



SUSTAINABILITY
REPORT
2020



FOREWORD

Dear Friends,

While 2020 has been a year of great sadness and challenge for our country, I look back with extreme pride at the thousands of Weis associates who embraced their roles as essential workers during the COVID-19 pandemic.

Keeping our customers and communities safe and our shelves stocked were our top operational priorities in 2020, but I'm proud that we also continued to make progress toward becoming an even more sustainable company. When launching our sustainability program in 2010, our goal was to reduce our environmental impact, particularly in the seven states where we operate. This 2020 Sustainability Report highlights our progress over the past year and decade. Having met all our goals for 2020, our sustainability team is now at work developing new targets for the company.

Today, we remain steadfast in our commitment to social responsibility, sustainable food and agricultural programs, and reducing our carbon footprint. As capacities of Mid-Atlantic region landfills decrease, managing food waste becomes even more important to our sustainability efforts.

We also worked very hard in 2020 to address the acute needs of our customers and communities. The pandemic saw the loss of more than 10 million jobs, causing a record number of American households with children to be considered food insecure. The United States Department of Agriculture reported that demand at food banks increased 54 percent.

We mobilized our staff to respond to challenges in their communities posed by COVID-19, and they did not disappoint. In 2020, we:

- Processed 2,500 COVID-19 tests at select Weis pharmacies.
- Expanded Weis2Go and delivery to 183 locations.
- Donated nearly 2.3 million pounds of food and \$1.4 million to address food insecurity.

In response, our associates raised money for regional hunger organizations through our store-level Fight Hunger cause marketing program. We supplemented our customers' generosity with corporate donations to regional foodbanks, donating more than \$1.4 million in 2020.



Expanding our product donation program to include dairy and frozen items and participating in community giveaways to provide milk and meat to community members in need led us to set a company record of nearly 2.3 million pounds of food donated.



During a time of record consumption of meals at home, we also helped our customers save money through our various price reduction programs including our Low, Low Price program. We expanded the program in 2020 to reduce the prices on 60 high-demand produce items.



We continue to increase our selection of healthy products and expanded our successful *Weis By Nature* program, offering products that are certified organic or contain no artificial flavors, preservatives, colors or ingredients. As a private brand program, it offers brand name quality for less.

We focused on conserving resources and reducing waste. In 2020, we:

Improved energy efficiency in our stores and warehouses through the continued rollout of our LED lighting program.

Replaced 27 of our older trucks. Seventy-three percent of our 143-truck fleet now meets 2017 EPA GHG emission standards.

Instituted a new pallet recycling program that reduced our landfill waste by over 140 tons in just four months!

Celebrated the opening of our new store in Dingmans Ferry, Pa., featuring daylighting, energy efficient building controls, and LEED inspired design.

Developed four new stores with similar sustainable design features, opening in 2021.



We are proud of our progress in 2020 and are grateful to our associates for their hard work and dedication. As we celebrate Earth Month, we remain committed to continually assessing our environmental impact and looking for ways to build on our progress.

Sincerely,
Jonathan Weis
 Chairman and Chief Executive Officer



When launching our *Weis By Nature* product line last year, no one could have foreseen how successful—and necessary—it would become in 2020. The line was created to provide our customers with wholesome, nutritious food that is also good for the planet. The products include our certified Organic segment and our Free From segment that contains no artificial flavors, preservatives, colors, or ingredients. With more people cooking at home this year than ever, we are glad to have been able to not only bring these products to shelves but expand the line. This year more than 100 new products were added, including new sustainable seafood and meat options. We also introduced products like bamboo towels and bath tissue that are FSC-certified and sustainably sourced. Our new biodegradable sugarcane-based and bowls are perfect for your future get-togethers. And this is just the beginning!

Keep an eye out for more *Weis By Nature* products in 2021 and the years to come.

Enjoy this \$0.50-off coupon to try one of our Weis By Nature salads.

50¢ OFF

EXPIRES 12/31/21



Weis By Nature Produce Salads

Redeemable at all Weis locations. Limit one coupon per household. Good through December 31, 2021. Void if reproduced.



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SOCIAL RESPONSIBILITY

2020 stretched our communities like few events in modern times. We organized donation events and partnered with local community groups to give away food and other supplies to help care for our community members and associates.

COMMUNITY OUTREACH

We hosted **50+** community events

including 6 Farmer Meet and Greets, Holiday Open Houses, and a Halloween drive-in movie screening.

In April, the need for plastic bags nearly doubled, while local food pantries faced unprecedented demand.

We arranged a donation of **84,000** plastic bags

from our vendor to the [Central Pennsylvania Food Bank](#).

We sponsored sports teams

from local youth and Little League teams up to the Baltimore Orioles and Penn State athletics.

Distributed **10,000** gallons of milk free-of-charge

to community members in our hometown, Sunbury, Pa., in partnership with the [Greater Susquehanna Valley United Way](#).

We supplied schools

in our area with needed materials, including stationery, reusable bags, and milk crates for storage.



OUR ASSOCIATES

15,000 associates were hired in 2020.

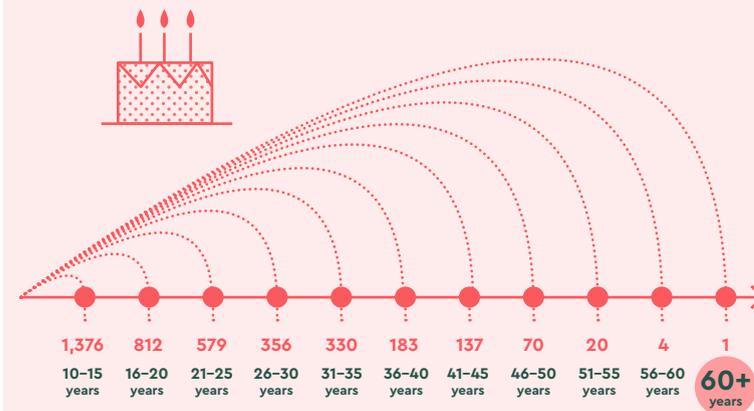
50% increase over last year

Associate incentives:

Sign-on, attendance and holiday bonuses, associate and holiday discounts, COVID-19 pay, and gift cards, **totaling \$30 million**. Weis Markets associates have also received a **10% discount on all private brand** products since 2012.



Celebrating our associates' service anniversaries:



COVID-19 SAFETY IN STORES



Installed sneeze guards on all registers, customer service desks, and pharmacy counters.



Supplied plastic face shields, latex gloves, and reusable and disposable surgical masks for our store, distribution, and manufacturing associates.



Screened associates' temperatures before starting work each day.



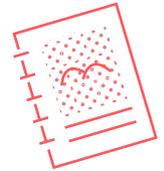
Cleaned and sanitized stores before opening, after closing, and at least once an hour, especially in high-contact areas such as registers, credit-debit terminals, door handles, and shopping carts and baskets.



Added social distancing markers and hand sanitizer stations.

DONATIONS AND VOLUNTEERING

In 2020 we donated over **\$3.4 Million** to causes we believe in, including:

					
Weis Day of Giving	Weis Paws for Pets	American Heart Association	Weis 4 School	Paralyzed Veterans of America	Weis Fight Hunger
\$129,000	\$292,000	\$315,000	\$500,000	\$809,000	\$1.4 Million

NUTRITION & LIFESTYLE INITIATIVES



Weis registered dietitians offer one-on-one nutrition guidance while you shop.



Our Nutrifacts shelf tags guide customers to foods that meet healthy lifestyle needs.



Customer Testimonial:

"A few weeks ago, I was diagnosed with Type 2 Diabetes, and Lyndi Wieand [a dietician at our Lehigh Valley locations] was highly recommended by my doctor's office. When I met with Lyndi to discuss my new diet plan, she was very well prepared. I was very nervous about my new eating plan, but she made it very simple to understand and follow. Many thanks to Weis, Lyndi, and this tremendous service!"

Weis typically offers store tours to children and adults focused on nutrition and food labels, as well as cooking and other classes.



Launched our online platform, Healthie, to provide dietary counseling to customers from the safety of their homes.



Held virtual cooking and nutrition workshops for all age groups.



Partnered with FieldTrip Factory to host an interactive online nutrition education series called the MyPlate Games for elementary and middle school-aged children.



Continued publishing our HealthyBites magazine which features the latest food and nutrition information, healthy eating tips, tasty seasonal recipes, and new product spotlights.

HEALTH & WELLNESS

5 of our pharmacies provided **2,500** free drive-thru and curbside COVID-19 tests.

2,804 pounds of medication accepted for incineration to ensure proper disposal and avoid misuse.

122k+ new patients positively impacted in 2020.

Our 140 pharmacies provided **900+** free children's vitamin prescriptions, **55k+** flu shots, and **27k+** non-flu immunizations.

Through late March 2021, **105** of our pharmacies began offering COVID-19 vaccinations to qualified groups.

EDUCATION

We awarded **40** scholarships with a total value of **\$100,000** to Weis associates or their children to attend college.



Since 1977, the Weis scholarship program has awarded **more than 1,300** scholarships to associates and children of associates.

In the last 43 years, **Weis has provided \$3.6 million** in scholarship assistance.



FOOD & AGRICULTURE

At Weis Markets, we pride ourselves on supplying local, fresh foods and reducing food waste. We source from local farms across seven states and have worked with local producers for over 100 years! We continuously work to reduce food waste through source reduction, food donation, composting, and more. To address food insecurity in our communities due to COVID-19, we expanded our food donation program, our Low, Low Price program, and Weis2Go services.

OUR COMMITMENT TO LOCAL

We source from over **150** local farms across the 7 states we have stores in: Pennsylvania, Delaware, Maryland, New Jersey, New York, Virginia, and West Virginia.



EXPANDING ACCESS TO FRESH FOOD

Our Low, Low Price program offers savings on over **7,000** Weis Quality products.

To increase access to healthy produce in our communities, we **reduced prices on 60 produce items through our Low, Low Price program.**

Completed nearly **500,000** online orders.

To support social distancing efforts, we expedited our roll-out of Weis2Go curbside pickup and delivery.



REDUCING AND DIVERTING FOOD WASTE

Our goal: Decrease food loss and waste by **50%** by the year 2030.



Weis Markets has been a U.S. Food Loss & Waste 2030 Champion since 2016, a voluntary program managed by the U.S. EPA, USDA and FDA.



We diverted 9,395 tons of food waste from landfill by following the EPA's Food Recovery Hierarchy, a **35% increase over 2019.**

1

Source Reduction

Our merchandising team utilizes inventory optimization and cold chain technologies to minimize waste at the manufacturing, distribution, and retail stages.

3

Feed Animals

3,421.5 tons of food waste diverted to feed cattle, more than double the previous year.

Through our partnership with Organix Recycling, we repurposed some of our food waste as cattle feed.

5

Composting

1,212.5 tons of food waste composted, down from 2,102.3 tons in 2019. Much of this decrease was due to an increase in diversion to feed animals, a preferred use.

We divert unusable food waste to our composting partner, American Biosoils & Compost (ABC). ABC converts food waste into high-quality soil amendments and products.

2

Feed Hungry People

In partnership with Feeding America, we **donated 1,146 tons of food, including dairy products and canned goods, to food banks in 2020**—almost 30% more than in 2019.

4

Industrial Uses

3,615 tons of fats, oils, and grease recycled—1,000 tons more than in 2019¹.

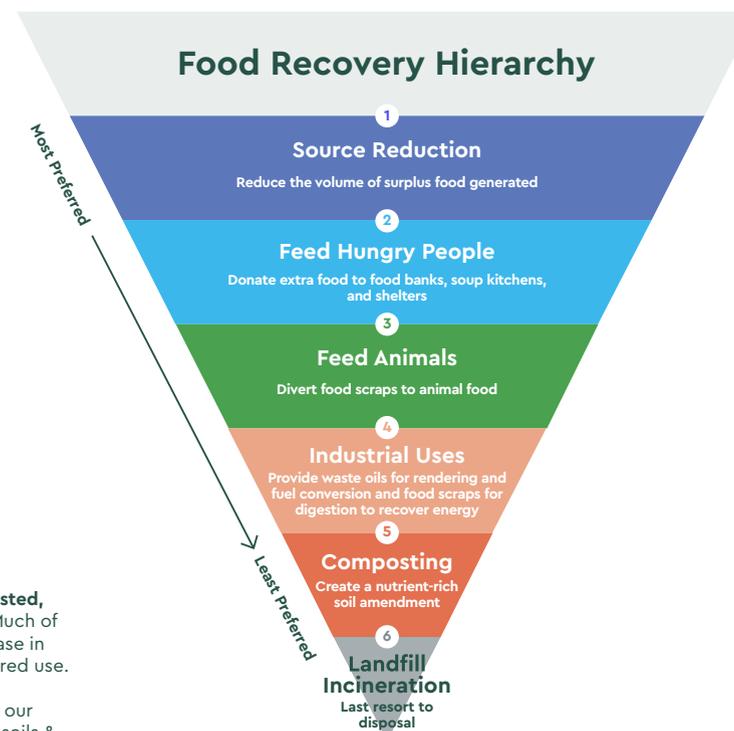
We divert our meat trimmings, fats, oils, and grease to companies that convert these materials into animal feeds, biofuels, lubricants, soaps, fertilizers, and more.

6

Landfill/Incineration

We do not calculate how much food waste goes to landfill but we take great efforts to divert as much food waste from landfill as possible. Some spoiled foods are not suitable for any of the preferred uses above.

We are continuously working to reduce this number to zero. **Versus 2019, we reduced our total waste sent to landfill by nearly 4,000 tons.**



¹ Our 2019 report incorrectly stated that we had recycled 897 tons of fats, oils and grease. We actually recycled 2,567 tons.



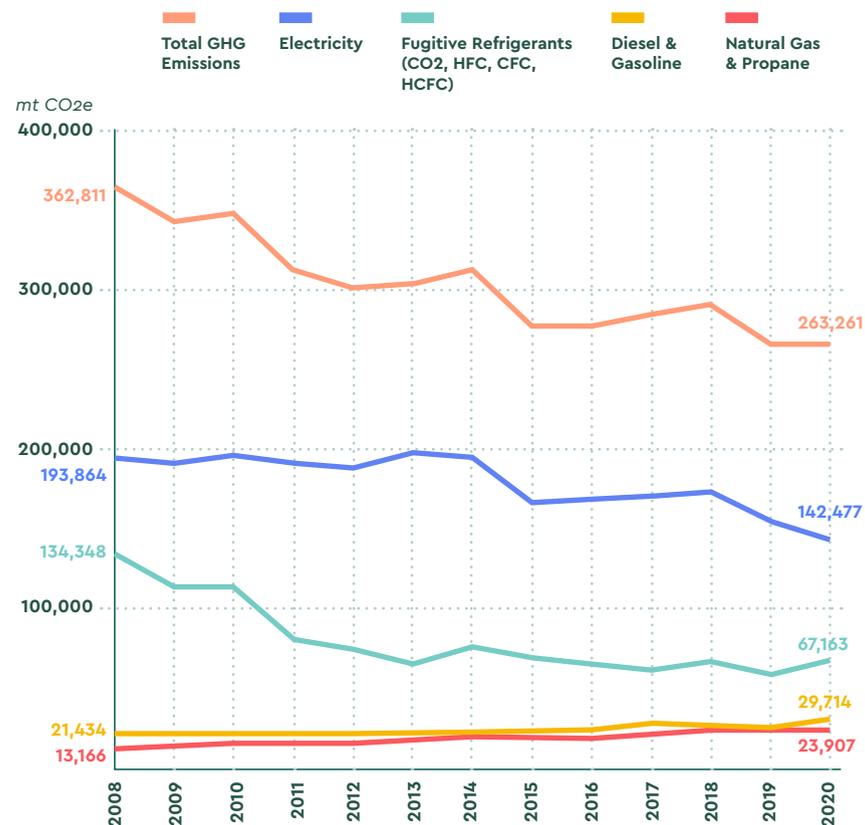
CONSERVING RESOURCES

We strive to leave a positive impact on our communities, which is why we are continuously finding new ways to reduce our environmental footprint. Despite adding new stores, our carbon emissions continue to decrease, while our waste diverted from landfills, through recycling and composting, continues to increase.

REDUCING OUR CARBON EMISSIONS

We reduced our carbon emissions by **27.4%** compared to 2008—surpassing our goal of a 20% reduction.

We have been steadily working since 2008 to decrease our scopes 1 and 2 carbon emissions from our use of electricity, fuel, and fugitive refrigerants. COVID-19 affected our resource use in 2020. For example, our diesel consumption increased due to supplemental delivery and refrigeration needs, but our gasoline consumption decreased as support staff worked remotely. We anticipate setting new emissions goals this year.



For this report, our 2020 and prior years' Scope 1 and Scope 2 GHG emissions data, calculations and assumptions have been independently verified by Quantis International, 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.

REDUCE, REUSE, RECYCLE

We have increased our diversion by an average of **6.1%** year-over-year since 2015.

Due to COVID-19 our normal supply chains were disrupted leading to atypical recycling figures.

	2019	2020
Landfill (tons)	38,863	34,944
Diversion (tons)	38,950	45,192
Diversion Rate	50%	56%

Reduce

Digitization reduced our printing needs, leading to a decrease in mixed and shredded paper of nearly **22%** versus 2019.



We implemented new dynamic inventory management software to stock shelves more accurately and reduce product spoilage.

Reuse

In partnership with CHEP, our pallet provider, we **reused 821,788 pallets**, **9.7%** more than in 2019.

Recycle

Plastics 1,335 tons	+4.3%
Plastic Film 238 tons	+10.2%
Plastic Bags 939 tons	+4.6%
-5.3%	Rigid Plastic 158 tons
Electronics 123 tons	+14.1%
Scrap Metal 358 tons	+133.7%
Tires 24.6 tons	+4.1%
Paper & Cardboard 31,815 tons	+11%
Cardboard 31,003 tons	+11.5%
Waxed Cardboard 469 tons	+13%
-21.6%	Mixed & Shredded Paper 343 tons

PALLET RECYCLING

We partner with local vendor Gorgo Pallet to offload our excess and broken wooden skids. Gorgo repairs and refurbishes them for continued use. Any unrepairable pallets and wood fragments are used as feedstock by Spring Valley Mulch. All metal hardware is separated from the wood during the grinding process for recycling. The wood chips are then refined into various mulches and animal bedding.



Since launching this program in September, **144.4 tons** of unusable pallets were diverted from landfill through this partnership.



GREEN DESIGN

We recognize that most of our environmental footprint comes from our stores. That's why we are constantly seeking innovative ways to design greener stores and investing in the latest technology to streamline our logistics and transport systems.

ENERGY USE

We committed to decreasing our electricity by **2% per square foot every year.**



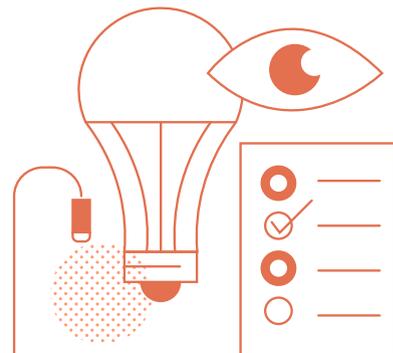
From 2019 to 2020, our overall average electricity use per square foot decreased by **4%².**

LED rollout continues

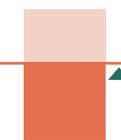


This year, we added energy-efficient LED lighting to an additional **50 stores**

Weis actively manages energy consumption across the chain by benchmarking usage and continuously commissioning controls systems.



Energy reduction of 21 million kWh, enough to charge **1.9 billion smartphones!**



59% of stores now have LED lighting.

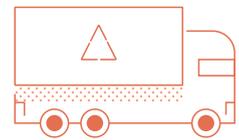


Weis Markets is enrolled in the Ratio Institute's Grocery Stewardship Certification program (formerly run by Manomet), which helps retailers improve efficiency and cut costs using sustainability criteria.

² In our retail facilities, our electricity use decreased by an average of 4.8% per square foot and in non-retail facilities, it increased by an average of 3.3% per square foot. Stores that opened, closed, or were renovated are not included in this figure. In 2020, due to COVID-19, some stores experienced a reduction in operating hours.

* We aim to complete this rollout across the chain in 2022.

OUR FLEET



143 trucks

Weis Markets is part of the EPA's SmartWay program which helps us track fuel use and freight emissions, identify and implement efficiencies, and reduce emissions.

	2019	2020
% meeting 2014 EPA GHG standard	45%	27%
% meeting 2017 EPA GHG standard or better	54%	73%

We continue to upgrade our fleet to meet higher efficiency standards. We replaced 27 of our oldest tractors with model year 2021 vehicles.

Additional updates:

- All of our trucks are now model year 2016 or newer, ensuring up-to-date efficiency and low-emissions technology.
- 100% of trucks have Selective Catalytic Reduction (SCR), which reduces the nitrogen oxide and particulate emission levels to almost zero.
- Our fuel blend contains 2% biodiesel and additives which improve combustion and reduce emissions.
- 74% of trailers have side skirts, reducing fuel use by 5+%.

GREENCHILL

As part of the EPA's GreenChill program to reduce refrigerant emissions, we have worked hard to reduce refrigerant leaks and switch to more environmentally-friendly refrigerants. We cut our carbon emissions from fugitive refrigerants in half since joining the program in 2008.

Level	Platinum	Gold	Silver
# of stores	1	5	6



Store #16 in Hanover, Pa.

received its EPA record 12th consecutive GreenChill certification.

For more information about GreenChill, visit the EPA's website.

STORE №135 GRAND OPENING

We opened a new store in Dingmans Ferry, Pa.



The 46,000-square foot store was built with state-of-the-art sustainability features including skylights and windows maximizing natural light, efficient LED lighting and motion sensors, and a system that uses refrigeration exhaust to heat water. The store was certified as GreenChill Silver in early 2021.



To mark the opening, we made donations to the Dingman Township Volunteer Fire Department, Delaware Township Fire Department, Holy Trinity Food Pantry, and Delaware Valley School District.

AWARDS

THE GRIFFIN REPORT
of the NORTHEAST



PARTNERS



PROUD SUPPORTER

American Heart Association
American Red Cross
ArtsQuest
Big Brothers Big Sisters of America
Blue Ridge Area Food Bank
Boonsboro Green Fest
Boy Scouts of America
Bucks County Children's Museum
Capital Area Food Bank
Central Pennsylvania Food Bank
Chesapeake Bay Foundation
Children's Cancer Foundation of Maryland
CHOW
Community Food Bank of NJ
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
House of Ruth MD
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

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