

BETTER FOR ALL REPORT 2022

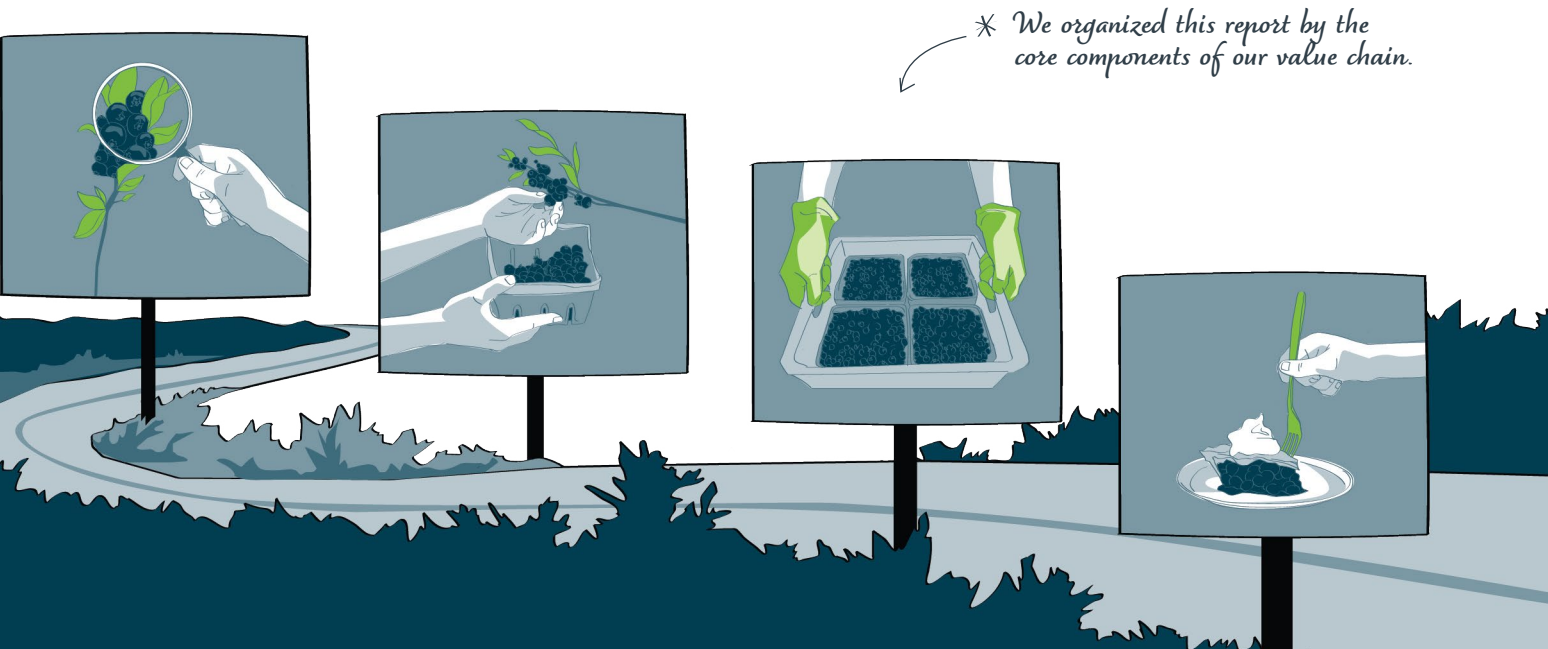
A summary of our social,
environmental, and governance
impacts during fiscal year 2022.



UNFI
BETTER FOOD. BETTER FUTURE.

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a letter from our leadership



* Our CEO, Sandy Douglas

In 2022, society confronted some of the same daunting challenges as in years past – a pressing climate crisis, political dissension and turmoil on a global scale, persistent attacks on historically marginalized communities, inflation eroding consumers purchasing power, continued supply chain obstacles, and a collective need for safe community spaces. In the face of these challenges, we continue to listen and learn, live our values, and find ways to make steady progress toward our ambitions.

Now in our 12th year of environmental and social reporting, UNFI is even more prepared to tackle the issues and opportunities that lie ahead. We’ve expanded and diversified our leadership team, reorganized our structure to better execute against our *Fuel the Future* strategy, worked with our network of suppliers and brands to

gain knowledge about our upstream impacts, and continued engaging our stakeholders to better understand the impacts we have on our customers, communities, and broader systems. We’ve invested both time and resources to support our supply chain partners, improve our associates’ quality of life, and evaluate our path to decarbonization. And, most importantly, we’ve made a focused effort to holistically integrate *Better for All* throughout UNFI.

As a result, our stakeholders saw tangible results. The Science Based Targets initiative validated our climate targets, we more than doubled our spend with diverse suppliers, and the UNFI Foundation awarded its largest-ever grant for food equity. We’ve also taken inventory of where we still have room to grow. We’ve learned more about where we can divert waste, especially food waste, and how we can improve transparency throughout the value chain.

What is exciting to me, as CEO, is that while the core of UNFI’s mission has remained consistent over the years, it also continues to take on new meaning as our organization evolves with the world around us. Our efforts are ever-changing and the contributions from our associates throughout the organization are invaluable. No matter our job titles or specific responsibilities, we are all part of a team that rises to the occasion. I’m proud of what we’ve achieved in 2022 and can’t wait to see what we accomplish in 2023.

Sandy Douglas
CHIEF EXECUTIVE OFFICER

UNFI’s value chain encompasses all of the people and partners needed to deliver products to households across North America. From crop growers to warehouse workers, from truck drivers to retail associates, we try to add value for people at every link in the chain.

WHAT’S A VALUE CHAIN?

We are proud to share our 2022 Better for All Report, our 12th annual disclosure on UNFI’s progress toward our environmental, social, and governance (ESG) commitments. Unless we say otherwise, the information provided in this report covers the 2022 fiscal year, which ran from August 1, 2021 through July 30, 2022.

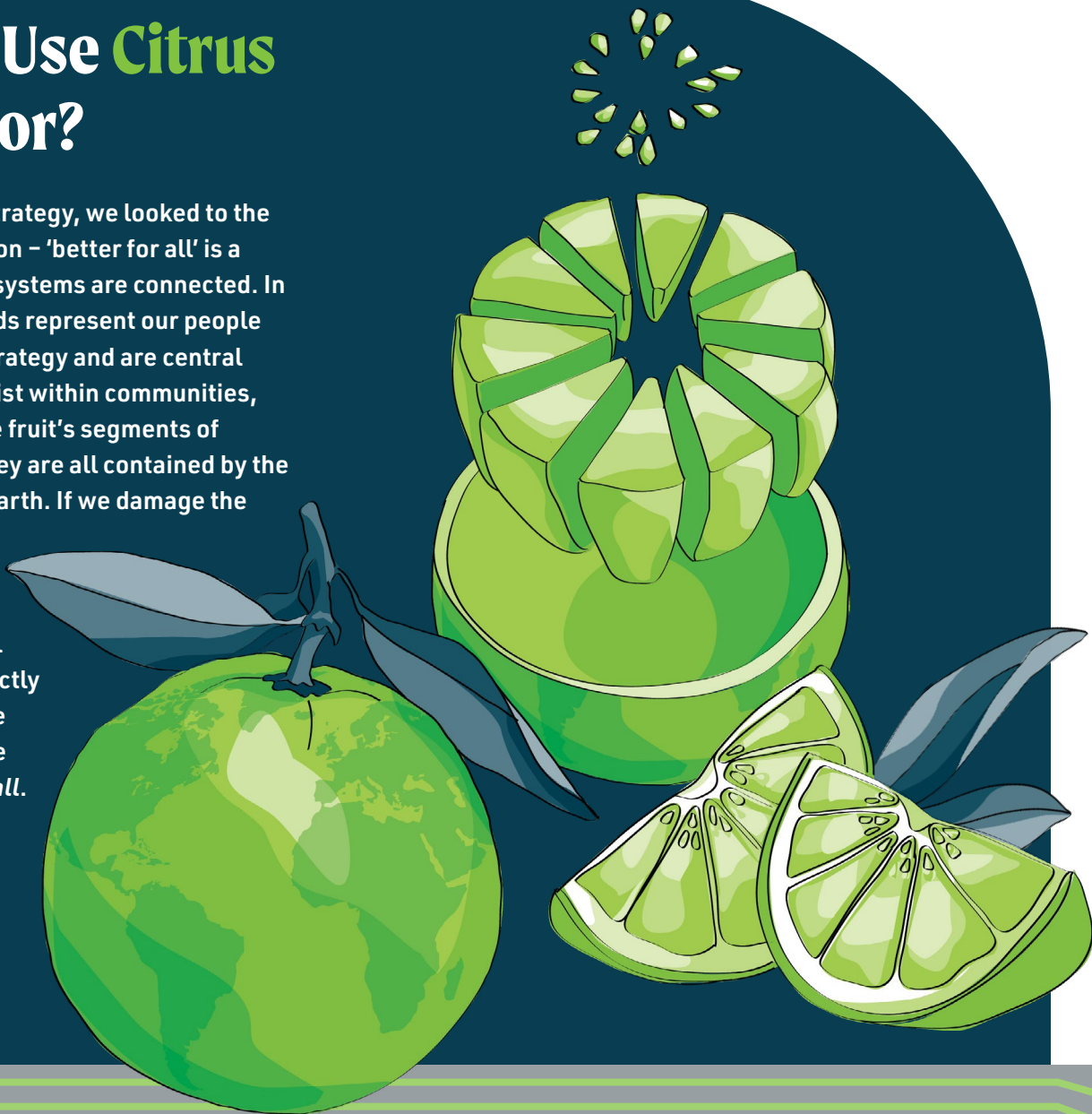
For more information about our business performance in the fiscal year, please see our 2022 Annual Report on Form 10-K, filed with the Securities and Exchange Commission on September 27, 2022. For questions, please contact ESG@UNFI.com.

growing in a more responsible way

United Natural Foods, Inc. (UNFI) is North America’s premier grocery wholesaler. We are using our scale to drive progress across the food industry, focusing on the areas where we can affect the greatest change.

Why Do We Use Citrus as a Metaphor?

As we set our *Better for All* strategy, we looked to the world around us for inspiration – ‘better for all’ is a reflection of how all natural systems are connected. In our metaphor, the fruit’s seeds represent our people – they are what propel our strategy and are central to everything we do. They exist within communities, which are represented by the fruit’s segments of various shapes and sizes. They are all contained by the fruit’s protective rind – our Earth. If we damage the rind, then the segments dry out and the seeds are put at risk. The main message here is that our planet and all people, those we impact directly and indirectly, are part of one system and we strive to make decisions that are *better for all*. (And, part of our role in the food system is to deliver fresh foods, like citrus fruit, to shelves across North America.)



We are honored that our efforts in recent years are being recognized by the industry – in FY2022, UNFI was selected as a winner of the first-of-its-kind Progressive Grocer Impact Award in the Sustainability & Resource Conservation category.

FY2022 By The Numbers

\$28.928B
ANNUAL NET SALES

30,300
ASSOCIATES
full-time & part-time

56
DISTRIBUTION CENTERS & WAREHOUSES

~30M
SQUARE FEET
of warehouse space

~12,000
SUPPLIERS

~260,000
UNIQUE PRODUCT SKUS

150+
PROFESSIONAL SERVICES
provided to customers

18
PRIVATE-LABEL BRANDS

99
RETAIL STORES
(owned and franchised locations)

+30,000
CUSTOMER LOCATIONS
(unique locations in North America)
including natural product superstores, independent retailers, conventional supermarket chains, ecommerce providers, and food service customers

2,200
TRUCKS

5,060
DELIVERIES
every day (excluding Canada)

1,846,829
DELIVERY STOPS
this year

1.33B
POUNDS
of fresh produce delivered this year



* Laser lights in our distribution centers show associates where it is safe to walk.

Focus Areas

Now in our third year since unveiling our *Better for All* strategy, we are asking ourselves difficult questions (to which we don’t always have answers), having honest and illuminating conversations with our stakeholders, and using what we learn to implement stronger systems. We continue to evaluate the impact we have along our value chain and recognize that progress in some areas will be swifter than in others. The chart below summarizes where we stood by the end of FY2022 in each of our nine focus areas.

HABITUAL ACTION TAKEN TO CONTINUE OUR PROGRESS

- Customer Health & Safety
- Energy Efficiency
- Governance

SUBSTANTIAL ACTION TAKEN TO BOOST OUR STANDARDS

- Associate Safety & Well-Being
- Climate Action
- Diversity, Equity, & Inclusion

PERSISTENT ACTION TAKEN TO ADDRESS BROADER SYSTEMS

- Community Development
- Responsible Procurement
- Waste Reduction

SETTING THE TONE

governance

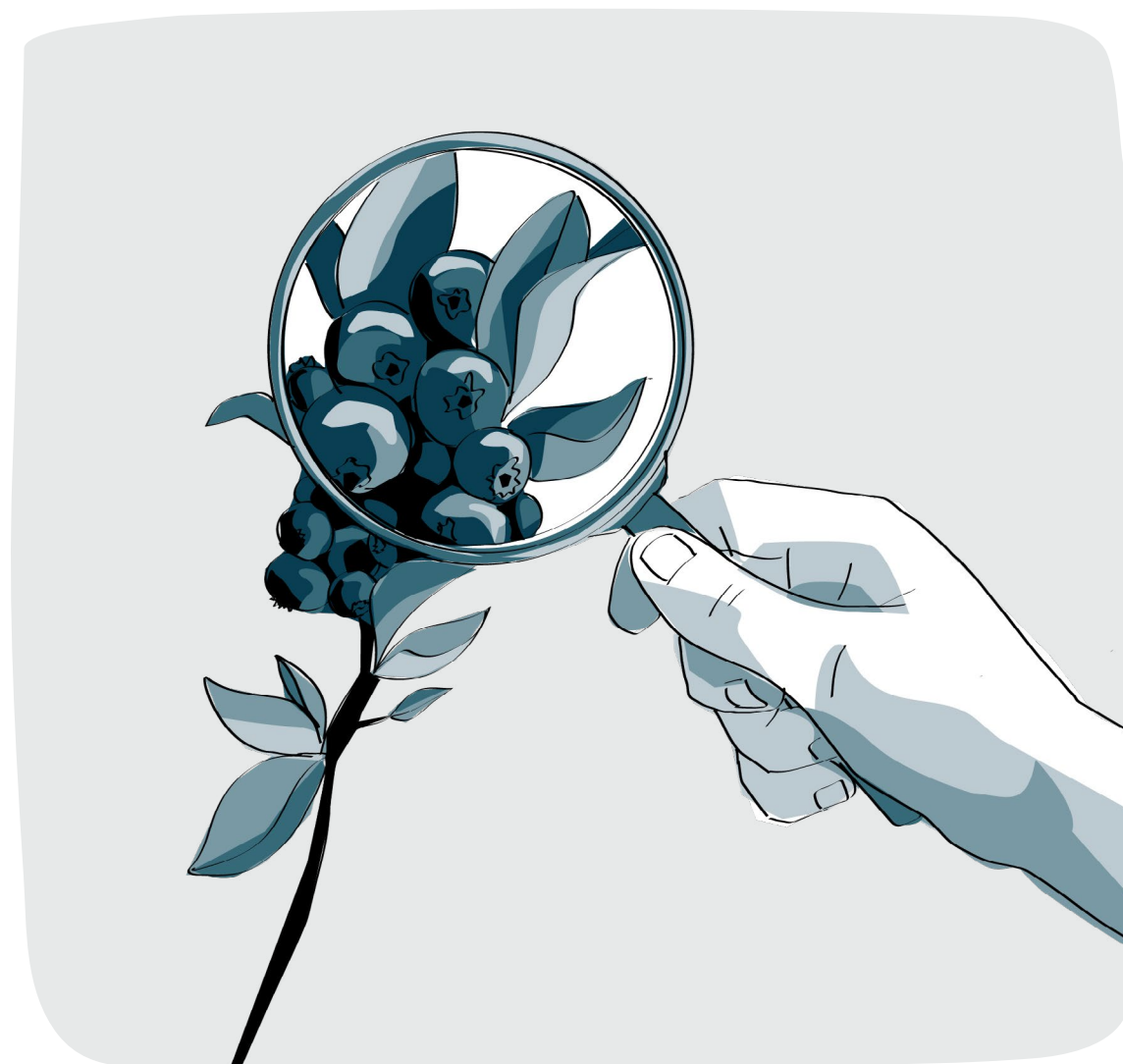
* Learn more about our values at unfi.com.

What we'll talk about in this section:

Mission & Values

Ethics & Compliance

Associate Engagement



Strong governance systems are critical to our integrity and our ability to carry out **UNFI's mission**.

These systems also empower our associates to bring impact to life, and we've seen evidence that they are working. In FY2022, we developed three new *Better for All* goals, enhanced our leadership team to help drive progress, and strengthened our engagement with stakeholders.

OUR MISSION

We strive to help make our customers stronger, our supply chain better, and our food solutions more inspired.

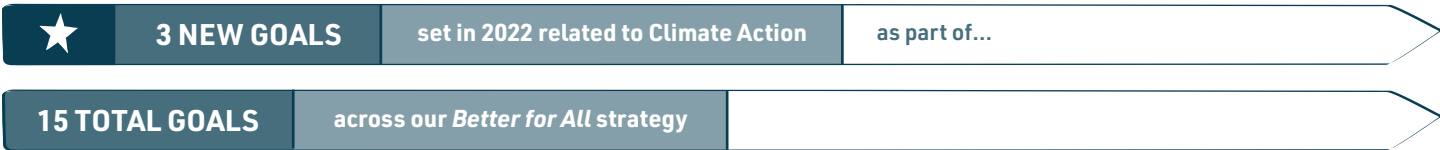
setting ourselves up for success

The more we can integrate *Better for All* into the way our whole organization operates, the more we become the company we want to be.

Tracking Our Targets

Setting goals and targets helps us stay on course, celebrate our wins, and address any hurdles we encounter along the way. In the past year, we officially launched three science-based targets to hold ourselves accountable for our contributions to climate change

and tackle the emissions reduction required to get to a climate-safe future. We're excited by the work that continues to be done behind the scenes to decarbonize our operations and value chain, and these targets are important guideposts to help us track our progress.



Evolving With The World Around Us

As we think about the future state of UNFI's reporting, we are eager to better understand the interconnections between our financial and non-financial performance. We are proactively monitoring the conversations around enhanced human rights and climate disclosures to not only stay ahead of evolving requirements and stakeholder preferences, but also keep an eye on what gold-standard reporting can look

like for UNFI. Building on our integration of Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB) Guidance over the past few years, this year, we also continued our alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) to help us provide more valuable climate-related financial disclosures.

* Check out our appendix for more details.

Overseeing Our Impact Work

Consistent with what we reported last year, *Better for All* is overseen at the highest level by our Board's Nominating and Governance Committee. This committee regularly engages with the full Board and leadership team to share environmental, social, and governance trends that are critical to the Company's

overall business strategy. This year, we grew the Senior Leadership Team to accelerate progress against the *Fuel the Future* strategy and create shared value for our stakeholders. We believe we are now more effective when managing company-wide, cross-functional objectives, including *Better for All*.

* This is what ESG stands for.

Engaging Our Stakeholders

Building on the systems of engagement we already have with our associates and investors, we formalized an engagement process to hear from our customers and to use their feedback to inform our strategy and reporting. In October 2021, we engaged in our first annual customer experience survey. Our customers told us they appreciate the breadth of our products and services, and count on us to provide guidance to help them stay competitive. We learned that we have significant room for improvement when it comes to Ordering and Delivery, and Issue Resolution, and took immediate action to enhance customer services and timeliness of communications in response.

the process of strengthening our supplier policies, agreements, and expectations for partners to help facilitate their action. Our Ethics & Compliance teams are revising our Supplier & Vendor Code of Conduct to more closely align with our *Better for All* strategy, which we plan to roll out next year. We are also working on a new experience survey for our suppliers, which we hope to report on next year.

73 COMPANY-WIDE ENGAGEMENT SCORE

This is a one-point increase from the last *Your Voice*. Our Future, associate engagement survey. We are excited that 91% of associates shared their perspectives – an 8% increase over last year, which resulted from better processes in our distribution centers that made it easier for associates to participate.



it takes a village

Since launching the *Better for All* strategy just a few years ago, we've made steady progress to help our associates better understand how the strategy connects with their daily lives at home and at work. More importantly, our associates are telling us what they believe in and holding us accountable to walk the talk.

Collective Associate Action

Our 'Missions' program was launched in the Associate Action Hub in FY2021 to promote awareness of our goals and engage associates in easy-to-do activities that focus on issues that matter to them and to UNFI. This year, however, associates told us that driving them to a separate platform is not the only – or best – way to empower them to take action. While we will continue to use this platform to track engagement, part of our learning is that there are more natural ways to recognize and reward associates' actions.

For example, ~60% of all completed Missions this year resulted from a custom Mission created for a Learning & Development module. This cross-team collaboration is something we plan to build on in the future. Our associates are already actively leading the way in how UNFI addresses Diversity, Equity, & Inclusion and Associate Well-Being, so those are two of our top priorities for collaboration.

A Culture of Integrity

UNFI's Code of Conduct articulates the values and behaviors we expect of all associates and provides a central guide to support associates in their day-to-day decision making. In FY2022, we updated our Code of Conduct and associated training module to align with our current mission and ambitions, including making updates to the Diversity, Equity, & Inclusion, Social and Environmental Responsibility, and Safety sections. Building on the rollout of our updated training in FY2021, we launched refreshed Anti-Corruption and Anti-Bribery training modules for associates who have sales, development, or accounting responsibilities related to our international business activities. Now that the most relevant associates have been trained, this training will be assigned to new hires with those responsibilities during onboarding.

OVER **95%**
OF ASSOCIATES



completed their assigned training on UNFI's Code of Conduct

OVER **96%**
OF ASSOCIATES



completed their assigned refresher training on Anti-Corruption & Anti-Bribery

OUR GOAL

Complete 10,000 Missions by the end of FY2022.

! MISSED THE MARK

2021
2,688 Missions

CURRENT PROGRESS
3,453 Missions (765 Missions completed in 2022)

We fell short on this target, with only ~2% of associates participating since launch, but we're not short on the intention behind it. Associates are actively leading our impact work by participating in our Belonging & Inclusion groups, posting on our Every Moment Matters safety channel, creating opportunities to connect customers and suppliers, and so much more.

Difference Maker Spotlight Series

In FY2022, we started a monthly campaign to highlight associates' contributions to *Better for All* via their everyday responsibilities. We know our associates are passionate about our *Better for All* strategy and we hope this campaign helps bring to light that there are a lot of different ways to support UNFI's overall ambitions.

9
ASSOCIATES

were highlighted in our Difference Maker Spotlight series



Associates participating in a clean-up event for FoodShare Toronto



Associates volunteering at Coogan Farm, CT

FROM FARM TO FORKLIFT

upstream

What we'll talk about in this section:

Climate Action
Diversity, Equity, & Inclusion
Responsible Procurement



Our impacts begin with the decisions made by our partners, well before products reach our distribution centers. We are proactively engaging with the people growing, making, and moving the products we distribute to better understand our upstream impacts, address traceability issues, and help accelerate change in our industry. We're investing in mechanisms like the Climate Action Hub and our supplier diversity practices to help build a more

equitable food system and carry our values – and our responsibility – further upstream.

We're mostly referring to our suppliers and vendors, which include those that provide products and services to UNFI, including goods for resale, and for UNFI's own use, including for the creation of our private-label brands.

WHAT KINDS OF PARTNERS ARE UPSTREAM?

sowing the seeds of change

The traditional system of food distribution is incredibly complex and tough to break into, and brands led by people with less capital or privilege can struggle to grow and get on the shelf.

We've proactively invested in nurturing new and emerging supplier relationships and building structures to add value and create efficiencies within our current relationships, such as our Supplier Diversity action plan, our Marketplace program, which gives small brands an

opportunity to expand their distribution, and our UpNext program, which offers mentorship to selected suppliers. We've also deployed tools, like the Climate Action Hub, to help our suppliers better manage their own climate impacts and to help us set the stage for future action.

Helping Suppliers Level-Up Their Distribution and Reach

After creating the UpNext program seven years ago, we further increased the program's benefits and amplified its value-add to suppliers in FY2022. Through UpNext, we look for emerging brands, diverse suppliers, and category disruptors whose visions inspire us. Suppliers who meet our criteria are mentored – at no cost to them – by UNFI Supplier Development Managers and guided on how to best leverage UNFI's marketing programs, sales channels, and trade shows.

*This is an approximate figure as a result of ever-changing case loads for assigned Supplier Development Managers.

809
BRANDS

have gone through the program
UpNext provides visibility, access, and non-exclusive partnership agreements – and 15% of participants are now fully onboarded into our regular distribution channels.

~330
SUPPLIERS
engaged in UpNext
in FY2022*



~27
BRANDS



participated in our FY2022 pitch slams – a chance to give a direct pitch to prospective customers
Winners earn free entry to UNFI's next trade show!



Display cases showcasing certified diverse owned brands at a UNFI Show in Minneapolis, MN



We identify certified diverse-owned brands, including Partake Foods (center) and Brooklyn Delhi (right)



Keeping tabs on supplier certifications has been a systemic hurdle we are proactively tackling! Our procurement teams also added four new diverse suppliers to our roster in FY2022.

Creating A More Inclusive Supplier Network

This year, we clarified our Supplier Diversity action plan to better integrate our mission into sourcing activities, spending levels, customer services, sales tactics, and more. This work kicked off in earnest with a three-month supplier outreach effort that uncovered 167 existing suppliers who hadn't yet completed their diversity certifications or been labeled as diverse in our internal systems. We also deployed a supplier diversity site for our internal sales and procurement teams that centralizes educational resources, including our diverse supplier list, supplier spotlights, and supplier diversity toolkit, which amplifies our ability to more equitably support our suppliers.

* Our CEO also signed a formal commitment to supplier diversity!

OUR GOAL

Increase our annual diverse spend to 3% by the end of FY2023.

ON TRACK

2021
1%

CURRENT PROGRESS
2.5% of our annual spend
went to diverse suppliers

This year's efforts led us to more than double our year-over-year spend with diverse suppliers.

THIS IS HOW WE WILL ACT ON OUR MISSION TO BUILD A MORE INCLUSIVE SUPPLY CHAIN:

APPLY...supplier diversity into our everyday business practice

COMMIT...to building connections with our customers and ease navigation through the UNFI network

TRANSFORM...the procurement process through greater transparency and accountability



SOWING THE SEEDS OF CHANGE

Making Sustainability More Accessible

We want to empower suppliers to take climate action – in fact, it’s shaping up to be a core component of our emissions reduction strategy.

After almost two years of partnership with the Climate Collaborative, we officially launched the Climate Action Hub. As a starting point, the Climate Action Guide for Business, which offers suppliers step-by-step guidance for how to measure and disclose impact, commit to ambitious targets, and identify opportunities for action, is now available to everyone for free. We hope this evolving partnership will help us fast-track collective action toward a decarbonized future by providing a platform for conversation, learning, and, of course, climate action.

Visit the Climate Action Hub at: discover.unfi.com/climateactionhub

OUR GOAL

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

A BIT BEHIND

CURRENT PROGRESS

19,612.8 acres of organic farmland since 2019 (~693 acres added in 2022)

2021
18,000 acres*

Six grants were awarded to nonprofits promoting soil health, climate-smart agriculture and organic practices through the UNFI Foundation – this is our way of reaching beyond our supply chain to support the people doing great work on the ground. We’re also evaluating new strategic partners and ways to engage our own suppliers in more regenerative practices, which we believe will unlock the most progress toward our ambitions, especially as the UNFI Foundation continues its focus on food equity.

* Get it?

~90% OF UNFI’S TOTAL EMISSIONS are a result of our upstream supply chain

Launching a Hub is a great first step, but we need to make sure it leads to the outcomes we intend. So, in March of 2022, we hosted a roundtable discussion with the Climate Collaborative and 22 of our suppliers with validated science-based targets to talk about our shared climate journey. Now, we better understand the hurdles suppliers face, including consistently tracking emissions, introducing or scaling new agricultural practices, and minimizing the impact of packaging. We were also able to identify ways UNFI can help by reducing the cost of innovation, improving connections with customers and consumers, and optimizing transportation.

Meet the Grower
Wholesum AMADO, ARIZONA

This family of produce farmers focuses on cultivating produce that is ‘Grown for Good’. Wholesum is USDA Certified Organic and the first Fair Trade-certified farm in the U.S. A portion of their funds are used for community projects that address education, health care, and housing needs for those working on the farm.

Our partners at Wholesum Farms Arizona (Amado, AZ)



The Advantages of Bunching Together

We’ve already taken action based on supplier feedback – the UNFI Produce team is engaging with suppliers more directly to reduce the inherent redundancy in the conventional distribution model, make it more affordable and efficient to distribute produce grown with regenerative, organic practices, and most importantly, deliver the freshest produce possible. UNFI’s cross dock facility in McAllen, TX – which opened in FY2021 – is now fully up-and-running.

This facility, near the border between the United States and Mexico, is functioning as we hoped it would – it consolidates conventional and organic produce brought directly from farms, so that full loads are delivered to UNFI’s distribution centers. Given current limits in scale, organic produce is often slower and more costly to get to stores, but this facility is proving that there are advantages to consolidating it with conventional produce. Bananas make up a good portion of the produce coming through the facility today, and we’re scaling capacity to expand the types of produce handled at this facility in the future.

*Data are currently self-reported by grantees of the UNFI Foundation. Due to delays in select grantees providing us with data, the FY2021 total reported (18,000 acres) was inconsequentially less than actual acreage supported.

In Development:
Policies on Animal Welfare and Deforestation

As we learn more about our upstream impacts, we also recognize the need to institute policies that promote transparency and traceability. We have an opportunity to engage our suppliers in reasonable and actionable requests, which we know can take some time to come to fruition. Here’s what we’ve done this year:

ANIMAL WELFARE

We can both raise the bar for what we accept from our suppliers and educate customers and consumers to effectively improve animal welfare. We are still finalizing what UNFI’s formal policy will be and, in the meantime, we believe in the internationally accepted “Five Freedoms” for animals and are taking initiative to expand our offerings of plant-based meat alternatives through our private-label brands.



DEFORESTATION

Over the course of four months in FY2022, we partnered with a third-party consultant to develop a landscape assessment and guidance for implementation of a new deforestation policy. Their findings laid the groundwork for a comprehensive policy based on key at-risk commodities, like beef, palm oil, and soy, that we plan to finalize and publish in FY2023. We’re also preparing our response to CDP’s Forests questionnaire for the first time.

putting ambitious emissions reduction on our plate

Climate change is inextricably linked with the impacts we have on every system of which we are a part. Building on our strong foundation of emissions tracking, we are focused on integrating our decarbonization strategy into every facet of our business to ensure it never becomes a check-the-box exercise.

Our new science-based targets were officially reviewed and validated by the Science Based Targets initiative (SBTi). Now, we are ready to accelerate our action and lead by example, and we are proud to be among the first North American wholesale distributors with approved science-based targets. This framework – informed by reputable and reliable climate science

– helps us prioritize climate action and focus on the most effective reduction levers. Our recent priorities, which we began to execute against in FY2022, are to retrofit our facilities with lower-emission operational and lighting updates, as well as on-site solar and electric yard trucks, and continue to engage with and provide more resources to our suppliers.

From Regular Disclosure to Intentional Action

By 2030, we’re aiming to achieve ambitious emissions reductions across our fleet, facilities, and value chain.

These science-based targets must be reviewed and updated at least every five years to ensure that they continue to be relevant and reflective of available solutions, changes to our business, and, of course, the shifting, dynamic nature of climate change.

OUR GOAL | VALUE CHAIN

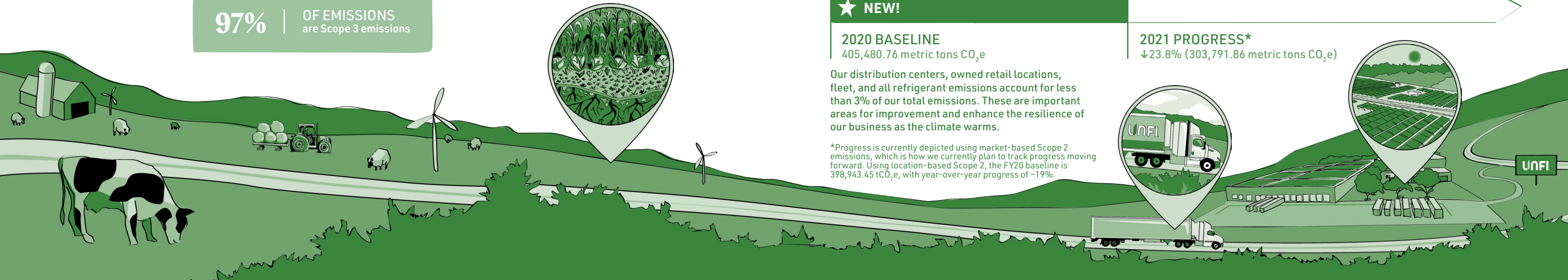
Reduce absolute Scope 3 GHG emissions from purchased goods and services by 25% by the end of FY2030.

★ NEW!

2020 BASELINE
18,348,254 metric tons CO₂e

We are not yet ready to report year-over-year progress for this category of emissions. We know that around 89% of our emissions come from our purchases of approximately 260,000 products from over 12,000 suppliers and growers, yet we are still learning about how to best track and measure these emissions.

97% | OF EMISSIONS are Scope 3 emissions



Climate Action			
	FY2021 SCORE	FY2020 SCORE	FY2019 SCORE
Climate Change	?	B	A-
Supplier Engagement	?	C	D

* Check out our appendix for a breakdown of Scope 1, 2, and 3, and total emissions over the past few years.

TOTAL GHG EMISSIONS
(metric tons CO₂e)

FY2021
20,777,681

We are still trying to improve and expedite our emissions reporting and verification process, but we can't risk rushing. Unfortunately, that means that we're only reporting our FY2021 emissions at this time.

WHAT ARE "ABSOLUTE" AND "INTENSITY" EMISSIONS?

Companies can set two broad types of greenhouse gas (GHG) reduction targets. 'Absolute' targets refer to the total quantity of GHG emissions. 'Intensity' targets specify emissions reductions relative to productivity or economic output, like metric tons of CO₂e per weight of product produced. Both types of targets should specify the reduction in emissions relative to a historical baseline year.¹

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.

★ NEW!

2021 PROGRESS
↑3.5% (207.11 gCO₂e/tonne-kilometer)

2020 BASELINE
200.12 gCO₂e/tonne-kilometer

↓ ~12%

reduction in our combined Scope 1 and 2 emissions from 2020 to 2021 as a result of operational efficiency updates

UNFI traveled ~1.2B tonne kilometers in FY2021.

OUR GOAL | FACILITIES

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

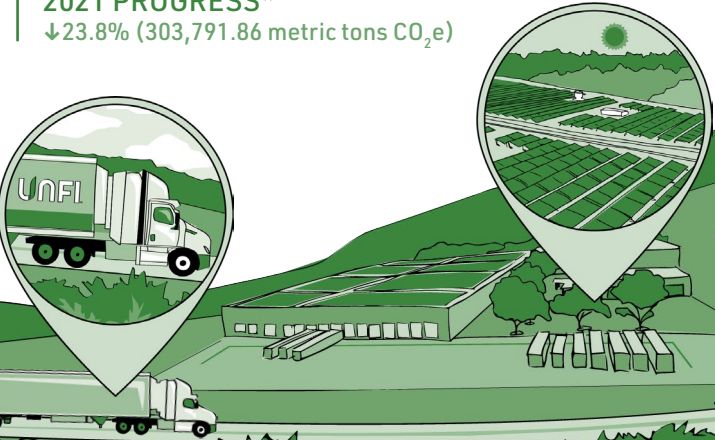
★ NEW!

2020 BASELINE
405,480.76 metric tons CO₂e

2021 PROGRESS*
↓23.8% (303,791.86 metric tons CO₂e)

Our distribution centers, owned retail locations, fleet, and all refrigerant emissions account for less than 3% of our total emissions. These are important areas for improvement and enhance the resilience of our business as the climate warms.

*Progress is currently depicted using market-based Scope 2 emissions, which is how we currently plan to track progress moving forward. Using location-based Scope 2, the FY20 baseline is 398,943.45 tCO₂e, with year-over-year progress of ~19%.

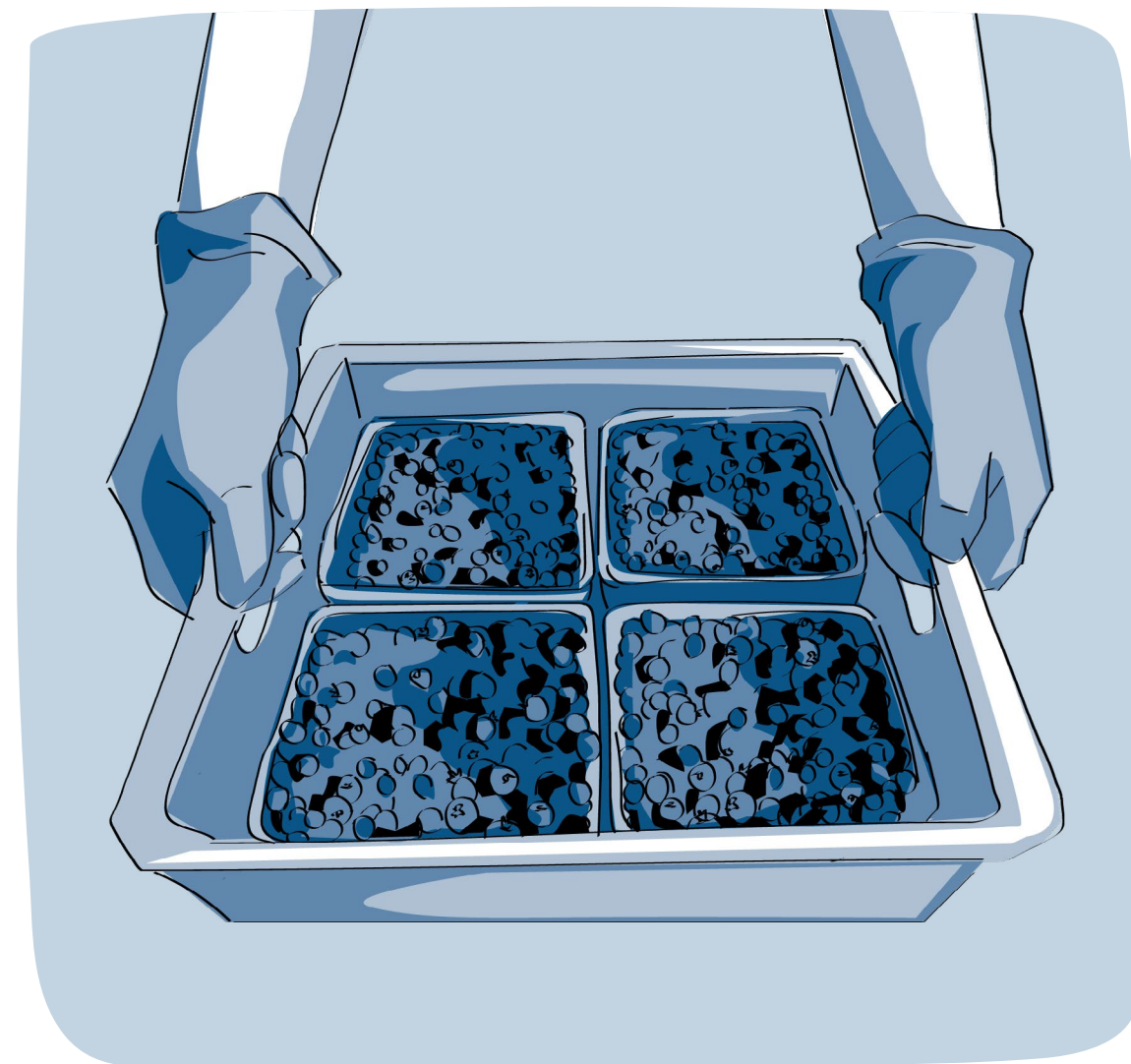


OUR PLACES, PROCESSES, & PEOPLE

operations

What we'll talk about in this section:

Associate Safety & Well-Being
Climate Action
Customer Health & Safety
Diversity, Equity, & Inclusion
Energy Efficiency



Effectively managing our operational impacts means occasionally pausing to reflect on our programs and processes to ensure all outcomes are aligned with our intentions. It also means proactively making changes to optimize when needed to keep moving the needle.

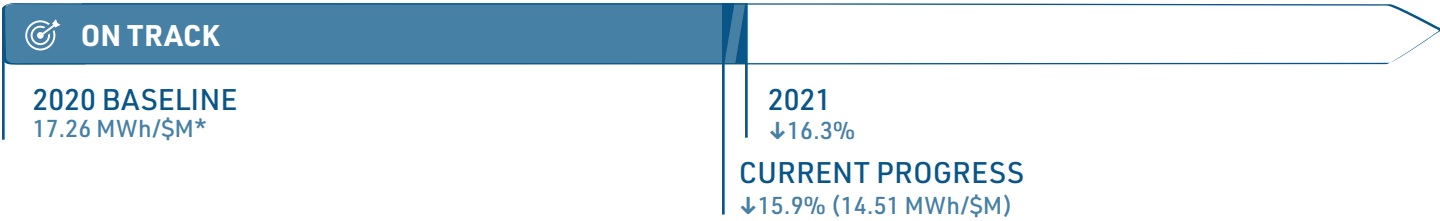
This year, we revamped our associate well-being program, grew our safety organization, and continued to strengthen our existing programs and policies to keep driving impact in our facilities, including kicking off the development of our largest solar array to date in Howell, New Jersey.

getting thrifty with our energy

We’re looking for ways to optimize our buildings – from the way we light our distribution centers to the way we control the temperature of our warehouses – so we can reduce the amount of energy we use and, in turn, reduce our emissions.

In the past year, projects included system updates for motors, fans, lights, and equipment, as well as updates to our protocols and controls to increase our energy efficiency. These projects are partially funded by utilities and energy savings across our distribution centers, which are meaningful when you consider our size and scale. Overall, the energy savings we’ve earned as a result of these projects have helped to reduce our electricity usage and have paid for themselves.

OUR GOAL
Reduce energy intensity in our distribution centers by 30% by 2030.



UNFI is driving energy efficiency in close collaboration with an external partner and, while our progress was relatively flat year-over-year, we are optimistic that the improvements we’ve already made will start to move the needle toward our target.

*Energy intensity in distribution centers is calculated as MWh per \$1 million of Net Sales (Wholesale and Other only).

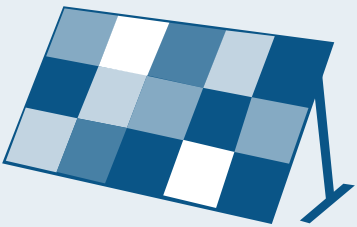
Lighting It Up

This year, we began installation of LED lighting in 12 distribution centers, of which 21% are fully completed. We also retrofitted the lighting in some of our Cub Foods’ locations. Because Cub collectively represents roughly 11% of our direct Scope 1 emissions**, these retail projects are a big win – they account for most of our energy usage, energy efficiency investments, and direct emissions savings from lighting. In the next year, we’re aiming to install LED lighting in 22 more locations and implement energy tune-ups across other locations.

** This is based on total Scope 1 emissions in FY2021.

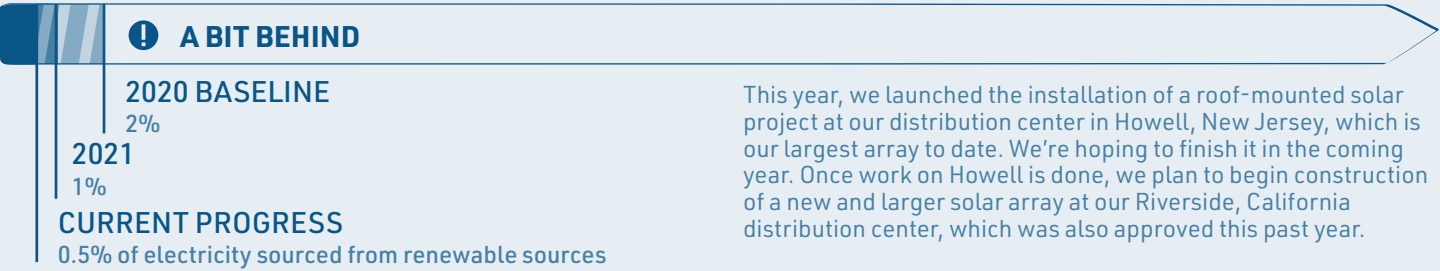
Transitioning to Renewable Energy

7 SOLAR POWER ARRAYS
installed on-site at our distribution centers to date



Challenging “business as usual” requires comparing and evaluating the options available to support a renewable energy transition. To reach our science-based emissions reduction targets, we will need to convert roughly 80% of our power supply to renewable resources. Renewable energy costs are currently volatile as a result of increased cost of materials, supply chain concerns, and the growing demand for renewables. We’re currently focused on developing on-site solar, while also searching for additional ways to maximize our efforts.

OUR GOAL
Source 20% of our electricity from renewable sources by the end of FY2023.



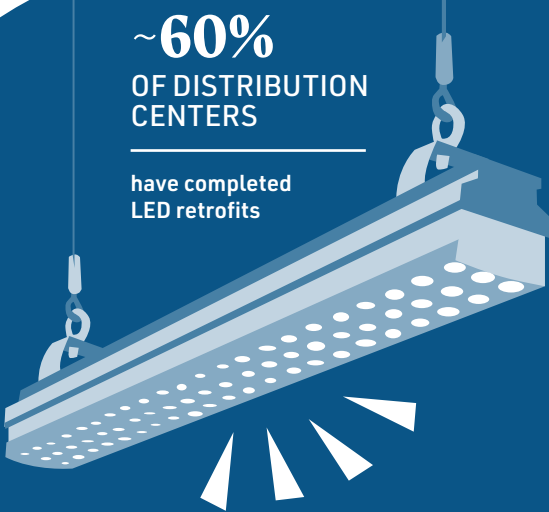
This year, we launched the installation of a roof-mounted solar project at our distribution center in Howell, New Jersey, which is our largest array to date. We’re hoping to finish it in the coming year. Once work on Howell is done, we plan to begin construction of a new and larger solar array at our Riverside, California distribution center, which was also approved this past year.



Rooftop solar panels at the Howell, New Jersey distribution center

Keeping our Cool

Each of our distribution centers is unique – with specific purposes and cooling requirements. Looking at just one or two facilities does not give the full picture of the nuance needed to properly manage our refrigeration systems. With the support of external partners, we have been able to gather and aggregate information across our different systems, which helps us make the most informed decisions for improvements and optimization for both food safety and associate safety. While some of the refrigerants we use are ozone-depleting substances, we’re working to transition our refrigerants to be non-ozone depleting and use alternatives with a lower global warming potential.



'well-being' means something different for everyone

Our associates have given us clear feedback that we need to do more to support their well-being. We've not only taken that to heart, but also completely revamped our approach as a result. We're now focusing on five interconnected areas of well-being that help prioritize the unique needs and experiences of every associate.

Because of the multi-faceted nature of well-being, UNFI's enhanced programming requires intentional cross-functional collaboration between Human Resources, Safety, Operations, Facilities, Diversity, Equity, & Inclusion, and more – that's also why we created a Well-Being Steering Committee. These collaborations will help us to continuously review our policies, benefits, and other offerings through an equity lens.



We held six focus groups with our UNFI Canada associates to better understand their use of current offerings and identify additional resources that associates would like to have.



Allentown Lifestyle Center Green Wall



Associates gather at the Allentown Lifestyle Center Town Hall

DID YOU KNOW...?

...we opened a Lifestyle Center at our Allentown distribution center!

This on-site space provides amenities and programs like English as a Second Language training. Suggestions are reviewed bi-weekly to see how we can improve this new center.

...we launched the Well-Being Champions Network!

Well-Being Champions are associates who volunteer to be the eyes, ears, and voice of wellness for our internal population. They organize lunch-time walks, share and discuss available resources, and collect associate feedback.



How We Put Our People First

We're aiming to support and nurture our associates with an array of innovative, easy-to-access initiatives. Our associates told us they didn't know about many of our programs or didn't fully understand what the programs entailed, so we are making them clearer and easier to digest. Here are our new/updated programs:

CAREER

- Warehouse to Wheels**
Warehouse associates can obtain a Commercial Driver's License (CDL) free of charge, and move into driver roles over a one- to two-year timeframe.
- Resource Translation**
New hire orientation materials have been made available in Spanish. We also plan to translate all Safety and HR policies.
- Operations Leadership Academy**
We deployed four new modules to our distribution center leaders, covering 'Building a Winning Culture', 'Run the Business', 'Grow Your People', and 'Creating Customer Impact'.
- BetterU**
We released a variety of new tools and training modules, including:
 - Mentor Marketplace
 - Continuous Performance Management
 - Development Goal Management

FINANCIAL

- Early Access\$**
All non-union distribution center associates can now access up to 50% of their next paycheck early.
- Pay/Performance Bonuses**
We are elevating our approach to pay, our pay equity lens, and our rewards for performance by standardizing titles, ranges, and bonus programs throughout non-union distribution centers, and equipping managers with guidance on how to discuss pay ranges.
We're keeping a constant eye on the labor market and continue to look for ways to be an employer of choice.

COMMUNITY

- Better for All Time Policy**
The policy was updated to provide 32 total hours of paid time toward volunteering, participating in DEI training sessions, and joining BIG initiatives.
- BIGs (Belonging and Innovation Groups)**
More BIGs were added – flip ahead to learn more.
*100% of people leaders were assigned this training in FY2022.

PHYSICAL

- Medical**
We improved associates' medical coverage by adjusting our high deductible plan offerings and adding a new Exclusive Provider Organization (EPO) plan option.
- Health Advocate**
Associates and their families now have unlimited, confidential access to experienced advisors in multiple languages.
- Healthy Pursuits**
This app is now also available to those who are not actively enrolled in a UNFI medical plan and to non-union associates who are ineligible for medical benefits.

EMOTIONAL


- ComPsych Employee Assistance**
We expanded eligibility to include all non-union and non-retail associates.
- Calm Sleep & Meditation App**
This popular app is now available at no cost to approximately 19,000 associates.
- Fresh Perspective Series & Real Talk Discussions**
Modules on Diversity, Equity, & Inclusion are now more embedded in existing trainings to make them more accessible and more easily accomplished, and to demonstrate the importance of belonging in all facets of our organization.
55 | UNIQUE FRESH PERSPECTIVE COURSES of which 11 were DEI-specific
- UNFILTERED Podcast**
We launched a new podcast and recorded episodes on disability and "Black Joy, Health, and Wellness" in the past year.



naming the path forward


UNFI has made the intentional choice to move from a Diversity & Inclusion (D&I) mindset to a Diversity, Equity, and Inclusion (DEI) practice. This expansion is an indication of the education our organization continues to go through. We’re explicitly naming ‘equity’ to hold ourselves accountable to what we’re working toward, rather than what we’ve already done.

Big News from our BIGs




UNFI ADELANTE
HISPANIC NETWORK

was created by and for Hispanic associates. In its first year, this group assisted with a Spanish version of UNFI’s orientation program.



UNFI DREAM
DISABILITY RESOURCES, EQUITY, ALLEYSHIP AND MENTORSHIP

is our disability inclusion group, which initiated the work required to submit UNFI’s Disability Equality Index benchmark.



UNFI WIN
WOMEN’S INTEGRATED NETWORK

has created its own flagship programs, including Circle Mentoring and Leadership Case Studies, which are offered to all WIN members regardless of gender identification to help break down silos and bring innovative solutions to bear.


★ **NEW!** ✱ WIN is now the largest BIG!

748

ASSOCIATES are involved in at least one BIG, that’s about 2.5% of all associates.


6

BELONGING & INNOVATION GROUPS
Two new BIGs were launched in FY2022.




UNFI PRIDE
LGBTQ+ NETWORK

was at the helm of UNFI’s first-ever sponsored PRIDE events in Rhode Island and Minnesota, with roughly 100 associates and family members in attendance at each.



UNFI VIP
VETERANS INITIATIVE PROGRAM

hosted the Wounded Warriors 5K and partnered with Dare to Dream Ranch Military Retreat for their 5th Annual 5K Trail Race for Veterans.



UNFI BUILT
BLACK UNFI LEADERS OF TODAY

partnered with PRIDE to lead an MLK Day of Service and debuted “Black Joy, Health, and Wellness” on the UNFILTERED podcast.

200+ VOLUNTEER HOURS

contributed as a result of BIG-led activities
This is a powerful example of associates leading the way.

IN 2022, UNFI SCORED...

100%

on the Human Rights Campaign Foundation’s Corporate Equality Index 2022 survey for LGBTQ+ and earned status as one of the “Best Places to Work for LGBTQ+ Equality”

100%

on the Disability Equality Index application and was recognized as one of the “Best Places to Work for Disability Inclusion”

We’re incredibly proud of this recognition and we know our work is far from finished. There are some known gaps in how employee populations are accounted for within these scoring systems, so we see this more as an opportunity to help elevate the corporate standard.



New Policies to Support What We Believe In

We have policies to help cultivate a culture of belonging and collaborate cross-functionally to bring more of an equity lens to UNFI’s policy development – for example, we moved from tuition reimbursement to an upfront stipend for education to support associates without the necessary resources to otherwise participate. Here are some recent policy updates:

WORKPLACE GENDER TRANSITION (U.S. & Canada)

This policy seeks to protect associates’ privacy and help managers, coworkers, and peers engage in affirming dialogue. Associates can also choose to have a dedicated advocate.

ACCESS TO SHARED FACILITIES (U.S. & Canada)

This policy addresses the accessibility needs of transgender, gender non-conforming, gender non-binary, and disabled associates when it comes to restrooms, locker rooms, or changing rooms.

DIVERSE SLATE (U.S. Only)

This policy directly influences the accessibility of management roles for underrepresented groups and ensures the candidate slates for all Directors and above roles include at least one candidate that meets UNFI’s threshold for diversity criteria*. A similar policy is in place for our Board of Directors.

The ABCDs of DEI

Bringing these pillars to life requires courage and psychological safety, which are common themes in inclusive leadership. In FY2022, we continued to work with our associates to create pathways toward equity, including new policies, training resources, and associate resource groups.

ACCOUNTABILITY

Taking responsibility for our actions (or inactions) and leading by example

BELONGING

Fitting in or feeling like you are an important member of a group

CHALLENGING THE STATUS QUO

Continuously improving even when it is uncomfortable

DOING THE RIGHT THING

Staying true to our values and prioritizing what’s right over what’s easy

OUR GOAL

Fill 50% of management roles with associates from underrepresented groups by the end of FY2023.

 ON TRACK

This goal tracks Supervisors and above, which helps us better understand internal promotion and succession leads. We also track the diversity of more senior roles where we’ve seen an even greater improvement, especially in BIPOC representation – a sign that our Diverse Slate Policy is starting to work.

✱ Check out our appendix for a breakdown of demographic information across all associates, managers, and our Board of Directors.

2020 BASELINE
47%

2021
49%

CURRENT PROGRESS
49.7%

*Policy action begins after all candidates are pre-screened to meet the basic qualifications of a position.

safety at home, on the road, and of our food



Safety is not just one of our core values – it’s also a non-negotiable priority. We must have clear operational protocols that protect our associates in our facilities and in our fleets, and we must deliver on our promise of food safety across the value chain.

In the past year, we overhauled our safety program to allow for stronger strategic focus on three main areas and align with the best practices of other distribution and logistics organizations. We’ve instituted new oversight structures, created a new Senior Vice President-level safety role, and added headcount to ensure we have a strong and diverse set of skills employed.

 **63%** | of our associates work in distribution centers

25 | SAFETY POLICIES have cleared Union reviews 
This is important because 36% of our associates are covered by collective bargaining agreements.

Our New Approach to Safety Across our Value Chain

The triangle is the strongest shape there is – any weight put on one side is inherently distributed across the entire structure, making it sturdy and resilient. We hope the three prongs of our new structure will give UNFI’s safety program the same strength and stability to better protect our associates, customers, and communities.

FLEET SAFETY & COMPLIANCE

Department of Transportation (DOT) Authority Codes* have been consolidated to three from ten.

This helps us streamline resources, reduce administrative burden, and better track our compliance, safety, and accountability data.

Director of Fleet Safety and Compliance was hired.

As part of our increased investment in fleet safety, we created this important new role.

Driver Appreciation is how we demonstrate how valued our drivers are.

We celebrate our drivers for all they do to get products where they need to go safely.

1,043 DRIVERS | were recognized with the “Elite Driver Award” for top performance in all four quarters 

*DOT Authorities refers to the permission granted to UNFI (provided as a code) by the government to get paid to move freight.
** SQF audits and certification are only used for distribution centers that store food – as a result, some of the distribution centers in our network do not qualify.

FOOD SAFETY & QUALITY ASSURANCE (FSQA)

Associate Safety & Well-Being
Customer Health & Safety

HelloTherma has been rolled out to 95% of our distribution centers.

This automated platform easily integrates into harsh environments to better protect refrigerated foods.

Sanitation Handbooks were developed and rolled out to every facility.

These outline suggested cleaning plans and standardized equipment for food- and non-food related sanitation.

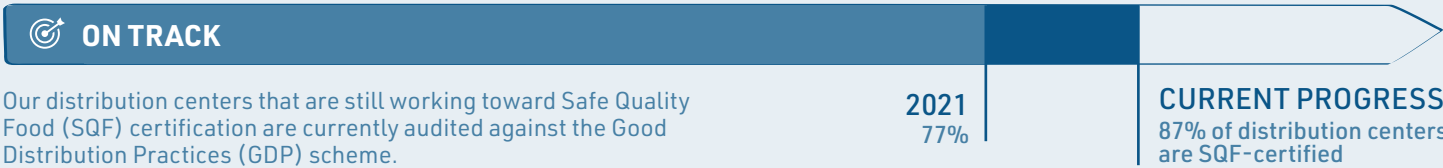
SpotSee Thermal Label Pilot monitors case temperatures on our docks.

Launched in Atlanta, this technology checks trucks coming in with product before racking.



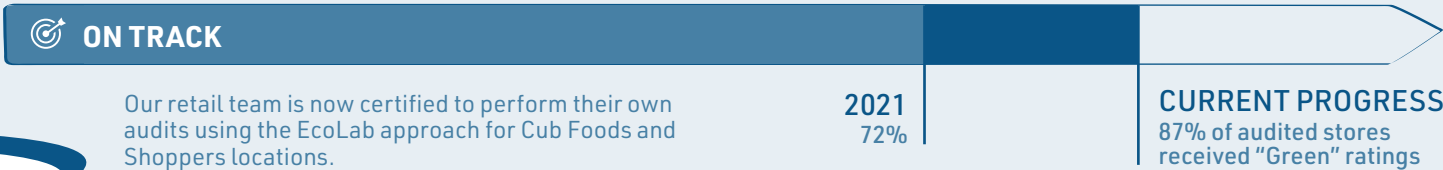
OUR GOAL

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



OUR GOAL

Strive for “Green” EcoLab Retail audit rating at all of our retail stores.



ENVIRONMENTAL, HEALTH & SAFETY (EHS)

Every Moment Matters is our company-wide safety brand.

We introduced a company-wide ‘Safety Moment’ to help build a grassroots safety culture.

We believe every decision makes a difference. We believe one moment can save a life. We believe what matters most is that everyone gets home safe. We believe Every Moment Matters.

Risk Safety Management Evaluations (RSME) are internal assessments of our facilities.

Safety partners at each site now also perform ‘mini’ audits each quarter, so we’re able to address potential issues much faster.

Safety Scorecards are sent out weekly.

Our more holistic EHS scorecards now include fleet safety and food quality assurance metrics.

3 DISTRIBUTION CENTERS | reached one year injury-free
We proudly celebrate this important milestone for our Pro Organics, Bismarck, and SERF facilities.

Laser Lights are walkway delineation lines projected from a ceiling laser.

Pedestrians are clearly shown where they can safely move about on our distribution center floors.

22 FACILITIES | now have laser lights installed



We’re swapping the old “Boxes in, Boxes out” logo on our safety vests to reflect the human-centered values that are core to our Every Moment Matters philosophy.

driving impact

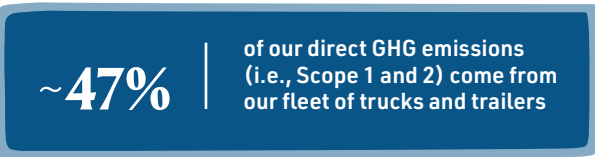
* Yes, we're talking about our fleet of trucks and trailers.

We're a food distributor – and one of the ways we get food to people who need it is with our many-wheeled moving machines. All that driving creates emissions, so we're innovating with new technologies and new tracking systems to reduce the inevitable impact of our necessary fleet.

Maximizing Efficiency to Minimize our Transportation Footprint

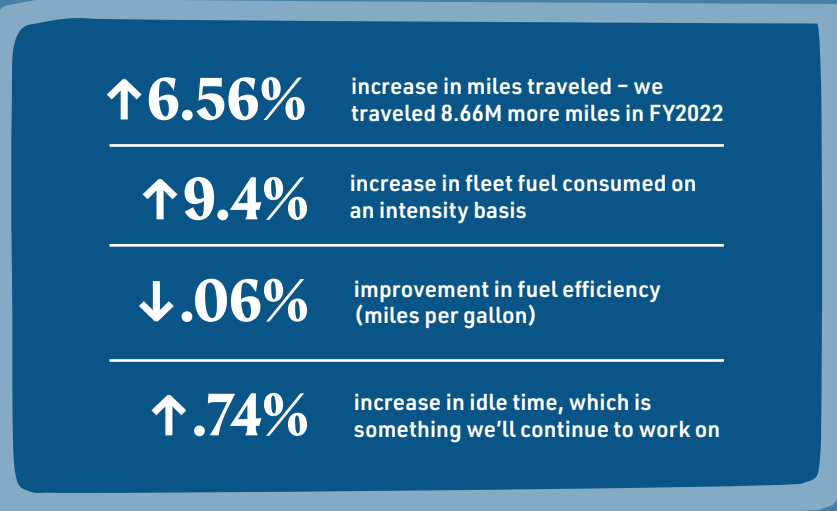
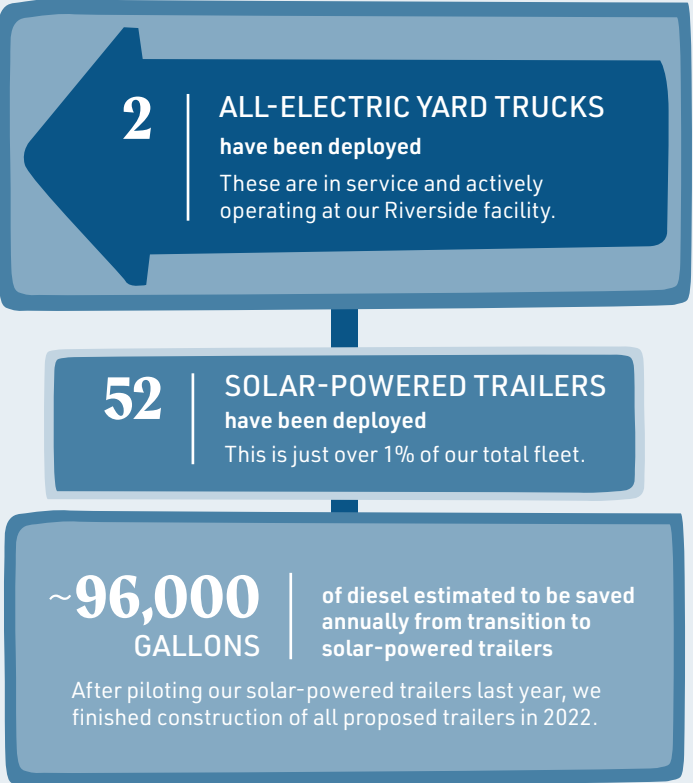
We continue to become a more efficient and effective distribution company. This past year, we continued to optimize routes, consolidate stops by organizing

deliveries into more full truckloads, upgrade our equipment, and frequently phase out older trucks to get the most efficient equipment on the road.



Innovating our Fleet to Drive Down Emissions

Building off the findings of the feasibility studies we conducted last year, we began deploying all-electric yard trucks to move trailers around our distribution center yards in southern California. Since California has more than 21% of our distribution centers, these updates are valuable to our overall decarbonization strategy. We are hoping to deploy these all-electric yard trucks at three more locations in California early next year and we continue to monitor for ways we can deploy them across the country in the future.



* This refers to cases of wholesale food deliveries only



Associate from our Allentown, PA distribution center



Associate from our Harrisburg, PA distribution center



One of our solar-powered trailers on the road

TO STORE SHELVES & HUNGRY HOUSEHOLDS

downstream

What we'll talk about
in this section:

Community Development
Customer Health & Safety
Waste Reduction



Looking downstream means monitoring how we're impacting the communities in which we live and work and providing even more valuable information and services to our customers. That's why we expanded our Friends of UNFI Food Bank program with Feeding

America, awarded our largest UNFI Foundation grant ever, incorporated Nielsen's 'Clean Label' attributes into our tracking systems, and launched a partnership with How2Recycle.

calling it like it is

As a company with 'natural' in our name, we have to pause and consider what natural really means. As part of our ever-evolving transparency journey, we're educating our customers on the multi-faceted nature of product sustainability.

We rely on clear and accurate labeling, including but not limited to third-party certifications and verified standards, to help us send easy-to-understand messages about the value of the products we're putting on shelves. The better we are at increasing

our collective understanding, the more we can do to help get healthy, fresh, and high-quality foods to communities across North America and the more value we can deliver to customers.

A Clearer – And Evolving – Definition of Natural

In the absence of a consistent definition for 'natural', we're taking steps to align with the Nielsen 'Clean Label' definitions and attributes, which are measured across five values: Conventional, Free From, Clean, Simple, and Sustainable. With these more substantial qualifiers, we hope to be able to enhance our customer offerings, labeling and resources, better understand our customers' preferences and habits, and expand our

distribution of 'Clean Label' products. This is all part of our ongoing effort to come together as 'One UNFI' and move beyond 'natural' and 'conventional'.

~97%
OF CONVENTIONAL
CUSTOMERS*

purchased at least one
natural product

In this instance, 'natural'
refers to anything that is at
least 'Free From.'

5000+
PRODUCT SKUS

across
250+
CATEGORIES
offered by private-
label brands

35 | STANDARDS
used to evaluate suppliers

16 | CERTIFICATIONS
used to verify our products'
environmental and social
standards, including:



* and more!

~8.5% | of private-label products are
Non-GMO Project Verified**

~19% | of private-label products are
certified as USDA Organic

As part of our evolution into plant-based offerings,
we launched four new non-GMO plant-based meat
SKUs under our Wild Harvest brand in FY2022.



Wild
Harvest



Stop & Shop aisle end-cap display
highlighting LGBTQ+-owned suppliers

A More Valuable Partner to Our Customers

Our UNFI Professional Services team, in partnership with innovative vendors, is bringing retail business solutions to our customers that offer value-added services and address issues like food waste, plastic waste, recycling, workplace safety, and energy consumption. Here are a few more recent examples of our *Better for All*-related offerings that provide support beyond putting products on shelves:

- Our **TRI-PLY ECO-FRIENDLY** shelf labels help reduce a store's plastic footprint by avoiding polyvinyl chloride, or PVC, which is particularly difficult to recycle.
- UNFI's **ECOATM** is an in-store mobile phone recycling kiosk that helps reduce precious metal waste by paying shoppers cash for their devices.
- The UNFI sales team developed a **SELL SHEET** to teach customers how they can get more involved in supporting our supplier diversity mission.
- We partnered with Stop & Shop to place **CUSTOM END CAPS** on the aisles of 400+ stores during Pride Month and were able to onboard five new LGBTQ+-owned brands.
- Our Supplier Diversity Manager and Atlantic Region sales team partnered to host in-person **CUSTOMER MEET-AND-GREETS** at trade shows to find opportunities to grow diverse supplier presence in stores.

* We are attempting to formalize this service as a result of the pilot's success!



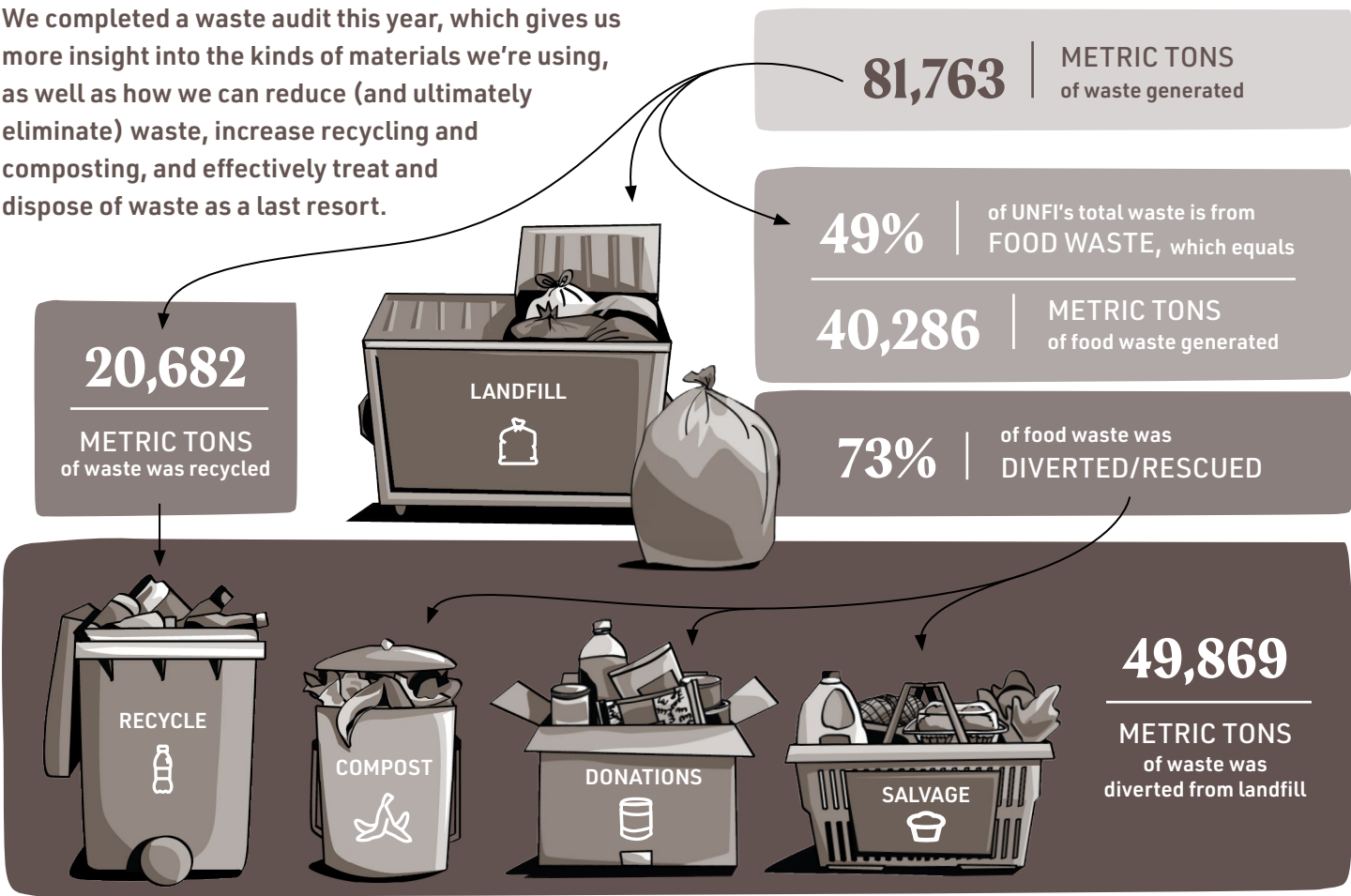
*Conventional customers refers to Conventional Center Store Sales, excluding those supported by our Allentown distribution center.
** UNFI's portfolio regularly fluctuates, so review of these figures should account for some level of variability.

cleaning up our waste footprint

Waste is often a necessary evil because packaging helps keep our food safe, but that doesn't mean we can't rethink the materials we use, how we use them, and limit waste in the first place.

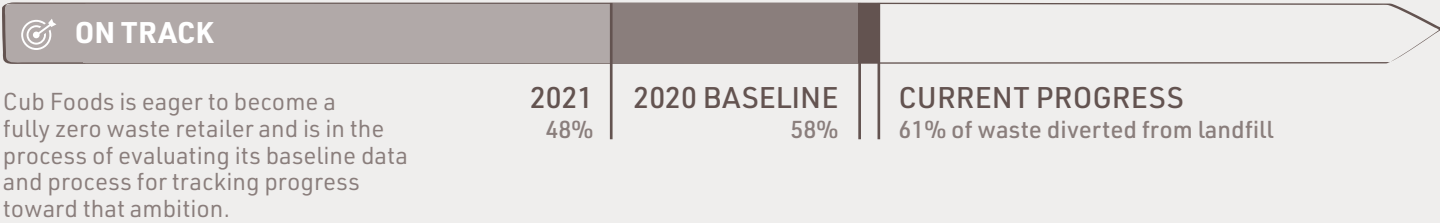
How We Know What We're Wasting

We completed a waste audit this year, which gives us more insight into the kinds of materials we're using, as well as how we can reduce (and ultimately eliminate) waste, increase recycling and composting, and effectively treat and dispose of waste as a last resort.



OUR GOAL

Achieve zero waste to landfills from distribution centers by 2030.



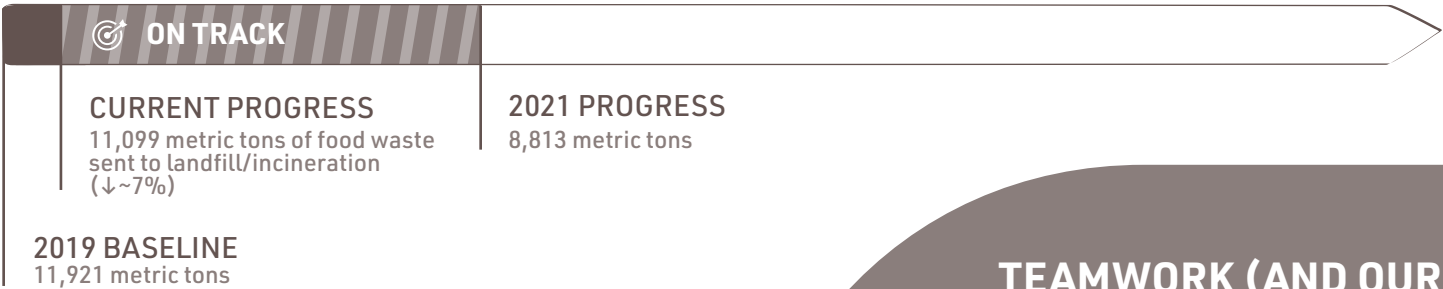
A Focus on Food Waste

Our waste audit found that most of our food waste happened as a result of damage to products inside our warehouses, so we're working to divert damaged goods from landfill to reduce wasted food. We're also trying to reduce waste in our operations through a Reverse Logistics project that we launched in April.

The goal of the project is to track where damaged or unsellable products are going and better understand if a product is being salvaged, donated, or destroyed – and, perhaps more importantly, why. Knowing the cause of waste can help us mitigate it at the source and minimize future waste.

OUR GOAL

Reduce food waste from our distribution centers by 50% by the end of FY2025.

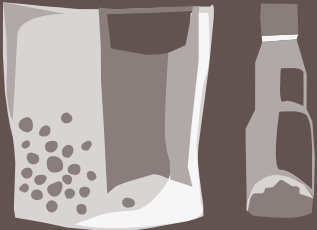


We have created a cross-functional team dedicated to food waste reduction, and our improved tracking systems and new initiatives are already demonstrating success. We also hosted a first-of-its-kind Environmental Defense Fund (EDF) and ReFED partnership Food Waste summer fellow who helped do a deep dive into our existing waste and recycling programs, and analyzed opportunities for improvement. In light of these improvements, we anticipate we may restate the baseline for this goal next year.

PRELIMINARY STEPS ON PACKAGING

** This is the team that oversees our private-label and owned brands.*

UNFI's Brands+ team kicked off a major packaging audit, which included a supplier survey to better understand the materials and recyclability of our existing packaging. While we're looking forward to gaining insights from this survey, it's taking more time than we had originally anticipated to complete it. We've already reviewed over one thousand SKUs and expect to complete this audit next year. We'll then expand our scope to conduct a more fulsome operational packaging audit.



TEAMWORK (AND OUR PARTNERSHIPS) CAN MAKE THE DREAM WORK



We're excited to have started the foundational work to put the How2Recycle label on our packaging next year. We joined the How2Recycle program early in FY2022 and have identified approximately 55 SKUs within our private-label portfolio to which we can apply these standardized

labels. We're working with our suppliers to make this initiative a reality.



After solidifying our partnership with Too Good to Go last year, what began as a pilot in our Atlantic region is now available in select cities coast-to-coast via UNFI's Professional Services team. We doubled the number of retailers utilizing the program this year to help independent grocers take actionable steps to recoup lost revenue, increase profit margins, combat climate change, and address food insecurity.

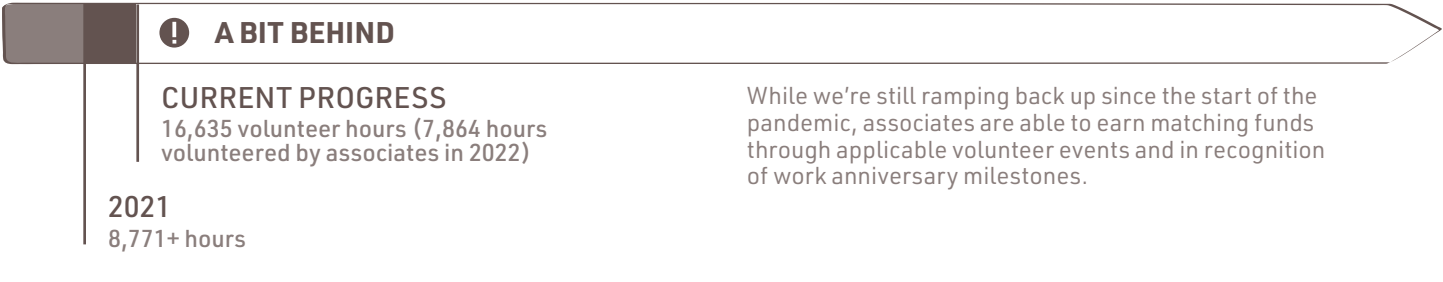
contributing to healthy communities

We work in food distribution – this means we have an opportunity to not only distribute food to retail customers, but also to distribute food to people in low-income communities and to those in vulnerable situations.

Giving a Helping Hand

Company-wide volunteerism events through our Helping Hands program in FY2022 included delivering meals to those in need, setting up food drives for people and pets, championing fundraising walks and runs, and organizing park and other trash cleanups. This year, we also ran a fundraising campaign using EasyOptions, UNFI's ecommerce platform. One of our major initiatives was to raise money for over 85 families of Afghani refugees fleeing war and persecution and relocating to Rhode Island. Associates used EasyOptions to order needed, culturally-appropriate products on behalf of these families. Helping Hands stepped in to donate additional funds to the organization we partnered with to support our new community members.

OUR GOAL
Log 200,000 associate volunteer hours by 2030.



We matched associates' donations related to the following causes:

- NATURAL DISASTER RELIEF
- REFUGEE SUPPORT
- HUMANITARIAN CRISES
- FOOD INSECURITY

Recipients included Feeding America, Meals on Wheels of America, No Kid Hungry, and Food Banks Canada.

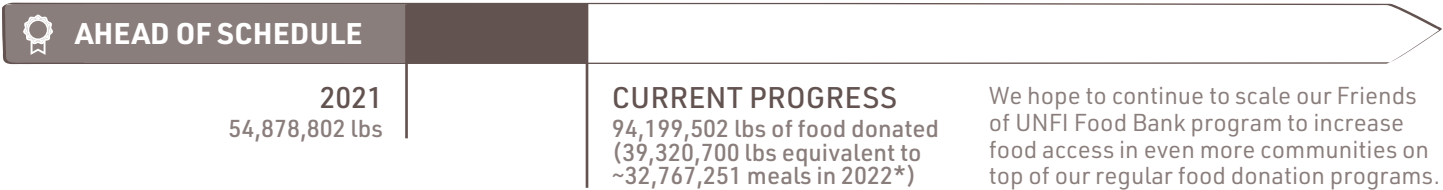


Donating the Goods

After a successful pilot of our Friends of UNFI Food Bank program with PCC Community Markets last year, through which we offer non-profit partners

access to products at discounted rates, we met with Feeding America to launch additional pilots in Minnesota and Illinois.

OUR GOAL
Donate 250 million pounds of food (equivalent to approximately 208 million meals²) by 2030.



Associates preparing donations at a CUB location

Rescuing Food at Cub

At every one of our Cub Foods stores, across our Produce, Meat, Seafood, Deli, and Bakery teams, Cub team members keep a vigilant eye out for the products that we can no longer sell yet are still in great condition to be eaten. Cub partners with Second Harvest Heartland and their local food bank affiliates to pick up these products – from turkeys to apples – and distribute them multiple times per week. This program was launched many years ago, and results in several million pounds of food donations each year to our community members that might not otherwise have access to these kinds of foods.



Key Contributions

\$1,827,286.32
FINANCIAL CONTRIBUTIONS

made by UNFI across all partners
This is less overall compared to last year since we are now even more intentional about the partners we support.



19,758
ACCESS POINTS



created by the UNFI Foundation, including farmers markets, mobile markets, and pantries, totaling 31,773 thus far

+\$17,012,753.75
WORTH OF FRESH, HEALTHY FOOD

delivered to at-risk community members by the UNFI Foundation



850+
PRIVATE-LABEL ITEMS

are WIC-eligible** across the United States

After piloting integration of our ecommerce partners with SNAP EBT*** in 2020, all are now either integrated or close to completing integration.

* We refer to Feeding America's suggested calculation of 1.2 lbs of food equating to one meal. **WIC stands for Special Supplemental Nutrition Program for Women, Infants, and Children. Individual state lists vary due to each state having its own specific requirements for eligibility. *** SNAP EBT refers to an electronic system (Electronic Benefits Transfer or 'EBT') that allows a Supplemental Nutrition Assistance Program (SNAP) participant to pay for food using SNAP benefits.

giving big for those going big

The UNFI Foundation is an avenue that helps us deliver on our mission to inspire better food systems by channeling funds into the people and programs who are changing the way food is grown, accessed, and enjoyed.

We don't just view UNFI Foundation grants as dollars and cents, but rather roots we're propagating and deepening for the food systems we know are possible. This year, we doubled down on our focus on food equity with the creation of UNFI Foundation's Food Equity Grant. The goal of creating this specific grant

* This is our largest grant made to date!

on top of the UNFI Foundation's standard annual grants was to find a partner through which we can help promote food equity, eliminate hunger, and improve public health. Rhode Island was chosen as our first geographic focus because it's where our UNFI headquarters is located.

\$1,036,500
AWARDED TO

45 GRANTEES
across the country

40

ASSOCIATES
helped allocate funding



Aligned with UNFI's broader DEI objectives, we conducted a diversity metrics analysis to identify any gaps, inequities, or biases in the way we attract applicants and select grantees. 34 of our grantees responded to a self-identification diversity survey that helped us categorize the populations we support. Based on these results, 100% of responding grantees are led by individuals that reflect at least one of UNFI's criteria for diversity.

SOUTHSIDE COMMUNITY LAND TRUST (SCLT)...

...is a nonprofit that works with Rhode Island farmers to increase the supply of local, organic produce. The greatest barrier of entry for Rhode Island farmers is the cost of undeveloped land, so SCLT buys land at low-cost and conserves it in trust to provide affordable access to new and existing farmers in the state. Our funding will provide the necessary resources for SCLT to continue purchasing land, make infrastructure improvements that will increase the productivity of the land, and offer training and support to small-scale, regenerative farmers.

* More productive land means more economic stability for farmers!

\$100,000
AWARDED TO

Southside Community Land Trust through UNFI Foundation's Food Equity Grant

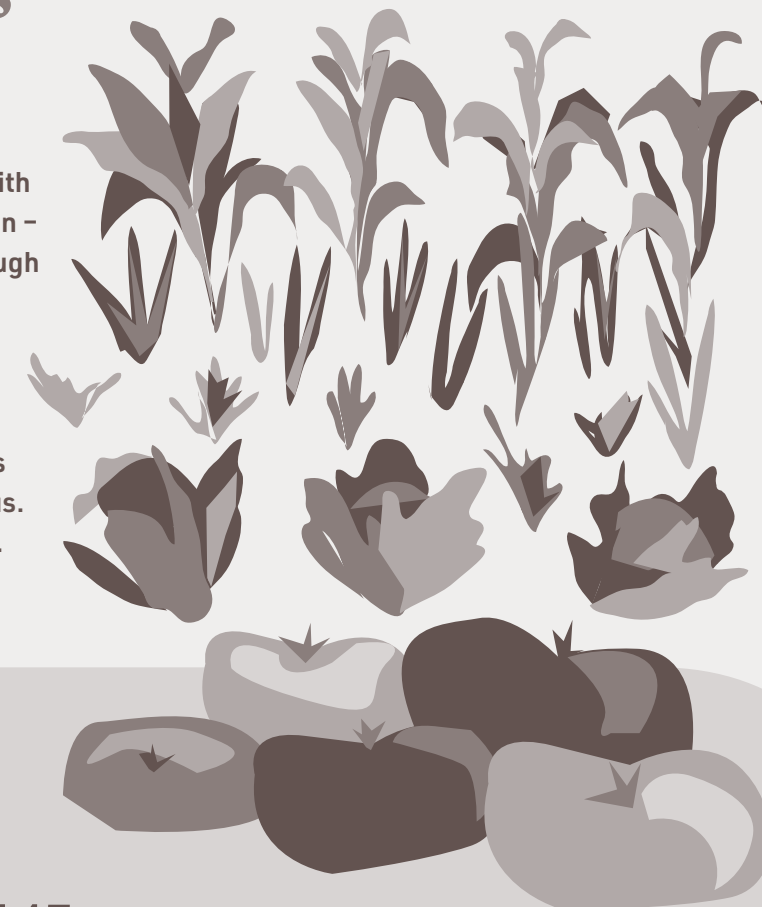
These funds also come with access to UNFI's expertise in logistics, transportation, and more.



Leadership presents SCLT with a check from the UNFI Foundation

Making Food in Schools More Accessible

As an evolution of our food access and nutrition work with schools, we are partnering with the Chef Ann Foundation – an organization promoting academic performance through equal access to healthy food and scratch cooking – to develop a pilot program that supports the procurement and distribution of high-quality products in schools at discounted prices. We plan to leverage our distribution power in California to deliver directly to school kitchens and warehouses, making this type of project a first for us. We look forward to officially launching the pilot in 2023.



71
SCHOOL GARDENS

created through
our regular UNFI
Foundation activities



162,189 KIDS

taught about
healthy eating at...

445 SCHOOLS



UNFI
FOUNDATION

Our partners at FoodShare Toronto – The UNFI Foundation awarded its first grant to a nonprofit in Canada in FY2022!

What we'll talk about in this section:

Better for All Goals
 Executive Summary
 Key Metrics
 Guidance on Climate-Related
 Risk Management & Integration
 GRI Content Index
 SASB Reference Table
 Verification Statement
 Gratitude

EVEN MORE INFORMATION

appendix



REFERENCES

1 GHG Protocol. (2019, November). Scope 1 & 2 GHG Inventory Guidance. *GHG Protocol*
https://ghgprotocol.org/sites/default/files/Guidance_Handbook_2019_FINAL.pdf

2 Feeding America. (2022). How Feeding America turns \$1 into at least 10 Meals. *Feeding America*
<https://www.feedingamerica.org/ways-to-give/faq/about-our-claims>

better for all goals

FY2022 GOALS

GOVERNANCE

OUR GOAL: Complete 10,000 Missions by the end of FY2022.



CLIMATE ACTION

OUR GOAL: Source 20% of our electricity from renewable sources by the end of FY2023.



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



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

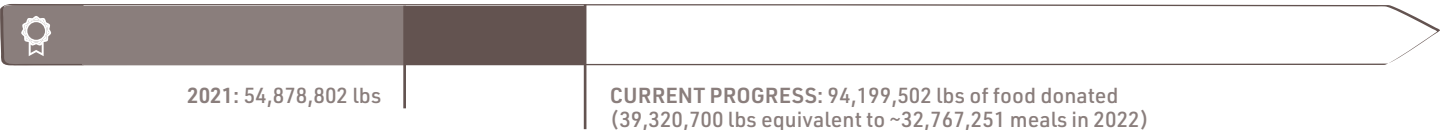


OUR GOAL: Reduce absolute Scope 3 GHG emissions from purchased goods and services by 25% by the end of FY2030.

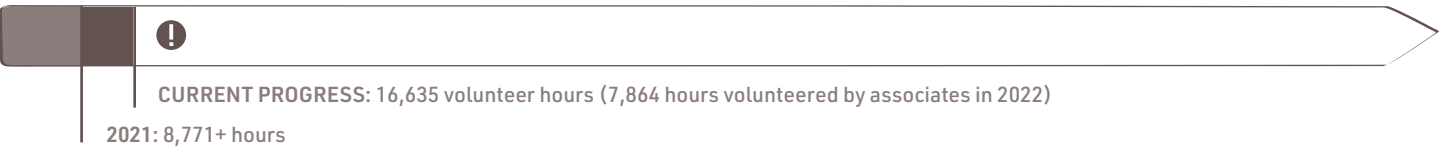


COMMUNITY DEVELOPMENT

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



OUR GOAL: Log 200,000 associate volunteer hours by 2030.



CUSTOMER HEALTH & SAFETY

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



OUR GOAL: Strive for “Green” EcoLab Retail audit rating at all of our retail stores.



DIVERSITY, EQUITY, & INCLUSION

OUR GOAL: Increase our annual diverse spend to 3% by the end of FY2023.



OUR GOAL: Fill 50% of management roles with associates from underrepresented groups by the end of FY2023.



ENERGY EFFICIENCY

OUR GOAL: Reduce energy intensity in our distribution centers by 30% by 2030.



RESPONSIBLE PROCUREMENT

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

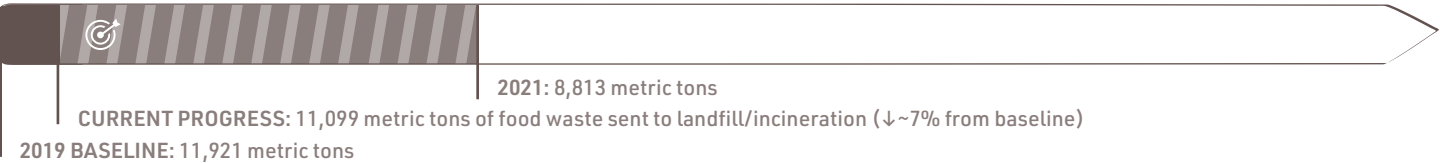


WASTE REDUCTION

OUR GOAL: Achieve zero waste to landfills from distribution centers by 2030.



OUR GOAL: Reduce food waste from our distribution centers by 50% by the end of FY2025.



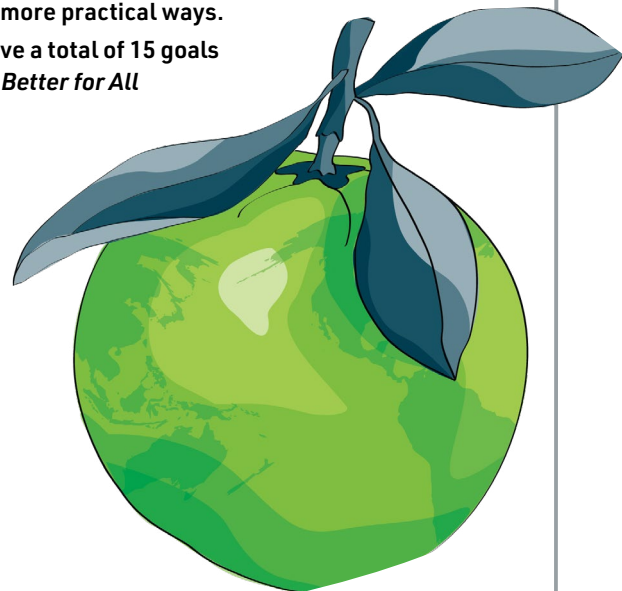
FY2022 EXECUTIVE SUMMARY

governance



SETTING THE TONE

- Selected as a winner of the first-of-its-kind Progressive Grocer Impact Award in the Sustainability & Resource Conservation category.
- Engaged in our first annual customer experience survey.
- Expanded and diversified the leadership team to accelerate progress against the *Fuel the Future* strategy and be more effective when managing company-wide, cross-functional objectives, including *Better for All*.
- Launched three new Science-Based Targets – we are proud to be among the first North American wholesale distributors with approved science-based targets.
- Reached the end of the target period for our Missions target and, while we fell short by the numbers, our associates are actively engaging in *Better for All* in even more practical ways.
- We now have a total of 15 goals across our *Better for All* strategy.



upstream



FROM FARM TO FORKLIFT

Climate Action

- Awarded six grants to nonprofits promoting soil health, climate-smart agriculture, and organic practices through the UNFI Foundation.
- Officially launched the Climate Action Hub, starting with the release of the Climate Action Guide for Business – a free resource for suppliers.
- Hosted a Supplier Roundtable with upstream partners who also have validated science-based targets.

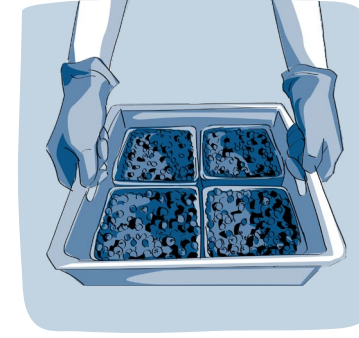
Diversity, Equity, & Inclusion

- Doubled year-over-year spend with diverse suppliers as a result of targeted outreach and a clarified action plan to better integrate our supplier diversity mission into sourcing activities, spending levels, customer services, sales tactics, and more.

Responsible Procurement

- Further increased the UpNext program's benefits and amplified its value-add to suppliers, through which we mentor emerging brands at no cost to them.
- Partnered with a third-party consultant to develop a landscape assessment and guidance for implementation of a new deforestation policy.
- Took initiative to offer some plant-based meat alternatives through our private-label brands while we finalize UNFI's formal animal welfare policy.
- Confirmed cross dock facility in McAllen, TX – opened in FY2021 – is functioning as we hoped it would to consolidate conventional and organic produce brought directly from farms.

operations



OUR PLACES, PROCESSES, AND PEOPLE

Associate Safety & Well-Being

- Opened a Lifestyle Center at our Allentown distribution center – an on-site space that provides amenities and programs to associates.
- Launched the Well-Being Champions Network – a group of associate volunteers that are the eyes, ears, and voice of wellness for our internal population.

Customer Health & Safety

- Rolled out Hello Therma, an automated platform that easily integrates to better protect refrigerated foods, to 95% of our distribution centers.

Climate Action

- Launched the installation of a roof-mounted solar project at our distribution center in Howell, New Jersey, which is our largest array to date.
- Began deploying all-electric yard trucks to move trailers around our distribution center yards in southern California.

Diversity, Equity, & Inclusion

- Launched two more associate-led Belonging & Innovation Groups (BIGs).
- Recognized as one of the "Best Places to Work for LGBTQ+ Equality" and one of the "Best Places to Work for Disability Inclusion."
- Unveiled three new (or updated) policies to support the unique needs and experiences of every associate, including: Diverse Slate, Access to Shared Facilities, and Workplace Gender Transition.

Energy Efficiency

- Installed LED lighting in 12 distribution centers and retrofitted some of our Cub Foods' locations.

downstream



TO STORE SHELVES AND HUNGRY HOUSEHOLDS

Customer Health & Safety

- Took steps to align with the Nielsen 'Clean Label' definitions and attributes, which are measured across five values: Conventional, Free From, Clean, Simple, and Sustainable.

Diversity, Equity, & Inclusion

- Partnered with Stop & Shop to place custom end caps on the aisles of 400+ stores during Pride Month and were able to onboard five new LGBTQ+-owned brands.

Waste Reduction

- Completed a waste audit and kicked off a major packaging audit, which included a supplier survey to better understand the materials and recyclability of our existing packaging.
- Hosted a first-of-its-kind Environmental Defense Fund (EDF) and ReFED partnership Food Waste summer fellow who helped do a deep dive into our existing waste and recycling programs, and analyzed opportunities for improvement.

Community Development

- Ran a fundraising campaign using EasyOptions, UNFI's ecommerce platform, to raise money for more than 85 families of Afghani refugees fleeing war and persecution and relocating to Rhode Island.
- Expanded the Friends of UNFI Food Bank program with Feeding America to launch additional pilots in Minnesota and Illinois.
- Awarded the Food Equity Grant, our largest grant ever through the UNFI Foundation, to Southside Community Land Trust (SCLT).

FY2022 KEY METRICS

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

GREENHOUSE GAS (GHG) EMISSIONS

METHODOLOGY

Once we measure our emissions, we have an independent third party review our methodology and results against the GHG Protocol Corporate Standard to provide a verification statement.

(METRIC TONS CO ² E)	FY2021	FY2020	FY2019
Scope 1*	356,689	398,258	367,481
Scope 2 (Market-Based)	199,577	257,541	328,689
Scope 2 (Location-Based)	218,084	251,004	327,938
Scope 3**	20,221,415	19,999,423	17,972,776
Total Emissions (including Market-Based Scope 2)	20,777,681	20,655,222	18,668,946
Total Emissions (including Location-Based Scope 2)	20,796,188	20,648,685	18,668,195

*FY21 Scope 1 emissions were incorrectly stated in UNFI's 2022 CDP Climate Change response as a result of a data entry error. This is the correct and verified figure.
**FY21 reported Scope 3 categories now include Categories 1-7, 9, and 11-15, as referenced in the Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Reporting Standard. Third-party verified categories, which have a limited level of assurance, currently only include: Category 3 (Upstream fuel- and energy-related activities), Category 5 (Waste generated in operations), and Category 6 (Business travel).

DIVERSITY, EQUITY, & INCLUSION

METHODOLOGY

By collecting and reporting more accurate demographic data, we can provide spaces and resources that best accommodate our diverse population of associates. We currently track demographic data, including race and gender, through our Human Resources systems*. Although we launched the UCount campaign in FY2021, we don't yet have enough participation to use that as our source for DEI data. As we continue to create more inclusive processes, like UCount, we hope to reflect LGBTQ+ representation once associates have more of an opportunity to voluntarily self-identify. We plan to run the UCount campaign again next year on a bi-annual basis.

	FY2022	FY2021	FY2020
Board of Directors			
Total Directors	11	10	10
Identify as Women	36%	40%	30%
Identify as BIPOC**	27%	20%	10%
Directors and Above			
Total Directors+	463	445	422
Identify as Women	29%	27%	27%
Identify as BIPOC**	16%	13%	11%
Supervisors and Above			
Total Supervisors+	3,209	3,013	2,883
Identify as Women	31%	31%	30%
Identify as BIPOC**	26%	25%	23%
Underrepresented Groups***	50%	49%	47%
Associates			
Total Associates*	22,402	20,101	19,488
Identify as Women	23%	23%	22%
Identify as BIPOC**	47%	46%	46%

*Data excludes retail associates.
**'BIPOC' is defined as Black, Indigenous, People of Color.
***While our Diverse Candidate Slate policy includes women, people of color (POC), veterans, people with disabilities, and LGBTQ+ people, our diversity metrics are currently limited to POC and Women (which we reflect collectively as "underrepresented groups" in our official target).

GUIDANCE ON CLIMATE-RELATED RISK MANAGEMENT & INTEGRATION

As part of our ongoing path to increased transparency, more robust 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 first year of reporting more explicitly with TCFD recommendations. We recognize the ongoing importance of providing a clear portrayal of our climate-related financial information and plan to expand our disclosures as our emissions reduction strategy and initiatives progress. This disclosure reflects information that can be found in our 2022 CDP climate change questionnaire response, which includes FY2021 emissions data.

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 Responsibility Policy - Organizational Commitment	FY22 Form 10-K, pg. 1, 105 FY22 Schedule 14A, pg. 6, 15 2022 CDP Climate Change Response, C1.1b FY22 Better for All Report - Governance, pg. 7-8 FY21 Social and Environmental Policy
	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	2022 CDP Climate Change Response, C1.2 FY22 Form 10-K, pg. 1 FY22 Schedule 14A, pg. 14 FY22 Better for All Report - Governance, pg. 7-8, 9-10
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	2022 CDP Climate Change Response, C2.1a, C2.3, C2.3a, C2.4, C2.4a FY22 Better for All Report - Materiality, pg. 3-4 FY22 Better for All Report - Climate Action, pg. 17-18 FY22 Form 10-K, pg. 10-11, 15, 18-19, 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	2022 CDP Climate Change Response, C2.3a, C2.4a, C3.1, C3.3, C3.4 FY22 Form 10-K, pg. 10, 15, 17, 21 FY22 Better for All Report - Climate Action, pg. 15-16, 17-18
	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 Operational Assessment - Facilities and Fleet Emissions Reduction Strategy	2022 CDP Climate Change Response, C3.2 FY22 Form 10-K, pg. 13, 17 FY22 Better for All Report - Climate Action, pg. 17-18

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	Materiality Assessment Science Based Targets initiative Emerging Regulation	FY22 Better for All Report - Materiality, pg. 3-4 FY22 Better for All Report - Climate Action, pg. 17-18 FY22 Form 10-K, pg. 7, 20 2022 CDP Climate Change Response, C2.1, C2.2, C2.2a
	b) Describe the organization's processes for managing climate-related risks.	Reporting Structure - Dedicated Climate Program Manager <i>Better for All</i> Strategy	FY22 Better for All Report - Climate Action, pg. 17-18 2022 CDP Climate Change Response, C2.1, C2.2
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<i>Fuel the Future</i> Science-Based Targets Business Unit Risk Champions Enterprise Risk Management System	FY22 Form 10-K, pg. 1 2022 CDP Climate Change Response, C2.1, C2.2 FY22 Better for All Report - Climate Action, pg. 17-18 FY22 Schedule 14A, pg. 4
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 Fleet Fuel - Upstream and Operational Purchased Goods and Services & Additional Scope 3 Categories	FY22 Better for All Report - Climate Action, pg. 17-18 FY22 Key Metrics, pg. 47 2022 CDP Climate Change Response, C4.2, C4.2a, C4.2b
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GHG Emissions Disclosure - FY21 Data (Scope 1, 2, and 3) GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	FY22 Better for All Report - Climate Action, pg. 17-18 FY22 Key Metrics, pg. 47 2022 CDP Climate Change Response, C6.1, C6.3, C6.5, C6.5a
	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 Third-Party Verification	2022 CDP Climate Change Response, C4.1, C4.2, C4.2a, C4.2b FY22 Better for All Report - Climate Action, pg. 17-18 Verification Statement

GRI CONTENT INDEX

STATEMENT OF USE
UNFI has reported the information cited in this GRI content index for the 2022 fiscal year, which ran from August 1, 2021 through July 30, 2022, with reference to the GRI Standards.

GRI 1 USED
GRI 1: Foundation 2021

DISCLOSURE	LOCATION / COMMENT
GRI 2: General Disclosures 2021	
2-1 Organizational details	UNITED NATURAL FOODS, INC. 313 Iron Horse Way, Providence, RI 02908
	At a Glance, pg. 3-4
	FY22 Form 10-K - Business, pg. 1-6 FY22 Form 10-K - Market Information, Holders and Dividends, pg. 25
2-2 Entities included in the organization's sustainability reporting	UNFI's <i>Better for All</i> reporting and disclosures account for UNFI'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. FY22 Form 10-K - Properties, pg. 23
2-3 Reporting period, frequency and contact point	Unless we say otherwise, the information provided in this annual report published January 9, 2023 covers the 2022 fiscal year, which ran from August 1, 2021 through July 30, 2022. Because of the timeline associated with our third-party verification process for emissions data, all climate-related disclosures cover fiscal year 2021 data. For additional information, contact ESG@unfi.com.

DISCLOSURE	LOCATION / COMMENT
2-4 Restatements of information	GHG Emissions On May 31, 2022, UNFI revised the greenhouse gas (GHG) emissions data presented in its FY21 report. The FY21 report previously reflected data included in the Company's 2021 and 2020 CDP Climate disclosures. Through the process of validating its emissions targets with the Science Based Targets initiative (SBTi), the Company made certain improvements to the quality of its emissions data. The FY20 emissions data now presented in this FY22 report, which also reflects a more comprehensive hot spot analysis across all relevant Scope 3 categories, serves as the base year for UNFI's emissions reduction targets that have since been validated and approved by SBTi. Scope 3 emissions are difficult to calculate given the reliance on data from independent third parties. Amended and new GHG emissions data is available on pg. 47 (Key Metrics). As the Company continues to improve its GHG inventory management plan, it may further adjust these amounts to reflect new information. Any further adjustments will be explained in future reports, as applicable.
	Energy Efficiency UNFI has restated FY20 and FY21 energy intensity metrics, which includes the baseline for the Company's official energy intensity target, through which it seeks to reduce energy intensity in distribution centers by 30% by 2030. This restatement resulted from a refinement in the boundaries to more accurately reflect progress in distribution centers only – previously, progress reported inconsistently incorporated energy consumption in retail locations, offices, and data centers. The metric now accounts for distribution center energy and excludes energy consumed in retail, data centers, and offices. The intensity metric, million \$ of net sales, now reflects Wholesale and Other net sales, as reported in the Net Sales by Customer Channel table in the Company's annual financial statements.
	Completed 'Missions' Through the process of collecting data for FY22 reporting, UNFI found that the total number of Missions completed was erroneously reported as 5,376 in FY21. The actual number of missions completed in FY21 is 50% less at 2,688. Now having reached the end of its official target period (Target: Complete 10,000 associate ESG-related Missions by 2022.), UNFI has completed less than half of what it had set out to do. Progress on this goal is further explained on pg. 9 (Associate Engagement).
	Organic Land The data on which UNFI reports total acres promoting regenerative and organic practices are currently self-reported by grantees of the UNFI Foundation. Due to delays in select grantees providing UNFI with data, the FY21 total reported (18,000 acres) was inconsequentially less than actual acreage. The total reported in FY22 (19,613 acres) accounts for this FY21 correction. More information is available on pg. 15-16 (Responsible Procurement).
	As UNFI continues to enhance its methodologies and processes for accounting of ESG impacts, certain assumptions and estimates may be made to account for gaps in available data sets. Any further adjustments will be explained in future reports, as applicable.

GRI CONTENT INDEX

DISCLOSURE	LOCATION / COMMENT
2-5 External assurance	Key Metrics, pg. 47 External Verification of Select Emissions Data, pg. 47
	UNFI does not yet seek external assurance for the vast majority of its <i>Better for All</i> reporting. 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	At a Glance, pg. 3-4 Upstream, pg. 11-12 Responsible Procurement, pg. 13-14 FY22 Form 10-K - Business, pg. 1-6
2-7 Employees	At a Glance, pg. 3-4 Key Metrics, pg. 47
	FY22 Form 10-K - Human Capital Management, pg. 8
2-9 Governance structure and composition	Ethics & Compliance, pg. 7-8 Key Metrics, pg. 47
	FY22 Schedule 14A - Board Leadership Structure, pg. 8-9
2-10 Nomination and selection of the highest governance body	Ethics & Compliance, pg. 7-8 FY22 Schedule 14A - Nomination of Directors, pg. 23
2-11 Chair of the highest governance body	Ethics & Compliance, pg. 7-8 FY22 Schedule 14A - Independent Chair, pg. 8
2-12 Role of the highest governance body in overseeing the management of impacts	Ethics & Compliance, pg. 7-8
	FY22 Schedule 14A - Governance Highlights, pg. 6 FY22 Schedule 14A - Risk Oversight, pg. 9 FY22 Schedule 14A - Environmental, Social and Governance Practices, pg. 14
2-13 Delegation of responsibility for managing impacts	Ethics & Compliance, pg. 7-8 Associate Engagement, pg. 9-10 FY22 Schedule 14A - Environmental, Social and Governance Practices, pg. 14
2-14 Role of the highest governance body in sustainability reporting	Ethics & Compliance, pg. 7-8 FY22 Schedule 14A - Governance Highlights, pg. 6 FY22 Schedule 14A - Environmental, Social and Governance Practices, pg. 14

DISCLOSURE	LOCATION / COMMENT
2-15 Conflicts of interest	Associate Engagement, pg. 9-10
	FY22 Schedule 14A, pg. 36 Business Code of Conduct
2-17 Collective knowledge of the highest governance body	Ethics & Compliance, pg. 7-8
2-19 Remuneration policies	FY22 Schedule 14A - Director Compensation, pg. 25-27 FY22 Schedule 14A - CEO Pay Ratio, pg. 54
2-20 Process to determine remuneration	FY22 Schedule 14A - Director Compensation, pg. 25-27 FY22 Schedule 14A - Other Actions Responsive to Stockholder Feedback in Recent Years, pg. 33-34 FY22 Schedule 14A - CEO Pay Ratio, pg. 54
2-21 Annual total compensation ratio	FY22 Schedule 14A - CEO Pay Ratio, pg. 54
2-22 Statement on sustainable development strategy	A Letter from Leadership, pg. 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 of serious or irreversible damage or environmental degradation, injury or illness 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.
	At a Glance, pg. 3-4 Governance, pg. 5-6 Ethics & Compliance, pg. 7-8 Associate Engagement, pg. 9-10 FY22 Form 10-K - Human Capital Management, pg. 8-9 Social and Environmental Responsibility Policy Business Code of Conduct Supplier & Vendor Code of Conduct
2-24 Embedding policy commitments	Associate Engagement, pg. 9-10 Responsible Procurement, pg. 15-16 Associate Safety & Well-Being, pg. 23-24 Diversity Equity, & Inclusion, pg. 25-26 Customer Health & Safety, pg. 33-34

GRI CONTENT INDEX

DISCLOSURE	LOCATION / COMMENT
2-25 Processes to remediate negative impacts	Ethics & Compliance, pg. 7-8
2-26 Mechanisms for seeking advice and raising concerns	Ethics & Compliance, pg. 7-8 Associate Engagement, pg. 9-10 Associate Safety & Well-Being, pg. 23-24 Diversity, Equity, & Inclusion, pg. 25-26
2-27 Compliance with laws and regulations	FY22 Form 10-K - Government Regulation, pg. 7-8
2-29 Approach to stakeholder engagement	Ethics & Compliance, pg. 7-8 FY22 Form 10-K - Our Strategic Priorities, pg. 1
2-30 Collective bargaining agreements	Associate Safety & Well-Being, pg. 27-28 FY22 Form 10-K - Human Capital Management, pg. 8
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	We evaluate 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 2020 materiality assessment, which we plan to review and adjust in the coming years. Our method of defining report content and report quality was informed by GRI's Reporting Principles. At a Glance, pg. 3-4 Ethics & Compliance, pg. 7-8
3-2 List of material topics	At a Glance, pg. 3-4 The only substantial change to UNFI's material topics in FY22 was in shifting the naming of the Diversity, Equity, & Inclusion focus area from Diversity & Inclusion, as explained on pg. 25-26.

DISCLOSURE	LOCATION / COMMENT
ASSOCIATE SAFETY & WELL-BEING	
3-3 Management of material topics	Associate Safety & Well-Being, pg. 23-24, 27-28 www.betterforall.unfi.com
GRI 401: Employment 2016	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Associate Safety & Well-Being, pg. 23-24 FY22 Form 10-K - Compensation and Benefits, pg. 9
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Associate Safety & Well-Being, pg. 27 - 28
403-2 Hazard identification, risk assessment, and incident investigation	Associate Safety & Well-Being, pg. 27 - 28
403-5 Worker training on occupational health and safety	Associate Safety & Well-Being, pg. 27 - 28
403-8 Workers covered by an occupational health and safety management system	Associate Safety & Well-Being, pg. 27 - 28
GRI 404: Training and Education 2016	
404-2 Programs for upgrading employee skills and transition assistance programs	Associate Safety & Well-Being, pg. 23-24 Diversity, Equity, & Inclusion, pg. 25-26 Associate Safety & Well-Being, pg. 27 - 28 Our 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 DEI, safety, harassment, and more, and facilitates quarterly performance check-ins with a place to document and review development goals.

GRI CONTENT INDEX

DISCLOSURE	LOCATION / COMMENT
CLIMATE ACTION	
3-3 Management of material topics	Climate Action, pg. 17-18, 21-22, 29-30 Key Metrics, pg. 47 www.betterforall.unfi.com
	UNFI continues to report emissions data one fiscal year behind the current reporting period – all reported emissions cover FY21 activities. As part of the continuous improvement of its emissions measurement, UNFI externally verified three Scope 3 categories – including upstream fuel- and energy-related activities, which ties into our fleet emissions reduction target, waste generated in operations, and business travel. See included verification statement for additional details.
	Methodological changes occur year-over-year as described in UNFI’s 2022 CDP Climate Change disclosure C5.1b.
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Key Metrics, pg. 47
305-2 Energy indirect (Scope 2) GHG emissions	Key Metrics, pg. 47
305-3 Other indirect (Scope 3) GHG emissions	Key Metrics, pg. 47
305-5 Reduction of GHG emissions	Climate Action, pg. 17-18
COMMUNITY DEVELOPMENT	
3-3 Management of material topics	Associate Safety & Well-Being, pg. 23-24 Community Development, pg. 37-38, 39-40 www.betterforall.unfi.com
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	At a Glance, pg. 3-4 Associate Safety & Well-Being, pg. 23-24 Community Development, pg. 37-38, 39-40
201-2 Financial implications and other risks and opportunities due to climate change	Ethics & Compliance, pg. 7-8 Climate Action, pg. 17-18 2022 CDP Climate Change Response FY22 TCFD Guidance FY22 Form 10-K - Risk Factors, pg. 10

DISCLOSURE	LOCATION / COMMENT
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Community Development, pg. 37-38, 39-40
G4 FOOD PROCESSING SECTOR DISCLOSURES: HEALTHY & AFFORDABLE FOOD 2010	
G4-DMA Healthy & affordable food	Community Development, pg. 37-38, 39-40
CUSTOMER HEALTH & SAFETY	
3-3 Management of material topics	Customer Health & Safety, pg. 27-28, 33-34 www.betterforall.unfi.com
	UNFI’s reporting of retail locations with “Green” Ecolab ratings reflects both owned and franchised locations. In FY22, UNFI further improved its food safety reporting methodology to reflect the average number of retail locations with “Green” ratings over the course of the full fiscal year, which the Company believes is a better reflection of actual food safety performance. The Company previously disclosed locations with “Green” ratings based on a single snapshot of performance during the last month of the fiscal year (July).
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Customer Health & Safety, pg. 27-28, 33-34
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	Customer Health & Safety, pg. 27-28

GRI CONTENT INDEX

DISCLOSURE	LOCATION / COMMENT
DIVERSITY, EQUITY, & INCLUSION	
3-3 Management of material topics	Diversity, Equity, & Inclusion, pg. 9-10, 13-14, 23-24, 25-26, 33-34, 39-40 www.betterforall.unfi.com
	UNFI has made the intentional choice to move from a Diversity & Inclusion (D&I) mindset to a Diversity, Equity, and Inclusion (DEI) practice. The expansion of our practice is an indication of the education the organization continues to go through, and we're explicitly naming 'equity' to hold ourselves accountable to what we're working toward, rather than what we've already done.
	Diversity metrics and goals do not currently include retail associates.
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Diversity, Equity, & Inclusion, pg. 25-26 Key Metrics, pg. 47
ENERGY EFFICIENCY	
3-3 Management of material topics	Energy Efficiency, pg. 21-22, 29-30 www.betterforall.unfi.com
	In FY20, UNFI consolidated its utility bill payment processes. All data from FY21 onward represent electricity and natural gas usage tracked through this improved process.
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Energy Efficiency, pg. 21-22
	UNFI's operational energy disclosures currently reflect purchased electricity and natural gas. Additional energy sources, including diesel-stationary, Number 2 Fuel Oil, Propane, Renewable Energy-Solar, and Green Power, are currently excluded while the Company assesses its ability to consistently measure the consumption of those sources.
302-3 Energy intensity	Energy Efficiency, pg. 21-22 Energy intensity is tracked for distribution centers only, consistent with UNFI's stated goal.
302-4 Reduction of energy consumption	Energy Efficiency, pg. 21-22

DISCLOSURE	LOCATION / COMMENT
RESPONSIBLE PROCUREMENT	
3-3 Management of material topics	Ethics & Compliance, pg. 7-8 Responsible Procurement, pg. 13-16 www.betterforall.unfi.com
G4 FOOD PROCESSING SECTOR DISCLOSURES: PROCUREMENT/SOURCING PRACTICES 2010	
G4-FP1 Percentage of purchased volume from suppliers compliant with company's sourcing policy	Ethics & Compliance, pg. 7-8 Responsible Procurement, pg. 13-16
G4-FP2 Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	Customer Health & Safety, pg. 33-34
G4 FOOD PROCESSING SECTOR DISCLOSURES: ANIMAL WELFARE 2010	
G4-FP9 Percentage and total of animals raised and/or processed, by species and breed type	Responsible Procurement, pg. 15-16 We have not yet undertaken the exercise of collecting this information from our suppliers.
G4-FP10 Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic	Responsible Procurement, pg. 15-16

GRI CONTENT INDEX

DISCLOSURE	LOCATION / COMMENT
WASTE REDUCTION	
	Waste Reduction, pg. 35-36
3-3 Management of material topics	UNFI is evolving its tracking system for waste and currently reports waste generation and diversion rates for distribution centers only. Total waste at distribution centers excludes construction-related waste.
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Waste Reduction, pg. 35-36
306-2 Management of significant waste-related impacts	Waste Reduction, pg. 35-36
306-3 Waste generated	Waste Reduction, pg. 35-36
306-4 Waste diverted from disposal	Waste Reduction, pg. 35-36
306-5 Waste directed to disposal	Waste Reduction, pg. 35-36

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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 third 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. We continue our efforts to evolve and improve our disclosure. 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)	3,607,176.5 GJ 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). In FY22, the company saw a 0.06% improvement in fuel efficiency. UNFI phases out older trucks and upgrades equipment where possible to ensure efficiency. UNFI deploys route and stop optimization, consolidates deliveries into full truckloads, and trains drivers on the no-idle policy – all of which help improve efficiency.	Energy Efficiency, pg. 29-30
Fleet Fuel Management	FB-FR-110a.1	Percentage renewable	Quantitative	Percentage (%)	0% 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).	Energy Efficiency, pg. 29-30
Air Emissions from Refrigeration						
Air Emissions from Refrigeration	FB-FR-110b.1	Gross global Scope 1 emissions from refrigerants	Quantitative	Metric tons (t) CO2-e	Unavailable UNFI is unable to provide this information at this time.	Energy Efficiency, pg. 21-22
Air Emissions from Refrigeration	FB-FT-110b.2	Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	Percentage (%)	89.4% This is an estimate based on refrigerant stocks for UNFI's retail locations only.	Energy Efficiency, pg. 21-22
Air Emissions from Refrigeration	FB-FT-110b.3	Average refrigerant emissions rate	Quantitative	Percentage (%)	Unavailable UNFI is unable to provide this information at this time.	Energy Efficiency, pg. 21-22

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)	2,636,645.3 GJ Please note that operational energy excludes energy from fleet vehicles and solar generation. The greatest reduction in energy consumption in the future will come from electrification, including electric vehicles, electric refrigerated trailers, and electric material handling equipment. The company is evaluating opportunities to reduce energy consumed by these sources. To better serve the needs of our stakeholders, we also report energy consumption in MWh.	Energy Efficiency, pg. 21-22
Energy Management	FB-FR-130a.1	(2) percentage grid electricity	Quantitative	Percentage (%)	74%	Energy Efficiency, pg. 21-22
Energy Management	FB-FR-130a.1	(3) percentage renewable	Quantitative	Percentage (%)	0.5% This metric reflects electricity usage only, not full operational energy. In FY22, the company began installing its largest-to-date roof-mounted solar array at one of its distribution centers, and has approved plans for another solar project in FY23.	Energy Efficiency, pg. 21-22
Food Waste Management						
Food Waste Management	FB-FR-150a.1	Amount of food waste generated	Quantitative	Metric tons	40,285.96 metric tons This amount reflects food waste generated in distribution centers only. Enhanced waste tracking systems that reflect more consistent templates across facilities and additional diversion streams not previously included have significantly increased our generation data. Due to ongoing reporting improvements, the company anticipates a restatement of its food waste diversion goal in FY23.	Waste Reduction, pg. 35-36
Food Waste Management	FB-FR-150a.1	Percentage diverted from the waste stream	Quantitative	Percentage (% of total)	73% This amount reflects food waste diverted at the distribution centers level, through food waste recycling outlets, salvage, and food donations. This is up from a 50% food waste diversion rate in FY21. The company's approach to waste reduction now starts with source reduction to mitigate the generation of waste, 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. Due to improved reporting and programming instituted in FY22, UNFI believes it will have broader understanding of enterprise level data in FY23.	Waste Reduction, 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 involving personally identifiable information (PII)	Quantitative	Percentage (%)	Unavailable Publicly disclosed separately, as required.	n/a
Data Security	FB-FR-230a.1	(3) number of customers affected	Quantitative	Number (#)	Unavailable Publicly disclosed separately, as required.	n/a
					The Cybersecurity team is a standalone team led by a Chief Information Security Officer (CISO), who reports to the General Counsel. 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 NIST framework utilizing developed policies and standards.	
					Cybersecurity program management utilizes an Executive Steering Committee that meets quarterly to review current strategy, emerging risks, and program direction. 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.	
Data Security	FB-FR-230a.2	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	The key functional areas under the direction of the CISO include: <ul style="list-style-type: none">• Policy and Standards (provides the foundational guidance for the program based on NIST framework)• Compliance (controls management with specific focus on PCI (Payment Card Industry) and SOX)• Assessments (continuously monitors risk-based internal and external risk of significant areas)• Reporting (provides actionable intelligence on areas of risk and remediation progress)• Governance (oversees cyber security design for IT projects and initiatives, as well as third party reviews and assessments)• Cyber Response (provides 24-7 monitoring and response for organization cyber security posture)• Threat Intelligence (monitors actionable techniques, tactics, and procedures of global cyber threats in real-time)	

SASB REFERENCE TABLE

TOPIC	CODE	ACCOUNTING/ ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
Food Safety						
Food Safety	FB-FR-250a.1	High-risk food safety violation rate	Quantitative	Rate	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. In FY22, the company grew its safety organization, rolled out two programs that monitor refrigeration temperature, and distributed formalized sanitation handbooks to every facility. Internal safety scorecards encompassing food quality assurance metrics are sent out weekly.	Customer Health & Safety, pg. 27-28
Food Safety	FB-FR-250a.2	(1) number of recalls	Quantitative	Number (#)	Unavailable UNFI is unable to provide information on recalls at this time. The company continues to drive a food safety culture within the organization and with its suppliers.	Customer Health & Safety, pg. 27-28
Food Safety	FB-FR-250a.2	(2) number of units recalled	Quantitative	Number (#)	Unavailable UNFI is unable to provide information on recalls at this time. The company continues to drive a food safety culture within the organization and with its suppliers.	Customer Health & Safety, pg. 27-28
Food Safety	FB-FR-250a.2	(3) percentage of units recalled that are private-label products	Quantitative	Percentage (%)	Unavailable UNFI is unable to provide information on recalls at this time. The company continues to drive a food safety culture within the organization and with its suppliers.	Customer Health & Safety, pg. 27-28
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.	Customer Health & Safety, pg. 33-34

SASB REFERENCE TABLE

TOPIC	CODE	ACCOUNTING/ ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
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	<p>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. In FY22, UNFI aligned with the Nielsen ‘Clean Label’ definition and attributes, which are measured across five levels: Conventional, Free From, Clean, Simple, and Sustainable. This alignment helps UNFI discuss and market its offerings more accurately to increase customer education on products’ health and nutritional value. For its Wild Harvest brand, UNFI maintains an up-to-date list of ingredients that are not allowed in the formulation of products to improve their nutritional quality based on industry groups, competitors, and consumer feedback. The Wild Harvest brand also expanded offerings of Non-GMO plant-based meat SKUs in FY22.</p> <p>Across its portfolio, suppliers are Global Food Safety Initiative (GFSI) certified and our packages bear several types of certifications, including: USDA Organic, Non-GMO Project Verified, Gluten Free Certified, Certified Vegan, and Kosher.</p>	Customer Health & Safety, pg. 33-34
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 (#)	<p>Unavailable</p> <p>UNFI does not publicly provide this information.</p>	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)	<p>Unavailable</p> <p>UNFI does not publicly provide this information.</p>	N/A
Product Labeling & Marketing	FB-FR-270a.3	Revenue from products labeled as (1) containing genetically modified organisms (GMOs)	Quantitative	Reporting currency (USD)	<p>Unavailable</p> <p>UNFI does not have information on products labeled as GMO.</p>	Customer Health & Safety, pg. 33-34
Product Labeling & Marketing	FB-FR-270a.3	Revenue from products labeled as (2) non-GMO	Quantitative	Reporting currency (USD)	\$7,163,124,504.97	Customer Health & Safety, pg. 33-34
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 \$59,523.</p>	Associate Safety & Well-Being, pg. 23-24

SASB REFERENCE TABLE

TOPIC	CODE	ACCOUNTING/ ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA/RESPONSE	RELATED REFERENCE(S)
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.	Associate Safety & Well-Being, pg. 23-24
Labor Practices	FB-FT-310a.2	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	36%	Associate Safety & Well-Being, pg. 27-28
Labor Practices	FB-FR-310.3	(1) Number of work stoppages	Quantitative	Number (#)	0	Associate Safety & Well-Being, pg. 27-28
Labor Practices	FB-FR-310.3	(2) total days idle	Quantitative	Number (#)	0	Associate Safety & Well-Being, pg. 27-28
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 FY22.	N/A
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)	Unavailable. UNFI relies on third-party certifications to evaluate its environmental and social sourcing standards. As many products may contain one or more environmental or social sustainability certifications, total revenue cannot be provided at this time.	Customer Health & Safety, pg.33-34
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 (%)	Unavailable UNFI does not publicly disclose this information.	Responsible Procurement, pg. 15-16
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 (%)	Unavailable UNFI does not publicly disclose this information.	Responsible Procurement, pg. 15-16

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	Environmental Compliance UNFI complies with local, state, and federal regulations regarding social and environmental protection. It meets set standards and invites independent audits of its systems, when appropriate. UNFI recognizes that if its systems are mismanaged, such as those for ammonia systems (part of refrigeration), waste and stormwater management, and food quality standards then it could pose significant risk to people and communities.	Ethics & Compliance, pg. 7-8 Responsible Procurement, pg. 15-16
					Supplier & Vendor Code of Conduct UNFI distributes a Supplier and Vendor Code of Conduct to its supply chain partners that encompasses ethical and legal compliance, fair labor practices, workplace safety, and social and environmental responsibility. UNFI's Ethics & Compliance team is currently refreshing the Code to more closely align with its corporate impact strategy and leverage its partnerships to help facilitate supplier action. The updated Code is expected to be published in FY23 and will be integrated into standard supplier agreements. The company is also planning to distribute a supplier experience survey to gain insights for future improvements.	
					Animal Welfare All living things on this planet deserve to be treated with dignity and respect. UNFI is currently developing a formal Animal Welfare policy that will leverage supplier relationships to strengthen acceptable standards and increase customer education. While the company finalizes this policy, it continues to believe in the internationally-accepted "Five Freedoms" for animals.	
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	Deforestation In FY22, the company worked with a third-party to develop a landscape assessment and deforestation policy that will provide guidance for procuring at-risk commodities like beef, palm oil, and soy. It plans to incorporate and publish these measures in its updated Supplier & Vendor Code of Conduct in FY23.	Waste Reduction, pg. 35-36
					In partnership with an external vendor, UNFI's Brands+ team launched a packaging audit, which included a supplier survey, to identify material types and recyclability of existing packaging. The audit team has currently reviewed over 1,000 SKUs and is expected to complete the audit in FY23. UNFI joined How2Recycle in early FY22 and identified approximately 55 SKUs to which it can apply the label in FY23.	

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 (#)	99 Corporate and Franchised Retail Locations	At a Glance, pg. 3-4
Activity	FB-FR-000.A	NUMBER OF (2) DISTRIBUTION CENTERS	Quantitative	Number (#)	56 Distribution Centers	At a Glance, pg. 3-4; A full list of properties can be found on pg. 23 of UNFI's FY22 10-K
Activity	FB-FR-000.B	TOTAL AREA OF (1) RETAIL SPACE	Quantitative	Square meters (m2)	~452,995 sq. meters	At a Glance, pg. 3-4
Activity	FB-FR-000.B	TOTAL AREA OF (2) DISTRIBUTION CENTERS	Quantitative	Square meters (m2)	2,791,179 sq. meters	At a Glance, pg. 3-4
Activity	FB-FR-000.C	NUMBER OF VEHICLES IN COMMERCIAL FLEET	Quantitative	Number (#)	~2,200	At a Glance, pg. 3-4
Activity	FB-FR-000.D	TON MILES TRAVELLED	Quantitative	Ton miles	799,344,753 ton miles To better serve the needs of our stakeholders, UNFI also reports tonne kilometers as the intensity metric for its fleet Climate Action goal and validated science-based target. Consistent with all GHG reporting, for FY21, UNFI reports 1,220,596,511 tonne kilometers.	Energy Efficiency, pg. 29-30



Statement of Verification

Introduction

Stantec Consulting Ltd. (Stantec) was contracted by United Natural Foods Inc. (UNFI) to conduct an independent third-party verification of greenhouse gas (GHG) assertion for their facilities located in the USA and Canada.

In this work, UNFI was responsible for the collection of activity data used in the calculations, data management, and quality assurance and control. In addition, UNFI retained ENGIE Impact to assist with activity data management, quality assurance and control, and completion of the GHG calculations. Stantec was responsible for completing the verification to a limited level of assurance and concluding as to whether the GHG data assertions are presented fairly and in accordance with the verification criteria. Stantec is accredited with the American National Standards Institute (ANSI), a member of the International Accreditation Forum (IAF), in accordance with ISO 14065 (Accreditation ID #0805 issued to Stantec Consulting Ltd. for greenhouse gas (GHG) verification and validation).

Intended User

The results of the verification will be used by UNFI for internal and external sustainability reporting and for reporting to CDP. The users of this statement are UNFI, shareholders, and the public.

Verification Objective

The objective of the verification was to assess whether the GHG assertion (as presented in Table 1) for UNFI’s fiscal year 2021 operations (August 1, 2020 through July 31, 2021) are accurately prepared in accordance with appropriate criteria.

Verification Boundaries

For the purpose of setting inventory organizational boundaries, UNFI is utilizing the Operational Control Approach. These boundaries include facilities where UNFI has, at least, a controlling interest from an operational perspective or, at best, the facility is owned entirely by UNFI. In cases where UNFI has operational control but does not wholly own facilities, those facilities are included in the inventory. Facilities included in UNFI’s boundary include:

- Distribution Centers
- Retail/Outlet Stores
- Food Processing/Manufacturing
- Offices

The GHG assertions are in three scopes:

- Scope 1 – direct emission sources
- Scope 2 – indirect heat and electricity emission sources
- Scope 3 – Upstream fuel and energy, waste and business travel

The GHG species included in the verification are carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), HFCs and HCFCs.



Reporting Period

The verification was conducted for the 2021 fiscal year period of August 1, 2020 to July 31, 2021.

GHG Assertion

The GHG assertion is presented in Table 1.

Table 1. UNFI USA and Canada Operational Boundary - 2021 GHG Assertion

Parameter	Assertion	Metric
Total Scope 1 - GHG Emissions	356,689	tonnes CO ₂ e
Scope 1 GHG Emissions: Diesel - Mobile	252,038	tonnes CO ₂ e
Scope 1 GHG Emissions: Diesel – Stationary	67	tonnes CO ₂ e
Scope 1 GHG Emissions: Compressed Natural Gas Mobile	436	tonnes CO ₂ e
Scope 1 GHG Emissions: Gasoline (Petrol)	323	tonnes CO ₂ e
Scope 1 GHG Emissions: Refrigerants	66,700	tonnes CO ₂ e
Scope 1 GHG Emissions: Natural Gas	36,973	tonnes CO ₂ e
Scope 1 GHG Emissions: Propane	152	tonnes CO ₂ e
Total Scope 2 - GHG Emissions	218,084	tonnes CO ₂ e
Scope 2 GHG Emissions: Electric Power	218,084	tonnes CO ₂ e
Total Scope 3 - GHG Emissions	158,362	tonnes CO ₂ e
Scope 3 GHG Emissions: Upstream Fuel and Energy	125,303	tonnes CO ₂ e
Scope 3 GHG Emissions: Business Travel	6,457	tonnes CO ₂ e
Scope 3 GHG Emissions: Waste	26,601	tonnes CO ₂ e
Total GHG Emissions Assertion	733,135	tonnes CO ₂ e

Verification Criteria

Stantec has conducted sufficient and appropriate procedures to express a *limited level of assurance* opinion as to whether the GHG assertions for the 2021 fiscal year as quantified by UNFI satisfy the requirements of the following criteria:

- ISO 14064 Greenhouses Gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, 2006;
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD), The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), March 2004;
- WRI/WBCSD, Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard;
- WRI/WBCSD, GHG Protocol Scope 2 Guidance: An Amendment to the GHG Corporate Standard, January 2015; and
- CDP Guidance for the 2021 reporting year (CDP Guidance).

2021 VERIFICATION STATEMENT – UNITED NATURAL FOODS INC.



Verification Standards

The verification is being conducted in accordance with ISO14064:3 and Stantec's Standard Operating Procedures developed for accreditation to ISO 14065.

Verification Opinion

Based on the verification procedures completed, there is no evidence that UNFI's stated GHG Assertion for the 2021 fiscal year are not, in all material respects, fairly stated in accordance with the criteria noted herein.

Verifier's Independence, Impartiality, and Competence

Stantec provides this conclusion as an independent verifier. Prior to entering into an assurance agreement Stantec assesses for any real, potential, or perceived conflict. Stantec continues to monitor for compromised impartiality throughout the engagement.

Stantec provides this statement to UNFI in accordance with our terms of agreement. We consent to its public release. Because of the inherent limitations in any verification, Stantec accepts no responsibility by use of a third party. Stantec has undertaken all assignments in its role as an environmental engineering consulting firm using professional effort consistent with ISO 14064:3 and a limited level of assurance. Stantec has assessed the 2021 GHG assertion for UNFI's USA and Canada facilities using reasonably ascertainable information. The assessment represents the conditions in the subject area at the time of the assessment. Stantec did not conduct direct GHG emissions monitoring or other environmental sampling and analysis in conjunction with this verification statement.

STANTEC CONSULTING LTD.

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2021 VERIFICATION STATEMENT – UNITED NATURAL FOODS INC.



Issued in Calgary, Alberta, Canada

some gratitude

Pulling together our annual *Better for All* reports is no easy feat. Over 75 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.

HAVE QUESTIONS?

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UNFI sends special thanks to our reporting partners.

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	Hannah Perrine Mode

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 ESG goals and plans for various ESG 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 July 30, 2022 filed with the Securities and Exchange Commission (the “SEC”) on September 27, 2022 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; the impact and duration of any pandemics or disease outbreaks; our ability to operate, and rely on third parties to operate, reliable and secure technology systems; labor and other workforce shortages and challenges; our ability to realize anticipated benefits of our strategic initiatives, including any acquisitions; the addition or loss of significant customers or material changes to our relationships with these customers; our sensitivity to general economic conditions including inflation, changes in disposable income levels and consumer spending trends; our ability to continue to grow sales, including of our higher margin natural and organic foods and non-food products, and to manage that growth; increased competition in our industry, including as a result of continuing consolidation of retailers and the growth of chains, direct distribution by large retailers and the growth of online distributors; 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 shortage 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; the potential for additional asset impairment charges; our ability to maintain food quality and safety; volatility in fuel costs; volatility in foreign exchange rates; and our ability to identify and successfully complete asset or business acquisitions. 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.



