

# EMPLOYEE STOCK PURCHASE PLAN (ESPP) OVERVIEW



Americold's Employee Stock Purchase Plan allows you to become an owner in the company by contributing a portion of your after-tax earnings to purchase common stock at a discounted price. Your participation in this plan is voluntary and you determine the contribution amount that works best for you.

## HOW THE PLAN WORKS

To participate, eligible associates must enroll in the ESPP during an enrollment period. As part of the enrollment process, you will authorize after-tax payroll deductions ranging from 1% up to 10% in whole amounts (i.e. 3%, not 3.5%) of your eligible compensation each offering period. The amounts deducted are accumulated over the offering period and used to purchase shares of the company's common stock on the purchase date, which occurs at the end of each offering period.

Our ESPP will operate on two consecutive six month offering periods each year. The first period will begin on January 1 and end on the purchase date of June 30. The second will begin on July 1 and end on the purchase date of December 31.

On the purchase date, the purchase price will be calculated using 15% less than the Fair Market Value (FMV) of Americold's stock on the first trading day of the offering period or the last day of the offering period, whichever is less. After the purchase date, Americold will issue as many whole shares of Americold stock that can be purchased with the total of your payroll deductions and place them into your individual account with Fidelity Investment Services, our ESPP administrative services provider. Any remaining amount that is not sufficient to purchase a whole share will be retained in your account and used for the next purchase period. Shares purchased through the ESPP will be subject to a six month holding period following the purchase date.

## ELIGIBILITY

You are eligible to participate if you have at least six months of continuous service as of the beginning of an offering period and you are employed at least 20 hours per week or five months per calendar year.

## ENROLLMENT

You will have two opportunities each year to enroll in the ESPP and will be notified of how to enroll prior to each enrollment period. Enrollment periods begin prior to each offering period, as follows:

- **For the offering period that begins January 1, the enrollment period is December 1-15**
- **For the offering period that begins July 1, the enrollment period is June 1-15**

If you do not enroll during the respective enrollment period, you will be required to wait until the next enrollment period before you can begin participating in our ESPP.

