



*A Progress Report  
on **The Dole Way***

## INTRODUCTION

Last year, Dole plc released its first sustainability report including a list of goals covering topics material to the company. I'm therefore pleased to update our stakeholders about the progress made since then.

Climate remains the challenge of our times and Dole is fully committed to measure and reduce our impacts. We have completed a company-wide carbon footprint inventory across all three scopes and have defined and updated our 2020 baseline. We have also calculated and submitted a Science-Based Target (SBT) for validation in alignment with a 1.5°C scenario. Along with those targets, we have focused on maintaining and implementing regenerative farm practices, continuously improving soil health and mitigating our impacts.

We are also advancing on other key environmental programs. For example, progress has been made on water stewardship and water risk analysis, a key focus area for many of our crops and producing regions. Our active membership with Alliance for Water Stewardship (AWS) has been particularly valuable to expand our knowledge and define our journey.

We remain committed to the well-being of workers and aim to be an employer of choice everywhere we operate. We continue to improve communities around our operations and invest in them. I am delighted to report about an ambitious program in Latin America which has been several years in the making to identify the root causes of poverty and address them over time using the Business Multidimensional Poverty Index (bMPI) tool in partnership with Sophia Oxford.

Finally, it's important to share Dole plc's relentless effort to promote healthy nutrition to our consumers. It is the core of our mission, and we continue building partnerships to promote fresh produce consumption.

We are actively preparing for the upcoming regulatory requirements and will release more data in future reports as it becomes available.



*XAVIER ROUSSEL,  
CHIEF SUSTAINABILITY OFFICER*

# SUSTAINABILITY TARGETS

Focus Areas	Goals
<b>Climate Action</b>	<p><b>Dole plc has committed to set near and long-term company-wide emission reductions in line with SBTi</b></p> <ul style="list-style-type: none"> <li>50% of Dole suppliers by volume to set Science-Based Target (SBTi) by 2030</li> </ul>
<b>Water Stewardship</b>	<p><b>Conduct water risk assessments and implement optimized water practices in high-risk areas in Dole-owned farms and packaging or processing facilities</b></p> <ul style="list-style-type: none"> <li>In high-risk areas, reduce water usage by 10% overall on all Dole-owned farms by 2030</li> <li>Expand number of owned farms and third-party farms certified to Alliance for Water Stewardship (AWS) by 50% by 2030 (2022 baseline)</li> <li>Establish capacity building programs to promote optimized water stewardship practices with 70% of 3rd party suppliers in high water risk areas by 2025</li> </ul>
<b>Sustainable farming practices</b>	<p><b>Develop a sustainability farming framework specific to Dole plc's owned crops and farming operations</b></p> <ul style="list-style-type: none"> <li>Define a set list of regenerative practices</li> </ul>
<b>Biodiversity protection</b>	<p><b>Based on a risk assessment, create and implement a global biodiversity monitoring program</b></p> <ul style="list-style-type: none"> <li>Set 10 biodiversity protection initiatives across the company</li> </ul>
<b>Waste management &amp; packaging innovation</b>	<p><b>Achieve zero waste to landfill by developing circular processes to maximize reuse or minimize waste throughout our supply chain by 2030</b></p> <ul style="list-style-type: none"> <li>Achieve zero waste across all salad processing plants by 2030</li> <li>Reduce food waste in harvesting and processing systems by 50% by 2030</li> </ul> <p><b>Make 100% Dole packaging across divisions either recyclable or compostable by 2025</b></p>
<b>Support our people and our communities</b>	<p><b>Support local communities according to their local needs</b></p> <ul style="list-style-type: none"> <li>Continue to undertake social investments in our operations and in local community development activities by leveraging alliances with foundations and other partners to forward social programs. (\$0.07 per standard box social premium from banana production)</li> <li>By 2030, contribute to reduce poverty in households and impact at least 20,000 people by 2040 in Dole Latin America including Guatemala, Honduras, Costa Rica and Ecuador by measuring business multi-dimensional poverty index</li> <li>In the US, partner and offer grants to farmers- specifically small and mid-size BIPOC farmers growing regeneratively to provide market access within our low-carbon product offerings</li> <li>Launch a Dole Local Grower Academy in Europe- By 2025, support a minimum of 5 developing growers in each of 7 markets providing business development guidance, capacity building measures, training, practical commercial, agronomic and sustainability support and access to Dole distribution channels</li> </ul>
<b>Be an employer of choice</b>	<p><b>Lead in health and safety. Measure and track satisfaction of employees.</b></p> <ul style="list-style-type: none"> <li>Report on accidents and achieve indices below industry average levels</li> <li>Implement health and safety trainings at the farm level</li> <li>Create company-wide satisfaction study and improve ratings over time</li> </ul>
<b>Develop a safe, inclusive, equitable and diverse work environment</b>	<p><b>Make Dole plc representative of the communities it serves in its employee diversity and take an active stance towards opportunity for all</b></p> <ul style="list-style-type: none"> <li>Track and publicly report diversity, equity and inclusion metrics in the company</li> <li>Evaluate gender pay ratio across the company</li> </ul>
<b>Promote healthy nutrition and improve access to fresh produce</b>	<p><b>Improve access to produce for underserved communities.</b></p> <ul style="list-style-type: none"> <li>Donate 2,500 tons of fresh fruit and vegetables to communities by 2025</li> </ul> <p><b>Promote nutrition and healthy lifestyle among consumers</b></p> <ul style="list-style-type: none"> <li>Develop or maintain 5 digital initiatives promoting healthy eating to generate 2 billion impressions annually- (Promoting a plant-based diet, supporting "Eat Them To Defeat Them" campaign, publishing Dole Nutrition Newsletter, etc)</li> <li>Develop or maintain 5 regional/national programs inspiring healthy living and active participation (Ireland, Greece, Charlotte, South Africa)</li> </ul>
<b>Responsible Sourcing</b>	<p><b>Assess and monitor supplier performance on human rights and social compliance</b></p> <ul style="list-style-type: none"> <li>Conduct supplier risk assessments on supply base</li> <li>90% of Dole's fruit and vegetable suppliers from high-risk countries (by volume) as defined by Amfori/BSCI will have implemented a social standard included in the Dole basket of standards in their supply chains by 2025</li> <li>Circulate and promote our digital sustainability risk management tool to all commercial personnel globally by end of 2023 and provide training</li> </ul>
<b>Transparency and Food Safety</b>	<p><b>Increase transparency and lead discussions on new food safety regulations</b></p> <ul style="list-style-type: none"> <li>Actively participate in industry dialogue and multi-stakeholder initiatives</li> <li>Continue enhancement of supply chain traceability and transparency by leveraging technology such as blockchain, product tagging or other advanced solutions by 2030</li> </ul>

For Nature's health

For an equitable future

For a healthier world



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



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



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

# ***FOCUS AREAS***

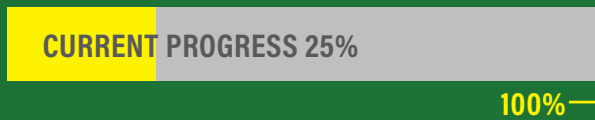
<b>Climate Action</b>	<b>5</b>
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# CLIMATE ACTION

Although fresh produce is one of the foods with the lowest environmental impact\*, Dole plc, as one of the largest global fresh produce growers and distributors recognizes the risks that climate change presents to our environment and livelihoods. Dole plc has therefore committed to science-based goals aligned with a 1.5°C scenario. Those goals have been calculated and submitted to the Science Based Target Initiative (SBTi) for validation. A first climate risk assessment has been completed and released in our CDP report.\*\*

## GOAL

- 50% of Dole suppliers by volume to set a science-based target (SBT) by 2030



## NOTES:

- Dole's own operations are working toward implementing our SBTs (pending validation) for Scope 1 & 2
- Grower engagement will initiate in 2024

\*Source: Barilla Center For Food & Nutrition, Double Pyramid (2016)

\*\* Our CDP report is available on [CDP's website](#)

# SCIENCE-BASED TARGETS

In December 2022, Dole plc committed to set science-based targets. After completing our calculation, we submitted to the Science Based Target Initiative and have booked our appointment for validation review in May 2024. Pending review, these targets are subject to change. A climate road map action plan is in preparation and will address our main sources of emissions like transportation, fertilization, purchased electricity among other sources by improving efficiencies and implementing technological innovations as they become available and financially sustainable.

## CURRENT NEAR-TERM SCIENCE-BASED TARGET

Dole commits to reduce absolute

- **Scope 1 and 2 GHG\* emissions 42.3% by 2030** from a 2020 base year.
- **Scope 3 GHG\* emissions 25% by 2030** from a 2020 base year
  - Scope 3 covers Purchased Goods & Services, Upstream and Downstream Transport and Fuel & Energy-related emissions.

*FLAG (Forest, Land and Agriculture) Target:*

- Dole commits to reduce absolute **FLAG emissions 30.3%** by 2030 from 2020 base year.

## CURRENT LONG-TERM SCIENCE-BASED TARGET

Dole commits to reduce absolute

- **Scope 1, 2 and 3 GHG\* emissions 90% by 2050** from a 2020 base year.
  - Scope 3 covers Purchased Goods & Services, Upstream and Downstream Transport, Fuel & Energy-related emissions, End of Life and Employee Commuting

*FLAG (Forest, Land and Agriculture) Target:*

- Dole commits to reduce absolute **FLAG emissions 72%** by 2050 from a 2020 base year.

## DOLE PLC CARBON FOOTPRINT

Metric tons of CO<sub>2</sub>e

<b>2022</b>	SCOPE 1	SCOPE 2 MARKET-BASED	SCOPE 3	TOTALS
Corporate	26	412	236,815	<b>237,253</b>
Fresh Fruit	816,924	33,030	2,487,946	<b>3,337,900</b>
Diversified Fresh Produce - Americas & ROW	6,785	4,369	916,260	<b>927,414</b>
Diversified Fresh Produce - EMEA	18,625	20,593	2,553,737	<b>2,592,955</b>
Dole plc Total	<b>842,360</b>	<b>58,404</b>	<b>6,194,758</b>	<b>7,095,522</b>

## Comparison to Baseline

2020 Baseline	940,266	80,442	5,885,131	<b>6,905,839</b>
% Variation 2022 vs. 2020	-10%	-27%	5%	<b>3%</b>

Dole plc's footprint is driven by purchased goods and logistics and increased by 3% between 2020 and 2022. Scope 1 and 2 absolute decrease of 12% is currently trending ahead of annual reductions required for SBTs, driven by increased renewables and reduced shipping emissions. Scope 3 increased 5% with business travel due largely to reduced business travel during the early phase of the pandemic in 2020.

**NOTES:**

- Based on the company's strategic decision to exit the Fresh Vegetable's business, the Dole Fresh Vegetable Division has been removed from our 2022 reporting boundaries and 2020 baseline which relates to our Continuing Operations.
- Our 2020 baseline was recalculated to account for the the company's strategic decision to exit the Fresh Vegetables division, methodological changes and emission factor updates.
- This 2022 Greenhouse Gas (GHG) Inventory was third-party verified to a reasonable level of assurance.



## CLIMATE RISK

Scenario analysis will enable Dole plc to identify high-risk areas and opportunities stemming from climate change. This analysis will support business planning and decision-making processes by assessing, mitigating, and adapting to the potential impacts on our supply chain, operations, and overall financial performance in the time frame spanning out to 2050.

In our scenario analysis we used the IPCC \* scenario SSP1-2.6 and the IPCC scenario SSP2-8.5 to explore the physical and transition risks our company faces under these two plausible futures.

- The scenario SSP5-8.5 is based on the global reference scenario from the IPCC. It outlines a world where little is done to mitigate carbon emissions and global temperature rise exceeds 4 degrees by the end of the century.
- The scenario SSP1-2.6 limits global average temperature rise to 1.5 degrees, in alignment with the United Nations Paris Agreement of 2015. Under this scenario there are global policies and technological developments that drastically shift the world's energy system to low carbon energy sources.

The results of this year's scenario analysis identified the high-risk areas related to increasing extreme weather events, increased drought and water scarcity and changing and emerging climate regulations. We have identified **4 risks** that could negatively impact our financial or strategic objectives.



## **WATER SCARCITY**

Water availability and water quality is essential to the sustainability of our farming business. We operate in or source from some countries and regions classified as high-water stress areas by WWF \*. Dole aims at optimizing its water management through the implementation of good practices in our operations and supply chains with a focus on high-risk areas.

## **CYCLONES, HURRICANES, TYPHOONS**

Dole has historically been affected by severe weather in the tropics. Due to climate change and various climate scenarios, we expect the frequency and intensity to increase. For example, in 2020 Hurricane Eta and Hurricane Iota hit Honduras and Guatemala 10 days apart. We estimate the impacted banana farm areas of Honduras and Guatemala to be over 50% and 20% respectively including Dole owned farms. Our adaptation plans and investments have enabled critical infrastructure to be elevated and communities relocated away from riverbanks to minimize potential future impact. Dole's farms have been rehabilitated since then.

## **CARBON PRICING MECHANISMS**

As of 2024, the EU has formally adopted the EU Emission Trading System (ETS) which will include maritime transport, and consist of shipping companies paying for their greenhouse gas emissions. This regulation will gradually expand the share of emissions subject to the EU ETS from 40% in 2024 to 100% in 2026.

## **TRANSITIONING TO LOWER EMISSIONS TECHNOLOGY**

Our main source of emissions in Scope 1 and 2 comes from maritime shipping currently powered by fossil fuel. The decarbonization of our fleet will involve introducing alternative fuel, retrofitting, or investing in new, lower emission vessels.

## WATER STEWARDSHIP

On our journey to improve water management, we have initiated a detailed water risk assessment of our operations currently and supply chain. This risk assessment currently covers 2 of 3 divisions as data collection is ongoing and will be completed over time. We have used the WWF Water Risk Filter tool to identify scarcity risks and flooding risks. In addition, we are focusing on improving our practices and certifying farms to advanced water management standards like Alliance for Water Stewardship (AWS) among others.

### # FARMS CERTIFIED TO AWS

YEAR	FARMS
2020	13
2022	20

### GOAL

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

DATA COLLECTION IN PROGRESS

### NOTES:

- *Water assessment completed in two divisions.*
- *Water data collection in progress*
- *Baseline for farm certification established*
- *Capacity building in process through third party certification*

# WWF RIVER BASIN TRACKING

COUNTRY	PROVINCE	WWF BASIN	WATER SCARCITY	FLOODING
Chile	Region Santiago Metropolitan	South Pacific (379)	Very High Risk	High Risk
	Libertador Gral. Bernardo O'Higgins		Very High Risk	High Risk
	Valparaíso		Very High Risk	High Risk
	Maule		Very High Risk	Medium Risk
	Araucania		High Risk	Medium Risk
Peru	La Libertad	South Pacific (348)	Very High Risk	High Risk
	Ica		High Risk	Medium Risk
	Lambayeque		High Risk	High Risk
	Lima		Medium Risk	High Risk
	Piura		High Risk	High Risk
Egypt	El Menia	Nile	High Risk	Medium Risk
India	Maharashtra	Godavari	Medium Risk	High Risk
Mexico	Colima	North Pacific (455)	High Risk	Medium Risk
	Michoacán de Ocampo		High Risk	Medium Risk
South Africa	Western Cape	Indian Ocean (160)	High Risk	High Risk
	Northern Cape		Medium Risk	Medium Risk
	Limpopo	Limpopo	High Risk	High Risk
	North West		High Risk	High Risk
	Gauteng		High Risk	High Risk
Colombia	Antioquia	Caribbean Sea (302)	Low Risk	High Risk
	Magdalena		Low Risk	High Risk
	La Guajira		Low Risk	High Risk
	Cesar	Magdalena	Low Risk	High Risk
Costa Rica	Limón	Caribbean Sea (475)/San Juan	Low Risk	High Risk
	Heredia	San Juan	Low Risk	High Risk
	Alajuela		Low Risk	High Risk
	Puntarenas	North Pacific (474)	Low Risk	High Risk
	Cartago	Caribbean Sea (475)	Low Risk	High Risk
Ecuador	Guayas	South Pacific (344)	Medium Risk	High Risk
	Bolívar		Medium Risk	High Risk
	Azuay		Medium Risk	High Risk
	Manabí		Medium Risk	High Risk
	Cañar		Medium Risk	High Risk
	Los Ríos		Medium Risk	High Risk
	Cotopaxi		Medium Risk	High Risk
	Santo Domingo de los Tsáchilas	Medium Risk	High Risk	
El Oro	South Pacific (344)/Zarumilla	Medium Risk	High Risk	
Guatemala	Escuintla	North Pacific (456)	Low Risk	High Risk
	Retalhuleu		Low Risk	High Risk
	Quetzaltenango		Low Risk	High Risk
	Suchitepéquez		Low Risk	High Risk
	San Marcos	Suchiate & Coatan	Low Risk	High Risk
Honduras	Atlántida	Caribbean Sea (468)	Low Risk	High Risk
	Colón		Low Risk	High Risk
	Cortés		Low Risk	High Risk
	Yoro		Low Risk	High Risk

Low Risk   
Medium Risk 

High Risk   
Very High Risk 

## SUSTAINABLE FARMING PRACTICES

In order to achieve our climate targets related to farming activities, Dole plc is implementing a range of practices. Regenerative farming practices sequester carbon in the soil, improve soil health and biota and reduce GHG emissions. Some of those practices have been in use for some time and delivered significant positive results while others are emerging.

### GOAL

*Define a set list of regenerative practices*

CURRENT PROGRESS 100%

100% 

### NOTES:

*Our sustainable farming practices will include these regenerative practices and be complemented by a set of precision farming practices to be detailed in the coming reports.*

Dole has its own in-house soil research experts and has pioneered many of those practices for our industry. Our farming knowledge has been developed by operating in conventional agriculture for generations and in organic agriculture for over 25 years. This effort continues by relentlessly researching plant nutrition and soil health to further reduce synthetic fertilization which is our second largest emission source in Scope 1.

Here is a list of our main regenerative farm practices.

### **REGENERATIVE PRACTICE #1: MINIMUM TILLAGE**

In pineapple production, depending on weather conditions, we work to avoid tillage between certain production cycles. In banana production we minimize soil disturbance by using mini-mechanical excavators to avoid soil compaction around the banana plants instead of regular deeper tillage. Banana farming typically involves minimum tillage, as they are continuously farmed for 15 years or more before requiring land preparation.

#### **STATUS OF IMPLEMENTATION:**

- Partial implementation on Dole-owned pineapple farms and full implementation on Dole-owned banana farms.

### **REGENERATIVE PRACTICE #2: SOIL COVERAGE**

The implementation of a vegetative cover or cover crops is key to soil health. Soil coverage is applied in several perennial crops and generates multiple other sustainability benefits. It is important to keep the soil covered as much as possible to contain erosion, improve water infiltration and limit water evaporation.

#### **STATUS OF IMPLEMENTATION:**

- Soil coverage is implemented between tree rows in all Dole-owned farms for blueberries, apples and kiwi. Partial implementation on Dole-owned pineapple farms and full implementation on Dole-owned banana farms.

### **REGENERATIVE PRACTICE #3: INCORPORATION OF CROP RESIDUE**

Incorporating crop residue is one of our most important successes in regenerative agriculture. Pineapple crop residues used to be dried and burned after harvest. The incorporation of crop residue in the soil since 2008 combined with the use of microorganisms has allowed Dole to increase organic matter in the soil and reduce synthetic fertilization by up to 30%. Crop residue on banana farms contribute annually 380 tons of fresh matter to the soil on average. This is equivalent to 37 tons per hectare per year of dry matter. The use of mini mechanical excavators in the banana farms is also a tillage practice that allows incorporation of organic matter in the soil.

#### **STATUS OF IMPLEMENTATION:**

- Implemented on all Dole-owned banana and pineapple farms.

### **REGENERATIVE PRACTICE #4: LIQUID ORGANIC FERTILIZATION**

In banana and pineapple production, discarded crop residues are collected and reused in a mixture with other raw materials and microorganisms to create an organic liquid fertilizer. These organic liquids are applied to new planting or established production areas.

#### **STATUS OF IMPLEMENTATION:**

- Emerging practice applied in limited areas so far.

## BIODIVERSITY PROTECTION

Dole currently maintains large ecosystems within its farms for a total of 3,000 hectares which play an important role at multiple levels. They are key to carbon sequestration but also to the protection of biodiversity. Cultivated area and ecosystems are closely intertwined in the production areas and the connectivity between the various ecosystems is therefore crucial for the fauna to thrive. Pollination is also essential to many of our crops. Biodiversity is already entrenched into several of the third party certifications our farms and growers farms carry like Rainforest Alliance or Fair Trade. Based on that knowledge, we initiated various partnerships and projects to advance our knowledge and improve our conservation effort.

### GOAL

*Set 10 biodiversity protection initiatives across the company*



### NOTES:

*We realize a larger framework will be necessary to address biodiversity in the future and are considering setting Science Based Targets in the years to come.*

Our Fresh Fruit division has recently completed two studies of biodiversity monitoring and biological control identification.

- Banana Farm Biodiversity Study-Aguan Valley, Honduras
- Biodiversity Monitoring Study
  - Biological controls study conducted in the banana growing regions around Guayaquil, Ecuador with 125 different species identified.

## WASTE MANAGEMENT AND PACKAGING INNOVATION

Making packaging recyclable or compostable remains our short-term goal. We have not yet completed the quantification of packaging usage across our various divisions. This will be published in future sustainability reports.

Our waste goals have been reformulated due to the company's strategic decision to exit the Fresh Vegetables business. We have initiated a project to identify and reduce waste in our banana supply chain in partnership with WWF USA. The study is commencing in 2024. We are still gathering waste data at enterprise level and will publish the findings in upcoming reports.

In Latin America, the volume of packaging consists of cardboard boxes which are fully recyclable representing 225,100 metric tons. We are currently extending our analysis to all other sources of packaging.

### GOAL

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

### NOTES:

- *Due to the company's strategic decision to exit the Fresh Vegetable's business and subsequent re-baseline, goals focused on that division have been removed.*
- *Quantification of our packaging across our division is in progress.*

DATA COLLECTION IN PROGRESS

## OUR PEOPLE AND COMMUNITIES

Dole has built ties to local communities over the decades based on continuous dialog and investment. Our own banana and pineapple farms in Latin America have developed strong programs according to their needs and priorities. Dole continues to invest in numerous projects representing \$13 million annually in the areas where Dole bananas and pineapples are produced.



### GOAL

- 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. (\$0.08 per standard box social premium from banana production)
- By 2030, contribute to reduce poverty in households and impact at least 20,000 people by 2040 in Dole Latin America including Guatemala, Honduras, Costa Rica and Ecuador by measuring business multi-dimensional poverty index
- Launch a Dole Local Grower Academy in Europe - By 2025, support a minimum of 5 developing growers in each of 7 markets providing business development guidance, capacity building measures, training, practical commercial, agronomic and sustainability support and access to Dole distribution channels

### NOTES:

- Investment in social and community projects target has been exceeded.
- The Business Multidimensional Poverty Index (BMPi) project is in a development phase.
- Project scoping is underway for the Dole Local Grower's Academy in Europe.
- Due to the company's strategic decision to exit the Fresh Vegetable's business and subsequent re-baseline, goals focused on that division have been removed.

CURRENT PROGRESS 33%

100%



In Latin America, Dole has initiated a pioneer program to identify and address the root cause of poverty, initially in collaboration with Horizon Positivo and now partnering with Wise Responder, which was launched by Sofia Oxford and follows the Business Multidimensional Poverty Index (BMPI) methodology. In 2022, the project has reached 1,422 households directly or indirectly. Dole has supported 567 interventions connected to health, housing, education, social protection and employment to increase the well-being and social development of our workers. Dole is the first agricultural company in the world implementing this methodology and using this approach.

### ***DOLE BANANA AND PINEAPPLE SOCIAL INVESTMENT- 2022 FY***

Support- Employee Associations	\$1,155,000
Sport Events	\$90,000
Community Development	\$1,478,000
Community Development (grower contributions)	\$957,000
Education Programs	\$1,507,000
Environmental Programs	\$2,404,000
Health Programs	\$5,349,000
<b>Total Investment</b>	<b>\$12,940,000</b>
Investment per Dole Banana/Pineapple Box	\$0.08

## BE AN EMPLOYER OF CHOICE

Due to the decentralized nature of our activity, we are consolidating the data relating to health and safety, training and employee satisfaction. We will publish progress for that section in upcoming reports.

### GOAL

- *Report on accidents and achieve indices below industry average levels*
- *Implement health and safety trainings at the farm level*
- *Create company-wide satisfaction study and improve ratings over time*
- *Track and publicly report diversity, equity and inclusion metrics in the company*
- *Evaluate gender pay ratio across the company*

### NOTES:

- The decision was made to change our approach to measuring employee satisfaction. We aim to conduct an employment survey in each division or entity supported by a group framework.

DATA COLLECTION IN PROGRESS

## HEALTHY NUTRITION

Promoting healthy nutrition is an inherent part of our mission statement to make the world a healthier place. Our activities range from direct donations of produce to campaigns and nutrition education programs. We are also actively supporting organizations fighting food insecurity and hunger affecting kids.

### GOAL

- *Donate 2,500 tons of fresh fruit and vegetables to communities by 2025*
- *Develop or maintain five 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*

### NOTES:

*In 2022, Dole has provided more than 12,000 tons of fresh produce across the world.*

CURRENT PROGRESS 65%

100%



## GOAL (CONTINUED)

Develop or maintain five 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)

Campaign Name	Component	Impressions
Healthy Heroes, Assemble!	Social & Digital	200M
	Web Contest	1.5M
	PR + Blogging/ Influencers	956M
Get Fit for No Kid Hungry	Web	11.3K
	Social/Digital/ Newsletters	176.3K
	PR	195M
Healthier By Dole	Social, Digital, PR	1B
Dole Nutrition News	Digital, Email	1.4M
“Eat Them to Defeat Them”		36M

**2.39 Billion**

*\*Total Impression Numbers (does not include brand, CSR or sustainability focused content)*

*\*From third party sources*

## HEALTHY HEROES, ASSEMBLE!

The premise of Dole Healthy Heroes, Assemble!, a nine-month, empowered-living initiative inspired by the Marvel Cinematic Universe was to recruit and recognize everyday heroes in all walks of life and encourage them to continue their impactful leadership and passion projects in their homes, families, communities and in the world.

The program targeted everyday heroes in four categories – mind, soul, heart and home – featured new, Marvel character-inspired healthy recipes, original DOLE® Banana stickers and DOLE® Pineapple tags, digital downloads, in-store activations and motivational prizes awarded to inspiring heroes at the end of each period.

## GET FIT

Get Fit for No Kid Hungry united top health, fitness and wellness influencers and their communities in a month-long fundraising challenge that takes New Year's resolutions beyond our individual fitness journeys.

By offering a series of free live stream workouts, healthy eating and wellness sessions, our amazing participants brought extraordinary energy and compassion to promote that every child in America gets the healthy food they need to thrive.

## HEALTHIER BY DOLE

The 2022 "Healthier by Dole" healthy-living initiative was a new series of nutritious recipe and menu alternatives to iconic dishes enjoyed during life's big and small moments, such as the Big Game, graduations, office parties, backyard BBQs and more. The program offered easy-to-make recipes that are high in fruits and vegetables, full of flavor and crowd-pleasing for various occasions.

## DOLE NUTRITION NEWS

Dole prides itself on being a trusted, transparent and reliable source driven to foster the nutrition, wellness and longevity of consumers. Our primary vehicle in delivering this to engaged consumers is the Dole Nutrition News newsletter.

## EAT THEM TO DEFEAT THEM

Dole participated in the "Eat Them to Defeat Them" TV and school program campaign that is centered in United Kingdom. Each year since 2019, this campaign has reached over 36 million people encouraging increased consumption of fruits and vegetables.

## GOAL #2

Develop or maintain five regional/national programs inspiring healthy living and active participation (Ireland, Greece, USA, South Africa)

- As part of Dole's Healthy Heroes, Assemble! campaign Dole asked to recruit those everyday healthy heroes that strengthen their communities through service or education to stimulate healthier behavior and attitudes. The Healthy Hero recruitments recognized and visited a 1st Grade Class in Alabama as Heroes for Saving their Teacher's Life, and a Boys & Girls Club Art Teacher in San Gabriel Valley, Calif for creating an inspirational festival of the arts in association with the Marvel Healthy Hometown Heroes campaign.
- At a third event for this campaign, Dole provided fresh produce for about 600 families. Dole volunteers dedicated a total of 18 hours to feeding local families in need at our first mobile food pantry in partnership with The Second Harvest Food Bank of Metrolina! Volunteers gathered at a Martin Luther King Jr. Middle School and braved the 95-degree humidity to pack shopping bags with perishable items such as poultry, bread items, cherry tomatoes, bananas, pineapple and bagged salads. They also stuffed Dole and Marvel-themed recipe cards into packages for a bit of fun! Once the drive-through line started, it was non-stop lifting and loading until about 200 cars were served both perishable and non-perishable items! Associates from the food bank and our local Food Lion worked together to make the food donations on behalf of Dole a seamless process. "Although we were all soaked by the end, we certainly felt good about the time well spent, and the company we work for." Shared one participant.
- In addition to being the title sponsor of Share Our Strength's GetFit with No Kid Hungry program throughout January, Dole was also a National Partner of the No Kid Hungry campaign throughout the year.
- In 2022, Dole was a sponsor of The Community Culinary School of Charlotte (CCSC) training classes that were positioned to increase use of produce in meal planning and preparation. CCSC provides workforce development training and job placement assistance for adults who face barriers to long-term successful employment in the culinary industry.

## RESPONSIBLE SOURCING

Dole produces a portion of those crops in its own farms but also sources from many independent growers. This grower base extends from multi-year partnerships to spot purchases. We have completed a classification of our sources to implement due diligence and adequate third-party certifications.

### GOAL

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

### NOTES:

- *Risk assessment is completed*
- *Certification data collection is in progress*
- *Internal training for data collection is in progress*

CURRENT PROGRESS 33%

100%



We conducted a country risk analysis on our supply chain and identified the risk according to the GLOBALG.A.P. Country Risk Classification for 2024.

Dole's supply chain by country risk and approximate volume sourced by division is set out on page 23.

# SOURCING RISK ANALYSIS

COUNTRY	2024 GLOBALG.A.P. Country Risk Classification	Fresh Fruit Division	Diversified EMEA Division*	Diversified Americas & ROW Division
Argentina	High			7%
Belgium	Low		1%	
Brazil	High		1%	
Canada	Low			3%
Chile	Medium		1%	36%
China	High			1%
Colombia	High	16%	2%	
Costa Rica	Medium	27%	4%	
Dominican Republic	Medium		2%	
Ecuador	High	27%	6%	
Egypt	High		2%	
France	Low		1%	
Germany	Low		1%	
Guatemala	High	16%		
Honduras	High	11%		
Italy	Medium		3%	1%
Mexico	High	1%		10%
Morocco	High		2%	
Netherlands	Low		5%	
New Zealand	Low			7%
Peru	High	1%		9%
Poland	Medium		2%	
South Africa	High		4%	1%
Spain	Medium		21%	
Sweden	Low		11%	
United Kingdom	Low		18%	
United States	Medium			23%
Uruguay	Low			1%
Other Countries (less than 1%)		1%	10%	2%



100%

100%

100%

\*Diversified EMEA is representative of Dole UK and Dole Nordic.  
Source: 2024 GLOBALG.A.P. Country Risk Classification

## TRANSPARENCY AND FOOD SAFETY

Dole's global food safety program is risk-based and grounded in the latest science. Each Dole division has a food safety team working to deliver a common strategy, including compliance with Dole's global management system, but giving each division scope to execute food safety controls as appropriate to their activities.

Dole works not just with growers, but also with our peers and competitors through participation in multi-stakeholder initiatives such as the Global Food Safety Initiative, to raise the bar on food safety and put additional standards into place. We're also working with researchers and organizations like the Center for Produce Safety to better understand food risk challenges and to strengthen prevention strategies and controls.

### GOAL

- *Actively participate in industry dialogue and multi-stakeholder initiatives.*
- *Continue enhancement of supply chain traceability and transparency by leveraging technology such as blockchain tagging or other advanced solutions by 2030.*

CURRENT PROGRESS 50%

100%





## GRI Content Index

Due to the structure of this Sustainability Progress Report, we have not included a GRI Content Index. However, Emissions are indexed below.

Disclosure Number	Disclosure	Location
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<b>Page 6</b>
	305-2 Energy indirect (Scope 2) GHG emissions	<b>Page 6</b>
	305-3 Other indirect (Scope 3) GHG emissions	<b>Page 6</b>
	305-5 Reduction of GHG emissions	<b>Pages 6</b>

Dole plc has reported the information cited in this GRI content index for the period January 2022 through December 2022 with reference to the GRI Standards.