



Dear Associate,

Americold is proud to be offering an Employee Stock Purchase Program (ESPP) in 2021. This benefit will allow associates to purchase company stock at a discounted price. Your participation in this plan is completely voluntary and you choose the contribution amount that works best for you.

Enclosed you will find an overview of our ESPP. Additionally, Frequently Asked Questions are available at www.americold.com/associates-resources. Please review these materials carefully.

If you choose to participate, you will enroll in the ESPP during an enrollment period. **Our first enrollment period will be from 12:00 AM EST on December 1 through 11:59 PM EST on December 15.**

We have selected Fidelity Stock Plan Services (Fidelity), a division of Fidelity Investments®, as the administrative services provider for our ESPP.

To enroll, you will:

- Log in to NetBenefits.com and follow the enrollment steps once the enrollment period begins. You will need your social security number to log in.
- You'll choose an amount of your eligible compensation to be automatically deducted from each paycheck.
- Those deductions will later be used to purchase share of Americold's stock at a 15% discount, which will be deposited into your Fidelity account.

If you have questions about the enrollment process, please contact a Fidelity Stock Plan Services representative at 800-544-9354.

Sincerely,

Your Americold Benefits Team