



DOLE SUNSHINE COMPANY DOLE BELIEFS PROGRESS REPORT FY 2024



WELCOME STATEMENTS

MESSAGE FROM THE PRESIDENT AND CEO

Our journey begins with the earth. As an agricultural company with over a century of expertise, we collaborate with nature to nourish the world. Our mission is simple yet meaningful: to deliver **Sunshine For All™**— ensuring that good nutrition is accessible, available, and affordable for everyone.

This belief drives our commitment to sustainability, innovation, and care for the planet and its people. Through responsible agricultural and manufacturing operations, we are working to increase access to nutritious food while reducing negative environmental impact.

Today, we are proud to share our sustainability journey in this inaugural **Dole Beliefs Progress Report**, reaffirming our dedication to building more sustainable practices for brighter product, planet and today.

This Report is a reflection of our **One Dole** spirit -- across every region, every team, and every farm, we are united by a shared purpose. Our efforts are grounded in the spirit of “Sampo-yoshi”—a philosophy embraced by Itochu Corporation that means “good for the seller, good for the buyer, and good for society.” At Dole, we embrace this mindset in everything we do. We believe that sustainability must create value for all: our customers, our company, and the world around us.

Our journey is only beginning... and we are thankful to all our partners, stakeholders, and especially everyone at Dole, for being with us as we continue to bring **Sunshine For All™**.

Hiroyuki Kaizuka

President & Chief Executive Officer



MESSAGE FROM THE HEAD OF GLOBAL SUSTAINABILITY

On behalf of Dole, I welcome you to our inaugural **Dole Beliefs Progress Report**.

This year, we are launching our new **Dole Beliefs -- a comprehensive framework that harmonizes our values, our actions, and our ambitions to bring a brighter future for all.**

We've evolved the scope of our Dole Beliefs to include the full lifecycle of our packaging, our progress toward our GHG emissions reduction targets, and the well-being of those in the communities where we operate. These Beliefs are built on four interconnected pillars -- **Agriculture, Environment, Nutrition, and Creating Shared Value** -- and are designed to be quantifiable, impactful, and inclusive.

In this Report, we are proud to bring you stories of our progress and wins from our markets and sites globally - a testament of our deeper commitment to creating a brighter future for our people, products, and the planet.

While our framework has changed, our Purpose to bring **Sunshine For All™** remains.

Takafumi Suzuki

SVP & Chief Administrative Officer,
Head of Global Sustainability

DOLE PROGRESS REPORT FOR FY 2024

THE DOLE BELIEFS

For more than 170 years, Dole has believed in the goodness of fruit. We have been on a mission to make it delicious and accessible for all to enjoy. But harnessing its true potential requires more than just passion and promises -- it takes a belief system, a foundation, and structure that harmoniously work together to dependably deliver **Sunshine For All™**.

Here's what we stand for:

- We believe we can enhance nutrition through the goodness of fruit in various forms and options.
- We believe it's our responsibility to care for the land that we harvest from and put back more into the world than we take out.
- We believe we can foster harmony and prosperity throughout our entire value chain through a unifying set of shared values.

The **Beliefs** are inspired by the spirit of 'Sampo-yoshi,' a driving philosophy that views the well-being of society and businesses as interdependent, and ensures the business is beneficial to the seller, the buyer, and the community. While the Japanese concept of Sampo-yoshi has been around for centuries, the philosophy has become more relevant than ever as companies around the world embrace a more responsible, sustainable, and inclusive way of doing business.



OUR BELIEFS

Dole Beliefs reflect our dedication to a brighter future for our people, products, and the planet. Because we believe we're not just selling fruit, we're unleashing the very best Mother Nature has to offer, and taking care of her, and our partners along the way.

A BRIGHTER PLANET FOR ALL



AGRICULTURE



ENVIRONMENT

A BRIGHTER PRODUCT FOR ALL



NUTRITION

A BRIGHTER TODAY FOR ALL



CREATING SHARED VALUE



1. By 2030, convert over 99% fruit loss to food, fuel, feed, or fertilizer



2. 4R (reuse, recycle, restore, reduce) approach for water conservation to be deployed in over 99% of our managed operations by 2030



3. By 2030, over 99% of managed farms to implement Agri-Tech within the 4R principles (restorative, regenerative, resource-efficient, resilient)



4. Work to achieve Net-zero by 2050 with a 50% reduction in scope 1 & 2 by 2030 from 2019 levels



5. Over 95% consumer-facing packaging designed to be sustainable by 2030



6a. Increase healthier options for consumers by launching at least 4 new fruit forms annually



6b. Over 99% of the consumer-facing packaged portfolio will be fruit-forward (fruit will always be part of the top 3 listed ingredients in every product)



7. Launch Creating Shared Value programs by 2026 with a detailed roadmap, complete implementation by 2030



ABOUT THIS REPORT

ABOUT THE COMPANY'S FISCAL YEAR

Unless otherwise stated, all figures in this report cover our Fiscal Year 2024, beginning April 01, 2024 to March 31, 2025.

DISCLAIMER ON PERSONAL STATEMENTS

The views and statements expressed by individuals featured in this report are their own and do not necessarily reflect the official position, policies, or perspectives of the company.

DISCLAIMER ON FORWARD-LOOKING STATEMENTS

This report may contain forward-looking statements, including but not limited to projections, goals, and expectations regarding the company's sustainability initiatives, future performance, and strategic direction. Statements of aspiration, future events or conditions, including forward-looking statements are sometimes identified by terminology such as "may," "will," "could," "would," "should," "expect," "plan," "anticipate," "intend," "believe," "target" or other comparable terminology. By their nature, these statements are based on current assumptions, estimates, and forecasts, and are subject to risks, uncertainties, and other changes that may cause actual results to differ materially from those expressed or implied. As such, no guarantees or assurances are made that they will be achieved or successfully executed.

Readers are cautioned not to place undue reliance on these forward-looking statements. Any forward-looking statements are made only as of the date hereof, and the company undertakes no obligation to update or revise any forward-looking information, whether as a result of new information, future developments, or otherwise, except as required by applicable law.

NOTE ON NON-FINANCIAL REPORTING

Note that many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. In addition, historical, current and forward-looking sustainability-related statements were not prepared in accordance with [U.S. generally accepted accounting principles (GAAP)] and may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. We have not obtained any third-party assurance for the data provided in this document. The information and opinions contained in this document are provided as of the date of this document and are subject to change without notice. Dole does not undertake to update or revise any such statements.

DISCLAIMER ON CREATING SHARED VALUE PILLAR

While we have currently categorized our stories based on its impact on aspects of society such as environment and education, these may not be, in any way, considered as official categories of our programs. The subtitles were used merely for illustration purposes.

ENTITIES MENTIONED AND THEIR CORRESPONDING LOCATIONS FOOD & BEVERAGE GROUP (FBG)

NAME

Dole Philippines, Inc. (DFL/Dolefil)
Dole Thailand, Inc. (DTL/Doletai)
Dole Packaged Foods, LLC
Dole Packaged Foods, LLC
– Atwater Operations (ATW)
Sierra Tropical, Ltd. (STL)

LOCATIONS

Mindanao, Philippines
Hua Hin, Thailand
Westlake Village, California, United States of America
Atwater, California, United States of America

Sierra Leone

NAME

Dole Specialty Ingredients (DSI)

LOCATIONS

Mindanao, Philippines

FRESH PRODUCE GROUP (FPG)

NAME

Dole Philippines, Inc. – Stanfilco (STF)
Dole Lanka (Private), Ltd. (Lanka)
Dole Vietnam Company, Ltd.
Dole China
Dole New Zealand, Ltd. (Dole NZ)

LOCATIONS

Mindanao, Philippines
Sri Lanka
Vietnam
China
New Zealand



AGRICULTURE

Evolving our agricultural practices by reducing waste from managed operations, deploying more efficient water management and conservation practices and advanced technologies aimed at improving food security.

MOTTAINAI BANANA FUSION

Living by the principle of Mottainai, coupled with our innovative approach, we have transformed what was once considered Cavendish banana fruit waste, into valuable products. Aligned with our commitment to a more sustainable and efficient food system, we have implemented several initiatives to give cavendish banana fruit waste a new purpose.

Two Dole Mottainai products were produced by STF and thereafter launched in Dole Japan in 2024: **banana sauce and banana chips**. The banana sauce is produced by an accredited third-party entity, using Individually Quick Frozen (IQF) bananas produced by DFL as raw materials. While some banana chips are commercially produced using saba variety, the Mottainai banana chips are produced using our cavendish bananas. These bananas are carefully selected, cleaned, peeled, sliced into chips, and fried to become a crunchy, flavorful banana chip.

For Dole Japan, it's about giving bananas a second chance. We've saved 1,245,000 kg of perfectly good bananas from going to waste and turned them into IQF, puree, powder, and chips. These fruits may not look picture-perfect, but they're just as nutritious and delicious.

WHAT'S NEXT?

Mottainai Bananas x A Global Coffeehouse Chain

In collaboration with their Japan division, new products with banana sauce like Frappuccino, cake, pancake, and shakes and cake and muffin products with banana chips were launched in Japan in the Spring season of 2024.

Mottainai Trademark

We have plans to own the Mottainai trademark to underscore our dedication to promoting and championing the Mottainai philosophy as a core part of our sustainability strategy. By owning this trademark, we aim to lead by example and inspire others to adopt the Mottainai way of life. Together, we can make a difference and create a world where the Mottainai philosophy is embraced by all.



GOAL 1

By 2030, convert >99% fruit loss to food, fuel, feed, or fertilizer



GOAL 2

4R approach for water conservation to be deployed in >99% of our managed operations by 2030



GOAL 3

By 2030, >99% managed farms to implement Agri-Tech within the 4R principles

WHERE WE ARE NOW

89%

57%

Scoop and Scoping



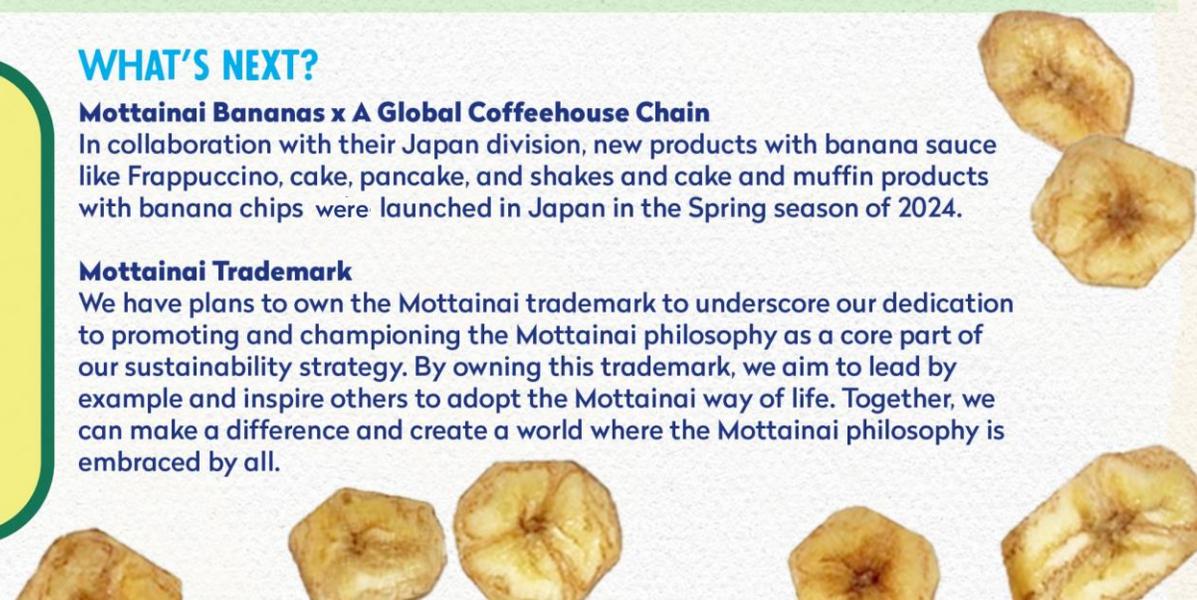
FROM WASTE TO WORTH:
MAKING THE MOST OUT OF BANANAS

Did you know?

MOTTAINAI VERSUS MUDA

Our company is charting innovative ways to be more sustainable, deeply rooted in the revered Japanese philosophies of **Mottainai** and **Muda**. These principles are the very essence of our mission to respect resources, reduce waste, and drive efficiency.

- **Mottainai** embodies the profound respect for resources and their intrinsic value, urging us to minimize waste and make the most of what we have.
- **Muda**, on the other hand, represents wastefulness and inefficiency, which we strive to eliminate from our processes.



OUR CAVENDISH BANANA PUREE JOURNEY

It begins with the collection of cavendish bananas that are deemed unsuitable for export and fresh consumption due to aesthetic imperfections. In collaboration with Dole Japan, STF works with a third-party entity located in the Luzon island in the Philippines. The carefully selected bananas are ripened, washed, cleaned, peeled, and undergo a thorough inspection to achieve premium quality. The peeled bananas are then processed into smooth, creamy puree, pasteurized, and packed in appropriate packaging materials to retain freshness and its natural banana flavor. The puree is used in a variety of culinary applications and ingredients in baked products, baby food, banana spread, filling, sauces, and more, providing natural vitamins, minerals, potassium, and dietary fiber. **Transforming 894,000 kg of cavendish banana fruit into puree** exemplifies how we can add value to what was once considered waste.

NURTURING PLANT GROWTH WITH BOKASHI

In our continuous effort to reduce waste, we uncovered the transformative power of **Bokashi**, an innovative method developed by Dr. Teuro Higa in the 1980s. This technique, originating from the rich cultural heritage of Okinawa, harnesses the potential of fermented organic matter to rejuvenate the soil.

Bokashi composting stands apart from traditional composting. It is an anaerobic process, a sealed dance of microbial activity that occurs without oxygen, allowing a rapid breakdown of organic matter. Within the confines of an airtight bucket, these microorganisms work diligently over two weeks, converting the banana waste into a nutrient-rich compost, Bokashi. This period of intense fermentation is followed by a curing phase, where the compost is buried, allowing it to further integrate and enrich the soil.

Our green initiative of office gardening in Sumpung, Malaybalay, Bukidnon, Philippines resulted in a delightful harvest. With the soil enriched with our banana-derived Bokashi, crops like mustard and melon don't just grow, they thrive. Each vegetable harvested is a celebration of what can be achieved when we view waste not as an endpoint, but as the beginning of something new.

BACK TO THE EARTH: BIOCHAR FROM BANANAS

Through the innovative process of pyrolysis, Dole transforms these so-called "imperfect" bananas into biochar. Whole bananas are subjected to high temperatures and in the absence of oxygen, they are converted into a carbon-rich substance. This project has helped us turn **90,000 kg of bananas** into biochar.

As a versatile and valuable material, biochar finds new life in various forms. It enriches the soil, acting as a conditioner that enhances fertility and water retention and nurturing the next generation of crops. It can also serve as an odor eliminator, purifying the air and creating a cleaner environment. It has even become a sustainable option for outdoor grilling, bringing people together over meals cooked with the planet in mind.

In March 2025, STF successfully shipped its first commercial container of banana charcoal to Japan, marking a significant milestone in responsible waste utilization. The banana charcoal, sourced from waste bananas from Bukidnon farms, is part of STF's initiative to transform agricultural byproducts into valuable and more resource-efficient products.

IN CONVERSATION WITH WEITZE OOI: DOLE SPECIALTY INGREDIENTS (DSI) TRAILBLAZES 'REPURPOSING OF FRUIT WASTE'

The journey of DSI started in 2019 when a small group of B2B business units led by Weitze Ooi (Current Managing Director of DSI) was trying to find a long-term strategy to grow the B2B business from a highly volatile commodity business to a high-value business. It was then that the idea of utilizing fruit waste and side stream to produce high-value ingredients was born.

We sat down with Weitze to look back on the journey, reflect on the learnings and wins for DSI.

Q: When DSI first started, what were the challenges you encountered and how did you overcome those?

Weitze: DSI's concept was new to the fruit industry where Dole has been operating for 170 years. Seeking support in turning the DSI vision into reality, DSI started to pitch to strategic partners to invest in this business. After a long due diligence process, an investment arm of the Singapore Government called **Economic Development Board (EDB)** decided to be DSI's strategic partner and co-fund the business. **Finally, DSI emerged in 2021 as a corporate venture to transform plant/fruit side streams into high-value specialty ingredients to divert feedstock left behind in the fruit industry and utilize them in making high-value-added ingredients such as enzymes, extracts, oils, fibers, and others.**

Q: After a long start, DSI seems to be thriving. Can you share some of your milestones?

Weitze: Thanks to the strong pioneering spirit and consistent effort of the DSI team together with great support from DFL and STF teams on the ground, DSI kicked off the commercialized phase 1 production in Polomolok in October 2023. Phase 1 products include Banana Puree, Green Banana Powder (source of resistant starch), Pineapple Fiber Powder (source of dietary fiber), and Pineapple Leaf Fiber (for textile industry). More products from Phase 2 are forthcoming.

Q: What impact are you envisioning and what's next for DSI?

Weitze: These high-value ingredients are to be supplied to customers in the F&B industry, nutraceutical, cosmetic, textile, pet care, and others. Additionally, DSI products can also be applied in Dole consumer products to enhance the nutrition profile, which is one of the future growth strategies for Dole. **To innovate with increased efficiency, DSI applies the open innovation concept, which is a practice of sourcing ideas from external stakeholders such as research institutes, universities, and innovation or technology partners as well as internal ones.**



DSI PUSHING INNOVATION BOUNDARIES WITH UPCYCLING CHALLENGE



The DSI team is excited to share our achievements from another innovation event in Singapore, **The Upcycle Revival Challenge (URC) 2024**.

This event was hosted by the Singapore Food Manufacturing Association (SFMA), Enterprise Singapore and Food Innovation & Resource Center (FIRC), Singapore Polytechnic (SP) with the objectives of (i) promoting innovation in the area of food waste upcycling, (ii) discovering and attracting new talents across different disciplines into the food industry, as well as (iii) increasing potential commercialization rate via branding-marketing strategy and by creating more channels for test bedding.

Designed in a format of a competition spanning more than 9 months, a series of three challenging yet exciting phases took place in Singapore, involving 5 students from SP Food Science and Technology to tackle the formulation work and 1 student from SP Media, Arts & Design school to handle marketing media content and packaging design. The entire work was co-supervised by the DSI team and lecturers from SP.

The team focused on ice cream applications as a strategy to target the premium snacks market. The global ice cream market value is estimated at over USD 100 billion where notably the market segment of health-conscious consumers is driving the demand for healthier choices in this ice cream industry.

During the ideation stage, over 20 concepts and 15 flavors were conceptualized. The final selection was based on a few major considerations such as:

i. Utilizing DSI Green Banana Powder (GBP) as the key ingredient in the product formulation with a meaningful purpose (Business to Business level);

- Achieved by highlighting GBP's benefits such as high dietary fiber, variety of nutrients and lower GI, combined with the direction of reduced sugar and cleaner label using fewer ingredients.

- Strategically, as the B2B business arm of Dole, the formulation of GBP should be in the ice-cream base, allowing opportunities to expand into the B2C space.

ii. Premiumization of product type (B2C);

- This was achieved with the product concept of snackification. This concept supports the fast-paced, on-the-go lifestyle, with the added benefit that consumers will feel less guilty about indulging in "snack-sized" ice cream.

- Potential of product line extension from B2B ice cream base to B2C ice cream cubes.

The team had the opportunity to showcase their innovative product and design ideas at the URC Grand Final on August 30, 2024. The team's bold designs and inventive use of by-products was recognized for their potential to transform food waste into market ready solutions. Although this innovation event has wrapped, this successful case study will aid DSI in its market outreach initiatives to further explore this market segment for its new ingredient, Green Banana Powder.

Co-organized by:



FARMING THAT RESTORES THE PLANET – AND OUR FUTURE

For decades, farming focused on producing more food. But this has often come at a cost: soils losing vitality, ecosystems under pressure, and rising carbon emissions that impact us all.

We're working to change that story. At Dole, we believe farming can feed families and help restore the Earth.

THE 4R PATH FORWARD

Our 4R Agriculture Framework is guiding us toward climate-positive farming:

Restorative:

Rebuilding soil health and ecosystem functions

Regenerative:

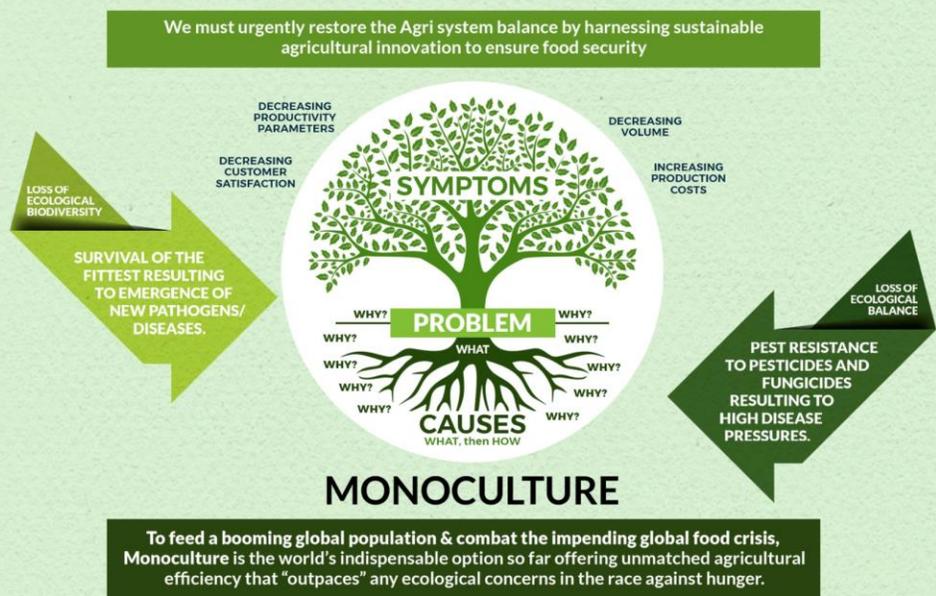
supporting biodiversity and natural regeneration processes

Resource-efficient:

Optimizing the use of water, energy, and other inputs

Resilient:

Developing systems that can withstand and adapt to climate change and other stresses



This strategy is designed to help strengthen crops, rebuilds ecosystems, and moves us closer to our goal—delivering our definition of **ROI: Return on Intention**.

WORKING WITH NATURE, NOT AGAINST IT

Our Co-Existence Framework is reshaping how we protect crops:

- Stronger Crops – Naturally more diverse and resilient.
- Smarter Disease Control – Manage pathogens in ways that protect balance in nature.
- Thriving Environments – Practices that help soils and ecosystems recover over time.
- Looking ahead, our choices aim to bring fewer chemicals, richer soils, and farms where nature and agriculture thrive together—creating benefits for communities, customers, and the planet

WHY IT MATTERS

Healthier soils capture more carbon. Balanced ecosystems help safeguard our future.

We're not finished—we're learning and improving every day. But the steps we take through the 4R and Co-Existence Frameworks help demonstrate the true value of **ROI: Return on Intention**. When our intentions are rooted in healing the planet, the returns can ripple across communities, businesses, and ecosystems alike.

RESTORING BALANCE & FUTURE READY:

Through our Dole Future Council (DFC), we are integrating satellite intelligence, drones, agri-analytics, and microbial science to reimagine how food is grown in a changing climate.

From above, satellites quietly scan fields, detecting early signs of crop stress, water deficiency, or disease—critical for preventing loss and reducing waste. At the core, agri-analytics and biology work hand in hand—analyzing soil health, measuring microbial biodiversity, and guiding smarter decisions. Healthier soils may act as natural carbon sinks, while microbes and beneficial bacteria are increasingly recognized as unsung heroes in our fight against climate change and biodiversity decline.

We're already seeing promising results—lower agri-input use, regenerating and healthier crops, and rising biodiversity in our trial sites. These early successes help light the way for broader change.



Through DFC, we're proving that by working with nature, not against it, we can create a food system that's smarter, cleaner, and stronger—for people, for planet, and for generations to come.



DFC PARTNERS

"By decoding banana plant signals with DFC, we're writing a new chapter in our agriculture journey – the one where plants guide us towards a more sustainable and abundant future. This collaboration is not just about science but proves that when we attune ourselves to the subtle electrical impulses of plants, we unlock the secrets to nurturing both our crops and our planet."



Nigel Wallbridge
Vivent SA

"Our journey with the DFC is more than a collaboration, it's a real commitment to co-elevate and transform agriculture into a force for global regeneration and prosperity."



Jessve Daypuart
Agright Technologies

ENVIRONMENT

Fostering positive contribution to the environment through emissions reduction and removal, and optimization of packaging.



GOAL 4

Work to achieve Net-zero by 2050 with a 50% reduction in scope 1 & 2 by 2030 and 2019 levels



GOAL 5

>95% consumer-facing packaging designed to be sustainable by 2030

WHERE WE ARE NOW

49% (for Scope 1 and 2)

92%

PATH TO 2050: POWERING PROGRESS TOWARD NET-ZERO

We have made significant strides towards our net zero targets, bringing us closer to our long-term sustainability goals. With 2019 as our baseline year, we have reduced our Scope 1 and 2 emissions by 49% or a total of 254,593MT of carbon dioxide equivalents (CO₂e).

The increased utilization of biogas for boiler fuel and electricity generation, as well as our dedicated efforts in energy optimization and reduction, has resulted in a 10% reduction in our Scope 1 and 2 emissions from the previous year.

REDUCING BY 50% GHG EMISSIONS IN OUR OWN OPERATIONS

- In the Philippines, the electricity generated by the biogas plants in our canneries in Polomolok and Surallah reduced our Scope 2 emissions by 3,800 MT CO₂e, while the boiler fuel displacement avoided around 10,600 MT CO₂e of Scope 1 emissions.
- Thanks to the 100% RE Certification (REC) from power companies*, we have further reduced our GHG emissions by 59,280 metric tons CO₂e.
- Our solar power facilities in the Philippines and Thailand have also contributed to a net reduction in GHG emissions of 2,200 MT CO₂e and 2,700 MT CO₂e, respectively.

*Power companies based in southern Philippines that supply electricity to DFL's operations are SOCOTECO 1 and 2, FIBECO, and SUKELCO.



OUR JOURNEY TO RENEWABLE ENERGY

In 2024, we made progress in integrating renewable energy across Dole manufacturing facilities worldwide. Below are some of the highlights:

Philippines

- The electricity consumption of our pineapple farms and industrial facilities in the Philippines is now 100% renewable-energy sourced – with 5,402 MWh of electricity used in these facilities supplied by biogas plants, around 3,072 MWh from solar power, and the rest covered by renewable energy certificates from power companies*.

- In terms of fuel usage, our industrial facilities in Polomolok and Surallah are powered by **90%** renewable energy; with our biogas facilities avoiding close to 4.2 million liters of diesel fuel, and the use of rice hulls for our biomass boilers displacing around 10.2 million liters of bunker fuel.

Thailand

- Our solar rooftop facility has been fully operational since 2021. In 2024, it has delivered 5,700 MWh of electricity, which increased solar energy supply to our operations by 6%, totaling 23% solar energy supply increase since the baseline year (2019).

- We remain committed to implementing a range of energy conservation programs, such as flash steam and blowdown heat recovery, insulation, and other automation programs. All efforts are aimed at increasing efficiency and reducing our reliance on non-renewable fossil fuels.

PACKAGING CHANGE: CUTTING PLASTIC, CREATING IMPACT



ATWATER STARTED MIGRATING ACAI BOWLS FROM PLASTIC PACKAGING TO PAPER TUBS

The empty container of Acai bowl weighs nearly 17 grams, one of the heaviest plastic packaging in Dole's portfolio. This transition will mean **a reduction of approximately 130 metric tons of plastic per annum** from our value chain and conservatively generate \$1M in material savings. While it's not yet fully plastic-free – as the granola sachet and inner lining still contain plastic components – the new paper-based packaging significantly reduces plastic use compared to the previous design. Aesthetics haven't been compromised either! Plus, the new paper-based bowls are Forest Stewardship Council (FSC) Certified, which means the bowls are made using responsibly sourced paperboard. A great example of teamwork is demonstrated by Sales/Marketing, PDI, QA, Supply Chain, & Procurement.



REDUCING PLASTIC USE IN OUR OPERATIONS

Dole has been collectively and actively implementing programs to reduce the use of plastic in its packaging materials. Our efforts include the following initiatives, exploring alternative practices or equipment to lessen the environmental impact.

Dole Philippines, Inc. (DFL)

- In 2018, we transitioned to the use of unitizing glue on enclosed solid pack products to secure the stacked cases on a pallet, replacing the usual practice of stretch films. As of 2024, this project has resulted in **a total avoidance of 27,000 kgs of plastic** since it was implemented.*

- Another project is the removal of shrink on tray, a plastic film typically used to cover trays of canned products. It started with four product codes in 2018, but now it is being applied to 20 product codes covering markets such as Australia, Europe, Germany, and United States. As of 2024, this project has resulted in **a total avoidance of 83,849 kgs of plastic** since it was implemented.

Dole Thailand Ltd. (DTL)

- DTL upgraded a new semi-automatic turntable stretch wrapper machine. With the old machine, a roll of stretch film can only be used for thirty-one pallets but with the new unit, a roll can be used on sixty-four pallets while maintaining the same quality of securing the products during transportation. This improvement has helped DTL **reduce its stretch film usage by 50% (from 550 grams per pallet to 275 grams) per pallet.**

*Applied to selected markets only

LESS WASTE, MORE POWER: OUR ENERGY CONSERVATION COMMITMENT

Entities strategically implemented energy conservation programs in their facilities to improve efficiency and achieve cost savings.

The programs implemented for DTL, DFL, and STF focused on reducing energy and water consumption.

- For **energy**, the programs applied to enhance efficiency were removing idle machines on the line, use of portable equipment fit for the required consumption in a day replacing large capacity equipment that are not fully utilized, switching to motion sensor-equipped lights, installing additional equipment to properly control the required speed and temperature during operations, applied repairs on cold storage rooms to avoid potential losses due to infiltration and wall gaps, and even as simple as turning off of the lights and equipment if not in use.

- For **water**, programs on recycling, recovery, and system automation and improvements were implemented to reduce water demand, heating costs, and unnecessary water loss.

	DTL	DFL	STF
Energy saved in kWh	2,219,750	164,296	479,556
Water saved in cu.m.	56,659	69,330	
Bunker fuel saved in liters	287,432		

OUR COLLABORATION WITH ENVIROTECH: EXTENDED PRODUCER RESPONSIBILITY (EPR) LAW COMPLIANCE IN THE PHILIPPINES

DFL complies with the EPR Act of the Philippines (R.A. 11898), which mandates large enterprises to recover or offset a portion of their plastic footprint.

As part of our compliance, we partnered with Envirotech, a DENR-accredited third-party recycler based in Davao. Through this collaboration, post-consumer plastic waste is collected and processed into reusable items such as plastic pallets, chairs, and waste bins. In 2024, over 19 metric tons of plastic waste were recovered, repurposed, or offset – meeting the mandated 20% recovery target.

In terms of DFL's waste management program, plastic waste bins supplied by Envirotech were deployed to promote proper waste segregation across company facilities, thereby supporting the company's sustainability efforts by encouraging responsible disposal practices and enhancing overall waste handling efficiency.



DTL ADVANCING ENVIRONMENTAL EXCELLENCE WITH GREEN INDUSTRY LEVEL 4 CERTIFICATION



DTL has achieved **Green Industry Level 4 (GI 4) – Green Culture** certification from Thailand's **Ministry of Industry**. At this level, **green practices are integrated across operations**, with sustainability embraced at all levels—from leadership to frontline employees.

This recognition reflects the progress in fostering a culture of continuous improvement in areas such as **energy use, waste reduction, and pollution control**.



NUTRITION

Communicating the power of fruits and positive contribution towards a healthier world through providing healthier choices with high nutritional value to all consumers.



GOAL 6A

Increase healthy options for consumers by launching at least 4 new fruit forms annually



GOAL 6B

>99% of the consumer-facing product portfolio will be fruit-forward

WHERE WE ARE NOW

4

100%

DOLE JAPAN BOOSTS ACCESS TO NUTRITION THROUGH PARTNERSHIP WITH TAIWAN

Dole Japan successfully launched seasonal campaigns for Taiwan pineapples and bananas to increase access to nutritious fruits while strengthening regional partnerships.

These fruits were selected to broaden availability of healthy, quality produce, support Taiwanese growers and government initiatives, and differentiate the Dole brand through seasonal synergy and purposeful promotions.

With the rising demand in Japan, after regional trade changes between Taiwan and China in 2021, Taiwan pineapples – especially TN17 and TN23 varieties – presented a timely opportunity to diversify supply and offer consumers new tropical flavors. This initiative highlights how nutrition-driven strategies can also drive impact and strengthen partnerships across borders.



DURIAN FOR CHINA MARKET

In April 2023, we opened a new chapter for our company as we boldly expanded into the durian market. By leveraging our expertise in fruit production, we've successfully entered the Chinese market through spot buying and contract packing with our trusted partner, VJT. With emerging markets like Hong Kong, Malaysia, and Philippines on the horizon, our growth trajectory is truly exciting! Already, we've seen tremendous success: shipping 145,414 boxes in FY2023 and an impressive 264,000 boxes in FY2024.

Our long-term partnership with VJT remains strong, providing a solid foundation for future growth and success.

Why Durian?

Beyond its unique taste, durian is packed with numerous nutritional benefits. Known as the "king of fruits," durian is rich in fiber, vitamin C, potassium, and healthy fats, making it a powerhouse of nutrients that supports digestion, boosts the immune system, promotes heart health, and provides sustained energy. Our venture into durian exporting is more than just an expansion; it is a thrilling adventure into a world of health and flavor. With a strong start and vision, we are set to become a leading force in the durian market.

TAKE A LOOK AT THESE SHINY GEMS FROM OUR PORTFOLIO!



DOLE® FRUIT BOWLS® PINEAPPLE TIDBITS IN COCONUT WATER WINS 2024 FOOD NETWORK SUPERMARKET AWARD

Dole® Fruit Bowls® Pineapple Tidbits in Coconut Water was recently recognized as the “Coolest New Fruit Cup” in **Food Network Magazine’s 2024 Supermarket Awards**

Food Network Magazine editors praised it for its unique twist on a classic snack, this innovative product replaces traditional juice with **coconut water**, offering a lighter and tropical option in a fruit cup. A good recognition of Dole’s ongoing effort to explore new ways to deliver fruit.



DOLE NAMED #1 MOST TRUSTED CANNED FRUIT BRAND IN THE U.S.

In January, Newsweek and BrandSpark International have named **Dole** the **#1 Most Trusted Canned Fruit Brand for 2025**. The winners were determined through a survey of qualified American shoppers who shared their insights on the brands they trust most and why.

It reflects strong consumer confidence in Dole’s quality, consistency, and legacy in fruit products.

The results are in... We're proud to be the

#1 MOST TRUSTED Canned Fruit Brand 2025*

THANKS FOR CHOOSING DOLE®, AND CHOOSING SUNSHINE 🍌

*Woted most trusted Canned Fruit brand by American shoppers based on the 2025 BrandSpark® American Trust Study

BrandSpark®

MOST TRUSTED

By American Shoppers

Newsweek

SELF Pantry Awards 2024 WINNER

MINTEL 2024 MOST INNOVATIVE

DOLE GOOD CRUNCH™

In 2023, we launched **Dole Good Crunch™** for the **United States and Canada markets**. This product line has three flavors: original pineapple bites, original banana bites, and pineapple bites with chili -- all in ziplock-equipped aluminum pouch. It has no added sugar, no oil, and no artificial flavors or preservatives added.

The entire Dole Good Crunch™ line won **SELF Magazine’s Pantry Award for Snacks**, beating over 530 new products as the most accessible and truly outstanding innovation. It also received an award from Mintel, recognizing Dole Good Crunch™ Dried Pineapple with Chili Bites in the **Most Innovative Food & Drink Awards**, highlighting it as the most novel, disruptive, and compelling product launched globally last year.

DOLE LIGHT PINEAPPLE JUICE DRINK AND WIGGLES FRUIT JUICE GELS

For our juice line, the featured product is the **Dole Light Pineapple Juice Drink**, which has no added sugar and only contains 40 calories and 9g of sugar per can (177ml serving size). Because it is made with pineapple fruit juice, it is also an excellent source of Vitamin C. Meanwhile, **Dole Wiggles Fruit Juice Gels** have no added sugar, are non-GMO, gluten-free, and made with fruit juice.

Thanks to these products' promise of a healthier snacking experience for our consumers, both were recognized by **BrandSpark and Newsweek as the Best New Products of 2024!**



DOLE WHIP® FRUIT FIRST TREAT

Inspired by the iconic Dole Whip® experience, these frozen delights bring a refreshing twist to everyday snacking. Available in three crave-worthy flavors Pineapple, Mango, and Strawberry, this frozen treat is more than just delicious. With **no corn syrup**, only **140 calories per serving**, and packaged in **single-serving cups** designed for convenience, Dole Whip® Fruit First Treats are made with real fruit puree, providing a guilt-free way to satisfy cravings.





BLISSFUL MANGO – A MOTTAINAI-INSPIRED DELIGHT

Packed by Dole Thailand and sold in Japan, **Blissful Mango** offers a refreshing take on fruit innovation, transforming what was once considered waste into a flavorful, fruit-forward treat. It has no added sugar and at the heart of this product is its unique packing medium: mango puree made from mango pieces and juice recovered during canned mango production. Instead of being discarded, these by-products are repurposed into a dessert that celebrates both taste and sustainability.

Blissful Mango was recognized in the **2024 Mogu Navi Best Food Award**, securing **third place in the Cup Sweets Division**, a category celebrating top-rated single serve cup desserts based on consumer reviews collected throughout the year.

MORE FRUIT. LESS WASTE. SAME BOX.

What if we told you that by simply rearranging what goes inside the box, we made a difference for the planet?

At Dole, we've found a smarter way to pack our bananas: the same trusted box, now holding more fruit—and not compromising quality. By making a small tweak in how banana clusters are arranged, we were able to fit in an extra hand of bananas. The result? Fewer trips from farm to shelf. Less packaging. Lower emissions. Fresher fruits reaching your home. And better value throughout the chain.

For you, it means getting more nourishment in every box we ship. For the planet, it's a thoughtful improvement – a small act of efficiency that reflects our intent to move smarter, waste less, and care more in every step of the journey.

And because you care about what's inside your food—and behind it—know that each Dole banana you enjoy is part of something bigger: a journey to nourish the world more sustainably.





CREATING SHARED VALUE

Providing value to stakeholders such as employees, local communities and growers by moving beyond corporate social responsibility and launching innovative programs focusing on ensuring fairness, building resilience and encouraging regeneration among our stakeholders.

Following our Sampo-Yoshi philosophy, Dole's growth should be reflective of everyone we engage across our value chain, aiming to create a positive impact on the areas where we operate.

HEALTH, WELLNESS, AND SAFETY

EXTENDING MEDICAL CARE TO COMMUNITIES IN SIERRA LEONE

Sierra Tropical Limited (STL) signed a Medical Alliance Agreement with the Initiative for Global Perinatal Care (IGPC), with the goal of providing general outpatient treatment and perinatal care* in Sierra Leone, West Africa. This move is a step towards Dole's vision to provide greater access to care in Sierra Leone.

In 2021, STL established an independent clinic to provide medical services to its employees and the surrounding community. In collaboration with IGPC, the program provides one Japanese medical doctor and the nurses to the clinic to provide general outpatient treatment and perinatal care to its employees and family members and the 47 villages in the chiefdom of Lugbu, Sierra Leone. This initiative also aims to educate and cultivate more medical personnel in Sierra Leone.

Why this matters:

The Republic of Sierra Leone, where STL is based, is one of the poorest countries in the world with underdeveloped medical infrastructure. The average life expectancy in Sierra Leone is 60.8 years, ranking 174th out of 183 countries around the world. It has 0.1 medical doctors per 1,000 people. Maternal mortality in Sierra Leone is particularly high at 443 deaths per 100,000 live births (in comparison to the global maternal maternity rate at 197 per 100,000 live births).

Since its establishment, STL has been actively supporting the growing of rice and agricultural products and the digging of wells for residents of the surrounding area to improve the regional living environment, stimulate the local economy, and increase the number of jobs.

*general medical care in the period from the 22nd week of pregnancy to before the seventh day after childbirth



We asked STL employees and the communities in Sierra Leone about the positive impact of Dole in their lives. Here's what they shared.

On livelihood opportunities:

"I am happy as a Dole employee because STL provides me a livelihood together with my family."



Musa Kpelewa
Assigned at Land Preparation Section

"I have gained a lot from STL because as a widow, I am able to take care of my children through the monthly salary. This would not have been possible without STL. Ever since I was employed by STL, I have been able to provide for my children's education."



Sowu Douda
Assigned at Fruit Harvesting Section

On the water well for Bamba community:



Zainab Abu

"I am very happy with the water well STL has given to us because now, I no longer have to go far to fetch drinking water."



"We now have access to pure, safe and drinking water instead of stagnant pond water we were using previously. We can now save time as the water facility is right at our door step. Previously, our children had to go to fetch pond water from almost a mile or two."

A Family in Bamba

On the access to quality medical care:

I consider myself and other women very lucky to receive the medical services from the STL Medical Center free of charge. These services have improved our wellbeing. We used to have no access to medical services and relied on traditional medicine, and the government hospital is very far.

I thank STL for both the antenatal and postnatal services given to the women of Lugbu chiefdom and the surrounding villages. This has reduced the deaths of children at birth in our communities. The medical outreach program has also greatly helped me and other women during pregnancy because they educated us on how we should carry ourselves during pregnancy. We were also advised to pay frequent visits to the STL Medical Center for check-ups.



Ms. Safiatu Fobgawa
Beneficiary of STL Medical Services

CELEBRATING 500 BABIES MILESTONE

On March 13, 2025, STL and IGPC proudly celebrated a significant milestone—the successful delivery of the 500th baby at the Sierra Tropical Medical Center. The maternity ward opened in May 2022, specifically to support high-risk pregnancies in the community.

Incredibly, the delivery resulted in a set of twin boys, born to a mother from the community outreach program—an inspiring testament to the medical center's life-saving impact. It is not just a milestone—it is a promise of a healthier, brighter future for generations to come.

Nutrition Facts

ENHANCED NUTRIBUN



	 SQUASH	 CARROT	 SWEET POTATO
Amount per serving (grams) (1 piece)	160	160	165
Calories (kcal)	504	499	507
Total Fat (g)	9	9	9
Saturated fat (g)	4	5	4
Trans fat (g)	0	0	0
Cholesterol (mg)	0	0	0
Sodium (mg)	440	301	361
Potassium (mg)	461	405	437
Total Carbohydrate (g)	88	86	90
Dietary fiber (g)	7	8	8
Sugar (g)	29	27	26
Total Protein (g)	18	18	17
Calcium (mg)	264	360	356
Iron (mg)	6	6	5
Zinc (mg)	2	2	2
Vitamin A (mcg)	488	702	612
Iodine (mcg)	123		41

Nutripan in Numbers

17,793 school children with improved nutritional status and reduced junk food intake

305 schools supported in their school-based feeding program



NUTRIPAN CONTINUES TO SERVE SUNSHINE!

From a program that was started in 2014 and covered only the province of South Cotabato in the Philippines, Nutripan has now expanded its reach to Sarangani and Bukidnon Provinces. DFL, in collaboration with Mahintana Foundation, Inc. has strengthened the program even further and in fact, the enhanced Nutribun, Nutribunnets, and Nutricookies are now accredited by the Department of Science and Technology - Food and Nutrition Research Institute (DOST-FNRI) of the Philippines.

“The project is definitely a huge help not only for my child, but for other children as well. We are really grateful for this project, since it helps with the development of learners.”

- Rodrigo
Father of the beneficiaries



“Nutrition is really important to learners. If you observe our learners, you can really see that they belong to the marginalized sector. Before the implementation of the Nutripan Project, there was an identified high dropout rate and absenteeism was really frequent. That’s why it’s important that learners are well fed because if they are well fed, you can expect that they will be able to attend school.”

- Mary Asuncion Alagos
Teacher, Nelmidia Elementary School



CREATING SHARED VALUE

DOLE NZ'S "THE GOOD BUNCH"

Dole and MG Group, in partnership with The Salvation Army launched the "Good Bunch" program in 2020, which donates 48,000 bananas annually to foodbanks throughout the country. MG, New Zealand's leading wholesale grower- cooperative, and Dole, one of the world's largest producer of fruit, have joined forces to deliver a national initiative. The partnership sees cartons of Dole bananas donated to local foodbanks through MG's national network every week. Aside from donating highly nutritious bananas, a major benefit of the partnership is the link created between local foodbanks, MG branches and local growers, with the Good Bunch program providing a platform from which to build upon.

- "The Salvation Army foodbanks are a lifeline for New Zealand's most vulnerable and at MG, we are acutely aware that now, more than ever, the demand for their services is on the rise," - **Ellery Tappin, MG GM of Communications and Sustainability**
- "We are grateful to MG and Dole for their generosity, which will enable The Salvation Army to fight hunger on an even more meaningful level by providing a regular, ongoing supply of healthy produce to our network of foodbanks across the country," - **Jono Bell, The Salvation Army Community Ministries Director**



SAFETY IS A WAY OF LIFE: IN CONVERSATION WITH ANON FANGKRATHOK

In June 2024, DTL achieved a significant milestone by setting an all-time record of 15,000,034 man-hours without a Lost Time Accident case, and completing 721 days as Lost Time Accident Case Free. We sat down with **Anon Fangkrathok - DTL Safety, Security, & Environment (SSE) Director**, to ask him what safety means for DTL.



Q: How did DTL achieve such an impressive safety performance?

Khun Anon: At DTL, safety culture and mindset have been established for the whole team, from shopfloor employees up to the management team. **With this strong focus on safety, DTL can then contribute to an impressive safety performance every year.**

Q: What was the most significant challenge that was successfully overcome?

Khun Anon: Building a culture of "**Trust and Believe in SAFETY**" is the most challenging part for DTL. The establishment of safety rules and guidelines that employees must follow because they don't do it for the company or for their supervisor, but they do it for their family and loved ones waiting for them to get home safe.

Q: Do you have any plans in place to achieve the next milestones? **Khun Anon:** Through our World Class Manufacturing (WCM) way of working, we must

1. **Walk the talk** with people at the shopfloor
2. **Find out and eliminate** as much as possible any unsafe condition, starting with high-risk areas then expanding the programs to cover the entire factory.

STF SITES IN BUKIDNON, PHILIPPINES ACHIEVE SAFETY MILESTONE BRONZE AWARD

In April 2025, in celebration of the World Day for Safety and Health at Work STF Bukidnon's Northeast and South Clusters were honored with the Safety Milestone Bronze Award by the Philippines' Department of Labor and Employment (DOLE) Region 10. The sites were recognized for achieving 2,056,000 and 1,518,297 safe man-hours, respectively, without a lost-time incident for Calendar Year 2024.

Out of the 96 companies nominated by DOLE Region 10, only 35 submitted the complete requirements. From these, only 29 companies successfully passed the rigorous screening to qualify for this prestigious recognition. The award is not merely about statistics—it reflects STF's comprehensive safety commitment and belief that every employee deserves to go home safely every day.



DOLE LAUNCHES "WIGGLES® FOR WORDS" TO BOOST KIDS' LITERACY AND HEALTHY EATING

In September 2024, Dole Packaged Foods, LLC celebrated the National Read-a-Book Day with the launch of **Dole Wiggles® for Words**, a program promoting early literacy and healthy eating. With every Dole Wiggles® Gels sold at select retailers, Dole donated a children's book through its partnership with **Scholastic Literacy Partnerships**.

The donated books, curated by Scholastic, highlight nutrition and healthy eating, supporting children's overall well-being.



CREATING SHARED VALUE

PLANTING TREES, GROWING IMPACT FOR MOTHER NATURE

PHILIPPINES

A course that started with DFL planting trees around the gullies of its pineapple plantation to control flood and soil erosion and preserve biodiversity now has an army of 110 partners. In collaboration with the Mahintana Foundation Inc., we gained 15 new partners helping us plant 248,524 trees -- a combination of fruit or forest trees, mangroves, and bamboo – in 2024 alone.

Under this umbrella, the three main projects are Chairs for Trees, gully tree planting, and Ridge to Reef. Since it started, we have planted **over 5,941,000** fruit or forest trees, mangroves, and bamboo with an **85% survival rate** covering over 10,000 hectares of barren land which are now reforested and vegetated.



INAUGURATION OF BAMBOO FACILITY

In September 2024, DFL supported the Inauguration of the first Bamboo Treatment Facility in Region XII of the Philippines. This facility is a significant component of the **Sustainable Eco-tourism and Environment-based Innovations Demo (SEED)** Farm Project, which aims to promote sustainable eco-tourism and provide environmental education. DFL, as the funding donor of the project, with the collaborative effort of Mahintana Foundation Inc., the Local Government Unit of Polomolok, Base Bahay Foundation, Inc., and with the support of the Philippines' Department of Science & Technology XII, reflecting a shared vision for ecological preservation and economic progress.



Did you know?

Combining the efforts of our major business units, DFL, STF, and DTL, we have contributed to planting around 278,414 bamboos, fruit or forest trees, and mangroves for FY 2024, bringing the total number of trees planted **to more than 9,320,066** since 2003.

PLANTING TREES, GROWING IMPACT FOR MOTHER NATURE

SRI LANKA



Dole Lanka joined others in funding a mangrove restoration project in Anawilundawa, Ramsar wetland sanctuary, which has been selected as a world restoration flagship project by the United Nations Environment Programme (UNEP). Sri Lanka has achieved a significant milestone by being named a **UN World Restoration Flagship**, acknowledging its crucial efforts to rejuvenate and preserve.

The Project, **Life to Our Mangroves (LoM)**, is a collaborative project of Biodiversity Sri Lanka of which Dole Lanka is a member company. The project is a multi-partner Public-Private Community Partnership implemented under the jurisdiction of the Department of Wildlife Conservation, Sri Lanka for restoration of degraded mangroves due to shrimp farming in the past. The total extent selected for restoration is 10 hectares, and **Dole Lanka committed to restoring 3 hectares**. Dole Lanka is proud to be part of this great achievement as a member partner and its commitment to Nature-based Solutions (NbS) towards reducing Sri Lanka's vulnerability to climate change impacts.

In 2024, the project made notable progress across restoration, community engagement and scientific research resulting in improved mangrove cover and increased local awareness and participation in site activities supporting the program.



VIETNAM

In partnership with Thanh Thanh Cong (TTC), our team in Vietnam planted **1,100 windbreak trees** at our Tan Chau Farm in Tay Ninh — supported by six dedicated team members contributing 15 hours of volunteer service. These trees not only shield crops from storms but also represent our long-term commitment to restoring balance with nature.

When Typhoon Yagi struck Northern Vietnam, our teams mobilized quickly, contributing to urgent relief efforts and standing with affected communities. Meanwhile, in Lam Dong, Binh Thuan, and Hue provinces, we planted **464 trees**, achieving an **80% survival rate**, a testament to thoughtful site selection and follow-up care.



CREATING SHARED VALUE

PLANTING TREES, GROWING IMPACT FOR MOTHER NATURE

NEW ZEALAND

Dole's support and investment in Motutapu Island reflects the company's commitment to conservation and sustainability in New Zealand. Tucked away behind Auckland landmark, Rangitoto Island, Motutapu is one of the country's largest volunteer ecological restoration projects. The island's 100 hectares of forest, planted by volunteers over the last twenty years, is home to growing populations of some of the country's rarest species. The Motutapu Restoration Trust was established in 1994 as a way for the community and private sector to contribute to the restoration of Motutapu's natural and cultural landscape.

Since 2017, the support from Dole has assisted the Motutapu Restoration Trust in further developing habitats to achieve its long-term goal of creating sustainable populations of takahe, Coromandel brown kiwi, tieke (saddlebacks) and other threatened species. These threatened native birds are breeding safely on Motutapu because NZ's Department of Conservation removed introduced pests – including stoats, rats and possums – from Motutapu and Rangitoto.



Rare and Threatened Fauna Recovery in Numbers

Coromandel Brown Kiwi

- 107 birds transferred to Motutapu's forests since 2017
- 233 birds estimated in population in 2022 indicating successful on-island breeding is underway
- 268-320 adults in 2024, establishing a thriving kiwi population on the island

Pāteke/Brown Teal

- 50 birds transferred in 2017 to ponds protected by replanted habitat

Tūturuatu/Shore Plover

- 7 highly endangered birds

Takahē

- 23 adult birds with 6 chicks successfully hatched to join the five juveniles from the previous breeding season

EMPOWERING YOUNG MINDS THROUGH EDUCATION

PHILIPPINES

We continue to work with the Mahintana Foundation to sustain two programs that champion quality education in the Philippines: Adopt-a-School and Chairs for Trees. Through these programs, we aim to improve the learning environment and the quality of education to create a brighter future for students and the community.



Adopt-a-School

The programs implemented for 2024 were a combination of construction, rehabilitation of classrooms, daycare centers, and madrasa (an Islamic educational institution). Since the program started in 2012, a total of 10 classrooms and 2 madrasa buildings have been turned over benefitting more than 25,000 learners.

Chairs for Trees

Through this program, school chairs are made from scrap wooden pallets from DFL's supply chain. As a reciprocating action, beneficiaries are required to plant trees. To date, a total of 81,281 arm and kiddie chairs have been provided to more than 300 institutions resulting in 2,143,454 million trees planted.

KOREA

In June 2024, the **14th Disability Awareness Quiz Show: Ring the Golden Bell** event, sponsored by Dole Korea, was held at the Seoul Community Rehabilitation Center. This event, which has been ongoing for 14 years, aims to help growing elementary school students understand disabilities correctly and develop into members of society who contribute to creating a community where people with disabilities can live ordinary lives.

Every year, Dole Korea employees participate as volunteers, and they also let their children participate in the Golden Bell quiz show. To add an extra layer of fun, we also share our products (bananas, pineapples) so that participants get to enjoy fresh fruit juice during the event.

VIETNAM

Through our **Adopt-a-School program** in Tay Ninh and Binh Duong, we reached 458 underprivileged students, providing health and nutrition support – including 49 medical insurance cards – and volunteering 20 hours to create safer, healthier school environments.



**CREATING
SHARED
VALUE**

SUPPORT FOR CHILDREN IN KOREA AND BEYOND

Since 2008, Dole Korea has been supporting orphanages benefiting about thirty orphans up to the age of six (Jacob's House) and thirty orphans up to the age of seven (Children's House). The annual programs focus on helping the kids with their emotional and physical stability through sensory integrative therapy. Meanwhile, the support for rehabilitation centers started in 2007 with beneficiaries ranging from differently-abled babies to seniors.

Dole Korea has been supporting disadvantaged students through the private fundraising and distribution organization (BABO's Nanum). This support includes financial assistance for tuition and living expenses for young adults aging out of orphanages and university students from low-income families, helping them continue their studies without interruption.

Since 2007, Dole Korea has also crossed borders to extend assistance in the Philippines through Kasilak Development Foundation by supporting three schools in Mindanao with supplemental learning materials, provision of learner's kits to **685 students**, and facilities improvement support for handwashing to **four schools**.



RECOGNITIONS & CERTIFICATIONS

Because of the contributions and milestones we have made in the ESG landscape in recent years, we have received recognitions and key certifications from external stakeholders.

DTL AWARDED WCM BRONZE MEDAL

DTL reached a major milestone on its journey toward operational excellence, earning the prestigious **World Class Manufacturing (WCM) Bronze Medal**. This recognition represents not only high performance but also the deep-rooted culture of continuous improvement embraced by the entire organization.

Through the ongoing development in efficiency, safety, quality, and sustainability, DTL has demonstrated its capability to operate in alignment with the systematic standards of World Class Manufacturing (WCM), made possible through the strong collaboration among all divisions, intensive training, precise data analysis, and relentless development efforts – all driven by the goal of 'Zero Waste, Zero Defect, Zero Accident' in accordance with WCM principles.



CERTIFICATION FOR THE WCM ENVIRONMENT AND ENERGY PILLAR

DFL successfully attained Score 1 certification for the **WCM Environment and Energy Pillar**. This milestone reflects the team's strong commitment to environmental sustainability, resource efficiency, and continuous improvement in line with World Class Manufacturing standards.

DOLE CHINA: A CERTIFIED GREAT PLACE TO WORK®

In July 2024, Dole China (Fresh Produce Group) earned the Great Place to Work® Certification, a global recognition grounded in real employee feedback. It's more than a badge – it's proof that people thrive when values lead.

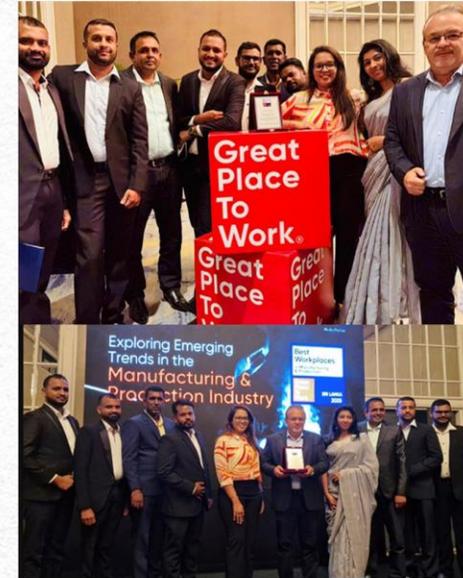
Here's how we bring our values to life: **Credibility**: 91% of our team trust management's honesty and ethics; **Respect**: 92% say innovation is part of our DNA; **Fairness**: 98% believe people are treated equally, regardless of race. Our inclusive team proudly represents 16 ethnic minorities, and 53% of full-time employees are women; **Pride**: 91% feel proud of our positive impact – guided by the spirit of "Sampo-yoshi"; **Camaraderie**: 95% felt genuinely welcomed from day one, thanks to our structured 180-day onboarding plan and warm buddy system.

With 88% of employees affirming that Dole China is a great place to work, we're reminded that when people feel valued, they give their best – to each other, to our business, and to the world we serve.

RECOGNITIONS & CERTIFICATIONS

DOLE LANKA: BEST WORKPLACES IN MANUFACTURING & PRODUCTION, 4 YEARS RUNNING

Dole Lanka is proud to once again be named among the **Best Workplaces in Manufacturing & Production** by **Great Place to Work®**, marking its fourth consecutive year receiving this recognition. This honor places Dole Lanka among the top companies in Sri Lanka's manufacturing sector, as determined by employee feedback and the company's proven commitment to fostering a supportive, inclusive, and empowering workplace.



TOPCO AND MOTHER NATURE AWARD

DFL has been awarded with the prestigious **Mother Nature Award** from the Pollution Control Association of the Philippines, Inc. This recognition proves DFL's dedication to promoting pollution control, waste minimization, and effective environmental management systems within its operations. By integrating proactive measures and innovative initiatives, the company has continuously strived to minimize its environmental footprint while maximizing positive impacts on local communities and ecosystems.

In addition to this significant achievement, DFL's Pollution Control Officer Ariel Autida was recognized as **The Outstanding Pollution Control Officer (TOPCO)** for his exceptional dedication to environmental sustainability.

"I am deeply honored to be recognized as the Outstanding PCO by PCAPI National, underscoring our commitment to environmental compliance and sustainability. Grateful to DFL LT for their unwavering support in implementing impactful environmental programs. Congratulations to DFL and all involved in promoting environmental stewardship." – Engr. Ariel Autida

RECOGNITIONS & CERTIFICATIONS

DTL RECOGNIZED WITH CSR AWARD 2024

DTL was selected as the recipient of **CSR Award 2024**, representing Prachuap Khiri Khan province. Organized by Thailand's Ministry of Social Development and Human Security, the award recognized 76 organizations nationwide for demonstrating exemplary commitment to corporate social responsibility through sustainable practices and meaningful contributions to society.



DFL WINS BIG AT THE 2024 CSR (CORPORATE SOCIAL RESPONSIBILITY) CONFERENCE AND EXPO

DFL took home **two Gold Awards** from the **League of Corporate Foundations** for our impactful community projects through our social arm, Mahintana Foundation. The Expo focused on the theme, "Reimagining a New and Inclusive Future" and brought together companies to discuss how they can contribute more to a better future through CSR and environmental initiatives.

DFL's projects, Ridge to Reef program and Nutripan project, were recognized for excellence in environmental protection and health, respectively. Other projects, Health Plus and Adopt-a-School, were also recognized as finalists for the Education and Enterprise Development categories.



DAH RECEIVES THE ECOVADIS COMMITTED BADGE



Dole Asia Holdings (DAH) has secured a "Committed" badge from EcoVadis. It is awarded to eligible companies that have completed the assessment process and demonstrated a strong commitment to sustainability through a good management system. EcoVadis is an assessment system that evaluates a company's sustainability practices across four themes (1) Environment, (2) Labor and Human Rights, (3) Ethics, and (4) Sustainable Procurement.

This achievement signifies our commitment to implementing environmentally and socially responsible practices throughout our operations. It is a testament to our continuous efforts to minimize environmental impact, implement ethical labor practices, and source responsibly.

OUR NEXT STEPS



MEET THE TEAM BEHIND THE WORK

Sustainability continues to guide how we work at Dole. Spearheaded by the Dole Global Sustainability Team (DGST), we collaborate with our Sustainability Persons-In-Charge (PICs) and their respective Entity Heads to monitor progress, exchange insights, and promote best practices that amplify our collective impact.

Together, we champion initiatives across agriculture, environmental stewardship, nutrition, and shared value creation—ensuring our actions align with global sustainability principles and reflect our Dole Beliefs.

This report reflects the shared contributions of many. We thank our global teams for their continued support and commitment as we continue advancing our sustainability journey—step by step, together as One Dole.



GLOSSARY OF TECHNICAL TERMS

A-Z GUIDE TO KEY CONCEPTS IN DOLE'S FY24 PROGRESS REPORT

TERM	DEFINITION	REFERENCE
4R Principles (Agriculture)	A framework promoting the right source, rate, time, and place for nutrient application to optimize crop yield and minimize environmental impact.	tfi.org
4R Principles (Water)	A water stewardship approach emphasizing Reuse, Recycle, Restore, and Reduce to improve water efficiency in agriculture.	tfi.org
Agri-Tech	The application of technology in agriculture to improve productivity, sustainability, and resilience.	fao.org
Biochar	A carbon-rich material produced by heating biomass in the absence of oxygen (i.e., controlled, oxygen-limited conditions below combustion levels, not zero oxygen) to enhance soil health and support carbon sequestration. Biochar from bananas, also called banana charcoal, may be used secondarily for grilling or cooking.	Dole's internal definition
Biogas	A renewable fuel produced through anaerobic digestion of organic matter, primarily composed of methane and carbon dioxide.	ifas.ufl.edu
Bokashi Composting	An anaerobic composting method using beneficial microorganisms to ferment organic waste into nutrient-rich soil amendments.	ces.ncsu.edu
DFC (Dole Future Council)	A Dole-led initiative integrating agri-tech, satellite data, and microbial science to promote regenerative agriculture.	Dole's internal definition
Extended Producer Responsibility (EPR)	A policy approach that holds producers accountable for the entire lifecycle of their products, especially post-consumer waste.	fas.usda.gov
Fruit-forward Portfolio	A product line where fruit is one of the top three ingredients, ensuring nutritional transparency and integrity.	Dole's internal definition
Green Banana Powder (GBP)	A flour made from unripe bananas, high in resistant starch and dietary fiber, used in functional food applications.	hopkinsdiabetesinfo.org
Green Industry Level 4 (GI4)	A Thai government certification recognizing companies that integrate environmental management into their operations.	trade.gov

TERM	DEFINITION	REFERENCE
IQF (Individually Quick Frozen)	A rapid freezing method that preserves the quality and nutritional value of individual food items.	fao.org
Managed operations	Dole owned or company-controlled farms and facilities where business, operational and sustainability decisions are centrally directed and managed by Dole. This contrasts with growerships, which operates under supply or partnership agreements but maintain independent management and financial control.	Dole's internal definition
Mottainai	A Japanese concept expressing regret over waste and encouraging mindful use of resources.	unep.org
Muda	A lean manufacturing term for wasteful practices that do not add value to the end customer.	lean.org
Net-Zero	Achieving a balance between greenhouse gas emissions produced and those removed from the atmosphere.	climate.mit.edu
Open Innovation	A model where organizations use both internal and external ideas to advance technology and innovation.	jstor.org
Renewable Energy Certificate (REC)	A market-based instrument representing the environmental benefits of one megawatt-hour of renewable electricity.	epa.gov
Resistant Starch	A type of carbohydrate that resists digestion, promoting gut health and improved blood sugar control.	clevelandclinic.org
Return on Intention (ROI)	Dole's internal metric for measuring the impact of purpose-driven initiatives beyond financial returns.	Dole's internal definition
Sampo-yoshi	A Japanese business philosophy meaning "good for all three sides": good for the seller, good for the buyer, and good for society.	ltochu.co.jp
Scope 1 & 2 Emissions	Scope 1: Direct emissions from owned sources. Scope 2: Indirect emissions from purchased energy.	epa.gov
Snackification	A trend in food innovation emphasizing convenient, portion-controlled, and health-conscious snack formats.	snacintl.org
UN SDGs	The United Nations Sustainable Development Goals – 17 global objectives to promote peace, prosperity, and sustainability.	sdgs.un.org
Upcycling	The process of transforming waste materials into new products of higher environmental or economic value.	iere.org