

UNITED NATURAL FOODS, INC.
SUSTAINABILITY POLICY
(Most Recently Amended: September 25, 2025)

Our Commitment

In accordance with our core values of Better Every Day, Do the Right Thing, and Win Together, UNFI is committed to advancing initiatives that have positive impacts on the planet, deliver value to our stakeholders, and drive efficiency and cost savings for the Company. We aim to lead by example on sustainability and impact issues central to our business and of critical importance to our communities. The commitments outlined in this policy serve as the foundation to UNFI's impact strategy, including the Company's sustainability goals, progress, and path forward.

Our Responsibility to the Environment

We are committed to taking meaningful action for a healthy planet, including:

- Reducing our greenhouse gas (GHG) emissions through strategic partnerships, innovation and technology.
- Conserving natural resources by improving the efficiency of our facilities and our fleet and reducing deforestation in our supply chain.
- Minimizing waste, including food waste, across our operations and value chain.
- Empowering suppliers and partners with tools to monitor, evaluate, and improve their own environmental performance, including agricultural practices, resource use and animal welfare.

Our Responsibility to People

We are committed to advancing the well-being of our associates and the communities we serve by:

- Expanding access to quality foods, including fresh and nutritious food.
- Ensuring product safety and transparency across our supply chain.
- Promoting a safe, supportive workplace with competitive benefits and programs that promote the physical, emotional, and financial well-being of our associates and their families.
- Fostering an inclusive culture that celebrates the unique contributions of our associates and provides opportunities for career development.
- Upholding human rights across our value chain and in the communities we serve.

Our Approach to Governance

Our stakeholder-focused sustainability strategy is integral to UNFI's success. As such, we have integrated oversight of our sustainability strategy with our business strategy, creating a system of values-aligned governance structures to ensure accountability and transparency. The following principles guide our commitment to delivering Better Food and creating a Better Future for all:

- 1) Accountability: we set measurable goals and monitor progress to ensure we deliver on our commitments.
- 2) Transparency: we communicate openly and authentically – celebrating our achievements, learning from challenges, and fostering an environment of continuous improvement.
- 3) Collaborative Leadership: we lead by example and partner with key stakeholders to drive systemic change and amplify our collective impact.