UNFI Code of Conduct Waivers

Our Code of Conduct permits waivers of provisions within the Code of Conduct in exceptional circumstances after review by our Chief Compliance Officer. As described in the Code of Conduct, any waivers of the Code of Conduct to accommodate an executive officer or member of the Board of Directors of the Company must be approved by the Board of Directors and disclosed as required by law. Set forth below is a description of any such waivers granted in the past year, or any ongoing waivers.

December 2025

Michael Funk, an independent director of United Natural Foods, Inc. (the "Company"), plans to acquire Yuba River Markets, Inc. (d/b/a California Organics), a private company that operates a natural and organic grocery store in Nevada City, California ("California Organics"). California Organics is a customer of the Company. For each of the last three fiscal years, California Organics has purchased goods and services from the Company totaling less than $1.6 million in revenue. Mr. Funk currently sits on the board of directors of California Organics. The Board has previously considered and disclosed this relationship in the context of Mr. Funk's independence and deemed it immaterial. After consideration of several factors, including the immateriality of the transaction to the Company and to Mr. Funk, the arms' length terms of the relationship and Mr. Funk's valuable and unique contributions to the Board of Directors of the Company, the Board has waived the application of the Company's Code of Conduct, as supplemented by its Conflicts of Interest Policy for Directors, with respect to his ownership of a customer.

Updated November 2026

On November 1, 2026, Mr. Funk sold all of his ownership interests in Yuba River Markets, Inc.