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Waste & Packaging at a Glance





Introduction

INTRODUCTION OUR APPROACH SOURCING CLIMATE PEOPLE WASTE & PACKAGING

A letter from Our CEO

Food is more than a business to me — it's my heritage. As the grandson of dairy farmers and the son of a cheesemaker, I've seen, firsthand, the determination it takes to survive at the intersection of food, farming and an increasingly unpredictable climate. At Whole Foods Market, we know that the climate and our business are fundamentally linked, and we embrace our responsibility to create — in collaboration with all our stakeholders — a more sustainable, more equitable food system for generations to come.

That's why I am thrilled to share our third-annual Whole Foods Market Impact Report, which showcases our ongoing commitment to sustainable agriculture, environmental stewardship and responsible sourcing as a force for good.

Throughout 2024, we achieved remarkable progress on our sustainability journey. As part of Amazon's commitment to The Climate Pledge — a goal to reach net-zero carbon emissions by 2040 — we continued our work to measure,

understand and reduce the climate impact of our stores, our operations and the products on our shelves. As the first and only certified organic national grocer in the United States, we continue to collaborate with suppliers to promote more sustainable agriculture such as organic and regenerative farming practices to enhance soil health and protect biodiversity.

We also strengthened our commitment to reducing food waste through our comprehensive Decrease-Donate-Divert strategy, expanded our sustainable packaging initiatives, continued to research ingredients for acceptability, donated millions of dollars and millions of meals to the communities we serve and expanded access to vital resources across the globe through the Whole Foods Market Foundation.

At the heart of these achievements are more than 105,500 Whole Foods Market Team Members, whose passion and commitment brings this work to life. Our Green Mission 2.0 program has transformed sustainability from a corporate

initiative into a store-level movement, demonstrating that positive change happens through collective action.

While we celebrate this year's progress and the decades of effort and investment behind it, we remain focused on the work ahead. Our commitment to raising standards across the grocery industry has never been stronger, as we work to drive meaningful change and secure the future of food.

Thank you for your continued support and for joining us in our purpose to nourish people and the planet.

Jan Buell

JASON BUECHEL
CEO, Whole Foods Market





ANUURISMIT People

1,000+

UNIQUE FOOD RESCUE & REDISTRIBUTION PROGRAMS SUPPORTED THROUGH DONATIONS

\$8.8 mil+

IN SOURCED FOR GOOD PREMIUMS

Learn more about Sourced for Good on page 27

\$8.6 mil+

COMMUNITY GIVING

29,121

CERTIFIED CULTURE
CHAMPIONS

Learn more about culture champions on page 48

109%

INCREASE IN CULTIVATE MENTEES

34.5 mil+

POUNDS OF FOOD DONATED
TO LOCAL COMMUNITIES

Over 105,500 TEAM MEMBERS

INTRODUCTION

- Learn more about Cultivate on page 47 2024 IMPACT HIGHLIGHTS 44,500+ 99% ORGANIC PRODUCTS OF STORES WITH ACTIVE ACROSS OUR STORES RECYCLING PROGRAMS ~70% < 84% Learn more OF STORES WITH ACTIVE WASTE about our waste ORGANIC DIVERSION **DIVERSION RATE** diversion efforts suchas **PROGRAMS** on page 63 composting 560+ 301 CERTIFIED REGENERATIVE INGREDIENTS BANNED ACROSS PRODUCTS ACROSS OUR FOOD, SUPPLEMENTS, BODY CARE AND HOUSEHOLD STORES CLEANING PRODUCTS 539 STORES GLOBALLY



539

STORES

across the U.S., Canada and the UK

44.5K+

ORGANIC PRODUCTS

active organic products offered across our stores

560+

INGREDIENTS BANNED

across our standards for food, beverages, supplements, body care and household cleaning products

105K+

TEAM MEMBERS

in the U.S., Canada and the UK

3K+

PRODUCTS

that are affordably priced and thoughtfully sourced under our 365 by Whole Foods Market brand





Aonnoach

INTRODUCTION OUR APPROACH SOURCING CLIMATE PEOPLE WASTE & PACKAGING

Values & Purpose

Whole Foods Market strives to be a force for good, driving positive change across our food system. As a purpose-driven company, our six Core Values guide

how we aspire to do business and interact every day with our customers, our suppliers, our Team Members and the communities we serve.

Our magic comes from our Team Members

OUR CORE VALUES

WE SELL THE HIGHEST
QUALITY NATURAL AND
ORGANIC FOODS

WE SATISFY AND DELIGHT OUR CUSTOMERS

WE PROMOTE
TEAM MEMBER GROWTH
AND HAPPINESS



WE CREATE
PROFITS AND
PROSPERITY

WE CARE ABOUT OUR
COMMUNITY AND
THE ENVIRONMENT







Sustainability At a Glance

We are proud to present our 2024 Impact Report, showcasing progress in support of our purpose to nourish people and the planet.

This 2024 Impact Report offers a comprehensive view of our sustainability initiatives and achievements. Written by our Sustainability and Corporate Communications teams, with contributions from across the business, this report provides a centralized sustainability resource for both internal and external stakeholders; measures and tracks our progress toward public commitments; and showcases the dedication and passion of our Team Members, suppliers and partners.

Whole Foods Market leadership is responsible and accountable for driving performance across our five focus areas and against our sustainability goals, which are established and managed in partnership with a centralized Sustainability team led by our Vice President of Sustainability. The work covered in this report is

implemented by teams across the company, including, but not limited to, Legal, Quality Assurance, Merchandising, Store Development, Marketing, Private Label, Indirect Procurement, Our Foundation, Team Member Services, Quality Standards, Learning and Development and more.

Sustainability is at the core of our business. As such, it is important to acknowledge the vast reaching efforts that are represented in this report. We appreciate the hundreds of thousands of people who have helped bring our sustainability strategy to life, from the dedicated Team Members in our stores each day, to the passionate and talented growers, ranchers and farmers raising the ingredients for the products on our shelves, to the teams across our business dedicated to achieving progress: we thank you.



The Whole Foods Market sustainability strategy is organized around five focus areas:



Awards & Recognition

Newsweek

Ranked as the third most trusted grocer

Forbes

Recognized as one of Forbes'
"Best Brands for Social Impact"

Forbes' Sustainability Leaders

CEO Jason Buechel recognized on behalf of Whole Foods Market

NRDC Issue with Tissue Report

365 by Whole Foods Market 100% recycled toilet paper and paper towels awarded A+ for sustainable sourcing





"A" rating for animal welfare and top overall score on the Supermarket Scorecard



Ranked top retailer on addressing pollinator and biodiversity protection from pesticides

Progressive GROCER

Named as one of Progressive Grocer's "10 Most Sustainable Grocers"





Frontrunner on the 7th Chemical Footprint
Project Report (2024), which ranks companies
on their efforts to avoid chemicals of concern
in consumer products



Sourcing

INTRODUCTION OUR APPROACH SOURCING CLIMATE PEOPLE WASTE & PACKAGING

SOURCINE.

At Whole Foods Market, we continually advance our standards for ingredients and sourcing to maintain a leading edge in the marketplace and increase our positive impact on the world. Fortyfive years of working closely across internal teams and with outstanding suppliers and organizations makes that constant improvement possible.

A dedicated Quality Standards team is the heart of this work. They dig into evidence-based research, consult experts and NGOs, and collaborate with key suppliers and our Merchandising Team Members who know their product categories inside and out.



Together, we're fulfilling the Whole Foods Market Purpose to *nourish* people and the planet by moving the entire industry forward, offering more responsibly sourced products to more people.

Our private labels are the embodiment of our values and standards. Through our 365 by Whole Foods Market and Whole Foods Market product lines, we offer a selection of products to satisfy and delight our broad range of customers.

365 BY WHOLE FOODS MARKET

With more than 3,000 items, we've created a collection that exemplifies thoughtful sourcing, great quality and outstanding value. Many of these products don't just meet our standards — they exceed them, including:

of 365 by Whole Foods Market

chocolate chips, baking chocolate and chocolate bars are certified by Fair Trade USA or Fair Trade International

100%

of 365 by Whole Foods Market and Whole Foods Market brand

packaged coffee products are certified by the Rainforest Alliance, Fair Trade USA or Fairtrade International

100%

of 365 by Whole Foods Market and Whole Foods Market brand

tea is certified by the Rainforest Alliance, Fair Trade USA or Fair Trade International





Organic Milk

Chocolate











WHOLE FOODS MARKET BRAND

Products with the Whole Foods Market brand label are our culinary ambassadors to the world, celebrating our passion for food and representing our values through strong supplier relationships and well-priced, premium quality. These products meet or exceed our strict Quality Standards and are focused on discovery, flavor and authenticity.

"Our private label offerings are more than just products — they're tangible expressions of our higher purpose to nourish people and the planet, carefully crafted through mindful ingredient selection and sourcing, while maintaining accessible price points that don't compromise on quality."



TOM HERMES

Vice President of Sourcing and Product Development

The Evolution of Our Sourcing Standards



First store opens

with food ingredient standards

1981

No added hormones or sub-therapeutic antibiotics across Meat department

1988

Body care, beauty and supplements ingredient standards



1990

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

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!)



2005

Eggs in Dairy department 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

No high fructose corn syrup in any food

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)

2020

All eggs in Dairy cases must meet our Animal Welfare Standards for Laying Hens

2021

Regenerative Agriculture Claims Policy

Read more about our Seafood code on page 56

2022

Adult beverages ingredient standards

2023

Pollinator Health Policy for Fresh Produce and Floral initiated



2024

Sourcing standards for all canned seafood

Expanded animal welfare certification requirement initiated across
Meat department

2025

Seafood Code of Conduct



The Integrity Behind our Ingredient Standards



The bedrock of our brand, ingredient standards inform our decisions for which products we sell and which we don't. In fact, as of the end of 2024, we've banned 562 ingredients across our standards for food, beverages, supplements, body care and household cleaning products. We consider those ingredients unacceptable based on reputable scientific research and food chemistry, intended use and more. For each unacceptable ingredient, our

experts look at sourcing, testing, safety, efficacy, environmental impact and potential alternatives.

Over decades of growth and change, we've continually evaluated new ingredients and reevaluated existing ingredients. To us, what's most important is not the number of banned ingredients, it's **doing the homework** for our customers.



Across food, beverages, supplements, body care and household cleaning products

300+

FOOD, BEVERAGES,

AND PET FOOD

35+

ADULT BEVERAGES

150+

SUPPLEMENTS

275+

BODY CARE & BEAUTY

140+

CLEANING PRODUCTS

"Our ingredient standards at Whole Foods Market are the foundation of our commitment to quality. We maintain a rigorous list of over 300 ingredients that are simply unacceptable in the foods we sell. Synthetic colors like Red No. 3? We've never allowed them. Our standards mean customers can shop with confidence."



RACHAEL GRUVER MASON

Principal Advisor, Food and Beverage Ingredient Standards

HOLDING HOUSEHOLD CLEANERS TO A HIGHER STANDARD

Our standards for household cleaning products require that ingredients be listed on the packaging, which is not required by federal regulation. In assessing each ingredient, such as an additional class of quaternary ammonium compound disinfectants that we banned in 2024, we examine everything from manufacturing processes to end-of-life considerations. The household cleaning products we sell are third-party reviewed against our standards for ingredients, label claims and efficacy.

In recognition of this work, in 2024, Whole Foods Market secured its place as a Frontrunner on the Chemical Footprint Project Survey, which ranks companies on their efforts to avoid chemicals of concern in consumer products. Whole Foods Market received high marks for adopting innovative chemical strategies, practices and procedures that go beyond regulatory standards.

"It's the scope of this work combined with the positive and nurturing impact on people's lives that continue to drive me at my core."



- Jody Villecco has been developing industry-leading quality standards at whole Foods Market whole Foods Market for more than 20 years



At Whole Foods Market, we believe the world needs all beneficial agriculture approaches at the table to best scale and deploy strategies that take the environment into account. This means supporting both organic and regenerative agriculture.

We collaborate with stakeholders across the industry, from farmers, ranchers and suppliers to soil scientists and other experts, to support solutions that improve the practices used to grow, raise and produce the products we sell. And we do this purposefully, because we also believe in growth with integrity.

Organic & Regenerative Agriculture

Integrity

With regenerative and organic claims policies that apply across all products we sell, we're doing our part to preserve the integrity of those labels. In addition to USDA organic labeling rules, we require certification for products identifying as organic that are out of scope of the USDA National Organic Standards, such as body care and household cleaning products.

In 2024, we further strengthened our Regenerative Agriculture
Claims Policy, which requires third-party certification or
verification to label a product we sell as regenerative. We also
approved an additional certifier, and now accept Regenerative
Organic Certified, Regenified, Ecological Outcome Verified and
Certified Regenerative by A Greener World. For non-certified/
unverified products making regenerative claims on the information
panel, we require the successful completion of an assessment
based on five Soil Health Principles.

"For decades, we've championed environmental stewardship by embracing more sustainable farming practices. We see it as our duty to stand behind farmers who implement organic, regenerative and other climate-smart growing methods — approaches that not only reduce carbon emissions but also help build resilient agricultural systems capable of feeding generations to come."

ANN MARIE HOURIGAN Executive Leader of Quality Standards

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. In 2024, we doubled that to offer more than 300 products with a regenerative certification. And after several decades of selling organic products, we're still steadily increasing the number we offer, adding 9% more in 2024 alone to a grand total of 44,500+ organic products across our stores. Our selection of regenerative and organic adult beverages has also grown reflecting our ongoing commitment to a more sustainable and responsible food future.



LITTLE SESAME

SUPPLIER HIGHLIGHT

Little Sesame is committed to building an organic supply chain that prioritizes soil health, biodiversity and resource management. Since their start, they've sourced chickpeas directly from Montana farmers practicing strategic crop rotations. Growing from just 50 pounds purchased from a single farmer, Casey Bailey, the company now supports a network of growers and will source over 750K pounds of chickpeas in 2025 — representing nearly 2,000 acres of more sustainably managed farmland.



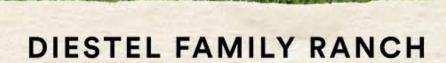
750K

POUNDS

of organic chickpeas will be sourced in 2025 2,000

ACRES

of more sustainably managed farmland



SUPPLIER HIGHLIGHT

Diestel Family Ranch embraces regenerative practices to promote environmental health and animal welfare. Their approach includes rotational grazing to improve soil health and support biodiversity. Turkeys are raised on regenerative corn and soy feed with access to pasture, expanding their positive impact. These comprehensive practices contribute to land health, biodiversity and ethical animal treatment, exemplifying a regenerative approach to turkey farming.

Turkeys are raised

Turkeys are raised

on Regenerative

on Regenerative

corn and soy feed

corn and soy

WATCH THE WHOLE STORY VIDEO HERE



19

A Year of Growth in Organic & Regenerative Products

ACROSS OUR STORES AS OF THE END OF 2024

44,500+

ORGANIC PRODUCTS

301

REGENERATIVE PRODUCTS

417

PRODUCTS

with approved regenerative claims about practices or ingredients



PREMIUM QUALITY - SUSTAINABLY SOURCED

We were the first Certified Organic National Grocer

(by the USDA National Organic Program) when we launched our organic retail certification in 2003, and today we remain the only one.

in 2024

33% of all products sold were organic

61% of fresh produce sold was organic

31% of fresh meat and poultry sold was organic

As part of our commitment to organizations that support organic and regenerative agriculture, we work with and/or provide support to several organizations, including EcoFarm, Organic Farming Research Foundation, The Organic Center, CCOF Foundation, Climate Collaborative, Regenified and the Regenerative Organic Alliance.

WHOLE FOODS MARKET PRIVATE LABELS



1,198
ORGANIC
PRODUCTS



13
REGENERATIVE PRODUCTS

286
ORGANIC
PRODUCTS



We believe that as our business grows, our responsibility grows — not only to people and the planet, but to animals in our food systems. We continue to raise the bar with our industry-leading animal welfare standards.

MEAT & POULTRY STANDARDS

Almost 45 years ago, we banned subtherapeutic antibiotics across our Meat department, and in 2002 we strengthened that to no antibiotics ever. That means the animals are *never* given antibiotics, which requires raising them in better conditions so they're less likely to get sick. If they do need antibiotics, they must be removed from the group and treated for their health.

In 2005 we launched the Animal Compassion Foundation — now Global Animal Partnership (G.A.P) — and by 2011 all fresh beef, pork and chicken in our Meat department was animal welfare certified. We then added turkey, lamb and goat. And in 2024, we announced an expansion of standards, requiring third-party animal welfare certification across our entire Meat department by the end of 2026.

ANIMAL WELFARE STANDARDS FOR LAYING HENS

For more than 20 years, we've sold only cage-free eggs in our U.S. Dairy departments, and since 2020, they've been even better than cage-free. Our laying-hen standards include four different production systems to allow for egg farms in a variety of sizes, types, climates and geographies: Cage-Free Plus, Outdoor Access, Pasture-Raised and Outdoor Living. Each system has its own requirements, but all four must provide animal welfare factors that go beyond cage-free.

No antibiotics

Room to roam and scratch about

No land-animal byproducts in feed

Nests and perches for roosting at night

Foraging material to peck about

100%

Eggs in U.S. Dairy departments certified to our **Animal Welfare Standards for Laying Hens**









G.A.P. Animal Welfare Certified

79,000+

Man and J.

ANIMAL

WELFARE

CERTIFIED

ertifiedGAP.org

TONS OF CHICKEN SOURCED IN 2024 40,000+

TONS OF BEEF SOURCED IN 2024 12,000+

TONS OF PORK SOURCED IN 2024 "Our approach to farm animal welfare is rooted in the belief that every animal deserves to live with dignity and express their natural behaviors throughout their life. This isn't just about meeting standards; it's about continuously raising the bar for how farm animals are raised, treated and respected in our food system."



TATE RAMOS

Senior Principal Animal Welfare Advisor



LaBelle Patrimoine is one of only five chicken suppliers in the U.S. committed to the Better Chicken Commitment and the Better Chicken Project standards. Unlike conventional breeds, LaBelle Patrimoine chickens mature at a more natural pace, twice as long as conventional breeds. They are pasture-raised, foraging for insects and consuming plants with daily access to pasture, per Global Animal Partnership Step 4 requirements.



5%

FRESH CHICKEN SOLD

was G.A.P. Better Chicken Project Certified at Whole Foods Market

6 lbs/ft²

MAXIMUM STOCKING DENSITY

for chicken sold in Whole Foods Market Meat departments



100% grass-fed, grass-finished cattle



SUPPLIER HIGHLIGHT

At Hickory Nut Gap, animal welfare is at the heart of regenerative agriculture practices. Their 100% grass-fed, grass-finished cattle live as nature intended — on pasture, in the sunshine, grazing freely. Caring for animals goes hand in hand with caring for the entire ecosystem, and benefits not only the cattle but also the farmers who raise them, the land they graze, and the consumers who rely on nutrient-dense, responsibly raised food.

SOURCING

HICKORY NUT GAP

From 1981 to Today: A Legacy of Animal Welfare Leadership

2004

Only cage-free eggs

DAIRY DEPARTMENT



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 2005

Only cage-free eggs
KITCHENS & BAKEHOUSES

GLOBAL ANIMAL PARFNERSHIP

2005

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

2005

No wild-caught seafood from Eastern Canada commercial seal-hunt area SEAFOOD DEPARTMENT 2006

Lobster handling and processing standards
SEAFOOD DEPARTMENT



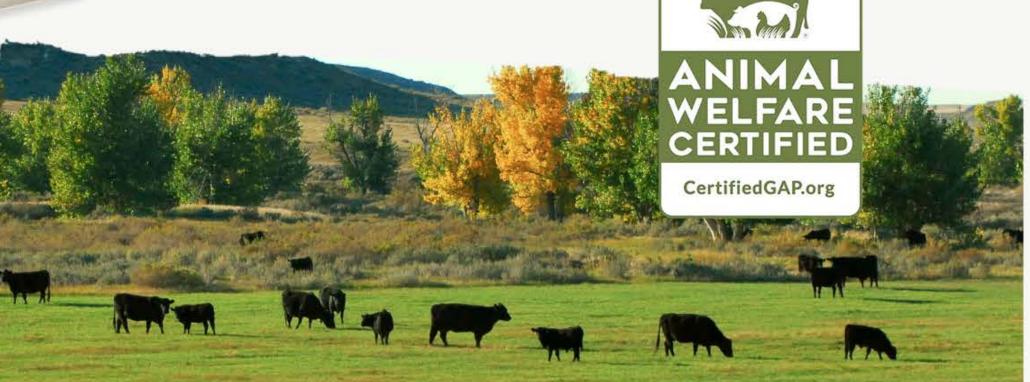
2017

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



"By working closely with our suppliers and maintaining rigorous standards, we're creating a more humane food system that benefits both the animals and our customers who care deeply about how their food is produced."



EMILY MATHIS

Senior Quality Standards Program Manager, Animal Welfare

Setting the Standard for Seafood

Supporting the sustainability of our oceans and maintaining the global seafood supply is something we've taken seriously since we became the first U.S. retailer to offer Marine Stewardship Council (MSC) certified sustainable seafood in 1999.

We've incrementally improved our strict seafood standards over the years, helping to lead the retail sector toward a more sustainable seafood industry.

In 2024, we expanded our efforts to better protect people working in the fishing industry, adopting our Seafood Code of Conduct, focused on safeguarding the human rights of fishing vessel workers.



Seafood Standards

across our Seafood Department and Canned Seafood

100%

Our

certified or rated for sustainability or third-party verified Responsibly Farmed

SOURCING

Not treated with certain synthetic preservatives commonly used in the seafood industry

Traceability to farm or fishery

Must adhere to Seafood Code of Conduct, including key provisions such as:

Maximum working hours and time at sea

Ethical recruitment

Communication access for crew members
Health and safety on fishing vessels

IN THE SEAFOOD DEPARTMENT

Wild-Caught Seafood

100% of all wild-caught seafood in our Seafood department and canned seafood is certified or rated for sustainability

22.5 mil+ lbs.

Marine Stewardship Council certified seafood sourced in 2024

9.4 mil+ lbs.

Monterey Bay Aquarium Seafood Watch green- or yellow-rated wild-caught seafood sourced in 2024









"Working with marine scientists and environmental experts, we've developed industry-leading standards for both wild-caught and farm-raised seafood. When customers choose from our Seafood counter or canned seafood on our shelves, they're not just getting the highest quality products — they're supporting fishing practices that help protect our oceans for future generations."



JEN COCARRO
Vice President of Meat and Seafood

Farm-Raised Seafood

12.7 mil+ lbs.

Third-party verified Responsibly Farmed seafood sourced in 2024

WHOLE FOODS MARKET'
RESPONSIBLY
FARMED

3rd PARTY
VERIFIED.

100% of all farmed

seafood in our seafood

seafood in our seafood

Department and

Department and

canned seafood is 3rd

canned seafood is yerified

party verified

WILD CAUGHT

WILD-CAUGHT

In our Seafood and Canned Seafood departments:

No use of antibiotics or added hormones

No mammalian products in feed

No genetically modified or cloned seafood

No skipping water quality checks

No harmful or lethal methods used on predator birds and marine mammals

No toxic antifoulants treatments in net enclosures

No shrimp farming without tracking benthic impacts through sediment monitoring

No conversion of sensitive ecosystems — like mangrove forests — into shrimp farms

No synthetic parasiticides



Council certified products

55

Monterey Bay Aquarium Seafood Watch green- or yellow-rated wild-caught products







Responsibly Farmed seafood products



patagonia provisions harvests anchovies harvests ancions and sardines from thriving from thriving populations off populations off Northern Spain



"Our Canned Seafood Standards are a game-changer for the industry. Working hand in hand with our Quality Standards team, we've raised the bar on sustainability, traceability and quality for every can of seafood on our shelves."



DAN EPLEY Vice President of Grocery







Our Whole Foods Market Sourced for Good program supports workers, communities and/or the environment where our products are sourced. That means, for example, improved wages for workers at a tulip supplier in Virginia, and housing, dental care and a computer center for flower worker families in Mexico. It also means more farms taking care of their ecosystems and growing crops in a more sustainable way, such as bananas from EARTH University, our first Sourced for Good supplier back in 2008.

\$8.8 mil

in premiums benefiting workers, their communities and/or the environment

17

42

135

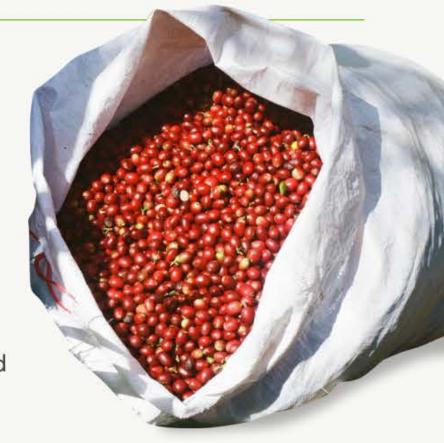
COUNTRIES

SUPPLIERS

PRODUCTS

INTERNATIONAL THIRD-PARTY CERTIFIERS

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



Learn more about Ayeya on the Next page

Local & Emerging Brands

Products from creative local and emerging suppliers is one reason shopping at each Whole Foods Market is a unique experience. Through our Whole Foods Market Lending Program, we collaborate with these suppliers to help them scale their businesses by providing them with low-interest loans.

WHOLE FOODS MARKET LENDING PROGRAM

\$34 mil+

loaned through 408 loans since launching the program in 2006

\$5 mil+

loaned through 18 loans in 2024

\$1.8 mil+

loaned to BIPOC or woman-owned companies in 2024

Our two Local and Emerging Accelerator Programs (LEAP), LEAP: Early Growth and LEAP: On the Verge each select ten brands every year to mentor, providing hands-on tailored curricula and the potential for direct financial support and a place on our shelves. At the successful completion of their LEAP cohort each is

offered an investment from our LEAP investment fund.

LOCAL AND EMERGING ACCELERATOR PROGRAM

46

LEAP graduate brands since 2022

20

LEAP graduate brands in 2024

18

LEAP graduate BIPOC or woman-owned brands in 2024

Keep reading to learn the story of learn the story of painterland sisters painterland



(10 of 18 loans) were given to
BIPOC (Black, Indigenous,
People of Color)- or womanowned companies





Painterland Sisters is a certified Pennsylvania Preferred Organic brand which means their supply chain is in the state providing regional impact and stability. This supports organic farming methods that encompass environmentally conscious practices like rotational grazing, minimal tillage, cover cropping and other regenerative farming methods leaving a positive impact on Mother Earth.

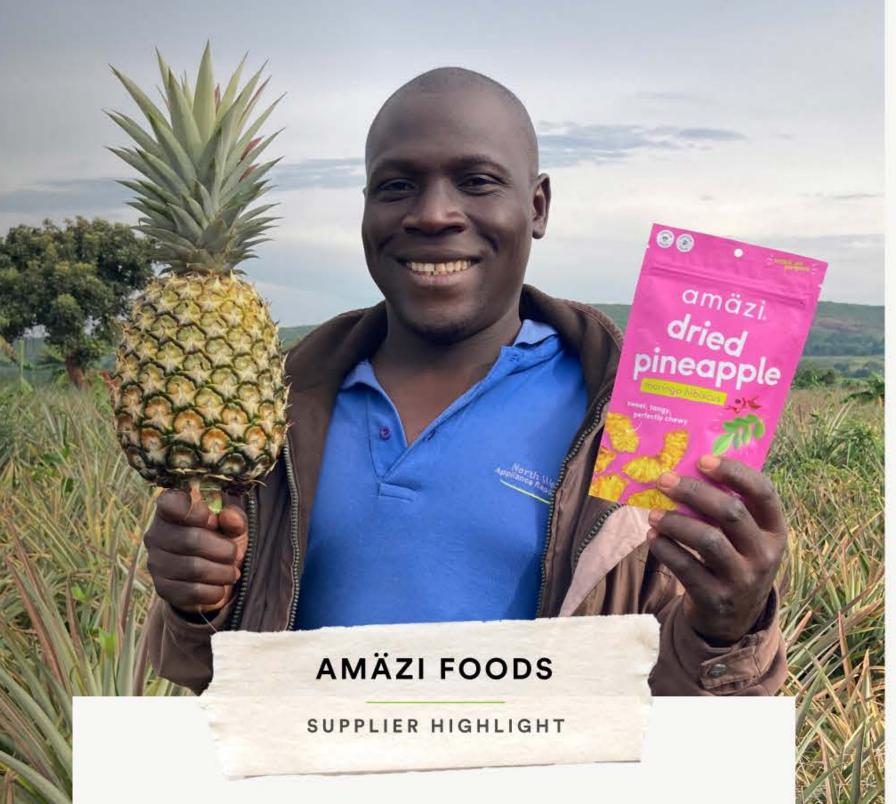
"At Painterland Sisters, impact is at our core. We launched our brand to preserve our Family's 4th-generation organic dairy farm and other neighboring farms in our area and help build a more sustainable food system. As a farmer-owned and women-owned company, our mission is to connect consumers with the direct source of their food, the American farmer. Thanks to the Whole Foods Market LEAP program, we gained invaluable mentorship, a passionate cohort of peers, and a platform to deepen our mission and scale our impact. Whole Foods Market's belief in our brand has been instrumental in expanding our presence and supporting family farms."

HAYLEY & STEPHANIE PAINTER

Co-Founders & Co-CEOs

Where Purpose Meets Product

At Whole Foods Market, we know that how we source products influences the industry. We work with suppliers who support our purpose to nourish people and the planet, and we strive to transform how the world views and consumes food and other products. By collaborating with passionate, purposedriven suppliers, we create positive changes that ripple across the industry, far beyond our stores.



Amäzi Foods is on a mission to help you "Snack on Purpose" with their unique dried tropical fruit snacks. Through a vertically integrated model, Amäzi works directly with farmers and small businesses in Uganda to harvest and produce all snacks at peak ripeness in the communities from which they source. In doing so, they support access to customers, job creation, minimize food waste and promote a more equitable supply chain. To date, they've created over 150 jobs, sourced from over 300 farmers.

150 jobs created by Amäzi Foods



SUPPLIER HIGHLIGHT

GoodSAM works to generate wellness from the very origin of its products. They work directly with over 1,700 farmers across seven countries in Latin America, Africa, Central America and North America to bring customers chocolates, coffee, nuts and fruit chips that are thoughtfully sourced and grown with people and the planet in mind.

75% of GoodSAM products are grown using regenerative practices, 95% are sourced through direct trade and all are vegan and gluten-free. GoodSAM strives to build a more fair and sustainable food system.



Climate & Nature

INTRODUCTION OUR APPROACH SOURCING CLIMATE PEOPLE WASTE & PACKAGING

Climate & Nature at a Glance

At Whole Foods Market, we recognize our responsibility to mitigate our impact on the climate and help build a more resilient food system. The intersection of climate and agriculture represents a critical opportunity for positive climate action: farming practices impact the climate, while the climate impacts agricultural outcomes. Agriculture also offers solutions that can increase climate resilience and secure the future of food for generations to come. Our growing selection includes thousands of products sourced through more sustainable agriculture production methods, such as organic and regenerative agriculture.



Our comprehensive climate and nature strategy focuses on improving operational energy efficiency, decreasing greenhouse gas emissions and enhancing ecosystem health throughout our supply chain.

Climate and Nature Focus Areas



Greenhouse Gas Reductions

We are committed to enhancing energy efficiency across our stores, facilities and supply chain. Simultaneously, we champion more sustainable farming practices, including organic and regenerative agriculture, that aim to decrease carbon emissions, improve soil quality and promote food production sustainability.



Biodiversity and Soil Health

We focus on nurturing soil ecosystems, safeguarding pollinators and improving biodiversity. These efforts contribute to healthier soils, improved nutrient circulation and increased crop yields, fostering a more resilient food system.



Water Stewardship

We are adopting water-saving technologies and practices throughout our operations to conserve this vital resource. Our efforts extend beyond our stores, as we actively partner with suppliers to minimize water consumption across our supply chain.



Supporting Agriculture

We empower farmers with knowledge and resources to navigate climate challenges, while improving their access to clean water and reduced carbon energy sources. Through partnerships with innovative entrepreneurs, we encourage the development and adoption of more sustainable practices across food production and agriculture industries.



As part of Amazon, Whole Foods Market is integral to Amazon's goal of achieving net-zero carbon emissions across its global operations by 2040. We're actively working to minimize the carbon footprint of our stores, operations and supply chain.

In 2019, Amazon co-founded The Climate Pledge, fostering a diverse coalition of businesses and organizations aimed at addressing climate change head-on and developing solutions for transitioning to a low-carbon economy.

"At Whole Foods Market, we recognize that bettering our food system requires bold climate action. Our climate strategy isn't just about mitigating our impact — it's about leveraging our size, scale and resources to drive positive change throughout the entire food system."





A NEW APPROACH TO LOW-CARBON SHRIMP

While shrimp is America's favorite seafood, its farming can have a significant carbon footprint. That's why the Whole Foods

Market Sustainability and Seafood teams worked with Thai

Union and Chicken of the Sea on a carbon-reduction pilot
program that invests in shrimp farms to source more
sustainable feed, deliver that feed more efficiently and install
solar panels. The program also ensures shrimp feed is made
with deforestation-free soy, meaning it's not grown on land that
was recently forests, wetlands or other natural ecosystems,
helping create a more sustainable seafood industry.





"Our approach to reducing carbon emissions extends well beyond our store operations and deep into our supply chain. We recognize that meaningful climate action requires collaboration with our suppliers, farmers and stakeholders across the food system to identify and implement innovative solutions for reducing greenhouse gas emissions at every step."



CAMERON CRAKE
Principal Sustainability Program Manager

REDUCING METHANE WITH ON-FARM INNOVATION



W Windfall Bio

In 2024, Whole Foods Market launched two on-farm pilots with Windfall Bio's methane reduction technology (methane is a potent greenhouse gas) at Whole Foods Market suppliers, Darigold and Straus Family Creamery. During the pilots, cow manure is collected and placed into a lagoon, and the emitted gas is redirected through a trickling bioreactor, where Windfall's methane-eating microbes consume

the methane and trap nitrogen, producing fertilizer that can be reused on-farm. Whole Foods Market, alongside The Climate Pledge Fund — a \$2 billion venture investment program that targets companies operating in hard-to-abate sectors - supported Windfall's advancement, by generating funding and Windfall's nature-based connecting them with key suppliers. solution to capture methane using natural

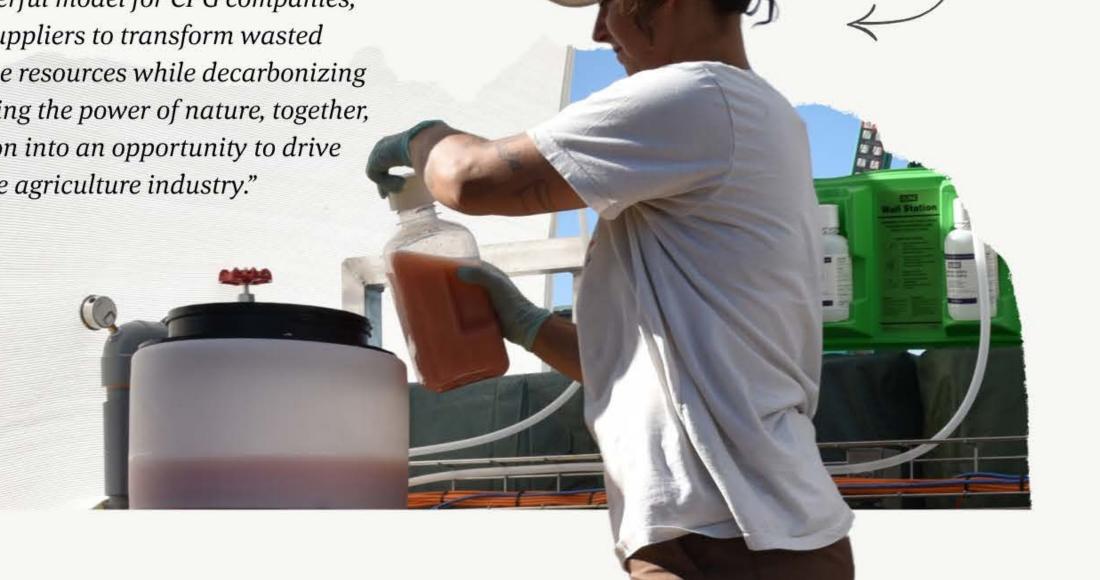
microbes known

as 'mems'

"Our collaboration with Amazon's Climate Pledge Fund and Whole Foods Market showcases a powerful model for CPG companies, major food retailers and their suppliers to transform wasted methane emissions into valuable resources while decarbonizing their supply chains. By harnessing the power of nature, together, we're turning methane mitigation into an opportunity to drive efficiency for a more sustainable agriculture industry."

JOSH SILVERMAN

Co-founder and CEO of Windfall Bio





Retail Innovation for Climate Impact



We strengthen our energy efforts through strategic partnerships with equipment manufacturers and industry groups — and for decades, we've brought these efforts to life across our stores and facilities through comprehensive initiatives including LED lighting, solar panel installations, electric vehicle charging stations, Green Globes and LEED certified buildings.

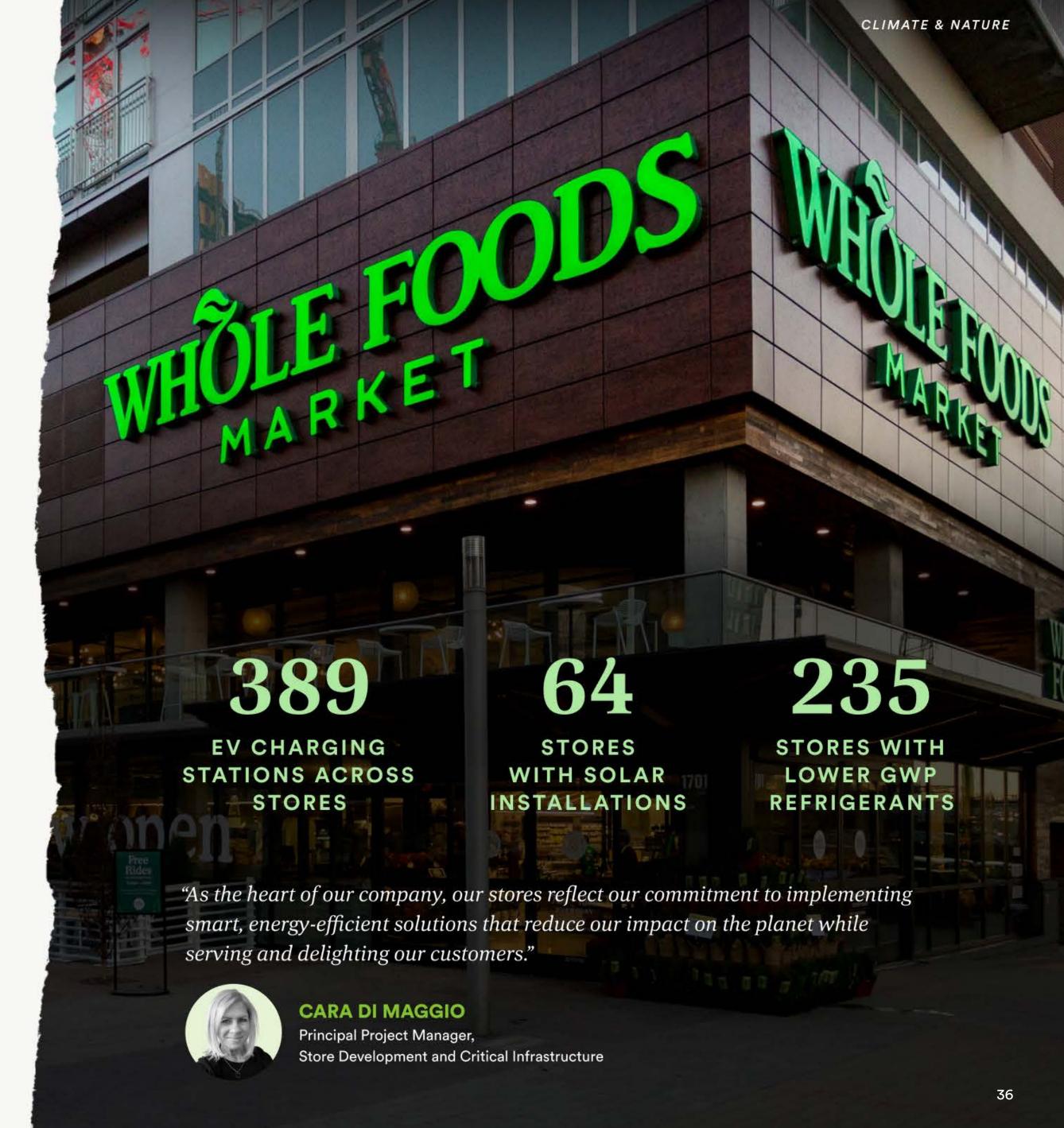
More Sustainable Refrigeration

As an active participant in the Environmental Protection Agency's GreenChill program, we're at the forefront of transitioning away from hydrofluorocarbons (HFCs) — powerful greenhouse gases commonly used in cooling systems.

By the end of 2024, 24 Whole Foods Market stores were relying on natural refrigerants in a primary refrigeration system. Natural refrigerants refer to refrigerants such as ammonia, carbon dioxide or propane, which are widely considered the most sustainable alternatives to HFC refrigerants. An additional 20 stores rely on a combination of natural refrigerants and other refrigerants in a primary refrigeration system. Where possible, we pushed to integrate a higher percentage of natural refrigerants.

potential (GWP) refrigerants in a primary refrigeration system. GWP is a gas's ability to trap extra heat in our atmosphere over time.

Lower-GWP refrigerants refer to refrigerants whose GWP isn't quite as low as natural refrigerants but are still considered more sustainable and contribute less to climate change than legacy HFC refrigerants.





Biodiversity & Pollinator Health

Biodiversity plays a crucial role in creating a robust and enduring food system. Ecosystems rich in diverse species contribute to improved soil conditions, efficient nutrient circulation and increased crop yields. This natural diversity acts as a shield against environmental challenges and helps secure the future of our food sources and other essential resources.

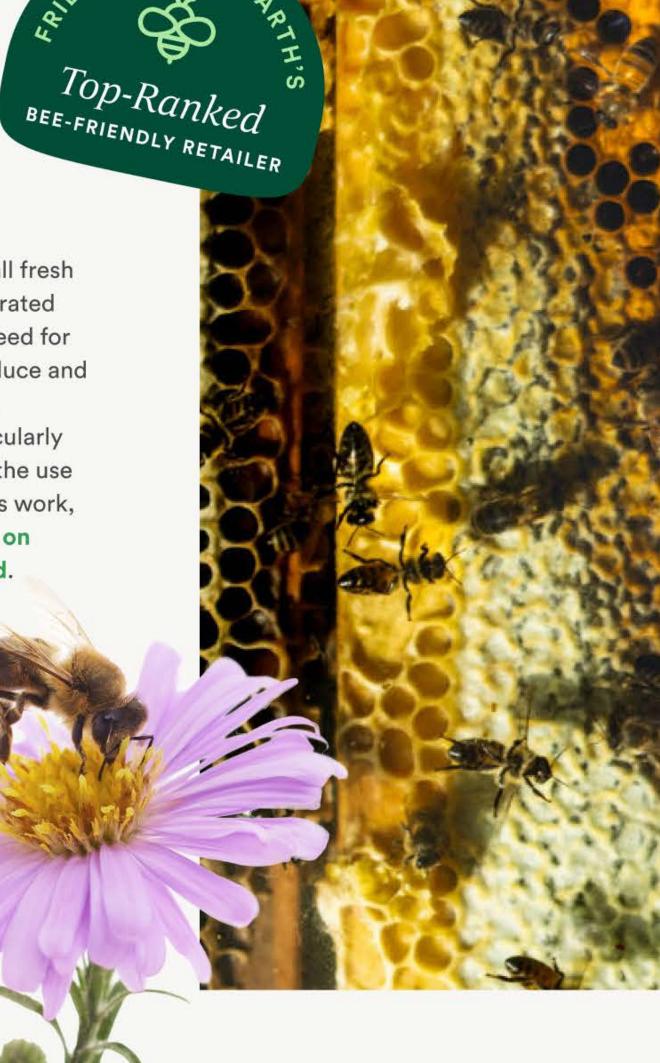
Whole Foods Market is also committed to biodiversity by supporting pollinator health. Under the Whole Foods Market

Pollinator Health Policy for Fresh Produce and Floral all fresh produce and floral suppliers must implement an integrated pest management (IPM) system, which reduces the need for chemical pesticides. We also encourage all fresh produce and floral suppliers to phase out the use of nitroguanidine neonicotinoids — a group of pesticides that are particularly harmful to pollinators. For potted plants, we prohibit the use of nitroguanidine neonicotinoids. In recognition of this work, Whole Foods Market was 2024's top-ranked retailer on Friends of the Earth's Bee Friendly Retailer scorecard.

"The health of our food system depends fundamentally on pollinators, and our **Pollinator Health Policy** strengthens our ongoing commitment to protecting these essential creatures and maintaining biodiversity. It's another meaningful advancement in our broader work of supporting climate-smart agriculture."



KEVIN DOTY
Vice President of Produce



On-Farm Biodiversity, Reimagined

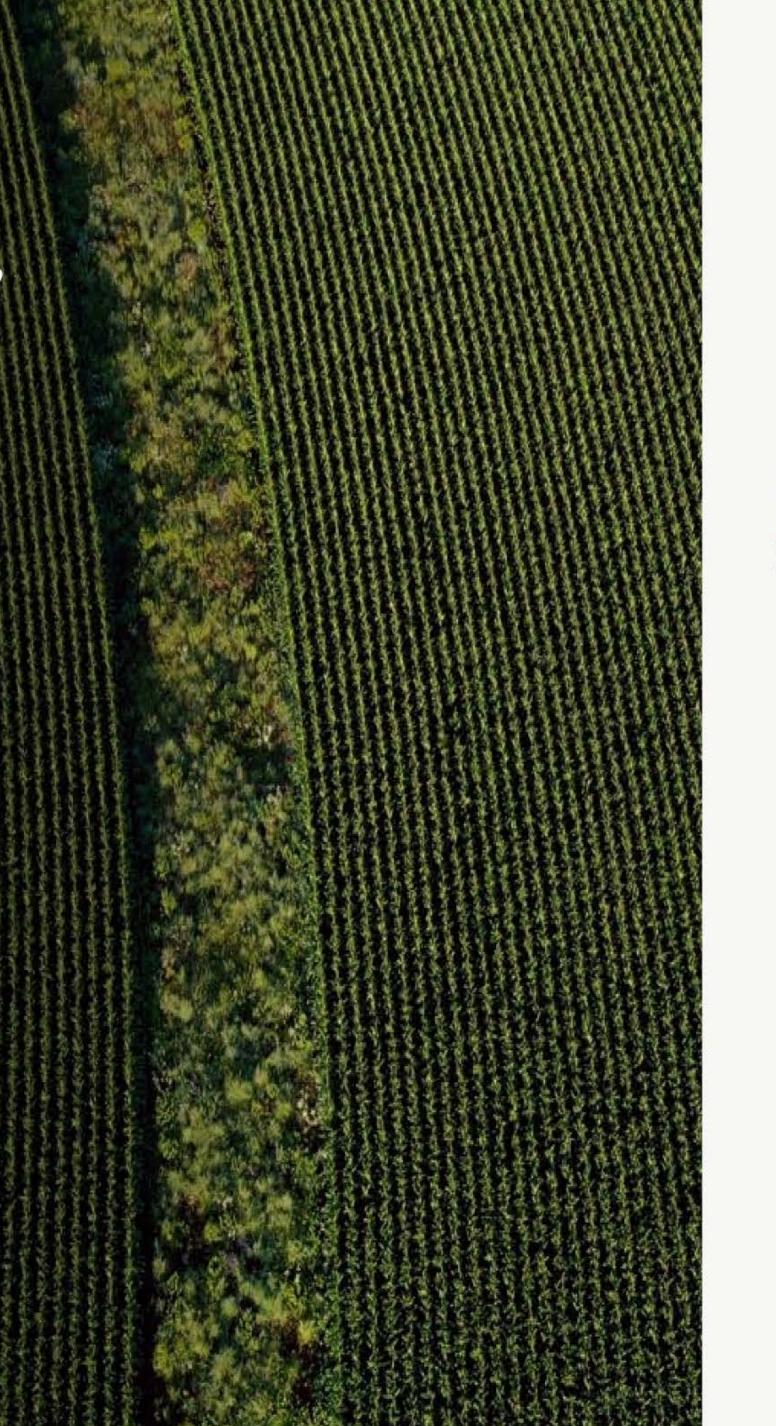


To further promote on-farm biodiversity, Whole Foods Market joined Mad Agriculture's Wilding initiative in 2024. This effort supports the strategic integration of native perennial vegetation planted in and around agricultural fields to enhance farm viability, protect pollinators, improve soil health and support water retention. Through this partnership, Mad Agriculture and participating farmers are planting and maintaining 113 acres of reconstructed prairie, most of which are on farms that supply ingredients to brands we sell, reflecting a shared commitment to regenerative agriculture and environmental stewardship.

"Working together, we're demonstrating that ecological health and farm economics don't have to compete. This is what resilient agriculture looks like."

OMAR DE KOK-MERCADO

Director of Wilding, Mad Agriculture





Lil Bucks makes crunchy toppers and snacks from sprouted buckwheat, a nutrient-dense fruit seed, that is also known as a soil rejuvenator and a great candidate for incorporation in crop rotations.

In true "soil to shelf" fashion, Lil Bucks sources
Regenerative Organic Certified buckwheat and
sunflower seeds directly from Luke Peterson Farms,
where Mad Agriculture has also planted prairie strips
with support from Whole Foods Market, to further
restore native biodiversity and pollinator habitats.

"As a brand rooted in regenerative sourcing, we believe investments like these support the long-term health of our agricultural partners, in turn strengthening our supply chain, and we're thrilled Luke Peterson Farms was selected for this program."

EMILY GRIFFITH

Founder and CEO, Lil Bucks

Water Conservation & 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

Our Sustainability team has established water usage baselines across our stores and partnered with Amazon to assess water risks. This analysis identified water-stressed regions, informing our 2024-2025 conservation strategy. Our initiatives now include smart water metering, leak detection systems and operational improvements such as optimized kitchen practices and water-efficient landscaping. These data-driven interventions, prioritized in sensitive areas, aim to significantly reduce our water footprint and enhance our overall environmental stewardship.

In Our Supply Chain

How Good has the world's
Largest database on food

largest sustainability with

product sustainability with Working with HowGood — an independent research company and data platform with the world's largest database on food product sustainability — our Sustainability team is identifying water-sensitive areas and commodities within our Private Label supply chain. This data-driven approach allows us to map water intensity hotspots, work with key suppliers to implement water conservation strategies, develop targeted solutions for water-stressed regions, and monitor and measure water usage improvements.

over 90,000 agricultural emission factors

Additionally, our commitment to climate-smart agriculture yields multiple benefits for water conservation. By promoting practices that enhance soil health, we're helping create more resilient agricultural systems — healthy soils act like natural sponges, improving water retention and reducing irrigation needs.

SMART WATER METERS INSTALLED

in water-stressed regions to measure water use

> "When we educate our fellow Team Members on smart water practices, we're creating a ripple effect of sustainability. Every drop saved through mindful use in our daily operations adds up to significant conservation over time."



TAMARA NOEL-GEORGE Associate Team Leader, Whole Foods Market Williamsburg



UPCIRCLE

SUPPLIER HIGHLIGHT

UpCircle champions water-conscious beauty by formulating cosmetics with less water than industry norms, where water typically constitutes up to 90% of a product. Their Shampoo Creme contains 50% less water than standard shampoos. UpCircle works to minimize environmental impact by incorporating ingredients such as repurposed coffee grounds and fruit waters. Their Hand + Body Wash and Face Toner utilizes fruit water that is repurposed from the excess water from fruit juice production.







Investing in Regenerative Change Together

REGENERATIVE SERVICES
MATCH PROGRAM







Whole Foods Market encourages its suppliers to move towards agricultural production methods like organic and regenerative agriculture, which can reduce carbon emissions, enhance soil health and help support the sustainability of food production. For example, as part of the Regenerative Services Match program, in collaboration with the Wolfe's Neck Center for Agriculture and the Environment, Whole Foods Market provided funding and helped recruit brands, distributors and value chain stakeholders to support producers in implementing science-based, regenerative practices at the farm level.

"Farmers see the impacts of extreme weather on their businesses and understand the value of farming practices that build resilience. We are proud to work alongside Whole Foods Market through the Regenerative Services Match program to bring producers the tools and knowledge they need to remain viable, feed our communities and steward the land."

ELLEN STERN GRISWOLD

Managing Director of Programs at Wolfe's Neck Center for Agriculture & the Environment



Organic dairy potentially offers advantages in addressing climate change, as the pastures and haylands that feed the cows can more effectively store carbon in the soil. That's why Stonyfield has collaborated with Wolfe's Neck Center and Whole Foods Market to financially support farms in Stonyfield's direct supply chain. This initiative encourages the adoption of new practices that can further mitigate climate change, such as incorporating compost or biochar into crop and pastureland. Stonyfield is enthusiastic about the involvement of

the entire supply chain in this project, from farms to retail.



"We all share responsibility in reducing our impact on climate change, and our daily choices matter. The Regenerative Services Match program is an excellent way to unite us in supporting improved practices at the farm level."

BRITT LUNDGREN

E& THE ENVIR

Senior Director of Sustainability and Government Affairs at Stonyfield



People

INTRODUCTION OUR APPROACH SOURCING CLIMATE PEOPLE WASTE & PACKAGING

People at a Glance

Every person who interacts with Whole Foods Market deserves to be treated with dignity whether they're working in our stores, farming our products or shopping in our aisles. We're dedicated to making this a reality through careful planning, clear standards and measurable actions that create positive experiences for everyone in our community.



The People Powering our Purpose

OUR COMMUNITIES

34.5 mil+ 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

54

vans donated to food rescue orgs through Nourishing Our Neighborhoods program

8.6 mil+

invested in Community Giving initiatives

795

Community Connections volunteer activations were held throughout 2024

OUR TEAM MEMBERS

8,000+

Team Members promoted

8,522

Culture Champions Certified

2

new Apprentice Programs
programs launched: Pizzaioli and
Produce Professional

293

Green Mission Ambassadors Certified

292

Culture Champion Ambassadors Certified

1,091

Team Members graduated from Career

Development Programs

OUR FOUNDATION



81

Fresh, Healthy Food Access Grants awarded across 55 cities in the U.S. and Canada



35,820

Income-Generating Opportunities created for Micro-Entrepreneurs and Smallholder Farmers across 38 countries



749 Garden Grants

157 Salad Bar Grants for Schools

104 Bee Grants awarded to schools



Team Member Benefits Overview

	Benefit	Team Member (part time)	Team Member (full time)	Location Leader	Store Support	
Compensation	Performance Bonus			×	×	Applies to eligible Store Support Team Members (TMs) and Store Leaders.
	Annual Merit Increase	×	×	×	×	Level 1 TMs receive an automatic pay increase after 90 days.
	Equity			×	×	Applies to eligible Store Support TMs and Store Leaders.
Benefits	Team Member Discount	×	×	×	×	20% In-store discount plus an additional 15% off select food bar purchases.
	Paid Time Off	×	×	×	×	PTO is available to use for any reason.
	Career Learning & Development	×	×	×	×	Comprehensive training programs and tuition free educational courses for eligible TMs.
	Apprentice Programs	×	×			Combined on-the-job learning, direct mentorship and extended practice to introduce specialized skillsets for pursuing culinary or artisanal pathways.
	Retirement Savings Plan	×	×	×	×	All full and part-time Team Members age 18 and older are eligible to participate in the U.S. 401(k) or Canadian RRSP.
	Employer Matching Contribution	×	×	×	×	TMs who work at least 1,000 hours in a year are eligible to receive the Employer Matching Contribution for that year. WFM will match 50% of 401(k) or RRSP contributions up to 4% of eligible annual pay which is subject to the Plans' vesting requirements.
	Financial Wellness	×	×	×	×	All U.S. Team Members who participate in the WFM 401(k) Plan are eligible for in-person financial planning assistance and have access to an Emergency Savings Account.
	Team Member Assistance Program	×	×	×	×	No cost resources for TMs and their household members to help with work/life balance and enhance mental wellbeing through Headspace. Includes 7 free clinical sessions per issue, per year.
	Medical, Dental, Vision Insurance		×	×	×	Healthcare choices are available for all eligible FT TMs working 30 hours or more per week (HI TMs working 20 hours or more).
	Life & Disability Insurance		×	×	×	Eligible TMs may elect life and disability insurance.
	Voluntary Benefits	×	×	×	×	Eligible TMs have access to pet insurance, home & auto insurance discounts, accident, critical illness and hospital indemnity insurance.
	Flexible Spending Accounts		×	×	×	Healthcare, dependent, transit, parking and health savings accounts available to eligible TMs.
	Paid Parental Leave		×	×	×	Eligible FT TMs with 4,000 service hours receive time with 100% pay to bond with a new child.
	Healthy Retreats	×	×	×	×	Whole Foods Market-sponsored wellness retreat to help TMs create and maintain a healthy lifestyle.
	Immersive Trip Opportunities	×	×	×	×	TMs can apply to attend all expenses paid, hands- on educational experiences led by our CEO to advance our purpose.
	Brand Name Discounts	×	×	×	×	Partner discounts on wellness and fitness memberships, travel, tech and more.

GUILD EDUCATION BENEFIT

In 2024, we expanded our Guild Education Benefit to all eligible hourly Team Members across U.S. stores and facilities. This program offers tuition-free courses in essential skills development, including English and Spanish Language Learning, High School Completion, Technology Fundamentals and Retail Management, reflecting our commitment to creating inclusive career growth pathways for all Team Members.

TEAM MEMBER DISCOUNT

We're enhancing our Team Member discount in the United States, by allowing Team Members to stack their discount with the lowest indicated price on nearly all items on sale in our stores.



HEALTHY RETREATS

Whole Foods Market Healthy Retreats are six-day offsite wellness sessions designed to help Team Members create and sustain healthy lifestyle changes. In 2024, we increased the number of Healthy Retreats offered and expanded eligibility to part-time Team Members to further the program's reach. In 2024, 177 Team Members participated in the Healthy Retreat program. 45

Where Team Members Become Leaders

APPRENTICE & PROFESSIONAL PROGRAMS

These comprehensive programs go beyond basic training, cultivating deep expertise in product knowledge, merchandising techniques, customer service excellence and retail operations. Developed through collaborative efforts across departments, these apprenticeships reflect our dedication to continuous learning and career growth.

In 2024, we launched two new, groundbreaking apprenticeship initiatives: the **Produce Professional** and **Pizzaioli Apprentice Programs**. Each program welcomed over 120 Team Members in their initial cohorts, marking a significant investment in specialized skill development across our stores. By 2025, we aim to have certified Pizzaioli and Produce Professionals in every Whole Foods Market location across the U.S. and Canada.

8,000+

TEAM MEMBERS

PROMOTED

1,091

CAREER DEVELOPMENT PROGRAM GRADUATES

CAREER DEVELOPMENT PROGRAMS

Through structured leadership development programs at every level in our stores, we equip Team Members with the skills they need to advance their careers, creating a pathway from entry-level positions to store leadership. This investment in internal talent has produced remarkable results — over 80% of our store leadership positions are filled through internal promotions.



122

Produce Professional Apprentices enrolled

131

Pizzaioli Apprentices enrolled

156

Butcher Apprentice graduates

52

Bakery Decorator graduates

40

Certified Cheese Professional graduates



"The Produce Apprentice Program was great for my development here at Whole Foods. It allowed me to become more goal driven in my daily work while enhancing my knowledge about the products we carry. I'm very happy that I took this opportunity which ultimately helped me prepare

JOSH SMITH

Team Trainer, Whole Foods Market North Burnaby

for bigger roles within the department."

"What I learned from this Pizza program has reignited my passion for food and customer service. From the history of pizza to the process and practice for a more consistent pizza every time, I have a new knowledge of the position and look forward to sharing what I learned with fellow Team Members and customers."

RONALD ZISK

Associate Team Leader, Whole Foods Market West Hartford

We create a

unique mentorship

opportunity that

bridges operational

enterprise with

strategic vision

Strengthening Leadership Through Connection

CULTIVATE MENTORSHIP PROGRAM

Our Cultivate mentorship program pairs Team Members seeking growth with experienced leaders across Whole Foods Market. Through intentional relationships built on trust and mutual respect, mentees gain valuable insights, develop new skills and prepare for advanced responsibilities. This program helps unlock career potential while strengthening our culture of Team Member development.

BUDDY PROGRAM

Our Buddy Program is a key pathway for helping influential leaders at our Store Support offices keep a store-centric mindset and enhance their understanding of the operational reality. By pairing Store Team Leaders with Store Support Vice Presidents, we create a unique mentorship opportunity that bridges operational expertise with strategic vision. This program not only accelerates the growth of our store leaders but also ensures our executive team stays connected to the day-to-day realities of our stores.

"I was thrilled to meet Mike and the Fairfax team through our Buddy Program. The two-way flow of knowledge and experience is crucial for our company's growth and fostering a culture of continuous learning."



AMIT ROZEMAN VP of E-commerce and Product Management



109% **INCREASE IN CULTIVATE MENTEES**

year-over-year

"My time with Amit provided invaluable exposure to strategic thinking. The Buddy Program is a powerful way to foster crossfunctional understanding, share best practices, and cultivate the next generation of Whole Foods Market leaders."



MICHAEL MATUNE Store Team Leader, Whole Foods Market Fair Lakes

AMBASSADORS IN ACTION: LIVING OUR CULTURE



The Culture Champions program celebrates and empowers Team Members who embody our purpose to nourish people and the planet. Culture Champions embrace four essential pillars that define our unique workplace culture:

Team Member Connection, Community Connection, Green Mission 2.0 and Food.

29,121	Culture Champions throughout the organization				
8,522	Culture Champions certified in 2024				
292	Culture Champion Ambassadors certified in 2024				
91%	of stores have at least one Culture Champion Ambassador				

"By educating, involving and empowering Team Members, the Culture Champions program gives them a clear sense of identity within Whole Foods Market. This is the key to fulfilling our higher purpose fostering a strong sense of self and community."



NATALI LIRA

Customer Service Team Leader and Culture Champion

Ambassador, Whole Foods Market Cedar Park



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.

436	Green Mission Ambassadors
293	Green Mission Ambassadors certified in 2024
81%	of stores now have Green Mission Ambassadors

"Green Mission 2.0 gives every Team Member the chance to participate directly in our sustainability efforts, proving that real change, and a healthier planet, starts with each of us working together."



LAURA VINCENT
Store Trainer and Green Mission Ambassador,
Whole Foods Market Buffalo



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. Activations will highlight many aspects of our Food Culture like quality and tradition, seasonal relevancy, innovation and wellness.



"I was thrilled to be the very first Food Ambassador at Whole Foods Market! It's a role that bridges the gap between our products and our customers' plates, turning every interaction into an opportunity to educate, inspire and transform the way people think about food."



DEVIN BISCHOFFStore Trainer, Whole Foods Market Berkeley



Community Engagement

NOURISHING OUR NEIGHBORHOODS

Through our Nourishing Our Neighborhoods program we've provided 54 refrigerated vans to local food rescue organizations across the U.S. and Canada, enabling them to efficiently transport fresh food to underserved communities, strengthening the vital link between surplus food and the people who need it most. Each vehicle has the capacity to rescue 20,000 pounds of food per week, in total 56M+ pounds of food per year can be diverted from landfills.

Beginning in 2025, all new Nourishing Our Neighborhoods vans will be electric, reinforcing our commitment to reducing food waste, lowering emissions and addressing food insecurity.

In 2024, Nourishing Our Neighborhoods also held six Mobile Pantry events. These farmers' market-style events provided fresh produce and essential pantry items to more than 4,200 families in need. Whole Foods Market also held 67 Stuff the Van events where Team Members filled vans with over 163,000,000 pounds of donated food — enough for over 135,000,000 meals.

FOOD DONATIONS

Through our collaboration with Food Donation Connection, we annually donate millions of pounds of perishable and nonperishable food to a network of local food banks and food rescue organizations. This helps surplus food from our stores reach those in need, reducing waste while addressing food insecurity in our communities. In 2024 alone, we donated 34,594,342 pounds of food — nearly 29 million meals worth — to over 1,000 unique food rescue and redistribution programs.

Nearly 29 million meals worth



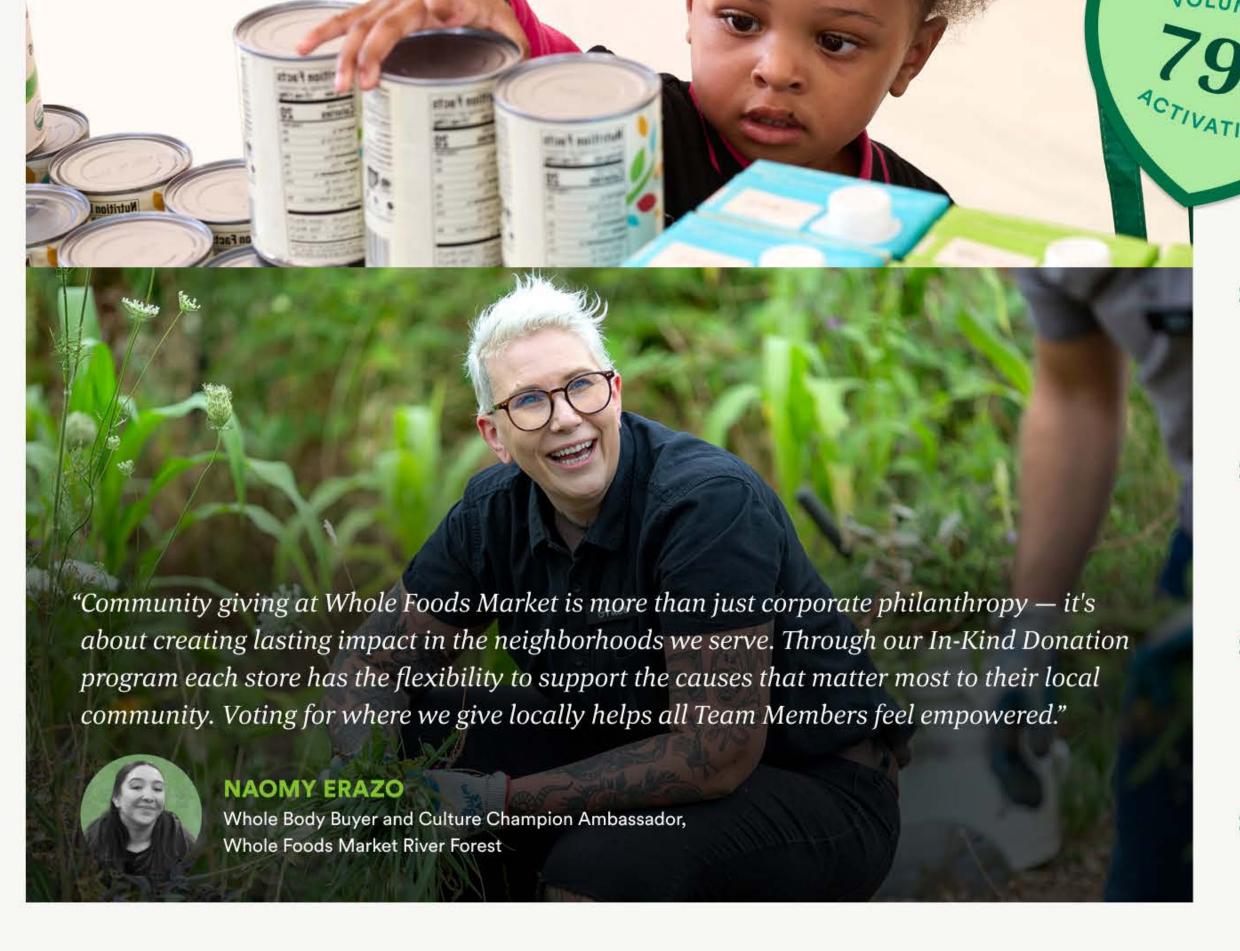


Investing in the Communities
We Call Home

By providing diverse resources and support to thousands of nonprofit organizations annually, we help address both immediate and long-term community needs. We carefully select organizations who support our purpose to nourish people and the planet, ensuring our giving creates meaningful change where it's needed most.

Launched in 2024, Community Connections provides an established framework for Whole Foods Market Team Members to hold team building events through volunteering, strengthening supplier knowledge and collectively deepening our connections with Whole Foods Market stakeholders and communities.

Community Connections allow Team Members to experience our purpose in action while building relationships with each other. Through Community Connections, 795 volunteer activations were held throughout 2024.



\$8.6 mil+

of Community Giving

\$4.2 mil+

to **43 organizations**via Store Support Giving

\$3.3 mil+

to **923 organizations** via Store Giving

\$1.9 mil+

to **22 organizations** via Regional Giving

Rooted in Purpose, Together

Whole Foods Market Foundation is on a mission

to nourish people and the planet by providing access to essential resources to improve nutrition and create opportunities for financial stability.

At the beginning of 2024, Whole Cities, Whole Kids and Whole Planet united to form Whole Foods Market Foundation (WFMF). The strategic integration of these three nonprofits creates a powerful Foundation that expands access to resources across multiple contexts and generations, leveraging shared knowledge and networks to build long-term solutions.

\$14.2 mil

1,239
ORGANIZATIONS AND SCHOOLS SUPPORTED

"There is an enormous opportunity to positively impact people and the planet through our Foundation, serving communities where Whole Foods Market operates and beyond. Through the Foundation's efforts, we can help change the quality and trajectory of lives for individual people and entire communities. By providing access to healthy food, education and resources, we empower meaningful and sustainable progress."



ALYSSA VESCIO

WFMF President & Chairperson and Whole Foods Market SVP, Center Store, Sourcing and Product Development





Meet Daniel Zoltani,

Our Whole Foods Market Foundation Executive Director

Around the world, 870 million people experience barriers accessing sufficient, nutritious and safe food, with millions living on less than \$3.65 per day, creating a cycle of poverty.

870 mil

people experience barriers accessing sufficient, nutritious and safe food

At Whole Foods Market Foundation, we understand that poverty and food insecurity are both multidimensional, extending far beyond financial constraints. It's a complex web of interconnected barriers that keep families and communities trapped in cycles of scarcity. That's why we're combining our efforts to deepen our impact, focusing on two critical issues: food access and financial resilience.

By partnering with organizations that implement community-led solutions to address local challenges, we're helping create pathways to prosperity. Working alongside our stakeholders, we're committed to increasing access to essential resources in every community we serve. We believe that when people have access to both nutritious food and financial opportunities, they can reach their fullest potential and create lasting positive change.

Foundation Impact In Action



WHOLE CITIES

Whole Cities improves individual and community health by expanding access to fresh, healthy food and nutrition education.

Awarded 81 Fresh, Healthy Food Access Grants across 56 Cities in the U.S. and Canada. These grants supported:

Fruit & vegetable growers

26 Nutrition education programs

Fresh produce distributors

Collaborative health partnerships



GRANT RECIPIENT

Twin Sisters Mobile Market

whatcom County, Washington

Twin Sisters Mobile Market is a two-year Community First Grant recipient (\$18k investment to date). Their mission is to increase access to fresh, local, nutritious food, and to support the success of the farmers who grow it. They offer hyper-local markets that adapt to the unique needs of each community they serve, working to build a more equitable and resilient food system in their county's food insecure areas.

"We need more avenues to healthy food and more support for
the people growing it. The more people learning how to eat
nutritiously, growing their own food, and supporting their
local food chain, the better! And the more people
that engage in their local food supply,
the more secure that supply is,
which benefits everyone."

Whole Foods Market
Team Member wominating
Team Member wominating
Team Member wominating
Team Member wominating



TWIN SISTERS MOBILE MARKET

BARBI SMITH

Associate Store Team Leader,

Whole Foods Market Bellingham, Washington





WHOLE KIDS

Whole Kids enhances children's wellness by improving access to nutritious foods, supporting healthy food education and building professional development to sustain those changes.

Supported 1,108 Schools & Organizations in the U.S., Canada and the U.K. with:

749 Garden grants

157 Salad bar grants for schools

104 Bee grants

6 School food transformation district grants



GRANT RECIPIENT

wood Dale, Illinois

Child's Voice School

The mission of Child's Voice school is to empower children with hearing loss to be successful in educational and social settings. With their Garden Grant, Child's Voice was able to add edible and sensory gardens to complement the school's STREAMM (Science, Technology, Reading, Engineering, Art, Math and Music) program.

Amazon Fresh supported this year's Garden Grant with a \$250,000 donation, funding 83 gardens (one of which was a renewal grant for Child's Voice!) for more than 50,000 students!

"With children receiving up to half their daily calories at school, investing in school food programs is crucial for improving children's nutrition. From sparking their curiosity in a garden to transitioning to more scratch-cooked meals in the cafeteria, we're able to cultivate a deeper understanding about food and nutrition for future generations"



VANESSA CRUZ
Whole Kids School Food Program Lead





WHOLE PLANET

Whole Planet helps micro-entrepreneurs, smallholder farmers and people living in extreme poverty build long-term financial resilience through income and savings.

50 International organizations supported

38 Active countries

89% Women entrepreneurs

35,820 People impacted



GRANT RECIPIENT



myAgro

myAgro helps smallholder farmers in West Africa move out of poverty through a unique mobile layaway platform that allows farmers to purchase high-quality seeds and fertilizer in small, manageable increments. Their innovative approach combines timely delivery with climate-adapted training to maximize harvests and strengthen soil fertility, empowering farmers to significantly increase their productivity and income.

"Going to Senegal to visit and learn from Whole Planet partner organizations, I saw the transformative impact that these organizations have had on women, their families and their entire communities. I am so grateful to have met these entrepreneurs and farmers and witnessed their successes first-hand."



CATHERINE KIELY WFMF Board Member and Store Team Leader, Whole Foods Market Lexington

Supply Chain Social Responsibility

Nourishing people is not only about access to high quality food. It is about nourishing the lives and livelihoods of the workers who harvest and make our food and the communities that rely on this work.

HUMAN RIGHTS

In 2024, Whole Foods Market took part in a comprehensive saliency assessment across Amazon Worldwide Grocery Stores to identify critical human rights risks associated with our business operations. This thorough evaluation led to the identification of five key risk areas: child labor, forced labor (or modern slavery), health and safety, freedom of association and fair wages.

Following this assessment, we developed a strategic four-point action plan for implementation in 2025. This plan aims to integrate fundamental human rights due diligence strategies to help us mitigate risks across our business, with an initial focus on our private label, meat, seafood and produce products.



OUR CODES OF CONDUCT

The Whole Foods Market Supplier Code of Conduct outlines expectations for our suppliers, helping to ensure products meet our standards. Based on United Nations and International Labour Organization (ILO) principles, the Code addresses issues such as labor rights, workplace health and safety, fair wages and ethical business practices. We interpret these policies using ILO guidance.

To supplement our Supplier Code of Conduct, in early 2025, Whole Foods Market announced its new Seafood Code of Conduct, establishing clear standards to safeguard the human rights and welfare of workers at sea throughout its global seafood supply chain. All Whole Foods Market seafood suppliers are expected to follow these standards. The Seafood Code of Conduct builds on Whole Foods Market's broader Supplier Code of Conduct and is part of the company's long-term mission to promote social responsibility and continuous improvement in its supply chain.

Seafood Code of Conduct

We're proud to continue to strengthen our supply chain social responsibility by launching our Seafood Code of Conduct. Key focus areas include:

MAXIMUM WORKING HOURS AND TIME AT SEA Aligns work and rest hours with ILO Fishing Convention standards and establishes that all fishing vessels must

visit port at a minimum every 11 months.

ETHICAL RECRUITMENT

Prohibits recruitment fees and mandates clear, fair

employment contracts.

COMMUNICATION
ACCESS FOR CREW
MEMBERS

Mandates crew access to communication channels while at sea to contact family, NGOs and worker representatives and calls for vessels to prioritize installing Wi-Fi.

HEALTH AND SAFETY
ON VESSELS

Requires safety training, PPE, medical care and sufficient food and water for all crew members.



"Our purpose has always guided our business decisions, and now we're extending this philosophy through our new Seafood Code of Conduct. This is the latest step in a long-standing commitment to sustainable seafood and we're excited to dig in with our stakeholders to ensure respect for human rights is standard business practice across the seafood industry."



EMILY MCDUFFSocial Responsibility Principal Advisor



Maste & Packaging

INTRODUCTION OUR APPROACH SOURCING CLIMATE PEOPLE WASTE & PACKAGING

Maste & Packaging at a Glance At Whole Foods Market, we believe that true success for our business isn't measured only by

what we sell, but also by what we avoid from going to waste.

Reducing our waste nourishes our communities and helps sustain the planet.

Every item rescued from the landfill is a step towards a healthier world and a more responsible food system.

2024 Store Waste Balancing the Plate & the Planet

535

STORES

with active recycling programs (99% of stores)

1,031

UNIQUE FOOD
RESCUE AND
REDISTRIBUTION
PROGRAMS

supported

34,594,342 lbs.

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

455 stores

with active organic diversion programs, such as composting (84% of stores)

91,990+ tons

of unsold food diverted from landfills through organic diversion programs

124,800+ tons

of recyclable materials diverted from landfills through recycling

Nearly 70%

overall diversion rate

20.6 mil+

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

Reducing Waste, Nourishing Communities

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*.

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.



Decrease

Decreasing our food waste starts with precise inventory control and smart ordering practices. When produce doesn't meet our display standards, we repurpose it into prepared foods. And we continue to explore innovative ways to keep unsold food out of landfills and expand access to quality food

through programs such as **Too Good To Go** and **Enjoy Today**. Between these two programs, all Whole Foods Market stores now have a pathway to avoiding food waste by providing customers quality food at a compelling discount.



"Too Good To Go is proud to continue working with Whole Foods Market, an iconic leader in quality, community and sustainability. Since expanding nationally with Whole Foods Market in 2024 the results speak for themselves: 95%+ of their food listed on Too Good To Go is saved from going to waste, making this one of our most successful collaborations globally."

METTE LYKKE

CEO of Too Good To Go



ITEMS

kept out of landfills with Enjoy Today program



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.

636,000

saved from landfills throughout the year

Too Good To Go

In 2024, Whole Foods Market launched a program with Too Good To Go, an innovative app-based platform that connects customers with surplus food at a great value. This collaboration extended to 536 Whole Foods Market locations across the United States. The initiative continues to be a resounding success, resulting in approximately 636,000 meals saved from landfill throughout the year.

These programs not only reduce food waste but also provide customers with access more affordable prices, commitment to both sustainability and value



Donate





U.S. Food Waste Pact

To strengthen our food donation program, we conducted a comprehensive analysis of food donation agencies and our stores to identify specific challenges and opportunities across different food categories. These insights were shared with fellow retailers through our participation in the U.S. Food Waste Pact Food Recovery Working Group, fostering industry-wide improvements in food donation practices. Based on this research, we're developing a strategic action plan for 2025 that will enhance our donations program.

working with Food Donation Connection, working with Food Donation Connection, active each of our U.S. stores maintains active each of our U.S. stores maintains active partnerships with local food rescue partnerships with local food rescue and redistribution programs and redistribution programs



34,594,342 lbs.

We donated 34,594,342 pounds of food — nearly 29 million meals worth — to over 1,000 unique food rescue and redistribution programs across the country.



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.

"Proper waste sorting starts with proper education. When we help our fellow Team Members understand the 'why' and 'how' of waste management, we transform a simple task into a meaningful contribution to our sustainability journey."



KELLY WILSON

Bakery Team Member, Whole Foods Market Flagstaff



OF UNSOLD FOOD KEPT **OUT OF LANDFILLS**

455 Whole Foods Market stores, or nearly 85% of our stores, had active organic diversion programs that collectively diverted over 91,990 tons of unsold food from landfills.

WASTE & PACKAGING

Operational Waste Optimized by Insight

DATA-DRIVEN WASTE REDUCTION







We've joined forces with Rubicon, a leading waste management technology company, to revolutionize our waste tracking and reduction efforts. This collaboration has introduced an interactive online portal, giving store teams immediate access to their location-specific waste metrics. This transparent, data-driven approach allows us to identify trends, implement targeted improvements and measure the success of our waste reduction initiatives more effectively.

"We are excited about working with Whole Foods
Market to continue elevating their goals of minimizing
waste! Our strategic support aligns with their focus on
data accuracy and improved operational efficiency.
Rubicon is proud to support Whole Foods Market on
their sustainability journey."

MIKE DULIN

Chief Executive Officer, Rubicon

CUTTING WASTE WITH REUSABLE CRATES





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 potatoes, onions, carrots and root vegetables from several suppliers. In the first 90 days of the pilot, our North Atlantic Distribution Center avoided nearly 155,000 pounds of cardboard waste by using IFCO reusable packaging crates. That means that we're projected to avoid nearly 620,000 pounds of cardboard waste annually with the help of IFCO.

155,000 lbs.

of cardboard waste was avoided by using IFCO reusable packaging crates

620,000 lbs.

of cardboard waste avoided annually with the help of IFCO

"Waste isn't just an environmental issue

— it represents a business opportunity.

From composting programs and food
donation partnerships to innovative
programs like Too Good To Go and
Enjoy Today, we're strengthening our
communities while demonstrating that
successful business practices can align
with sound environmental stewardship."



KAITY ROBBINS

Senior Program Manager of Diversion





In Our Stores and Private Label

Whole Foods Market strives to make its Private Label and in-store food service packaging, reusable, recyclable or compostable when possible.

In 2023, we established a plastic packaging baseline for our Exclusive Brands and in-store food service plastic packaging. In 2024, we built on that baseline by expanding it to all packaging types within our Exclusive Brands. In 2025, this baseline will be further expanded to include all packaging types for in-store food service packaging. With this baseline, we gained insight into the amount and types of packaging we're using for all

products in our footprint, allowing us to better understand the environmental impact of our packaging.

This information is critical to developing our **Packaging Roadmap**, which will evaluate our Exclusive Brands and in-store food service packaging.

The Packaging Roadmap goals may include reducing overall materials, improving source materials, avoiding materials and substances like PVC, and improving reusability, recyclability or compostability.

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.

204

2024

Avoided the use of over 20.6 million paper bags through the continued rollout of stronger twist-handle checkout bags.

65

From Refill to Reform Shaping More Sustainable Packaging

Supporting Suppliers

Whole Foods Market's Packaging Guidelines encourage its suppliers to use more sustainable packaging.

The guidelines are grounded in four core concepts aimed at balancing safety, performance and sustainability: material safety, material performance and efficiency, design for recovery and responsible sourcing.

In alignment with Whole Foods Market's sustainability strategy, these guidelines are intended to reduce the amount of packaging Whole Foods Market uses, improve source material, and design for end-of-life and lower greenhouse gas emissions.

"Our approach to reducing plastic packaging is multifaceted and ambitious. We're constantly evaluating our packaging choices, working with suppliers to develop innovative, more sustainable alternatives, and eliminating unnecessary plastic wherever possible. This isn't just about meeting customer expectations — it's about taking responsibility for our environmental impact and driving industry-wide change towards more sustainable packaging solutions."







wonderfil

Dr. Bronner's, a manufacturer of soaps and body care products for over 75 years, has been carried by Whole Foods Market since its opening day. Committed to 'treating the earth like home,' Dr. Bronner's utilizes regenerative organic agriculture, environmentally conscious manufacturing and innovative packaging to reduce waste. After pioneering PCR plastic bottles 20 years ago, the company launched paper-based refill cartons in 2024, that use 86% less plastic compared to the same size plastic bottle. In 2024 alone, this switch avoided 68 metric tons of plastic waste. In 2024, recognizing that even minimal packaging creates waste, Dr. Bronner's piloted automated refill stations with Whole Foods Market and Wonderfil at five San Francisco Bay Area stores, marking another step toward zero waste.

65

METRIC TONS

of plastic waste avoided by switching to paperbased refill cartons

90% LESS PLASTIC

compared to previous packaging



If 2024 underscored one thing for me it's that a grocery store truly exemplifies the concept of interconnectivity: between people and planet, Team Members and customers, brands and private labels, food systems and farmers. Our shelves are stocked with about a half a million different products worldwide — each one with a story. Each one with an impact.

Thank you to the suppliers and brands that make the special products on our shelves. Thank you to the ranchers, farmers and producers who grow and raise the ingredients that go into those products. Thank you to the thousands of people across the globe who pick, catch, harvest, pluck and care for those ingredients. Thank you to our Team Members, without whom there would be no products on the shelves.

Thank you to the Sustainability and Quality Standards teams, who create the policy and strategy that help ensure the products on our shelves nourish both people and the planet. You are all part of the magic that makes Whole Foods Market the nation's leading natural and organic grocer.

Now, more than ever, we must celebrate the things that connect us all. And through our products, through our people, through our standards, and through our higher purpose, that is exactly what we do at Whole Foods Market every day.

Thank you for being a beloved part of our story.





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uncertain and difficult to predict. We use words such as aim, anticipate, believe, commit, drive, 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, changing climate-related conditions and weather events, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations, 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.com, Inc.'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.



We welcome your feedback or questions





From prairie strips to pollinators, we're restoring balance by reconnecting what nourishes us.

Watch at wholefoods.com/impact