



SpartanNash[®]



**2022 ESG REPORT:
PEOPLE FIRST**



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SpartanNash charted a new course to success in 2022. After introducing **Our Winning Recipe™** at the end of 2021, we aligned Company goals and initiatives accordingly in our Master Action Plan (MAP). This new way of defining SpartanNash's strategy – and, in turn, how we achieve success – means that all SpartanNash Associates are working toward the same goals. Embedded in this MAP are actions that advance our efforts with ESG. The significance of this MAP architecture conveys our intent to root our ESG work in our overall corporate identity and strategy. It also serves as a practical check-and-balance that the ESG work we are doing is not only good for our communities but good for our business, too.



To ensure our ESG actions resonate with our key stakeholders, last year we engaged a third-party firm to conduct a materiality assessment that helped us prioritize the top issues in the hearts and minds of our Associates, customers, partners and investors. The results of this assessment informed the development of our long-term ESG goals, which are outlined in this report. The assessment also reconfirmed our stakeholders' interest in Diversity & Inclusion, an area in which SpartanNash had made important advances.

Also featured in this report are the metrics and stories that comprise our corporate social responsibility efforts. The compilation of this report was made possible with the supportive guidance of our Board of Directors and contributions by dozens of senior leaders across the Company. Together, we worked vigorously to create a report of which we can all be proud.

But our work is not finished. We will continue to devote our time and resources toward ESG best practices as we live our Mission to deliver the ingredients for a better life. On behalf of the SpartanNash Board of Directors, Executive Leadership Team and our 17,500+ Associates, we are proud to share this report outlining our journey of continuous improvement.

Tony Bashir Sarsam

CEO
SpartanNash

Going forward, the SpartanNash ESG report will be published in a comprehensive fashion on a biennial basis, with performance highlights published annually in the Proxy Statement and on the corporate website. The comprehensive report provides a detailed overview of all ESG topics deemed material to the Company's current and future operations, including data across operational activities. The performance highlights will offer year-over-year data reporting to demonstrate the progress SpartanNash has made toward achieving our ESG goals, in addition to featuring key accomplishments related to ESG. SpartanNash will provide the next comprehensive ESG report in 2025, which will cover the Company's ESG progress in 2023 and 2024.





WHO WE ARE

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09 Our Winning Recipe™





SpartanNash (Nasdaq: SPTN) is a food solutions company that delivers the ingredients for a better life.

Committed to fostering a **People First** culture, the SpartanNash family of Associates is 17,500 strong. SpartanNash operates two complementary business segments – food wholesale and grocery retail. Its global supply chain network serves wholesale customers that include independent and chain grocers, national retail brands, e-commerce platforms, and U.S. military commissaries and exchanges. The Company distributes products for every aisle in the grocery store, from fresh produce to household goods to its OwnBrands, which include the Our Family® portfolio of products. On the retail side, SpartanNash operates brick-and-mortar grocery stores, primarily under the banners of Family Fare, Martin’s Super Markets and D&W Fresh Market, in addition to dozens of pharmacies and fuel centers. Leveraging insights to drive solutions across its segments, SpartanNash offers a full suite of support services for independent grocers.



SpartanNash. AT A GLANCE

History

2022 Revenue

1885

Nash Finch Company established in 1885

1917

Spartan Stores established in 1917

2013

Nash Finch and Spartan Stores merge to become SpartanNash in 2013

\$9.6B





Retail Business Segment



Retail Stores

LARGEST RETAIL BANNERS



Wholesale Business Segment



Independent Retail Locations



National Accounts



U.S. Defense Commissary Agency (DeCA)



OwnBrands SKUs

Geographic Footprint

SpartanNash serves customer locations in:



All 50 States, including Washington, D.C.



Europe



Cuba



Puerto Rico



Honduras



Iraq



Kuwait



Bahrain



Qatar



Djibouti



Korea



Japan



Distribution Centers*



Fuel Centers



Retail Pharmacies



Military Commissaries



Exchanges Worldwide

* Does not include third-party Stockton facility or our Menominee distribution center, which we started operating in 2023.





Workforce



Associates

10.5K | 60%

7K | 40%



Full-Time

Part-Time

PER BUSINESS UNIT

1.6K | 10%

12.1K | 69%

3.7K | 21%



Corporate

Retail

Supply Chain





Awards



2022 Ecovadis
Bronze Medal



2022 Veteran-Friendly Employer,
Michigan Veterans Affairs Agency



2022 PG 100 List,
Progressive Grocer



2022 Bronze Stevie® Award, Most Valuable Corporate Response for COVID: “Shot and Score” Vaccine Program, American Business Awards®



GOVERNOR’S AWARD: BAKEN PARK FAMILY FARE



A powerful representation of our We Win spirit lives in South Dakota, where Store Director Nick Sedlacek and the Baken Park Family Fare (Rapid City, South Dakota) team were recognized by Gov. Kristi Noem at South Dakota’s Governor’s Awards Ceremony on Oct. 26, 2022. Honored with the “Outstanding Private Employer” award, Sedlacek and team were celebrated for their commitment to employing and empowering individuals from vocational rehabilitation groups. The Governor’s Awards are designed to commend both businesses and individuals for their “contributions toward the employment of people with disabilities.”

BEST AND BRIGHTEST®

NATIONAL ASSOCIATION FOR BUSINESS RESOURCES

2013-2022

Best and Brightest Companies to Work For® in the Nation
West Michigan’s Best and Brightest Companies to Work For

2022

Top 101 Best and Brightest to Work For in the Nation
The Nation’s Best and Brightest in Wellness®





Our Winning Recipe sets the strategic direction for the growth and stewardship of SpartanNash. While living our Core Behaviors and building our Core Capabilities, our Associates will earn our reputation as the most customer-focused, innovative food solutions company.

The success of our strategic direction and its execution is in the hands of our people. That's why our **People First** culture is so important. For us, this means investing in our people is the first investment we make. And as we cultivate an environment in which Associates can do their best work, we are building the foundation for a thriving business that will last ... for the people of SpartanNash and their families.

OUR WINNING RECIPE

MISSION

We deliver the ingredients for a better life.

SIGNATURE STRENGTH

We will be the most customer-focused, innovative food solutions company.

CORE CAPABILITIES

PEOPLE

Engaged and diverse Associates providing extraordinary service and expertise

OPERATIONAL EXCELLENCE

Our Supply Chain efficiency, in-store execution, customer service and applied use of technology

INSIGHTS THAT DRIVE SOLUTIONS

Customer & shopper insights that deliver leading-edge products & services

CORE BEHAVIORS



OUR VISION

We see a day when our customers say, **"I can't live without them."**





ESG APPROACH

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As a food solutions company, we strive to ensure that families have convenient access to a wide variety of fresh, high-quality and affordable nutrition options. We are conscious of the impact that food production, packaging, consumption and waste have on the health of people, animals and the environment.

Our corporate social responsibility practices have earned SpartanNash the trust of consumers for more than 100 years, and we remain committed to continuous engagement with our key stakeholders to address issues of importance as they emerge and evolve. Our approach explains our environmental, social and governance (ESG) structure, how we prioritize key ESG focus areas, our long-term ESG goals, and the United Nations Sustainable Development Goals (SDGs) that we support.

We view our ESG approach as an ongoing journey. With that in mind, we plan to provide periodic updates through future ESG Reports, our annual proxy, and other policy documents.

ESG GOVERNANCE

We believe responsibility and accountability for ESG must lie within every function of the Company. Established in 2022, our ESG governance structure promotes cross-departmental collaboration through an ESG committee sponsored by Executive Leadership Team (ELT) members with Environmental, Social and Governance Subcommittees.

ESG Committee

The ESG Committee is overseen by four executive chairs – the Company’s Chief Legal Officer, Chief Human Resources Officer, Chief Supply Chain Officer and Senior Vice President of Communications.

Three subcommittees manage the processes to successfully implement initiatives and achieve our ESG goals. Each subcommittee is supported by its ELT sponsor and chaired by a vice-president-level senior manager.

- 1 Environment Subcommittee:** VP of Engineering
- 2 Social Subcommittee:** VP of Total Rewards
- 3 Governance Subcommittee:** VP, Corporate Controller & Principal Accounting Officer

Board ESG Oversight

In 2022, the Board’s Nominating and Corporate Governance Committee was formally tasked with overseeing the Company’s ESG framework, which includes the Company’s ESG Committee. The Nominating and Corporate Governance Committee also oversees the Company’s efforts to promote diversity and inclusion at all levels of the organization, including for the Board of Directors. Additionally, the Board’s Compensation Committee has oversight of human capital management, and the Board’s Audit Committee oversees the implementation of appropriate controls to ensure the accuracy of ESG data collection and disclosures, as well as information and cybersecurity, ethics reporting and regulatory compliance.





2022 MATERIALITY ASSESSMENT

We contracted a third party to complete our first materiality assessment to better understand how our actions as a corporate citizen impact the communities in which we live, work and serve. The materiality assessment was used to define environmental, social and governance topics that matter most to SpartanNash and our stakeholders. Insights from the materiality assessment enabled us to prioritize key issues to inform our Company strategy, targets and reporting around ESG. The materiality assessment encompassed:

External Research

ESG reports from industry peers were reviewed to summarize common themes, goals and current efforts. In addition, an Artificial Intelligence (AI) media scan analyzed thousands of trending ESG news stories and issues of importance in the food industry and across other complementary industries. The scan identified the number of news articles relevant to each Sustainability Accounting Standards Board (SASB) theme and delivered a sentiment and impact analysis based on the articles' narratives.

Internal Research

All Associates were invited to respond to a survey inquiring about the ESG issues our people believe are most important for SpartanNash to prioritize. Additionally, interviews with select Associates were conducted to gain deeper insights regarding their awareness, understanding and passion for particular issues.

Material Issues

Using this external and internal research, we pinpointed issues that are most important to SpartanNash Associates and external stakeholders, with the following material issues identified as top priorities:

Greenhouse Gas Emissions

- Energy Efficiency
- Renewable Energy
- Fleet Efficiency

Food Waste

Diversity & Inclusion

Community Engagement

Product/Packaging Sustainability

Employee Health and Safety

Employee Growth and Development

Ethics and Integrity

Data Security

Product Quality and Food Safety

Alignment to the United Nations Sustainable Development Goals



SpartanNash has further aligned our ESG commitments and actions to the United Nations Sustainable Development Goals (SDGs) where we believe we make a meaningful contribution by:

1 Reducing the environmental impact of our products and operations

2 Creating a safe, inclusive and fulfilling Associate experience

3 Improving the health and wellbeing of our consumers and communities





2023-2025 ESG GOALS

Each ESG subcommittee reviewed the results of the materiality assessment and developed long-term ESG goals for SpartanNash. The timeframe of the goals was established to align with the Company's long-range plan, from January 1, 2023 through December 31, 2025. It was determined that goal progress would be measured against a 2021 baseline.

An internal and external methodology for data collection and verification was developed for each goal. The goals were then aligned to the SpartanNash Core Capabilities to ensure they are embedded in our corporate identity and strategy. After further vetting by the full ESG Committee, the goals were presented to the Executive Leadership Team for approval before receiving input from the Board's Nominating and Corporate Governance Committee. The final approved goals are listed below:

GOAL	ENVIRONMENTAL	SOCIAL	GOVERNANCE
Improve Ton Miles Per Gallon (TMPG) Rate by 10%	✓		
Achieve top-quartile safety performance with an incident rate of <2, representing a 35% decrease in incident rates		✓	
Significantly increase efforts to attract, recruit, retain and promote females, people of color and Veterans		✓	
Hire 300 interns, significantly increasing targeted outreach to diversify the pool of qualified candidates and converting as many as possible to permanent roles		✓	
Provide 20 million meals through food and funding to those in need within our communities		✓	
Maintain an ongoing focus on Board refreshment to promote diversity and the right combination of skills and experience			✓





ENVIRONMENTAL

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Operational Excellence is a Core Capability of SpartanNash, and we are committed to efficient and effective operations that minimize our environmental footprint across our retail stores, distribution centers (DCs), service centers and fleet.

The Environment Subcommittee’s responsibility is to lead SpartanNash to achieve our long-term ESG environmental goals and to make meaningful progress as it pertains to reducing greenhouse gas emissions, reducing food and landfill waste, and improving our product and packaging sustainability, including recycling. The Subcommittee makes practical recommendations for “green” actions and works to provide technical data maturity and integrity in an ever-changing landscape.

The Company’s environmental efforts have been focused primarily on:

- Optimizing our network to reduce mileage
- Converting freon-based refrigerants to modernized, low ozone-depleting freon-types in DCs, retail refrigerated display cases/air conditioning, and fleet trailer refrigerated units
- Converting our battery chargers and material-handling equipment to more modern, energy-efficient technologies to reduce use of electricity
- Converting our retail and DC assets to use LED lighting to reduce electricity, a journey that is approximately 85% complete
- Reducing grid dependence by increasing our use of solar power
- Reducing our contributions to landfills by increasing our diligence on promotions at retail, reclaim/salvage processes at DCs, and the coordination of more incineration where it makes sense and can generate energy
- Increasing our use of recycled/non-virgin materials in our packaging, converting plastic to paper packaging where feasible, and continuing to increase our recycling of plastic, cardboard and wood in stores and DCs

ENERGY AND EMISSIONS

SpartanNash is reporting for the first time our Scope 1 and Scope 2 emissions. These figures will set a baseline from which we can benchmark and assess our emissions and energy consumption and further develop mitigation strategies, objectives and plans.

SDG ALIGNMENT





Scope 1 Emissions

Our largest source of Scope 1 emissions is fleet fuel, followed by fugitive emissions from refrigeration.

We operate a diverse fleet of owned and leased transportation equipment. Owned equipment includes 570 over-the-road tractors, 253 non-refrigerated trailers and 1,130 refrigerated trailers. Short-term rental contract equipment includes 14 over-the-road tractors, 258 non-refrigerated trailers and 123 refrigerated trailers. We carefully manage the approximately 64 million miles annually driven by our fleet and third-party carriers servicing military commissaries and exchanges, independent retailers, national accounts and corporate retail stores.

Approximately 80% of our DCs have fuel management systems onsite, with the rest being outsourced. We have plans in place to get all locations on the same fuel management system, which will integrate with our transportation management system (TMS). This will lead to more accurate data on miles per gallon, fuel usage, and control of fuel processes.

SCOPE 1 EMISSIONS REDUCTION APPROACH

Transportation Management System

Route optimization is improving through new business onboarding and customer load combinations (i.e., one truck and one delivery route for multiple customers). In addition, our new TMS, which uses a “one control tower” strategy, allows the use of a single route, miles and customer service strategy from a single point of contact for each region. The software program will continuously optimize our routes as our business evolves. In 2022, we completed TMS implementation across 40% of our DCs, and we expect to be 90% complete by the end of 2023.

Network Optimization

In 2022, we divested four DCs and finished adding a third-party partnership in Stockton, Calif. to optimize our network throughout the U.S. In 2023, we are optimizing our logistics partnerships in Indianapolis based on a new mix of business, and we plan to look at other in-sourcing opportunities across our network.

These initiatives have enabled us to reduce operating miles, and thus fuel use, by 2% from 2021 and total miles, including those from leased carriers, by 12% from 2021. Furthermore, through network optimization (divesting) and converting the refrigerants we use at DCs, we reduced our DC facility ozone-depleting emissions by 59%, from 5,900 CO₂e metric tons in 2021 to 2,432 CO₂e metric tons in 2022.





SCOPE 1 EMISSIONS REDUCTION: 2023 AND BEYOND

Moving forward, our emissions reduction strategy places an increased focus on transitioning to refrigerants with a lower global warming potential (GWP),¹ including:

- By 2025, we plan to complete two large projects focused on converting from freon to ammonia or CO₂ in DCs, which would represent 23% of all possible freon to ammonia/CO₂ conversions in our DCs.
- The conversion of freon refrigerants from R-404A to R-448A, a 308% reduction in GWP, is part of our ongoing journey when conversion of those systems to ammonia or CO₂ is not practical. We completed the first part of our journey with full R-448A conversion at our Menominee, Mich. DC and several retail locations.
- We will continue converting trailer refrigerant on an ongoing basis to R-452A, which is non-ozone depleting and has a lower GWP than what we use today.
- We will continue making fleet upgrades via a 1:1 swap or retiring/selling old assets, which will include 75-100 new tractors per year and 75-150 new trailers per year, depending on when leases expire.

Other plans for future improvements include modernizing boiler equipment and controls/set points to reduce natural gas consumption. To reduce Scope 1 emissions from fleet, piloting renewable natural gas tractors is more practical than transitioning to electric vehicles due to our route mileage. Our intention is to move forward with a pilot in the near future, along with evaluating the longer-term possibility of hydrogen as an alternative fuel source.

Scope 2 Emissions

SCOPE 2 EMISSIONS REDUCTION APPROACH

Our active programs across DCs and retail stores to reduce electricity include:

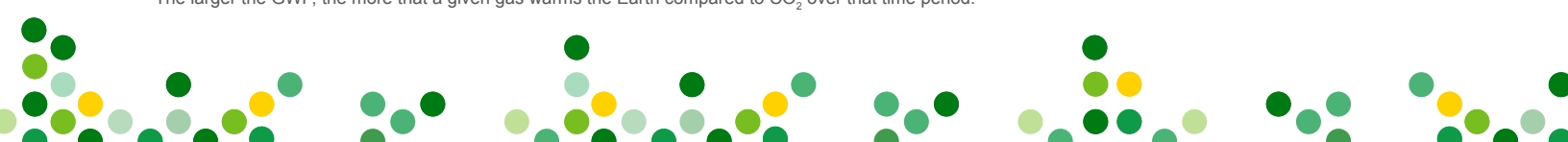
- Closely monitoring temperature set points for air conditioning optimization
- Completing store-by-store upgrades to display cases to more efficiently preserve electricity
- Installing LED lights, currently installed in 79% of our DCs and 85% of retail interiors
- Modernizing battery chargers and material handling equipment (e.g., forklifts, counterbalances, electric pallet jacks)

As we grow, we will continuously review our DC and retail footprint for building optimization.

LED LIGHTING CONVERSION

In 2022, we converted a portion of the Lima, Ohio DC to LED lighting, creating a savings of 236,700 kWh (6%).

1. According to the [U.S. EPA](#), global warming potential (GWP) is "a measure of how much energy the emissions of 1 ton of a gas will absorb over a given period of time, relative to the emissions of 1 ton of carbon dioxide (CO₂). The larger the GWP, the more that a given gas warms the Earth compared to CO₂ over that time period."





Solar energy is currently being deployed through semi-trailers, and many of our trailers are using solar battery chargers. We will continue to explore ways to modernize battery chargers and material handling equipment.

SCOPE 2 EMISSIONS REDUCTION PROGRAMS: 2023 AND BEYOND

- We will modernize all battery chargers in four DCs, which we estimate will save more than 1 million kWh.
- We are evaluating the use of on-site solar on DC roofs and other ground installations.
- We will continue to look for opportunities to utilize fewer buildings for network optimization.
- We will continue converting to LED lighting in DCs and retail stores.
- We are looking for opportunities to add electric vehicle charging stations to fuel centers and retail stores for our consumers and Associates where practical.



SUSTAINABLE DATA STORAGE

We began optimizing our data storage approach in 2021 when we engaged a third-party vendor to redesign our Storage Area Network. The new solution led to dramatic improvements in operational efficiency and sustainability by reducing the number of devices needed from 38 to 4 and the requisite requirements for equipment maintenance, floorspace, cabling, cooling and power. Energy needed for device cooling and power alone was reduced from 47.16 kW/hr to 2.96 kW/hr (126,988 BTU/hr to 10,632 BTU/hr).

In 2023, we will continue to optimize our data storage approach by moving workloads to the cloud using Microsoft Azure, which has more energy efficient data center operations and a [commitment to using 100% renewable energy by 2025](#).





2022 Emissions Data

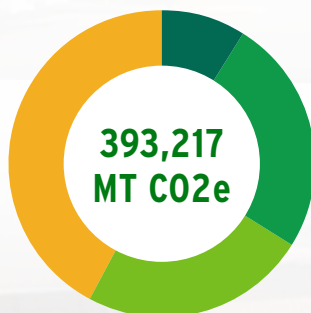
SCOPE 1 & 2 EMISSIONS	MT CO2e
Scope 1 ^a	228,900
Stationary (fuel oil, natural gas)	36,907
Mobile (fleet fuel ^b)	99,163
Fugitive (air conditioning and refrigerants)	92,830
Scope 2 ^c	164,317
Total Scope 1 and 2	393,217

a. Scope 1 emissions, including conversion of CH₄, N₂O and HFC to CO₂, were calculated by using emissions factors from the [U.S. EPA's Emissions Factor Hub](#) data for 2022.

b. In addition to diesel and gasoline, approximately 5% of our total fleet fuel is biodiesel, primarily from our St. Cloud, Minn. DC.

c. Scope 2 emissions were derived from the [U.S. EPA Greenhouse Gas Equivalencies Calculator](#).

SCOPE 1 AND 2 EMISSIONS BREAKDOWN



9% Scope 1 Stationary

25% Scope 1 Mobile

24% Scope 1 Fugitive

42% Scope 2



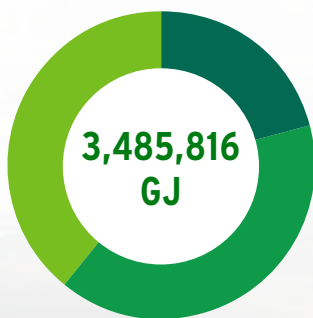


2022 Energy Data

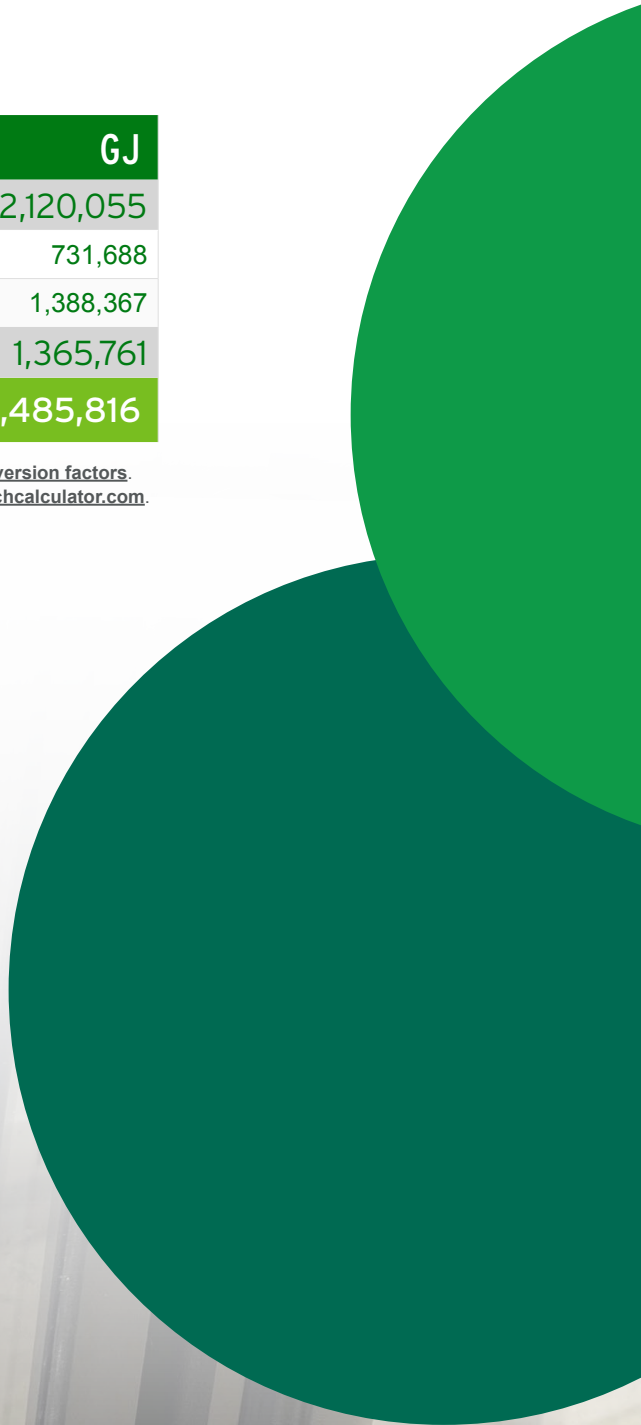
ENERGY CONSUMPTION ^a	GJ
Fuel	2,120,055
Stationary (fuel oil, natural gas)	731,688
Mobile (fleet fuel)	1,388,367
Electricity	1,365,761
Total Energy Consumption	3,485,816

a. Fuel oil and fleet fuel--diesel, gasoline and biodiesel--in gallons was converted to GJ using [IEA conversion factors](#). All other energy data was converted to GJ using standard conversion factors, as can be found at [inchcalculator.com](#).

ENERGY CONSUMPTION BREAKDOWN



- 21% Fuel Stationary
- 40% Fuel Mobile
- 39% Electricity





WASTE

Reduction of food and non-food waste is a material issue to our business and an area where we are making substantial improvements by reducing, reusing and recycling solid waste. We are also partnering with our promotional affiliates, salvagers and reclaimers to avoid aged food inventory ending up in landfills.

SDG ALIGNMENT



Food Waste

Our strategy begins with efforts to minimize aged inventory. Right-sizing minimum order quantities with strategic vendor agreements, along with new systems for ordering and inventory, have reduced inventory levels and aging products without material impact to our customer fill rate.

If product ends up in aged inventory

We have increased our use and standardization of processes for promotions at retail and reclaim/salvage actions at DCs. This helps sell the product at a discounted rate rather than sending it to a landfill.

If a product can be donated at a retail or DC location

We maximize this option before sending to a landfill.

As a last step

We partner with waste vendors to direct more items to recycling or incineration for energy recovery. In 2023, we will begin diverting waste materials to an anaerobic digestion facility that uses the by product for both energy recovery and agricultural use.

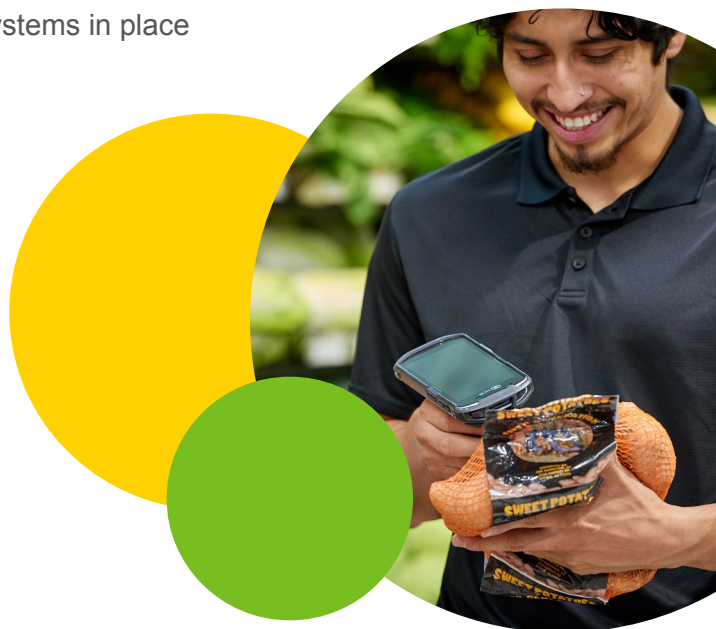
Retail

We have the following technology-enabled programs and systems in place to help prevent waste in our corporate stores.



COMPUTER-GENERATED ORDERS

We have implemented an intelligent ordering solution, Itasca Magic™ (now part of Upshop), to improve demand forecasting that, in turn, helps reduce waste. Currently, all center store departments in Michigan and Indiana retail stores have successfully implemented this technology, which is also used for produce ordering at 49 stores, further reducing food waste. We are in the process of expanding the program to additional stores.





AGING INVENTORY DISCOUNTS

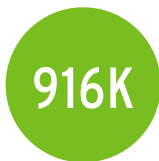
As part of our commitment to helping store guests save money every day and reducing our environmental impact, we support the Flashfood app that allows shoppers and community nonprofits to purchase food nearing its best-by date at savings of up to 50%. Eligible items include meat, produce, seafood, deli and bakery products. Purchases are made directly from the shopper’s phone and picked up from the Flashfood area in participating stores.

Select Family Fare and Martin’s Super Markets locations have participated on the Flashfood app since 2020, diverting nearly 800,000 pounds of food and saving customers thousands of dollars during that time.

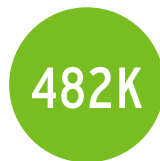
2022 Flashfood by the Numbers



Participating SpartanNash stores



Pounds of CO2e emissions saved



Pounds of potential food waste eliminated



Increase in potential food waste eliminated since 2021



AUTONOMOUS INVENTORY TRACKING

In 2022, we introduced an autonomous inventory robot named Tally, produced by **Simbe Robotics**. In 2023, we are expanding the use of Tally to 15 grocery stores in Michigan and Indiana. Tally provides our stores with real-time data to ensure our store guests’ favorite items always stay fresh, adequately stocked and priced competitively. By consistently reshelving items, we can efficiently prevent any food that would be sitting in the back of the store from going to waste.



Distribution Centers

Efforts to prevent food waste in our DCs begin with preventing aged inventory. In 2022, we initiated a cross-functional program spanning Merchandising, Procurement, Sales and Retail teams to more closely manage minimum order quantities (MOQs), economic order quantities (EOQs), inventories/ safety stocks and several other variables. In addition, third-party sales of aged inventory in our DCs enabled us to divert 4,208,577 pounds from landfills, excluding donations.



Pounds of potential food waste eliminated





2022 Food Donation Data

FOOD DONATION SOURCE	RETAIL VALUE (\$)	WEIGHT (LBS) ^a	MEALS (#) ^b
Retail Distressed Product	2,949,073	1,276,655	1,063,879
Retail Donations	53,264	23,058	19,215
DC Distressed Product	11,032,040	4,775,775	3,979,812
Our Family Cares Donations ^c	45,353	19,633	16,361
Total Food Donations	14,079,730	6,095,121	5,079,268

a. The formula used in the 2021 ESG Report to convert dollars to pounds was based on \$2.10 as the average cost of a pound across all categories. In 2022, we used \$2.31 as the average cost of a pound across all categories, supported by an industry report published by [ReFED in 2019](#). Using the same formula in 2022 as we did in 2021, food donations increased 11.7%. Using the new formula, they increased 1.58% year over year.

b. According to [Feeding America](#), 12 pounds of food equates to 10 meals, or each meal is roughly 1.2 pounds of food.

c. Our Family Cares donations are in-kind donations that are not distressed.

Other Solid Waste

We continue to look for ways to increase our cardboard, wood and plastic recycling. Additional to these efforts is a deep review of the current state of packaging from our top suppliers for our OwnBrands. We aim to maximize the use of non-virgin materials in our packaging, reduce our use of plastic, and grow our use of recyclable and compostable materials over time.

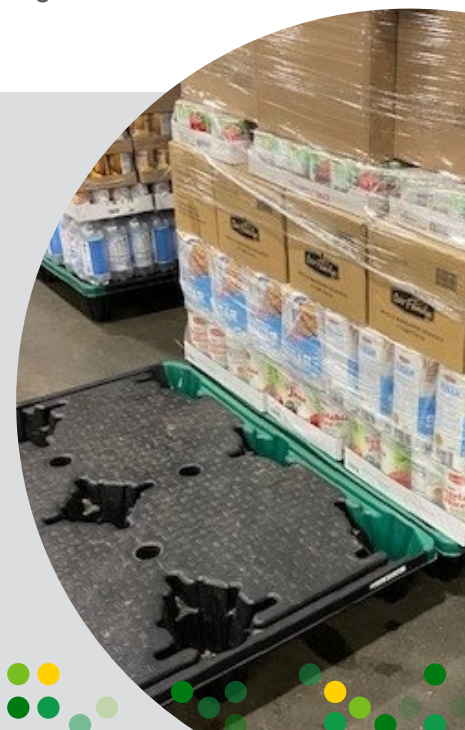
We train all store baggers on bagging best practices, including using as few bags as possible. In 2023, we plan to refresh that training and add a shopper-awareness campaign to further reduce waste. We will also be expanding our front-of-store program to assist store guests in recycling their plastic bags. In addition, our corporate stores will pilot a hydraulic oil recycling program that will eventually be expanded to our DCs if successful.

REDUCING PALLET WASTE

Reusable plastic pallets are a more durable, lighter-weight substitute for wood pallets, reducing waste, fuel use and Associate injuries from lifting.

We have a long-standing reusable pallet program in our Grand Rapids DC for use when making deliveries to our retail locations. In 2022, we rolled out reusable pallets to two more SpartanNash DCs in Omaha and Fargo.

To further minimize waste through losses that can occur during the return process, we will be adding trackable pallets with RFID/Q technology at all three DCs in 2023.





2022 WASTE RECYCLED

Cardboard

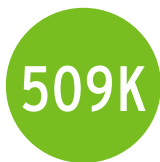


Total Pounds

Shrink Wrap^a



Total Pounds



Pounds of stretch film



Pounds of mixed film



a. SpartanNash partners with **Trex**, a manufacturer of wood-alternative decking, to recycle 100% of the stretch film from our stores and DCs in Michigan and Nebraska. This stretch film is recycled into post-consumer products, such as composite decking used for porches and decks.

Our waste generated has steadily declined as we have improved tracking for about-to-be-aged and aged inventory and taken actions to prevent food from becoming waste. This has led to an overall solid waste reduction of 5.6% since 2021 and 22% since 2020.

WATER

In 2022, we begin reporting water withdrawn and will do so going forward in an effort to continue to improve our data collection and reporting metrics. In 2022, our water withdrawn increased, attributable to the addition of 20 Martin’s Super Markets locations for which we now have centralized data; three new stores and a DC; an increase in wash bays/garage use in our transportation operations; enhanced fresh produce processes; and expanded fire protection systems.

2022 Water Data

WATER WITHDRAWN	GALLONS
Retail	140,851,202
DCs and Corporate Office	56,430,813
Total Water Withdrawn	197,282,015



SOCIAL

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SOCIAL

The success of SpartanNash relies on the strength and wellbeing of our Associates, customers and communities.

People is one of our Core Capabilities at SpartanNash, and we are proud of the work that we do to put **People First**, both in our facilities and in our communities. Our Social efforts relate to our human capital management practices, consumer health and wellbeing, sustainable Supply Chain, community engagement, corporate giving and grant funding.

HUMAN CAPITAL MANAGEMENT

The Company's strategic direction and its execution begins with Associates, which is why our **People First** culture is vitally important. For the Company, this means that investment in people is the first investment we make. As we cultivate an environment in which Associates can do their best work, we are building the foundation for a thriving business that will strengthen the communities we serve and create long-term shareholder value.

SDG ALIGNMENT



Workforce Overview



Associates



Full-Time



Part-Time

Attracting, developing and retaining talent is imperative to achieving the Company's Mission of delivering the ingredients for a better life. We continuously examine all aspects of our Associate experience to ensure that throughout their entire career, Associates feel heard, understood, included, valued and recognized. The Company's primary initiatives as it pertains to human capital management include:

- Ensuring a safe and productive work environment
- Improving and celebrating diversity, equity, inclusion and belonging in our workforce
- Maintaining a competitive and compelling Total Rewards offering
- Fostering a culture of two-way communication and recognition
- Investing in Associate development





Talent Development

TALENT ACQUISITION

As part of our continued efforts to develop and maintain a **People First** culture, we need to excel in attracting and retaining talent. Although employee turnover industrywide is traditionally high, the Company has robust engagement plans to continuously improve Associate retention.

In 2022, SpartanNash focused on providing a more efficient candidate experience, reducing the time to fill hourly positions from weeks to days. We introduced Text-to-Apply, where a candidate can apply via a mobile device in 30 seconds or less, and we shortened our application process to two minutes or less. We launched a National Day of Hiring event to reach major recruitment goals across our retail and wholesale segments. Furthermore, to ensure candidates know what to expect and are confident in accepting a position, onsite interviews are now accompanied with a realistic job preview for hourly roles. Additional details regarding actions taken to recruit a diverse pool of Associates is referenced in the [Talent Pipeline Development](#) section.

TRAINING & PROFESSIONAL DEVELOPMENT

We offer a combination of online and in-person courses and have partnered with industry-leading organizations such as DiSC, Korn Ferry and Skillsoft to make high-quality development experiences accessible for every team member. In addition to having 24/7 access to on-demand content through our Human Resources system, Associates engage in a variety of live instructor-led, virtual and in-person programs.

Our leadership development programs span all aspects of an Associate’s leadership journey, from those aspiring to be leaders to high-potential people leaders and highly skilled senior leaders, with continuing education for everyone in between.

In 2022, nearly 500 Associates joined various leadership development programs, including:



235 Associates representing every function joined our Aspire program to grow their leadership skills as they seek to move into leadership positions



210 Retail and Supply Chain Associates participated in our Elevate program designed to improve skills in communication, conflict management, team building, interviewing, onboarding and more



26 Senior leaders participated in our Excel program to develop executive-level skills



23 High-performing leaders graduated from our Propel program, which aimed to hone mid-level leadership skills





Another element of continuing education in 2022 was aimed at improving customer service. More than 550 Associates attended in-person courses to equip them with skills to create memorable experiences in our stores.

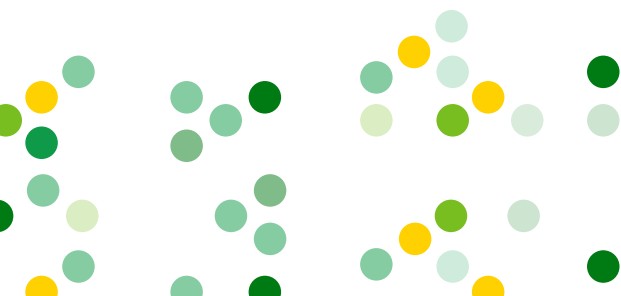
Across all programs in 2022, Associates attended more than **5K** hours of in-person facilitated training and more than **100K** hours of eLearning.

We also support Associate development through tuition reimbursement. In 2022, we expanded our tuition reimbursement program to 1,630 additional Associates, and we invested an additional \$2,250 per year (from \$3,000 to \$5,250) per Associate looking to advance their education and their career at SpartanNash. Now, all full-time and part-time benefits-eligible Associates who work 30+ hours per week can participate, and new Associates become eligible to receive tuition reimbursement after just three months with the Company. The process has also been simplified, with application and approvals streamlined in our Human Resources Information System. These improvements resulted in a 166% increase in tuition reimbursement program participation in 2022.

Looking ahead, the Company has plans in place to make training more accessible to Associates by implementing a learning hub that offers directed learning paths for onboarding, professional development and leadership development.

TALENT & PERFORMANCE MANAGEMENT CYCLE

Each year, Associates align individual goals to the Company's Master Action Plan (MAP). Leaders are expected to host check-ins with Associates at the mid-point and end of the year to discuss the Associate's performance and progress toward meeting annual goals, and to address any questions or concerns. These conversations are held with supervisors, managers, non-production Associates and all corporate Associates.





Associate Engagement

To drive Associate engagement, SpartanNash has invested in a number of communications and recognition institutions. As part of our strategy, Associates receive regular updates from the Executive Leadership Team, department leadership and their own supervisors. They can also share their own wins, questions and comments via digital and in-person channels. To encourage two-way, transparent communication, we solicit candid feedback – both formal and informal – and have crucial conversations throughout the year. Similarly, meaningful recognition is an important component of our **People First** culture. Throughout our organization, we recognize and celebrate when we see our fellow Associates embody our Core Behaviors.

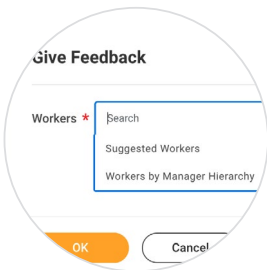


DIGITAL ENGAGEMENT

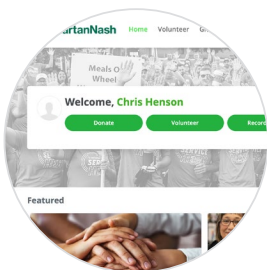


Our primary Associate engagement tool, the SpartanNash Go app, provides team members with real-time news updates and the opportunity to converse and share content with others across the Company. In 2022, SpartanNash Go's registration rate was 67% (a 7% increase from 2021), with average monthly user participation of 47% of registered users.

In addition to serving as a companywide communications channel, SpartanNash Go also supports recognition efforts. In 2022, recognition toolkits were added to Go, making it easier for leaders and all Associates to access **Our Winning Recipe™** recognition cards, certificates of appreciation and more. The toolkit for leaders also provides guidance on meaningful recognition as they create a culture where we say thank you every day.



To make recognition part of an Associate's official performance management record, Workday Feedback was also promoted throughout the year. Workday Feedback allows Associates to recognize one another and the work they do to live our Core Behaviors. Comments are also shared with the Associate's manager and HR Business Partner for awareness. In 2022, Associates submitted more than 3,000 Workday Feedback comments – more than tripling the amount from the year prior.



In 2022, we launched YourCause, a platform accessible by all Associates to sign up for volunteer opportunities, track volunteer hours, and make donations to thousands of charitable causes.





ASSOCIATE SURVEY

In 2022, SpartanNash relaunched its annual Associate Engagement Survey, administered by external vendor Peakon to ensure Associate anonymity. The survey was sent to all active Associates, enabling the Company to measure, understand and improve key drivers for Associate engagement.

Following the Associate engagement survey, Peakon compiled all confidential responses, and the Executive Leadership Team developed survey action plans for their teams. Associates were invited to team meetings to discuss their area’s results. In Q4 2022, these plans were implemented by teams, with efforts continuing throughout 2023.

2022 SURVEY RESULTS

75% Associate participation rate

61K Comments generated

7.5/10 Engagement score companywide

GOAL SETTING and **MEANINGFUL WORK** were top-scoring categories.

IN-PERSON ENGAGEMENT

Companywide Town Halls

Each quarter, SpartanNash hosts a Town Hall where Associates are invited to hear directly (either virtually or live in-person) from the Executive Leadership Team. We also offer a playback video option for Associates who are in the field to watch when it’s convenient for them. Town Halls create a platform for updates on the company’s Key Performance Indicators as well as additional detail about strategic initiatives. Each event includes time for open mic questions from the audience.





“ Was a great experience to hear from the ELT about goals and direction. I appreciate the transparency to all workers, not necessarily something every company does.”

“ I absolutely love these, whether watching virtual or in person. Tony and the company as a whole make it not only informative but fun.”

“ I think these Town Halls are great; really informative and I feel much more connected to our company’s performance as a result. Keep up the good work!”

“ I have worked at SpartanNash for a long time and I have never been more content. I feel like my opinion matters and therefore strive to do even better. I feel valued and that says a lot about our company.”



ASSOCIATE ENGAGEMENT ON ESG GOALS

During the Q3 Town Hall, SpartanNash’s overall ESG strategy and goals were presented companywide. Associates were given various ideas for ways to take part in reaching these goals.



Field Town Halls

Our ELT members go out in the field each month, visiting our retail stores and distribution centers (DCs). At each location, they recognize top performers, share the company’s vision for moving ahead and answer Associate questions. These events create personal connections and provide transparency into the company’s performance.

In 2022, 38 field Town Hall events took place, recognizing over 60 local Associates. Associates were thanked with a gift card and other tokens of appreciation, and each field Town Hall was recapped on SpartanNash Go so Associates at all locations could extend their kudos as well.



SpartanNash Summit

The SpartanNash Summit is our annual leadership gathering that gives Associates an opportunity to connect and prepare for the upcoming year and beyond. Directors and above are required to attend, and other high-potential Associates are also invited. The event kicks off with a special celebration honoring our frontline Circle of Excellence winners, and the rest of the week features key company updates, professional development, an offsite activity, and leadership awards.

In 2022, nearly 500 Associates gathered for the SpartanNash Summit. During the leadership awards, 85 of those Associates were recognized for winning performances tied to Key Performance Indicators, contributions to SpartanNash’s Master Action Plan and ways they live the Company’s Core Behaviors.



Attendees rated the overall Summit experience at a **9.6/10**

“ This experience was whole heartedly one of the best work-sponsored functions I have ever been able to experience. I left energized and motivated to share this content with our stores.”

“ THANKS for such an inspiring event and for investing in us all in such a first-class way!”

“ I really appreciate the opportunity to join, this was by far the best corporate event I have attended in my career!”





Circle of Excellence

The Circle of Excellence is SpartanNash’s award program to celebrate heroic frontline workers and their many contributions to advancing the SpartanNash Mission. We recognized 62 extraordinary frontline Associates from our retail stores and DCs – from truck drivers to order selectors and deli managers to cashiers – who were nominated by their respective leadership teams. Winning Associates and their guests were treated to an all-expenses-paid weekend in Orlando, where they enjoyed the special awards celebration, a meeting with executive leadership, professional development and more.



Attendees rated the overall Circle of Excellence experience at a

9.9/10

“ I felt very appreciated and recognized for my hard work. That means a lot.”

“ Everything was superb in every way, I loved it!”

“ I am still in awe. So much fun....”





Total Rewards

As part of **Our Winning Recipe™**, SpartanNash demonstrates its Core Behaviors We Serve and We Create Solutions for our Associates by investing in a number of Total Rewards. These benefits offer flexibility and personalization options for Associates in every stage of their career, recognizing generational differences in reward offerings.

COMPENSATION

At SpartanNash, our goal is to ensure pay is:



Competitive with the market



Aligned to an Associate's skills and performance



Equitable across levels and functions



Sustainable for the long-term health of the company

SpartanNash determines pay based on a variety of dynamic factors, including the company's performance, external market data, geography, and an Associate's performance, individual skills and knowledge.

SpartanNash has a comprehensive strategy to ensure pay is competitive, and pay ranges are aligned with the market through regular survey reviews at local and national levels. For hourly Associates, this review is done quarterly. For salaried Associates, wages are reviewed annually. The Company also has an annual merit program for wage adjustments, and mid-year pay reviews are conducted to help with internal equity and career advancement.





2022 TOTAL REWARDS IMPROVEMENTS

Compensation

- ✓ Since September 2020, entry-level pay was increased by more than 30% for retail Associates. For both Retail and Supply Chain Associates – representing approximately 75% of SpartanNash’s workforce – entry-level hourly pay has increased by an average of 7.4% in that timeframe.
- ✓ The average hourly wage has increased over 11% from 2020 to 2022.
- ✓ In 2021, the SpartanNash bonus program was expanded, adding nearly 1,000 salaried and retail store management Associates to the bonus pool. These Associates received their first bonuses in 2022, representing an additional \$2.5 million investment in Associates.



Waiting Period Reduction

- ✓ New hire benefits start in 30 days or less, expediting the ability to help protect the health and wellbeing of Associates and their families.
- ✓ The waiting period for 401(k) eligibility was reduced from six months to beginning the first of the month after 30 days of employment, with an employer match at 90 days.
- ✓ The Employee Stock Purchase Plan was enhanced to reduce the waiting period, and the discount was increased from 5% to 15%.

Retail Discounts

- ✓ Associates have access to enhanced online grocery shopping through SpartanNash’s Fast Lane eCommerce platform, featuring free curbside pick-up and no pick fees for Associates at participating company stores. Free grocery delivery to our corporate headquarters is also offered.
- ✓ In 2022, two improvements were made to the Associate discount program in our retail stores – now, Associates and their families can receive 10% off, including on-sale items, and 10 cents off each gallon of gas at our fuel centers. Previously, the 10% store discount only included full-price items and Associates received 3 cents off each gallon.

Other Enhancements

- ✓ Paid Parental Leave was introduced, allowing all eligible new parents to receive four weeks of paid leave after the birth or adoption of a child.
- ✓ A new paid time off policy was introduced in January 2022, offering Associates more flexibility in determining how they use their time off.
- ✓ Each year during Open Enrollment, a benefits education tool is offered to equip Associates with a better understanding of the benefits options available to them and assist with choosing the plan that best fits their family’s needs and budget.





DIVERSITY & INCLUSION

SpartanNash believes that Diversity & Inclusion (D&I) drive value for our Associates, shareholders and customers. As a part of our **People First** culture, we lead with inclusion and strive to create an environment where Associates are valued and empowered to support each other, our business objectives, customers and the communities we serve.

We aim to attract and retain people from all backgrounds, skills, experiences and perspectives. When our Associates reflect the diverse communities we serve, we are better able to connect and serve our customers and shoppers.

SDG ALIGNMENT



D&I Programs and Initiatives

BIPOC Network

TIDE

Veterans' Network

SN **VETS**

Women's Network

WIN

Young Professionals' Network

RISE

ASSOCIATE RESOURCE GROUPS

Associate Resource Groups (ARGs) are Associate-led groups centered around common interests, backgrounds or experiences. They are an important component of a diverse and inclusive workplace and help Associates feel a sense of belonging and connection within the organization. ARGs are a way for people to come together around shared experiences and create a supportive network within the workplace.

In 2022, we provided more supportive governance to our ARGs. Each ARG created a purpose statement, leadership structure, and goals that tie directly to business objectives.

Each ARG was assigned a sponsor from our Executive Leadership Team who assists with communication, connection and alignment.

Today, we have four ARGs offering a place for Associates to feel supported by each other and by allies within the company. In 2023, we have plans to launch an ARG online platform where participants can connect online.

DIVERSITY & INCLUSION COMMITMENT

SpartanNash has a **People First** culture committed to fostering a diverse and inclusive workplace. We cultivate an inclusive environment in which Associates can do their best work and feel they belong. We attract, develop and retain talent from all backgrounds, experiences and abilities. We actively strive for inclusive behaviors across our company, encouraging a sense of belonging. We train our leaders and expect them to live our values and support Diversity & Inclusion.





TALENT PIPELINE DEVELOPMENT

To reach our goals for increased diversity in the workforce, we've added new tools and practices to our recruitment process. We partnered with a vendor platform to post jobs, send messages and sign up for recruiting events/career fairs. This platform gives us access to more than 12 million students and alumni across 90% of the top educational institutions in the U.S.

INTERNSHIP PROGRAM

In 2022, we laid the foundation for an exceptional internship experience, partnering with colleges and universities to build a diverse pipeline of candidates. Our summer internship program had 40 interns from 18 different colleges and universities. In 2023, we plan to hire over 100 interns by recruiting from a diverse pool of candidates.

Our summer internship program provided engagement with the ELT through a professional development series. The interns also broke a Guinness World Record for the World's Largest Packaged Food Word. They built the word "SpartanNash" using 5,791 Our Family® products. All the food used was donated to a local food pantry.



In 2022, we converted 68% of our summer interns into Intern II positions, meaning we extended their position with SpartanNash beyond the end of the summer internship program period.



Veteran Recruitment Partnerships

We introduced a new partnership with Grand Valley State University to help us gain traction on our goal to increase our Veteran representation. We are also partnering with more than a dozen colleges and universities to recruit diverse candidates.





OCCUPATIONAL HEALTH AND SAFETY

Becoming a leader in safety is critical to our **People First** culture as we work to ensure our Associates go home safely to their families every day. In addition to protecting Associate’s from injury and illness, a safe and healthy workplace improves employee morale, reduces turnover, lowers cost, and boosts productivity.

Our Environmental Health and Safety team is led by a Vice President who oversees 10 corporate EHS staff members, 16 Safety Specialists in Supply Chain, and 4 Fleet Safety Specialists. This represents an increase of five Associates in 2022. Additionally, Assistant Store Directors in our corporate retail locations serve as Safety Captains who support our culture of safety at each store.

SDG ALIGNMENT



EHS Programs and Actions

2022 SAFETY PLAN ACTIONS

SpartanNash’s goal is to be among the top quartile in our industry when it comes to safety for our Associates. To achieve this, the Safety team established a number of best practices in 2022, including:

- 1 EHS performance drivers and systems were integrated into all core business processes and functions.
- 2 The Risk & Safety Manual has been implemented to standardize and deploy systems needed to deliver excellence.
- 3 Behavior Based Safety (BBS) processes were implemented to engage Associates in peer-to-peer observation and feedback.
- 4 Machine Hazard Assessments (MHA) were completed to develop standard operating procedures and training and to ensure adequate safeguarding.
- 5 High-hazard tasks continued to be managed through a permit-to-work process.
- 6 The safety process for ammonia refrigeration systems was strengthened to improve compliance and reduce risk of chemical release.
- 7 Personal Protective Equipment (PPE) requirements were identified for all job functions, resulting in the introduction of a paid safety shoe program for deli and bakery Associates to reduce slip and fall injuries.
- 8 Quarterly safety campaigns aimed at primary incident causes were delivered.
- 9 An athletics trainer was dedicated to the Grand Rapids DC to coach Associates on proper body mechanics and prevent musculoskeletal disorders through early intervention.
- 10 Powered equipment operators completed new and improved training, reinforced by campaigns and on-the-job coaching to reduce collision risk.





ACTIVE SHOOTER RESPONSE TRAINING

Active Shooter Response Training was required for all Associates in 2022. The training is now a required part of onboarding for new hires and is delivered to Associates annually thereafter.

Training adhered to the U.S. Department of Homeland Security and FBI guidance of “Run. Hide. Fight.” In addition, we provided information in the training related to how Associates can identify suspicious or threatening behaviors and the importance of reporting those behaviors to prevent incidents from escalating to violence.

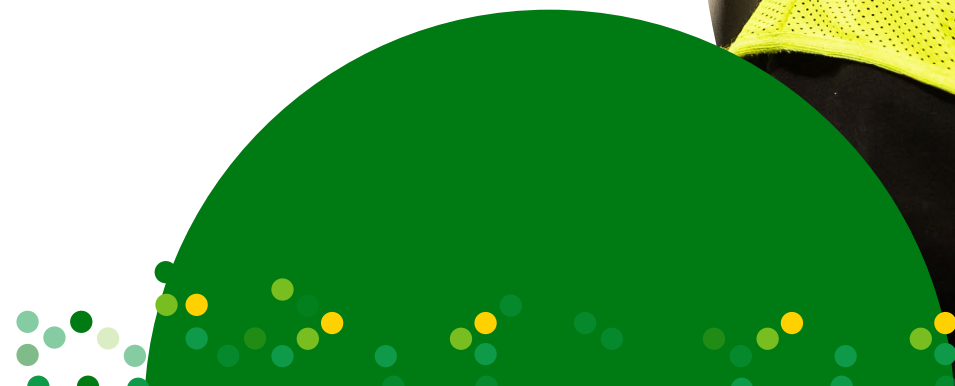
EHS COMMITMENT AND POLICY

In 2022, we published our [Environment, Health & Safety Commitment and Policy](#), which outlines our expectations for Associates to conduct business operations in a manner that is safe, compliant and environmentally conscious.

Safety Performance

OSHA recordable injuries are used to measure safety performance, enabling us to benchmark against comparable industry segments. By focusing on safety, we have reduced the Total Recordable Incident Rate (TRIR) by 57% since 2020, and lost-time incidents decreased 72%.

As a by-product to our genuine effort to protect our people, we reduced workers’ compensation costs by more than \$3 million in 2022.





CUSTOMER HEALTH AND WELLBEING

Enabling Nutritious and Healthy Food Choices

As a food solutions company, we're committed to supporting healthy lifestyles for our store guests, offering nutritious products with responsible labeling, providing exceptional pharmacy services and promoting local growers and producers to make living well quick, easy, affordable and sustainable.

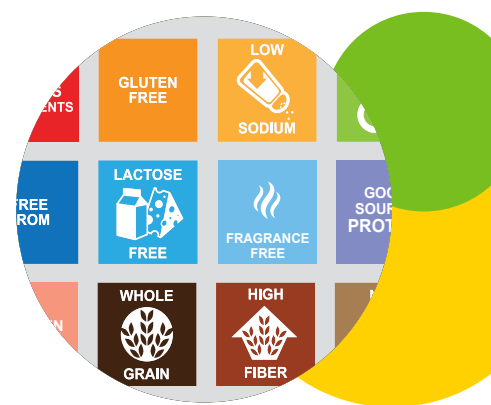
SDG ALIGNMENT



EXPANDING HEALTH AND NUTRITION PRODUCT AWARENESS AND TRANSPARENCY

Nutrition Pathways

Consumers' dietary needs are increasingly complex – from individual lifestyle preferences to therapeutic diets for managing chronic or acute health conditions, allergies or intolerances. It is difficult and overwhelming for shoppers to find products to meet their ever-growing and complex needs. Nutrition Pathways highlight the most nutritious foods for managing a health condition, following a specific lifestyle, or just wanting to make healthier choices. SpartanNash has done the work and labeled products that will help store guests find the better-for-you and lifestyle items to meet their needs.



All corporate stores with loyalty programs and the Fast Lane online grocery shopping platform have Nutrition Pathways as a label-reading resource for our shoppers. Hospitals – including Mary Free Bed, My Michigan and Sanford Health – collaborated with our in-house Registered Dietitian and Nutrition Pathways to help guide patients in their outpatient programs on proper nutrition choices for their condition. In 2022, we added nutritional attributes to produce and fresh deli items. We also conducted a shopper survey to see what other attributes they would like to see added to our program. These attributes will be reviewed and incorporated into our labels in 2023.

Facts Up Front®

Today's busy consumers want convenient access to nutritional information. Each OwnBrands SKU in our exclusive Our Family and Fresh and Finest by Our Family® brands features Facts up Front to deliver easy-to-find, at-a-glance product information. Created by the food industry and retailers and led by the Consumer Brands Association® and the Food Industry Association (FMI), Facts Up Front is a voluntary labeling initiative that is designed to help consumers compare products and make more informed choices when it comes to several key nutrient facts – calories, saturated fat, sodium and sugar – by summarizing important nutrition information from the nutrition facts panel on the front of food and beverage packages.



In 2021, we designed new product labels to include the Facts Up Front panel placement on all Our Family products. In 2022, the new labels were launched, and all Our Family products included Facts up Front labeling.





Family Meals Month

In September 2022, SpartanNash demonstrated our commitment to building strong families and delivering the ingredients for a better life through participation in FMI's Family Meals Month initiative, which earned the Company a coveted **Gold Plate Award**. Led by a SpartanNash Registered Dietitian, the in-store and online campaign hinged on the Our Family® brand's commitment to giving back to community, fostering family values and improving overall health and wellness.



During Family Meals Month, Our Family raised funding through the Our Family Cares program to give back to children's food assistance nonprofits through eCommerce promotions. Retail stores featured week-long promotions where 10% of a shopper's total Our Family brand purchase was donated to selected nonprofits.

This omni-channel marketing campaign achieved 9.5 million impressions as a result of in-store point of sale and digital marketing promotion. Participating products experienced a 20-40% increase in sales compared to 2021.

The campaign also encouraged shoppers to take time for family meals with help from the Our Family brand spokesperson, Melissa Stockwell, and a digital cookbook that was thoughtfully curated to make family mealtime even easier.

"Be A Family Meal Champ" Campaign

Martin's Super Markets promoted the "Be A Family Meal Champ" campaign, which included a challenge that prompted shoppers to upload photos of their family meals for a chance to win a \$100 gift card. The campaign also featured in-person cooking classes for parents and their children, media segments with the local news, and an e-newsletter campaign. Our weekly ad offered family meal inspiration, and our digital marketing garnered more than 750,000 impressions and over 1 million weekly ad views.

Gluten-Free

Many consumers need or want to eat gluten-free foods because of health concerns. By visiting ourfamilyfoods.com, consumers can look up specific items or browse a list of gluten-free items within the Our Family brand. This list is updated quarterly with verification from each individual product manufacturer. As an added layer of support, consumers can also contact our Customer Care Hotline for product information.

Bioengineered Ingredients

In 2021, we redesigned packaging for any of our OwnBrands portfolio of products that contain bioengineered ingredients to include a QR code directing consumers to a product disclosure page with more information. All of our products comply with the regulatory label requirements set forth by the USDA.

KEEPING OUR CUSTOMERS SAFE

In 2022, the Food Safety team updated our recall policy and transformed the legacy recall process into a more efficient one with the right method for escalating to senior management. The team implemented a new third-party platform, Recalls 123, to streamline efforts. Additionally, the team developed, socialized and implemented approximately 35 standard operating procedures for DCs and retail facilities regarding food handling and safety.





Affordable, Accessible Healthcare

In 2022, we operated 81 retail stores offering pharmacy services, plus an additional three pharmacies that are not associated with retail locations. Combined, these locations serve approximately 300,000 patients annually. We also support 138 affiliate pharmacies that are independently owned and operated.



ENHANCED PHARMACY SERVICES

In addition to dispensing medications, we are continuously focused on helping our patients with convenient and affordable care to improve their health. Our enhanced pharmacy services include:



Through a partnership with Bonum Health™, we offer an \$11/month telemedicine subscription for guests who are uninsured, under-insured or just looking for cost savings. This subscription covers an adult and all household dependents (18 and younger) with up to five telemedicine visits monthly with a U.S. Board-certified provider.



Since 2018, SpartanNash has offered our Timely Meds® prescription packaging program at our retail pharmacy locations throughout Michigan. The 28-day set of personalized pill punch packs – offered for no additional charge – is designed for patients who take multiple medications or manage multiple medications for others. In 2022, 869 patients used Timely Meds to safely track their medications.



Our Medsave® Card program provides discounted medication for the whole family on a variety of prescription drugs, vaccinations and pet medications.

VACCINE CLINICS

In 2022, our Corporate Clinical Pharmacy team provided the following immunizations to our Associates and for other employers in our community:

Grand Rapids SpartanNash Associates (6 Clinics):

162 Influenza vaccines **92** COVID-19 vaccines

Other SpartanNash Associates (10 Clinics):

287 Influenza vaccines **377** COVID-19 vaccines

Also in Grand Rapids, the SpartanNash Corporate Pharmacy team hosted the Immunize at ArtPrize community immunization event where they administered:

262 Influenza vaccines **245** COVID-19 vaccines

COVID TESTING AND IMMUNIZATION



COVID tests administered in 2022



COVID vaccines administered in 2022





RESPONSIBLE AND SUSTAINABLE SUPPLY CHAIN

We strive to source products responsibly and sustainably, which involves partnering with suppliers who uphold our high standards and sourcing products as locally as possible wherever practical.

In 2022, we continued requiring each new vendor to read and acknowledge compliance with our [Vendor Code of Conduct](#), demonstrating their commitment to act in a legal, ethical, safe, fair and environmentally responsible manner.

SDG ALIGNMENT

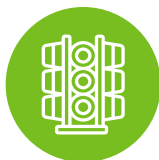


Sustainable Packaging

We are proud to report sustainable packaging options for a portion of our Our Family® products. We will continue to evaluate new opportunities to make a greater portion of our packaging more eco-friendly.



Tall kitchen bags: Drawstring (45 count) and flap-tie (80 count) bags have 65% recycled plastic content.



Compostable coffee pods: 100% certified compostable by Biodegradable Product Institute (BPI) (bags-inks-valve); plant-based; renewable resources; certified to create healthy soil when composted.



Compostable cutlery: 100% certified compostable by BPI; includes compostable pressed plates and hot and cold cups.



Paper towels/bath tissue: Forest Stewardship Council mix for paper supporting responsible forestry.



Nuts and dried fruits: Deli cups use 100% post-industrial content and/or postconsumer recycled PET; fluted corrugate/carton.





Sustainable Sourcing

SUSTAINABLE SEAFOOD

Through our Eternal Oceans initiative, our Open Acres brand of seafood is committed to educating consumers about the fishing industry and providing high-quality seafood that is sourced from suppliers who use responsible practices, including a focus on sustainability, traceability, food safety and social responsibility. Each product sold in our retail stores lists the country of origin and whether it was wild-caught or farm-raised. This level of transparency provides a path to deliver both consumer awareness and quality assurance. In addition:



- 1 We only partner with suppliers using fisheries that are certified by the [Marine Stewardship Council™](#) (MSC) for wild-caught species or the [Global Seafood Alliance Best Aquaculture Practices](#) (BAP) and [Aquaculture Stewardship Council™](#) (ASC) for farm-raised species.
- 2 Our suppliers maintain close relationships with seafood industry leaders, such as the [Sustainable Fisheries Partnership](#), which allows for continual improvement in sourcing.
- 3 We do not sell any genetically modified seafood within our stores or supply chain.

CAGE-FREE EGGS

SpartanNash currently offers a variety of cage-free, certified organic, free-range and pasture-raised eggs in our corporate stores and to our independent retail customers through our Full Circle™ brand and Vital Farms®, as well as some of Egghand's Best® eggs.



We previously set a goal to work with our suppliers to develop a sustainable and affordable 100% cage-free egg supply chain by 2025. In 2022, we exceeded our goal of reaching 20% of eggs sold being cage-free in wholesale and retail. In 2023, we began to experience significant barriers to meeting our goal for a 100% cage-free egg supply chain by 2025. Factors limiting our transition include supply chain constraints, softness in customer demand for cage-free eggs across our footprint, and some state regulations requiring conventional eggs be sold alongside cage-free eggs in order to participate in state-funded food assistance programs.

Despite cage-free sales comprising approximately 20% of our total egg sales in 2022, we remain committed to increasing this number. In 2023, we will allocate more than 40% of consumer-facing space for eggs in our stores to cage-free or better. We plan to increase that number by at least 20% through 2024 and remain committed to clearly labeling our products to give shoppers the knowledge they need to make informed purchasing decisions.

The majority of our retail operations are in Michigan, where the current law requires all eggs produced and sold in the State to be cage free by 2025. Our corporate focus will be compliance with the requirements of the State and local laws in the jurisdictions where we operate. We will also work to deliver affordable egg options for our shoppers going forward as we continue to increase the percentage of cage-free eggs we sell.





LOCAL PRODUCTS AND PARTNERSHIPS

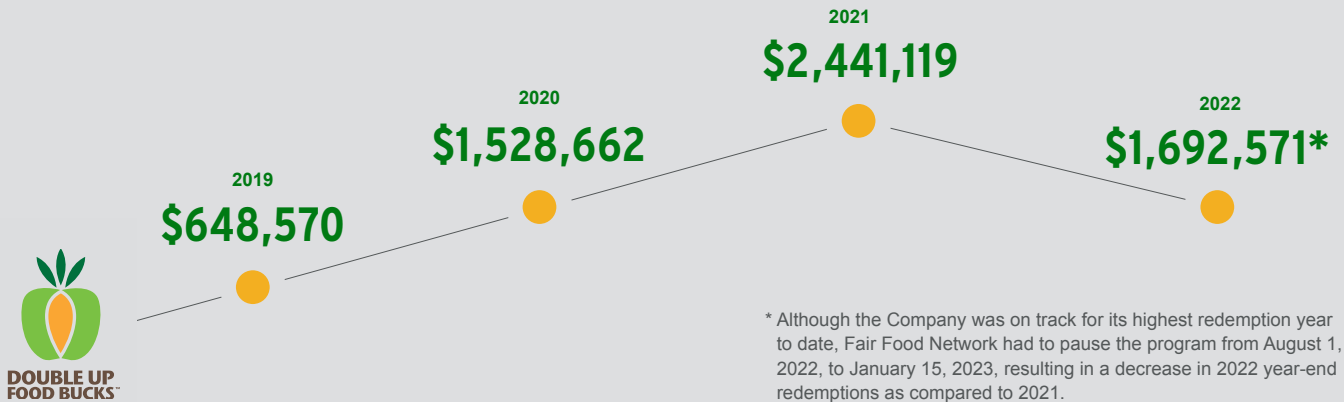
We are committed to expanding our diverse local product offerings in our retail stores and to independent retailer customers, which helps fuel local economies, reduce food miles and meet our customers' growing appetite for close-to-home products. We frequently partner with local farmers and entrepreneurs in the communities we serve to offer fresh produce. When shoppers see the label "local" on a product, they expect to use their purchasing power to support products and businesses in their own backyard. For this reason, our definitions of local are:

- 1 100% Locally Grown**
Fresh product grown or animal raised within the same state or defined store cluster (approx. 100 miles from the store).
- 2 Locally Produced**
Manufacturer or processor must only ship SpartanNash product manufactured or processed from facilities located within the state or defined store cluster (approx. 100 miles from the store).



DOUBLE UP FOOD BUCKS

Double Up Food Bucks™ is a program offered through Fair Food Network with a goal to offer fresh fruits and vegetables to store guests receiving state food assistance while increasing local produce sales to support local farmers. SpartanNash has partnered with Fair Food Network since 2014, providing Double Up Food Bucks to guests receiving Supplemental Nutrition Assistance Program (SNAP) benefits at 44 of our corporate retail stores. We were the first major retailer to participate in this program in Michigan and have the largest offering for store guests using SNAP benefits. Within our partnership with Fair Food Network, we have also advocated for the program to be available at many of our independent retail locations. Currently, 25 of our independent customers offer Double Up Food Bucks to their customers.



* Although the Company was on track for its highest redemption year to date, Fair Food Network had to pause the program from August 1, 2022, to January 15, 2023, resulting in a decrease in 2022 year-end redemptions as compared to 2021.





Traceability

ReposiTrak is a new software platform we are using to improve food quality by increasing clarity on packaging and product materials. ReposiTrak is a web-based application that provides visibility to supplier documentation in a single location, including insurance documents, product specifications, reports and audits.



It assists us with management of lot code data from suppliers to enable end-to-end traceability of high-risk ingredients identified by the U.S. FDA. We will use this same platform to collect diversity, sustainability and other responsible sourcing information from our suppliers as the need arises.

DATA PRIVACY AND SECURITY

As a company that delivers Insights that Drive Solutions, it is critical we protect the sensitive information we collect, store, process and share. Information security is an essential component that supports our ability to deliver on our core business objectives. Any security breach has the potential to damage the trust of our key stakeholders, which is why we have implemented a multi-layered approach to minimize cyber risk and safeguard our data.

Our Information Security function is led by a Chief Information Security Officer (CISO), who manages a team of highly qualified information security experts. The Information Security organization is responsible for governance, risk, compliance, security architecture and security operations. The team's responsibilities include developing security strategies; ensuring compliance with security standards; identifying third-party and insider risks; managing identity and access; monitoring threats; validating security alerts; and preparing for and responding to security incidents.

Our information security management system is certified to Payment Card Industry (PCI) standards and is aligned with the Center for Internet Security (CIS) benchmark standards and the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF). In addition, we comply with all federal and state regulatory requirements, such as HIPAA, HITECH and SOX.

The CISO provides quarterly reports on the security program to a Security Governance Council composed of members of the Executive Leadership Team. Furthermore, the CISO is an integral part of the Board of Directors' Audit Committee working group, which oversees compliance with SOX and NIST CSF, as well as other IT requirements.

We have a Governance, Risk and Compliance function to ensure that we are advancing our security program, reviewing our security strategy annually and adapting to evolving threats. We work with a third-party risk management function to ensure our vendors comply with our security and privacy requirements and that key vendors are continually monitored for security issues.





We conduct tabletop exercises to test our incident response plans and ensure we are prepared to respond to any potential security incidents. These exercises involve key decision makers from across the organization, providing an opportunity to test our response protocols, identify gaps or weaknesses and adjust our approach accordingly. By regularly reviewing and refining our incident response plans in this manner, we are better equipped to mitigate the potential impact of any security incident and protect the valuable information we manage.

Lastly, we have a dedicated Security Operations Center team that validates and responds to threats. We engage a third-party managed security service provider to monitor and support our security incident and event management, endpoint detection and response, email protection and data loss prevention technology.



Privacy and Security Approach

INFORMATION SECURITY PROGRAM

Our comprehensive approach to identifying and managing risks related to data security, compliance, privacy and cybersecurity includes a range of measures:

- We conduct **weekly vulnerability scans** across all our devices to proactively identify and address any potential weaknesses in our systems.
- We engage a third-party vendor to conduct **regular security penetration testing** on both our external and internal networks, and we subject our key controls to both internal and external audits.
- To stay ahead of emerging threats, we leverage security intelligence programs and **advanced threat-hunting technology**.
- Our **risk-management framework** is designed to capture and assess security risks from a variety of sources, including our Associates, technology and third-party partners.
- To ensure accessibility, we conduct regular scans of our websites, verifying **compliance with the Americans with Disabilities Act (ADA)**.
- We provide clear instructions on our websites for the secure removal of Personally Identifiable Information (PII), safeguarding the privacy of our users. These measures demonstrate our commitment to regulatory compliance and the **protection of sensitive information**.
- All identified risks are promptly logged in a **central risk register**, which is reviewed regularly to determine appropriate actions and prioritize risk mitigation efforts.

By consistently monitoring and proactively addressing potential risks in this manner, we maintain a strong security posture and safeguard the confidential information entrusted to us by our stakeholders.





DATA PRIVACY

SpartanNash takes data privacy seriously, and as such, has implemented several policies and procedures to ensure the confidentiality and protection of sensitive information. This includes a privacy policy and data classification policy that outline how we collect, store and share information provided by our customers, partners and guests. Each brand within the SpartanNash family also has a privacy policy that aligns with our overarching privacy principles.

To safeguard Protected Health Information (PHI) retained from our Associates and guests using our pharmacy services, we employ a third-party provider that is both HIPAA and HITECH compliant. All PHI data is encrypted in transit and at rest, and the third-party provider has a dedicated information security team that monitors security incidents and alerts our security operations team if any issues arise. Associates who handle, store or process electronic or physical PHI covered under HIPAA attend annual HIPAA training, and we have policies and procedures in place for PHI data storage and destruction to minimize the risk of unintentional data exposure.

Our private cloud systems are based in Microsoft Azure and utilize multi-factor authentication and security logging. Data is encrypted in transit and at rest, and our on-premises data centers are secured with 24/7 video monitoring by security personnel. Badge access is required to enter the data center, and visitors are required to sign in and out and be escorted while inside.



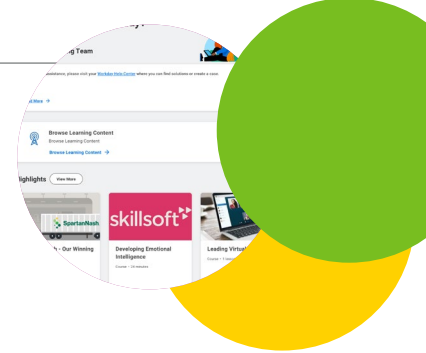


Training and Awareness

Our Associates play a critical role in safeguarding our data, which is why we have implemented a comprehensive training and awareness program. This program ensures that our Associates remain well-informed and vigilant in the face of evolving security challenges. The key components of our program include:

Security Awareness Training

All Associates who use SpartanNash technology undergo regular security awareness training. The training curriculum is crafted to address current threats and risks. By keeping our Associates up to date on emerging security concerns, we empower them to make informed decisions and actively contribute to our overall security posture.



Phishing Tests

Associates undergo monthly phishing tests. These tests are designed to evaluate their ability to identify and respond appropriately to simulated phishing attempts. The results of these tests help us identify areas for improvement and determine if additional cybersecurity awareness training is necessary for certain individuals or groups.

PCI-Data Security Training

Associates responsible for handling credit card data receive training that adheres to the current PCI-Data Security Standard. This training equips them with the necessary knowledge and best practices to ensure the secure handling and processing of sensitive payment card information.

PHI Training

Associates who directly interact with Protected Health Information (PHI) or require access to systems and inventories where PHI is stored or used for business processes receive annual training. This training not only emphasizes the importance of maintaining the confidentiality and integrity of PHI but also educates them on the specific policies and procedures in place to protect this sensitive information.

Ongoing Training Metrics Review

We regularly review metrics from security awareness training to assess the compliance and engagement levels of our Associates to ensure all Associates are meeting their training requirements and taking proactive steps to enhance their security knowledge and skills.

By investing in ongoing training and monitoring the progress of our Associates, we reinforce a culture of security consciousness throughout the organization. This proactive approach helps mitigate potential risks and strengthens our overall cybersecurity defenses.



GOVERNANCE

52 Shareholder Outreach

53 Board Composition

54 Ethics and Compliance





The Board believes that effective corporate governance should reinforce a culture of corporate integrity, foster the Company's pursuit of profitable growth, and ensure quality and continuity of corporate leadership.

Highlights of our governance practices include:

- ✓ Annual election of all directors
- ✓ Any director who receives more “withheld” votes than “for” votes in an uncontested election must offer his or her resignation
- ✓ Independent Chairman of the Board
- ✓ All directors except the CEO are independent
- ✓ Board reflects diversity of gender, race, backgrounds, skills, experiences, and expertise
- ✓ Annual Board and Committee evaluations, or peer evaluations of directors
- ✓ Strong Board oversight of Enterprise Risk Management
- ✓ Annual evaluation of the Chief Executive Officer and Executive Leadership team
- ✓ Policy against director over-boarding
- ✓ Policy against hedging and pledging of our securities
- ✓ Robust stock ownership policy for directors and officers
- ✓ Clawback policy for the recovery of incentive compensation from Vice Presidents and above, including for misconduct
- ✓ Annual advisory vote on named executive officer compensation
- ✓ Director orientation and continuing education programs
- ✓ Commitment to ongoing Board refreshment and diversity
- ✓ Formal ESG oversight by all three committees (See [ESG Approach](#) section)

SHAREHOLDER OUTREACH

During 2022, the Company significantly advanced its efforts with respect to investor transparency and outreach, culminating with hosting its first Investor Day during the fourth quarter. The increase in active investor engagement enabled the Company to further share progress on ***Our Winning Recipe***[™], strategic direction and the individual elements of the transformational initiatives that are underway. The Company also communicated key achievements related to its ESG efforts and the roadmap for further updates. The event provided a large forum for both in-person and virtual attendees, where SpartanNash shared its strategic initiatives and a detailed path on how the Company plans to achieve its 2025 long-term financial targets. Along with a formal investor presentation, in-person attendees experienced a tradeshow where they had the opportunity to meet the entire Executive Leadership Team at various exhibits highlighting the Company's transformational initiatives.





The following day, the Company celebrated this inaugural chapter by ringing the Nasdaq Stock Market Opening Bell. As a **People First** organization, the Company partnered with the Nasdaq to showcase photos of its Associates in Times Square during and after the opening bell ceremony.

BOARD COMPOSITION

The SpartanNash Board has been well positioned to guide the Company during a time of dynamic change within the industry and broader economic environment. Our Board oversees and provides guidance to the Company on its transformational initiatives and establishes a foundation for effective governance.

SDG ALIGNMENT



Our Refreshment Results

Our Board continues a deliberate and thorough refreshment process, which commenced in the summer of 2021. With the assistance of a leading executive search firm, we take ongoing action to ensure the Board maintains the right combination of skills, experience and diversity to oversee value creation for shareholders.

In early 2022, three new independent Directors were appointed, and eventually elected by shareholders. Julien R. Mininberg, Jaymin B. Patel and Pamela S. Puryear, Ph.D., have contributed significantly to the skills, perspective and diversity of the Board. In addition to refreshing Board membership, the Board continually evaluates committee assignments and chair appointments to extend the commitment to the best people, skills and perspectives. While the Board’s refreshment process is ongoing, these Board additions and Committee changes have already contributed significantly to advancing SpartanNash’s transformational initiatives.

More information about the SpartanNash Board of Directors, including member biographies, qualifications and committee assignments can be found within the Company’s most recent [proxy statement](#).

* Presents Director nominees as of April 1, 2023. See Board Diversity beginning on page 22 of the [proxy statement](#) for more information about our Director nominees. On August 23, 2023, the Company also appointed Kerrie D. MacPherson as an independent director. Her experience and prior board service is expected to further enhance the Board’s capabilities.

BOARD MEMBERS*



DOUGLAS A. HACKER
Chairperson



M. SHÂN ATKINS
Director, Audit
Committee Chairperson



JULIEN R. MININBERG
Director



JAYMIN B. PATEL
Director



**MAJ. GEN. HAWTHORNE
L. PROCTOR (RET.)**
Director



PAMELA S. PURYEAR, Ph.D.
Director



TONY B. SARSAM
CEO



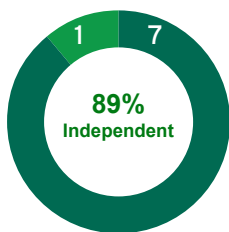
WILLIAM R. VOSS
Director





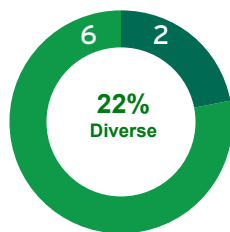
Board Diversity

INDEPENDENCE



- Independent
- Non-Independent

GENDER DIVERSITY



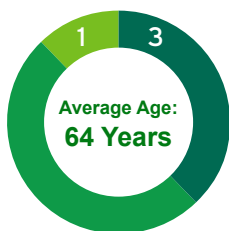
- Females
- Males

TENURE^a



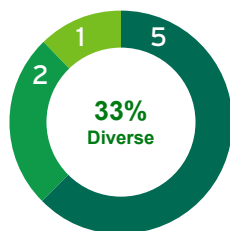
- < 5 Years
- 5+ Years

AGE



- <= 60 Years
- 61-69 Years
- 70+

RACIAL DIVERSITY



- White
- African American/Black
- Asian

a. Presents the approximate average tenure for Director nominees as of April 1, 2023, measured since the 2013 merger of Nash-Finch Company ("Nash Finch") and Spartan Stores, Inc. ("Spartan Stores"). See Board Tenure beginning on page 24 of the [proxy statement](#) for more information about the tenure of our Director nominees.

ETHICS AND COMPLIANCE

SpartanNash has proudly served our communities for more than 100 years, and we have worked hard to earn the trust of our Associates, customers and guests. How Associates conduct themselves is a key part of preserving SpartanNash’s respected reputation.

Management of risk is the direct responsibility of SpartanNash’s senior leadership team. The Board of Directors is responsible for overseeing our risk management and mitigation programs to ensure that the Company is informed and deliberate in its risk taking. Our primary mechanisms for risk management include an enterprise risk management program, an internal audit program, strategic review sessions held between the Board and management, a management committee that reviews and determines business responses to regulatory and legislative changes, and an external audit by an independent accounting firm. The Board also implements its risk oversight function both as a whole and through committees, which meet regularly and provide insight to the full Board.

The Audit Committee of the Board of Directors oversees the Company’s internal audit and ethics programs, including compliance with the SpartanNash Code of Conduct and the investigation and successful resolution of reports received through EthicsPoint®, the Company’s ethics reporting hotline.





Promoting Business Ethics and Compliance

ETHICAL STANDARDS

The SpartanNash [Code of Conduct](#) guides the ethical behavior and decisions of our Associates and ensures our policies drive honorable and compliant decision making across the organization. All Associates are required to review and acknowledge the Code on an annual basis. The Code provides guidance for Associates on how we live values within ***Our Winning Recipe***™ every day to create a safe workplace, an environment in which we act responsibly and with integrity, deal fairly and equitably with our customers and vendor partners, as well as how we interact with the public and government entities. Among other responsible business practices, the Code requires that all Associates observe anti-trust and trade policies and regulations.

In addition to the Company's Code of Conduct, all of the Company's suppliers are expected to acknowledge and comply with our [Vendor Code of Conduct](#), which extends the ethical values and compliance requirements to our key partners and includes:

- Acting with Ethics and Integrity
- Avoiding Conflicts of Interest
- Acting in Compliance with Laws and Contracts
- Protecting Privacy and Data
- Sourcing Minerals Responsibly
- Supporting Human Rights, Diversity & Inclusion
- Being a Steward of the Environment

In coordination with a third party, we perform annual assessments of vendors for data security compliance to ensure that both the Company and our business partners maintain secure environments that defend and protect against cybersecurity threats.

SpartanNash sponsors an Anti-Money Laundering Program ("AML"), led by a designated AML compliance officer. The program establishes policies and procedures for leading practices and requires training for associates engaged in money services transactions.

ANONYMOUS REPORTING AND WHISTLEBLOWER PROTECTION

All Associates are responsible for helping ensure that SpartanNash maintains a work environment that is free from unlawful and unethical behavior. SpartanNash requires reporting of all such conduct, regardless of the Associate's identity or position. If an Associate believes they or someone they know have been subject to conduct prohibited by this policy or witnessed such conduct, they are encouraged to discuss concerns with their immediate supervisor or Human Resources representative. Supervisors are required to report all instances of unlawful and unethical behavior, including conflicts of interest, harassment, discrimination or retaliation (either observed or reported) to the Human Resources Department for internal investigation. For serious concerns, including those when the Associate's immediate supervisor or Human Resources representative is involved, reports can also be filed through EthicsPoint®. SpartanNash prohibits taking retaliatory action against any Associate for reporting workplace violations or for cooperating in an investigation.

Each account of noncompliance is investigated, and results are communicated to the Board of Directors by the Chief Legal Officer. Annual compliance training is required for managers and above.





CORPORATE SOCIAL RESPONSIBILITY

57 Hunger, Heroes and Hope

60 SpartanNash Foundation





CSR

SpartanNash continues to be heavily invested in the communities surrounding our retail stores, distribution centers (DCs) and service center locations.

Our philanthropy strategy aligns with three primary pillars – Hunger, Heroes and Hope. This strategy provides us with a roadmap of how the Company can sustain and scale our commitments, predict and respond to emerging needs, and engage our Associates and communities in socially responsible ways. Our giving strategy is driven through both the SpartanNash Foundation and SpartanNash Company.

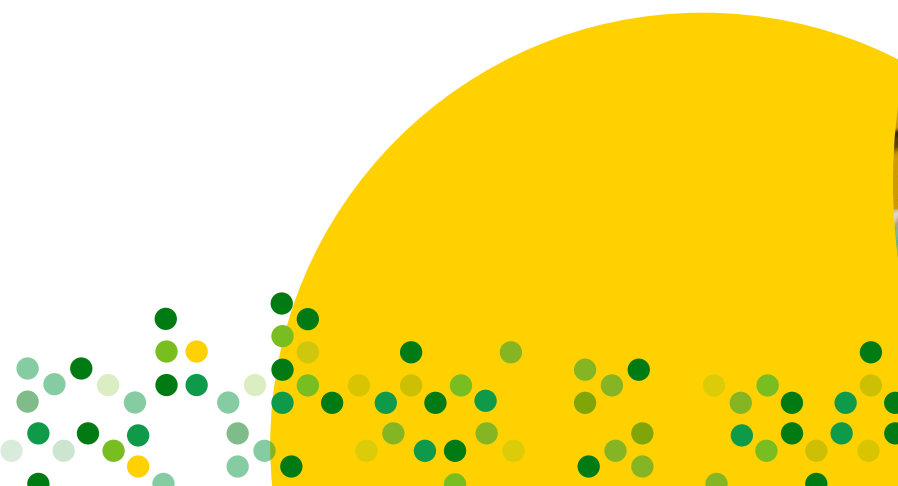
SDG ALIGNMENT



HUNGER, HEROES AND HOPE

The pillars of Hunger, Heroes and Hope showcase the primary ways we deliver the ingredients for a better life – by supporting organizations that work to:

- 1 Reduce food waste, fight food insecurity, and increase health and nutrition access and education
- 2 Provide disaster relief efforts, serve U.S. military servicemembers, Veterans and their families, and support community leaders and other frontline heroes
- 3 Promote Diversity & Inclusion, build a more sustainable environment, and provide career skills training





Hunger

Throughout 2022, SpartanNash continued to support local food pantries and food banks across the country, raising \$313,000 to fight hunger on behalf of the SpartanNash Foundation through in-store fundraising efforts. With additional funding from the SpartanNash Foundation, \$400,000 was granted to alleviate food insecurity in the communities we serve. Leadership teams at each SpartanNash-operated grocery store were invited to select a recipient community food pantry, so funds raised through this effort stayed hyperlocal. The additional \$85,000 donation from the Foundation was distributed among food pantries and food banks located in communities surrounding SpartanNash DCs throughout the country.

In 2022, working through our local and global distribution channels, we were able to provide over 6 million meals in the communities where we live, work and serve. This was made possible through food donations, diverted food and financial donations.

Heroes

SpartanNash is committed to helping communities experiencing disasters. With our vast distribution network, we are uniquely equipped to enter communities in their greatest time of need. In 2022, SpartanNash was able to immediately react and initiate the following donations to the following areas:

2022 DONATIONS

\$1 million+ worth of products was donated by SpartanNash to support the more than 1 million refugees fleeing their homes to escape the violence of Russia's ongoing invasion of Ukraine.

Products were shipped to Poland throughout the year and were distributed with a focus on supporting women and children from Ukraine.



\$1M+ to Ukraine

\$400,000 worth of water, food, personal hygiene items and cleaning supplies was donated to Puerto Rico after Hurricane Fiona passed through the country. Working with Convoy of Hope, we were able to provide the much-needed products to the island residents in an expedited manner.



\$400K to PR

\$80K to Mississippi

\$80,000 worth of product was donated to the communities in Mississippi that were affected by the 2022 floods.

\$37K to Kentucky

\$37,000 worth of food, water and cleaning supplies was donated to the Salvation Army to help those impacted by the tornadoes in Kentucky.

\$25K to Buffalo

\$25,000 worth of food and personal hygiene items was donated to the east side of Buffalo, N.Y., when Tops Friendly Market was closed after a mass shooting at the store. SpartanNash, along with independent customers Dash's Markets and Buehler's Fresh Foods, immediately jumped in to help this community in their time of need.

\$6K to Florida

\$6,000 worth of product was delivered to the residents on the west coast of Florida as they experienced the aftermath of Hurricane Ian. Working with both Global Empowerment Mission and Convoy of Hope, the product was delivered to those who needed it most.





Also in 2022, SpartanNash brought back Helping Hands Day, an annual day of community service at local nonprofits near our three service centers in Grand Rapids, Mich.; Norfolk, Va.; and Minneapolis, Minn. During Helping Hands Day, groups of Associates come together to complete volunteer projects, living our Core Behaviors We Serve and We Have Fun. In just three days, more than 30 nonprofit organizations were supported, and SpartanNash Associates spent more than 3,300 hours volunteering.



Hope

OUR FAMILY® CARES

Through the Our Family Cares program, we are touching as many lives as possible by sponsoring local groups that are making a real difference in our communities. By contributing at a grassroots level, we can make an immediate and lasting impact in the everyday lives of our friends and neighbors. In 2022, we supported 255 organizations throughout 173 cities and 13 states. Our partnerships included schools, churches, sports teams, animal shelters, veteran organizations, community events and other nonprofit organizations.

In 2022, SpartanNash and Our Family Cares partnered with Harmony Homes, an organization in Georgetown Township, Mich. that provides housing for adults with intellectual disabilities. Through this partnership, the residents were able to engage in activities at the SpartanNash YMCA while learning healthy cooking habits from a fellow Special Olympics athlete who currently hosts her own healthy eating cooking class. SpartanNash provided the Our Family brand products used in the recipes, and the residents were able to take home Our Family reusable bags, aprons and snacks.

SALVATION ARMY

Every year, SpartanNash invites Salvation Army bell ringers and their red kettles to our retail stores to raise money for the local community. The generosity of our store guests inspires hope through a variety of year-round services and programs. The money raised helps people of all ages and backgrounds who are experiencing hard times and need assistance with essentials such as food, clothing and housing. In 2022, the Salvation Army raised \$458,780 at SpartanNash stores.





DIRECT YOUR DOLLARS

Through Direct Your Dollars, nonprofit organizations submitted receipts collected from SpartanNash-operated stores. Once a participating organization collected \$150,000 worth of receipts, they were presented with a check for \$1,000. In 2022, we donated \$418,000 to participating nonprofit partners. (Note: The program was sunset in 2023 to focus giving on Our Family® Cares and other impactful partnerships.)



Donated to
Community Nonprofits

DIRECT YOUR LABELS

Direct Your Labels participants – including schools and other nonprofits – collect labels from Our Family products and redeem them for financial support. In 2022, we supported 152 nonprofit organizations.



SpartanNash FOUNDATION

Fundraisers

Throughout the year, the SpartanNash Foundation invites the communities we serve to join in supporting our national, regional and local 501(c)(3) nonprofit partners. During Foundation fundraisers, store guests and online shoppers are able to make quick, easy donations at checkout or online through Fast Lane.

Our charitable partners are carefully selected to ensure the dollars raised are effectively used in the local community. SpartanNash underwrites all operational expenses, ensuring that every dollar goes directly to the partner organization.

In 2022, the SpartanNash Foundation granted nearly \$1.1 million through four campaigns aligned with our giving pillars, benefiting local Habitat for Humanity® chapters; Special Olympics®; food pantry partners; and patriotic partners Honor and Remember, Team Red, White and Blue®, and Operation Homefront.



Donated to
Nonprofit Partners



Grants

Throughout the year, we also invite nonprofit organizations that align with the Foundation’s mission to submit a grant application. Applications are reviewed quarterly by our SpartanNash Foundation Board of Trustees. Our grantmaking focuses on developing impactful partnerships in the communities we serve.

In 2022, the SpartanNash Foundation granted \$217,000 to 17 nonprofit organizations across the country, in addition to the \$85,000 granted to 17 food pantries as a part of the Foundation’s Hunger fundraiser. The SpartanNash Foundation Board of Trustees was refreshed in 2022 and comprises Associates representing each function of the Company.





APPENDIX

62 SASB Index





SASB INDEX

TOPIC	ACCOUNTING METRIC	RESPONSE	CODE
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	1,388,367 GJ, 5%	FB-FR-110a. 1
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	92,830 MT CO2e	FB-FR-110b.1
	Percentage of refrigerants consumed with zero ozone-depleting potential	Data is currently being reviewed and assessed for disclosure in the future.	FB-FR-110b.2
	Average refrigerant emissions rate	Data is currently being reviewed and assessed for disclosure in the future.	FB-FR-110b.3
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 1,365,761 GJ (2) 100% (3) 0%	FB-FR-130a.1
Food Waste Management	Amount of food waste generated, percentage diverted from the waste stream	Data is currently being reviewed and assessed for disclosure in the future.	FB-FR-150a.1
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	(1) 0 (2) 0 (3) 0	FB-FR-230a.1
	Description of approach to identifying and addressing data security risks	See Data Privacy and Security	FB-FR-230a.2
Food Safety	High-risk food safety violation rate	1.0 critical violations per store per audit in 2022.	FB-FR-250a.1
	(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	(1) 47 (2) 1,301,137 (3) 0.88%	FB-FR-250a.2
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Data is currently being reviewed and assessed for disclosure in the future.	FB-FR-230a.1
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	See Customer Health and Wellbeing	FB-FR-260a. 2
Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	We do not disclose this information publicly.	FB-FR-270a. 1
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	We do not disclose this information publicly.	FB-FR-270a. 2
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	(1) At this time, we do not track revenue from products labeled as containing GMOs. (2) \$120,920,688	FB-FR-270a.3





TOPIC	ACCOUNTING METRIC	RESPONSE	CODE
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	(1) \$16.57 (2) 0.94%	FB-FR-310a. 1
	Percentage of active workforce covered under collective bargaining agreements	6.47%	FB-FR-310a. 2
	(1) Number of work stoppages and (2) total days idle	(1) 0 (2) 0	FB-FR-310a. 3
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	We do not disclose this information publicly.	FB-FR-310a.4
Management of Environmental & Social Impacts in the Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standard	Data is currently being reviewed and assessed for disclosure in the future.	FB-FR-270a. 1
	Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	(1) 26.6% of Retail; 36.4% of Wholesale (2) We do not disclose this information publicly.	FB-FR-270a. 2
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	See Responsible and Sustainable Supply Chain	FB-FR-270a.3
	Discussion of strategies to reduce the environmental impact of packaging	See Sustainable Packaging and Waste	FB-FR-430a.4

ACTIVITY METRIC	RESPONSE	CODE
Number of (1) retail locations and (2) distribution centers	(1) 147 (2) 19	FB-FR-000.A
Total area of (1) retail space and (2) distribution centers	(1) 612,276 square meters (2) 822,677 square meters	FB-FR-000.B
Number of vehicles in commercial fleet	570	FB-FR-000.C
Ton miles traveled	Data is currently being reviewed and assessed for disclosure in the future.	FB-FR-000.D





FORWARD-LOOKING STATEMENTS

The matters discussed in this report include “forward-looking statements” about the plans, strategies, objectives, goals or expectations of the Company. These forward-looking statements are identifiable by words or phrases indicating that the Company or management “expects,” “anticipates,” “plans,” “believes,” or “estimates,” or that a particular occurrence or event “may,” “could,” “should,” “will” or “will likely” result, occur or be pursued or “continue” in the future, that the “outlook” or “trend” is toward a particular result or occurrence, that a development is an “opportunity,” “priority,” “strategy,” “focus,” that the Company is “positioned” for a particular result, or similarly stated expectations. Undue reliance should not be placed on these forward-looking statements, which speak only as of the date made. There are many important factors that could cause actual results to differ materially. These risks and uncertainties include the Company’s ability to compete in the highly competitive grocery distribution, retail grocery and military distribution industries; disruptions associated with the COVID-19 pandemic; the Company’s ability to manage its private brand program for U.S. military commissaries; the Company’s ability to implement its growth strategy; the ability of customers to fulfill their obligations to the Company; the Company’s dependence on certain major customers, suppliers and vendors; disruptions to the Company’s information security network; instances of security threats, severe weather conditions and natural disasters; impairment charges for goodwill and other long-lived assets; the Company’s ability to successfully manage leadership transitions; the Company’s ability to service its debt and to comply with debt covenants; interest rate fluctuations; changes in the military commissary system, including its supply chain, or in the level of governmental funding; product recalls and other product-related safety concerns; labor relations issues and rising labor costs; changes in government regulations; and other risks and uncertainties listed under “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in the Company’s most recent Annual Report on Form 10-K and in subsequent filings with the Securities and Exchange Commission. Additional risks and uncertainties not currently known to the Company or that the Company currently believes are immaterial also may impair its business, operations, liquidity, financial condition and prospects. The Company undertakes no obligation to update or revise its forward-looking statements to reflect developments that occur or information obtained after the date of this report.

