



DOLE NORDIC

Nordic Fruit Holding AB

NON-FINANCIAL DISCLOSURE REPORT

Scope of this report

This report applies to all subsidiaries and, where relevant, joint ventures of Nordic Fruit Holding AB (hereafter referred to as “Dole Nordic”), including Everfresh AB, Nowaste Logistics AB and Dole Nordic AS.

The reporting period is 1st Jan to 31st December 2023.

Dole Nordic’s business model

Serving the retail, wholesale, e-commerce, and processing sectors, Dole Nordic consists of several complementary businesses across Sweden and Denmark. The company grows, procures, processes, packs, markets, sells, ships, and optimizes the logistics of fresh produce from close to home and worldwide. The main offices are located in Helsingborg, Sweden, and Køge, Denmark. Dole Nordic seeks to deliver to customers and partners the opportunity to improve commercial competitiveness by offering a compelling combination of global reach and resources alongside local expertise, infrastructure, and experience. At the heart of

this proposition lies the deep partnerships Dole Nordic has forged across the entire value chain, from farm to fork. This allows the company to offer the fundamentals: the right products, at the right time, at the right price, and opportunities to extract costs and add value.

Dole Nordic’s ambition is to meet and exceed the expectations of the Nordic consumer as we pursue our ambition to promote fresh produce consumption and make the world a healthier, greener, and tastier place. Graphic 1 on page four provides an overview of the activities of Dole Nordic’s main subsidiaries.











Topics covered by this report

This report addresses sustainability-related topics that are material to the business of Dole Nordic.

1. Environmental and climate impact
2. Social and employee matters
3. Respect for human rights
4. Anti-corruption and bribery

The report explains the relationship between the Dole Nordic business model and each issue. It provides insights into why individual CSR issues matter to Dole Nordic and how we are addressing them. Where relevant, the report refers to the strategy, policies, and procedures within Dole plc that provide a framework for Dole Nordic’s approach to and management of sustainability-related issues.



 <p>Everfresh is one of Sweden's leading fresh produce companies located in Helsingborg.</p>	<p>Nordic Fruit can supply everything in fruit and vegetables, but is one of Denmark's largest suppliers of avocados for both retail and foodservice. Location in Taastrup.</p> 
<p>Lembcke is one of the largest fruit and vegetable companies in Denmark in terms of sales to foodservice and wholesale customers.</p> 	<p>Vidinge Grönt is located in Norrvinge. Baby leaves such as rocket, baby spinach, and Swiss chard are grown and processed on site into meal kits, salads and other ready-to-eat products. Vidinge Grönt is a joint venture.</p> 
 <p>Taastrup is the location of Kryddergrönt, a specialist in fresh herbs for customers in the Nordic market.</p>	<p>Steglinge Gård in Höganäs is the location of Northern our production facility for potatoes and root vegetables. A joint venture, Steglinge can wash, pack, pre-cook, shred and chop carrots, beets, parsnips and more.</p> 
<p>Frukthimporten is one of the leading fruit and vegetable wholesalers in the Greater Stockholm area.</p> 	<p>Scandinavia AB is a leading importer of organic bananas into Europe. Delivering to approximately 10 countries, fruit is sourced predominantly from the Dominican Republic.</p> 
 <p>Nowaste Logistics is one of the leading companies in third-party logistics (3PL) in the Nordics. The majority of the business is in Helsingborg and the surrounding area, but one of the company's many terminals is in Jönköping.</p>	<p>Marketing juices, smoothies and shots, Fruity Line Nordic carefully presses fresh fruits and vegetables into healthy beverages. Fruity line is a joint venture.</p> 



Materiality and Sustainability Strategy

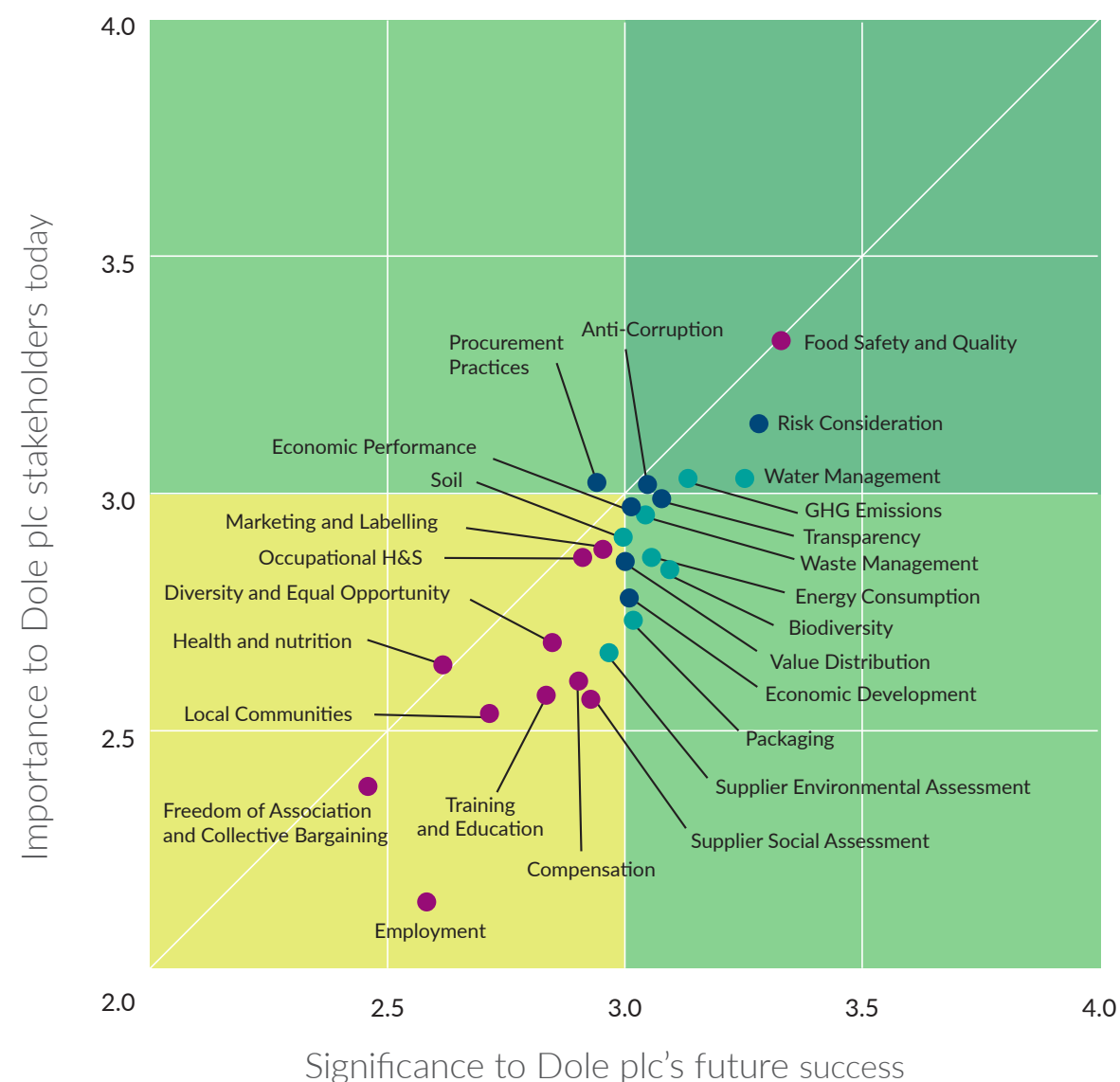
Dole Nordic's Sustainability activities are informed and guided by Dole plc's Materiality Matrix and Sustainability Strategy which can be found on pages 14-17 of the Dole plc 2022 Sustainability Report [here](#). Further information on Dole plc's Sustainability Strategy can be accessed [here](#). Dole plc developed its first Materiality Matrix in 2022 (Graphic 2). Based on input from the company's employees and a suite of external stakeholders, the materiality matrix identified the most relevant sustainability issues to Dole plc and those where the company can apply the greatest influence. Dole plc recognizes that a detailed materiality analysis is an important tool for identifying the most significant sustainability issues for both our business and our stakeholders' priorities. Dole plc expects to complete a Double Materiality Matrix in 2024, in preparation for upcoming CSRD requirements. Next to our own materiality assessment, Dole is a leading participant in developing an industry-wide materiality matrix under Freshvel and implemented by Deloitte. We will take the outcomes into our own materiality assessment since we believe

that engaging with the wider F&V industry on materiality topics adds additional credibility. Dole's Double Materiality Matrix process will be designed to reflect the fact that the business model of certain Dole plc companies, such as Nowaste Logistics AB, differs significantly from general Dole operations. The results of the 2022 materiality matrix provided the basis upon which the evolving sustainability framework was constructed, categorizing findings and targets under the three pillars: "For People, For Food, and For Nature" pillars. The sustainability goals are summarised in Graphic 3. Building on its original sustainable business "ePlan", which was launched in 2016, Dole Nordic is now working on a further iteration, the Dole Nordic Sustainability Plan. The new five-year plan will enhance our focus and capacity to deliver on the goals of the Dole plc Sustainability Strategy, in a way that reflects the material aspects, risks, opportunities, and indicators specific to the company. The Dole Nordic Sustainability Plan will be launched in summer 2024.

Graphic 1: Main subsidiaries of Dole Nordic.



Dole plc Materiality Matrix



Environmental Stewardship

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



Social Responsibility

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



Economic Resilience

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





Sustainability Targets



Graphic 3: Dole plc Sustainability Targets

	Focus Areas	Goals	
For Nature's health	Climate Action	Dole plc has committed to set near and long-term company-wide emission reductions in line with SBTi <ul style="list-style-type: none"> 50% of Dole suppliers by volume to set Science-Based Target (SBTi) by 2030 	
	Water Stewardship	Conduct water risk assessments and implement optimized water practices in high-risk areas in Dole-owned farms and packaging or processing facilities <ul style="list-style-type: none"> 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 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	Develop a sustainability farming framework specific to Dole plc's owned crops and farming operations <ul style="list-style-type: none"> Define a set list of regenerative practices 	
	Biodiversity protection	Based on a risk assessment, create and implement a global biodiversity monitoring program <ul style="list-style-type: none"> Set 10 biodiversity protection initiatives across the company 	
	Waste management & packaging innovation	Achieve zero waste to landfill by developing circular processes to maximize reuse or minimize waste throughout our supply chain by 2030 <ul style="list-style-type: none"> Achieve zero waste across all salad processing plants 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	
For an equitable future	Support our people and our communities	Support local communities according to their local needs <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 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 	
	Be an employer of choice	Lead in health and safety. Measure and track satisfaction of employees. <ul style="list-style-type: none"> 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 	
	Develop a safe, inclusive, equitable and diverse work environment	Make Dole plc representative of the communities it serves in its employee diversity and take an active stance towards opportunity for all <ul style="list-style-type: none"> Track and publicly report diversity, equity and inclusion metrics in the company Evaluate gender pay ratio across the company 	
For a healthier world	Promote healthy nutrition and improve access to fresh produce	Improve access to produce for underserved 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 	
	Transparency and Food Safety	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 	

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

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

This goal supports UN Sustainable Development Goals 2, 3 and 17.



CSR Risk Management

Dole Nordic is constantly working to identify the areas of highest CSR risks and most promising opportunities facing the business. It is a key mechanism to help the company meet its sustainability goals and comply with market, regulatory and investor expectations. Dole Nordic's risk management is embedded in Dole plc's

corporate risk management, which directs the implementation of the process consistently and is supported by third-party risk assessment, scenario analysis, risk identification, and risk mitigation processes.

Dole Nordic is also using new industry risk management solutions, such as the WWF Water and Biodiversity Risk Filters and the Agriplace Sustainability Risk module, which was developed in collaboration with SIFAV, the Sustainability Initiative Fruits and Vegetables. Our aim is to help our buyers, procurement experts, and managers identify sustainability risks within the global fresh produce supply base more effectively.

CSR policies

As part of the work on the Dole Nordic Sustainability Plan which will be released in 2024, the company is in the process of developing CSR policies and guidelines on the material issues addressed by this report.

An important and complex issue requiring input from internal and external stakeholders, the company's intent is to future-proof these new policies in alignment with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD). This report explains how Dole Nordic is addressing each material issue across its operations as it works to develop the relevant approach.

CSR Key Performance Indicators

Having collated Scope 1 and 2 data since 2018 over the past few years, Dole Nordic is now focusing on developing systems to capture, calculate and report on sustainability data at scale and in-depth, including the use of new software solutions, specifically Persefoni and CarbonCloud. The company is focusing on life-cycle analysis and Scope 3 emissions as we progress towards the publication of our Science Based Targets during 2024. We expect the benefits accruing from using these new carbon footprinting tools to be evident in future reports. The preparation for CSRD, which is ongoing, will provide Dole Nordic with more detailed KPIs to measure progress against, and provide structures and plans to move forward.



1. Environmental and climate impact

Why climate and environmental impact matter

Dole Nordic believes that climate action is a business imperative. The impact of climate change is already evident across the globe, from extreme weather events to food and water insecurity, posing significant challenges to our global economy and our way of life.

The environment is our factory floor. In Dole Nordic, we understand that our success is closely aligned with the resilience of agricultural enterprises and the preservation of natural resources. That's why we are committed to taking action to reduce our carbon footprint and promote low carbon practices throughout our own operations. We believe that by promoting climate action, we can help our farmers, suppliers and customers to affect change in our value chains and secure the long-term prospects of our sector.

As a fresh produce company, Dole Nordic recognises the importance of the availability and sustainable use of natural resources such as soil and biodiversity. Most crops, such as avocados, grapes, mangos and most fruits and vegetables, require healthy soil, clean water, and a resilient natural environment to grow and thrive. When agricultural operations are managed more sustainably, they can also help preserve and restore the natural environment, such as critical habitats, biodiversity and soil health and enhance the eco-system services they provide. For example, ecosystem services provided by biodiversity, such as nutrient

cycling, pest regulation and pollination, help sustain agricultural productivity. The natural environment also matters to consumers, who are increasingly concerned about the environmental impact of the products they purchase, and regulators, such as the EU, who want to improve the sustainability of the agricultural sector, with regulations related to soil health, clean air, water, biodiversity, and waste management.

Dole Nordic's carbon footprint

Dole Nordic recognises that understanding our carbon footprint is essential to achieving the company's climate goals. Building on earlier work on Scope 1 and 2 emissions, we are now focussing on understanding our scope 3 emissions which account for around 90% of our carbon footprint. Scope 3 emissions refer to the greenhouse gas emissions that result from the activities along our value chain which lie outside our direct control, most importantly those resulting from farming, logistics and packaging.

Dole Nordic's 2023 carbon footprint is currently being calculated using carbon footprinting platform Persefoni, assisted by the consulting company Quantis using primary data for Scopes 1&2 and, where possible, primary and average data for Scope 3. We expect the results of the 2023 carbon footprint calculation process to be available by the end of Q3 2024 following a process of third-party verification.



Carbon Disclosure Project Climate Change Rating

Reducing emissions from operations is one of the most significant contributions Dole Nordic can make to addressing climate change and secure our long-term future. The public CDP disclosure of Dole plc's climate actions is key to this process. CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Each year CDP supports thousands of companies, cities, states and regions to measure and manage their risks and opportunities on climate change, water security and deforestation. Dole plc aims to maintain or improve the CDP rating each year and is focused on improving our progress across the measurement and management of our emissions. The completed Dole plc carbon footprint calculation in Q3 2024 will contribute to our CDP submission for 2023.

SBTi Strategy

The pathway to emission reduction must be in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C. The Science Based Targets initiative (SBTi) defines and promotes best practice in science-based target setting. Offering a range of target-setting resources and guidance, the SBTi independently assesses and approves companies' targets in line with its strict criteria. Companies committed to the Science Based Targets initiative demonstrate that creating a climate-secure world goes hand-in-hand with successful business operations.

Dole plc publicly committed to set a science-based target in December 2022 and has submitted emissions reduction targets in line with the SBTi's criteria. The targets are currently pending official validation. Dole Nordic will play an important role in delivering on Dole plc's SBTi targets



2. Social and employee matters

Why employee welfare matters

Dole Nordic recognises that people are key to our success and sustainability. One of our core strategic priorities focuses on recruiting, retaining, and developing highly talented and committed colleagues who are supported in building a long-term career within the business. The long-term sustainability of the organization is heavily dependent upon a culture based on consistently applied core values and behaviors, where colleagues can be open and honest about the levels of engagement within the business.

An engaged employer

People-based initiatives, such as succession plans, training, and talent development programs, are in place across Dole Nordic. These aid employees in their personal development, support their well-being and provide the Group with the talent to meet current and future business needs. Alongside bespoke leadership development programs and local line management training, Dole Nordic supported and participated in Dole plc's Key Talent Programme, which is in its seventh year. This program brings together colleagues from around Dole plc to collaborate on projects, develop personal skills, and deliver business-focused strategic projects. Dole Nordic actively seeks continuous improvement by sending monthly

employee satisfaction surveys and following up on outcomes by facilitating open team conversations.

Health & Safety

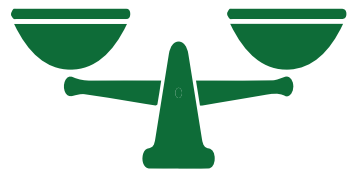
The health and well-being of our people is always a top priority.

A wide range of measures ensure that all Dole Nordic facilities and farms provide employees and workers with a safe working environment.

Site and farm audits against standards such as BRC, IFS, and GLOBALG.A.P. confirm the quality of our systems and promote continuous improvement. We have a low sick leave percentage at Dole Nordic (1.4% Dole Nordic AB, 2.4% Everfresh, 3.75% Dole Nordic A/S, and 6% Nowaste Logistics). The HR team works proactively and closely with managers and employees to prevent long-term sick leave and supports rehabilitation, together with our company's healthcare provider, if absence does occur.

Diversity & Inclusion

Dole Nordic recognizes and encourages the value of diversity amongst all its employees and strives to ensure that everyone feels included and valued. We expect all our employees' actions and behaviors to demonstrate and confirm our respect for each other and each other's contributions. We are committed to the goals of equal opportunity in employment. Every year, risks regarding gender equality and discrimination are assessed and active measures are taken to improve. We have had no reported cases of discrimination. Gender pay statistics are evaluated yearly and active measures are taken based on the results. We seek to provide a work environment for employees that fosters fairness, equity, and respect for social and cultural diversity and that is free from unlawful discrimination and harassment. We are committed to providing equal opportunities throughout employment, including the recruitment, training, and promotion of employees.



3. Respect for human rights

Why human rights matter

The fresh produce industry is a significant employer worldwide, with millions of workers involved in production, harvesting, processing, and distribution. The well-being of these workers is an ethical issue which is directly related to the ability of farms and enterprises to produce high-quality, healthy, and responsibly produced fruits and vegetables.

Dole Nordic is wholly committed to safeguarding the well-being of workers, creating a positive impact on the communities where we operate, building trust with our stakeholders, and ensuring the long-term sustainability of our business. We promote collaborations with partners who share our commitment to promoting and protecting human rights and include human rights clauses and obligations in contracts with suppliers and business partners, where required by destination markets, holding them accountable for upholding these standards.



The Dole Basket of Standards

Going forward, the Dole Basket of Standards will be one of Dole Nordic's main tools to identify and mitigate potential risks or violations of human rights. The Dole Basket of Standards supports industry ambitions to drive harmonization, align market requirements to best practices, and promote transparency and comparability. It considers three benchmarks concerning social compliance.

- Sustainable Supply Chain Initiative (SSCI)*
- Farm Sustainability Assessment (FSA) benchmark, developed by the Sustainable Agriculture Initiative (SAI) platform.
- SIFAV Baskets of Social Standards, developed by the Sustainability Initiative Fruit and Vegetables (SIFAV)

The Dole Basket of Standards takes a country-risk approach when assessing ethical risks in our supply chain. Ethical risks are defined as the often unexpected and negative consequences of unethical actions. These risks involve regulatory violations, corruption, modern slavery, labor abuses, and human rights in the workplace and the supply chain.

Dole Nordic plans to use the Dole Basket of Standards to manage risks in fruit and vegetable supply chains from medium and high-risk sourcing areas. The company intends to report regularly on its supply chain practices and human rights performance and progress towards our human rights goals and commitments.



4. Anti-corruption and bribery

Dole Nordic endeavors to adhere to the highest ethical standards throughout its worldwide operations and has earned an international reputation for conducting business with integrity. Dole plc's Code of Conduct, which was last updated in Jan 2023, explicitly addresses issues related to anti-corruption and bribery and partially addresses social and employee matters and respect for human rights. Dole plc'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 Dole Nordic employee, member of the Board of Directors, long-term consultant and key supplier is required to read the Code carefully and to adhere to its principles in conducting Dole business. Dole Nordic's commitment to ethical conduct is paramount in everything the company does. Detailed information on Dole plc's Code of Conduct, including how to report any concerns about suspected violations, can be found [here](#).

No cases or reports of corruption and/or bribery with respect to Dole Nordic were reported via www.DoleIntegrity.com for the reporting period 1st Jan 2023 to 31st Dec 2023.



