

Sustainability Report 2022

UNIFI[®]



We reach for new heights

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A word from our CEO



Working **today for the good of tomorrow** is the fundamental mission of our organization, guiding what we should do alongside what we should not.

For the good of tomorrow is our pledge not only to mitigate our own environmental impact but also to apply what we learn at a systems level — to be an innovative leader in developing the technical cycle and a responsible steward of our ecosystem.

It is this regenerative mindset — designing the capabilities to repurpose and renew — that enables the dreamers of ‘why not’ to start the **work today** of ‘how’. And that’s what our sustainability journey is about — doing the work, enabling, partnering, and continually building on our 50+ years of being resourceful.

A key development in building this mindset is recognizing our ‘push’ and ‘pull’ roles. While we have long responded intelligently to the ‘pull’ of brands, 2022 has seen us take a role in the ‘push’ of a sustainable agenda. We increased the percentage of recycled materials that we make and sell, with a goal for REPREVE® to make up at least 50% of our FY2025 revenue. And we proactively took our sustainable innovation into other sectors, from REPREVE fiber

featured in cutting-edge concrete production to REPREVE resin in food-grade sustainable packaging.

Aligning our corporate strategy and our sustainability strategies is vital for our continued success. Our sustainability strategy is built on three Sustainability Pillars: People, Planet, and Product. We continue to invest in all three.

Investing in product development, we have used our expertise to build new systems and launch new ideas. The expansion of UNIFI®’s Textile Takeback™ is a pioneering step towards circularity, and it’s a step that comes with the traceable accountability our planet deserves.

We committed to the planet with a \$100M investment in the eAFK EvoCooler texturing technology, resulting in an estimated 20% reduction in energy usage, lower packaging consumption, and beyond cost reductions, it is more ergonomic for the machine operators. SmartDye™ and Waterwise, both proprietary innovations, have achieved at least 30% energy savings and Waterwise has reduced the amount of water used in the dyeing process. The expanded use of REPREVE has diverted over 35 billion bottles from landfill, and we are on track to divert 50 billion bottles from landfill by our stated goal of December 2025.

All this progress is fueled by our people, and 2022 has seen further investment in training and developing our employees. Beyond our doors, lay our communities. From sourcing from coastal regions most impacted by plastic waste to supporting the local communities surrounding our facilities, we always act with purpose.

I’m proud to present our FY2022 Sustainability Report, an important piece of our commitment to transparency. The reflection reminds me that tomorrow is always calling, the work never stops, and that our focus must always be forward.

Eddie Ingle

01



Who we are

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PRAGMATIC INNOVATION

We are people who solve how.

For us, there is no *if*, just *how*. Complex textile strategies, customer opportunities, manufacturing solutions, and sustainability innovations. The relentless drive to realize possibilities is fueled by our mission - to work today for the good of tomorrow.

We began our journey over 50 years ago making textured polyester yarn. Constantly adapting, our journey has seen us partner with the world's leading brands, first to develop cutting-edge performance fibers and now, to spearhead sustainable innovation through REPREVE.

With one of the textile industry's most comprehensive product offerings, UNIFI is a leader in performance textiles across the Americas, Asia, and Europe. We are known for our proactive customer service, collaborative problem-solving, flexible solutions, and high-quality products.

UNIFI has direct manufacturing operations in four countries (United States, Colombia, El Salvador, and Brazil) and joint ventures with affiliates of Nilit, Ltd. in North America and Israel. We also promote our products through sales offices in Indonesia, Pakistan, Turkey, Vietnam, and throughout Europe.

Headquartered in Greensboro, N.C., Unifi, Inc. (together with its subsidiaries, UNIFI®) is a global textile solutions provider and one of the world's leading innovators in manufacturing synthetic and recycled performance fibers. Through REPREVE®, one of UNIFI's proprietary technologies and the global leader in branded recycled performance fibers, UNIFI has transformed more than 35 billion plastic bottles into recycled fiber for new apparel, footwear, home goods, and other consumer products. UNIFI continually innovates technologies to meet consumer needs in moisture management, thermal regulation, antimicrobial protection, UV protection, stretch, water resistance, and enhanced softness.

UNIFI AT A GLANCE

Headquarters: Greensboro, N.C.
NYSE listed company: UFI

3,100+

associates globally

390+

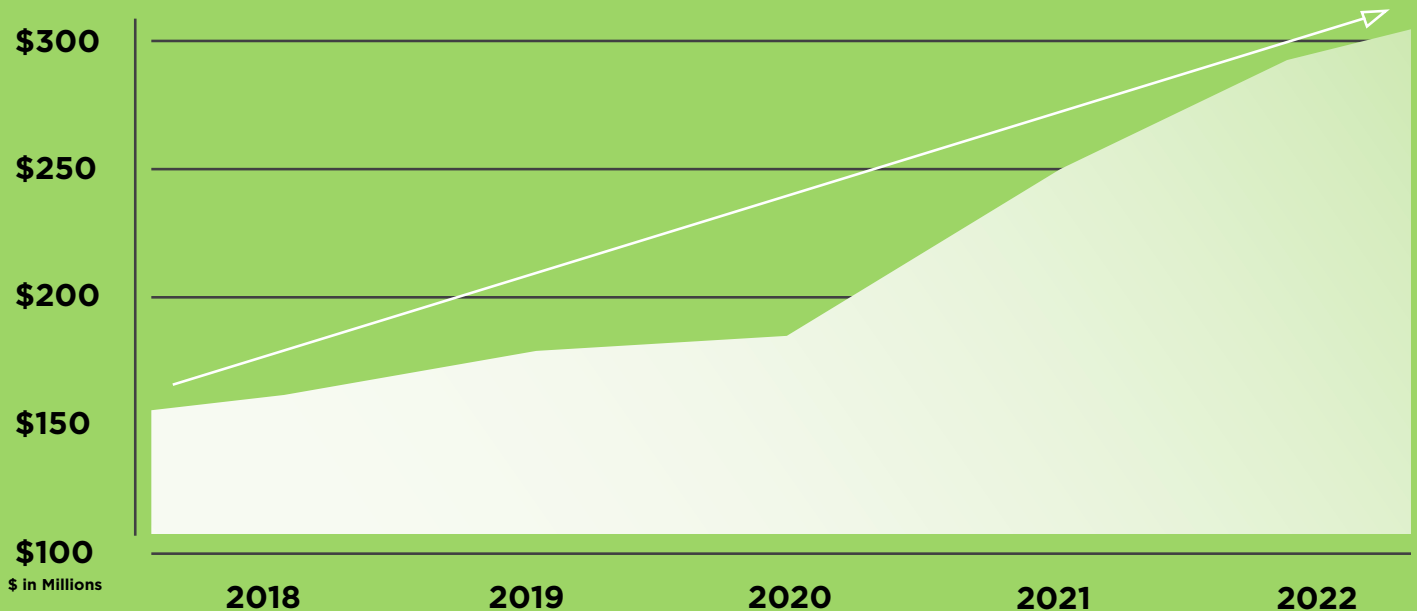
raw material suppliers

1,700+

trade vendors globally

REPREVE Fiber Revenue

FY2018 - FY2022

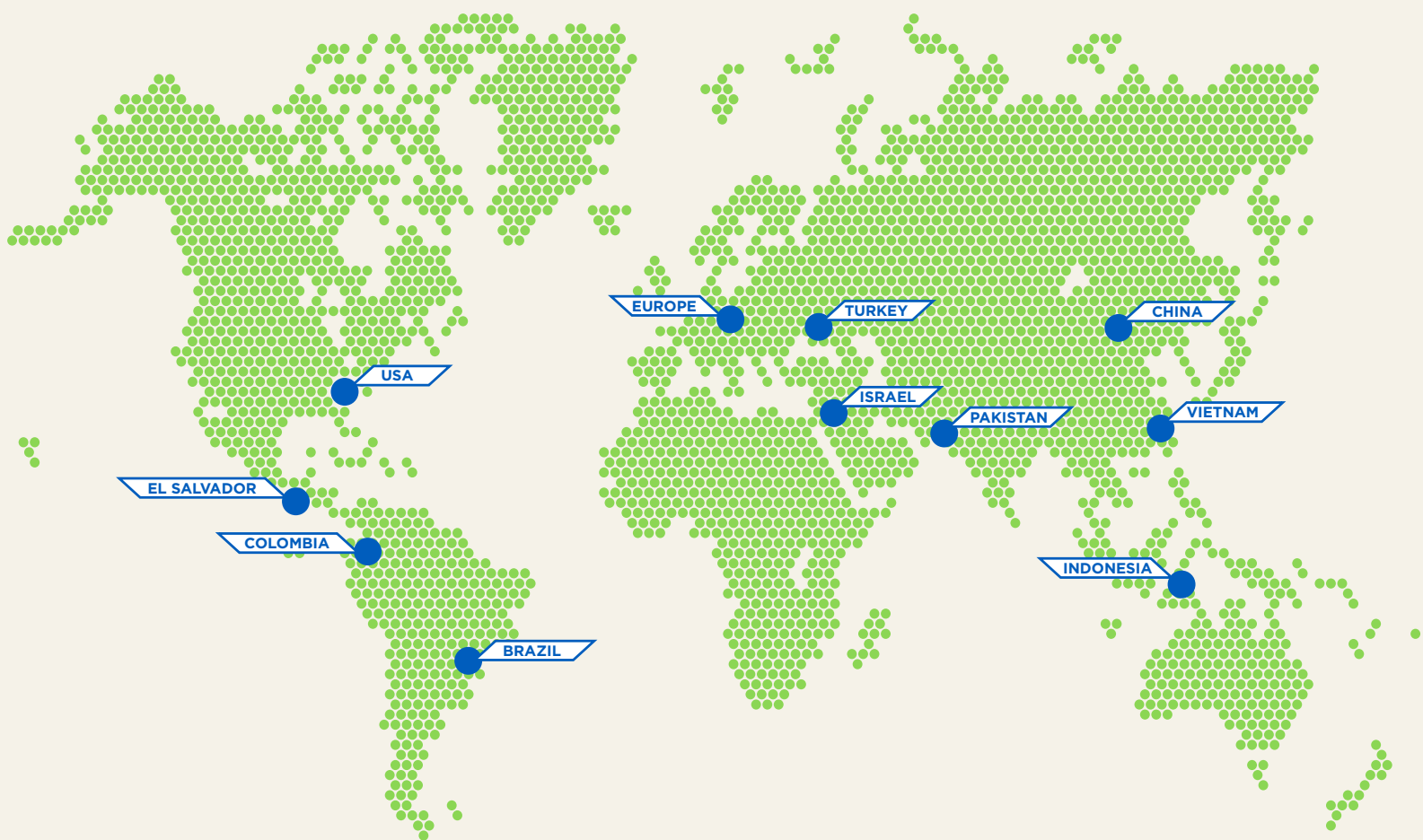


In November of 2021, we celebrated our transformation of 30 BILLION bottles, and in February 2022, we announced a new goal of **50 BILLION bottles by December 2025**. We are on pace to meet that goal.

UNIFI LOCATIONS

Global Reach

UNIFI produces and distributes products across the world.



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Our Approach to Sustainability

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OUR SUSTAINABILITY JOURNEY

Evolution, creativity, and long-term focus.

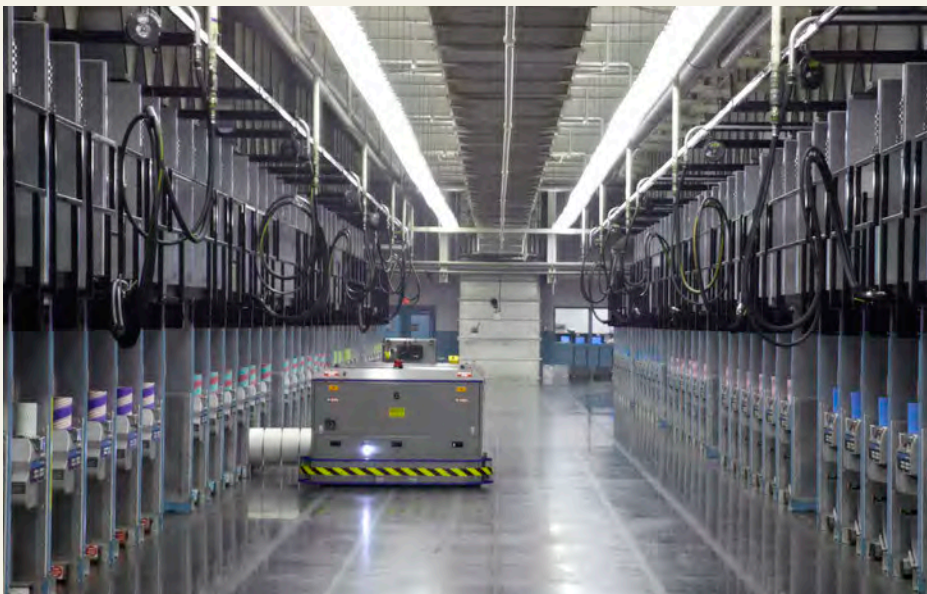
Our approach to sustainability is a continuous evolution, refined from 50+ years of focus on the elimination of waste. Wherever possible, we remove waste by deploying key resources towards process-improvement and innovation. This approach has improved the quality of our products and the efficiency of our processes. Driven by our three Sustainability Pillars — **People, Planet, and Product** — we look at challenges and see opportunities. So when our internal team posed the question, “What if we could make fiber waste back into fiber?” we saw the possibility and REPREVE was born.

Since then, we have continued to innovate on the expansion of REPREVE and our proprietary technologies, rising to meet the increasing demand for more sustainable products. The REPREVE product offering also includes multiple forms of polyester (resin, staple fiber, and filament yarn), nylon (staple fiber and filament yarn), and REPREVE Our Ocean™ — a product that we partner with OceanCycle to help certify and ensure our use of ocean-bound materials. Our functional technologies, such as SmartDye™ and Waterwise, work to lower the carbon footprint and environmental impact of dyeing fibers and yarn, again meeting consumer’s demands for sustainability and exceptional quality.

REPREVE has transformed billions of recycled plastic bottles into sustainable polyester.

Launched in 2007, REPVE is the global leader in recycled performance fabrics. A combination of our own post-industrial waste and post-consumer materials, it is the only traceable and certifiable eco-performance polyester. Using cutting edge textile technology, REPVE delivers comfort, durability, and functionality.

Using proprietary material handling and recycling technology, we created recycled products that run on a continuous basis rather than in batches. With fewer product transitions, we minimize our internal waste and lessen the waste created in our customers’ processes.



Sustainability Pillars

Our vision of sustainability is built on three foundational pillars: People, Planet and Product.

Sustainability Pillars



PEOPLE

Our employees and the communities in which we operate and live are the foundation of our success and future. We prioritize our employees' well-being, safety, and engagement in the communities we serve.



PLANET

We are mindful of planetary boundaries and limited natural resources, and we prioritize both through our environmentally-responsible initiatives.



PRODUCT

Through innovation we will prioritize circularity, traceability and engagement to optimize the social and environmental impacts of our products.

Materiality

In recent years, we have seen consumers prioritize social and environmental issues. Our continual adaptation to societal change drives meaningful progress and industry leadership. To guide our sustainability journey, we assessed the materiality of opportunity areas within our sustainability pillars. This helped us to define the issues most critical to our continued business growth. The table below identifies our most material Environmental, Social, and Governance (ESG) priorities by our sustainability pillars. We incorporate these priorities into our corporate strategy, governance practices, and risk mitigation efforts. Environmental and socially conscious business growth is possible through the effective management of these matters.

PEOPLE

- Anti-Corruption
- Community Engagement
- Data Privacy
- Ethical Labor Practices
- Health, Safety, and Well-being
- Human Rights
- Leadership Development
- Responsible Supply Chain Management



PLANET

- Climate Change
- Energy Efficiency and Reduction
- Sustainable Innovation
- Waste Reduction
- Water Scarcity



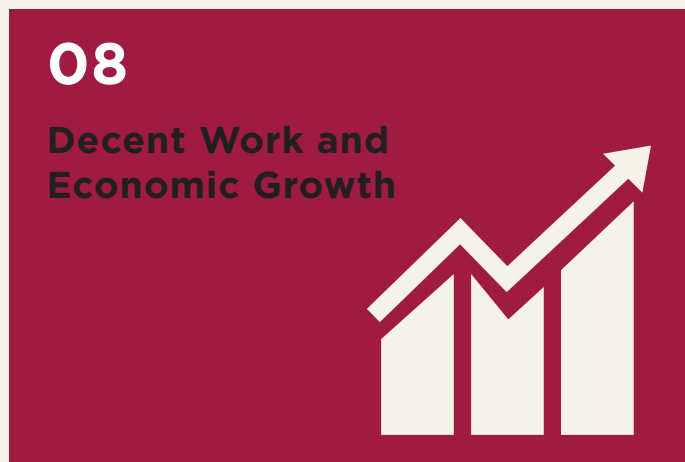
PRODUCT

- Circularity and Regeneration
- Content Certifications
- Customer Engagement
- Life Cycle Assessments of Products
- Responsible Chemistry
- Traceability



Sustainable Development Goals

We take inspiration from the United Nations Sustainable Development Goals (SDGs) to ensure we are adhering to these important social and environmental strategic pursuits. We are committed to these SDGs:



Formally adopted by the United Nations in 2015, the SDGs “...are a call for action by all countries – poor, rich, and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.”¹

[Find out more here.](#)

Stakeholder Engagement

UNIFI is proud to work with many key partners in our pursuit of knowledge and fulfilling our vision for a more sustainable future. Solutions to our shared future challenges will require collaboration, and we're committed to continued engagement with our partners to reach this goal.

[VISIT OUR WEBSITE](#)

Our Partnerships



Risk Oversight

Sustainability is a core value at UNIFI, which means every member of our organization is responsible for supporting and executing sustainability initiatives.

Our Board of Directors reviews strategic risks and opportunities facing the Company, including those associated with social and environmental issues. The Corporate Governance & Nominating Committee reviews Company activities related to ESG matters. The Audit Committee oversees the Company's assessment and management of enterprise risks, which includes information and cyber security.



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Our People

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COLLABORATIVE ENVIRONMENT

Open communication. People first.

We value open communication. The freedom to express ideas and opinions allows us to evolve our culture for the good of tomorrow. As a global organization, we foster a small-company feel by creating a collaborative environment. We value our employee base, filled with strong, long-lasting relationships. We understand the importance of a diverse workforce. A wide range

of ideas, perspectives, experiences, thoughts, and opinions furthers innovation and evolution.

We prioritize people first. Within our organization, and extending to our communities, our vision has developed from feedback. We continue to seek input through employee surveys and focus groups. Quarterly 'town hall'-style meetings

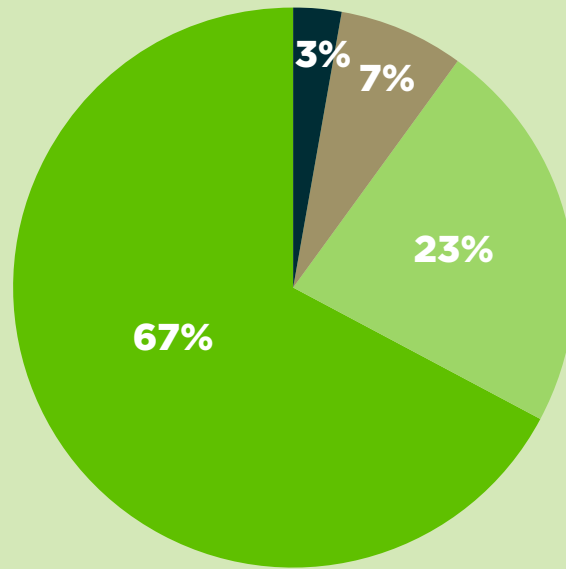
provide regular opportunities for our Leadership Team to review and respond to employees. This feedback helps build employee engagement programs, improve our work environment, and evaluate benefits and compensation. This is how we will continue to attract and retain top industry talent.



Workforce Data

Global Headcount by Region

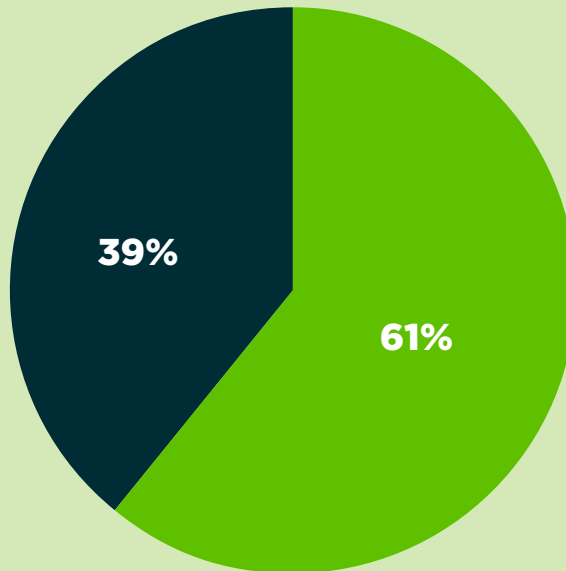
- North America
- South America
- Central America
- Asia/Europe, Middle East, Africa



**as of July 3rd, 2022*

Global Gender Distribution

- Male
- Female



**as of July 3rd, 2022*


Health, Safety, & Well-being

UNIFI is committed to providing a safe and healthy work environment for our people. We strive daily to eliminate hazards, promote safety awareness, and prevent injuries and risks to our employees. This past year, new-hire onboarding was

enhanced to include more online training classes, utilization of a newly-furnished training facility for development in a quiet environment, and a checklist to ensure adequate progress.

Benefits

We value the well-being of our employees. We ensure they have access to comprehensive benefits packages, including health plans, emotional support services, and financial planning resources.



UNIFI minimizes risk and creates a safe work environment through the following:

Procedures

- Emergency preparedness programs (fire/tornado drills, etc.)
- Ongoing monthly and annual safety and compliance training
- Required management safety walks and audits
- Safety orientation for new hires

Resources*

- Full-time occupational health professionals
- Safety awareness campaigns and incentives
- Peer-based behavioral safety observation and audit process
- Training centers at our facilities in Yadkinville, N.C. and Madison, N.C.

*U.S. based sites only

Best Practices

- Conducting job safety analyses
- Hosting monthly safety meetings and safety performance tracking and recognition
- Providing proper PPE to all employees
- Providing proper safety and health training to all employees

Our People, Our Community

UNIFI understands the importance of community in the lives of our employees. We engage with and improve these communities around the globe.

Through the UNIFI STARS program, our employees are recognized across quarterly communication meetings and newsletters, which are distributed to all of our sites globally.

We encourage employees to give back and support their communities. Throughout FY2022, employees showed their support through events and education.

Greensboro, N.C.

- Piedmont Environmental Alliance/ Earth Day Fair Sponsor. PEA's mission is equal parts human and environmental, and 100% focused on the region's long-term social, economic, and environmental health.⁶

Unifi Do Brasil Ltda

- We supported multiple charity and social projects for local churches and donations to the military police (CONSEPA - Alfenas Community Public Safety Council) to help with vehicle maintenance.

Unifi Central America Ltda. de C.V.

- The team has been collaborating with ITCA FEPADE's Technical Education program since 2016, employing electrical and mechanical apprentices that have completed and graduated from the program.

Developing the UNIFI of Tomorrow

We are innovative creators, textile scientists, fiber engineers, and responsible chemists. We are proudly known for our rewarding and fulfilling work environment. An environment that provides opportunities for learning experiences and career development. We work today for the good of tomorrow.



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Our planet

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OUR PRIORITIES

Helping combat climate change.

At UNIFI, we are not only focused on innovation, but also on the environmental impact we are creating. Our vision of working today for the good of tomorrow allows us to create innovative, sustainable, and value-added products and processes that help combat climate change.

In order to ensure we are helping combat climate change within our industry, we focus on the following to help guide us in our efforts:

- > **REDUCE ENVIRONMENTAL IMPACTS**
- > **EXPAND UTILIZATION OF REPREVE**
- > **DEVELOP OUR CIRCULAR CAPABILITIES**



REDUCE ENVIRONMENTAL IMPACTS

- **Invest in technology** – UNIFI collaborated with Oerlikon to develop a specially-designed eAFK EvoCooler texturing machine. These machines are now operational in our UNIFI Americas facilities. The project represents a **\$100 million capital investment** and demonstrates our global commitment to reduce environmental impacts. The technology is optimized for an estimated 20% energy savings and requires lower maintenance compared to our traditional texturing technologies. Additionally, the eAFK EvoCoolers create less waste and produce more yarn per hour while providing a quieter and more ergonomic work environment.⁵
- **Develop innovative new solutions** for processes creating a large impact to the environment:

SmartDye™ is a lower-temperature dyeable polyester that increases dye cycle efficiency and can help **minimize** the emission of carbon associated with fiber preparation and fabric dyeing particularly when paired with our REPVEVE fibers. A recent report found that 36% of carbon emissions in the clothing production cycle comes from the dyeing and finishing phase.⁷ SmartDye™ helps to provide a more sustainable solution to the typical process.

Another key coloration technology, Waterwise, is a more **environmentally conscious** way to dye fabrics by protecting water resources. Pigments are added during the melt-spinning phase reducing the need for additional water in a conventional, aqueous dyeing process.

EXPAND UTILIZATION OF REPVEVE

REPVEVE has seen tremendous growth over the past five years as consumers continue to demand environmentally-conscious products, and the brand is a key part of our product mix. We are continually expanding our REPVEVE product offerings through various innovations of REPVEVE polyester and nylon. We have set a target for REPVEVE to make up **at least 50% of our FY2025 revenue**.

DEVELOP OUR CIRCULAR CAPABILITIES

UNIFI is investing in and supporting circular processes and programs with our customers. A major priority in FY2022 for UNIFI was expanding our TEXTILE TAKEBACK™ processes for a FY2023 re-launch. This program has been extended to Asia and focuses on moving towards a circular economy by recycling polyester waste back into polyester fiber and yarn.

Our dedication to sustainable innovation through our products and processes helps offer solutions to our customers and consumers to take the right steps towards making a positive impact on the environment. We look forward to continuing to share our progress along this journey in the future.



Climate

Climate change is one of the most challenging and complex issues we face as a society. We have a responsibility to limit its impact and to reduce the carbon emissions associated with our products and operations.

We use the GHG Protocol Corporate Accounting and Reporting Standard to report our greenhouse gas (GHG) emissions. These emissions are summarized as “CO₂ equivalents (CO₂e); and a combination of CO₂, CH₄, and NO₂.” GHG Protocol categorizes a company’s reporting into direct and indirect emissions, broken into three scopes.

SCOPE

1

Direct emissions from owned or controlled sources, such as boilers in our manufacturing facilities or fuel for company-owned vehicles.

SCOPE

2

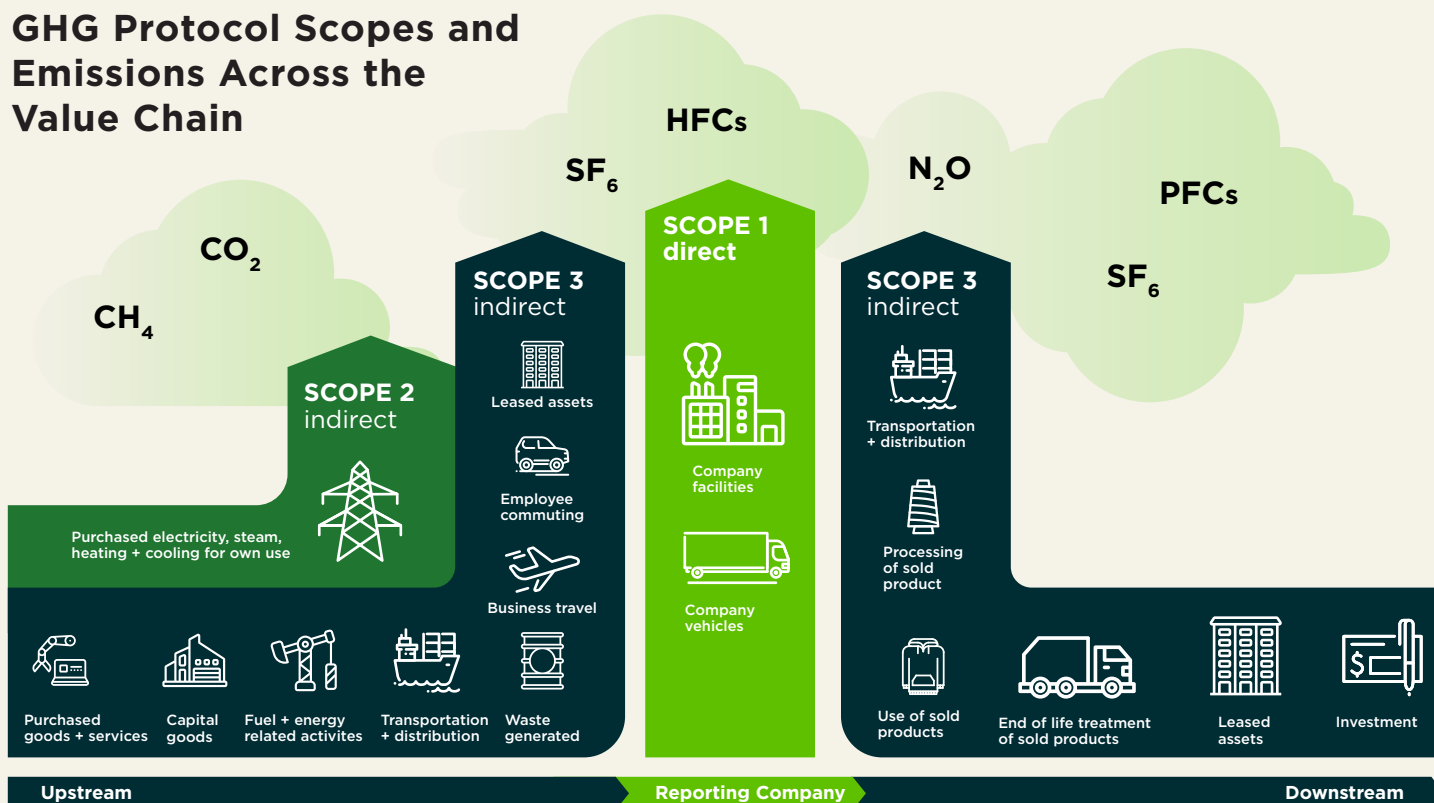
Indirect emissions from purchased electricity for our owned and operated facilities.

SCOPE

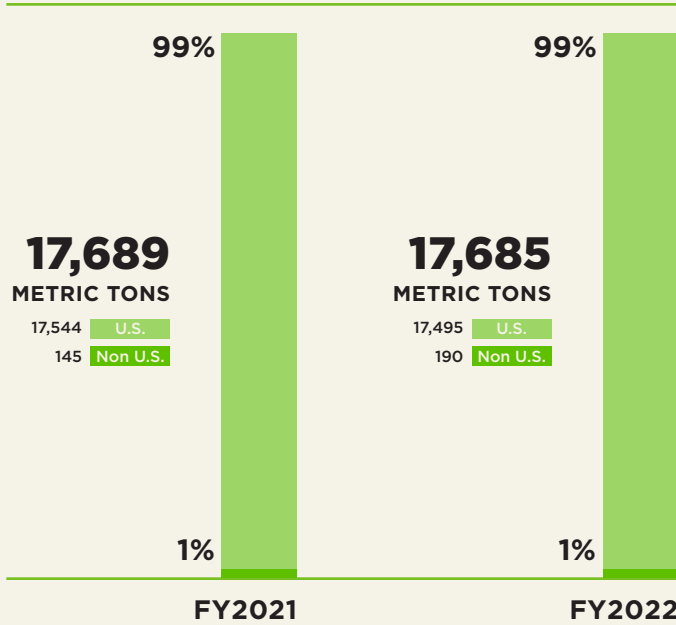
3

All other indirect emissions throughout the value chain. Includes the end use of our products, business travel, shipping of raw materials and finished goods, use and end-of-life processing, and outsourced production.

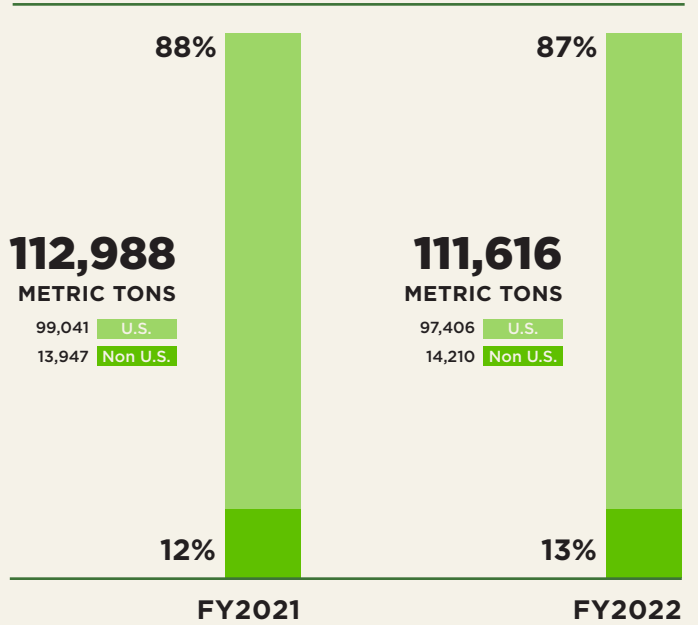
GHG Protocol Scopes and Emissions Across the Value Chain



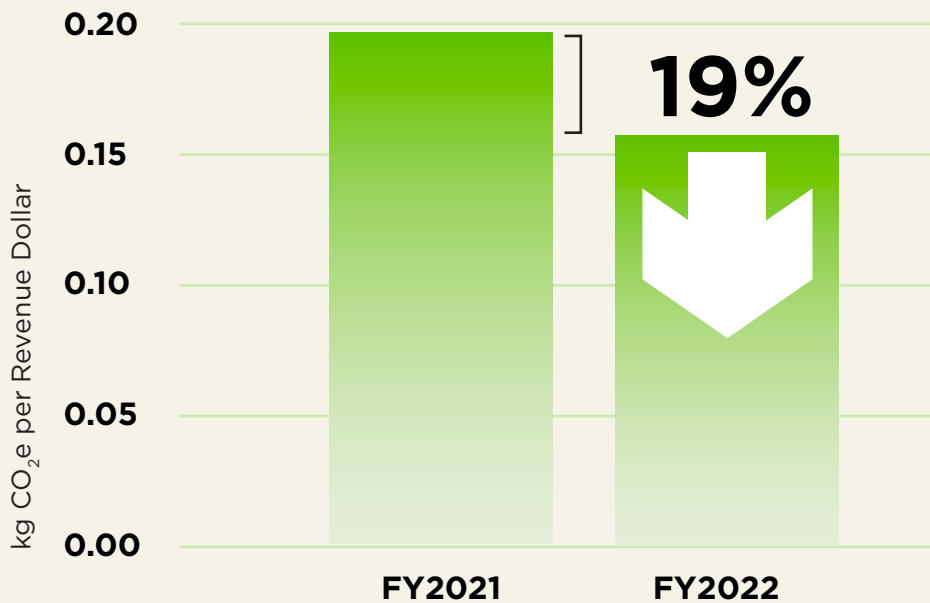
Scope 1 GHG Emissions (MT CO₂e)



Scope 2 GHG Emissions (MT CO₂e)



Carbon Emissions per Revenue Dollar



During FY2022, we reduced our carbon emissions by 19% relative to our total revenue.*

*Production volume decreased from FY2021 to FY2022.

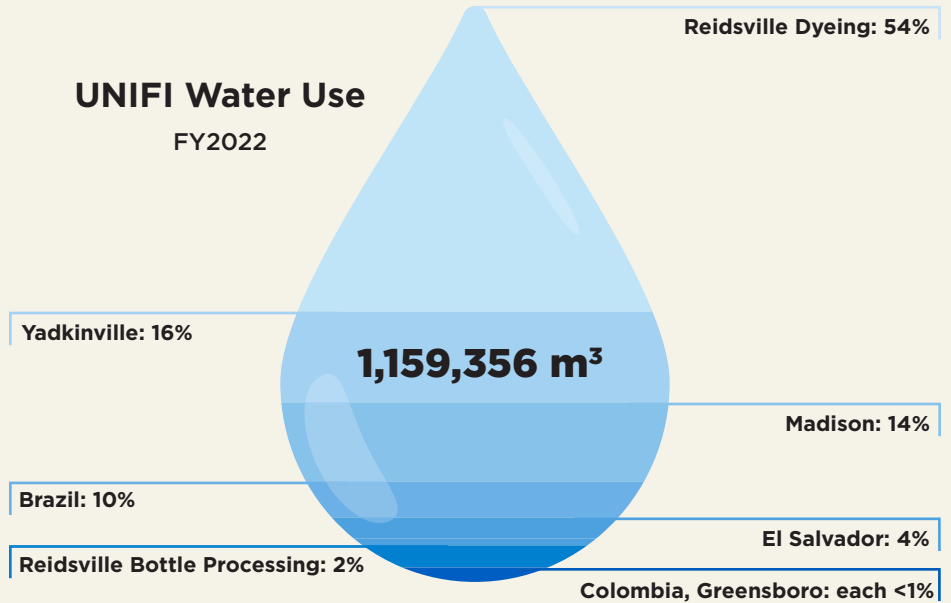
Water

Less than 1% of Earth's freshwater is available for human use, and 19% of the world's freshwater use is for industrial purposes.^{2,3} We are consistently looking to reduce and recycle water use. That's why we chose the location for our bottle processing plant thoughtfully.

Our bottle processing plant is located in Reidsville, N.C. to capitalize on reclaimed water from our dyeing operations.

When we use water in our processes, we comply with the local municipality's testing and discharge requirements.

UNIFI Water Use FY2022

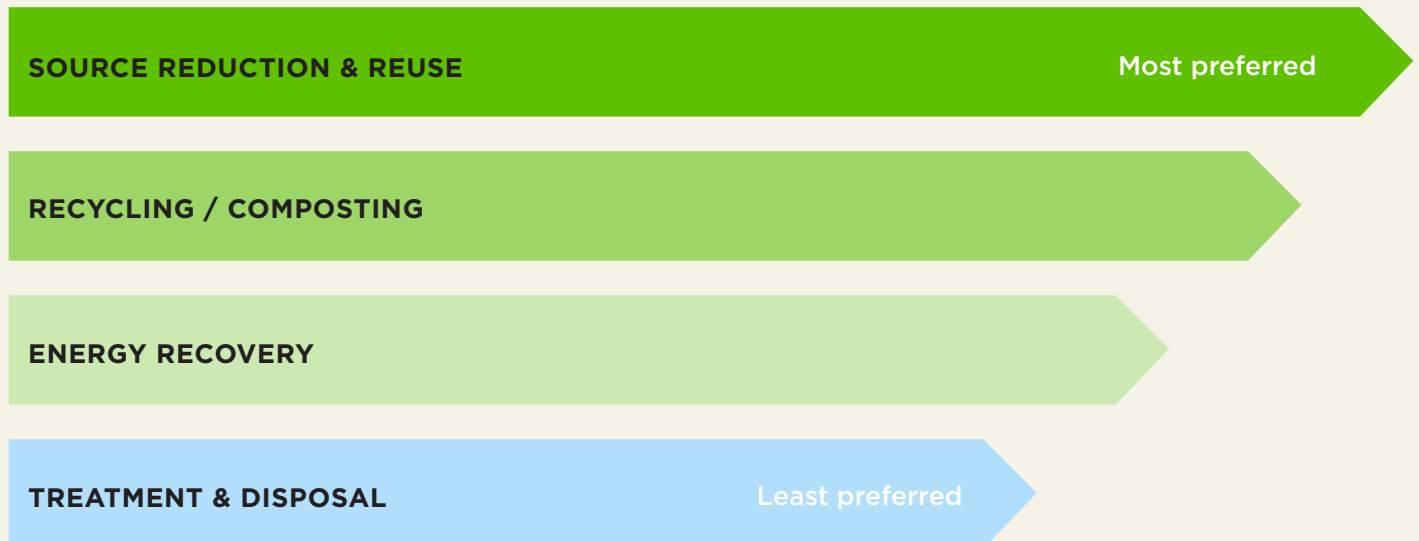


Waste

When it comes to waste, the U.S. Environmental Protection Agency (EPA) has developed a non-hazardous materials and waste management hierarchy to point out that no single waste management approach is suitable for all materials and waste streams.⁴

The Waste Management Hierarchy ranks the different strategies from most preferred to least preferred (relative to the environmental impact) and places emphasis on reducing, reusing, recycling and composting as the key methods to handle waste. Following these methods can help to reduce greenhouse gas emissions and make a difference to climate change.

Waste Management Hierarchy



At UNIFI, we are committed to reducing the amount of waste that goes into landfills (at the bottom of the Waste Management Hierarchy as Treatment & Disposal) and prioritize utilizing our own byproduct in our processes where possible. After all, that mindset led to the initial development of REPREVE.

We focus on landfill being the least preferred disposal method and have been able to find other methods to

use such as recycling wood in our Brazil facility rather than waste to energy (WTE). In FY2022 we decreased the total pounds of waste produced per revenue dollar by **14%** compared to FY2021.*

We will continue to work towards operating landfill-free facilities and put the focus on reusing, reducing, recycling, and composting.

*Production volume decreased from FY2021 to FY2022.

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Our product

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A Circular Future

An important part of slowing the climate change crisis is a circular economy. A circular economy reduces material use; redesigns materials, products, and services to be less resource intensive; and repurposes waste to be a resource to manufacture new materials and products.⁸

At UNIFI, we understand the potential impact, on our industry and environment, of focusing on circularity. We look to reuse our own materials and create circular processes. In FY2022, we expanded our TEXTILE TAKEBACK™ process, first introduced in 2011. The process takes polyester waste from our customers and turns it back into REPREVE fiber and yarn. This begins a new life cycle, while keeping textile waste out of landfills. It is an innovative solution, offered to our customers, to help the

textile industry move towards circularity. Since FY2019, we have produced nearly 600,000 lbs of recycled fiber from TEXTILE TAKEBACK initiatives.

We also recycle textile waste through our REPREVE Hybrid product offerings in the Americas. During the resin production phase, we combine bottle flake and fiber waste, producing a hybrid chip. This allows us to create new products from our own textile waste.

Additionally, we look for ways to reutilize our own waste and packaging. Approximately half of our packaging at our U.S. based sites utilizes returnable pallets or reused wood pallets. By increasing circular processes, UNIFI pushes the textile industry towards a sustainable future.



Transparency through Traceability

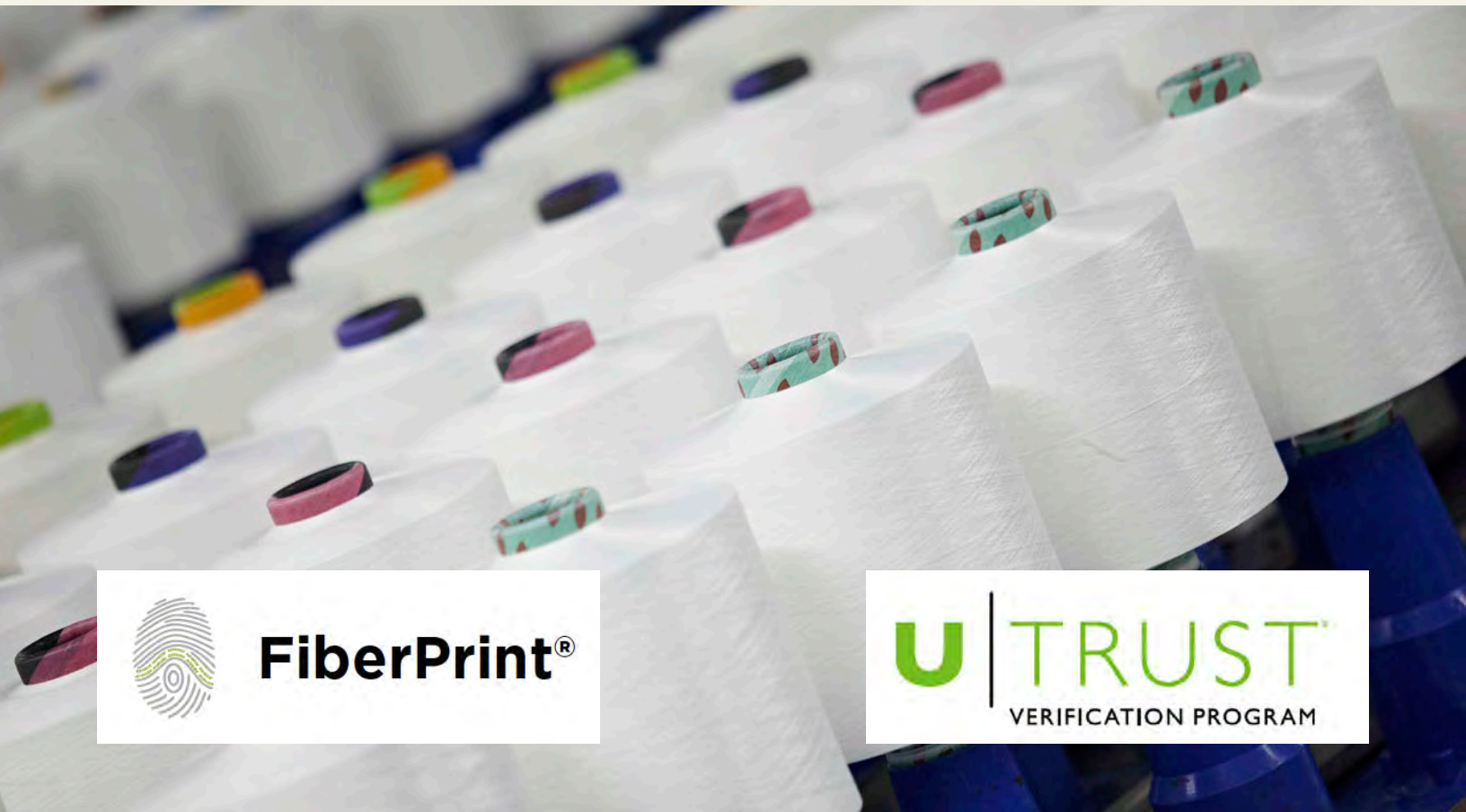
Transparency and trust are the foundation of our approach to sustainability. At UNIFI, we share insights about how our products are made, the processes they go through, and their environmental impact. With a vertically-integrated recycling process, we make validated claims about our high-quality fiber and resin. We don't just use sustainable ingredients; we prove that we do. We build trust through our transparency and have multiple third-party certifications for our products and our processes.

FiberPrint®

FiberPrint® is UNIFI's proprietary tracer technology. From any point in the supply chain, FiberPrint technology allows us to verify that REPREVE is present in fiber, fabric, or any of the products that use REPREVE yarn or resin.

U TRUST®

Our U TRUST verification system provides supply chain transparency. It helps brands and retailers mitigate risk and validate product information. Using FiberPrint®, this comprehensive certification program provides our customers the highest level of confidence in the recycled claims that they make. In January 2022, we expanded our certification ability beyond fibers and fabrics to certify finished products made with REPREVE.



Life Cycle Assessments

A Life Cycle Assessment (LCA) is an important step in determining and benchmarking a product's environmental impacts. While LCAs are resource intensive and require a substantial amount of time to prepare, they help us understand where our largest areas of opportunity lie in reducing the environmental footprint of our products.

UNIFI recognizes the need to bridge data gaps in the industry by investing in updating our LCAs according to International Organization for Standardization (ISO) 14040 and 14044 standards, providing our customers with reliable data to support their sustainability strategies. Our published LCA data is third-party-reviewed according to ISO 14044 standards, which offer assurance regarding data accuracy.

We are pleased to announce a new third-party-reviewed LCA that will be completed in FY2023. While our previous LCAs focused on domestic supply chains, this new study covers our global production supply chains addressing the necessity for geographical LCA data. The updated study covers a larger scope of REPREEVE products, such as REPREEVE post-consumer, REPREEVE Hybrid, and REPREEVE staple fiber.

Responsible Chemistry

At UNIFI, we understand the vital role chemistry plays in our products. An internal UNIFI team reviews every chemical we use, assessing its quality, regulatory compliance, and exposure risks. This ensures we meet our customers' chemistry goals and Restricted Substance Lists. UNIFI's commitment to responsible chemistry means we don't just meet requirements, we strive to exceed them.

REPREVE External Certifications

While we offer our own certifications through U TRUST, we also have several third-party certifications for our REPREVE products.



The **Global Recycling Standard (GRS)** is a voluntary product standard based on the tracking and tracing of recycled content. The standard applies to the complete supply chain and verifies traceability, environmental management, social responsibility, labeling, and chemistry. It uses a transaction certificate-based system to ensure the highest level of integrity. This helps track recycled content throughout the value chain of certified final products, validating our customers' progress on their environmental goals.



Scientific Certification Systems (SCS) Recycled Content Certification certifies our REPREVE polyester and nylon fibers for recycled content claims. Every year, SCS performs a full examination of our recycled products, including our recycling processes, production records, and manufacturing operations. SCS is a leading third-party certifier and standards developer of environmental and sustainability claims.



Oeko-Tex offers "Confidence in Textiles", qualifying that our yarns are tested to be free of harmful levels of more than 100 restricted chemicals. The Oeko-Tex Standard 100 is the world's leading label for textiles screened for harmful substances. [Find out more here.](#)



OceanCycle is a social enterprise focused on preventing ocean plastic pollution and improving livelihoods in coastal communities through certification and direct social interventions. Learn more about OceanCycle [here](#). We use OceanCycle to help certify the recycled plastic bottles for our REPREVE Our Ocean™ products.

Purpose-Driven Partners

We seek partners who share our vision of social and environmental responsibility. The benefits of REPREVE are a result of collaborations with organizations across the globe. It stands to prove that REPREVE is more than an innovative, recycled performance fiber. It's the thread that connects our partners to the best sustainable solutions.

REPREVE Champions of Sustainability

We created Champions of Sustainability in 2018 to celebrate brands, retailers, and textile partners who have kept billions of plastic bottles out of landfills by using REPREVE recycled fiber. From its initial launch, the program has grown exponentially. In 2022, we celebrated 35 brands and 52 mills that had already reached the required tiers.

Additionally, we celebrated four 1+Billion Bottles Recycled winners including two brands who reached the 2+Billion Bottles Recycled milestone. We look forward to celebrating our sixth year of winners during Earth Month in April 2023.



06



Appendices

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Appendix A: Reporting Practices

The content of the report covers information from FY2022 (June 28, 2021 – July 3, 2022) unless otherwise stated.

Report Structure

This report standardizes certain aspects of our sustainability reporting. We use leading ESG frameworks to guide us on how to disclose and identify sustainability-related risks and opportunities. In the appendix of this report, we have provided in-progress Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) disclosure grids. While neither is complete, they highlight our commitment to transparency and progress. Data estimates presented in this report were completed in good faith. They have not been independently verified, except where otherwise stated. This report uses certain terms, including those that GRI refers to as “material,” to reflect the issues or priorities of UNIFI or its stakeholders. As used in this report, these terms are distinct from, and should not be confused with, the terms “material” and “materiality,” as defined by or construed in accordance with securities or other laws, or as used in the context of

financial statements and reporting. This report, which speaks only as of its date, is not comprehensive. For that reason, it should be read in conjunction with annual reports on Form 10-K, quarterly reports on Form 10-Q, and current reports on Form 8-K filed with the U.S. Securities and Exchange Commission (SEC).

Finally, this report contains statements reflecting our views on potential future performance, based on current assumptions and expectations. Forward-looking statements are usually accompanied by the words “aim,” “anticipate,” “believe,” “drive,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “project,” “strategy,” “target,” and “will,” or similar statements or variations of such terms and comparable terminologies of similar import. All such forward-looking statements are intended to enjoy the protection of the safe harbor for forward-looking statements provided by the Private Securities Litigation Reform Act of 1995, as amended.

Forward-looking statements in this report include any mention of current or future sustainability strategies, goals, commitments, and programs; working groups, business plans, assumptions, and expectations; corporate responsibility risks and opportunities; and standards and expectations of third parties. Investors are cautioned not to place undue reliance on any such forward-looking statements as they inherently involve risks and uncertainties. All forward-looking statements should be considered in conjunction with annual reports on Form 10-K, quarterly reports on Form 10-Q, and current reports on Form 8-K filed with the SEC now and in the future. Any forward-looking statements in this report speak only as of the date of this report, unless otherwise indicated. UNIFI does not undertake any obligation to update any forward-looking statement.

We invite you to provide feedback to this report. Comments or requests for information can be sent to: sustainability@unifi.com

Our Reporting Journey

FY2022 is the second year conducting a GHG inventory assessment, as well as our water and waste footprints. The scope of these calculations is of UNIFI-owned facilities unless otherwise noted in Appendix B: Methodology. Each year we complete these assessments we gain a better understanding of our environmental footprint and awareness on areas of improvements. Please refer to Appendix B: Methodology and Appendix C: Data for details on our calculation processes, restatements of information, and a year-to-year comparison to FY2021.

Reporting Frameworks

FY2021 marked the beginning of UNIFI's journey towards reporting in alignment with the GRI and SASB frameworks. The FY2022 report is not in full accordance to these frameworks but addresses more disclosures than FY2021 as we expand our sustainability reporting metrics. The data in this report has not been externally assured and UNIFI does not claim to be approved by GRI or SASB.

GRI

GRI is an independent, international organization that allows businesses and organizations to report on standardized sustainability metrics through a common language. The GRI Standards allow stakeholders transparent means to track UNIFI's material topics and sustainable development. This report follows GRI 1: Foundation 2021 and does not claim to be in full accordance with the GRI Standards for FY2022.

Disclosure	Description	FY2022 Response/Reference
General Disclosures		
2-01	Organizational details	Who We Are, pg. 6, 7
2-02	Entities included in the organization's sustainability reporting	Appendix A: Reporting Practices, pg. 32, 33
2-03	Reporting period, frequency and contact point	Report Structure, pg. 32
2-04	Restatements of information	Appendix C: Data, pg. 40
2-05	External assurance	This report has not been externally assured.
2-06	Activities, value chain and other business relationships	Who We Are, pg. 5, 6
2-07	Employees	Workforce Data, pg. 16
2-09	Governance structure and composition	2022 Proxy Statement
2-10	Nomination and selection of the highest governance body	2022 Proxy Statement
2-11	Chair of the highest governance body	2022 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance & Nominating Committee
2-13	Delegation of responsibility for managing impacts	Corporate Governance & Nominating Committee
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance & Nominating Committee
2-15	Conflicts of interest	Related Persons Transaction Policy, Code of Business Conduct and Ethics, Ethical Business Conduct Policy Statement
2-16	Communication of critical concerns	Audit Committee
2-17	Collective knowledge of the highest governance body	Corporate Governance & Nominating Committee
2-18	Evaluation of the performance of the highest governance body	2022 Proxy Statement
2-19	Remuneration policies	2022 Proxy Statement
2-20	Process to determine remuneration	2022 Proxy Statement
2-21	Annual total compensation ratio	2022 Proxy Statement

Disclosure	Description	FY2022 Response/Reference
2-22	Statement on sustainable development strategy	Materiality, pg. 11
2-23	Policy commitments	Principal Governance Documents
2-24	Embedding policy commitments	Principal Governance Documents
2-25	Processes to remediate negative impacts	Ethical Business Conduct Policy Statement
2-26	Mechanisms for seeking advice and raising concerns	Ethical Business Conduct Policy Statement
2-27	Compliance with laws and regulations	Principal Governance Documents
2-28	Membership associations	Stakeholder Engagement, pg. 13
2-29	Approach to stakeholder engagement	Stakeholder Engagement, pg. 13
2-30	Collective bargaining agreements	Not applicable
Economic Performance		
201-1	Direct economic value generated and distributed	2022 Proxy Statement, Quarterly Reports
201-2	Financial implications and other risks and opportunities due to climate change	2022 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	2022 Annual Report
201-4	Financial assistance received from government	2022 Annual Report
Market Presence		
202-2	202-2 Proportion of senior management hired from the local community	87% of senior management (VP and above) is from the local community.
Procurement Practices		
204-1	204-1 Proportion of spending on local suppliers	UNIFI procures raw materials based on total value for the company, taking into account competitive price, location, quality, and other crucial parameters. Preference is given to a local supplier when all other fields are equal.
Anti-Corruption		
205-1	205-1 Operations assessed for risks related to corruption	Ethical Business Conduct Policy Statement
205-2	205-2 Communication and training about anti-corruption policies and procedures	Ethical Business Conduct Policy Statement
205-3	205-3 Confirmed incidents of corruption and actions taken	None to report
Anti-Competitive Behavior		
206-1	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None to report
Tax		
207-1	207-1 Approach to tax	This information is confidential and not disclosed publicly.
207-2	207-2 Tax governance, control, and risk management	This information is confidential and not disclosed publicly.
207-3	207-3 Stakeholder engagement and management of concerns related to tax	This information is confidential and not disclosed publicly.
207-4	207-4 Country-by-country reporting	This information is confidential and not disclosed publicly.
Material Topics		
3-1	3-1 Process to determine material topics	Materiality, pg. 11
3-2	3-2 List of material topics	Materiality, pg. 11
3-3	3-3 Management of material topics	Materiality, pg. 11
Materials		
301-2	301-2 Recycled input materials used	A Circular Future, pg. 27

Disclosure	Description	FY2022 Response/Reference
301-3	301-3 Reclaimed products and their packaging materials	A Circular Future, pg. 27
Energy		
302-1	302-1 Energy consumption within the organization	Appendix C: Data, pg. 40
302-2	302-2 Energy consumption outside of the organization	Appendix C: Data, pg. 40
302-3	302-3 Energy intensity	Appendix C: Data, pg. 40
302-4	302-4 Reduction of energy consumption	Climate, pg. 22
Water and Effluents		
303-1	303-1 Interactions with water as a shared resource	Water, pg. 24
303-2	303-2 Management of water discharge-related impacts	Water, pg. 24
303-3	303-3 Water withdrawal	Appendix C: Data, pg. 40
303-4	303-4 Water discharge	Appendix C: Data, pg. 40
303-5	303-5 Water consumption	Appendix C: Data, pg. 40
Emissions		
305-1	305-1 Direct (Scope 1) GHG emissions	Appendix C: Data, pg. 40
305-2	305-2 Energy indirect (Scope 2) GHG emissions	Appendix C: Data, pg. 40
305-4	305-4 GHG emissions intensity	Appendix C: Data, pg. 40
305-5	305-5 Reduction of GHG emissions	Climate, pg. 22
Waste		
306-1	306-1 Waste generation and significant waste-related impacts	Waste, pg. 25
306-2	306-2 Management of significant waste-related impacts	Waste, pg. 25
306-3	306-3 Waste generated	Appendix C: Data, pg. 40
306-4	306-4 Waste diverted from disposal	Appendix C: Data, pg. 40
306-5	306-5 Waste directed to disposal	Appendix C: Data, pg. 40
Supplier Environmental Assessment		
308-1	308-1 New suppliers that were screened using environmental criteria	Social and Environmental Compliance Guidelines for Suppliers
Employment		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits, pg. 17
Occupational Health and Safety		
403-1	Occupational health and safety management system	Heath, Safety and Wellbeing, pg. 17
403-2	Hazard identification, risk assessment, and incident investigation	Heath, Safety and Wellbeing, pg. 17
403-3	Occupational health services	Heath, Safety and Wellbeing, pg. 17
403-4	Worker participation, consultation, and communication on occupational health and safety	Heath, Safety and Wellbeing, pg. 17
403-5	Worker training on occupational health and safety	Heath, Safety and Wellbeing, pg. 17
403-6	Promotion of worker health	Heath, Safety and Wellbeing, pg. 17
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Heath, Safety and Wellbeing, pg. 17
403-8	Workers covered by an occupational health and safety management system	Heath, Safety and Wellbeing, pg. 17
403-9	Work-related injuries	Heath, Safety and Wellbeing, pg. 17

Disclosure	Description	FY2022 Response/Reference
Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	Developing the UNIFI of Tomorrow, pg. 18
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Workforce Data, pg. 16
Non-Discrimination		
406-1	Incidents of discrimination and corrective actions taken	None to report
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Social and Environmental Compliance Guidelines for Suppliers, Policy on Human Rights
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social and Environmental Compliance Guidelines for Suppliers, Policy on Human Rights
Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	None to report
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Our People, Our Community, pg. 18
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Social and Environmental Compliance Guidelines for Suppliers
414-2	Negative social impacts in the supply chain and actions taken	None to report
Public Policy		
415-1	Political contributions	None to report
Customer Health and Safety		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None to report
Marketing and Labeling		
417-2	Incidents of non-compliance concerning product and service information and labeling	None to report
417-3	Incidents of non-compliance concerning marketing communications	None to report
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None to report

SASB

The SASB Standards provide another means to discuss sustainability metrics through a common language. The SASB Standards discuss material topics for specific industries, making it simple to see how a company performs within its industry. UNIFI currently reports on the Apparel, Accessories, and Footwear standard as well as the Chemical Standard. UNIFI continues to determine the feasibility of discussing disclosures not currently addressed.

SASB - Apparel, Accessories, and Footwear Standard				
Topic	Metric	Category	Code	Reference/ Response
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	C-AA-250a.1	<i>Responsible Chemistry, pg. 29</i>
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	C-AA-250a.2	<i>Responsible Chemistry, pg. 29</i>
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	Discussion and Analysis	CG-AA-440a.1	<i>Climate, pg. 22</i>

SASB - Chemical Standards				
Topic	Metric	Category	Code	Reference/ Response
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	RT-CH-110a.1	<i>Appendix C: Data, pg. 40</i>
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	RT-CH-110a.2	<i>Climate, pg. 22</i>
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	RT-CH-130a.1	<i>Appendix C: Data, pg. 40</i>
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	RT-CH-140a.1	<i>Water, pg. 24</i>
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	RT-CH-140a.2	<i>None to report</i>
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	RT-CH-320a.1	<i>(1) 1.51 (2a) 0 (2b) 0</i>
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	RT-CH-320a.2	<i>Health, Safety and Well-being, pg. 17</i>
Safety & Environmental Stewardship of Chemicals	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Discussion and Analysis	RT-CH-410b.2	<i>Responsible Chemistry, pg. 29</i>
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	RT-CH-410c.1	N/A

Appendix B: Methodology

The methodology followed for GHG accounting, water, and waste footprints is described in detail below. While the data in this report has been prepared in good faith and internally audited, no values have been externally assured unless otherwise stated.

UNIFI restates any Significant Changes to previously published data in Appendix C: Data, where a Significant Change is defined as any change greater than five percent of the originally published data point. An exception to this is our carbon emissions data, where we restate previously published values regardless of whether a Significant Change occurred. This methodology avoids compounding error since an insignificant change in a single data point could result in Significant Changes in subsequent calculations. Restatements are classified by methodology updates or calculation errors.

Greenhouse Gas Emissions

UNIFI followed the GHG Protocol Corporate Accounting and Reporting Standard definitions of Scope 1 and 2 emissions methodology. At this time, these calculations do not claim to be in direct alignment with the GHG Protocol Corporate Accounting and Reporting Standard.

Scope: We currently report Scopes 1 and 2 GHG emissions. The majority of our transportation fleet is leased and falls under Scope 3.

Locations: Company owned and operated facilities are included in Scopes 1 and 2, with the addition of one joint venture. For the joint venture facility, we estimated our emissions as 50% of the site's total emissions for Scopes 1 and 2. Twelve locations were included in our GHG calculations.

Methodology: Unless otherwise stated, all consumption values are tracked using internal utility bills for FY2022. The annual consumption was multiplied by the appropriate emission factor and GWP as necessary to convert to CO₂e. All values reported as CO₂e include CO₂ equivalents for CO₂, CH₄, and N₂O.

Scope 1:

Natural Gas: Natural gas is tracked through internal purchase records from the gas and transit companies. Only certain UNIFI locations within the United States consume natural gas. The emission factor for natural gas was sourced from the [US EPA Emission Factors for Greenhouse Gas Inventories](#) (updated in April 2022) and converted to CO₂e.

Propane/Liquefied Petroleum Gas (LPG): Propane/LPG is tracked through internal purchase records from the gas companies. Not all UNIFI sites consume propane/LPG. The emission factor was sourced from the [US EPA Emission Factors for Greenhouse Gas Inventories](#) (updated in April 2022) and converted to CO₂e.

Diesel Fuel: UNIFI's transportation fleet consumes a combination of diesel fuel and gasoline. Although the U.S. locations sell diesel fuel to non-UNIFI fleets, all diesel fuel purchased is included in Scope 1. In the U.S., fleet diesel fuel consumption in gallons is calculated by multiplying the miles driven and FY2022 average fleet miles per gallon. UNIFI's Colombia site tracks diesel fuel consumption in gallons, therefore no conversions are necessary. The emission factor for U.S. and Non-U.S. sites was sourced from the [US EPA Emission Factors for Greenhouse Gas Inventories](#) (updated in April 2022) and converted to CO₂e.

Gasoline: UNIFI's Colombia site consumes gasoline in its transportation fleet, which is tracked through internal purchasing records in gallons. Despite the fact that this site is not within the U.S., the emission factor was sourced from the [U.S. EPA Emission Factors for Greenhouse Gas Inventories](#) (updated in April 2022) and converted to CO₂e.

Scope 2:

Purchased Electricity: Electricity consumption is tracked through utility bills in kilowatt-hours (kWh) at all sites. Location specific emission factors for sites within the U.S. were used, sourced directly from the energy providers or from the [International Energy Association Emission Factors 2022](#) (IEA) dataset. The remaining sites utilize country-specific emission factors from the same IEA 2022 dataset. The most recent data is utilized in scenarios where the emission factors for the respective years have not been published yet, in which case we will update values as they become available.

Water Footprint:

FY2022 is the second year estimating UNIFI's water footprint. All water discharge (also referred to as wastewater or sewer) is sent to municipal wastewater treatment sites unless otherwise noted.

Scope: Only company-owned and operated facilities, not joint-ventures, were included in the calculations. Seven UNIFI locations were included in the scope.

Methodology: Water withdrawal and discharge for each site were calculated by totaling the monthly utility bills for each site during the reporting period. Water consumption was calculated by subtracting the discharge from withdrawal. Since the reporting unit for water is cubic meters (m³), sites that measure in gallons were converted to m³ accordingly.

Most sites measure water withdrawal and discharge separately, however, some sites do not measure water discharge or do not separate it from water withdrawal on utility bills. For example, UNIFI's Yadkinville, N.C. location assumes that sewer is 105% of the total water withdrawn because water usage and sewer are not measured separately. Due to this methodology, the calculated water consumption produces a negative number since the billed sewer is greater than the withdrawal. Our facilities in Greensboro, N.C. and Colombia assume that the wastewater equals the water consumption for the site. Certain locations do not measure all wastewater exiting the site via flow meters, in which case we only reported the discharge measured directly with flow meters resulting in slight discrepancies between water withdrawal and discharge.

UNIFI's bottle processing plant and dyeing operations are both located in Reidsville, N.C. Through internal calculations, the bottle processing plant accounts for approximately 3% of total water consumption for the municipality of Reidsville, N.C.

Waste Footprint:

FY2022 is the second year UNIFI has calculated a company-wide waste footprint. Our waste is categorized by four destinations unless otherwise stated: landfill, recycling, waste-to-energy, and composting. All locations measure waste by weight unless otherwise stated. We are restating our FY2021 figures to clarify that three out of seven of our production sites have zero waste to landfill (rather than the six sites previously reported). UNIFI continues to search for ways to reduce landfill waste through more preferred disposal methods.

Scope: Only company-owned and operated facilities, not joint-ventures, were included in the calculations. Seven UNIFI locations were included in the scope.

Methodology: The waste for each site was categorized by the destination and totaled for the reporting period. Most of our sites reported their waste in pounds, thus no conversions were needed. Since our Colombia site reported its waste in m³, we first converted to cubic yards then to pounds by using the [EPA's density conversion](#) of 300 pounds per cubic yard for mixed municipal solid waste. Our Greensboro facility tracked waste by the number of 8-yard dumpsters emptied per week, in which case we converted to pounds by again using the EPA's density conversion.

Solar Farm:

UNIFI built a solar farm at one of its Yadkinville, N.C. locations (the Mebane Complex) in 2015, which produces approximately 1,400 megawatt hours (MWh) annually on average. The electricity used to power the solar farm is included in our Scope 2 GHG calculations. For the last two years, the solar farm has been out-of-operation for roughly one month each year due to maintenance, subsequently producing slightly less power than average.

Appendix C: Data

Please see the below data tables for a year-to-year comparison of our emissions, water, waste, and solar farm. The calculations were prepared with good faith, they have not been externally assured.

Energy, CO₂ emissions, waste, and water data

Key Performance Indicators		FY2021	FY2022
Energy			
Energy Consumption (kWh)	U.S.	374,304,508	362,733,183
	Non-U.S.	106,798,734	108,273,781
	Total energy	481,103,242	471,006,964
Energy Intensity	Revenue (\$)	667,600,000	815,758,000
	Total CO ₂ e MT (metric tons)	130,677 *	129,301
	MT CO ₂ e per revenue dollar	0.000196 *	0.000159
	CO ₂ e in kilograms (kg)	130,676,974 *	129,301,196
	kg CO ₂ e per dollar	0.20	0.16
CO₂ Emissions			
Scope 1 (MT CO ₂ e)	U.S.	17,544 *	17,495
	Non-U.S.	145 *	190
	Total	17,689 *	17,685
Scope 2 (MT CO ₂ e)	U.S.	99,041 *	97,406
	Non-U.S.	13,947 *	14,210
	Total	112,988 *	111,616
Total Emissions (MT CO ₂ e)	Total	130,677 *	129,301
Water			
Water Withdrawal (m ³)	Brazil	101,445	116,194
	Colombia	2,077	858
	El Salvador	49,857	44,858
	Reidsville	568,570 **	648,055
	Madison	110,909 **	159,309
	Yadkinville	174,639 **	188,887
	Greensboro	1,175 **	1,195
	Total	1,008,671 **	1,159,356

Key Performance Indicators		FY2021	FY2022
Water Discharge (m ³)	Brazil	38,540	55,744
	Colombia	2,077	858
	El Salvador	7,765	12,195
	Reidsville	489,317 **	519,907
	Madison	60,807 **	88,598
	Yadkinville	183,371 **	198,332
	Greensboro	1,175 **	1,195
	Total	783,052 **	876,828
Water Consumption (m ³)	Brazil	62,905	60,450
	Colombia	0	0
	El Salvador	42,092	32,663
	Reidsville	79,252	128,147
	Madison	50,101	70,711
	Yadkinville	-8,732	-9,444
	Greensboro	0	0
	Total	225,618	282,528
Waste			
Waste Type (lbs.)	Landfill	28,017,387 **	27,993,866
	Recycling	16,937,308	20,512,759
	Waste to Energy	2,069,835	1,111,872
	Compost	90,134	113,175
	Total	47,114,664 **	49,731,672

*FY2021 restatement due to methodology updates

**FY2021 restatement due to calculation errors

Yadkinville Mebane Complex Solar Farm

	Electricity Generated (MWh)	Avoided Emissions (kg CO ₂ e)*	Avoided Emissions (MT CO ₂ e)*
FY2015	109	36,965	37
FY2016	1,464	485,332	485
FY2017	1,453	458,836	459
FY2018	1,429	443,223	443
FY2019	1,402	387,278	387
FY2020	1,370	354,581	355
FY2021	1,098	294,719	295
FY2022	1,285	344,950	345

*FY2021 restatement due to methodology updates

Appendix D: Sources

1. *17 Goals to Transform Our World*. (n.d.). Retrieved December 2022, from Sustainable Development Goals: <https://www.un.org/sustainabledevelopment/>
2. *How We Use Water*. (2022, May 24). Retrieved October 2022, from EPA United States Environmental Protection Agency: <https://www.epa.gov/watersense/how-we-use-water>
3. Klobucista, C., & Robinson, K. (2022, August 2). *Water Stress: A Global Problem That's Getting Worse*. Retrieved October 2022, from Council on Foreign Relations: <https://www.cfr.org/backgroundunder/water-stress-global-problem-thats-getting-worse#chapter-title-0-8>
4. *Sustainable Materials Management: Non-Hazardous Materials and Waste Management Hierarchy*. (2022, July 5). Retrieved October 2022, from EPA United States Environmental Protection Agency: <https://www.epa.gov/smm/sustainable-materials-management-non-hazardous-materials-and-waste-management-hierarchy>
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8. *What is a Circular Economy?* (2022, September 29). Retrieved November 2022, from EPA United States Environmental Protection Agency: <https://www.epa.gov/recyclingstrategy/what-circular-economy>



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