MISSION PRODUCE, INC.
COMPENSATION COMMITTEE CHARTER

I. Purpose

The purpose of the Compensation Committee (the "Committee") of the Board of Directors (the "Board") of Mission Produce, Inc. (the "Company") is to oversee the discharge of the responsibilities of the Board relating to compensation of the Company's executive officers and directors.

II. Composition

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of the Nasdaq Stock Market LLC (the "Nasdaq"), except as otherwise permitted by applicable Nasdaq rules, and meet all other eligibility requirements of applicable laws. Committee members must be appointed and may be removed, with or without cause, by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

III. Meetings, Procedures and Authority

The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company's bylaws that are applicable to the Committee.

The Committee may, in its sole discretion, retain or obtain advice from compensation consultants, legal counsel or other advisers (independent or otherwise), provided that, preceding any such retention or advice, the Committee must take into consideration the applicable factors under Nasdaq rules. The Committee will be directly responsible for the appointment, compensation and oversight of any adviser it retains. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any adviser retained by the Committee.

In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, the Company's bylaws and applicable Nasdaq rules, including without limitation any powers and responsibilities delegated to it by the Board from time to time consistent with the Company's bylaws.

The Committee has the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it deems appropriate, including the authority to request any officer, employee or adviser of the Company to meet with the Committee or any advisers engaged by the Committee.

IV. Duties and Responsibilities

1. *CEO Compensation*. The Committee will review and approve the corporate goals and objectives with respect to the compensation of the Chief Executive Officer. The Committee will evaluate the Chief Executive Officer's performance in light of these goals and objectives and, based upon this evaluation (either alone or, if directed by the Board, in conjunction with a majority of the independent directors on the Board), will set the Chief Executive Officer's compensation. The Chief Executive Officer may not be present during voting or deliberations on his or her compensation.

2. *Other Executive Officer Compensation*. The Committee will review and set or make recommendations to the Board regarding the compensation of the executive officers other than the Chief Executive Officer.

3. *Employment Agreements*. The Committee will review and approve any employment agreements and offer letters and severance agreements or arrangements for the Company's executive officers.

4. *Director Compensation*. The Committee will review and make recommendations to the Board regarding director compensation.

5. *Incentive and Equity Compensation*. The Committee will review and approve or make recommendations to the Board regarding the Company's incentive compensation (including incentive equity awards) and equity-based plans and arrangements (the "Plans"). The Committee has full authority to administer the Plans (except to the extent the terms of a Plan require administration by the full Board), and to make grants of cash-based and equity-based awards under the Plans.

6. *Employee Benefit Plans.* The Committee will oversee the Company's 401(k) Savings Plan and any nonqualified deferred compensation plans, including overseeing any management committee that may be formed to execute the day to day operations and administration of the aforementioned plans.

7. *Stock Ownership Guidelines.* The Committee will review and approve, or make recommendations to the Board to approve, stock ownership guidelines for directors and executive officers. The Committee will annually review compliance with the approved stock ownership guidelines.

8. *Compensation Discussion and Analysis*. To the extent that the Company is required to include a "Compensation Discussion and Analysis" ("CD&A") in the Company's Annual Report on Form 10-K or annual proxy statement, the Committee will review and discuss with management the Company's CD&A and will consider whether it will recommend to the Board that the Company's CD&A be included in the appropriate filing.

9. *Compensation Committee Report*. The Committee will prepare the annual Compensation Committee Report for inclusion in the Company's annual proxy statement, to the extent required.

10. *Compensation Risk Management.* The Committee will oversee the risk assessment regarding the Company's compensation policies and practices as they apply to all employees and whether such compensation policies and practices create risks that are reasonably likely to have a material adverse effect on the Company.

11. *Artificial Intelligence*. The Board oversees the Company's strategy, governance, and enterprise-level risks relating to artificial intelligence. In addition, the Committee oversees AI-related matters to the extent such matters fall within the Committee's area of responsibility under this Charter.

12. *Pay Equity.* Oversee the Company's compensation practices regarding pay equity.

13. *Clawback Policy*. The Committee shall oversee the establishment and administration of any incentive recoupment policies adopted by the Company and/or as required by applicable law.

14. *Reports to the Board of Directors.* The Committee must report regularly to the Board regarding the activities of the Committee.

15. *Committee Self-Evaluation.* The Committee must annually perform an evaluation of the performance of the Committee.

16. *Review of this Charter*. The Committee must annually review and reassess this Charter and submit any recommended changes to the Board for its consideration.

V. Delegation of Duties

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities to one or more subcommittees of the Committee. To the extent permitted by applicable law and the applicable Plan, the Committee also may delegate to one or more executive officers of the Company the authority to grant and make determinations and administer any Plan with respect to equity-based awards under a Plan to employees and consultants of the Company who are not officers (as defined in Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended) or directors of the Company, subject to parameters determined by the Committee.