



BUILT FOR THIS

20 Sustainability
23 Report

onelineage.com





A MESSAGE FROM LINEAGE'S PRESIDENT & CEO

In 2023, more than 26,000 Lineage team members were responsible for the storage, handling and movement of food around the world. Through the vital work they do, the One Lineage team can be seen as the “farm to fork” in how food arrives at and nourishes our communities every day.

Since our founding, Lineage has been built with the vision of creating a more sustainable future for the cold chain – and our leadership team today continues to embrace that ethos. We challenge our team to innovate and adopt new technologies as well as ways of thinking to solve problems for our customers, our communities and – ultimately – our world.

Lineage's role in the cold chain intersects with issues of the utmost importance—most notably the core work of helping put food on the table for millions in communities near and far. Addressing supply chain challenges, reducing inefficiencies and protecting product quality are front and center.

Lineage takes great pride in its role as a leading, mission-critical component of the global food supply chain.

- We think differently about old challenges—developing, adapting and implementing technologies, strategies and solutions to create more resilient and sustainable infrastructure for our communities.
- We partner with customers to strengthen their business by helping them reduce waste in their supply chains—from aiming to optimize where their product is stored, to how it is handled and to how it is distributed.
- We help customers identify opportunities to redirect surplus product that might have gone to the landfill to community food banks – and we make it as easy as possible by connecting them with the Lineage Foundation for Good to facilitate the donation.
- We take steps to reduce our environmental impact, embrace new energy solutions and reimagine how the cold chain intersects with the power supply.
- We work to continuously improve our own organizational culture to adapt to changing needs of the business and the world – striving to remain a responsible, strategic partner to our customers and the communities in which we operate.

As you review our 2023 Sustainability Report, I hope it is clear that we think for the long term and act like our work matters—because we know that it does. Accordingly, I am incredibly proud of the One Lineage team and inspired by the future of the cold chain.



All the best,
Greg Lehmkuhl



2023 HIGHLIGHTS

Throughout this report we invite you to learn more about who we are and how Lineage seeks to make an impact as an organization. Here are a few highlights from 2023:



Getting Recognized as an Industry Disruptor

Lineage was named to CNBC's Disruptor 50 List for the Third Consecutive Year — underscoring Lineage's commitment to creating technological and societal solutions that address customer and community challenges across the global food supply chain, also known as the cold chain.

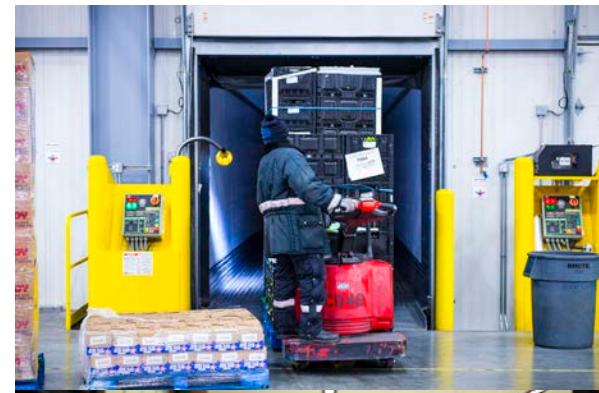


Introducing “Time for Good” Paid Volunteer Time

We introduced a new program to promote paid volunteer time called “Time For Good,” which encourages team members to set aside up to 8 hours each year to make a positive impact in their communities. The program pays team members to get out and give back at each team member's normal rate of pay.

Developing Lineage's First-Ever “Microgrid”

Lineage is exploring ways to reduce our dependence on grid-based power by stacking our own energy production assets—such as solar panels and linear generators—to create on-site “microgrids” that blend locally generated power with traditional sources of electricity. In 2023, we were excited to make the microgrid concept a reality at a Lineage facility in Salem, Oregon.



Joining the Effort to “Move to -15C”

Lineage joined the “Move to -15C”—a global coalition of supply chain and logistics companies pushing to reassess the nearly century-old standard which calls for frozen foods to be stored at -18C (or 0F). Initial academic research is showing that -15C (or 5F) storage temperatures may have little to no effect on food safety or quality. Potentially changing the industry standard to reflect the latest science could enable the cold chain to reduce carbon emissions with essentially zero upfront investment.

Thinking About Our Value of SAFE In A New Way

We started a new conversation around Psychological Safety within the organization and the discussion has quickly taken root. Honoring and protecting the mental and emotional wellbeing of our team members and partners is directly aligned to our underlying culture and values—most notably Safe, Respect and Trust.

Showing Up for Our Team Members

In 2023, as part of the Lineage Foundation for Good's Team Member Hardship Relief Program, over \$630,000 in microgrants were issued to 200+ Lineage team members in need. The Hardship Fund assists Lineage team members who are challenged by severe and unexpected hardships—ranging from illness and injury, loss of housing, bereavement, relocation due to domestic violence and more—through direct microgrants from the Lineage Foundation for Good.



MORE THAN
2.9 Billion
CUBIC FEET OF CAPACITY

19
COUNTRIES



480+
STRATEGICALLY
LOCATED
FACILITIES*

26,000+
TEAM MEMBERS

LINEAGE OVERVIEW

We are Lineage. Our mission to help feed the world is what unites us, and our team members take pride in their role as shepherds of the global food supply chain.

Lineage is the world’s largest global temperature-controlled warehouse REIT with a modern and strategically located network of properties. Built with the vision of creating a more sustainable future, **we are a leading provider of temperature-controlled warehousing and integrated solutions** for the storage, handling, and movement of food around the world.

Our dedicated workforce of more than 26,000 team members helps us deliver seamless end-to-end, technology-enabled supply chain solutions for thousands of customers that include household names of the largest food retailers,

manufacturers, processors, and food service distributors in the industry.

Our vital network of more than 480 facilities across North America, Europe, and Asia Pacific spans over 81.4 million square feet and totals more than 2.9 billion cubic feet of capacity linking food from farm to fork and helping us realize our purpose – **to transform the food supply chain to eliminate waste and help feed the world.**

We recognize the important role we play in the global food supply chain and our responsibility to create a more sustainable, equitable future. In this report, we outline some of the strategies and initiatives that we are incorporating into our business to be responsible corporate citizens, good stewards of the environment, and innovators driving the cold chain forward.

THE LINEAGE OF LINEAGE

Lineage’s story began in 2008 with the acquisition of a single warehouse. Just ten years later, **we became one of the largest temperature-controlled storage and logistics companies in the world** by welcoming some of the most prestigious and well-respected cold chain companies into our family. In 2012, we rebranded to honor and acknowledge the many legacy companies that have helped us become the industry leader that we are today. The Lineage name reflects the heritage and pedigree of all these companies while the Lineage shield logo represents our collective strength and conviction that **the whole is greater than the sum of our parts.**

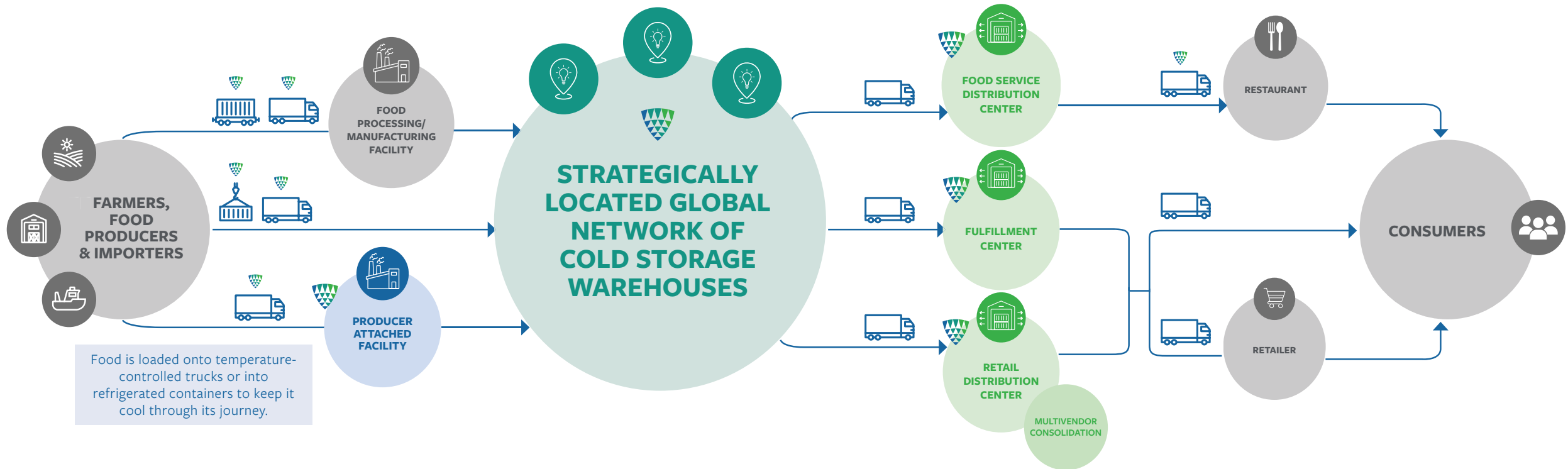


LINEAGE'S ROLE IN THE FOOD SUPPLY CHAIN

To understand Lineage's mission-critical role in the food supply chain, also known as the cold chain, it is important to consider the logistical complexities of properly handling, storing, and transporting perishable foods on the often long journey from where it is produced to tables around the world.

Though our work sounds simple – we store frozen food, perishable food and other products and provide related warehouse services for more than 12,000 customers globally – Lineage's role in the cold chain is important because many food producers lack the infrastructure or capabilities to deliver their products to end consumers. Additionally, the U.S. Environmental

Protection Agency estimates that each year society produces more than one billion metric tons of global food waste; we know that cold chain companies like Lineage can and should play a role in reducing those unacceptable losses to our local and global communities.





OUR SOLUTIONS

We offer solutions to the complexities of the cold chain through our strategically located and scaled network of temperature-controlled warehouses and our technology-enabled platform. Our warehouse portfolio is complemented by our integrated solutions business, offering an “all services under one roof” experience for our customers to facilitate the seamless movement of their products through the food supply chain.

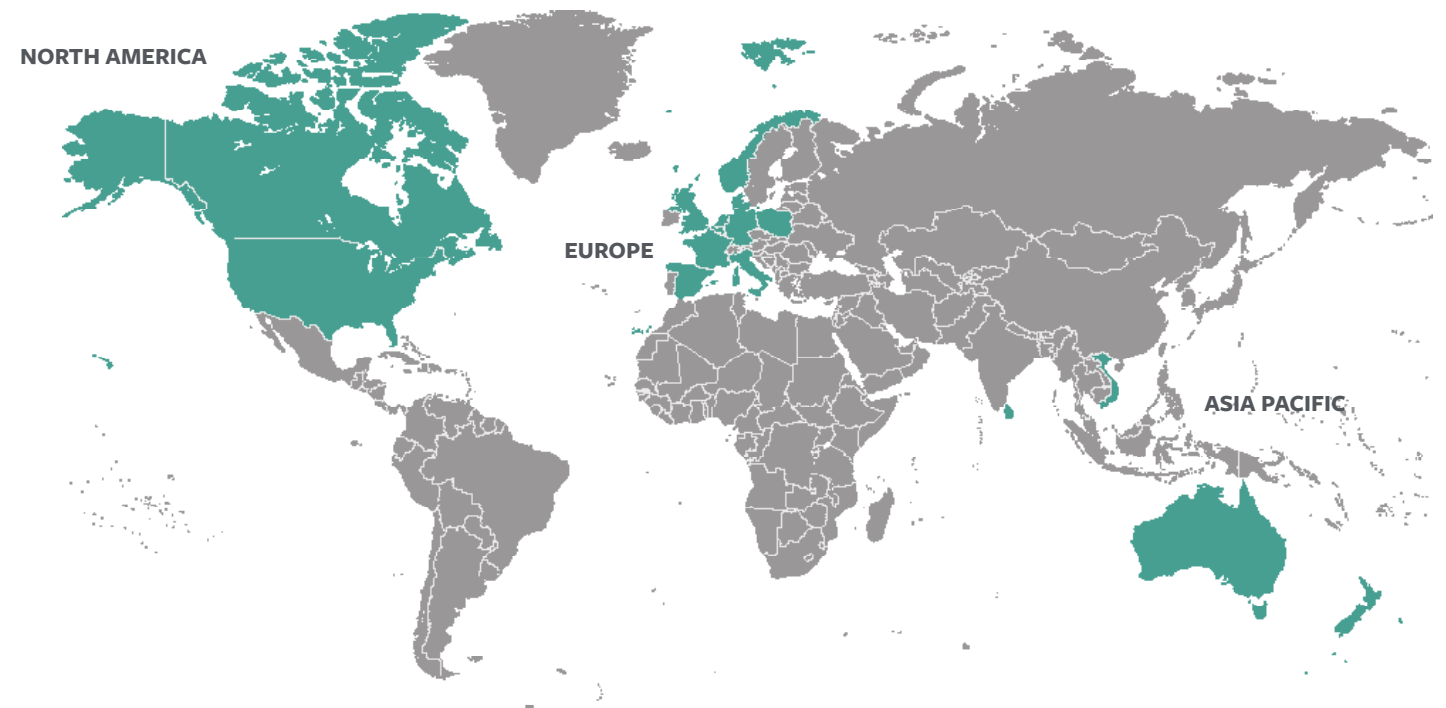
We operate our business through two segments:

Global Warehousing Solutions

The backbone of our business is our portfolio of sophisticated, modern and strategically located warehouses equipped to provide temperature-controlled food storage and value-added services to our customers. Our broad network of warehouses is weighted towards high-population density markets and port locations, serving as critical nodes in our customers’ supply chains.

Global Integrated Solutions

We operate several critical and value-added temperature-controlled business lines within our global integrated solutions segment, including, among others, transportation and refrigerated rail car leasing. This enables us to broadly and efficiently support our customers’ temperature-controlled logistics needs. Within transportation, our core focus areas are multi-vendor less-than-full-truckload consolidation, drayage services to and from ports, over-the-road trucking and freight forwarding. These services, combined with our warehousing solutions, allow us to help optimize our customers’ supply chain operations.



480+ STRATEGICALLY LOCATED FACILITIES ACROSS 19 COUNTRIES



**A GLOBAL
ORGANIZATION
BUILT TO HELP
FEED THE
WORLD.**





SHARED VALUES FOR OUR GLOBAL TEAM

Lineage's global team share a set of six core values that help drive everything we do from the warehouse floor to the boardroom. Our values of **SAFE, TRUST, RESPECT, INNOVATION, BOLD AND SERVANT LEADERSHIP** are the bedrock of our company—rooting us in a culture that challenges us to be the best we can be. Our values enable us to work together across different experiences, cultures and worldviews as we live out our shared organizational purpose. Further, our values serve as an essential North Star for the team—keeping us oriented toward our foundational ideals and commitments as the company continues to change and evolve.



LINEAGE VALUES



SAFE

Lineage's priority is that every team member returns home from work safely every day.



RESPECT

Our shared interests are prioritized over any individual or team, and we strive to act and treat each other with humility.



BOLD

At Lineage, we challenge norms, take informed risks and make tough decisions as we embrace change and the challenges that come with it.



TRUST

We believe that each of our team members plays a key role in our success, and we expect and seek to foster a fear-free work environment for all team members.



INNOVATION

Challenges are welcome here: We are eager to engage them, and we seek to solve them with boundless creativity as we seek to fulfill the evolving needs of our customers.



SERVANT LEADERSHIP

We strive to create a positive work environment where leaders and team members alike focus on meeting the needs of the people and organizations they support.



CODE OF CONDUCT

We refreshed our Code of Conduct in 2023 to reflect our global team and address regulatory updates. Our Code translates our values into action by providing guidance on our shared responsibility to conduct business in a manner that complies with the law, respect the people we work with and communities we serve and protect the integrity of the food supply chain. The Code outlines team member responsibilities to comply with Lineage policies and related laws and regulations and includes policies on anti-bribery and anti-corruption, antitrust, conflicts of interest and data protection.

The refreshed code is organized into three main areas:

- Acting respectfully and responsibly in the workplace
- Working ethically with our customers and stakeholders
- Supporting our surrounding communities and protecting our planet

STRENGTHEN THE CHAIN

The Code provides a centralized policy reference point for Lineage team members (including managers and executive leaders), as well as our Board of Directors, consultants, contractors and temporary employees. Lineage team members complete training and acknowledge the Code of Conduct during onboarding and on a regular basis over the course of their employment, a practice that supports them as they are encouraged to honor our values and meet our expectations for ethical and compliant behavior.

“Speak Up” Resources

If our team members have any concerns regarding a potential violation of our Code of Conduct or other Lineage policies, we provide multiple resources for them to speak up, including the Lineage Ethics Hotline, which enables anonymous reports where permitted by applicable law, for raising their concerns.

Another way the Code aims to empower our team members to live by our values is through offering examples of realistic, on-the-job ethical dilemmas a team member may face. The Code describes in detail a specific scenario and then coaches the team member through what they need to consider, what resources they might be able to tap into and ultimately how to make sure their subsequent choices are in line with our values as a company.

For more information on our Code of Conduct, visit www.onelineage.com/ethics-compliance. For more information about our Speak Up resources, please visit www.onelineage.com/speakup.



**ACTING RESPECTFULLY
AND RESPONSIBLY IN THE
WORKPLACE**



**WORKING ETHICALLY WITH
OUR CUSTOMERS AND
SUPPLIERS**



**SUPPORTING OUR
SURROUNDING
COMMUNITIES AND
PROTECTING OUR PLANET**



BOARD OF DIRECTORS

Lineage's Board of Directors provides oversight and guidance on our most important activities and matters, including the direction and performance of our strategy. We believe our Directors offer diversity of thought and a range of experiences and expertise that contribute to the ongoing evolution of Lineage.

As we pursue our purpose and live our values, we remain focused on maintaining robust governance practices and taking measures to continually enhance our approach to governance. Notably, in 2023 we undertook an independence analysis of our Board, which confirmed that we had a majority of independent Directors and created focused board committees, including an audit and compensation committee.

EXECUTIVE LEADERSHIP TEAM

We believe our Executive Leadership Team (ELT) brings together some of the most respected, forward-thinking individuals in the cold chain and beyond. Their expertise spans multiple industries, including logistics, automotive, retail, real estate, finance and technology. It is their guidance that helps us meet the current and future needs of our customers in an ever-evolving economic climate. Together, the ELT supports a culture that is innovative, authentic and fun while living our values and honoring our purpose every day.

In 2023, our ELT continued to drive Lineage's ambition to be one of the most dynamic and innovative companies in the world. We enhanced our global network, while maintaining a thoughtful approach to growth and international expansion, with the ELT managing the pace of change and driving the integration of new acquisitions into the global Lineage team. In addition, Lineage leadership has remained focused on technology, innovation and human capital investments that can lead to the creation of capacity for customers and fortify our network during a time of significant disruption in global supply chains.

CORPORATE COMPLIANCE & ETHICS

Lineage's Corporate Compliance & Ethics program is led by our VP of Global Corporate Compliance & Ethics who reports to our Chief Legal Officer. The team is supported by regional Directors for North America, Asia Pacific and Europe.

The Corporate Compliance & Ethics team leads Lineage's legal and compliance risk assessment; oversees the policies and procedures supporting our Speak Up Resources, including the Lineage Ethics Hotline; trains, educates and enforces corporate compliance policies, including the Code of Conduct; and designs risk management plans, including auditing and monitoring plans, for legal compliance risks.

The Audit Committee of the Board of Directors provides oversight of the Corporate Compliance & Ethics team and receives reports on the functioning of the program on a quarterly basis. Additionally, we established a Corporate Compliance & Ethics Oversight Committee, which includes our Chief Financial Officer, Chief Human Resources Officer, Chief Legal Officer, Director of Internal Audit, Chief Operating Officer, Chief Information Officer and a rotating Regional Operations President. This Committee assists the Board as it oversees the company's compliance with applicable legal requirements and sound ethical standards. It also provides feedback and support to help our Corporate Compliance & Ethics team operate effectively and foster an ethical culture throughout Lineage.

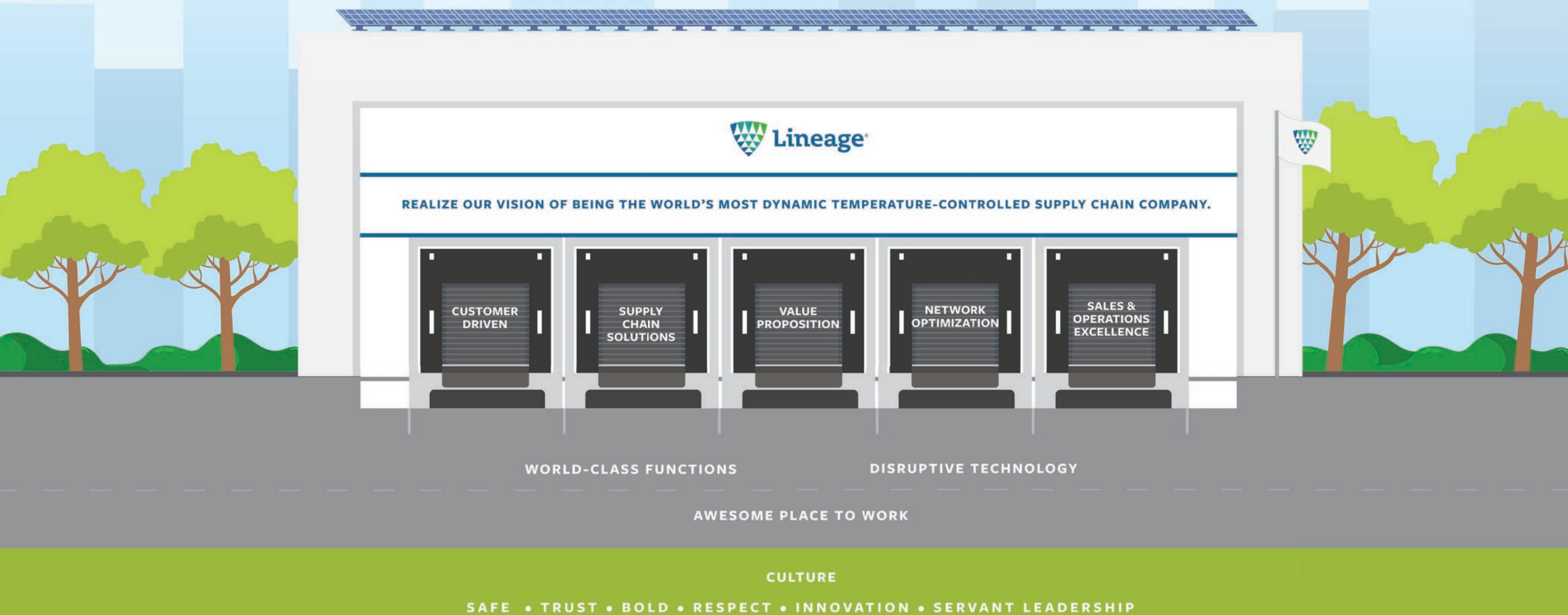


THE LINEAGE STRATEGIC WAREHOUSE

We developed the Lineage Strategic Warehouse to illustrate how we aim to achieve our vision of being the world’s most dynamic temperature-controlled food supply chain company. The Strategic Warehouse provides a baseline both for how we focus our daily operations and future strategic plans

at all levels of the organization. It further serves as a visual explanation of our strategy that can be cascaded across teams and referred to on an ongoing basis to guide each of our priorities back to some element of the Strategic Warehouse. As the visual makes clear, the foundation of our

entire strategy is the culture we aim to create and the values that underpin it. Like any structure, the Lineage Strategic Warehouse can only stand on and deliver for our customers if we remain rock solid in that foundation.



DATA SECURITY & CYBERSECURITY

We believe that maintaining strong data security and cybersecurity is important for safeguarding the sensitive information that enables our team to safely move and store food for communities around the world. Our dedicated Cybersecurity team actively works to bolster Lineage's risk management and resilience against cyber threats.

Annually, our Cybersecurity team assesses Lineage's most significant technology and cyber risks against industry standard frameworks to drive improvement in this area. This assessment results in cyber program design improvements that bolster our cyber-defense capabilities, enhance our capacity to sustain our vital operations and restore resources in the event of a cyber incident.

CYBERSECURITY TRAINING

Lineage team members with regular access to our technology systems are assigned an annual security awareness training which they are expected to complete. We also conduct monthly phishing awareness campaigns and include regular cybersecurity risk alerts in our monthly internal newsletter to keep our teams up to date with current schemes.

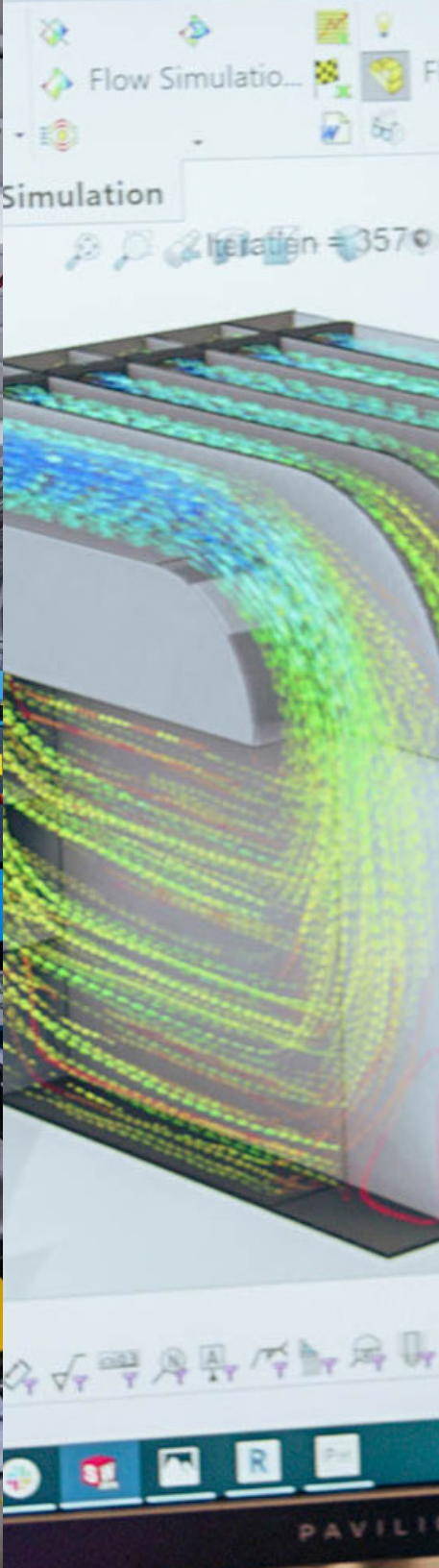
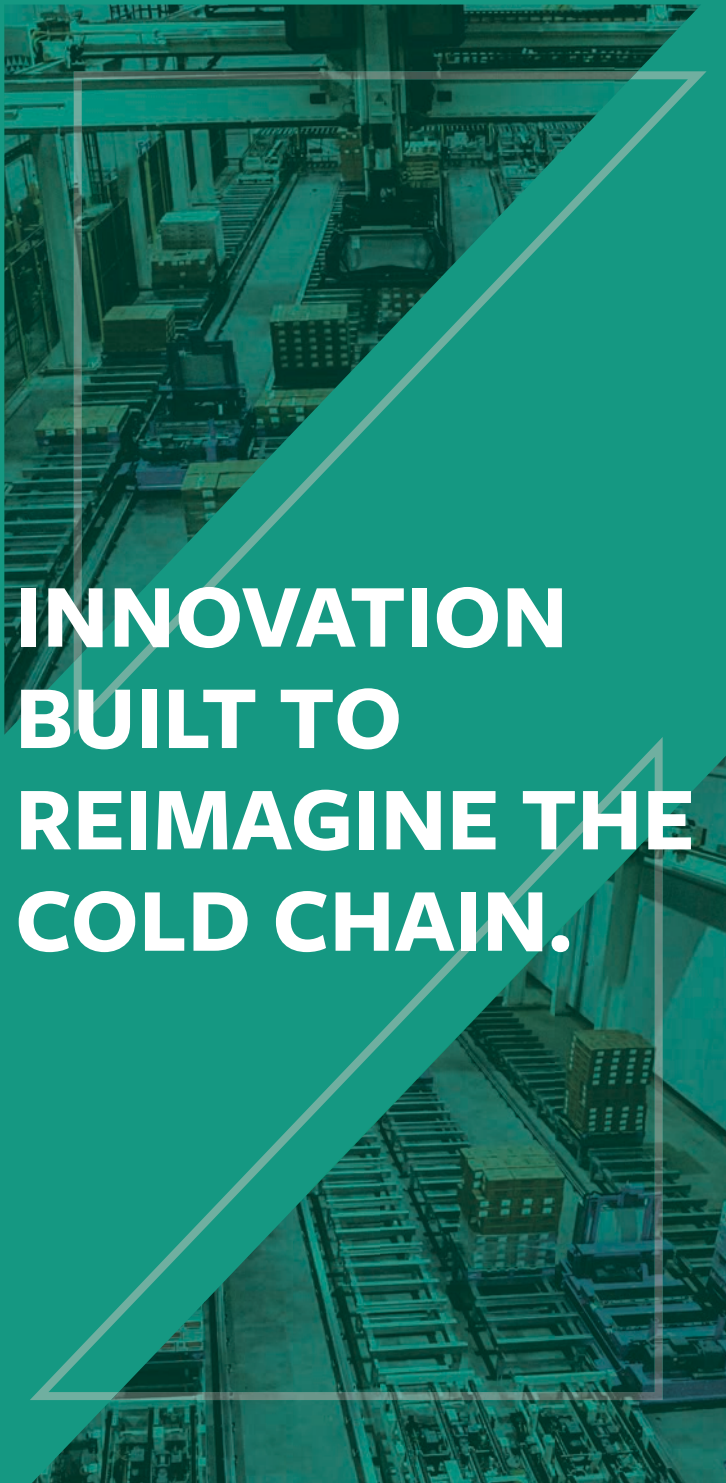
FUTURE-PROOFING OUR BUSINESS

The Cybersecurity team identifies and measures cyber risks while partnering with various stakeholders to implement IT risk mitigation strategies across our global network. Further, the team administers cybersecurity tools to identify and mitigate potential cyber risks and helps different parts of the organization implement cybersecurity tools, monitor and detect threats and respond to cyber incidents the tools may detect.

As part of our efforts to identify and address cyber risks early, our Cybersecurity team also helps Lineage teams identify functional or technical security requirements associated with their work as they engage in IT projects. By investing in risk mitigation and security experts, Lineage is positioning itself to better withstand potential technological pitfalls in the future.



**INNOVATION
BUILT TO
REIMAGINE THE
COLD CHAIN.**





CULTURE OF INNOVATION

At Lineage, we take innovation seriously because it is how we solve problems. To help build the future of the food supply chain, Lineage has invested more than \$700 million in transformational technology initiatives since the start of 2019. Our in-house data science, product development and automation teams are focused on designing, building, and executing the food system more efficiently, with the aim to provide more reliable access to high quality food and deliver enhanced customer value.

Our innovations have yielded 85 patents issued and 150 patents pending as of December 31, 2023 in such areas as facility design, methods and mechanisms for operating facilities, refrigeration and thermodynamic designs and cold-rated instrumentation.

Automation

Lineage offers extensive automation capabilities, and we continue to grow our automated facility network to support the evolving needs of our customers. Automated cold storage facilities can present many advantages, including a more compact, energy efficient footprint for storing greater quantities of products. Furthermore, our proprietary technology and unique approach to automation enables us to provide customers with truly customizable solutions to address their supply chain needs. We have built an in-house team of automation and software integration experts to help provide a seamless customer experience as we ramp up automated facility projects.

As of December 31, 2023, our automated network includes 24 fully automated facilities totaling 386 million cubic feet and 57 semi-automated facilities totaling 361 million cubic feet.

Software

Allowing us to deliver customizable solutions and added value for customers, Lineage has developed proprietary software in-house with our team of supply chain and software experts. Our development projects are based on actual customer data and profiles in order to help us optimize operations, taking into account real world variables. Our software innovations include:



MetricsOne is our proprietary operating KPI dashboard that provides enhanced visibility into operational execution, labor, safety and financial performance. As of December 31, 2023, all of our global warehousing segment revenue was reporting on metricsOne.



We developed Lineage Link, a proprietary customer visibility platform that empowers customers to actively manage their inventories, orders, shipments and transportation appointment scheduling across our warehouse network. As of December 31, 2023, Lineage Link has been rolled out across approximately 60% of our network as measured by global warehousing segment revenues.



Our specialized warehouse execution system, LinOS, is engineered to boost our operational efficiency. It employs unique, patented algorithms to optimize task allocation among team members and strategically prioritize tasks within our warehouses. While still in its pilot phase, LinOS is operational in one of our automated facilities as of December 31, 2023 and shows significant potential for extensive deployment across our conventional warehouse network in the future.



COMMITMENT TO CONTINUOUS IMPROVEMENT

Alongside new technologies and innovation, Lineage has also become an industry leader because we are focused on continuous improvement. As we have grown, we have incorporated best practices, shared lessons learned and leveraged data-driven insights to create a stronger company that can better serve our customers.

We incorporate LEAN principles and a seven-step problem solving process to our operations as well as our corporate support functions. This approach helps us prioritize and focus our efforts to eliminate waste and drive value for our customers and the business. Similarly, our standard approach to problem solving gives our global team a common language and process to communicate challenges, share best practices, identify root causes and leverage team member knowledge to design and implement solutions.

In 2023, Lineage saw our first facility achieve LEAN Platinum status

Along with Lineage's overall focus on LEAN principles and continuous improvement as a company, our locations also aim to pursue their own individual LEAN journeys. In 2023, we were thrilled to celebrate our first facility achieving the "Platinum" certification criteria set out by our internal LEAN team. Reaching this milestone reflects the tools, processes and systems the team has embraced and more importantly the culture of continuous improvement they have built across their team.

PROJECT THEME
Define the Problem

GRASP THE SITUATION
Study and Measure Current State

PLAN
Develop the Plan

DO
Execute the Plan

CHECK
Check Results vs Targets

ACT
Take Action

LESSONS LEARNED
Sustainment



HOLISTIC APPROACH TO FOOD SAFETY & QUALITY

Beyond the responsibility of keeping our team members safe, Lineage also bears the responsibility of helping safeguard the global food supply chain. Beyond just keeping food safe though, we strive to optimize the transportation, storage and handling process—utilizing the latest technology and methods to keep food safe, fresh and in the condition our customers intended.

Our Food Optimization team seeks to safeguard the integrity of the food in our care, while driving the team to adopt innovative solutions to optimize food quality for our customers. These practices help keep food safer and can prevent excess food waste by preventing issues that may create possible defect and damages.

In addition to their oversight functions, Lineage's Food Optimization team uses Lineage's operational data to find opportunities to improve food storage and transportation. They then work together with our operators around the globe to implement crucial improvements to better serve our customers and our communities.



JOINING THE MOVE TO -15C

Last year, Lineage announced that we joined the “Move to -15C”—a global coalition of supply chain and logistics companies designed to reassess the nearly century-old standard which calls for frozen foods to be stored at -18C (or 0F).

Initial academic research is showing that -15C (or 5F) is cold enough to keep food safe and thus carries with it the possibility of enabling the industry to reduce carbon emissions with essentially zero upfront investment and little to no impact on food safety or quality. The International Institute of Refrigeration, the University of Birmingham and London South Bank University, among others, found this small change could save 17.7 million metric tonnes of carbon dioxide per year, the equivalent annual emissions of approximately 3.8 million cars.

This small change could save 17.7 million metric tonnes of carbon dioxide per year.

LET'S FEEL
WORLD
A GLOBAL
PARTNER BUILT
TO ENHANCE
SUSTAINABILITY.

Lineage

Global Headquarters





THE CLIMATE PLEDGE

Operating among the world's largest networks of cold storage infrastructure, Lineage's global team is working to minimize the carbon emissions associated with our daily operations in accordance with The Climate Pledge. The Climate Pledge, co-founded by Amazon and Global Optimism, encourages corporate climate action and calls on signatories to aim to reach net-zero carbon emissions by 2040.

Lineage is moving to minimize the carbon emissions from our daily operations in accordance with The Climate Pledge. To work toward realizing this, we have taken measures to reduce carbon emissions across the Lineage portfolio. These measures include:

- Utilizing additional renewable and low-emission technologies to meet our electricity needs and to generate more of our own electricity on-site
- Focusing on energy and operational efficiency across our operations—leveraging data science and digitization to identify opportunities
- Expanding our internal capabilities to monitor and one day impact Scope 3 emissions—an area in which we know there is additional work ahead of us



Greenhouse Gas (GHG) Emissions

Reinventing our relationship with energy and reimagining the journey of food requires careful accounting of our GHG emissions. Lineage invests in renewable and low-carbon technologies, processes and alternative energy sources to drive down our direct GHG emissions output.

Energy Consumption

Reducing the amount of energy required to power our operations is an important component of our efforts to decrease greenhouse gas emissions. Lineage assesses total energy consumed throughout our portfolio to focus our efforts in areas of the business with the largest potential impact on GHG mitigation efforts.

Same Store

Lineage currently defines “same store” as facilities we have owned and operated for two or more years and are not undergoing major renovation or construction, excluding Integrated Solutions. Aligning to the same store classification allows us to create actionable ESG targets and goals while our global footprint continues to evolve over time.

	Total Enterprise			Same Store		
	2023	2022	2021	2023	2022	2021
Energy Consumption (kWh)						
Total Grid Electric Consumption	2,022,535,586	1,927,966,213	1,595,423,538	1,411,776,521	1,453,384,595	1,314,261,150
Natural Gas used for Heating	89,224,511	72,045,751	56,832,260	48,986,028	39,351,902	31,134,661
Renewable Energy Consumed	26,136,920	15,410,083	5,292,263	21,571,772	12,057,246	4,064,860
Total Energy Consumption	2,137,897,017	2,015,422,047	1,657,548,061	1,482,334,321	1,504,793,743	1,349,460,671
Total Electric Consumption	2,048,672,507	1,943,376,296	1,600,715,801	1,433,348,293	1,465,441,841	1,318,326,010
Greenhouse Gas Emissions (MT CO2e)						
Fugitive Refrigerant Emissions	111,903	107,854	103,283	72,645	72,090	70,974
Mobile Transport	169,510	112,247	92,441	1,880	1,947	1,203
Natural Gas	16,472	13,301	10,492	9,044	7,265	5,748
Other	15,690	13,989	13,989	4,117	5,851	5,851
Total Scope 1 Emissions	313,576	247,390	220,205	87,685	87,153	83,776
Market Based Scope 2 Emissions	751,980	743,130	616,845	542,270	559,889	490,408
Total Scope 1 & 2 Emissions	1,065,556	990,521	837,050	629,955	647,042	574,184

For this 2023 report, we have updated the boundaries of our Same Store portfolio to align with the boundaries used for our financial statements included in our IPO registration statement, and:

- 2021 and 2022 data has been updated to align with these adjusted boundaries and to reflect the most up-to-date information currently available.
- Renewable Energy Consumed: For this report, we have reclassified our prior year reported categorization of Renewable Energy Consumed to exclude all solar generated where we sell the corresponding Renewable Energy Certificates. Those items are now included in Total Grid Electric Consumption category as well as Market Based Scope 2 Emissions. 2021 and 2022 data has been updated to reflect this reclassification.
- Scope 1: Emission sources included in the calculation were on-site fuel combustion, mobile fuel combustion and refrigerants. CO₂, CH₄, N₂O and HFCs were included in the calculation. Emission factors were sourced from US EPA and IPCC Good Practice Guidance and Uncertainty Management in National GHG Inventories. For HFCs, estimations were created based on the age of the refrigeration system and average EPA leak rates based on refrigerant type. Sites were surveyed and asked to indicate their refrigerant gas type and age of system.
- Scope 2: Emission sources included purchased electricity and renewable energy, and emissions were calculated using the market-based approach. Emissions factors were sourced from IEA, US EPA eGRID, AIB European Residual Mixes and Green-e Residual Mix.
- GHG emissions were calculated with reference to the GHG Protocol with a base year of 2021 following the operational control approach.
- These calculations have not been verified or assured by a third party.



INCREASING THE RESILIENCY & EFFICIENCY OF OUR NETWORK

Given our role in our customers' supply chains, it is also important that Lineage's global team can anticipate, prepare for, respond to and recover from the adverse impacts of severe weather events, power outages and other unexpected challenges. Our goal is to maintain the integrity of our operations, to keep our team members safe and maintain our access to transportation routes and sustainable power supplies to continue to provide effective service to our customers.

Every Lineage facility is required to have or develop an emergency response plan, and building one is a key action

item when integrating newly acquired facilities into the network. Once established, the plans are routinely reviewed and updated, and emergency response drills are conducted. These plans cover matters including, but not limited to ammonia release, fire, hurricane, and loss of power or water.

Site resiliency is also a key consideration when we evaluate potential facility acquisitions. Before we invest in a new site, we assess multiple geographic risk factors, such as whether a proposed facility is in a flood zone and whether it has access to a sustainable water source.

For greenfield sites, resiliency is a key priority, and we keep it in mind from blueprint creation to construction. New sites are often designed in accordance with some of the latest standards for energy efficiency and are equipped with certain features designed to withstand extreme weather, such as roofs built to resist damage from hail and wind.

In addition to positioning our sites and their teams to appropriately respond to crises, we are also more fundamentally reimagining how traditional cold storage facilities interact with and depend on the grid. The food in our care is

important to our customers and our communities and even a brief outage can have repercussions.

To that end, Lineage hopes to explore ways to reduce our dependence on grid-based power by stacking our own energy production assets—such as solar panels and linear generators—to create on-site “microgrids” that blend locally generated power with traditional sources of electricity. We view this combination of new technologies and new methods as an important part of our strategy to further increase the resilience of our operations.



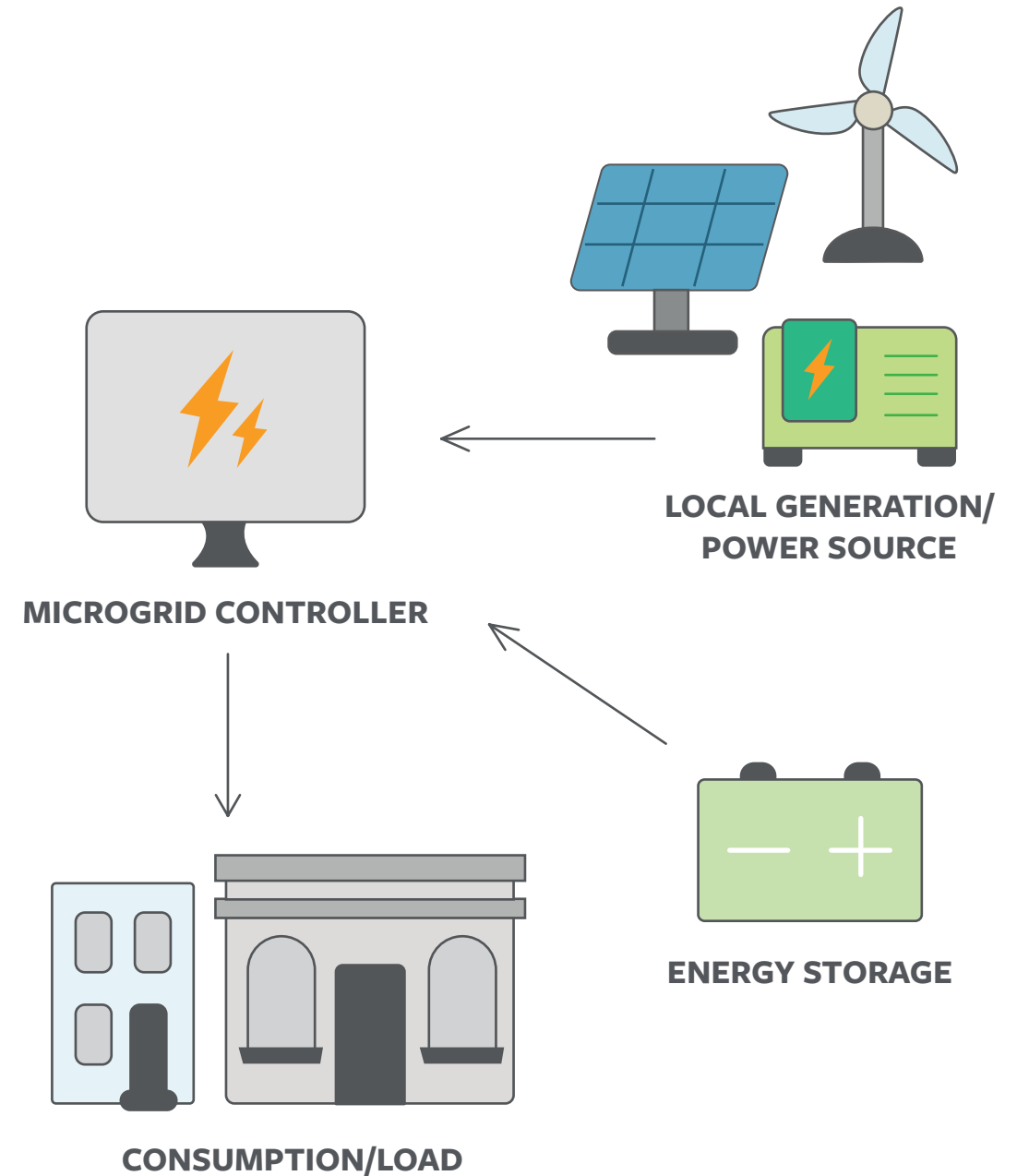
WHAT IS A “MICROGRID”?

A microgrid is a self-contained electrical network with the ability to generate and store its own electricity on-site and use it when needed. Microgrids get their name from the fact that they are smaller than traditional electrical grids; in a microgrid, the electricity-generating source is near the buildings, campuses or communities that it powers.

Microgrids can help organizations manage their energy costs, advance sustainability goals and increase resiliency by enabling them to generate and use their own power independently.

A microgrid includes:

- Local generation/Power source:** Microgrids do not solely rely on traditional utility companies, instead they generate their own power. Examples of power sources include traditional generators, linear generators, solar panels, wind turbines, etc.
- Energy storage:** Microgrids use a storage system – usually comprised of batteries – to store excess generated electricity that can be used when demand increases.
- Consumption/Load:** The elements that consume electricity – heating and cooling buildings, charging electric vehicles, operating equipment, etc. – are considered the “load” of the microgrid.
- Microgrid controller:** The controller synchronizes operations of the power source and distributes electricity according to consumption needs. When consumption is higher than what is being produced, the controller can draw energy from batteries or another power source.





2023 – SALEM, OR – A CASE STUDY ON ENERGY INDEPENDENCE

On-Site Generation

Solar energy installations are generating power at a number of Lineage facilities around the globe. In 2022 (the last year the association released its report), the Solar Energy Industries Association ranked Lineage as fifth largest corporate host of installed, on-site solar capacity—with 108 MW of solar generating capacity in the U.S. alone. On-site solar installations are able to provide power for large facilities and handle substantial electric loads which pairs well with our business infrastructure and energy needs. Our Salem, OR microgrid project uses a rooftop solar array with a total of **2,742 solar panels** which can generate up to 1.48MW.

Energy Management System

To better monitor and understand our energy usage at both the facility level and company-wide, we have worked with a long-time Lineage partner to deploy their energy management system which combines real-time energy, production and operations system data into one standardized platform. By leveraging that information, we are able to develop meaningful KPIs and actionable alerts to help us optimize our energy usage **24/7/365**.

Local Expertise & Attention

Technology and innovation are important to our strategy for reaching net-zero as a company, but having a team empowered to take on these issues day-in and day-out will perhaps be even more essential to our success. That is why we have focused on creating a culture of continuous improvement among our team members and implemented Facility Energy Evaluations. By combining education, a standardized inspection process and cross-functional collaboration, Facility Energy Evaluations empower facility maintenance teams to **identify opportunities for greater energy efficiency** on a regular basis.

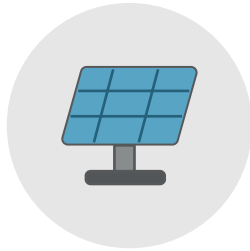
Energy Storage Capacity

When microgrids produce more energy than they use, a battery system can store excess energy to be deployed later during demand spikes. Our Salem, OR microgrid project – **the first facility in Lineage’s network to incorporate an energy storage system** – utilizes a lithium-ion battery energy system which can supply clean electricity to the facility or back to the local utility. It also serves as an important proof-of-concept as we explore ways to reduce our environmental impact and create more resilient buildings.





ENERGY SOLUTIONS



Solar Energy

We have made significant investments in solar energy – including multiple on-site solar installations – to produce electricity and reduce our dependence on grid-based power at 87 facilities in ten countries. As of December 31, 2023, our solar-generating capacity reached 146MW.



Linear Generators

Linear generators are on-site generators that we can integrate with other power-generating assets. They produce power via a low-temperature reaction below the levels at which nitrogen oxide (NOx) emissions are formed, which means they generally burn fuel at a slower rate than similar generators that use diesel fuel. As of December 2023, we have 5 linear generators in operation.

NORTH AMERICA

55 Solar Installations
108 MW

EUROPE

27 Solar Installations
32 MW

ASIA-PACIFIC

5 Solar Installations
6 MW





EPA SmartWay Certification

Lineage participates in the U.S. Environmental Protection Agency's (EPA) SmartWay Transport Partnership, a program that provides a framework to assess the environmental performance and energy efficiency of goods moving through supply chains so partnering companies can reduce their environmental footprint.

Launched in 2004, the SmartWay program helps companies advance supply chain sustainability by measuring, benchmarking and improving freight transportation efficiency. Moreover, the program also helps companies select more efficient freight carriers, transport modes, equipment and operational strategies to improve supply chain sustainability.



SUSTAINABLE TRANSPORTATION

Fleet Transformation

Because transportation is a significant contributor to our GHG emissions as a company, we hope to explore options for vehicle electrification and ways to make more efficient use of the fuel resources currently at our disposal. By leveraging the data at our disposal, our team is working to

drive fleet efficiencies and focus on the areas with the biggest carbon emission saving opportunities. For example, we have partnered with a third party to integrate a program that tracks the efficiency of our drivers' routes with specificity—down to the most fuel-efficient freeway lanes they can use.

Yard Goats

Lineage has rolled out some zero-emission yard goats to facilitate the unloading process at certain of our warehouse lots. In the traditional sense, yard goats are vehicles used to move food transportation trailers from trucks to our warehouse loading docks. Because they require diesel fuel, yard goats have historically been contributors to our total carbon emissions. As

of 2023, we have transitioned to electric, zero-emission yard goats at 16 facilities. This transition to electric yard goats, combined with our work to make our unloading schedules more efficient, is helping to reduce average emissions generated during the loading and unloading process of our warehouse operations.

From Road to Rail

We are also optimizing on-site and off-site transportation options to leverage lower carbon emission, rail-based transportation with our customers. Rail is one of the more climate-friendly transportation options¹ at our disposal. Over

the last four years, Lineage has expanded our rail fleet and developed solutions to help more of our customers to take advantage of rail transportation options—to reduce both their shipping costs as well as their carbon emissions.

¹ The Association of American Railroads estimates that if 25% of U.S. truck traffic transitions to traveling 750 miles by rail, there is potential for GHG emissions to fall annually by approximately 13.1 million tons of CO₂ equivalent.



**A WORKPLACE
BUILT TO HELP
OUR TEAM
MEMBERS
THRIVE.**





SAFETY IS A SHARED RESPONSIBILITY

At Lineage, our team members returning home safe every day is a top priority across our global team. As such, we incorporate safety into our working culture from the first step into the building, to boardroom decision making and every moment in between—we keep safety top-of-mind.

It is our goal to create an environment in which team members, at every level, understand the importance of safety, take personal responsibility for it and have opportunities to offer recommendations for improvement or elevate concerns.

Continuous Improvement - Total Incident Rate (TIR)

Total Incident Rate, or TIR, a measure of occupational health and safety based on the number of recordable safety incidents reported against the number of hours worked based on the U.S. Occupational Safety and Health Administration (“OSHA”) record-keeping criteria (injuries per 200,000 hours) is a key measurement we use to assess the success of our safety initiatives. Over the past six years, we have lowered our TIR by approximately a third. We achieved a North American TIR of 4.2

We do this by making it a practice to discuss safety at the beginning of every meeting agenda, starting with a conversation around Lineage’s four Safety Principles. By centering these principles, we build a safety-oriented culture across our global facilities which allows team members to share their recent reflections on safety-related experiences. Additionally, we publish a monthly global Safety and Compliance Bulletin to be discussed during weekly operations stand-up meetings across shifts and reinforced via digital signage in our breakrooms.

and a company-wide TIR of 3.4 in 2023—which places our global TIR 35% below the industry average of 4.6 as reported by the U.S. Bureau of Labor Statistics (2023). Lineage’s dedicated drive to reduce our TIR reflects our relentless focus on keeping our teams safe while setting our sights on continuous improvement. It is with these goals in mind that we forge forward, with safety top of mind as we work to decrease our TIR year over year.

LINEAGE’S SAFETY PRINCIPLES

#1: SAFETY IS EVERYONE’S RESPONSIBILITY.

Protecting our work family is our priority.

#2: SAFETY IS A CONVERSATION.

Sharing information about past incidents and near misses is important to continuously improve.

#3: SAFETY IS INTERVENTION.

Correcting unsafe behavior is important to protecting everyone’s safety.

#4: SAFETY IS SUSTAINMENT.

Sustaining our safety culture requires consistent execution from all team members.



AWESOME WORKPLACES ARE POWERED BY ENGAGED TEAMS

Engagement Survey

At Lineage, we believe that dedicating time and space to receive and address feedback is a critical element of all world-class workplaces. Accordingly, we take engagement seriously at Lineage and that is why we conduct an annual survey of our team members around the globe to help us identify opportunities for improvement and nurture an awesome, engaging workplace where our team members can thrive.

In both 2022 and 2023, we worked with an independent third-party provider to survey engagement across our workforce. In 2023, we had a significant increase in



survey participation commensurate reflecting the integration of recently acquired teams into the organization. This growth established a new baseline score for the company and will allow us to assess year over year progress. In the regions where we collected year-over-year data, we saw the positive impact of team-level efforts.

We believe the engagement of our team is key to Lineage’s long-term success and sharing the results of the survey serves as a measure of accountability to the organization. When results are received, leaders are tasked to create targeted action plans based on the feedback, report those plans back to their teams and are held accountable for executing their plans throughout the year.

EXPANDED: “You said, We Did” Boards

One way our leaders share the results of our engagement survey with team members is via our “You Said, We Did” boards posted in our facilities. In 2023, these boards were expanded across the network and are now used as a standard operating practice to provide straightforward, accessible summaries of how we acted on the feedback provided by team members - thereby aiming to improve operations and enrich our team members’ experiences. The boards also help hold leaders accountable for acting on the feedback they receive and use visual management strategies to drive increased team member engagement.

NEW: Digital Rewards and Recognition Platform

In response to Engagement Survey feedback, we have sought to systematize regular, timely recognition across the company. To that end, Lineage launched a new digital rewards and recognition platform in 2023. The system was initially rolled out to our US-based workforce with plans to expand to additional countries on an ongoing basis.



RECOGNITION IS CORE TO OUR CULTURE

Celebrating Wins

To support our focus on team member growth and appreciation, Lineage has a robust recognition program for which all team members are eligible. The company celebrates and honors those who go the extra mile to live our values and drive results for our team and our customers.

Values Cards

Values cards are the foundation of our recognition program at Lineage. They provide on-the-spot recognition to members of our team who exemplify one or more of the company's core values. Leaders and team members alike are empowered to give out handwritten or digital values cards to colleagues they see bringing our values to life in their day-to-day actions.

Annual Awards

Lineage also has a range of annual awards for facilities, teams and individuals that have made outstanding contributions to the company's success. Annual awards are typically announced in the beginning of the year.

X-Factor Awards

The Lineage X-Factor Program celebrates and honors team members who go the extra mile to live our values and drive results for our team and our customers. Every team member is eligible: Anyone in the company can nominate any of their colleagues for an X-Factor Award. X-Factor Award nominees are reviewed on a monthly or quarterly basis by functional and regional leaders, and award winners are announced via a number of methods, including email, digital signs and local celebrations.

CEO Awards

The CEO Award recognizes the best of the best among Lineage's Annual X-Factor winners. This elite group of individuals are hand-selected by Lineage's President & CEO and awarded a cash prize in recognition of their outstanding contributions to Lineage.



IN 2023, LINEAGE AWARDED:

THOUSANDS
OF VALUE CARDS

708 X-FACTOR
WINNERS

86 ANNUAL
X-FACTOR
WINNERS

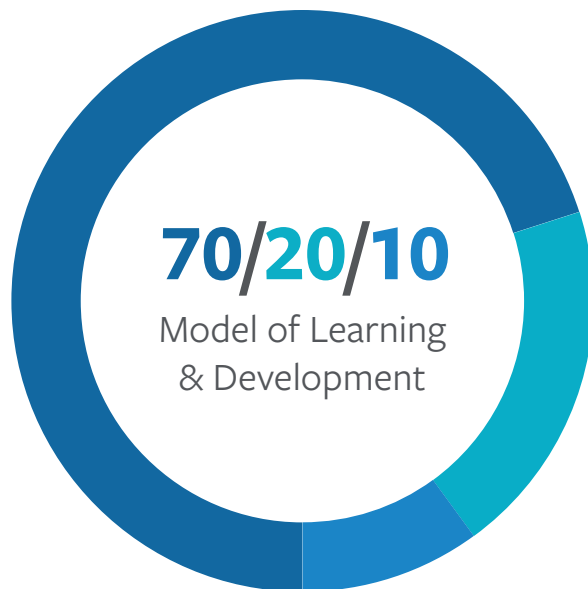
12 CEO
AWARDS
WINNERS



DEVELOPING AND SUPPORTING OUR GLOBAL TEAM

How We Think About Development

At Lineage we believe it is not just what you do, it is how you do it. That is why we strive to identify and facilitate development opportunities for our team members using the research-backed 70/20/10 model. This model puts forth the premise that most adults learn more from experience than from cognitive training. It assumes that 70% of adult learning occurs in direct experience, 20% is gained from interactions with other people (such as leaders and mentors), and 10% happens in formal training. Thus, our development programs lean heavily on experiential learning and interpersonal interactions both during the training itself and afterward in day-to-day work.



70% On-the-Job Execution

Putting learned leadership skills into practice within your daily work and role.

20% Mentoring/Coaching

Receiving guidance and feedback from a trusted role model and advocate.

10% Structured Training

Skills building and knowledge sharing from experts either virtually or in-person.

Leading in the Lineage Way

During 2023, we continued the rollout of “Leading in the Lineage Way,” our core leadership training program that provides leaders with an in-depth orientation to Lineage’s culture and core values.

In addition to providing training in the core competencies expected of leaders at Lineage, Leading in the Lineage Way is designed to facilitate reflection. We ask leaders to complete a self-assessment to discern their levels of skill in our core competencies.⁽¹⁾ They are invited to consider how they lead, how they are living Lineage’s values and whether those values are being properly incorporated into their leadership styles.

Building on the success of Leading in the Lineage Way, we also launched our

“Leadership Journey” program around the globe in 2023. Our goal is to build out from the foundation laid in the Leading in the Lineage Way to provide the key skills, competencies and context that leaders need at every stage of their career to provide excellence in leadership to the team members they support.

Our “Leadership Journey” development program includes three distinct, three-year learning tracks tailored to one of our three levels of leadership: frontline, midlevel and senior. Training materials consist of in-person training modules and follow-up micro-lessons, all designed to be globally applicable and to facilitate growth in the specific competencies required of leaders at each level.

¹ Korn Ferry Leadership Architect™ Global Competency Framework



BENEFITS AT LINEAGE

Lineage's goal with our benefits offerings is to empower our team members to take care of what matters in their lives, including helping them manage day-to-day physical, emotional, social and financial needs.

Our 2023 benefits package for eligible full-time U.S. team members and their dependents includes:

- At the end of the year, team members can roll over their unused accrued vacation and sick pay hours up to a cap of 320 vacation hours and 560 sick hours
- Team members can participate in our vacation sell-back option which allows those who are eligible to cash out up to 80 unused, accrued vacation hours per year, no questions asked
- Participating team members can take advantage of Teladoc® quality, non-emergency healthcare from the comfort of their own home
- Insurance coverage for life, medical, dental, vision, disability, accident, critical illness, hospital indemnity, identity protection and legal services
- Healthcare flexible spending account options (including dependent care) and access to a cost estimator tool
- 401(k) plans with company match
- The Lineage Employee Assistance Program (LEAP), available at no cost to team members, provides confidential assessments, screenings and referrals on a range of topics, such as legal questions, family conflicts, psychological care and addiction.
- Lineage also offers team members a robust retail discount program on a variety of consumer products and activities
- In 2023, we added several new exciting benefit offerings, including:
 - Two weeks of baby bonding wage replacement for birth and adoptive parents
 - Enhanced wellbeing initiatives including a biometric wellness screening that provides a foundational health blueprint as well as a tobacco cessation program

TIME FOR GOOD – PAID VOLUNTEER TIME FOR LINEAGE TEAM MEMBERS

At Lineage, volunteering is an important way for team members to live our purpose. That is why, in 2023 we introduced a paid volunteer time program called “Time For Good,” to encourage our global team to set aside time from the day-to-day to make a positive impact in our communities. The program allows team members employed for more than 90 days to take **up to 8 hours each calendar year to participate in community service activities**—with that time paid out by Lineage at each team member's normal rate of pay.

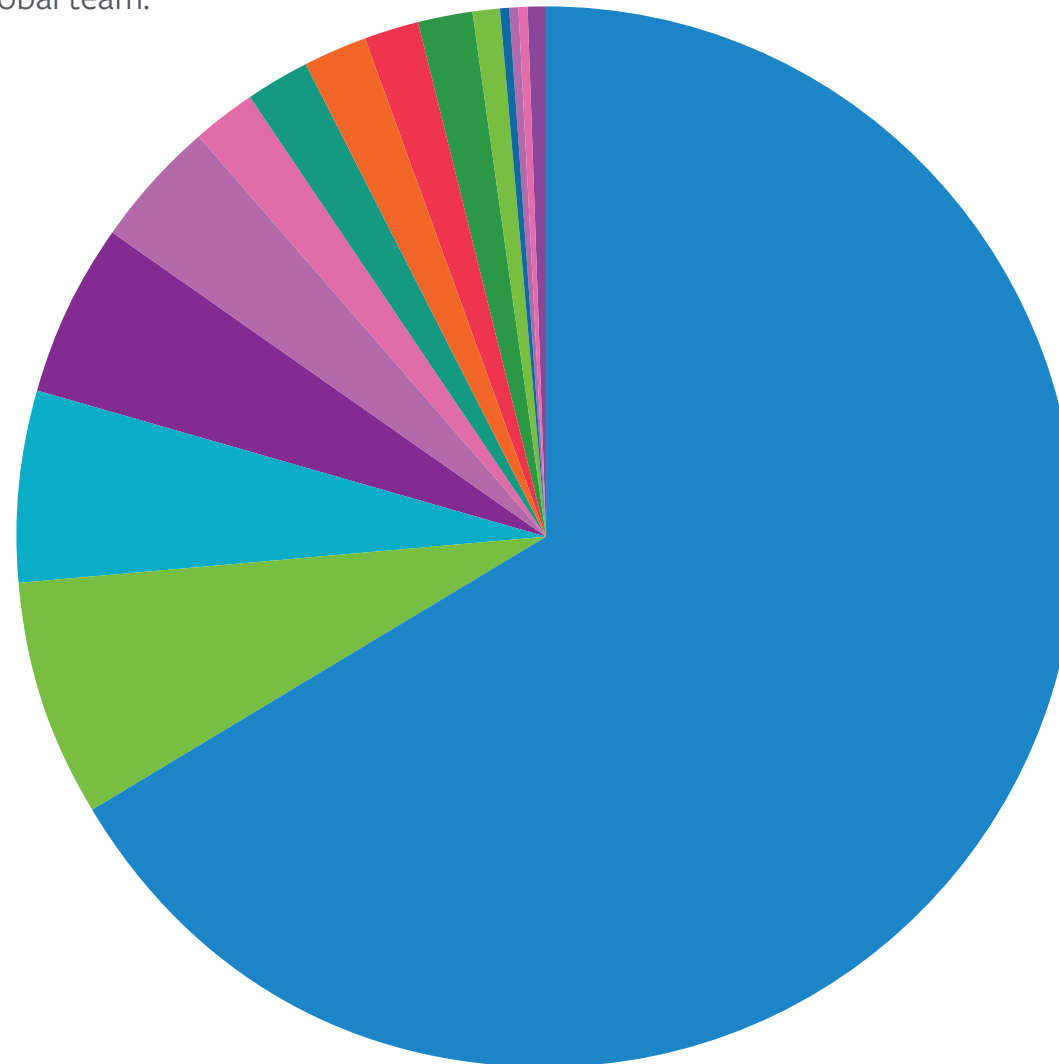




OUR GLOBAL TEAM

Lineage is powered by an incredible team of more than 26,000 individuals from around the world. See the chart below to better understand the makeup of our global team.

*Workforce data excludes headcount reporting from acquisitions and sites not yet available as of 12/31/2023

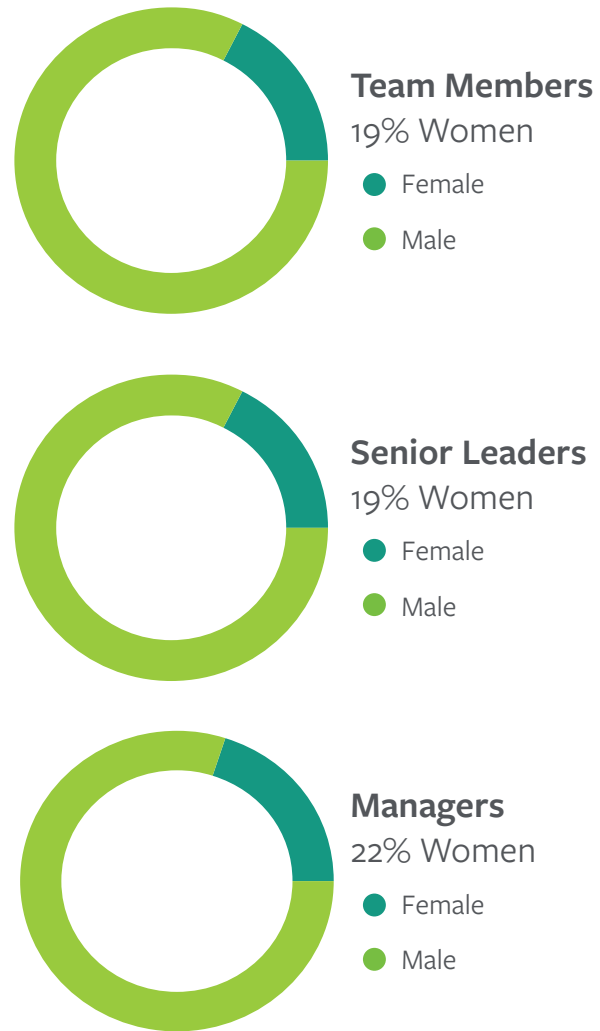


- United States - 16,411
- United Kingdom - 1,804
- Canada - 1,410
- Australia - 1,317
- Spain - 933
- Netherlands - 516
- New Zealand - 491
- Vietnam - 453
- Poland - 422
- Denmark - 418
- France - 167
- Singapore - 93
- Belgium - 82
- Sri Lanka - 80
- Italy - 77

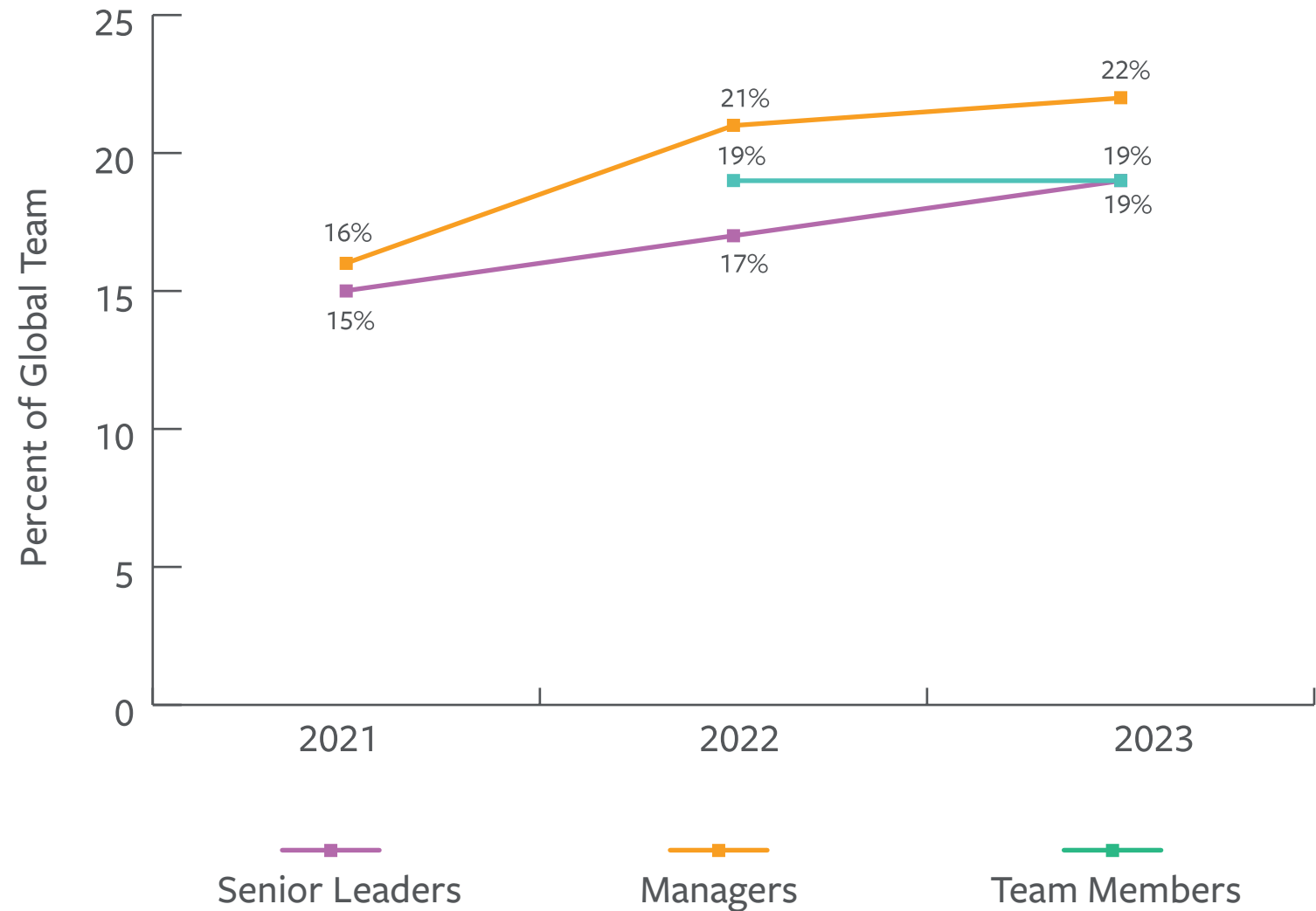


CREATING AN INCLUSIVE WORKPLACE CULTURE

Global Team by Gender (Self- Identified)



Women (Company Wide)

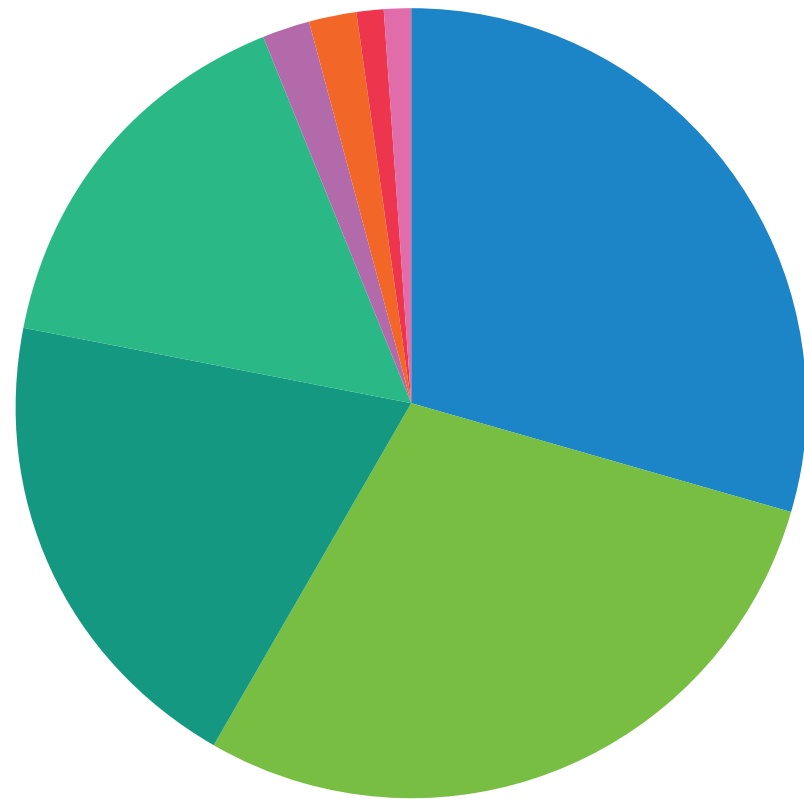


¹ Workforce data excludes headcount reporting from acquisitions and sites not yet available as of 12/31/2023
² Global workforce data on gender was not tracked organization-wide prior to 2022.



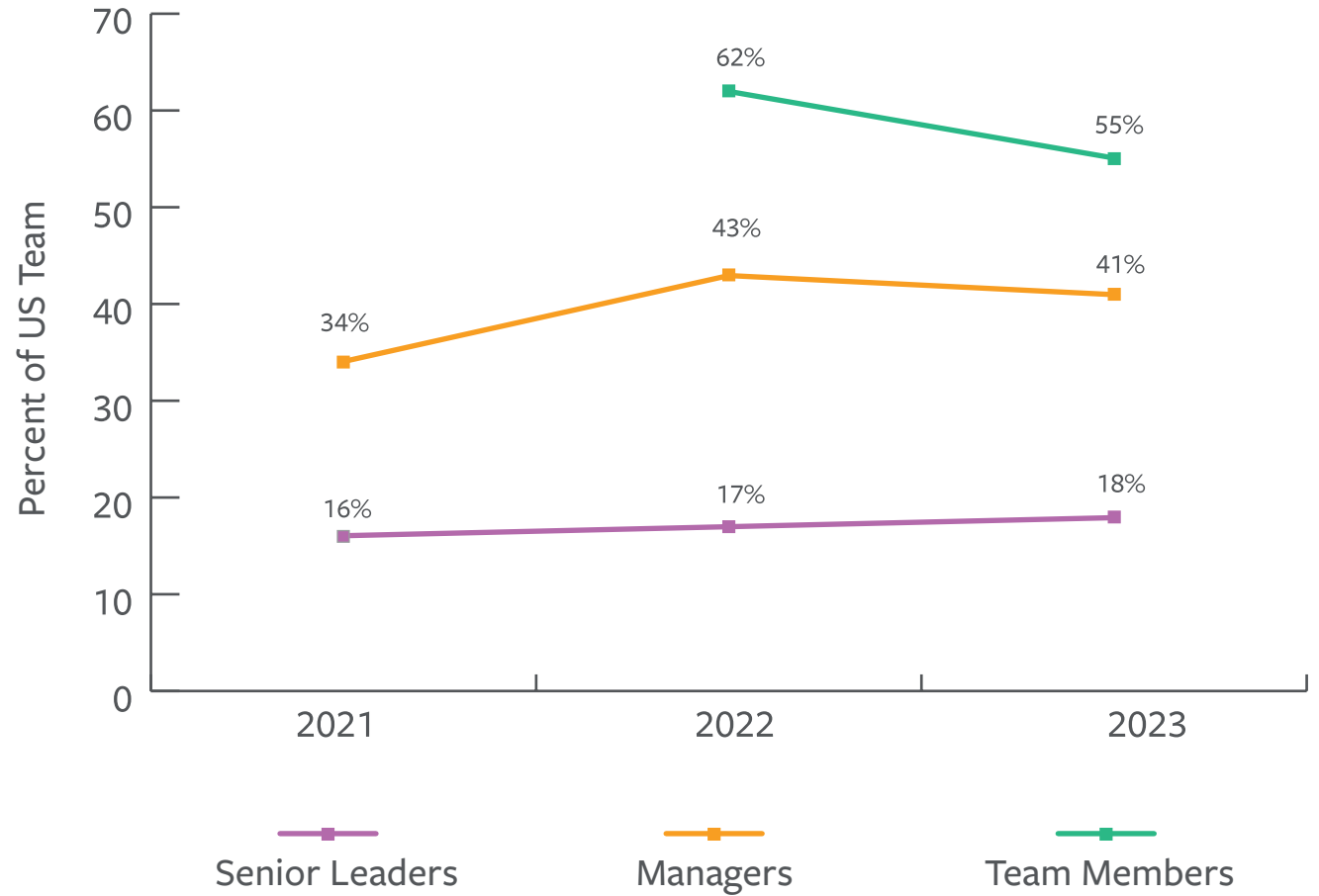
CREATING AN INCLUSIVE WORKPLACE CULTURE

U.S. Team by Ethnicity (Self- Identified)



- Hispanic or Latino - 30%
- White - 29%
- Black or African American - 20%
- Not Specified - 16%
- Asian - 2%
- American Indian or Alaska Native - 1%
- Native Hawaiian or Other Pacific Islander - 1%
- Two or More Races - 2%

People of Color (US Only)



1. People of color defined as a team member who identifies as Black/African American, Hispanic/Latinx, Asian, American Indian or Alaska Native, Native Hawaiian/Pacific Islander or Multiracial.
2. Senior leaders are defined as team members at the Director or Vice President level or above.
3. Diversity data reflects self-reporting of team members that have been integrated into Lineage's core HRIS system.
4. US Workforce data on ethnicity was not tracked organization-wide prior to 2022.



INTRODUCING: PSYCHOLOGICAL SAFETY

The physical safety of our team members is of critical importance to both our leadership and our global team. We want everyone to end their day in the same condition as they started it.

One area that our safety principles had not previously addressed is psychological safety. Promoting the mental and emotional security of our team builds on Lineage's rich safety fundamentals and adds a layer of interpersonal confidence to enable each of us to engage richly and openly with one another.

The concept has quickly gained momentum within the organization, as it is also tied directly to Lineage's values – especially the values of Respect and Trust. To better explain the concept, we have broken psychological safety into four key elements or quadrants which we aim to foster:

Learner Safety enables team members to ask questions when clarity is needed on how to do something without being made to feel lesser for not knowing. It helps build trust that mistakes can be learned from and respect for comfortably asking questions. In addition, it encourages team members

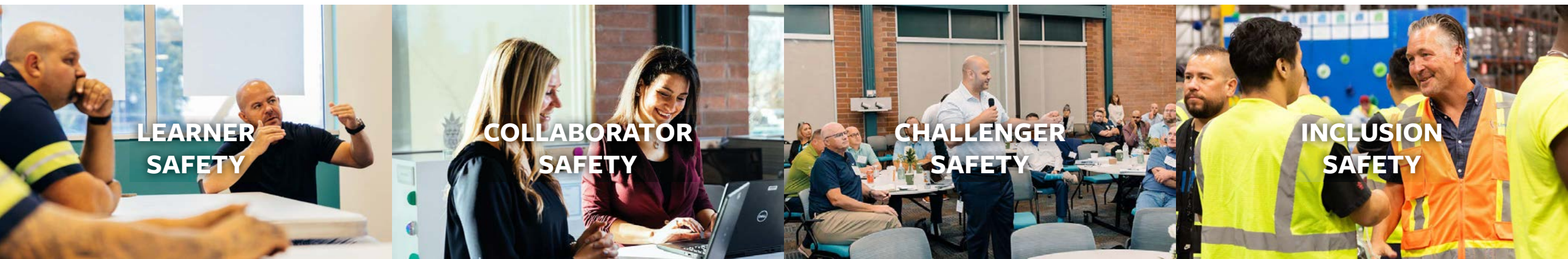
to consistently contribute to the conversation and work, ultimately sparking innovation.

Collaborator Safety speaks to respecting others' thoughts and ideas to allow for new and different perspectives – even if those perspectives may not align with how you would do it.

Challenger Safety reminds us that we all can speak up, including exposing problems and challenging the status quo. We need to feel safe in the space we are in, respected for who we are and comfortable being bold.

Inclusion Safety encompasses knowing that all experiences and ideas matter, regardless of position or title. It means that everyone can openly contribute while feeling valued and being treated fairly.

The topic of creating a psychologically safe work environment has been added to our leadership development programs.



LEARNER SAFETY

COLLABORATOR SAFETY

CHALLENGER SAFETY

INCLUSION SAFETY



EMPLOYEE RESOURCE GROUPS

Lineage's Employee Resource Groups (ERGs) bring together team members with shared experiences and backgrounds (or an interest in learning more) to build connections, create community and share insights with the larger Lineage team.

Our ERGs, which are open to all team members, provide team members with opportunities to share experiences, ideas and resources, engage in community and volunteering opportunities, gain exposure to leadership development programs and support each other in their roles at Lineage. Each group is open to any Lineage team member to join as a leader, member or ally.

Our first ERG, Women in Lineage (WIL), was founded in 2019 and since then, we've grown our number of ERG groups to a total of six.

In 2023, Lineage ERG membership thrived, collectively achieving 90% growth in membership and boosting subsequent programming, including:

- Sharing career stories from leaders of varying backgrounds
- Creating annual performance plans for each ERG
- Celebrating community culture and connectedness across the organization
- Elevating leadership capabilities of ERG leaders and their membership community
- Modeling psychological safety within their teams

To drive continuous improvement, each ERG develops its own roadmap and strategic goals, and has a dedicated executive sponsor from Lineage's leadership team to provide added support and visibility for the group's priorities and initiatives.

LINEAGE'S SIX EMPLOYEE RESOURCE GROUPS



COPA
Creating Opportunities & Providing Advocacy
 Hispanic / LatinX Employee Resource Group

Aims to inform members of all the possibilities available to them at Lineage, and to empower them to advocate for themselves.



LAUNCH
Early Career Professionals
 Employee Resource Group

Aims to support early career professionals as they navigate Lineage and emphasizes community, development and advocacy.



LEAD
Leadership & Education for African Ancestry Development
 Employee Resource Group

Aims to elevate knowledge, capabilities and visibility for leaders of African Ancestry to help them advance to higher levels of organizational leadership.



LINVETS
Military Veteran Community
 Employee Resource Group

Aims to leverage their members' military experience to serve and support military veterans, their families, and the broader veteran community at Lineage.



PRIDE+
LGBTQ+ Community
 Employee Resource Group

Aims to foster an environment of safety, equality and inclusivity while celebrating the LGBTQ+ community at Lineage through education, advocacy and community outreach.



WIL
Women in Lineage
 Employee Resource Group

Aims to recruit, inspire, develop and empower all women at Lineage.



ATTRACTING & WELCOMING WORLD CLASS TALENT FROM DIVERSE BACKGROUNDS

Lineage recognizes the importance of building a strong, diverse workforce and continues to work to increase diversity at all levels by extending opportunities to as many qualified people as possible.

To attract talent with diverse life experiences from various industries, we have implemented strategic recruiting partnerships and initiatives such as:

Transitioning Military & Veterans Hiring Program:

Lineage team members, who are either still involved in the military or are themselves veterans, are veteran advocates that make up the backbone of our veteran recruiting

strategy. These brand ambassadors recruit transitioning military personnel and veterans by providing firsthand accounts of how their own military backgrounds have influenced their work at Lineage. Strategic partnerships with organizations like Skillbridge, Recruit Military and US Army Pays facilitate the hiring process.

Refugee Hiring Partnerships: To help promote integration and diversity in the workforce, Lineage partners with organizations like BDV, Welcome US and World Relief via Tent, to connect with refugees seeking career opportunities.

Unhoused Hiring Partnerships:

Lineage collaborates with Goodwill Workforce Connection Centers to reach and recruit individuals experiencing homelessness, providing them with employment opportunities.

Second Chance Partnerships:

Partnering with organizations such as Atlanta Mission and Cara Collective, Lineage offers opportunities for formerly incarcerated individuals to rebuild their careers, fostering professional growth and reintegration into society.

University Recruitment and Co-op Program:

Lineage has established partnerships with universities across the U.S. to widen its talent pipeline. The Co-op Program focuses on bridging the talent gap for critical positions such as refrigeration maintenance techs, aligning with Lineage's commitment to innovation and industry leadership.

Community Partnerships: Lineage actively engages with local trade schools, forklift schools, community centers and unemployment offices to create pathways for individuals seeking to join the company, thereby helping to remove barriers to employment and fostering community involvement.





SUPPORTING OUR TEAM AND OUR COMMUNITIES

As a global One Lineage team, giving back is in our DNA.

This is demonstrated by our history of philanthropy within the communities in which we operate. We know that our team can have a tremendous impact when we show up as One Lineage around the world contributing directly to local charities and volunteering in community food banks near our facilities.



The Lineage Foundation for Good

The Lineage Foundation for Good is an independent 501(c)3 public charity organization that Lineage and some of its customers, vendors, and team members, partner with to facilitate food product and financial contributions as well as volunteerism to support philanthropic organizations working to reduce food waste and fight food insecurity. The Foundation was created in 2021 through a \$3 million gift from Lineage and it accepts additional ongoing contributions from Lineage. The Foundation seeks to reduce food waste and fight food insecurity by developing a dynamic, real-time, global link between those who commercially produce our food and the individuals, families and communities who need it most.



\$4M in grants and food donations to partners

The Lineage Foundation for Good issued nearly \$4 million in grants and food donations to charitable partners globally to build capacity at food banks and food rescue organizations, supply refrigerated trucks for food bank partners and support workforce development programs.

13K hours of volunteer time

Our team members donated over 13,000 hours of volunteer time to local charitable initiatives in support of charitable partners and communities in need around the world.

15M pounds of product rescued

Through our Customer Product Donation program, the Lineage Foundation for Good facilitated the donation of over 15 million pounds of

product from our customers. Lineage and the Lineage Foundation for Good are proud to partner with customers to identify products that are considered surplus and can be donated to the right place at the right time. All the customer has to do is agree to donate the product and the Foundation, in partnership with Lineage, takes care of the rest!

Champions for Good around the world

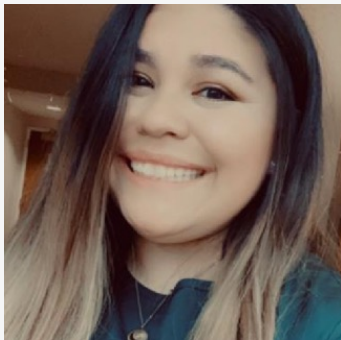
The Foundation's efforts are amplified through local Lineage sites via a program that engages cross-functional team members as volunteer liaisons for the Foundation in their regions. These individuals, or "Champions for Good," organize volunteer activities for their region, engage with local communities and help make decisions about where to award our grant dollars.



Lineage Foundation for Good Servant Leader for Good

In 2022 the Foundation for Good launched the Servant Leader for Good program. This quarterly award program enables team members to nominate their colleagues who have gone the extra mile through extraordinary acts of community service. Awards of \$1,000 are distributed on a quarterly basis for winners to donate to a charity of their choice. In addition, the Foundation selects a Servant Leader for Good of the Year and awards them \$5,000 to donate to a charity of their choice.

Spotlight: 2023 Servant Leader for Good



Swemy Sanchez Roman, Quality Assurance Supervisor

A founding Champion for Good since October 2022, Swemy has coordinated more than 15 volunteer events for team members to utilize their Time for Good. Swemy has positively influenced Lineage's culture of engagement by increasing team member participation with her dedication to helping give back. She has also participated in grant-making decisions on behalf of her region and has boldly

represented our team members and the community – receiving local praise for her tireless efforts. Swemy's passion and caring for those in need reflect the leadership traits we are proud of at Lineage. She consistently shows true servant leadership and is a prime example of Lineage's culture of teamwork.

Hardship Relief Program

The Lineage Foundation for Good's status as a public charity enables it to more freely help Lineage team members who may be experiencing severe, unexpected financial hardship.

In 2023, as part of the Foundation's Hardship Relief Program over \$630,000 in microgrants were issued to 200+ Lineage team members in need.

These microgrants assisted individuals challenged by severe and unexpected hardships ranging from illness and injury, loss of housing, bereavement, relocation due to domestic violence, disruptive geo-political conflict, and unexpected challenges related to rising inflation.





ABOUT THIS REPORT

This report presents an overview of our performance across ESG topics covering our global operations as Lineage, Inc., from January 1, 2023, to December 31, 2023, unless otherwise indicated. While this report references certain websites, those websites and the contents thereof are not incorporated by reference to this report.

A note on materiality

This report contains statements based on hypothetical scenarios and assumptions as well as estimates or topics that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality as defined by the U.S. federal securities laws and regulations, the European Union Corporate Sustainability Directive or any other law or requirement.

A note on GHG inventory methodology

GHG emissions were calculated with reference to the GHG Protocol following the operation control approach, with a base year of 2021. **These calculations have not been verified or assured by a third party.** Data in this report, reflects estimates using methodologies and assumptions believed to be reasonable and accurate. Those estimates, methodologies, and assumptions may change in the future as a result of new information or subsequent developments, or they ultimately may prove to be inaccurate.

Scope 1: Emission sources included in the calculation were on-site fuel combustion, mobile fuel combustion and refrigerants. CO₂, CH₄, N₂O and HFCs were included in the calculation. Emission factors were sourced from U.S. EPA and IPCC Good Practice Guidance and Uncertainty Management in National GHG Inventories. For HFCs, estimations were created based on the age of the refrigeration system and average EPA leak rates based on refrigerant type. Sites were surveyed and asked to indicate their refrigerant gas type and age of system.

Scope 2: Emission sources included purchased electricity and renewable energy, and emissions were calculated using the market-based approach. Emissions factors were sourced from IEA, U.S. EPA eGRID, AIB European Residual Mixes and Green-e Residual Mix.

The 100-year Global Warming Potential (GWP) rates were sourced from the IPCC's 5th Assessment Report. Where underlying primary data was not available, estimation techniques were applied. For example, there were instances where:

- Fuel cost data was used to estimate fuel consumption for electricity generation
- Fuel economy data was used to estimate mobile fuel consumption and other emissions
- Historical data was leveraged to estimate diesel and natural gas consumption



Report Disclaimer

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