



2024 Impact Report

Better For All

A summary of UNFI's sustainability efforts along our value chain during fiscal year 2024.





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We are pleased to share UNFI's FY2024 Impact Report, our 14th annual disclosure on our progress toward our sustainability commitments. Unless stated otherwise, the information provided in this report covers the 2024 fiscal year (FY2024), which ran from July 30, 2023 - August 3, 2024. For more information about our business performance during FY2024, please see our 2024 Annual Report on Form 10-K, filed with the Securities and Exchange Commission on October 1, 2024.

For questions, please contact impact@UNFI.com

A Letter from Our Leadership

In FY2024, we made encouraging progress on our sustainability goals as we continued to strengthen the foundation of our business. While the year brought industry challenges and company-wide changes, we remained focused on getting better every day and helping our customers and suppliers succeed in an increasingly dynamic marketplace.

We also took time to reflect on our business and what we aspire to accomplish in the years to come. Our refreshed purpose, **Better Food. Better Future.**, underscores our commitment to creating shared value for all the stakeholders we serve. It also reinforces the important connection between our impact, our business operations, and our ability to drive sustainable growth for UNFI and our partners.

Today, we are sharpening our capabilities and evolving into a stronger, more efficient company that delivers so much more than Better Food. Through our sustainability efforts, we believe we can also create a Better Future for our associates, customers, suppliers, shareholders, and communities.



▲ Sandy Douglas, Chief Executive Officer



▲ Members of the Hopkins Driver Team.



▲ Photo courtesy of Lundberg Farms, a UNFI supplier and member of the Climate Action Partnership.



▲ UNFI deploys electric trucks and trailers at its Sacramento and Gilroy, CA locations.



▲ UNFI receives the Disability Equality Index award.

In FY2024, we made meaningful progress in each of our business-aligned focus areas, including:

Safety: Further championed food safety in our value chain and established a working group to support our food traceability initiatives in order to achieve the highest level of industry standards and exceed consumer expectations.

Sourcing: Supported the transition to organic and regenerative farming and made significant progress within our owned brands portfolio to support our no-deforestation policy in order to drive product quality and innovation and help our customers differentiate themselves in the market.

Inclusion & Well-Being: Made well-being offerings more accessible to all our associates, including enhanced mental health awareness training, in order to attract and retain a more inclusive, high-performing workforce.

Climate: Broke ground on our largest solar array to date and invested in foundational logistics technology, which reduce operating costs and have a proven return on investment, while meaningfully lowering our greenhouse gas emissions.

Community: Surpassed our annual milestone for associate volunteerism and tapped into our associates' skills and expertise to support UNFI Foundation grantees, both of which are key drivers of associate pride and engagement.

Waste: Improved the waste diversion rate at our distribution centers and exceeded our goal to reduce shrink from damages, which demonstrate improved operating efficiency and minimized waste disposal costs.

As we look ahead, we're building on our momentum and further prioritizing sustainability initiatives that strengthen the performance of our business. We will continue to stay focused on the needs of our stakeholders and learn, adapt, and advance our efforts as our organization evolves for the future.


Sandy Douglas
Chief Executive Officer

Better Food. Better Future.

Integrating Impact into Business Strategy

Our stakeholder-focused sustainability strategy has long been a part of UNFI's success, unlocking efficiencies through collaboration across the business, and is key to our company purpose: **Better Food. Better Future.** We remain focused on providing more people, customers, and communities with *Better Food*. At the same time, UNFI has evolved into a company that delivers so much more than *Better Food*. We also strive to create a *Better Future* for associates, customers, suppliers, communities, and shareholders.

Our Focus Areas:

In FY2024, we standardized more of our processes, ensuring that our sustainability strategy continues to support our business performance. Our impact focus areas largely remain the same, but this consolidated structure allows for even greater ownership and direction to best serve our stakeholders.

Safety: Providing safe conditions for our associates and achieving the highest standards of food safety.

Sourcing: Working with suppliers to promote responsible business, including no-deforestation, inclusion, and regenerative and organic farming.

Inclusion & Well-Being: Bringing a holistic and inclusive lens to our five pillars of associate well-being (physical, emotional, financial, career, and community).

Waste: Reducing waste and excess food in our operations and across our value chain, including as a result of damaged and misplaced products.

Climate: Investing in efficiency, electrification, and optimization in our operations, and in regeneration along our value chain, to reduce our greenhouse gas (GHG) emissions footprint.

Community: Supporting our communities through associate volunteerism, strategic grantmaking and impact investing, educational resources, and transparent collaboration with customers and retailers.

Governance: Maintaining oversight, accountability, and credibility within our work through the mechanisms and guardrails we put in place.

All of our focus areas are underscored by this strong foundation.

We are striving to become the food industry's most valued partner, bringing retailers and suppliers products, programs, and services to help them grow and succeed.

FY2024 By the Numbers

NEARLY

11,000

TOTAL SUPPLIERS

Suppliers provide goods to UNFI for sale through our owned brands and professional services.

12 OWNED BRANDS

~250,000

TOTAL UNIQUE PRODUCT SKUS



28,333

FULL-TIME & PART-TIME ASSOCIATES

Associates work in our offices, retail locations, distribution centers, fleet, and remotely across North America. **54% of associates** work in our distribution centers.



55 DISTRIBUTION CENTERS & WAREHOUSES

In FY2024, we opened our newest distribution center (DC) in Manchester, PA and broke ground on a new state-of-the-art DC in Sarasota, FL.

2,208 TRUCKS¹

Our U.S. fleet made over **1.8 million delivery stops** and had nearly **775 million total cases** planned for delivery.



30K+

UNIQUE CUSTOMER LOCATIONS IN NORTH AMERICA

Locations include natural product superstores, independent retailers, conventional supermarket chains, ecommerce providers, and food service customers.

102 RETAIL LOCATIONS

We currently operate 76 retail grocery stores, including 54 Cub Foods corporate stores and 22 Shoppers Food Warehouse stores. In addition, we supply another 26 Cub Foods stores operated by our Wholesale customers through franchise and equity ownership arrangements.

\$30.98B NET SALES

¹ Trucks refers to tractors in UNFI's commercial fleet. Current tracking of delivery metrics excludes Canada and represents nationwide deliveries.

Progress On Our Goals

Each year, we evaluate our goals for alignment between our impact focus areas and evolving business. In FY2024, we improved the methodologies for gathering data for our organic acreage and associate volunteerism goals, and found new pathways to drive progress in the process.

We also added a goal related to our no-deforestation policy, and now have a total of **10 impact goals** guiding our efforts. Each of these goals enhances business performance, contributes to operational efficiencies, and adds value for our stakeholders.

Sourcing:

Promote soil health through regenerative and organic practices on 1 million acres by 2030.

By promoting regenerative and organic farming practices that improve soil health, we can contribute to a more resilient supply chain and help our customers differentiate themselves in the marketplace. We utilize UNFI Foundation grants and impact investments, and support regenerative and organic practices through our core business activities - all of which contribute to this goal. These efforts also reinforce our climate action strategies, particularly those addressing our Scope 3 emissions.

 ON TRACK

FY2020 Baseline: Goal established

FY2024 Progress: 440,109 total acres of organic farmland¹

Reach 100% RSPO-certified palm oil across all UNFI-owned brands by the end of 2025.

We are working toward a deforestation-free supply chain for palm. By sourcing from a certified supply chain, we have third-party assurance that the products we're sourcing do not contribute to deforestation, are maintaining the protection of workers' rights, and are helping us promote a resilient supply chain long term.

 NEW & ON TRACK

FY2023 Baseline: ~70% of UNFI-owned brand SKUs containing palm oil use RSPO-certified palm oil

FY2024 Progress: ~92% of UNFI-owned brand SKUs containing palm oil have transitioned to RSPO-certified palm oil

Climate:

VALUE CHAIN:
Reduce absolute Scope 3 GHG emissions from purchased goods and services by 25% by the end of FY2030.

Purchased goods and services represent the largest portion of our emissions footprint. Driving collaborative climate action with suppliers supports product quality and innovation. Our goal also helps support customers focused on their own climate commitments and will help us reduce emissions associated with forests, land, and agriculture.

 A BIT BEHIND

FY2020 Baseline: 18,348,254 metric tons CO₂e

FY2023 Progress: 21,924,093 metric tons CO₂e (19% increase)

FLEET:
Reduce Scope 1 and 3 heavy freight well-to-wheel GHG emissions from transportation by 38% per tonne kilometer by the end of FY2030.

As a distributor, we have an important role to play in reducing transportation emissions along our value chain. Investing in electrification, optimizing logistics strategies, and upgrading our routing and dispatch technology in support of our goal not only directly supports greenhouse gas (GHG) emissions reduction, but also helps us reduce waste and costs associated with fuel and deliver a higher quality of service to our customers.

 A BIT BEHIND

FY2020 Baseline: 200.12 gCO₂e/tonne-kilometer

FY2023 Progress: 291 gCO₂e/tonne-kilometer (45% increase)

FACILITIES:
Reduce absolute Scope 1 and 2 GHG Emissions from all other emission sources by 50% by the end of FY2030.

In reducing our operational emissions footprint, we seek to create change where we have the most control and where we can see the greatest impact. Through energy efficiency and renewable energy strategies, we are optimizing our operations, reducing delivery costs, and enabling "win-win" opportunities to advance related climate efforts, such as using solar to support the electrification of our fleet.

 AHEAD OF SCHEDULE

FY2020 Baseline: 405,481 metric tons CO₂e

FY2023 Progress: 214,314 metric tons CO₂e (47% decrease)

¹Results listed are cumulative since baseline year.

Progress On Our Goals (Continued)

Community Development:

Donate 250 million pounds of food (equivalent to approximately 208 million meals) by 2030.

We reduce waste and disposal costs, and maximize the useful life of inventory by finding alternative pathways for unsellable and unsalvageable products. We partner with regional nonprofits who are working to address hunger in underserved communities to proactively donate food that would otherwise end up in the landfill.

ON TRACK

FY2020 Baseline: Goal established

FY2024 Progress: 199,678,643 lbs of food donated (equivalent to ~166,398,869 meals)¹

Log 200,000 associate volunteer hours by 2030.

By offering volunteer opportunities that align with associates' skills and interests, we can increase engagement and retention within our workforce, build trusted relationships with our community stakeholders, and amplify outcomes through our own impact levers such as the UNFI Foundation and our Belonging and Innovation Groups (BIGs).

ON TRACK

FY2020 Baseline: Goal established

FY2024 Progress: 52,748 volunteer hours logged²



¹ UNFI associates volunteering at Amos House, a nonprofit social service agency in Providence, RI.

^{1&2} Results listed are cumulative since baseline year.

Customer Health & Safety:

Achieve SQF certification at all applicable distribution centers by the end of FY2025.

Our Safe Quality Food (SQF) certification indicates that UNFI distribution centers have handled products according to globally recognized food safety standards. Meeting the quality management conditions required by SQF demonstrates our commitment to upholding the highest standards of food safety and offers a trusted proof-point for our customers and consumers.

ON TRACK

FY2020 Baseline: Goal established

FY2024 Progress: 88% of distribution centers are SQF-certified

Strive for "Green" Ecolab Retail audit rating at all our retail stores.

We proactively partner with sanitation and pest providers to conduct food safety audits at our retail locations. Our goal ensures we are continuously meeting and exceeding rigorous standards and offering best-in-class shopping experiences for consumers. In fact, one of our retail stores was recognized with a food safety award in FY2024 for exceeding cleanliness requirements.

ON TRACK

FY2020 Baseline: Goal established

FY2024 Progress: 87% of audited stores received "Green" rating

Waste Reduction:

Achieve zero waste to landfills from distribution centers by 2030.

As distributors, we know that generating waste can indicate operational inefficiencies, higher disposal costs, and fewer products reaching customers. That's why we focus on reducing waste at the source, rely on our food handling protocols to help us process products with care, and partner with vendors to recycle packaging materials, salvage eligible products for discount programs, and donate inventory to regional nonprofits.

ON TRACK

FY2020 Baseline: 58% waste diverted from landfill

FY2024 Progress: 72% of waste diverted from landfill

Members of the National Grocers Association (NGA), including UNFI associates, meeting with White House officials in Washington, DC to discuss the protection of independent grocers through fair market competition, common sense food safety regulations, and public-private partnerships.



Governance

Setting the Tone

What we'll talk about in this section:

- Ethics & Compliance
- Stakeholder Value Creation

Our governance policies and processes hold us accountable to becoming a more responsible business every day and reinforce our focus on driving sustainable growth. Together, we seek to consider the well-being of our associates, partners, and communities in our business decisions. By communicating with all of our stakeholders with candor and transparency, we can play a leading role in cultivating a culture of trust – at UNFI and throughout the industry at large.

In FY2024, we added three new Board members who bring fresh perspectives to the table, fine-tuned our approach to advocacy, enhanced cross-functional collaboration, and equipped our leaders with better tools to recognize associate performance and create shared value for all of our stakeholders.

Embodying Our Values to Lead By Example

We continue to integrate oversight of our sustainability strategy with our business strategy, which we believe is enhancing our performance now and will continue to do so in the future. In the spirit of continuous improvement, we are further refining our existing processes for oversight and accountability to create a system of values-aligned governance structures.



Look for this icon throughout the report to see how UNFI amplifies impact through industry collaboration and advocacy.



Advocating as Industry Leaders

In FY2024, we sought to bring a more coordinated, strategic approach to **industry representation and advocacy**. We partnered with trade and industry associations, visited Capitol Hill, and engaged policymakers to help educate them on the many regulatory opportunities and challenges facing the country's food industry. Key topics included: developing innovative food safety solutions that align with the FDA's food safety and traceability compliance standards, protecting access to nutrition programs, maintaining funding levels for sustainable agriculture, promoting balanced competition for independent grocers, and more. In line with our science-based targets to reduce carbon emissions, we also engaged policymakers on challenges facing fleet electrification and advocated for climate-smart agriculture initiatives. This reinforces our dedication to sustainable growth and a resilient future.

This year, we also instituted the **UNFI Industry and Policy Council**, whereby UNFI associates sit on various industry boards to gain further insight into what is happening closest to our customers. The council provides a forum for us to share information about the priorities of trade associations that are relevant to UNFI and serves as our coordinated voice within the industry.

Enhancing Centralized Oversight

We maintain an eye toward operationalizing our impact focus areas as key contributors to UNFI's overall performance. Our view is that all sustainability priorities and initiatives must be financially sustainable within our business operations. In FY2024, we maintained sustainability strategy oversight at the Board level, with the Nominating and Governance Committee regularly reviewing relevant impact matters, and took additional steps to promote collaborative, cross-functional structures of accountability in multiple areas of business operations.

For the Board: We added three independent directors with extensive experience in business transformation, investment stewardship, and the broader food industry, while three longer-tenured directors stepped down. Engaging Board members with varied backgrounds and maintaining a range of tenures helps us bring holistic and fresh perspectives as we take a deep look at our business practices and strategy.

For Leaders: We have 12 senior leaders representing business-wide perspectives on an Executive Steering Committee overseeing our sustainability strategy. In FY2024, we provided routine updates to this Committee on critical impact topics. Their oversight of our impact enables company-wide support and progress toward our goals.

For Associates: We established various working groups to make sure the right voices are at the table for some of our most pressing impact matters, including food safety, inclusive and responsible procurement, and climate reporting. In Canada, volunteer associates also maintain a committee that oversees activation of our sustainability strategy in the region.

Our Values:



Better Every Day

"We continuously improve by staying curious, never settling for the status quo, and challenging ourselves to learn every day. By leading with integrity, acting with urgency and focusing on our shared goals, we drive better results for UNFI and our partners."



Do the Right Thing

"We choose what's right over what's comfortable, prioritizing the safety, security, and well-being of our associates, partners and communities in every decision we make. By communicating with candor and transparency, we all play a part in building a culture of trust."



Win Together

"We work as one UNFI team, striving for operational excellence, holding each other accountable to our commitments, and delivering on our promises. By embracing diverse perspectives and collaborating inclusively, we create innovative solutions and shared values with our partners."

Setting the Foundation for Collective Success

Becoming the food industry's most valued partner requires us to have products, services, support systems, and experiences that prioritize our stakeholders' needs. In FY2024, we took action to deliver on that requirement, collected feedback through surveys and other mechanisms, and used that feedback to refine our offerings, which will support improved performance in the future.

Creating a Better Future...

For Suppliers... by offering a seamless experience, go-to-market services, and insights that help them grow their brands with UNFI's retailer network.

We are focused on improving quality, service and transparency for our suppliers and making it easier for them to engage with UNFI. In order to simplify and enhance collaboration, in FY2024, we introduced the Simplified Supplier Approach (SSA) policy and the Supplier Go-to-Market Partnership (SGP) program. These supplier-focused initiatives were designed to address key supplier priorities, including expanding distribution, driving growth, improving predictability, and reducing costs. Importantly, our Supplier & Vendor Code of Conduct and additional supplier-facing policies continue to provide clear, consistent standards for all of our suppliers.



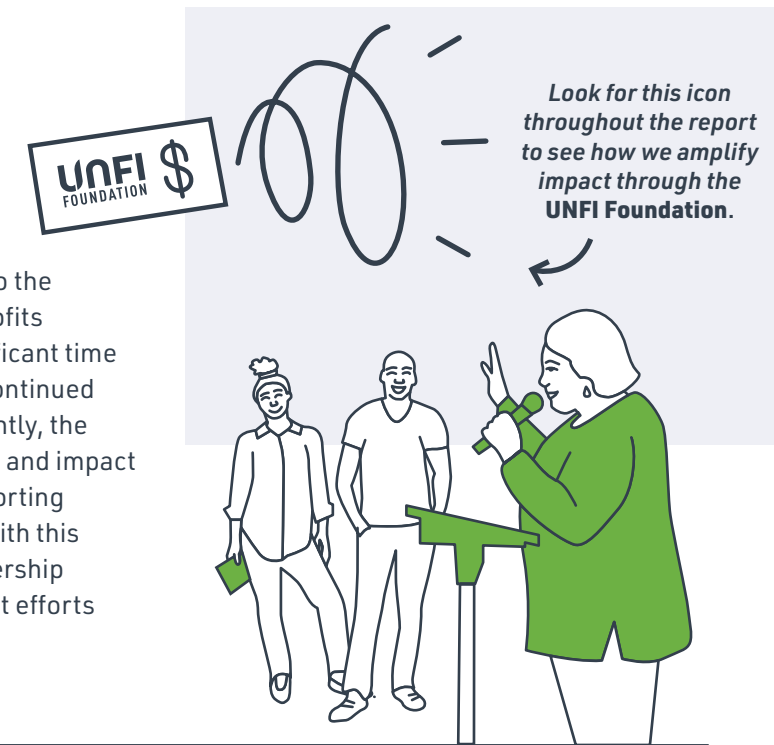
For Associates... by building an inclusive, high-performing culture that focuses on safety and operational excellence, and inspires everyone to reach their full potential.

In developing high performing teams that create competitive advantage, we seek to acknowledge, validate, and enhance our associates' experience. In FY2024, we used more high-touch recognition and engagement mechanisms in lieu of a company-wide engagement survey, including: collecting feedback through our Belonging & Innovation Groups (BIGs), equipping leaders with a recognition toolkit to further foster an inclusive culture in which associates and people leaders lift one another up through targeted resources, and more. At our distribution centers, we experienced the lowest associate turnover in many years – a key indicator that last year's focus on tailored support has hit its stride. We will continue to explore ways to understand our associates' experience and recognize their efforts more comprehensively.



For Communities... by improving access to quality food, empowering associates to give back, and protecting the planet we share.

We recognize that achieving true impact requires us to listen to the communities we serve and collaborate closely with the nonprofits working on the ground. This year, UNFI associates spent significant time volunteering with nonprofits in their communities, while we continued to increase food access via our food donation efforts. Importantly, the **UNFI Foundation** continued to align its strategy with business and impact objectives by launching new grantmaking programs and supporting inclusive procurement and regenerative agriculture efforts. With this approach, we can move from a transactional model to a partnership model, promote change in the food system, and amplify impact efforts throughout our business.



Look for this icon throughout the report to see how we amplify impact through the UNFI Foundation.

For Customers... by providing a superior experience, a portfolio of differentiated and competitively-priced products, and value-added programs and services.

Our industry-leading network of strategically-located distribution centers provides our customers with the efficiency and flexibility they need, especially as they evolve and adapt to stay competitive. When combined with our broad, high-quality product assortment, professional and digital services, and cross-industry expertise and resources, we hope to create a differentiated customer experience. To that end, for example, in FY2024, we launched the UNFI Media Network (UMN), a platform aimed at providing small, regional, and independent grocers with access to our network of suppliers and the scale, data, and tools necessary to thrive in a competitive industry.



For Shareholders... by driving compelling returns through rising profitability, cash flows, and balance sheet strength.

In FY2024, we prioritized initiatives that support both our impact focus areas and our business performance. This approach supports our shareholders in the long term by unifying our strategies and leading to enhanced performance in both areas since our investments help us run a more efficient business set up for long-term success. Looking ahead, we remain committed to sharing clear updates on our progress as well as challenges we may face along the way.



We partner with farmers and suppliers to cultivate healthy soil, promote biodiversity, and build a diversified supply chain to ensure the resilience and sustainability of the food value chain.

Photo courtesy of Lundberg Farms.



Upstream

From Farm to Forklift

What we'll talk about in this section:

Climate: Value Chain

Sourcing: Inclusive and Responsible Procurement

UNFI serves as a conduit in the value chain, connecting our vast network of suppliers and customers. We are in a unique position to create shared value and sustained growth with our partners across the supply chain and industry landscape. To be the partner of choice for our stakeholders, we need to make it easier for suppliers to work with us and leverage our upstream capabilities to help large and independent grocers source a variety of quality food options for their broad consumer base.

Our procurement-related sustainability strategy prioritizes partnerships with suppliers who understand our business objectives, share our impact goals, and want to contribute to our vision of a Better Future. With their input and support, we hope to contribute to our stakeholders' ability to innovate, scale, and adapt. In FY2024, we advanced our no-deforestation efforts by converting almost all of our applicable owned brands to sourcing Roundtable on Sustainable Palm Oil (RSPO) certified ingredients. We also issued grants through the UNFI Foundation to amplify our efforts around inclusive procurement, climate-smart agriculture, and more.

Fostering a Resilient Supplier Network

Maintaining a resilient, diversified supply chain is critical to our ability to proactively meet the needs of a broad – and increasingly varied – customer base. Importantly, because of the wide variety of suppliers in our network, we do not take a one-size-fits-all approach to our partnerships.

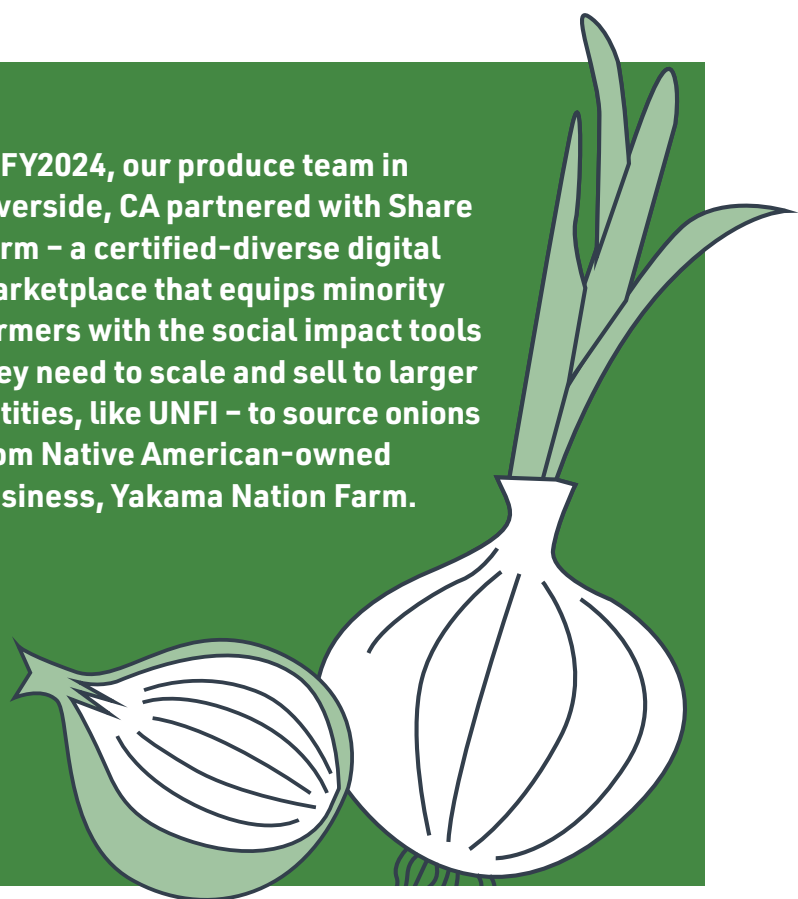
Building Inclusive Product Pipelines

Tailored support can help our suppliers more successfully respond to consumer demands, especially for the emerging brands, small businesses, or ones owned by veterans, individuals with disabilities, or other historically marginalized groups within our supply chain. By providing resources and assistance to address the needs of these suppliers, we can support retailers in achieving their impact objectives, while also helping innovative brands compete. Additionally, by actively seeking out emerging and certified-diverse suppliers for our operational Requests for Proposal (RFPs), we tap into a broad range of perspectives and solutions to help us enhance operational efficiency and build a more resilient and responsible business.

\$722.6M
SPENT WITH
735
CERTIFIED-DIVERSE
SUPPLIERS¹

This represents **2.47% of total procurement spend**. Maintaining a diversified supply chain helps us to deliver a portfolio of differentiated products to our customers. Tracking suppliers' certification status and identifying barriers to certification continue to be industry-wide challenges that we're proactively working through, particularly in Canada.

In FY2024, our produce team in Riverside, CA partnered with Share Farm – a certified-diverse digital marketplace that equips minority farmers with the social impact tools they need to scale and sell to larger entities, like UNFI – to source onions from Native American-owned business, Yakama Nation Farm.



¹Diverse suppliers include business entities that are at least 51% owned and operated by women or minority groups (WBE/MBE), including Black/African American, Asian-Indian American, Hispanic American, Asian-Pacific Islander, Native American, Veterans, small business owners, disabled individuals, or individuals who identify as Lesbian, Gay, Bisexual, Transgender, or Queer.

Emerging, Sustainable, and Diverse Suppliers are UpNext

Consistent with the goals of our overall inclusive procurement strategy, our UpNext program provides a community of small and emerging suppliers with customized, hands-on partnerships focused on education and thoughtful growth goals. Participants engaged in four Pitch Slam events across the country, providing suppliers with a direct opportunity to pitch their products to retail customers. FY2024 saw the highest number of applicants to date.



▲ Thirteen UpNext brands gathered in Boulder, CO to learn from industry experts at a bootcamp event.



▲ Becca Millstein, Co-Founder & CEO of UpNext brand Fishwife, wins the Pitch Slam competition at UNFI's San Diego Selling Show.

Amplifying Supplier Support

We aim to help our partners get access to the tools they need to be successful within the evolving food industry.

The **UNFI Foundation** selected the National Minority Supplier Development Council's (NMSDC) Acres program as one of its 22 grant recipients aligned with the Food Equity funding priority. The NMSDC supports Black farmers by providing technical assistance and access to capital, contracts, diverse certification, and networks. Moving beyond the check, UNFI associates also helped develop the Acre's 2024 curriculum and offered mentorship to cohort graduates. Learn more about our four funding priorities and how the **UNFI Foundation** is empowering food equity and sustainable food systems in the Downstream section.



▲ Members of the National Minority Supplier Development Council, a UNFI Foundation grantee, with UNFI associates at the Acres program graduation.



Leaning into Responsible Sourcing

We seek out opportunities to collaborate with suppliers who both share our vision for a better food system and can deliver products with the attributes, price, and quality our customers value. This year, we partnered with stakeholders in our value chain and made progress within our owned brands portfolio to advance responsible business practices, support animal welfare, and work toward a deforestation-free supply chain.

Support for Animal Welfare

Aligned with our animal welfare position statement, we enhanced our tracking of products sold in accordance with higher welfare standards, which better captured previously unreported sales.

In FY2024¹:

- **73% of eggs sold were from cage-free, free range, and pasture-raised environments**
- **35% of pork sold was gestation crate-free**

While we can't pinpoint the exact impact of each contributing factor, we believe the primary driver of these increases was improved methodology for identifying relevant SKUs, followed by market forces such as Proposition 12² in California and UNFI's strategic efforts as outlined in our position statement's Implementation Approach and Roadmap.



¹ These statistics were derived based on sales (USD) and not weight (lbs).
² Proposition 12, which applies to both eggs and pork, establishes animal welfare standards and prohibits the in-state sale of products not in accordance.

Progress on No-Deforestation

We are also working toward a deforestation-free supply chain for beef and palm oil. In FY2024, we increased the share of our owned brands portfolio that sources more responsible palm oil and updated our supplier compliance process to better support our no-deforestation policy.

Our Goal:
 Reach 100% RSP0-certified palm oil across all UNFI-owned brands by the end of 2025.

NEW & ON TRACK

Current Progress: ~92% of UNFI-owned brand SKUs containing palm oil have transitioned to RSP0-certified palm oil

We are proud to have transitioned more than 100 SKUs to RSP0-certified palm oil within the last two years by partnering with our suppliers to understand their current usage of palm oil in our products and investing in the reformulation of previously non-certified recipes. Certifying our remaining brands will require greater collaboration and increased investment in supply chain transformation. Despite these anticipated hurdles, we continue to look for opportunities to close the gap.



Derived from the fruit of an oil palm tree, palm oil is used for many products from ice cream to cereal to detergent.



Scaling Regenerative & Organic Practices

In FY2024, we evolved our strategy for how we promote soil health, biodiversity, ecosystem services, and prosperity for farmers at scale. Through a dedicated cross-functional effort, we now have three strategic levers that help to maximize our business's impact, including UNFI Foundation grants, impact investments, and support through our core business activities— all of which contribute to progress on our official goal.

Procuring Organic Commodities

In partnership with the nonprofit Soil & Climate Initiative (SCI), we developed and deployed a comprehensive approach to measuring our impact as a distributor by using select FY2023 spend data of single ingredient and minimally processed products to estimate how much land is required to support our procurement of these certified organic items.

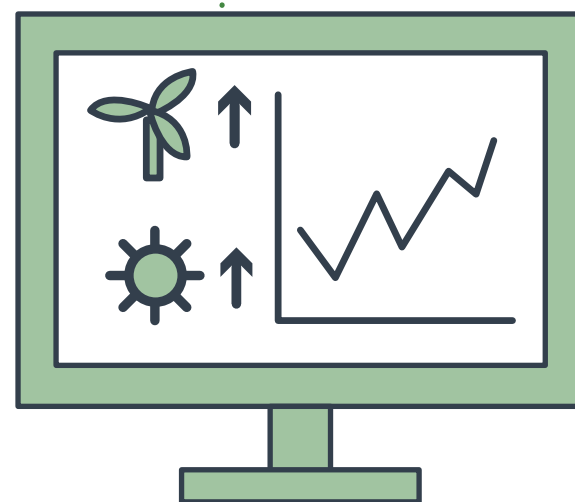
UNFI enhanced soil health on more than 188,000 certified organic acres in FY2023 through our core business activities.¹



Impact Investing

The UNFI Foundation made its first impact investment² into Mad Capital's Perennial Fund II, aimed at unlocking capital markets for regenerative agriculture. Through the Climate Collaborative, the UNFI Foundation also funded a year-long Organic and Regenerative Transition Community of Practice – a cohort of ten companies developing their capacity to transition and scale a regenerative supply chain.

An additional 77,990 acres were supported through the UNFI Foundation's impact investments.

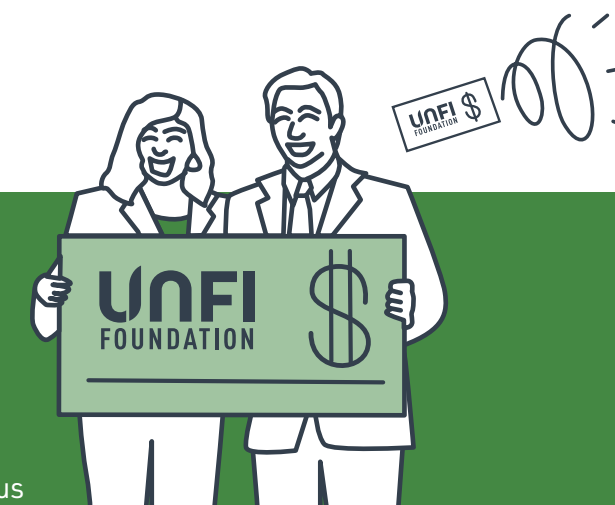


¹ SCI's acreage calculator and our associated methodology is further explained in our GRI Content Index.
² Because procurement data collection is timed to accompany our GHG inventory, FY2024 data currently only considers UNFI Foundation grants and other impact investments.
³ UNFI's investment was facilitated via Realize Impact, our financial intermediary.
³ WNC will also match the contributions from UNFI and other sponsors 1:1 using WNC's USDA Partnership for Climate Smart Commodities Grant (Agreement number NR233A750004G032).

Funding Grantees

The UNFI Foundation awarded 26 grants to promote soil health in FY2024 – more than double what was given last year – as a result of our clear strategic focus during the grant selection process. The UNFI Foundation also collaborated with other supply chain partners to sponsor a project promoting climate-smart agriculture on farms in Oregon: Our grant recipient Zero Foodprint will administer financial support to farmers, with on-the-ground technical assistance and farmer recruitment from Wolfe's Neck Center (WNC) for Agriculture & the Environment³.

In FY2024, the UNFI Foundation supported organic and regenerative practices on 152,287 acres through grantee activity.



Our Goal:

Promote soil health through regenerative and organic practices on 1 million acres by 2030.

ON TRACK

Current Progress: 440,109 total acres of organic farmland established

Using our enhanced calculation methodology, FY2023 progress has been restated to include procurement of organic commodities. In the coming year, we plan to reflect on the scope and design of this goal and how our enhanced understanding of our business' impact may influence our next steps.

Through our engagement with industry trade associations, UNFI also supports efforts to maintain funding for federal USDA conservation programs that support climate-smart agriculture and increase funding for organic research and farming.

Climate-smart agriculture can include a number of practices, such as: (1) cover cropping, (2) reduced tillage, and (3) natural mulching



Advancing Climate Action Through Supplier Partnerships

We have an important role to play in reducing shared value chain emissions. We nurture supplier relationships as a crucial piece of our climate action strategy, which also supports our customers' climate commitments.

In FY2024, we focused on developing resources to help suppliers decarbonize. For example, we served as a hub for sharing best practices with suppliers and customers and made it easier for retailers to choose products that are taking action on climate.



Our Focus on Climate Action

Our indirect value chain emissions – specifically Scope 3, Category 1: Purchased Goods & Services – continue to represent the majority of our greenhouse gas (GHG) footprint. Reducing our upstream emissions, particularly those associated with the forest, land, and agriculture (FLAG) sector, remains a major focus as it supports our ability to:

- Provide goods that are less emissions-intensive, which contribute to our climate action ambition, support our customers' climate commitments, and meet consumer demand.
- Enhance the resiliency of our supply chain by ensuring farmers can mitigate and adapt to a changing climate, including severe droughts, floods, and other climate-related impacts.
- Stay ahead of, and comply with, national and state regulations, as well as relevant initiatives we've set for ourselves, such as our no-deforestation policy.

Our Goal (Value Chain):
Reduce absolute Scope 3 GHG emissions from purchased goods and services by 25% by the end of FY2030.

! A BIT BEHIND

Current Progress: 21,924,093 metric tons CO₂e (a 19% increase from our FY2020 baseline)

Category 1: Purchased Goods & Services emissions represent **91.7% of our total emissions**. While emissions are still above our 2020 baseline, we saw a **12.19% decrease** from the prior year, which – in addition to our own strategic initiatives – can be attributed to improved data visibility and use of more representative emissions factors.

23,433,917

METRIC TONS CO₂e
FY2023 Scope 3 emissions

Reducing our Scope 3 emissions remains a major focus as they represent **98% of total emissions**.¹

FLAG EMISSIONS REPRESENT

52%

of Scope 3, Category 1: Purchased Goods and Services Emissions

Improved Scope 3 data collection allowed for better identification of FLAG vs. non-FLAG emissions and supported our development of a formal FLAG target, which we plan to submit to SBTi in FY2025 for third-party validation.

Climate Action Hub

Through UNFI's Climate Action Hub, we encourage our partners to learn from one another and expert practitioners to scale climate solutions across the food system. In FY2024, we developed two additional supplier case studies – with Organic Valley and Lundberg Family Farms – that will be published in early FY2025 and hosted a second, five-part Climate Action Webinar Series, featuring industry leaders who covered topics ranging from climate action road map development to communicating climate disclosures and sustainability initiatives.



▲ In the Lundberg Family Farms Case Study, we identify and share best practices around communicating sustainability efforts to customers. Photo courtesy of Lundberg Farms.

69 UNFI SUPPLIERS were part of the Climate Action Partnership at the end of FY2024

This is a meaningful increase that includes key partners, as these suppliers account for **nearly 10% of our total FY2023 Scope 3, Category 1 emissions**.

¹ A breakdown of total emissions by scope is available in the Key Metrics section of the Appendix.



▲ In the Organic Valley Case Study, we highlight innovative, holistic programs for reducing on-farm emissions and how to credibly account for these reductions in a GHG inventory. Photo courtesy of Organic Valley.



Our new zero-emission refrigerated delivery system at our distribution center in West Sacramento, CA is helping to reduce emissions and improve logistics efficiency with two new battery-electric semi-trucks and five zero-emission refrigerated trailer systems.

Operations

Our Places, Processes, & People

What we'll talk about in this section:

- Inclusion & Well-Being
- Safety
- Climate: Facilities & Fleet

When it comes to our operations, we're zeroing in on where we have operational control and are constantly refining our strategies to optimize impact and business performance. When our associates feel safe, our buildings and fleet are efficient, and our culture is inclusive, we become a more resilient business that can lower costs and reinvest operational savings. We are proud to invest in initiatives and projects that best serve our associates, customers, and suppliers, and protect consumer confidence.

In FY2024, we improved collaboration with internal teams and external partners to reach our collective goals. We enhanced our programming to best serve our associates, took meaningful steps to be an industry leader in food safety, piloted key Environmental, Health, and Safety (EHS) programs, continued our focus on energy efficiency, and made investments in solar, electrification, and new partnerships to optimize dispatch and routes for our fleet.

We continue to think about the impact of our buildings and fleet through the lens of what's in our "operational control." This means that we're focused on the assets and activities where UNFI has the authority to introduce and implement operating policies.

Building an Inclusive, High-Performing Culture

We are focused on providing holistic support for our associates and remain committed to our five pillars of well-being. Through this work, we can continue to build an inclusive, high-performing, and agile culture and regularly check that our programming is having the desired impact. **Our pillars of well-being include: Career, Community, Emotional, Financial and Physical.**

Investing in Well-Being

In FY2024, we took additional steps to strengthen our well-being programming, resources, and benefits to best serve our associates, with a particular focus on emotional health as foundational to all pillars of well-being. **Below are some of the initiatives that were enacted over the last year:**

- Several members of our Human Resources team were trained in Mental Health First Aid at Work and one team member became certified as an instructor to lead trainings across distribution centers next year. After launching mental health awareness training in FY2023, we are proud that an additional 1,230 leaders completed the course in FY2024, leading to a >95% completion rate.¹
- The Calm Sleep & Meditation app, which aims to reduce stress and anxiety by helping users practice mindfulness and mental wellness activities, was integrated into our internal communications platform, allowing for easier access. **2,103 associates used the app in FY2024.**
- We continued to offer Healthy Pursuits, our wellness rewards incentive program that encourages users to adopt and maintain healthy habits, with **more than 40% of eligible associates** participating in FY2024.
- We continue to encourage associates from across the company to participate in events, volunteer initiatives, and other programming. In FY2024, we offered **59 Fresh Perspective courses** that included our "Real Talk" series and topics like "Building Change Resiliency." These courses were complemented by **16 well-being webinars and trainings on mental health awareness, and more.**

To BIGs, Inclusivity, & Beyond!



▲ Members of the Women in Operations Leadership Development Program

Our seven associate-led Belonging & Innovation Groups (BIGs) provide safe and inclusive spaces for all associates. In FY2024, BIGs continued to build a culture of learning. They held over 80 events, contributed ~800 hours of volunteerism, and grew collective membership by 13%, including participation by retail and distribution center associates.

The Women's Integrated Network (WIN) BIG, for example, doubled the size of its Circle Mentoring program in support of skill-building and career development for all associates.

The "A" in Our ABCDs

Leaning into "Accountability," we retained a third-party firm to conduct a [Civil Rights Assessment](#) to evaluate existing policies, procedures, and practices. The third-party firm engaged UNFI associates directly to learn about their experience, showing us where we are doing well and where we have room to improve. We have already begun taking action on the findings; for example, we started to build a skills development program for women in our distribution centers after learning we can do more to enhance belonging and upskilling for those associates.

In FY2024, we streamlined and enhanced our Inclusion & Well-Being strategy at our retail locations to more closely align with that of our corporate locations and distribution centers. We offered e-learning diversity training to associates and launched communication boards at our stores to make information on inclusion-related events and awareness content more easily accessible.

As we continue to hone our strategy, we will continue to channel our efforts into the following three areas:

- Offering all associates equitable access to resources.
- Supporting a workforce in which all associates are included.
- Making our processes and policies more clear and transparent.

¹ People leaders in the US and Canada were assigned the training in FY2024; however, this metric does not include retail associates.

- Accountability
- Belonging
- Challenging the Status Quo
- Doing the Right Thing



Approaching Safety Collaboratively

As North America's premier grocery wholesaler, the safety of our associates, the product we move, and the people we serve, is of utmost importance. This year, our safety team focused on holistic, long-term planning to meet our collective safety goals. We refined our internal processes, piloted new platforms to seek out key learnings, applied our safety management software across all programs, implemented new technologies, and expanded our program's capacities.¹

Championing Food Safety

We've made significant strides in recent years to solidify our plan for delivering world-class Food Safety and Quality Assurance (FSQA). In FY2024, we created **FSQA vision and mission statements** to guide our work both internally (for sanitation and quality assurance in our supply chain and safe working conditions for associates) and externally (for traceability across the industry at large and high quality products for consumers).

Our teams established an enterprise-wide working group for our Product Traceability Initiative, built strategic relationships with food industry partners, and joined leading food safety initiatives to support efficient and effective implementation of the

FDA's Food Traceability Rule.

The FDA's Food Traceability Rule (FSMA Rule 204) is a part of the Food Safety Modernization Act, focused on implementing a proactive approach to addressing food borne illness outbreaks and improving tracking of food products throughout the supply chain.



We have taken a leading role in educating regulators on the complexities of food traceability by hosting tours of our distribution centers and retail stores for key policymakers and regulators, participating in public forums, and more.

In FY2024, we took our produce quality control mechanisms to the next level, improving quality and freshness, eliminating waste from our supply chain, and creating consistency across our network. We are holding suppliers more accountable for produce quality by reporting data in real time and providing performance scorecards. We also implemented a new technology to track produce temperature during transportation, which helps us make adjustments more quickly and balance freshness, availability, and customer experience.

Our Vision:
A world-class food safety management system that achieves the highest level of industry standards and exceeds consumer expectations.



▲ UNFI hosted regulators in our distribution centers to highlight key food safety initiatives in our operations.



Environmental, Health, and Safety (EHS)

We continue to develop our EHS programs and, in FY2024, we expanded the metrics we use to measure workplace safety, including tracking of lost time due to injuries. We were proud to see significant year-over-year improvements and will continue to monitor trends in the coming years.

Fleet Safety

We approach fleet safety proactively, using technology to support safe driving behaviors. In FY2024, we piloted and started to implement a new driver telematics program and fleet technology system. The new program, which includes forward-facing video, gives drivers real-time feedback on their driving behavior and ultimately helps improve both driver and vehicle safety. It also combines insights gained through the new technology with data collected in support of the federal Department of Transportation's standards into a single system.

Our Goal:
Achieve SQF certification at all applicable distribution centers by the end of FY2025.

ON TRACK

Current Progress: 88% of distribution centers are SQF-certified²

In FY2024, we continued to drive progress by working with a new vendor to manage our external audit program and avoid complacency. We now have a plan in place to certify our remaining applicable facilities.

¹ Corporate security and asset protection was added to the safety team in FY2024 and we intend for it to be part of holistic reporting in the future.
² This year we included our Canadian DCs in our count of distribution centers that are eligible for SQF-certification.
³ Progress reflects a rolling average of "Green" ratings resulting from monthly food safety audits at applicable retail locations. Locations selling liquor, wine, and/or spirits do not receive a food safety audit and are therefore not currently covered by this food safety rating.

Our Goal:
Strive for "Green" Ecolab Retail audit rating at all our retail stores.

ON TRACK

Current Progress: 87% of audited stores received "Green" rating³

As part of our food safety strategy in our retail locations, we focused on enhancing store cleanliness and standardizing our sanitation program. In FY2024, we re-qualified for **Ecolab Science Certified**, a program that recognizes retail stores for meeting or exceeding specific cleanliness requirements.

In FY2024, Cub Foods Lyndale earned the Food Safety Award given by the City of Bloomington, MN Advisory Board of Health!

Operating More Efficiently

We are committed to more efficiently serve our customers and suppliers, and we believe sustainability initiatives play an important role in efficiency. We can help protect natural resources, while also reducing costs and reinvesting in projects that support both sustainability and business outcomes. We are proactively prioritizing energy efficiency, investing in renewable energy, optimizing our distribution network, and electrifying our fleet. Our efforts to date have been foundational and will unlock even more meaningful progress in the years ahead.

Powering Our Facilities

Our GHG emissions inventory is a critical lens through which we can assess how effective our efforts are, and our FY2023 Scope 1 and 2 emissions decreased by nearly 15% compared to the previous year. Building on that momentum, in FY2024, we prioritized opportunities with both beneficial impact and financial return: increasing our capacity for solar, supplementing our on-site generation with renewable energy certificates (RECs) purchases, and investing in our energy efficiency programs.

Our Goal (Facilities):

Reduce absolute Scope 1 and 2 GHG emissions from all other emission sources² by 50% by the end of FY2030.

AHEAD OF SCHEDULE

Current Progress: 214,314 metric tons CO₂e (a 47% decrease from our FY2020 baseline)

We continue to improve the underlying data and methodologies used to calculate our emissions. This year-over-year improvement reflects updates to our emissions accounting methodology, as well as our efforts to source renewable energy, shift to less emissions-intensive refrigerants, and improve energy efficiency at our distribution centers. Efforts over the past few years have led to a **7.9% decrease in energy intensity in FY2024 (12.8 MWh/\$M revenue)³** compared to FY2023.

¹ This figure does not include solar power generated from our sites. We expect to revise our methodology in FY2025 to include on-site generation.
² Other emissions sources reflects Scope 1 and 2 emissions not accounted for in our formal fleet target, such as purchased electricity, refrigerants, and stationary fuels.
³ Energy intensity in distribution centers is calculated as MWh per \$1 million of Net Sales (Wholesale and Other only).

31%

OF OUR ELECTRICITY WAS SOURCED FROM RENEWABLES¹

UNFI consumed **708,738 MWh of energy** in FY2024, nearly 2% less than the year prior, and continued to offset energy consumption through the purchase of over 150,000 RECs. We now have **8 solar power arrays** on-site at our distribution centers and, in FY2024, broke ground on a new rooftop solar array at our distribution center in Riverside, CA. The capacity of this system is double that of our current largest solar array and is projected to meet more than 80% of Riverside's energy needs. We plan to continue to build out our renewable energy strategy to support fleet electrification.

Investing in Our Fleet

In FY2024, we invested in foundational logistics capabilities to upgrade our routing and dispatch technology. In doing so, we believe we can unlock cost savings, GHG emissions reductions, and an even higher quality of service to our customers. With a new fleet technology provider, we are refining our dispatch strategy and enhancing the accessibility, timeliness, and integrity of our data. Our drivers will now have the latest technology so they can access more reliable data in real-time, improving customer deliveries and reducing fuel-wasting behaviors, such as load loss and engine idle time.

~6%

IMPROVEMENT IN FUEL EFFICIENCY

The implementation of new technologies – from dispatch to routing – is helping us optimize the efficiency of our fleet. On average, we **delivered ~2.1 million cases daily**, working closely with our customers to better understand purchasing behaviors and convey that greater freshness and greater efficiency can work hand in hand. FY2024 efforts led to a **~5% reduction in miles traveled** and a **~24% reduction in idle time** when compared to last year.



Our Goal (Fleet):

Reduce Scope 1 and 3 heavy freight well-to-wheel GHG emissions from transportation by 38% per tonne kilometer by the end of FY2030.⁴

A BIT BEHIND

Current Progress: 291 gCO₂e/tonne-kilometer⁵ (a 45% increase from our FY2020 baseline)

Fleet emissions accounted for **nearly 80%** of FY2023 Scope 1 and 2 operational emissions. In an effort to reduce emissions, we continue to invest in technology to improve fleet efficiency and electrify our commercial fleet. In FY2024, we added five regenerative electric refrigerated trailer systems that use an in-wheel, electric motor application to re-purpose energy captured during coasting and braking. In the past few years, we have also deployed **53 electric and hybrid trailers**, which represent <2% of our commercial fleet, as well as **22 electric yard trucks** across CA, MN, PA, TX, and WI.⁶

Many of these trailers use solar as a backup power source!

⁴ We plan to update this goal ahead of the mandatory recalculation that SBTi requires within 5 years of target-setting to ensure relevance and consistency is maintained.
⁵ We are evaluating the appropriateness of tonne-kilometers as a measure of emissions intensity as part of our SBTi target update.
⁶ Deployment of electric and hybrid trailers and electric yard trucks occurred from FY2021 through FY2024.

We continue to work with our customers to realize distribution-related efficiencies and engage policymakers on heavy-duty vehicle electrification.

In FY2024, we attended the California Grocers Association's "Grocers Day at the Capitol," during which we highlighted our zero-emissions trailers and tractors and the need for additional state resources.



With our broad, high-quality product assortment, professional and digital services, and cross-industry expertise and resources, we seek to create a differentiated customer experience.

Downstream

To Store Shelves & Hungry Households

What we'll talk about in this section:

- Community: Marketing & Labeling
- Community: Strategic Investment
- Waste

Creating a better future for our communities requires intentional, collaborative action to improve access to quality food, empower associates to give back, and protect the planet we share. We believe reducing waste, keeping our customers well-informed, and investing in the economic livelihood of our stakeholders along our value chain leads to efficiency, cost savings and higher customer satisfaction. Ultimately, our business is only as strong as our communities, including our customers and consumers, are resilient. In FY2024, we enhanced our systems to minimize food loss, collaborated with our partners for effective food recovery, supported our communities through skills-based volunteerism, made our first impact investment through the UNFI Foundation, and more.

When Waste Management is a Win-Win

Waste reduction is a clear example of how our impact and business strategies work in tandem to achieve our goals. Our efforts to keep waste out of landfills also help us continuously drive operational excellence and reduce shrink, getting products to retail consumers safely and efficiently, and reducing waste disposal costs. In FY2024, we upgraded our tracking systems and optimized our processes to handle waste and donate excess food as effectively as possible. We also developed a new model for managing waste and recycling vendors that gives us the flexibility to customize as needed to match our site-specific goals in each region and market.

A Refined Salvage Strategy

We are beginning to see the intended benefits of our new Reverse Logistics Disposition Reporting (RLDR) system come to life, including increased visibility into products' end-of-life, procurement trends, and more. As a result, we're able to refine our strategy and make necessary adjustments. In FY2024, we established a new standardized discount program for sell-off items and slow-moving inventory, and consolidated our slate of salvage vendors to those that will accept all product categories, uphold compliance with our evolving food safety and traceability requirements, and help increase the use of salvageable items. By providing salvaged products to outlet stores that support lower-income communities, we can also help increase access to food in traditionally underserved populations.



▲ In FY2024, UNFI worked with suppliers to donate 1,000 turkeys and 24 pallets of dry groceries to non-profit Common Ground Collective, who worked with community partners to provide free holiday meals – prepared using traditional Hawaiian methods – to residents impacted by the fires in Maui County, Hawaii. The UNFI Foundation also made a community grant to Common Ground to amplify those efforts.

Our Goal: Achieve zero waste to landfills from distribution centers by 2030.

ON TRACK

Current Progress: 72% of waste was diverted from landfill¹

In FY2024, we generated **86,489 total metric tons of waste**, which now includes additional waste streams not previously captured. For example, we were able to track more of our cardboard recycling, which led to a significant increase in non-food materials recycled (**25,392 metric tons**²).

Our Goal: Donate 250 million lbs of food, equivalent to ~208 million meals, by 2030.

ON TRACK

Current Progress: 199,678,643 lbs of food donated (equivalent to ~166,398,869 meals)

Donations continue to be a powerful vehicle of food redistribution, even as we prioritize salvage efforts. In FY2024, the UNFI events team also began donating recovered food to local food banks after every show. This reflects the reality that a wide variety of departments can contribute to food recovery.

59,180

METRIC TONS OF FOOD WASTE representing an estimated **68% of total waste generated**

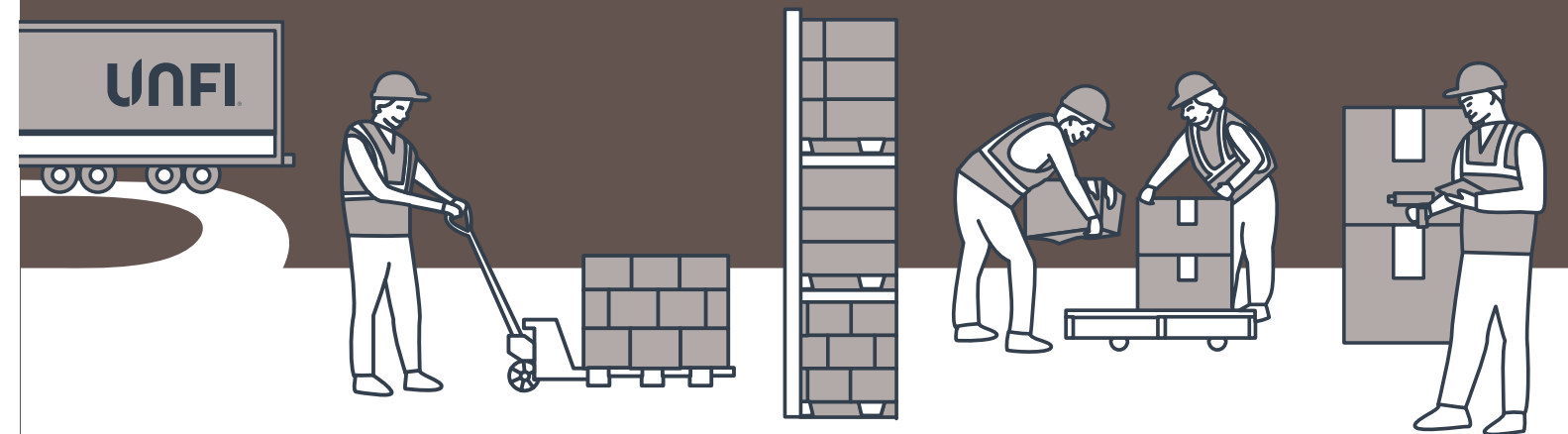
Using new insights gained through our food waste audits conducted at eight distribution centers in FY2024, we refined our model for calculating food waste and assessing what could have been salvaged or donated. We now believe an additional ~60% of food waste could have been recovered, which is an indication that we still have room to further optimize our efforts. That said, we are confident that we are on track – in FY2024, we were able to **divert 62% of food waste from landfill**, namely through donations, salvage, and composting.³

How We Reduce Shrink

“Shrink” refers to the delta between procured inventory and sold inventory. This often results when products are misplaced, damaged, or returned by customers.

We set an internal, enterprise-wide goal to significantly reduce shrink, which meant addressing the actions we can control, while balancing our unwavering commitments to our customers. In FY2024, minimizing shrink in our warehouses helped to lower the amount of total waste generated – and less waste generated is less waste that can end up in landfill.

The progress on shrink reduction, for example, reflects our new, more holistic approach to waste reduction, as well as a dedicated, collaborative effort by associates from across the company to strengthen our financial position. Supported by the power of our RLDR system, we are driving necessary behavior change at our distribution centers and finding alternative pathways for unsellable product that are of higher impact value.



Limit Loss in Transport

Properly routing and accounting for all products as they move from one distribution center to another.

Manage Customer Feedback

Minimizing returns by delivering accurate and undamaged products to our customers.

Reduce Damage

Repacking and re-slotting “damaged” products in our warehouse before they are considered waste.

Optimize Procurement

Sourcing enough product to effectively serve our customers, while avoiding excess inventory.

¹ As of FY2024, this data includes universal waste, including e-waste, and other non-food items. Moving forward we intend to amend our methodology to separate non-food items from the data that supports this metric.

² UNFI-generated cardboard recycling excludes back haul from our Hopkins, Fargo, and Centralia distribution centers.

³ Food waste is currently diverted through compost, digester, animal feed/organics, industrial and rendering programs, donations, and salvage.

Working Toward More Accessible Food Systems

We help our customers and suppliers grow their businesses and succeed in a dynamic marketplace by offering a differentiated portfolio of products, services, programs, and insights. In doing so, we also create shared value for our communities by improving access to quality food across North America that is clearly labeled, affordable, and reflective of diverse consumer needs.

Increasing the Value of Our Owned Brands

We take a tailored approach to make sure that each of our owned brands serves a specific need as a part of a portfolio of differentiated products across value tiers for our customers. In FY2024, we focused on making our core owned brands, including Essential Everyday, Field Day, Wild Harvest, Woodstock, Equaline, and Shoppers Value, which together make up 85% of all owned brand sales, more easily recognizable for consumers.

For example, we expanded the use of our eye-catching purple Wild Harvest packaging for organic produce. This packaging strategy also benefits retailers that offer both organic and conventional produce by making it easier to accurately scan sales as organic, reducing the potential for human error.



▲ Within our owned brands, 17% of SKUs are certified as USDA Organic, which we continue to invest in and expand. Wild Harvest's 570 SKUs make up 7.5% of all owned brand sales.

¹ We restated our FY2023 SKU data to reflect the removal of duplicate suppliers on the same SKU, resulting in a decrease in total unique SKUs across our owned brands year-over-year.

230
TOTAL PRODUCT CATEGORIES
 are supported by our owned brands portfolio

We offer a wide assortment of brands across every value tier. Our **4,371 unique owned brand SKUs¹** meet different consumer needs, from value to premium, and everything in between. Whether it's about dietary needs or quality attributes like Organic or Non-GMO, our portfolio provides solutions that help meet the needs of diverse communities across North America.

1,720
OWNED BRAND SKUS
 are labeled as Kosher

Kosher is another key attribute that underscores our dedication to providing a diverse range of products for our customers. In FY2024, we began tracking our use of Kosher-certified labels on products and recognized that 1/3 of our portfolio meets this criteria – yet another way we are uniquely equipped to serve specific consumer needs.



▲ In support of our Animal Welfare position statement, in FY2024, we created cage-free egg collateral to help our retail customers promote products that prioritize animal welfare.



▲ To meet consumers' evolving preferences and give them greater visibility into offerings from certified-diverse suppliers, we offer in-store product sampling, supplier spotlights on social media, dedicated end caps, and more. We are also working on shelf tags that identify products from certified-diverse brands.

Protecting the Affordability of Quality Food

As a food distributor, we strive to offer quality food that is affordable for all. Both the Supplemental Nutrition Assistance Program (SNAP) and the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) provide food assistance benefits to low-income families throughout the United States. Because participants also rely on grocers to access these benefits, UNFI continues to support our retail customers that are existing SNAP authorized retailers and those that want to be. In FY2024, we took various steps to promote SNAP access, including:



- Assisting our retailers in becoming SNAP and Online SNAP-authorized retailers so that they can accept all SNAP participants.
- Educating state SNAP-administering agencies on implementation best practices to support more robust access for both participants and SNAP-authorized retailers.
- Partnering with trade associations to protect SNAP choice and prevent purchasing restriction for SNAP participants.
- Advocating for increased protection of Electronic Benefits Transfer (EBT) benefits that protect participants and ensure integrity of federal nutrition assistance programs.

800
WIC-ELIGIBLE ITEMS²
 are available across the United States through our owned brands

In FY2024, we partnered with industry trade associations to urge lawmakers to maintain SNAP and WIC funding levels to protect SNAP and EBT participants, making sure the programs are sustained over time. This is significant for our retail customers, as well as shoppers relying on federal nutrition assistance programs to feed their families.

² This metric only reflects products within the Brands+ portfolio that are recognized by WIC at the national level.



Amplifying Key Drivers of Impact

Over the past year, the UNFI Foundation has been actively working to empower community change-makers recognized as experts in their fields. By prioritizing collaboration and listening to the needs of those we serve, we aim to provide resources that further enhance community outcomes. As a reflection of the UNFI Foundation's strategic plan, the FY2024 grant cycle more closely aligned with our overall impact goals, including amplifying our climate-smart agriculture efforts.

Our Strategic Plan in Action

The UNFI Foundation's renewed strategic plan maximizes our resources, deepens our partnerships, and leverages the incredible assets and technical expertise of UNFI's value chain. In FY2024, we fostered closer relationships with our grantees and expanded our efforts to focus more on organizations tackling the root causes of hunger and inequality in the food system.



\$1.5M

UNFI FOUNDATION GRANTS

Funds were awarded to 63 grantees, many of which address more than one of our **four funding priorities**. In FY2024, we increased our grantmaking by 55%.

Our Four Funding Priorities Are:

- Climate-Smart Agriculture
- Food Access Innovations
- Food Equity
- Local Food Economies

FY2023 Grantee Impact

We're excited to see how our enhanced strategic focus in FY2024 will further amplify these outcomes in the years ahead.¹

- **152,286.75 acres of regenerative farmland** were supported
- **\$70,358,120 of fresh, healthy food** was made available to at-risk community members
- **\$17,466,666 of nutrition incentive dollars²** were distributed
- **\$4,403,642 of food purchases** went directly to local farms
- **20,487,272 lbs of fresh, healthy food** were recovered

In FY2024, UNFI was selected as a winner of the Progressive Grocer Impact Award in the Entrepreneurial Support & Free Enterprise Enablement, Sustainability & Resource Conservation, and Workforce Development & Employee Support categories.

Diversifying Funding Through Impact Investing

Access to capital is one of the largest barriers for farmers, so a key part of our strategic plan includes finding alternative sources of capital to further our impact ambitions. In FY2024, we made our first-ever impact investment of \$100,000 to Mad Capital's fund focused on helping farmers transition to organic. By providing patient and affordable capital to producers that alleviate the upfront cost of transitioning to more regenerative farming³, we can help scale more climate-smart agriculture practices and accelerate progress toward our soil health goal. The financial returns from this type of investment also position the UNFI Foundation to continue reinvesting into regenerative agriculture initiatives, rather than solely relying on finite grant funds.

Moving Beyond the Dollar Through Company-Wide Activation

By leveraging UNFI's influence, expertise, and supply chain, we are providing support beyond the check and unlocking access to resources that are often unavailable to grassroots organizations. We are also simultaneously activating company-wide support and empowering our associates to get involved. In FY2024, we created the Partnering for Impact program: a skills-based volunteering program that connects Foundation grantees with UNFI associates for technical assistance and skill-building. We provided support on topics like efficient operations, employee engagement, marketing, and opportunities for food entrepreneurs. Through the program, associates collectively donated over \$5,000 worth of in-kind technical assistance to UNFI Foundation grantees.



▲ A UNFI Transportation team associate dedicated 45 hours to help the Southside Community Land Trust (SCLT) streamline its ordering system, cut work time in their ordering system by a quarter, and empower SCLT to replicate this approach moving forward.

Our Goal: Log 200,000 associate volunteer hours by 2030.



Current Progress: 52,748 volunteer hours
(21,226 hours volunteered by associates in FY2024)

With **1,491 associates volunteering⁴** in FY2024, we recorded our highest number of volunteer hours across the company and exceeded our annual progress milestone. We deployed company-wide volunteer campaigns, developed systems to better capture volunteerism that may already be happening, and supported associate engagement by providing both virtual skills-based and in-person opportunities.

This year, UNFI Canada won the 2024 Community Impact Award from Canadian Grocer's Impact Awards for food donations and volunteerism.

¹ These are outcomes during FY2024 that the UNFI Foundation contributed to via its FY2023 grants along with other organizations that supported our grantees.

² This includes market match, double up bucks, fruit & veggie Rx, and more.

³ The UNFI Foundation's investment was facilitated via Realize Impact, our financial intermediary.

⁴ Retail associates don't currently have access to the Associate Action Hub through which volunteer hours are tracked. As a result, retail associate volunteerism is not yet included in this total.

UNFI celebrates our associates for consistent performance and safe driving. One of our 2024 recipients of our Elite Driver Award was based out of our Riverside, CA distribution center.



Appendix

More Information

What we'll talk about in this section:

- Key Metrics
- SASB Reference Table
- Guidance on Climate-Related Risk Management & Integration
- GRI Content Index
- Gratitude

FY2024 Key Metrics

As part of our efforts to continuously improve our levels of disclosure and make our sustainability reporting accessible for all of our stakeholders, we are continuing to offer year-over-year comparability on key impact metrics, starting with our greenhouse gas (GHG) emissions, waste generation and diversion, and workforce diversity. We hope to expand this metric slate in future years.

Greenhouse Gas (GHG) Emissions

Methodology

UNFI continues to invest in elevating our methodologies and increasing the transparency of our reporting. Through an enhanced inventory methodology that allowed for the use of more representative emissions factors, we saw a ~7% year-over-year decrease in total FY2023 emissions from FY2022.

(METRIC TONS CO ₂ E) ¹	FY2023	FY2022	FY2021	FY2020
Scope 1 ²	344,074	368,909	356,689	398,258
Scope 2 (Market-Based) ³	137,440	194,679	199,577	257,541
Scope 2 (Location-Based) ³	229,650	211,837	218,084	251,004
Scope 3 ⁴	23,433,917	25,109,967	20,221,415	19,999,423
Total Emissions (including Market-Based Scope 2)	23,915,431	25,673,555	20,777,681	20,655,222
Total Emissions (including Location-Based Scope 2)	24,007,641	25,690,713	20,796,188	20,648,685

How We Measure Up

In FY2024, we submitted our second CDP response related to forests, recognizing the importance of forests and land-based ecosystems in combating climate change. Through this disclosure we report on the management of our supply chain in relation to forest ecosystems. We also continue to report on our activities relevant to climate change and supplier engagement through CDP and strive to enhance these disclosures each year, reflecting our ongoing commitment to transparency and management of climate-related risks and opportunities. Through our CDP disclosures we gain data-driven insights from suppliers and continue making progress toward a deforestation-free supply chain.

Due to the timing for submitting the CDP Corporate Questionnaire response relative to the end of UNFI's fiscal year, our most recent CDP reporting period (FY2023) continues to be one fiscal year prior the rest of the Impact Report's current reporting period (FY2024). The time needed for CDP to grade our most recent questionnaire response (FY2023) extends beyond our Impact Report publication date and because of this the most recent grade we can report is from FY2022.



	FY2023 SCORE	FY2022 SCORE	FY2021 SCORE	FY2020 SCORE
Climate Change	TBA	B	C	B
Supplier Engagement	TBA	B	C	C
Forest	TBA	-	-	-

¹ CO₂e or carbon dioxide equivalent refers to the number of metric tons of CO₂ emissions with the same global warming potential as one metric ton of another greenhouse gas.

² Progress toward our climate target related to facilities is currently depicted using market-based Scope 2 emissions.

³ UNFI did not report the use of steam or district cooling in our emissions sources, therefore electricity is the only source in our Scope 2 emissions.

⁴ In FY2023, UNFI identified and reported emissions across all 13 categories per The GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard for Scope 3 emissions (Category 8 - Upstream Leased Assets and Category 10 - Processing of sold products are not applicable to UNFI and therefore were not reported). Previously, in FY2022, UNFI only reported Category 1 (Purchased Goods & Services) and Category 3 (Upstream Fuel & Energy-Related Activities - Not Included in Scope 1 and 2). FY2021 Scope 3 categories included Categories 1-7, 9, and 11-15, as referenced in the Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Reporting Standard.

Workforce Diversity

Methodology

We currently track demographic data, including race, gender, veteran status, and disability, through our Human Resources systems.¹ By collecting and reporting comprehensive demographic data, we can provide resources and opportunities that are best suited to our diverse population.

	FY2024	FY2023	FY2022	FY2021	FY2020
Board of Directors					
Total Directors	11	11	11	10	10
Identify as Disabled	0%	0%			
Identify as Veterans	9%	18%			
Identify as Women	36%	36%	36%	40%	30%
Identify as Ethnically Diverse	27%	27%	27%	20%	10%
Directors and Above					
Total Directors+	449	480	463	445	422
Identify as Disabled	2.5%	1.7%			
Identify as Veterans ²	15%	0.8%			
Identify as Women	35%	32%	29%	27%	27%
Identify as BIPOC ³	19%	19%	16%	13%	11%
Supervisors and Above					
Total Supervisors+	3,156	3,276	3,209	3,013	2,883
Identify as Disabled	3%	1.1%			
Identify as Veterans ²	19%	1.6%			
Identify as Women	35%	33%	31%	31%	30%
Identify as BIPOC ³	29%	27%	26%	25%	23%

	FY2024	FY2023	FY2022	FY2021	FY2020
Associates					
Total Associates ¹	20,959	21,613	22,402	20,101	19,488
Identify as Disabled	2%	1.7%			
Identify as Veterans ²	29%	16%			
Identify as Women	24%	24%	23%	23%	22%
Identify as BIPOC ³	50%	48%	47%	46%	46%

How We Measure Up

For the third year in a row, UNFI scored:

100%

ON THE DISABILITY EQUALITY INDEX APPLICATION

UNFI remains the only North American grocery wholesaler to achieve this score and recognition three years in a row.

¹ Data excludes retail associates. We are aware that these numbers may represent an undercount as they rely on individuals self-identifying.

² In FY2023, UNFI began tracking associates that identify as veterans or disabled. The increase in the number of associates identifying as veterans may be attributed to several factors, including increased awareness around terminology and self-reporting criteria. A lack of awareness about the criteria for identifying as a veteran may have led to underrepresentation in previous years.

³ BIPOC is defined as Black, Indigenous, People of Color.

Waste Reduction

Methodology

As UNFI continues to invest in the systems and methodologies that underpin our waste data, we continue to increase both the depth and breadth of our understanding of our waste streams and opportunities for diversion. To that end, in FY2024, we updated our methodology to include additional waste streams not previously captured in our data. With this adjustment, it's possible that previous years' data is understated. Improving our methodology allows for our strategy to be more targeted for impact, but it also results in less year-over-year comparability. While we refine our systems and methodologies for both collection and analysis, we are discontinuing the formal reporting of our goal to reduce food waste from our distribution centers by 50% by the end of FY2025. We will continue to report the percent of food waste out of total waste generated, and remain committed to using the insights we gain from waste audits each year and improvements to our models to optimize our waste management processes.

(METRIC TONS)	FY2024	FY2023	FY2022
Total Waste Generation			
total waste generated ¹	86,457	80,807	81,763
food waste generated²	59,181	53,110	46,058
Total Waste Diversion			
waste diverted from landfill ³	62,354	50,488	49,869
food waste diverted from landfill⁴	36,962	44,411	29,187
food waste diverted through donations	22,466	23,810	19,404
non-food waste diverted through recycling⁵	25,392	6,077	20,682
Total Waste Sent to Landfill			
waste sent to landfill	24,103	30,320	32,198
food waste sent to landfill	22,218	8,699	16,701
food waste that could have been salvaged or donated	13,472	6,665	11,099

¹ Total waste generated sums metric tons of waste based on data provided by UNFI's monthly vendor reporting. Total waste at distribution centers excludes construction related waste. Reported figures only reflect non-hazardous waste.
² The FY2022 food waste metrics reflect an adjustment in previously reported data, which resulted from clarifications made in the accounting of food waste diversions through the implementation of RLDR. UNFI generated 46,058 metric tons of food waste in FY2022, which was previously reported as 40,286 metric tons.
³ Our waste diversion efforts are informed by the Zero Waste International Alliance (ZWIA) and an industry-aligned 90% diversion rate threshold for "zero waste". As of FY2024, this data includes universal waste, including e-waste, and other non-food items. Moving forward we intend to amend our methodology to separate non-food items from the data that supports this metric.
⁴ Food waste is currently diverted through compost, digester, animal feed, industrial and rendering programs, donations, and salvage.
⁵ UNFI-generated cardboard recycling excludes backhaul from our Hopkins, Fargo, and Centralia distribution centers.

SASB Reference Table

The Sustainability Accounting Standards Board (SASB) is an independent, private-sector standards setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the issues which SASB has identified as financially and/or operationally material for Food Retailers and Distributors as of Version 2018-10.

This is UNFI's fourth year reporting against the SASB framework. While we cannot yet report on all accounting and activity metrics in this framework, we are using it as a roadmap for future disclosure and continue our efforts to evolve and improve. Whenever possible, we have indicated where these gaps are in the "Data/ Response" column for context and transparency.

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Fleet Fuel Management						
Fleet Fuel Management	FB-FR-110a.1	Fleet fuel consumed	Quantitative	Gigajoules (GJ)	<p>3,097,424 GJ</p> <p>In FY2024, UNFI saw a nearly 6% improvement in fuel efficiency from FY2023, with optimizing the density of products packed in trailers and reducing the number of miles driven key strategic levers for achieving greater fuel efficiency. To reduce overall fleet fuel consumed and drive transportation efficiencies, UNFI implemented new technologies for routing and dispatch, evaluated current processes for unscheduled deliveries, continued to roll-out its electric vehicle blueprint, and expanded the deployment of electric yard trucks.</p> <p>UNFI tracks expenses for relevant fuel types, including diesel (clear and dyed), compressed natural gas, and electricity, for fleet vehicles owned or operated by UNFI (or those used for certain dedicated third-party logistics).</p>	Climate, pg. 31-32
Fleet Fuel Management	FB-FR-110a.1	Percentage renewable	Quantitative	Percentage (%)	<p>Unavailable</p> <p>The company does not currently track whether fuel is renewable, as defined by the U.S. Renewable Fuel Standard (U.S. 40 CFR 80.1401).</p>	Climate, pg. 31-32

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Air Emissions from Refrigeration						
Air Emissions from Refrigeration	FB-FR-110b.1	Gross global Scope 1 emissions from refrigerants	Quantitative	Metric tons (t) CO ₂ -e	<p>37,499 metric tons CO₂e</p> <p>The inputs for Scope 1 emissions from refrigerants stem from many sources and represent the loss of refrigerants directly to the atmosphere from distribution center commercial and industrial systems, retail commercial systems, trailer refrigeration systems, tractor air conditioning systems, and office or other heating, ventilation, and air conditioning (HVAC) systems. In FY2024, UNFI decreased and shifted its use of certain refrigerants, including, where possible, switching to those with lower greenhouse warming potential. This decision was driven, in part, by regulations continuing to drive the industry towards less carbon-intensive options.</p> <p>Consistent with UNFI's broader greenhouse gas (GHG) emissions accounting, the above represents FY2023 data – FY2024 emissions data is not yet available for reporting. Certain refrigerants, such as HCFC-22/R-22 are not currently counted in our GHG inventory.</p>	Climate, pg. 31-32
Air Emissions from Refrigeration	FB-FT-110b.2	Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	Percentage (%)	<p>Unavailable</p> <p>UNFI is unable to provide this information at this time. To improve data visibility on refrigerant emissions, the company will continue to consider consolidated refrigeration management in the future beyond retail location refrigerant stocks, which were UNFI's sole proxy in years' past.</p>	Climate, pg. 31-32
Air Emissions from Refrigeration	FB-FT-110b.3	Average refrigerant emissions rate	Quantitative	Percentage (%)	<p>Unavailable</p> <p>UNFI is unable to provide this information at this time. UNFI recognizes the risk and volatility of refrigerant stocks, including but not limited to the high global warming potential of certain refrigerants and the risk that poses to UNFI's emission reduction strategy. UNFI plans to improve data visibility into refrigerant emissions as a key risk mitigation strategy.</p>	Climate, pg. 31-32

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Energy Management						
Energy Management	FB-FR-130a.1	(1) Operational energy consumed	Quantitative	Gigajoules (GJ)	<p>2,551,454 GJ</p> <p>UNFI's total energy consumption decreased by 1.7% from FY2023. Facility tune-ups via energy efficiency programs, on-site solar generation, and various electrification initiatives are the greatest opportunities UNFI is pursuing to reduce energy consumption.</p> <p>Please note that operational energy includes retail and distribution center locations across North America, and excludes energy sources from diesel-stationary, number 2 fuel oil, propane, solar generation, and other green power.</p> <p>To better serve the needs of our stakeholders, UNFI also reports energy consumption in MWh.</p>	Climate, pg. 31-32
Energy Management	FB-FR-130a.1	(2) percentage grid electricity	Quantitative	Percentage (%)	<p>77%</p> <p>An improvement over previous years' reporting, UNFI was able to include energy consumed by facilities, including retail, corporate offices, and distribution centers, based in Canada into this year's calculations.</p>	Climate, pg. 31-32
Energy Management	FB-FR-130a.1	(3) percentage renewable	Quantitative	Percentage (%)	<p>31%</p> <p>In FY2024, UNFI broke ground on a 6.7MW rooftop solar array in Riverside, CA, which is projected to meet more than 80% of our distribution center's energy needs. The company also executed the purchase of renewable energy certificates (RECs) to continue to drive towards climate and operations goals and diversify the channels by which the company procures renewable energy.</p> <p>This metric reflects North American retail and distribution center electricity usage and excludes energy sources from diesel-stationary, number 2 fuel oil, propane, and on-site solar generation.</p>	Climate, pg. 31-32

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Food Waste Management						
Food Waste Management	FB-FR-150a.1	Amount of food waste generated	Quantitative	Metric tons	<p>59,180.7 metric tons</p> <p>This amount reflects food waste generated in distribution centers only. Using new insights gained through our food waste audits conducted at eight distribution centers in FY2024, we refined our model for calculating food waste and assessing what could have been salvaged or donated. In line with these efforts, UNFI focused on reducing shrink and standardizing salvage programs, applying a more holistic approach to waste reduction and the power of our Reverse Logistics Disposition Reporting (RLDR) system. As of FY2024 we are now fully capturing salvage opportunities through our RLDR system, and, moving forward, this will continue to be included as part of our disclosure on overall food waste generated in our distribution centers.</p> <p>In FY2024, UNFI established a new standardized discount program for sell-off items and slow-moving inventory, and consolidated our slate of salvage vendors to those that will accept all product categories, uphold compliance with our evolving food safety and traceability requirements, and help increase the use of salvageable items.</p>	Waste, pg. 35-36 Key Metrics, pg. 47-48
Food Waste Management	FB-FR-150a.1	<p>Percentage diverted from the waste stream</p> <p>The disclosure shall include the quantification methods used to calculate the amount of food waste generated.</p>	Quantitative	Percentage (% of total)	<p>62.46%</p> <p>This amount reflects food waste diverted at UNFI's distribution centers level through compost, digester, animal feed, rendering, donations, and salvage. While the percentage of FY2024 food waste diverted from landfill decreased from FY2023, UNFI's methodologies and data have improved, and the company is now more equipped to reduce shrink and capture all potential salvage opportunities. In addition, in FY2024, UNFI began working with a new strategic waste services supplier, enabling greater opportunities for waste diversion in the instances when product cannot be salvaged or donated.</p> <p>The UNFI's approach to food waste diversion starts with source reduction to mitigate the generation of waste, shrink reduction initiatives, followed by salvage programs through which products can be distributed at discounted rates, donation programs for unsellable yet usable product, and as a last resort, food waste recycling through composting, animal feed, rendering, or anaerobic digestors before sending it to landfill.</p>	Waste, pg. 35-36

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Data Security						
Data Security	FB-FR-230a.1	(1) Number of data breaches	Quantitative	Number (#)	Unavailable Publicly disclosed separately, as required.	n/a
Data Security	FB-FR-230a.1	(2) percentage that are personal data breaches	Quantitative	Percentage (%)	Unavailable Publicly disclosed separately, as required.	n/a
Data Security	FB-FR-230a.1	(3) number of customers affected The disclosure shall include a description of corrective actions implemented in response to data breaches.	Quantitative	Number (#)	Unavailable Publicly disclosed separately, as required.	n/a
Data Security	FB-FR-230a.2	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	<p>The Cybersecurity team is a standalone team led by a Chief Information Security Officer (CISO), who reports to the Chief Information Officer (CIO). The primary function is to manage risk to acceptable levels against the ongoing and growing threat of cyber-attacks and disruption. The program is based on the National Institute of Standards and Technology (NIST) cybersecurity framework utilizing developed policies and standards.</p> <p>Cybersecurity program management utilizes an Information Security Steering Committee that meets quarterly to review the cybersecurity threat landscape, current risks, incidents and program management. The Cyber Security team has developed a set of monthly dashboards that continuously mature to provide a quantitative view of the organization's cyber risk posture.</p> <p>As of FY2024, UNFI's safety program now includes Corporate Security and Asset Protection.</p> <p>UNFI has not experienced any cybersecurity incidents that have materially impacted or are likely to materially impact the company's business strategy, results of operations or financial condition based on information known to us as of the end of FY2024.</p>	More information can be found on pg. 22-23 of UNFI's FY2024 Form 10-K.

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Food Safety						
					Unavailable	
					UNFI does not publicly provide this information. UNFI's Food Safety & Quality Assurance leaders in each region are responsible for managing food safety practices and completing internal risk assessments at least once per year to identify and remedy any gaps in compliance.	
Food Safety	FB-FR-250a.1	High-risk food safety violation rate	Quantitative	Rate	UNFI made significant strides in recent years to solidify our plan for delivering world-class Food Safety and Quality Assurance (FSQA). In FY2024, we created FSQA vision and mission statements to guide our work both internally (for sanitation and quality assurance in our supply chain and safe working conditions for associates) and externally (for traceability across the industry at large and high quality products for consumers).	Safety, pg. 29-30
					In FY2024, UNFI added to its produce quality control mechanisms and implemented a new technology to track produce temperature during transit. Also, our retail locations re-qualified for Ecolab Science Certification, a program that recognizes stores for meeting or exceeding specific cleanliness requirements.	
Food Safety	FB-FR-250a.2	(1) number of recalls	Quantitative	Number (#)	UNFI does not publicly provide this information. The company continues to drive a food safety culture within the organization and with its suppliers.	Safety, pg. 29-30
Food Safety	FB-FR-250a.2	(2) number of units recalled	Quantitative	Number (#)	UNFI does not publicly provide this information. The company continues to drive a food safety culture within the organization and with its suppliers.	Safety, pg. 29-30
		(3) percentage of units recalled that are private-label products				
Food Safety	FB-FR-250a.2	The disclosure shall include notable recalls such as those that affected a significant number of customers or those related to serious illnesses, injuries, or fatalities.	Quantitative	Percentage (%)	UNFI does not publicly provide this information. The company continues to drive a food safety culture within the organization and with its suppliers.	Safety, pg. 29-30

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Product Health & Nutrition						
Product Health & Nutrition	FB-FR-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency (USD)	Unavailable UNFI does not have a standardized way of reporting this activity at this time.	Community, pg. 37-38
Product Health & Nutrition	FB-FR-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	UNFI follows the standards of the Codex Alimentarius (CODEX), Federal Food, Drug & Cosmetic Act (FFDCA), and other relevant agencies in the development of its products and labels. Across UNFI's Brands+ portfolio, suppliers are Global Food Safety Initiative (GFSI) certified with packaging that bears several types of certification, including: USDA Organic, Non-GMO Project Verified, Gluten Free Certified, Certified Vegan, and Kosher. Additionally, in FY2024, UNFI enhanced consumer recognition of USDA Organic products by strategically expanding its purple Wild Harvest packaging, ensuring a consistent and noticeable visual identity throughout the entire path to purchase.	Community, pg. 37-38
Product Labeling & Marketing						
Product Labeling & Marketing	FB-FR-270a.1	Number of incidents of non-compliance with industry or regulatory labeling and/ or marketing codes	Quantitative	Number (#)	Unavailable UNFI does not publicly provide this information.	n/a
Product Labeling & Marketing	FB-FR-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Quantitative	Reporting currency (USD)	Unavailable UNFI does not publicly provide this information.	n/a
Product Labeling & Marketing	FB-FR-270a.3	Revenue from products labeled as (1) containing genetically modified organisms (GMOs)	Quantitative	Reporting currency (USD)	Unavailable UNFI does not have information on products labeled as GMO.	n/a

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Product Labeling & Marketing	FB-FR-270a.3	Revenue from products labeled as (2) non-GMO	Quantitative	Reporting currency (USD)	<p>\$8,490,740,846 (of this ~\$8.5b in revenue, \$5,009,297,899 resulted from Certified USDA Organic SKUs)</p> <p>Additionally, UNFI continues to verify its owned brands through the Non-GMO Project and, in FY2024, 9% of owned brand SKUs were verified.</p> <p>Note: The data we reported last year did not include certified products for which non-GMO is inherent to the certification, resulting in a significant year-over-year increase in revenue from products labeled as non-GMO.</p>	Community, pg. 37-38
Labor Practices						
Labor Practices	FB-FR-310a.1	(1) Average hourly wage	Quantitative	Reporting currency (USD)	<p>UNFI does not publicly disclose this information.</p> <p>UNFI's median employee total compensation was \$60,276 in FY2024.</p>	n/a
Labor Practices	FB-FR-310a.1	(2) percentage of in-store and distribution center employees earning minimum wage, by region	Quantitative	Percentage (%)	UNFI does not publicly disclose this information.	n/a
Labor Practices	FB-FT-310a.2	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	38% of associates are covered by collective bargaining agreements.	n/a
Labor Practices	FB-FR-310.3	(1) Number of work stoppages	Quantitative	Number (#)	0	Safety, pg. 29-30
Labor Practices	FB-FR-310.3	(2) total days idle	Quantitative	Number (#)	0	Safety, pg. 29-30
Labor Practices	FB-FR-310a.4	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	Quantitative	Reporting currency (USD)	UNFI monetary losses as a result of legal proceedings associated with labor law violations and employment discrimination were not material in FY2024.	More information can be found on pg. 93-95 of UNFI's FY2024 Form 10-K.

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Management of Environmental & Social Impacts in the Supply Chain						
Management of Environmental & Social Impacts in the Supply Chain	FB-FR-430a.1	Revenue from products third-party certified to environmental or social sustainability sourcing standard	Quantitative	Reporting currency (USD)	<p>Unavailable in aggregate.</p> <p>UNFI relies on supplier-provided information and third-party certifications to evaluate its sustainability-related sourcing standards. UNFI tracks revenue by individual certifications, but as many products may contain one or more sustainability certifications, total revenue of certified products with at least one standard cannot be provided at this time without risk of double counting.</p> <p>While its not a measure of UNFI's total revenue, in FY2024, the company meaningfully invested in certifying our own supply chain for Brands+ products. 1.4% of Brands+ SKUs are certified as MSC or BAP and all Field Day, Wild Harvest, and Arctic Shores aquaculture products will be MSC or BAP certified by the end of FY2025, with 78% of seafood across all owned brands certified as of FY2024 year end. Kosher is another important certification that highlights UNFI's commitment to offering a diverse range of products for our customers. In FY2024, we began tracking our use of Kosher-certified labels on products and recognized that a third of our portfolio meets this criteria.</p>	Community, pg. 37-38
Management of Environmental & Social Impacts in the Supply Chain	FB-FR-430a.2	Percentage of revenue from (1) eggs that originated from a cage-free environment	Quantitative	Percentage (%)	<p>72.59% of revenue from the sale of eggs was generated from eggs that originated from a cage-free environment or better.</p> <p>Aligned with our animal welfare position statement, we enhanced our tracking of products sold in accordance with higher welfare standards, which better captured previously unreported sales. UNFI included sales of eggs originating from cage-free, free range, and pasture raised environments in the above calculation. To help drive progress on this metric, in FY2024, UNFI offered retailers a toolkit with in-store signage and consumer education resources to help increase the demand for cage-free eggs. While we can't attribute proportional impact of each contributing factor to the change in this metric year-over-year, we believe the primary driver was improved methodology for identifying relevant SKUs, followed by market forces such as Proposition 12 in California and UNFI's strategic efforts, such as the retailer toolkit and other actions as outlined in our position statement's Implementation Approach and Roadmap.</p>	Sourcing, pg. 19-20

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Management of Environmental & Social Impacts in the Supply Chain	FB-FR-430a.2	Percentage of revenue from (2) pork produced without the use of gestation crates	Quantitative	Percentage (%)	<p>35.07% of revenue from the sale of pork was generated from pork produced without the use of gestation crates</p> <p>Aligned with our animal welfare position statement, we enhanced our tracking of products sold in accordance with higher welfare standards, which better captured previously unreported sales. The above figure was derived based on sales (USD) not weight (lbs). While we can't attribute proportional impact of each contributing factor to the change in this metric year over year, we believe the primary driver was improved methodology for identifying relevant SKUs, followed by market forces such as Proposition 12 in California.</p>	Sourcing, pg. 19-20

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Management of Environmental & Social Impacts in the Supply Chain	FB-FR-430a.3	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	Discussion and Analysis	n/a	<p>Environmental Compliance UNFI complies with local, state, and federal regulations. It meets standards and invites independent audits of its systems, when appropriate. UNFI recognizes that if its systems are mismanaged, such as those for safe labor, waste and stormwater management, and food quality, it could pose significant risk to stakeholders.</p> <p>Supplier & Vendor Code of Conduct UNFI distributes a Supplier and Vendor Code of Conduct to its supply chain partners, which includes labor and worker rights, safety and security, and environmental protection, and processes for conducting business with integrity. Each year we re-evaluate the Code to see what updates are necessary to best align with our corporate impact strategy. Additionally, UNFI continues to submit a Supplier Engagement disclosure to CDP, scoring a B in FY2022, an improvement from the previous year. Due to the timing for submitting CDP disclosures relative to the end of UNFI's fiscal year, our most recent CDP reporting period (FY2023) continues to be one fiscal year prior the rest of the Impact Report's current reporting period (FY2024).</p> <p>Animal Welfare All living things on this planet deserve to be treated with dignity and respect. Aligned with our animal welfare position statement, UNFI enhanced its tracking of products sold in accordance with higher welfare standards, which better captured previously unreported sales. While we can't pinpoint the exact impact of each contributing factor, we believe the primary driver of these increases was improved methodology for identifying relevant SKUs, followed by market forces such as Proposition 12 in California and UNFI's strategic efforts as outlined in our position statement's Implementation Approach and Roadmap.</p> <p>No Deforestation UNFI is working toward a deforestation-free supply chain for beef and palm. In FY2024, we submitted our second CDP Forests Disclosure, graded for the first time to further hold us accountable to addressing the role of forests in combating climate change.</p> <p>In FY2024, we increased the share of our owned brands portfolio that sources more responsible palm oil and updated our supplier compliance process to better support our no-deforestation policy. UNFI also created a formal goal in FY2024 to reach 100% RSPO-certified palm oil across all UNFI-owned brands by the end of 2025. As of FY2024, ~92% of UNFI-owned brand SKUs containing palm oil have transitioned to RSPO-certified palm oil, reached through partnerships with suppliers to understand their current usage and through investing in the reformulation of previously non-certified recipes. Certifying our remaining brands will require greater collaboration and increased investment in supply chain transformation. Despite these anticipated hurdles, we continue to look for opportunities to close the gap.</p> <p>Organic & Regenerative In FY2024, UNFI evolved its strategy for how we promote soil health, biodiversity, ecosystem services, and prosperity for farmers at scale. Through a dedicated cross-functional effort, we now have three strategic levers that help to maximize our business's impact, including UNFI Foundation grants, impact investments, and procurement of organic commodities – all of which contribute to progress on our official goal. In partnership with the nonprofit Soil & Climate Initiative (SCI), UNFI developed and deployed a comprehensive approach to measuring our impact as a distributor by using select FY2023 spend data to estimate how much land is required to support our procurement of a sampling of certified organic items.</p>	Governance, pg. 11-14 Sourcing, pg. 19-22 Climate, pg. 23-24

SASB Reference Table

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Management of Environmental & Social Impacts in the Supply Chain	FB-FR-430a.4	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	<p>UNFI's effort to manage and increase our understanding of supplier packaging continues to be an area of focus, utilizing the data we do have to inform a baseline understanding of our usage. Additionally, any suppliers supporting UNFI's owned brands, both new and existing, are required to update their packaging, including both secondary and tertiary packaging, in our system dashboard. By gaining a better understanding of the recyclability of packaging substrates, we can better tailor our strategies for intervention.</p> <p>An enhanced calculation methodology of Scope 3 GHG inventory in FY2022 captured packaging- and processing-related emissions, offering increased visibility, which we continue to use to inform strategy.</p>	Community, pg. 37-38 Key Metrics, pg. 47-48

SASB Reference Table

TABLE 2. ACTIVITY METRICS

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Activity	FB-FR-000.A	NUMBER OF (1) RETAIL LOCATIONS	Quantitative	Number (#)	102 Corporate and Franchised Retail Locations	Introduction, pg. 3-4
Activity	FB-FR-000.A	NUMBER OF (2) DISTRIBUTION CENTERS	Quantitative	Number (#)	55 Distribution Centers	Introduction, pg. 3-4 A full list of properties can be found on pg. 24-25 of UNFI's FY24 10-K.
Activity	FB-FR-000.B	TOTAL AREA OF (1) RETAIL SPACE	Quantitative	Square meters (m2)	~462,100 sq. meters Please note that this covers Shoppers stores and Cub Foods stores. Cub stores include stores in which we have a controlling ownership interest and 7 Cub Foods stores securing our Team Loan Facility that are not included in the above tally of retail locations. This metric also excludes retail space at 32 franchised Cub Foods full-line and separate liquor stores in which we have no ownership interest or a minority interest.	A full list of properties can be found on pg. 24-25 of UNFI's FY24 10-K.
Activity	FB-FR-000.B	TOTAL AREA OF (2) DISTRIBUTION CENTERS	Quantitative	Square meters (m2)	~2,895,323 sq. meters	A full list of properties can be found on pg. 24-25 of UNFI's FY24 10-K.
Activity	FB-FR-000.C	NUMBER OF VEHICLES IN COMMERCIAL FLEET	Quantitative	Number (#)	2,208	Introduction, pg. 3-4
Activity	FB-FR-000.D	TON MILES TRAVELED	Quantitative	Ton miles	782,469,511 ton miles To better serve the needs of our stakeholders, UNFI also currently reports tonne kilometers as the intensity metric for its fleet-related emissions goal. We are evaluating the appropriateness of tonne-kilometers as a measure of emissions intensity as part of our SBTi target update.	Climate, pg. 31-32

Guidance on Climate-Related Risk Management & Integration

As part of our ongoing commitment to transparency, environmental stewardship, and deeper integration of both financial and climate-related risk, we seek to more closely apply the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This is our third year of reporting with TCFD recommendations. We recognize the ongoing importance of providing a clear picture of our climate-related financial information and plan to continue to expand our disclosures as our emissions reduction strategy and initiatives progress. This disclosure reflects information that can be found in our 2024 CDP Corporate Questionnaire response, which includes FY2023 emissions data. With the evolution of sustainability-related disclosure frameworks, UNFI continues to evaluate how best to disclose on climate-related risks and opportunities.

FOCUS AREA	METRIC	DISCLOSURE	LOCATION
Governance: Disclose the organization’s governance around climate-related risks and opportunities.			
	a) Describe the board’s oversight of climate-related risks and opportunities.	Nominating and Governance Committee - Oversight, Objective, and Annual Review Social and Environmental Policy - Organizational Commitment	FY24 Schedule 14A, pg. 5-7, 8-10 2024 CDP Corporate Questionnaire, 4.1.2 FY24 Impact Report - Governance, pg. 11-12
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	CEO - Oversight and Accountability ESG Executive Steering Committee - Role and Responsibility ESG Reporting Structure - Assessment, Strategy, and Increased Line of Sight	2024 CDP Corporate Questionnaire, 4.3 FY24 Schedule 14A, pg. 14 FY24 Impact Report - Governance, pg. 11-12
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.	Definition of Time Horizons Sustainability Risks Portfolio Evaluation Climate Change Overview Legal and Regulatory Risks - Environmental, Health, & Safety	2024 CDP Corporate Questionnaire, 2.1, 3.1, 3.1.1, 3.6, 3.6.1 FY24 Impact Report - Introduction, pg. 3-4 FY24 Impact Report - Climate, pg. 23-24, 31-32 FY24 Form 10-K, pg. 12, 19-20
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Operational Risks, Chronic and Acute Climate Risks Capital Expenditure Allocation Supplier Partnerships, Product Shortages, and Food Prices	2024 CDP Corporate Questionnaire, 3.1.1, 3.6.1, 5.3.1, 5.3.2 FY24 Form 10-K, pg. 11-12, 19-20 FY24 Impact Report - Sourcing, pg. 21-22 FY24 Impact Report - Climate, pg. 23-24
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Business Continuity Emissions Reduction Strategy	2024 CDP Corporate Questionnaire, 5.1.2 FY24 Impact Report - Climate, pg. 23-24, 31-32, FY24 Impact Report - Key Metrics, pg. 43-44

Guidance on Climate-Related Risk Management & Integration

FOCUS AREA	METRIC	DISCLOSURE	LOCATION
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	Science Based Targets initiative Emerging Regulation	2024 CDP Corporate Questionnaire, 2.1, 2.2.1, 2.2.2 FY24 Impact Report - Introduction, pg. 3-4 FY24 Impact Report - Climate, pg. 23-24, 31-32
	b) Describe the organization's processes for managing climate-related risks.	Sustainability Strategy Continuous Improvement of GHG Inventory with Support of Third-Party Vendor	2024 CDP Corporate Questionnaire, 2.1, 2.2.1 FY24 Impact Report - Climate, pg. 23-24, 31-32 FY24 Form 10-K, pg. 2
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Science-Based Targets Business Unit Risk Champions Enterprise Risk Management System	2024 CDP Corporate Questionnaire, 2.1, 2.2.1 FY24 Form 10-K, pg. 2 FY24 Impact Report - Climate, pg. 23-24, 31-32 FY24 Schedule 14A, pg. 8
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.	Operational Energy - Facilities Energy Intensity - Distribution Centers Fleet Fuel - Upstream and Operational Fuel Efficiency - Owned/Operated Fleet Purchased Goods and Services & Additional Scope 3 Categories FLAG-Sector Emissions Procurement of Organic Commodities	2024 CDP Corporate Questionnaire, 7.52, 7.54, 7.54.1, 7.54.2 FY24 Impact Report - Sourcing, pg. 19-22 FY24 Impact Report - Climate, pg. 23-24, 31-32 FY24 Impact Report - Key Metrics, pg. 43-44
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GHG Emissions Disclosure - FY23 Data (Scope 1, 2, and 3) GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	2024 CDP Corporate Questionnaire, 7.6, 7.7, 7.8 FY24 Impact Report - Climate, pg. 23-24, 31-32 FY24 Impact Report - Key Metrics, pg. 43-44
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Science-Based Targets - Fleet, Facilities, Value Chain Pending FLAG Standard-Aligned Target	2024 CDP Corporate Questionnaire, 7.54.1, 7.54.2 FY24 Impact Report - Climate, pg. 23-24, 31-32

GRI Content Index

DISCLOSURE	LOCATION / COMMENT
GRI 2: General Disclosures 2021	
2-1 Organizational details	<p>UNITED NATURAL FOODS, INC. 313 Iron Horse Way, Providence, RI 02908</p> <p>At a Glance, pg. 3-4</p> <p>FY24 Form 10-K - Business, pg. 1 FY24 Form 10-K - Market Information, Holders and Dividends, pg. 26</p>
2-2 Entities included in the organization's sustainability reporting	<p>UNFI's impact reporting and disclosures account for the company's total owned/ leased operations, including distribution centers, retail locations, and fleet, as well as customer services and supplier agreements. Relevant boundaries herein are explicitly stated where relevant.</p> <p>FY24 Form 10-K - Properties, pg. 24-25 FY24 Form 10-K - Exhibit 21, pg. 101</p>
2-3 Reporting period, frequency and contact point	<p>Unless we say otherwise, the information provided in this annual report, published January 22, 2025, covers the 2024 fiscal year, which ran from July 30, 2023 - August 3, 2024.</p> <p>Because of the timeline associated with collection process for emissions data, all climate-related disclosures cover fiscal year 2023 data.</p> <p>For additional information, contact ESG@unfi.com.</p>
2-4 Restatements of information	<p>Regenerative Agriculture & Organic Practices - Restatement of FY2023 Acreage UNFI has enhanced its calculation methodology in partnership with nonprofit Soil & Climate Initiative (SCI) for the number of acres we impact by promoting soil health through regenerative and organic practices. SCI's acreage calculator draws from peer reviewed studies, USDA databases, and custom research to identify appropriate conversion factors that consider variables occurring between the raw commodity and finished product stages, including waste from processing and weight changes due to drying. Acres calculated from animal-based products included both the pasture and the cropland necessary to grow feed. When more than one assumption or conversion factor was available, the methodology defaulted to the option that resulted in a lower and thus more conservative estimation for organic acres. For this reason, FY2023 progress has been restated to 209,832 acres, which includes the procurement of organic commodities. In the coming year, we plan to reflect on the scope and design of this goal and how our enhanced understanding of our business' impact may influence our next steps.</p>

STATEMENT OF USE

UNFI has reported the information cited in this GRI content index for the 2024 fiscal year, which ran from July 30, 2023 - August 3, 2024, with reference to the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

DISCLOSURE	LOCATION / COMMENT
2-5 External assurance	UNFI does not yet seek external assurance for its impact reporting. With that said, the Company continues to proactively enhance its internal verification processes in coordination with UNFI's Internal Audit team.
2-6 Activities, value chain and other business relationships	<p>Introduction, pg. 3-4 Sourcing, pg. 17-22 Community, pg. 37-38</p> <p>FY24 Form 10-K - Business, pg. 1-6</p>
2-7 Employees	<p>Introduction, pg. 3-4 Key Metrics, pg. 45-46</p> <p>FY24 Form 10-K - Human Capital Management, pg. 7-9</p>
2-9 Governance structure and composition	<p>Governance, pg. 11-14 Key Metrics, pg. 45-46</p> <p>FY24 Schedule 14A - Board Leadership Structure, pg. 7 FY24 Schedule 14A - Committees of the Board of Directors, pg. 8-10</p>
2-10 Nomination and selection of the highest governance body	<p>Governance, pg. 11-14</p> <p>FY24 Schedule 14A - Director Independence, pg. 6 FY24 Schedule 14A - Nomination of Directors, pg. 9-10 FY24 Schedule 14A - Board Refreshment Policy, pg. 11 FY24 Schedule 14A - Board Diversity, pg. 12 FY24 Schedule 14A - Board Skills, Experiences and Qualifications, pg. 14</p>
2-11 Chair of the highest governance body	FY24 Schedule 14A - Independent Chair, pg. 7
2-12 Role of the highest governance body in overseeing the management of impacts	<p>Governance, pg.11-14</p> <p>FY24 Schedule 14A - Governance Highlights, pg. 5 FY24 Schedule 14A - Risk Oversight, pg. 8 FY24 Schedule 14A - Environmental, Social and Governance Practices, pg. 14</p>

GRI Content Index

DISCLOSURE	LOCATION / COMMENT
2-13 Delegation of responsibility for managing impacts	Governance, pg. 11-14 FY24 Schedule 14A - Environmental, Social and Governance Practices, pg. 14
2-14 Role of the highest governance body in sustainability reporting	Governance, pg. 11-14 FY24 Schedule 14A - Governance Highlights, pg. 5 FY24 Schedule 14A - Environmental, Social and Governance Practices, pg. 14
2-15 Conflicts of interest	FY24 Schedule 14A, Good Governance Practices, pg. 6 Business Code of Conduct
2-17 Collective knowledge of the highest governance body	Governance, pg. 11-14 FY24 Schedule 14A - Director Skills, pg. 14 FY24 Schedule 14A - Proposal 1-Election of Directors, pg. 18-23
2-19 Remuneration policies	FY24 Schedule 14A - Director Compensation, pg. 25-26 FY24 Schedule 14A - Compensation Discussion and Analysis, pg. 29-45
2-20 Process to determine remuneration	FY24 Schedule 14A - Director Compensation, pg. 25-26 FY24 Schedule 14A - Compensation Discussion and Analysis, pg. 29-45
2-21 Annual total compensation ratio	FY24 Schedule 14A - CEO Pay Ratio, pg. 51
2-22 Statement on sustainable development strategy	A Letter From Our Leadership, pg. 1-2
2-23 Policy commitments	UNFI takes a precautionary approach to support business continuity and resilience, through which it does not postpone cost-effective measures to prevent threats to associates, customers, or community members, and more. UNFI's Business Continuity team continues to focus its efforts on improving the organization's business continuity function and management systems. Introduction, pg. 3-4 Governance, pg. 11-14 FY24 Form 10-K - Human Capital Management, pg. 7-9 Social and Environmental Policy Deforestation Policy Business Code of Conduct Supplier & Vendor Code of Conduct

DISCLOSURE	LOCATION / COMMENT
2-24 Embedding policy commitments	A Letter from Leadership, pg. 1-2 Governance, pg. 11-14 Sourcing, pg. 19-22 Climate, pg. 23-24, 31-32 Inclusion & Well-Being, pg. 27-28 Safety, pg. 29-30 Community, pg. 37-38, 39-40
2-25 Processes to remediate negative impacts	Governance, pg. 13-14 Inclusion & Well-Being, pg. 27-28 Safety, pg. 29-30
2-26 Mechanisms for seeking advice and raising concerns	Governance, pg. 13-14 Inclusion & Well-Being, pg. 27-28 Safety, pg. 29-30
2-27 Compliance with laws and regulations	FY24 Form 10-K - Government Regulation, pg. 7
2-29 Approach to stakeholder engagement	Governance, pg. 13-14 FY24 Form 10-K - Our Strategic Priorities, pg. 1 FY24 Schedule 14A - Stakeholder Engagement, pg. 10-11
2-30 Collective bargaining agreements	38% of associates are covered by collective bargaining agreements Safety, pg. 29-30 FY24 Form 10-K - Human Capital Management, pg. 7-9
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	UNFI evaluates impacts along our value chain, including upstream, operational, and downstream impacts, in order to present a complete, balanced portrayal. Our material topics were determined based on a FY2020 materiality assessment, which we plan to review and adjust in FY2025. Our method of defining report content and report quality continues to be informed by GRI's Reporting Principles. Introduction, pg. 3-4 Governance, pg. 11-12

GRI Content Index

DISCLOSURE	LOCATION / COMMENT
3-2 List of material topics	<p>In FY2024, UNFI standardized more of our processes, ensuring that our impact strategy continues to support our business performance. Our focus areas largely remain the same, but having a consolidated structure allows for even greater ownership and direction. While our material topics did not change in FY2024, UNFI does continuously reevaluate its strategy to ensure alignment, and plans to conduct a new materiality assessment in FY2025.</p> <p>Introduction, pg. 3-4</p>

SAFETY

3-3 Management of material topics	<p>UNFI's reporting of retail locations with "Green" Ecolab ratings reflects both owned and franchised locations, but excludes liquor stores, which do not currently receive food safety audits.</p> <p>Safety, pg. 29-30 FY24 Schedule 14A - Creating a Safe Environment, pg. 17</p>
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GRI 401: Employment 2016

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Inclusion & Well-Being, pg. 27-28</p> <p>FY24 Form 10-K - Compensation and Benefits, pg. 8 FY24 Schedule 14A - Creating a Safe Environment, pg. 17</p>
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GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system	<p>With the initial implementation of our safety management software completed in FY2024, UNFI's data tracking systems have improved across all safety programs. This includes capturing incidents related to food, fleet, and the environment, along with training management, document and policy control, inspection and audit management, regulatory tracking, and more.</p> <p>Safety, pg. 29-30</p>
403-2 Hazard identification, risk assessment, and incident investigation	<p>In FY2024, UNFI expanded its metric collection to measure workplace safety, including tracking lost time due to injuries. Using FY2023 data as a baseline, we saw significant year-over-year improvements and will continue to monitor trends in the coming years.</p> <p>Safety, pg. 29-30</p>

DISCLOSURE	LOCATION / COMMENT
403-5 Worker training on occupational health and safety	Safety, pg. 29-30
403-8 Workers covered by an occupational health and safety management system	<p>UNFI is not currently able to report on the exact number of workers covered by these systems, though they are in place in all distribution centers.</p> <p>Safety, pg. 29-30</p>

GRI 416: Customer Health and Safety 2016

	<p>UNFI does not currently report its assessment of the health and safety impacts of product and service categories, though its comprehensive safety program encompasses Food Safety and Quality Assurance (FSQA), along with a number of other safety programs.</p>
416-1 Assessment of the health and safety impacts of product and service categories	<p>In FY2024, UNFI increased its produce quality control mechanisms, holding suppliers more accountable for produce quality by reporting data in real time and providing performance scorecards. We also implemented a new technology to track produce temperature during transportation, which helps us make adjustments more quickly and balance freshness, availability, and delivery experience.</p> <p>Safety, pg. 29-30</p>

G4 FOOD PROCESSING SECTOR DISCLOSURES: FOOD SAFETY 2010

G4-FP5 Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	<p>The implementation of our food safety management system includes two formal safety goals tied to third-party certifications and ratings including (1) achieving SQF certification for applicable distribution centers and (2) striving for "Green" EcoLab Retail audit ratings at all retail stores.</p> <p>Safety, pg. 29-30</p>
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GRI Content Index

DISCLOSURE	LOCATION / COMMENT
CLIMATE	
3-3 Management of material topics	<p>UNFI continues to report emissions data one fiscal year behind the current reporting period – all reported emissions cover FY2023 activities. UNFI plans to pursue external verification of its GHG emissions to a limited level of assurance and is assessing what verification options are best moving forward.</p> <p>Climate, pg. 21-24, 31-32 Key Metrics, pg. 43-44</p>
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	<p>UNFI's operational energy disclosures currently reflect purchased electricity and natural gas. We expect to revise our methodology in the future to include additional sources. As of FY2024, operational energy disclosures are inclusive of our entire operations in both the U.S. and Canada.</p> <p>Climate, pg. 31-32</p>
302-3 Energy intensity	<p>Energy intensity is tracked for distribution centers only. In FY2023, UNFI phased out its official energy intensity target, reported against since 2020, in favor of our approved facilities-focused science-based emissions reduction target. The company will continue to monitor energy intensity internally.</p> <p>Climate, pg. 31-32</p>
302-4 Reduction of energy consumption	<p>Year-over-year changes are described in UNFI's 2024 CDP Corporate Questionnaire, section 7.10.1.</p> <p>Climate, pg. 31-32</p>
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Key Metrics, pg. 43-44
305-2 Energy indirect (Scope 2) GHG emissions	Key Metrics, pg. 43-44

DISCLOSURE	LOCATION / COMMENT
305-3 Other indirect (Scope 3) GHG emissions	<p>In FY2024, UNFI experienced a decrease in Scope 3 emissions when compared to FY2023. In addition to the company's own strategic initiatives, the decrease can be attributed to improved data visibility and use of more representative emissions factors. Improved Scope 3 data collection also allowed for the better identification of FLAG vs. non-FLAG emissions and supported our development of a formal FLAG target, which will be submitted to SBTi in FY2025 for third-party validation.</p> <p>UNFI continues to invest in elevating our methodologies and increasing the transparency of our reporting.</p> <p>Key Metrics, pg. 43-44</p>
305-5 Reduction of GHG emissions	<p>Year-over-year methodological changes and other causes for reductions to Scope 1 and Scope 2 are described in UNFI's 2024 CDP Corporate Questionnaire, section 7.10.1.</p> <p>Climate, pg. 23-24, 31-32 Key Metrics, pg. 43-44</p>
COMMUNITY	
3-3 Management of material topics	<p>In FY2024, the majority of funds donated by UNFI were channeled into the UNFI Foundation, creating more efficient pathways for supporting community organizations and building further alignment between the Foundation's funding priorities and corporate activation.</p> <p>Sourcing, pg. 17-18 Inclusion & Well-Being, pg. 27-28 Community, pg. 37-38, 39-40</p>
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	<p>UNFI does not currently publicly report total economic value generated and distributed, though we do report on community investments, which are related to this value.</p> <p>Introduction, pg. 3-4 Sourcing, pg. 17-18 Community, pg. 39-40</p>
201-2 Financial implications and other risks and opportunities due to climate change	<p>Governance, pg. 11-12 Climate, pg. 23-24, 31-32</p> <p>2024 CDP Corporate Questionnaire FY24 TCFD Guidance FY24 Form 10-K - Risk Factors, pg. 9-22</p>

GRI Content Index

DISCLOSURE	LOCATION / COMMENT
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	In FY2024, UNFI issued \$1.4 million in corporate financial donations, which represents the sum of charitable donations from UNFI, charitable contributions to the foundation, and corporate business sponsorships. This does not include donations made directly by our retail locations. Community, pg. 39-40
G4 FOOD PROCESSING SECTOR DISCLOSURES: HEALTHY & AFFORDABLE FOOD 2010	
G4-DMA Healthy & affordable food	Waste, pg. 35-36 Community, pg. 37-38, 39-40
INCLUSION & WELL-BEING	
3-3 Management of material topics	Diversity metrics do not include retail associates. Inclusion & Well-Being, pg. 27-28 Key Metrics, pg. 45-46
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	UNFI currently tracks the number training hours for associates that are able to access the company's platforms (this includes associates with a UNFI email address, excluding most distribution center associates and retail associates). UNFI also administers live trainings in distribution centers, records trainings for wider distribution, and offers other development resources for associates without email addresses. In FY2024, UNFI continued efforts to provide all distribution centers in-person trainings focused on mitigating bias in the workplace, visiting an additional 8 facilities. UNFI also piloted and started the implementation of a new truck video and telematics solution, which gives the driver real time feedback of their driving behavior thereby improving both driver and vehicle safety. Inclusion & Well-Being, pg. 27-28 Safety, pg. 29-30

DISCLOSURE	LOCATION / COMMENT
404-2 Programs for upgrading employee skills and transition assistance programs	Eligible associates have access to our dynamic BetterU career development platform, which leverages best practices in adult-learning science and the latest research to ensure our programs deliver timely and relevant tools and skills. The platform houses our learning content on belonging, safety, harassment, and more, and facilitates quarterly performance check-ins with a place to document and review development goals. Eligible associates include employees with a UNFI email address, which excludes most distribution center associates and retail associates. We acknowledge that more difficult access for those without UNFI email addresses due to where these trainings are housed is a limitation, and we are working to find solutions to this hurdle. We recognize access to BetterU is a barrier and are working collaboratively to transition registration to Teams Webinar. Inclusion & Well-Being, pg. 27-28
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	In FY2024, we retained a third-party firm to conduct a Civil Rights Assessment to evaluate existing policies, procedures, and practices through a racial equity perspective. The third-party firm engaged UNFI associates directly to learn about their experience, showing us where we are doing well and where we have room to improve. Inclusion & Well-Being, pg. 27-28 Key Metrics, pg. 45-46 Civil Rights Assessment FY24 Schedule 14A – Board Skills, Experiences and Qualifications, pg. 14
SOURCING	
3-3 Management of material topics	Governance, pg. 11-12 Sourcing, pg. 17-22 Climate, pg. 23-24

GRI Content Index

DISCLOSURE	LOCATION / COMMENT
G4 FOOD PROCESSING SECTOR DISCLOSURES: PROCUREMENT/SOURCING PRACTICES 2010	
G4-FP1 Percentage of purchased volume from suppliers compliant with company's sourcing policy	UNFI does not currently report on percentage of purchased volume from suppliers compliant with the company's sourcing policy. However, clear expectations are set with suppliers through our Supplier & Vendor Code of Conduct. Governance, pg. 11-12 Sourcing, pg. 17-18, 19-22
G4-FP2 Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	UNFI does not currently report on percentage of purchased volume, which is verified as being in accordance with credible, internationally recognized responsible production standards. However, we do report on certifications for some responsibly sourced products within our owned brands. UNFI verifies its owned brands through the Non-GMO Project, and in FY2024 9% of Brands+ SKUs were verified. Sourcing, pg. 19-22 Community, pg. 37-38
G4 FOOD PROCESSING SECTOR DISCLOSURES: ANIMAL WELFARE 2010	
G4-FP9 Percentage and total of animals raised and/or processed, by species and breed type	We have not yet undertaken the exercise of collecting this information from our suppliers. However, UNFI published an official position statement on animal welfare in FY2023, and is working closely with suppliers to adapt to changing regulations and increasing expectations. In FY2024, we enhanced our tracking of products sold in accordance with higher animal welfare standards, and reported the percent of year-over-year sales from eggs from cage-free, free range, and pasture raised environments as well as gestation crate-free pork. Sourcing, pg. 19-20 Community, pg. 37-38
G4-FP10 Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic	We have not yet undertaken the exercise of collecting this information from our suppliers. Sourcing, pg. 19-20 Community, pg. 37-38

DISCLOSURE	LOCATION / COMMENT
WASTE	
3-3 Management of material topics	In FY2024, we upgraded our tracking systems and optimized our processes to handle waste and donate excess food as effectively as possible. UNFI also developed a new model for managing waste and recycling vendors that gives us the flexibility to customize as needed to match our site-specific goals in each region and market. Additionally, we are beginning to see the intended benefits of our new Reverse Logistics Disposition Reporting (RLDR) system come to life, including increased visibility into products' end-of-life, procurement trends, and more. As a result, we're able to refine our strategy and make necessary adjustments. Waste Reduction, pg. 35-36
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Waste, pg. 35-36
306-2 Management of significant waste-related impacts	Waste, pg. 35-36
306-3 Waste generated	Waste, pg. 35-36 Key Metrics, pg. 47-48
306-4 Waste diverted from disposal	Waste, pg. 35-36 Key Metrics, pg. 47-48
306-5 Waste directed to disposal	Waste, pg. 35-36 Key Metrics, pg. 47-48



Gratitude

Pulling together our annual Better for All reports is no easy feat. Over 130 people from across the organization helped out. They shared updates, participated in interviews, collected and verified data, crosschecked primary sources, gave us feedback, and so much more.

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

Statements in this report that are not historical facts are "forward-looking statements" that involve risks and uncertainties and are based on current expectations and management estimates; actual results may differ materially. Examples of these statements include, but are not limited to, statements regarding our long-term goals and plans for various sustainability and impact initiatives. In some cases, you can identify these statements by forward-looking words such as "anticipate," "believe," "could," "estimate," "expect," "intend," "may," "plan," "seek," "should," "will," and "would," or similar words. The risks and uncertainties which could impact these statements are described in the Company's filings under the Securities Exchange Act of 1934, as amended, including its annual report on Form 10-K for the year ended August 3, 2024 filed with the Securities and Exchange Commission (the "SEC") on October 1, 2024 and other filings the Company makes with the SEC, and include, but are not limited to, our dependence on principal customers; the relatively low margins of our business, which are sensitive to inflationary and deflationary pressures and intense competition, including as a result of the continuing consolidation of retailers and the growth of consumer choices for grocery and consumable purchases; our ability to realize the anticipated benefits of our strategic initiatives; changes in relationships with our suppliers; our ability to operate, and rely on third parties to operate, reliable and secure technology systems; labor and other workforce shortages and challenges; the addition or loss of significant customers or material changes to our relationships with these customers; our ability to realize anticipated benefits of our strategic transactions; our ability to continue to grow sales, including of our higher margin natural and organic foods and non-food products; our ability to maintain sufficient volume in our wholesale distribution and service businesses to support our operating infrastructure; our ability to access additional capital; increases in healthcare, pension and other costs under our single employer benefit plan and multi-employer benefit plans; the potential for additional asset impairment charges; our sensitivity to general economic conditions including inflation, changes in disposable income levels and consumer purchasing habits; our ability to timely and successfully deploy our warehouse management system throughout our distribution centers and our transportation management system across the Company and to achieve efficiencies and cost savings from these efforts; the potential for disruptions in our supply chain or our distribution capabilities from circumstances beyond our control, including due to lack of long-term contracts, severe weather, labor shortages or work stoppages or otherwise; moderated supplier promotional activity, including decreased forward buying opportunities; union-organizing activities that could cause labor relations difficulties and increased costs; our ability to maintain food quality and safety; and volatility in fuel costs. Any forward-looking statements are made pursuant to the Private Securities Litigation Reform Act of 1995 and, as such, speak only as of the date made. You should not place undue reliance on any forward-looking statements.

Have Questions?

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