



27 January 2023

## CEO Message



Dear Colleagues,

I wish everyone a Happy New Year on this first month of 2023! As we welcome the new year, I take this time to reflect on the past year and envision the year ahead. 2022 was a challenging year as we felt the after-effects of the pandemic in our financial performance and uncertainties in our business environment. Despite the challenges we currently face with the business, we should not lose sight of our obligations and commitment to society in general. We must strive to do what is right at all times for our stakeholders and for each other.

At Dole, we live by the “Sampoï Yoshi” spirit, where the wellbeing of society and business are interdependent, ensuring the business is beneficial to all three – the seller, the buyer, and the community. These values, our Code of Conduct and the Dole Promise provide such an important foundation for who we are and who we want to be. We must be responsible in the communities where we operate and make an impact.

As part of our obligations to our stakeholders, we are committed to respecting human rights. To outline our approach and commitment to human rights, we have formulated a Human Rights policy based on international guidelines. The policy is available in English and 18 other languages and can be found on our [Global Policy page](#). To embed this policy into our operations, we will be launching a series of training courses for all our employees and those who hold a role in managing human rights issues and impacts. The first training course will be an introduction to human rights and your role in supporting the company in its commitment to human rights. This course is mandatory for all employees and will be launched in February.

Our actions, words and behaviors do matter. Regardless of where we live, the job we do, or how well our company is doing, we must always do what is right. I hope you take the time to familiarize yourself with the Human Rights policy and complete the training. Thank you for doing your part and carrying on our values. Together, we are leading the way to a better and a more sustainable future.

A handwritten signature in black ink, appearing to read "T. Otani".

Toshikazu Otani,  
President & CEO

**DOLE SUNSHINE FOR ALL™**

