



LANDEC

2020 SUSTAINABILITY
REPORT

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Corporate Social Responsibility: Letter from CEO

A thoughtful approach to preserving the planet for future generations.

At Landec, our mission is to create innovative products that support everyone's unique health & wellness journey.

Landec Family and Friends:

Landec recognizes that every action we take impacts our employees, consumers, customers and the planet. To ensure a safe and strong future for all, we are currently engaging all levels of our organization in establishing sustainability initiatives. At Curation Foods, we have set goals with annual target metrics through 2025, and we plan to institute similar goals and metrics for Lifecore starting in fiscal 2021.

“Our first priority is the wellness of our employees, customers and communities, which we help ensure through the quality and safety of our products and the preservation of our planet.”

We have established an Environmental, Health and Safety Philosophy across our company, which outlines our sustainability efforts and goals in three dimensions: PEOPLE (Social Sustainability), PRODUCT (Product Sustainability), and PLANET (Environmental Sustainability). With these pillars, we focus our actions on where we can drive the greatest outcomes, such as the enhancement of our labor practices, an increase in the diversity of our workforce, better food security and food waste minimization, greater reduction of packaging materials, and improved energy, water and waste management.

While our culture of continuous improvement has always supported environmental practices, our understanding of what it means to be a sustainable company is constantly evolving. This past year, we implemented our new lean manufacturing program, ZEST (Zero Mindset, Empowerment, Standardization, Training). Integrating ZEST into our core value system, we have collectively made a cultural shift towards employee empowerment and accountability. With this level of engagement, the team is consistently targeting sustainable waste, productivity and safety improvements in the daily operations of Curation Foods.

We have much to learn and more to do. And we are committed to improving our performance over time. With this Sustainability Handbook, we invite you to explore our corporate responsibility initiatives as we lean into our purpose.

Our goal is to continue to grow a profitable business by delivering substantial and ever-increasing value to our customers and our shareholders. And to do so in a way that respects people and preserves the planet for future generations.

Sincerely,



Albert D. Bolles, Ph.D.

Landec CEO

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PRODUCT: Product Responsibility

PLANET: Environmental Sustainability





Landec Corporate Governance

A culture of continuous improvement.

As stewards of the environment, we engage all levels of the organization to ensure our sustainability initiatives are executed with excellence. Throughout the year, our sustainability committee meets to set metrics and review progress with our leadership teams. They also hold annual meetings with the Board of Directors.

Team Responsibilities

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Board of Directors

Audit Committee oversees annual sustainability updates.



Chief Executive Officer

Provides executive support.



Vice President of Sustainability

Leads strategy and reports to the CEO and Board of Directors on progress. Works cross functionally with the organization and customers.



Sustainability Committee

Leadership from operating divisions are involved including research and development, sales, human resources, finance, manufacturing, safety and quality.



Environmental, Health & Safety Philosophy

Implementing sustainable initiatives.

These commitments are our promise to our employees, our customers, our shareholders and the communities in which we live, work and play.

3.1 PEOPLE. PRODUCT. PLANET.

Communicating our commitment to global health.

We recognize that every single one of our actions has an impact on our people, products and the planet.

To monitor and better communicate where we can have the greatest impact on society, we are actively establishing benchmarks, quantifiable targets and long-term goals to track our progress as publicly reported in this Landec Sustainability Handbook. At Landec Corporation and its businesses, Curation Foods and Lifecore Biomedical, we categorize our sustainability efforts in three dimensions:

1. PEOPLE (Social Sustainability)

Nutrition, health and happiness are at the heart of our value proposition. We seek to ensure mental health and a healthy lifestyle for everyone touched by our company.

FOOD SECURITY

2025 TARGET

To donate 90% of all unused finished goods that do not get shipped to customers

DIVERSITY

2025 TARGETS

To increase representation of women in professional positions to 35%

To increase professional positions held by minorities by 10%

LABOR PRACTICES

ONGOING GOAL

To focus on Core Tenants of UN Council; ensure compliance with **Human Rights Policy** and **Vendor Code of Conduct** to protect human rights throughout our organization and value chain

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2. PRODUCT (Product Sustainability)

We are targeting actions for improving the impact of our products, including their ingredients as well as how they are produced, packaged and distributed. We have established the highest standards in food quality and safety to deliver on this promise.

BETTER NUTRITIONAL CHOICES

ONGOING GOAL

To provide affordable nutrition with 100% clean ingredient products

PLANT-FORWARD FOOD

2025 TARGET

To innovate plant-forward food in order to make 75% of our food output plant-based

PACKAGING REDUCTION & RECYCLABILITY GOALS

2025 TARGETS

To reduce overall product packaging by 10%

To innovate 100% curbside recyclable bags and clamshell film

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3. PLANET (Environmental Sustainability)

We believe in driving a more positive impact beyond our business by focusing on conserving resources, reducing waste, and preventing adverse impacts of our operations on the environment.

FOOD WASTE MINIMIZATION

2025 TARGET

To upcycle 98% of all food cullage and raw materials

WATER MANAGEMENT

2025 TARGET

To recycle 40% of all water used system wide

ENERGY MANAGEMENT

2025 TARGETS

To employ renewable energy sources for 45% of our total energy use in our manufacturing facilities

3.2 OPERATIONAL EXCELLENCE

Fostering a culture of continuous improvement.

Throughout our network, we have successfully implemented a program called ZEST, which is driven by lean manufacturing principals and supports our environmental, social and product goals.

Z ZERO MINDSET

E EMPOWERMENT

S STANDARDIZATION

T TRAINING

Integrating ZEST into our core value system, we have made a collective, cultural shift towards employee empowerment and accountability. Adopting the “Zero Mindset” means to ensure zero waste, zero accidents, zero product defects, and zero equipment breakdowns across our organization. We believe that everyone has a role to play in our success at streamlining operations.

In 2019, we initiated this program in our Mexico operations with great success. We have since begun to roll out the ZEST framework across all our U.S. facilities in our efforts to improve employee engagement and productivity – and to lessen our environmental impact.



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Core Values

Rooted in innovation.

Landec Corporation has a rich history of developing and commercializing new products that advance health and wellness. Fostering a visionary mindset, we are continually optimizing existing offerings and developing new, more innovative products for the natural foods and CDMO markets.

Our goal is to further enrich the lives of consumers and customers and deliver increased value to our customers and shareholders.



What moves us.

Our mission is to provide access to 100% clean ingredient plant-based food in a way that respects people and protects the planet for future generations.

Innovation

Our employees embrace entrepreneurial spirit and innovative thinking. We encourage every member of our team to find new, easy ways to delight consumers and help them enjoy delicious plant-based foods.

Respect

Through listening, learning and collaboration, we strive to act as one team with one vision, treating our employees, suppliers, customers and consumers with professional respect.

Accountability

We emphasize clear and timely communication throughout our company, incentivizing our teams to take ownership of their actions and deliver the best possible results.

Passion

Plants are our world and we love what we do, continuously striving to create delicious ways to eat 100% clean and healthy plant-based foods.

Integrity

We practice honesty and transparency to ensure our actions, products and claims reflect our core values in every way.

Trust

We believe in the value and capabilities of our diverse team of employees. It's why we continually train, support, and empower them to fulfill their potential and achieve outstanding results.

Service

We listen to those we serve and strive to exceed their expectations by developing products that cater to their needs. And by consistently providing the very best quality and service.

Sustainability

We are committed to protecting and enhancing the planet for generations to come through environmental and social responsibility programs.

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What moves us.

Our mission is to work with our partners to provide high quality innovative product development and manufacturing solutions, guided by our unwavering commitment to improving lives.

Growth

Knowing our employees are our greatest resource, we relentlessly support their professional growth, development and engagement.

Service

Each employee makes an impact, striving to exceed our customers' expectations every day.

Achievement

We strive for 100% success the first time we take on any task by being thorough and precise in all that we do.

Process

We are always improving processes through the consistent elimination of waste and the intent to do better every day.

Design

The pharmaceutical elegance and clinical results of each product is proof of our unique ability to meet the highest standards in our industry.

Care

We act with integrity and compassion to support patients, customers, our communities, and each other.

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People: Social Responsibility

An ethical system for social fairness.

We believe in holding ourselves accountable to our civic duty by ensuring our actions benefit the whole of society. In this way, we are creating a balance between the growth of our company and the welfare of all people.

5.1 HUMAN RIGHTS: FAIR LABOR PRACTICES

Strengthening communities.

At Landec Corporation, we are committed to respecting the human rights of all people. The **Landec Human Rights Policy** formalizes that commitment.

Recognizing our ability to positively impact human rights, we conduct business on the basis of six core principles. We ask the same level of awareness and accountability from our suppliers in our **Vendor Code of Conduct**.

THE SIX CORE PRINCIPLES

Community & Stakeholder Engagement



Diversity



Freedom of Association



Healthy Workplace



Workforce Policy Standards



Education & Training

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5.2 EMPLOYEE WELLNESS

For the good of our workforce.

It's important that our employees have the opportunity to grow personally and professionally.

We operate with the view that our company's success is unquestionably tied to that of its people. Each and every employee is a valued part of our organization and our achievements. In order to facilitate our collective longevity, we believe in fostering an engaged, healthy workforce through a full range of benefits beyond competitive compensation.

EMPLOYEE HEALTH & WELLNESS BENEFITS

Competitive Pay

Landec employees earn a competitive salary and bonus pool for meeting aggressive corporate earnings goals. Salaries are reviewed annually with increases based on performance and the value of the position. Annual cash bonuses are based on the performance of both the individual and the company.

Health Benefits

Landec offers employees and their families medical, dental and vision plans. They additionally receive concierge services to help find the right health care provider for any medical situation that arises, as well as a Teledoc phone service provider for immediate access to medical consultation by a licensed medical doctor or nurse.

Retirement Plan

We offer a 401(k) program with a 4% match to ensure financial stability long past employment with Landec.

Work-Life Balance

Employees are encouraged to take vacation days and wellness days in addition to 10 national holidays.

Short & Long-Term Insurance

Life, long-term care, legal and pet insurance is available, plus company paid short-term and long-term disability.

Company Culture

We are able to facilitate a vibrant office culture by engaging employees in regular health and wellness events, classes and training sessions.

Parental Leave

Landec offers parental leave benefits not only to birth mothers, but also to fathers, partners and adoptive parents.

Training Programs

We offer a myriad of programs for helping employees develop the necessary skills to progress in their careers and manage their long-term goals. These include on-the-job training programs, supplemented by individualized development plans, online education programs for ongoing learning opportunities, and a mentorship program for developing the next group of leaders at every level, in every function.

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5.3 EMPLOYEE SAFETY

Extensive training in safety standards.

We comply with all environmental, health and safety laws and regulations in the communities in which we operate and strive to exceed these standards.

We are committed to the occupational wellness and safety of employees through the prevention of illness and injury. We achieve this by ensuring all employees receive a thorough education on what safety looks like in each area of our business – whether it be in the agricultural fields, manufacturing operations or while traveling.

Through extensive ongoing monthly training, led by cross-functional employees, we seek to drive a culture of safety throughout the organization. Our team strives to identify and correct unsafe behaviors and conditions in real time. When injury or accidents do occur, we have established protocols for reporting and preventing similar incidents. As a result, we are building a culture around safer working methods to better protect our employees, management team, and the community at large.

We use leading indicators to prevent worker injuries and illnesses. And to strengthen other safety and health-related outcomes in the workplace.

PROTOCOLS FOR WORKER PROTECTION

Utilize behavioral observations



Peer-to-peer learning



Continuous improvement tools from near misses



Internal audits



Safety communities and onsite leadership teams



Government agency inspections to confirm compliance with laws and regulations

OUR GOAL

- + To continuously work towards zero work-related injuries and illnesses through project ZEST

2025 TARGET

- + To reduce our total injury rate to 2.5 per year*

* Please refer to our OSHA reported statistics on pg. A5 in the Appendix.

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5.4 COMMUNITY WELLNESS

Healthy people. Healthy planet.

We believe that the health and wellness of people in our communities is directly linked to the availability of affordable nutrition.

That perspective shapes not just what we do, but how we do it. We have initiated local and regional efforts to support the wellness of our communities and ensure that fresh and nutritious food does not go into the waste stream.



Waste not, want not.

There are over 23.5 million people in the U.S. living in food deserts, who are characterized as living further than half a mile from the nearest supermarket in urban areas, or more than 10 miles in a rural area, and do not have the transportation or financial ability to access these retailers to purchase fresh foods. We have created essential programs for giving back to these communities and working to address food insecurity.

OUR ACTIONS

- + Administer the StrongRoots Program: Supports health and wellness in the communities where our employees live by donating fresh food from our manufacturing facilities and working with our retail partners to support their initiatives



- Donate unutilized finished goods – products in final packaging that are not sold through our normal channels of distribution
- When we have excess food, all high-quality raw or finished goods are donated to local food banks in the communities where we have facilities and partnerships

- + Support local organizations such as the Boys & Girls Club, YMCA, and local school sports teams, running and biking marathons
- + Deploy the Good-to-Grow Program: A mobile market that helps deliver quality fresh food to communities in need



- Empower employees to volunteer during normal working hours and receive their regular pay

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- + Responded to the global COVID-19 pandemic, which caused restaurant closures and volatile customer demand, leaving millions of pounds of fresh foods in the fields
 - Partnered with the CA Association of Food Banks to revitalize supply chains, helping to harvest 350,000 lbs. of broccoli and deliver it to families in need
- + Participate in charitable causes that are important to our retailer partners in the U.S. and Canada, such as the Jimmy Fund in Boston, Children’s Hospital, Produce for Kids, the Breast Cancer Foundation and City of Hope

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OUR ACHIEVEMENTS

- 27** trucks of food donated to food banks and communities
- 92%** of unused finished goods are donated to local food banks or processing partners*
- 16** loads of food delivered to one neighborhood in the Detroit area through our Good-to-Grow mobile market

OUR GOAL

- + To continue to innovate on programs to provide greater access to fresh nutritious food

2025 TARGET

- + To donate 90% of all unused finished goods that do not get shipped to customers



Caring for our neighbors.

Lifecore supports a culture of wellness by developing awareness and understanding, creating initiatives, encouraging participation, and promoting healthy lifestyles for our employees and their families within the Twin Cities metro area and throughout the state of Minnesota. Just as we care about the individuals who work for our company, we care about the communities where we live and work.

OUR ACTIONS

- + Participation in the employee wellness program, Minnesota SHIP (Statewide Health Improvement Partnership), since 2015
- + Work with state and local agencies to provide enhanced Health and Wellness opportunities for our workforce

* Data represents average from June 2018 – June 2020.

OUR ACTIONS (CONT)

- + Initiation of The Lifecore Foundation, a 501(c)(3) non-profit organization that coordinates Lifecore Biomedical employee charitable contributions and volunteer efforts
- + Work with other local non-profits to raise funds, donate goods and services, and spread awareness for a variety of causes throughout the year

OUR GOAL

- + To continue to invest in our employees and in our community by supporting established programs and developing new opportunities

5.5 DIVERSITY

A culture of belonging.

At Landec, we are committed to fostering a diverse and inclusive environment, focused on equality, empowerment and mutual respect.

Our philosophy holds that diversity in the workplace should reflect the changing face of the American workforce and population, as well as our consumers and our customers. Diversity encompasses universally recognized traits such as race, gender, sexual orientation, and national origin; however, it also includes less obvious individual differences such as socioeconomic background.

We continually invest in a wide variety of talent and facilitate their growth both as individuals and as a group. We believe that when our teams feel supported and inspired, they are better fueled to deliver against our goals and serve our customers and consumers worldwide.

Through new hiring practices, we have accelerated our goal of attracting and developing an increasingly diverse workforce. We offer diversity training and awareness programs for all employees, as well as the mitigation of potential bias in the interviewing and hiring process to expand our pipeline of diverse candidates. We have also invested in the training and growth of employees to ensure equal opportunities.

OUR GOAL

2025 TARGET

- + To increase representation of women in professional positions to 35%
- + To increase focus on minorities in our workforce, and increase professional positions by 10%*

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* Please refer to the Workforce Diversity Data on pg. A8 in the Appendix for a demographic overview of our team



Product: Product Responsibility

A new vision of freshness.

We are reimagining the way fresh food is grown, prepared and delivered in order to provide fresh, plant-based foods to as many people as possible. In that process, we seek to maximize sustainable packaging and minimize waste so as to preserve and protect our planet for generations to come.

6.1 FOOD PHILOSOPHY

Real food. Recognizable ingredients.

At Curation Foods, all of our products have a 100% clean ingredient label, which translates to using only real food, with no artificial dyes, flavors, preservatives, high fructose corn syrup or artificial sweeteners.

We believe that the natural flavors and colors of plant-based ingredients are robust. Particularly when used in recipes with unique flavor combinations, these ingredients can provide a fully enjoyable eating experience without the need for harmful additives.

We are the leaders in our industry because we have the recipes, supply chain and food safety practices it takes to deliver delicious, fresh foods – all of which contain ingredients that you will recognize, be able to pronounce, and feel good putting into your body. We met our pledge to ensure all branded products would contain 100% clean ingredients by the end of calendar year 2018.

Plant-Based Foods

We are committed to supporting innovation for plant-based foods that follows leading trends in food consumption. Globally, consumers have begun to desire a more plant-forward diet, which has already driven product sales and innovation in food made from vegetables, fruits, and whole grains. They understand that plant-based foods have less impact on the environment and on global greenhouse gas emissions, as they help reduce water and land use, lower pollution, slow deforestation and cut back on the destruction of topsoil – among many other benefits.*

Affordable Nutrition

We believe in providing access to real, fresh, nutrient-dense food that is affordable and within reach of the majority of North America. This is the basis of our efforts while collaborating with retail partners and enhancing our innovation process. As a result, our products are now sold at reasonable prices in approximate 80% of U.S. grocery stores.

OUR GOALS

- + To continue to produce 100% of Curation Foods branded products with 100% clean ingredients

2025 TARGET

- + To innovate plant-forward food with over 75% of the food we market as being 100% plant-based

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* Source: White, T. 2000. Diet and the distribution of environmental impact. *Ecological Economics*. 34, 145-153

6.2 PRODUCT PACKAGING

A vital resource.

The right packaging quality and materials is absolutely crucial for protecting the freshness of our products.

Wherever possible, we reuse, recycle, and reduce the amount of packaging required to deliver fresh products from farm-to-table.

The laminate bags for our Eat Smart vegetables and salad kits are not 100% curbside recyclable, as they are made with multi-layer high-barrier materials, designed for product freshness. This is necessary for creating the modified atmosphere packaging (MAP) that is required for each product to breathe and remain fresh as long as possible. We are collaborating with leaders in packaging technology on a long-term solution for the next generation packaging material for our vegetable salad bags, film and clamshells. We will ensure that it not only maximizes the freshness of the product, but is also curbside recyclable.

OUR ACHIEVEMENTS

2020

- + 41% reduction in PET plastic used in our Eat Smart single serve salad clamshell

2019

- + 90% of all packaging is curbside recyclable
- + 80% of all packaging is made from renewable sources
- + 25%+ post-consumer recycled material used to create boxes and plastic containers
- + 95% of the plastic totes and bins used in the field to harvest are reusable
- + 95% of the plastic pallets used to ship product to customers throughout North America are reusable
- + 10% reduction in the use of plastic used to make our vegetable bags, lowering annual bag weight by 240,000 pounds and our greenhouse gas output by 7.4%
- + 1% reduction in the amount of fiber used in our corrugate boxes for annual savings of 100,000 pounds of material equivalent to 845 trees saved

OUR GOALS

2025 TARGETS

- + To reduce overall product packaging by 10%
- + To innovate 100% curbside recyclable bags and clamshell film

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6.3 PRODUCT MARKETING & LABELING PRACTICES

Dedicated to product transparency.

We are committed to labeling and marketing our products accurately and in accordance with current government regulations and our high standards for product transparency.

Our food advertising practices and public relations efforts are conducted in an ethical, sound manner, targeting key consumer audiences with specific needs. All advertising is in accordance with Federal Trade Commission guidelines and voluntary review organizations such as the Advertising Self-Regulatory Council.

RESPONSIBLE LABELING & MARKETING PRINCIPLES

We do not advertise to children.

We have strict policies that require we only market our products to adults.

We only make accurate and transparent product claims.

All advertisements and point-of-sale marketing materials go through a rigorous internal review process by our regulatory and law teams to ensure the accuracy of every food claim. Our nutrition team works closely with marketing to provide support for nutrition-specific claims and messaging. Food claims have to comply with the USDA and FDA labeling regulations.

We encourage consumer engagement with our social media platforms and other feedback mechanisms.

The ideas and thoughts of our customers and consumers are very important to us. We view social media as a two-way conversation that provides opportunities for consumers to engage with us about our products and share product information with others. In addition, our team of Consumer Relations Representatives responds to social media inquiries, telephone calls, letters and emails from our customers and consumers.

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CONSUMER EDUCATION THROUGH TRANSPARENT LABELING

Clean Labeling

Consumers are increasingly demanding “clean labels” that contain more information on ingredients, how the food is made and where it came from. In 2018, we met our goal of labeling all of our products as having 100% clean ingredients.

Nutrition Labeling

Our nutrition team works closely with regulatory and law teams to keep the business informed on current nutrition labeling policy. This ensures our packaging and labeling reflects the latest nutrition-related regulations and our consumers can make informed purchasing decisions that are right for their lifestyle. The Nutrition Facts panel is available on all products in the marketplace to help consumers understand the nutrition profile of our products. All our products manufactured by Curation Foods comply with the Food and Drug Administration (FDA) new Nutrition Facts label for packaged foods sold in the U.S.

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Believing in “less is more.”

We recognize that our supply chain, specifically in our Curation Foods business where we bring fresh vegetables from field to table, requires the use of energy, water, and fuel. Within our business units, we are implementing an environmental monitoring program focused on reducing pollution and our impact on the planet, and ensuring superior product quality and safety.

7.1 ENVIRONMENTAL MONITORING

Ensuring compliance with environmental laws.

At Curation Foods, every part of our supply chain is monitored and documented for food quality, safety and freshness.

It is Curation Foods' policy to comply with all applicable laws and regulations wherever we operate, to take all practicable steps to promote health, safety and environmental protection, and to continually progress towards the achievement of our company goals. We manage operations that belong to a variety of economic sectors – from farming and food processing to distribution and sales. In all operations, it is our goal to prevent adverse effects on the environment as well as the health and safety of everyone affected by our company.

Agricultural Product Management & Food Safety

Curation Foods has a strict environmental policy applicable to its agricultural operations. Our environmental programs are monitored in various ways – through formal and informal audits as well as through pre-harvest analyses and product monitoring in the field. Curation Foods also provides its independent growers with direction, technical guidance and training in food safety and environmental protection.

In Curation Foods field operations, we work with growers that use sustainable agricultural practices and integrated pest management methods, which employ biological and agricultural approaches to controlling pests and plant diseases. We use crop protection products only when and where necessary, and always with the proper care and in accordance with applicable laws. Curation Foods will not use any product banned for reasons of unacceptable health or environmental risk by the United States Environmental Protection Agency or any other governmental authority in which are products are procured or distributed.

Good Agricultural Practices

In support of its environmental policy, Curation Foods has implemented **Good Agricultural Practices (GAP)** – guidelines for conserving the environment through the limited use of crop protection products. GAP ensures that the scope of our agricultural practices is in accordance with Integrated Crop Management (ICM) and Integrated Pest Management (IPM), in order to apply crop protection products on an “as necessary” basis. GAP also confirms that the desired degree of pest and disease control is implemented for maximum crop yields and minimum hazards to operators, nearby individuals, consumers and the environment.

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Integrated Crop Management

Integrated Crop Management (ICM) is an agricultural approach that marries profitable crop management with respect for the environment. Because ICM methods consider the land's soil, climate and biological makeup, farmers are better able to preserve their natural assets. Such methods include crop rotations, which hinder the spreading of pests and diseases (reducing the need for pest control products) and modified tillage practices, which limit soil manipulation (reducing erosion and increasing water intake). Because ICM is a dynamic, rather than rigidly-defined, form of crop production, it is adapted to leverage the latest research, technology, advice and experience.

Integrated Pest Management

Integrated Pest Management (IPM) has been part of the Curation Foods strategy for many years. Through partnership with our growers we have integrated cultural, biological and, when necessary, chemical control measures into an all-encompassing pest management program that focuses on outbreak prevention. Grower pest control practices are constantly reviewed for their effectiveness, efficiency and environmental impact. Alternative methods are also subjected to rigorous evaluation to ensure that they offer a responsible and sustainable solution to the problem at hand.

Our growers use conventional crop protection products as a last resort. Curation Foods uses these products in limited quantities and with proper care so as to respect health, safety and environmental standards, as well as to maintain accordance with all applicable laws.

Where Curation Foods uses an organic grower or supplier, it is audited and complies with all necessary elements to meet the USDA Organic product labeling requirements.

Product Food Safety & Quality

At Curation Foods, every part of our supply chain is monitored and documented for food quality, safety and freshness. All of the plant-based ingredients used in our products, the facilities that produce our products, and the trucks and warehouses that ensure our products reach our customers and consumers are subjected to processes that follow the highest standards of food safety and quality.

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OUR ACHIEVEMENTS IN COMPLIANCE & THIRD PARTY VALIDATION

- + GFSI (Global Food Safety Initiative) certification: GFSI is a set of global standards for monitoring the global supply system of food – throughout our harvesting, manufacturing and shipping processes, validated annually by an independent certified 3rd party auditing body

- + Compliance with the Food Safety Modernization Act (U.S. food safety standard) and Safe Food for Canadians Act, which governs all aspects of food safety systems to meet all North American food safety requirements
- + Use of field water testing: Using multiple water sources (well, rain, surface) to irrigate our fields, each has different natural microbial compositions depending on region and season
 - We test water from each and every source to assure compliance with US EPA Safe Water Standards
- + Active industry membership in food safety initiatives to study leafy greens best practices for field management to eliminate food safety concerns
- + PTI (Produce Traceability Initiative) compliance: PTI is an industry-wide initiative to digitize lot track-and-trace information to find the source of any suspected contamination in a matter of hours, identifying production facility, equipment and field lot origin
- + Investment in further digitizing lot track-and-trace information, with the goal of reducing the time of origin tracking from hours to minutes
 - We are scheduled to complete this project by June 2021
- + Various labeling compliance (product dependent), including GMO free verification, Kosher certification, EVOO certification, USDA Organic

- Letter from CEO
- Corporate Governance
- Environmental, Health & Safety Philosophy
- Core Values
- PEOPLE: Social Responsibility
- PRODUCT: Product Responsibility
- PLANET: Environmental Sustainability**

KEY FOOD SAFETY AND QUALITY METRICS

We will continue to work in accordance with all state, federal and globally recognized food safety and quality standards to:

- + Ensure we deliver the freshest and safest possible food for your table
- + Keep employees, growers and suppliers working in safe and cooperative conditions

We utilize the HACCP approach to all our food safety and quality measures, recognizing the microbiological, chemical and physical risks of our products and performing all necessary actions to eliminate them.

THESE ACTIONS* INCLUDE

- + Performing incoming inspection of produce utilizing USDA fruit and vegetable standards prior to acceptance into our manufacturing facility
- + Environmental monitoring for pathogens (rate of positive swabs)
- + Installing and continuously monitoring in-line product devices such as optical sorters and metal detectors to remove any potential source of contaminants from incoming materials or mechanical malfunction
- + Cold chain management throughout the supply chain
- + Finished product quality monitoring during production (real-time quality)

- + Raw produce age (compliance with raw produce storage guidelines)
- + Monitoring produce wash systems, ensuring food safety of product to consumer packaging
- + Product shelf life performance
- + Daily sanitation metrics for clean equipment startup and throughout production
- + Food safety audits scores and corrective actions rates
- + Tracking finished product rejection rate (by customers) and root cause, investigating where the failure occurred for continuous improvement
- + Trend analysis of produce quality throughout the supply chain from receipt to shelf life completion
- + Consumer complaint rate and data analysis to identify trends, following an escalation policy with a bias for action to eliminate any consumer concerns
- + Deep dive analysis for root cause and corrective actions if internal failure is found; sharing of lessons learned to all factory sites for replication of corrective actions
- + Scanning the external horizon (competitors or other CPG companies) to watch for any corrective actions needed within our facilities so as to avoid experiencing market failure ourselves
- + Benchmarking with peer set to collaborate on food safety initiatives

- Letter from CEO
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PLANET: Environmental Sustainability

7.2 CARBON

Targeting reduced emissions.

Landec Corporation and its businesses, Curation Foods and Lifecore Biomedical, are committed to operating in accordance with company environmental policies and all applicable legal requirements.

We are continually improving the programs in place for fuel management, energy conservation, waste management programs, and water consumptions. In addition, we are actively looking at options for measuring our greenhouse gas emissions and setting new targets to reduce our impact in our operating businesses.

* This is only a sample list of food safety and quality metrics tracked by company

7.3 FUEL MANAGEMENT

Optimized transportation. Minimized pollution.

When transporting products to our distributors and customers across North America, we are working to reduce our fuel consumption every step of the way.

We constantly optimize our routes and improve our fleet to ensure we are doing everything we can to minimize pollution from fuel use. Through active truck leasing, maintenance and design, we look for ways to improve the aerodynamic function of our fleet.

OUR ACTIONS

- + Added side skirts to the bottom of our trailers, fairings to the front and side of our tractors and straight trucks, and wind deflectors to the top of our cabs to reduce wind resistance and fuel consumption
- + Installed APU or auxiliary power units so that when idling, our trucks don't burn fuel unnecessarily, but instead pull energy from the small generator
- + Set automated controls for the maximum speed of our trucks at 68 MPH, which helps conserve the amount of fuel used on long-haul routes
- + Use fuel additives that help engines run cleaner and more efficiently, which also contributes to maximized fuel use

OUR ACHIEVEMENTS*

68mph our maximum truck speed

24.9% reduced idle time from installed APUs

6.8mph target miles per gallon per tractor

OUR GOALS

2025 TARGET

- + To increase our Target Miles per Gallon (MPG) per tractor to 7.5
- + To reduce the target percentage of idle time to 18.0%

Letter from CEO

Corporate Governance

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* Data represents average from June 2018 - June 2020.

7.4 ENERGY MANAGEMENT

Our future in renewability.

We constantly audit our energy use across all of our hubs to help minimize the amount we consume.

Producing fresh food requires a lot of energy — from refrigeration to lighting, to electrical power in our plants. Working with local municipalities and energy providers, we source as much renewable energy as is available and institute energy-saving initiatives.

In our factories, sustainability processes drive decreased energy consumption through the installation of new technologies and more efficient equipment, which additionally optimizes business and manufacturing processes. In 2020, the University of Michigan Tauber project collaborated with Curation Foods Bowling Green facility to recommend operational and equipment efficiency actions, which will drive facility uptime increases by more than 15%, thereby driving energy savings as well. The objective of these efforts is to identify and initiate opportunities to improve energy efficiency, which in turn can directly and indirectly help reduce energy usage and greenhouse gas emissions. We recognize that using less energy is not only better for the environment, it is smart business because it can help mitigate the financial impact of rising energy costs.

In 2020, operational site review showed line efficiencies and therefore additional capacities to produce more effectively by the closure of one factory in the U.S. Eat Smart network. With the installation of new equipment and our efforts towards continuous improvement, our Bowling Green facility has been able to absorb production from our Pennsylvania site, which will reduce the energy footprint of our operations.

OUR ACHIEVEMENTS*

38% renewable energy use across all of our office and production facilities

23m kilowatt hours of electricity used per year

45% renewable energy use in our largest California facility, with the majority coming from hydroelectric power and the rest from wind and solar

OUR GOAL

2025 TARGET

- + To employ renewable energy sources for 45% of our total energy use in our manufacturing facilities

Letter from CEO

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* Data represents average from June 2018 – June 2020.

7.5 WATER MANAGEMENT

Reduce. Recycle. Neutralize.

Knowing our businesses are water-intensive and that access to water is a fundamental human right, Landec manages this natural resource proactively.

We reduce consumption when possible, recycle where available, and when water is not actively recycled, it is neutralized prior to sending to the drain.

In 2016, Curation Foods invested in a \$6.2 million REFRESH™ Water Treatment System at its largest processing facility in Guadalupe, California. This system is expected to recover approximately 60–70% of daily water usage at this facility. It works by capturing production process wash water and forcing it through a series of steps consisting of clarification, ultra-filtration, reverse osmosis and UV disinfection. These steps will allow us to produce high-quality water with standards exceeding city drinking water.

With a daily usage cap established by the city, due to new housing development adjacent to the facility, this Water Treatment System will ensure we have the necessary water to support our company growth plans.

OUR ACTIONS

- + Use the REFRESH™ system to reduce the amount of water consumed and wastewater generated, thereby decreasing our processing plant's impact on the city's water treatment plan
- + Use multiple water sources (well, rain, surface) to irrigate the fields, each one using different natural microbial compositions depending on region and season
- + Test water from each and every source to ensure compliance with safe water standards
- + Began operating a water recycle facility in January 2019, which is designed to easily expand and aid future growth

OUR ACHIEVEMENTS

\$6.2m invested in the REFRESH™ water treatment system

38% of total water has been recycled during a 12-month period at our U.S. and Mexico operations

OUR GOAL

2025 TARGET

- + To recycle 45% of the total water used across all of our production facilities in our U.S. and Mexico operations

Letter from CEO

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7.6 SOIL HEALTH & BIODIVERSITY

The right growers for greater variety.

We source over 18 commodity vegetables and grow over 70 varieties of these vegetables. For several of the vegetables we grow, we are the largest fresh processor in the world.

Although we are not farmers and do not grow plant-based commodities ourselves, we carefully select our grower partners and work with them to choose the proper plant varieties. We are able to determine which will deliver the highest quality ingredients and most efficient yields based on the soil types and microclimates of each specific growing region. While the majority of our food is grown in California, we also source a significant amount of vegetables from Texas, Florida, Georgia, North Carolina, Ohio, and Mexico. To further ensure a year-round supply, we source smaller quantities from the Northeastern US, Peru and Guatemala.

Over the past 30 years, our grower partners have taught us best practices for achieving long-term soil health. Learn more about our efforts in soil health in our [Good Agricultural Practices](#).

We not only adhere to all California agricultural regulations in our California-based operations, but we do so across our entire company and among our grower partners in growing areas around the world. Learn more about our grower partnerships outlined in our [Good Agricultural Practices](#) and [Code of Vendor Conduct](#).

OUR ACTIONS

- + Ensure 100% compliance with all California agricultural regulations across our entire organization
- + Rotate crops such as broccoli with lettuce and strawberries or green beans with soy and corn
- + Reduce reliance on chemicals
- + Ensure nutrients remain in the soil
- + Comply with California's agricultural laws, the highest agronomic and resource management regulations in the world, everywhere we grow
- + Ensure the source of each of our ingredients is traceable
- + Identify every parcel of land by a GPS-enabled Assessor's Parcel Number (APN), which includes information about any substance applied to the soil or crop, and the name of the person responsible

Letter from CEO

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7.7 FOOD WASTE MINIMIZATION

Taking only what we need.

From harvesting in the field to cutting, washing, and packaging in our facilities, we continually develop process improvements and innovative solutions to minimize the amount of total product waste.

In the field, we try to only take the part of the plant that is absolutely necessary to make our products. In many instances, we leave the remaining plant to provide nutrients for the soil.

Once the plant has been harvested, we attempt to salvage and utilize as much of it as possible. An example of this is how we maximize the use of an entire head of broccoli. While broccoli florets are used in our Eat Smart broccoli floret product, we cut the broccoli stalk for use in our Eat Smart Sweet Kale Salad superfood salad kit.

During production, it's natural for some of the outer leaves and stems to fall off during the washing and cutting phase and go into our cullage stream. Overall, 67% of all plant material brought into our facilities from the field is used in one of our products for consumer consumption. We classify the remaining 33% into two food streams:

- **Unutilized Cullage:** Outer leaves, stems or very small vegetable matter that naturally fall off during the cutting, sizing and cleaning process
- **Unutilized Raw:** Vegetables that have not been processed

For each unutilized stream, we seek out partners that can use the leftover plant matter in a safe and productive manner, such as food processors or farmers who can use it to feed livestock.

OUR ACTIONS

- + Minimize the amount of plant material we harvest
- + Maximize the productive use of each and every harvested plant
- + Distribute unutilized raw and cullage streams to partners with a use for them
- + Increase overall facility yield while minimizing overall food waste through food innovation as well as harvesting and plant automation

OUR ACHIEVEMENTS

33% total unused plant material	98% unused cullage consumed by animals or processed	67% total plant yield
95% unused raw plants consumed by animals	> 1% plant material sent to the landfill	

OUR GOAL

2025 TARGET

- + To upcycle at least 98% of all food cullage and raw materials

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PLANET: Environmental Sustainability

* Data represents average from June 2018 - June 2020.

7.8 MANUFACTURING WASTE MANAGEMENT

Zoning in on zero waste.

During planning and decision-making meetings, we evaluate the environmental and waste considerations throughout all processes, including manufacturing, design, and packaging.

This evaluation has resulted in the implementation of our Manufacturing Waste Management Program across our business segments.

Every stage of our operations presents an opportunity to eliminate waste. We leverage this by always finding ways to reduce, reuse or recycle to divert solid waste from landfills.



OUR ACTION

- + Recycle single sort waste through programs provided by the service provider, including nylon gloves, pallet banding and clear bags

OUR ACHIEVEMENT

- + 20% reduction in amount of trash generated by our Bowling Green, Ohio and Hanover, Pennsylvania production facilities*



OUR ACTIONS

- + Recycle single sort waste through programs provided by the service provider
- + Recycle disposable cleanroom gowning
- + Enable wood pallets used to ship materials to Lifecore to be reused for fuel
- + Initiated manufacturing programs for non-renewable sodium hyaluronate and processed alcohol

OUR ACHIEVEMENTS

- + Transformation of non-recyclable sodium hyaluronate manufacturing waste into clean, renewable energy that powers communities and businesses reducing waste-to-landfill
- + 100% return of our processed alcohol, approximately 200,000 gallons a year, to the original supplier for reprocessing into ethanol, creating no waste stream
- + Became a multi-year winner of the Greenovation award from the Kimberly-Clark RightCycle program

* Data represents average from June 2018 - June 2020.

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SUSTAINABILITY COMMITTEE

The people behind our policies.

Landec's Sustainability Committee meets quarterly to discuss and assign ongoing tasks regarding the sustainability goals within our three pillars: People, Product and Planet.

Our CEO and Board of Directors oversee the requisite policies and operational controls to maintain appropriate attention on environmental, health and safety, and social risks.

ALBERT D. BOLLES

President and CEO,
Landec Corporation

DAWN KIMBALL

SVP Human Resources, CPO,
Landec Corporation

LISA SHANOWER

VP of Corporate Communications
& Sustainability,
Landec Corporation

ANN BAKER

VP of Quality and Food Safety,
Curation Foods

ROB WEICK

VP of Packaging and Process
Development, R&D and Innovation,
Curation Foods

CRISTINA CROWE

Director of Finance,
Curation Foods

TRACY SALOUM

Senior Customer Business Manager,
Curation Foods

LARRY McINTYRE

Plant Manager,
Curation Foods

WILL MOSS

Maintenance Manager,
Curation Foods

ALEXI LUEDTKE

Quality Assurance Technical
Administrator,
Curation Foods



Appendix

Charts and Data

Global Reporting Index

Disclosure		Location/comments	UN SDGs
GRI 102: General Disclosures			
Organizational Profile			
102-1	Name of the organization	Landec 2020 Annual Report Proxy & 10-K	
102-2	Activities, brands, products, and services	Landec 2020 Annual Report Proxy & 10-K	
102-3	Location of headquarters	Landec 2020 Annual Report Proxy & 10-K	
102-4	Location of operations	Landec 2020 Annual Report Proxy & 10-K	
102-5	Ownership and legal form	Landec 2020 Annual Report Proxy & 10-K	
102-6	Markets served	Landec 2020 Annual Report Proxy & 10-K	
102-7	Scale of the organization	Landec 2020 Annual Report Proxy & 10-K	
102-8	Information on employees and other workers	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook, Chapter 5	8
102-9	Supply chain	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook: Chapter 3	
102-10	Significant changes to the organization and its supply chain	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook: Chapter 6	
Strategy			
102-14	Statement from senior decision-maker	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook: Chapter 1 and Chapter 4	
102-15	Key impacts, risks, and opportunities	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook: Chapter 1	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Landec Sustainability Handbook: Chapter 1 and Chapter 4	16
102-17	Mechanisms for advice and concerns about ethics	Landec Corporate Governance	16
Governance			
102-18	Governance structure	Landec Corporate Governance	
102-20	Executive-level responsibility for economic, environmental, and social topics	Landec Sustainability Handbook: Chapter 2	
102-21	Consulting stakeholders on economic, environmental, and social topics	Landec Sustainability Handbook: Chapter 2	16
102-22	Composition of the highest governance body and its committees	Landec Corporate Governance; Landec Sustainability Handbook: Chapter 2	5,16
102-23	Chair of the highest governance body	Landec Corporate Governance; Landec Sustainability Handbook: Chapter 2	16
102-24	Nominating and selecting the highest governance body	Landec Corporate Governance; Landec Sustainability Handbook: Chapter 2	5,16
102-25	Conflicts of interest	Landec Corporate Governance; Landec Sustainability Handbook: Chapter 2	16
102-26	Role of highest governance body in setting purpose, values, and strategy	Landec Corporate Governance; Landec Sustainability Handbook: Chapter 2	
102-28	Evaluating the highest governance body's performance	Landec Corporate Governance; Landec Sustainability Handbook: Chapter 2	
102-29	Identifying and managing economic, environmental, and social impacts	Landec Corporate Governance; Landec Sustainability Handbook: Chapter 2	16
102-30	Effectiveness of risk management processes	Landec Corporate Governance	
102-31	Review of economic, environmental, and social topics	Landec Sustainability Handbook	
102-32	Highest governance body's role in sustainability reporting	Landec Sustainability Handbook: Chapter 2	

Disclosure		Location/comments	UN SDGs
GRI 102: General Disclosures (cont.)			
Governance (cont.)			
102-33	Communicating critical concerns	Landec 2020 Annual Report Proxy & 10-K	
102-34	Nature and total number of critical concerns	Landec 2020 Annual Report Proxy & 10-K	
102-35	Remuneration policies	Landec 2020 Annual Report Proxy & 10-K	
102-36	Process for determining remuneration	Landec 2020 Annual Report Proxy & 10-K	
102-37	Stakeholders involvement in remuneration	Landec 2020 Annual Report Proxy & 10-K	16
102-38	Annual total compensation ratio	Landec 2020 Annual Report Proxy & 10-K	
102-39	Percentage increase in annual total compensation ratio	Landec 2020 Annual Report Proxy & 10-K	
Stakeholder Engagement			
102-40	List of stakeholder groups	Landec Sustainability Handbook: Appendix	
102-41	Collective bargaining agreements	No Curation Foods Employees are covered by collective bargaining agreements	8
102-42	Identifying and selecting stakeholders	Landec Sustainability Handbook: Appendix	
102-43	Approach to stakeholder engagement	Landec Sustainability Handbook: Appendix	
102-44	Key topics and concerns raised	Landec Sustainability Handbook: Appendix	
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Landec 2020 Annual Report Proxy & 10-K	
102-46	Defining report content and topic boundaries	Landec Sustainability Handbook	
102-47	List of material topics	Landec Sustainability Handbook	
102-48	Restatements of information	Landec Sustainability Handbook: Appendix	
102-49	Changes in reporting	Landec Sustainability Handbook: Appendix	
102-50	Reporting period	Fiscal 2020	
102-51	Date of most recent report	October-20	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	Landec Sustainability Committee	
102-54	Claims of reporting in accordance with the GRI Standards	Landec Sustainability Handbook: Appendix	
102-55	GRI content index	Landec Sustainability Handbook: Appendix	
GRI 103: Management Approach			
103-1	Explanation of the material topic and its boundary	Landec Sustainability Handbook	
103-2	The management approach and its components	Landec Sustainability Handbook	
GRI 200 Economic Standards Series			
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook	2,5,7, 8,9
201-2	Financial implications and other risks and opportunities due to climate change	Landec Sustainability Handbook: Chapter 1	13
201-3	Defined benefit plan obligations and other retirement plans	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook, Chapter 5	
GRI 203: Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook, Chapter 5	2,5,7, 9,11
203-2	Significant indirect economic impacts	Landec 2020 Annual Report Proxy & 10-K; Landec Sustainability Handbook, Chapter 5	1,2,3, 8,10,17

Disclosure		Location/comments	UN SDGs
GRI 200 Economic Standards Series (cont.)			
GRI 205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	Landec Corporate Governance	16
205-2	Communication and training about anti-corruption policies and procedures	Landec Corporate Governance	16
GRI 300 Environmental Standards Series			
GRI 301: Materials			
301-2	Recycled input materials used	Landec Sustainability Handbook: Chapter 7	
301-3	Reclaimed products and their packaging materials	Landec Sustainability Handbook: Chapter 7	
GRI 302: Energy			
302-4	Reduction of energy consumption	Landec Sustainability Handbook: Chapter 7	7,8,12, 13
302-5	Reductions in energy requirements of products and services	Landec Sustainability Handbook: Chapter 7	
GRI 303: Water & Effluents			
303-3	Water recycled and reused	Landec Sustainability Handbook: Chapter 7	6,8,12
303-4	Water discharge	Landec Sustainability Handbook: Chapter 7	
303-5	Water consumption	Landec Sustainability Handbook: Chapter 7	
GRI 304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Landec Sustainability Handbook: Chapter 7	
304-2	Significant impacts of activities, products, and services of biodiversity	Landec Sustainability Handbook: Chapter 7	6, 14, 15
304-3	Habitats protected or restored	Landec Sustainability Handbook: Chapter 7	6, 14, 15
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	Our intention is to measure GHG emissions in Fiscal 21	3, 12, 13, 14, 15
305-1	Energy indirect (Scope 2) GHG emissions	Our intention is to measure GHG emissions in Fiscal 21	3, 12, 13, 14, 15
305-1	305-3 Other indirect (Scope 3) GHG emissions	Our intention is to measure GHG emissions in Fiscal 21	3, 12, 13, 14, 15
305-1	GHG emissions intensity	Our intention is to measure GHG emissions in Fiscal 21	13,14,15
305-1	Reduction of GHG emissions	Our intention is to measure GHG emissions in Fiscal 21	13,14,15
305-1	Emissions of ozone-depleting substances (ODS) Ozone-depleting substances	Our intention is to measure GHG emissions in Fiscal 21	3,20
305-1	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Our intention is to measure GHG emissions in Fiscal 21	3, 12, 14, 15
GRI 306: Effluents and Waste			
306-3	Significant spills	There were no significant spills in our operations during the reporting period	3, 6, 12, 14, 15
306-4	Transport of hazardous waste	The quantity of hazardous waste produced and shipped is insignificant. Hazardous waste and disposal is restricted by government agencies.	3, 12
GRI 308: Supplier Environmental Assessment			
308-1	New suppliers that screened using environmental criteria	Curation Foods Vendor Code of Conduct	

Disclosure		Location/comments	UN SDGs
GRI 400 Social Standards Series			
GRI 401: Employment			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Landec Sustainability Handbook: Chapter 5	8
401-3	Parental leave	Landec Sustainability Handbook: Chapter 5	
GRI 402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	Landec Complied with all minimum notice requirements regarding operational changes, specifically the WARN ACT.	8
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	Landec Sustainability Handbook: Chapter 5	8
403-2	Hazard identification, risk assessment, and incident investigation	Landec Sustainability Handbook: Chapter 5	3,8
403-3	Occupational health services	Landec Sustainability Handbook: Chapter 5	
403-4	Worker participation, consultation, and communication on occupational health and safety	Landec Sustainability Handbook: Chapter 5	
403-5	Worker training on occupational health and safety	Landec Sustainability Handbook: Chapter 5	8
403-6	Promotion of worker health	Landec Sustainability Handbook: Chapter 5	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Landec Sustainability Handbook: Chapter 5	
403-8	Workers covered by an occupational health and safety management system	Landec Sustainability Handbook: Chapter 5	
403-9	Work-related injuries	Landec Sustainability Handbook: Chapter 5	
403-10	Work-related ill health	Landec Sustainability Handbook: Chapter 5	
GRI 404: Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	Landec Sustainability Handbook: Chapter 5	8
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our management and professional employees receive regular performance and career development. Our production employees receive continuous training and development as a part of Project ZEST	5,8
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Landec Sustainability Handbook: Appendix	5,8
405-2	Ratio of basic salary and remuneration of women to men	Landec Sustainability Handbook: Appendix	
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Landec Sustainability Handbook: Chapter 5; Curation Foods Vendor Code of Conduct	8,16
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Landec Sustainability Handbook: Chapter 5; Curation Foods Vendor Code of Conduct	8
GRI 410: Security Practices			
410-1	Security personnel trained in human rights policies or procedures	Landec Sustainability Handbook: Chapter 5	
GRI 411: Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples	Landec has no reported violation involving the rights of indigenous peoples	

Disclosure		Location/comments	UN SDGs
GRI 400 Social Standards Series (cont.)			
GRI 412: Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments	Landec Sustainability Handbook: Chapter 5; Curation Foods Vendor Code of Conduct	
412-2	Employee training on human rights policies or procedures	Landec Sustainability Handbook: Chapter 5; Landec Human Rights Policy	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Landec Sustainability Handbook: Chapter 5; Curation Foods Vendor Code of Conduct	16
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	Landec Sustainability Handbook: Chapter 5	8
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	Landec Sustainability Handbook: Chapter 5; Curation Foods Vendor Code of Conduct	5, 8, 16
GRI 415: Public Policy			
415-1	Political contributions	Landec Corporate Governance	16
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Landec Sustainability Handbook: Chapter 6	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Landec Sustainability Handbook: Chapter 6; Landec Sustainability Handbook: Appendix	16
GRI 417: Marketing and Labeling			
417-1	Requirements for product and service information and labeling	Landec Sustainability Handbook: Chapter 6	12
417-2	Incidents of non-compliance concerning product and service information and labeling	Landec Sustainability Handbook: Chapter 6	
417-3	Incidents of non-compliance concerning marketing communications	Landec Sustainability Handbook: Chapter 6	

Key Stakeholder List

Stakeholder	Engagement
Employee	Diversity; Training and Development; Well-being
Consumers	Nutritionally Dense Food; Affordable Food
Customers	Product Innovation; Industry Partnerships
Suppliers	Human Rights; Soil Biodiversity
Industry Associations	Food Safety; Public Policy
Communities	Employee Volunteerism; Food Security
Regulators and Public Policy Makers - Food Waste, Packaging, Responsible Makers	Food Security; Packaging; Responsible Marketing
Investors	Governance; Financial Reporting

OSHA Reported Statistics

Stats	Calendar Year 2019	Calendar Year 2020 YTD
TRIR	2.3	2.8
DART	1.33	1.76

Curation Foods SASB Reference Table

Landec Priorities		SASB Materiality			
	Data/Information Source	Food Distribution	Processed Food	SASB Code	SASB Accounting Metric
PEOPLE: SOCIAL RESPONSIBILITY	Labor Practices	●		FB-FR-310a.1:	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region
				FB-FR-310a.2:	Percentage of active workforce covered under collective bargaining agreements
				FB-FR-310a.3:	(1) Number of work stoppages and (2) total days idle
				FB-FR-310a.4:	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination
	Food Security & Community Wellness	●			
	Corporate Governance & Ethics (“Business Ethics”)	●			
	Employee Diversity & Inclusion				
Employee Wellness					
Employee Safety (“Employee Health & Safety”)					
PRODUCT: PRODUCT RESPONSIBILITY	Food Philosophy	●	●	FB-FR-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes
	Product Safety & Quality	●	●	FB-AG-250a.1:	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances
				FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected
				FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI), a recognized food safety certification program
				FB-FR-250a.2:	(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products
				FB-PF-250a.2:	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI), a recognized food safety certification program
				FB-FR-250a.2:	1: High-risk food safety violation rate
				FB-Ag-250a.3:	(1) Number of recalls issued and (2) total amount of food product recalled

Landec Priorities (cont.)		SASB Materiality (cont.)				
	Data/Information Source	Food Distribution	Processed Food	SASB Code	SASB Accounting Metric	
PRODUCT: PRODUCT RESPONSIBILITY	Selling Practices and Product Labeling			FB-FR-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes	
		Landec Sustainability Handbook: Chapter 6		FB-FR-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	
		Landec Sustainability Handbook: Chapter 6		FB-FR-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	
		Data not disclosed		●	FB-FR-270a.3	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO
		Landec Sustainability Handbook: Chapter 6			FB-PF-270a.1	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines
		Landec Sustainability Handbook: Chapter 6			FB-FR-270a.1	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes
		Data not disclosed			FB-PF-270a.2:	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO
PLANET: ENVIRONMENTAL RESPONSIBILITY	GHG Emissions			FB-AG-110a.1:	Gross global Scope 1 emissions	
		Landec is not currently measuring GHG emissions. We are planning to invest in measurement tools and set a baseline and targets in 2021.	●		FB-AG-110a.3:	Fleet fuel consumed, percentage renewable
		Landec Sustainability Handbook: Chapter 7			FB-AG-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets
	Fuel Management		●			
	Energy Management		●	●	FB-AG-130a.1:	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable
		Landec Sustainability Handbook: Chapter 7			FB-PF-130a.1:	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
	Water Management ("Water & Wastewater Management")				FB-AG-140a.1:	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress
		Landec Sustainability Handbook: Chapter 7		●	FB-AG-140a.2:	Description of water management risks and discussion of strategies and practices to mitigate those risks
		Data not disclosed			FB-AG-140a.3:	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations
	Product Packaging		●		FB-PF-410a.1:	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable
Landec Sustainability Handbook: Chapter 6				FB-PF-410a.2:	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	
Manufacturing Waste / Food Waste Minimization	Landec Sustainability Handbook: Chapter 7	●		FB-FR-150a.1:	Amount of food waste generated, percentage diverted from the waste stream	

Workforce Diversity Data

BY THE NUMBERS: DIVERSITY IN OUR WORKFORCE*

BY GENDER



— **61.0%** MALE — **39.0%** FEMALE
— **0.0%** NON-BINARY

BY LEVEL & GENDER



— **80.0%** MALE — **20.0%** FEMALE



— **67.2%** MALE — **32.8%** FEMALE

BY EMPLOYMENT TYPE



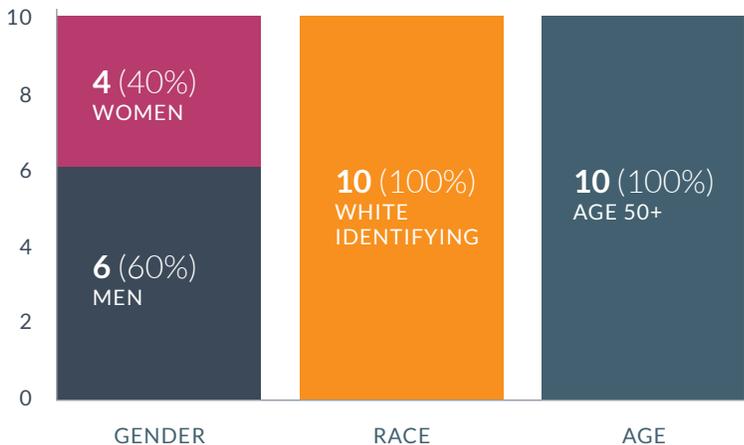
— **776 (95%)** FULLTIME
— **8 (1%)** PART TIME
16 (2%) SEASONAL
16 (2%) INTERN

BY NON-WHITE MINORITY



— **57.0%** WHITE IDENTIFYING EMPLOYEES
— **43.0%** NON-WHITE MINORITY

BOARD OF DIRECTORS DIVERSITY**



* Represents workforce composition as of September 2020. Excludes Tanok Mexico Employees.

** Represents Board Of Director make up as of June 1, 2020.