Dole
SINCE 1851
Growing Forward.
Together.
Our People. Our Footprint.
Our Future.

Local at heart, Global by Nature.
A reliable export partner for
South African growers.

Foreword

"**Growing Forward. Together**." is more than a theme for this brochure - it reflects how we see our role in your business and in the broader agricultural value chain. Growth is not achieved in isolation. It requires trust, shared ambition, open communication and a willingness to adapt in a rapidly changing global environment.

Our footprint across South Africa's production regions allows us to connect orchards and vineyards to international customers with precision and care. **Yet our true strength lies not only in infrastructure, but in relationships.** We are proud of our long-standing partnerships with growers and customers who are equally committed to quality, compliance and continuous improvement.

In a world where shipping routes shift, markets fluctuate and regulatory requirements evolve, our responsibility is clear: to navigate complexity proactively, protect value wherever possible and provide transparent market intelligence that supports sound decision-making. **We remain focused on strengthening market access, diversifying risk and investing in strategic projects that secure long-term sustainability for all our partners**.

Most importantly, we believe in building a business where success is shared. When our partners grow, we grow. When markets open, we open them together. When challenges arise, we face them side by side.
The future of South African fruit is bright. And we are committed to **growing forward, together**.

Hannes Nieuwoudt
Managing Director

The Dole Difference

- A global leader in fresh produce.
- A valuable and strategic asset base.
- Extensive global sourcing network.
- Diversified revenue streams and category leadership.
- Iconic brand with strong consumer awareness.
- Focused on innovation and category expansion.
- Strong financial profile.

INTEGRATED SOLUTIONS
FROM SOURCE TO SHELF

Local Production

Trusted Partners

Own Production

Shipping

Ripening

Packaging

Quality Assurance

Marketplace Operations

Distribution

Our Iconic Brand

Marketplace Expertise

Innovation

Supply Chain Reach

Certification/ Traceability

Bananas

Pineapples

Grapes

Apples

Kiwis

Avocados

Citrus

Cherries

Oppy
CANADA
GAMBLES
ECO FARMS
UNITED STATES OF AMERICA
Dole
argo
BRAZIL
El Parque
Everfresh
SWEDEN
Frankfort & Koning
IRELAND
UNITED KINGDOM
NETH
BELGIUM
GERMANY
POLAND
Hortim
CZECH REP
SLOVAKIA
FRANCE
ITALY
SPAIN
PORTUGAL
eurobanan
SOUTH AFRICA

ROOTED IN SOUTH AFRICA

Connected to the World

A South African export partner with a global reach

Our operations span the country's leading production regions, linking orchards and vineyards to international retail and wholesale markets across Europe, the UK, USA, Canada, Middle East, Asia and beyond. From the first harvest estimate to final delivery, **we manage the process with precision, accountability and market insight.**

Centrally located in Cape Town, South Africa, we operate close to the source - close to growers, close to packhouses and close to the realities on the ground. At the same time, we remain connected to global customers, trends, regulatory shifts and logistics developments.

Our role is simple:
To convert South African production excellence into sustainable global demand.

Why we do
WHAT WE DO

OUR PURPOSE

Is to create value for growers by:

- Expanding and protecting market access;
- Maximising returns through informed commercial strategy;
- Managing risk in volatile global environments;
- Building long-term customer partnerships.

Agriculture is more than a supply chain. It is livelihoods, families, communities and long-term investment.

We believe in clarity over complexity, partnership over transaction and sustainability over short-term gain.

We are not just exporters of fruit. We are custodians of relationships and long-term growth.

Partnership
BEYOND THE CARTON

Exporting fruit is not just about logistics - **it is about alignment**.

We work closely with our growers throughout the season:

- Pre-season planning and market allocation;
- Variety and specification guidance;
- Quality feedback loops;
- Transparent pricing communication;
- Risk mitigation strategies.

Our commercial and technical teams communicate continuously to ensure that fruit meets evolving customer requirements and arrives to markets in optimal condition.

When markets shift or shipping challenges arise, we respond quickly - with clear communication and decisive action.

Because real partnership begins long before the fruit is packed.

THE TEAM
Behind the desk

Behind every carton exported is a team committed to excellence.

Our business is driven by experienced commercial managers, technical specialists, supply chain experts and quality assurance professionals who understand both farm-level realities and global market dynamics. **We are a team of experts in our field.**

We believe in accessibility and transparency. Our growers know whom to call and our teams remain hands-on throughout the season.

People remain our greatest asset.
It is their expertise, responsiveness and integrity that allow us to grow forward. together.

Investing in LONG-TERM GROWTH

Sustainable growth requires strategic investment.

We are proud of the projects that strengthen our supply chain and create long-term stability for growers. These include:

- Strategic packhouse partnerships;
- Infrastructure upgrades;
- Technology improvements;
- Market diversification initiatives;
- Sustainability advancements.

Each project is guided by one principle:
To build a stronger, more resilient export platform for South African growers. We invest not only in facilities and systems, but also in relationships that secure the future of our industry.

130+
Growers

635+ ha
Leased production

7
Packhouses

330+ ha
Own production

2 500+
People

80+
Export Markets

2000
Refrigerated pallet service

Location
Strategic position

85+
Reefer plug-in points

Logistics
Refrigerated fleet

Own
Reach stacker

Operations
Dedicated ground team

"Building a stronger, more resilient export platform for South African growers."

Managing Risk.
PROTECTING VALUE.

Global trade

Shipping disruptions, geopolitical uncertainty, currency volatility and changing retail requirements all impact the value of fruit on arrival. Our responsibility is to anticipate risk, diversify exposure and respond with agility.

We actively:

- Diversify markets to reduce overreliance;
- Monitor freight and port developments;
- Engage with shipping lines and logistics partners;
- Analyse currency and demand trends;
- Maintain compliance with international standards.

In uncertain times, stability matters.
We aim to be a steady, informed and proactive business partner.

Growing Responsibly

For people
We commit to:
Improve the livelihoods of individuals across our entire business – from farmers to customers
For nature
We commit to:
Protect the natural environments in which we operate to reduce our impact and strengthen habitats
For food
We commit to:
Provide retailers and consumers with safe, healthy, nutritious and responsibly grown food
The Dole Way

Sustainability EVERY STEP OF THE WAY

Sustainability is more than a commitment - it is embedded in how we operate, partner with growers and bring South African fruit to the world. Our approach balances environmental stewardship, social responsibility and economic resilience, ensuring that the fruit we export meets global expectations while supporting our local communities.

Environmental Responsibility

- **Water and Energy Efficiency:** Optimising irrigation, reducing water use and implementing energy-efficient systems in packhouses and logistics.
- **Climate-Smart Practices:** Encouraging integrated pest management, soil health monitoring and regenerative farming practices with our grower partners.

Sustainability
EVERY STEP OF THE WAY

Environmental Responsibility

- Packaging and Waste: Using sustainable packaging solutions and minimising post-harvest waste throughout the supply chain.

Social and Community Commitment

- Worker Safety and Wellbeing: Compliance with local and international social standards, regular audits and ongoing training for farm and packhouse teams
- Community Development: Supporting education, health initiatives, and local economic projects in the regions where we operate
- Fair Partnerships: Transparent, equitable relationships with growers, suppliers and service providers

Global Standards and Certification

Our fruit is exported under rigorous international standards, ensuring compliance with:

- GlobalG.A.P. and BRC/IFS Standards - for food safety and traceability
- Sustainability Certifications - demonstrating responsible sourcing and environmental stewardship
- Ethical and Social Compliance - aligned with international buyer expectations

We work hand-in-hand with our growers to integrate these practices, helping them not only meet compliance requirements but also strengthen market positioning and customer trust.

The outcome: high-quality South African fruit, produced responsibly, delivered reliably and contributing to a sustainable future for everyone involved.

THE FUTURE *MATTERS*

Growing the future OF OUR FARMING COMMUNITIES

Our farming community is the backbone of our business and supporting them means investing in their families too. Through initiatives such as skills development, quality housing, healthcare access and employee wellbeing programmes, we aim to provide greater stability for our workers and strengthen the communities where we operate.

One of our most meaningful milestones has been transforming our on-site crèche into a fully registered Early Childhood Development (ECD) centre. In South Africa, many young children lack access to quality early learning opportunities, even though the early years are critical for brain development and school readiness.

Our registered ECD centres now provides a safe, structured and nurturing environment where children of our farm employees can learn, grow and develop the foundational skills needed for future education. At the same time, parents have peace of mind knowing their children are cared for by trained professionals.

By investing in early childhood development, we are investing in the future of our farming communities.

The Road Ahead
GROWING FORWARD

DOLE IS COMMITTED TO EVOLVING

Dole South Africa is evolving. And so is the journey of our fruit - from farm to global markets.

As we look ahead, our focus remains clear: **strengthening partnerships, expanding opportunities and building resilience across every stage of the export chain.**

WHAT'S NEXT

What's Next:

- **Strategic Growth**: Expanding market access and diversifying destinations to protect value and reduce risk.
- **Innovation and Technology**: Investing in packhouse automation, data-driven planning and post-harvest improvements to maximise quality and efficiency.
- **Sustainability and Responsibility:** Deepening environmental, social and governance practices to ensure long-term viability for growers, communities and the land we cultivate.
- **Collaboration and Support**: Enhancing technical guidance, season planning and feedback loops.

In a world of change, our mission is unwavering: to provide clarity, confidence and partnership for every grower we work with. **Together, we will navigate challenges, seize opportunities and continue to place South African fruit proudly on tables across the world.**

The future is bright, the journey is shared and the next chapter is ours to grow - **forward, together**.

Executive Management Team

Strategic Direction

Managing Director: Hannes Nieuwoudt

Hannes is a seasoned international agribusiness executive with 25+ years of cross-functional experience at Dole. In his current capacity as MD, Hannes is responsible for steering the strategic and operational performance of Dole's African platform, ensuring alignment with the broader commercial priorities of Dole plc.

New Business Development

Finance + New Business Development Director: Shane Hewitt

Shane brings nearly three decades of senior financial, strategic and operational experience within the agricultural and agri-adjacent sectors to Dole. He has assumed various roles, all aligned to bridging strategic planning with operational execution, underpinning both day-to-day financial stewardship and long-horizon business development.

Dole EMEA Grape Champion

Deciduous Director: Riaan Swart

Riaan is a longstanding executive within the Dole organisation, bringing 25+ years of industry experience and a robust leadership track record across the deciduous, berry and table grape categories. He is respected in the fresh produce sector for his market insight, strategic agility and commitment to operational excellence.

Executive Management Team

Strategic Direction for Citrus

Director Citrus + Avocados: Patrick Bird

Patrick is a longstanding member of Dole's executive leadership team. With nearly three decades of deep sector expertise, Patrick brings an exceptional command of the South African citrus value chain - from cultivar development to global market execution - and has played a central role in shaping Dole SA's growth across these core categories.

Commercial Division

Business Manager Soft Fruits + Commercial : Anton Gouws

Anton oversees a diverse commercial portfolio that includes citrus, grapes, soft fruits and berries exported across multiple global markets. A technically grounded, commercially driven leader, Anton brings to Dole more than 15 years of experience in the agricultural export sector.

Supply Chain and Logistic Services

Business Manager Supply Chain: Gerhard Fourie

Gerhard is responsible for Dole's fully integrated global import and export logistics operations. With two decades of experience across the international supply chain, logistics and maritime landscapes, Gerhard brings deep technical expertise, strategic foresight and operational excellence to Dole's end-to-end value chain management.

Executive Management Team

Farming Operations + Production

General Manager: Production (All Farms): Servaas Badenhorst

Servaas brings 22+ years of hands-on agricultural experience. He is widely recognised for his operational precision, people leadership and performance-driven approach across the fresh produce sector. He is responsible for managing all production operations across Dole SA's farming portfolio, with a focus on aligning agronomic practices to international quality standards.

Human Resources

Business Manager: People and Culture: Sandrien Melck

Sandrien leads Dole's strategic human capital agenda with a people-first, business-aligned mindset. With 20+ years of experience across complex, fast-paced and operationally intensive environments, Sandrien brings a proven ability to align workforce strategy with commercial outcomes.

Information Technology and Digital Transformation

Business Manager Systems + IT: Sias Fouche

Sias is responsible for the strategic integration and optimisation of enterprise systems across the organisation. His focus includes digital transformation, systems governance, business intelligence and driving technology-enabled operational efficiency across the value chain.

Executive Management Team

Citrus Direction

Assistant Business Manager: DeVilliers Duvenhage

DeVilliers is a seasoned citrus professional with over two decades of experience spanning citrus production, procurement, marketing and export logistics. In his role as Assistant Business Manager he plays a strategic role in managing commercial risk, optimising supplier relationships, and supporting long-term volume growth aligned with Dole's export objectives.

Finance Performance Analysis

Assistant Business Manager Finance: Rene de Jong

René is the Assistant Business Manager: Finance at Dole, where she plays a pivotal role in financial operations, performance analysis and business support across the organisation. She is a seasoned and highly capable financial leader.

Learn more about Dole

Dole South Africa: www.dolesa.co.za
Dole plc: www.doleplc.com
Fiesta Fresh: www.fiestafresh.co.za

Design: Theda Doman
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