



SUSTAINABILITY REPORT

FY 2020



unifi.com

Albert P. Carey
Executive Chairman

Kenneth G. Langone
Independent Director

Thomas H. Caudle, Jr.
President, Chief Operating Officer and Director



A WORD FROM OUR LEADERSHIP

We are frequently asked, “In what ways is Unifi sustainable?” The question is often environmental in nature, and the conversation can quickly jump to product, with a focus on our REPREVE® product platform, its catalytic growth since 2007 and the customers for whom we have to thank for their investment and support.

We’ve consciously chosen not to look at sustainability as a division or a subset of the organization but as a **core strategic pillar** that permeates through all aspects of our organization. This includes the technology investments we make, the products we create and the empowerment of the growth and continuing education of our employees. Each choice is designed to create positive impact for our people, our business and our planet, while supporting our customers’ growth through our product offerings.

This year, we are proud to share our first Sustainability Report with you, our customers, our shareholders and our employees. We’ve taken a close look at what we do well with respect to all aspects of sustainability, and we also understand that sustainability is a continuous improvement journey. We’ll share commendations for our REPREVE Champions of Sustainability, exciting developments and technologies where we’ve stepped up our investment, and areas where we’ve increased industry advocacy. Additionally, we will highlight the people and communities we are so fortunate to serve and organizations with whom we align for industry engagement and advocacy.

What started as a textile operation in one town in North Carolina nearly 50 years ago has grown into an influential business with operational presence in 11 countries. We take our industry leadership seriously, and we are committed to bringing the greatest benefit possible to our employees, customers, communities and planet.

Please consider this Report an invitation to join us on our sustainability journey. **We’re excited to engage in a broader dialogue.**



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OVERVIEW

Unifi is a global textile solutions provider and one of the world's leading innovators in manufacturing synthetic and recycled performance fibers.

MANAGEMENT

Eddie Ingle | CEO

Tom Caudle | President & COO

Al Carey | Executive Chairman

Craig Creaturo | EVP & CFO

Hongjun Ning | EVP ⁽¹⁾

Lucas de Carvalho Rocha | EVP ⁽²⁾

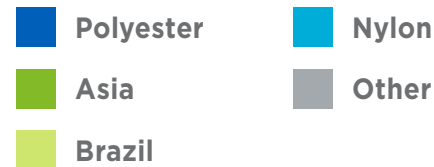
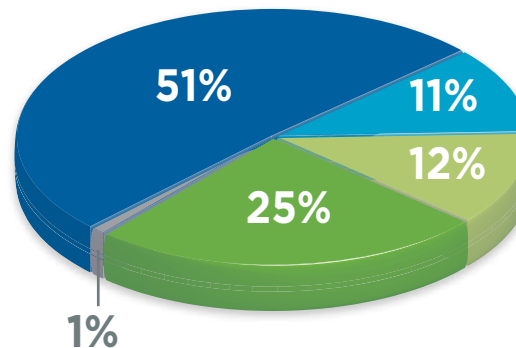
Global Employees: ~ 2,650

NYSE: UFI

HQ: Greensboro, NC

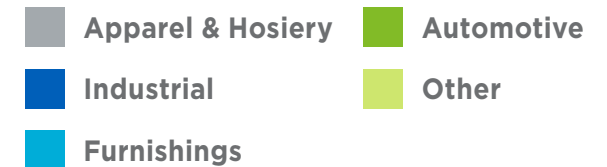
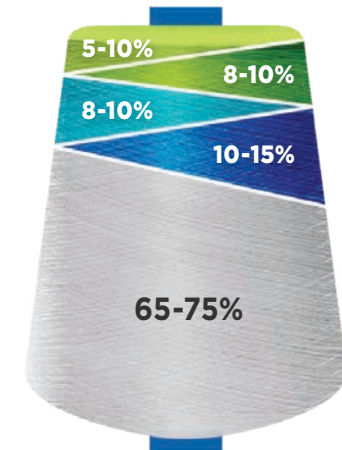
SALES BY SEGMENT

Fiscal 2020 Revenues
\$607 mm



SALES BY END MARKET

(Estimated)



⁽¹⁾ Executive Vice President, President of UAP, and President of UTSC

⁽²⁾ Executive Vice President, President of UdB, and Vice President of ULA

UAP - Unifi Asia Pacific

UTSC - Unifi Textiles (Suzhou) Co., Ltd.

UdB - Unifi do Brasil (our Brazilian subsidiary)

ULA - Unifi Latin America

SUSTAINABILITY OVERVIEW

We've evolved our business to focus on how we create value for our customers and stakeholders while elevating our holistic attention on sustainability for our company. By devoting resources and efforts to key areas, we can qualify and quantify the progress we are making. Our focus areas are those that can promote the greatest growth opportunities for our business and elevate sustainable practices.



Key Areas of Investment

SUSTAINABLE PRODUCTS

PRODUCTS & REGULATORY COMPLIANCE

MEASURABLE ENVIRONMENTAL BENEFITS

- Life Cycle Analytics

ZERO-WASTE

- Customer Initiatives

CIRCULAR INITIATIVES

- Feedstock Management and Recycling Technology

INDUSTRY ISSUES

- Supply Chain Management and Vendor Compliance
- Industry Engagement and Advocacy

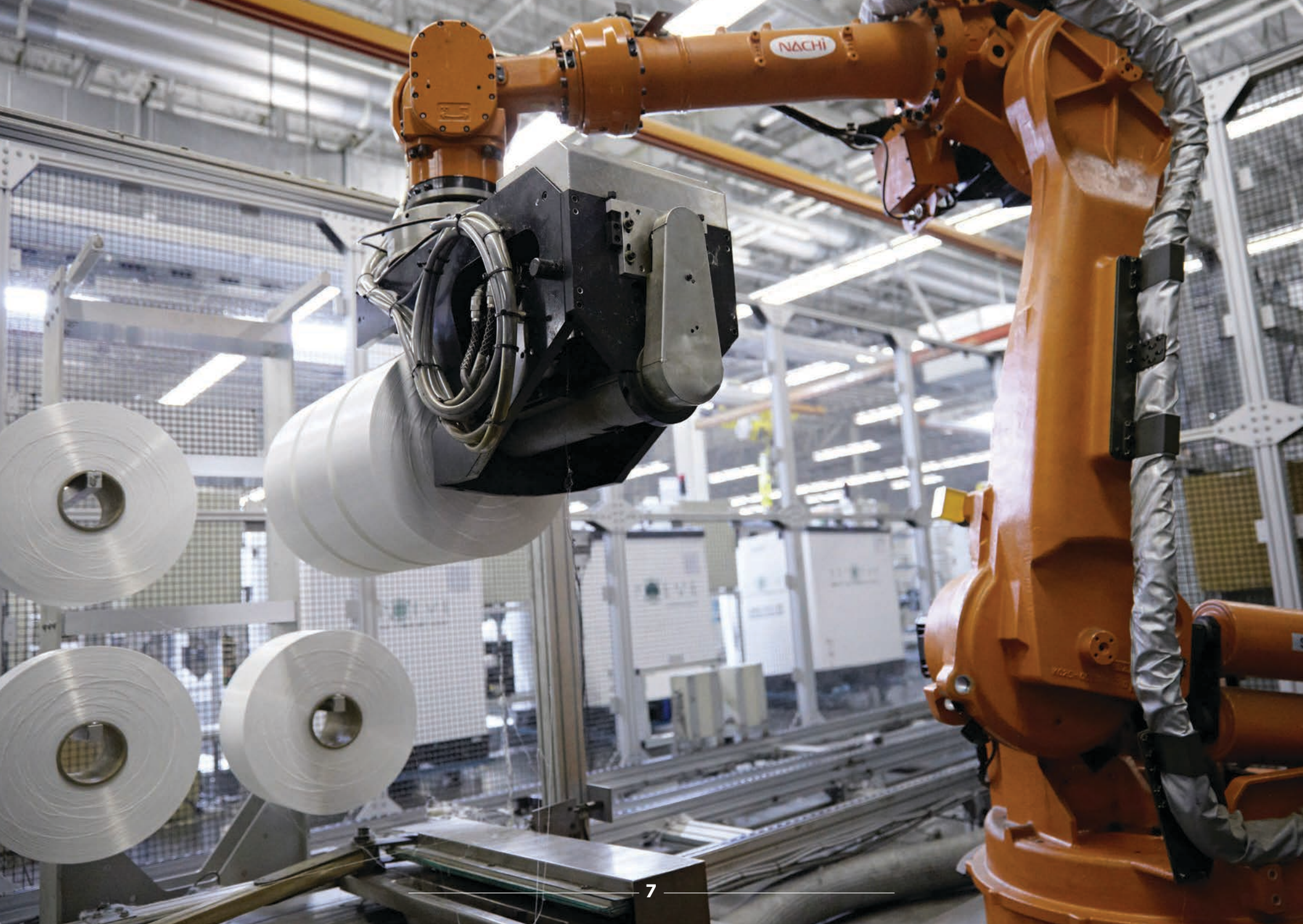
RECYCLED CONTENT CERTIFICATIONS

- GRS, Oeko-Tex, and SCS
- U Trust and FiberPrint

COMMUNITY

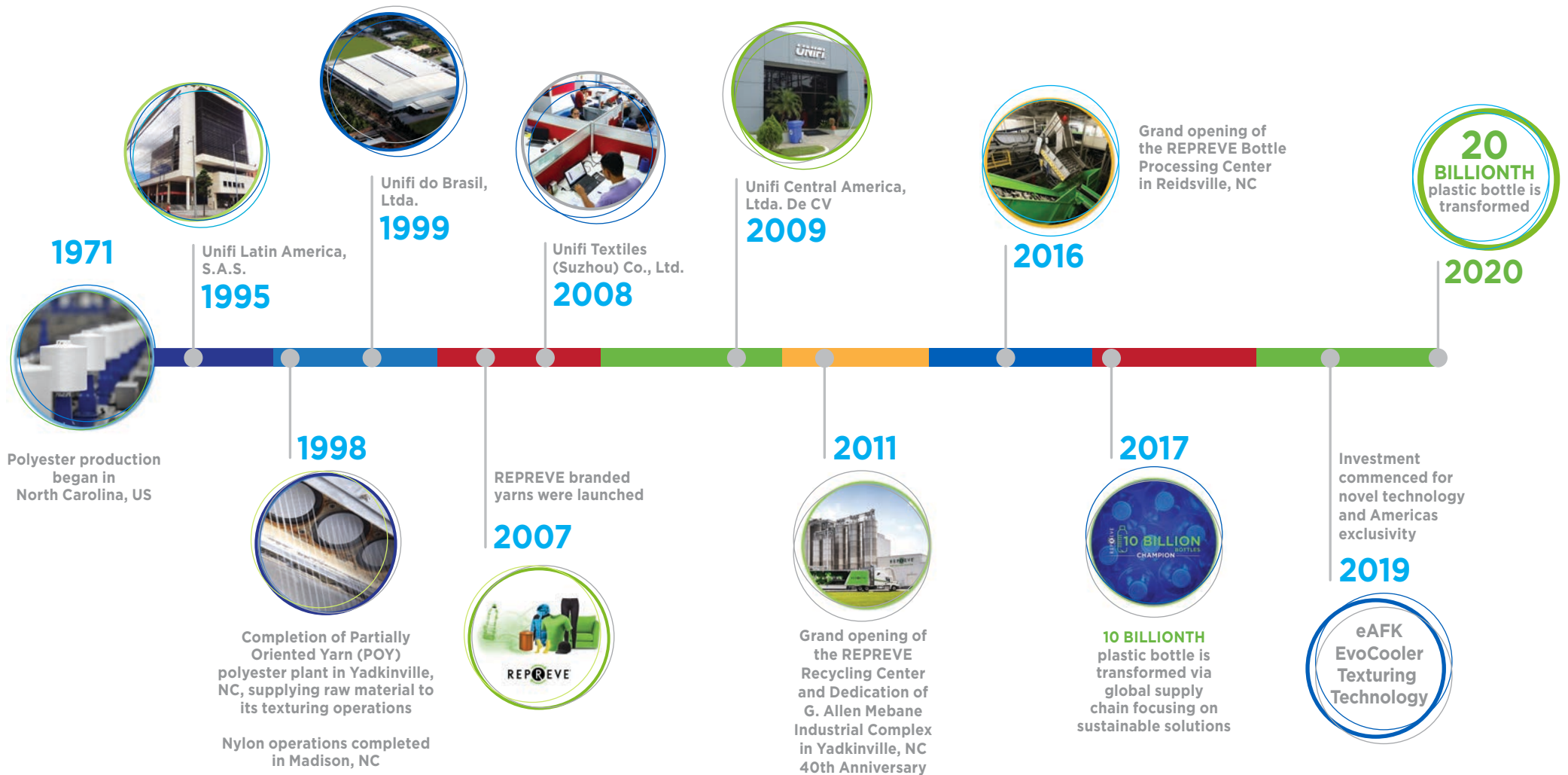
- Education and Engagement

HIGH-QUALITY GOVERNANCE



INNOVATION TIMELINE

Unifi started as a polyester producer in North Carolina and grew to have production on a global basis. In 2007, the focus expanded beyond virgin fibers and the environmentally-sustainable platform of REP REVE was born. Unifi has invested more than \$60 Million USD to develop and enhance the REP REVE platform and create a lower carbon footprint.





REPREVE CHAMPIONS OF SUSTAINABILITY

Our Champions of Sustainability represent brands, retailers and textile partners that help transform post-consumer plastic bottles and textile waste by using REPREVE recycled fiber. We recognize that reaching more than 20 billion bottles recycled could not have been achieved without our partners' commitment to sustainability. We developed this program to showcase their accomplishments. By choosing REPREVE, our customers have helped reduce plastic pollution, while also preserving natural resources because REPREVE requires less fossil fuel, energy and water to produce than virgin fiber.



Recycled. Reclaimed. Repurposed.

The Champions of Sustainability trophies are made from recycled and reclaimed materials. The recycled glass element is made by the Olio, a non-profit studio in Winston Salem, North Carolina, that teaches teens the art of glassblowing and empowers them to become entrepreneurs. The reclaimed wood and aluminum base are made, etched and assembled by Pendragon 3D in Greensboro, North Carolina.

An aerial photograph of a group of approximately 30 people standing on a concrete walkway and grass. They are holding large white rectangular signs with bold black text. The text is arranged in three rows: the top row reads '20 BILLION', the middle row reads 'AND', and the bottom row reads 'COUNTING'. The people are wearing various casual clothing, including t-shirts and hats. Long shadows are cast across the ground, indicating it is either early morning or late afternoon. The background includes green grass and a large, dense red-leafed shrub on the right side.

**20 BILLION
AND
COUNTING**

MORE THAN
21.79
BILLION
 PLASTIC BOTTLES RECYCLED
 (since FY 2007)

REPREVE GROWTH

REPREVE launched in 2007 with three brand partners. In 2020, REPREVE is the leading global brand of recycled synthetic fiber with more than 500 brand partners.



A close-up photograph of a person's hand reaching down to pick up a clear plastic bottle with a bright yellow cap lying on a wet, reflective beach. The background is a blurred ocean and sky, suggesting a sunny day. The bottle is partially filled with water and has some condensation on it. The hand is positioned on the left side of the frame, with fingers extended towards the bottle. The bottle is lying horizontally, and its reflection is clearly visible on the wet sand. The overall scene conveys a message of environmental care and recycling.

REPREVE®
Our Ocean®



REP REVE®



When the World Economic Forum released a report in 2016 predicting that by 2050 there would be more plastic in the ocean than fish¹, Unifi saw an opportunity to play a role in reducing ocean pollution. In 2019, we officially launched REP REVE Our Ocean – an expansion of our REP REVE product line – made specifically with ocean-bound plastic.

Unifi collects post-consumer plastic bottles within 50 kilometers of coastlines in countries and regions that lack formal waste or recycling systems. Because 80% of ocean plastic comes from land-based sources, and 75% of that is uncollected waste¹, our approach prevents plastic waste from ever entering the ocean.

Unifi's unique FiberPrint technology for REP REVE Our Ocean allows us to validate the use of our ocean-bound plastic bottles in any fabric.

¹ Dame Ellen MacArthur, Dominic Waughray, et. al. January 2016. *The New Plastics Economy Rethinking the future of plastics.* World Economic Forum.

OUR POSITIVE IMPACT



UNIFI
QUALITY THROUGH PRIDE

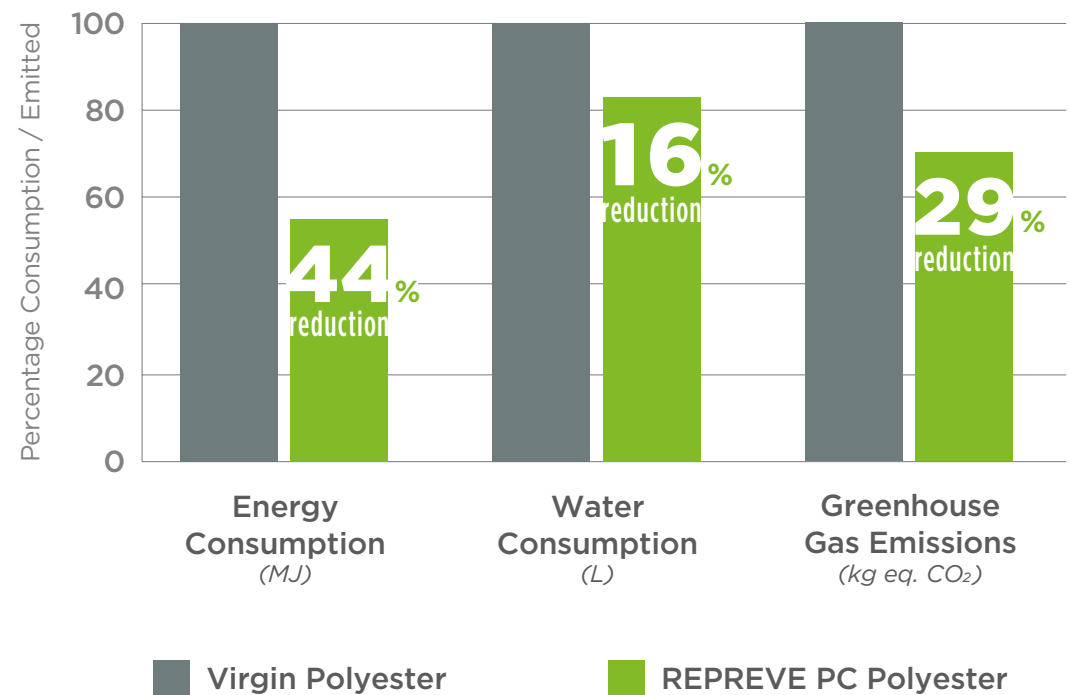
REPREVE[®]
RECYCLING CENTER

REPREVE ECO ASSESSMENT

In 2020, we reached our goal of transforming 20 billion plastic bottles into REPREVE recycled polyester fiber, keeping substantial waste out of natural and urban landscapes. These post-consumer bottles – along with pre-consumer fiber and fabric waste – have been given a new life that can take on many forms, from apparel to home goods and from automobile interiors to personal protective equipment. But there’s another aspect to the REPREVE sustainability story that is equally important to share: when compared with virgin fiber, our REPREVE polyester recycling process also reduces energy and water consumption and produces fewer greenhouse gas emissions.

Data associated with production at UMI
Information regarding metrics can be found in the Appendix

Virgin Polyester vs. REPREVE® Post-Consumer (PC) Polyester



*MJ = Megajoule
L = Liters
kg eq. = Kilogram Equivalent*

ENERGY USAGE

Unifi's solar farm in Yadkinville generates enough energy to power approximately 150 homes in the US each year*.

Unifi replaced T8 fluorescent lamps with LEDs at our Madison facility. The estimated savings is 3 million kWh annually.

Plans are underway to replace T8 lamps with LEDs in our Reidsville plants in FY21.



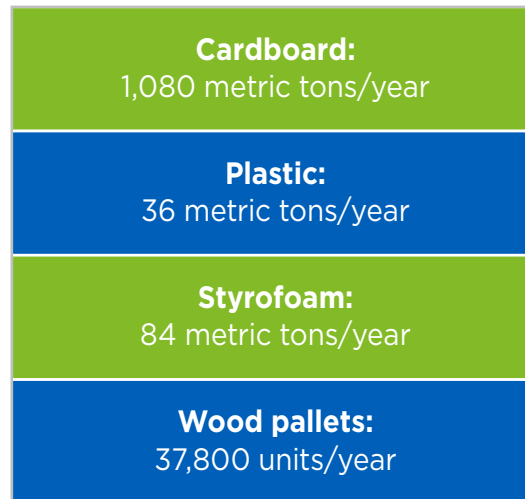
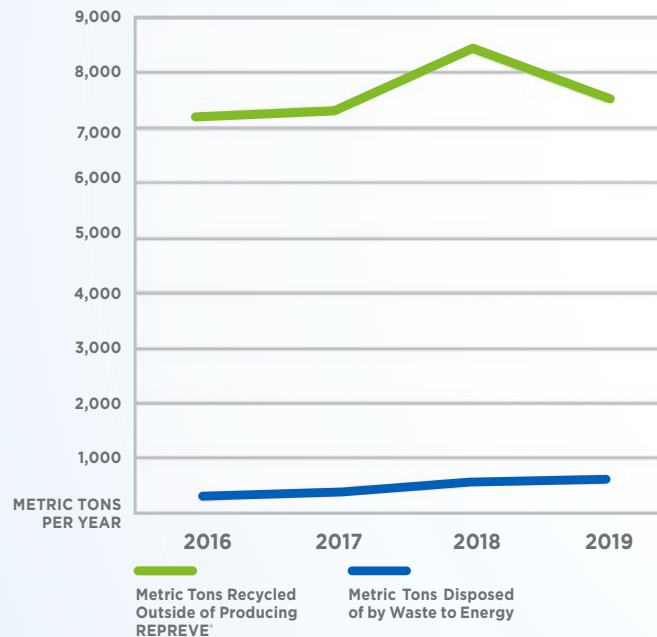
COLLECTION MANAGEMENT

We are actively focused on the most responsible utilization of all byproducts and waste materials – not just those utilized in our REPREVE processes. Our sortation facilities are an enabling part of our efforts to become a zero-waste manufacturing company. Participation and resourceful thinking by our associates and our leadership catalyze opportunities to find alternatives to landfilling of byproducts and consumable materials. Materials ranging from cardboard to plastic to food waste are sorted into various categories to align the greatest opportunities for reuse and recycling with internal processes and outside processors.

The majority of the waste generated in our manufacturing operations is utilized in our REPREVE processes. For the waste that cannot be utilized for REPREVE, we choose diversion to other recyclers and waste-to-energy wherever possible.

Unifi Manufacturing, Inc.

Unifi do Brasil, Ltda.



More than 93% of the waste materials and packaging consumables at Unifi do Brasil go to non-landfill outlets.

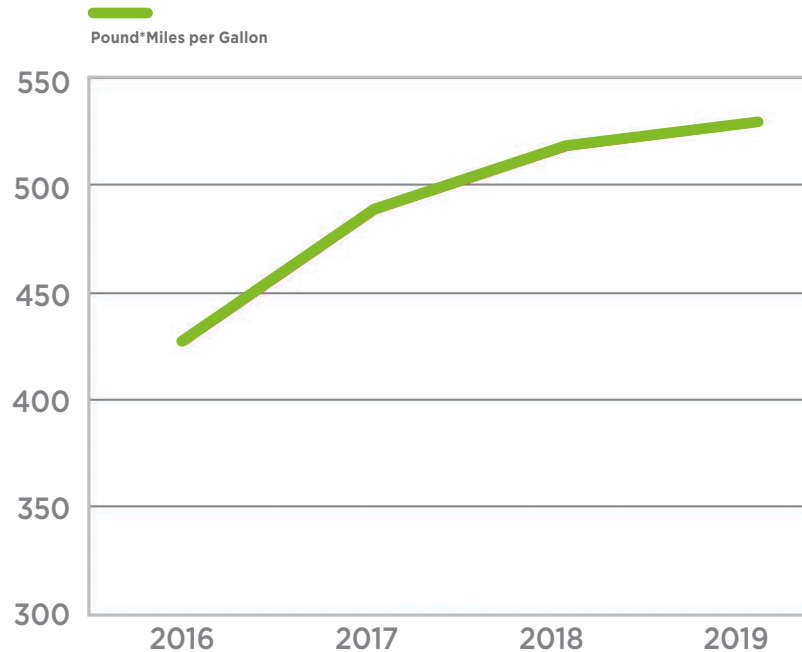
We optimize our packaging for our customers' needs and for the environment. We utilize returnable packaging whenever possible and choose vendors with recycled content.



FLEET EFFICIENCY

Efficiency and safety are at the forefront of our transportation efforts.

FLEET FUEL EFFICIENCY U.S.A. Only



Note: Our transportation efficiency and safety is measured on the fleet under our control in the US. However, we monitor transportation efforts for third-party carriers and our remaining global operations but do not have direct ownership of those activities.

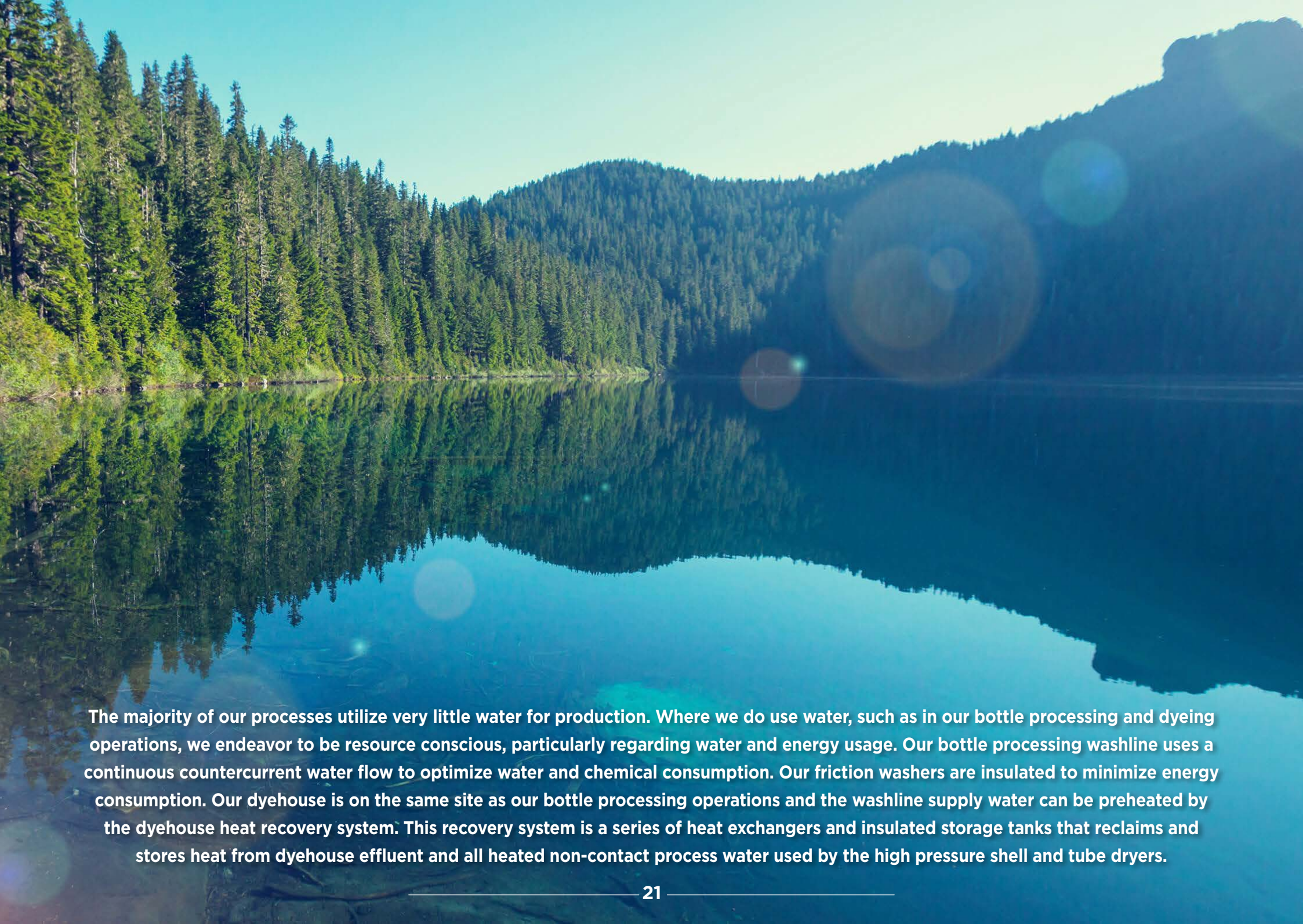
FLEET SAFETY AWARDS U.S.A. Only



Advocating, Promoting And Educating A Safe and Sustainable Trucking Industry

UNIFI 2020 Award Winners:

Donnie Woods, Driver of Month	37 Years	1,576,000 Miles
Dennis Pardue, Driver of Month	22 Years	2,211,472 Miles
Robert Crater, Driver of Month	42 Years	2,279,748 Miles
Robert Baity, Driver of Year	42 Years	2,575,468 Miles



The majority of our processes utilize very little water for production. Where we do use water, such as in our bottle processing and dyeing operations, we endeavor to be resource conscious, particularly regarding water and energy usage. Our bottle processing washline uses a continuous countercurrent water flow to optimize water and chemical consumption. Our friction washers are insulated to minimize energy consumption. Our dyehouse is on the same site as our bottle processing operations and the washline supply water can be preheated by the dyehouse heat recovery system. This recovery system is a series of heat exchangers and insulated storage tanks that reclaims and stores heat from dyehouse effluent and all heated non-contact process water used by the high pressure shell and tube dryers.

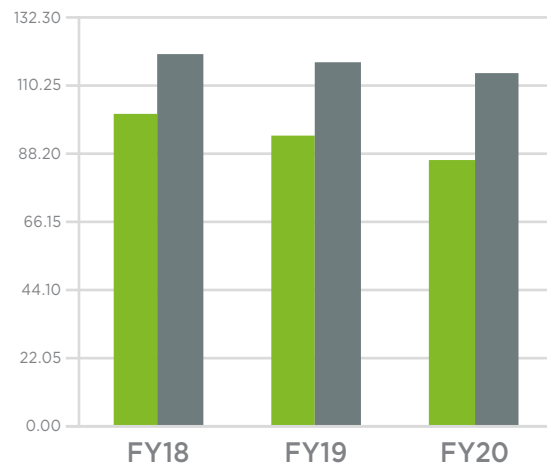
OUR ENVIRONMENTAL FOOTPRINT

As our global sales of REPVE continue to grow, our environmental footprint decreases.

The graphs below demonstrate the estimated environmental savings achieved from our REPVE portfolio for each of the past three fiscal years. By comparing the environmental footprint of our actual product mix that includes REPVE to a potential all-virgin product mix, the benefits are clear.

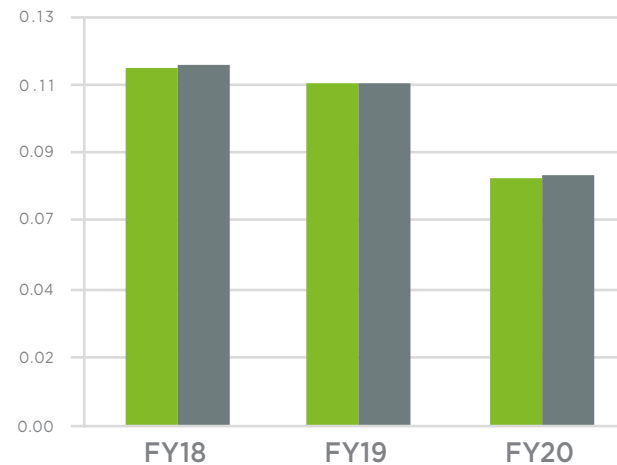
Energy Consumption

(MJ / kg)



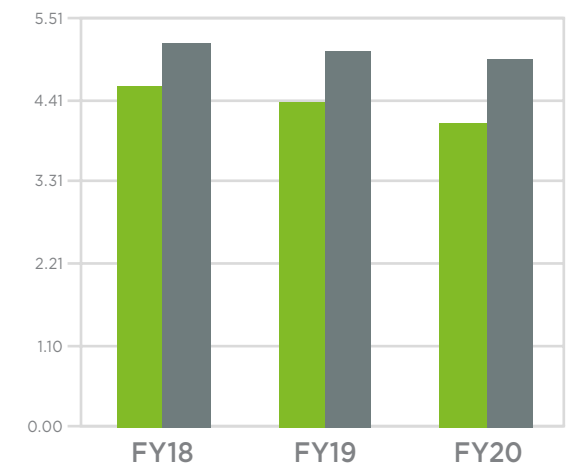
Water Consumption

(m³ / kg)



Greenhouse Gas Emissions

(kg CO₂ eq. / kg)



■ Global Unifi Product Mix
(Polyester & Nylon; REPVE & Virgin)

■ Global Product Mix Comparison
(Polyester & Nylon; Virgin)

REPVE Fiber Sales Dollars as a Percentage of Consolidated Net Sales

FY18 = 24%

FY19 = 25%

FY20 = 31%

Note: Metrics explanations and sources are further described in the Appendix



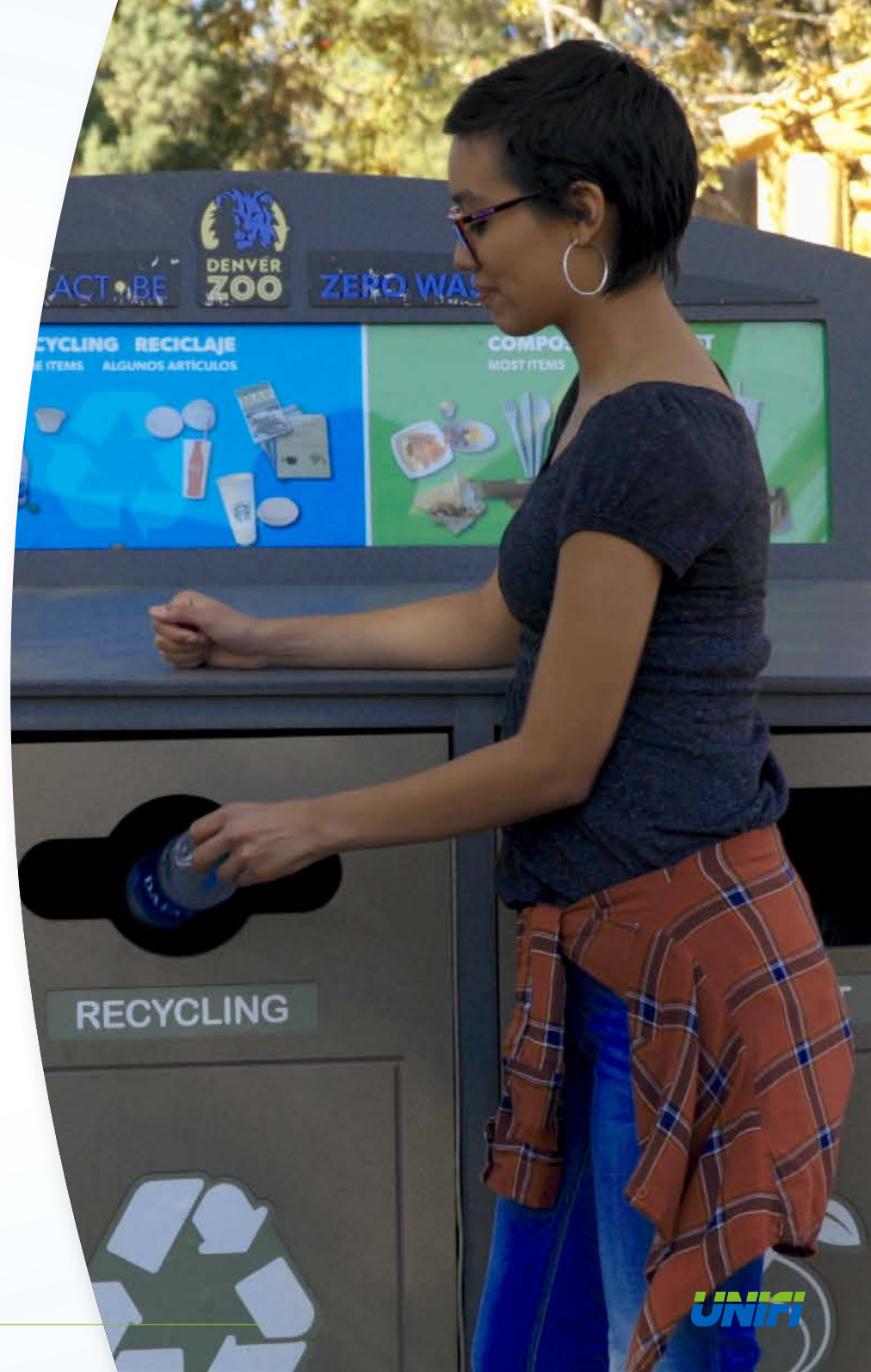
REPREVE TAKEBACK

The REPVE brand is a core enabler of circular economy solutions. Our Reidsville, North Carolina bottle recycling center transforms millions of pounds of post-consumer waste per week. This includes bottles from select organizations such as Walt Disney World® Resorts, the Denver Zoo and US National Parks, as well as events like the Wyndham Championship and the Waste Management Phoenix Open. The yarn we make from these bottles — through coordination with mills and brands — delivers a product that is a part of a circular economy.

Unifi also facilitates textile takeback of polyester fabrics that can be mechanically recycled into yarns. We work with key brands and retail partners to create new products from used ones by taking back waste, shredding it, melting it to create REPVE chip, and then creating new yarns to be used in future products.

The opportunity for evolving technologies that bring value to circular initiatives is critical for our customers and for our planet. Our commitment to REPVE and sustainability remain strong, as we continue to innovate across our portfolio.

Unifi is researching the development of advanced recycling processes, including chemical recycling, through various emerging mechanisms and technologies. Optimal filtration, separation of contaminants and color removal are all key aspects of making a novel technology scalable and widely accepted. We provide expertise and developmental insights regarding many aspects of these technologies, including feedstock management, recycling and melt-extrusion. This helps innovators bring emerging technologies to scale to meet global demands.



REPREVE

REPREVE
BOTTLE
PROCESSING
CENTER

REPREVE
RECYCLING
CENTER



INDUSTRY ENGAGEMENT

Unifi is an active member in many organizations that promote education, advocacy and industry best practices. Several of these organizations are below.



Textile Exchange

“Textile Exchange is a global non-profit that works closely with our members to drive industry transformation in preferred fibers, integrity and standards and responsible supply networks.”



Outdoor Industry Association

“Outdoor Industry Association collaborates with members and key stakeholder groups to move the needle in our key focus areas of outdoor recreation and trade policy, sustainable business innovation and outdoor participation while providing meaningful benefits to help your business thrive.”



The Southern Textile Association, Inc.

“The Southern Textile Association, Inc., established in 1908, is a nonprofit organization for individuals in the textile and related industries with a common interest in all phases of textile manufacturing in Southern USA.”



The Synthetic Yarn and Fabric Association

“The Synthetic Yarn and Fabric Association is a non-profit organization comprised of individuals affiliated with the synthetic yarn and fiber industry.”



The Association for Contract Textiles

“The Association for Contract Textiles was founded in 1985 as a not-for-profit trade association to address a variety of issues related to contract fabrics.”



The Association of Plastic Recyclers

“The Association of Plastic Recyclers is the national trade association representing companies who acquire, reprocess and sell the output of more than 90 percent of the post-consumer plastic processing capacity in North America.”



SUPPLY CHAIN INTEGRITY

Through our own manufacturing facilities, as well as strategically-located partners and ventures, we source, manufacture, consult and sell in locations around the world, from Asia to the Americas. In the United States, our vertically-integrated processes transform plastic bottles into recycled performance fiber. Wherever we work around the globe, we have the consistent service, flexibility and high-quality, innovative products our 1,500+ customers demand.

Supplier engagement is a top priority. In FY20, we introduced our "Social and Environmental Compliance Guidelines" to our 4,000+ suppliers.

Third-party certifications build integrity for the entire value chain for recycled content and responsible sourcing. The Global Recycled Standard (GRS), Scientific Certification Systems (SCS) Recycled Content/Responsible Recycled Source and Oeko-Tex certifications cover the majority of our supply chains around the world.

Our unique FiberPrint tracer is added to all REPREVE chip and fiber, enabling our U Trust certification process. Our certificates assure our customers the REPREVE material they use is genuine and made from polyester or nylon waste.

Unifi's Texbase Fabric Library is an important tool that connects brands to existing products made by our mill partners. More than 10,000 fabrics are certified and logged in the library.

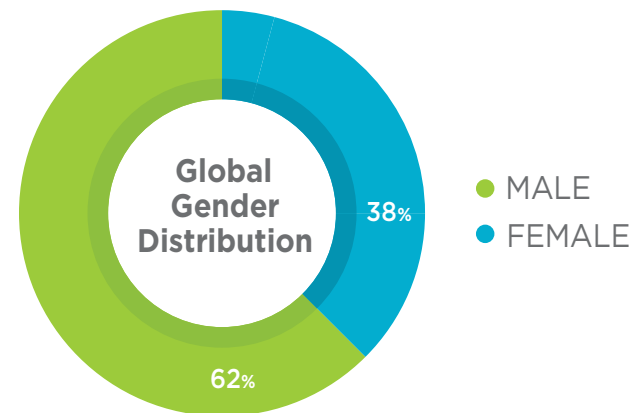
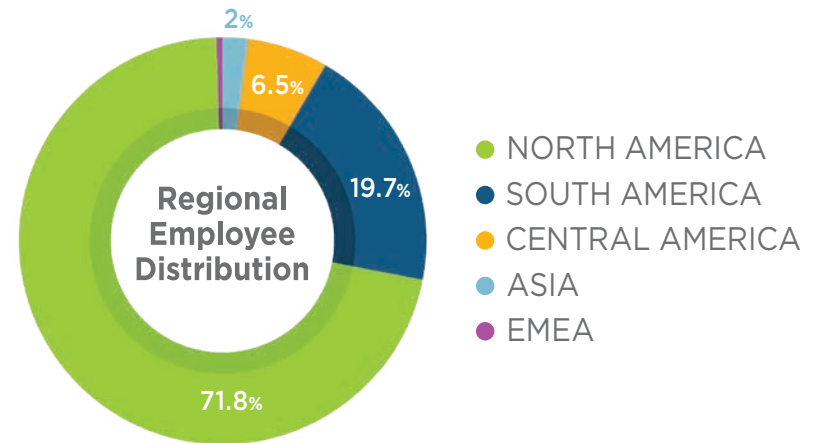


OUR PEOPLE

Operating in one of the most technically advanced industries in the world, Unifi employees provide our competitive edge in the marketplace. They are the most vital element of our success. That's why Unifi is a "people first" company. This principle originated with our founder, George Allen Mebane IV, and is still our focus today.

Because the health, well-being and safety of our employees are our top priorities, we invest in many resources to support them both personally and professionally. Our employees have access to key benefits including health insurance, on-site health clinics and an employee assistance program. As an extension of these key benefits, employees can set up health savings and flexible spending accounts. They also receive 401(k) retirement savings, paid time off benefits, and education assistance funding. We invest resources in ongoing job safety training and safety engagement programs with our employees.

We ensure that our company and our people operate under the highest ethical standards. Unifi conducts annual training to ensure best practices and compliance with company policies, cybersecurity awareness and all applicable laws and regulations. The culture and environment of Unifi promote diversity, fair and respectful treatment and freedom to express thoughts and ideas.



* Benefits may vary by UNIFI operational entity/geographical presence.



OUR COMMUNITY

Unifi's base has grown from one location in North Carolina to a presence in six regions, with more than 2,600 employees globally. We are proud to support our people and the communities in which they live and work. In North Carolina, Unifi contributes financially to middle and high school education and sports programs, food banks and shelters, as well as cancer and disease support organizations. Additionally, Unifi has been an event sponsor for several North Carolina and US-based charitable organizations, including the Community Foundation of Greater Greensboro, March of

Dimes and the Juvenile Diabetes Research Foundation. We also made a five-year pledge to the Greensboro Science Center for an interactive display that teaches visitors about recycling.

INTERNATIONAL HIGHLIGHT

Chemical lab equipment, paint and donation of time to paint were provided to a local public school in El Salvador by the team at Unifi Central America

**Unifi Central America,
Ltda. De CV.**

Unifi is a proponent of education and awards college scholarship funds to two children of company employees annually. Unifi also sponsors a four-year scholarship award to a student at North Carolina State University's College of Textiles. To raise awareness on the importance of technology, manufacturing and sustainability, Unifi employees regularly visit local high schools, community colleges and universities, speaking to classes and participating in recruitment events. We also host student tours at our facilities.

Unifi makes it a priority to hold employee appreciation events. This past year, our US-based events had attendance of more than 4,000 people – made up of employees and their families. The opportunity to share the impact that can be made through manufacturing is empowering for our communities and our company.

GOVERNANCE

Unifi's governance philosophy focuses on three main concepts:
Structure, Compensation, and Oversight.



STRUCTURE

Unifi's governance structure prioritizes the appropriate elements of diversity, independence and commitment to support the organization of our Board of Directors¹ and engagement with our Executives.

DIVERSITY

- Our Board of Directors holds diverse executive experience and skills that align with our vision and support our long-term strategy.
- Two of our ten (20%) Directors are women - each of whom was recognized by WomenInc. Magazine's 2019 list of Most Influential Corporate Directors.
- Two of our six Executives hold foreign citizenship.

INDEPENDENCE

- Shareholders elect Directors.
- We currently maintain separation of Board Chairman and Chief Executive Officer.
- We are party to minimal/limited related person transactions, and engage in such transactions only where business necessitates.
- We maintain a Lead Independent Director.

COMMITMENT

- Regular performance evaluations are conducted for all Directors.
- Meaningful shareholder representation on the Board of Directors (our Board members either own or are affiliated with the owners of >25% of Unifi's outstanding common stock).
- 75% or greater meeting attendance for all Directors during fiscal 2020.
- Full Board of Director attendance at the 2019 Annual Meeting of Shareholders.

COMPENSATION

Unifi ensures compensation elements contain appropriate weighting towards performance metrics and maintain alignment with shareholder interests.

PAY-FOR-PERFORMANCE

- Our current programs place approximately 60% of total executive compensation “at risk” based on the performance of both UNIFI and the executive through an annual cash bonus incentive program and equity-based long-term incentive awards.
- Compensation aligns with shareholders interest because:
 - (a) we pay annual incentives based on Adjusted EBITDA performance, and
 - (b) stock price appreciation is required to realize stock option value.

ALIGNMENT

- We do:
 - (a) maintain a robust clawback policy for annual and long-term incentive awards;
 - (b) engage an independent compensation consultant to benchmark our practices against industry and geographic peers; and
 - (c) impose caps on payouts for incentive compensation to discourage excessive risk.
- We do not:
 - (a) discount, reload or reprice stock option awards;
 - (b) pay gross-ups for golden parachute excise taxes;
 - (c) allow hedging or short selling of UNIFI securities;
 - (d) provide excessive perquisites;
 - (e) provide guaranteed minimum payouts of annual incentive opportunities; and
 - (f) design compensation plans that encourage unnecessary or excessive risk.

COMMITMENT

- We maintain stock ownership guidelines for our executives and senior leaders.
- Our compensation practices are benchmarked against geographic and industry peers.
- We maintain a compensation recoupment policy.

OVERSIGHT

Unifi's commitment to diligent oversight helps ensure a culture of honesty, integrity and compliance, while also managing risk.

CULTURE

- We maintain a Compliance Hotline operated by a third party.
- We maintain an Insider Trading Policy that includes trade restrictions and covers all employees.
- We maintain and publish our policies around ethics and business conduct.

FINANCIAL INTEGRITY

- Our Audit Committee Chair is a qualified financial expert, and our other Directors on this committee are similarly highly-qualified.
- We routinely test and monitor our internal controls and work closely with our external auditor.
- Our external auditor is one of the four largest public accounting firms, and we engage other large public accounting firms for non-audit matters.

COMPLIANCE

- We maintain policies, training and annual internal certifications to address:
 - (a) fraud;
 - (b) the Foreign Corrupt Practices Act and bribery;
 - (c) ethical business conduct; and
 - (d) insider trading.





LOOKING FORWARD

As Unifi prepares to celebrate its 50th anniversary next year, we're stronger than ever when it comes to our sustainability initiatives. What began as a way to recycle our own textile waste in the early 2000s has evolved into REPREVE, the world's leading recycled performance fiber. The growth of REPREVE has helped transition the Company's decades-long reliance on commodity-oriented textured polyester to sustainable value-added products that are made for the good of tomorrow.

The impact of REPREVE is unmistakable: we've recycled more than 20 billion plastic bottles through the production of REPREVE, and we have saved energy and water and have produced fewer greenhouse gas emissions compared to virgin polyester production. We could not have become a sustainably focused company without the support and hard work of our Unifi team members, those in our supply chain, and our textile and brand partners who transform REPREVE into things that people use every day.

COVID-19 has undoubtedly changed the way our company, industry and world does business, but one thing hasn't changed: the demand for sustainable products. Unifi will continue to innovate and adapt in ways that position the Company and our customers to be competitive in a challenging environment. We remain committed to furthering our sustainability efforts over the next 50 years and beyond, with strong attention to social, environmental and ethical conscience in how and with whom we do business.

— Eddie Ingle
CEO of Unifi



APPENDIX

Unifi, Inc. (**NYSE:UFI**) is a global textile solutions provider and one of the world's leading innovators in manufacturing synthetic and recycled performance fibers. The Company's proprietary technologies offer increased performance, comfort and style advantages, enabling customers to develop products that perform, look and feel better. Through REPREVE®, one of Unifi's proprietary technologies and the global leader in branded recycled performance fibers, Unifi has transformed more than 20 billion plastic bottles into recycled fiber for new clothing, shoes, home goods and other consumer products. Unifi continually innovates to meet consumer needs in moisture management, thermal regulation, antimicrobial, UV protection, stretch, water repellency and enhanced softness with leading products such as Sorbtek®, XS™ Cross Section technology and Cotton-like™ technology. Unifi collaborates with many of the world's most influential brands in the sports apparel, fashion, home, automotive and other industries.

Life Cycle Impact (LCI)

Management has chosen to illustrate three metrics that are frequently discussed across our industry and with our customers: greenhouse gas emissions (communicated as kilograms of carbon dioxide emission (output), energy consumption (input) and water consumption (input)). We demonstrate our positive impact by calculating the metrics across our volume of pounds sold by applying the virgin product equivalent input or output and comparing those results to our actual distribution of virgin and recycled product. This calculation yields a positive difference for each of the three metrics and demonstrates the environmental benefits of utilizing our recycled products versus our virgin products.

In our calculations, we prioritized data in the following manner:

1. Certain data are obtained from our own operations and activities including a life cycle study that was conducted according to the guidelines outlined by ISO 14040 and ISO 14044. However, this study has not been critically reviewed, and therefore it does not follow ISO 14044 requirements for communicating the full study.
2. Data obtained from research papers and other published sources we believe to be credible for activities that are identical or substantially similar to our own;
3. Data obtained from recognized industry organizations (e.g. www.textileexchange.org) for product data that are similar to our own; and
4. Data obtained from one of the above sources for concepts that are substantially similar, but for which no published information was available.

We do not test our products on animals.



REPREVE®

For the good of tomorrow

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UNIFI

®

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