



Impact Report

We are proud to present our 2025 Impact Report— a comprehensive look at our progress toward nourishing people *and* the planet.

This report reflects work undertaken across our North American stores, facilities and operations, unless otherwise specified, from January 1 to December 31, 2025.

Our sustainability goals are established and managed in partnership with a centralized Sustainability team led by our Global Head of Sustainability, and implemented by teams across the company, including Legal, Quality Standards, Merchandising, Store Development, Marketing and many more. To ensure our strategy is data-driven and scientifically grounded, we partnered with a third-party sustainability consultancy to inform

our focus areas and prioritize the most strategic and impactful opportunities. As always, we feel strongly that sustainability is at the core of our business, and every single one of our stakeholders – both internal and external – plays a key role in helping us work to achieve our purpose to Nourish People and the Planet.

01 Introduction

02 Sourcing

03 Climate

04 People

05 Waste & Packaging



Whole Foods Market has always been a force for good in transforming our food system. Since we opened our doors in 1980, we've been committed to nourishing people *and* the planet, and the ripple effects of that work reach far beyond our stores.

A Letter from Jason Buechel

Whole Foods Market CEO

I want to start this year's letter with a simple truth: our food system needs to change, and we're not waiting around for someone else to do it.

The pressures are real. Unpredictable weather, rising costs, supply chain disruptions — farmers and producers are absorbing more risk than ever. I grew up around dairy farms in Wisconsin, so I know that it means to bet your livelihood on a season.

We are at an inflection point: standard farming practices alone will no longer meet the food-security challenges we face, nor deliver the higher-quality, more sustainably produced food our customers expect. As Whole Foods Market, it's our responsibility to meet customer expectations by standing behind the farmers and producers who bring those products to our shelves, and to continue raising the bar every time they walk through our doors.

That conviction is at the heart of everything you'll read in this report.

In 2025, Whole Foods Market put real dollars into our commitment to the practices that can help protect our food system. We deepened our investments in climate-smart agriculture by funding alternative manure management strategies with our dairy suppliers, supporting regenerative farming practices across our supply chain and helping restore critical ecosystems from prairie landscapes in the Midwest to oyster reefs along the Gulf Coast. We launched our first Regenerative Organic Certified Sourced for Good coffee, and we continued to push the boundaries of what responsible retailing can look like, from reducing single-use plastic to keeping more food waste than ever out of landfills.

We also invested in our people. Nearly 12,500 leaders completed our leadership development programs. Our apprenticeship programs, which help store team members develop deep expertise in food and retailing excellence, saw 300% enrollment growth. On a single day in October, our Nourishing Our Neighborhoods program donated more than 270,000 pounds of food to communities across the U.S., Canada and the U.K.

These are wins worth celebrating, and I share them not as a victory lap but because they represent the kind of sustained, deliberate investment that our food system demands. Every acre transitioned to regenerative practices, every supplier we support, every team member we develop — it all adds up. Agriculture can be part of the climate solution, not just a casualty of it. That is the opportunity in front of us, and it is one we refuse to waste.

We've got more to do, but the direction is clear and the momentum is real. Thank you to our over 100,000 team members who bring this purpose to life every day. And thank you to our customers, suppliers and partners who walk this path with us.

With gratitude,

Jason Buechel
Chief Executive Officer, Whole Foods Market

A YEAR OF IMPACT IN OUR MISSION

Nourishing People and the Planet

575+

ingredients banned* across standards for food, supplements, body care and household cleaning products

Over 34%

of all products sold at Whole Foods Market were organic vs. an industry average of 4%

26+ million

meals donated to food rescue and redistribution programs

51 million

paper bags avoided at checkout by introducing stronger twist-handle bags that reduce the need for double bagging

\$13+ million

from the WFM Foundation to advance food security, improve children's nutrition and strengthen resilient food system

93%

of stores now have a Green Mission Ambassador

RECOGNIZED FOR LEADERSHIP

Forbes' Best Brands
for Social Impact

#1 Bee Friendly

Top-ranked retailer on Friends of the Earth's Bee Friendly
Retailer Scorecard for the third straight year

Top 10

Most sustainable grocers by
Progressive Grocer for the third year

One of the most trusted
grocers by Newsweek

*This total represents the count of unique items that hold an "unacceptable" status across WFM ingredient standard categories, including any ingredient that carries an "unacceptable" status in any category, and excluding any ingredient that has an "acceptable" or "restricted" status in any category, regardless of its unacceptable status in other categories.

22

Sourcing

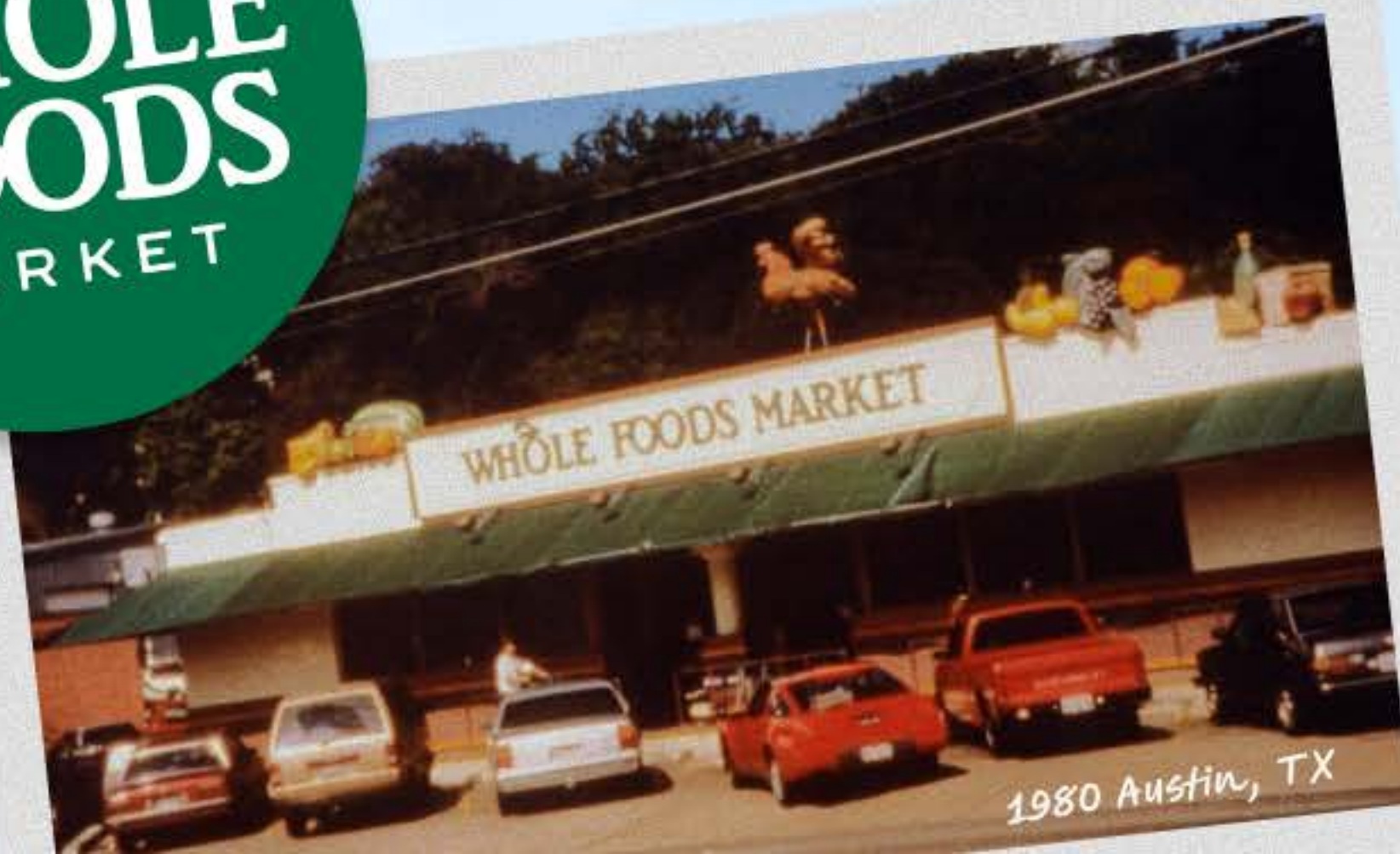
The Evolution of Our Sourcing Standards

For more than four decades, we've raised the bar on quality, transparency, and sustainability – because better standards lead to better food for everyone.

1980

First store opens with food ingredient standards

WHOLE FOODS MARKET



1999

First U.S. retailer offering Marine Stewardship Council-certified sustainable seafood

2002

No antibiotics ever across our Meat department

2003

First certified organic national retailer (the only one today!)

2004

Eggs in Dairy department must be cage-free



2005

Eggs used in WFM Bakery and Prepared Foods departments must be cage-free

2006

No BPA or added phthalates for baby bottles

2007

Whole Trade (now Sourced for Good) product sourcing program

2008

Responsibly Farmed aquaculture standards across Seafood department

2010

Wild-caught seafood in Seafood department must be certified or rated for sustainability

2011

Global Animal Partnership (G.A.P.) Animal Welfare Certified in Meat department

2012

Household cleaning product ingredient standards

2017

Animal Welfare Standards for Laying Hens in our 365 by Whole Foods Market carton eggs

2018

Sustainable Canned Tuna Standards

2019

No octinoxate (sunscreen ingredient) allowed (oxybenzone banned 2017)

2021

Regenerative Agriculture Claims Policy

2022

Adult beverages ingredient standards

2023

Pollinator Health Policy for Fresh Produce and Floral initiated



Sourcing standards for all canned seafood

Expanded animal welfare certification requirement initiated across Meat department

2025

Published Seafood Code of Conduct

Published Quality Standards for Seasonings and Oils

551 Stores across the U.S., Canada and the U.K. 17 New Stores in 2025, including:

Crystal City, Arlington, VA

Kings Road, London, U.K.

First Non-NYC Daily Shop opened in Crystal City



575+ *banned* ingredients*

The standards are ours.
The peace of mind is yours.

Our ingredient standards inform every decision about which products earn a place on our shelves. For over four decades, our team of experts has meticulously evaluated ingredients used in the food, beverages, supplements, body care and household cleaning products we sell, assessing sourcing, safety, environmental impact and potential alternatives. [Learn more](#) about how we work with our suppliers to continuously elevate our standards.

302 FOOD, BEVERAGES,
AND PET FOOD

153 DIETARY
SUPPLEMENTS

289 BODY CARE
AND BEAUTY

145 HOUSEHOLD
CLEANING PRODUCTS

46 ADULT
BEVERAGES

At Whole Foods Market, we believe protecting our food system requires every climate-supportive agriculture approach at the table. That means championing both organic and regenerative agriculture and doing so with integrity.

Integrity means protecting the credibility of these labels. Our regenerative claims policy requires a third-party certificate for any product labeled as regenerative on the principal display panel, and we now accept five approved certifications or programs, including the Soil & Climate Initiative, added in 2025. For organic, our policies go beyond food products. We even require certification for categories outside the USDA National Organic Program's authority, like textiles, body care and household cleaning.

In 2025, we provided **over \$100,000 in financial support to organizations advancing organic and regenerative agriculture**, including EcoFarm, The Organic Center, OFRF, CCOF Foundation, Climate Collaborative, National Young Farmers Coalition and The Rodale Institute.



Our first-ever certified regenerative organic coffee

GROWTH

In 2023, we brought the first Regenerative Organic Certified private label products to market and were proud to offer more than 150 certified or verified regenerative products at the time. Since then, we have nearly tripled that number by reviewing and approving 464 certified regenerative products for sale across our stores as of the end of 2025.

And after several decades of selling organic products, we remain as committed as ever with tens of thousands of organic products available across our stores.

In 2025 alone:

Over 34%

of all products sold at WFM were organic vs. an industry average of 4%**

Nearly 32%

of all meat sold was organic vs. an industry average of 1%**

Over 61%

of all fresh produce and floral sold was organic vs. an industry average of 16%**

*By the USDA National Organic Program
**Organic Trade Association's 2026 Organic Market Survey conducted 11/06/2025–1/27/2026

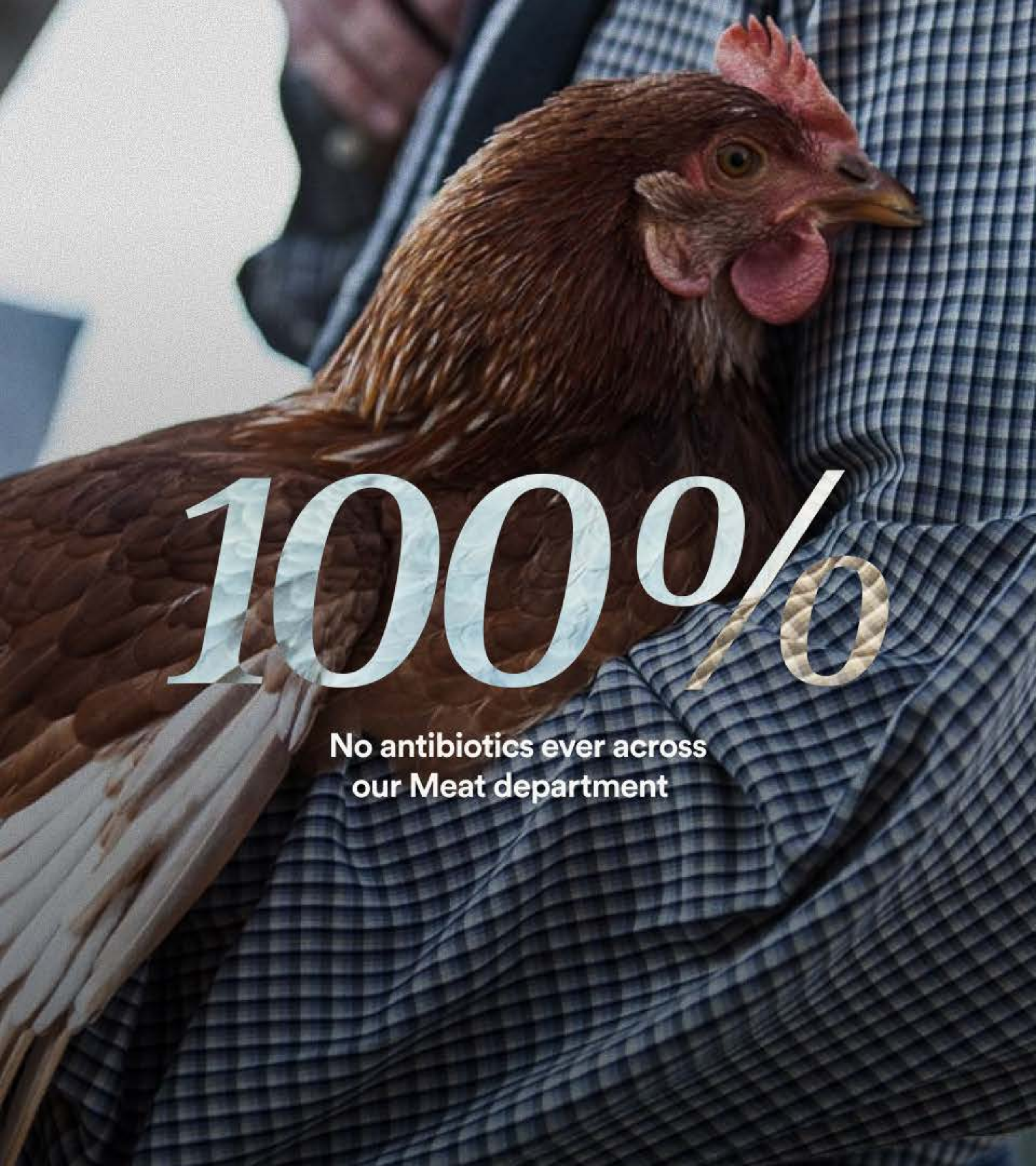


In 2003, we became the first certified organic national grocer, and today we remain the only one.*

"When we invest in organic, regenerative, and climate-smart agriculture, we invest in the people doing the hardest work in our food system – work that strengthens the farms and communities that our customers and our business depend on."



ANN MARIE HOURIGAN
Head of Whole Foods Market
Quality Standards



100%

No antibiotics ever across
our Meat department

"We don't set animal welfare standards and walk away; we evolve them. Every year, we learn more about what animals need to thrive, and we use that knowledge to push our standards forward."



TATE RAMOS
Senior Principal Animal Welfare Advisor

Animal Welfare

MEAT & POULTRY STANDARDS

Through our work with Global Animal Partnership (G.A.P.), which we helped establish in 2005, all fresh beef, pork and chicken have carried third-party animal welfare certification since 2011. Now we're extending that standard across the department: by the end of 2026, every meat and poultry product we sell — fresh, frozen and prepackaged — will require an approved, third-party animal welfare certification.

62,500+ tons

G.A.P. Animal Welfare Certified Chicken Sourced

37,000+ tons

G.A.P. Animal Welfare Certified Beef Sourced

9,300+ tons

G.A.P. Animal Welfare Certified Pork Sourced

BROILER CHICKEN WELFARE

We recognize the welfare issues with conventional broiler breeds and have been a vocal supporter of G.A.P.'s Better Chicken Project. In October 2022, we became the first retailer to offer chickens raised through this program, and have since expanded our selection to include ground chicken, breasts, thighs and wings.

[Learn more here](#)

LAYING HENS

We stopped selling caged eggs more than two decades ago, and we've spent every year since raising the standard beyond cage-free. All eggs in our Dairy department must meet welfare requirements that include outdoor or enhanced indoor access, nests and perches for natural roosting, foraging material, no antibiotics and no land-animal byproducts in feed. In 2025, we streamlined our approach from four production systems to three, partnering with third-party certifiers to simplify execution while maintaining the welfare outcomes our customers expect.

6 lbs/ft² maximum

Stocking density for chicken sold in Meat department

6.9%

Fresh Chicken Sold G.A.P. Better Chicken Project Certified

100%

Eggs in Dairy department certified to our Animal Welfare Standards for Laying Hens



→ Better lives for animals start with better practices — see how our suppliers lead the way.

From 1981 to Today: A Legacy of Animal Welfare Leadership



1981

No added hormones or
subtherapeutic antibiotics
MEAT DEPARTMENT

1990

No animal testing for
beauty, body care and household
cleaning products

1997

No foie gras

2002

No antibiotics ever,
no crates or cages
MEAT DEPARTMENT

2004

Only cage-free eggs
DAIRY DEPARTMENT



2005

Only cage-free eggs
KITCHENS & BAKEHOUSES

2005

Animal Compassion
Foundation later,
Global Animal Partnership
(G.A.P.)



2006

Lobster handling and
processing standards
SEAFOOD DEPARTMENT



2011

G.A.P. Animal Welfare Certified
meat and poultry



2017

Animal Welfare Standards
for Laying Hens

2022

First retailer offering
G.A.P. Better Chicken Project
Certified chicken



2024

Initiated animal welfare
certification requirement
for all meat and poultry
MEAT DEPARTMENT



Sustainable Seafood Standards

Protecting our oceans has been central to our seafood program since 1999, when we became the first U.S. retailer to offer Marine Stewardship Council (MSC) certified sustainable seafood.

More than 25 years later, our standards remain among the most rigorous in the industry – all the seafood we sell is Responsibly Farmed or certified sustainable wild-caught. And these standards apply to every piece of seafood we sell in all departments, all the time.

In January 2025, we launched our Seafood Code of Conduct, grounded in the UN Guiding Principles on Business and Human Rights and the International Labour Organization's Work in Fishing Convention, setting clear expectations for fishers and vessel crews across our entire supply chain.

22.5 million lbs.

Marine Stewardship Council Certified Seafood

9.4 million lbs.

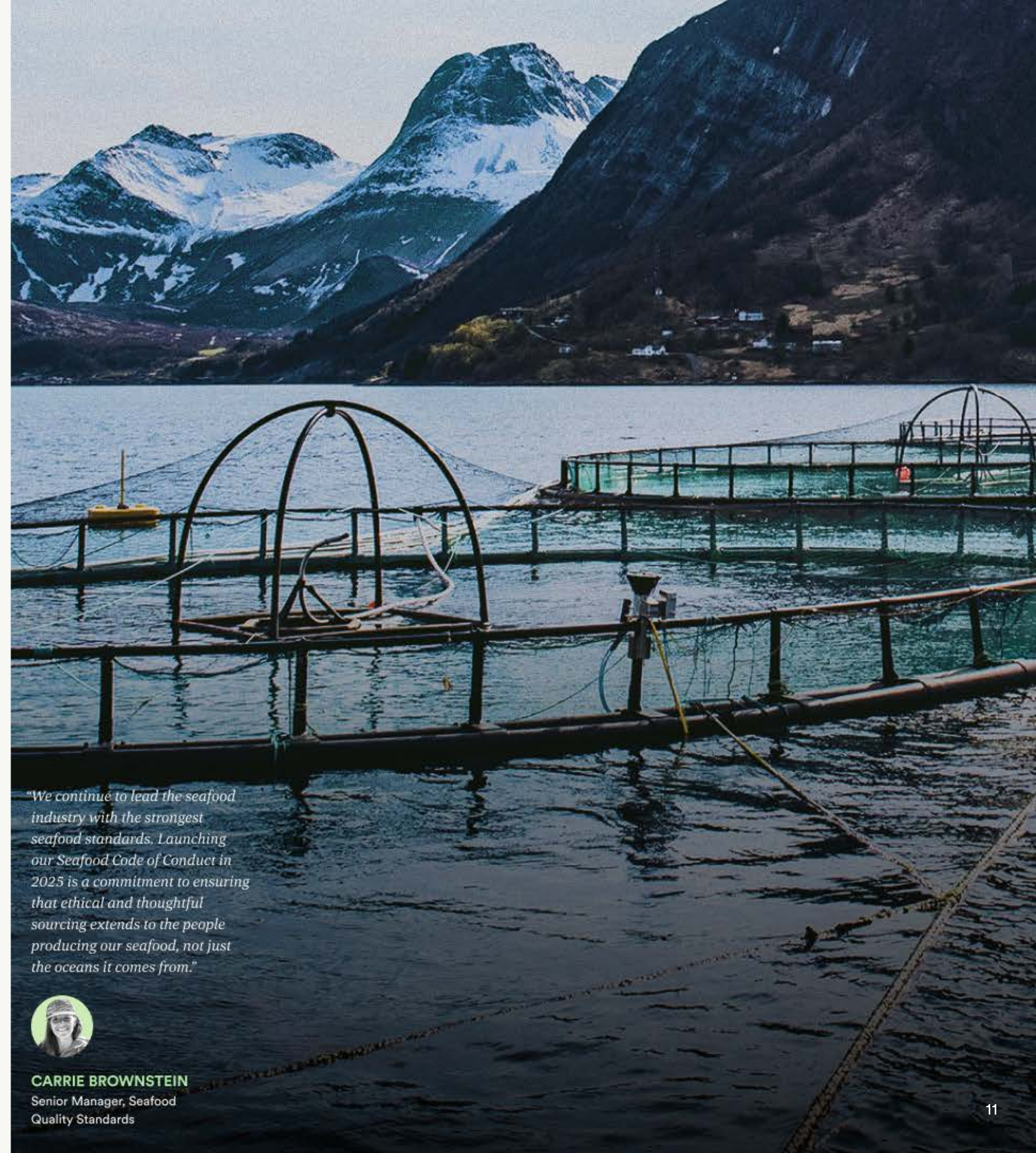
Monterey Bay Aquarium Seafood Watch
Green- or Yellow-Rated Wild-Caught Seafood

12.7 million lbs.

Third-Party Verified Responsibly Farmed Seafood



Shrimp takes the crown as America's most popular seafood – now meet the supplier making sure the people behind it can thrive.



"We continue to lead the seafood industry with the strongest seafood standards. Launching our Seafood Code of Conduct in 2025 is a commitment to ensuring that ethical and thoughtful sourcing extends to the people producing our seafood, not just the oceans it comes from."



CARRIE BROWNSTEIN
Senior Manager, Seafood
Quality Standards

Sourced for Good



17 COUNTRIES

45 SUPPLIERS

149 PRODUCTS
(14 ADDED IN 2025 ALONE)

6 INTERNATIONAL THIRD-PARTY CERTIFIERS

Fair Trade USA, Rainforest Alliance, Fairtrade America, Fair Food Program, Equitable Food Initiative and Regenerative Organic Certified

\$8.5 million
PREMIUMS PAID BENEFITTING WORKERS, THEIR COMMUNITIES AND/OR THE ENVIRONMENT IN 2025

Our Sourced for Good program was built on a simple idea: that the products we sell should create positive impact where they're sourced. Working with farms, suppliers and third-party certifiers around the world, the program helps deliver meaningful benefits — from higher wages

for tulip farmworkers in rural Virginia to the purchase of a school bus and school supplies for the children of produce workers in Mexico. In 2025, we added 14 new products to the program and launched our first Regenerative Organic Certified coffee — a milestone years in the making.

"This program isn't just about what we source, it's about making sure the communities behind those products are better off for doing business with Whole Foods Market."



HALEY CALZADILLA
Responsible Sourcing Program Manager

← Every purchase powers change. See Sourced for Good funds in action.



"The Whole Foods Market LEAP Program provided us with an incredible opportunity to accelerate our impact, reach more customers and learn from some of the industry's most respected experts."

ALYSA SEELAND
CEO FOND

Local and Emerging Brands

Every Whole Foods Market reflects the communities it serves through the local and emerging brands on its shelves. From neighborhood favorites to tomorrow's household names, we're committed to helping small businesses grow and thrive.

Through our Whole Foods Market Lending Program, we collaborate with these suppliers to help them scale their businesses and provide low-interest loans. Our Local and Emerging Accelerator Programs (LEAP), LEAP: Early Growth and LEAP: On the Verge, each select ten brands every year. Cohorts are offered mentoring and are provided with hands-on tailored curricula. Successful graduates will be offered a place on our shelves. Each participant is also eligible for an investment from our LEAP investment fund upon completion of the program.



Learn how Local and Emerging Brands, like local woman-owned Fond, are growing with us.

LENDING PROGRAM

\$8 million

deployed in loans to **26 mission aligned companies**

\$41.6 million

loaned through **433 loans to over 300 companies** since program inception in 2006

LEAP

20

Companies participated in our two programs in 2025

\$725,000

of capital was deployed in investments in these companies

13

Climate *and* Nature

Strategy Update and Overview

Greenhouse Gas Reductions



A stable climate is the foundation of a reliable food supply. To support both, we're improving energy efficiency across our stores and investing in climate-smart farming practices — including organic and regenerative agriculture — that can reduce carbon emissions and build long-term soil health.

Water Stewardship



Water is essential to every stage of our food system. From the farms that grow our products to the stores that serve our customers, we're deploying water-saving technologies in our stores and partnering with suppliers to reduce water consumption across our supply chain.

Biodiversity



A thriving food system requires thriving ecosystems. We are committed to protecting and enhancing biodiversity, nurturing soil health, safeguarding pollinators and building crop resilience across our supply chain.

Agricultural Support



Farmers and farmland are critical to the future of food. We invest directly in farmers by providing resources, funding and partnerships that help them adopt more sustainable practices and build resilience against a changing climate.

As part of Amazon, we're working to reach The Climate Pledge, a goal to achieve net-zero carbon across our global operations by 2040, ten years ahead of the Paris Agreement. Amazon co-founded The Climate Pledge in 2019, and there are now over 650 signatories as of the end of 2025.



"We have a unique opportunity, and obligation, as a grocer to invest in the farmers and supply chains that are doing the hardest work to decarbonize our food system. Our climate strategy is about putting real resources behind real solutions, from the farm to the shelf."



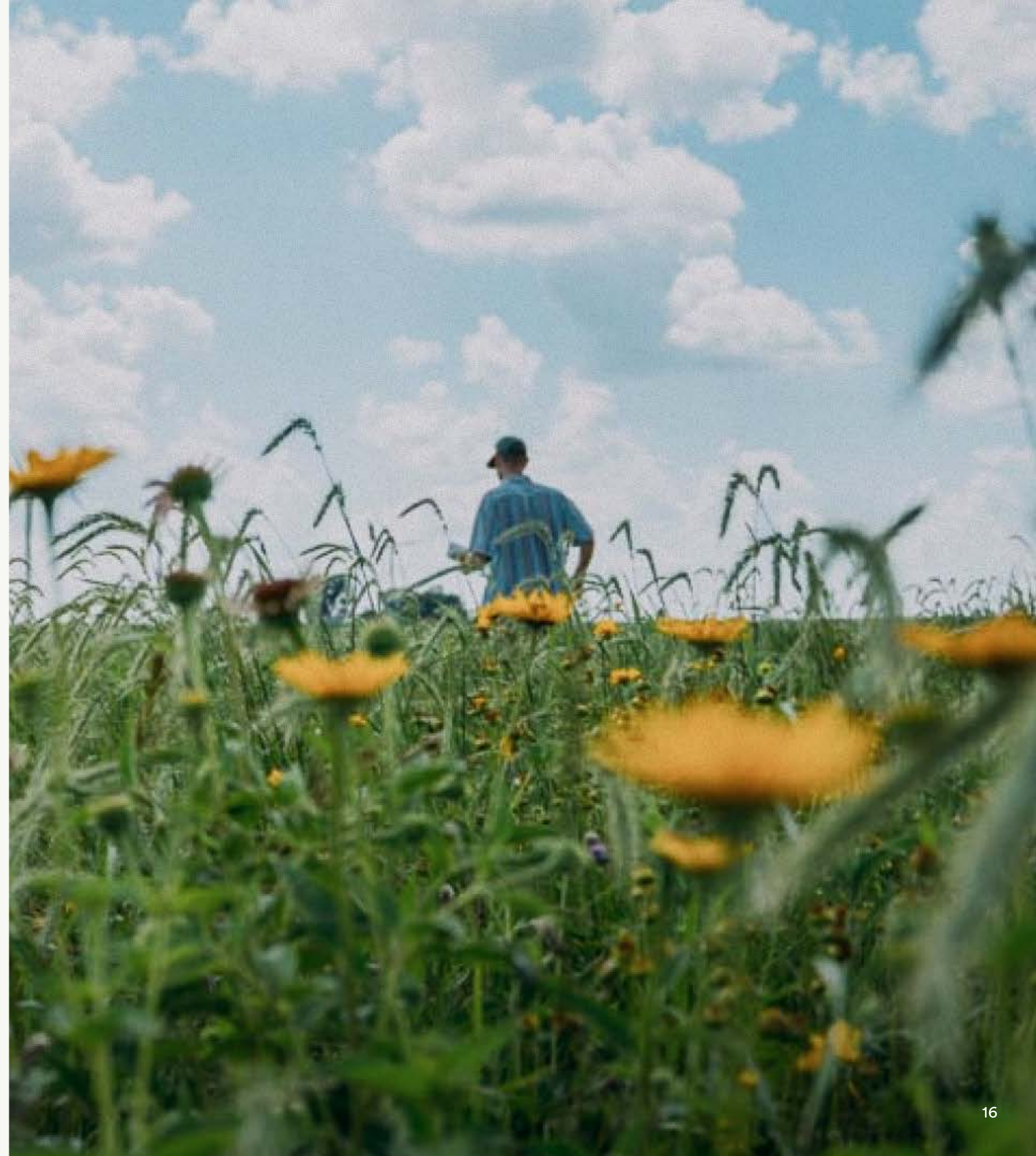
NIJIA ZHOU
Principal Climate Advisor

Biodiversity *and* Pollinator Health

Biodiversity is essential to a resilient food system. Diverse ecosystems improve soil health, nutrient cycling and crop yields while safeguarding our food sources against environmental threats.



Whole Foods Market supports biodiversity through our Pollinator Health Policy for Fresh Produce and Floral, which requires all suppliers to implement integrated pest management (IPM) systems and encourages the phase-out of nitroguanidine neonicotinoids, with a full prohibition on neonicotinoids for potted plants. In recognition of this work, Whole Foods Market was the top-ranked retailer on Friends of the Earth's 2025 Bee Friendly Retailer scorecard.





Wilding:

Rebuilding the Connection Between Farms and Nature

Scientists have determined that farms need roughly 20–25% of their land as natural habitat for ecosystems to function — for bees to pollinate, beneficial insects to manage pests and soil to hold during storms*. But decades of conventional agriculture have fragmented American farmland so completely that nature can't do its job.

In 2025, Whole Foods Market and Mad Agriculture launched the Wilding pilot project, a first-of-its-kind initiative to reconstruct native ecosystems across American farmland. Beginning in Wisconsin's Driftless

Area, the program is converting more than 1,000 acres of struggling cropland into connected native grasslands that work alongside agriculture: filtering water, storing carbon, reducing erosion and keeping surrounding farmland more productive.

We pledged up to \$500,000 in matching funds to catalyze \$1 million in collective investment — and surpassed that goal — raising over \$1,020,000 from more than 20 food companies, including Applegate, Bob's Red Mill, Oatly, OLIPOP, Patagonia Provisions and UNFI.

"Wilding invites agriculture to grow beyond yield and efficiency. It calls forth a new kind of abundance that includes healthy soils, clean water, thriving biodiversity and vibrant rural economies."

OMAR DE KOK-MERCADO
Mad Agriculture Wilding Director

"Biodiversity isn't a nice-to-have, it's the foundation of a functioning food system. The holistic ecosystem cannot be restored at the scale we need without the kind of ambitious collaboration that Wilding represents. Applegate is proud to stand alongside Whole Foods Market and other mission-driven brands in a coalition that's thinking in decades, not quarters."

CAROLYN GAHN
Applegate Senior Director of Mission and Advocacy

*"Biosphere functional integrity for people and planet." Published in Nature Ecology & Evolution (available via ResearchGate)



Reducing greenhouse gas emissions is essential to securing the future of our food system

Climate Action Across *Our* Supply Chain

That's why, in addition to working to increase the energy efficiency of our stores, facilities and operations, we're working with suppliers to help accelerate their carbon-reduction efforts and mitigate the carbon impact of our supply chain and the products on our shelves.



Bovaer Feed Additive: Helping reduce enteric methane emissions, Whole Foods Market is funding the inclusion of Bovaer, a methane-reducing feed additive, in dairy cow diets at Darigold and Dairy Farmers of America farms, with payments flowing directly to farmers as an additional revenue stream.

Alternative Manure Management: To reduce methane emissions from manure storage, Whole Foods Market is funding the installation of solid-liquid separator equipment on dairy farms with Darigold, DFA and California Dairies, with inset payments going directly to farmers.

Organic Valley Insetting Program: In partnership with Stonyfield (brand) and UNFI (distributor), Whole Foods Market is working across a shared value chain to co-fund on-farm emissions reductions at Organic Valley farms through lower-carbon energy, manure management and soil interventions.

Renewable Diesel for On-Farm Equipment: Supporting lower-emission farm operations, Whole Foods Market is applying Environmental Attribute Certificates (EACs) for renewable diesel made from used cooking oil to address emissions from on-farm equipment (tractors, harvesters and dryers).

Learn more about how we're partnering with suppliers to reduce emissions.

Lowering Our Operational Footprint

For decades, we've invested in energy efficiency, renewable energy generation and electrification projects across our stores, from LED lighting and solar installations to electric vehicle charging stations. We strengthen these efforts through strategic partnerships with equipment manufacturers and industry groups.

A key focus is transitioning away from hydrofluorocarbons (HFCs), powerful greenhouse gases commonly used in refrigeration systems. By the end of 2025, 30 stores used natural refrigerants (ammonia, carbon dioxide, or propane) in their primary refrigeration system, with an additional 92 stores using a combination of natural and other refrigerants. Beyond that, 296 stores used lower global-warming-potential (GWP) refrigerants — alternatives that contribute significantly less to climate change than legacy HFCs.



A new model for greener stores in Hoboken, NJ

We updated the design standards for Amazon Grocery's new stores to reduce energy, carbon and water. These standards replace natural gas with electricity for cooking, hot water and space heat; reduce energy use through high efficiency lighting and HVAC; specify lower-carbon materials (e.g. insulation and concrete); and employ natural low-GWP refrigerants (e.g. CO₂) in refrigeration systems. The Daily Shop in Hoboken, NJ launched in December 2025 is one example of our newer, greener stores.

61

Stores with solar installations

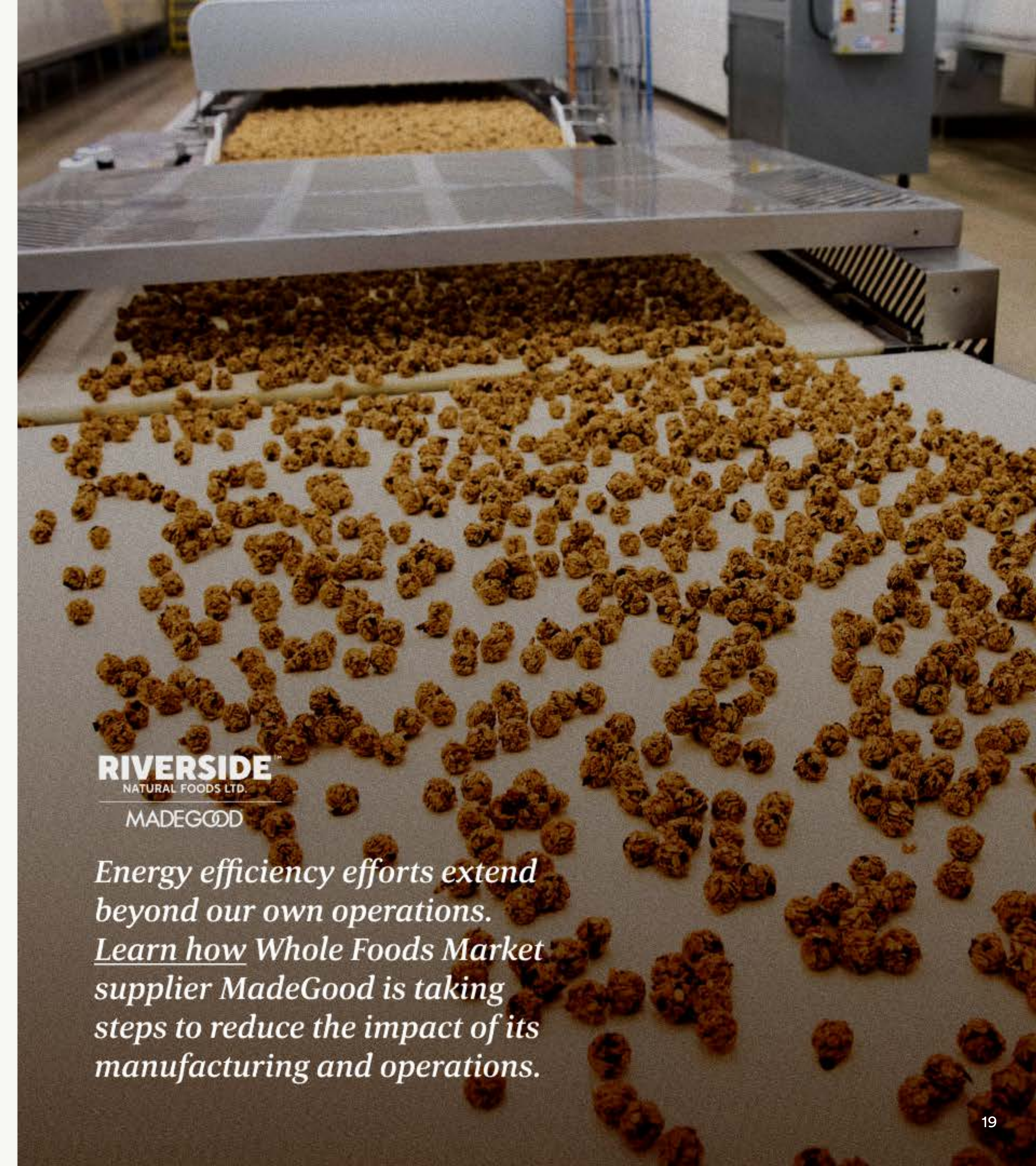
43

Stores converted to more efficient LED lighting

"There's no silver bullet to achieving The Climate Pledge; it requires rethinking every aspect of how we build and operate our stores. From replacing refrigerants to electrifying heating systems to choosing lower-carbon materials, our job is finding the smartest path to reduce our emissions for our customers and the planet we share."



ERICA LEVINE
Senior Technical Program Manager,
Sustainable Buildings



RIVERSIDE
NATURAL FOODS LTD.
MADEGOOD

Energy efficiency efforts extend beyond our own operations. Learn how Whole Foods Market supplier MadeGood is taking steps to reduce the impact of its manufacturing and operations.

The future of food depends on the future of water

Water Conservation *and* Accountability

Our approach to water stewardship extends beyond our stores and facilities to encompass our entire supply chain, recognizing that responsible water management is crucial for producing nutritious food more sustainably.

IN OUR STORES

We're deploying smart water metering, leak detection systems and operational improvements across stores to reduce water consumption in daily operations. In 2025, Whole Foods Market installed water-saving devices — including smart meters, low-flow fixtures and low-flush fixtures — across all buildings in high-risk water regions, prioritizing conservation where water stress is most acute.

716

low flush fixtures installed across our stores

177

total smart meters (141 of which are in high-risk regions)

IN OUR SUPPLY CHAIN

We're working with suppliers to reduce their water consumption and conserve water throughout our supply chain.

Livestock Water Recycling (Darigold): On Darigold producer farms, WFM is funding livestock water recycling systems that deliver both manure-management emissions reductions and a reusable on-farm water source for irrigation and washing.

Taylor Farms Bioswale Construction: At Taylor Farms, WFM funded the construction of bioswales to capture and treat stormwater runoff before it enters the Salinas Valley River, a critical irrigation source for one of the country's most important produce-growing regions.

Saving water one salad at a time — learn how we're teaming up with leafy green suppliers in water-stressed regions.



04

People
Impact

The People Powering Our Purpose

OUR COMMUNITIES

31,374,598 lbs.

of food — nearly 29 million meals worth — donated to food rescue and redistribution programs

1,000+

food rescue and redistribution programs supported across our communities

90

vans donated to food rescue orgs through Nourishing Our Neighborhoods program

OUR TEAM MEMBERS

11,802

team members promoted

8,399

Culture Champions certified

2

new Apprentice Programs launched: Fishmonger and the Grocery Professional

325

Green Mission Ambassadors certified

817

team members graduated from one of seven apprenticeship programs

1,722

team members graduated from Career Development Programs

WHOLE FOODS MARKET FOUNDATION

\$13+ million

funded to 1,258 organizations

\$6.3+ million

funded to alleviate global poverty through 60 financial inclusion projects in 32 countries across the globe

\$1.3 million

invested to expand healthy food access in 73 cities in the U.S. and Canada

\$5.5+ million

funded to improve children's nutrition including providing 554,385 kids with access to school gardens in the U.S. and Canada



In 2025, Whole Foods Market continued to invest in our team members by enhancing existing benefits and launching new programs across healthcare, financial wellness and holistic well-being.

From expanded health plan options and 401(k) enhancements to the debut of Wellness University, these initiatives reflect our ongoing commitment to supporting team members in every aspect of their lives.

Certified Benefit Counselors

Provides personalized, one-on-one support to team members during Annual Enrollment or initial enrollment after joining Whole Foods. Through video calls with screensharing, counselors explain benefit options, answer personal questions and help team members complete their enrollment.

Wellness University

Virtual wellness education program launched in 2025, building on the success of the in-person Healthy Retreats program. Open to all full-time and part-time team members, this four-month immersive experience features expert-led education, interactive learning games and cooking demonstrations covering nutrition, physical, financial and mental wellness — achieving a 92% satisfaction rate and 85% average attendance.

Shirley Fugate, an Associate Store Team Leader in Fort Collins, CO, experienced life-changing benefits through our Wellness Programs, having participated in both the Healthy Retreat and Wellness University in 2025. Shirley transformed how she eats, moving to a mostly plant-based eating style after the nutritional education provided by industry leaders during both programs. She says “I have lost not only almost 40 pounds in the first three months, but also physically have so much more energy and my body aches and inflammation I was feeling have reduced greatly. [I learned that] if we practice self-care through healthy eating, exercise, reducing stress and prioritizing sleep, we are making our lives better and each person we come in contact with.”

Surest Health Plan

An innovative, employer-sponsored health plan that eliminates deductibles and coinsurance, instead showing members clear, upfront copay pricing before they receive care – went live for the first time in 2025.

National Select Plan Expansion

Expanded in 2025 to offer coverage in all areas across the Continental United States. This expansion ensures broader geographic access to healthcare benefits and supports the company's goal of providing more choice to team members nationwide.

Team Member Emergency Savings Account

Helps team members build financial resilience through goal-based savings. In 2025, team members collectively saved over \$2.02 million across more than 29,000 individual goals, surpassing \$150,000 per month in collective savings for the first time.

Team Member Assistance Program (TMAP)

Powered by Headspace, provides team members and their household members with confidential, on-demand mental health and work-life support, including coaching, clinical sessions with licensed clinicians and an extensive mindfulness library.

*In 2025, Whole Foods Market received the “Above and Beyond Award” from the Employer Support of the Guard and Reserve (ESGR) for exceeding the legal requirements of USERRA in supporting Guard and Reserve employees.

Team Member Development

One of our biggest achievements for 2025 was the success of the Lift program, a leadership development initiative that reached nearly 12,500 leaders across every leadership level from Associate Team Leader to Vice President of Operations. Each leadership level received customized development, covering leadership behavior upskilling, team-specific operational knowledge and interactive sessions including live master classes with subject matter experts. **The program averaged a 96% completion rate — a testament to both the quality of the content and the commitment of our leaders.**

In 2026, we're launching CD Evolution, an enhanced suite of Career Development programs for Associate Team Leader, Team Leader and Associate Store Team Leader tracks. Built on insights from the LIFT Program, CD Evolution introduces flexible entry points, new content, updated structures and elevated formats, all designed to improve our pipeline of "ready now" talent with the right blend of leadership and operational skills to support the company's accelerated growth.

TEAM MEMBER Spotlight



Mayra Ordonez, Associate Store Team Leader — Culver City, CA. Mayra made Whole Foods Market history in 2025 as the first team member to graduate from all four Career Development programs: Associate Team Leader, Team Leader, Associate Store Team Leader and Store Team Leader. For her achievement, she received the inaugural "Career Development Journey" award — recognition of a commitment to growth that exemplifies exactly what these programs are designed to inspire.

APPRENTICESHIP AND PROFESSIONAL PROGRAMS

These comprehensive programs go beyond basic training, cultivating deep expertise in product knowledge, merchandising techniques, customer service excellence and retail operations. 2025 was a breakthrough year for Apprentice Programs at Whole Foods Market, with **total enrollment growing by over 300% from Q1 to Q3 as more stores than ever invested in developing skilled professionals.** Two major programs launched — the Fishmonger Apprentice Program in April and the Grocery Professional Apprentice Program in May — while the Certified Cheese Professional program achieved a record 70% pass rate, up 17% year-over-year.

"The Fishmonger Program encouraged my love of seafood and gave me the knowledge to better educate customers and train team members in my department. It's inspired me to start in-store demos to help my team feel more confident talking about our products."

NED REINHARDT
Towson WFM, Towson, MD

"After 9 years in Prepared Foods, I decided to try the Butcher's Apprentice Program, and it's been the best decision. Learning a new skill has been incredibly rewarding, and I'd encourage anyone looking for a challenge to give the apprenticeship programs a shot."

MARISA LONG
Sharon Road WFM, Charlotte, NC

"I didn't know I was capable of becoming a cake decorator, as I had no professional experience prior to the apprenticeship. I feel empowered and stronger now — both as a decorator and as a person."

LUCY VAN DEN HEUVEL
Portland-Bayside West WFM, Portland, ME



2025 Graduates

116

Butchers

43

Bakery Decorators

59

Certified Cheese Professionals

151

Pizzaioli

137

Produce Professionals

196

Fishmongers

91

Grocery Professionals

Culture in Action

Celebrating and empowering
team members who embody our purpose
to nourish people and the planet.

34,178

Culture Champions



A strong culture starts with passionate people. **Culture Champions** and **Culture Champion Ambassadors** help recognize, celebrate and amplify the team members whose leadership and commitment bring our purpose to life every day.

8,399

Culture Champions certified
in 2025

96%

of stores now have a certified
Culture Champion Ambassador



Green Mission 2.0 is an opportunity for Store team members to engage at the local level through education and activation in support of four Green Mission pillars: Waste Prevention and Diversion, Community Engagement, Resource Conservation and Responsible Sourcing.

325

Green Mission Ambassadors
certified in 2025

93%

of stores now have a
Green Mission Ambassador



Launched in 2024, **Food Ambassadors** support the activation of the Food Pillar of the Culture Champion Program within our stores to inspire and excite team members about our products and the stories behind them.

406

Food Ambassadors as
of the end of 2025

Team Member Climate Action *Collaboration*



Our store team members are on the front lines of our sustainability work every day — and their firsthand perspective makes them uniquely positioned to identify climate solutions in their communities. In June, the Sustainability Team launched the team member Climate Action Collaboration, a first-of-its-kind program inviting team members to propose climate projects for their locations, addressing carbon reduction, biodiversity enhancement or water stewardship.

We received more than 100 proposals — from wetland restoration and pollinator gardens to bird strike prevention. While we initially planned to fund one \$30,000 project, Amazon stepped up to fund an additional winner. A panel of Whole Foods Market team members selected two projects for their meaningful climate impact and potential for expansion.

Julia's project makes us the first retail partner for Tampa Bay Watch's "Shells for Shorelines" initiative, recycling oyster shells from our stores to restore reefs in Tampa Bay, which has lost 85% of its oyster habitat. Each oyster that colonizes a new reef filters 50+ gallons of water per day. The Sustainability Team is providing \$30,000, with plans to expand to additional Tampa Bay stores and other coastal metros.



*Whole Foods Market Sustainability Winner:
Shells for Shorelines Nominated by Julia Price,
ASTL at Carrollwood (Southeast)*

Seen Heard Valued

Whole Foods Market's Diversity, Equity, Inclusion and Belonging program is rooted in the belief that team members who feel seen, heard and valued are the foundation of the company's success. Guided by WFM's Declaration of Interdependence and Core Values, the program is committed to honoring a diverse team member base to fuel a better experience for both team members and customers.

Whole Self

2025 WINS

"Say Hi" App: A real-time language translation tool launched to enhance communication and inclusivity across stores.

Guild Education Program: Enables team members to earn high school diplomas, learn English and develop professionally, with 4,230 classes enrolled by 4,142 unique team members to date.

Lean In Women Leadership Circles: Piloted in the North Atlantic / International regions to support women's professional development and leadership growth.

"I AM WFM" Visual Campaign: A company-wide campaign celebrating the strength and beauty of WFM's diverse workforce through team member-submitted photos.

Calendar of Holidays & Observances: Featured on internal communications channels to recognize and celebrate cultural moments throughout the year.

AFFINITY GROUP HIGHLIGHTS

Six Store Support Affinity Groups — Black, Latino, Women, Neurodivergent, Veteran and LGBTQIA+ — hosted impactful events throughout 2025, including:

Veterans: Department of Defense Statement of Support signing ceremony recognizing WFM's commitment to Guard and Reserve team members and their families.

Latinos: Hispanic Heritage Month celebration featuring a panel discussion and food tasting with local Latino chefs.

LGBTQIA+: WFM Pride parade sponsorship and participation in New York, San Diego and Austin, plus an Austin Pride celebration with a vendor showcase and Fireside Chat with Equator Coffee founders Helen Russell and Brooke McDonnell.

Neurodivergent: "Embracing Neurodiversity in the Workplace" session with guest speaker Lizzie Sommerfield.

Women: "Women & Investing 101" with Stephanie Xenos, founder of Money Muse and Ignite Investing Academy.

Black: Black History Speaker Series featuring Olowo-n'djo Tchala (founder of Alaffia), Onika Williams (founder of Evolv3 Consulting) and Garrett Oliver (Brooklyn Brewery).

BLACK
at Whole Foods Market

VETERANS
at Whole Foods Market

LATINOS
at Whole Foods Market

LGBTQ+
AT WHOLE FOODS MARKET

NEURODIVERGENT
at Whole Foods Market

Women
AT
Whole Foods
Market

Creating *Lasting* Community Impact

See how we're making an impact in communities around the world.

NOURISHING OUR NEIGHBORHOODS

In 2025, Nourishing Our Neighborhoods — our program that provides refrigerated vans to food rescue organizations — donated its 90th van, helping more partners across the U.S. and Canada efficiently transport fresh food to underserved communities.

On Nourishing Our Neighborhoods Day (October 21, 2025), team members across the U.S., Canada and the U.K. came together to donate **over 270,000 pounds of food through six Mobile Pantry events and 83 Stuff the Van events**. At each Mobile Pantry event, team members set up outdoor markets with fresh produce and pantry staples, collectively providing food for approximately 4,200 households.

Throughout 2025, 102 total Stuff the Van events provided over 157,000 pounds of food to communities in need, with each event delivering roughly 1,400 pounds of food — the equivalent of approximately 1,160 meals.

Partners like The Nashville Food Project have meaningfully expanded their food recovery and redistribution efforts using their E-transit Nourishing Our Neighborhoods van, demonstrating the lasting, community-level impact of the program beyond single-day events.

COMMUNITY GIVING

Whole Foods Market's Community Giving work connects team members and customers to the company's higher purpose by providing resources that address existing and emerging community needs, supporting thousands of nonprofit organizations and initiatives each year.

In 2025, **Store team members participated in 1,474 Community Connections events — an 85% increase year-over-year — partnering with 896 community organizations.**

Through register campaigns and direct support, \$385,000 in monetary donations supported disaster-impacted communities, while \$235,000 in monetary donations were provided to local nonprofits during Whole Foods Market new store openings.

Collectively, the Store and Austin Community Giving programs have donated **over \$3.27 million to 949 organizations across the U.S., U.K. and Canada, with an additional \$1.65 million in in-kind donations provided to community organizations.** These efforts underscore Whole Foods Market's deep commitment to showing up for the communities it serves — both in times of crisis and through sustained, everyday support.

90th
refrigerated
van donated

All vans donated in 2025 were electric or upcycled.



Whole Food Market Foundation

Since 2005, Whole Foods Market Foundation has been transforming communities by broadening access to healthy food, improving children's nutrition and expanding financial inclusion. Our journey has impacted millions of lives across 81 countries. Now, as we celebrate 20 years of nourishing people, we are advancing food security, improving nutrition and strengthening resilient food systems.

20

YEARS OF IMPACT



\$6.3 million to enhance the prosperity of smallholder farmers and entrepreneurs living in poverty by supporting economic opportunities and entrepreneurial approaches to food and financial security — including new cross-pillar grants to Food4Education in Kenya and Semilla Nueva in Guatemala.

76,216

Microentrepreneurs and Smallholder Farmers

60

Financial Inclusion Projects across 32 Countries



\$5.5 million to improve children's nutrition, providing 554,385 kids with access to school gardens in the U.S. and Canada, while advancing school food transformation through partners like Chef Ann Foundation, Farm to Cafeteria Canada and the National Farm to School Network.

950

School Garden Grants

161

School Salad Bars

147

Bee Grants



\$1.3 million to broaden healthy food access in 73 cities across the U.S. and Canada, supporting community-led initiatives like Fresh Truck in Boston, Farmshare Austin, and the Newark Community Food System.

64

Fruit & Vegetable Growers

22

Nutrition Education Programs

19

Fresh Produce Distributors

5

Collaborative Health Partnerships



Learn how the Foundation is creating lasting impact.

"When we nourish our communities, we cultivate prosperity for generations to come."



DANIEL ZOLTANI
WFMF Executive Director

"No single company can solve these challenges alone. By collaborating with industry peers, we can break down silos, reduce duplicative demands on suppliers and accelerate collective progress toward safer, more dignified conditions for workers."



ALEX CECHE
Global Lead for Human Rights Strategy

High-quality food is just the start. Whole Foods Market is committed to upholding human rights and supporting the livelihoods of the workers and communities behind our food.



"Our work is focused on developing fit-for-purpose models designed to meet suppliers where they are, support their growth, and ensure meaningful protections for workers at every level of the supply chain."



JAMIE THORN
Global Lead for Human Rights Due Diligence

Supply Chain Social Responsibility

Whole Foods Market is committed to upholding human rights across its supply chain and operations, guided by Amazon's broader due diligence framework aligned with the UN Universal Declaration of Human Rights, ILO Core Conventions and the ILO Declaration on Fundamental Principles and Rights at Work. Our approach rests on five pillars:

- 1 DEVELOPING AND MAINTAINING STRONG POLICIES AND STANDARDS
- 2 EMBEDDING HUMAN RIGHTS INTO BUSINESS ACTIVITIES AND DECISION-MAKING
- 3 IDENTIFYING, ASSESSING AND ADDRESSING RISK
- 4 ENGAGING WITH STAKEHOLDERS
- 5 ENSURING ACCESS TO EFFECTIVE GRIEVANCE MECHANISMS AND REMEDIATION

Amazon's Supply Chain Standards – which apply to Whole Foods Market as a wholly-owned subsidiary of Amazon – establish clear expectations for suppliers and serve as the foundation of our responsible sourcing program. Whole Foods Market regularly assesses suppliers against these expectations and works collaboratively to remediate identified issues.

2024	Conducted a saliency assessment to identify the most significant human rights risks across our supply chain and operations.
2025	Leveraged assessment results to enhance due diligence and supplier tools, with initial emphasis on private label products and meat, seafood, dairy and produce categories.
2025	Completed a commodities assessment to deepen understanding of risks and root causes across key commodity supply chains, enabling targeted support for responsible sourcing. In seafood, WFM evaluated external partnerships and tools and developed resources to support suppliers in meeting our standards.

Whole Foods Market, as part of the broader Amazon Grocery team, and Mars, Inc. participated in developing the Responsible Labor Initiative's (RLI) Food and Beverage Workgroup — an industry group focused on shared human rights risks across food and beverage supply chains. The RLI is an initiative of the Responsible Business Alliance.

05

Waste *and* Packaging

2025 Store Waste Balancing the Plate & the Planet

504

stores with **active recycling programs**
(92% of stores)

1,000+

unique food rescue and redistribution programs supported



31,374,598 lbs.

of food—over 26 million meals worth—**donated to food rescue and redistribution programs**

521 stores

with active organic diversion programs, such as composting **(96% of stores)**

83,300+ tons

of unsold food diverted from landfills through **organic diversion programs**

125,000+ tons

of recyclable materials **diverted from landfills through recycling**

Nearly 73%

overall diversion rate

50.7+ million

paper bags avoided through introduction of new stronger twist handle bags at checkout

→ Diversion rate is the percent of all discarded materials being diverted from landfill or incineration through pathways like recycling or composting.

Our strategy to combat food waste is threefold: decrease, donate, divert. We decrease waste generation in our stores. We donate any surplus edible food to those in need. We divert inedible food waste via organic diversion programs such as composting.

Through our active membership in ReFED and the World Wildlife Fund's U.S. Food Waste Pact, we've solidified our commitment to an ambitious goal: reducing our food waste by 50% by 2030.

Decrease: Our approach to decreasing food waste starts at the source through precise inventory management and smarter ordering practices that help prevent surplus before it happens. When fresh produce doesn't meet our display standards, we give it a second life by repurposing it into prepared foods.

For items that remain unsold, programs like Too Good To Go and Enjoy Today ensure quality food reaches customers at a compelling discount rather than ending up in a landfill.

Donate: Working with Food Donation Connection, each of our U.S. and Canadian stores maintains active partnerships with local food rescue and redistribution programs. In 2025 alone, we donated 31,374,598 lbs. of food – over 26 million meals worth – to 1,000+ food rescue and redistribution programs across North America.

Divert: When unsold food can't be consumed or donated, we work to keep it out of landfills through robust organic diversion programs such as composting, providing it to farmers for animal feed or diverting to anaerobic digestion facilities.

In 2025, we expanded organic diversion programs to an additional 28 stores — bringing the total to 521 Whole Foods Market locations, or nearly 96% of all stores, with active programs in place. Collectively, these programs diverted 83,300+ tons of unsold food from landfills.

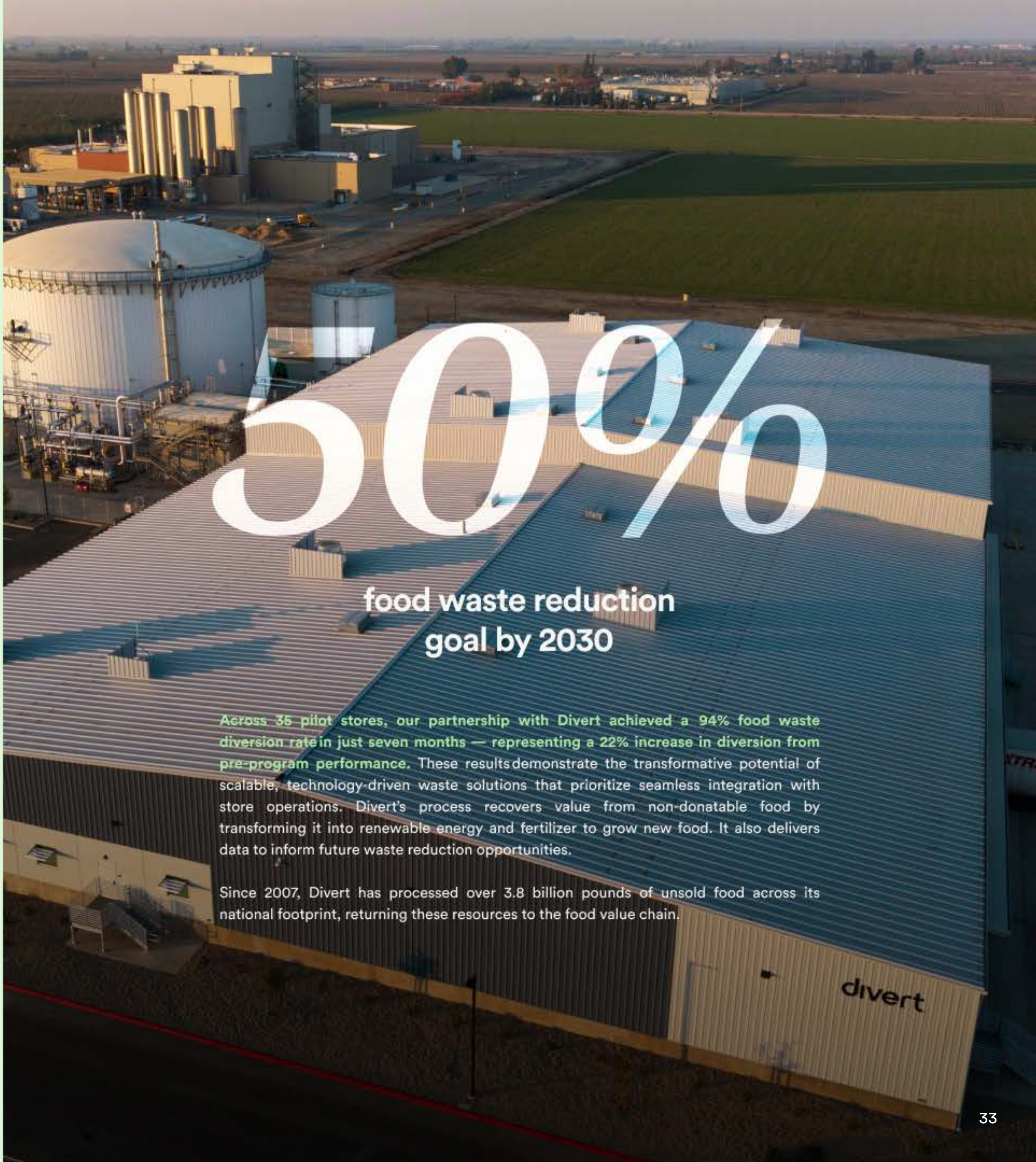
Helping stores turn surplus food into savings, not waste.



Too Good To Go is an innovative app-based platform that connects customers with surplus food at discounted prices. Available at 534 Whole Foods Market locations across the United States, the program helped keep the equivalent of over 1.5 million meals from going to waste in 2025 alone.



Launched in 2024, Enjoy Today is a Whole Foods Market program that provides deep discounts to customers on same-day expiration products at 507 Whole Foods Market stores. In 2024, Enjoy Today kept 4.2 million items out of landfills.



Across 35 pilot stores, our partnership with Divert achieved a 94% food waste diversion rate in just seven months — representing a 22% increase in diversion from pre-program performance. These results demonstrate the transformative potential of scalable, technology-driven waste solutions that prioritize seamless integration with store operations. Divert's process recovers value from non-donatable food by transforming it into renewable energy and fertilizer to grow new food. It also delivers data to inform future waste reduction opportunities.

Since 2007, Divert has processed over 3.8 billion pounds of unsold food across its national footprint, returning these resources to the food value chain.



Turning Food Scraps *into* Feed

Every year, grocery stores across the country generate millions of pounds of fruit and vegetable scraps in back-of-house operations — trimmings, peels and unsold produce that typically end up in landfills or compost facilities. In December 2025, Whole Foods Market and Mill Industries announced a groundbreaking partnership to change that, deploying the grocery industry's first on-site food waste conversion technology to transform what was once considered waste into a valuable resource.

Amazon invested in Mill to support the development and deployment of this commercial technology, building on the success of Mill's existing residential food recycler.

HOW IT WORKS

Starting in 2027, Whole Foods Market will be the first grocer to deploy Mill Commercial, an automated, high-capacity food recycling device that grinds and dehydrates fruit and vegetable scraps generated in store operations. The technology reduces waste volume by up to 80%, transforming scraps into dry, shelf-stable "Food Grounds", a nutrient-rich ingredient intended for use as chicken feed by Whole Foods Market's private-label egg suppliers.

POWERED BY AI

Mill Commercial goes beyond waste conversion. The system uses AI-powered food waste characterization to precisely measure and identify food waste in real time, identifying what's being thrown away, how much and when. These insights empower store teams to make smarter inventory decisions and optimize ordering patterns, helping to prevent food waste at the source. Mill's advanced dehydration process also simplifies operational handling, significantly lowers transportation costs and enhances food safety.

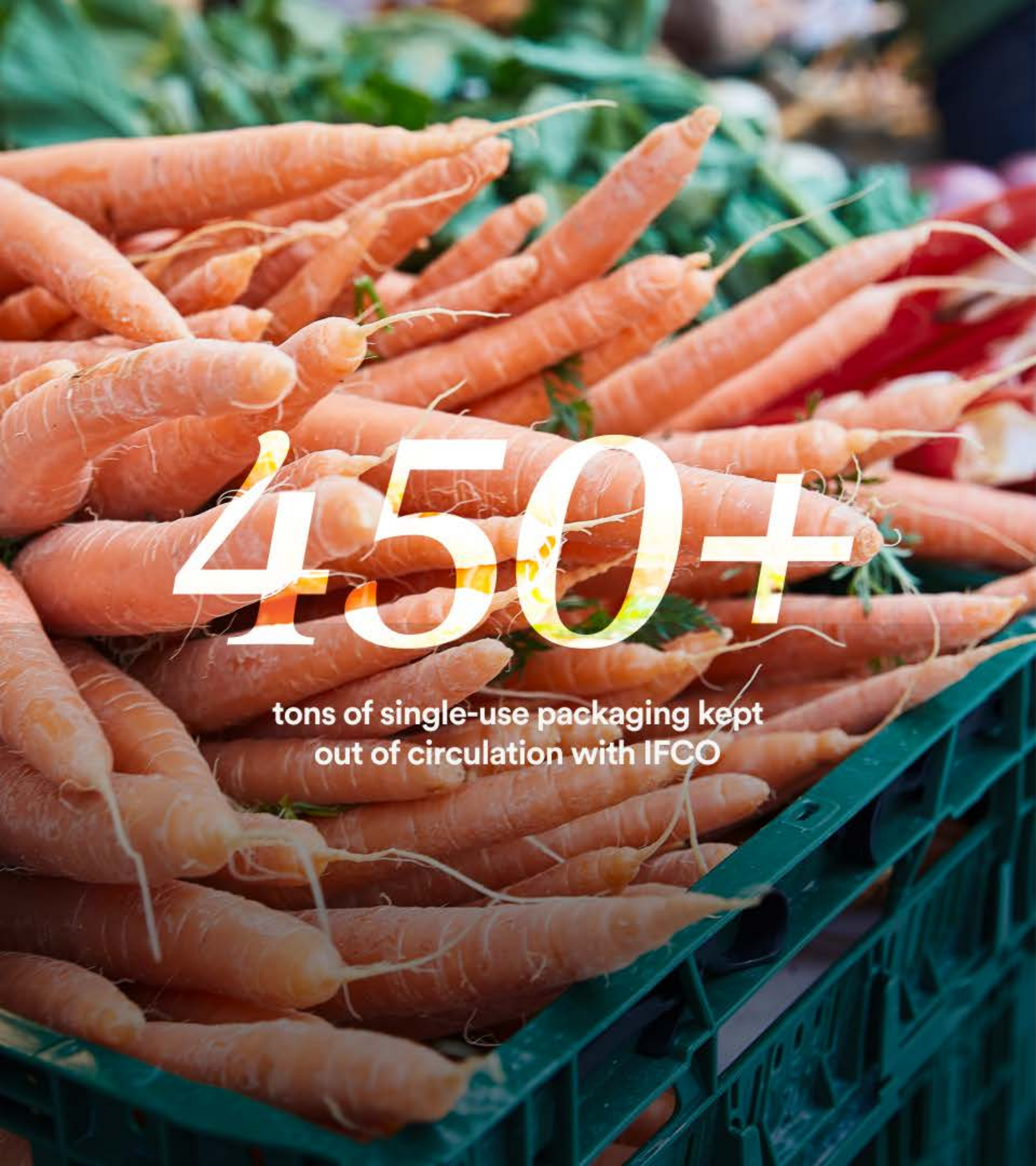
"Our partnership with Mill represents a new frontier in grocery waste reduction by turning in-store food scraps into a valuable feed ingredient that flows right back into our supply chain. By deploying Mill's first-of-its-kind technology, we're minimizing waste and working to build a circular system that benefits our operations, our suppliers and the planet."



CAMERON CRAKE
Sustainability Manager, Circularity Lead

"Solving food waste at scale requires bold partnerships. This collaboration with Amazon and Whole Foods Market combines Mill's advanced hardware and AI-powered insights with the reach and mission-driven leadership of one of the most trusted names in grocery."

HARRY TANNENBAUM
Founder and CEO at Mill



450+

tons of single-use packaging kept
out of circulation with IFCO

Reducing Waste through Innovation

IFCO

In 2024, our Sustainability, Produce Procurement and Distribution & Logistics teams launched a reusable packaging crate pilot with third-party company IFCO at our North Atlantic Distribution Center in Cheshire, Connecticut. As part of this initiative, single-use cardboard produce boxes were replaced with reusable plastic crates for potato, onion, carrot and root vegetables from several suppliers. Following the pilot's success, we expanded the program in 2025 to all WFM Distribution Centers for select produce items, saving an estimated 450+ tons of single-use packaging materials. Looking ahead to 2026, we plan to expand to additional product categories — continuing to scale a proven solution that reduces waste, lowers costs and keeps reusable materials in circulation.

"When we stop treating waste as an inevitable byproduct and start treating it as a signal of inefficiency, or untapped value, we unlock a fundamentally different set of outcomes. That shift in perspective, from disposal to design, from tracking loss to engineering circulation, is where operational efficiency and environmental protection become the same goal."



KAITY ROBBINS

Senior Program Manager of Diversion

RUBICON

Our partnership with Rubicon, a leading waste management technology company, continues to transform how we track and reduce waste across our stores. Through an interactive online portal, store teams now have real-time access to location-specific waste metrics, enabling them to spot trends, pinpoint opportunities for improvement and measure the impact of waste reduction efforts with greater precision. This data-driven approach puts actionable insights directly in the hands of the teams closest to the work, driving smarter decisions and more meaningful progress toward our waste goals.



Learn more about the partnerships reducing food waste. →

Building a Better Packaging System

Whole Foods Market is committed to reducing single-use plastic and transitioning to more sustainable packaging across our operations. In 2025, we took meaningful steps to understand our packaging footprint, eliminate unnecessary plastic and lay the groundwork for accelerated progress in the years ahead.

ESTABLISHING OUR BASELINE

In 2025, we worked with our partners at Amazon to complete comprehensive plastic footprint calculation, establishing a baseline of single-use plastic across its Worldwide Grocery Stores business, which includes Whole Foods Market. This baseline set the foundation for our reduction targets and serves as the benchmark against which all reduction initiatives are measured. We also achieved 75% packaging data collection coverage by sales volume across WFM Exclusive Brands and Food Service items, capturing 40+ data points per packaging component to analyze material footprints, recyclability and materials of concern.

BEYOND THE SHELF

Our efforts extended well beyond product packaging. The introduction of a new twist-handle grocery bag and reduced double-bagging resulted in nearly 51 million fewer grocery bags used in 2025. Additionally, our stores used over 65 million compostable produce bags, avoiding an estimated 784,596 pounds of virgin plastic that would have been generated by conventional bags.

ORGANIC CORN TRAYS	Transitioned from PET plastic to paper trays, eliminating 21.96 MT of plastic
12-INCH PIE BOXES	Replaced plastic packaging with paper boxes, saving 11.30 MT
BAKERY BOXES	Converted plastic clamshells to paper bakery boxes, reducing 16.85 MT
BAKERY BREAD BAGS	Replaced plastic windows with glassine, eliminating all plastic from the bag
365 RICE CRACKER TRAYS	Transitioned from polystyrene (a material of high concern) to recyclable paper trays

"In 2025, we moved from ambition to action by establishing our plastic baseline, making targeted packaging swaps across our Exclusive Brands, and building the data infrastructure to drive smarter decisions going forward. Every transition from plastic to paper, every material of concern we eliminate, and every supplier partnership we deepen brings us closer to a packaging portfolio that reflects our values."



SANDRA LEWIS
Sustainable Packaging Packaging Advisor

Your snack break just got more sustainable — meet the suppliers rethinking packaging.

PACKAGING Highlights

2008

Whole Foods Market becomes the first U.S. grocer to ban disposable plastic bags at checkout, switching to 100% post-consumer recycled, FSC-certified paper bags.



2019

Introduced right-sized produce bags, avoiding an estimated 213,000+ pounds of plastic annually.

--

Removed plastic straws from cafes and coffee bars nationwide — replaced with FSC-certified compostable paper straws, avoiding 21 million plastic straws each year.

--

Switched plastic rotisserie chicken domes to bags using ~70% less plastic.



2023

Introduced stronger FSC-certified paper bags at checkout, reducing the need for double bagging.

2022

Partnered with Amazon to reduce insulation in delivery orders — avoiding ~900 tons of packaging annually.

--

Transitioned all delivery and pickup packaging to curbside-recyclable, recycled paper.



2025

Over 50.7 million paper bags avoided through introduction of new stronger twist handle bags at checkout

A Letter from Caitlin Leibert

Global Head of Sustainability

Behind the products on our shelves are farmers, ranchers, fishers and producers who have dedicated their lives to growing and making food the right way. At Whole Foods Market, we have the extraordinary privilege of knowing these farmers, of walking their fields, visiting their operations, and hearing their stories. And what I can tell you is this: supporting them has never been more urgent or more critical. Our farmers face mounting pressures, from climate volatility to rising input costs, yet they continue to show up, season after season, committed to practices that nourish both people and the planet. They deserve a grocery partner that shows up for them in return.

Our shelves are a microcosm of the world with products sourced from across the globe, each carrying the passion of the person who grew it, raised it or crafted it. When you shop at Whole Foods Market, you are participating in the change you seek to see, whether that's supporting regenerative farming, or fair labor standards or improved animal welfare.

As I reflect on 2025, I am filled with gratitude for the growers who trust us with their harvests, for the team members who bring our purpose to life every day, for the suppliers who share our commitment to doing better, and for you, our customers, who make this work possible with every choice you make.



CAITLIN LEIBERT
Global Head of Sustainability
Whole Foods Market and Amazon Grocery





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This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical or current facts, including statements regarding our plans, initiatives, projections, goals, commitments, expectations, or prospects, are forward-looking.

These forward-looking statements are inherently uncertain and difficult to predict. We use words such as aim, anticipate, believe, commit, estimate, ensure, expect, goal, intend, may, mission, plan, project, seek, strategy, strive, target, will, or similar expressions to identify forward-looking statements. Forward-looking statements reflect management's current expectations and inherently involve risks and uncertainties. Actual results and outcomes could differ materially for a variety of reasons, including, among others, assumptions not being realized, initiatives or policies not being adopted, changing climate-related conditions and weather events, scientific or technological developments, evolving sustainability strategies, changes in consumer demand for carbon markets, evolving government regulations or policies, our expansion into new products; services; technologies; and geographic regions, or other changes in circumstances, as well as the factors set forth in the "Risk Factors" section of Amazon's most recent Annual Report on Form 10-K and subsequent filings. The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved.



WHOLE FOODS MARKET

We welcome your
feedback *or* questions



watch
now

We're investing in future farmers to
help keep American farmland growing
for generations to come. **Learn more**
at [wholefoods.com/impact](https://www.wholefoods.com/impact)