



**SUSTAINABILITY
REPORT
2019**



Dear Friends,

For more than ten years, thousands of Weis Markets associates have helped build a sustainability program that reflects our dedication to the communities we serve. We are a locally focused company that is committed to our associates, to our communities and to being a good neighbor.

As part of our commitment, we donate to numerous local charities, food banks and community health organizations. In addition, we are working to reduce our environmental impact wherever we operate. Our 2019 Sustainability Report shows the progress we have made and helps chart our course for the future.

Today, teams at all Weis Markets stores are working to operate efficiently by conserving energy and reducing waste—an area of particular importance for us in a country in which one-third of all food is thrown in the trash. With their able assistance, **we made significant progress toward our 2020 sustainability goals**, which were established in 2015.

In 2019, we achieved:

- a 2% reduction in annual electricity usage per square foot
- **a 20% reduction in greenhouse gas emissions**, compared to our 2008 baseline
- the conversion of 50% of our truck fleet to more fuel-efficient and lower-emission technology
- a record low refrigerant leak rate

A growing number of Weis Markets associates helped generate these results. In this year's report, you will read about the training and seminars conducted by the environmental nonprofit Manomet. At these meetings, our store and district managers learned about energy management, water conservation, waste and recycling, and green chemicals.

We also established **an internal sustainability committee, a cross-functional group of 60 executive and managerial representatives** who meet regularly to align their efforts with our sustainability initiatives. As a result of this collaboration, we have expanded our food

donations and maintained a steady waste-diversion rate despite a major disruption to the global recycling market, and offered a wider range of reusable bags. The dedicated members of this committee even hand-sorted three tons of waste to identify store-level diversion opportunities.

We know that you, too, care about our commitment to sustainability and, ultimately, our communities. Each week, we receive emails, direct messages, social media callouts and letters regarding our efforts to recycle, reduce waste and increase our energy efficiency. We listen carefully and appreciate this input.

We take our commitment seriously, and we realize that everyone must play a part in a more sustainable future. Please join me in engaging family, friends and neighbors in our efforts to reduce our overall environmental impact in the communities we serve.

Sincerely,

Jonathan Weis
Chairman, Chief Executive Officer and President



"As nature intended, Weis By Nature products are free from preservatives and synthetic additives. We pride ourselves on providing good food for you and your family."



A message from Jonathan Weis

“Because people are a key part of any sustainability effort, at Weis we believe it's our moral and business imperative to give back to the communities where we live and work.”

Jonathan H. Weis
Chairman, Chief Executive Officer and President



Improved nutrition is essential to sustainability. At Weis, we believe that the well-being of our community depends on the health of our people—on their access to wholesome foods that contribute to a healthy lifestyle. To encourage a nutritious diet and provide food that is good for the planet, we're introducing our *Weis By Nature* product line. This new line features both USDA certified organic products that do not contain GMOs and are grown without the use of herbicides, synthetic fertilizers or pesticides, and our

Free From products, which contain no artificial flavors, preservatives, colors or ingredients.

To make it easy for our customers to determine whether *Weis By Nature* products fit their dietary needs, each product's key nutritional attributes are featured on the packaging. These descriptions indicate whether or not a product is organic or free from artificial flavors, along with calories, saturated fat, sodium and total sugars per serving size.



REDUCING ELECTRICITY USE

Our electricity usage in retail facilities in 2019 was lower than in any previous year since 2008.



RETAIL FACILITIES



↓ 3.2%
since 2018

NON-RETAIL FACILITIES



↑ 1.5%
since 2018

GOAL
↓ 2%

IN ELECTRICITY USAGE
per square foot each year through 2020

OPTIMIZING OUR TRUCK FLEET

100%
OF OUR TRUCK FLEET
is now using more fuel-efficient and lower-emission technology.

55%
OF OUR TRUCKS
meet the latest (2017) EPA GHG emission standards. **45%** meet 2014 standards.



GOAL
50%

CONVERSION OF OUR TRUCKS
to more fuel-efficient and lower-emission technology by 2020

MANAGING OUR STORES FOR EFFICIENCY

Weis Markets is the first chain to fully re-certify all of its stores through the Manomet Grocery Stewardship Certification program.

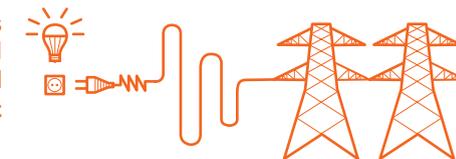
We are also excited to share that we have procured our first renewable energy contract for four of our stores. After piloting this initiative at these stores, we hope to expand this program to more stores in the coming years.



REDUCING ENERGY USE



In 2019, eleven Weis Markets stores were recognized by the Environmental Protection Agency's GreenChill Partnership for outstanding refrigerant management practices.



System maintenance is key in reducing our fugitive refrigerant emissions. Weis refrigeration technicians routinely check for them using leak detectors and alarm monitoring. By keeping things airtight, this team ensures our systems are operating optimally, reducing electricity consumption and maintaining the integrity of our perishable products.

Upon joining the GreenChill Partnership as a founding member in 2008, Weis had an annual refrigerant leak rate of

18%. This year we achieved a company record low of 7.2%, besting our previous low of 8.4% set in 2018.

Five Weis locations received GreenChill Silver Level Certifications, including our Store #16 in Hanover, PA, which received its EPA record eleventh consecutive certification. Another five stores were certified at the Gold Level, and Store #136 in Randolph, NJ, received its second Platinum Level award.

This year, Weis converted an additional twenty-seven stores (14%) to longer-lasting and more energy-efficient LED lighting, for a total of sixty-one stores.



Energy reduction:
↓ 300,000 KWH
per year per store



IMPROVING STORE PRACTICES THROUGH MANOMET CERTIFICATION

Given our growth since 2016, this re-certification ensures all Weis associates have the expertise to operate sustainably.



Through the Manomet sustainability program, Weis Markets store managers attended daylong workshops to review best practices on:



Green Chemicals



Conservation Practices



Hazardous Waste



Sustainability Communications



Energy, Lighting, Refrigeration & HVAC Management



Sustainable Product Integration



Greenhouse Gas Emissions



Employee & Community Engagement



One of the most significant areas covered is food waste.

"There are many reasons that grocery companies are working to address food waste. They can cut landfill costs by diverting food waste to composters, farmers raising livestock, or bio-energy producers. Food waste diversion provides a tangible sustainability practice to engage customers and employees."



CATRINA DAMRELL

Field Manager
Manomet Grocery Stewardship Certification program

WHAT ARE WE DOING TO BE SUSTAINABLE?

Our customers want to know...

We regularly receive customer inquiries and suggestions around our sustainability efforts. Below are insights to some of the topics commonly discussed. If you have a question, please email BeGreen@WeisMarkets.com



"DO YOU TAKE ANY EXPIRED GROCERIES TO THE SHELTER? WHAT IS BEING DONE WITH UNSOLD FOOD?"

"Weis Markets is actively working with the Central Pennsylvania, Maryland, and other regional food banks to increase our in-kind donations within the greater Feeding America network. These organizations support local pantries and retailers by ensuring that donations are distributed safely and efficiently to those in need."



"I WANT TO SEE MORE ORGANIC AND HEALTHY FOODS MADE WITHOUT CHEMICALS AT AFFORDABLE PRICES."

"In 2020, we will be launching *Weis By Nature*, a line of products that are organic or free from artificial flavors, preservatives, colors and artificial ingredients."



"ELIMINATE PLASTIC BAGS. GO TO ALL BIO-DEGRADABLE ITEMS AND ENCOURAGE PEOPLE TO BRING REUSABLE SHOPPING BAGS."

"Weis Markets recognizes the desire to minimize single-use plastics. Compostable plastics don't degrade quickly enough to be accepted by most commercial compost vendors and are usually landfilled. We've included a coupon toward a reusable bag at the end of this report."



"I'VE SEEN ASSOCIATES THROWING PALLETS' WORTH OF STUFF INTO THE DUMPSTER. WHAT'S UP WITH THAT?"

"For the safety of our customers and community, Weis Markets must, under certain circumstances, throw out products. For example, we discard damaged items, refrigerated products left on non-refrigerated shelves, returned items that left our chain of custody, and when we need to adhere to federal recall advisories. Otherwise we donate or divert products when feasible."



"CONTAINERS USED IN THE DELI CAN'T BE RECYCLED."

"This year, we evaluated a number of containers used in our fresh departments to identify which were non-recyclable. Through this process we were able to replace approximately thirty options made of #6 plastic (oriented polystyrene) with the commonly recycled #1 plastic (polyethylene terephthalate). The plastic clamshells for our hoagies were replaced with paper bags, and our new donut boxes are recyclable or compostable, as they have a water-based rather than plastic coating. We will continue to pursue packaging choices that are generally accepted by curbside recycling programs."



CONSERVING RESOURCES

REDUCING OUR CARBON EMISSIONS

We have been calculating our carbon footprint since 2008, and we set a goal to reduce our carbon emissions by 20% from that 2008 baseline by 2020. As indicated here, **we have achieved—and even surpassed—that objective, with a 27% emissions reduction between 2008 and 2020.** In addition, our emissions from electricity consumption and from leaked refrigerants were lower in 2019 than they had been in any previous year.

Our emissions reductions were driven by a combination of our own energy conservation initiatives, investments in increased energy efficiency, and greater availability of low-carbon and renewable energy sources. Further, we achieved this 27% emissions reduction despite a roughly 30% net increase in the number of stores and total store square footage, as well as increases in our warehouse and distribution network.

We are proud of the reductions we have achieved in our greenhouse gas emissions since 2008, and we are committed to making even more progress in the future. As we establish our goals for the next 5–10 years and beyond, our aim is to be guided by science, set challenging yet attainable goals, and do our part to achieve the level of emissions reductions needed to conserve a thriving planet for future generations.



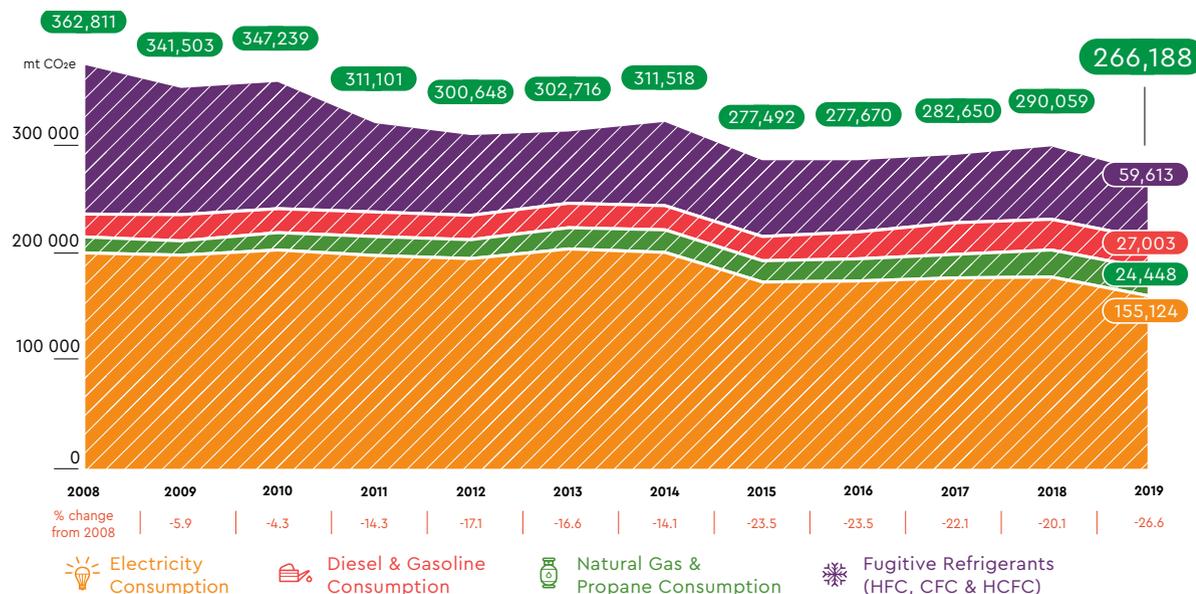
Total greenhouse gas emissions 2008 → 2020

GOAL

20% ↓

RESULT

27% ↓



For this report, our 2019 and prior years' Scope 1 and Scope 2 GHG emissions data, calculations and assumptions have been independently verified by Quantis, Inc., in accordance with ISO 14064 (Limited Assurance).

Our calculations are aligned with the methodology in the IPCC fifth Assessment report. Electricity emissions factors are based on the most relevant available US EPA eGRID factors for the given year. Natural gas and propane emissions factors are based on the EPA's CCCL GHG Inventory Guidelines.

CONSERVING RESOURCES

IMPROVING OUR PACKAGING



At Weis Markets, we appreciate our customers' concerns for readily recyclable and compostable packaging options.



Fresh produce free from plastic packaging

The Weis sustainability committee solicited feedback on our company's performance around meeting our stated commitment "to the well-being of our customers' health, safety & future through socially and environmentally responsible business practices." We received an overwhelming 38,380 responses and 4,533 comments. A common criticism was that certain packaging materials were not able to be diverted from the trash, especially in our fresh departments.

To rectify this issue, we consulted regional composting and recycling industry contacts to identify alternatives widely accepted by area outlets. This regional approach allows us to reduce waste-to-landfill, emissions incurred by transporting waste, and supports local jobs.



CONSERVING RESOURCES

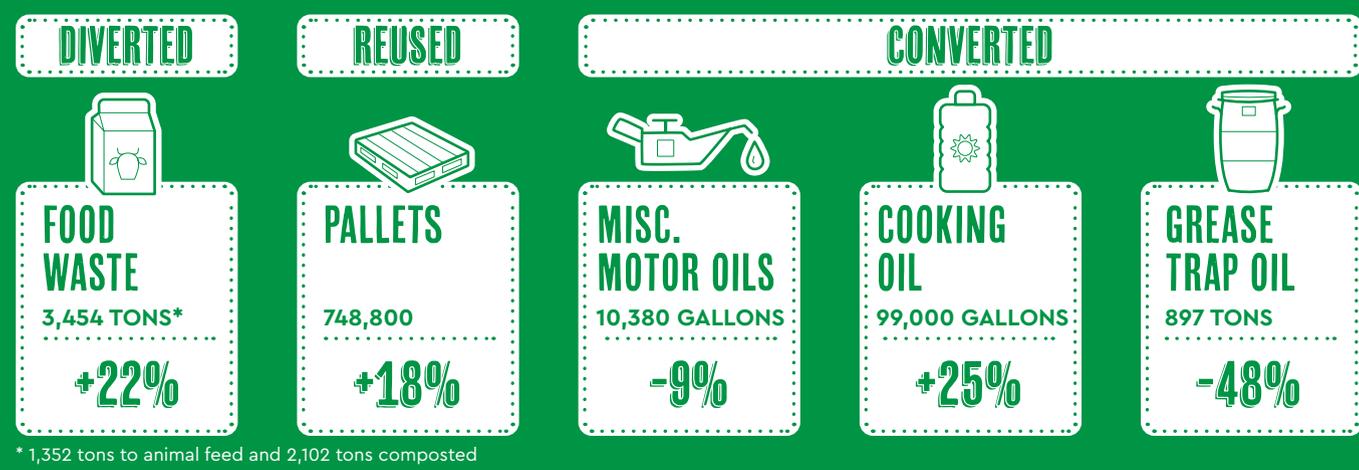
REDUCING LANDFILL WASTE

We remain committed to pursuing zero waste to landfill through means such as reducing, reusing, recycling, composting and otherwise diverting waste.



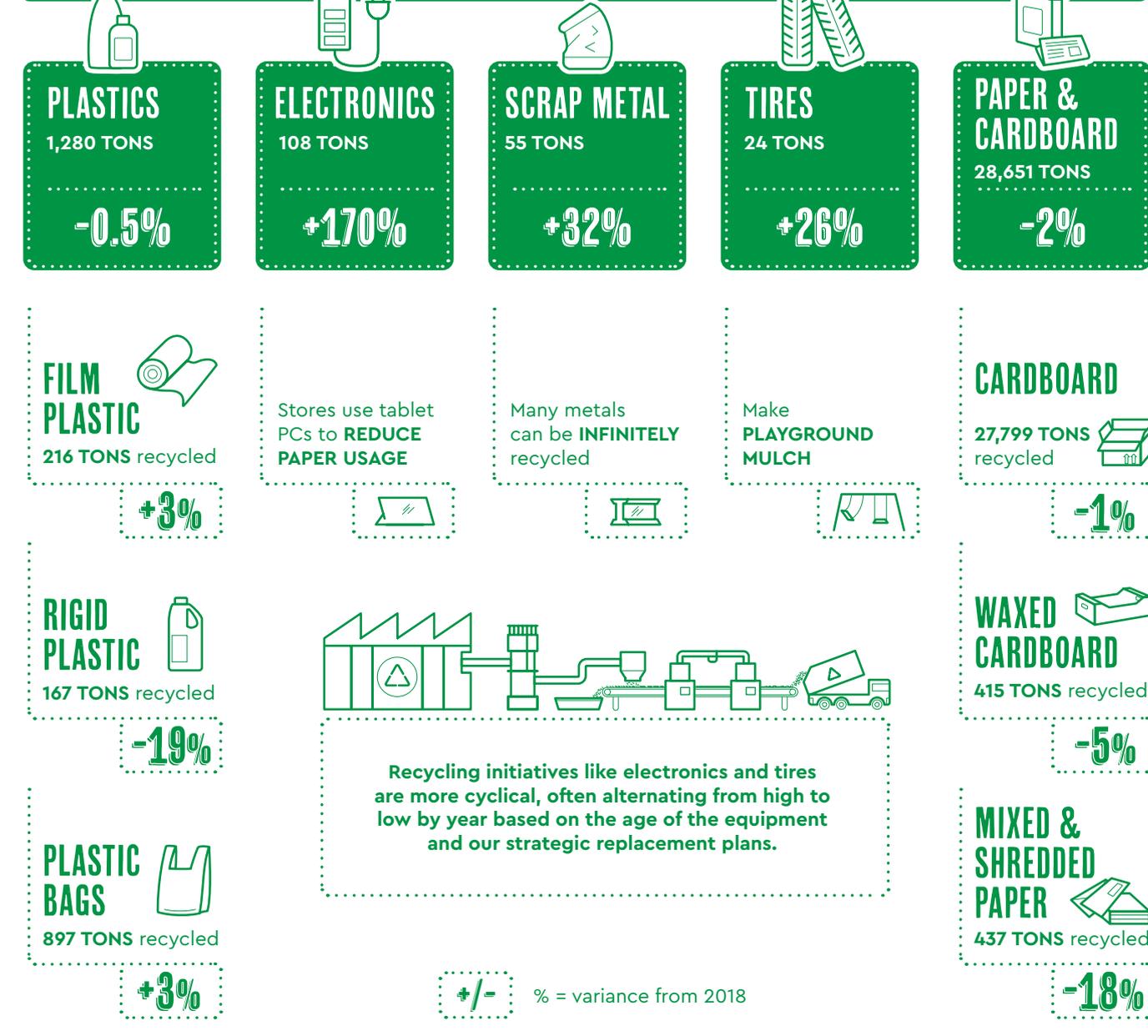
38,950 TONS OF WASTE DIVERTED FROM LANDFILLS IN 2019

...THAT'S NEARLY 3X THE WEIGHT OF THE BROOKLYN BRIDGE



CONSERVING RESOURCES

RECYCLED





AVOIDING & DIVERTING FOOD WASTE

Overall, Weis Markets diverted 6,904.4 tons of food waste from landfill by adhering to the Food Recovery Hierarchy in 2019.



Each year, an estimated 40% of all food produced in the U.S. goes uneaten. That's equivalent to \$218 billion or 1.3% of GDP that is either left unharvested on farms or discarded to landfill. At the same time, more than 37 million Americans face food insecurity. Weis Markets is committed to addressing these issues by adhering to the EPA's Food Recovery Hierarchy.

In 2016, Weis Markets signed on as an inaugural U.S. Food Loss & Waste 2030 Champion, committing to reduce food loss and waste in our operations by 50% by the year 2030. Directed by the EPA, USDA and FDA, this voluntary program aims to realize the social, economic and environmental benefits of improving the efficiency of the food system.



FOOD SAFETY

Weis Markets, along with other providers of consumer-packaged goods, is voluntarily standardizing and streamlining the terminology used in product code dating. The standard phrases are being simplified to "best if used by" to convey a product's freshness and "use by" for products which may be unsafe to consume past this date. These simplifications should provide clarity on food safety and reduce the amount of consumable products needlessly disposed of due to safety concerns.

FEEDING PEOPLE

In partnership with Feeding America's network of regional food banks and their local affiliates, Weis Markets donated more than 860 tons of product in 2019. We are working to expand our donations in 2020.



Weis Markets partners with Organix Recycling, LLC to divert and repurpose our food waste as rationed cattle feed. This curtails GHG emissions by offsetting the need to grow additional feedstock and reducing the amount of organics reaching landfill, where their decomposition produces methane.

FEEDING ANIMALS

INDUSTRIAL USES

Weis Markets divert our meat trimmings, fats, oils and grease to oleochemical companies that convert these materials into animal feeds, biofuels, lubricants, soaps, pharmaceuticals, fertilizers and more.



American Biosoils & Compost (ABC), LLC sources food waste from Weis Markets and others to produce high-quality manufactured soils with specific attributes. ABC provided the soils used in constructing our newest store, #227 in Bedminster Township, PA.

COMMERCIAL COMPOSTING





SOCIAL RESPONSIBILITY

COMMUNITY EVENTS

150 LOCAL COMMUNITY EVENTS

250+ SPONSORSHIPS



SCHOLARSHIPS



460 scholarships for Weis associates
\$3.5 million in 42 years



DONATIONS AND VOLUNTEERING

In 2019 we donated over \$1MM to causes we believe in, including:

\$175,000

\$312,000

\$343,000

\$102,500

\$158,000

SOCIAL RESPONSIBILITY

NUTRITION & LIFESTYLE INITIATIVES

EDUCATION



Through our **2019 Field Trip Program**, we provided 532 tours for 8,302 children, helping the next generation to be more nutritionally and environmentally aware.

In total, we reached **36,300 kids** through our educational outreach programs, **exceeding our 2020 goal of 25,000 by 45%**.

EXPLORERS TOURS – A behind-the-scenes look at the grocery store for children in pre-K through 5th grade.

MYSTERY TOURS
An interactive in-store nutrition education program for children in 2nd through 4th grade.

To learn more about our tours visit www.FieldTripFactory.com/Weis

HEALTH & WELLNESS



8 MILLION We received 8 million media impressions
Weis dietitians reached 8 million people via TV, newspaper, radio and digital media.

190 community events reaching 10,000+ individuals.

650 in-store health and wellness events reaching 17,000 customers and associates.

776,000 shoppers read our Weis HealthyBites magazine
Each issue features the latest food and nutrition info, healthy eating tips, tasty seasonal recipes, and new product spotlights.

120K+ new patients positively impacted in 2019
Our 139 pharmacies provided 1,096 free children's vitamin prescriptions, 40k+ flu shots and 31k+ non-flu immunizations.

2,613 pounds of medication incinerated
In 2019, Weis voluntarily accepted 2,613 pounds of medication for incineration to prevent improper disposal and misuse.

AWARDS

Weis Markets is a proud recipient of these awards for our stewardship work



PARTNERS

Weis Markets is a proud partner of these prestigious organizations



PROUD SUPPORTER

Weis Markets is a proud supporter of these community organizations

American Heart Association
 American Red Cross
 ArtsQuest
 Big Brothers Big Sisters of America
 Boonsboro Green Fest
 Boy Scouts of America
 Bucks County Children's Museum
 Central Pennsylvania Food Bank
 Chesapeake Bay Foundation
 Children's Cancer Foundation of Maryland
 CHOW
 Claws for a Cause
 Crispus Attucks Association
 Da Vinci Discovery Center of Science and Technology
 Family Promise
 Feeding America
 Festival of Trees

Fill a Glass with Hope
 Food Bank of Delaware
 Food Bank of the Southern Tier
 Fredericksburg Regional Food Bank
 Gettysburg Foundation
 Girl Scouts of the USA
 Greater Susquehanna Valley YMCA
 Hawk Mountain Sanctuary Association
 Helping Harvest
 Hepatitis B Foundation
 Keep Pennsylvania Beautiful
 Lewisburg Children's Museum
 Maryland Food Bank
 Mountaineer Food Bank
 Muscular Dystrophy Association
 National Museum of American Jewish History
 Norwescap
 PA Breast Cancer Coalition

PA Family Support Alliance
 Paralyzed Veterans of America
 Pennsylvania Envirothon
 Pennsylvania Friends of Agriculture Foundation
 Philabundance
 Ryan's Run
 Second Harvest Food Bank
 Spanish American Civic Association
 St. Jude Children's Research Hospital
 Susan G. Komen
 The Discovery Center Children's Center
 The Food Bank Network of Somerset County
 The Weinberg Northeast Regional Food Bank
 United Way
 Western Maryland Food Bank
 Wildlands Conservancy
 Wish Upon a Food Truck Festival



COUPON

for reusable bag

THANKS FOR HELPING TO REDUCE WASTE

As our way of saying thank you for contributing to a better environment, we're offering **\$.50 off** on your next reusable shopping bag.

