

Sustainability Snapshot 2024



A word from our CEO

From waste to resource: at UNIFI®, we are advancing circular and sustainable manufacturing



As a publicly traded company, our financials are visible and measurable. What cannot be empirically calculated is the culture of a company, the behavior of its employees, and the unity around a central vision of working more sustainably year over year.

Since UNIFI was founded, efficiency has been the bedrock of our operations, and this has grown to be the ideal model for systemic sustainability. We steal from the future when we waste materials, resources or time, and this must be in our minds as we build our strategy.

With 42 billion plastic bottles recycled through FY2024, we anticipate meeting our 50 billion target by December 2025. In our ongoing drive to reduce virgin yarn production, we aim for REPREVE® fiber to comprise over 50% of revenue in the near future. We aspire to lessen our environmental impact through a 30% reduction in Scopes 1 & 2 greenhouse gas emissions intensity and target zero noncompliant water discharges each year. With a global workforce integrating

sustainable thinking into every aspect of our business, I'm confident we'll reach these targets.

But it's not only our own targets that we're striving to meet. We play a pivotal role in helping global brands achieve their goals for circularity and environmentally preferred materials. In 2024, we launched what we believe is the largest portfolio of circular performance polyester in the world. Our REPREVE Takeback™ filament and staple yarns, alongside our revolutionary insulation, ThermaLoop™, are powered by our proprietary Textile Takeback™ process. Both represent a major leap forward in commercially scalable textile-to-textile recycling. These products are underpinned by our goal to transform the equivalent of 1.5 billion T-shirts worth of textile and yarn waste by FY2030.

We're collaborating with our customers and industry organizations to find opportunities to take back polyester textiles, helping to mainstream sustainable manufacturing. Our investment in life cycle assessment (LCA) data ensures that direct customers, and the brands they serve, have the most reliable information needed to make critical decisions. Our cradle-to-UNIFI gate life cycle assessments show REPREVE Takeback staple fiber and ThermaLoop products significantly reduce key environmental impact categories compared to their virgin polyester equivalents. With brand-ready resources including FiberPrint® tracer technology and the U-TRUST® verification system, we set the standard in transparent communication.

Circularity starts with looking at waste differently. Successful circularity requires scalability. At UNIFI, we value both and you'll see this in action in our FY2024 Sustainability Snapshot. I hope you enjoy reading it.

A handwritten signature in white ink that reads "Eddie Ingle". The signature is written in a cursive, slightly stylized font.

EDDIE INGLE

Chief Executive Officer and Director
UNIFI, Inc.

WHO WE ARE

UNIFI at a Glance

UNIFI, Inc. (together with its consolidated subsidiaries, “UNIFI”) is a global leader in fiber science and sustainable synthetic textiles. Using proprietary recycling technology, UNIFI is a pioneer in scaling the transformation of post-industrial and post-consumer waste into sustainable products.

Through REPREVE, the world’s leading brand of traceable, recycled fiber and resin, UNIFI is changing the way industries think about the materials they use – and reuse. As a vertically integrated manufacturer, the company has direct operations in the United States, Colombia, El Salvador, and Brazil, and sales offices all over the world. UNIFI envisions a future in which circular and sustainable solutions are the only choice. **For more information about UNIFI, visit www.unifi.com.**

Headquarters:
Greensboro, N.C.
NYSE: UFI

2,700+
employees globally
460+
raw material
suppliers across
the world

Approximately 1,500
customers worldwide
**UNIFI produces and
distributes products
globally**



APPROACH TO SUSTAINABILITY



Sustainability Pillars & Materiality

Our vision of sustainability is built on three Sustainability Pillars: People, Planet, and Product. We focus on the following material areas within our Sustainability Pillars to guide our sustainability journey and Environmental, Social, and Governance (ESG) priorities.

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 and safety, and are engaged in the communities we serve.

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

PLANET



We're mindful of planetary boundaries and limited natural resources. We prioritize both through our environmentally responsible initiatives.

- Energy Efficiency and Reduction
- Fossil Fuel Reduction
- Greenhouse Gas Emissions
- Sustainable Innovation
- Waste Reduction
- Water Scarcity

PRODUCT



We prioritize circularity, traceability, and engagement to optimize the social and environmental impacts of our products.

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

We use leading ESG frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) to guide us on how to identify and disclose sustainability related risks and opportunities. Additionally, we take inspiration from the United Nations Sustainable Development Goals (SDGs) to ensure we are adhering to these important social and environmental strategic pursuits. View our FY2024 Frameworks, Methodology, and Data Report [here](#).

APPROACH TO SUSTAINABILITY



Stakeholder Engagement, Memberships, & Certifications

UNIFI is proud to work with many key organizations in pursuing our vision for a more sustainable future. Solutions to our shared future challenges will require collaboration, and we're committed to continued engagement with these organizations to fulfill our vision.



Our investments in these product-specific certifications give our customers peace of mind that their raw materials and production processes are aligned with up-to-date best practices.



The RCS certification applies to certain products within our portfolio and percentages of recycled content.

APPROACH TO SUSTAINABILITY



Our Ongoing Commitment to Sustainable Development

We remain dedicated to a future where circular and sustainable solutions are the standard. This commitment drives us to continually reinforce our ambitious targets and challenge ourselves to do better.

Our drive to meet these ambitious goals is rooted in the core sustainability values shared by every member of the UNIFI team.

Commitment number two has been updated with a new target year.

01

TARGET

50 billion recycled plastic bottles

TARGET YEAR

CY2025

FY2024 PROGRESS

42 billion recycled plastic bottles

02

TARGET

REPREVE fiber comprises over 50% of revenue

TARGET YEAR

FY2030

FY2024 PROGRESS

REPREVE fiber comprised 32% of FY2024 revenue

03

TARGET

Transform the equivalent of 1.5 billion T-shirts worth of textile and yarn waste

TARGET YEAR

FY2030

FY2024 PROGRESS

950 million T-shirts worth of textile and yarn waste transformed

04

TARGET

30% reduction in Scopes 1 & 2 greenhouse gas emissions intensity

TARGET YEAR

FY2030

FY2024 PROGRESS

8% reduction

05

TARGET

Zero noncompliant water discharges

TARGET YEAR

Annual

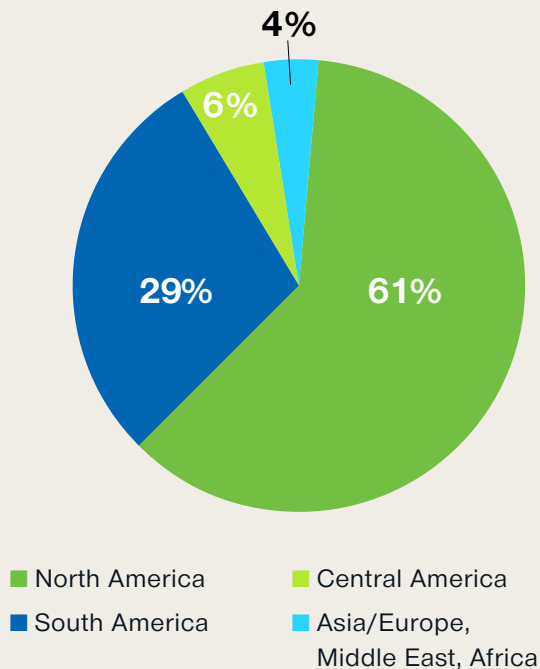
FY2024 PROGRESS

Zero noncompliant discharges

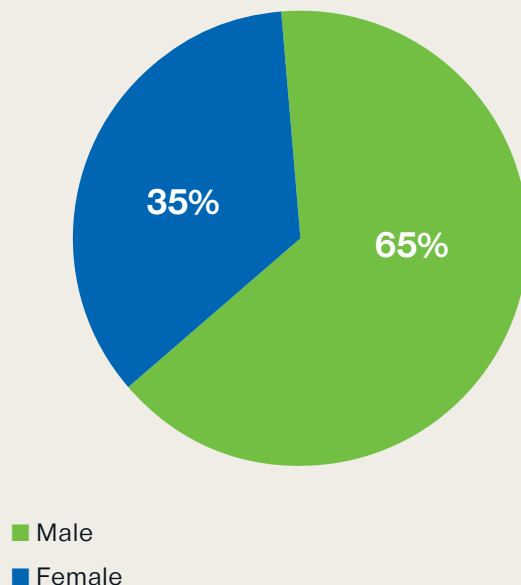


Workforce Data

GLOBAL HEADCOUNT BY REGION



GLOBAL GENDER DISTRIBUTION



Global Community Engagements

45+ COMMUNITY ENGAGEMENTS GLOBALLY

YADKINVILLE, N.C.

Teaching the importance of recycling and sustainability to the next generation has long been a UNIFI philosophy. Through the “Dream it, Do it” program, over 350 middle school students toured the G. Allen Mebane Industrial Complex in Yadkinville, N.C.

EL SALVADOR

We celebrated World Environment Day by supporting the “Chanmico 2024 Project” as a bronze-level sponsor. For the past three years, we have helped promote environmental care by funding the maintenance of 25 trees planted by our volunteers.

CHINA

We donated electronic waste to the “Netspring Green IT Classroom” program, supporting their mission to improve education about proper electronic waste disposal in rural Chinese communities.

OUR PEOPLE



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 to our employees by mitigating risks to our stakeholders through defined procedures, resources, and general best practices.



Safety & Transportation Awards

**Grand Champion
Fleet Safety Award**
from the North Carolina
Trucking Association

**First Place
Industrial Safety Award**
from the American
Trucking Association

Nine Plant Safety Awards
including seven Gold
and two Silver, from the
North Carolina Department
of Labor for our
manufacturing facilities





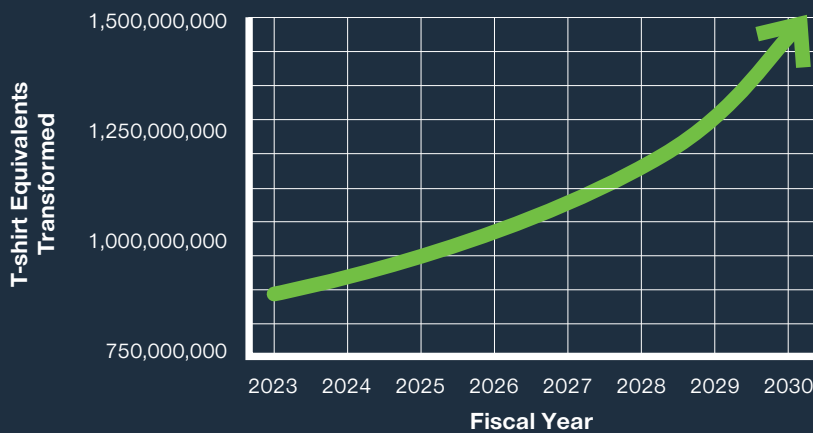
Waste Recycling

UNIFI is committed to transforming the equivalent of 1.5 billion T-shirts worth of textile and yarn waste by FY2030. Our FY2024 progress has shown 950 million T-shirts worth of textile and yarn waste transformed.

As part of our drive to broaden our waste feedstock, we recycle commercial post-industrial and post-consumer textile waste, in addition to yarn waste. This waste source expansion is a critical step for the global textile industry and is reflected in our trailblazing textile circularity goal.

UNIFI's Textile Takeback program utilizes textile product waste, transforming it into raw materials.

PROJECTED T-SHIRT EQUIVALENTS TRANSFORMED



To measure — and to help consumers and brands visualize our impact — we adopted a T-shirt equivalent measuring system.¹ By the end of FY2030, we aim to transform the amount of textile and yarn waste necessary to create the equivalent of 1.5 billion T-shirts into new products — REPVE Takeback, ThermoLoop, REPVE ReCirculate™, and REPVE Nylon.

¹ "T-shirt equivalents" refers to the weight of material equal to that of a single polyester T-shirt.



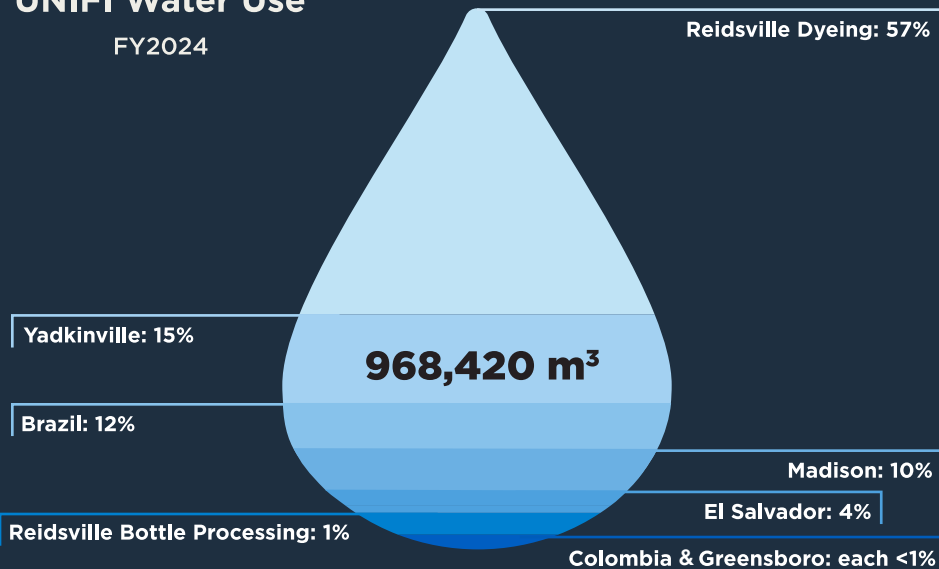


Water

Using and discharging water responsibly helps protect the Earth's water resources. Each year, we aim to have no noncompliant water discharges according to local, state, and national regulations or permits. FY2024 hit this goal with zero noncompliances.

We continue to benefit from our bottle processing plant in Reidsville, N.C., which was strategically located to utilize reclaimed water from our dyeing operations.

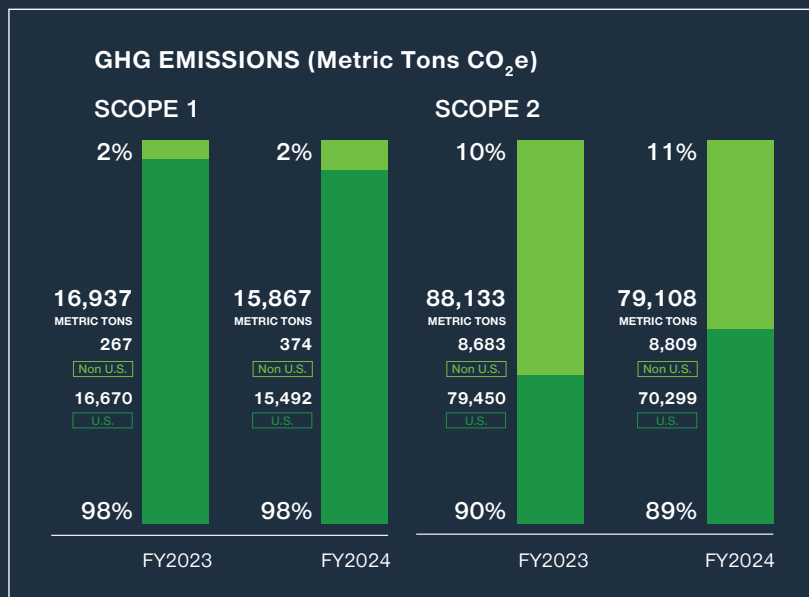
UNIFI Water Use FY2024





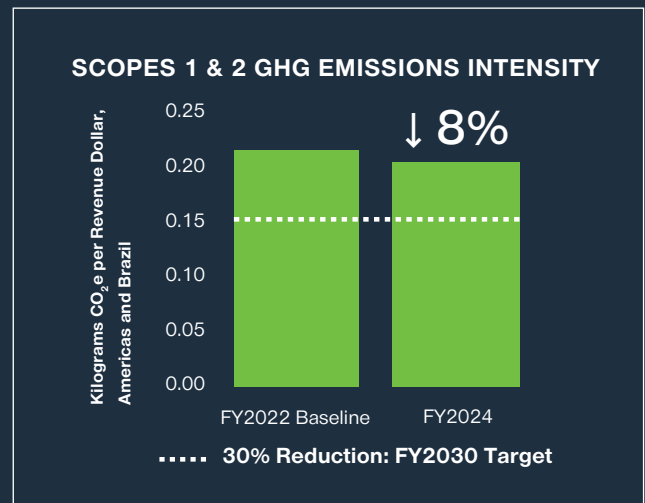
Greenhouse Gas Emissions

Climate change is one of the most challenging and complex issues we face as a global society. One way we can support action against warming temperatures is to reduce the greenhouse gas (GHG) emissions associated with our products and operations.



Efforts to reach this goal include:

- Continued leveraging of our energy efficient eAFK EvoCooler texturing technology: Americas and Brazil
- Continuing facility upgrades to lighting infrastructure: Brazil
- Optimization of air compressor airflow: Central America





Life Cycle Assessment Update

It's vital for companies and brands to have access to reliable life cycle assessment (LCA) data to support sustainability claims and facilitate critical decisions. We initiated two cradle-to-UNIFI gate LCAs in FY2024, completed in FY2025, based on International Organization for Standardization (ISO) 14040 and 14044 and third-party reviewed according to ISO 14044 following ISO 14071.

These new studies cover REPREVE Takeback staple fiber, and our newly launched ThermaLoop insulation. Made from 100% recycled polyester feedstock, with at least 50% textile waste, the new products represent a major leap forward in circular innovation and textile-to-textile recycling.² The findings of the cradle-to-UNIFI gate LCAs help us achieve data-driven quantification of the environmental benefits of REPREVE.

We can now demonstrate that the following products significantly reduce key environmental impact categories compared to their virgin polyester equivalent products³:

REPREVE vs. Virgin Polyester Production

	GHG Emissions	Energy Consumption	Fossil Fuel Consumption	Freshwater Consumption
REPREVE Takeback Staple Fiber⁴	-77%	-84%	-85%	-68%
ThermaLoop Down-Like	-65%	-69%	-69%	-71%
ThermaLoop Fiberball	-62%	-67%	-67%	-68%
ThermaLoop Padding	-42%	-47%	-48%	-46%

² 100% recycled materials refers to the base polymer excluding colorants and/or additive packages.

³ Results are representative of the product at the time of the study. Percentage reductions may be further improved as product compositions are optimized.

⁴ Results represent the average of REPREVE Takeback black and white staple fiber.

We offer several LCA data calculations to our customers:

Texbase: Product Carbon Footprint of the REPREVE component of an item

LCA Savings: Savings when switching from virgin to REPREVE for relevant impact categories

LCA Results: Results from the impact categories studied in our LCAs

Food-Contact Applications

In April 2024, our post-consumer recycled polyester (rPET) flake reached a milestone when the US Food & Drug Administration (FDA) confirmed its food-contact applicability with a [No Objection Letter \(NOL\)](#) (recycle number 336). We're proud to share that our rPET flake is confirmed for the exact same usage conditions as virgin polyester (PET), under Conditions of Use C through H. With this parity to virgin application, UNIFI rPET product application expands the availability of recycled materials for use across various food packaging needs, from hot-filled and pasteurized containers to frozen food storage.



OUR PRODUCTS



Product Technologies



REPREVE OUR OCEAN® Helps to prevent plastic bottle contamination in the ocean and waterways through OceanCycle® certified products. Given the importance of both education and transparency, we partnered with OceanCycle to create an [informational video](#) showcasing the process of plastic collection and yarn creation. This collaboration not only highlights the significant environmental impact of our work together, but also the social impact to local livelihoods.

- A long standing user of REPREVE Our Ocean, TOMS® incorporated it into the upper of the Alpargata Rope 2.0 Espadrille.

REPREVE TAKEBACK Through this pioneering process, polyester fabrics are collected and transformed into REPREVE to keep textile waste out of landfills.⁵ The continuing expansion of our Textile Takeback program helps us reach our goal of transforming 1.5 billion T-shirt equivalents by the end of FY2030. The REPREVE Takeback product line of (black and white) staple fiber and black filament has now been bolstered by our newly launched white filament yarn.

- Teva® has long been an avid user of REPREVE and this year furthered its partnership with the launch of the Original Universal ReLoop. This sandal incorporates REPREVE Takeback into the straps providing a comfortable and durable wear without sacrificing sustainability.



THERMALOOP A circular insulation solution, ThermaLoop launched in early FY2025. ThermaLoop down-like fiber and fiberball are made with 100% recycled materials, including at least 50% textile waste.² Thermaloop padding is engineered with REPREVE low-melt fiber, a pioneering innovation that enables the production of 100% recycled synthetic padding, including at least 50% textile waste.² ThermaLoop insulation products contribute to our goal to transform the equivalent of 1.5 billion T-shirts worth of textile and yarn waste.

⁵ Fabric waste may be combined with recycled plastic bottle flake.

OUR PRODUCT



Product Technologies

A.M.Y.[®]

As a leading anti-odor solution, A.M.Y.'s zinc oxide and silver technologies extend the active life of textile articles, helping to reduce the environmental impact of washing and drying in the consumer use phase.

RECOMFORT™

ReComfort is a sustainable alternative to spun yarns and spun blends. Made from a continuous filament yarn, it offers the same soft feel but with a reduced environmental footprint.⁶

RESIST₂O

Fluorine-free water resistant technology to answer the demand for pre- and polyfluoroalkyl substances (PFAS) free products.⁷

SMARTDYE™

Up to 30% energy savings by enabling polyester dyeing at a lower temperature and reduced cycle time.⁸

WATERWISE™

Save energy and water, compared to conventional dyeing, by adding color during the melt-spinning phase.

FIBERPRINT

FiberPrint is UNIFI's proprietary tracer technology, which allows us to verify that REPREVE is present in fiber, fabric, or any products that use REPREVE yarn or resin.



U-TRUST

Our U-TRUST verification system provides supply chain transparency through the ability to certify that fabrics, yarns, and finished products not only contain REPREVE, but also contain REPREVE at the intended ratios. The certification portal also serves as a way for our customers to request bottle counts and LCA data for the REPREVE component of their products and fabrics.



Read about all of UNIFI's sustainable products and innovations [here](#).

⁶ Polyester fabric has a favorable Higg MSI score compared to acrylic fabric and viscose/rayon fabric, for all impact categories included in the Higg MSI. Based on Higg MSI 3.8 data at Higg.org. Retrieved by UNIFI Manufacturing, Inc. in September 2024.

⁷ In addition to Resist₂O, UNIFI regularly tests a representative sample of its product offerings and has no reason to believe any contain PFAS. Contact us to learn more about particular product offerings.

⁸ Based on UNIFI's package dyeing equipment and UNIFI's internal measurements.

CLOSING

AT UNIFI, WE CONTINUOUSLY EVALUATE OPPORTUNITIES FOR IMPROVEMENT ON OUR SUSTAINABILITY PILLARS.

Our company values and beliefs are anchored in avoiding wastefulness, conserving resources, and relentlessly searching for fresh potential in processes. Our sustainability targets, outlined in this report, demonstrate our commitment to challenging both ourselves—and the wider industry—and the importance we place on transparent measurement.

TARGET	TARGET YEAR	FY2024 PROGRESS
50 billion recycled plastic bottles	CY2025	42 billion recycled plastic bottles
REPREVE fiber comprises over 50% of revenue	FY2030	REPREVE fiber comprised 32% of FY2024 revenue
Transform the equivalent of 1.5 billion T-shirts worth of textile and yarn waste	FY2030	950 million T-shirts worth of textile and yarn waste transformed
30% reduction in Scopes 1 & 2 greenhouse gas emissions intensity	FY2030	8% reduction
Zero noncompliant water discharges	Annual	Zero noncompliant water discharges

View our [FY2024 Frameworks, Methodology, and Data Report](#) here.

REPORT STRUCTURE

The content of the report covers information from FY2024 (July 3, 2023 – June 30, 2024) unless otherwise stated. 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 FY2024 Frameworks, Methodology, and Data 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

REPREVE®, REPREVE Takeback™, ThernaLoop™, Textile Takeback™, FiberPrint®, U-TRUST®, REPREVE ReCirculate™, REPREVE Our Ocean®, A.M.Y.®, ReComfort™, and SmartDye™