



Updated September 2021

Environmental, Social and Governance Highlights

Limoneira (“Company”) recognizes the increased emphasis by shareholders, business partners and other key constituents in recent years on environmental, social and governance (“ESG”) programs. Our commitment to ESG is deeply embedded in our culture and drives value creation for our supply chain, the communities in which we live and work, the environment, our employees and the long-term success of our business. The Company is committed to improved reporting around these and other programs that impact ESG visibility. The Company has an executive-led cross-functional team that includes representation from our Board of Directors. The ESG team has been tasked with taking meaningful steps to establish a series of long-term goals that demonstrate our commitment to further improvement.

GOVERNANCE: We are focused and committed to upholding strong governance practices to protect the interests of and create long-term value for our shareholders, customers, employees and communities.

SOCIAL: We are committed to improving the lives of all of our stakeholders by helping to provide access to our products and increasing the diversity of our workforce and Board of Directors.

ENVIRONMENT: We are dedicated to practices that strengthen our business while reducing negative environmental impact. We have a long-standing ambition and commitment to environmentally responsible operations and seek to improve sustainability throughout the life cycle of our products, including farming, harvest, production, packaging and disposal.

Mission Statement

Limoneira is an agricultural and community development company which, based upon its rich heritage and traditions, seeks to not only maximize value for its customers and shareholders, but to enhance its legacy by employing sustainable practices in all aspects of operations including stewardship of both its natural and human resources.

Our Philosophy

Limoneira’s objective is to provide high quality products and services. While in pursuit of that objective we will adhere to the highest standards of integrity and fairness in our relationships with employees, customers, shareholders, supply chain, and our community.

Furthermore, it is our obligation to:

- Protect and expand our asset base to assure long-term profitability
- Be responsible trustees in the protection and improvement of our environment
- Provide leadership and resources for the betterment of our community
- Encourage and support the development of our employees

Corporate Governance

Effective corporate governance is critical for both our long-term performance and maintaining stakeholder trust. Our Board of Directors is responsible for overseeing the governance, strategy and operation of the Company. The directors come from diverse backgrounds, drawing on their substantial experience in finance, philanthropy, public accounting, law, water rights, compliance, agribusiness, global produce distribution, real estate and education.

It is the duty of the Board of Directors to oversee the management of the Company's business and to serve the best interests of our stockholders, employees, and communities. As part of its oversight of the Company, our Board of Directors oversees an enterprise-wide approach to risk management, which is designed to support achieving the Company's objectives, including its strategic priorities to improve long-term operational and financial performance and enhance stockholder interests.

We have a long history of strong commitment to being an ethical and responsible company acting with integrity and respect for each other, our communities, and the environment. The Board of Directors considered such commitment when it approved the charter for the Nominating and Corporate Governance Committee. In the charter, the Board of Directors tasked the Nominating and Corporate Governance Committee with the responsibility for overseeing our ESG and sustainability programs and practices, including considering potential long- and short-term trends and impacts that environmental and social responsibility and sustainability issues may have related to our business.

Social Responsibility

We believe that an environment of diversity, inclusion, and belonging fosters innovation, strengthens our global workforce, and drives our ability to serve customers. Our global presence is strengthened by having a workforce that reflects the diversity of the customers we serve and by maintaining an environment in which such diversity contributes to our mission.

Limoneira is committed to protecting the human rights, safety and dignity of the people who contribute to the success of our business. We also seek to support the welfare of the people who produce, process and harvest the products we sell.

Further, Limoneira supports the efforts of the Produce Marketing Association and the United Fresh Produce Association (the "Association") to create an industry-wide framework on the responsible production and procurement of fresh fruit, vegetables and flowers. This mission is captured by the Association's Ethical Charter on Responsible Labor Practices, of which Limoneira is one of many endorsers representing the fresh produce industry that includes growers, labor agencies, packers, distributors, foodservice operators, marketers and retailers. In addition, Limoneira has adopted its own Ethical Charter on Responsible Labor Practices (the "Charter").

Our Supplier Code of Conduct

Our Charter serves as our Supplier Code of Conduct ("Supplier Code"). Our Supplier Code was established to protect the human rights and safety of our supply chain. We recognize and respect the cultural and legal differences found worldwide. To this end, Limoneira also has a Policy on Human Rights and Labor ("Policy"). Our Policy, Charter and Supplier Code are global in its scope, and applies to all companies in our supply chain and their facilities, as well as our facilities and operations.

In order to align with international standards, our Supplier Code is derived from the policies, standards, and conventions of the United Nations, including the principles related to human rights, labor standards, environment and anti-corruption included in the United Nations Global Compact. Furthermore, Limoneira supports Resolution 64/292 adopted by the United Nations General Assembly explicitly recognizing the human right to water and sanitation. This Resolution calls upon states and international organizations, like Limoneira, to provide safe, clean, assessable and affordable drinking water and sanitation for all.

Limoneira employs a risk-based approach with respect to audits and seeking to confirm compliance with the Supplier Code. When such audits disclose the need for improvement, Limoneira requires suppliers to adopt corrective action plans and performs subsequent audits to determine progress. Limoneira also offers other capacity building services that improve management systems to address the root causes of violations our Supplier Code. Limoneira works with suppliers and/or their facilities to correct Supplier Code violations. Depending on the severity or lack of remediation of Supplier Code violations, Limoneira reserves the right to terminate our relationship and/or purchase orders with a supplier and/or their facility.

Charter Link – <https://investor.limoneira.com/static-files/917fc179-1df0-4c09-ae1e-9446448e7ac0>
Policy Link – <https://investor.limoneira.com/static-files/1e451570-1911-4a1c-a8e4-8b182d08bf5c>

Corporate Giving and Volunteerism

Every year, our teams volunteer for and contribute to any array of community organizations and charitable causes. In addition to our acts of volunteerism, our teams work together to raise awareness, generate resources and participate in events that resonate with our local teams, customers and community members. At the local level, some of these initiatives include Santa Paula Chamber of Commerce, Boys and Girls Club of Santa Clara Valley, Ventura County Food Safety Association, Colab – Coalition of Labor Agriculture and Business, Students for Eco Education and Agriculture (SEAAG), California Women for Agriculture (CWA), Canyon Irrigation Company, and California Arizona Lemon Growers Association. As part of our ongoing commitment to our communities, we sponsor many charities and events. Additional giving information can be found on our website under Corporate Philanthropy.

Employee Engagement

Culture is the driver of performance at Limoneira. Our employees reside at the heart of everything we do. We strive to be a great place for our employees to work and live. To do that, we are committed to building and maintaining a workforce that is talented, while fostering a fair and inclusive work environment that represents the communities that we serve.

At the direction of the Board of Directors, it is our practice to continually question whether we are doing everything we can with respect to employee engagement. In response to this mandate, we have established a number of new diversity, inclusion, and belonging efforts and programs to better ensure that we were supporting our employees, and particularly as our employees navigated the challenges of COVID-19. For example, we expanded our existing programs to support employee health and wellness. Working closely with our Human Resources Team and the County of Ventura, we hosted a highly successful on-site mobile vaccination clinic for our employees.

Limoneira continues to educate our employees on the importance of our Policy and Charter through updated training and in-person seminars to review the requirements and any changes. Employee and Management training takes place annually on the Company's policies related discrimination (age, race, sexual orientation, gender identity, gender expression), ethics, corruption, safety as well as a variety of other factors.

Environmental Conservation

Our business relies on the health of our planet and the well-being of our people for its continued success. Given our interconnectedness and dependency on the land, sustainability is necessarily integrated into our business strategy. Sustainability involves a number of complex interactions and relationships that intersect. They involve, but are not limited to, our planet, our communities, our employees and our business practices. We are building on our history of quality in all that we do and are developing a new environmental impact program and reporting/metrics standards.

Solar

To reduce our energy use and related emissions that contribute to climate change, we look for ways to decrease our reliance on fossil fuels and increase our use of renewable energy. Over the past few years, we have invested in various renewable energy projects including solar energy.

Our solar program is generating clean energy and savings to the Company. We have implemented Tesla's 400kWh scalable energy storage system, which reduces energy costs and improves reliability for demand charges and shifts energy use from peak to off peak times. This enables us to be 50% off the grid and we have a goal of being 100% off the grid by 2023. Over 2,000 Hanwha Q Peak solar modules have been installed on the roof of Limoneira's new packinghouse, which offsets approximately 680 tons of CO₂ and 420lbs of NO_x annually.

Landfill and Recycling

Landfill gases have an influence on climate change. The major components are CO₂ and methane, both of which are greenhouse gasses. In terms of global warming potential, methane is over 25 times more detrimental to the atmosphere than carbon dioxide. We recognize that we have an important role to play in reducing greenhouse gas emissions to protect the health of our planet today and for the benefit of future generations. Our 10-acre facility on Limoneira property receives over 200 tons a day of organic green waste that would otherwise be transported to landfills. The end-product produced at this facility helps us and other growers to significantly reduce the use of water, herbicides and fertilizers. Our approach not only reduces the environmental impacts of food waste going to landfill and releasing toxins and greenhouse gases, but also helps communities access healthy fruits and vegetables.

Limoneira instituted a corporate recycling program in the early 2000's. The following items are recycled: cardboard, paper, magazines, newspapers, glass containers, plastic bottles and metal containers.

Water

We understand the importance of maintaining the balance between water demand and supply. We consider how water scarcity affects our operations, as well as the impact we have on the water

resources we share with the communities in which we operate worldwide. Our farms, employees and local communities all depend on safe and clean water to thrive; our growers rely on clean water to produce healthy crops; and our facilities need clean water to prepare our produce for consumption. Limoneira takes important steps to protect this valuable resource. We leverage innovative technologies to drive water use efficiency, and work proactively to prevent negative potential impacts on community water resources.

Water quality and supply is maintained through rigorous lab testing, filtration systems, and a network of micro sprinklers. Water probes are part of our innovative water management practices. Soil moisture probes measure volumetric water content and are connected to data loggers utilized in the irrigation control system. Soil moisture stations log water data and send it to a main controller. Water with appropriate fertilizer quantity to desired root zone depths is monitored. Moisture sensors can determine when orchards are at full water holding capacity, thus reducing run off and wasted water. Limoneira's new natural wastewater system uses patented technology and is a low carbon footprint project that has a series of gravity fed ponds that circulate and clean 30 million gallons of water annually with natural vegetation, local plants and fine gravels

Conclusion

At Limoneira, our commitment to environmental conservation, social responsibility and corporate governance is ongoing. We understand the importance of serving our customers in today's environment while also looking ahead to anticipate future needs. Through continued evaluation, research and innovation, we consistently strive for more—for our customers, the community and each other. As part of this, we welcome your input. Should you have questions, comments or recommendations on how we may further our commitment, we invite you to contact us at (805) 525-5541 ext. 1042 or esg@limoneira.com.