



January 18, 2024



Dear Dolers,

I trust this message finds you well. I want to take a moment to express my heartfelt thanks to each of you for your active participation and successful completion of the Itochu Compliance Awareness Survey.

Your commitment to upholding and understanding compliance standards is integral to our organization's success and reputation. By engaging in the survey, you have demonstrated a dedication to maintaining ethical practices and ensuring the highest standards of professionalism within our workplace.

The information and insights gathered through this survey are invaluable in shaping our ongoing efforts to enhance compliance protocols and foster a culture of integrity. Your contributions will play a crucial role in strengthening our commitment to ethical conduct and regulatory compliance.

Rest assured, we will review all received feedback in the survey and in our capability do our best to address highlighted areas of improvement and concerns. We want to ensure all our employees that we value your suggestions and recommendations – these are all integral to achieve our Vision and Mission as One Dole.

Once again, thank you for your time, effort, and conscientious approach to completing the Itochu Compliance Awareness Survey. Your participation is a testament to your professionalism and dedication to maintaining the highest standards within our organization.

Should you have any further questions or suggestions regarding compliance matters, please feel free to reach out. Your feedback is always highly valued.

Thank you, and I look forward to our continued collaboration.

REYNALDO C. DORIA
Vice President and Managing Director
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