

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.

This is UNFI’s first year of reporting using the SASB framework. While we cannot report on all activity metrics in the framework at this time, we are using it as a roadmap for future disclosure. We have evaluated areas where we do not have enough information to report this year and begun to implement steps (processes, governance, data collection systems, etc.) to improve the scope and quality of our disclosure in coming years. Whenever possible, we have indicated where these gaps are in the “Description / Management Method” in order to provide context and increase transparency.

Table 1. Sustainability Disclosure Topics & Accounting Metrics

| Topic | Activity Metric | Unit of Measure | Code | Data | Description / Management Method |
|-----------------------|---|------------------------------------|--------------|---|---|
| Fleet Fuel Management | Fleet fuel consumed, percentage renewable | Gigajoules (GJ), Percentage (%) | FB-FR-110a.1 | 3,181,127 GJ 0% renewable fuel consumption | UNFI utilized 3,181,127 GJ of fuel for its fleet, with 0% originating from renewable sources. As a distributor, the majority of our non-retail footprint is from fuel consumption of our fleet. We actively manage this energy and carbon footprint in various ways. As a United States (U.S.) EPA SmartWay® Affiliate, we stay up-to-date on fuel efficiency trends, indicators, and statistics. We are also implementing technologies such as a management information system that enables us to lower our inbound transportation costs by making optimum use of our own fleet of trucks or by consolidating deliveries into full truckloads. We also implemented changes that reduced our diesel usage and improved our fuel efficiency through a combination of behavioral changes (zero-idling policies) and upgraded equipment. |

This includes regularly cycling our fleet, utilizing technology to optimize routes, transitioning to automatic transmissions, and upgrading trailer refrigeration units. For example, we recently upgraded the majority of pre-2015 fleet, which can represent vehicle efficiency improvements of up to 50%, depending on the age of the vehicle before the upgrade.

Air Emissions from Refrigeration

Gross global Scope 1 emissions from refrigerants

Metric tons (t) CO₂-e

FB-FR-110b.1

95,500 Metric tons (t) CO₂-e

| | Retail | DC | Other |
|--------------------------------|--------|--------|-------|
| Scope 1 emissions Refrigerants | 73,163 | 22,320 | 17 |
| % of total | 76.6% | 23.4% | 0.02% |

UNFI's largest source of refrigerant emissions originates from our retail stores (77%), with the next largest source originating from our distribution centers (23%). Most of the refrigerant usage from our distribution centers is from mobile sources (83%), specifically from refrigeration units on our fleet to maintain necessary temperature requirements.

% of refrigerants consumed with zero ozone-depleting potential

Percentage (%) by weight

FB-FR-110b.2

88%

| | Retail | DC | Other |
|---|--------|-------|-------|
| % of refrigerants with zero ozone-depleting potential | 85.6% | 98.5% | 80.1% |

Approximately 12% of UNFI's refrigerant use is from substances with ozone-depleting potential. The use of these substances varies across UNFI's portfolio, with 14% in retail locations and 1.5% in DCs. The largest source of all ozone-depleting substances originates from HCFC-22 in some retail locations.

Average refrigerant emissions rate

Percentage (%)

FB-FR-110b.3

Unavailable

UNFI is unable to report on average refrigerant emissions rate at this time.

Energy Management

(1) Operational energy consumed, (2)

Gigajoules (GJ), Percentage (%)

FB-FR-130a.1

1) 3,383,511 GJ
2) 75.5%
3) 2.7%

UNFI uses 3,383,551 GJ of energy annually from its operations. Retail and distribution centers both comprise of 48% of this total, with the remaining 4% coming from other facility

percentage
grid
electricity, (3)
percentage
renewable

types such as offices and food manufacturing / processing.

Approximately 76% of this energy is originating from grid electricity, with renewable energy representing 2.7% of electric power usage. The majority of UNFI's renewable energy comes from green power purchases (71%), with the remaining 29% from onsite solar installations at several of our DCs.

Food Waste
Management

Amount of
food waste
generated,
percentage
diverted from
the waste
stream

Metric tons
(t),
Percentage
(%)

FB-FR-
150a.1

27,735 metric tons (t)
48%

| | Retail | DC | Other |
|------------------------------|--------|--------|-------|
| Food Waste (t) | 12,915 | 14,380 | 440 |
| % Diverted from waste stream | 72% | 25% | 69% |

According to the Food Loss & Waste (FLW) Protocol, an “estimated one-third of food is lost or wasted...causing \$940 billion per year in economic losses and exacerbating food insecurity and malnutrition. The associated cost goes well beyond money: lost and waste food consumes a quarter of all water used by agriculture annually, requires cropland area the size of China, and generates an estimated 8% of global greenhouse gas emissions”.

In FY2019 we conducted detailed waste audits using FLW Protocol's Food Loss and Waste Accounting and Reporting Standard, Version 1.0 as a reference. We found that the majority of our food waste is associated with our distribution centers. While several of these locations have food rescue and/or diversion programs in place, the diversion rate is currently approximately 25%. Our retail stores are the next largest generator of food waste, with approximately a 72% diversion rate. This rate has increased in past years after the

implementation of composting and food donation programs.

We are using the results of these audits to create a roadmap in CY 2020 for diversion strategies across all categories, including food waste.

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|---------------|---|------------------------|--------------|------------------------------|---|
| Data Security | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected | Number, Percentage (%) | FB-FR-230a.1 | 1) 0 2) 0% 3) 0 | UNFI had no instances of data breaches in FY2019, and no personally identifiable information (PII) was compromised. |
| | Description of approach to identifying and addressing data security risks | n/a | FB-FR-230a.2 | Please see management method | UNFI’s approach to identifying vulnerabilities: Reducing our risk surface is a foundational cybersecurity strategy at UNFI. Vulnerability Management is managed into several technology disciplines—infrastructure (hosts and end points), network, and application security. The assessment of the enterprise environment consists of several overlapping approaches including scans, agent (self-reporting), network discovery, external assessments, and penetration tests. UNFI uses a risk-based approach for remediation. Compliance to policy and established goals are |

managed through management dashboards that are reviewed with leadership.

Employees and business partners are viewed as part of the risk surface. Awareness plans developed annually for employees consisting of online cybersecurity training, new hire training, phishing tests, and physical security walkthroughs. Business partners that utilize IT services undergo a risk assessment and are viewed as an extension of the UNFI environment. Depending on the criticality of the provider, they may be required to provide compliance documentation on a regular basis (e.g. external assessments, penetration test, disaster recovery tests).

Alignment of approach with external standards: UNFI uses the NIST (National Institute and Standards and Technology) Cybersecurity Framework (CSF). UNFI has engaged external partners to complete NIST CSF assessments on the cybersecurity maturity level of the organization. These assessments are used as one of many inputs into the UNFI Cybersecurity Strategy.

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|-------------|--|------------------------|--------------|-------------|--|
| Food Safety | High-risk food safety violation rate | Rate | FB-FR-250a.1 | Unavailable | UNFI is unable to report on high-risk food safety violation rates at this time. |
| | (1) Number of recalls, (2) number of units | Number, Percentage (%) | FB-FR-250a.2 | | As the vast majority of recalls in FY2019 were from third-party vendors, UNFI is unable to provide information on the total units recalled at this time. |

recalled, (3) percentage of units recalled that are private-label products

| | | | | | |
|----------------------------|--|--------------------|--------------|------------------------|--|
| Product Health & Nutrition | Revenue from products labeled and/or marketed to promote health and nutrition attributes | Reporting currency | FB-FR-260a.1 | Unavailable | UNFI is unable to report on this metric at this time. |
| | Discussion of the process to identify and management products and ingredients related to nutritional and health concerns among consumers | N/A | FB-FR-260a.2 | See management method. | UNFI follows the standards of the Food and Agriculture Organization (FAO) of the United Nations and World Health Organization Codex Alimentarius International Food Standards, U.S. Federal Food, Drug, and Cosmetic Act, and other relevant agencies in the development of its products and labels. For our Wild Harvest® brand, we have established lists of ingredients which are not allowed in the formulation of our products. This ingredient list is generated from industry groups, competitors, and consumer feedback. On a quarterly basis, UNFI reviews this listing with Marketing and Product Development to ensure it remains valid, relevant, and holistic. Legacy conventional utilizes Consumer Brands Association (formerly known as the Grocery Manufacturers Association) and the Food Marketing Institute Facts-Up-Front program |

which was developed to convey more meaningful nutritional information to consumers with the goal of impacting their dietary choices.

Across our portfolio, our packages bear several types of certifications, including: U.S. Department of Agriculture (USDA) Organic, Non-GMO Project Verified, Gluten-Free Certified, National Celiac Association, Kosher, and American Farmland Trust.

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|------------------------------|--|--------------------|--------------|-------------|---|
| Product Labeling & Marketing | Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes | Reporting currency | FB-FR-270a.1 | Unavailable | UNFI is unable to report on this metric at this time. |
| | Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices | Reporting currency | FB-FR-270a.2 | Unavailable | UNFI does not publicly provide this information. |

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| | Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO | Reporting currency | FB-FR-270a.3 | 1) Unknown 2) \$3.75 billion | UNFI's revenues from non-GMO and USDA Organic Certified products, was \$3.75 billion in FY2019. This data is from our natural wholesale business and excludes any products non-GMO Project Verified but not USDA Organic Certified from natural or conventional wholesale. |
| Labor Practices | (1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region | Reporting currency | FB-FR-310a.1 | Unavailable | UNFI does not publicly provide this information. |
| | Percentage of active workforce covered under collective bargaining agreements | % | FB-FR-310a.2 | 23% | Approximately 23% of UNFI's active workforce is under collective bargaining agreements. |
| | (1) Number of work stoppages and (2) total days idle | Number | FB-FR-310a.3 | 1) 0 2) 0 | UNFI experienced no work stoppages or total days idle in FY2019. |

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|--|--|--------------------|--------------|-----------------------|--|
| | Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination | Reporting currency | FB-FR-310a.4 | See management method | UNFI monetary losses as a result of legal proceedings associated with labor law violations and employment discrimination were not material in FY2019. |
| Management of Environmental & Social Impacts in the Supply Chain | Revenue from products third-party certified to environmental or social sustainability sourcing standard | Reporting currency | FB-FR-430a.1 | \$3.75 billion | Approximately \$3.75 billion of revenue is associated with USDA Organic products. While UNFI also sources many other third-party certified products (such as Fairtrade International, Rainforest Alliance, etc.), we are not able to report on these figures. |
| | Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of | Reporting currency | FB-FR-430a.2 | Unavailable | UNFI does not have company-wide information on revenue from cage-free eggs and pork produced without the use of gestation crates. That said, UNFI's Wild Harvest® brand pork products are all currently produced without the use of antibiotics and are raised in 100% crate free production environments. These processes and claims have been reviewed by USDA and approved for use on our pork product labels. |

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|---|-----|--------------|---|---|
| gestation crates | | | | Additionally, we accomplished a previously stated goal of achieving a 100% cage-free supply chain in our natural business. |
| Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare | N/A | FB-FR-430a.3 | Discussion on environmental strategy specific to climate change is provided in the management method. | UNFI reports annually on climate-related risks, including supply chain risks, in our public disclosures to the CDP. Supply shortages, including a lack of an adequate supply of high-quality livestock or agricultural products due to poor growing conditions, water shortages, and natural disasters could pose a market risk as the long-term effects of climate change on agriculture become worse. We manage this risk through a combination of company policies and supporting organic agriculture through the work of our own 501(c)3 non-profit, UNFI Foundation, which granted over \$1,000,000 to 69 non-profit organizations working to inspire better food systems in the U.S. in FY19. In 2016, we signed the Business Backs Low-Carbon USA statement calling on elected U.S. leaders to strongly support measures that reduce carbon emissions. According to the FAO, organic agriculture provides management practices that can help farmers adapt to climate change through strengthening agro-ecosystems, increasing soil sequestration, diversifying crop and livestock production, and building farmers' knowledge base to best prevent and confront changes in climate. |
| Discussion of strategies to reduce the | N/A | FB-FR-430a.4 | See management method | To date there is no formal strategy regarding packaging across UNFI's operations. In FY2019, we completed waste audits of key distribution |

environmental
impact of
packaging

centers to understand our waste generation,
including packaging.

Table 2. Activity Metrics

| Activity Metric | Category | Unit of Measure | Code | Data | Description |
|---|-----------------|---------------------------------|-------------|--------------------------|--|
| Number of (1) retail locations and (2) distribution centers | Quantitative | Number | FB-FR-000.A | 1) 96 2) 63 | UNFI had 96 retail locations and 63 distribution centers and warehouses open in FY2019, as reported in our FY2019 Form 10-K. |
| Total area of (1) retail space and (2) distribution centers | Quantitative | Square meters (m ²) | FB-FR-000.B | 1) 551,900 2) 297,000 | As reported in UNFI's FY2019 Form 10-K, UNFI had approximately 551,900 m ² of retail space and 297,000 m ² of distribution center space in its operations. |
| Number of vehicles in commercial fleet | Quantitative | Number | FB-FR-000.C | 1,794 | UNFI had 1,794 vehicles in its commercial fleet in FY2019. |
| Ton miles travelled | Quantitative | Ton miles | FB-FR-000.D | Not available | UNFI is unable to report on total ton-miles at this time. |