

UNIFI, INC.

Officers Stock Ownership Policy (Amended as of October 26, 2021)

This Officers Stock Ownership Policy (this or the “Policy”) of Unifi, Inc. (the “Company”) has been adopted by the Board of Directors (the “Board”) on January 30, 2014 upon initial recommendation by the Compensation Committee and the Corporate Governance and Nominating Committee of the Board, and the Policy has been amended by the Compensation Committee to augment and enhance the Company’s ongoing objective to align the compensation paid to its covered officers with the long-term interests of its shareholders.

A. Stock Ownership Expectation

Each of the following covered officers must own shares of the Company’s common stock having a fair market value equal to a multiple of his or her base salary determined in accordance with the following schedule:

<u>Position/Title</u>	<u>Multiple of Base Salary</u>
Chief Executive Officer	3x
Other Executive Officers	2x
Vice Presidents	1x

B. Calculations and Other Application Rules

For purpose of determining ownership levels, the following forms of equity will count towards stock ownership (each a “Qualifying Equity Unit”):

- shares of common stock held directly;
- shares of common stock held indirectly (e.g., by a spouse or a trust);
- shares of common stock available to be exercised from in-the-money stock options that have vested or are no longer subject to forfeiture;
- performance share units (on a pro rata per annum basis over the performance period at the target award level);
- performance share units that have vested or are no longer subject to forfeiture; and
- restricted stock units that have vested or are no longer subject to forfeiture.

Minimum share ownership will be determined annually as of the end of each fiscal year by calculating the product of the covered officer's annual base salary times the required multiple of base salary and comparing this product to the total market value of Qualifying Equity Units owned by the covered officer based on the average daily closing price for the preceding 12 months. Notwithstanding the foregoing, shares of common stock available to be exercised from in-the-money stock options that have vested or are no longer subject to forfeiture shall be valued at the closing price of the Company's stock on the last day of the fiscal year.

Covered officers are expected to achieve and maintain compliance with this Policy within the latter of (i) November 1, 2023 and (ii) five years of his or her being hired or promoted into a position subject to this Policy. If a covered officer falls below the applicable minimum ownership guideline due solely to a decline in the value of the common stock, the covered officer will not be required to acquire additional shares to meet the guideline; however the covered officer will be required to retain all shares then held, any shares that subsequently vest, and any shares subsequently awarded (except for shares withheld to pay withholding taxes or the exercise price of options) until such time that the covered officer again satisfies minimum ownership requirements. Exceptions to compliance with this Policy, or any part thereof, may be made at the discretion of the Compensation Committee.

A covered officer subject to this Policy should contact the Company's General Counsel if the covered officer has specific questions regarding the application of this Policy or in the event there are special circumstances or considerations (for example, expiring stock options) that may affect transactions involving shares of Company common stock or stock options or other equity awards held by the covered officer.

C. Definitions and Other Administration Matters

For purposes of this Policy, (1) a "covered officer" means and includes any person who holds the position of Vice President, Treasurer or higher with the Company, Unifi Manufacturing, Inc. or any other significant operating subsidiary (as determined from time to time by the Compensation Committee) of the Company and (2) an "executive officer" has the meaning set forth in Rule 3b-7 under the Securities Exchange Act of 1934, as amended.

The Compensation Committee shall have the authority, on behalf of the Board, to administer this Policy, and it shall provide reports thereon, at least annually, to the Board. The Compensation Committee shall also have authority to amend this Policy to increase (but not reduce) the amount or other terms of the applicable stock ownership expectation. However, for good cause shown, the Compensation Committee shall have the authority to waive or suspend application of the Policy, from time to time, with respect to any covered officer, if the Compensation Committee determines that the Company's objectives (and the best interest of the Company's shareholders) would not be adversely affected as a result thereof.