



# Delivering the Ingredients for a **Better Life**

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2024 CORPORATE  
RESPONSIBILITY REPORT



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# FROM THE CEO

Over the past two years, SpartanNash has made measurable progress toward achieving our corporate responsibility goals – and we are proud to share those results with you in this report.

Our efforts are aligned with the Company's identity – known as **Our Winning Recipe™** – to ensure all initiatives are embedded in our strategic plans. This alignment strengthens our communities and our business.

In 2024, we made significant strides in our corporate responsibility efforts, and that progress is reflected in the metrics and stories featured in this report. These achievements were made possible with the guidance of our Board of Directors and the contributions of leaders and Associates at all levels in the Company.

We invested in our people, improving safety and reducing turnover for the fourth consecutive year. We also introduced daycare benefits to support working parents and invested in facility remodels and renovations to improve the work environment for our Associates. We improved our retail stores and supply chain operations to enhance customer satisfaction and operational efficiency.

We continue to focus on creating an environment where people can do their best work, earning the Great Place to Work® certification and other national accolades for our **People First** culture. Our Executive Leadership Team welcomed new leaders, and we launched an enhanced compliance structure to drive greater accountability. We

also launched our new Customer Value Proposition, enhancing freshness, value and convenience for our store guests.

Our community support efforts grew, with significant contributions to disaster relief and local food pantries. We reimaged Helping Hands Day, our annual volunteer event, packaging 500,000 meals for those in need.

Our work is far from finished. We will continue to devote our time and resources to responsible business 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 Associates, we are proud to share this report outlining our journey.



**Tony Bashir Sarsam**  
CEO  
SpartanNash





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# WHO WE ARE



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

SpartanNash operates two complementary business segments – grocery wholesale and retail. Our 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<sup>®</sup> portfolio of products. On the retail side, SpartanNash operates nearly 200 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 with convenience stores. Leveraging insights and solutions across its segments, SpartanNash offers a full suite of support services for independent grocers. For more information, visit [spartannash.com](http://spartannash.com).

\*“SpartanNash”, “Company”, “us”, or “we”

# History

Nash Finch Company established in 1885

Spartan Stores established in 1917



# SpartanNash

Nash Finch and Spartan Stores merged to become SpartanNash Company in 2013

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## SpartanNash at a Glance

### WHOLESALE BUSINESS SEGMENTS

**2K**

Independent Retail Locations



National Accounts

(i.e., large retail chains)



U.S. Defense Commissary Agency (DeCA)

**6K**

OwnBrands SKUs

### RETAIL BUSINESS SEGMENTS

**~147**

Retail Stores

**FAMILY FARE.**

**Martin's**  
Count On Us!

**D & W**  
FRESH MARKET

Largest Retail Banners

In 2024, SpartanNash's footprint grew with the additions of Metcalfe's Market, Fresh Encounter Inc. and Markham Enterprises. These acquisitions expanded our retail footprint and allowed us to welcome thousands of new Associates. As a **People First** Company, our focus is on welcoming those Associates and integrating operations and systems to best serve our Associates, store guests and communities. We look forward to showcasing the efforts and achievements of these stores in future reports.

*SpartanNash's 2024 Corporate Responsibility Report reflects our progress and performance for calendar year 2024, ended Dec. 31, 2024, unless otherwise noted. For reporting purposes, the figures and data within this report do not include our late 2024 acquisitions of Fresh Encounter Inc. and Markham Enterprises.*



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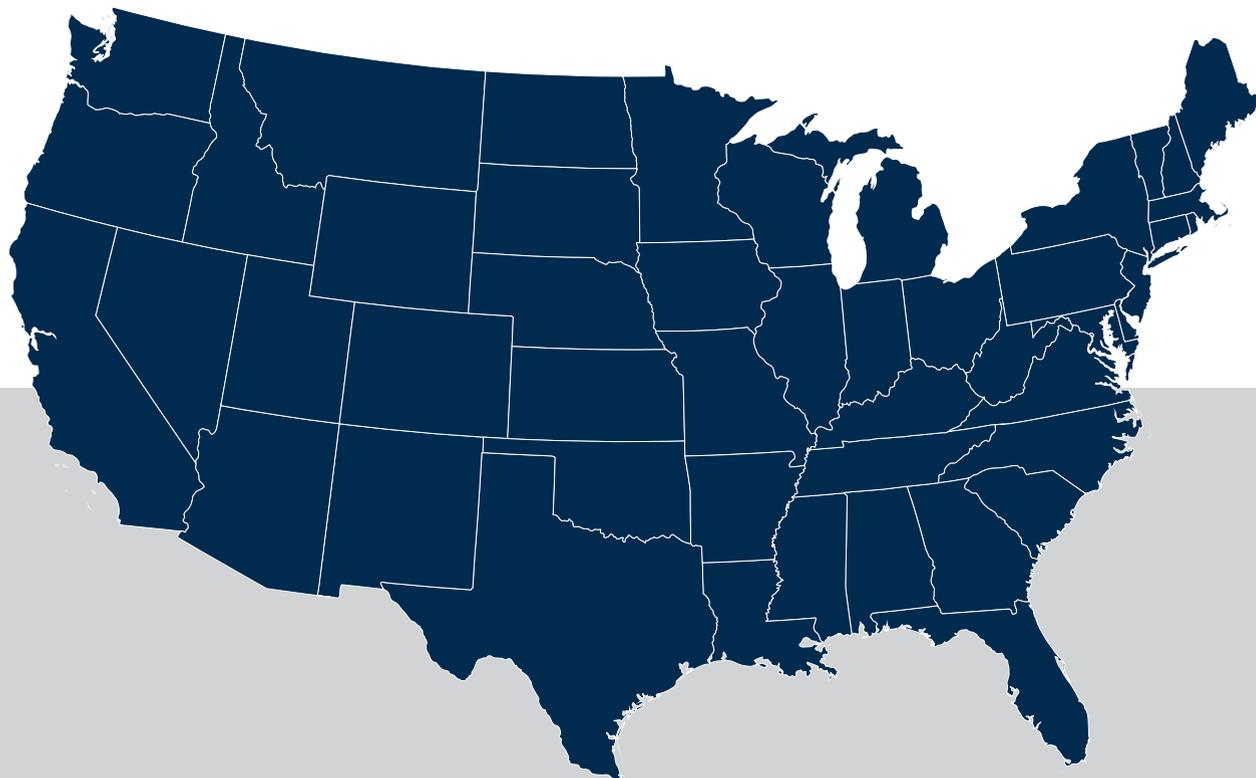
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## Geographic Footprint

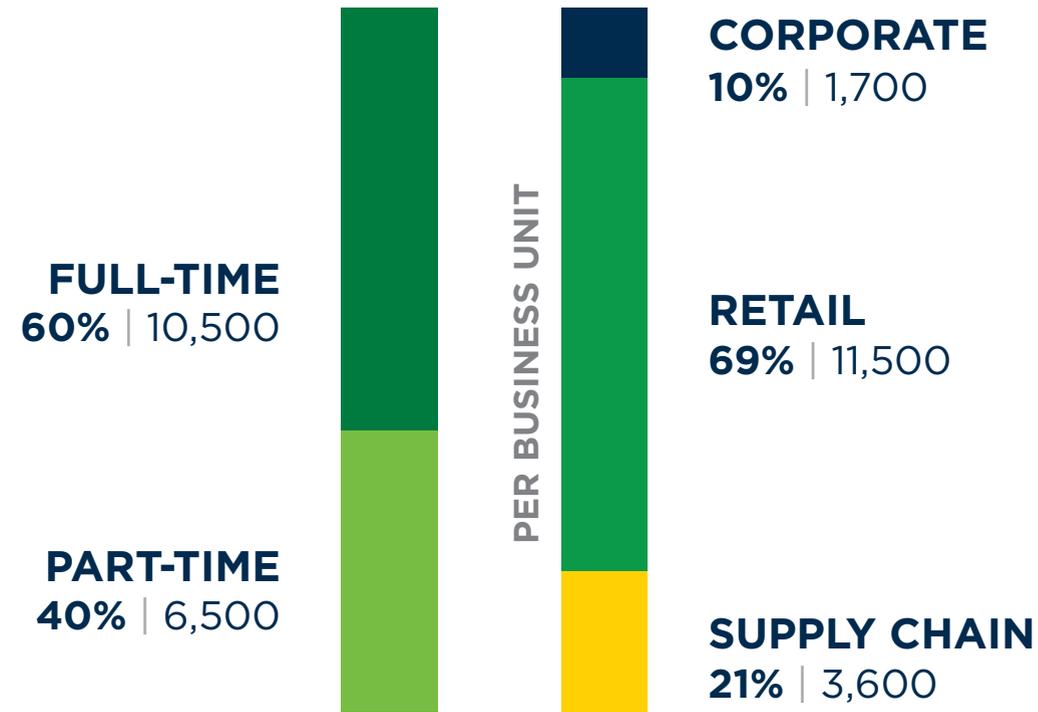


SpartanNash serves customers in all 50 states, the District of Columbia, as well as customer locations in:



## Workforce

# 17,000 Associates



- 18** DISTRIBUTION CENTERS
- 84** RETAIL PHARMACIES
- 36** FUEL CENTERS
- 160** MILITARY COMMISSARIES
- >400** EXCHANGES WORLDWIDE



# Awards

In 2024, SpartanNash was honored with an array of awards, reflecting our commitment to excellence, corporate responsibility and recognition for our Associates. The Company has been consistently recognized over the last 11 years as one of the Best and Brightest Companies to Work For® by the National Association for Business Resources, achieving national and elite status in West Michigan.




- **Winner** Print Publication (*People First Digest*)
- **Winner** Social Responsibility Campaign (*2024 Helping Hands Day*)
- **Honorable Mention** Social Responsibility Campaign (*2024 Grand Rapids Water Donation*)
- **Honorable Mention** Employee Event (*Circle of Excellence and Summit*)








- **Connections Through Omnichannel "Influencer Program"**
- **2024 Excellence in ESG Award**, presented by Kellanova: SpartanNash Family Fare in Your Neighborhood

## Progressive GROCER

### Impact Award

for philanthropic innovation/  
corporate giving



*Finest Reserve™ by Our Family®*  
grilling sauce line



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# OUR WINNING RECIPE



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.

## 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."**





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# CORPORATE RESPONSIBILITY APPROACH

**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.**



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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 structure, how we prioritize key focus areas, our long-term goals, and the United Nations Sustainable Development Goals (SDGs) that we support.

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

## Governance

The Company and the Board of Directors believe that responsibility and accountability for good corporate governance must lie within every function of the organization. Established in 2022, our governance structure promotes cross-departmental collaboration through a Corporate Responsibility Committee sponsored by Executive Leadership Team (ELT) members with subcommittees.

### CORPORATE RESPONSIBILITY COMMITTEE

The Corporate Responsibility Committee is overseen by four executive chairs – the Company’s Chief Legal Officer, Chief Human Resources Officer, Chief Supply Chain Officer and Chief Communications Officer.

Three subcommittees manage the processes to successfully implement initiatives and achieve our goals. Each subcommittee is supported by its executive sponsor and chaired by a Vice President-level senior leader.

- ▶ **Sustainability subcommittee**  
Vice President, Engineering
- ▶ **People First subcommittee**  
Vice President, Total Rewards
- ▶ **Governance subcommittee**  
Vice President, Corporate Controller & Principal Accounting Officer

### BOARD OVERSIGHT OF CORPORATE RESPONSIBILITY

In 2022, the Nominating and Corporate Governance Committee (NCGC) of the SpartanNash Board of Directors (Board) was formally tasked with overseeing the Company’s corporate responsibility framework, which includes the work carried out by the Company’s Corporate Responsibility Committee. The NCGC receives periodic updates on governance topics, including corporate responsibility, to assess the Company’s progress toward achieving its governance goals.

Additionally, the Board’s Compensation Committee has oversight of human capital management and the Company’s People First initiatives at all levels of the organization. The Board’s Audit Committee oversees the implementation of appropriate controls to ensure the accuracy of data collection and disclosures, as well as information regarding cybersecurity, ethics reporting and regulatory compliance.



## Material Issues

Drawing from both external and internal research, our 2022 materiality assessment highlighted the issues most significant to SpartanNash Associates and external stakeholders. These priorities continued to guide our efforts in 2024, ensuring alignment with evolving landscapes while remaining focused on the key topics essential to our long-term success. The following material topics have been identified as top priorities:



### SUSTAINABILITY

- Greenhouse Gas Emissions
- Energy Efficiency
- Renewable Energy
- Fleet Efficiency
- Food Waste
- Product/Packaging Sustainability



### PEOPLE FIRST

- Human Capital Management
- Community Engagement
- Employee Health and Safety
- Employee Growth and Development



### GOVERNANCE

- Ethics and Integrity
- Data Security
- Product Quality and Food Safety

## ALIGNMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



SpartanNash has further aligned our commitments and actions to the United Nations Sustainable Development Goals (SDGs), reaffirming our efforts to make meaningful contributions by:

- Reducing the environmental impact of our products and operations
- Creating a safe, inclusive and fulfilling Associate experience
- Improving the health and wellbeing of our consumers and communities



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## 2023-2025 Goals

In 2022, SpartanNash developed goals to be measured from Jan. 1, 2023 through Dec. 31, 2025. Each goal's progress is measured against a 2021 baseline. The Company has continued to make meaningful progress toward these defined goals, and our efforts reinforce SpartanNash's commitment to being a responsible business and good neighborhood partner.

**Environmental:** We set out to enhance our Ton Miles Per Gallon (TMPG) rate, and we have seen a 7.7% improvement due to supply chain efficiency initiatives.

**Safety Leader:** As part of our commitment to a **People First** culture, we set a goal to achieve top-quartile safety performance. We have achieved a Total Recordable Incident Rate (TRIR) of 2.0, which represents the top quartile under the U.S. Occupational Safety and Health Administration (OSHA) guidelines. We have reduced our TRIR by 25% year-over-year, and we are on track to meet our long-term goal of having reduced incident rates by 35% since 2021. In recognition of our progress, SpartanNash received the 2024 THEO Award from National Comp and Risk & Insurance for excellence in injury reduction, improved medical outcomes, safety improvements and return-to-work efficiencies.

**Culture:** To build on our **People First** culture, we strive to create an environment where our Associates reflect and understand the communities we serve, and where all Associates feel valued and support each other. We've continued to work to attract, recruit, retain and promote people representing a wide range of backgrounds, experiences and skills. To further engage a wide range of job seekers, we made enhancements to careers.spartannash.com, showcasing our **People First** culture, career opportunities, Associate Resource Groups, support for the military, and more. Additionally, we introduced our People Philosophy, competency-based interview guides, and training for hiring managers to ensure an equitable hiring process. Leadership



development remained a priority with new partnerships with DiSC, Korn Ferry, LinkedIn Learning and Skillsoft providing team leaders with high-quality training. We expanded our competency-based development for people leaders, reinforcing our commitment to professional growth and career advancement.

**Talent:** In addition, SpartanNash continued to invest in early career development to build a strong talent pipeline, further expanding our internship program. In 2024, we welcomed 106 interns from nearly 40 colleges, providing hands-on experience and career development resources to help our interns grow. Based on business needs and intern skill sets, we continue to convert as many interns as possible to full-time positions.

**Community:** In terms of our community impact, we set a long-term goal to provide 20 million meals through food and funding to those in need by the end of 2025. In 2024, we contributed almost 6.4 million meals, putting our total meals donated at 12.6 million. Donations were made from our grocery stores and distribution centers, which included eligible close-dated products to reduce waste; as part of our disaster relief program; corporate donations; and donations through the *Our Family*<sup>®</sup> Cares program.

**Board Composition:** Our final goal involved maintaining an ongoing focus on Board refreshment to ensure we have a strong mix of skills and experience. In 2022 and 2023, we added five new independent directors, including Fred Bentley, Jr., Kerrie D. MacPherson, Julien R. Mininberg, Jaymin B. Patel and Pamela S. Puryear, Ph.D. In 2024, we welcomed Dorlisa K. Flur to the Board.

The progress we've made with our long-term goals reflect SpartanNash's ongoing commitment to corporate responsibility and creating long-term value for our key stakeholders.



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# SUSTAINABILITY

**Operational excellence is a Core Capability of SpartanNash, and we are dedicated to optimizing our operations to minimize adverse environmental impact across our retail stores, distribution centers (DCs), service centers and transportation fleet.**

The Company’s Sustainability subcommittee is tasked with guiding SpartanNash toward achieving our long-term environmental objectives, with a focus on reducing greenhouse gas emissions, minimizing food and landfill waste, and enhancing the sustainability of our products and packaging, including recycling initiatives. The subcommittee develops actionable recommendations for projects and initiatives while ensuring technical data maturity and integrity in a constantly evolving landscape.

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

- Optimizing our network to reduce mileage and Scope 1 emissions
- Converting freon-based refrigerants to modernized, low ozone-depleting freon-types in distribution centers, 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 electricity use
- Converting our retail and distribution center assets to use LED lighting to reduce electricity use, a journey that is approximately 87% complete
- Reducing grid dependence by increasing our use of renewable energy
- Reducing our contributions to landfills by increasing our diligence on promotions at retail, reclaim/salvage processes at distribution centers, and diversion to incineration and/or digestors when it makes sense
- 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 distribution centers
- Implementing water conservation and reduction initiatives at our distribution centers and retail stores, along with usage and reduction projects at these locations
- Initiating partial inventories of Scope 3 emissions

# Energy and Emissions

## SCOPE 1 EMISSIONS



Scope 1 emissions are primarily driven by our fleet fuel, followed by refrigeration emissions. Our fleet is currently comprised of 702 tractors, 340 non-refrigerated trailers and 1,347 refrigerated trailers. We carefully manage our fleet miles to service military commissaries and exchanges, independent and national retail customers, and corporate retail stores. Regarding refrigeration emissions, across our distribution centers, retail stores, and fleet SpartanNash uses a combination of freon and non-ozone depleting refrigerants (ammonia) systems. The Company continuously evaluates converting to lower GWP (global warming potential) or zero-ozone depleting refrigerants (ammonia or CO2).

### Scope 1 Emissions Reduction Approach

#### Fuel Efficiency & Miles

SpartanNash actively evaluates ways to practically decrease fleet emissions. In 2024, 191 new tractors were added to our fleet, which is approximately 27% of the total tractor fleet. These new tractors account for an approximately 6% increase in miles per gallon. As a result, we expect to see decreases in fuel emissions as we continue these buying cycles and retire older tractors. Through network optimization changes, operating miles for SpartanNash’s own fleet decreased by 4% compared to 2023.



Additional highlights include:

- Reviewing the use of renewable natural gas tractors throughout our fleet.
- Evaluating tractor aerodynamic technologies across our fleet, based on our 2024 pilot at select distribution centers.
- Continuing to look for opportunities to utilize fewer buildings and miles for network optimization as we grow and scale.

#### Refrigeration

Through 2024, SpartanNash implemented several key initiatives to reduce our environmental impact and improve efficiency. Within transportation, retail and distribution centers, we targeted refrigeration emissions by switching from high to low GWP refrigerants in retail and fleet. In addition, we also investigated sites where expanding or implementing ammonia systems was possible.

Additional highlights include:

- Added 282 new refrigerated trailers, which is approximately 21% of the total trailer fleet. As older model trailers are retired, the new trailers account for a 94% reduction in emissions per trailer.
- Upgraded refrigeration display cases throughout our retail stores.
- Converted 77% of our distribution centers to using ammonia. Our latest addition to this grouping was our Bloomington Distribution Center, where we converted from freon to ammonia and reduced emissions by 6% in our distribution center network.
- Replaced freon units at our Bluefield, Fargo and Menominee distribution centers which will drive lower GWP values and reduce emissions.

## Sustainable Data Storage

As part of our commitment to environmental sustainability, we made significant strides in modernizing our server infrastructure in 2023 and 2024. This included decommissioning 18 legacy servers and migrating their workloads to a hyper-converged infrastructure (HCI) solution.

The legacy servers, operating at 675 W under typical high workloads (400 users per host), collectively consumed approximately 12 kWh, translating to an annual consumption of over 100,000 kWh. With the HCI migration, we achieved a 22% reduction in power usage.

## SCOPE 2 EMISSIONS

SpartanNash's Scope 2 emissions are primarily driven by electricity usage in both retail and distribution centers, with our retail stores consuming the majority of our energy. SpartanNash has continued to upgrade lighting and equipment in retail and distribution centers to reduce overall energy needs for our network. Additionally, the Company has continued evaluating opportunities to source renewable energy.

**In 2024, we converted our Pensacola Distribution Center to LED lighting, reducing overall facility electricity usage by 30%.**

### Scope 2 Emissions Reduction Approach

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

- Closely monitoring temperature set points for air conditioning optimization
- Completing store-by-store upgrades on display cases to more efficiently preserve electricity
- Converting remaining distribution centers and retail stores to LED lighting, currently in 82% of our distribution centers and 87% of retail interiors
- Modernizing material handling equipment (e.g., forklifts, counterbalances, electric pallet jacks)
- A project to modernize all battery chargers in our warehouses, which saved 7% electricity (kWh) in our distribution centers
- Continuing to explore partnerships with alternative energy providers
- Launching local distribution centers and retail efforts to reduce electricity across our value chain

As we grow, we will continually review our distribution centers and retail footprint for facility optimization.

## 2024 Emissions Data

SCOPE 1 & 2 EMISSIONS <sup>d</sup>	MT CO <sub>2</sub> e
<b>SCOPE 1<sup>a</sup></b>	225,478
Stationary (fuel oil, natural gas)	33,706
Mobile (fleet fuel <sup>b</sup> )	94,357
Fugitive (air conditioning and refrigerants)	97,415
<b>SCOPE 2<sup>c</sup></b>	185,163
<b>Total Scope 1 and 2</b>	<b>410,641</b>

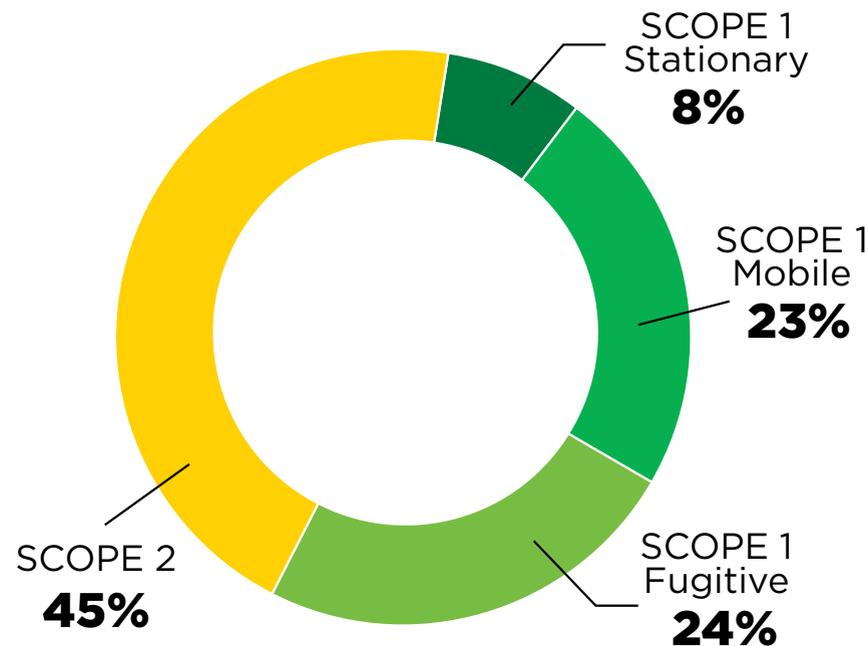
- a. Scope 1 emissions were calculated using 2024 US EPA factors.
- b. In addition to diesel and gasoline, approximately 0.007% of our total fleet fuel is biodiesel, primarily from our St. Cloud, Minn. DC.
- c. Scope 2 emissions were calculated using 2024 US EPA E-grid factors.
- d. Overall slight emissions increase due to addition of Metcalfe's Market locations.

## 2024 Energy Data

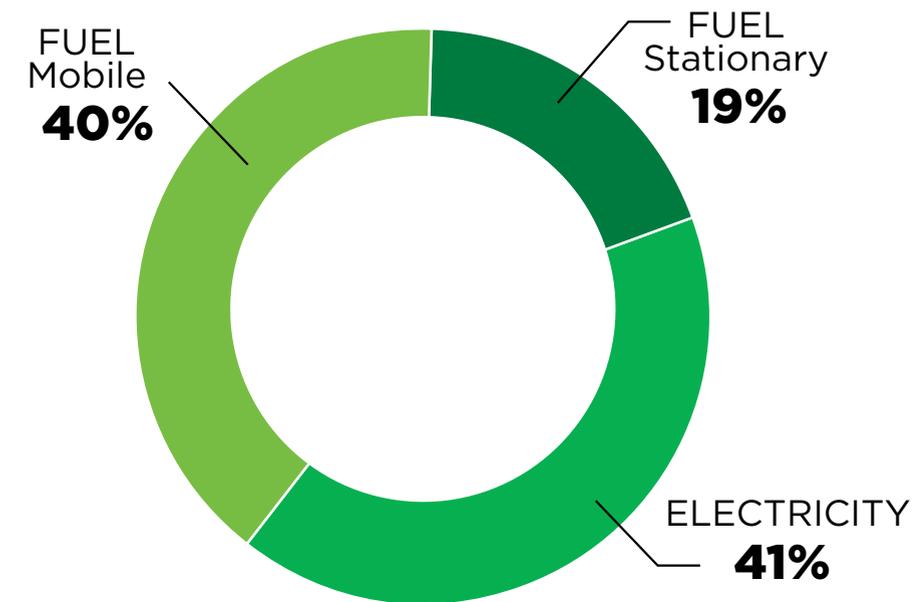
ENERGY CONSUMPTION <sup>a</sup>	GJ
<b>FUEL</b>	1,980,974
Stationary (fuel oil, natural gas)	641,653
Mobile (fleet fuel)	1,339,321
<b>ELECTRICITY</b>	1,354,473
<b>Total Energy Consumption</b>	<b>3,335,447</b>

a. Fuel and electricity converted to GJ using eia.gov conversion factors.

### Scope 1 and 2 Emissions Breakdown



### Energy Consumption Breakdown



## SCOPE 3 EMISSIONS

In 2024, SpartanNash began its journey to assess Scope 3 emissions, identifying seven key categories as sustainably relevant to the Company:

- Purchased goods and services
- Capital goods
- Fuel and energy-related activities

- Upstream transportation
- Waste generated
- Business travel
- Downstream transportation

To begin our Scope 3 reporting, we gathered our business travel data as shown.

SCOPE 3 EMISSIONS	MT CO2e
Scope 3 <sup>a</sup>	
Business travel (partial <sup>b</sup> )	2,894
<b>Total Scope 3</b>	<b>2,894</b>

a. Scope 3 emissions were calculated using 2024 US EPA factors.  
 b. Scope 3 emissions reflect partial business travel data.

## Waste

SpartanNash is focused on reducing waste across the entire Company footprint, from distribution centers to retail stores. Our waste reduction approach is centered around reducing, reusing and recycling.



## Waste Reduction Project

One of our Core Behaviors is We Create Solutions, and we have applied that commitment to a cross-functional initiative focused on eliminating waste throughout our value chain. Our teams are dedicated to closely managing minimum order quantities (MOQs), economic order quantities (EOQs), inventories/safety stocks and several other variables. This initiative not only enhances operational efficiency but also ensures that the right product and the right amount is in the right place when needed. We have improved accuracy at every stage of the process – from a product’s inbound receipt at our distribution centers to the time it is placed in a shopper’s cart from a full shelf.

- Prior to products becoming aged inventory, discounts and promotional sales are applied to drive store guest purchases in our retail stores.
- If a product ends up in aged inventory, we have increased our use and standardization of promotions at retail and reclaim/salvage actions at distribution centers. This helps sell the eligible product at a discounted rate at bulk rather than sending it to a landfill.
  - SpartanNash recently introduced an effort to optimize the distressed product handling process through salvage or reclamation using a centralized reclaimer/salvager. This new process minimizes food waste to landfills and has been rolled out to several distribution centers with our remaining distribution centers in process.
- Once our salvage and reclamation offerings are exhausted, we ensure eligible items are donated to local partners in order to continue supporting the communities we serve.
- As a last step, we partner with waste vendors to direct more items to recycling, anaerobic digestion, or incineration for energy recovery.

## Inventory Drones

In 2024, our Grand Rapids Distribution Center implemented inventory drones to enhance inventory control and boost efficiency. These drones operate over a 24-hour period, verifying reserve locations throughout the facility. By completing tasks faster than traditional methods, they save valuable time to reallocate labor to more critical and engaging tasks. By accelerating the inventory verification process, problems are identified and rectified rapidly, resulting in an increase in overall inventory and operational efficiency, and therefore reducing product waste. Plans are in motion to expand the use of these drones to additional distribution centers soon as part of the Company's ongoing effort to minimize product waste.



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## RETAIL OPERATIONS

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

### Computer-Generated Orders



Our intelligent ordering solution, Itasca Magic™, improves demand forecasting that helps reduce waste. Currently, most center store departments have successfully implemented this technology. In many stores, it is also used for ordering produce, further reducing food waste. In the last two years, we have significantly expanded this program from 44 stores to now include almost our entire retail footprint.

In 2024, we implemented Electronic Date Management (EDM) across our entire retail footprint to support waste reduction. EDM is responsible for electronically tracking high known-loss categories along with their expiration dates to ensure product is rotated, marked down or donated based on inventory status. This supports our retail stores and Associates with enhanced inventory tracking capabilities to save time and reduce waste.

### Aging Inventory Discounts



As part of our commitment to helping store guests save money 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%. 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 1.3 million pounds of food and saving shoppers thousands of dollars.

### Flashfood By-the-Numbers

**70**  
participating  
SpartanNash stores

**502k**  
pounds of potential  
food waste eliminated

**126**  
MTCO<sub>2</sub>e  
emissions saved

## Food Diversion

To reduce waste across our organization, our retail stores and distribution centers have established processes to ensure food is redirected to our communities before reaching a landfill. Every location partners with local nonprofit organizations that regularly pick up food donations, helping to nourish our communities while minimizing waste. We take pride in supporting our partners by providing high-value items such as fresh fruits, vegetables, meat and dairy.

Food Diversion Source	Weight (lbs) <sup>1</sup>	Weight (Tons)
Retail Distressed Product <sup>2</sup>	1,330,585	665
DC Distressed Product <sup>2</sup>	5,440,202	2,720
Flashfood	502,055	251
<b>TOTAL FOOD DIVERTED</b>	<b>7,272,842</b>	<b>3,636</b>

1. The formula used to convert dollars to pounds was based on \$2.31 as the average cost of a pound across all categories, supported by an industry report published by ReFED in 2019. According to Feeding America, 12 pounds of food equates to 10 meals, or each meal is roughly 1.2 pounds of food.
2. These figures represent our distressed product donations only and are not inclusive of food donations companywide. For total food donations, see page 50 in the Corporate Giving section.

## Recycling

As noted below in further detail, we continue to look for ways to increase our recycling efforts and capabilities. This ongoing commitment involves exploring new technologies, strengthening partnerships with recycling organizations, and integrating sustainable practices across all our distribution centers, retail stores and corporate offices. By continuously assessing and improving our recycling processes, we aim to reduce waste and ensure a positive impact on both the environment and the communities we serve.

### Cardboard

In 2024, we implemented a new baling process in our general merchandising operations at our largest distribution center in Grand Rapids, Mich. As part of our efforts to improve efficiency, this change eliminates the need for cardboard scrap hoppers. Now, all cardboard is directed onto a conveyor, which will transport the material to a baler. This change is designed to enhance compliance with our recycling program by automatically diverting more corrugated waste from landfills.

**21,642 tons of recycled cardboard**

### Plastic Bag Recycling<sup>1</sup>

In 2023, SpartanNash implemented a plastic bag recycling program across all our retail stores, making it easy for store guests to recycle plastic bags. Shoppers can bring in various types of plastic, plastic grocery bags (t-sacks), produce bags, ice bags, bread bags, cereal box liners, newspaper sleeves, dry cleaning bags, bubble wrap and more. These collected items, along with shrink wrap from store operations are recycled by Trex<sup>®</sup> Company into composite decking boards.

In celebration of the 2024 Earth Day theme “Planet vs. Plastics,” SpartanNash teamed up with Trex and Home Repair Services, a Grand Rapids-based nonprofit, to build five accessibility ramps for local Veterans using composite boards made from recycled bags returned to our stores. Each 16-foot Trex board requires 2,250 plastic bags, and a full ramp uses more than 157,000 bags. Through this partnership, we successfully upcycled over 915,735 pounds of plastic in 2024 alone.

**571 tons of recycled plastic, shrink wrap and stretch film**

<sup>1</sup>SpartanNash partners with Trex<sup>®</sup>, a manufacturer of wood-alternative decking, to recycle stretch film from our stores and DCs. This stretch film is recycled into post-consumer products, such as composite decking used for porches, decks and ramps.





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In 2024, SpartanNash's "Planet vs. Plastic" initiative was recognized by The Food Industry Association (FMI) as the top Social Impact Program within FMI's Community Uplift Awards. With 34 nominees, a panel of judges selected SpartanNash as one of three companies recognized for outstanding efforts in influencing social impact.



**Reducing Pallet Waste**

SpartanNash uses reusable plastic pallets, which are a more durable, lighter-weight substitute relative to wood pallets. What’s more, plastic pallets reduce wood consumption and waste as they are reused – and they help reduce fuel consumption during transportation as they are lighter than typical wooden pallets. With less weight, we also help our Associates mitigate injury-prone movement. In 2024, we continued to invest in plastic pallets in several of our distribution centers. The innovative design of the twin sheet plastic pallets is engineered with safety and durability in mind. When damaged, they tear instead of cracking, therefore helping to reduce dangerous edges that could be harmful.



**BATTERIES**

Since 2023, SpartanNash recycled over 1 million pounds (over 200 tons) of distribution center equipment batteries as part of our ongoing efforts to integrate sustainability into our operations.



**Waste Diversion from Landfill**

WASTE CATEGORY	TONS
<b>Supply Chain</b>	<b>28,430</b>
Incineration	923
Anerobic Biodegration	119
Cardboard Recycled	21,642
Stretch Wrap Recycled	571
Salvage & Reclaim	2,054
Donations	2,720
Metal	182
Battery Scraps	219
<b>Retail</b>	<b>3,515</b>
Donations	665
Incinerations	2,622
Flashfoods	228
<b>Corporate</b>	<b>27</b>
Corporate Offices Mixed Paper	27
<b>Total Tons Diverted</b>	<b>31,972</b>
<b>Total Landfill Tons</b>	<b>23,904</b>
<b>% Diverted from Landfill</b>	<b>57%</b>



# Sustainable Packaging



Within our OwnBrands product portfolios, one of our product development pillars is focused on reducing packaging waste by enhancing the recyclability of materials, increasing the use of post-consumer recycled content, and eliminating unnecessary packaging wherever possible.

**By the numbers**

<p><b>Our Family® Packaging</b></p> <p><b>45%</b></p> <p>of Our Family packaging contains recycled material</p>	<p><b>Retail Packaging Supplies</b></p> <p><b>46%</b></p> <p>of retail packaging supplies contains recycled material</p>
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\*Information captured through vendor surveys and spec sheets

# Consumer Innovations\*



**Our Family**  
Designer Paper Plates & Lunch Bags  
*Sustainable Forestry Initiative  
Certified Sourcing*



**Our Family**  
Aluminum Foil & Parchment Paper  
*Made with 100% Recycled  
Paperboard*



**Finest Reserve**  
Coffee Pods  
*BPI Compostable Certified*



**Our Family**  
K Cups  
*BPI Compostable Certified*



**Our Family**  
Cutlery & Paper Straws  
*Ecofriendly Compostable*



**Our Family**  
Elegant Plates  
*Ecofriendly & 100% Tree-Free*



**Fresh Tomatoes**  
*Non-GMO Verified*



**Freezer & Food  
Storage, Plastic Wraps**  
*100% Recycled  
Paperboard*

# Water



2024 Water Withdrawal (Gallons)	
Retail	164,472,566
DCs and Corporate Offices	50,974,704
<b>TOTAL WATER USE</b>	<b>215,447,270</b>

As part of our ongoing commitment to sustainability, we recognize the importance of conserving water to minimize environmental impact and support the health and wellbeing of the communities we serve. From time to time, changes in product mix, acquisitions or divestitures of retail and distribution center locations, and other regulatory requirements can impact water use as noted below:

- In 2024, our water withdrawal increased, mostly attributable to the Company's acquisition of three new Metcalfe's Market retail locations.
- However, in 2024 we also decommissioned one car wash in our convenience store operations, which helped offset some of these store additions.
- We have increased our water use in some locations due to product mix changes at distribution centers and the subsequent changes in food safety requirements.
- We saw a mild increase in water use due to our expanded rollout of produce enhancements at retail.
- As we convert freon refrigeration systems to ammonia to reduce our Scope 1 footprint in distribution centers, we anticipate a mild increase in water use at these locations due to normal ammonia refrigeration system use.





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# PEOPLE FIRST

**SpartanNash's success is rooted in the strength and wellbeing of our Associates, customers and communities, which is why we prioritize a People First culture. Our initiatives focus on human capital management, consumer health and wellness, a sustainable supply chain, community engagement, corporate giving and grant funding, demonstrating our commitment to creating positive, lasting impacts for all stakeholders.**

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# Human Capital Management

At SpartanNash, our strategic direction and execution begins with our Associates, making our **People First** culture a cornerstone of our success. Investing in our people is the first investment we make as we believe that creating Careers for a Better Life is essential to achieving our goals. By empowering our Associates to do their best work, we are not only fostering a strong and engaged workforce but also laying the foundation for a successful business that strengthens the communities we serve and delivers long-term value for our shareholders.



## Workforce Overview

Attracting, developing and retaining top talent is essential to fulfilling our mission of delivering the ingredients for a better life. Our focus is on creating meaningful experiences and growth opportunities that inspire long-lasting, impactful careers. Our approach to achieving our human capital management objectives is guided by our People Philosophy, which states:

- We operate in a mutually transparent environment that encourages open and honest career conversations.
- We believe how we do the work is just as important as what we do.
- We hold each other accountable to our commitments, and we model our Core Behaviors and Competencies.
- We have clearly aligned expectations and goals every Associate is expected to deliver and continuously drive to improve.
- We invest in our people based on performance, aspiration and potential.



## TALENT ACQUISITION

As part of our continued efforts to develop and maintain a **People First** culture, we must excel in attracting and retaining top talent. While employee turnover industrywide is traditionally high, our initiatives resulted in a 7% decrease in turnover rates – from 61.6% to 54.4% – and a 4% increase in 90-day new hire retention rates – from 61% to 65%. We have robust engagement plans to continuously improve Associate retention, including a focus on our 90-day new hire retention rate.

In 2024, SpartanNash enhanced the candidate experience by introducing competency-based interview guides and conducting training sessions to ensure effective adoption from hiring managers, enabled by Human Resources Business Partners. These interview guides emphasize realistic job previews, which are now integral to both frontline retail and supply chain hiring and onboarding processes.



## 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, LinkedIn Learning and Skillsoft to make high-quality development experiences accessible for every team member. In addition to having 24/7 access to on-demand content via LinkedIn Learning and Workday, Associates can 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 2024, more than 750 Associates completed various SpartanNash leadership development programs:

- 71 Associates graduated from **IGROW**, designed to help grow confidence, sharpen skills and foster meaningful relationships for the next generation of our workforce. Each graduate spent an average of 25 training hours on this program.

- 535 retail and supply chain Associates joined **Elevate** in order to improve their skills in communication, conflict management, team building, interviewing, onboarding and more. Participants completed an average of 20 training hours over the course of the program.
- 105 Associates representing every function in the Company joined **Aspire** to grow their leadership skills as they seek to move into leadership positions. Each Associate spent an average of 12 training hours on this program.
- 33 high-performing leaders graduated from **Propel**, honing their mid-level leadership skills. Graduates spent an average of 50 training hours on this program.
- 16 senior leaders participated in **Excel** to develop executive-level skills, dedicating an average of 70 training hours to the program.

In addition to these programs, Associates completed more than 70,000 hours of facilitated training courses.



### Tuition Reimbursement

In 2022, SpartanNash expanded our tuition reimbursement program to provide up to \$5,250 every year to Associates looking to enhance their education and advance their career at SpartanNash. 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 Company has invested over \$100,000 per year in Associates through tuition reimbursement benefits in both 2023 and 2024.

### IT Training Palooza

In 2024, our IT Department hosted its inaugural IT Training Palooza – a three-day event that featured strategic training for our IT Associates. The IT Training Palooza brought all IT Associates companywide to Grand Rapids, Mich., where they took part in more than 50 training sessions covering topics including artificial intelligence, prompt engineering, negotiation strategies, career advice and more. Top technology and strategy companies such as Microsoft, Snowflake and Boston Consulting Group also participated, and more than 300 Associates logged 5,000 hours of training over the three days.

### Talent & Performance Management Cycle

Each year, Associates align individual goals to the Company’s Master Action Plan (MAP). Leaders are expected to hold formal check-ins with Associates at the mid-year and year-end to discuss Associate performance and progress toward meeting annual goals, in addition to addressing any questions or concerns. These conversations are held with supervisors, managers, non-production Associates and all corporate Associates. Performance measurement is critical to meeting our MAP goals and is directly linked to merit pay decisions in our compensation program.

# 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.

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## COMPANY COMMUNICATION

Our primary Associate engagement tool, SpartanNash Go, provides team members with real-time news updates and the opportunity to converse and share content with others across the Company. In 2024, we revitalized SpartanNash Go, moving it to a new platform to create a more engaging Associate experience. Relunched in July 2024, 55% of Associates have joined the new-and-improved SpartanNash Go. Of those users, 80.3% view at least one article per month, with nearly 40% liking or commenting on at least one article. Though our metrics have shifted, overall engagement has increased, and we are

reaching more Associates on a monthly basis with company news and updates.

In addition to serving as a companywide communications channel, SpartanNash Go supports recognition efforts. Leaders and all Associates have access to nominate an Associate for High-Five Friday, a recognition article each Friday that highlights an Associate who has gone above and beyond in their work. Other monthly features include volunteer spotlights – which recognize Associates who have donated their time to serve the community – and Associate career path stories.

Since 2023, SpartanNash has been publishing the **People First Digest**, a magazine delivered to Associates' homes two to three times a year. This publication covers complex and meaningful topics that matter most to our Associates, including pay, our People Philosophy and benefits – with more to come in 2025.

Communications Center – a digital hub for frontline leaders – launched in July 2023 and enables leaders in our company-operated retail stores and distribution centers to more easily share companywide news with Associates during team huddles, meetings and one-on-one conversations.

In 2024, we introduced Green Galleries, which serve as a central hub for companywide updates for Associates who may not regularly use a mobile device during their shift. Green Galleries include a monthly series of posters designed to inform and engage Associates and are located in the breakrooms of our retail stores and distribution centers.

We continue to utilize YourCause, a platform accessible for all Associates to sign up for volunteer opportunities, track volunteer hours and make donations to thousands of charitable causes.



## ASSOCIATE SURVEY

In 2023, SpartanNash performed an Associate Engagement Survey, administered by an external vendor to ensure Associate anonymity. The survey was sent to all corporate Associates, enabling the Company to measure, understand and improve key drivers for Associate engagement.

Following the Associate Engagement Survey, we compiled all confidential responses, and the Executive Leadership Team was provided with aggregated feedback and verbatim comments for the Company overall and for each executive's area of responsibility. Associates were invited to team meetings to discuss their area's results and action plans, and 2024 goal planning included a **People First** Leader Goal that was developed using survey results. Another all-Associate engagement survey was conducted in January 2025, with the timing of the survey shifted to more closely align with the Company goal setting initiatives.

SpartanNash participated in two other surveys during 2024, partnering with the National Association for Business Resources® and Great Place to Work® to administer the surveys. Following the surveys, both companies compiled all confidential responses and shared the results with SpartanNash business leaders and Human Resources leadership, comparing these insights to peers based on their benchmarking capabilities.

Based on Associate feedback from the National Association for Business Resources® and Great Place to Work® Surveys:

**SpartanNash received both Best and Brightest Companies to Work® and Great Place to Work® certifications.**

**Teamwork, Culture and Diversity were top-scoring categories.**

**SpartanNash scored 6% higher than the national norm for questions related to Community Initiatives and Corporate Responsibility in the Best & Brightest survey administered by NABR.**

## IN-PERSON ENGAGEMENT



### Companywide Town Halls

Each quarter, SpartanNash hosts a Town Hall where Associates are invited to hear directly from the Executive Leadership Team, either virtually or in person. 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 Master Action Plan as well as additional details about strategic initiatives. Each event includes time for open mic questions from the audience. Associates rated their overall satisfaction with 2024 Town Halls at 8.0 out of 10 stars, increasing event satisfaction scores from 2023.

### Field Town Halls

Our ELT members go out in the field throughout the year, visiting our retail stores and distribution centers. At each location, they recognize top performers, share updates on the company's plans and answer Associate questions. These events create personal connections and provide transparency into the company's performance.

In 2024, eight field Town Hall events took place, where 17 Associates were recognized. 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.

"Another terrific presentation to a packed house. It is so important to allow our teams to connect with and hear directly from our ELT and this is a great forum to do it."

"This was the best Town Hall that I have ever attended. It was clear that everyone was involved and included, even the virtual attendees! Such a beautiful event, very informative, and exciting! The band Out of Office was also amazing!"

"Every time I attend this event; I am more and more excited about being part of this company. I can honestly say that I am so blessed to have a career with SpartanNash."

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**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 2024, over 600 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 9.0 out of 10 stars.**

“This was my first Summit and all the celebrations are amazing and so right on to cultivating a **People First** culture. The coaching content and additional tools and discussions were great for raising awareness and skills of our leaders.”

“Overall, I think it was amazing and made me feel very valued to be a SpartanNash leader.”

“I was very impressed with the event. All that goes into it and the tools provided in the **People First** Conversations Training were fantastic. The level of engagement from people in the sessions, training, thought-provoking questions, and after parties were impressive to me.”



**Circle of Excellence**

The Circle of Excellence is SpartanNash’s annual awards program that celebrates frontline Associates and their many contributions to advancing SpartanNash’s mission. In 2024, we recognized 43 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, Fla. where they enjoyed a special awards celebration, a meeting with executive leadership, professional development and more.

**Attendees rated the overall Circle of Excellence experience at 9.5 out of 10 stars.**

“Everyone went out of their way to make sure that all the winners were having the time of their lives. People celebrating other’s achievements for just being who they are is a wonderful experience.”

“Best time of my life. I will never forget this.”

“I learned that people beyond the store level see and recognize what we do on a daily basis to represent this company.”

**All In Awards**

In 2023, SpartanNash introduced the All In Awards. Designed for corporate Associates and salaried Associates in retail stores and DCs, the addition of the All In Awards means that every SpartanNash Associate is eligible for one of our three awards programs.

All In Awards winners are selected by their Executive Leadership Team member based on annual performance metrics and contributions to companywide initiatives, and they are announced during department-wide celebrations. In addition to this recognition, winners are rewarded with 10 shares of SpartanNash stock, plus an invitation to the SpartanNash Summit.

**In 2024, 113 Associates were recognized as All In Awards winners.**



# Total Rewards

As part of *Our Winning Recipe*™, SpartanNash demonstrates its Core Behaviors We Serve and We Create Solutions by investing in our Total Rewards package for Associates. Total Rewards encompasses compensation, development, bonuses, paid time off and other benefits, offering flexibility and personalization options for Associates in every stage of their career and recognizing generational differences in offerings.

## COMPENSATION AND BENEFITS

At SpartanNash, our goal is to ensure pay is:

- **COMPETITIVE** with the market
- **EQUITABLE** across levels and functions
- **ALIGNED** to an Associate's skills and performance
- **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. The Company has an annual merit program for wage adjustments aligned to performance evaluation scores, and mid-year pay reviews are conducted to help with internal equity and career advancement.

### Compensation and Benefit Investments

- A pay equity study was conducted by an external consulting firm in 2023 to determine if any wage discrepancies were present in the workforce based on a variety of factors. Where any discrepancies were noted, we provided additional wage investments to resolve them.

In 2024, SpartanNash earned \$9.5 billion in sales.

## Where does the money go?

If you think of it in terms of a dollar, the majority of it (84 cents) goes back into the business in the form of product purchases (*the bread and milk we distribute to our customers and company-operated retail stores*).

The remaining 16 cents is divided among expenditures to run our business, including fees for services, capital investments, and wages and benefits. In fact, nearly 11 cents of every dollar we earn is invested in Associates – with 9 cents dedicated to wages and benefits and nearly 2 cents going toward capital upgrades, which make our facilities better, safer places to work.



- Over \$20 million in wage and annual bonus investments were made in 2024 to ensure our compensation targets remain competitive in the marketplace. Of the Company's total pool of profit and wages, approximately 63% is invested in Associate wages.
- In 2024, the SpartanNash annual incentive bonus program was expanded, adding nearly 800 hourly corporate Associates to the bonus pool. These Associates will receive their first bonus payout in March 2025, representing an additional \$400,000 investment in Associates.

### New Daycare Benefit

In 2024, SpartanNash introduced daycare benefits to support Associates with the cost of child and elder care.

This program includes:

- 25% off tuition for ages 0-12 through our daycare provider partner, The Learning Care Group
- Priority enrollment and waived enrollment and registration fees for new enrollees

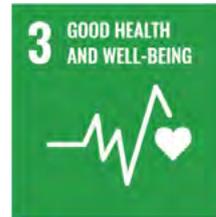
- Three days of backup care
- Company match of up to \$500 for those enrolled in a Dependent Care Flexible Spending Account in 2025, dependent on annual income
- This initiative underscores our commitment to helping Associates balance their work and personal responsibilities, enabling them to save more and stress less when it comes to daycare.

### Retail Discounts

- Associates and their families receive 10% off purchases in our stores, including sale items, and ten cents off each gallon of gas at our fuel centers.
- Associates also have access to enhanced online grocery shopping through SpartanNash's e-commerce 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.

# Culture and Engagement

At SpartanNash, we believe our **People First** initiatives drive value for Associates, shareholders, independent wholesale customers and store guests. We strive to create an environment where Associates are valued and empowered to support each other, our customers and the communities we serve, which in turn allows us to deliver against our business objectives. Having Associates who reflect and understand the communities we serve means we can better connect with store guests and customers.



- ▶ We actively attract, develop and retain talent from all backgrounds, experiences, skills and abilities.

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- ▶ We strive for inclusive behaviors, encouraging a culture where all Associates are valued for their contributions to the Company.

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- ▶ We train our leaders and expect them to live our Core Behaviors, grow their skills in our Competencies, and support our **People First**, high-performance culture.

### Competencies in Action

As part of our People Philosophy, we believe how we do the work is just as important as what we do – which means it’s important that we model our Core Behaviors and Competencies every day. One of these Competencies, Values Differences, is especially important to SpartanNash. We train our people leaders to be skilled in this Competency using the modeling from our partners at Korn Ferry.



### VALUES DIFFERENCES

#### Someone skilled in the Values Differences competency:

- Seeks to understand different perspectives and cultures
- Contributes to a work climate where differences are valued, respected and supported
- Applies others’ diverse experiences, styles, backgrounds and perspectives to get results
- Is sensitive to cultural norms, expectations and ways of communicating



In 2024, we published an edition of the *People First Digest* dedicated to our work to create a culture of belonging. This edition was supplied to every Associate and focused on our Associate Resource Groups (ARGs), how to foster a culture of belonging and providing examples of our Values Differences Competency.

This edition of the *People First Digest* was named the nation’s best print publication in the 2024 PR Daily Awards.

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**Associate Resource Groups (ARGs)**

Our four Associate Resource Groups are Associate-led groups centered around common interests, backgrounds or experiences. They are an important component of our workplace and help Associates connect with others in the organization. ARGs are a way for people to come together around shared experiences and create a supportive network within SpartanNash.



Each Associated-led ARG created a purpose statement, leadership structure and goals that tie directly to the business. Our leadership structure includes an ELT Sponsor, a VP Champion, Pillar Leads and support Associates. In 2024, we realigned our leadership structure to focus our Pillar Leads in four key areas: Community, Commerce, Career and Culture.

Since 2023, our ARG online platform, called SpartanNash Connections, has allowed Associates to participate in our ARGs quickly and easily while viewing all available ARGs in one location. Through SpartanNash Connections, all Associates can engage with information on ARG events, announcements and updates, and newsletters to keep them informed and connected.

From 21 members in 2022 to 492 members in 2023 and 814 members in 2024, our ARGs are continuously growing. All Company Associates are free to participate in one or more ARGs of their choosing.

In December, nearly 400 Associates representing all four ARGs volunteered with Wreaths Across America to honor those who fought for our freedoms. Volunteers laid 175 wreaths on Veterans' graves in 43 cemeteries across Michigan, Nebraska, Texas, Virginia and more.



**Talent Pipeline Development**

To ensure we are attracting the best candidates to join SpartanNash, we've added new tools and practices to our recruitment process. We partnered with Handshake, a career platform, to post jobs, send messages and sign up for recruiting events/career fairs. This platform gives us access to more than 15 million students and alumni across 90% of the top educational institutions in the U.S., which helps us attract students and alumni to our internship program and early-in-career roles.

In 2024, SpartanNash advanced our commitment to enhancing the candidate experience. In addition to the competency-based interview guides, we created consistent onboarding tools for high-volume positions and hosted training sessions in several of our distribution centers to reinforce the importance of showcasing our **People First** culture in our recruiting process. As we continue our efforts in attraction, enhancements have been made to our careers website to better represent our Associate experience and opportunities at SpartanNash.

Our internship program was awarded the RippleMatch Excellence in Candidate Experience Campus Forward Award in 2024. This award honors top companies for their dedication to providing impactful early career experiences.

**Internship Program**

Our robust summer internship program grew from 40 interns from 18 different colleges in 2022 to 105 interns from 40 colleges in 2023. In 2024, we continued the momentum with 106 interns from 38 colleges participating in our summer internship program.

Our summer internship program provides engagement with the Executive Leadership Team through a professional development series, where each ELT member shares their career journey and professional advice. Interns also had opportunities to connect with our ARGs and participate in professional development workshops and networking opportunities.

We continue to partner with colleges and universities to build a diverse pipeline of candidates and convert as many as possible to full-time positions within SpartanNash.



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**People First Communication**

To help us celebrate the experiences and perspectives of our Associates, we feature a different topic on SpartanNash Go each month and share Associate stories, resources and more. Topics covered in 2024 include Disability Awareness Month, Hispanic Heritage Month and Financial Wellness Month. Our communication cadence includes a video message from a senior leader at the start of each month, describing the topic and its importance to the organization. Other articles and information related to the monthly topic follow, with all resources available on SpartanNash Go. We encourage ARGs to participate with additional stories and articles to broaden the perspectives shared.

We further partnered with SupportLinc, our Employee Assistance Program provider, to offer monthly workshops. These live interactive workshops are facilitated by professional trainers and advance our commitment to a culture where Associates feel like they belong.

**Leadership Development Programs and Training**

All leadership development programs at SpartanNash infuse our Core Competencies into training to ensure that whether an Associate is early in career, aspiring to be in leadership, or operating as a manager or director-level Associate, they are receiving customized training that emphasizes the importance of supporting our **People First** culture. Topics vary by program, but all focus on the importance of recognizing, valuing and utilizing Associate's unique strengths to create a productive work environment.

SpartanNash was recognized as a 2024 ATHENA Organizational Leadership Award winner by the Grand Rapids Chamber. This award honors organizations that actively foster environments where women can grow, thrive and advance in their careers.

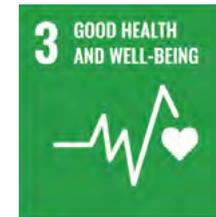
Our Associate Resource Group WIN plays a key role in supporting SpartanNash's commitment to empowering women across all areas of the business. Through leadership development, mentorship and professional growth initiatives, WIN has helped address workplace challenges and create opportunities for women to succeed.



# Occupational Health & Safety

We set out in 2021 with an ambition to become an industry leader in safety. Ensuring Associates go home safely to their families every day is a critical component in building our **People First** culture. In addition to protecting Associates from injury and illness, a safe and healthy workplace improves Associate morale, reduces turnover, lowers costs and boosts productivity.

Our Environmental Health and Safety (EHS) team continues to be led by a Vice President who oversees a team of corporate EHS staff members, Safety Specialists embedded in our Supply Chain operations, and Fleet Safety Specialists supporting our Transportation teams. In addition, Assistant Store Directors in our corporate retail locations serve as Safety Captains and support our culture of safety at each store.



## Safety Performance

The Company's goal is to be a safety leader in every industry segment in which it operates. Since 2020, the Company has reduced injury rates year-over-year, reaching top quartile performance for the year ending Dec. 28, 2024, based on OSHA safety standards. During this same period, lost-time incidents were reduced by 83%. In 2024, we achieved a 25% reduction in severity of incidents, as measured through the Company's lost-time incident rate. Approximately 98% of all Associates worked injury free in 2024. Additionally, workers' compensation losses have fallen by \$3 million annually as compared to baseline year in 2020.

As a total Company, we are confident we will achieve our 2025 safety targets. We continue to project additional improvements to TRIR in 2025, as we progress on our journey to be an industry safety leader.



## 2024 Safety Plan Actions

### Key Associate Safety Investments:

#### Safer Facilities

Investments made over the last two years have accelerated structural racking projects and eliminated confined-space entry in various facilities.

#### Safer Warehouse Equipment

Transitioned to modernized material handling equipment (center ride double pallet jacks) to compartmentalize and protect operators from crush injuries.

#### Safer Transportation

Invested in enhanced Telematics to monitor speed, harsh braking, seatbelt usage, etc. Also installed in-cab cameras to monitor driver behaviors and trigger coachable events.

Continuous MVR Monitoring is in place to provide real-time notifications of traffic violations and license limitations.

#### Safer Delivery Systems

Dock safety systems and jack stands were upgraded to prevent trailer collapse while loading/unloading trailers and to prevent premature truck departures.

#### Musculoskeletal Disorder (MSD) Prevention

Significantly increased the use of electric pallet jacks for drivers to reduce push/pull forces moving pallets in/out of trailers.

Dedicated athletic trainers work on site in our DCs and have contributed to measurable improvements in MSD reduction.

#### Warehouse Automation

Automation initiatives have been installed to reduce steps and more ergonomic-friendly pick heights.

#### Slip-Trip-Fall Prevention

Providing Company-paid safety footwear to Associates working in high-risk departments in our retail stores.

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**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. These documents have been prominently displayed at every site for Associates, as well as posted on our website for reference by external stakeholders.

EHS governance audits have been completed, in collaboration with our Legal and Internal Audit teams, to provide governance and compliance assurance in accordance with our EHS Policy. Corporate EHS audits are supplemented by routine self-inspections with appropriate escalations at every site to build upon our compliance culture.

**Workplace Violence Prevention & Response**

In addition to requiring all Associates to undergo active shooter response training upon hire and annually thereafter, other activities performed to ensure a safe workplace include:

- A ‘See Something/Say Something’ awareness program encouraging Associates to speak up and report threats and behaviors of concern.
- Our threat management program guides how threats are reported, assessed and managed to prevent the escalation of violence. We have multi-disciplinary and cross-functional threat assessment teams that assess all threat situations and work together with facility leaders to establish mitigation plans.

SpartanNash has a dedicated Asset Protection team that supports our **People First** culture by developing and executing programs designed to keep our Associates, store guests and facilities safe and secure.



**Industry Safety Recognition**

SpartanNash was recognized at the 2024 National Comp Conference with their prestigious Theo Award, recognizing our best-in-class solutions related to:

- Decreased injury frequency or severity
- Reduced medical spend
- Improved medical outcomes
- Safety process improvements
- Streamlined claims management processes
- Faster return-to-work
- Decreased lost time

# 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.

Our strategy is built on the foundation of providing personalized, convenient and transparent health solutions for our shoppers. We focus on:

*Our Eat Smart Be Well* program takes a consumer-centric approach to understanding and addressing the nutritional needs and health concerns of our shoppers. By utilizing advanced technology and insights from the industry, we ensure our product offerings are aligned with health-conscious trends and evolving dietary requirements. We have created a focused strategy to help our store guests navigate their nutritional needs while shopping for products that support their health goals. Our digital infrastructure and targeted marketing efforts help our shoppers easily access relevant information and products:

- **Nutritional Pathways:** We have integrated advanced nutritional pathways on our e-commerce site. This allows shoppers to filter and shop based on personalized dietary needs such as low sodium, gluten-free, vegan or other specific health considerations. This empowers our shoppers to easily find products that support their unique health and wellness goals. This system is designed to take the guesswork out of shopping, offering convenience and clarity.

- **Comprehensive Product and Ingredient Information:** Our e-commerce platform is designed to provide detailed and transparent product information, including ingredient lists and nutritional facts. This allows consumers to make informed purchasing decisions based on their dietary preferences and health concerns.

- **Digital Marketing:** We leverage digital marketing to communicate with our audience and provide them with valuable content. Through social media campaigns and e-newsletters, we share nutrition tips, healthy recipes and dietitian-recommended product suggestions. This educational content helps demystify healthy eating, providing actionable tools to make better choices.

- **Recipe Inspiration:** We collaborate with a media solutions partner to create recipe videos that inspire shoppers to explore cooking in their own kitchens. These engaging recipe videos feature easy-to-follow instructions and highlight products that align with health-focused diets. We hope to ignite passion for



### Personalization and accessibility

We make it easier for people to shop in a way that directly aligns with their individual health needs, empowering them to choose products that fit their unique dietary preferences.



### Transparency and education

We are committed to offering clear, accessible and trustworthy product information. We provide our store guests with the knowledge they need to make informed choices about what they eat and how it contributes to their overall health.



### Inspiration and motivation

We aim to inspire and motivate shoppers to take control of their health in a fun and achievable way. We encourage our shoppers to see healthy eating as an enjoyable part of their lifestyle.

cooking while helping people achieve their health goals.

- **SmartLabel:** Our OwnBrands showcase SmartLabel, a QR code designed to share detailed product information beyond what fits on a package label. It provides insights on ingredients, nutrition, allergens, preparation tips, recycling instructions and even recipes. Currently, over 1,400 products feature a QR code directing consumers to a SmartLabel product landing page. As product packaging is redesigned, we will continue to add a SmartLabel until our entire OwnBrands portfolio is complete.

- **Community Partnerships:** SpartanNash continued its impactful partnership with the Prescription for Health program, an initiative designed to connect patients with fresh, locally sourced fruits and vegetables through their healthcare providers. Upon enrollment, participants receive vouchers that can be used to purchase fresh produce at SpartanNash-operated retail stores or farmers' market.

To enhance accessibility, these vouchers can be redeemed both in-store and through SpartanNash’s e-commerce platform. This flexibility ensures that participants have convenient access to fresh produce, whether they prefer shopping at local stores or online. By connecting healthcare with local markets, the Prescription for Health program supports public health efforts, helping individuals in these communities make healthier dietary choices and accommodating diverse preferences and needs. The ability to redeem vouchers at local SpartanNash-operated stores and farmers’ markets strengthens the link between healthcare and food access, fostering healthier communities. This continued collaboration between SpartanNash and the Prescription for Health program highlights the commitment to improving public health through nutrition and community engagement.

**Martin’s Super Markets and Parkview Health:** Martin’s Super Markets continued its successful partnership with Parkview Health, a leading community hospital based in Warsaw, Ind., to provide nutrition and cooking education to the local community. This collaboration highlights Martin’s commitment to supporting health and wellness through education and community engagement.



**Family Meals Month:** SpartanNash celebrated National Family Meals Month through an omni-channel campaign across several banners, including Martin’s Super Markets, Family Fare, D&W Fresh Market, Forest Hills Foods, and VG’s Grocery. The initiative aimed to strengthen family bonds by promoting the importance of shared meals, encouraging families to prioritize mealtimes together, foster communication, and create lasting memories. The campaign sought to combat disconnection in today’s fast-paced world by emphasizing the value of shared dining experiences. The campaign launched with a promotional video shared across social media platforms, encouraging families to reflect on their mealtime habits and inspiring them to create more opportunities for shared meals. This campaign included various media channels to engage multiple audiences including:

- Promotional videos
- Spotify integration
- TikTok/Instagram reels
- Social media posts
- Influencer content
- Podcasts
- Email campaigns
- E-commerce & digital ads

Overall, the Family Meals Month campaign achieved widespread engagement and provided valuable resources to store guests while emphasizing the importance of shared meals for family connection and wellness.

## Affordable, Accessible Healthcare

83

Retail stores offered pharmacy services

314K

Patients served annually

141

Affiliate pharmacies supported

*In 2024, 83 SpartanNash retail stores offered pharmacy services, in addition to one central fill pharmacy. Combined, these locations serve approximately 314,000 patients annually. We also support 141 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:

#### Pharmacy-based Immunization Program

By making immunizations easily accessible, community members can work together to stay healthy and safe. Our pharmacy-based immunization program offers protection against vaccine-preventable diseases, keeping patients covered all year round. Immunizations require no appointment and are covered in full by most insurance plans. In addition, our retail and corporate pharmacy teams host immunization clinics for employers in our communities. By providing recommended vaccines on-site for these employers, our teams help ensure an organization’s greatest asset – their Associates – is protected. In 2024, our pharmacy immunizers delivered 81,700 vaccines.

#### Pharmacy-based Spacer and Valved Holding Chamber (VHC) Service

Available to those in our Michigan communities, the spacer and valved holding chamber (VHC) service increases our patients’ access to these medical devices if they are currently using a metered-dose inhaler (MDI). These devices enhance medication delivery into the lungs, resulting in improved management of asthma and chronic obstructive pulmonary disease (COPD), less medication waste, reduced medication adverse effects, and decreased healthcare costs. For those in our communities living with either asthma or COPD and using an MDI, the addition of a spacer or VHC seeks to improve management of their disease and reduce related hospitalizations, emergency department visits and death.

#### Timely Meds®

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 is designed for patients who take multiple medications or manage multiple medications for others. Assisting with medication adherence (taking a medication as prescribed) is directly related to improving the health and outcomes of patients.

#### Safe Sharps Disposal Kits

Stores with pharmacies offer safe sharps disposal kits to patients using prescription medications that require the use of needles, or by patient request. The kit comes with a mailing label so the patient can box it up and send it for safe disposal. These containers are specially designed to securely hold used needles and syringes, preventing accidental injuries and ensuring safe disposal that protects both public and environmental health – all from the convenience of home.

#### Enhanced Communication

With real-time updates regarding a prescription – whether new or refill – our enhanced text messaging allows our patients to receive communication from our pharmacy teams. Moving beyond a patient’s medication management, this service provides personalized messages regarding how one can enhance their overall health and wellness.



# 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. Since 2022, we have 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.



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### SUSTAINABLE SEAFOOD

Through our Eternal Oceans initiative, the Our Family 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:

- 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.
- Our suppliers maintain close relationships with seafood industry leaders, such as the [Sustainable Fisheries™ Partnership](#), which allows for continual improvement in sourcing.
- 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. In 2024, we successfully converted our Michigan corporate retail stores and independent wholesale customers with locations in Michigan to a cage-free egg offering. We will continue to balance compliance with the laws and regulations of the states where we operate with our commitments to delivering affordable egg options for our consumers and increasing the percentage of cage-free eggs we sell.

In a previous report, we committed to allocating more than 40% of consumer-facing space for eggs in our stores to cage-free. Since then, we increased cage-free shelf allocation beyond that target and increased our OwnBrands cage-free shell egg offerings from two to seven options for customers and shoppers.

### LOCAL PRODUCTS AND PARTNERSHIPS

We are committed to expanding our diverse local product offerings in our retail stores and to independent retail customers, which helps fuel local economies, reduce food miles and meet consumers' growing appetites 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:

- **100% Locally Grown:** Fresh products grown or animals raised within the same state or defined store cluster (approximately 100 miles from the store).
- **Locally Produced:** Manufacturer or processor must only ship SpartanNash products manufactured or processed from facilities located within the state or defined store cluster (approximately 100 miles from the store).



In 2024, SpartanNash announced its acquisition of Metcalfe's Market, a three-store grocery chain located in Wisconsin. Metcalfe's Market is a community staple, specializing in premium quality foods, sustainability practices, and an extensive focus on local products. Metcalfe's Market has a unique initiative called the Food Miles Program that highlights the journey of local food products from their source to our stores in Madison and Wauwatosa, Wis. With almost 3,500 locally sourced products across all departments, Metcalfe's Market takes pride in making it easy for our store guests to shop local. Each Food Miles sign clearly displays how far a product has traveled, reinforcing the commitment to transparency and sustainability.



**Double Up Food Bucks™**

Double Up Food Bucks™ is a program offered through Fair Food Network with a goal of offering 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 store 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. As part of our partnership with Fair Food Network, we have also advocated for the program to be available at many of our independent retail locations. Currently, 28 of our independent customers offer Double Up Food Bucks to their shoppers.



**DOUBLE UP FOOD BUCKS™**



2019	2020	2021	2022	2023	2024
\$648,570	\$1,528,662	\$2,436,238	\$1,692,571	\$1,530,850	\$1,787,228

**TRACEABILITY**

The SpartanNash Food Safety and Quality Assurance team is fully dedicated to the safety of consumers. In 2024, we added a Regulatory Labeling Specialist and modified our distribution center food safety strategy to align with our four supply chain regions. We continue to prepare for compliance of the FDA's Food Traceability Rule (FSMA 204) in partnership with a third-party vendor and internal information technology resources.



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# Data Privacy and Security

One of our Core Capabilities is Insights that Drive Solutions, and it is critical we protect the sensitive information we collect, store, process and share. Information security supports our ability to deliver on our core business objectives, and any security breach has the potential to damage the trust of our key stakeholders. For this reason, we have implemented a multi-layered approach to minimize cyber risk and safeguard our data.

The information security function operates under the direction of the Company’s Chief Information Officer (CIO). Key responsibilities of the information security function include developing cybersecurity strategies; managing cybersecurity governance; performing cybersecurity risk assessments; ensuring compliance with security standards and regulatory requirements; managing identity and access; monitoring cybersecurity threats; validating cybersecurity alerts; preparing for and responding to cybersecurity incidents; business continuity and disaster recovery plans; and creating security awareness through periodic trainings of both Company leadership and Associates.

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.

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 effectively 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.

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.

The Company reviews cybersecurity incidents through a materiality assessment framework, which provides quantitative and qualitative considerations for evaluating the magnitude of an individual event. Based on the preliminary evaluation of an event, the Company’s Cybersecurity Incident Disclosure Committee will convene to assess materiality and determine corrective actions and internal and external disclosure requirements. The Cybersecurity Incident Disclosure Committee is comprised of the following individuals: the Chief Financial

Officer, Corporate Controller, Chief Legal Officer, Chief Information Officer and/or the Chief Information Security Officer.

### Board Oversight

The Audit Committee represents the Board in fulfilling its responsibilities with respect to the oversight of cybersecurity, data security, privacy programs, and the Company’s response to security breaches. Two Company Directors serving on the Audit Committee completed the National Association of Corporate Directors/Carnegie Mellon CERT cyber-risk oversight program along with required examinations to earn their CERT designation. The Company provides quarterly updates to the Audit Committee, which include a current evaluation of our maturity within the National Institute of Standards and Technology (NIST) framework, assessments against key performance indicators, updates on internal phishing campaigns, tabletop exercises conducted at various levels of the organization, and management training. The Audit Committee also reviews reports and recommendations from third parties periodically engaged by the Company to assess the cybersecurity control environment. In addition, the Company’s internal audit function periodically audits elements of the security program and reports its observations to management and the Audit Committee.





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## 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 into 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.

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## 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. 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. The campaign is showing continuous progress toward a more cyber aware organization.
- 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. This ensures 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.





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# GOVERNANCE

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



Highlights of our Board’s 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 backgrounds, skills, experiences and expertise
- Annual Board and Committee evaluations
- 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
- No supermajority voting requirements and Majority voting for changes to Company by-laws
- Annual advisory vote on named executive officer compensation
- Director orientation and continuing education programs
- Commitment to ongoing Board refreshment
- Formal corporate responsibility oversight by all three Board committees (See Corporate Responsibility Approach section)

# Shareholder Engagement

Since 2022, SpartanNash has significantly advanced its efforts with respect to investor transparency and engagement. As part of these efforts, we have formalized our engagement plan to ensure we regularly provide our largest shareholders with the opportunity to meet with company representatives. In 2024, SpartanNash provided meeting opportunities to shareholders who individually owned more than 0.9% of shares outstanding, amounting to more than 50% of the Company’s total shares outstanding, as per the Form 13F SEC filings for ownership as of Dec. 31, 2024.

In addition to proactively meeting with our largest shareholders, we launched an investor marketing campaign in mid-2023. The focus of the campaign is to connect with investors who are new to the SpartanNash story or re-engage with investors who previously followed the Company prior to the implementation of our strategic

plan in 2021. Since launching the campaign, we have hosted more than 100 meetings with investors.

SpartanNash appreciates the time and thoughtful engagement with the shareholders and prospective investors who met with us throughout 2024. We look forward to the ongoing dialogue in 2025 as we work to further our strategic plan, designed to drive sustainable results and unlock shareholder value.

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 management and provides guidance on our transformational initiatives and establishes the foundation for effective governance.

## THE SPARTANNASH BOARD OF DIRECTORS



**Douglas A. Hacker**  
Independent Director  
and Board Chair



**Tony Sarsam**  
President and  
Chief Executive Officer



**M. Shân Atkins,  
NACD.DC and ICD.D.**  
Independent Director and  
Audit Committee Chair



**Fred Bentley, Jr.**  
Independent Director



**Dorlisa K. Flur**  
Independent Director



**Kerrie D. MacPherson**  
Independent Director



**Julien R. Mininberg**  
Independent Director



**Jaymin B. Patel**  
Independent Director and  
Nominating and Corporate  
Governance Committee Chair



**Pamela S. Puryear, Ph.D.**  
Independent Director and  
Compensation Committee Chair

## OUR REFRESHMENT RESULTS

Our Board continues a deliberate and thorough refreshment process. 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.

Since 2022, six new independent directors have been appointed to the Board, representing a significant change to the Board's composition and accounting for six of the eight independent

director positions on the Board. Julien R. Mininberg, Jaymin B. Patel, Pamela S. Puryear, Ph.D., Kerrie D. MacPherson, Fred Bentley, Jr. and Dorlisa K. Flur have contributed significantly to our refreshment process and added to the skills, perspectives and diversity of the Board. The Board continually evaluates committee assignments and chair appointments to extend its 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 proxy statement.

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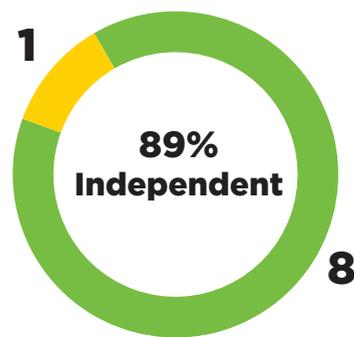
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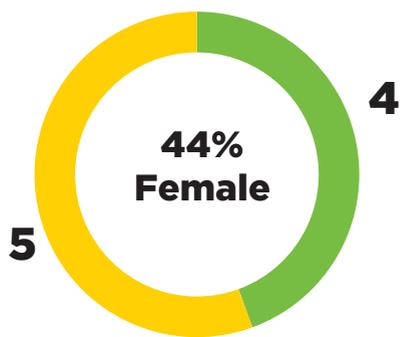
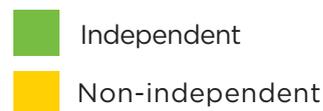
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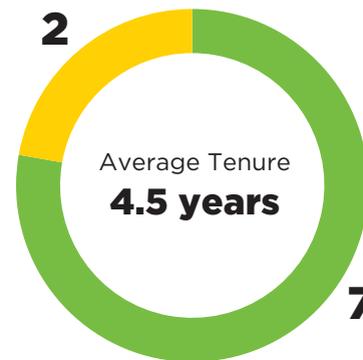
### BOARD COMPOSITION



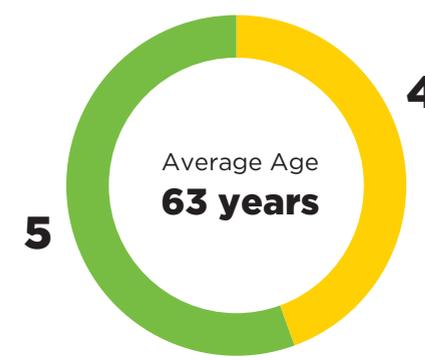
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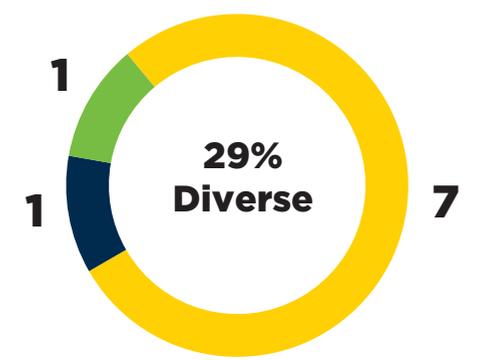
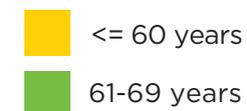
#### Gender Composition



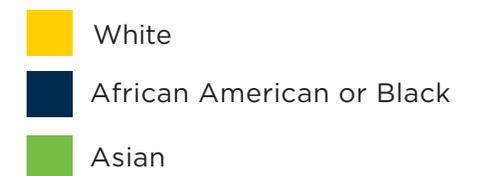
#### Tenure<sup>1</sup>



#### Age



#### Diversity



<sup>1</sup> Presents the average tenure for all directors as of April 1, 2025 measured since the 2013 merger of Nash-Finch Company ("Nash Finch") and Spartan Stores, Inc. ("Spartan Stores"). See "Board Tenure" within the "Board of Directors" section of our proxy statement for more information about the tenure of our directors.



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# 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 store 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 risk management and mitigation programs to ensure that SpartanNash 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.

In 2024, the Company launched a new compliance structure appointing Accountable Compliance Leaders for each business function. A small subset of Accountable Compliance Leaders comprises SpartanNash’s Compliance Committee, which meets quarterly with the Compliance Officer to address compliance topics.

## Promoting Business Ethics and Compliance

### ETHICAL STANDARDS

The [SpartanNash Code of Conduct](#) guides the ethical behavior and decisions of 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 the values within **Our Winning Recipe** every day to create a safe workplace, an environment in which we act responsibly and with integrity, deal fairly with our customers and vendor partners, and 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 SpartanNash’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 without limitation:

- Acting with Ethics and Integrity
- Sourcing Minerals Responsibly
- Avoiding Conflicts of Interest
- Supporting Human Rights
- Acting in Compliance with Laws and Contracts
- Protecting Privacy and Data
- 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 on a quarterly basis to the Audit Committee of the Board of Directors by the Compliance Officer. Annual compliance training is required for managers and above.



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## CORPORATE GIVING

As part of our commitment to a **People First** culture, SpartanNash continues to be invested in the communities surrounding our retail stores, distribution centers (DCs) and service center locations.

Our philanthropy strategy aligns with three giving 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 by both the SpartanNash Foundation and SpartanNash Company.



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## 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:



Reduce food waste, fight food insecurity and increase health and nutrition access and education



Provide disaster relief efforts, serve U.S. military servicemembers, Veterans and their families, and support community leaders and other frontline heroes



Build and strengthen sustainable communities by providing workforce development opportunities and tools to ensure a brighter future

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## HUNGER

Throughout 2024, SpartanNash continued to support local food pantries and food banks across the country, raising \$480,000 to fight hunger on behalf of the SpartanNash Foundation through in-store fundraising efforts. With additional funding from the SpartanNash Foundation, \$565,000 was donated to alleviate food insecurity in the communities we serve. Leaders at each SpartanNash-operated grocery store are invited to select a recipient community food pantry, so funds raised through the Foundation fundraiser stay 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 2024, working through our local and global distribution channels, we were able to provide almost 6.4 million meals to the communities where we live, work and serve. This was made possible through food donations, diverted food and financial donations.



### Meal Donations

In 2022, we set our goal of donating 20 million meals through food and funding to those in need in our communities by the end of 2025. We're tracking behind this goal due to inventory efficiencies completed in 2024. Our crush waste initiative in 2024 focused on reducing shrink and enhancing our inventory efficiencies, which decreased our eligible donations. We plan to continue focusing on a proactive approach to food waste while supporting our community partners in meal donations going forward.

Food Donation Source	Meals
Retail Distressed Product	1,108,821
Retail Donations	28,014
DC Distressed Product	4,533,502
DC Donations	5,862
Our Family Cares	14,018
Disaster Relief	132,668
Corporate Donations	558,301
<b>Total Meal Donations</b>	<b>6,381,186</b>



In the past four years, Metcalfe's Market has raised nearly \$100,000 for ReMitts Mittens, a nonprofit group that gathers old wool sweaters, washes and cuts them into patterns, and sews them into mittens. ReMitts are \$40 per pair and sold at all three Metcalfe's Market locations, with 100% of funds benefiting local food pantries.



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**HEROES**

When a natural disaster strikes, SpartanNash is ready to answer the call and help those affected. With our vast distribution network, we are uniquely equipped to enter communities in their greatest time of need. In 2024, SpartanNash was able to immediately react and initiate donations in the following areas:

In March 2024, SpartanNash donated water, food and cleaning supplies to assist those impacted by tornadoes in Bellefontaine and Lima, Ohio.

In March 2024, SpartanNash donated five truckloads of water to the city of Grand Rapids, Mich. when the city experienced a water main break, impacting 20,000 homes.

In July 2024, SpartanNash worked with both Global Empowerment Mission and Convoy of Hope and donated four truckloads of water and ready-to-eat snacks for those impacted by Hurricane Beryl.

In September 2024, SpartanNash worked with Convoy of Hope and donated four truckloads of water to individual families and communities impacted by Hurricane Helene throughout the southeast region of the U.S.

**Lending a ‘Helping Hand’**

In 2024, SpartanNash reimaged its Helping Hands Day, bringing more than 700 Associates together in Grand Rapids, Mich. to support communities affected by natural disasters. Associates packaged 5,000 personal hygiene kits and nearly 15,000 boxes with meals to feed a family of four for one week – equivalent to providing more than 500,000 meals. The supplies were donated to nonprofit partner Convoy of Hope to be distributed during disaster relief efforts – when essentials like food, water and hygiene items are needed most.





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Junior Achievement

Working with Junior Achievement of Michigan Great Lakes (JAMGL), SpartanNash sponsored a new experiential activation to inspire and educate students about careers in the grocery industry and financial planning. At the activation, students have an immersive, real-life experience and choose from a wide range of SpartanNash careers, including cashier, supply chain forklift operator, corporate Associate and more. They learn how to create a monthly budget based on their career and family scenario, then plan their grocery purchases in accordance with that budget. The Company's commitment to JAMGL involves ongoing financial support and Associate volunteer opportunities.

Salvation Army

Every year, SpartanNash invites Salvation Army bell ringers and their red kettles into our retail stores to raise money for people of all ages and backgrounds who are experiencing hard times and need assistance with essentials such as food, clothing and housing in the local community. In 2024, the Salvation Army raised \$660,678 at SpartanNash-operated stores, with the generosity of our store guests inspiring hope through a variety of year-round services and programs.



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 their communities. By contributing at a grassroots level, we can make an immediate and lasting impact in the everyday lives of our friends and neighbors. Additionally, our nonprofit partners earn funds for their cause by collecting and turning in UPC labels from Our Family products through the Direct Your Labels program. In 2024, we supported almost 300 organizations throughout 200 cities and 13 states through our sponsorships and Direct Your Labels. Our partnerships included schools, churches, sports teams, animal shelters, Veterans organizations, community events and other nonprofit organizations.

Our Family® Scholarship

In 2024, we expanded the Our Family Scholarship program to reward 25 students with scholarships. The scholarship aims to recognize and reward students who demonstrate a dedication to community involvement. Community members who live in one of the states where SpartanNash operates are eligible to apply for the scholarship to support undergraduate, graduate or vocational education. Qualifying students can apply online for one of the \$2,500 scholarships. Funds may be used toward any form of higher education, including two- and four-year universities, trade schools or secondary education programs.

**\$178K**  
donated through  
Our Family® Cares  
in 2024

# SpartanNash Foundation

## FUNDRAISERS

We are committed to making as big of an impact as possible in our local communities. At designated times throughout the year, the SpartanNash Foundation invites the communities we serve to join us in supporting key initiatives in partnership with our national, regional or local 501(c)(3) nonprofit partners. This is done through a retail fundraising effort, where we invite store guests – primarily at our Family Fare, Martin’s Super Markets and D&W Fresh Market stores – to join the SpartanNash Foundation and our Associates in giving back through donations at checkout.

The SpartanNash Foundation partners with nonprofit organizations that have state and local chapters, which ensures all funds raised remain in our neighborhoods. SpartanNash underwrites all operational expenses, ensuring that every dollar goes directly to the partner organization.

In 2024, we raised and granted over \$1.1 million through four companywide fundraisers, benefiting Special Olympics; Junior Achievement; and patriotic, disaster relief and food pantry partners.

**\$1.1M**  
 donated to  
 nonprofit partners in 2024

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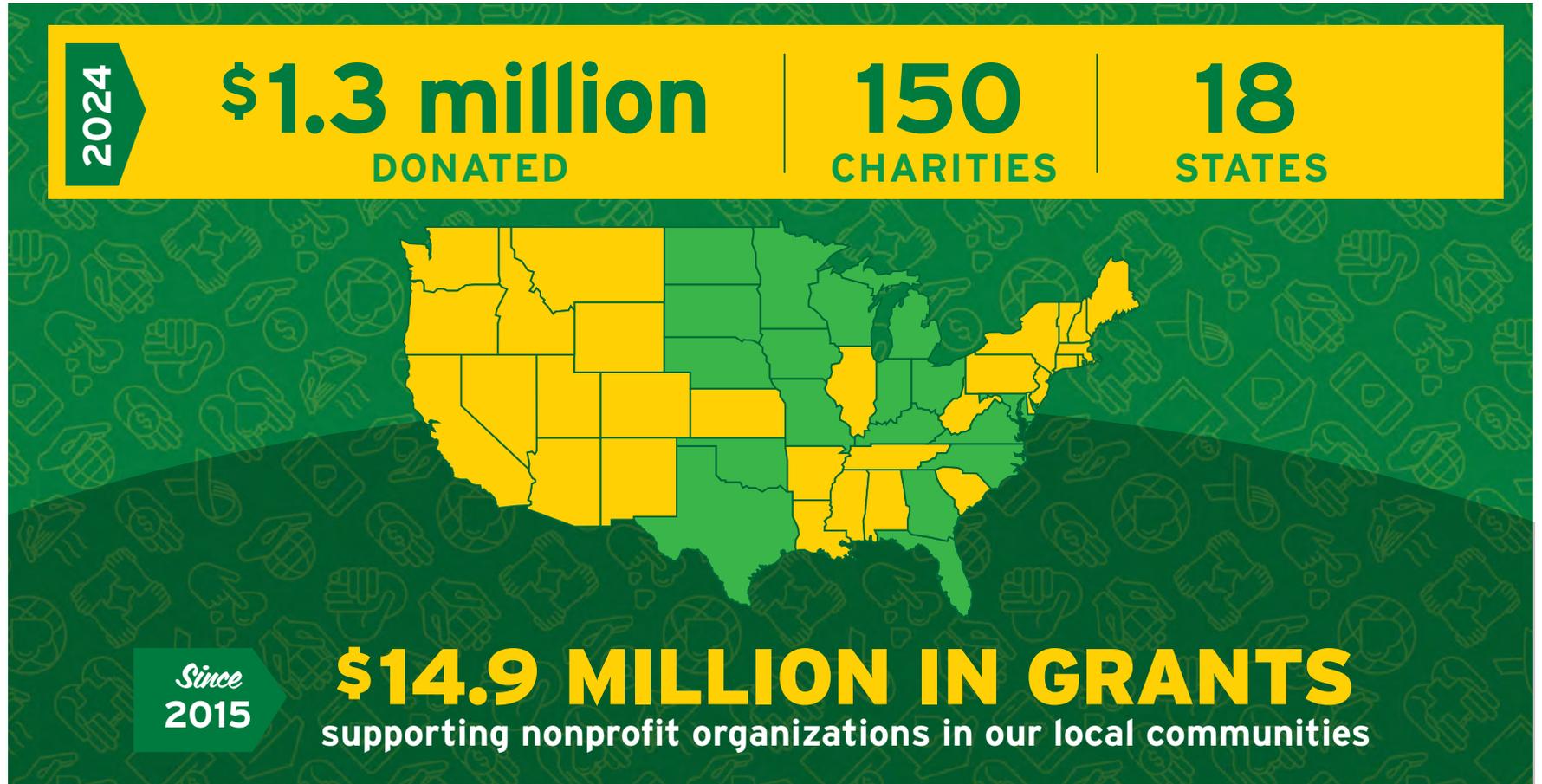
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## GRANTS

Taking care of our communities is at the heart of our Core Behavior We Serve. We support our communities every day through volunteer initiatives, corporate giving and product donations, in addition to fundraisers and grants through the SpartanNash Foundation.

Since 2015, the SpartanNash Foundation has granted nearly \$14.9 million to nonprofit partners:

- Providing meals for people facing food insecurity through food pantries and food banks
- Mobilizing our global supply chain to provide water and food in response to natural disasters

- Supporting our military Veterans and first responders, both physically and mentally
- Providing training and nutritional education for Special Olympics athletes
- Giving young people the knowledge and skills to plan for the future

With each of these efforts, we are enabling brighter futures for those served through our nonprofit partners, giving them continuing opportunities, a renewed sense of security, and the ability to thrive.



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TOPIC	ACCOUNTING METRIC	RESPONSE	CODE
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	1,339,321 GJ, 0.007%	FB-FR-110a. 1
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	97,415 MT CO <sub>2</sub> e	FB-FR-110b. 1
	Percentage of refrigerants consumed with zero ozone-depleting potential	We do not disclose this information publicly	FB-FR-110b. 2
	Average refrigerant emissions rate	We do not disclose this information publicly	FB-FR-110b. 3
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 1,996,126 GJ (2) 68% (3) 0%	FB-FR-130a. 1
Food Waste Management	Amount of food waste generated, percentage diverted from the waste stream	Data not available for disclosure	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	1,026 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) 31 recalls (2) 185,699 (3) 4.99%	FB-FR-250a. 2
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	We do not disclose this information publicly	FB-FR-260a. 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 products labeled as containing GMOs (2) \$124,798,769	FB-FR-270a. 3
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	(1) \$17.85, (2) 0.19%	FB-FR-310a. 1
	Percentage of active workforce covered under collective bargaining agreements	6.6%	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 not available for disclosure	FB-FR-430a. 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. 38.82% of retail; 31.86% of wholesale 2. We do not disclose this data publicly	FB-FR-430a. 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-430a. 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) 18	FB-FR-000.A
Total area of (1) retail space and (2) distribution centers	(1) 616,892 square meters (2) 791,900 square meters	FB-FR-000.B
Number of vehicles in commercial fleet	570	FB-FR-000.C
Ton miles travelled	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, in the Company's press releases, and in the Company's website-accessible conference calls with analysts include "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended ("Exchange Act"), about the plans, strategies, objectives, goals or expectations of the Company. These forward-looking statements may be identifiable by words or phrases indicating that the Company or management "expects," "projects," "anticipates," "plans," "believes," "intends," 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," "trend," "guidance" or "target" 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. Forward-looking statements are necessarily based on estimates and assumptions that are inherently subject to significant business, economic and competitive uncertainties and contingencies, many of which, with respect to future business decisions, are subject to change. These uncertainties and contingencies may affect actual results and could cause actual results to differ materially. These risks and uncertainties include the Company's ability to compete in an extremely competitive industry; the Company's dependence on certain major customers; the Company's ability to implement its growth strategy and transformation initiatives; the Company's ability to implement its growth strategy through acquisitions and successfully integrate acquired businesses; disruptions to the Company's information technology systems and security network, including security breaches and cyber-attacks; impacts to the availability and performance of the Company's information technology systems; changes in relationships with the Company's vendor base; changes in product availability and product pricing from vendors; macroeconomic uncertainty,

including rising inflation, potential economic recession, tariffs and increasing interest rates; difficulty attracting and retaining well-qualified Associates and effectively managing increased labor costs; failure to successfully retain or manage transitions with executive leaders and other key personnel; changes in the geopolitical conditions; impairment charges for goodwill or other long-lived assets; impacts to the Company's business and reputation due to focus on environmental, social and governance matters; customers to whom the Company extends credit or for whom the Company guarantees loans may fail to repay the Company; disruptions associated with severe weather conditions and natural disasters, including effects from climate change; disruptions associated with disease outbreaks; the Company's ability to manage its private brand program for U.S. military commissaries, including the termination of the program or not achieving the desired results; the Company's level of indebtedness; interest rate fluctuations; the Company's ability to service its debt and to comply with debt covenants; changes in government regulations; labor relations issues; 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; cost increases related to multi-employer pension plans; 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.

EXIT

THANK YOU. ♥

STANLEY