



2024
SUSTAINABILITY
REPORT



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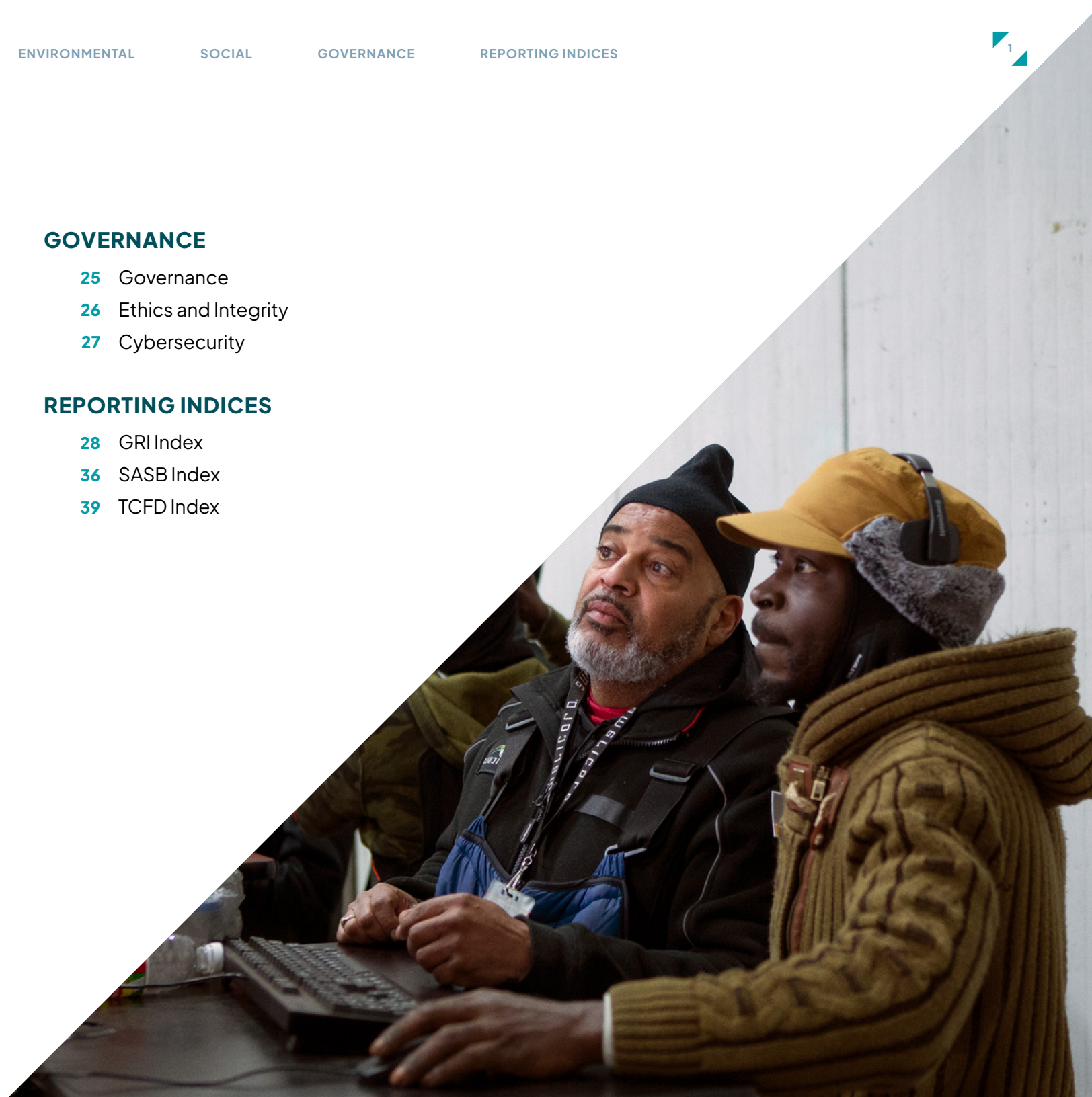
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ABOUT THIS REPORT

This report summarizes Americold's sustainability performance, goals and data for the period from January 1, 2024 through December 31, 2024, covering all owned and managed assets with noted exclusions.

Americold is committed to accountability in sustainability reporting and supports global sustainability reporting frameworks. This report was prepared with reference to the Global Reporting Initiative (GRI) standards and the Real Estate sector disclosures from the Sustainability Accounting Standards Board (SASB). Our ongoing efforts include a significant focus on aligning our disclosures with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which are integrated into the International Sustainability Standards Board's IFRS S2 disclosures regarding the management of climate-related risks and opportunities.

For feedback or inquiries, please contact investor.relations@americold.com



LETTER FROM OUR CEO



On behalf of Americold, I am pleased to present our 2024 sustainability report, which reflects our continued commitment to corporate responsibility, innovation, operational excellence, and customer service. In 2024, we conducted a double materiality assessment. This updated assessment provides insights into material topics from both a sustainability and financial perspective, and further prepares us to align with Corporate Sustainability Reporting Directive (CSRD) requirements, and other sustainability regulations in countries where we operate.

As part of our innovation strategy, we continue to invest in energy efficiency and renewable energy initiatives. In 2024, we completed 17 energy reduction projects including LED and solar panel installations. We now have more than 200 facilities with LED lighting and 34 active solar projects. These efforts help drive our goal to generate 150,000 MWh of renewable energy annually across our global portfolio by 2030.

Our associates' commitment to customer service and innovation continues to position us as a global market leader in temperature-controlled warehouses. We attract and retain high-performing associates through a culture that focuses on recognition, development, teamwork, and well-being. In 2024, we expanded our global rewards and recognition program to all associates, giving each member of our team a chance to reward value-driven behaviors. We also hosted nine learning and development programs attended by more than 1,400 associates who learned tips for advancing their leadership and management skills. Our efforts drove improved response rates and engagement scores in our annual associate engagement survey for the third consecutive year.

Giving Back to the communities where we live and work is at the heart of who we are as a Company and reflects the desire of our associates to get involved in ways that are meaningful to them. In 2024, our associates recorded more than 5,800 volunteer hours to support local causes that matter to them. Not only do our associates make a difference in their local communities, but they also have a strong passion and support for each other. Funded by our associates with a dollar-for-dollar match from our company, our Americold Foundation provided over \$150,000 to associates in need through 79 grants.

We're pleased that our investments in sustainability led to Americold's recognition as a Green Supply Chain Partner by Inbound Logistics and the 2024 Sustainability Partner Award by Union Pacific.

We appreciate the hard work of our associates and the trust of our customers in being a part of our sustainability journey to feed the world.


Sincerely,



George Chappelle
Chief Executive Officer

AROUND AMERICOLD

34

 active solar projects among additional energy savings projects


1,400

 associates attended learning and development programs for advancing their leadership and management skills

5,800+

 collective associate volunteer hours

\$150k

 provided to associates in need through the Americold Foundation

ABOUT AMERICOLD

Americold Realty Trust is a global leader in temperature-controlled logistics real estate and value-added services. We help our customers feed the world by providing cold storage solutions that keep products safe and secure as they move from farm to table.

We strive to meet the needs of our customers and their perishable offerings. From produce and frozen food to grocery and consumer packaged goods, our solutions optimize how food moves and keep producers in the know with on-the-go tracking and communication to drive added value, and eliminate food waste.

Our expertise in facility ownership, operational excellence, innovation, acquisition, reliability centered maintenance, refrigeration excellence, and development is guided by strong food industry fundamentals and supported by best-in-class operating platforms. We commit to providing an innovative best in-class experience for our customers each and every day.

AMERICOLD AT-A-GLANCE

Founded in

1903 \$2.7B 13,755
revenue in 2024 associates

NYSE:

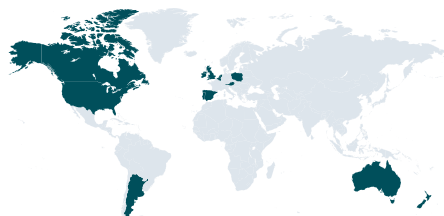
COLD

239 IN 12

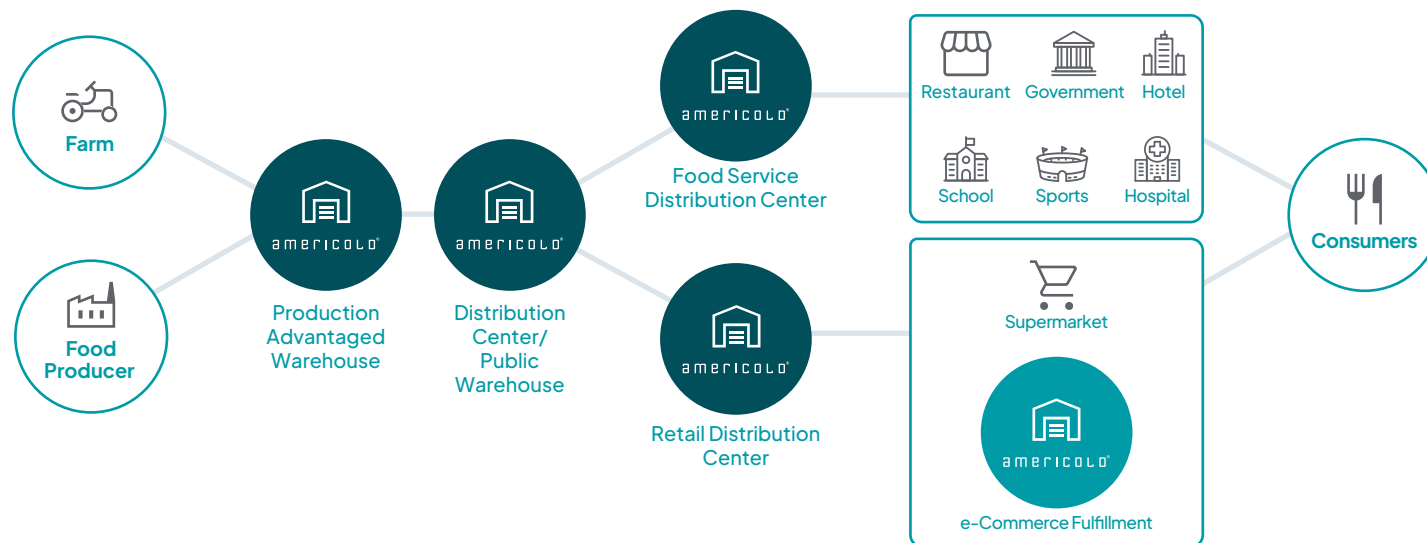
facilities

countries:

Argentina, Australia, Austria, Canada, Ireland, the Netherlands, New Zealand, Poland, Portugal, Spain, the United Kingdom, and the United States



Headquarters: Atlanta, United States



OUR PLACE IN THE COLD CHAIN

Temperature-controlled warehouses play a critical role in the farm-to-table supply chain, which brings products from manufacturer to end consumer in a safe, reliable, and cost-effective manner. Americold operates three types of automated and conventional facilities that are essential to the temperature-controlled food supply chain, also known as the cold chain.

Americold's **Production Advantaged Warehouses** are attached to or sit adjacent to food manufacturing facilities. Here, products are brought down to temperature, preserved, and stored until it is forward deployed. Next stop: **Distribution Centers**, which bring together products from multiple manufacturers in major distribution cities. At this point, the path varies depending on where the food will be purchased by end consumers.

Retail Distribution Centers supply retail establishments, like grocery stores, big box/club stores, and convenience stores. Food Service Distribution Centers hold product for food service establishments like restaurants, schools, universities, hotels, hospitals, sporting events, and government programs.

Our vision, mission, and values serve as the foundation for all we do.



OUR MISSION, VISION AND VALUES



OUR MISSION

We help our customers feed the world.

OUR VISION

To be the global cold chain provider of choice by delivering the highest quality customer experience through our people, infrastructure, and innovation.

OUR VALUES

Our five values shape expectations internally, guide our execution, commitment, and delivery, and foster a culture that promotes diversity, inclusion, and belonging.



Customer Service

We commit to providing an innovative, best-in-class experience for our customers each and every day.



Integrity

We do the right things for the right reasons and take responsibility for our actions.



Giving Back

We share our resources, time, and energy to positively impact the communities where we live and work around the world.



Accountability

We are accountable for delivering on our commitments with quality and speed.




Teamwork

We work as one inclusive team to stay safe, meet the needs of our customers, and win together.

2024 SUSTAINABILITY HIGHLIGHTS

9.48%

 reduction in Scope 1 and 2 emissions (2021 baseline)

11%

 of eligible facilities ENERGY STAR certified

22,032,170

 kWh energy use savings


14,802

 MTCO₂e GHG avoidance from sustainability investments

0.0000074%

 food waste

22%

 decrease in total recordable incident rate from 2023

\$150k+

 in financial assistance provided by the Americold Foundation to 79 associates

5,800+

 hours of associate volunteer time

100%

 associate completion of compliance and ethics training

2024 AWARDS AND RECOGNITIONS

Food Logistics 2024 Top 3PL & Cold Storage Providers

Kansas City Industrial Council 2024 Brick-by-Brick

Inbound Logistics 2024 Green Supply Chain (G75) Partner

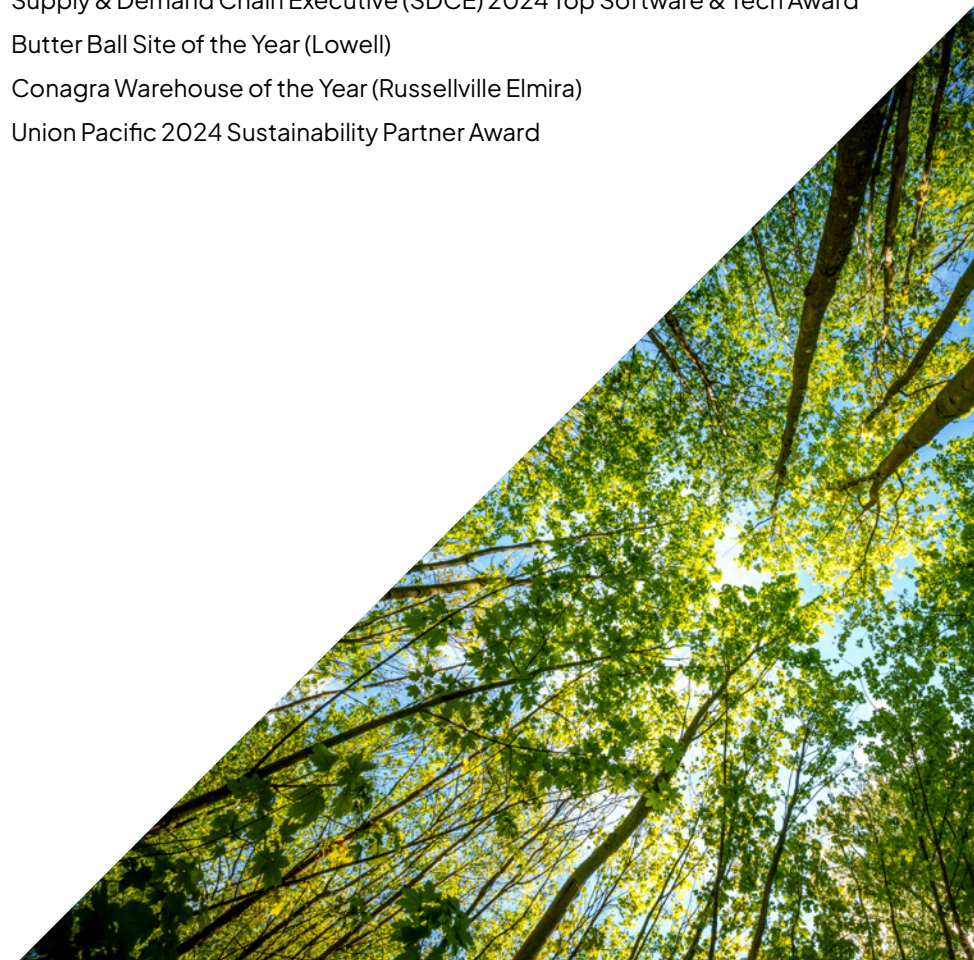
Inbound Logistics Top 100 Third-Party Logistics Provider

Supply & Demand Chain Executive (SDCE) 2024 Top Software & Tech Award

Butter Ball Site of the Year (Lowell)

Conagra Warehouse of the Year (Russellville Elmira)

Union Pacific 2024 Sustainability Partner Award



OUR APPROACH TO SUSTAINABILITY

Americold's sustainability approach complements the critical role our business plays in the global cold chain. With food safety and security of utmost importance, Americold is proactive in reducing waste, decreasing and offsetting energy use, training and engaging associates, and ensuring proper oversight. We are dedicated to serving as a value-added cold chain partner, ensuring safety, reliability, and minimizing our environmental impact.

AMERICOLD SUSTAINABILITY TIMELINE

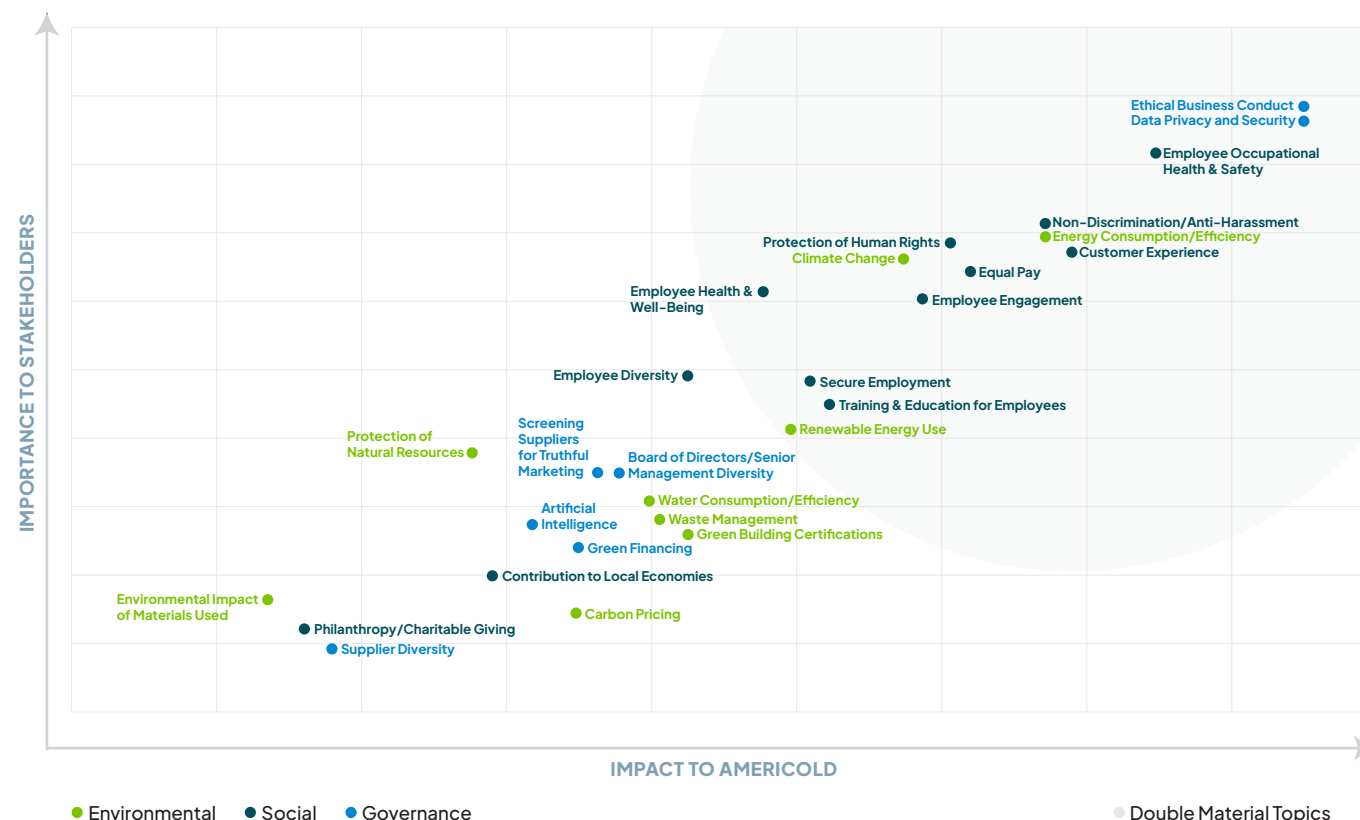


DOUBLE MATERIALITY ASSESSMENT

In 2024, we completed an updated double materiality assessment to align with Corporate Sustainability Reporting Directive (CSRD) requirements and GRI standards. The assessment offers insights, ensuring our strategic focus aligns with key stakeholder perspectives and helps Americold prioritize material sustainability impacts, risks, and opportunities.

Assessment Process

- Engaged a variety of Americold's stakeholders including investors, associates, and customers
- Surveyed stakeholders
- Conducted interviews
- Benchmarked peer and industry trends and leading frameworks such as ESRS, GRI, and SASB to inform analysis
- Analyzed quantitative and qualitative insights from stakeholders and research, identifying our material topics, as depicted in the shaded region of our materiality matrix





OUR SUSTAINABILITY GOALS

GOALS		2024 MILESTONES
ENVIRONMENTAL		
Greenhouse Gas (GHG) Emissions*	<ul style="list-style-type: none">30% Scope 1 GHG Emissions Reduction compared to baseline 2021 year by 203030% Scope 2 GHG Emissions Reduction compared to baseline 2021 year by 2030	<ul style="list-style-type: none">9.48% reduction in Scope 1 and 2 emissions in 2024 (2021 baseline)
Energy Efficiency*	<ul style="list-style-type: none">Install 100% energy efficient lighting across warehouse space in global portfolio by 2030Benchmark 100% of properties against ENERGY STAR Portfolio Manager; pursue certification of all eligible properties by 2025Enroll all eligible facilities in the GCCA Energy Excellence program; certify as Gold Status by 2030	<ul style="list-style-type: none">64.2% of global portfolio has energy efficient LED lighting installed in warehouse areasENERGY STAR certifications at 22 facilities and 26 buildings100% of North American sites benchmarked in ENERGY STAR Portfolio Manager213 sites enrolled in GCCA Energy Excellence program
Renewable Energy*	<ul style="list-style-type: none">Provide 150,000 MWh (annually) of renewable energy for global portfolio by 2030	<ul style="list-style-type: none">24,159 MWh of renewable energy produced in 2024
Waste Reduction	<ul style="list-style-type: none">Preserve food quality and security by minimizing waste in the farm to table journey with <.00002% of food waste10% of waste diverted from landfills	<ul style="list-style-type: none">0.000074% of food waste23% waste diversion in 2024
Green Buildings	<ul style="list-style-type: none">Achieve LEED, BREEAM, IREM or country specific equivalent certification for all new construction and redevelopment projectsAchieve energy efficiency certifications (i.e. Green Building, ENERGY STAR or country specific certifications) on 50% of our portfolio by 2030	<ul style="list-style-type: none">30 facilities have green building certifications18% of sites with energy efficiency certifications
Resilience	<ul style="list-style-type: none">Resilience of strategy considering different climate-related scenarios, including a 2°C or lower scenario	<ul style="list-style-type: none">Conducted a Physical Scenario Analysis utilizing Moody Analytics Climate On- Demand tool; this was a site by site analysis, using Climate Pathway RCP 8.5 and RCP 4.5
SOCIAL		
Diversity, Inclusion, and Belonging (DI&B)	<ul style="list-style-type: none">Build DI&B awareness across Americold and integrate education into onboarding processFurther grow and develop our Global DI&B Culture CommitteeRedefine talent acquisition metrics and processes to attract qualified candidates via expanded college recruitment programs and community partnershipsSupport the continued development of a diverse workforce through the expansion of inclusivity training, the expansion of coaching for leaders, and the introduction of individual development plansContinue to review our pay equity annually across our associates and implement action plans to address pay disparities if they arise	<ul style="list-style-type: none">The Global Culture Committee established a Culture Ambassador pilot program in 2024 to bring awareness of inclusion at AmericoldExpanded Inclusive Leader training for people managers, with 241 associates completing the trainingIntroduced Individual Development Plans to support succession planningAmericold’s inclusive coaching program continued for the 3rd consecutive year and expanded in 2024 to include General Managers; 26% of our coaching participants were femaleU.S. internship program expanded in 2024 to 31 students with multicultural and diverse backgroundsActivated our partnership with Youth BuildEstablished a U.S. National Military Program that will be piloted in 5 locationsCompleted a pay equity review and completed any relevant actions
GOVERNANCE		
	<ul style="list-style-type: none">100% compliance for associates on ethics training including contractors and part-time associate	<ul style="list-style-type: none">100% compliance for active full-time, part-time and contract associates in 2024

* Our sustainability goals reflect our ongoing commitment to responsible business practices. Progress toward these goals may be influenced by external factors, including changes in regulatory and policy frameworks. The recent freeze on provisions of the Green New Deal and the Inflation Reduction Act (IRA) could affect certain pathways for achieving our environmental targets. We aim to continue pursuing these goals while monitoring regulatory developments and evaluating any necessary adjustments in alignment with evolving policies and business conditions.

APPROACH TO ENVIRONMENTAL MANAGEMENT



Americold's environmental policy guides our commitment to sustainable practices and environmental stewardship. It focuses on energy efficiency, GHG reduction, water conservation, and waste management to minimize our impact. The environmental management approach is built on three pillars:

- **Compliance and Continuous Improvement:** We meet all environmental regulations and regularly update our policy to reflect best practices and stakeholder expectations.
- **Stakeholder Engagement:** We collaborate with customers, suppliers, and communities to drive sustainability across our value chain.
- **Accountability:** The ESG Committee, which includes senior executives, oversees policy implementation, integrates sustainability into our strategy, and reports updates to the Board.

ENVIRONMENTAL CERTIFICATIONS

22 facilities and 26 total buildings certified ENERGY STAR



213 sites enrolled in the Global Cold Chain Alliance's Energy Excellence Program

92 Gold-level status 121 Silver-level status

3 buildings registered under certified Leadership in Energy & Environmental Design (LEED) BD + C (LEED New Construction)

9 buildings were under certification review for LEED Operations + Maintenance



31 buildings have Certified Sustainable Property (CSP) IREM certification in 2024

18% of Americold facilities hold energy efficiency certifications



INVESTMENTS IN ENVIRONMENTAL INITIATIVES

Americold invests in environmental efficiency projects that deliver sustainability and financial benefits. More than 90% of our facilities capture real-time utility data, enabling precise analysis to identify efficiency opportunities. We also participate in 76 utility demand-response programs to further optimize energy use. Key initiatives include:

- Energy efficient lighting:** In 2024, we upgraded over 1,500 fixtures to high-efficiency LED lighting, fully converting warehouse area of 10 cold storage sites. These upgrades reduced annual energy use by ~2,516,477 kWh, avoiding ~1,691 MTCO₂e GHG emissions. By 2030, we aim to install 100% energy-efficient lighting in the warehouse areas across our global portfolio.
- Solar power:** We are focused on expanding solar power, targeting 150,000 MWh of solar generation by 2030. At the end of 2024, 23 facilities utilized solar energy. In 2024, we completed solar projects at our U.S. sites in Vernon and Vineland, as well as in Barcelona and Algeciras, Spain, and Hemmant and Ormeau, Australia. These, along with 11 additional projects under construction, will reduce annual energy use by ~19,162,806 kWh, avoiding ~12,875 MTCO₂e GHG emissions.
- Refrigerant efficiency:** Over 160 Americold sites use ammonia-based refrigerants, which have zero ozone depletion potential (ODP) and global warming potential (GWP). Purchases and potential leakages of non-ammonia refrigerants are accounted for in our Scope 1 emissions.

25
sustainability projects funded

\$18M+
invested in sustainability

22,032,170
annual kWh savings from 2024 sustainability projects

64.2%
of global portfolio with energy efficient lighting in warehouse areas

24,159
MWh solar energy generated annually including PPAs



ENERGY AND EMISSIONS MANAGEMENT



Effective energy and emissions management is a critical element of our operational strategy. We rely on energy to power our operations and maintain controlled temperatures, and safe storage environments for our tenants. Therefore, key sources of our direct energy consumption and GHG emissions are associated with our electricity usage for cooling and lighting and our fuel consumption for our off-road and on-road vehicles (see data on page 14).

We work diligently to optimize our consumption and reduce emissions where possible, taking a tailored approach that addresses the unique challenges and opportunities presented by our existing building, the acquisition of new properties, and new constructions.

- **Existing buildings:** We prioritize aligning properties with sustainability benchmarks such as ENERGY STAR and green building certifications such as Institute of Real Estate Management (IREM) Certified Sustainable Property, LEED and BREEAM. We perform quarterly Energy Waste Walks to identify no- or low-cost energy savings opportunities in lighting, office behaviors, warehouse spaces, and equipment. We also research the integration of renewable energy sources and continuously seek to improve our energy management practices. This approach is supported by comprehensive performance tracking and sustainability reporting.
- **Acquisitions:** Property Condition Assessments, which include sustainability factors along with Phase 1 and 2 Environmental Survey Assessments, are an important part of our due diligence when purchasing new assets. These assessments ensure that our investments are financially sound and support the long-term sustainability and value of each property. Following an acquisition, we implement the sustainability measures applied to our existing buildings, ensuring each facility meets our energy efficiency, environmental, and operational standards.

- **New constructions:** For new developments, we meet or exceed our energy efficiency benchmarks by using high efficiency equipment and materials, and explore the feasibility of renewable energy sources. The ultimate goal is to lower future operational costs and mitigate the environmental impact of new development projects.

Initiatives such as our **Energy Waste Walks** reinforce a culture of energy awareness and conservation. Required at all sites, the quarterly walks bring Energy Champions and associates together to identify efficiency opportunities and share best practices.

We also observe **Energy and Sustainability Month** each April, engaging associates through education, volunteer efforts, and site-level initiatives that promote energy efficiency across our operations and communities.

Additionally, we maintain an **Energy Recognition Program** at the site level that promotes:

- Establishing an energy team with a designated champion
- Holding monthly energy meetings
- Conducting quarterly walks
- Documenting at least five new energy action items every 90 days
- Showing a 5% improvement in energy performance metrics compared to the same quarter of the prior year.

781

 energy waste walks completed in 2024

101

 awards were shared through our Energy Recognition Program throughout the year

EMBRACING RENEWABLE ENERGY

Renewable energy is a key lever of our carbon reduction strategy, delivering long-term cost savings and energy resilience. Our goal is to generate 150,000 MWh of renewable energy annually across our global portfolio by 2030¹. In 2024, milestones included:

- Generated **24,159 MWh** of renewable energy across our sites
- Completed **6** new installations, with 11 additional projects set to begin in 2025
- 31** Americold facilities operated as Scope 2 carbon-free, sourcing **100%** clean energy from solar, wind, nuclear, and hydro—these facilities are associated with an estimated annual total of **213,218 MWh** of carbon-free power and avoiding **143,251 metric tons** of GHG emissions
- Our Whitchurch, England, facility met approximately **100%** of its energy needs on most winter days and approximately **70%** of summer demand through anaerobic digestion, using a 2.5 MW digester

Our goal is to generate

150,000

MWh of renewable energy annually across our global portfolio by 2030

¹This goal is subject to potential regulatory changes in the United States, which may impact the feasibility and timing of renewable energy project development

ENHANCING ENERGY RESILIENCE WITH FUEL CELLS

To increase energy reliability and reduce emissions, we deploy fuel cells at two U.S. sites, providing on-site power that reduces grid dependence. In Salinas, California, a 600 kW natural gas fuel cell, in place since 2012, works alongside the site's solar array to generate affordable, lower-carbon energy. In 2023, we installed a 2,000 kW fuel cell in Plainville, Connecticut, to meet increased power demand from automation, avoiding costly utility infrastructure upgrades.



GHG EMISSIONS

	Total Company 2021*	Total Company 2022**	Total Company 2023	Total Company 2024	Same Store 2024***	Not Same Store 2024***
Scope 1 Emissions (MTCO ₂ e)	73,515	102,340	94,751	94,310	87,934	6,375
Market-based Scope 2 Emissions (MTCO ₂ e)	585,904	546,894	510,280	502,614	465,306	37,308
Scope 3 Emissions (MTCO ₂ e)	1,067,697	611,634	534,039	337,608	324,104	13,504
GHG Emissions Intensity (Scopes 1+2 MTCO ₂ e/cwt)	0.00069	0.00067	0.00062	0.00063	0.00060	0.0026
GHG Emissions Intensity (Scopes 1+2 MTCO ₂ e/sqft)	0.011	0.012	0.011	0.011	0.010	0.023

*2021 Scope 1 and Scope 2 GHG Data has been updated to reflect the most up-to-date data available.
**2022 Scope 2 Data GHG Data has been updated to reflect the most up-to-date data available.
***"Same Store" refers to stores that have been operational for at least a year. Metrics related to "Same Store" assess the performance of these existing stores over different periods. "Not Same Store" includes the performance of new stores that have opened and any stores that have closed during the period.



GHG CALCULATION METHODOLOGY

Americold conducts an annual GHG inventory that is consistent with the Greenhouse Gas Protocol Corporate Standard. The inventory covers Scope 1, Scope 2, and key categories of Scope 3 emissions, defining organizational boundaries through an operational control approach.

- **Scope 1:** includes direct emissions from fuel combustion, both stationary and mobile, as well as direct releases of CO₂ from Americold-controlled operations.
- **Scope 2:** indirect emissions from purchased energy calculated using a market-based methodology that includes contractual instruments such as green tariffs, renewable energy certificates (RECs), and power purchase agreements (PPAs).
- **Scope 3:** includes indirect emissions from sources outside Americold's operational control, with a focus on key value chain activities. Scope 3 categories included in our inventory include: 1–8 and 13*.

Americold reviews its baseline emissions for Fiscal 2021 on an annual basis, following GHG Protocol guidance to ensure comparability. Significant methodological or organizational changes require adjustments in order to maintain a like-for-like comparison over time.

Scope 1 and 2 emission factors are derived from authoritative databases such as eGRID, IEA, EIA, and DEFRA. Scope 3 emissions are estimated using primary activity-based data and US EEIO emissions factors.

The Sustainability Investment Group (SIG) has externally verified all Scope 1, 2, and 3 GHG emissions, and the verification letter is available upon request. The company is constantly refining its methodology to align with the most recent scientific research and GHG accounting standards, thereby improving emissions reporting transparency, accuracy, and reliability.

*Category 13 represents emissions associated with tenant energy use previously reported in Scope 2.



ENERGY CONSUMPTION

	Total Company 2021	Total Company 2022	Total Company 2023	Total Company 2024	Same Store 2024	Not Same Store 2024
Total Renewable Energy Consumption (kWh)	16,733,182	91,079,856	127,587,530	198,479,759	182,099,759	16,380,000
Total Electric consumption (kWh)	1,485,343,748	1,475,819,794	1,467,638,743	1,454,553,486*	1,359,446,027*	95,107,459*
Total SREC Sold in 2022 (MWh)	2,639	2,219	2,044	3,048	3,048	0
Total Natural Gas and Propane consumed for Heating/ Cooling (MMBTU and Gal converted to kWh)	40,416,090	50,150,992	67,987,026	73,683,287	39,203,840	34,479,447
Total Energy Consumption (kWh) (grid + renewable energy + SREC sold + natural gas/propane for heating/ cooling)	1,539,856,659	1,614,833,862	1,661,171,343	1,525,191,821	1,395,604,915	129,586,906
Energy Intensity Ratio (kWh/Cwt)	1.6	1.7	1.7	1.6	1.5	7.7
Energy Intensity Ratio (kWh/total warehouse sqft)	26.4	29.4	29.5	27.4	26.0	68.1
Total change in Energy Consumption vs prior year (kWh)	-	4.9%	2.9%	-8.2%	-6.0%	-18.1%

*2024 Total electric consumption includes total renewable energy consumption.

MANAGING CLIMATE-RELATED RISKS

As operators of a global real estate portfolio, we proactively manage climate-related risks and focus on building resilience. By assessing potential impacts, we develop strategies to protect our assets and ensure operational continuity.

We strive to align our disclosure with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. This framework guides our strategy for identifying and mitigating physical and transition risks connected with climate change. Physical hazards include acute and chronic threats such as extreme weather and sea-level rise. Transition risks include regulatory and legal concerns as well as technological, market, and reputational risks.

See our TCFD index on page 39 and our Annual Report (10-K), for a detailed overview of our climate-related risks and opportunities.

STRATEGIC APPROACH FOR ASSESSING AND MITIGATING CLIMATE-RELATED RISKS

Americold leveraged the Moody Analytics “Climate on Demand Pro” solution to assess and mitigate climate risks across our portfolio. This advanced tool quantifies the future implications of climate change on individual assets and portfolios. It takes a present-day risk viewpoint (referenced by 2020) and expands its analysis to include climate change emissions scenarios, or Representative Concentration Pathways (RCPs), notably RCP8.5 and RCP4.5. These scenarios provide insights into prospective consequences for 2030, 2040, 2050, 2075, and 2100, including floods, heat stress, hurricanes and typhoons, sea level rise, water stress, and wildfires.

This tool provides a full view of both the expected average yearly damage and its variability, which informs strategic decisions. This extensive analysis is available for both individual assets and the entire portfolio, allowing Americold to fine-tune its climate resilience plans and investment decisions with precision.

RISKS AND OPPORTUNITIES

We may face several risks and opportunities as extreme weather events become more severe, including flooding, wind damage, excessive heat, and sea-level rise. Risks and opportunities identified include:

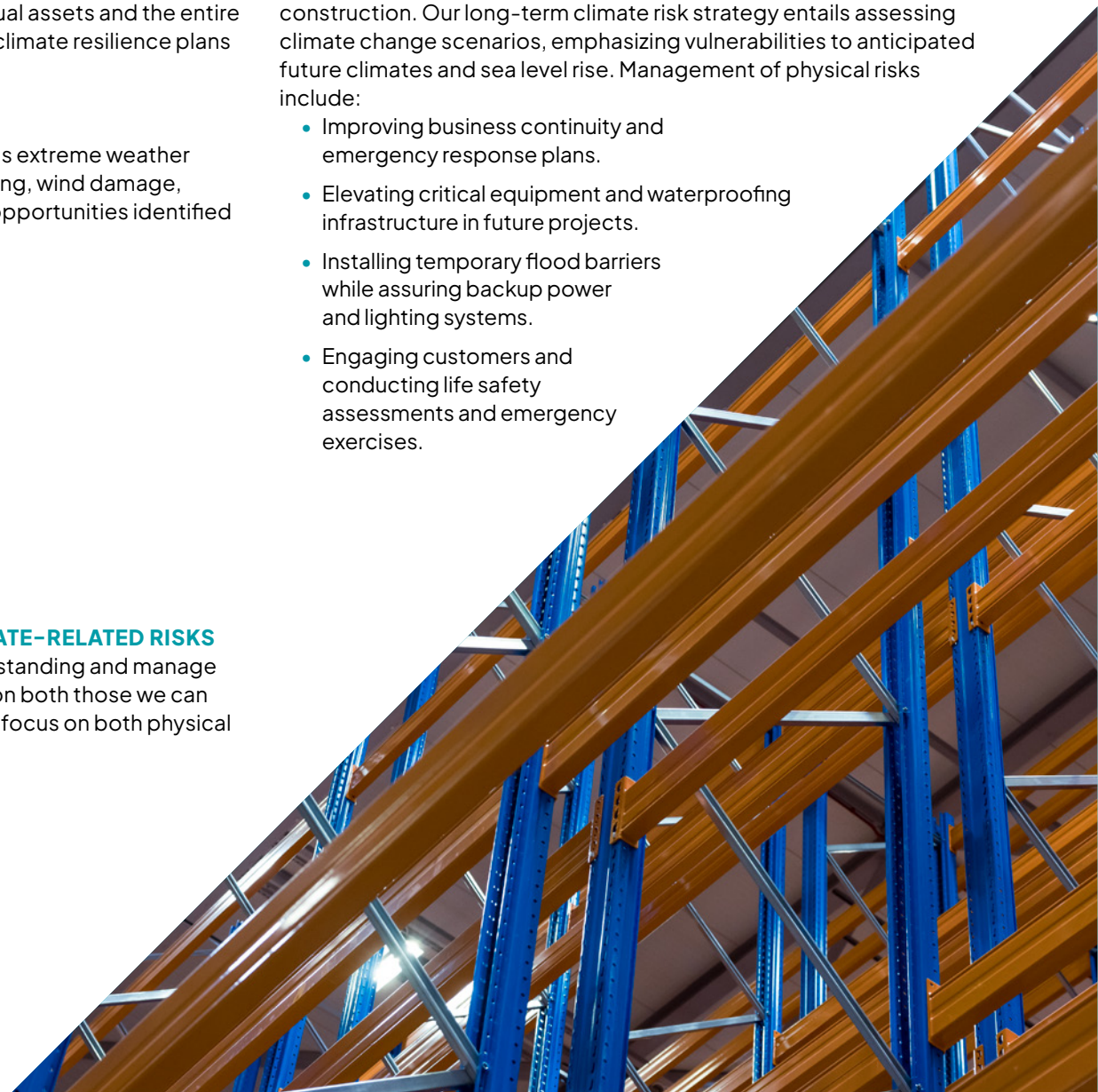
- Direct Property Damage
- Insurance and Operating Costs
- Supply Chain and Compliance Risks
- Investment in Sustainability
- Energy and Emissions
- Financial Implications
- Building Adaptation Requirements
- Market and Access Impacts
- Regulatory and fiscal implications

MANAGEMENT AND MITIGATION OF CLIMATE-RELATED RISKS

We are actively working to improve our understanding and manage the risks posed by climate change, focusing on both those we can control and those we must prepare for, with a focus on both physical and transition risks.

To protect against natural disasters, we provide comprehensive all-risk property insurance coverage, including properties under construction. Our long-term climate risk strategy entails assessing climate change scenarios, emphasizing vulnerabilities to anticipated future climates and sea level rise. Management of physical risks include:

- Improving business continuity and emergency response plans.
- Elevating critical equipment and waterproofing infrastructure in future projects.
- Installing temporary flood barriers while assuring backup power and lighting systems.
- Engaging customers and conducting life safety assessments and emergency exercises.





We manage climate transition risks through a multifaceted approach that includes regulatory monitoring, scenario analysis, and strategic investments in low-carbon technologies. We proactively address legal risks by ensuring compliance with evolving climate regulations, while mitigating reputational risks through transparent stakeholder engagement and credible environmental certifications. Technological risks are managed by adopting innovative, energy-efficient solutions and continuously improving asset performance. We track key performance indicators across energy, carbon, water, and waste, integrating these insights into enterprise risk management to future-proof our operations in a transitioning economy.

Our mitigation efforts focus on the following initiatives:

- Energy Efficient Operations
- Renewable Energy
- Carbon-Free Energy

RESILIENCE AND STRATEGIC IMPACT

Maintaining the robustness of our cold storage facilities is critical for data privacy, security, and operational continuity. Americold's strategic investments in resilience and sustainability are intended to increase customer demand and loyalty, while our proactive approach to asset management and sustainability policies distinguishes us in the cool storage business.

METRICS AND TARGETS

Progress toward our goals is thoroughly documented and reported throughout the 2024 ESG Report and Appendices, giving specific insights into accomplishments and initiatives we undertake to reduce emissions. This transparency in reporting demonstrates our commitment to environmental stewardship and responsibility.

SUSTAINABLE PRODUCTS, SERVICES, AND MARKET ADVANTAGES

Developing sustainable cold storage systems and zero-carbon energy services can attract and maintain customers that want lower-carbon facilities. Alignment across our sustainability, design and construction, energy, operations, and sales teams ensure that we satisfy customers' sustainable demands, putting Americold in a strong position to capitalize on shifting consumer preferences.



WATER AND WASTE

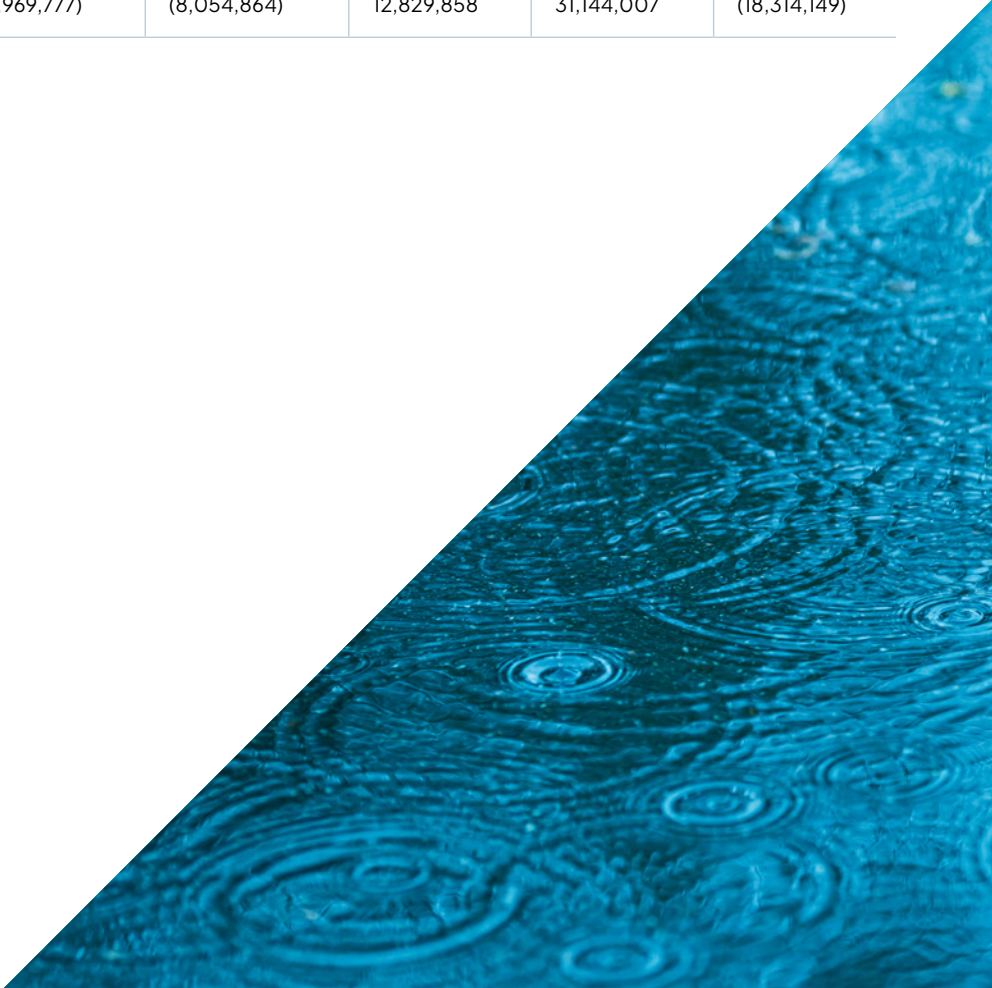
We optimize processes to enhance water efficiency and minimize waste, delivering operational and environmental benefits for both our business and our customers.

Our commitment to water stewardship begins in the facility development phase. Our sites meet or surpass civil engineering standards for water runoff management. We also use native plant species that require minimal watering to reduce landscape irrigation.

Operationally, our new facilities and facility upgrades use high-efficiency water fixtures, including low-flow toilets and motion-activated faucets, as part of our comprehensive green building approach. These water conservation measures lessen our environmental footprint and set a benchmark in sustainable water practices within our industry.

WATER CONSUMPTION

	Total Company 2021	Total Company 2022	Total Company 2023	Total Company 2024	Same Store 2024	Not Same Store 2024
Total water consumption (gallons)	1,043,059,587	993,089,810	985,034,946	997,864,804	973,079,649	24,785,155
Water intensity (gallons per square foot)	17.9	18	17.5	18.0	18.1	13.0
Water consumption change vs prior year (gallons)	-	(49,969,777)	(8,054,864)	12,829,858	31,144,007	(18,314,149)



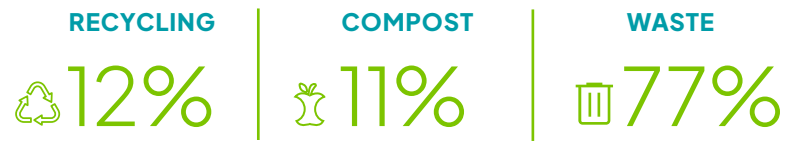


Americold participates in **specialty recycling programs** for equipment, product, and scrap that has reached its end of life. In 2024, we recycled 1,383,492 pounds of batteries, predominantly forklift batteries.

In 2022, we set a goal to divert more than 10% of our waste from landfill. In 2024, we **exceeded our goal by diverting 23% of our waste from the landfill** globally. Over 401,532 pounds of metal, 5,550,460 pounds of cardboard, 5,470,430 pounds of mixed recycling were diverted, alongside 12,296,508 pounds of compost.

We also aim to **reduce food waste** by minimizing waste as customer product moves through Americold facilities on its farm to table journey. The Americold Operating System (AOS) promotes company-wide operational rigor. In the chance there is food waste, we prioritize composting when able.

LANDFILL DIVERSION RATE



POUNDS OF FOOD PRESERVED AND PROTECTED

 +94 billion    



HEALTH, SAFETY, AND QUALITY



Ensuring a safe work environment is foundational to Americold's culture. We prioritize this through comprehensive health, safety, and quality management procedures.

Americold maintains a global safety software system for our safety policies, training and reporting. This safety system enables our management teams to perform their BBS observations, monthly safety audits, tracking of corrective actions, monthly inspections, and incident investigations. Associates have access to hazard recognition programs and hotline that ensure anonymous reporting without fear of retribution.

Each facility has a Site Safety Committee that is comprised of associates across all departments and levels of the organization. The committee meets monthly with the aim to strengthen safety culture through inclusive education, communication, and safe work practices.

Other initiatives include:

- **Monthly occupational safety and food safety training sessions:** Designed for associates, the sessions cover specific topics and reinforce expectations.
- **Behavioral Based Safety (BBS) Program:** Designed for supervisors, BBS reinforces desired behaviors and teaches constructive ways to address unsafe behaviors.
- **Monthly workforce safety and food safety inspections at all facilities:** This ensures each site is in compliance with regulatory agency requirements and Americold and industry best practices.
- **Safety Month:** This annual event spotlights important safety, food safety, transportation and refrigeration topics and activities weekly throughout the month of June.

Contractors must comply with our Contractor Safety, General Access, and Critical Access Policies in addition to site-specific safety rules.

WORKFORCE SAFETY METRICS

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
AMERICOLD ASSOCIATES						
Total Recordable Incidents	490	2.74	402	2.62	340	2.24
Lost Time Incidents	153	0.85	140	0.91	101	0.67

¹Rates calculated based on 200,000 hours worked.

ENSURING FOOD SAFETY AND QUALITY

Guided by the Hazard Analysis Critical Control Point (HACCP), Americold has clear safety-focused protocols covering distribution practices, pest and chemical control, allergen management, sanitation processes, food defense, product identification and traceability, and associate training.

All U.S. facilities follow U.S. Food and Drug Administration (FDA) US Department of Agriculture (USDA)- mandated requirements for documenting and implementing hazard analysis and risk-based preventive controls. We also undertake routine food safety program reviews. By December 31, 2024, a total of 161 Americold facilities held Safe Quality Food (SQF) certification, with an additional 20 sites holding British Retail Consortium (BRC) or International Featured Standard (IFS) certifications. For sites that aren't SQF certified, Americold commissions independent verification of food safety practices.

All sites undergo annual third-party food safety audits to comply with Global Food Safety Initiative (GFSI) standards. Additional operational processes are enhanced through AOS, action planning for corrective measures, and other continuous

improvement initiatives. All associates complete annual food safety training and adhere to AOS's standard business practices. Site management team and company-wide communications further emphasize the importance of food safety and quality in day-to-day operations.

SECURING OUR FACILITIES

Our facilities are protected by a layered security platform consisting of physical barriers, local, and corporate security infrastructure and technology enhanced by CCTV monitoring. Local security process controls and standards include:

- Site security boundaries
- Controlled visitor and contractor entrance areas
- Secure access to our loading docks
- Access control to data centers and critical utility areas

Each facility has an Emergency Response Action Plan and Business Continuity Plan to mitigate risk. Each site has a Crisis Management team as well as operational and communication protocols in the event of an emergency. The plans are reviewed and tested annually.

161



Americold facilities held Safe Quality Food (SQF) certification, with an additional 20 sites holding British Retail Consortium (BRC) or International Featured Standard (IFS) certifications.



OUR ASSOCIATES

AMERICOLD PROUD #IBELONG

Our strength comes from the unique perspectives and experiences of our team. We aim to create a workplace that celebrates individuality and fosters innovation and inclusiveness, enabling us to excel in all we do. That's what it means to be Americold PROUD #ibelong.

Themes and messaging for observances throughout 2024 include Asian American & Pacific Islander Heritage Month, Black History Month, Women's History Month, Pride Month, and National Hispanic Heritage Month. These observances highlight the importance of inclusivity as a part of our culture.



Americold provides programs and benefits that attract, retain, and reward high-performing associates. Our compensation programs, which vary by geography, can include productivity incentives for front-line workers, annual bonuses, share-based compensation awards, paid time off, retirement savings programs, healthcare and insurance benefits, health savings accounts, associate assistance programs, including back up child care and tuition assistance.

Eligible associates are offered restricted stock units through our equity incentive programs. Additionally, we offer a 401k retirement savings plan with a company match.

Full-time and part-time associates have access to a range of health and wellness programs that can be tailored to their needs. Eligible dependents, including same-sex domestic partners, may also be covered under most plans. Plans are based on eligibility requirements and vary depending on location and/or collective bargaining agreement.

EXPANDING WORKFORCE OPPORTUNITIES

At Americold, we are committed to creating meaningful employment opportunities for individuals from a range of diverse backgrounds. From flexible part-time roles and second-chance hiring to partnerships with community organizations, our programs support a well-rounded workforce.

- **Part-Time Associates:** For those who work less than 30 hours per week, we offer competitive pay and benefits similar to full-time associates, as well as 401(k) participation for associates who complete 1,000 hours in a 12-month period from their date of hire. Eligible associates can receive \$2,500 in annual tuition reimbursement after six months and qualify for productivity incentives.
- **Contractor Partnerships:** As a registered federal contractor, we collaborate with over 20,000 community partners to recruit veterans, underserved minorities, individuals with disabilities, and other job seekers. Our partnerships help connect qualified candidates with career opportunities at Americold.
- **Second Chance Program:** Americold provides employment opportunities for individuals who have experienced incarceration, homelessness, or substance use challenges. By offering stable jobs, we help individuals rebuild their lives while strengthening our workforce.
- **Internship Program:** We provide college students with exposure to a real-world work experience in their field of choice at our warehouses and corporate facilities. The 12-week program lets them connect with various subject matter experts, participate in weekly leadership calls and networking opportunities, and complete and present capstone projects to Americold's senior leaders and campus partners.

2024 SUMMER U.S. INTERNS

 **31**
 total interns in
Automation &
Corporate Site
Locations

15
U.S. Universities & Colleges represented
    

14
U.S. Field Operations locations
    

12
different functions & disciplines


LEARNING AND DEVELOPMENT

Americold supports our associates' growth through robust training and development programs. Available to all associates, Americold University offers topic-specific courses to meet the needs of our workforce including:

- **The Americold Operating System (AOS):** Covers Americold's company-wide standards and practices.
- **Operations:** Explores strategic planning and budget management.
- **Legal, HR, Ethics, and Compliance:** Emphasizes our policy of zero tolerance for unlawful and unacceptable behavior.
- **Sales:** Builds skills to connect with customers and understand Americold's value proposition in the market.
- **Business Management:** Teaches strategies for communication, time management, and accountability.
- **Information Security and Privacy:** Covers the challenges and opportunities of the digital era.
- **Facility Maintenance:** Explores expectations and best practices for ensuring safe and up-to-date facilities.
- **Energy Management:** Covers Americold's sustainability approach and why energy management is essential.

We invest in associate growth through tailored courses, programs and events:

- **Annual Leadership Conference:** In 2024, 362 site and senior leaders attended this three-day event to align on business and operational strategy. The conference also includes workshops, training, engagement, collaboration, professional growth opportunities, and the opportunity to give back in the local community.
- **Creating an Inclusive Environment:** 241 associates completed this course in 2024, which highlights the importance of creating a sense of belonging for everyone in the workplace, and provides tools that managers can leverage to further build inclusion into our culture.

- **Americold Executive Coaching Program:** We partner with GP Strategies to offer this course to select senior leaders at the General Manager, Director and Vice President levels. In 2024, 20 leaders completed the three-month program to enhance their leadership capabilities.
- **Executive Leadership Excellence Program (ELEP):** Americold has partnered with Korn Ferry to develop an immersive learning experience for our General Managers, Directors and Vice Presidents aimed at further developing their enterprise leadership capabilities. Participants experience a range of learning activities over the course of 12 months including feedback assessments, group coaching, 1:1 coaching and a 2-3 day in-person summit.
- **Value-Centered Leader Program (VCL):** This program supports the leadership development of supervisors and managers. In 2024, 80 supervisors and managers were selected to participate in the program, which included 3 days of in-person learning and collaboration.
- **Americold Leadership Academy:** In 2024, we held Leadership Academy training sessions across sites in the Europe and APAC regions. This development program focuses on cultivating connections and aligning vision and values for 386 leaders.
- **Presentation Skills:** This newly offered training equips leaders and managers with the essential tools and methods to inspire confidence in their communication and excel in delivering presentations effectively. In 2024, 40 managers, senior managers and directors participated in this impactful training.
- **eLearning:** In 2024, our associates in Australia and New Zealand completed over 800 hours of online self-paced learning through Go1, a digital learning platform. We additionally piloted LinkedIn Learning in North America where over 433 associates completed over 2600 total hours of training focused on professional skill development.
- **Leader Standard Work (LSW):** LSW is a set of recurrent management techniques, tools, and skills for senior operations leaders and other selected roles in operations and HR to leverage in their day-to-day responsibilities.

316,890

hours of total training

23.03

associate average
training hours

386

associates across
sites in Europe
and APAC regions
attended Americold
Leadership Academy

362

site and senior
leaders attended the
Annual Leadership
Conference to align
on business and
operational strategy

241

associates attended
a course on building
inclusivity

80

new supervisors
and managers
participated
in leadership
development training

20

select senior leaders
attended a three-
month coaching
program to enhance
their leadership
capabilities



ASSOCIATE ENGAGEMENT AND RECOGNITION

Our annual [Employee Engagement Survey](#), available in 16 languages, is administered to all associates around the world. This survey helps us gauge the associate experience, our associates' engagement levels, and how we can continue to focus on making Americold the best place to work. Leveraging survey results and engagement toolkits, our managers create annual action plans to increase associate engagement, career development, job satisfaction, and performance.

We recognize outstanding associate performance through our [Americold PROUD Rewards & Recognition platform](#). Associates can send one another personalized e-cards to congratulate a job well done, and leaders can nominate team members to recognize behaviors that reflect Americold's values. Initially available to North America, we plan to expand the program in 2025 to include other locations across the globe.

12,534 rewards and recognitions were submitted through the Americold PROUD platform in 2024.

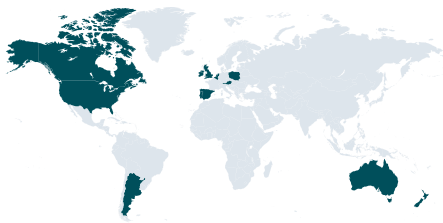
In our Europe and Asia Pacific regions, associates are recognized through our [Values Champion program](#), a peer-to-peer recognition program that allows associates to nominate their co-workers who show a commitment to one of our core values. In 2024, these regions received a total of 1,607 nominations and 50 associates were selected as winners each quarter within each region.

We also host an annual [Associate Appreciation Week](#) for our sites to celebrate our associates globally and recognize the critical role they play in Americold's success.

2024 WORKFORCE DATA

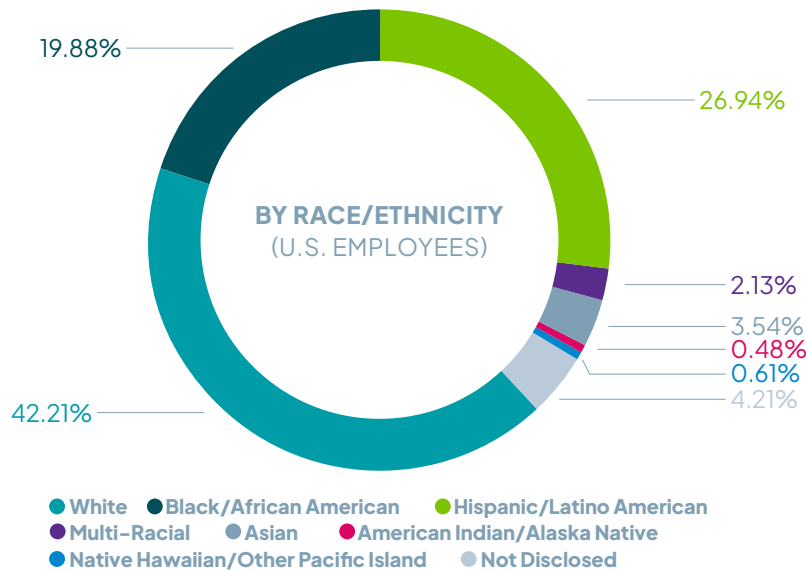
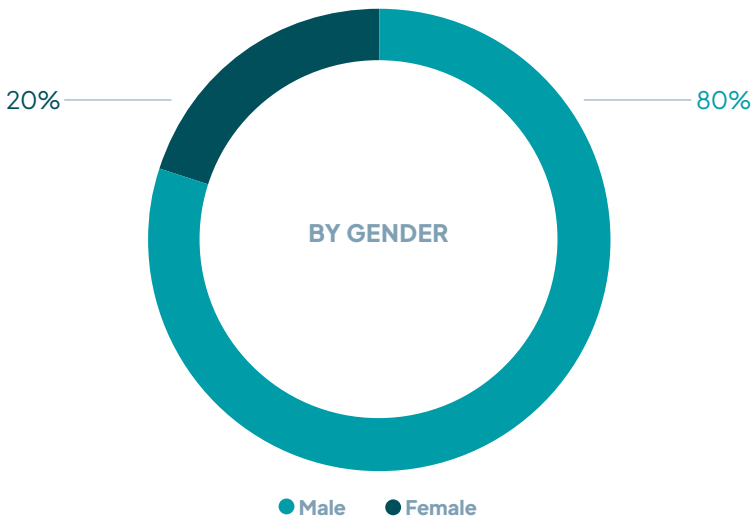
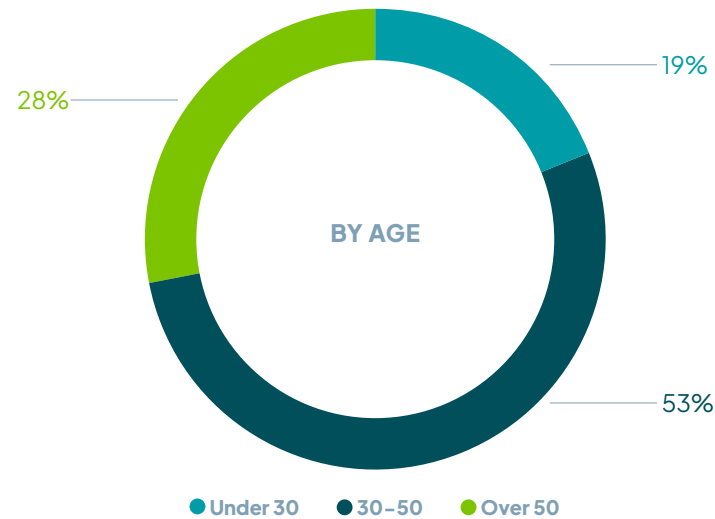
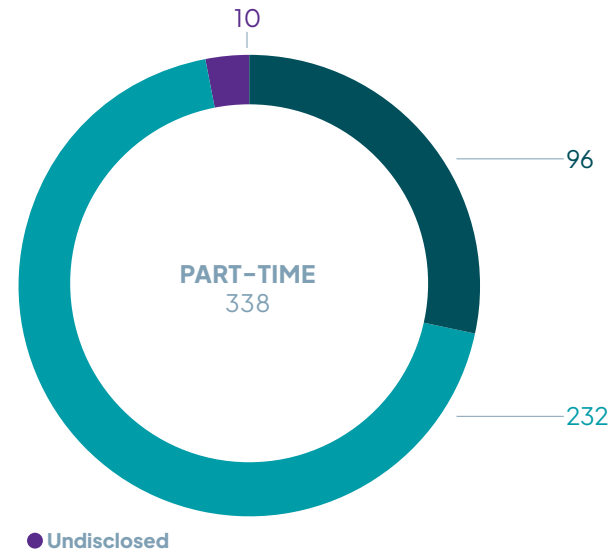
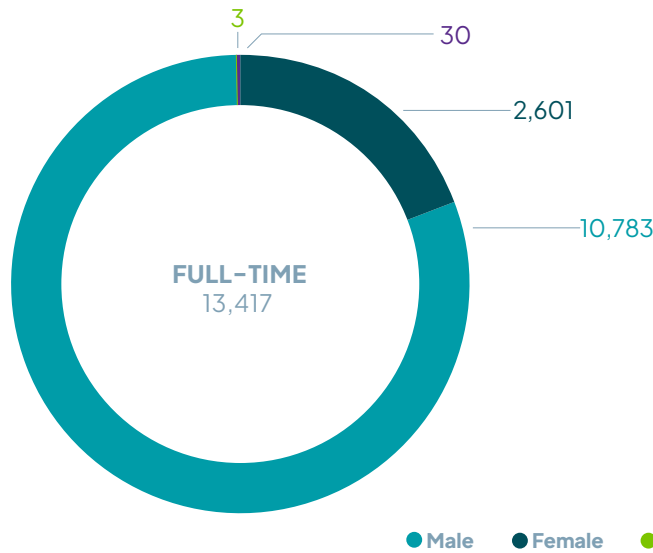
EMPLOYEES BY COUNTRY

Australia	1257
Canada	255
New Zealand	274
United States	10,507
Argentina	127
Austria	71
England	422
Spain	151
Ireland	143
Northern Ireland	51
Netherlands	248
Poland	57
Portugal	192



TOTAL 13,755

EMPLOYEES BY GENDER



COMMUNITY ENGAGEMENT



Giving back is one of our Company values, and shapes our commitment to the communities in which we live and work. Our **Giving Back policy** promotes community engagement and establishes consistent practices for recording volunteer hours. We also partner with organizations globally to fight hunger and support the growth and development of children and teens.

In the United States, our significant philanthropic partnership is with **Feed the Children**, through which we provide donations, complimentary temperature-controlled transportation of food products and volunteer opportunities for our associates. In 2024, we helped supply refrigerated transportation for over 800,000 pounds of product, covering approximately 6,500 miles and over 660,000 meals for families in need. Our associates also held several Resource Rallies and Backpack-N-Go events 'actively distributing resources and smiles,' according to FEED representatives.

This year, our associates recorded more than 5,800 volunteer hours to support causes around the globe that contribute to fighting hunger and supporting the growth and development of children and teens like Big Brothers Big Sisters, Ronald McDonald House, Meals on Wheels and so many more.

GIVING BACK MONTH

Each year, we designate September as **Giving Back Month** across the Company. During this time, all sites are encouraged to plan and participate in activities that positively impact the communities in which we live and work. Additionally, for every \$1 donated toward the Americold Foundation during the month of September, Americold donated \$3 to help support associates experiencing disasters or personal hardships that cause financial distress.

During our annual Giving Back Month, we raised and donated \$120,000 toward the Americold Foundation to support associates facing disasters and personal hardships.

AMERICOLD FOUNDATION

The Americold Foundation enables associates to make monetary donations to help colleagues in need experiencing unforeseen disaster or personal hardship. Individual donations drive much of the funding, and Americold matches all donations dollar for dollar in addition to covering the program's administrative fees. Teams across the Company hosts fundraisers to further support this effort.

The Americold Foundation provided over \$150,000 of financial assistance to 79 associates in 2024.

2024 COMMUNITY ENGAGEMENT HIGHLIGHTS

Feed the Children: In 2024, Americold supplied refrigerated transportation for over 800,000 pounds of product, helping Feed the Children provide over 660,000 meals for underserved families.

FareShare: In August 2024, our Hemmant team in Queensland, Australia set a new record for meals created by our APAC team. The team visited FareShare Community Meals and put together 1,230 meals and packed 5,760 meals for those in need.

Cash for Kids: In November 2024, our Spalding, England site held a team raffle to raise funds and create holiday gift hampers to help children facing neglect, poverty, and illness.

Relief support: In November 2024, our Charlotte, North Carolina facility supported families and individuals affected by Hurricane Helene. Our team shipped five trucks full of donated goods from Americold associates and candies for Halloween to churches, community outreach centers, and local food banks.

APPROACH TO GOVERNANCE



Americold's management is responsible for sustainability, including climate-related risks, opportunities, and initiatives. Management includes the Board of Directors, executive leadership, and key functional areas such as sustainability, risk management, development, construction, and legal.

Our **ESG Committee** is the body that determines our sustainability strategy. The committee reports directly to the Board on environmental sustainability, climate change, and resiliency issues. The **Board Nominating and Governance Committee** maintains primary oversight of our sustainability programs, including our annual Sustainability Report (find additional details in the committee charter [here](#)).

Our ESG Committee receives valuable insight and recommendations from Americold's **Sustainability Council**. This group of internal stakeholders designs initiatives and strategies that align with our long-term sustainability goals by:

- Exploring emerging trends, best practices, and cutting-edge solutions.
- Evaluating the potential impact of implementing these programs while considering regional and local contexts.
- Establishing KPIs and monitoring mechanisms to track Americold's sustainability performance.

The Council fosters cross-functional collaboration to integrate sustainability principles throughout the organization, encouraging active participation and engagement. The Council also collaborates with suppliers and partners to promote sustainable practices throughout the value chain.

CORPORATE GOVERNANCE HIGHLIGHTS

- Role of Chairman and CEO separated
- All Directors (except CEO) and all committee members are independent
- 22% of Directors are women
- 89% of Directors over 50 years old
- Codes of Conduct for Directors, employees and vendors
- Nominating and Corporate Governance Committee oversees sustainability reporting and programs

ETHICS AND INTEGRITY

Americold is committed to upholding the highest standards of business ethics and integrity across all facets of our operations. Our [Code of Business Conduct and Ethics](#) outlines policies and standards that govern conflicts of interest, corporate opportunities, confidentiality, competition and fair dealing, gifts and entertainment, and protection and use of company assets. It also covers the accuracy of financial reports, compliance with laws and regulations including insider trading laws, public communication, and commitment to environmental, health, and safety standards, alongside employment practices.

This Code emphasizes our policies on labor and human rights, adhering to the principles of the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The Code also mandates annual written acknowledgment from all employees to affirm their understanding and compliance with these standards.

Americold enforces a zero-tolerance policy towards corruption and bribery, aligning with the US Foreign Corrupt Practices Act, the UK Bribery Act, and other relevant regulations. This commitment extends through regular policy reviews and mandatory training on key compliance topics for employees annually. Our Board of Directors is likewise familiarized with these policies and procedures to ensure a unified approach to ethical governance.

Americold associates are encouraged to report any unethical behavior or Code of Conduct violations. We provide various channels for such reports, including direct communication with supervisors or senior management, and an anonymous, confidential hotline for secure reporting.

Americold also requires our suppliers and their affiliates to meet our high standards of ethics and integrity. Our [Supplier Code of Conduct](#) outlines these expectations, emphasizing a professional environment marked by respect, dignity, and a commitment to health and safety.

For detailed information on our governance practices, stakeholders are encouraged to visit the [Governance](#) section on Americold's website.

MEMBERSHIP ASSOCIATION PARTICIPATION

- American Frozen Food Institute (AFFI)
- Arkansas Trucking Association
- Food Marketing Institute (FMI)
- ENERGY STAR® Partner
- Global Cold Chain Alliance (GCCA)
- International Association of Refrigerated Warehouses (IARW)
- International Dairy Foods Association (IDFA)
- International Fresh Produce Association (IFPA)
- International Institute of Ammonia Refrigeration (IIAR)
- Meat Importers Council of America (MICA)
- National Association of Real Estate Investment Trusts (Nareit)
- National Fisheries Institute (NFI)
- National Frozen & Refrigerated Foods Association (NFRA)
- National Protein & Food Distributors Association (NPFDA)
- New Jersey Motor Truck Association
- Produce Marketing Association (PMA)
- Refrigerated Warehouse & Transport Association of Australia Ltd (RWTA)
- Reliability and Maintainability Center (RMC), The University of Tennessee, Knoxville
- Supplier Ethical Data Exchange (SEDEX)
- U.S. Meat Export Federation (USMEF)
- USA Poultry and Egg Export Council (USAPEEC)
- U.S. Green Building Council (USGBC)
- Walla Walla Valley Wine Alliance
- Wisconsin Cheese Makers Association
- World Food Logistics Organization (WFLO)



CYBERSECURITY

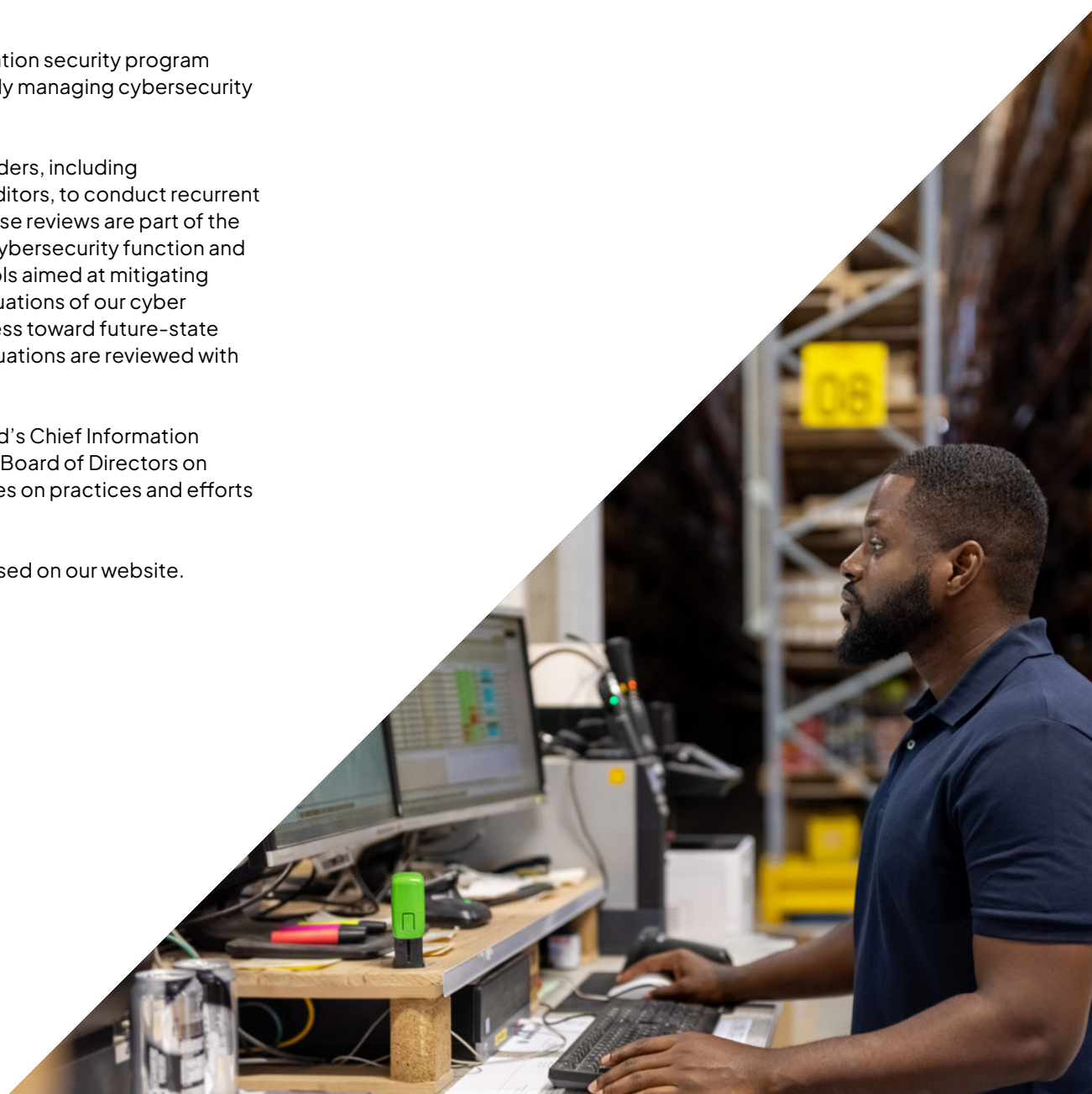


We maintain a robust enterprise-wide information security program aimed at assessing, identifying, and effectively managing cybersecurity risks, threats, and incidents.

We engage third-party advisory service providers, including cybersecurity assessors, consultants, and auditors, to conduct recurrent evaluations of our cybersecurity controls. These reviews are part of the ongoing risk assessment process within the cybersecurity function and include periodic evaluations of internal controls aimed at mitigating cybersecurity threats, penetration tests, evaluations of our cyber program maturity, and assessments of progress toward future-state cyber initiatives, etc. The results of these evaluations are reviewed with management and Board of Directors.

Our cybersecurity program is led by Americold's Chief Information Security Officer (CISO). The CISO informs the Board of Directors on cybersecurity risks, including quarterly updates on practices and efforts to the Audit Committee.

Our [Data Privacy Policy](#) can be publicly accessed on our website.



GRI INDEX

Americold has reported the information cited in this GRI content index for the period January 1, 2024 through December 31, 2024 with reference to the GRI Standards. Standard referenced: Universal Standards (GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material topics 2021). Where relevant, we’ve indicated information in this report that corresponds to select IFRS S2 disclosures in the disclosure column of this GRI index.

DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION/RESPONSE
GENERAL		
2-1	Organizational details	About Americold Americold 2024 Financial Report , pages 6–10
2-2	Entities included in the organization’s sustainability reporting	About Americold
2-3	Reporting period, frequency and contact point	About this Report
2-4	Restatements of information	None
2-5	External assurance	GHG Calculation Methodology
2-6	Activities, value chain, and other business relationships	About Americold Americold 2024 Financial Report , pages 2–6
2-7	Employees	2024 Workforce Data
2-8	Workers who are not employees	Expanding Workforce Opportunities
2-9	Governance structure and composition	Approach to Governance Committee Composition Corporate Governance Guidelines
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement
2-11	Chair of the highest governance body	Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Board of Directors
2-13	Delegation of responsibility for managing impacts	Approach to Governance
2-14	Role of the highest governance body in sustainability reporting	Approach to Governance
2-15	Conflicts of interest	Americold Code of Conduct
2-16	Communication of critical concerns	2025 Proxy Statement

GRI INDEX

DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION/RESPONSE
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement
2-22	Statement on sustainable development strategy	A Letter from Our CEO
2-23	Policy commitments	<p>We maintain the following company policies:</p> <ul style="list-style-type: none">• Audit Committee Charter• Americold Code of Conduct• Compensation Committee Charter• Supplier Code of Conduct• Human Rights Statement• Environmental Sustainability Policy Statement
2-24	Embedding policy commitments	Employees and vendors are required to sign-off on the Business Code of Conduct and Vendor Code of Conduct, respectively. Additionally, training is provided to employees on ethics topics such as anticorruption, human rights and compliance.
2-25	Processes to remediate negative impacts	Our Approach to Sustainability
2-26	Mechanisms for seeking advice and raising concerns	Americold Code of Conduct
2-27	Compliance with laws and regulations	Americold Code of Conduct
2-28	Membership associations	Ethics and Integrity
2-29	Approach to stakeholder engagement	Double Materiality Assessment

GRI INDEX

DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION/RESPONSE
MATERIAL TOPICS		
3-1	Process to determine material topics	Assessment Process
3-2	List of material topics	Double Materiality Matrix
3-3	Management of material topics	Management of each material topic is detailed throughout their respective sections of the report.
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	Americold 2024 Financial Report , pages 105–103
201-2	Financial implications and other risks and opportunities due to climate change	Americold 2024 Financial Report , pages 35, 37–38, 130
201-3	Defined benefit plan obligations and other retirement plans	Americold 2024 Financial Report , page 159
201-4	Financial assistance received from government	Not Applicable
MARKET PRESENCE		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The information is subject to confidentiality constraints
202-2	Proportion of senior management hired from the local community	The information is subject to confidentiality constraints
202-3	Ratios of standard entry level wage by gender compared to local minimum wage	The information is not available, and the organization cannot provide a reasonable estimate
ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	Americold Code of Conduct
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Integrity
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Americold 2024 Financial Report , page 52
TAX		
207-1	Approach to tax	Americold 2024 Financial Report , pages 126 - 127
207-2	Tax governance, control, and risk management	Americold 2024 Financial Report , pages 20–21, 47–48
207-3	Stakeholder engagement and management of concerns related to tax	Americold 2024 Financial Report , pages 126 - 127
207-4	Country-by-country reporting	Consolidated reporting

GRI INDEX

DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION/RESPONSE
ENERGY		
302-1	Energy consumption within the organization	Energy Consumption
302-2	Energy consumption outside of the organization	Energy Consumption
302-3	Energy intensity	Energy Consumption
302-4	Reduction of energy consumption	Investments in Environmental Initiatives, Embracing Renewable Energy
302-5	Reductions in energy requirements of products and services	Investments in Environmental Initiatives
WATER		
303-1	Interactions with water as a shared resource	Water and Waste
303-2	Management of water discharge-related impacts	Water and Waste
303-3	Water withdrawal	Water and Waste
303-5	Water consumption	Water and Waste
EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	GHG Emissions
305-2/IFRS S2 B21, B22, B29	Energy indirect (Scope 2) GHG emissions	GHG Emissions
305-3 / IFRS S2 29, B34, B57	Other indirect (Scope 3) GHG emissions	GHG Emissions
305-4	GHG emissions intensity	GHG Emissions
305-5	Reduction of GHG emissions	GHG Emissions
WASTE		
306-1	Waste generation and significant waste-related impacts	Water and Waste
306-2	Management of significant waste-related impacts	Water and Waste
306-3	Waste generated	2024 Waste Management Data
306-4	Waste diverted from disposal	2024 Waste Management Data

GRI INDEX

DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION/RESPONSE
EMPLOYMENT		
401-1	New employee hires and employee turnover	This information is subject to confidentiality constraints
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Associates
OCCUPATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	Health, Safety, and Quality
403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety, and Quality We have hazard recognition and near-miss programs, along with anonymous reporting hotlines. Associates are encouraged to speak up if they notice any safety concerns, with the assurance that they can do so without fear of retribution.
403-3	Occupational health services	Health, Safety, and Quality
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety, and Quality Each site is required to have a Safety Committee that is comprised of leadership and hourly associates in equal parts.
403-5	Worker training on occupational health and safety	Health, Safety, and Quality We provide a company-wide training calendar for all associates, featuring monthly sessions on various required topics throughout the year. Training topics are assigned based on job title and include annual reviews on job hazards, lifting and back safety, powered industrial truck and material handling equipment operation, dock and pedestrian safety, refrigeration safety, and more.
403-6	Promotion of worker health	Health, Safety, and Quality
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety, and Quality
403-8	Workers covered by an occupational health and safety management system	Health, Safety, and Quality
403-9	Work-related injuries	Workforce Safety Metrics Our top injuries are related to Musculoskeletal / Soft Tissue. Our largest area of risk is related to Material Handling Equipment.
403-10	Work-related ill health	Workforce Safety Metrics

GRI INDEX

DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION/RESPONSE
TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	2024 Training Metrics
404-2	Programs for upgrading employee skills and transition assistance programs	Learning and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Americold provides formal performance reviews within SuccessFactors for our professional workforce, which represents about 30% of the employees.
DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	2024 Workforce Data
405-2	Ratio of basic salary and remuneration of women to men	Our Associates
SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	100%
LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement
413-2	Operations with significant actual and potential negative impacts on local communities	There were no operations with significant negative impacts on local communities identified in 2024.
CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	Health, Safety and Quality
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	There were no incidents of noncompliance concerning the health and safety impacts of products and services in 2024.
CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Americold 2024 Financial Report , page 170

SASB INDEX

Americold is dedicated to transparency and accountability in sustainability, and we support the Sustainability Accounting Standards Board’s (SASB) mission of providing industry-specific standards for disclosing critical sustainability information to investors.

REFERENCE NUMBER	DISCLOSURE	RESPONSE
ENERGY MANAGEMENT		
IF-RE-130A.1	Energy consumption data coverage as a percentage of total floor area, by property sector	<u>Energy and Emissions Management</u> Energy consumption data coverage from the global Americold operating portfolio as a percentage of floor area was equal to 99.16% in 2024.
IF-RE-130A.2	1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector	<u>Energy and Emissions Management</u> (1) The total energy consumption: 6,832,771 GJ (2) Percentage grid electricity: 82% (3) Percentage of renewable energy: 13% (4) Percentage of natural gas/propane: 5%
IF-RE-130A.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	<u>Energy and Emissions Management</u> The like-for-like change in energy consumption across the global Americold operating portfolio decreased by 8.2% between 2023 and 2024.
IF-RE-130A.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	<u>Approach to Environmental Management</u> Americold actively engages in sustainability benchmarking to track progress and pinpoint improvement areas. Starting in 2021, we aimed for ENERGY STAR certification across our North American sites. By the close of 2024, 22 of our facilities, encompassing 26 buildings, achieved ENERGY STAR certification from a pool of 192 ENERGY STAR eligible sites in North America.
IF-RE-130A.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	<u>Approach to Environmental Management</u>

SASB INDEX

REFERENCE NUMBER	DISCLOSURE	RESPONSE
WASTE MANAGEMENT		
IF-RE-140A.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property sector	<u>Water and Waste</u> In 2024, Americold reported 997 million gallons of water consumed at our global facilities. Americold champions responsible water management from development to daily operations, adhering to strict regulations and promoting waste, energy, and water conservation. The company exceeds civil engineering standards in water runoff management, employs native plants to minimize irrigation, and installs efficient water fixtures. Additionally, rainwater harvesting at 15 locations significantly reduces potable water use, decreasing wastewater treatment costs and lessening environmental impact.
IF-RE-140A.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property sector	<u>Water and Waste</u> In 2024, Americold demonstrated our commitment to sustainable water management by notably reducing water consumption within its portfolio. Through innovative practices like rainwater harvesting at 15 locations and pursuing sustainable building certifications, Americold has significantly reduced our environmental impact. Our targeted strategies, including installing water-saving fixtures and landscaping with native plants, highlight our efforts to efficiently manage water use, especially in regions facing High or Extremely High Baseline Water Stress.
IF-RE-140A.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	<u>Water and Waste</u> 2024 water withdrawal increased 1.29% due to warmer temperatures affecting condensers and operational growth. Aligned with TCFD, we're implementing enhanced monitoring and technology to mitigate climate impacts and ensure sustainable growth.
IF-RE-140A.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	<u>Water and Waste</u> Americold addresses water management risks by implementing efficiency programs and sustainable practices such as water-saving technologies and rainwater harvesting to reduce consumption. These strategies, combined with monitoring water stress areas and adjusting operations accordingly, help mitigate water scarcity risks and ensure the sustainable use of water resources across its portfolio.
MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS		
IF-RE-410A.1	1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property sector	Americold is currently does not use green lease language. Americold intends to introduce it in the future to promote sustainability and efficiency, including solar options for tenants. This future initiative aims to measure leases with resource efficiency clauses, underscoring Americold's commitment to sustainable practices

SASB INDEX

REFERENCE NUMBER	DISCLOSURE	RESPONSE
IF-RE-410A.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property sector	With limited submetering currently in place, Americold is exploring ways to expand our data gathering and efficiency systems to enhance sustainability in tenant spaces. Future initiatives aim to improve collaboration through data sharing and sustainable practices, with plans to introduce quantifiable metrics for spaces using these systems, highlighting our commitment to advancing operational sustainability.
IF-RE-410A.3	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	Americold is partnering with consultants to track tenant energy use and exploring LED upgrade programs to reduce consumption and emissions. We have an ongoing program for LED lighting, reflecting efforts towards efficiency and community impact reduction. Future plans include embedding sustainability principles in leases, promoting sustainability solutions, and educating tenants on sustainable practices, demonstrating AAA's commitment to environmental improvement and automated utility data collection.
CLIMATE CHANGE ADAPTATION		
IF-RE-450A.1	Area of properties located in 100-year flood zones, by property sector	Four facilities totaling 531,750 square feet are in 100-year flood zones.
IF-RE-450A.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	<u>Managing Climate-related Risks</u> <u>Americold Annual Report</u> , pages 35, 37–38, 130

ACTIVITY METRIC	RESPONSE	UNIT OF MEASUREMENT
Number of assets, by property sector	Same Store: 226 Not Same Store: 9 Third-party managed: 4	Number
Leasable floor area, by property sector	Not disclosed	Square feet
Percentage of indirectly managed assets, by property sector	0.016	Percentage

TCFD INDEX

RECOMMENDED DISCLOSURES	2024 LOCATION/RESPONSE
Governance: Disclose the organization’s governance around climate-related risks and opportunities	
a) Describe the board’s oversight of climate-related risks and opportunities.	2023 CDP: C1.1a
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	2023 CDP: C1.1a
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2023 CDP: C2.1, C2.1a, C2.3, C2.3a, C2.4, C2.4a
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2023 CDP: C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	See page 15 2023 CDP: C3.2, C3.2a, C3.2b
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks	
a) Describe the organization’s processes for identifying and assessing climate-related risks.	Strategic Process for Assessing and Mitigating Climate-Related Risks, page 15 2023 CDP: C2.1, C2.2, C2.2a
b) Describe the organization’s processes for managing climate-related risks.	Management and Mitigation of Climate-Related Risks, page 15 2023 CDP: C2.1, C2.2
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	2023 CDP: C2.1, C2.2
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Our metrics are detailed throughout the Environmental section of the report, page 8 and page 15. 2023 CDP: C4.2, C4.2b
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	GHG Emissions, page 13 2023 CDP: C6.1, C6.3, C6.5
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our Sustainability Goals, page 8 2023 CDP: C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b

TCFD TABLE OF RISKS

CLIMATE-RELATED PHYSICAL RISKS	POTENTIAL FINANCIAL IMPACTS	RISK MITIGATION APPROACH	SOURCE
ACUTE			
1. Increased severity of extreme weather events such as cyclones and floods	<p>Damage to infrastructure and facilities due to severe weather events, leading to repair and replacement costs.</p> <p>Disruption of operations and supply chains, resulting in revenue losses and increased expenses.</p>	<p>Implementing robust disaster preparedness and response plans to minimize the impact of extreme weather events on operations and assets.</p> <p>Investing in resilient infrastructure and protective measures to mitigate the risk of damage from cyclones, floods, and other natural disasters.</p>	Americold’s most recent Annual Report on Form 10-K (Risks related to climate change could have a material adverse effect on our results of operations.)
CHRONIC			
1. Changes in precipitation patterns and extreme variability in weather patterns	<p>Impact on agricultural productivity and supply chain logistics, leading to revenue losses and increased costs.</p> <p>Decreased water availability for industrial processes, affecting production capacity and increasing operational expenses.</p>	<p>Diversifying water sources and implementing water conservation measures to ensure adequate supply for operations. These include rainwater harvesting and lowflow indoor water use fixtures.</p>	Water and Waste
2. Rising mean temperatures	<p>Increased energy consumption for cooling systems, resulting in higher operational costs.</p> <p>Decreased agricultural yields and livestock productivity, leading to revenue losses for farmers and food processors.</p>	<p>Investing in energy-efficient cooling technologies and practices to reduce energy consumption and lower operating expenses.</p> <p>Implementing heat stress management measures to protect workers and maintain productivity in hot environments.</p>	Energy and Emissions Management Managing Climate-related Risks
3. Rising sea levels	<p>Damage to coastal infrastructure and assets, requiring repair and reinforcement measures.</p> <p>Disruption of maritime transport routes and port operations, leading to supply chain disruptions and revenue losses.</p>	<p>Conducting vulnerability assessments to identify assets at risk from rising sea levels and developing adaptation plans to protect them. - Collaborating with stakeholders to advocate for coastal protection measures and sustainable coastal development practices.</p>	Managing Climate-related Risks
4. Reduced revenue from decreased production capacity	<p>Transport difficulties and supply chain interruptions due to extreme weather events or infrastructure damage, leading to revenue losses.</p> <p>Negative impacts on workforce health, safety, and absenteeism, resulting in reduced productivity and higher labor costs.</p>	<p>Investing in alternative transportation routes and logistics solutions to minimize disruptions and ensure continuity of operations. - Implementing health and safety protocols to protect workers from the impacts of extreme weather events and climate-related health risks.</p>	Approach to Environmental Management Managing Climate-related Risks Americold’s most recent Annual Report on Form 10-K (Strategic Shift within Our Transportation Segment)

TCFD TABLE OF RISKS

CLIMATE-RELATED PHYSICAL RISKS	POTENTIAL FINANCIAL IMPACTS	RISK MITIGATION APPROACH	SOURCE
5. Write-offs and early retirement of existing assets	<p>Damage to property and assets located in “high-risk” areas prone to flooding, storms, or other climate-related hazards, requiring write-offs and replacements.</p> <p>Increased insurance premiums and potential for reduced availability of insurance on assets in “high-risk” locations, leading to higher operating costs.</p>	<p>Conducting risk assessments to identify assets vulnerable to climate-related hazards and taking proactive measures to mitigate risks, such as relocating or reinforcing infrastructure.</p> <p>Engaging with insurers and exploring alternative risk transfer mechanisms to manage insurance costs and ensure adequate coverage for climate-related risks.</p>	Managing Climate-related Risks
6. Increased operating costs	<p>Damage to facilities and equipment due to extreme weather events or temperature fluctuations, requiring repairs and maintenance.</p>	<p>Investing in water efficiency measures and alternative cooling technologies to reduce water consumption and minimize the impact of water shortages on operations.</p> <p>Strengthening infrastructure resilience and implementing maintenance protocols to enhance facility durability and minimize downtime due to climate-related damage.</p>	Managing Climate-related Risks
7. Increased capital costs	<p>Damage to facilities and infrastructure requiring repair, replacement, or retrofitting, leading to higher capital expenditures.</p> <p>Investments in climate-resilient design and construction to mitigate the risk of future damage and ensure long-term asset viability.</p>	<p>Integrating climate risk considerations into capital planning and investment decisions to prioritize resilience and sustainability.</p> <p>Collaborating with government agencies and stakeholders to access funding and support for climate adaptation and infrastructure improvement projects.</p>	Managing Climate-related Risks
8. Reduced revenues from lower sales/ output	<p>Decreased consumer demand for goods and services due to climate-related impacts on economic activity and purchasing power, resulting in lower sales and revenues.</p> <p>Decline in agricultural yields and production volumes due to adverse weather conditions, leading to revenue losses for food producers and processors.</p>	<p>Diversifying product offerings and market segments to reduce reliance on sectors vulnerable to climate-related risks and capture new opportunities in emerging markets.</p> <p>Investing in innovation and value-added services to enhance product differentiation and maintain competitiveness in changing market conditions.</p>	Americold’s most recent Annual Report on Form 10-K (Business Strategy and Operating Segments)
9. Increased insurance premiums and potential for reduced availability of insurance on assets in “high-risk” locations	<p>Higher insurance costs for assets located in areas prone to climate-related hazards, increasing operational expenses and reducing profitability.</p> <p>Difficulty in obtaining insurance coverage for assets exposed to high climate risks, leading to financial exposure and vulnerability.</p>	<p>Implementing risk mitigation measures to reduce the likelihood and severity of climate-related damages and demonstrate insurability to insurers.</p> <p>Engaging with insurers and risk management experts to assess insurance needs, optimize coverage, and explore alternative risk transfer solutions.</p>	Managing Climate-related Risks Americold’s most recent Annual Report on Form 10-K (Insurance Coverage)

TCFD TABLE OF RISKS

CATEGORY	CLIMATE-RELATED TRANSITION RISKS	POTENTIAL FINANCIAL IMPACTS	RISK MITIGATION APPROACH	REFERENCE
Policy and Legal	1. Increased pricing of GHG emissions	Higher operational costs due to increased expenses associated with refrigeration systems and energy consumption. Potential reduction in profit margins unless energy efficiency improvements are made.	Investing in energy-efficient technologies and practices to minimize emissions and lower operational costs. Investing in Renewable energy	Approach to Environmental Management Energy and Emissions Management Our Sustainability Goals
	2. Enhanced emissions reporting obligations	Increased administrative costs related to compliance and reporting, particularly concerning refrigerant leakage, GHG reporting requirements. Resource allocation towards emissions monitoring and reporting activities.	Implementing robust monitoring systems and procedures to accurately track emissions and comply with reporting obligations efficiently. Investing in employee training and capacity building to ensure compliance with evolving regulations.	Approach to Environmental Management Energy and Emissions Management Our Associates
	3. Mandates on and regulation of existing products and services	Costly adjustments to comply with new regulations regarding refrigerant types and usage. Potential decline in demand for cold storage services if customers shift towards suppliers with greener practices.	Proactively transitioning to environmentally friendly refrigerants and technologies to stay ahead of regulatory requirements.	Approach to Environmental Management
	4. Exposure to litigation	Legal expenses related to defending against climate-related lawsuits, such as those regarding refrigerant leaks and environmental damages. Settlement costs or fines resulting from litigation.	Implementing stringent risk management protocols to minimize the likelihood of environmental incidents and legal disputes. Collaborating with legal experts to ensure compliance with regulations and mitigate litigation risks.	Americold's most recent Annual Report on Form 10-K (Costs of Complying with Governmental Laws and Regulations Could Adversely Affect Us and Our Customers)
	5. Increased operating costs	Higher compliance costs and insurance premiums related to refrigerant management and environmental protection. Write-offs or impairment of assets due to policy changes requiring upgrades or replacements for outdated equipment	Conducting regular assessments of operational processes to identify cost-saving opportunities and enhance efficiency. Investing in renewable energy sources and energy-efficient equipment to reduce operating expenses and minimize environmental impact.	Energy and Emissions Management Managing Climate-related Risks Our Sustainability Goals

TCFD INDEX

CATEGORY	CLIMATE-RELATED TRANSITION RISKS	POTENTIAL FINANCIAL IMPACTS	RISK MITIGATION APPROACH	REFERENCE
Technology	1. Costs to transition to lower emissions technology	Capital expenditures for upgrading or replacing refrigeration equipment with eco-friendly alternatives. Training costs for employees to adapt to new technologies and practices.	Developing a phased approach to technology adoption to spread upfront costs and minimize disruptions to operations. Providing comprehensive training and support to employees to facilitate the transition to new technologies and ensure optimal performance.	Letter from our CEO Energy and Emissions Management Americold's most recent Annual Report on Form 10-K (Increased Investment in and Transformation of our Technology Systems, Business Processes and Customer Solutions)
	2. Write-offs and early retirement of existing assets	Losses incurred from prematurely retiring assets not compliant with environmental regulations. Potential depreciation of assets not meeting new technological standards.	Conducting regular asset assessments to identify opportunities for upgrades or retrofits to improve efficiency and compliance with environmental standards. Implementing asset management strategies to maximize the lifespan and value of existing equipment while planning for future replacements or upgrades.	Approach to Environmental Management Americold's most recent Annual Report on Form 10-K (Investments in Our Warehouses)
	3. Reduced demand for products and services	Decline in revenue if customers prioritize suppliers using greener cold storage solutions. Decrease in market share due to outdated technology.	Enhancing our operating and financial results through proactive asset management. Investing in marketing and communication efforts to highlight the company's commitment to sustainability and differentiate its offerings from competitors. Continue to increase committed revenue in our warehouse segment. Continuously monitoring market trends and customer preferences to anticipate changes in demand and adapt service offerings accordingly. Focused and disciplined strategy to expand our portfolio of temperature-controlled warehouses. Capitalize on increased outsourcing by leading global food producers, distributors, retailers and e-tailers. Well positioned to benefit from e-commerce growth.	Americold's most recent Annual Report on Form 10-K (Business Strategy and Operating Segments)

TCFD INDEX

CATEGORY	CLIMATE-RELATED TRANSITION RISKS	POTENTIAL FINANCIAL IMPACTS	RISK MITIGATION APPROACH	REFERENCE
Market	1. Changing customer behavior	Loss of revenue due to shifting consumer preferences towards suppliers with environmentally friendly practices. Need for market research and product development to meet evolving demands.	Engaging with customers to understand their sustainability priorities and tailor solutions to meet their needs. Enhancing our operating and financial results through proactive asset management.	Governance Americold's most recent Annual Report on Form 10-K (Business Strategy and Operating Segments)
	2. Uncertainty in market signals	Difficulty in forecasting demand and planning investments due to changing consumer preferences and regulations. Potential over or underproduction leading to financial losses.	Establishing flexible production and supply chain systems to adapt quickly to changing market conditions. Building strategic partnerships with suppliers and distributors to enhance supply chain resilience and mitigate risks associated with market uncertainty.	Americold's most recent Annual Report on Form 10-K (Business Strategy and Operating Segments)
	3. Increased cost of raw materials	Higher production costs due to price volatility of refrigerants and energy sources impacted by climate change. Need for supply chain diversification to mitigate risks.	Implementing strategies to reduce dependence on volatile raw materials through recycling, waste reduction, and sustainable sourcing practices. Developing contingency plans to address supply chain disruptions and ensure continuity of operations in the face of raw material price fluctuations	Americold's most recent Annual Report on Form 10-K (Business Strategy and Operating Segments)
	4. Reduced demand for goods and services	Decline in revenue resulting from decreased consumer interest in cold storage services not aligned with sustainability goals. Potential loss of market share to competitors offering more eco-friendly alternatives.	Diversifying service offerings to meet a broader range of customer needs and preferences, including sustainable options. Strengthening relationships with existing customers and actively seeking opportunities to expand into new markets with high demand for sustainable solutions.	Americold's most recent Annual Report on Form 10-K (Business Strategy and Operating Segments)
	5. Re-pricing of assets	Fluctuations in asset valuations, especially if tied to refrigeration systems and their environmental impact. Adjustments to financial projections and investment strategies.	Conducting regular asset valuations and stress testing to assess potential impacts of climate-related risks on asset values. Adopting a proactive approach to asset management and investment decision-making to mitigate risks and capitalize on emerging opportunities in sustainable technologies.	Americold's most recent Annual Report on Form 10-K (Charges for Impairment of Goodwill or Other Long-Lived Assets and Declines in Real Estate Valuations Could Adversely Affect our Financial Condition and Results of Operations)

TCFD INDEX

CATEGORY	CLIMATE-RELATED TRANSITION RISKS	POTENTIAL FINANCIAL IMPACTS	RISK MITIGATION APPROACH	REFERENCE
Reputation	1. Shifts in consumer preferences	<p>Decrease in revenue from reduced demand for cold storage services not aligned with sustainability goals.</p> <p>Potential loss of brand loyalty if perceived as environmentally unfriendly.</p>	<p>Investing in corporate social responsibility initiatives to demonstrate the company's commitment to environmental stewardship and community engagement.</p> <p>Engaging with stakeholders to communicate transparently about sustainability efforts and address concerns proactively.</p>	<p>Approach to Environmental Management Energy and Emissions Management Letter from our CEO</p>
	2. Stigmatization of sector	<p>Negative impact on stock prices and investor confidence due to association with high emissions and environmental risks.</p> <p>Difficulty in attracting investment or securing financing.</p>	<p>Proactively addressing environmental risks and adopting best practices to mitigate negative perceptions of the sector.</p> <p>Engaging with investors and financial institutions to communicate the company's long-term sustainability strategy and demonstrate its commitment to responsible business practices.</p>	<p>Approach to Environmental Management Energy and Emissions Management</p>
	3. Increased stakeholder concern or negative feedback	<p>Damage control expenses to mitigate negative publicity regarding environmental practices.</p> <p>Potential loss of contracts or partnerships due to reputational damage.</p>	<p>Establishing effective communication channels to solicit feedback from stakeholders and address concerns promptly.</p> <p>Implementing robust crisis management protocols to manage and mitigate reputational risks arising from environmental incidents or controversies.</p>	<p>Governance</p>
	4. Reduced revenue from decreased production capacity	<p>Delays in planning approvals impacting operational efficiency and revenue generation.</p> <p>Supply chain interruptions leading to revenue losses.</p>	<p>Engaging with regulators and policymakers to streamline approval processes and facilitate timely project execution.</p> <p>Developing contingency plans and alternative supply chain routes to minimize disruptions and ensure continuity of operations.</p>	<p>Americold's most recent Annual Report on Form 10-K (Supply Chain Disruptions)</p>
	5. Reduction in capital availability	<p>Difficulty in securing loans or investment due to perceived climate risk associated with the cold storage sector.</p> <p>Higher borrowing costs if perceived as a high- risk investment due to sustainability concerns.</p>	<p>Demonstrating strong financial performance and a track record of sustainable business practices to enhance credibility and attract investment.</p> <p>Engaging with financial institutions and investors to educate them about the company's resilience to climate-related risks and opportunities for sustainable growth.</p>	<p>Energy and Emissions Management</p>

UN SDG ALIGNMENT

AMERICOLD AND SDGS

Our commitment to sustainability aligns with the United Nations Sustainable Development Goals (SDGs), serving as a framework to guide our efforts in creating positive environmental and social impact. The index below maps our activities to the relevant SDGs, demonstrating our contributions toward global sustainability priorities.

Climate Action



- Energy Efficiency
- Water Efficiency
- Renewable Energy
- Green Building



Resilience



- Climate Risk Awareness
- Climate Scenario Analysis
- Asset-Level Preparedness and Management Plan



Social



- Healthy Building
- Employee Programs
- Diversity, Equity, Inclusion



FORWARD-LOOKING STATEMENTS

This report includes estimates, projections, and other “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, section 27A of the Securities Act of 1933, and section 21E of the Securities Exchange Act of 1934. These forward-looking statements generally are identified by the words “believe,” “project,” “expect,” “anticipate,” “estimate,” “intend,” “strategy,” “future,” “opportunity,” “plan,” “may,” “should,” “will,” “would,” “will be,” “will continue,” “will likely result,” and similar expressions. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties that may cause actual results to differ materially. We describe risks and uncertainties that could cause actual results and events to differ materially in our reports filed with the Securities and Exchange Commission. We undertake no obligation to update or revise publicly any forward-looking statements, whether because of new information, future events, or otherwise.

ASSURANCE OPINION AND SUMMARY

Upon the completion of SIG’s review of Americold’s Environmental Performance data for the 2024 calendar year, we have externally assured the data for environmental data disclosure. We apply an unmodified opinion in accordance with ISO 14064–3: 2019 and assert that there is no evidence that the environmental data disclosure including energy, water and emissions data are not materially correct or are not a fair representation of consumption details.

Our additional findings regarding the data and supplementary comments are as follows:

- The boundaries of the scope were clearly defined and included as part of the sustainability reporting.
- Assumptions and estimations made are appropriate.



Amy D’Angelo
Sustainable Investment Group (SIG)

