>Dole plc has committed to set near and long-term company-wide emission reductions in line with SBTi</p> <ul style="list-style-type: none">50% of Dole suppliers by volume to set Science-Based Target (SBTi) by 2030
Water stewardship	<p>Conduct water risk assessments and implement optimized water practices in high-risk areas in Dole-owned farms and packaging or processing facilities</p> <ul style="list-style-type: none">In high-risk areas, reduce water usage by 10% overall on all Dole-owned farms by 2030Expand number of owned farms and third-party farms certified to Alliance for Water Stewardship (AWS) by 50% by 2030 (2022 baseline)Establish capacity-building programs to promote optimized water stewardship practices with 70% of 3rd party suppliers in high water risk areas by 2025
Sustainable farming practices	<p>Develop a sustainability farming framework specific to Dole plc’s owned crops and farming operations</p> <ul style="list-style-type: none">Define a set list of regenerative practices
Biodiversity protection	<p>Based on a risk assessment, create and implement a global biodiversity monitoring program</p> <ul style="list-style-type: none">Set 10 biodiversity protection initiatives across the company
Waste management & packaging innovation	<p>Achieve zero waste to landfill by developing circular processes to maximize reuse or minimize waste throughout our supply chain by 2030</p> <ul style="list-style-type: none">Achieve zero waste across all salad processing plants by 2030Reduce food waste in harvesting and processing systems by 50% by 2030Make 100% Dole packaging across divisions either recyclable or compostable by 2025

Our Goals and Targets

These goals support UN Sustainable Development Goals 1, 3, 5, 8 and 17.



FOR AN EQUITABLE FUTURE

Focus Area	Goals
Support our people and our communities	<p>Support local communities according to their local needs</p> <ul style="list-style-type: none">Continue to undertake social investments in our operations and in local community development activities by leveraging alliances with foundations and other partners to forward social programs (\$0.07 per standard box social premium from banana production.)By 2030, contribute to reduce poverty in households and impact at least 20,000 people by 2040 in Dole Latin America including Guatemala, Honduras, Costa Rica and Ecuador by measuring business multi-dimensional poverty indexIn the US, partner and offer grants to farmers, specifically small and mid-size BIPOC farmers growing regeneratively to provide market access within our low-carbon product offeringsLaunch a Dole Local Grower Academy in Europe: By 2025, support a minimum of 5 developing growers in each of 7 markets providing business development guidance, capacity building measures, training, practical commercial, agronomic and sustainability support and access to Dole distribution channels
Be an employer of choice	<p>Lead in health and safety. Measure and track satisfaction of employees</p> <ul style="list-style-type: none">Report on accidents and achieve indices below industry average levelsImplement health and safety trainings at the farm levelCreate company-wide satisfaction study and improve ratings over time
Develop a safe, inclusive, equitable and diverse work environment	<p>Make Dole plc representative of the communities it serves in its employee diversity and take an active stance towards opportunity for all</p> <ul style="list-style-type: none">Track and publicly report diversity, equity and inclusion metrics in the companyEvaluate gender pay ratio across the company

Our Goals and Targets

These goals support UN Sustainable Development Goals 2, 3 and 17.



FOR A HEALTHIER WORLD

Focus Area	Goals
Promote healthy nutrition and improve access to fresh produce	Improve access to produce for under-served communities <ul style="list-style-type: none">• Donate 2,500 tons of fresh fruit and vegetables to communities by 2025
	Promote nutrition and healthy lifestyle among consumers <ul style="list-style-type: none">• Develop or maintain 5 digital initiatives promoting healthy eating to generate 2 billion impressions annually: (Promoting a plant-based diet, supporting “Eat Them To Defeat Them” campaign, publishing Dole Nutrition Newsletter, etc)• Develop or maintain 5 regional/national programs inspiring healthy living and active participation (Ireland, Greece, Charlotte, South Africa)
Responsible sourcing	Assess and monitor supplier performance on human rights and social compliance <ul style="list-style-type: none">• Conduct supplier risk assessments on supply base• 90% of Dole’s fruit and vegetable suppliers from high-risk countries (by volume) as defined by Amfori/BSCI will have implemented a social standard included in the Dole basket of standards in their supply chains by 2025• Circulate and promote our digital sustainability risk management tool to all commercial personnel globally by end of 2023 and provide training
	Increase transparency and lead discussions on new food safety regulations <ul style="list-style-type: none">• Actively participate in industry dialogue and multi-stakeholder initiatives• Continue enhancement of supply chain traceability and transparency by leveraging technology such as blockchain, product tagging or other advanced solutions by 2030
Transparency and food safety	

2023 HIGHLIGHTS

17%

decrease in Scope 1, 2 and 3 emissions compared to 2020 baseline

500+ M

impressions generated by Dole’s “Making Healthy Wishes Come True” campaign

168,000+

occupational, primary, preventive health services and food donations provided in Latin America

9 M

U.S. kids helped with access to 3 healthy meals a day through our partnership with No Kid Hungry

400 M

impressions generated by a campaign on how to use bananas at every color stage to reduce food waste

500+

metric tons of CO₂e eliminated by Dole subsidiary Oppy through upcycling food and material waste

Dole Costa Rica’s “Financial Education Program for Farm Employees” recognized by the American-Costa Rican Chamber of Commerce

Western Cape Farms offers daycare to farm employees, where children learn where their food comes from and how to sustainably produce their own



FOR NATURE’S HEALTH

We recognize our role as custodians of the environment in which we operate. We are serious about our responsibility to measure, manage and minimize our consumption of precious natural resources, and our impact on the wider ecosystem. We prioritize the conservation of our land, the adoption of stringent environmental protocols across all operations and the integration of sustainable practices into our business model. Additional detailed information is available in our Carbon Disclosure Project (CDP) disclosure.

Climate Action

Climate change poses significant challenges for entities dependent on growing crops around the globe. We focus on identifying and adapting to those risks. Through continuous improvement in our supply chain and farming practices, based on knowledge and science, we are also firmly committed to leaving our land in the best condition possible for generations to come.



Our Goal

- Dole plc has committed to set near- and long-term company-wide emissions reductions in line with SBTi
- 50% of Dole suppliers to set science-based targets by 2030

Science-Based Targets

We have submitted our company goals aligned with a 1.5°C scenario to SBTi for validation.

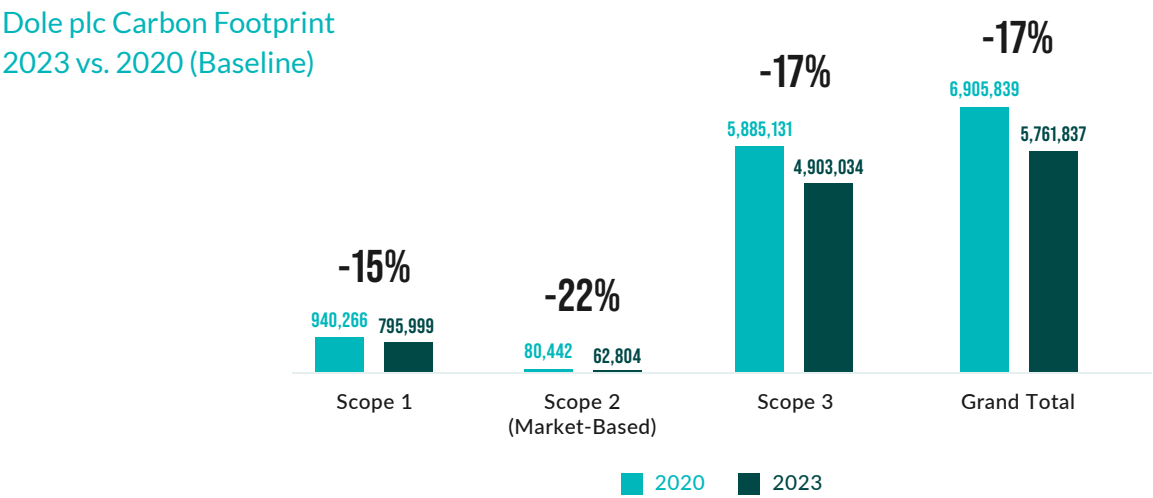
Near-term targets

- Reduce absolute scope 1 and 2 GHG emissions 42.3% by 2030 from a 2020 base year
- Reduce absolute scope 3 GHG emissions 25% by 2030 from a 2020 base year
 - Scope 3 covers Purchased Goods & Services, Upstream and Downstream Transport and Fuel & Energy-related emissions
- Reduce absolute Forest, Land and Agriculture (FLAG) emissions 30.3% by 2030 from 2020 base year

Long-term targets

- Reduce scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2020 base year
 - Scope 3 covers Purchased Goods & Services, Upstream and Downstream Transport, Fuel & Energy-related emissions, End of Life and Employee Commuting
- Reduce absolute FLAG (Forest, Land, Agriculture) emissions 72% by 2050 from a 2020 base year

Dole plc Carbon Footprint
2023 vs. 2020 (Baseline)



Carbon footprint (tCO2eq)	2020	2023	% Change
Scope 1	940,266	795,999	(15)%
Scope 2 (market-based)	80,442	62,804	(22)%
Scope 3	5,885,131	4,903,034	(17)%
Total (market-based)	6,905,839	5,761,837	(17)%

Our 2020 baseline was recalculated to account for the company’s strategic decision to exit the Fresh Vegetables division, methodological changes and emission factor updates.

This 2023 Greenhouse Gas (GHG) Inventory was third-party verified to a limited level of assurance.

Supply Chain Sustainability through SmartWay

The U.S. Environmental Protection Agency (EPA) launched the SmartWay in 2004 to help companies address supply chain sustainability through measurement, benchmarking and improved freight transportation efficiency.

In 2023, Dole plc subsidiary Oppy received SmartWay certification. The voluntary program requires an extensive application process that includes measuring and documenting Oppy’s fuel use and freight emissions throughout the supply chain. Oppy’s goal is to increase the amount of freight transported by SmartWay carriers from 14% to 20% by 2026.

Dole Ireland: Wyestown Nursery Moving Away from Fossil Fuels

In autumn 2023, our Uniplumo Wyestown Nursery transitioned away from diesel kerosene and liquefied petroleum to a 1.4 kilowatt (kW) biomass heating system. This significant capital investment by the largest ornamental nursery and wholesale grower in Fingal supports our broader strategy to replace fossil fuels where financially and environmentally prudent to do so.

The biomass system will be fueled by a 100% renewable blend of sustainably-sourced woodchip from a local farm. Woodchip is reliable, virtually carbon neutral, and can be stored and used on

demand. It will generate the 3.5 million kilowatt hours (kWh) of energy required annually to heat the glasshouse and support the growth of 4 million Bord Bia Quality Assured Irish-grown and Irish-produced plants.

This switch to biomass provides critical energy security for the Uniplumo business. It also ensures the long-term viability of heat sensitive plants such as the Poinsettia, of which Uniplumo is the largest grower in Ireland, producing more than 250,000 plants annually for the domestic Irish market.



Harvesting Dreams

When we plant with passion, we harvest accomplishments. Our initiative "Harvesting Dreams" ("Cosechando Sueños") is a clear example of this. The first edition of this contest drove the development of six sustainability projects in three countries. One of the winning projects established in Honduras in 2021 has resulted in the declaration of the Uchapa river basin as a protected area, conserving community water sources.

A partnership including local government, universities, NGOs, community organizations and Dole has led to important results in sustainability. Together, we have implemented several initiatives including school vegetable gardens and training activities focused on climate change adaptation. Additionally, we monitor water quantity and quality of rivers and creeks, promoted the designation of the watershed as a forest conservation area, and provided training



on sustainable livestock farming and beekeeping projects, supporting honey production and the protection of bee populations.

Another project awarded through the Harvesting Dreams initiative involves the reduction of GHG emissions from pineapple production, which are generated from the use of agricultural machinery and trucks.

We implemented a project in Costa Rica to reduce emissions and generate both environmental and economic benefits. The project focused on next-generation filters to eliminate particles in fuels, engine oil cleaning, and intelligent fuel dispensing systems. By reducing fuel contamination, we lowered consumption and improved engine efficiency.



Next-generation filters

These filters provide cleaner diesel fuel and reduce the amount of fuel needed to generate the required power. Overall, introducing these filters helped reduce 90% of emitted particles and 15% of CO₂ emissions.



Engine oil cleaning

We developed this initiative but, after a partial results analysis, decided to halt the engine oil cleaning project to optimize maintenance programs. During the testing period, we recorded oil savings of 265 L.



Intelligent fuel dispensing systems

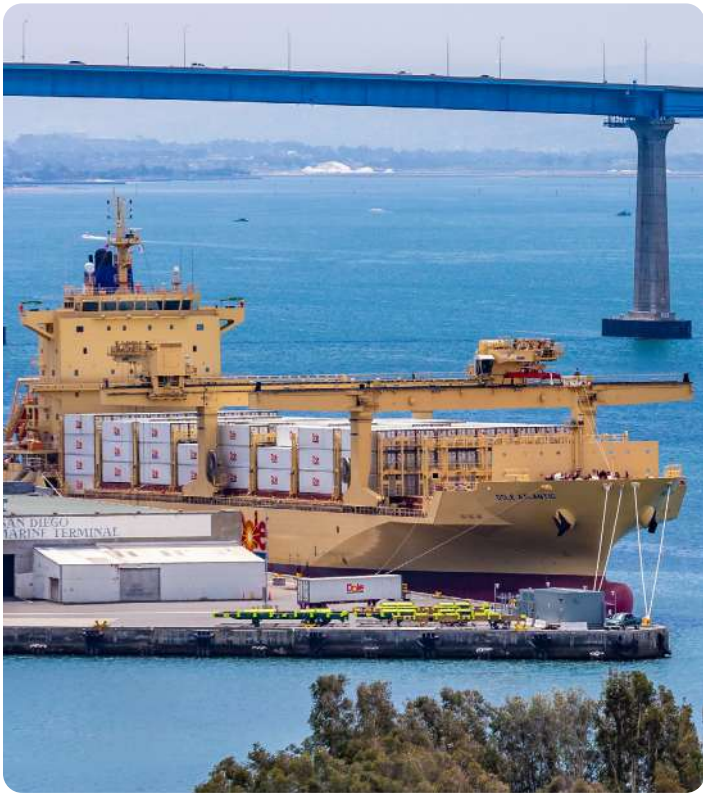
We discontinued this initiative in favor of finding the right strategic partner and identifying new technological solutions.

Reducing Emissions in Containers

One of our main sources of GHG emissions is refrigerated containers, which ensure the delivery of fresh fruit to the market.

In 2004, each container has emitted 24.3 tons of CO₂e per year. Thanks to equipment replacement, modernization, and preventive maintenance, we reduced GHG emissions to 3.2 tons per container in 2023. The new containers maintain stable fruit temperatures with automatic on/off functions, which reduces energy use significantly throughout the supply chain.

Some of our best refrigeration practices include shorter time between fruit harvesting and packaging, reducing the amount of additional cooling time needed. Also, we replaced R12 refrigerant with more efficient alternatives that have a lower environmental impact, such as R409 and R404.



Reducing GHG Emissions in Maritime Transport

Since 2000, we have reduced maritime GHG emissions by 30% through new technologies, optimized processes and improved energy efficiency.

One key initiative is the use of special paints to reduce friction in the water, minimizing energy consumption and emissions. These paints also prevent marine species adhesion, reducing transportation to other ecosystems and protecting marine biodiversity.

Ships in port require energy to remain operational for loading and unloading cargo and refueling. At Dole, we follow a strict schedule to minimize port waiting times, optimizing energy consumption, preventing delays and helping us maintain lower emissions.

We have also modified ships to comply with multiple regulations. In the Port of San Diego (USA), ships shut down engines to reduce emissions and connect to the local electrical grid while docked.

To meet sulfur emissions regulations, we use refined fuels and scrubber systems, which reduce the release of sulfur and other harmful particles. Latest-generation ships use exhaust gas recirculation technology, reducing nitrogen oxide emissions.

We incorporate Variable Frequency Drives (VFDs) in electric motors, allowing us to adjust speed according to demand, resulting in lower energy consumption and higher efficiency.

We continue to develop systems to enhance emission measurement, advancing our Carbon Neutral farm certification process.

Water Stewardship

Fresh water is essential to growing fresh produce. Climate change impacts water availability and we work to carefully manage this resource. As part of our journey to improve water management, we conducted a water risk assessment of our operations and supply chain.



Our Goals

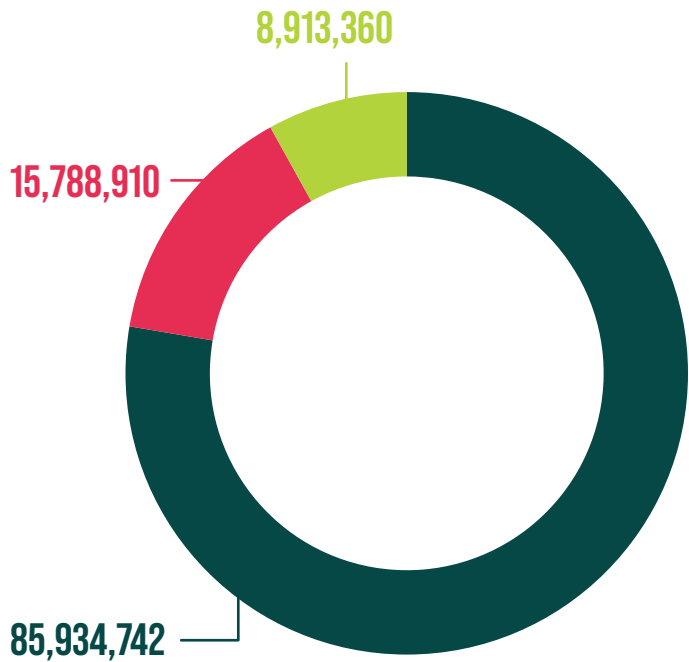
Conduct water risk assessments and implement optimized water practices in high-risk areas in Dole-owned farms and packaging or processing facilities

- In high-risk areas, reduce water usage by 10% overall on all Dole-owned farms by 2030
- Expand number of owned farms and third-party farms certified to AWS by 50% by 2030 (2022 baseline)
- Establish capacity building programs to promote optimized water stewardship practices with 70% of 3rd party suppliers in high water risk areas by 2025

2023 Dole plc Water Usage by Segment

Dole Fresh Fruit	85,934,742
Dole Diversified Produce- Americas & ROW	15,788,910
Dole Diversified Produce- EMEA	8,913,360
Total cubic meters	110,637,012
Total megaliters	110,637

- Dole Fresh Fruit
- Dole Diversified Produce- Americas & ROW
- Dole Diversified Produce- EMEA



Of the 110,637,011.61 m3 of water consumed, 23,790,548.16 m3 or 21.50%, was in areas categorized as water-stressed via the WWF Water Risk Filter tool.

Each year, additional growers are certified to various standards. As of 2023, 20 Dole-owned and independent farms are certified to Alliance for Water Stewardship (AWS) certification.

We continue to engage in stakeholder dialogue and work with growers and owned farms, especially those in high risk areas, to support continued performance.



Evaluating Water Risk

We consult the World Wildlife Fund’s Water Risk Filter tool to identify Dole plc operations in areas at risk for water scarcity and flooding. We have completed a full analysis of our owned farming operations and supply chain across Europe.

Much of our production and sourcing areas are identified with a risk of drought including our production in Chile and South Africa.

Country	Province	River Basin	Water Availability	Drought	Flooding
Argentina	Corrientes	Parana (365)	Very Low Risk	Low Risk	Very High Risk
	Tucumán	WMOBB 374	Low Risk	Very High Risk	Medium Risk
Belgium	Vlaamse Gewest	Schelde	Low Risk	High Risk	Low Risk
Brazil	Bahia	Sao Francisco	High Risk	Very High Risk	Low Risk
	Bahia	South Atlantic (352)	Medium Risk	High Risk	Low Risk
	Espírito Santo		Low Risk	Medium Risk	High Risk
	Ceará	South Atlantic (350)	Medium Risk	Very High Risk	Low Risk
	Pernambuco	Sao Francisco	High Risk	Very High Risk	High Risk
	São Paulo	Tiete	Very Low Risk	High Risk	Low Risk
Chad	Lac	Chad	Low Risk	High Risk	Low Risk
Chile	Araucania	South Pacific (379)	Medium Risk	High Risk	Low Risk
	Libertador General Bernardo O'Higgins		High Risk	High Risk	Low Risk
	Maule		High Risk	High Risk	Low Risk
	Región Metropolitana de Santiago		High Risk	High Risk	Low Risk
	Region Santiago Metro-politan		Very High Risk	High Risk	Low Risk
	Valparaiso		Very High Risk	High Risk	Low Risk
China	Shandong	Yellow Sea & East China Sea	Medium Risk	High Risk	High Risk
Colombia	Antioquia	Magdalena	Very Low Risk	Low Risk	Very High Risk
	Guaviare	Negro (Amazon Tributary)	Very Low Risk	High Risk	High Risk
	Magdalena	Caribbean Sea (305)	Low Risk	Medium Risk	High Risk
	Risaralda	Magdalena	Very Low Risk	Low Risk	High Risk
Costa Rica	Alajuela	San Juan	Very Low Risk	High Risk	Low Risk
	Cartago	Caribbean Sea (475)	Very Low Risk	High Risk	Low Risk
	Guanacaste		Very Low Risk	High Risk	Low Risk
	Heredia	San Juan	Very Low Risk	High Risk	Medium Risk
	Limón	Caribbean Sea (475)	Very Low Risk	High Risk	Low Risk
	Limón	San Juan	Low Risk	High Risk	Medium Risk
	Puntarenas	North Pacific (474)	Very Low Risk	High Risk	Medium Risk

Côte d'Ivoire	Savanes	Gulf of Guinea	Very Low Risk	High Risk	Low Risk
Dominican Republic	Distrito Nacional	Hispaniola (482)	Medium Risk	High Risk	Low Risk
	Valverde		Medium Risk	High Risk	Medium Risk
Ecuador	Azuay	South Pacific (344)	Very Low Risk	Very High Risk	Low Risk
	Bolívar		Low Risk	High Risk	Medium Risk
	Cañar		Very Low Risk	Very High Risk	Low Risk
	Cotopaxi		Low Risk	High Risk	Medium Risk
	El Oro	Zarumilla	Low Risk	Very High Risk	Low Risk
	El Oro		Very Low Risk	Very High Risk	Low Risk
	Guayas		Low Risk	High Risk	Low Risk
	Los Ríos		Low Risk	High Risk	Medium Risk
	Manabí	South Pacific (344)	Low Risk	High Risk	Low Risk
	Santa Elena		Low Risk	Very High Risk	Low Risk
	Santo Domingo de los Tsáchilas		Very Low Risk	High Risk	Low Risk
	Zona No Delimitada		Very Low Risk	Very High Risk	High Risk
Egypt	Al Buhayrah	Nile	Medium Risk	Very High Risk	Low Risk
	Al Jizah		High Risk	Very High Risk	High Risk
	Al Qahirah		High Risk	Very High Risk	High Risk
	El Menia		High Risk	Very High Risk	High Risk
Estonia	Tartumaa	Baltic Sea (672)	Very Low Risk	High Risk	Low Risk
Finland	Pohjanmaa	Baltic Sea (654)	Very Low Risk	High Risk	Very Low Risk
France	Provence-Alpes-Côte d'Azur	Mediterranean Sea (628)	Medium Risk	High Risk	Low Risk
	Provence-Alpes-Côte d'Azur	Rhone	Very Low Risk	Medium Risk	High Risk
Germany	Hamburg	Elbe	Very Low Risk	High Risk	High Risk
	Nordrhein-Westfalen	Maas	Low Risk	High Risk	Low Risk
	Nordrhein-Westfalen	Rhine (635)	Very Low Risk	High Risk	High Risk
	Rheinland-Pfalz		Very Low Risk	Low Risk	High Risk
Guatemala	Escuintla	North Pacific (456)	Low Risk	High Risk	Low Risk
	Quetzaltenango		Very Low Risk	High Risk	Low Risk
	Retalhuleu		Very Low Risk	High Risk	Low Risk
	Suchitepéquez		Very Low Risk	Very High Risk	Low Risk
	San Marcos	Suchiate & Coatan	Very Low Risk	Very High Risk	Low Risk
Honduras	Cortés	Caribbean Sea (468)	Very Low Risk	Medium Risk	Very High Risk
Hungary	Bács-Kiskun	Tisza	Very Low Risk	Medium Risk	High Risk
India	Andhra Pradesh	Bay of Bengal (254)	Medium Risk	Very High Risk	Low Risk
Israel	HaMerkaz	Mediterranean Sea (693)	Very High Risk	Very High Risk	Low Risk
	Tel-Aviv		Very High Risk	Very High Risk	Low Risk
	HaTsafon	Dead Sea	High Risk	Very High Risk	Low Risk

Italy	Campania	Tyrrhenian Sea, Ligurian Sea	Low Risk	High Risk	Low Risk
	Lazio		Low Risk	High Risk	Low Risk
	Lombardia	Po	Very Low Risk	High Risk	High Risk
	Marche	Adriatic Sea (652)	Low Risk	High Risk	Low Risk
	Sicilia	Sicily	Low Risk	High Risk	Low Risk
	Trentino-Alto Adige	Adriatic Sea (649)	Very Low Risk	Low Risk	High Risk
Madeira	Veneto		Very Low Risk	Medium Risk	High Risk
	Região Autónoma da Madeira	North Atlantic (109)	Medium Risk	High Risk	Low Risk
Mexico	Colima	North Pacific (455)	Medium Risk	High Risk	Medium Risk
	Michoacán de Ocampo		Low Risk	High Risk	Low Risk
	México	Gulf of Mexico (458)	Very High Risk	Medium Risk	Medium Risk
Morocco	Rabat-Salé-Kénitra	North Atlantic (109)	Medium Risk	High Risk	Low Risk
	Souss-Massa		High Risk	High Risk	Low Risk
Namibia	Karas	Orange	Medium Risk	High Risk	Very Low Risk
Netherlands	Gelderland	Maas	Low Risk	High Risk	Medium Risk
	Gelderland	North Sea (638)	Low Risk	High Risk	Medium Risk
	Gelderland	Rhine (635)	Very Low Risk	Medium Risk	High Risk
	Limburg	Maas	Low Risk	High Risk	Medium Risk
	Zuid-Holland	North Sea (638)	Very Low Risk	Medium Risk	High Risk
	Zuid-Holland	Rhine (635)	Very Low Risk	Medium Risk	High Risk
Nicaragua	Río San Juan	San Juan	Very Low Risk	High Risk	Medium Risk
Panama	Herrera	North Pacific (477)	Medium Risk	High Risk	Low Risk
Peru	Ancash	South Pacific (348)	Medium Risk	High Risk	Low Risk
	Arequipa		Low Risk	High Risk	Low Risk
	Ica		High Risk	High Risk	Low Risk
	La Libertad		High Risk	High Risk	Low Risk
	Lambayeque		High Risk	High Risk	Low Risk
	Lima		High Risk	Very High Risk	Low Risk
	Piura		Medium Risk	Very High Risk	Medium Risk
	Loreto	Ucayali & Maranon	Low Risk	Low Risk	High Risk
Portugal	Piura	Chira	Low Risk	Very High Risk	High Risk
	Faro	Iberian Peninsula (615)	Medium Risk	Very High Risk	Very Low Risk
Puerto Rico	Puerto Rico	Puerto Rico	Low Risk	Very High Risk	Low Risk
South Africa	Gauteng	Limpopo	Medium Risk	High Risk	Low Risk
	Limpopo		High Risk	Very High Risk	Low Risk
	North West		Medium Risk	High Risk	Low Risk
	Mpumalanga	Incomati	Medium Risk	High Risk	Low Risk
	Northern Cape	Orange	Medium Risk	High Risk	Very Low Risk
	Western Cape	Indian Ocean (160)	High Risk	High Risk	Low Risk

Ecuador	Andalucía	Guadalquivir	Medium Risk	High Risk	Low Risk
	Andalucía	Iberian Peninsula (615)	Medium Risk	High Risk	Low Risk
	Andalucía	Mediterranean Sea (627)	High Risk	High Risk	Low Risk
	Aragón	Ebro	Low Risk	High Risk	Low Risk
	Castilla y León	Douro	Medium Risk	High Risk	Low Risk
	Catalunya	Ebro	Medium Risk	Very High Risk	Low Risk
	Catalunya	Mediterranean Sea (628)	High Risk	Very High Risk	Low Risk
	Extremadura	Tagus	Medium Risk	High Risk	Low Risk
	Madrid	Tagus	High Risk	High Risk	Low Risk
	Murcia	Mediterranean Sea (627)	High Risk	Medium Risk	Low Risk
	Navarra	Ebro	Low Risk	High Risk	Low Risk
Sweden	Valenciana	Mediterranean Sea (627)	High Risk	High Risk	Low Risk
	Dalarnas	Baltic Sea (633)	Very Low Risk	High Risk	Low Risk
	Gävleborgs		Very Low Risk	High Risk	Very Low Risk
	Gotlands		Low Risk	High Risk	Very Low Risk
	Hallands		Very Low Risk	High Risk	Very Low Risk
	Kalmar		Very Low Risk	High Risk	Very Low Risk
	Örebro		Very Low Risk	High Risk	Very Low Risk
	Skåne		Very Low Risk	High Risk	Very Low Risk
	Stockholms		Very Low Risk	High Risk	Very Low Risk
	Uppsala		Very Low Risk	High Risk	Very Low Risk
	Värmlands		Very Low Risk	High Risk	Low Risk
	Västerbottens		Very Low Risk	High Risk	Low Risk
	Västernorrlands		Very Low Risk	High Risk	Very Low Risk
	Västmanlands		Very Low Risk	High Risk	Very Low Risk
	Västra Götalands		Very Low Risk	High Risk	Very Low Risk
Switzerland	Västra Götalands	North Sea (629)	Very Low Risk	High Risk	Very Low Risk
	Genève	Rhone	Very Low Risk	High Risk	Low Risk
Syria	Halab	Orontes	Medium Risk	High Risk	Low Risk
Thailand	Ratchaburi	Gulf of Thailand	Medium Risk	Low Risk	Very High Risk
Turkey	Antalya	Mediterranean Sea (691)	Medium Risk	High Risk	Low Risk
	Bursa	Aegean Sea (667)	Low Risk	Very High Risk	Low Risk
United States	California	Colorado	High Risk	Low Risk	Low Risk
	California	North Pacific (446)	High Risk	Medium Risk	Low Risk
	Florida	North Atlantic (448)	Low Risk	High Risk	Low Risk
Zimbabwe	Matebeleland South	Limpopo	Medium Risk	High Risk	Low Risk

Initiatives to Optimize Water Consumption

We focus our water stewardship efforts on seeking opportunities to reduce water use on farms and at our packaging and processing facilities.

Irrigation System Automation

In 2022, our Honduras division piloted a program to install automated and wireless controllers in irrigation systems to optimize water, energy and labor consumption.

After successful evaluation results, we expanded the system to:

- 111 hectares in Honduras
- 100 hectares in Guatemala
- 218 hectares in Ecuador

We plan to implement the automated and wireless controllers on banana farms with irrigation. In the second phase of the project, we are evaluating soil moisture sensors to ensure they are accurate, consistent and compatible with the controllers. We seek to replace manual soil moisture monitoring with a wireless sensor network, achieving a fully automated irrigation system.



Water Footprint Measurement

In Honduras, our water footprint measurement project helped us quantify water use at all stages of our production. Through this analysis, we identified improvement areas and designed strategies to reduce water consumption and minimize our impact on local water resources.



Alliance for Water Stewardship

As members of the AWS, we collaborate with leading businesses, non-profit organizations and academic institutions to enable water stewardship worldwide. So far, 20 Dole plc-owned and Dole Independent farms have been awarded AWS’s certification for sustainable water management practices across Colombia and Ecuador.

As part of our ongoing work for AWS, our Ecuador division established a Water Committee to identify and implement improvements to optimize water consumption in processing areas.

The committee is working on:

- Training for cafeteria service suppliers and security personnel
- Installing of water meters
- Implementing locking systems to enhance water management

In partnership with the DALE Foundation, we trained farm workers and local community members on the conservation of water resources.

As part of the “Sustainable Banana” program, which we maintain with our client Edeka and WWF, we monitor water quality in the Guayas River Basin in collaboration with the Ministry of the Environment, Water and Ecological Transition (MAATE).

We have also carried out reforestation programs, biodiversity conservation efforts, waste and water management initiatives, and landscape restoration projects in the Guayas River Basin.

Closing the Water Loop

Steglinge Gård is a joint venture farm in northwestern Skåne, Sweden, which focuses on root vegetables and potatoes, but also imports, prepares and packs a large assortment of fruit and vegetables to several different Dole Nordic locations. Steglinge has reduced the environmental impact of its operations by reusing heat from air and refrigeration compressors in its primary facility to heat offices and provide hot water.

Faced with rising costs and municipal requirements for the disposal of the waste water generated by the peeling and packaging process, Steglinge has also installed an onsite water treatment plant to reuse treated water in production processes. The remaining waste is rich in nutrients and used as a fertilizer by the farm.



Biosafety Stations Save Water and Protect Human Health

In 2023, DALE Foundation, Dole’s Foundation in Latin America, added 10 new biosafety stations, bringing their grand total to 40 stations. Each infrastructure includes a toilet cabin, an outdoor sink, a shoe washer and a foot bath system to help prevent diseases. A self-cleaning biodigester filters toilet water into clear, treated and odor-free water that can be used to water gardens.



Sustainable Farming Practices

For decades, Dole plc has been innovating and pushing the boundaries of sustainable agriculture. Our researchers and growers are implementing new techniques, considering new varieties and incorporating practices that can increase yields, improve soil health and optimize the use of resources.

Our Latin American business model is based on the continuous improvement of all processes in the value chain. Through innovation, we increase efficiency and ensure responsible management of resources. We employ the latest agricultural technologies to maximize production while minimizing the environmental and social impacts of our banana plantations and pineapple growing operations.



Our Goal

Develop a sustainability farming framework specific to Dole plc’s owned crops and farming operations

- Define a set list of regenerative practices

Some of the most impactful projects from the last two years of include:

Bananas

- Evaluation of the contribution of fresh and dry biomass to the soil in farms in Ecuador.
- Development of technology to prevent banana residue leaching in Ecuador.
- Ongoing evaluation of the innovative and more efficient use of nitrogen through the development of the Blue N project across the region. This product is a bacterium applied to the plant, developing in the leaves and capturing nitrogen, potentially reducing fertilizer application doses.
- Use of the Pelican Spray electric aircraft by Pyka in Honduras in 2023. With autonomous electric aircrafts, we optimize pesticide applications and improve efficiency.
- Implementation of a biosecurity program to keep farms free of two diseases: *TR4 Fusarium wilt* and *Ralstonia* a bacterium affecting bananas known as *moko*. Contingency plans have been maintained during 2022 and 2023 as part of the operational management of the farms.
- Replacement of the animal traction transport system with electric motor vehicles. The project will be completed in 2025.

Pineapples

- Expansion of the beneficial microorganism laboratory, including the production of banana biocontrols and the *Metarhizium anisopliae* fungus.
- Development of autonomous tractors for soil preparation and agricultural applications in Costa Rica.
- Development and implementation of an electronic control console for optimizing discharge and spray in boom spray systems (a boom with nozzles for pesticide application).
- Design of strategies in 2022 and 2023 for the control of the *Ralstonia* bacterium, highlighting measures such as equipment disinfection and restricted access to contaminated areas.
- Training and technology transfer agreements with students at the Pan-American. Agricultural School, Zamorano, Honduras, as part of our agricultural management strategy.

Regenerative Farm Practices

All producers within Dole’s network of company-owned and independent farmers are held to strict worldwide environmental standards. Standards are complemented by regenerative farm practices on our Dole-owned banana and pineapple farms and are continually evolving. We have reached our current regenerative farming goal and are preparing a new goal to encourage our network of growers to farm even more sustainably.



Minimum tillage

- Avoiding tillage between production cycles allows us to minimize soil disturbance and limit soil compaction



Soil coverage

- Planting cover crops helps contain erosion, improve water infiltration and limit water evaporation



Crop residue

- Incorporating crop residue increases organic matter in the soil and reduces synthetic fertilizer use by up to 30%



Liquid organic fertilization

- Collecting and reusing discarded crop residues, mixing them with raw materials to create organic liquid fertilizers



Biodiversity Protection

The term biodiversity encompasses all life on Earth—from microbes to rainforests—and how parts of life interact with each other. Dole maintains over 3,000 hectares (over 7,000 acres) of forest on its banana and pineapple farms. We are committed to continually elevate our current practices and incorporate a more structured approach to study and promote biodiversity in our food systems.



Our Goal

Based on a risk assessment, create and implement a global biodiversity monitoring program

- Set 10 biodiversity protection initiatives across the company

Partnerships to Promote Biodiversity

We work with organizations including the Rainforest Alliance and Biodiversity Partnership Mesoamerica to promote biodiversity and expand monitoring programs to assess the status of ecosystems around our farming operations.

In our Fresh Fruit division, we own and manage approximately 25,000 hectares in Guatemala, Honduras, Costa Rica and Ecuador. On all of these farms, we adhere to strict criteria for immediate protection and long-term biodiversity conservation. We maintain conservation areas, riparian buffer zones, commercial reforestation areas, natural regeneration and secondary forests that contribute to the biodiversity of the landscapes where we operate.

Over the years, we have commissioned various studies to assess the health and resilience of ecosystems, including:

- Biodiversity study on banana farms in Valle del Aguán, Honduras
- Biodiversity and mammal monitoring study on banana farms in Ecuador
- Mammal and bird monitoring studies on pineapple and banana farms in Costa Rica

The results of these studies are essential for strengthening our biodiversity conservation strategy. We also identified the presence of endangered species in our banana farms in Honduras, such as the *Amazilia luciae*, the only endemic hummingbird species in the country. The recording of this species in the Coyoles area, near a banana farm, is significant, as the International Union for Conservation of Nature (IUCN) has classified it as Endangered (EN).



Some of our farms are located near areas designated as protected:

Guatemala

Our production operations, covering more than 2,000 hectares, are mainly located in the Escuintla department, where various areas have been declared protected to conserve biodiversity and water resources, including highly valued terrestrial and aquatic ecosystems.

Honduras

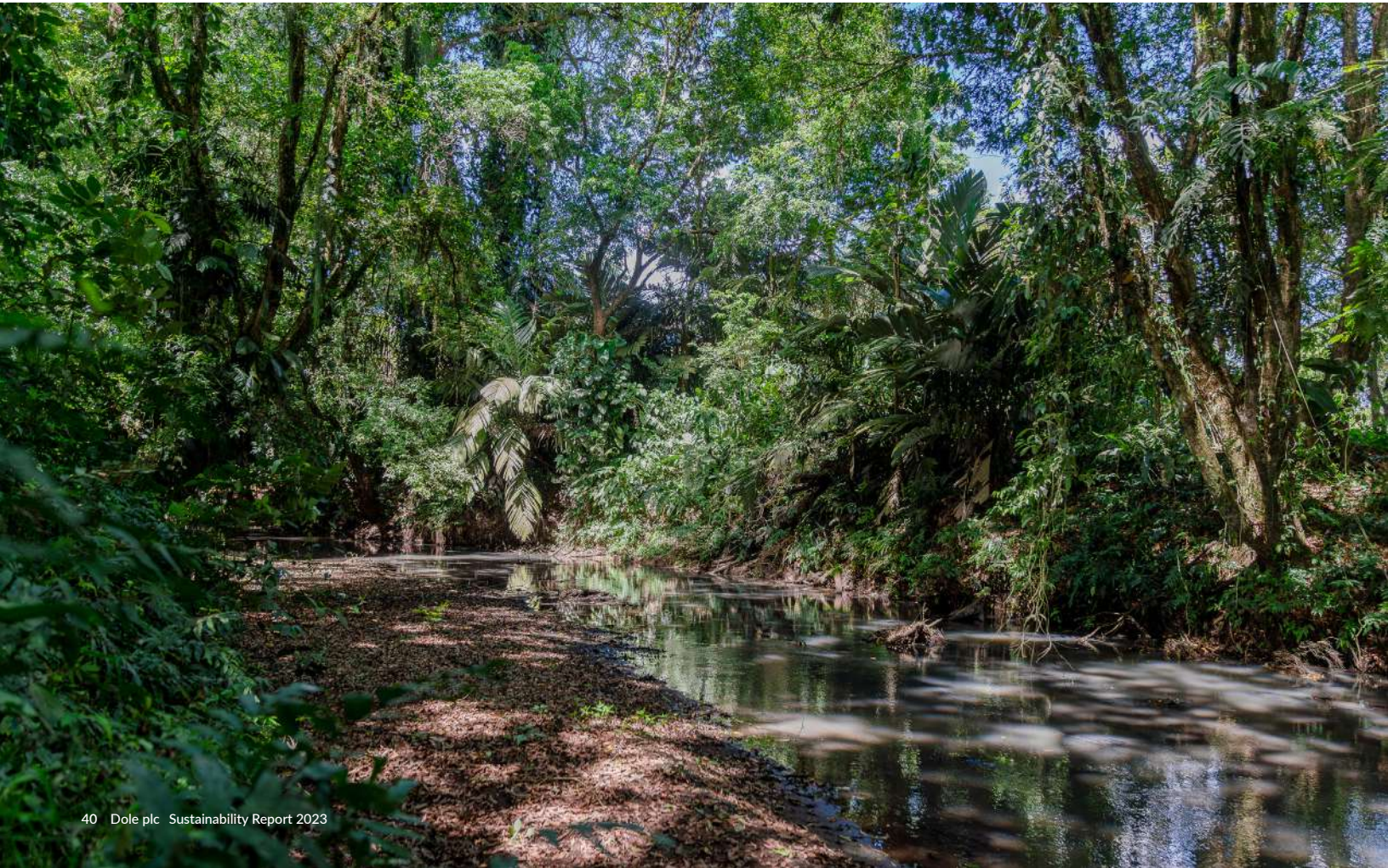
Our pineapple production area in the municipality of El Porvenir, covering more than 2,000 hectares, is located near Pico Bonito National Park in the Atlántida department, in the country's northern region. This park is a high-biodiversity zone, hosting five major watersheds and a wide variety of flora and fauna, including endangered species. Banana production and diversified crop operations, covering more than 5,000 hectares, are situated in the Aguán Valley, which also includes protected areas.

Costa Rica

Our farms, covering over 12,000 hectares, are located in regions with several protected areas declared as reserves to preserve biodiversity, ecosystems and the country's natural resources. Hitoy-Cerere Biological Reserve and La Amistad International Park (PILA), both of significant biological importance near La Estrella, in the province of Limón, are some of the key protected areas in the region.

Ecuador

One of our production farms, covering 300 hectares, is located near Las Tolas forest in Los Ríos province, a critical area within the National System of Protected Areas. This region is recognized for its high biodiversity and dry tropical forest ecosystems, where many plant and animal species are endemic.



Conservation and Reforestation

We maintain hectares dedicated to conservation and operate forest nurseries, in addition to implementing reforestation programs. These areas act as carbon sinks, contributing to climate change mitigation, and provide essential habitats for local flora and fauna.

4,418 hectares of conservation

These include protected forests—such as buffer zones or protection strips—in all operational divisions within Dole Fresh Fruit

Farms Elba, Lola, Blanca Rosa, María José and Banaloli in Ecuador are part of the Sustainable Banana Production program, which we maintain with our client Edeka and WWF. Through this organization, we plan conservation and habitat restoration efforts.

Ecuador

In 2022, we collaborated with WWF Ecuador to implement a Participatory Biological Monitoring of Pollinators in our crops. The project aims to identify and protect pollinator species that coexist with our fruit.

Through this initiative, we document various species that play a crucial role in crop pollination and upload data to the iNaturalist platform, allowing anyone to observe the identified species.



821 hectares of trees planted

We carry out reforestation programs involving employees and community members in Honduras (Isletas, Colón) and Costa Rica (Limón and Heredia). For example, we have planted 15 of these hectares in collaboration with the Honduran Institute of Forest Conservation.

15,000 native plants

We maintain a forest nursery of 7 hectares in Honduras (Coyoles Central, Olanchito, Yoro). This facilitates the propagation of native species for conservation efforts and helps manage ecosystems or species at risk.

Costa Rica

At El Bosque farm, we implemented a biodiversity action plan using the Biodiversity Check Agrícola tool. Developed by the DABIO Program and the Global Nature Fund (GNF), this tool helps agricultural companies identify opportunities to improve and manage their biodiversity-related impacts and risks.

The process, which began at the end of 2022, included collaboration with several entities, such as the German Agency for International Cooperation (GIZ), the Ministry of Environment and Energy of Costa Rica (MINAE), the Costa Rican Institute of Electricity (ICE), and EARTH University.

Thanks to this effort, El Bosque is now part of the Río Parismina Biological Corridor Committee and has contributed to the planting of 2 hectares for reforestation, supporting the transit and feeding of local wildlife.

Bee Conservation Initiatives at Dole Costa Rica

Bees are crucial for pollination, food production and agricultural productivity. Their role is fundamental in biodiversity and ecosystem conservation.

Through an alliance with the Api-Agriculture Project, we work on bee rescue, relocation and honey production. In recent years, we have rescued more than 200 colonies. Throughout 2022 and 2023, we introduced a portable vacuum that improved efficiency in bee rescues and developed community awareness programs about the importance of pollinators.

We celebrate World Bee Day, honoring the Api-Agriculture Project and Carlos Cortés, a key figure in pollinator protection, alongside other stakeholders such as the fire department, SENASA and the Ministry of Health. Our efforts seek to demonstrate that our agricultural practices can coexist harmoniously with biodiversity.



Innovating from Experience—Honduras Division: Bee Rescue

Following the successful experience in Costa Rica, we developed a bee rescue program in Honduras. This initiative focuses on the safe relocation of bee colonies found in cultivation areas. By moving them to safe locations, we ensure their survival and contribute to biodiversity.

Beehive Rescues in Banana Plantations

Division	2021	2022	2023
Honduras	–	–	5
Costa Rica	11	80	60
Total	11	80	65

As part of a new conservation plantation located in adjacent areas with forest reserves and protected zones, we introduced 10 beehives on our pineapple farms to provide bees with safe areas for nesting and production. This initiative demonstrates that even the smallest activities can coexist harmoniously with nature.

Environmental Education

Dole’s DALE’s environmental program starts with a focus on educating farm employees and community residents on environmental protection, natural resource conservation, and adequate and rational use of water resources. We also provide them with tools to enhance the natural environment. In 2023, DALE collaborated with and impacted over 7,400 community members working together to protect biodiversity.

Waste Management and Packaging Innovation

On farms and in processing plants, Dole’s “reduce, reuse, recycle” approach continues to deliver initiatives that create less waste. Wherever waste is a material issue, we are committed to understanding and reducing our footprint. Improving our packaging through design and material component levels is also essential to reduce our plastic usage and transition to recyclable or compostable materials.

More than Just a Sticker

Dole’s iconic banana stickers are recognized around the world. These small but mighty stickers provide information about the banana for customers and cashiers alike, including country of origin, price look-up number and promotional campaigns of effort. Dole reduced the size of the banana sticker while maintaining all necessary information. In 2023, Dole reduced use of polypropylene plastic used in Dole Banana stickers by 28 tons.



Fighting Food Waste

Oppy’s upcycling partnerships for food waste and recycled materials resulted in the reduction of 74 mtCO2e and 430 mtCO2e, respectively. Partners repurpose Oppy’s food waste for animal feed or to create energy via anaerobic digestion.

Packaging Waste

Quantifying our packaging footprint is the first step to reaching our recyclable or compostable packaging goal. In Latin America, 225,100 metric tons of fully recyclable cardboard boxes represent the bulk of packaging material.

SRS Pallets Reduce Carbon Emissions

Efficiency is the heart of our Nowaste Logistics distribution business in Sweden. Following 2021 trials, we replaced the traditional euro pallet with the more environmentally attractive SRS steel reinforced plastic pallet. Made of 100% recyclable material, the SRS pallet has an estimated lifecycle of 15 years and can be used more than 100 times. By replacing wooden pallets with SRS Pallets, Nowaste managed to reduce the overall weight of goods transported between May 2022 and May 2023 by 4,550 tonnes. Since lower weight results in lower fuel consumption, the company expects this decision to have a material impact on its transport-related carbon emissions.



Our Goals

Achieve zero waste to landfill by developing circular processes to maximize reuse or minimize waste throughout our supply chain by 2030

- Reduce food waste in harvesting and processing systems by 50% by 2030
- Make 100% Dole packaging across divisions either recyclable or compostable by 2025

Striving for Circularity in Dole Diversified Produce- EMEA

Circularity is the theme for our EMEA waste strategy. With every package, we ask “Am I working with a material that has life beyond its traditional end-of-life? Can it be reused in the same form or in another form?”

We are looking for ways to create value around our waste streams, which will lead to sorting, collecting and recycling.

Fruit Leather Partnership

Dole Europe B.V. partnered with Fruitleather to transform discarded mangoes into vegan certified fruit leather, a more sustainable alternative to traditional leather. Mangoes not fit for human consumption are collected and processed in the Fruitleather facility in Rotterdam, located in the BlueCity start-up hub.

Mango fibers are extracted, molded, dried and processed into vegan leather sheets, which are sold to designers of shoes, handbags and accessories all over the world. Another company in the BlueCity hub has also begun using mango seeds to produce oil and soap products.



Upscaling UK Farm Food Waste Measurement

In 2019 Dole UK committed to “Target, Measure and Act” on our food waste as part of the UK’s Food Waste Reduction Roadmap. WRAP is a global environmental action NGO working to apply circularity principles to the food system for the benefit of climate, nature and people. In partnership with WRAP, the project recruited six Dole Worldfresh apple growers to participate in a project to measure food waste in the orchard after harvesting.

FOR AN EQUITABLE FUTURE

We strive to improve the livelihoods of individuals across our entire business—from farmers to customers. For decades, we have created and supported programs that sustainably contribute to the social and environmental well-being of workers, their families and their communities.

Support Our People and Our Communities

Creating meaningful ties with local communities in the regions where we operate is critical to our business and our culture. We work with community stakeholders to understand the issues most important to them so we can best focus our involvement and available resources. Our efforts focus on health, education, infrastructure improvement and empowerment.



Our Goals

Support local communities according to their local needs

- Continue to undertake social investments in our operations and in local community development activities by leveraging alliances with foundations and other partners to forward social programs (\$0.07 per standard box social premium from banana production.)
- By 2030, contribute to reduce poverty in households and impact at least 20,000 people by 2040 in Dole Latin America including Guatemala, Honduras, Costa Rica and Ecuador by measuring business multi-dimensional poverty index
- In the US, partner and offer grants to farmers, specifically small and mid-size BIPOC farmers, growing regeneratively to provide market access within our low-carbon product offerings
- Launch a Dole Local Grower Academy in Europe: By 2025, support a minimum of 5 developing growers in each of 7 markets providing business development guidance, capacity building measures, training, practical commercial, agronomic and sustainability support and access to Dole distribution channels

Financial Education Program for Farm Employees

In December 2023, the American-Costa Rican Chamber of Commerce (AmCham) awarded Dole Costa Rica’s “Financial Education Program for Farm Employees” as the Grand Winner out of 45 projects that benefit sustainable development in Costa Rica. Since 2019, this program has taken an innovative approach to improving the lives of employees by providing resources to improve personal finances and thrive economically.

The program is operationally sustainable because a significant portion of the effort is carried out by volunteers from within the company. Dole plc employees have contributed over 15,000 hours to the program. The Financial Education for Farm Employees project led to the closure of 63 gaps in the bMPI and a 7.34% improvement in the financial health index for 39% of the 275 graduates.

Growing Together: Hand in Hand with Dole

This initiative stems from our commitment to the well-being of our employees and their families in Latin America. Dole became the first company in the global agribusiness sector to adopt the Business Multidimensional Poverty Index (bMPI), developed by the University of Oxford. Through this methodology, we adopted a broader view of poverty, considering its impact on health, education, housing and employment. This helps us identify real needs and implement solutions to make a difference in the lives of our employees and their families.

We have also provided health counseling, support for processes ensuring access to drinking water, and initiatives related to employment access, social protection, improved housing conditions and entrepreneurship programs.

- In the first half of 2023:
- We completed the first phase of the project in Costa Rica
 - We reached 5,382 families, representing 17,145 people
 - We helped 251 households overcome multidimensional poverty
 - We collaborated to close 2,835 identified gaps

- In the same year, we:
- Expanded the project to Guatemala, Honduras and Ecuador
 - Conducted a socioeconomic household survey for 13,670 employees and their families
 - Reached over 53,000 people across Dole Latin America

Through this project, we promote an innovative social development platform and alliances with various stakeholders, aiming to help solve social challenges affecting our communities.

The program started in 2019 in collaboration with Horizonte Positivo and continues thanks to our alliance with Wise Responder Action Kit by Sophia Oxford—a nonprofit partner of the University of Oxford’s Oxford Poverty and Human Development Initiative (OPHI).

Since 2020, we have designed and implemented actions aimed at closing the gaps for our employees and their families, through internal programs and strategic alliances with public sector organizations, private sector entities and civil society.

We focus on education, addressing opportunities for human capital development.



DALE Community Engagement: The Route to Equality

For more than 22 years, Dole’s DALE Foundation has worked to sustainably transform the social and environmental reality of farm workers and their families, communities and other stakeholders in Ecuador. The Foundation has invested over \$45MM since its inception. DALE’s core principles focus on health, education, community development and the environment.

2023 DALE Foundation stats: Ecuador

93,000+

occupational, primary and preventive health services provided

10,500+

students reached through educational programs

8,000+

beneficiaries of community development action

\$2.5MM

in social investment



Today the DALE name has been extended to cover all our social programs in the countries we have operations throughout Latin America including Guatemala, Honduras, Costa Rica and Ecuador.

2023 DALE Foundation stats: Latin America

168,000+

occupational, primary and preventive health services provided and food donations

20,000+

students reached through educational programs

113,000+

beneficiaries of community development actions

Be an Employer of Choice

From the farmer to the warehouse clerk, our employees’ diverse experiences shape our company. It’s their passion for making a positive impact on the global supply of fresh fruit and vegetables, and for engaging locally to help improve not only their own lives, but also our shared communities that makes Dole plc successful. Through strategic priorities and international programs, Dole is taking an authentic, evolutionary approach to being an employer of choice.



Our Goals

- Lead in health and safety. Measure and track satisfaction of employees.
- Report on accidents and achieve indices below industry average levels
 - Implement health and safety trainings at the farm level
 - Create company-wide satisfaction study and improve ratings over time

Key Talent Program

Dole is committed to the ongoing development of our people across global operations. We invest in employee training through our Key Talent Program, giving our people the opportunity to prepare for advancing in their careers at Dole. Launched in 2018 in U.S., Canada, Spain, The Netherlands, Ireland and the UK, the program has been expanded across Dole.

Supported by internal mentors, participants work in small teams to share experience, complete strategic projects and present findings and

recommendations to C-suite executives. In 2023, 22 employees completed the program, four of whom earned promotions for their work in the program.

Participants worked on several projects in 2023, including developing a new product launch strategy that led to the introduction of mangoes to the U.S. In 2024, groups kicked off a sustainable packaging project for the berry category, which is still underway.



Childcare for South African Employees

A study conducted in July 2024 by Ilifa Labantwana (ECD) program (in conjunction with The Children’s Institute at the University of Cape Town and the Department of Basic Education in South Africa) confirmed that close to 1.15 million children aged between 3 and 5 years were not enrolled in any kind of early learning program, mostly due to poverty.

We believe we have a responsibility to ensure the wellbeing and safety of our workers and their families and to educate the community on the benefits of creating good lifestyle habits and healthy eating.

At Dole South Africa, we established an educational center for the children of farm workers that teaches healthy eating habits and helps children understand where their food comes from.

Our daycare and aftercare centers operate on the message left to the South African nation by its former President, Nelson Mandela: “Our children are the rock on which our future will be built, our greatest asset as a nation.”

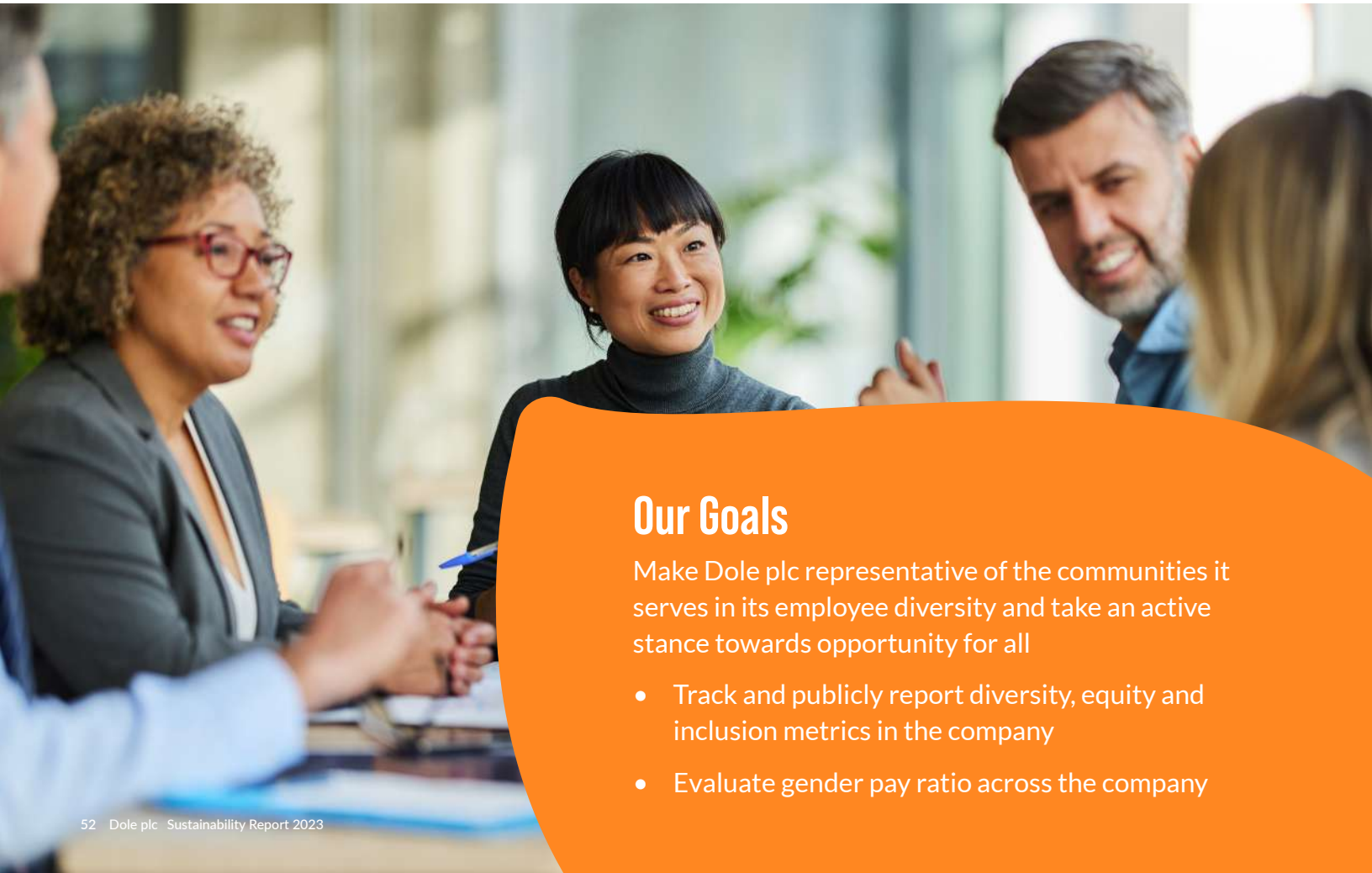
Our goal is to build confidence in a nurturing environment where children learn to trust and value themselves and others through teamwork, playing and planned early childhood development activities.

Families receive training on healthy eating habits and how to provide balanced lunch packs for their children. Our Western Cape center is in the process of being registered as a fully fledged Early Childhood Development center with the Department of Education. The Northern Cape farms will follow in the next 2-3 years.



Develop a Safe and Inclusive Work Environment

Dole plc is committed to the goals of equal opportunity in employment. We aim to provide a work environment that fosters equity and respect for social and cultural diversity, and is free from discrimination and harassment. We are committed to growing a diverse workforce that is representative of the communities we serve.



Our Goals

Make Dole plc representative of the communities it serves in its employee diversity and take an active stance towards opportunity for all

- Track and publicly report diversity, equity and inclusion metrics in the company
- Evaluate gender pay ratio across the company

Employees by gender

Male	75%
Female	25%



Employees by years of service

Greater than 10 years	17%
3-10 years	22%
0 to 3 years	61%



30%
members of collective bargaining or trade union

Employees by position type and gender

	Male	Female
Senior Executives	80%	20%
Administration, Finance, Human Resources, IT	56%	44%
Sales & Marketing	66%	34%
Growing & Agriculture Operations	79%	21%
Transport & Distribution	83%	17%
Warehouse & Packing Operations	67%	33%

Employees by age

Born between 1925 - 1945	0.07%
Born between 1946 - 1964	8%
Born between 1965 - 1980	29%
Born between 1981 - 2000	53%
Born between 2001 - Present	9%

Dole UK Wins HR Initiative Award for D&I Plan

At the September 2023 Fresh Produce Consortium awards ceremony, Dole was honored with the HR Initiative award for over three years of progress educating and raising awareness of eight facets of Diversity & Inclusion (D&I). Beginning in 2021, Dole UK developed a four year D&I plan with the key aim of raising awareness and increasing understanding across the UK. The focus areas included mental health & well-being, disability, family, gender, race, ethnicity and nationality, age & generation, religion, faith & belief and sexual orientation. These D&I events were linked to UK and national campaigns, which helped to focus on the key areas. A number of D&I online training courses and poster campaigns were rolled out in order to reach as many employees as possible including several ‘How Do I Talk About Guides’, which have been shared with all employees. These efforts also led to collaborations with retail partners in support of each other’s journeys. In all, this has helped contribute to the goal of our employees being able to come to work and be their true selves every day.



Dole was honored with the HR Initiative award for over three years of progress educating and raising awareness of eight facets of Diversity & Inclusion.

Dole Ireland Celebrates Men’s Health Week

Dole Ireland and Dole UK marked Men’s Health Week 2023 by inviting representatives from the international Men’s Shed in Dublin and Edinburgh to speak to employees about the services provided. A “Men’s Shed” is a community-based project, where men can come together to learn, share skills and make long-lasting friendships together. The presentations covered men’s mental health and raised general awareness in this area.

Dole Nordic Promotes Health at Work and at Home

Dole’s Nordic division delivers monthly surveys to employees to gauge work satisfaction levels. Brief, 6 to 8 question surveys are delivered via app or website through Elative, a third-party provider. The anonymous survey results are shared with managers and used to build management training. In a survey of more than 750 employees across Sweden and Denmark, respondents reported concerns over getting the proper amount of sleep. In response, Dole Nordic coordinated a sleep seminar with a psychologist to increase awareness and help create better practices around sleep.



Latin America and Fresh Fruit North America

In 2023, our Latin America and Fresh Fruit North America divisions implemented the EX25 methodology, designed by Qualtrics, to measure and improve organizational commitment and employee experience. The tool allows us to benchmark our Latin American division with Fortune 500 American companies known for their best business practices. Results showed 90.1% overall satisfaction, with 96% of our employees responding to the survey.

Both divisions created action plans to address gaps, strengthen employee sentiment and continue building a great place to work. We are working to specifically strengthen communication

and transparency around governance and work to build tenure in a historically multigenerational company. We are also promoting recognition programs to recognize leadership and professional success. The 2023 results represent positive progress when compared to our annual goal of at least 85% satisfaction in the work environment satisfaction survey. In 2022, we received a favorable 91%, with 99% participation from 2,146 employees in Latin America.

Results showed 90.1% overall satisfaction, with 96% of our employees responding to the survey.

FOR A HEALTHIER WORLD

For more than a century, Dole has provided delicious and nutritious produce to millions. We are committed to promoting a healthy lifestyle through education and finding the fun in fruits and vegetables.

Promote Healthy Nutrition and Improve Access to Fresh Produce

Promoting healthy nutrition is an inherent part of our mission to make the world a healthier place. In 2023, we worked towards this mission through creative collaborations that inspired kids to stay active and fuel up with healthy produce, making healthy habits actionable and accessible. Dole also continued our direct donations of produce and active support of organizations fighting food insecurity and childhood hunger.



Our Goals

Improve access to produce for underserved communities

- Donate 2,500 tons of fresh fruit and vegetables to communities by 2025

Promote nutrition and healthy lifestyle among consumers

- Develop or maintain 5 digital initiatives promoting healthy eating to generate 2 billion impressions annually (promoting a plant-based diet, supporting “Eat Them To Defeat Them” campaign, publishing Dole Nutrition Newsletter, etc.)
- Develop or maintain 5 regional/national programs inspiring healthy living and active participation (Ireland, Greece, Charlotte, South Africa)



Continuing Our Commitment to Combating Childhood Hunger

In 2023, Dole renewed our partnership with No Kid Hungry as part of the Share Our Strength campaign. With focus on nutrition education, fund raising campaigns and at-retail initiatives, we helped give nine million kids in the U.S. who are living with hunger access to three healthy meals a day.

Dole was also the presenting sponsor of Get Fit for No Kid Hungry, uniting health and wellness influencers with nutrition experts to showcase livestream classes and digital content throughout January. This event turned individual resolutions into a community movement to fight childhood food insecurity, encouraging millions of social media followers, employees, customers, Dole Nutrition News e-newsletter subscribers, growers, retailers and other industry partners to contribute to the cause.

Power-Up with the Charlotte Hornets

In September 2023, Dole established an exciting multi-year partnership with the NBA's Charlotte Hornets. In November 2023, "Hugo's PE Power-Up presented by Dole" gave K-5th graders at Charlotte-Mecklenburg's Windsor Park Elementary School the opportunity to prepare a nutritious Banana Breakfast Wrap using DOLE® Bananas, promoting healthy eating habits and active lifestyles among students and their families. The 5th grade class got an extra treat with a Hornets Hoops basketball clinic featuring Hornets players plus the Dole and Hornet mascots.



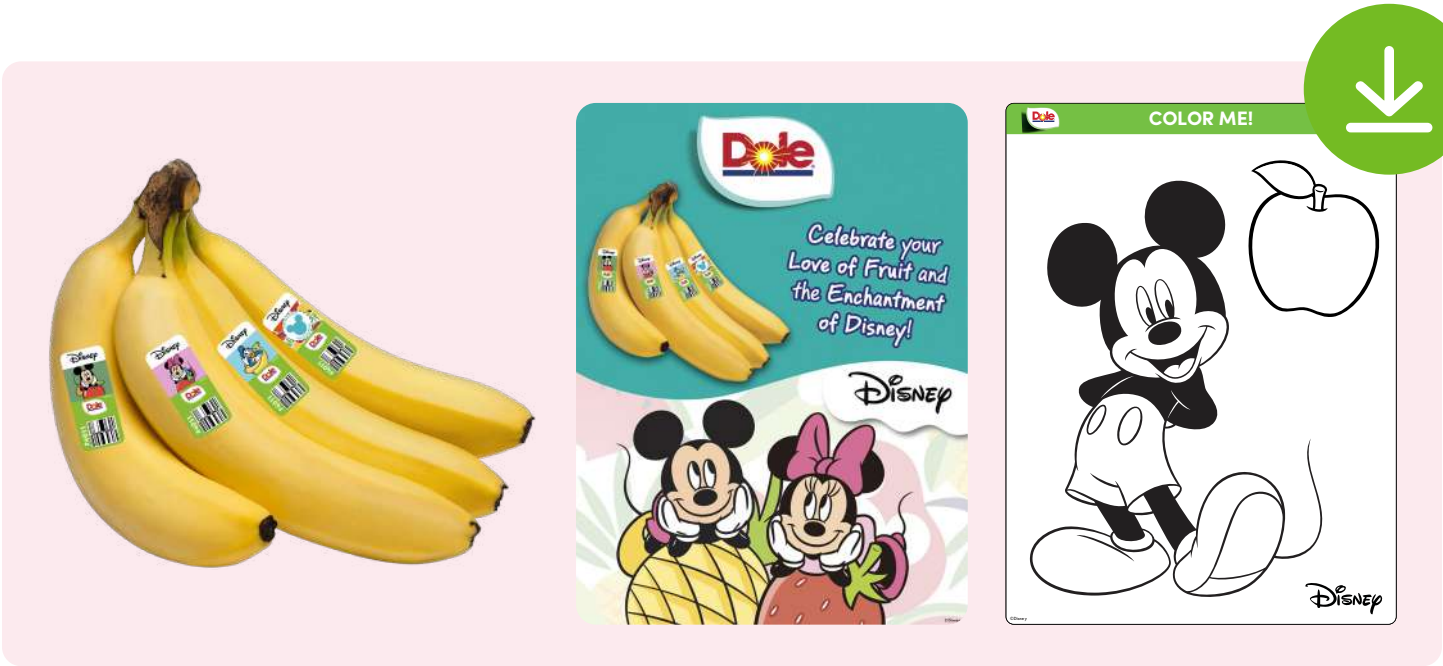
Eat Them to Defeat Them

Dole is a sponsor of Eat Them to Defeat them, an award-winning educational campaign in the UK that encourages kids—and their parents—to eat more vegetables. The campaign puts kids in control, posing vegetables as “evil” beings that can only be defeated when children eat them. Eat Them to Defeat Them’s fun, engaging nature successfully taught kids to develop vegetable eating habits that will last throughout their life: In a survey after the first five years of the campaign (2018-2023), 77% of parents aware of Eat Them to Defeat Them in their school said their child ate more vegetables as a result.

Making Healthy Wishes Come True

Inspired by a universal spirit of optimism and hope, Dole’s collaboration with Disney’s Wish movie in fall 2023 featured enchanted recipes, interactive digital downloads, 187 million in-store collectible stickers and pineapple tags, and a series of inspirational how-to virtual classes sparked by Asha and the other inhabitants of Rosas. We held a virtual class in November to guide influencers, bloggers and healthy-living enthusiasts through the preparation of a Disney’s Wish-inspired recipe to share with their communities, and tapped No Kid Hungry to promote contributions to the nonprofit’s national campaign to help end childhood hunger in America in the name of Making Healthy Wishes Come True.

Earlier in 2023, the Dole-Disney collaboration celebrated our earliest love of fruits and vegetables that inspired the child in all of us to crave healthy and delicious food by helping consumers remember the magic of our first tastes of sweet fruit and crisp veggies fresh from the farm. With 341 million banana stickers reaching homes and encouraging taste and trial, this Fruit Love program presented new produce-laden recipes for babies through adults, garden markers, tips for growing fruit and vegetables at home, and education about the types of environments needed for each fruit to grow and information on how long each takes to grow from plant to harvest.



Ryan’s World: Island Adventures Take Off with Dole

Dole connected with a top kids’ content creator, known as Ryan’s World, to reach out to kids and help educate on happiness and wellness through produce. Ryan Kaji and his family visited the Dole Pineapple Farm in Oahu, creating content for the Ryan’s World Island Adventures series, which promoted a video series getting over 280,000 views, toys and nutritious pineapples. The campaign even included a sweepstakes to win a trip to Hawaii to tour the Dole pineapple farm and receive the full line of Ryan’s World Island Adventure toys.

Dole Nutrition News

Dole’s commitment to promoting health through produce, including having a registered dietician on staff to inform and help create content, has led to Dole being a recognized authority on nutrition. The Dole Nutrition News newsletter is timely, seasonal and research-based, delivering better-for-you food and drink ideas and nutrition-based research to thousands of engaged consumers. Twenty-six separate e-newsletters were dispatched throughout 2023 to over 122,000 subscribers.



Healthy Nutrition

At Dole Latin America, promoting healthy nutrition is a core aspect of our commitment to sustainability and community well-being. We actively encourage the inclusion of fruit in the diets of our employees and the surrounding communities, contributing to improved nutrition and overall health.

By allocating part of our operating costs to support nutritional initiatives, we reinforce our dedication to community well-being. This effort is particularly impactful in Honduras, where we distribute 98% of our fruit donations. Bananas, a nutrient-rich staple, play a crucial role in the diets of populations within our areas of influence.

During 2023:

29,000	59,000	\$2.1 M
tons of fruit donated	estimated beneficiaries	Approximately invested

Responsible Sourcing

Dole practices our value of “local at heart, global by nature” through responsible sourcing, producing crops from our own farms as well as supporting independent growers large and small. At Dole, we stand out in our ability to have extensive global reach while still working directly with farmers. We adhere to the industry’s sourcing best practices, taking a collaborative approach and profiling the supply chain from start to finish.



Our Goals

- Conduct supplier risk assessments on supply base
- 90% of Dole’s fruit and vegetable suppliers from high-risk countries (by volume) as defined by Amfori/BSCI will have implemented a social standard included in the Dole basket of standards in their supply chains by 2025
- Circulate, promote and provide training of our digital sustainability risk management tool to all commercial personnel globally by end of 2023

Supplier Auditing

Dole uses globally recognized auditing frameworks like Sedex Members Ethical Trade Audit (SMETA) and AgriPlace to analyze the supply chain from beginning to end, ensuring that corporate social responsibility (CSR), ethical and environmental goals are being met.

SMETA is one of the most widely used ethical audit formats in the world, combining international

labor standards, environmental management, business ethics and national laws to assess the ethical standards of suppliers.

AgriPlace assists international companies like Dole to handle quality, sustainability and social compliance data efficiently through streamlined compliance management, making transparency more accessible.

Transparency and Food Safety

Our global food safety program is risk-based and grounded in the latest science. Each division has a dedicated food safety team working to deliver a common strategy, while executing the food safety controls appropriate to their activities. Dole works not just with growers, but also with our peers and competitors through participation in multi-stakeholder initiatives such as the Global Food Safety Initiative, to raise the bar on food safety and put additional standards into place. We’re also working with researchers and organizations like the Center for Produce Safety to better understand food risk challenges and to strengthen prevention strategies and controls.



Our Goals

- Increase transparency and lead discussions on new food safety regulations
- Actively participate in industry dialogue and multi-stakeholder initiatives
 - Continue enhancement of supply chain traceability and transparency by leveraging technology such as blockchain, product tagging or other advanced solutions by 2030

Supplier Certification

In addition to our global supplier approval program, we ask all suppliers to hold a Global Food Safety Initiative (GFSI) certification. GFSI is a Coalition of Action from The Consumer Goods Forum (CGF), bringing together food retailers and manufacturers from across the CGF membership and an extended food safety community to oversee third-party food safety standards for food business operators globally.

Supporting Food Safety Research

As a platinum level contributor to The Center for Produce Safety (CPS), we are helping to fund credible, independent research across the global fresh produce supply chain. Dole team members attend CPS's annual Research Symposium to learn and transfer knowledge to our food safety teams. We also monitor technology emerging from CPS research for opportunities to advance our own operations.



GRI CONTENT INDEX

Statement of use	Dole plc has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	"About Dole"- Page 5
	2-2 Entities included in the organization's sustainability reporting	"Global Footprint"- Page 8-9
	2-5 External assurance	"About this Report"- Page 11
	2-6 Activities, value chain and other business relationships	"Global Footprint"- Page 8-9
	2-9 Governance structure and composition	"Governance"- Page 12
	2-27 Compliance with laws and regulations	"Code of Business Conduct and Ethics"- Page 13
	2-29 Approach to stakeholder engagement	"Stakeholder Engagement"- Page 14
GRI 3: Material Topics 2021	3-1 Process to determine material topics	"Materiality Matrix"- Page 14
	3-2 List of material topics	"Materiality Matrix"- Page 14
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	"Biodiversity Protection"- Page 39-43
	101-2 Management of biodiversity impacts	"Biodiversity Protection"- Page 39-43
	101-3 Access and benefit-sharing	"Biodiversity Protection"- Page 39-43
	101-4 Identification of biodiversity impacts	"Biodiversity Protection"- Page 39-43
	101-5 Locations with biodiversity impacts	"Biodiversity Protection"- Page 39-43
GRI 303: Water and Effluents 2018	101-8 Ecosystem services	"Biodiversity Protection"- Page 39-43
	303-3 Water withdrawal	"Water Stewardship"- Page 27
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	"Dole plc Carbon Footprint"- Page 22-23
	305-2 Energy indirect (Scope 2) GHG emissions	"Dole plc Carbon Footprint"- Page 22-23
	305-3 Other indirect (Scope 3) GHG emissions	"Dole plc Carbon Footprint"- Page 22-23
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"Develop a Safe and Inclusive Work Environment"- Page 52-53
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	"Support our People and Our Communities"- Page 47- 52



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