FOREWORD FROM
THE CHIEF EXECUTIVE OFFICER

This year’s COVID-19 global pandemic has presented immeasurable challenges for people and businesses across America and around the world. One of those challenges was to preserve the food supply chain as demand shifted. There was a dramatic increase in consumer spending on food while sales declined at restaurants. This shift gave rise to considerable concern about food production, processing, distribution, demand, and safety. Americans depended on essential workers to ensure that safe food was available for their families. Those families depended on the employees at United States Cold Storage.

In this time of need, our COLDcrew rose to the challenge giving more than anticipated or expected. It is that spirit of giving and unity that is the heart of the USCS COLDcrew, and it extends beyond their job into the community.

In 2020, our Corporate Social Responsibility Program has seen an increase in dollars donated, organizations served, hours volunteered, and positive community impact. Our COLDcrew rolled up their sleeves to raise awareness and money for children’s hospitals, built access ramps for people with disabilities, and delivered hundreds of meals to people facing food insecurity. This is a small sampling of the US Cold spirit, and I am grateful to be a part of that team.

In the coming year, we will continue to build on our commitment to being an integral part of improving our surrounding communities by providing resources. We will continue to be an environmentally responsible company to help leave a better world for future generations.

We share the belief that our business and the communities in which we do business must succeed.

We look forward to a new year by fulfilling our company commitments and advancing our Corporate Social Responsibility Program.

Larry Alderfer
President and Chief Executive Officer
EXECUTIVE LEADERSHIP TEAM
STANDS BY OUR COMMITMENTS

J. Larry Alderfer
Executive Director – President & CEO

Charles de Zoete
Executive Director – Vice President, Finance & CFO

Mickey Hoffmann
Senior Vice President, Corporate Development

Michelle Grimes
Senior Vice President, Human Resources

Keith Mowery
Senior Vice President, Logistics

Mike Lynch
Vice President, Engineering

George Cruz
Senior Vice President, Southern Region

Rod Noll
Senior Vice President, Western Region

Dave Butterfield
Senior Vice President, Central Region

Steve Cunningham
Senior Regional Vice President, Northeast Region

CONNECT

• We connect the links throughout the entire cold chain industry.
• We cultivate interpersonal, diverse connections among our customers, employees, partners, stakeholders, and community.
• We sustain our connections for long-term growth and success.

PROTECT

• We protect our people and focus on safety. We protect our customers and their products.
• We protect food for those who grow it, make it, and eat it.
• We protect the environment by reducing our footprint and focusing on sustainability.

RESPECT

• We respect each and every member of our crew and care for each other.
• We respect each role, responsibility, and contribution of every member of our crew.
• We respect our customers and the food they entrust to us.

AFFECT

• We positively affect the cold chain industry by being our best and doing our best.
• We affect growth by driving innovation instead of chasing it.
• We affect our company’s success by building a future for generations to come.

PROGRESS

• With dedication and determination, we strive onperfecting all aspects of the cold chain.
• We continually learn, with a focus on improving every day.
• We train and train again in everything that can make us a better business and better people.
CORPORATE PROFILE

United States Cold Storage is dedicated to being the preferred leader in temperature-controlled warehousing and logistics, providing highly reliable and cost-effective logistics solutions to the frozen and refrigerated food industry. USCS gives customers the competitive edge they need to succeed in an ever-changing business environment.

43
Locations

1899
Year Founded

3,700 +
Employees

14 States

IMPACT DASHBOARD

$250,000
Donated to organizations in communities where our employees live and work.

1,500
Hours Volunteered

60
Partner Organizations Served

15
Participating USCS locations

30,000
Meals Donated and Delivered
Our CSR approach is founded on three pillars of giving:

**FAMILY**
Family is part of everything we do at USCS. We believe and invest in strengthening the total wellness of families and support organizations to broaden that support.

**COMMUNITY**
USCS strives to positively impact the communities in which our employees work and live.

**FOOD**
We perform an essential role in the nation’s food supply chain to ensure safe refrigerated and frozen foods reach tables across America. Expanding on this mission, and in response to COVID-19, we commit to providing meals and nutrition to families facing food insecurity. United States Cold Storage supports local food banks and other non-profit organizations working to eliminate hunger.
To provide meaningful, long-term development for our future workforce and leaders, investment in education is vital. USCS partners with organizations that serve at-risk and underserved students to help guarantee a more certain future.

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<th>Organization</th>
<th>Mission</th>
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<td><strong>Hopeworks</strong></td>
<td>With a focus on education, technology, and entrepreneurship, Hopeworks provides a positive, healing atmosphere that propels young people to build strong futures and break the cycle of violence and poverty in Camden, New Jersey.</td>
<td>$5,000</td>
<td>$5,000 provides training and support services for four youth to prepare for a transformative job. Youth who enter Hopeworks training program earn, on average, $900/year. After completing training and a Hopeworks internship, they are hired for permanent jobs starting at an average of $36,000/year. Jobs that Hopeworks youth earn lift them out of poverty and support them and their families.</td>
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<td><strong>Urban Promise</strong></td>
<td>UrbanPromise equips Camden’s children and young adults with the skills necessary for academic achievement, life management, and spiritual growth to develop and realize their potential.</td>
<td>$20,000</td>
<td>$20,000 provides employment for 15 youth for a full summer season at UrbanPromise. This includes work at summer camps, career exposure tours, college prep, peer leadership opportunities, and enrichment programming. Youth who participate in the StreetLeader Program are statistically more likely than their peers to graduate and enroll in a higher/continuing education program.</td>
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<td><strong>Impact Charity Services</strong></td>
<td>Impact Charity Services focuses on youth aging out of the juvenile social service system by funding a source of last resort for these underserved youths. Their vocational training scholarships lead to sustainable careers and lives of hope.</td>
<td>$15,000</td>
<td>$15,000 provides education funding for one youth to certify as an HVAC technician or similar trade. It can also sponsor four working parents who are entry-level employees at Cooper Hospital, Camden, NJ, to become Critical Care technicians, opening doors for further healthcare career advancement through additional training provided by the ICS scholarship program.</td>
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HONORING AND SUPPORTING OUR NATION’S VETERANS

An Environment of Diversity and Inclusion.

One and a half percent of USCS’ employees are veterans, and United States Cold Storage is committed to supporting them. We strive to attract and retain employees from our veteran community by providing training, educational opportunities, and career advancement.

This year, USCS donated $10,000 to Valley Veterans Ride for Heroes. This donation supports combat veterans and their families by benefiting the Boulder Crest Retreat, a therapeutic and wellness center in Bluemont, VA. Boulder Crest helps veterans and their families to manage the stress and trauma of combat experience.