



Dole plc

SUSTAINABILITY REPORT

2024-2025

The Dole Way

FOR NATURE'S
HEALTH

FOR AN
EQUITABLE
FUTURE

FOR A
HEALTHIER
WORLD



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INTRODUCTION

Dole plc is a global leader in production, sourcing, distribution, and marketing of fresh fruits and vegetables. Our portfolio encompasses more than 300 products, which we grow and source both locally and worldwide from over 100 countries. As of December 31, 2025, we operate in 30 countries and distribute our products in more than 85 countries through retail, wholesale, foodservice and e-commerce channels. Our products are marketed under various brands, with the most notable being the iconic DOLE® brand, which is recognized as the most trusted brand for fresh fruit and vegetables in the United States.

Fresh produce supply is influenced by the geography of production, growing conditions, climate, seasonality and perishability. By maintaining hundreds of relationships with growers across North America, Europe, Latin America, Africa, New Zealand and other regions, we mitigate dependence on any single geographic area or supplier. This diversified sourcing model is designed to reduce risk from natural disasters, adverse weather events and political disruptions, while providing access to the highest quality products throughout the

year. In the fiscal year 2025, no single third-party grower accounted for more than 10% of the volume sourced for any major product.

We support our vertically integrated business model with a valuable infrastructure and asset portfolio, including approximately 112,000 acres of farms and other land holdings worldwide. Our logistics capabilities are further enhanced by a fleet of nine refrigerated container carriers, as well as four owned and one leased pallet-friendly conventional refrigerated ships with container-carrying capacity on deck and a broad network of business facilities such as packing houses, cold storage and distribution centers.

Beyond sourcing raw produce, we also procure significant quantities of paper and packaging materials and agricultural inputs necessary for our own production.

For our fiscal year ending December 31, 2025, we operated through three reportable segments, each managed separately due to differences in geography, products, production processes, distribution channels and customer bases.

Fresh Fruit

This segment encompasses our market-leading, vertically integrated production and distribution of bananas, pineapples and plantains primarily. We source these products from both Dole-owned and leased farms, as well as from independent growers, primarily located in Latin America. Approximately one-third of the bananas we market and 75% of our pineapples are sourced from our own production. Our products are sold throughout North America, Europe, Latin America and Asia. We also operate a commercial cargo business, offering available capacity to transport third-party cargo on our company-owned vessels, which are primarily used for transporting bananas and pineapples between Latin America, North America and Europe.

Diversified Fresh Produce – Europe, the Middle East and Africa (“EMEA”)

This segment includes our businesses in Ireland, the Netherlands, Spain, Portugal, France, Italy, the United Kingdom, Sweden, Denmark, South Africa, Czechia, Slovakia, Poland, Germany and Brazil. The majority of these businesses sell a variety of imported and local fresh fruits and vegetables via retail, wholesale, foodservice and e-commerce channels across Europe.

Diversified Fresh Produce – Americas and the Rest of the World (“Americas & ROW”)

This segment covers our businesses in the U.S., Canada, Mexico, Chile, Peru and Argentina. We market globally and locally sourced fresh produce, including avocados, kiwis, apples, berries and cherries. Our operations range from primary production to wholesale, retail-oriented marketing and specialist businesses dedicated to specific product lines or categories.

About This Report

The 2024 2025 Dole plc Sustainability Report reflects our work during the 2024 and 2025 fiscal year (January 1, 2024 – December 31, 2025) 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. In 2025, Dole plc divested the Fresh Vegetable’s business. This business has been removed from our 2024 and 2025 reporting boundaries and 2020 carbon emissions baseline which relates to our continuing operations. ESG goals related to that

division have also been removed. In 2026, we are finalizing a double materiality assessment in line with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD). In 2025, we have extended some of our goals to 2030 and will review them based on new double materiality in 2026. In this report, we share our ESG goals. While we believe they align with our financial and operational priorities, they are aspirational and may change, and there is no guarantee that they will be met.



Global Footprint

#1
Global market position –
fresh produce

#1
Global fresh produce brand

32,027
Employees

170+
Years in business

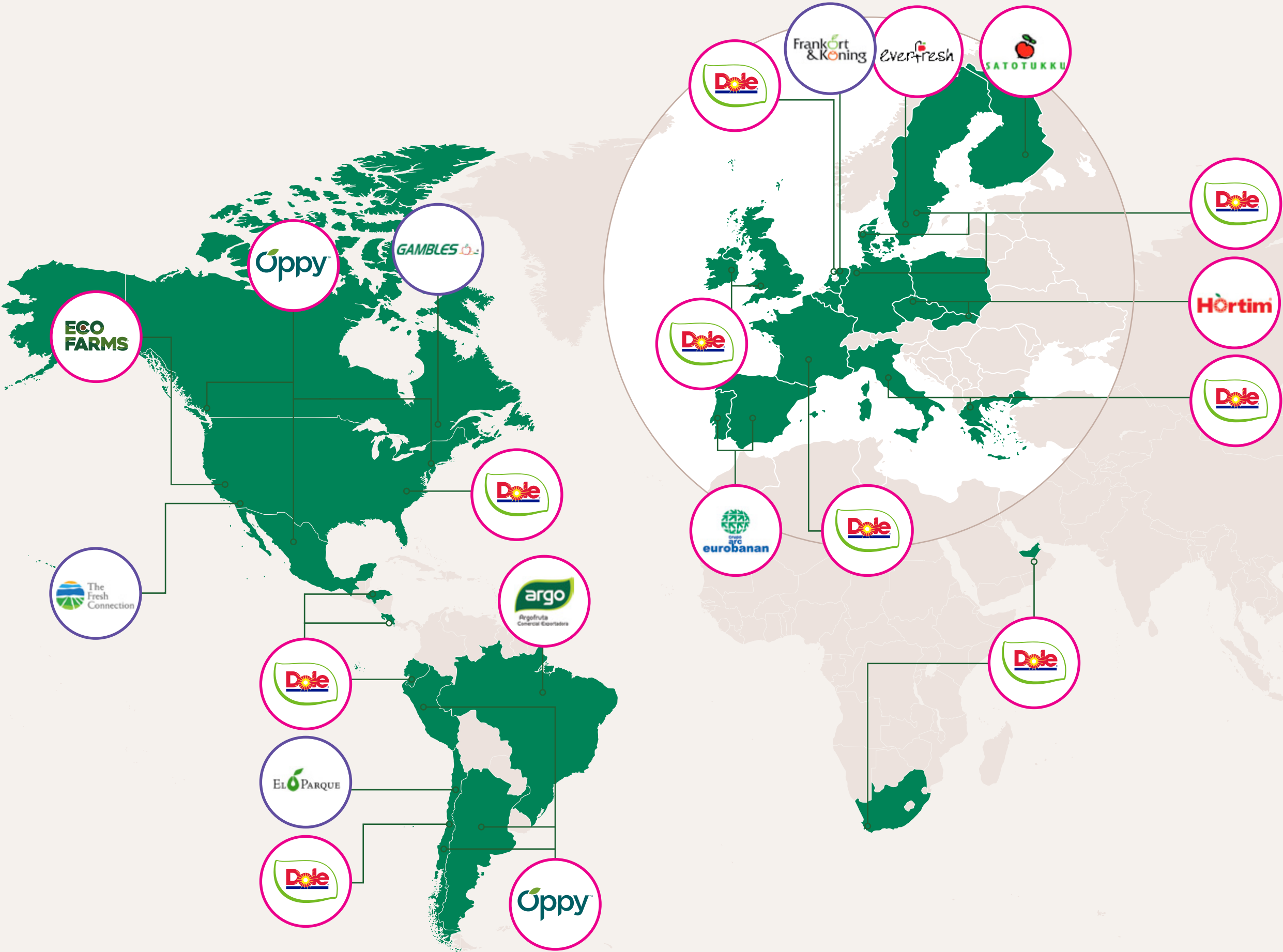
250
Distribution and
manufacturing facilities

75
Packing Houses

112,000
Owned acres

Owned or Controlled

Joint Ventures



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

A Message from Rory Byrne, CEO

At Dole, we believe that building a more sustainable food system is not separate from how we operate, it's embedded in every aspect of our business. We are focused on driving efficiency across our value chain, investing in technology and innovation to improve how we grow, transport, and deliver fresh produce. Our business model is also grounded in creating value through the consistent quality and eating experience delivered by our produce, enabling us to reinvest in our operations and strengthen our social practices. Sharing this value across our stakeholders is core to who we are, reflected in our commitment to responsible business conduct, strong labor practices, and being a trusted employer in the communities where we operate. From owning and operating our own shipping fleet to investing in research that advances banana varietal diversity beyond Cavendish, we are building resilience and long-term sustainability into our business while continuing to deliver fresh, nutritious food to the world.

The global fresh produce industry continues to face ongoing challenges. Climate change is increasing in the frequency and intensity of extreme weather events that directly affect agricultural production. Rising expectations from customers, regulators and communities require companies like ours to operate with ever greater transparency and accountability.

“Building a more sustainable food system is not separate from how we operate, it's embedded in every aspect of our business.”

Rory Byrne
Chief Executive Officer
Dole plc

Guided by our sustainability framework, The Dole Way, we continue to focus our efforts across three core pillars: **Nature, People and Food**. These pillars reflect our commitment to protecting the natural resources on which agriculture depends, improving livelihoods across our value chain, and delivering safe, nutritious and responsibly grown produce to consumers around the world.

None of this progress would be possible without the commitment of our colleagues around the world. On behalf of the Board and leadership team, I want to express my sincere thanks to our employees, growers, partners and customers who continue to support and drive our sustainability ambitions. Your expertise, passion and hard work are what bring our purpose to life.

I invite you to read on and learn the progress that we've made throughout 2024 and 2025. The journey toward a more sustainable future is ongoing, and we are proud of the progress we are making together.



Governance

Our company is governed by a Board of Directors comprising of both Executive and Non-Executive Directors. The Board provides oversight of climate and broader environmental and social issues, ensuring these topics are integrated into strategic decision-making.

Accountability for environmental matters sits with the Chief Operating Officer (COO), who regularly reports to the Board. Sustainability topics are included as scheduled agenda items at Board meetings, and relevant issues are presented at each regular meeting, including the approval of corporate policies and public commitments.

At the management level, the COO chairs the Sustainability Steering Committee, which is comprised of division Sustainability Leads, the Corporate Sustainability Team and other supporting Corporate roles.

Division Presidents are responsible for assessing sustainability related dependencies, impacts, risks, and opportunities within their operations, as well as ensuring compliance with corporate environmental and social policies and commitments.

Dole adheres to a Code of Business Conduct and Ethics, which is published on our website. Dole's Code of Business Conduct and Ethics outlines Dole's commitment to conducting business with integrity, transparency and respect across its global operations. The Code applies to employees, directors, consultants, suppliers and business partners, and establishes expectations for ethical behavior, legal compliance and responsible decision-making. It includes guidance on conflicts of interest, anti-bribery and corruption, fair competition, protection of company assets, confidentiality, accurate recordkeeping and compliance with international laws and regulations. The Code also emphasizes treating colleagues, customers and suppliers fairly and respectfully, while upholding human rights and maintaining a safe, inclusive and professional workplace.

The Code further reinforces Dole's commitment to accountability and responsible corporate governance by encouraging employees and stakeholders to report concerns or suspected misconduct without fear of retaliation. Through its Speak-Up program and related compliance policies, Dole promotes a culture of openness and ethical responsibility throughout the organization. The Code is supported by ongoing training, internal policies and management oversight to help ensure consistent implementation across all business operations and regions. Together, these standards support Dole's broader sustainability goals by strengthening trust with employees, growers, suppliers, customers and the communities where the company operates.

Anti-Corruption and Grievance Mechanisms

Dole plc is committed to maintaining high ethical standards across its global operations. This means not only complying with applicable laws, but also conducting business with integrity, transparency and respect for our customers, suppliers, colleagues and other stakeholders.

Dole’s Code of Business Conduct and Ethics and supporting policies (our “Code”) establish the principles that guide legal and ethical business conduct throughout the company. Employees, members of the Board of Directors, long-term consultants and key suppliers are expected to understand and adhere to these principles when conducting business with or on behalf of Dole. Key suppliers, those providing goods or services important to Dole’s continued

operations are also required to acknowledge and comply with the applicable policy requirements contained within our Code.

Dole encourages employees to raise concerns about suspected violations of the Code to their managers, to the legal and compliance department, or through our anonymous ethics hotline. All reports are protected by Dole’s zero-tolerance policy against retaliation, investigated with an appropriate level of independence, and followed by corrective action when necessary. The Audit Committee of the Board oversees the proper functioning of this process. In 2024, 62 reports were received through Dole’s ethics hotline and 53 reports received in 2025.

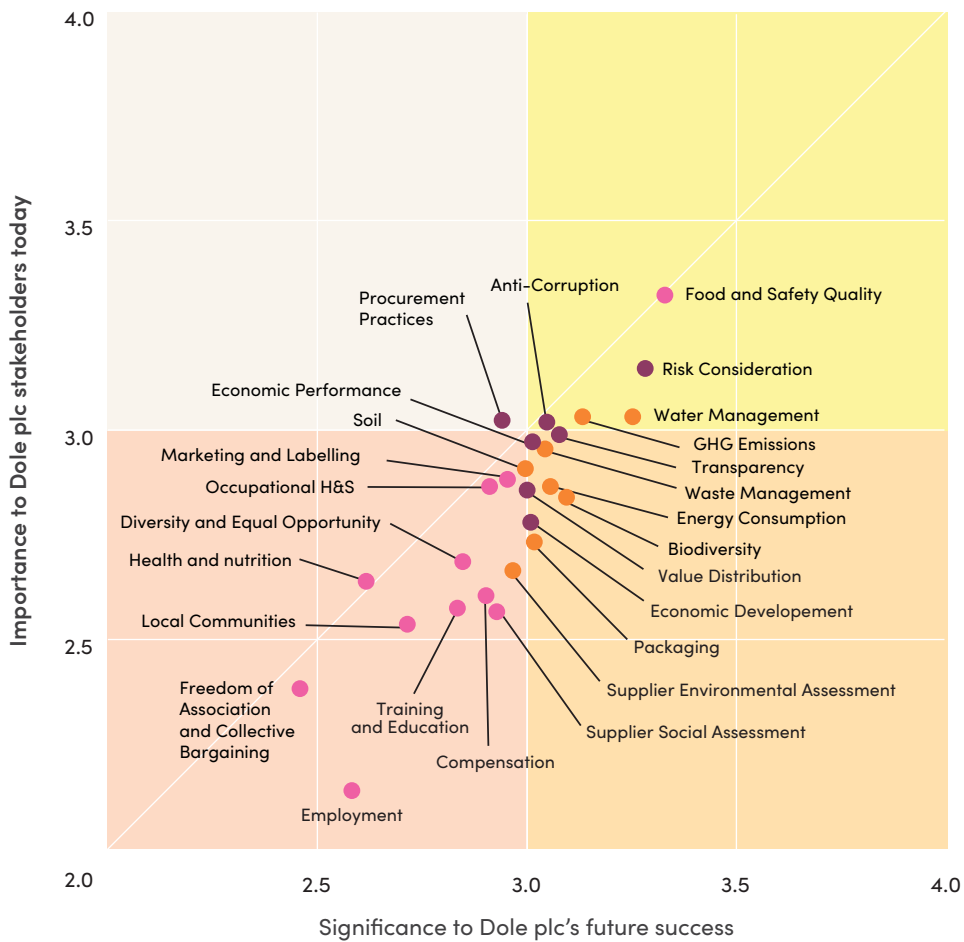
Freedom of Association and Collective Bargaining

Employees are free to join or not join any association of their choice, and we respect the right to collective bargaining. We encourage open communication between employees and management to address workplace issues and concerns.

In 2025, 26% of our global employees held memberships of collective bargaining group or Trade Unions.

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

We actively participate in collaborative sustainability initiatives. We have been a member of the Alliance for Water Stewardship since 2021 and are a founding member of the World Banana Forum since 2008, where we co-chair a working group on Fair Distribution of Value.

We also engage indirectly in policy-related activities through financial or in-kind support to trade associations and intermediary organizations. In our Latin American operations, public affairs and sustainability functions are managed within the same team, supporting a coordinated approach to stakeholder engagement, sustainability priorities, and relevant public policy matters.

Our participation in global trade associations enables us to contribute to industry dialogue and represent our business interests with regulators and authorities. Some of these associations include Freshfel Europe and International Fresh Produce Association (IFPA).

In 2025, Dole joined the WAVE Partnership for the Aconcagua catchment in Chile, a collaborative initiative addressing water security challenges in one of the country’s important fruit-growing regions. The Partnership brings together farmers, supply chain partners and other stakeholders to advance more sustainable, regenerative and water-resilient agricultural practices. Through collective action, the initiative aims to improve water management, strengthen supply chain resilience and support a healthier, more biodiverse catchment.

Dole actively participates in industry dialog around living wage through the World Banana Forum where it co-chairs the working group on distribution of value and through the IDH living wage steering committee. While living wages are currently calculated by using benchmarks, it is our belief that robust social dialog and collective bargaining will lead to a long-term sustainable wage level while keeping our products competitive in the market.



Living Wages

It is Dole’s policy to pay fair and competitive wages. Having an adequately compensated workforce is important to retain talent and produce high-quality fruit that markets require. Dole is therefore taking part in various European retailer-led initiatives to measure wages in the banana farming operations in various Latin American countries and ultimately reach living wages where it is not already the case. Currently, Dole participates in initiatives in the Netherlands, Germany and the UK. Since 2019 Dole has annually collected wage data, participated in pilots and trainings and is now progressively closing wages gaps for those specific customers volumes and markets.

In 2025 Dole monitored living wages in 79 individual banana farms owned by Dole or by independent growers in Ecuador, Costa Rica, Colombia, Honduras, Guatemala and the Dominican Republic. While wages in several countries like Ecuador, Honduras or Guatemala are structurally above living wage as defined by the Anker methodology, gaps have been detected in certain groups of workers in Costa Rica, Colombia and Dominican Republic. Dole is working with various European retailers to close those gaps.





Fresh Produce Footprinting

In Dole we're committed to engaging constructively with industry stakeholders for the betterment of our sector. As expectations increase for transparent and credible sustainability information, the European fresh fruit and vegetable sector is working to establish common standards for measuring environmental performance. Freshfel Europe, with Dole as a primary sponsor, launched the Environmental Footprint Initiative in 2022, aiming to develop the FreshProducePEFCR (Product Environmental Footprint Category Rules for Fresh Produce)—a harmonised methodology to assess the environmental footprint of fresh produce products across the sector. The FreshProducePEFCR project seeks to create a consistent and science-based framework for calculating the environmental footprint of fresh fruits and vegetables using a life-cycle assessment (LCA) approach aligned as closely as possible with the European Commission's Product Environmental Footprint (PEF) methodology. By harmonising calculation rules across the sector, the initiative helps ensure environmental assessments are robust,

transparent and comparable. This supports the industry's ability to communicate sustainability performance credibly while responding to evolving regulatory requirements and growing transparency expectations from retailers and consumers. The methodology was developed through a multi-year collaborative effort involving growers, companies, researchers and sector organisations. The work was coordinated by the Technical Secretariat, chaired by Freshfel Europe and supported by Wageningen Social & Economic Research together with LCA experts from PRé Sustainability and Mérieux Nutrisciences | Blonk. The resulting FreshProducePEFCR provides guidance for calculating environmental impacts across the full life cycle of fresh produce—from cultivation and post-harvest handling to distribution, retail and end-of-life. The methodology evaluates 16 environmental impact indicators, including climate change, water use, land use and resource use. Following completion of the technical development phase in 2025, the initiative is now moving toward implementation and broader adoption across the sector.

COO Letter

Our goal is to deliver fresh and nutritious produce to consumers around the world, and this depends on the strength and resilience of our global operations. Our vertically integrated model connects farms, logistics networks, and distribution partners across multiple regions, allowing us to maintain high standards of farming excellence, product quality, and operational efficiency. Fresh fruit and vegetables represent some of the most nutritionally rich and climate-efficient foods in the human diet, supporting both our commercial purpose and our sustainability ambitions. At the same time, agriculture operates in an environment shaped by climate variability, plant diseases, evolving market expectations, and geopolitical uncertainties. For me, strengthening the resilience of our business and the agricultural systems we depend on remains a core priority.

A key focus of our strategy is addressing climate-related risks and protecting the natural resources essential to our operations. Across our global network, we continue to invest in

sourcing diversification and adaptable logistics to respond to weather-related disruptions while preparing for longer-term climate and water challenges. In Honduras, for example, we are making multi-year investments in water infrastructure to support the long-term productivity of our banana and pineapple operations.

Innovation also plays an important role in securing the future of the banana industry. Through multiple research partnerships, Dole is supporting the development of new banana varieties resistant to major diseases such as Tropical Race 4 (TR4) and Black Sigatoka. While varietal development is complex and requires long-term investment, I am encouraged by the early results, which we will continue to evaluate through field trials.

We cannot advance sustainable agriculture on our own. During the year, Dole partnered with industry stakeholders and local communities on initiatives that promote responsible water management and regenerative agricultural practices. In Honduras, we concluded a



landscape-level project focused on water stewardship with local communities, while in Chile we joined the Aconcagua Network to support water efficiency and regenerative agriculture in the region.

Reducing the environmental impact of our operations remains a central objective. In 2025, we reduced Scope 1 emissions by 16% and Scope 2 emissions by 29% versus our baseline, reflecting continued progress in improving operational efficiency.

People remain at the heart of our progress. I want to thank our employees and partners, whose expertise and dedication enable us to adapt to changing conditions while maintaining high standards of safety, quality, and operational excellence. We are also actively engaged in industry-wide efforts to advance living wages across the banana supply chain. We are also continuing to make progress in our work with the Business Multidimensional Poverty Index, a rating system that measures poverty beyond household income to better understand its causes and help reduce identified gaps.

“Strengthening the resilience of our business and the agricultural systems we depend on remains a core priority.”

Johan Lindén
Chief Operating Officer
Dole plc

I believe we must be open about our progress and accountable for how we operate. In addition to complying with evolving ESG regulations, we continue to strengthen voluntary disclosures, including through CDP, where we improved our climate score to B. We are also expanding third-party certifications across our farms and supplier network to reinforce responsible practices throughout our value chain.

I’m proud of the commitment shown by our teams across Dole, whose work underpins the progress outlined in this report and our efforts to integrate sustainability into every aspect of how we grow, source, and deliver fresh produce. By continuing to invest in climate resilience, water stewardship, regenerative agriculture, and our people, we are strengthening the foundations for the long-term success of our business and the communities we serve.



OUR SUSTAINABILITY STORY

The Dole Way

For more than 170 years, we have taken pride in delivering nutritious, high-quality produce to consumers around the world, and being responsible stewards of the land on which it is grown. We are committed to supporting the men and women and communities who enable us to provide the quality we are known for. This commitment defines The Dole Way, our approach to growing, sourcing, processing, and distributing produce responsibly, today and for future generations.

By prioritizing the environmental, social, and operational issues most relevant to our business and stakeholders, we can focus our efforts and allocate resources where they will have the greatest impact. Through this approach, we aim to contribute meaningfully to a healthier, more sustainable future for people and the planet.



FOR NATURE

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



FOR PEOPLE

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



FOR FOOD

We commit to: Provide retailers 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) or other advanced water certifications as listed under SIFAV's Basket of Water StandardsEstablish capacity-building programs to promote optimized water stewardship practices with 70% of 3rd party suppliers in high water risk areas by 2030
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">Reduce food waste in harvesting and processing systems by 50% by 2030Make 100% Dole packaging across divisions either recyclable or compostable by 2030

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 in Dole Latin America including Guatemala, Honduras, Costa Rica and Ecuador by measuring business multi-dimensional poverty indexLaunch a Dole Local Grower Academy in Europe: By 2030, 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 base90% 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 2030Circulate and promote our digital sustainability risk management tool to all commercial personnel globally by end of 2030 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



2024 and 2025 Highlights

Joined the **Aconcagua Network Partnership**

In High-Risk areas, **82%** of Dole-owned farms certified to advanced water certification.

Improved Score to a “B” in CDP Disclosure

Decreased Scope 1 carbon emissions by **16%** against 2020 baseline

Water Risk Assessment completed across all Dole-owned farms



FOR NATURE’S HEALTH

Nature is fundamental to our business and the communities we serve. As a company whose operations are closely connected to healthy ecosystems, productive agricultural land, clean water, and a stable climate, we recognize our responsibility to protect and preserve the natural resources on which our operations rely.

We are committed to measuring, managing, and reducing our environmental impact while supporting the long-term resilience of the ecosystems we depend on. Through responsible land stewardship and environmental management, we work to conserve natural resources, protect biodiversity, and build a more sustainable future.

Additional information on our environmental performance and climate-related initiatives is available in our Carbon Disclosure Project (CDP) disclosure.

Climate

Climate change is one of the most significant challenges facing global agriculture, affecting crop productivity, water availability, ecosystem health, and the resilience of farming communities. As a global company that depends on growing crops around the world, we recognize that climate-related risks have direct implications for our operations, supply chain, and long-term ability to deliver nutritious food.

We are committed to understanding, managing, and adapting to these risks through scientific decision-making, continuous improvement in

our farming practices, and increased resilience across our value chain. At the same time, we seek opportunities to reduce our environmental impact and support the transition to a lower-carbon future.

By investing in sustainable agriculture, responsible resource management, and innovation, we aim to protect the natural systems on which our business depends and support the long-term health and productivity of agricultural land.

Science-Based Targets

As of the publication date of this report, our near-term and long-term targets have been validated by SBTi Services.

Near-term targets

- Dole plc commits to reduce absolute scope 1 and 2 GHG emissions 42.0% by 2030 from a 2020 base year.
- Dole plc commits to reduce absolute scope 1 FLAG GHG emissions 30.3% by 2030 from a 2020 base year.
- Dole plc commits to reduce absolute scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution 25.0% by 2030 from a 2020 base year.
- Dole plc commits to reduce absolute scope 3 FLAG GHG emissions 30.3% by 2030 from a 2020 base year.

Long-term targets

- Dole plc commits to reduce absolute scope 1 and 2 GHG emissions 90.0% by 2050 from a 2020 base year.
- Dole plc commits to reduce absolute scope 1 FLAG GHG emissions 72.0% by 2050 from a 2020 base year.
- Dole plc commits to reduce absolute scope 3 GHG emissions 90.0% by 2050 from a 2020 base year.
- Dole plc commits to reduce absolute scope 3 FLAG GHG emissions 72.0% by 2050 from a 2020 base year.

Dole Europe Awarded EcoVadis 2025 Sustainability Silver Medal

Ecovadis is a questionnaire and rating that evaluates a company’s performance in environment, labor and human rights, ethics, and sustainable procurement. It is a key tool for our European retailers, who seek out and encourage suppliers to demonstrate strong sustainability performance on priority topics.

Based on the performance score, companies can receive a Bronze, Silver, Gold, or Platinum

medal. In 2025, Dole Europe GmbH was awarded the Silver Medal. This rating positions Dole Europe as a solid and reliable partner for buyers who prioritize responsible agriculture and safe, healthy, sustainably produced fruit.

This achievement also reflects a strong, shared effort across our company-owned farms and our supplier network.

Energy Consumption

Energy is essential to every stage of our business, from farming and irrigation to packing, refrigeration, transportation, and distribution. We recognize that how we consume energy has a direct impact on both our operational efficiency and our environmental footprint. Improving energy performance helps strengthen the resilience of our operations, reduce costs, and support

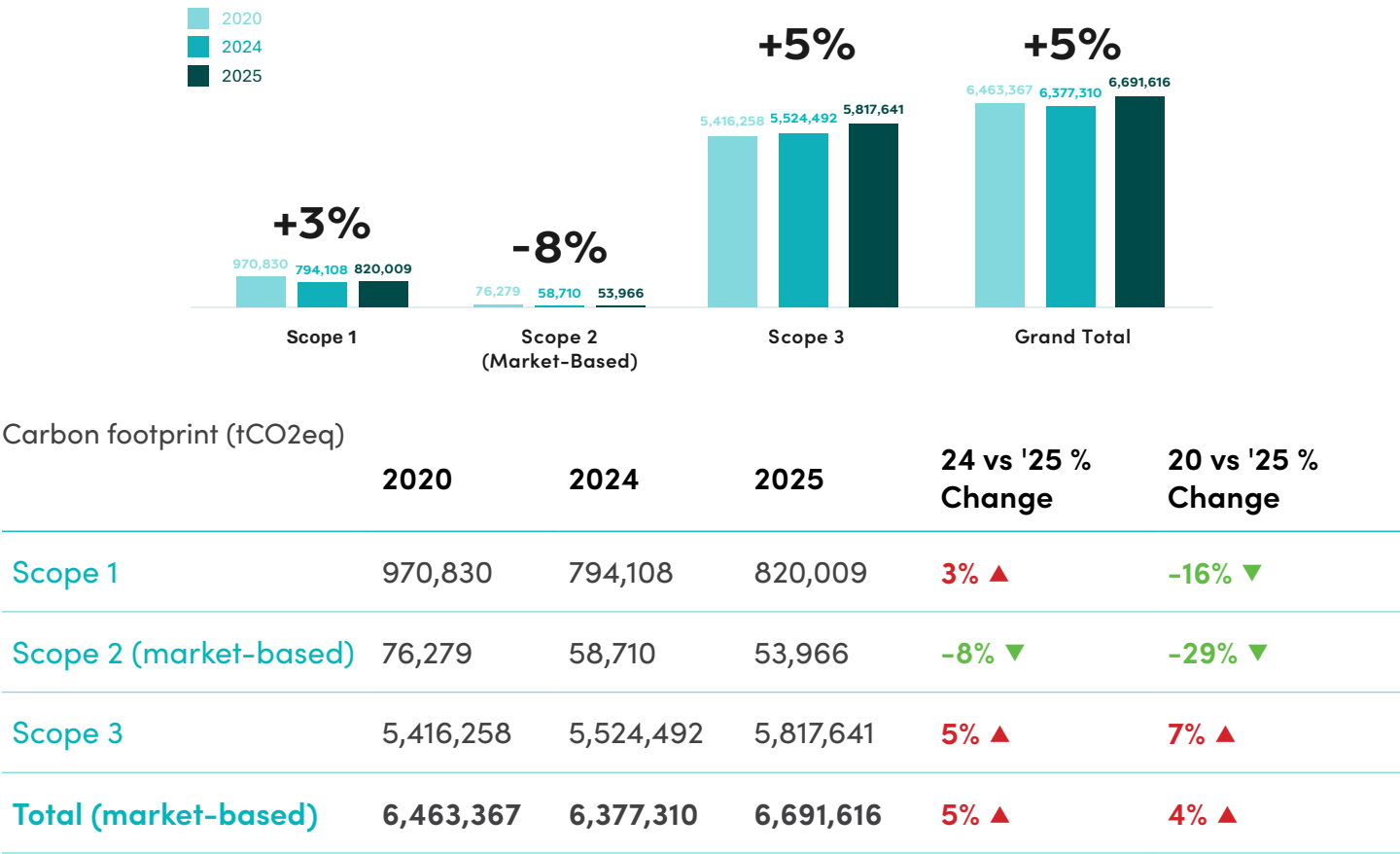
our efforts to mitigate climate change. By monitoring energy use, investing in efficiency improvements, and exploring lower-carbon energy solutions, we aim to reduce emissions while continuing to deliver high-quality products to customers around the world. Responsible energy management is a key component of our sustainability strategy and our commitment to long-term business resilience.



GHG Emissions

Greenhouse gas emissions are a measurement of our environmental impact and an important focus of our climate strategy. Our emissions are connected to many aspects of our operations and value chain, including farming activities, energy use, refrigeration, transportation, packaging, and distribution. We actively measure, monitor, and manage our Scope 1, Scope 2, and Scope 3 greenhouse gas emissions to better understand where impacts occur and identify opportunities to improve efficiency, reduce emissions, and strengthen business resilience. As part of our commitment to climate action and continuous improvement, we have calculated and submitted climate targets to Science Based Target Initiative (SBTi) and have received validation. We aim to support a lower-carbon future while creating long-term value for our business, customers, growers, and communities.

Dole plc Global Carbon Footprint



Carbon Disclosure Project (CDP) Score

An important part of the sustainability journey is being accountable and transparently showing the actions that support our work. That is why, in October, we reported to the Carbon Disclosure Project (CDP) initiative; a global management system that promotes companies to report their environmental impacts and the measures they take to manage them. The information we provide is used by investors, retailers, and other companies to understand the environmental impact of supply chains and help inform decision making.



CDP scores range from D- which is a minimum disclosure to A which demonstrates environmental leadership. Each letter reflects the level of commitment, action, and transparency of an organization in facing climate and environmental challenges.

Between 2024 and 2025, Dole improved our Climate score from a C to a B. In the Water and Forest questionnaire, we received a C.

Certifications and Responsible Growth

In November 2025, our banana and pineapple farms in Costa Rica achieved GLOBALG.A.P Version 6.0 certification (GFS), establishing us as pioneers in this new version. This standard includes recognition from the Global Food Safety Initiative (GFSI), ensuring that our processes meet the highest demands in food safety and quality and reflects good agricultural and manufacturing practices and also reinforces our efforts in environmental sustainability and worker well-being.

A significant step on this path was the certification of three of our banana farms in Costa Rica (Atalanta, Fortuna, and Bananito), covering 2,460 hectares of production and employing approximately 2,200 people.

We conducted a detailed assessment to quantify our carbon emissions across the farm operations, using 2023 as the baseline year. The count includes both direct emissions (those we control) and indirect emissions (those beyond our control).

Emission Reduction

We emitted 15.10 fewer tons of CO₂e thanks to a program that replaced mules used for transporting harvested fruit with an electric multi-purpose hauling vehicle known as electric bulls.

CO₂ Capture from Our Forests

570 hectares of forest at the Valle La Estrella, Bananito, and Zurquí farms capture 15,737 tons of CO₂ equivalent.

We obtained this certification after an accredited external body in Costa Rica conducted a validation process, including reviewing all management system data, conducting interviews, and field visits. At the



end of the process, a compliance declaration was issued, supported by the country’s Climate Change Directorate.

Looking forward, our goal is to maintain and improve the reductions achieved and expand this project to more farms.

“These certifications reflect our commitment to food safety, sustainability, and the well-being of people. They ensure safe food, protect the environment, and provide stability for our employees.”

Keylor Chaves
Certification Manager, Standard Fruit Costa Rica

Understanding our Scope 3 and LCA

Understanding and reducing supply chain emissions is necessary to Dole’s climate strategy. In 2025, Dole Nordic partnered with CarbonCloud to develop detailed product-level carbon footprints across our product range, bringing together real-world data and best-in-class AI powered modelling, helping to strengthen the transparency and accuracy of our Scope 3 emissions data. Our objective was to calculate Scope 3 emissions with a higher level of granularity and consistency across our product portfolio. These calculations support three key objectives: enabling corporate reporting under Scope 3 categories 3.1 (purchased goods and services), 3.4 (upstream transport and distribution) and 3.9 (downstream transport and distribution); enhancing transparency with customers regarding the carbon footprint of specific products; and providing actionable insights to guide decarbonization planning and execution. Dole provided CarbonCloud with detailed product specifications extracted from our ERP

systems, including product types, categories, packaging formats, source countries and purchase volumes. CarbonCloud processed and categorized this information, assigning appropriate emission factors and tailoring transport calculations to reflect our actual supply chain routes. The resulting modelling provided a consistent methodology for estimating product carbon footprints across our range of products. The first phase of the project delivered 10,931 unique product carbon footprint calculations, covering purchased products across the Nordic and Irish markets. These calculations help provide insights into emission hotspots across our portfolio and allow us to better understand the climate impact of the products we source and distribute. Footprint reports were delivered in February 2026 and are being analyzed to identify reduction opportunities. Next steps include progressively integrating supplier-specific primary data to further improve accuracy and drive targeted reductions.

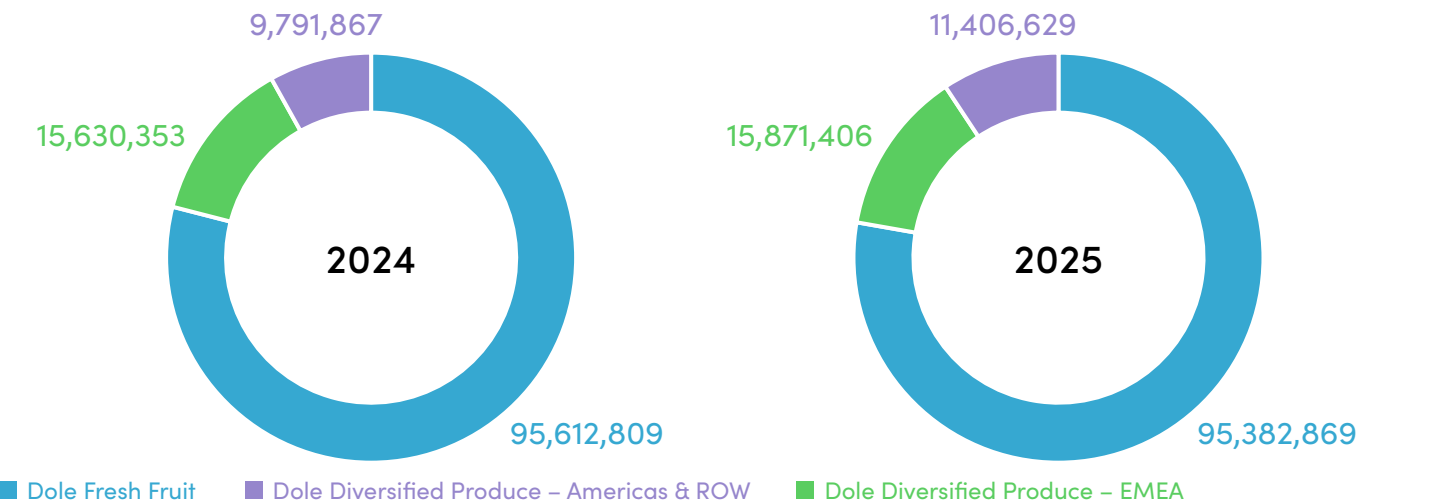
Water Stewardship

Water is a critical natural resource for agricultural production and a fundamental input across our operations. Responsible water management is essential to maintain healthy crops, supporting local communities, and protecting the ecosystems on which we depend. Water stewardship is a priority for Dole, particularly in regions where we own and operate production facilities in areas facing elevated water-related risks. We continuously monitor water use across our operations, assess water-related risks, and invest in innovative practices and technologies that improve efficiency and support long-term water availability. Through responsible water management, we aim to strengthen the resilience of our business while helping to safeguard this vital resource for future generations.

As shown below, this assessment represents Dole-owned farms and identifies the main water risks associated with their respective river basins. To help optimize on-farm water consumption, Dole is implementing advanced irrigation systems where appropriate. In Latin America, many of our operations must also manage flood risks associated with storms and periods of heavy rainfall. In high risk areas, 82% of Dole-owned farms are certified to an advanced water standard recognized under the SIFAV Basket of Water Standards. Overall, 77% of Dole-owned farms are certified to an advanced water certification.

Water Usage by Division

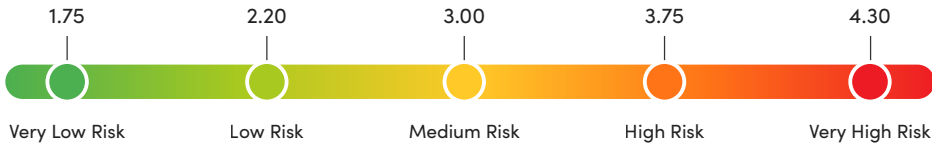
Division	2024	2025
Dole Fresh Fruit	95,612,809	95,382,869
Dole Diversified Produce – Americas & ROW	15,630,353	15,871,406
Dole Diversified Produce – EMEA	9,791,867	11,406,629
Total cubic meters	121,035,029	122,660,905
Total Megaliters	121,035	122,661



*The increase measured in 2025 in the EMEA division is driven largely by an increase in the number of reporting sites.

Water Risk Across Dole–Owned Farms

Country	Basin Name	Water Availability	Drought	Flooding
Brazil	Sao Francisco 2	2.20	1.75	3.00
	Aconcagua	4.10	3.75	3.25
	Copiapo	3.50	2.25	2.50
Chile	Maipo	4.60	2.50	3.25
	Mataquito	3.70	1.75	2.75
	Maule	4.00	2.50	2.75
	Rapel	4.30	1.75	3.25
	Chirripó	1.60	2.00	3.75
Costa Rica	Parismina	1.60	2.00	3.75
	San Carlos	1.00	1.25	3.75
	Sarapiquí	1.30	1.25	3.75
	Tortuguero / Caño Chiquero	1.60	2.00	4.00
Czechia	Morava	2.50	1.00	2.50
Ecuador	Babahoyo	1.40	2.75	4.25
	Ecuador Southwest Pacific Coast	1.80	1.75	3.75
Guatemala	Coyolate	2.50	1.25	3.75
	Sis / Icán / Nahualaté	1.60	1.25	3.50
Honduras	Aguan	1.00	1.75	3.75
	Lean	1.00	2.00	3.75
Ireland	Liffey	2.20	1.00	2.75
	Slaney	2.20	1.00	3.25
Mexico	Coahuayana	3.60	1.25	2.50
	Lago Chapala	3.30	1.00	3.00
Peru	Chira	2.40	1.75	3.75
South Africa	Groot Berg	3.30	2.50	2.75
	Orange 2	2.60	4.75	1.25
	Orange 3	2.60	4.75	1.25
United States	San Luis Rey / Escondido	3.80	2.00	2.50



Access to Clean Drinking Water

What began as an effort to improve access to water in the community of Burgos, Honduras has become an example of effective collaboration between private enterprise, local government, and the community. Today, more than 300 families have drinking water in their homes, marking a before and after in their quality of life.

Burgos is a Honduran community with a strong connection to Dole due to its proximity to the Agropor pineapple farm. Many people living in the area have worked for the company, or have family who are part of its team, reflecting a shared commitment to the community’s development and well-being.

For more than three years, Agropor and the Burgos community worked on a project to guarantee water supply in the area. In 2024, Agropor donated the water distribution network to the Community Water Board, an investment valued at over L4 million Honduras Lempiras which is equal to about \$160,000 USD. This



enables water to reach homes directly although not potable, which could have the potential to expose families to health risks. Agropor, the community, and the Municipality jointly financed the construction of a water treatment tank with a total investment of \$50,000 USD.

On February 26th, the Burgos community celebrated the inauguration of the new water treatment tank at an event attended by the director and Dole farming staff of Agropor, the mayor and municipal representatives, as well as community leaders and residents.

Quebrada Andaluz Micro-Watershed Declared a Protected Area

The Quebrada Andaluz micro-watershed is an important source of drinking water and biodiversity for communities in the Uchapa River Basin and Olanchito, Yoro, Honduras. Following decades of local conservation efforts, the National Institute of Forest Conservation and Development (ICF) officially declared 569 hectares of the micro-watershed a protected area. The watershed helps provide drinking water to approximately 80,000 residents, or 16,000 families.



Dole, together with local organizations, institutions, communities, and Zamorano University, has supported conservation and sustainable management efforts across the watershed. Recent initiatives include:

Reforestation



Donated native seeds with the potential to produce 200,000 plants and rebuilt 480 m² of Olanchito’s municipal nursery, which can produce up to 50,000 plants across two annual cycles.

Environmental education



Through our collaboration with Zamorano University, 551 high school students participated in watershed protection and restoration activities.

Forest protection



Strengthened three forest protection brigades with equipment for wildfire prevention and response, helping limit the area affected by wildfires to less than 5%.

Sustainable livelihoods



Supported beekeeping organizations representing 17 women and 33 men through conservation activities and training in bee swarm rescue and relocation.

These efforts support community-led watershed management while helping protect an important source of water and biodiversity for the region.



La Virgen Farm Supports San Vicente Community

Finca la Virgen is one of the driving forces and active partners in a project that will improve access to clean drinking water for the community of San Vicente, Costa Rica.

Potable Water for Community of San Vicente

- The bMPI (business Multidimensional Poverty Index) survey conducted at Dole helped us understand that some of our employees did not have access to potable water at home and relied on artisanal wells, significantly impacting their quality of life.
- We aim to improve the quality of life and access to potable water for our employees, their families, and neighboring communities.

The Santa Isabel ASADA, a community water association, is constructing a three-kilometer section of the aqueduct with support from Finca La Virgen, which is contributing machinery and an equipment operator to the project.

The ASADA currently has the capacity to supply water to over 6,000 people from various socially underdeveloped communities. This project will benefit approximately 200 additional people



in the area through the construction of a 9.3 km pipeline. In the community of San Vicente, where we supported the construction of a 3 km section, there are 60 households planned, out of which 56 are homes.

The project reflects a collaborative effort among the Santa Isabel ASADA, the San Vicente Development Association, the Municipality of Río Cuarto, community leaders, and private-sector partners, including Dole’s La Virgen Farm.



Sustainable Farming Practices

For decades, Dole has been advancing sustainable agriculture through innovation, research, and continuous improvement across its operations. We invest in projects, partnerships, and field-based initiatives that help us better understand and implement more sustainable farming practices, enabling us to strengthen the long-term resilience of our production systems while reducing environmental impacts.

Our researchers, agronomists, and growers continuously evaluate new techniques, crop varieties, and management practices that can improve productivity, enhance soil health,

increase biodiversity, optimize resource use, and support climate resilience. Across our Latin American operations, our business model is founded on the continuous improvement of processes throughout the value chain. Through innovation, we aim to drive efficiency, promote responsible resource management, and support sustainable growth. By leveraging the latest agricultural technologies and scientific knowledge, we seek to maximize production while minimizing the environmental and social impacts of our banana and pineapple operations, helping to ensure the long-term viability of the land and communities on which our business depends.

Dole-Owned Farms Implementing Regenerative Practices (Dole Fresh Fruit and Dole Chile)

	% of Farms Using Regenerative Practice
Minimum Tillage	86%
Cover Crops	41%
Incorporate Crop Residues	84%
Use Organic Liquid Fertilization	22%

Dole Earns the 2025 Agro-Export Merit Award

Dole’s El Bosque Farm, a Costa Rican producer of organic and conventional pineapples, was recognized by the National Chamber of Agriculture and Agribusiness (CNAA) for its commitment, innovation, and contribution to the country’s agribusiness sector.

Presented during CNAA’s 79th anniversary celebration, the recognition highlights Agroindustrial Piñas del Bosque’s sustainability practices, including Fair Trade certification, environmental conservation initiatives, and employee-focused social responsibility programs such as its Information and Wellness Centers (IWCs).



Advancing Precision Agriculture with Drone Technology

On our owned farms in Ecuador, we are using agricultural drones as an alternative to aerial applications in sensitive areas. Drones enable more precise treatment of Black Sigatoka while reducing potential impacts on surrounding ecosystems and communities.

Drones are particularly useful near ecosystems, power lines, public roads, and communities. Advances in payload capacity and battery life have helped expand their use over the past two years.

Beyond crop protection, drones support farm mapping, security surveillance, field assessments, and monitoring of crop conditions. As the technology continues to evolve, we are exploring opportunities to further expand its use across conventional and organic banana production.

“During the recent “El Niño” phenomenon, characterized by intense precipitation and warmer-than-normal temperatures, we observed acceptable, and at times superior, control in areas treated with drones, compared with those using traditional aircraft.”

Juan Jose Aycart
Agr Services & Research Sr Manager, Dole Ecuador

Dole UK Uses Precision Pollination to Boost Yields and Cut Impact

Embracing innovation in production is critical in delivering an ever more sustainable supply chain. Dole UK, a leader in local berries and UK-based agri-tech firm, AgriSound embarked on a collaborative data-led pilot study to explore how advanced growing materials affect pollination performance, and what that means for production outcomes at scale.

The study, which took place between April and October 2025 at Dole’s Future of Food research site in Langley, Kent, achieved up to 28% higher yields at peak harvest and significantly improved fruit quality. The programme compared IYRIS (a leading global producer of adaptive agri-climate products) SecondSky thermal reduction polytunnel covers with standard industry plastic, using AgriSound’s Polly™ bioacoustic sensors to continuously monitor pollinator activity directly within the crop. Over 42 sensors were deployed across commercial strawberry tunnels, collecting high-resolution data on bee activity alongside temperature, humidity, and light conditions throughout the production season.

The pilot found:

- Tunnels fitted with IYRIS SecondSky covers delivered consistently stronger pollination performance

- Average bee activity was approximately 4% higher across the season, with uplifts of 10–13% during peak flowering
- Overall yield increased by 3%, with berries showing higher average weight and increased Brix*
- Data collection costs were reduced by approximately 87% and delivered a 91% lower carbon footprint

The data also demonstrated that the IYRIS covers helped to stabilise the tunnels’ microclimates, maintaining temperatures within optimal pollinator foraging ranges, even during heat events. This reduced pollination disruption during periods of climatic stress and supported more consistent bee activity across rows and throughout the day.

Insights generated through the project will be used to inform future tunnel design, material selection, and pollination strategies across Dole-aligned farms, helping to ensure that innovations are not only agronomically effective but also supportive of pollinators and long-term sustainability.

Biodiversity Protection

Biodiversity encompasses all life on Earth, from microorganisms and pollinators to forests and entire ecosystems, and the complex interactions that sustain healthy and productive environments. For Dole, biodiversity is particularly important because many of our growing regions are in Central America, one of the world’s most biologically diverse areas. The health of these ecosystems is closely linked to the long-term productivity of our farms, the resilience of our operations, and the well-being of surrounding communities.

As part of our commitment to environmental stewardship, Dole maintains more than 3,000

hectares (over 7,000 acres) of forest across our banana and pineapple farms, helping to protect habitat, support ecosystem services, and conserve natural resources. We are committed to continually enhancing our current practices and taking a more structured, science-based approach to understanding, protecting, and promoting biodiversity throughout our operations and food systems. Through conservation efforts, research initiatives, and sustainable land management practices, we seek to contribute to the preservation of biodiversity while supporting resilient agricultural landscapes for future generations.

Dole Received an Honorable Mention at the AMCHAM Awards – Environmental Category

The initiative “We Protect Nature, We Protect Biodiversity” earned Dole an honorable mention in the environmental category from the Costa Rican–North American Chamber of Commerce (AMCHAM). Since 2015, we have participated eight times in this prestigious competition, receiving seven recognitions in the categories of Community, Workers, and Environment, as well as the Grand Prize for Social Responsibility in Action.

In 2025, we entered the environmental category with the project “We Protect Nature, We Protect Biodiversity.” This initiative integrates the efforts and actions of all our farms—across pineapple and banana cultivation and packing operations—focused on biodiversity protection.

“These have been years of hard work that have allowed us to consolidate a high-impact model.”

Rudy Amador

VP, Corporate Responsibility, Sustainability & Communication



Wildlife Monitoring Highlights Biodiversity at Santa Fe Farm

At Dole, we want to ensure that our farms are a suitable environment for the presence of flora and fauna. That’s why, as part of our commitment to environmental conservation, we conducted a new monitoring study that allowed us to document the presence of different animal species. This project, which allows us to ensure that our agricultural practices have minimal impact on the ecosystem, is led by a group of experts and the farm's environmental management area.

This is not the first time we have conducted monitoring, as our goal regarding biodiversity has always been to detect changes over time in order to take measures that protect and maintain natural wealth. At Santa Fe, we conducted our first monitoring study in 2016. If we make a comparison, the results this year are encouraging: we detected important species such as jaguar, ocelot, white-tailed deer, and tapir, which could indicate an improvement in the ecosystems protected by the farm. This is a sign that at Santa Fe, we are providing a healthy and safe habitat for these species, some of which are endangered.



Wildlife Monitoring at Santa Fe Farm, San Carlos, Costa Rica

Monitoring Date: April-July 2024 Use of drones, camera traps, and other technologies.

Life Zones on the Farm: Very humid premontane forest and Humid tropical forest

Annual Precipitation: +4000 mm

Main Focus: Terrestrial Mammals

5 Most Common Species Recorded:

- Coati (*Nasua narica*)
- White-tailed deer (*Odocoileus virginianus*)
- Coyote (*Canis latrans*)
- Tayra weasel (*Eira barabara*)
- Ocelot (*Leopardus pardalis*)

Highlights the presence of 3 endangered species:

- Tapir (*Tapirus bairdii*): The largest wild mammal in Costa Rica.
- Howler monkey (*Alouatta palliata*): Primarily an arboreal species.

- Jaguar (*Panthera onca*): Plays a key role in ecosystems as the largest predator.

The study focuses primarily on terrestrial mammals because these animals have a significant impact on plants and the food chain, which helps measure the ecological health of the farm?

Second Focus: Macroinvertebrates

- Aquatic (small insects that live in water and do not have a backbone).
- **300 individuals of freshwater macroinvertebrates:** Results confirm that the water in the lagoons at the farm are of good quality.

This monitoring provides us with valuable data to continue improving our practices. Through these farm-led monitoring efforts, we can involve our workers in raising awareness and transmitting knowledge.



Advanced Technology to Assess Global Farm Biodiversity

In a sector as geographically diverse as fresh produce, profiling biodiversity on farms across the globe can be challenging. Beginning in 2024 and continuing into 2025 we launched a global project dedicated to aligning best-in-class technological innovation with in-house experience and expertise in production to raise the bar in the field of fresh produce biodiversity profiling. In partnership with a progressive biodiversity profiling solutions provider, we committed to implementing an industry leading AI powered satellite-based biodiversity profiling pilot. Including a combination of Dole owned and third party operated production across the globe, our objective was clear: to establish a reliable biodiversity baseline on each farm which would provide the necessary foundation for real world interventions, where required, to address identified issues and introduce measures to build long term resilience as required. 21 farms, both Dole farms and those

of third-party suppliers across Ireland, Europe, Africa and Latin America were included in this project, which brought together state-of-the-art high-resolution satellite imagery technologies with more than 60 leading nature datasets to assess the main drivers of biodiversity loss on each farm: habitat quality, fertiliser runoff and river buffer condition, pollinator availability, water availability, and flood risk. Collated data was translated into clear, comparable indicators that allowed us to identify high value habitats to protect, degraded areas to restore, and farms where climate-related risks threaten both biodiversity and livelihoods. For each participating farm, the project has created a science-based biodiversity baseline and clear, data driven insights on key impact drivers, empowering farmers to identify where changes to practices could most effectively enhance local ecosystems and build resilience to climate risks.

Waste Management and Packaging Innovation

Across our farms, packing facilities, and processing operations, Dole's approach to waste management is guided by the principles of reducing, reusing, and recycling materials wherever possible. We are committed to understanding the sources and impacts of waste throughout our operations and identifying opportunities to minimize our environmental footprint through continuous improvement and innovation.

To strengthen our understanding of waste across our value chain, we are currently conducting a comprehensive waste audit of our banana supply chain. This assessment will help us better quantify waste streams, identify

opportunities for reduction and recovery, and inform future strategies to improve resource efficiency and support circular economy principles.

Packaging is also a key area of focus as regulatory requirements continue to evolve around the world. Increasing packaging regulations have prompted us to take a closer look at the materials we use, the weight of our packaging, and the environmental impacts associated with end-of-life disposal. Through thoughtful design, material optimization, and innovation, we seek to reduce plastic use while increasing the adoption of recyclable, reusable, and compostable materials.

By better understanding the full lifecycle impacts of our packaging and advancing waste reduction initiatives across our operations and supply chain, we aim to reduce our environmental footprint and support a more sustainable future.



Oxifilm: Innovation that Reduces Waste and Improves Efficiency

Dole is expanding the use of Oxifilm, a 100% recyclable wrapping for banana and pineapple exports across Latin America. By replacing up to 85% of traditional palletizing materials, such as corner protectors, straps, and staples, Oxifilm reduces material use by approximately 2.2 kilograms per pallet.

Oxifilm also automates parts of the palletizing process, supporting a safer, more ergonomic and efficient working environment. Its continued expansion demonstrates how scalable innovation can reduce waste while delivering environmental, social and operational benefits.

“Expanding the use of pallet wrapping in our operations benefits both the environment and our business. We are significantly reducing the use of plastic while improving efficiency in our supply chain and the quality of the fruit. It is another step forward in Dole’s commitment to innovation and sustainable agricultural practices.”

Ana Cristina Obregón
Vice President of Logistics, Dole Tropical Products



Sharing Excess - A Partnership for Good

In February 2026, Dole Fresh Fruit Company formalized a National Produce Recovery Partnership with Sharing Excess, a nonprofit food-rescue organization, to expand the recovery and redistribution of surplus edible produce across North America.

The partnership establishes a collaborative framework through which Sharing Excess coordinates the pickup, transportation, and redistribution of Dole's surplus produce to food banks and community-based partners, with facilities onboarded in phases to ensure operational reliability. The initiative directly supports several of Dole's sustainability goals: reducing edible food waste, avoiding disposal costs and associated emissions, expanding community access to fresh produce, and strengthening transparent impact measurement, reinforcing Dole's commitment to measurable, scalable progress on food loss and waste.

This partnership builds on a relationship established in 2025. That June, Dole Food Company named Evan Ehlers, founder and CEO of Sharing Excess, the inaugural recipient of its "Spirit of 'Ohana" Award, recognizing individuals



and organizations that embody the Hawaiian value of extended family through hospitality and community service. The recognition reflected Sharing Excess's demonstrated impact in pioneering a scalable model of food rescue that has fed more than 10 million people, as well as its early collaboration with Dole at the Port of Wilmington. By extending this collaboration from a single port of entry to a national recovery program, Dole aims to convert surplus produce into nourishment for communities while advancing its environmental and social responsibility goals.

Improving Pallet Sustainability

Dole received a Sustainability Certificate from CHEP recognizing the environmental benefits associated with the reusable pallets used in our operations.

CHEP's circular model enables pallets to be shared, reused and repaired, helping reduce waste and improve logistics efficiency. The certification is based on a Life Cycle Assessment (LCA) comparing the environmental impacts of CHEP pallets with alternative pallet systems.

The assessment, conducted by RDC Environment, evaluates environmental impact savings associated with CHEP's reusable pallet model. By participating in this shared system, Dole supports a more circular approach to transportation and logistics while reducing the resources and waste associated with pallet use.



Health & Safety and Crop Protection

Dole manages crop protection in its tropical operations through a company-wide, risk-based approach grounded in our Corporate environmental policy, legal compliance, and integrated pest management. Across crops such as bananas and pineapples, Dole emphasizes prevention first, combining biological, cultural, and agronomic practices with targeted crop protection product use only when and where necessary. Products must be locally registered for the crop, comply with maximum residue level requirements in destination markets, and be used according to strict label instructions and company procedures designed to protect workers, consumers, and the environment.

This approach is supported by Dole's certified management systems, internal research, employee training, field monitoring, and external auditing. Dole maintains approved product lists and application protocols, trains workers on safe handling and personal protective equipment, and monitors implementation through agronomists, environmental supervisors, and technical teams working closely with company farms and independent growers. At the same time, Dole continues to invest in research to reduce reliance on conventional chemicals by

advancing alternatives such as biocontrols, precision farming methods, introduction of new application technologies, improved agronomic practices, and innovations drawn from organic production systems. Together, these measures are intended to support effective pest and disease management while advancing continuous improvement in worker safety, food safety, and environmental stewardship.

To further protect employee health, Dole applies specific occupational safeguards for workers involved in crop protection activities. Personnel handling these products are subject to medical examinations and, where applicable, cholinesterase monitoring, and they are required to use company-provided personal protective equipment and follow re-entry intervals and other task-specific safety procedures. Dole also emphasizes application methods that help minimize direct exposure; for example, in pineapple operations, most crop protection applications are made using closed-cabin tractors with boom sprayers, which help protect operators during field work. Together, these measures are designed to reduce exposure risk and strengthen day-to-day worker protection in tropical operations.

FOR AN EQUITABLE FUTURE

At Dole, we believe that long-term business success is closely linked to the well-being of the people who make our business possible. We are committed to improving livelihoods across our value chain, from farmers and workers to customers and the communities in which we operate. By creating economic opportunities, supporting safe and healthy working environments, promoting access to education and essential services, and investing in community development, we strive to generate positive and lasting impacts.

For decades, Dole has developed and supported programs that contribute to the social, environmental, and economic well-being of workers, their families, and their communities. Through collaboration, responsible business practices, and continuous investment in people, we seek to strengthen resilience, foster shared prosperity, and create value that extends beyond our operations.

People and Communities

Building strong relationships with the communities where we operate is fundamental to our business and reflects our commitment to creating shared value. We recognize that the long-term success of our operations is closely connected to the well-being and resilience of the people and communities that support them. Through ongoing engagement with local stakeholders, we seek to understand the issues that matter most and focus our resources where they can have the greatest positive impact.

Our community investment efforts are centered on advancing health, education, infrastructure, and economic empowerment. By supporting programs and initiatives that strengthen access to essential services, improve quality of life, and create opportunities for individuals and families, we aim to contribute to thriving communities and sustainable development. Through collaboration, partnership, and long-term investment, we strive to create meaningful and lasting benefits that extend beyond our operations and support future generations.



DALE Promotes Inclusion and Well-Being Through Sports

With a commitment to providing safe and healthy recreational environments for children and adolescents, DALE has added a new line of action to its annual programs focused on promoting community sports. DALE is Dole's social impact foundation and regional platform for community engagement initiatives across Latin America.

The project currently benefits 60 children and adolescents from the San Juan parish in Pueblo Viejo, Ecuador, who have received soccer uniforms and equipment. In addition, improvements were made to the sports facility's infrastructure, making it safer and more comfortable for training and recreational activities. We believe sports are a powerful tool for supporting physical and emotional development, reducing exposure to risks such as substance use and violence, and building values that last a lifetime.

“We believe that sports not only strengthen the body, but also character. We want our children to grow up in positive environments, surrounded by values such as respect, discipline, and teamwork.”

María Eugenia Castro
Executive Director, DALE



Giving Scrap Metal a New Purpose in Ecuador

At DALE, we believe collaboration can create meaningful benefits for both communities and the environment. Through an agreement between DALE, Naportec, and a recycling company, Novared, 60 tons of scrap steel and iron will be recycled and repurposed into roofing materials for communities in need.

The initiative demonstrates the circular economy in action—keeping materials in use, reducing waste, and creating new value from resources that might otherwise be discarded.

How it works:

1. Naportec collects the scrap metal.
2. Through a barter agreement, Novared receives our metal and delivers roofs to the community in exchange.

3. DALE receives 1,500 roofing sheets for donation to local communities.

Each ton of recycled material produces approximately 25 durable, lightweight roofing sheets. Measuring 3.60 meters by 0.84 meters, the sheets are designed to resist corrosion and help create cooler, more comfortable indoor spaces.

The DALE Foundation will coordinate the distribution of the roofing sheets to educational centers and communities where they are most needed. Through this initiative, DALE is supporting community wellbeing while advancing more circular approaches to resource use.

Bringing Essential Services Closer to Communities in Costa Rica

In May 2025 in San José, our Costa Rica division brought together more than 80 representatives from the public and private sectors for the forum “Information and Wellbeing Centers (IWCs): Public-Private Partnerships that Improve Lives.” The event highlighted how collaboration across sectors can expand access to essential services and support community wellbeing.

The forum showcased the impact of our Information and Wellbeing Centers (IWCs), which provide convenient access to essential services for employees and surrounding communities. The centers operate across four Dole-owned pineapple farms, Santa Fe, El Bosque, La Virgen, and Muelle, which together employ more than 3,300 people.

As part of our efforts to strengthen the program and support its long-term continuity, we signed memorandums of understanding with Banco Popular and the Costa Rican Social Security System (CCSS). They join a network of 38 institutions and organizations that help make IWC services possible. The forum also provided an opportunity to engage potential new partners and share the IWC model with other companies and organizations interested in adopting similar approaches.

Located directly on our farms, IWCs provide personalized assistance with a range of services at no cost. Employees, their families, and community members can access support to apply for insurance, schedule medical appointments, renew identification and migration documents, request pensions, open bank accounts, and complete municipal procedures.

To date, over 14,500 people have benefited from services provided through the IWCs.

The forum included representatives from government and local leadership, including the Minister of Human Development and Social Inclusion and Executive President of the Joint Institute for Social Aid (IMAS), a member of the Legislative Assembly, and the Mayor of Guácimo, where one of our IWCs is located.

“This is a concrete example of how public-private partnerships can close gaps and generate real wellbeing. Interinstitutional coordination has been key to making the Information and Wellbeing Centers a driver of inclusion.”

Rudy Amador
Vice President of Social Responsibility, Sustainability, and Communications, Dole Fresh Fruit



DALE: Promoting and Protecting Fundamental Rights

At DALE, we are committed to promoting awareness of fundamental rights in the communities where we operate. Through partnerships with local governments and organizations, we support educational programs that provide communities with information and resources on important social issues.

Through workshops and training, participants learn about human rights, gender equity, peaceful coexistence, and the prevention of violence.

In 2024, DALE signed a cooperation agreement with the Local Council for the Protection of Rights of Antonio Elizalde (CCPD-Bucay) in Guayas

Province, Ecuador. As part of this collaboration, 21 community advocates completed training to help guide and support community members and identify and report potential rights violations.

Building on this work, DALE will continue to:

- Maintain cooperation agreements with six municipalities.
- Develop new partnerships to expand the reach of these programs.

Through these efforts, we aim to broaden access to information and resources that support the wellbeing and rights of people in the communities where we operate.

DALE Open New Medical Clinic in Ecuador

DALE has opened a new medical clinic in the Balao area of Guayas Province, Ecuador, expanding access to healthcare for employees and their families. Located at Finca San Alejandro in the community of Santa Rita, the clinic provides medical care and access to prescribed medications closer to where beneficiaries live and work.

The clinic will serve approximately 1,100 employees and their families across 14 farms, helping improve access to timely and convenient healthcare services.

The opening ceremony brought together farm representatives and beneficiary families to mark the launch of the new service. The initiative reflects DALE’s ongoing commitment



to supporting the wellbeing of employees and local communities through investments in health, education, community development, and environmental programs.

Supporting Early Childhood Development in South Africa

Dole South Africa’s commitment to sustainability extends beyond its farming practices and the markets it serves, it begins with our people and their families. In 2025, our on-site childcare facility was transformed into a fully registered Early Childhood Development (ECD) centre, expanding access to structured early learning for children of employees.

Access to quality early childhood education remains a challenge for many families in South Africa. Early learning plays an important role in developing foundational literacy, numeracy and social skills and preparing children for primary school.

A Registered ECD Centre in the Western Cape

Recognizing an opportunity to support families on our farms in the Western Cape, Dole South Africa completed the registration of its childcare facility as a recognized ECD centre in 2025. The centre meets applicable regulatory and curriculum requirements, providing children with a safe, supportive environment for structured early learning.

The centre provides benefits for both children and their families. Children develop foundational skills that support their transition to primary school, while parents and caregivers have access to reliable childcare during working hours, including the busy harvest season. This support also helps employees balance work and family responsibilities.

Investing in Quality Care

Our investment extends to the people who operate the centre. Staff and caregivers receive training to strengthen their skills in early childhood education, child-centered care and classroom management.

By investing in both the learning environment and the people who provide care, Dole South Africa is helping expand access to quality early childhood development for employees and their families.



Employer of Choice

Our people are an important part of Dole’s success. Across our farms, packing facilities, distribution centers, warehouses, and corporate offices, the diverse experiences, skills, and perspectives of our employees strengthen our business and shape our culture. Their dedication to delivering nutritious fresh produce to consumers around the world, while making a positive impact in their local communities, is fundamental to who we are as a company.

We are committed to fostering a workplace where employees feel safe, respected, supported, and empowered to grow. Through investments in employee well-being, professional

development, leadership programs, and inclusive workplace practices, we strive to create opportunities for individuals to build meaningful and rewarding careers. As we continue to evolve as a global organization, we are focused on attracting, developing, and retaining talented employees while cultivating a culture of engagement, accountability, and continuous improvement.

By placing people at the center of our business, we aim to strengthen our workforce, support the communities in which we operate, and reinforce our commitment to being an employer of choice across our global operations.



Beyond Pink: Supporting Breast Cancer Awareness and Prevention

Each October, Dole Costa Rica recognizes Breast Cancer Awareness Month by encouraging employees across our farms to wear pink and raise awareness. For the eighth consecutive year, we also organized breast cancer prevention activities across all eight Dole-owned farms in Costa Rica, providing employees with information and access to preventive health services.



During the 2025 initiative:



Our commitment to cancer awareness and prevention extends beyond October. Throughout the year, Dole Costa Rica supports access to preventive services, including guidance on self-examinations, cytology, ultrasounds, and mammograms. Employees undergoing cancer treatment can also access support through Human Resources and Occupational Health services.

Through these efforts, we aim to promote awareness, encourage early detection, and support employees throughout their healthcare journey.

Training and Education

Employee training and education are essential to building a strong, safe, and high-performing organization. At Dole, we believe that investing in our people supports not only individual growth and career development, but also the long-term success of our business. Through ongoing training programs, employees are equipped with the knowledge, skills, and resources needed to perform their roles safely, effectively, and responsibly.

Training also plays a critical role in reinforcing our culture, values, and commitment to continuous improvement. By promoting

learning across all levels of the organization, we strengthen workplace safety, encourage innovation, support compliance with policies and standards, and foster an environment of accountability and engagement. We are committed to providing meaningful development opportunities that empower employees to grow professionally while contributing to a culture of excellence, collaboration, and shared success.

Dole UK & Dole Ireland Launch Sustainability E-Learning

In 2024 and 2025 Dole Ireland and Dole UK launched a Sustainability E-Learning module for colleagues to build understanding of key sustainability topics and how they link to our work in the fresh produce supply chain. The training supports our sustainability goals, strengthens our internal culture of sustainability, and helps embed sustainability across the business.

The module is designed to give colleagues both a global sustainability context and practical insight into how their roles connect to Dole Ireland and Dole UK’s sustainability priorities. It covers why sustainability matters, the UN Sustainable Development Goals, the Paris Agreement, materiality in sustainability, greenhouse gas reporting, Net Zero, Science-Based Targets, and sustainability in the fresh produce supply chain.

The e-learning module was developed by Jaluch, with content input from Dole’s sustainability leads in the UK and Ireland. This ensured the course was tailored to Dole’s business needs and reflected both local priorities and wider group sustainability messaging.

The training includes interactive quizzes, scenario-based learning, and links to Dole sustainability policies, and other resources. It was also designed to support customer expectations and sustainability questionnaire requirements.

30 minutes long, the training module was developed as a repeatable internal learning tool for Dole Ireland and Dole UK, with the potential to be reused more widely across EMEA. This has helped every colleague understand how sustainability connects to their day-to-day work and supports Dole’s wider commitments and reporting expectations, demonstrating our commitment to a stronger sustainability culture both internally and externally.





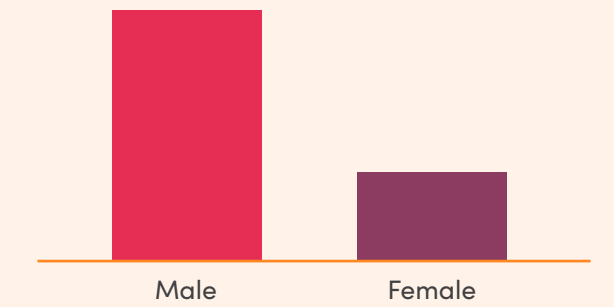
Safe, Inclusive, Equitable and Diverse Work Environment

Dole plc is committed to fostering a workplace where all employees are treated with dignity, respect, and fairness. We believe that a diverse and inclusive workforce strengthens our organization by bringing together a wide range of perspectives, experiences, and ideas that drive innovation, collaboration, and long-term success.

We strive to provide a work environment that promotes equity, embraces social and cultural diversity, and provides an environment that is free from discrimination, harassment, and barriers to opportunity. As a global company, we are committed to building and maintaining a workforce that reflects the diversity of the communities in which we operate and serve. Through inclusive practices, equal opportunity, and a culture of belonging, we aim to ensure that every employee has the opportunity to contribute, develop, and thrive.

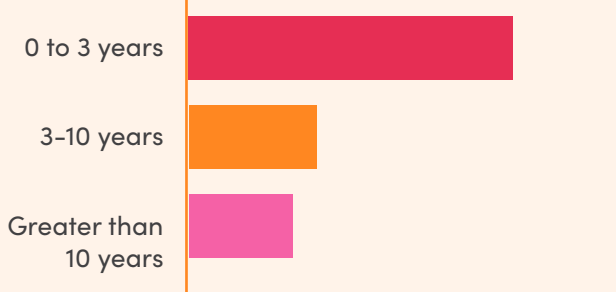
Workforce by Gender

Male	74.19%
Female	25.81%



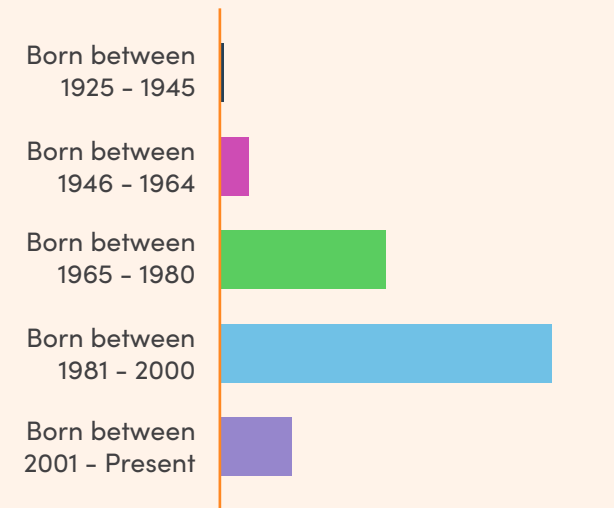
Employees by years of service

0 to 3 years	58%
3-10 years	23%
Greater than 10 years	19%



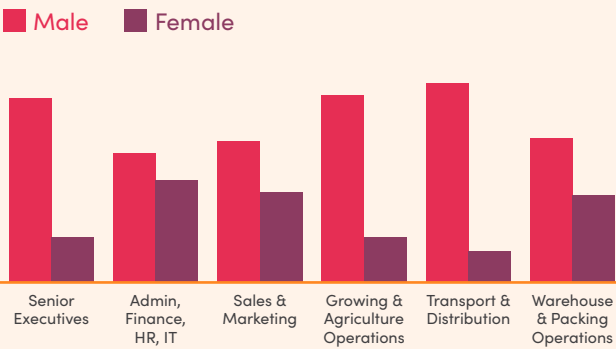
Workforce by Age

Born between 1925 - 1945	0.03%
Born between 1946 - 1964	5%
Born between 1965 - 1980	28%
Born between 1981 - 2000	56%
Born between 2001 - Present	12%



Workforce by Position Type and Gender

	Male	Female
Senior Executives	80%	20%
Administration, Finance, Human Resources, IT	56%	44%
Sales & Marketing	61%	39%
Growing & Agriculture Operations	81%	19%
Transport & Distribution	86%	14%
Warehouse & Packing Operations	62%	38%



26%

workforce covered by collective bargaining agreements or trade union

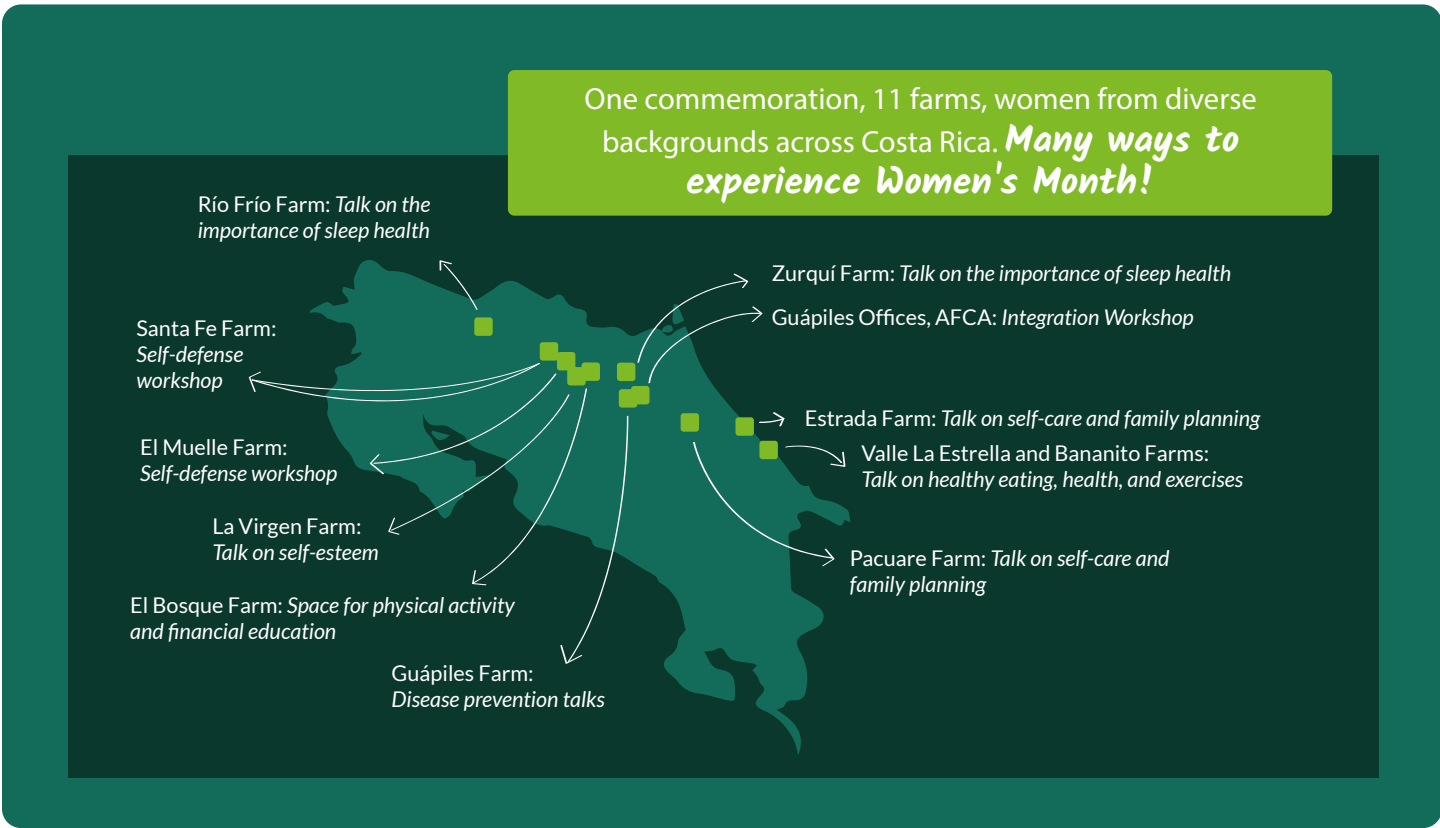
International Women’s Day in Costa Rica

To commemorate International Women’s Day, Dole Costa Rica organized a series of activities focused on health, wellbeing, prevention, and personal safety. Women from across our operations, including administrative teams, packing facilities, and farms, as well as members of neighboring communities participated in events from Valle de la Estrella to San Carlos.

Supported by a communication campaign led by our Information and Wellbeing Centers, workshops and discussions with external experts covered topics including:

- Practical self-defense techniques
- Disease prevention and cancer awareness
- Sleep and healthy habits
- Self-esteem and emotional wellbeing
- Activities designed to encourage connection among colleagues

These activities provided opportunities for women from different roles and communities to share experiences, learn from one another, and build connections across our workforce.



FOR A HEALTHIER WORLD

For more than a century, Dole has been committed to providing nutritious, high-quality fruits and vegetables to consumers around the world. We believe that access to healthy food is fundamental to individual well-being and that fruits and vegetables play an essential role in supporting healthier lifestyles and communities.

Beyond providing fresh produce, we are dedicated to inspiring healthier eating habits through nutrition education, consumer engagement, and programs that make fruits and vegetables enjoyable and accessible for people of all ages. By promoting the benefits of fresh produce and encouraging positive food choices, we strive to help consumers build lifelong healthy habits while advancing our mission of bringing good nutrition to more people around the world.

Healthy Nutrition and Access to Fresh Produce

Promoting healthy nutrition is central to our mission of making the world a healthier place. As a global leader in fresh produce, we recognize the important role that fruits and vegetables play in supporting healthier lifestyles, improving well-being, and helping communities thrive. Through education, partnerships, and community engagement, we strive to make nutritious food more accessible, appealing, and attainable for people of all ages.

Throughout the year, we advanced this mission through innovative collaborations

and programs designed to encourage healthy habits, inspire physical activity, and help children and families incorporate more fresh produce into their daily lives. At the same time, Dole continued its commitment to addressing food insecurity through produce donations and active support of organizations working to combat hunger and improve access to nutritious food. By combining education, advocacy, and community investment, we aim to create lasting positive impacts on nutrition and health in the communities we serve.



US Nutrition and Healthy Lifestyle Consumer Engagement

	2024	2025
Consumer Campaign Impressions		
Banana Stickers & Pineapple Tags Impressions	2,212,774,000	3,929,653,719
Social Media Impressions		
PR Impressions		
Nutrition Education Engagements and Impressions		
Produce Cooking Classes	7,008,753	5,916,507
Nutrition Newsletter		
Education Events		
PR & Media Impressions		
Press Releases	798,900,000	4,609,200,000
Outreach		
Thought Leadership/SME Contribution Articles		
	3,018,682,753	8,544,770,226

Campaigns in 2024



Disney Wish (launched in 2023–March 24)

This six-month initiative used Disney storytelling to make healthy eating fun and accessible through fruit-forward recipes, interactive tools, and virtual nutrition classes. It encouraged families to try new fruits and vegetables while reinforcing healthy habits at home.



125 Banana-Versary

This year-long celebration of the anniversary of Dole’s 1899 launch of banana imports into the U.S., promoted banana consumption through recipes, tips, and interactive digital content designed to inspire healthier everyday eating. It combined education and engagement with in-store activations and community storytelling around the role of fruit in a balanced diet.



No Kid Hungry Fall Fundraiser stickers (Dec-Jan)

During winter 2024–25, Dole hosted a consumer fundraising promotion in connection with No Kid Hungry’s annual Giving Tuesday and fall/ winter holiday campaign. In addition to promoting direct fundraising at the No Kid Hungry website, Dole also introduced “giving” messaging on upwards of 230M banana stickers and created our own dedicated page to receive more donations for the cause of childhood hunger relief.

Campaigns in 2025



Disney Stitch (Feb–July)

This campaign inspired by the fan-favorite Disney character Stitch, highlights the connection between food, community, and well-being by promoting tropical fruit consumption through recipes, educational content, and shared meal experiences. Like previous Disney-related initiatives, popular characters are leveraged to promote positive eating experiences and increased produce consumption. It encouraged families and communities to come together around fresh produce while reinforcing values of care, inclusion, and nourishment.



National Banana Week (Dole + Ninja + Reencle) (Apr)

This National Banana Week program promotes produce consumption and nutrition through hands-on recipes and DIY content that show how bananas can be transformed into simple, fruit-based meals and desserts at home. It also extends education beyond the plate by teaching consumers how to compost food waste, reinforcing a full “farm-to-table-to-garden” 360-degree cycle that supports sustainability and food system awareness. Through accessible tools, digital resources, and community engagement, the initiative encouraged healthier eating habits while reducing food waste and strengthening the connection between nutrition and environmental stewardship.



Minecraft (Oct)

This Minecraft “Make the World a Healthier Place” global campaign capitalizes on the gaming franchise’s popularity to engage kids and families through gameplay to teach nutrition, hydration, and healthy eating habits in a fun, interactive way. It pairs digital immersion with real-world fruit consumption through recipes, educational resources, and in-store experiences. The program helps build long-term healthy behaviors by connecting food choices to energy, performance, and everyday life.



Colada Royale (Oct)

Beyond introducing a new, nutrient-rich pineapple variety, this program promotes fresh fruit consumption while highlighting its health benefits, including high vitamin content and digestive support. It also expands access to nutrition education through recipes and usage ideas that encourage incorporating fruit into daily meals.



Bringing Fresh Fruit and Sport Together

Dole Italy promotes a healthy lifestyle that combines fresh fruits and vegetables with regular physical activity. As part of this commitment, Dole Italy became the title sponsor of Rinascita Basket Rimini for the 2025–2026 season, with the team competing under the name Dole Basket Rimini. The partnership brings together a shared focus on sport, wellbeing, and community engagement.

Building on this partnership, Dole Italy opened the first official Dole Basket Rimini Fruit Store,

creating a retail concept that brings fresh produce and basketball together in one space. Visitors can purchase official team jerseys and sports accessories alongside Dole fresh produce, including bananas, pineapples, mangoes, and avocados.

The store provides a new way for Dole Italy to engage with consumers and connect fresh fruit, physical activity, and healthy lifestyles through the shared experience of sport.

Nutrition In Action in Charlotte, NC

Since establishing a multi-year partnership with the NBA's Charlotte Hornets in September 2023, Dole has worked together with the Charlotte Hornets and used the partnership to support local communities by promoting healthy nutrition, active lifestyles, and greater access to fresh produce for students and their families.

During the second year of the partnership, Dole reached more than 2,300 students across the Greater Charlotte area through nutrition-focused education and community programs. Dole also expanded its impact by

engaging directly with parents and caregivers at community events, including the 15th annual Cornucopia Event put on by Food Lion Feeds and Second Harvest Food Bank of Metrolina.

These efforts helped extend the reach of Dole's mission to encourage healthy eating habits and improve access to fresh fruits and vegetables. In recognition of this work, Dole and the Charlotte Hornets received the Community Partnership Award from Second Harvest Food Bank of Metrolina.

Fueling Healthy Miles

Throughout 2024 and 2025, Dole promoted healthy nutrition and active lifestyles by donating fresh fruit at a variety of community events across Charlotte. One standout partnership was the Novant Health Charlotte Marathon, where Dole became the official banana sponsor in 2024, providing nearly 22,000 bananas during race weekend, including the Health & Fitness Expo and race day.

By helping fuel thousands of runners with fresh fruit, Dole supported wellness and healthy living while strengthening its connection to the local community. With marathon participation expected to grow by approximately 15%

annually, Dole looks forward to expanding its impact and inspiring even more people to make healthy choices in the years ahead.



Dole France Promotes Healthy Lifestyles Through Cycling

In 2025, Dole France became an official sponsor of AVCA, a leading cycling team based in Aix-en-Provence, as the club celebrates its 100th anniversary. The partnership brings together a shared commitment to wellbeing, physical activity, and healthy lifestyles, while promoting fresh fruit as part of an active lifestyle.

Throughout the season, AVCA riders have represented Dole at races across France and internationally, achieving victories and podium finishes in France, Spain, and Italy.

“Cycling represents endurance, teamwork, and the pursuit of excellence—values that inspire healthy and active lifestyles. Supporting AVCA allows us to promote wellbeing both on and off the road.”

David Benez
CEO, Dole France





Nourishing Communities Across Guatemala

In August 2024, DALE joined the Food Rescue project in partnership with Desarrollo en Movimiento (DEM) to help improve access to nutritious food for families in Guatemala. Through the program, fresh produce that cannot be sold but remains suitable for consumption is redirected to communities in need.

From our packing plant at Finca San Francisco 1, we donate approximately 30,000 pounds of bananas each month, providing about eight pounds of fruit per participating family.

From August through December 2024, the program:

155,369

pounds of bananas distributed

15,000

families reached

Supported communities across Baja Verapaz, Chimaltenango, Guatemala City, El Progreso, and Sacatepéquez

Building on this work, DALE plans to expand the program to a school within our local community. The initiative will provide school breakfasts with the aim of supporting child nutrition and school participation, promoting healthy habits, and creating opportunities for parents to engage and collaborate.



Inspiring Healthy Eating in Irish Schools

In Dole, we’re passionate about promoting good health and well-being through increased consumption of delicious, nutritious fresh fruits and vegetables. In Ireland, we’re supporting an innovative initiative dedicated to ‘finding the fun in fruit!’ Originally piloted by Dole but now a Government-led programme, the ‘Incredible Edibles’ initiative is a practical, hands-on food and horticulture project that helps primary school children learn how to grow their own fresh produce. It helps children build confidence, understand healthy food choices, and enjoy the experience of growing their own food from seed to plate.

Each year, schools nationwide receive seed packs with a wide range of crops such as carrots, lettuce, radishes, French beans, potatoes and more. Students plant the seeds, look after their plants, and follow simple learning tasks that teach them where food comes from, how it grows, and why healthy eating matters. The programme is designed to

make learning fun, it’s easy to follow, and fully connected to real life experiences. Since 2020, Incredible Edibles has reached an impressive 400,000 students across Ireland, illustrating its huge impact and growing popularity. In the 2024/2025 school year alone, more than 72,000 students took part. The programme also encourages creativity through project submissions and celebrates achievement through its “School of the Month” awards, recognising exceptional participation.

As part of this celebration, Dole supports the programme by delivering a smoothie workshop to one of the School of the Month winners each year, giving students an exciting opportunity to taste fresh produce in action and learn even more about nutritious food. Schools that submit completed projects can also receive expanded grow packs with extra tools like window propagators, recyclable pots, and compost to continue their growing journey.



Marketing and Labelling

Fresh produce is exempt from mandatory nutrition labeling under FDA guidelines unless specific claims are made on the packaging. At Dole, our marketing and labeling practices focus on being transparent and authentic while highlighting the natural nutritional benefits of fresh fruits and vegetables. Because our products are whole and minimally processed, we face lower risks related to complex ingredients, artificial additives and labeling concerns that are more common in highly processed foods.

Through our communications and consumer campaigns, we encourage healthier eating habits by helping people better understand the benefits of fresh produce and how to include

it in their daily lives. We also work to improve access to fresh fruits and vegetables in diverse and underserved communities.

In addition, Dole supports broader nutrition and wellness efforts through organizations such as the International Fresh Produce Association and the Foundation for Fresh Produce. These partnerships help advance public health, increase fruit and vegetable consumption and address hunger in communities around the world.

Responsible Sourcing

Responsible sourcing is fundamental to Dole's commitment to delivering high-quality produce while upholding our environmental, social, and ethical standards. Guided by our principle of being “local at heart, global by nature,” we source products from both our own operations and a diverse network of independent growers, ranging from smallholder farmers to large-scale producers around the world.

Our ability to combine global scale with strong local relationships enables us to work closely with growers, understand regional challenges, and support continuous improvement throughout the supply chain. We are committed to responsible sourcing practices that promote transparency, traceability, environmental stewardship, and respect for human rights. Through collaboration with suppliers and other stakeholders, we seek to strengthen sustainable agricultural practices, improve resilience across our supply chain, and create long-term value for farmers, customers, and the communities we serve.



Certifications

Third-party certification plays an important role in our responsible sourcing approach and helps us assess environmental and social due diligence throughout our supply base. Both Dole-owned farms and our independent growers are certified to a variety of internationally recognized standards that address diverse market requirements and sustainability priorities. These certifications include comprehensive programs such as Rainforest Alliance and Fair Trade, which address a broad range of environmental, social, and economic issues, as well as more specialized standards such as GLOBALG.A.P.

SPRING and the Alliance for Water Stewardship (AWS) for water management, and SMETA for social compliance and ethical business practices. These certifications help drive accountability, support continuous improvement, and provide assurance that our products are produced in alignment with recognized sustainability standards.

By taking a comprehensive approach to supply chain management, from farm to customer, we strive to ensure that the products we source are produced responsibly and in alignment with Dole's values and sustainability commitments.

Fruit with Purpose

Fair Trade is more than a certification, it provides a framework for supporting fair working conditions, sustainable practices, and community development. Importantly, it gives employees a voice in determining how Fair Trade Premium funds are invested based on the needs and priorities of their communities.

Our four banana farms in Valle La Estrella, Costa Rica, have participated in the Fair Trade program for 11 consecutive years. Through committees elected by employees, Fair Trade

Premium funds are directed toward projects focused on areas such as health, safety, education, and community development. Projects are proposed by the Fair Trade Committee and approved by an assembly of employees.

Over the course of the program, 1,350 employees and residents across 19 neighboring communities have benefited from these investments.

Creating a Community Sports and Learning Center at Finca Muelle

At Finca Muelle, the Fair Trade Association (ADECOFIM) and Dole worked together to develop a new sports complex for employees, their families, and neighboring communities.

The facility includes courts for basketball, volleyball, and indoor soccer, as well as a gym, locker rooms, showers, restrooms, parking, and bleachers with capacity for up to 400 people. A classroom was also built to support vocational training in areas such as welding and motorcycle mechanics.

The sports complex expands the services available through the ADECOFIM Integral

Community Center, established in 2016, which also includes administrative offices and a computer lab.

“This sports complex does not belong to the company; it belongs to the workers, their families, and the community. It is a place to grow, to connect, to create, and to dream big. What would make us happiest is seeing it full of life.”

Andrés Núñez
Manager, Finca Muelle

Expanding Digital Learning at Finca El Bosque

At Finca El Bosque, the Smart Community Center (CECI), created and managed by the farm's Fair Trade Association (ASCOJUBO), is expanding its educational offerings with a new innovation classroom.

The initiative follows the Costa Rican Ministry of Science, Innovation, Technology and Telecommunications’ (MICITT) designation of the center as one of the country's 12 Community Innovation Laboratories (LINC) in 2022. Through support from MICITT, the classroom will be equipped with technology including robotics kits, virtual reality equipment, 3D printers, drones, iPads, laptops, and milling equipment.

The new classroom will provide opportunities for children, young people, and adults in Limón Province to participate in courses and workshops focused on science, technology, and robotics.

The initiative builds on nearly a decade of educational programming at the CECI, where more than 47 courses and workshops have been offered. Participants receive free access to classes as well as transportation assistance, learning materials, and meals. To date, more than 2,000 people of all ages have participated in programs designed to strengthen skills and support employment and entrepreneurship opportunities. Certificates offered through the programs are endorsed by Costa Rica's Ministry of Public Education, National Learning Institute, and MICITT.





Dole Ireland Brings Innovation to Local Apple Production

There was a time that local apples accounted for a quarter of all apple sales in Ireland. Today, Irish apples account for less than 5% of overall sales (Bord Bia- the Irish Food Board). Local apples have been largely replaced by varieties associated with from other countries while small, local producers struggled to compete with the marketing power of international competitors.

Determined to ‘bring back the Irish apple’, Dole Ireland committed to sourcing an exclusive variety suited to Irish production conditions and comparable in quality and taste to international peers and to supporting a best-in-class local grower in introducing the variety to Ireland. This new variety would be marketed under Dole Ireland’s Grá brand- Grá being the Irish word for ‘love’ or ‘to have a yearning for.’ Ultimately, having been found to be particularly suitable for conditions in Ireland, exclusive rights were secured for the ‘Honeycrunch’ variety and trials began in Autumn 2024.

October 2025 saw the roll out of the first commercial crop of Grá Irish Honeycrunch apples in Ireland. Grown by David Keane in County Waterford, Honeycrunch apples are flavoursome and juicy, striking a refreshing balance between sweet and tangy. Beautifully round, they are associated with a two-tone red colour on a cream background. The introduction of the variety was being supported by nationwide in-store tastings and an intensive social media campaign centered on the apples’ superior taste, its local credentials and an opportunity to win a trip to New York (‘the big apple’).

Recognising the affinity local consumers have to local growers in markets across the globe, Dole is committed to working hand-in-glove with local partners in produce to ensure local produce takes pride of place in our produce portfolio.

Dole & OTC Organics: Driving Social Impact in the Sundays River Valley

Since 2022 Dole Europe BV and OTC Organics BV have been working with local partners to build an inclusive and transparent value chain for organic citrus from South Africa’s Sundays River Valley. Central to this project is the idea of structurally returning part of the commercial margin to the local communities of pickers and packers. By using the blockchain based ‘Trace platform’, the entire supply chain becomes visible—from grower to consumer. This allows consumers not only to read the story behind the product, but also to verify it. By scanning a QR code on the packaging, they can see who grew and picked the fruit and what social impact is being achieved.

The collaboration focuses on two pillars: organic integrity and social uplifting. Organic integrity includes the health of soil, plants, humans and animals, ecological farming practices, transparency and long term sustainability. Social uplifting centres on improving living conditions for workers, giving the workers a face and a voice, and investing in community projects

focused on education and job diversification. Part of the margin is therefore invested in local initiatives such as the Travelling Teacher, which reintroduces agricultural education in schools and helps bridge the gap between the demand for skilled workers and limited training opportunities. A computer lab has also been established, giving students access to Citrus Growers Association courses and digital learning. The first participant from the Travelling Teacher programme has already secured employment at a fruit company in the Sundays River Valley.

Blockchain technology plays a key role by enabling secure, real time data exchange between all supply chain partners. This builds trust, increases product value and, in addition to traceability, allows new layers of information to be added, such as water management, CO₂ impact and phytosanitary data. The project serves as a blueprint for scaling to other products, suppliers and countries, creating an innovative and inclusive business model in which transparency and social impact are central.



Bringing Organic to the Mainstream in Europe

Dole’s credentials as a world class organic grower are already firmly established. Celebrating 25 years of its organic banana program in 2024, Dole is the largest grower and distributor of both premium organic bananas and pineapples in the United States, while in Europe, Dole works hand in glove with a broad network of accomplished local third party organic growers across many of the local markets in which it has on-the-ground operations.

2024 also saw the launch of the DOLE GO Organic! brand in Europe. Dedicated to bringing renewed impetus to the organic fresh produce category by promoting cross sector collaboration, consolidating supply, assuring continuity and consistency of product and applying best-in-class category management practices in-store, DOLE GO Organic! complements our successful DOLE® Organic banana and pineapple offering already available across the continent.

By virtue of our experience, our local infrastructure and relationships, our global reach and resources and our in-house expertise in growing organics, we believe we are uniquely positioned to make an important contribution to moving the category into the mainstream.

DOLE® GO Organic! is an important instrument in this regard. An integrated category concept, GO Organic! acts as a focal point for best practices across production, procurement, packaging and promotion. Projecting a compelling call to action, it is dedicated to delivering a clear point of difference at retail and has an inherently contemporary, natural look and feel, one supported by the application of best-in-class sustainable packaging wherever possible. GO Organic’s tagline, ‘Taste first. Planet, always’ positions eating experience as a primary call to purchase, a message that amplified by engaging digital and on-pack promotions and innovative in-store activations.



Transparency and Food Safety

Food safety is fundamental to Dole's mission of delivering high-quality, nutritious produce to consumers around the world. Our global food safety program is risk-based, science-driven, and designed to promote continuous improvement across all areas of our business. Each division maintains dedicated food safety expertise, enabling the consistent implementation of our global food safety strategy while applying controls and practices tailored to the specific risks and activities within their operations.

We recognize that maintaining the highest standards of food safety requires collaboration across the entire fresh produce industry. In addition to working closely with our growers and suppliers, Dole actively participates in multi-stakeholder initiatives such as the Global

Food Safety Initiative (GFSI) to help advance industry standards, share best practices, and strengthen food safety systems globally. We also collaborate with leading research institutions and organizations, including the Center for Produce Safety, to better understand emerging food safety risks and develop more effective prevention, monitoring, and control strategies.

Through scientific research, industry collaboration, rigorous risk management, and a culture of continuous improvement, we are committed to protecting consumer health, maintaining trust in our products, and ensuring food safety remains at the core of everything we do.



Colada Royale™: Dole’s New Premium Pineapple

In 2025, Dole introduced Colada Royale™, a new premium pineapple variety distinguished by its balance of sweetness and acidity, subtle coconut notes, and creamy texture. Following its initial launch in California in October, the variety received strong consumer interest.

Colada Royale™ is the result of years of research and development in Honduras, led by Roberto Young, Director of the Breeding Program within Dole’s Tropical Research Department. With more than 60 years of experience, the department supports Dole operations across the region through agricultural research and innovation.

The variety was developed through a natural, guided pollination process, with hundreds of trials conducted to achieve its distinctive flavor, color, and other characteristics.

“Colada Royale™ strikes the perfect balance between sweetness and acidity, with a delicious hint of coconut that surprises and delights the palate—we achieved exactly what we had envisioned.”

Roberto Young
Director of the Breeding Program

Colada Royale™ is grown at Montecristo Farm in Honduras, Dole’s oldest pineapple farm in Latin America, spanning approximately 3,000 hectares. A portion of proceeds from sales will be reinvested in the construction of a community center serving approximately 1,400 employees and their families. The center is planned to provide health, education, and vocational training programs to support employee and family wellbeing.

The FUNDEPIM Community Center will reinforce Dole’s commitment to local community development through education, training and wellness programs that create long-term

opportunities. It will bring people together through community events and activities for older adults, with an adjacent multipurpose field supporting sports and fitness. The Center may also serve as a refuge during storms or other natural disasters.

Dole is also planning a volunteer program that will enable its employees worldwide to support the Center by sharing their skills through language teaching, music lessons, construction or maintenance projects, and other opportunities based on their expertise. Through meaningful opportunities to contribute and connect, the program aims to strengthen employees’ sense of purpose and belonging while building a company culture rooted in Dole’s mission of making the world a healthier place for its consumers, communities and employees.

Following its initial U.S. launch, Colada Royale™ is expected to expand into Europe and other international markets.

The variety also received the Best Product Promo Award at the 2025 Global Produce & Floral Show, organized by the International Fresh Produce Association (IFPA) in California. The recognition marked the first time Dole received the award and highlighted the launch of Colada Royale™ as a new addition to Dole’s fresh fruit portfolio.



GRI CONTENT INDEX

Statement of use	Dole plc has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2025 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	"Introduction"- Page 4
	2-2 Entities included in the organization’s sustainability reporting	"Global Footprint"- Page 6
	2-5 External assurance	"About this Report"- Page 5
	2-6 Activities, value chain and other business relationships	"Global Footprint"- Page 6
	2-9 Governance structure and composition	"Governance"- Page 9
	2-27 Compliance with laws and regulations	"Governance"- Page 9
	2-29 Approach to stakeholder engagement	"Stakeholder Engagement"- Page 11
GRI 3: Material Topics 2021	3-1 Process to determine material topics	"Materiality Matrix"- Page 11
	3-2 List of material topics	"Materiality Matrix"- Page 11
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	"Biodiversity Protection"- Page 35–38
	101-2 Management of biodiversity impacts	"Biodiversity Protection"- Page 36
	101-3 Access and benefit-sharing	"Biodiversity Protection"- Page 35
	101-4 Identification of biodiversity impacts	"Biodiversity Protection"- Page 35
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