



## OUR GOALS

- More effectively monitor, understand and **mitigate the effects** of our operations on climate risk.
- Implement a **reduced plastic bag** in at least 50% of the bags we pack and ship globally by fiscal year 2025.
- Apply **shelf-life extension technology** to 22.5 million pounds of avocados to combat food waste by the end of 2021.
- Increase **charitable giving** by 50% by the end of 2022.
- Sponsor the produce industry's first-ever **DE&I initiative** in 2021, conducted by the Center For Growing Talent of the Produce Marketing Association.
- Conduct annual **DE&I employee and management training** across our network.

## FOOD SAFETY AND QUALITY



To read Mission Produce's full ESG report, please visit the Sustainability page at: [MISSIONPRODUCE.COM](http://MISSIONPRODUCE.COM)

# ESG REPORT 2021

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE

For over 35 years, we have invested in providing the **finest for our people, our product, and our planet**. Mission was born out of an awareness of being good stewards, and we have remained rooted in honesty, respect, and loyalty. With advanced sustainability practices that protect our land, preserve our resources and support the health and safety of our people, we understand our responsibility to minimize our global footprint, promote ethical supply chains and cultivate a better future for generations to come.

## PEOPLE

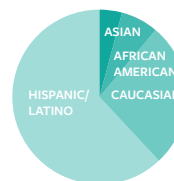
### COMMUNITY INVESTMENT

Since 2018, we have **donated a total of \$562,972** to support children in need with food insecurity and education access.

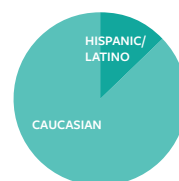
### DIVERSITY, EQUITY AND INCLUSION

**89%** GLOBAL EMPLOYEE RETENTION RATE  
**50%** ARE WOMEN  
**20%** OF WOMEN WERE PROMOTED

### Our U.S. and Canada Employees are:



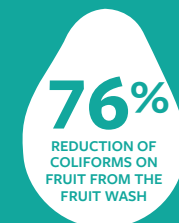
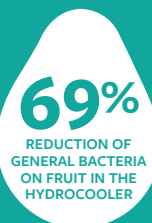
### Our Board of Directors is:



## PRODUCT

### OUR BACTERIAL REDUCTION VALIDATION STUDY RESULTED IN:\*

\*Only in locations containing hydrocoolers.



## PLANET

### PRECISION FARMING PRACTICES BIODIVERSITY NUTRITIONAL MONITORING SOIL ENRICHMENT

We keep our water usage well below the industry average. Per avocado, we use **40.5% less water** in Peru<sup>1</sup> and **40% less water** in California.<sup>2</sup> In 2020, we planted **800,000 trees** and have another **1.25 million trees** in production.

### WE DECREASED OUR GLOBAL SCOPE 1 AND 2 EMISSIONS

**15.8%**  
& REDUCED OUR TOTAL WASTE  
**16.2%**

**SOLAR PANELS POWER 3/4**  
OF OUR OXNARD PACKING FACILITY DURING PEAK SEASON

### WASTE REDUCTION

**WE REMOVED 285 OVER-THE-ROAD TRUCKS FROM OUR SUPPLY CHAIN**  
(TRANSPORTING 25M AVOCADOS MORE EFFICIENTLY)



End Notes: 1. According to the Junta de Usuarios de Riego Presurizado del Distrito de Riego Moche Viri Chao, the average grower in La Libertad produces 15 tons of avocados per hectare and uses 18,000 m3 of water per hectare. 2. According to the California Avocado Commission Industry Statistical Data, from 2015-2019, the average pounds of avocado per bearing acre was 5,832.50 pounds. Mission Produce farms in California produce an average of 15,000-20,000 pounds of avocados per bearing acre.