

**THE CORPORATE GOVERNANCE GUIDELINES OF
DOLE PLC
AS ADOPTED BY THE BOARD ON AUGUST 15, 2023**

The following Corporate Governance Guidelines have been adopted by the Board of Directors (the “**Board**”) of Dole plc (the “**Company**”) to assist the Board in the exercise of its responsibilities. These Corporate Governance Guidelines are not intended to change or interpret any law or regulation, including the Irish Companies Acts or the Constitution of the Company. These Corporate Governance Guidelines are subject to modification from time to time by the Board. A current version of the Corporate Governance Guidelines shall be posted on the Company’s website.

I. THE BOARD’S ROLE AND RESPONSIBILITIES

A. Role of Directors

The business and affairs of the Company shall be managed by or under the direction of the Board. A director is expected to spend the time and effort necessary to properly discharge such director’s responsibilities. Accordingly, a director is expected to regularly attend meetings of the Board and committees on which such director sits, and to review prior to meetings material distributed in advance for such meetings. A director who is unable to attend a meeting (which it is understood will occur on occasion) is expected to notify the Chair of the Board (the “**Chair**”) or the chair of the appropriate committee in advance of such meeting.

In addition, the Board acknowledges that effective directors act with integrity and diligence; and they demonstrate a commitment to the Company, its business plans and long-term shareholder value.

B. The Board’s Goals

The Board’s goals are to build long-term value for the Company’s shareholders and to ensure the vitality of the Company for its customers, employees and the other individuals and organisations who depend on the Company.

To achieve these goals, the Board will monitor both the performances of the Company (in relation to its goals and strategy) and its Chief Executive Officer. When it is appropriate or necessary, it is the Board’s responsibility to remove the Company’s Chief Executive Officer and to select their successor.

C. Strategic Direction of the Company

Normally it is management’s job to formalise, propose and implement strategic choices and the Board’s role to approve strategic direction and evaluate strategic results.

D. Reserved Matters for the Board

The Board maintains a list of matters that are reserved for the exclusive decision of the Board.

II. BOARD LEADERSHIP

A. Selection of the Chair

The Board shall be free to choose its Chair in any way that it deems best for the Company at any given point in time.

B. Lead Independent Director

If the Chair of the Board is not an Independent Director (as defined below), the Board will designate one of the Independent Directors on the Board to serve as a lead Independent Director (the “***Lead Independent Director***”). If the Chair is an Independent Director then the duties of the Lead Independent Director described herein shall be a part of the duties of the Chair. The Lead Independent Director’s duties will include coordinating the activities of the Independent Directors, coordinating the agenda for and moderating sessions of the Board’s Independent Directors and other non-executive directors, and facilitating communications between the other members of the Board. The Company will appropriately disclose the name of this presiding director or method by which interested parties may contact the independent directors.

III. BOARD COMPOSITION

A. Size of the Board

Our Constitution provides that the number of Directors shall be not less than three nor more than fourteen, with the exact number of Directors determined from time to time solely by a resolution passed with the approval of a majority of the Directors then in office. The Board currently has 11 directors. This number permits diversity of experience without hindering effective discussion or diminishing individual accountability. The size of the Board could, however, be increased or decreased if determined to be appropriate by the Board.

B. Independence of the Board

The Board shall be composed of a majority of directors who qualify as independent directors (“***Independent Directors***”) under the listing standards of the New York Stock Exchange (“***NYSE***”).

The Board shall review annually the relationships that each director has with the Company (either directly or as a partner, stockholder or officer of an organisation that has a relationship with the Company). Following such annual review, only those directors who the Board affirmatively determines have no material relationship with the Company (either directly

or as a partner, stockholder or officer of an organisation that has a relationship with the Company) will be considered Independent Directors, subject to additional qualifications prescribed under the NYSE listing standards or applicable law. In the event that a director becomes aware of any change in his or her own circumstances that may result in such director no longer being considered independent under the NYSE listing standards or applicable law, the director shall promptly inform the chair of the Nomination and Corporate Governance Committee.

C. Selection of New Directors

The Board shall be responsible for nominating members for election to the Board and for filling vacancies on the Board that may occur between annual meetings of shareholders. The Nomination and Corporate Governance Committee is responsible for identifying, evaluating, interviewing (if appropriate), recruiting and recommending candidates to the Board for Board membership. When formulating its Board membership recommendations, the Nomination and Corporate Governance Committee shall submit its recommended candidates to and solicit the view of the Chair of the Board and also consider advice and recommendations from the Chair and others as it deems appropriate.

The Nomination and Corporate Governance Committee will consider candidates recommended by shareholders. In considering candidates submitted by shareholders, the Nomination and Corporate Governance Committee will take into consideration the needs of the Board and the qualifications of the candidate. The Nomination and Corporate Governance Committee may establish procedures, from time to time, regarding shareholder submission of recommendations for Board candidates.

D. Board Membership Criteria

The Nomination and Corporate Governance Committee shall be responsible for assessing the appropriate balance of criteria required of Board members.

The Nomination and Corporate Governance Committee may apply several criteria in selecting nominees. The criteria that the committee shall consider include a candidate's ability to make a meaningful contribution to the Board's oversight of the business and affairs of the Company, specific experiences and skills, relevant industry background and knowledge, expertise, diversity, personal and professional integrity, character, business judgment, time availability in light of other commitments, dedication, potential conflicts of interest, and such other relevant factors that the committee consider appropriate in the context of the Board's needs.

E. Other Public Company Directorships

The Company does not have a policy limiting the number of other public company boards of directors upon which a director may sit, in general. However, the Nomination and Corporate Governance Committee shall consider the number of other public company boards and other boards (or comparable governing bodies) on which a prospective nominee or a director is a member. Directors shall provide prior written notice to the chair's of the Board and of the

Nomination and Corporate Governance Committee of any proposed service on the board of directors of a public or private company.

Although the Company does not impose a limit on outside directorships, it does recognise the substantial time commitments attendant to Board membership and expects that the members of its Board be fully committed to devoting all such time as is necessary to fulfill their Board responsibilities, both in terms of preparation for, and attendance and participation at, meetings.

However, in recognition of the enhanced time commitments associated with membership on a public company's audit committee, no member of the Audit Committee may serve simultaneously on the audit committees of more than two other public companies, unless the Board determines that such simultaneous service would not impair the ability of such member to effectively serve on the Audit Committee.

F. Director Tenure

In connection with each director nomination recommendation, the Nomination and Corporate Governance Committee shall consider the issue of continuing director tenure and take steps as may be appropriate to ensure that the Board maintains an openness to new ideas and a willingness to critically re-examine the status quo. The Nomination and Corporate Governance Committee shall consider each director's performance and suitability in connection with each director nomination recommendation.

IV. BOARD MEETINGS

A. Frequency of Meetings and Attendance

There shall be six regularly scheduled meetings of the Board each year. At least one regularly scheduled meeting of the Board shall be held quarterly. All directors are expected to attend the annual meeting of shareholders, Board meetings and meetings of the Board committees on which they serve.

B. Selection of Agenda Items for Board Meetings

The Chair shall prepare the agenda for each Board meeting. Board members are encouraged to suggest inclusion of items on the agenda or raise at any Board meeting topics that are not specifically on the agenda for that meeting.

C. Board Materials Distributed in Advance

Information and materials that are important to the Board's understanding of the agenda items and other topics to be considered at a Board meeting should, to the extent practicable, be distributed sufficiently in advance of the meeting to permit prior review by the directors. In the event of a pressing need for the Board to meet on short notice or if such materials would otherwise contain highly confidential or sensitive information, it is recognised that written materials may not be available in advance of the meeting.

D. Separate Sessions of Non-executive Directors

In general, the non-executive directors of the Company shall meet in executive session without management on a regularly scheduled basis, but no less than once each year.

The Chair, if an Independent Director, or the Lead Independent Director shall preside at such executive sessions, or in such director's absence, another Independent Director designated by the Chair or the Lead Independent Director, as applicable, shall preside at such executive sessions.

E. Board Access to Management and outside advisors

Board members shall have access to the Company's management and, as appropriate, to the Company's outside advisors. Board members shall coordinate such access through the Chair and the Company Secretary and Board members will use judgment to ensure that this access is not distracting to the business operation of the Company.

V. BOARD COMPENSATION

The Company believes that compensation for non-executive directors should be competitive and should encourage increased ownership of the Company's shares through the payment of a portion of director compensation in Company shares, options to purchase Company shares or similar compensation. The board will determine the form and amount of non-executive director compensation upon the recommendation of the Nomination and Corporate Governance Committee, which will periodically review the level and form of the Company's non-executive director compensation, including how such compensation relates to non-executive director compensation of companies of comparable size, industry and complexity. Changes to non-executive director compensation will be proposed to the full Board for consideration.

The Company believes that compensation for its executive directors should be competitive and should be designed to ensure that employment and remuneration conditions adequately reward, retain and motivate its executive directors to perform in the best interests of the Company's shareholders. The Compensation Committee will review the Company's executive compensation plans and evaluate the performance of executive directors of the Company considering those goals. Based on the results of the evaluation the Compensation Committee will determine and approve the compensation of executive directors including the Chief Executive Officer.

Director's fees (including any additional amounts paid to chairs of committees and to members of committees of the Board) are the only compensation a member of the Audit Committee may receive from the Company; provided, however, that a member of the Audit Committee may also receive fixed amounts of compensation under a retirement plan (including deferred compensation) from the Company for prior service with the Company so long as such compensation is not contingent in any way on continued service. Directors will also be reimbursed for vouched expenses incurred while carrying out their duties for the Company.

VI. SELF-EVALUATION BY THE BOARD

The Nomination and Corporate Governance Committee will coordinate an annual self-assessment of the Board's performance, as well as the performance of each committee of the Board, the results of which will be discussed with the full Board and each committee. The assessment should include a review of any areas in which the Board or management believes the Board can make a better contribution to the Company. The Nomination and Corporate Governance Committee will utilise the results of this self-evaluation process in assessing and determining the characteristics and critical skills required of prospective candidates for election to the Board and making recommendations to the Board with respect to assignments of Board members to various committees.

VII. OTHER BOARD TOPICS

A. Board Orientation and Continuing Education

The Company shall provide new directors with a director orientation program to familiarise such directors with, among other things, the Company's business, strategic plans, significant financial, accounting and risk management issues, compliance programs, conflicts policies, code of business conduct and ethics, corporate governance guidelines, principal officers, internal auditors and independent auditors. Directors are expected to participate in continuing educational programs in order to maintain the necessary level of expertise to perform his or her responsibilities as a director. The Company shall pay all reasonable expenses relating to continuing director education.

B. Board Interaction with Institutional Investors, Analysts, Press and Customers

It is the policy of the Company that, as a general matter, management speaks for the Company and, accordingly, directors should refer all inquiries from investors, analysts, the press or others to the Chief Executive Officer or their designee. Nevertheless, it is expected that the Chair or one or more of the chairs of the Board's committees may from time to time meet or otherwise communicate with external constituencies, including shareholders. Typically, those meetings or communications will be coordinated through the Company Secretary.

Any interested parties desiring to communicate with the Chair or any chair of any of the Board's committees regarding the Company is encouraged to do so by initially making contact via the Company Secretary.

VIII. COMMITTEE MATTERS

A. Standing Board Committees

The Company shall have four standing committees: the Audit Committee, the Nomination and Corporate Governance Committee, the Compensation Committee and the Disclosure Committee. The purpose and responsibilities for each of these committees shall be outlined in committee charters adopted by the Board. The Board may want, from time to time, to form a new committee or disband a current committee depending on circumstances. In addition,

the Board may determine to form ad hoc committees from time to time, and determine the composition and areas of competence of such committees.

B. Independence of Board Committees

Each of the Audit Committee, the Nomination and Corporate Governance Committee and the Compensation Committee shall be composed entirely of Independent Directors satisfying applicable legal, regulatory and stock exchange requirements necessary for an assignment to any such committee.

C. Assignment and Rotation of Committee Members

The Nomination and Corporate Governance Committee shall be responsible, after submitting its proposals to and soliciting the view of the Chair of the Board, for making recommendations to the Board with respect to the assignment of Board members to all committees. After reviewing the Nomination and Corporate Governance Committee's recommendations, the Board shall be responsible for appointing the chair and members to the committees on an annual basis.

The Nomination and Corporate Governance Committee shall annually review the committee assignments and shall consider the rotation of the chair and members with a view toward balancing the benefits derived from continuity against the benefits derived from the diversity of experience and viewpoints of the various directors.

IX. EXECUTIVE DEVELOPMENT

A. Selection of the Chief Executive Officer

The Board is responsible for identifying potential candidates for, and selecting, the Chief Executive Officer. The Board shall consider, among other things, a candidate's experience, understanding of the Company's business environment, leadership qualities, knowledge, skills, expertise, integrity, and reputation in the business community.

B. Evaluation of Chief Executive Officer

The formal evaluation of the Chief Executive Officer shall be made in the context of the annual compensation review of the Compensation Committee, with input from the other non-executive directors, and should be communicated to the Chief Executive Officer by the Chair and the chair of the Compensation Committee. The evaluation shall be based on such criteria as the Compensation Committee, with input from the other non-executive directors, shall determine, including performance of the business and accomplishment of long-term strategic objectives.

C. Succession Planning

The Board is responsible for planning for succession to the position of Chief Executive Officer, as well as certain other senior management positions. To assist the Board, the Chair shall annually provide the Non-Executive Directors with an assessment of persons considered

potential successors to certain senior management positions and provide an assessment of other senior managers and their potential to succeed to the Chief Executive Officer position.

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