

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549**

**FORM 8-K**

**CURRENT REPORT  
Pursuant to Section 13 OR 15(d)  
of The Securities Exchange Act of 1934**

**Date of Report (Date of earliest event reported): January 21, 2025**

**MISSION PRODUCE, INC.**

(Exact name of Registrant as specified in its charter)

**Delaware**  
(State or Other Jurisdiction  
of Incorporation or Organization)

**001-39561**  
(Commission  
file number)

**95-3847744**  
(IRS Employer  
Identification No.)

**2710 Camino Del Sol, Oxnard, CA**  
(Address of Principal Executive Offices)

**93030**  
(Zip code)

**Registrant's telephone number, including area code: (805) 981-3650**

(Former name or former address, if changed since last report.)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, par value \$0.001 per share	AVO	NASDAQ Global Select Market

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On January 21, 2025, Mission Produce, Inc. (the “Company”) announced the appointment of Damian Ricketts as the Company’s Chief Accounting Officer effective January 19, 2025.

Mr. Ricketts, age 47, has served as the Company’s Vice President, Accounting and Finance since May 2018 and was previously the Company’s Corporate Controller from June 2013 to May 2018. Mr. Ricketts holds a B.A. in Economics from the University of California at Santa Barbara and an M.B.A. from the University of Michigan.

In connection with his appointment, Mr. Ricketts will receive: (1) an annual base salary of \$330,018; and (2) participation in the Company’s annual cash incentive plan with a target bonus percentage of 75%. Mr. Ricketts is also eligible to participate in and/or receive the Company’s other standard benefits and plans for his level, consistent with this prior compensation package.

Mr. Ricketts is not a party to any transactions with the Company that would require disclosure under Item 404(a) of the Securities and Exchange Commission Regulation S-K, and there are no family relationships between Mr. Ricketts and any of the Company’s executive officers or directors.

**Item 9.01 Financial Statements and Exhibits.**

(d) Exhibits

<u>Exhibit No.</u>	<u>Description</u>
104	Cover Page Interactive Data File (embedded within the Inline XBRL document).

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Date: January 21, 2025

*/s/ Stephen J. Barnard*

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Stephen J. Barnard  
Chief Executive Officer