ROOTED IN SUCCESS
GROWING OUR FUTURE

Sustainability Report 2018
Dear Stakeholders,

Ten years ago, we launched our sustainability program to reduce our environmental impact. As a locally focused company, we seek to support good causes that align with our values, and purchase an enormous quantity of locally grown products. Over the past decade, our sustainability program has become an increasingly important part of our local commitment.

Weis Markets’ 2018 Sustainability Report offers measurable insight into our program. Today, our company’s sustainability team continues to focus on five key areas: reducing our climate impact; the green design and improvement of our stores, facilities, and logistics; protecting our resources; working with local farmers and food processors; and being socially responsible.

We have made considerable progress since the start of our program, far exceeding our initial expectations and timeline. In 2015, we met our 2020 goal of reducing our total carbon emissions by 20% compared to 2008, five years ahead of schedule. Since then, we have maintained this reduction level despite significant growth in our store count.

Beyond our emissions data, we are proud of the progress we’ve made in each of our other focus areas. Over the past year, we continued to improve the efficiency of our truck fleet. At the store level, we continued to upgrade to LED lighting in many of our stores, and piloted innovative refrigeration technologies as part of the EPA’s GreenChill program. We also advanced our recycling efforts with new partnerships, frequently opened our doors to the community for our health and wellness events, and cultivated relationships with additional local farmers.

Today, our sustainability team continues to focus on ways to improve our program, particularly by measuring our efforts. We recently updated the impact factors for our carbon emissions reporting and improved the accuracy of our 2017 recycling data. The refinement and improvement of our sustainability metrics will help guide our future efforts as we plan for the next decade. As we approach the end of our 2020 goal window, we are looking forward to establishing even bolder goals for the coming years in our five focus areas – goals that align with established science as we work to reduce our environmental impact in our seven-state market area.

On behalf of our sustainability team and 23,000 associates, thank you for your continued support of our business and our sustainability efforts. We are proud of what we’ve accomplished and look forward to building on our sustainability record in the years ahead.

Respectfully,

Jonathan H. Weis
Chairman and Chief Executive Officer

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. During the past ten years, a combination of our own initiatives and increased availability of lower-carbon energy sources helped us attain our 20% emissions reduction goal in 2015 and maintain it through 2018. We were able to achieve this reduction despite slight increases in emissions in 2017 and 2018 that were driven by significant business growth, including a net 39% increase in number of stores and a net 19% increase in square footage, expansions of our warehouse and distribution network and adding self-checkout stations and mobile product display cases. Our emissions reduction efforts enabled us to minimize the emissions increases of this growth and achieve our 20% reduction goal ahead of schedule. While we’re proud of how far we’ve come since 2008, we know there’s more work to be done. We’re making it our priority to continue to reduce emissions and are committed to implementing even more GHG emissions reduction measures to achieve aggressive yet reachable goals beyond 2020.

OUR GOAL
is to achieve a
20% reduction in total greenhouse gas emissions by 2020, compared to 2008.

OUR MISSION
To deliver an exceptional shopping experience by offering the best service, value, quality and freshest products while being good stewards of our environment and giving back to the communities we serve.

OUR CARBON FOOTPRINT

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. During the past ten years, a combination of our own initiatives and increased availability of lower-carbon energy sources helped us attain our 20% emissions reduction goal in 2015 and maintain it through 2018. We were able to achieve this reduction despite slight increases in emissions in 2017 and 2018 that were driven by significant business growth, including a net 39% increase in number of stores and a net 19% increase in square footage, expansions of our warehouse and distribution network and adding self-checkout stations and mobile product display cases. Our emissions reduction efforts enabled us to minimize the emissions increases of this growth and achieve our 20% reduction goal ahead of schedule. While we’re proud of how far we’ve come since 2008, we know there’s more work to be done. We’re making it our priority to continue to reduce emissions and are committed to implementing even more GHG emissions reduction measures to achieve aggressive yet reachable goals beyond 2020.

OUR GOAL
is to achieve a
20% reduction in total greenhouse gas emissions by 2020, compared to 2008.
GREEN DESIGN

OUR GOALS

2% reduction in electricity usage per square foot every year through 2020. Convert 50% of our trucks to more fuel-efficient and lower-emission technology by 2020.

OUR FLEET OF 145 TRUCKS

Currently all of our trucks are model year 2013 and newer, all with clean diesel exhaust systems. 44% LATEST (2017) EPA GHG EMISSION STANDARDS 45% 2014 EPA GHG EMISSION STANDARDS 11% 2010 EPA GHG EMISSION STANDARDS

* This 11% of trucks will be converted to the latest standards by mid-2019.

ADDITIONAL STEPS WE’VE TAKEN

1. Our 310 trailers are equipped with aerodynamic side skirts.
2. We specify and use fuel-efficient EPA SmartWay™ verified tires on our trucks and trailers.
3. We use 2% biodiesel in our trucks.
4. We use fuel additives that improve diesel combustion and efficiency and reduce emissions.
5. We moved from an owned to a leased fleet model, allowing us to continuously upgrade our fleet to the latest, most efficient, low-emissions technology on a cyclical basis.

AWARDS

Our Hanover, PA store was again awarded the EPA’s GreenChill Silver-Level Award for outstanding efficiencies in refrigeration technologies. It is the FIRST STORE IN EPA PROGRAM HISTORY to achieve this recertification for ten consecutive years!

ELECTRICITY USE PER SQUARE FOOT DATA

DECREASE vs. 2017 in electricity use per square foot

RETAIL FACILITIES -0.4% NON-RETAIL FACILITIES -0.2%

WE'RE CONSTANTLY STRIVING TO REDUCE OUR ENVIRONMENTAL IMPACTS THROUGH A GREENER DESIGN OF OUR STORES, LOGISTICS, AND TRANSPORT SYSTEMS, AS WELL AS INVESTING IN THE LATEST INNOVATIVE TECHNOLOGIES.
GREEN DESIGN

CONVERTING TO LED LIGHTS

From 2017 through 2018, we converted 34 of our 200 stores (17%) to energy efficient LED lighting. In 2019 we plan to convert an additional 26 stores, which will bring us to 30% of stores converted.

LED lighting provides many environmental advantages over the current fluorescent lighting:

1. Energy reductions of 300,000 kWh per year per store.
2. Extremely long life of fixtures reduces the materials needed for replacements.
3. Minimal heat emission reduces demand on air conditioning & refrigeration.
4. More specifically directed light, dimming capabilities, and use in conjunction with increased natural lighting increases efficiency.
5. Better color rendering and less flicker improves customer shopping experience.

A MODEL FOR A MORE SUSTAINABLE SUPERMARKET

As part of our commitment to continually reduce our carbon footprint, in 2008 Weis joined the EPA’s GreenChill Partnership, a program focused on reducing refrigerants’ adverse climate and ozone impacts. Because the global warming potentials of traditional synthetic refrigerants are magnitudes greater than that of CO2, the program focuses on maximizing refrigerant leakage and transitioning to lower-impact refrigerants. When Weis joined the GreenChill program, our refrigerant leak rate was 18%. Ten years later, with the initiatives we’ve implemented, that number is down to 8.4%. As shown in Our Carbon Footprint, reduction in refrigerant emissions accounts for 82% of our total GHG emissions reduction since 2008.

In 2018, we took our latest big step in this initiative by installing a state-of-the-art transcritical CO2 refrigeration system in our Randolph, NJ store. This system is more energy efficient than the refrigeration systems used in most of our other stores, due in part to a 40% reduction in the number of compressors, the absence of a secondary refrigerant loop, and the usage of enclosed refrigeration cases.

Our Randolph store’s other environmentally-friendly features include low-flow devices to conserve water, LED lighting and EnergyStar® appliances to reduce electrical needs, and an Energy Management System to curtail power usage during peak demand days, which helps stabilize the power grid. We look forward to further reviewing the energy data from this store in order to determine the potential for these initiatives at other locations throughout our operating region.

GWP stands for GLOBAL WARMING POTENTIAL, the measure of the substance’s potential to warm our atmosphere. Each kilogram of the common refrigerants listed has a GWP thousands of times higher than the CO2 refrigerant, R744.

<table>
<thead>
<tr>
<th>REFRIGERANT</th>
<th>GWP</th>
</tr>
</thead>
<tbody>
<tr>
<td>R404A</td>
<td>2022</td>
</tr>
<tr>
<td>R22</td>
<td>2015</td>
</tr>
<tr>
<td>R407A</td>
<td>2207</td>
</tr>
<tr>
<td>R507</td>
<td>2085</td>
</tr>
<tr>
<td>R448A</td>
<td>1273</td>
</tr>
<tr>
<td>R744 (CO2)</td>
<td>1</td>
</tr>
</tbody>
</table>

We’re constantly striving to reduce our environmental impacts through a greener design of our stores, logistics, and transport systems, as well as investing in the latest innovative technologies.
PROTECTING RESOURCES

With your help, and the help of our associates, our aim is to

INCREASE OUR RECYCLING RATE
5% each year by 2020

We still have a long way to go to reach our zero waste-to-landfill goal, so we’re exploring new ways to reduce, reuse, divert or recycle the waste in our operations and collected through our store take-back programs. We will need to use all methods to meet this goal.

We protect our resources by diverting as much waste as possible from landfills through our recycling, reuse, take-back, and composting programs.

39,341 tons of WASTE DIVERTED from landfills in 2018

That’s over 1.5x the weight of the Statue of Liberty

<table>
<thead>
<tr>
<th>COMPOSTED</th>
<th>REUSED</th>
<th>CONVERTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>FOOD WASTE</td>
<td>PALLETS</td>
<td>MISCELLANEOUS MOTOR OILS</td>
</tr>
<tr>
<td>2,896 TONS</td>
<td>632,652</td>
<td>11,383 GALLONS</td>
</tr>
<tr>
<td>-16%</td>
<td>+10%</td>
<td>-1%</td>
</tr>
<tr>
<td>PALLETs RECLAIMED</td>
<td>PALLETs RECLAIMED</td>
<td>PALLETs RECLAIMED</td>
</tr>
<tr>
<td>-6%</td>
<td>-77%</td>
<td>+16%</td>
</tr>
<tr>
<td>ELECTRONICS</td>
<td>GREASE TRAP OIL</td>
<td></td>
</tr>
<tr>
<td>1,286 TONS</td>
<td>1,726 TONS</td>
<td></td>
</tr>
<tr>
<td>-6%</td>
<td>-16%</td>
<td></td>
</tr>
<tr>
<td>CONVERSION TO ENERGY OR HEAT</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

We are committed to accelerating our composting in 2019 and beyond.

We are proud to have recycled a total of 30,254 tons of material in 2018.

We are exploring new ways to reduce, reuse, divert or recycle the waste in our operations and collected through our store take-back programs. We will need to use all methods to meet this goal.

FOOD WASTE:
- 2,896 tons (16% reduction from 2017)

PALLETS RECLAIMED:
- 632,652 (10% increase from 2017)

MISCELLANEOUS MOTOR OILS:
- 11,383 gallons (27% increase from 2017)

COOKING OIL:
- 79,175 gallons (77% increase from 2017)

GREASE TRAP OIL:
- 1,726 tons (16% increase from 2017)

PLASTICS:
- 1,286 tons (-6% from 2017)
- 40 tons (-48% from 2017)
- 19 tons (-42% from 2017)

FINISHED CARDBOARD:
- 28,180 tons (-10% from 2017)
- 291 tons (-12% from 2017)
- 19 tons (-42% from 2017)

PAPER:
- 28,909 tons (-1% from 2017)
- 1,286 tons (-6% from 2017)
- 19 tons (-42% from 2017)

* Items for which our continuous improvement process identified corrections that needed to be made to 2017 data.

Recycling initiatives like ELECTRONICS and TIRES are more cyclical, often alternating from high to low by year, based on the age of the equipment and our strategic replacement plans.

Decline in RIGID PLASTICS was due to unforeseen market conditions. We’re working closely with our vendors to navigate disruptions in the global recycling industry.
PROTECTING RESOURCES

GIVING NEW LIFE TO OLD CARDBOARD MATERIAL

In a time of instability in the global recycling market, Weis is proud to share that all of our old corrugated containers (OCC) are recycled locally by building products manufacturer National Gypsum Company. OCC, commonly known as cardboard, is a material made of cellulose fiber and is comprised mostly of post-consumer recycled content. Our products are transported safely and price competitively by using this ubiquitous material. The OCC is then backhauled from stores by the Weis fleet during the normal return trip to our Milton, PA distribution center.

Our partnership with nearby National Gypsum Company requires our OCC to be transported a mere 5 additional miles before it is recycled into gypsum board face paper. In 2018 alone, National Gypsum Co. recycled 28,180 tons of our OCC. This accounts for over 70% of total Weis recycling by tonnage. Through this partnership, both companies minimize the greenhouse gas emissions associated with transporting the material and ensure that it is again recycled responsibly.

We’re proud to continue our partnership with National Gypsum Co. in support of our mission by contributing to job creation in our region, building a strong community presence, and reducing our carbon footprint by choosing local partners.
FOOD & AGRICULTURE

OUR COMMITMENT TO LOCAL

We’ve been working with local producers for close to 100 years and we’re proud to be at the forefront of the “locavore” movement. We deliver fresh and healthy products to our customers while boosting the communities in which we operate.

DAIRY

Our milk plant produced over 12.6 million gallons of fluid milk in 2018. All Weis Quality milk is processed at our dairy plant and is sourced from local Pennsylvania farms.

PRODUCE

We purchased 28 million pounds of produce in 2018.

ICE-CREAM

100% of Weis Quality Ice Cream is produced in Sunbury, PA.

7 STATES

Pennsylvania
Delaware
Maryland
New Jersey
New York
Virginia
West Virginia

WEIS “FRESH FACES”

New local products we’re proud to offer:

- Berger’s Greenhouse
- Hound Dog Honey
- Zukay Live Foods / Jacob’s Raw
- Clinton County Produce

WEIS SUSTAINED SEAS INITIATIVE

To protect and conserve our oceans

Our fresh seafood comes strictly from sustainably harvested sources, which includes all natural and organic product when possible.

We adhere to industry standards on recommended, alternative, and endangered species.

All product selections have marine biologist approval.
We have a well-rounded social responsibility platform - generously donating funds to local non-profits, boosting community groups and events, and donating food to those in need.

DONATIONS AND VOLUNTEERING

COMMUNITY EVENTS
We held over 300 community events and local sponsorship programs.

SCHOLARSHIPS
We awarded over 420 scholarships to Weis associates or their children - totaling $3.2MM over the past 41 years.

DONATIONS
In 2018 we donated over $1MM to causes we believe in, including:

- $225,000
- $381,000
- $340,000
- $102,500

LIFESTYLE INITIATIVES
Health and wellness programs driven by the Weis Dietitian team.

2018 Weis Dietitian Impact at a Glance:

- 775 in-store health and wellness events held
- 126 community event appearances
- 756,000 shoppers reached via Weis HealthyBites Magazine
- 20,000 customers and associates reached
- 6,000 individuals reached

With our 2018 Children’s Field Trip Program we reached 12% Over Our 2020 Goal!

- 1,900 tours
- 28,000 kids
- 775 well-being programs
- $3.2MM - over 41 years of local sponsorship programs.

MYSTERY TOURS
An interactive in-store nutrition education program for children Pre-K through 5th grade.

KIDS CAN COOK
Hands-on cooking classes that introduce nutritious ingredients and basic kitchen techniques to kids.

EXPLORERS
A behind-the-scenes look at the grocery store for children in 2nd-4th grade.

THEMED AISLE-BY-AISLE STORE TOURS
Group tours that deliver diabetes, heart health, food allergy, etc. education.

KIDS

SHOP WITH THE DIETITIAN
We have in-house Dietitians who offer one-on-one nutrition guidance while you shop.

NUTRI-FACTS SHELF TAG
Program that guides customers to the foods that fit their health and lifestyle needs.

ADULTS

In 2018, we voluntarily took back 1,542 pounds of unused medication to prevent improper disposal and misuse.

Paws for Pets
Fight Hunger
Weis Markets is a proud recipient of these awards for our stewardship work

Weis Markets is a proud partner of these prestigious organizations

Weis Markets is a proud supporter of these community organizations

American Heart Association
American Red Cross
ArtsQuest
Big Brothers Big Sisters of America
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
DaVinci 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 Food Bank
Gettysburg Foundation
Girl Scouts of the USA
Greater Berks Food Bank
Greater Susquehanna Valley YMCA
Hawk Mountain Sanctuary Association
Hepatitis B Foundation
Keep PA 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 Hospital
Susan G. Komen
The Discovery Center Children's Center
The Food Bank Network of Somerset County
The United Way
The Weinberg Northeast Regional Food Bank
Western Maryland Food Bank
Wildlands Conservancy
Wish Upon a Food Truck

WeisMarkets.com
twitter.com/WeisMarkets
facebook.com/WeisMarkets
BeGreen@WeisMarkets.com