



# DOLE Nordic

SUSTAINABILITY REPORT 2025



## Scope

The scope of this report is limited to operations within Dole Nordic, as part of the Dole Diversified EMEA division of the Dole plc group (hereafter referred to as 'Dole EMEA') with operations across Europe, The Middle East, Africa and Brazil. 'Diversified' refers to group operations focused predominantly on general fresh produce sales. This report applies to all Dole Nordic subsidiaries and, where relevant, joint ventures of Nordic Fruit Holding AB (hereafter referred to as "Dole Nordic"), including - but not limited to - Everfresh AB, Nowaste Logistics AB and Dole Nordic A/S. The reporting period is 1st Jan to 31st December 2025. A list of Dole Nordic operations can be found on page 13. The most recent Dole plc Sustainability Report, which covers all group operations globally, can be reviewed [here- Dole plc - Sustainability - Reports.](#)



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## Introduction

Welcome to Dole Nordic's 2025 Sustainability Report. Delivering a Nordic perspective on Dole plc's Sustainability Strategy and performance, the report highlights our commitment to providing safe, high-quality fresh produce that's good for people, for nature, and for our well being. This report is formulated in accordance with the Swedish annual accounts act.

Operating out of Denmark and Sweden, Dole Nordic grows, sources, imports, ripens, packages, markets, and distributes over 300 lines of fresh produce. Our range of products extends from the more familiar to the truly exotic and includes local, organic, and fresh cut ranges.

Supplying the retail, wholesale, foodservice and processing sectors, Dole Nordic operations offer a comprehensive menu of services to our customers ranging from simple service provision to complete category management.

Dole Nordic's sustainability activities are fully aligned with Dole plc's corporate Sustainability Strategy. Through various initiatives, Dole Nordic's operations are implementing Nordic context into our sustainability, reducing our environmental impact and our carbon footprint,

promoting future-proof agriculture, and supporting local communities.

We are committed to meeting and exceeding the sustainability expectations of our European and global stakeholders and ensuring company compliance with current and future legislation.

The Dole Nordic 2025 Sustainability Report focuses on our performance to date and provides insight into the vision we have set for the future.



# A word from Dole Nordic Sustainability Board



Niels Klem Thomsen  
CEO, Dole Nordic

At Dole Nordic, sustainability is an essential part of how we develop our business and prepare for the future. Expectations from customers, consumers, authorities, and other stakeholders continue to grow, particularly in the Nordic markets. We therefore work with sustainability both as a business driver and as a way to reduce future risks and ensure compliance with upcoming legislation.

We see sustainability as an opportunity to differentiate ourselves in the market and add further value to already high-quality fresh produce. Across sourcing, logistics, packaging, and customer collaboration, sustainability considerations are becoming a more natural part of decision-making and business development. Sustainability is also becoming a driver for cost reductions, as taxes and market requirements increasingly favor more sustainable solutions.

Likewise, Dole Nordic continues to strengthen its work related to upcoming regulations such as CSRD, CSDDD, and PPWR. During the year, one focus has been placed on improving data management and increasing transparency across the organization.

While the focus has been on developing sustainability as an external benefit, we remain committed to keeping emphasis on the internal benefits as well. A sustainable company is built on highly engaged employees and relationships with suppliers that are based on fairness and ethical business practices. We have therefore included metrics related to these areas in this year's report as well.

Looking ahead, Dole Nordic sees sustainability as an important enabler for stronger collaboration and tighter integration across the value chain. We believe sustainability can help create additional value for growers, suppliers, customers, and consumers alike by supporting more transparent, efficient, and future-proof partnerships.

We want to support this transition and be a partner that helps our customers achieve their ambitious sustainability targets through collaboration, operational expertise, and sustainable solutions.

Over the past year, Dole Nordic has strengthened both the sustainability framework and the internal capabilities needed to support these ambitions. This has positioned us to deliver on our commitments and take the next step in our sustainability journey.

# Dole plc in a nutshell Our Values



At Dole, we bring our core values to life through our daily actions. Integrity is at the heart of how we operate, and we're proud of the global reputation we've built for doing business the right way. Our Code of Business Conduct and Ethics—available on the Dole plc website—is a clear statement of the standards we live by. It applies to all of us: employees, Board members, long-term consultants, and key suppliers.

We ask everyone representing Dole to read the Code closely and uphold it in all business activities. Our commitment to ethical and technical excellence isn't just a policy—it's a promise to our stakeholders: customers, consumers, colleagues, partners, suppliers, and the communities we work in.

For more details, including how to raise concerns about potential violations, you can explore Dole plc's full Code of Conduct here <https://www.doleplc.com/about/at-a-glance/>



# Global Reach

Dole plc's global infrastructure is one of our greatest strengths—broad in reach, high in quality, and deeply rooted in local markets. We're local at heart, global by nature. With a vertically integrated supply chain that spans across Europe, the Americas, and key growing regions worldwide, we offer unmatched presence and capability.



Our business units collaborate across this network to bring together the best of both worlds: tailored solutions for local markets, world-class produce from both nearby and far-flung regions, and the shared expertise and scale of the Dole group.

Dole plc operates across four key segments: Fresh Fruit, Diversified EMEA, Diversified Americas & ROW, and Fresh Vegetables. You can learn more about our structure and reach here <https://www.doleplc.com/>



# A word from Our Sustainability Manager

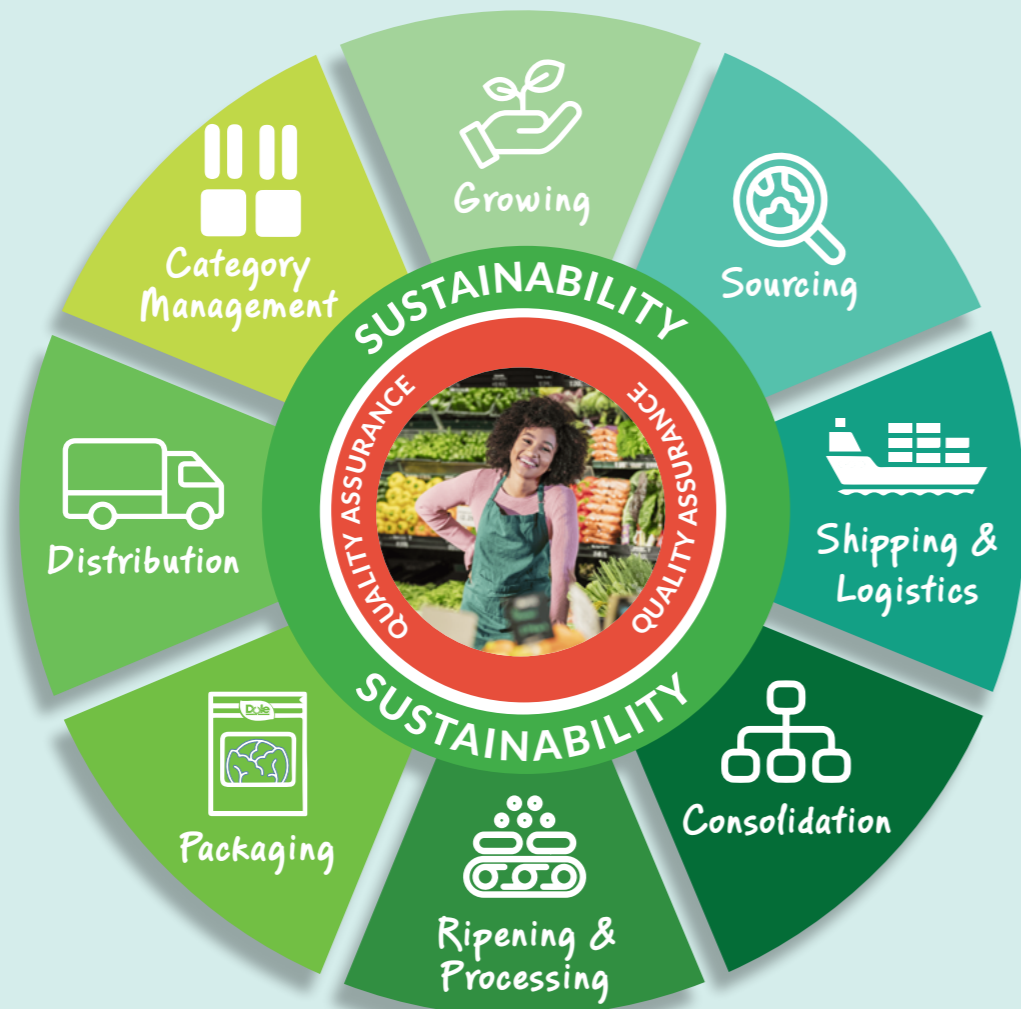


Jacob Honoré Hansen  
Sustainability Manager, Dole Nordic

## How we add value

Dole’s business units are built for flexibility—designed to deliver customized solutions through a wide range of operations. Depending on the market, that might mean production, manufacturing or processing sites, ripening facilities, distribution centers, logistics, or focused sales and marketing efforts.

At the center of it all is the consumer. Our goal is to bring grower and consumer closer together—championing sustainable, responsible farming and continuously refining our supply chain to ensure the most direct, efficient path from field to shelf.



I had the opportunity to join Dole Nordic in the autumn of 2025, and during my first months in the company two things quickly became clear to me: The passion of the people working here and the vast scale of operation, that is required to provide our customers with a fresh and high-quality product.

It is easy to forget when purchasing a fruit or vegetable, but the steps necessary for it to arrive in that state should not be underestimated. That is why it makes sense that we sit as a nexus in the supply chain, connecting our many growers with our customers. At this scale, even small decisions can have a significant impact across the value chain. This gives us an opportunity — and a responsibility — to influence how produce is grown, sourced and delivered. Sustainability must therefore be closely connected to the many choices we make every single day.

While Dole Nordic operates with a strong local presence, we are also part of the larger multinational Dole group. This allows us to combine local knowledge and market understanding with the scale and capabilities of a global organisation. Thus, applying on our approach “Local at heart, Global by Nature”. By bringing these strengths together, we can continue delivering excellent products while increasingly integrating sustainability into the value we create for our customers.

Looking ahead, strengthening our sustainability work and grounding it in solid data and clear priorities will create opportunities for even greater transformation together with our valued partners and suppliers.

I am confident that we are building the right foundation to deliver even more on this agenda in the years to come.

What I am most proud of in 2025 is:

- Our complete Greenhouse Gas inventory
- Carbon Cloud project
- Our innovative nature pilot projects





## Dole Nordic

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 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

Graphic 1 on page 13 provides an overview of the activities of Dole Nordic's main subsidiaries.

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.



Everfresh is one of Sweden's leading fresh produce companies located in Helsingborg.

Lembcke is one of the largest fruit and vegetable companies in Denmark in terms of sales to foodservice and wholesale customers.



Taastrup is the location of Kryddergrønt, a specialist in fresh herbs for customers in the Nordic market.

Fruktimporten is one of the leading fruit and vegetable wholesalers in the Greater Stockholm area.



Nowaste Logistics is one of the leading logistics 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.

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.



Vidinge Grönt is located in Norrvidinge. 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.

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.



Scandinavia AB is a leading importer of organic bananas into Europe. Delivering to approximately 10 countries, fruit is sourced predominantly from the Dominican Republic.

Marketing juices, smoothies and shots, Fruity Line Nordic carefully presses fresh fruits and vegetables into healthy beverages. Fruity line is a joint venture.





	Focus Areas	Goals	
For Nature's health	<b>Climate Action</b>	<p><b>Dole plc has committed to set near and long-term company-wide emission reductions in line with SBTi</b></p> <ul style="list-style-type: none"> <li>50% of Dole suppliers by volume to set Science-Based Target (SBTi) by 2030</li> </ul>	    <p>These goals support UN Sustainable Development Goals 6, 12, 13, 15 and 17.</p>
	<b>Water Stewardship</b>	<p><b>Conduct water risk assessments and implement optimized water practices in high-risk areas in Dole-owned farms and packaging or processing facilities</b></p> <ul style="list-style-type: none"> <li>In high-risk areas, reduce water usage by 10% overall on all Dole-owned farms by 2030</li> <li>Expand number of owned farms and third-party farms certified to Alliance for Water Stewardship (AWS) by 50% by 2030 (2022 baseline)</li> <li>Establish capacity building programs to promote optimized water stewardship practices with 70% of 3rd party suppliers in high water risk areas by 2025</li> </ul>	
	<b>Sustainable farming practices</b>	<p><b>Develop a sustainability farming framework specific to Dole plc's owned crops and farming operations</b></p> <ul style="list-style-type: none"> <li>Define a set list of regenerative practices</li> </ul>	
	<b>Biodiversity protection</b>	<p><b>Based on a risk assessment, create and implement a global biodiversity monitoring program</b></p> <ul style="list-style-type: none"> <li>Set 10 biodiversity protection initiatives across the company</li> </ul>	
	<b>Waste management &amp; packaging innovation</b>	<p><b>Achieve zero waste to landfill by developing circular processes to maximize reuse or minimize waste throughout our supply chain by 2030</b></p> <ul style="list-style-type: none"> <li>Achieve zero waste across all salad processing plants by 2030</li> <li>Reduce food waste in harvesting and processing systems by 50% by 2030</li> </ul> <p><b>Make 100% Dole packaging across divisions either recyclable or compostable by 2025</b></p>	
For an equitable future	<b>Support our people and our communities</b>	<p><b>Support local communities according to their local needs</b></p> <ul style="list-style-type: none"> <li>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)</li> <li>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</li> <li>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</li> <li>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</li> </ul>	    <p>These goals support UN Sustainable Development Goals 1, 3, 5, 8 and 17.</p>
	<b>Be an employer of choice</b>	<p><b>Lead in health and safety. Measure and track satisfaction of employees.</b></p> <ul style="list-style-type: none"> <li>Report on accidents and achieve indices below industry average levels</li> <li>Implement health and safety trainings at the farm level</li> <li>Create company-wide satisfaction study and improve ratings over time</li> </ul>	
	<b>Develop a safe, inclusive, equitable and diverse work environment</b>	<p><b>Make Dole plc representative of the communities it serves in its employee diversity and take an active stance towards opportunity for all</b></p> <ul style="list-style-type: none"> <li>Track and publicly report diversity, equity and inclusion metrics in the company</li> <li>Evaluate gender pay ratio across the company</li> </ul>	
For a healthier world	<b>Promote healthy nutrition and improve access to fresh produce</b>	<p><b>Improve access to produce for underserved communities.</b></p> <ul style="list-style-type: none"> <li>Donate 2,500 tons of fresh fruit and vegetables to communities by 2025</li> </ul> <p><b>Promote nutrition and healthy lifestyle among consumers</b></p> <ul style="list-style-type: none"> <li>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)</li> <li>Develop or maintain 5 regional/national programs inspiring healthy living and active participation (Ireland, Greece, Charlotte, South Africa)</li> </ul>	  <p>This goal supports UN Sustainable Development Goals 2, 3 and 17.</p>
	<b>Responsible Sourcing</b>	<p><b>Assess and monitor supplier performance on human rights and social compliance</b></p> <ul style="list-style-type: none"> <li>Conduct supplier risk assessments on supply base</li> <li>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</li> <li>Circulate and promote our digital sustainability risk management tool to all commercial personnel globally by end of 2023 and provide training</li> </ul>	
	<b>Transparency and Food Safety</b>	<p><b>Increase transparency and lead discussions on new food safety regulations</b></p> <ul style="list-style-type: none"> <li>Actively participate in industry dialogue and multi-stakeholder initiatives</li> <li>Continue enhancement of supply chain traceability and transparency by leveraging technology such as blockchain, product tagging or other advanced solutions by 2030</li> </ul>	

Part of a bigger picture

# Dole plc sustainability plan and materiality

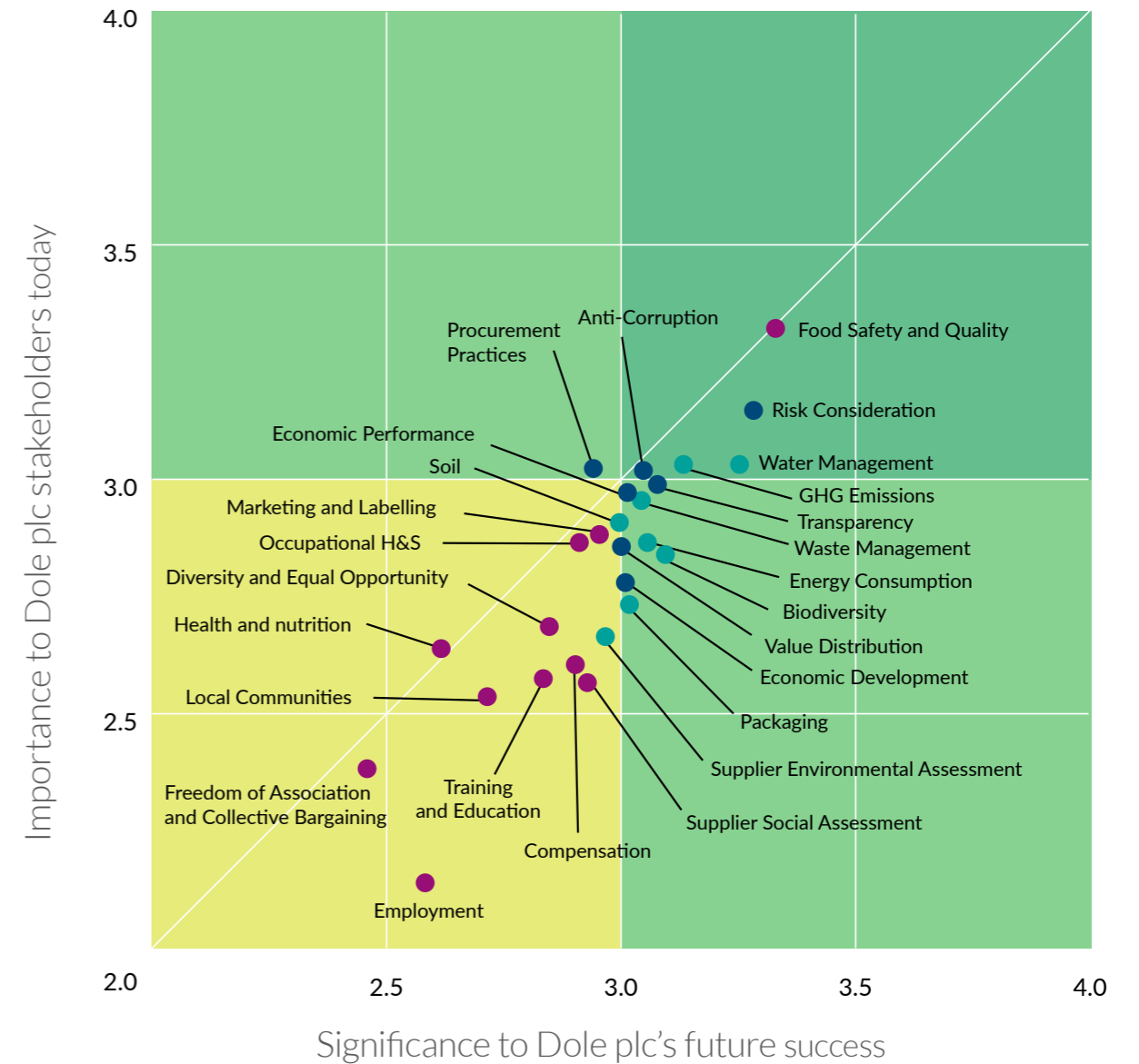
Dole plc developed its first Materiality Matrix in 2022 (Graphic 2). Based on input from the company’s employees and a suite of external stakeholders, the materiality matrix identified the most relevant sustainability issues to Dole plc and those where the company can apply the greatest influence. Dole plc recognises 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 2026, 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 Freshel and implemented by Deloitte. This is still a work in progress. To our knowledge there has been no change in material topics for this year report.

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.



The Dole Way (Graphic 3).

Materiality Matrix in 2022 (Graphic 2).



- 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

# Dole Nordic Sustainability Vision

Dole Nordic's Sustainability activities are informed and guided by Dole plc's Materiality Matrix and Sustainability Strategy. Building on the global Dole Materiality Matrix and the Dole Way, Dole Nordic has defined its material topics, reflecting our markets and the ambitious demands our customer have on sustainability.

Dole Nordic has approached sustainability through a strategy all the way back in 2016 when the original "ePlan" was launched. Dole Nordics current sustainability plan guides and informs our material topics, risk and opportunities. This plan has been presented to the Nordic Sustainability Board.

## Nordic Sustainability Strategy and governance



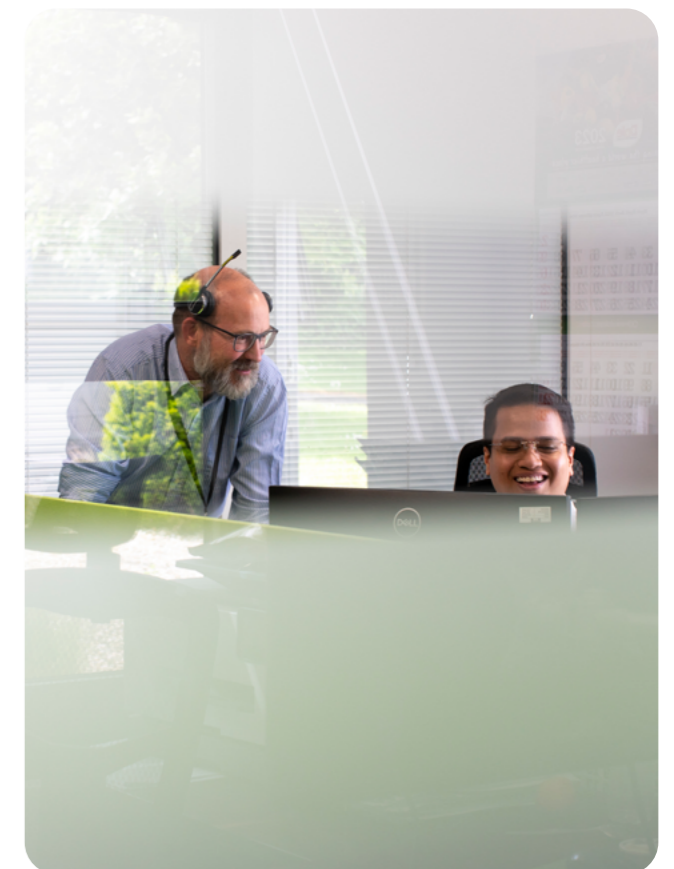
### Explanation on Strategic Work and KPI Reporting

The development of the strategic work and the KPI's to include in the reporting is still being developed and implemented. This strategy will build on the material topics already uncovered and designed with the Nordic Market specifically in mind. Dole Nordic will thus "translate" the Dole Way into a Nordic context.

### Governance

The sustainability function in the Nordics is governed by the Nordic Sustainability Board, consisting of management representatives across the Nordic markets and meeting on a quarterly basis. The Board provides strategic and operational direction and ensures alignment with the Nordic sustainability strategy.

The day-to-day execution of sustainability initiatives is carried out in close collaboration with key operational functions, including the technical function and country managers, ensuring integration into core business processes. The function is further supported by ongoing knowledge sharing and professional sparring with sustainability managers across the Dole EMEA organization.



# Nature, people, food

## Breakdown of material topics



### Understanding our carbon footprint

Dole Nordic recognizes it is essential to understand our climate footprint in order to achieve climate ambitions and supporting long-term resilience of the fresh produce sector. Dole Nordics policy for our climate and carbon footprint are following Dole plc's policy in this area, meaning we strive to set reduction targets on our greenhouse gas emissions for both our own operations and the wider value chain.

Building on earlier work focused on Scope 1 and Scope 2 emissions, we significantly expanded our carbon accounting during the reporting period.

In 2025, Dole Nordic completed a comprehensive greenhouse gas inventory covering Scope 1, Scope 2 and Scope 3 across our operations and value chain. The total carbon footprint for the reporting period amounts to 397.451 tCO<sub>2</sub>e. Please refer to our Sustainability Accounting Practices in regard to the calculation of Dole Nordics footprint

As expected for a fresh produce company sourcing a broad portfolio of produce 52 weeks of the year from across global agricultural regions, the majority of emissions occur within Scope 3. Scope 1 emissions account for 671 tCO<sub>2</sub>e while Scope 2 emissions account for 690 tCO<sub>2</sub>e. Last year Dole Nordic assessed its GHG emission for Scope 1 and 2, however, we have added additional data points for the 2025 report. If these additional data points are modelled into the 2024 GHG inventory we see



an almost stationary emission, since the 2024 Scope 1 & 2 was 1409 t CO<sub>2</sub>e.

Improved carbon accounting provides an important foundation for managing climate-related risks which are broad, varied and changing rapidly. We see both transitional risk and acute risk areas for ourselves and our supply chain. One concrete risk factor already happening now is the extreme weather damaging our products at the grower level.

Scope 1: 670,7 tCO<sub>2</sub>e

Scope 2: 689,7 tCO<sub>2</sub>e

Scope 3: 396.091 tCO<sub>2</sub>e



### Advancing product-level carbon transparency

In addition to developing quantification of our organisational carbon footprint, Dole Nordic has taken significant steps to improve transparency at product level.

During the reporting period, we completed the development of product-level carbon footprint models across our portfolio in collaboration with CarbonCloud. These calculations – also referred to as Environmental Product Footprints (EPDs) – represent an important milestone in strengthening our climate data foundation.

More than 10.000 individual product footprint models have been modulated, providing insight into emissions across our diverse range of fresh produce.

This enhanced level of transparency allows us to better understand emission hotspots throughout our product portfolio and across the supply chain and strengthens our ability to engage constructively with customers regarding the carbon footprint associated with specific products and purchasing decisions.

Looking ahead, we aim to continuously improve the accuracy of these models by incorporating primary data from suppliers and growers.

Integrating supplier-specific information will enhance the precision of the calculations and help identify opportunities to reduce emissions where the impact is greatest.

In addition, this increased level of insight supports more precise monitoring of Scope 3 emissions, which represent the largest share of our overall climate impact.

### Towards science-based climate targets

Developing a robust understanding of our emissions profile is an essential step towards meaningful climate action. With the completion of our comprehensive Scope 1, 2 and 3 carbon footprint and the development of product-level carbon data across our portfolio, Dole Nordic has significantly strengthened its climate data foundation.

Building on this work, we are now progressing towards the next phase of our climate journey: the development of emission reduction targets. Work is currently underway to establish climate targets aligned with the broader sustainability strategy of Dole plc and consistent with the principles of the Science Based Targets initiative (SBTi). These targets will provide a structured framework for reducing greenhouse gas emissions across our operations and value chain in line with climate science.

## Environmental innovation and pilots

### Understanding and protecting biodiversity – Biota pilot

In 2025 Dole Nordic finished phase one of a pilot project with the biodiversity profiling firm Biota. The goal of the project was to get a better understanding and measurement of the biodiversity risk associated with selected farms in our supply chain.

During the project we got insights into the land impact, water risk and soil pollution for some of our sites and those of selected third party suppliers – these impacts were totaled together to provide an impact map for the sites providing key understanding of potential hot spots.

The collaboration with Biota will continue through our Dole EMEA organization to increase insight into more of Dole's farm and those of our partners in produce and thus help us to potentially mitigate the impact of our initiatives.

### Reducing e-waste in logistics – Tapp datalogger pilot

At the start of the year Dole launched our pilot project with the organization Tapp to integrate a more sustainable datalogger solution.

Dataloggers are small electronic devices placed in shipments to monitor temperature during transport and ensure product quality. Globally, more than 80 million dataloggers are produced each year, with most being discarded after a single use, contributing to the growing challenge of electronic waste.

As part of this pilot, Dole Nordic tested Tapp's passive datalogger in selected shipments. The Tapp datalogger is designed with a recycled cardboard exterior and significantly reduced electronic components, lowering electronic content by more than 90% compared to conventional alternatives.

The testing phase confirmed the relevance of the solution, while also identifying a need for a semi-active alternative. Based on these insights, Dole Europe and Dole Nordic co-led the development of an updated solution together with Tapp. This new version is currently being tested across both Dole entities and the ambition is to integrate it even further into our operation in the future.



## 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 planning, training, and talent development programmes, are in place across Dole Nordic. These support employees in their personal development, contribute to their well-being, and ensure the organisation has the talent required to meet current and future business needs, while also supporting the retention of our employees. Unengaged employees lead to the risk of higher sickness rates and higher turnover, bringing huge burden on the companies and what we try to mitigate.

As part of our ongoing efforts to strengthen our understanding of employee well-being and engagement, Dole Nordic has continued to develop its measurement of employee satisfaction across the organisation. In 2025, Dole Nordic recorded an eNPS of 26 – indicating a motivated organisation, while also highlighting opportunities for further improvement. This provides a baseline for future development and enables clearer tracking of engagement over time. We have the ambition to increase it to above 30 before 2030.

Employee engagement, supported by feedback and improved communication across the business, has also been a key focus during the year. As part of this, Dole Nordic implemented a new digital employee platform, Workvivo. The platform provides employees with a shared space to access information, share updates, and engage with colleagues across functions and locations. By enabling more transparent communication and greater employee participation, Workvivo supports a stronger sense of involvement across the organisation.

The implementation represents an important step in strengthening employee engagement and complements our ongoing efforts to better understand and respond to employee feedback.

## Highlight value bearers

**Responsibility, Passion, Innovation**  
Every year the employees can vote for the employee that shows the highest commitment to one of these three values. They receive a prize and recognition.

## Health & Safety

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

Safety for our warehouse workers are worked with through a safety-first culture, where continuous initiatives are being implemented and training in safety precautions are carried out across our platforms.

Site and farm audit against standards such as BRC, IFS, SMETA and GLOBAL G.A.P. confirm the quality of our systems and promote continuous improvement.

In addition, our Swedish platform is certified with EP Arbetstillskär for the third consecutive year.

Likewise, for our Nowaste facilities we are certified according to ISO 9001 Quality, ISO 14001 Environmental, and ISO 45001 Occupational health and safety.

In 2025 we experienced sick leave off: 0,85% for Dole Nordic AB (Last year: 0,91%), and for our other companies we saw a sick leave of: Everfresh 4,07%, Dole Nordic A/S 3,61%, Nowaste Logistic: 8,72%. We are continuously working on being better and offering early initiatives and relevant rehabilitation offers to our employees. In general, we have seen a downward trend in our overall sickness rate.

### 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 2025, 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.

As a company operating across global supply chains, Dole Nordic is exposed to risks related to corruption and bribery in interactions with suppliers, partners, and public authorities. Unethical practices such as improper payments or conflicts of interest could result in legal penalties, reputational damage, and loss of stakeholder trust.

To mitigate this risk 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. Likewise,

we continuously require our employees to participate in training on Dole Code of Conduct. 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](http://www.DoleIntegrity.com) for the reporting period 1st Jan 2025 to 31st Dec 2025.



### Human Rights

Respect for human rights is a core responsibility for Dole Nordic and is most material within our global supply chain. As a sourcing-driven business, we recognise that our greatest impact lies in the conditions under which our products are grown, harvested, and processed.

Key risks include the potential for workers not receiving fair and ethical treatment, such as inadequate wages, excessive working hours, or lack of protection of fundamental labour rights.

Our approach is anchored in Dole plc's global policies, including the Code of Business Conduct and Ethics and are further covered by our technical appendix, both documents set expectations for labour standards, ethical conduct, and respect for human rights across our operations and supplier base.

We address these risks through a risk-based framework, prioritising efforts where potential impacts are highest. This is supported by third-party certifications and recognised social standards across our supply chain, alongside continuous monitoring and supplier engagement. Our ambition is that at least 95% of all purchased volume from high-risk countries are covered by a third party social certification standard, ensuring that we strengthen transparency, mitigate risks, and promote fair working conditions across our value chain. We will report on this KPI and its progression in future reports.



### Consumer compass

At Dole Nordic, food is at the core of our business – connecting growers, partners, customers and consumers across the value chain.

Every other year, we use the Dole Consumer Compass to better understand how consumer expectations evolve and to ensure our approach remains relevant. Increasingly, decisions are shaped not only by price and quality, but also by transparency, health, and impact.

Our ambition remains to provide safe, healthy, nutritious and responsibly grown food – while continuously improving how we deliver on it.

The Dole Consumer Compass helps guide our priorities – ensuring we evolve in step with consumers and contribute to a more sustainable food system. 2025 saw the research component of our new Consumer Compass report go into the field. The 2026 Consumer Compass report will be released in Q3, 2026.



# Accounting practice for Sustainability

## Scope 1, 2 and 3 greenhouse gas emissions

Dole Nordic accounting practices covers the 2025 Sustainability report and will provide an insight into the methodology in calculating its scope 1,2 & 3 Greenhouse Gas Emissions. The greenhouse gas emissions for the reporting period 1 January to 31 December 2025 have been calculated in accordance with the Greenhouse Gas Protocol. The calculation applies to an operational control approach.

This report applies to all Dole Nordic subsidiaries and, where relevant, joint ventures of Nordic Fruit Holding AB. The calculation includes Dole AB, Everfresh, Nowaste, Dole Sourcing Spain, DLS, Dole AS, Fruktimporten and Interbanan. Joint ventures not under operational control, including Vidinge and Steglinge, are reported under Scope 3 Category 15, Investments.

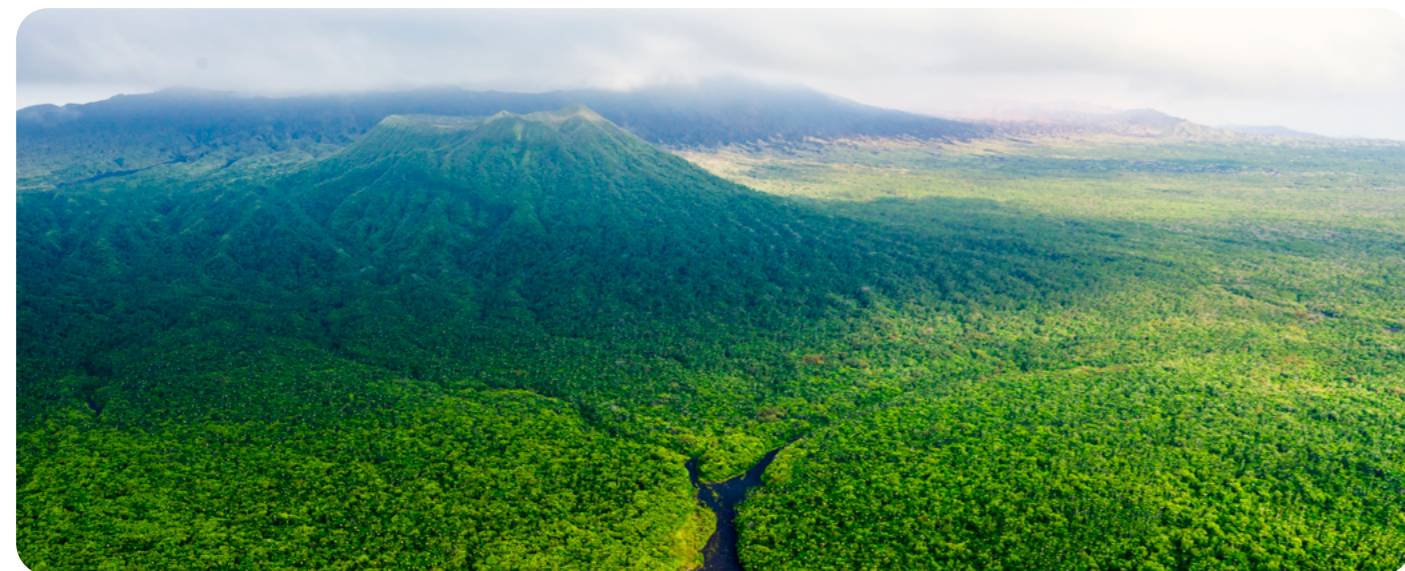
The greenhouse gas inventory includes Scope 1, Scope 2 and selected Scope 3 emissions. Emissions are reported as tons of carbon dioxide equivalents, CO<sub>2</sub>e. The calculation is based on

activity data collected from internal systems, invoices, supplier information and, where primary data has not been available, estimated data and recognized emission factors.

### Scope 1 & 2

Scope 1 emissions include direct emissions from sources under Dole Nordic's operational control. This covers fuel consumption from company-owned vehicles, onsite combustion and refrigerant leakage. Company cars activity input are liters of fuel consumed, onsite combustion covers heating onsite and is based on natural gas consumption in cubic meters. Lastly refrigerant leakages are based on refilling during the year. Scope 1 emissions have been calculated using DEFRA emission factors.

Scope 2 emissions include indirect emissions from purchased electricity and purchased heating. Electricity consumption is calculated based on kWh purchased, while district heating is calculated based on kWh consumed. Scope 2 emissions are reported using the location-based method, applying emission factors from the International Energy Agency, IEA.



### Scope 3

Scope 3 emissions cover 99% of Dole Nordics carbon footprint. In collaboration with CarbonCloud Dole Nordic has developed a model that estimates its category 1 & 4. The activity data is weight of sold products and then its respective emission factors are modelled through CarbonCloud. CarbonCloud's methodology is based on product climate footprint assessments for food and beverage products in accordance with ISO 14067 and the GHG Protocol Product Life Cycle Accounting and Reporting Standard. The methodology uses an attributional life cycle assessment approach, where relevant emissions across the product life cycle are attributed to the product. Dole Nordics model covers more than 10.000 different products.

Category 9, downstream transportation and Category 12 are estimated to use Dole PLCs standard model. Category 15, investments include emissions from joint ventures and are calculated using an environmentally extended input-output, EEIO, model.



### Data assurance

Data quality check is based on four eyes principles and a separation of roles of data owner and quality controller. For 2025 the data quality has been performed for scope 1 & 2 activity data, all datapoints who changed more than 25% compared to previous years have been analyzed for a valid explanation. As 2025 is the first year in which Dole Nordic has calculated Scope 3 emissions at this level, quality checks for Scope 3 have focused on reviewing input data and applied CO<sub>2</sub> emission factors.



# Thank You



Jacob Honoré Hansen, Sustainability Manager, Dole Nordic

As we conclude this report, I would like to extend my sincere gratitude to everyone who has contributed to making it possible. From data collection and analysis to storytelling and design, producing a comprehensive and transparent sustainability report is always a team effort – and this year has been no exception.

However, my deepest appreciation goes to my colleagues across Dole Nordic. It is your dedication, hard work and commitment – day in and day out – that truly drive our sustainability journey forward. Every action you take, every improvement you make, and every decision guided by our values brings us closer to our shared ambition of becoming a more sustainable company. Sustainability does not live in reports alone. It lives in the daily choices made across our fields, warehouses, offices, and logistics networks. Together, we are not only meeting the expectations of our customers and stakeholders – we are shaping the future of fresh produce in the Nordics and beyond.

Thank you all for being part of this important journey. I look forward to continuing our progress together.



*Local at heart,  
Global by nature.*