



**weis**<sup>®</sup>

## SUSTAINABILITY

REPORT 2024 - 2025

Good food today for a  
healthier planet tomorrow.



## Dear Friends,

It has been two years since our last sustainability report. The decision to move to a biennial release has empowered our team to dedicate more time to the high-impact initiatives that yield the benefits highlighted in this report. Since 2023, we have worked diligently to balance our rapid growth with a steadfast commitment to environmental stewardship and community support.

The progress outlined here is made possible by the dedication of our associates at every level of the company. We are proud of our results to date and look forward to continuing this vital work in the years to come.

### Growth & Economic Impact

Since 2023, Weis Markets has significantly expanded its retail footprint, bringing fresh food and quality service to more neighborhoods.

- **New Locations:** We opened seven new stores, including three ground-up builds and four successful brand conversions.
- **Job Creation:** We welcomed nearly 1,000 new associates to the Weis Markets family.
- **Ongoing Development:** Several additional locations are currently in active development to better serve our growing customer base.

### Enhancing Customer Convenience

- Added 6 in-store Starbucks kiosks.
- Built 4 Gas N' Go fuel centers
- Installed 2 full-service drive-thru pharmacies
- **Expanded Pharmacy Access:** Welcomed over 100,000 new pharmacy customers, ensuring continued care for communities affected by other operators ending their services.

## Environmental Stewardship

While we grow, we remain focused on reducing our environmental footprint through innovative technology and improved operational standards.

### Key Achievements:

- **Refrigerant Management:** Successfully eliminated ozone-depleting refrigerants from our refrigeration rack systems, a major milestone in our climate commitment.
- **Waste Reduction:** Implemented an improved food waste recycling program across our operations to minimize landfill contributions.
- **Energy Efficiency:** Deployed numerous energy efficiency technologies to reduce our overall carbon intensity and operational costs.

## Community Commitment

Weis Markets strives to be more than just a grocer; we are a dedicated community partner. We provide ongoing support to more than **1,000 local nonprofits**, including:

- **Hunger Relief:** Partnering with regional food banks.
- **Education:** Supporting local schools and youth programs.
- **Emergency Services:** Funding and resources for first responders.
- **Wellness & Welfare:** Championing wellness causes & animal organizations.

These initiatives demonstrate that Weis Markets is doing more to provide customer convenience and improve quality of life while simultaneously reducing our environmental impact.



*Jonathan Weis*

Sincerely,

**Jonathan Weis**  
Chairman & CEO



Environmental stewardship is achieved through good resource management. Weis Markets has taken steps to curtail its greenhouse gas (GHG) emissions and volume of waste-to-landfill.

## REDUCING GHG EMISSIONS

In the last two years, Weis Markets store count increased from 197 to 202 locations. The location-based chart shows that emissions from Weis Markets' electricity consumption continue to trend downward despite this growth. However, all other categories had slight increases due to the increase in store count.

The location-based chart to the right shows that emissions from Weis Markets' electricity consumption continue its downward trend in 2024, decreasing 8.1% versus 2023.



# LOCATION-BASED CHART

**Location-based:** Calculates the GHG emissions based on the mix of generation fuel sources (coal, natural gas, renewables, nuclear, etc.) in the electrical grid where the company is located, even if Weis Markets purchases some other mix of source types. This can be a conservative estimate if the actual mix is not fully known or cannot be verified.

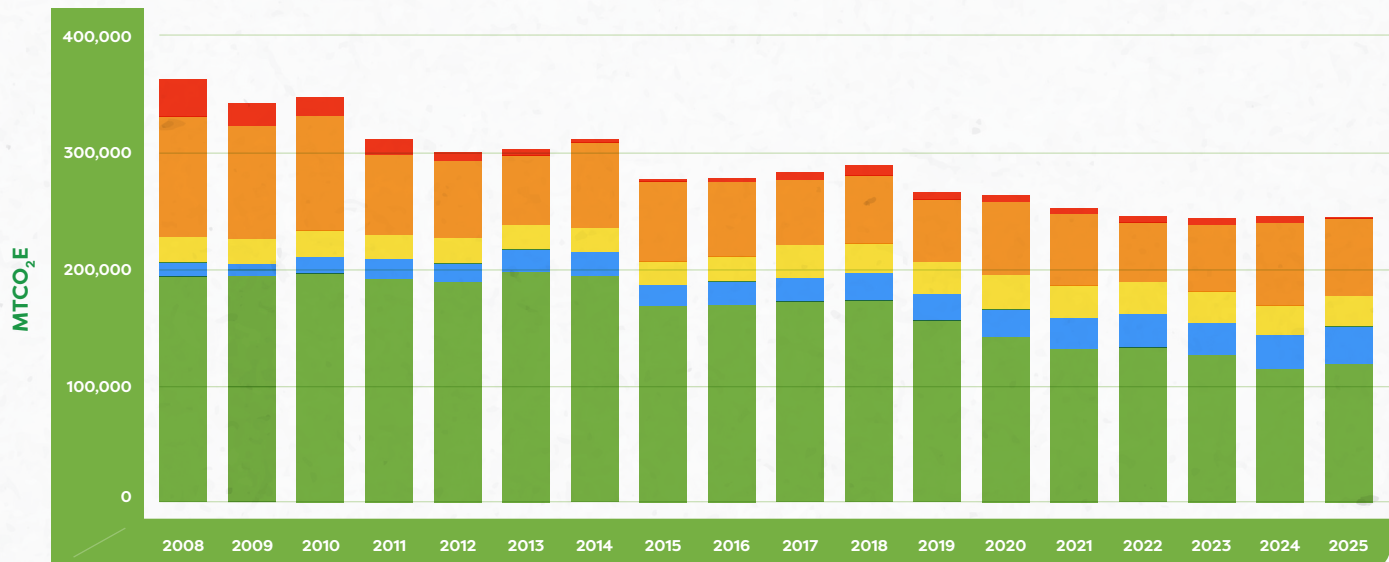
Scope 1 emissions are direct greenhouse gas (GHG) emissions released into the atmosphere from sources owned or controlled by an organization.

Scope 2 emissions are indirect greenhouse gas emissions resulting from the generation of purchased electricity, steam, heat, or cooling consumed by an organization.

Weis Markets GHG emissions  
Location-based electricity approach\* mtCO<sub>2</sub>e

Our combined Scope 1 and Scope 2 emissions in 2025 were 0.3% lower than in 2024. This was driven by decreased electricity consumption and reduced emission factors within the utility grid.

- REFRIGERANTS (CFC, HCFC)
- REFRIGERANTS (HFC, HFO, CO<sub>2</sub>)
- DIESEL & GASOLINE
- NATURAL GAS & PROPANE
- ELECTRICITY (LOCATION-BASED)





## REDUCING WASTE

Weis Markets made great strides in managing the outflow of materials from its facilities over the past two years. The company continued to grow its food donations and implemented new partnerships to bolster its waste mitigation efforts.

## PLASTIC RECYCLING INITIATIVE

In 2024 Weis Markets identified new opportunities to recycle damaged warehousing equipment through vendor buyback programs. Items including plastic pallets, distribution totes & trays, and milk crates that become damaged beyond use are stockpiled until a full trailer load is generated. These are then returned to the manufacturers where they are reground into feedstock for new units. Weis Markets can then order an equivalent count of replacements for the trucks' return trips, enabling us to maintain inventory and optimize freight mileage.



# 2024 - 2025 WASTE CHART

	CATEGORY	2024 TONNAGE	2025 TONNAGE
FOOD DIVERSION	Food Donations	1,691.1	<b>1,723.7</b>
	Animal Feed	2,719.3	<b>2,199.6</b>
	Rendering Waste	856.1	<b>734.2</b>
	Compost	68.7	<b>61.3</b>
	Anaerobic Digestion	489.8	<b>2,307</b>
	Cooking Oil	874.1	<b>922.4</b>
	Grease Trap	2,298.7	<b>1,653.1</b>
RECYCLING	Cardboard	26,477.1	<b>26,097.4</b>
	Waxed Cardboard	230.9	<b>185.1</b>
	Paper	258.8	<b>453.2</b>
	Plastic Film	1,011.4	<b>1,045.4</b>
	Rigid Plastic	182.8	<b>182.9</b>
	Scrap Metal	289.7	<b>235.5</b>
	E-cycling	102.8	<b>57.3</b>
	Pallets	450.1	<b>433.1</b>
	Tires	32.1	<b>19.5</b>
	Motor Oil	32.5	<b>48.5</b>
LANDFILL	Dumpsters	15,140.3	<b>13,482.7</b>
	Compactors	21,185.8	<b>21,010.5</b>
	Grease Trap	481.3	<b>1,239</b>

Our diversion rate of materials for sustainable uses rather than landfill was 50.8% in 2024 and 51.8% in 2025.

**Weis Markets continuously implements technologies to improve the performance of its buildings and delivery fleet.**

## **CO<sub>2</sub> REFRIGERANT SYSTEMS**

Most refrigerants commonly used in the supermarket industry have a global warming potential that is greater than that of CO<sub>2</sub>, a naturally occurring gas which can be used as a refrigerant.

Weis Markets built its first CO<sub>2</sub> refrigeration system in 2018, followed by three additional stores in the ensuing years. In 2025, Weis Markets opened stores of this type in Lake Linganore (MD), Charlotte Hall (MD), and Middletown (DE) for a total of seven CO<sub>2</sub> stores in its portfolio.

In addition to its Scope 1 emissions benefits, Weis Markets has found CO<sub>2</sub> refrigeration systems to be considerably more energy efficient than the refrigeration systems used in most of its other stores as it uses fewer compressors. CO<sub>2</sub> refrigeration systems are Weis Markets' design standard, with three additional stores in active development.

## **R-22 PHASEOUT; NON-ODP REFRIGERANTS**

By 2022, Weis Markets had removed ozone-depleting refrigerants from all of its distribution, manufacturing, and support facilities. At the end of 2023, Weis Markets had built with or converted to non-ozone-depleting refrigerants for its refrigeration rack systems at all but five retail locations. In 2024, the company converted these remaining stores from R-22 to R-448A, a hydrofluorocarbon (HFC) refrigerant with zero ozone-depleting potential (ODP). An added benefit of this change is that R-448A (GWP 1,273) has a lower warming potential than R-22 (GWP 1,760).

All Weis Markets locations' rack systems now use non-ODP refrigerants.

# RESTROOM RE-DESIGN

Weis Markets began rolling out its improved restroom design in 2024. Implemented at both newly constructed stores and remodeled stores alike, this format improves cleanliness while simplifying maintenance. Efficiency features include:

- LED lighting to minimize electricity consumption.
- Motion-sensor faucets and low-flow plumbing fixtures to save water.
- Impervious walls & floors to streamline cleaning processes and save water.
- Hand dryers in lieu of paper towels to reduce solid waste.



Having completed its sales area LED lighting rollout in 2023, Weis Markets identified package sealers as its next energy saving opportunity.

Over the past two years, Weis Markets installed new on-demand package sealers that consume drastically less electricity than traditional units. Rather than having a constant electrical draw to heat both the cutting bar and sealing pad, the new machines only heat the sealing pad when a motion sensor is triggered. This technology reduces power consumption by 80% compared to standard models, saving an estimated 1,900 kWh per machine over a 1-year period.

Weis Markets installed 125 of these package sealers in 2024 and another 150 package sealers in 2025, equipping 55 locations in total. The company intends to implement these chainwide over the next five years.



## DUCT SEALING

In our previous report Weis Markets shared that we had expanded our HVAC system duct sealing pilot to a total of four stores. Based on the success of projects, this technology was deployed at another 19 locations in 2024.

Collectively, this latest round of installs is reducing our annual energy consumption by 816,890 kWh of electricity and 19,974 therms of natural gas. These energy savings provide a combined GHG reduction of 685 metric tonnes of carbon dioxide equivalent (mtCO<sub>2</sub>e)

## TRAILER AERO KITS

Weis Markets began installing aerodynamic fairings on the tails of its trailers in 2023, with 50 kits implemented that year. Through 2025, the company added another 93 trailers equipped with this technology to its fleet. Now 20% of trailers are equipped with tail fairings. Another 69% of trailers are equipped only with side skirts. Trailers fitted with both tail fairings and side skirts save nearly 750 gallons of fuel per 100,000 miles of travel compared with trailers without this equipment. Having traveled over 15.5 million miles in 2024, this fuel efficiency initiative is saving thousands of gallons of fuel consumption annually.





Each year we support many charitable and non-profit organizations working to improve the communities we serve.

## CAUSE MARKETING

- **Fight Hunger** (supports local food banks, pantries, and emergency food providers).
- **American Heart Association** (supports cardiovascular research and education on heart-healthy living).
- **Paralyzed Veterans for America** (helps veterans across the country live independent lives with dignity, respect, and health).
- **Weis 4 School** (customers earn a share of funds for their school based on purchases made while using their Weis Rewards card).
- **Paws for Pets** (supports over 120 local animal shelters and pet rescue organizations).



# EARTH DAY

Weis Markets is pleased to support the impactful work of environmental organizations who are committed to the well-being of the communities we serve.

- Susquehanna Greenway Partnership, Lewisburg, PA
- Clearwater Conservancy, State College, PA
- Chesapeake Conservancy, Annapolis, MD
- Central Pennsylvania Conservancy, Carlisle, PA



CENTRAL PENNSYLVANIA CONSERVANCY



CLEARWATER CONSERVANCY



Weis Markets is dedicated to offering quality, fresh products while being good stewards of our environment and giving back to the communities we serve. The company follows an integrated food management strategy to fulfill this objective.

## INCREASING FOOD DONATIONS

Weis Markets is proud to help address food insecurity in our communities. Through partnership with Feeding America® and its network of regional food banks, Weis Markets donated 1,691.1 tons of products in 2024 and 1,723.7 tons of products in 2025.

In addition to financial contributions, the company also provided our food rescue partners with equipment including surplus refrigerators, polystyrene coolers, ice packs, and heavy-duty shelving units to further enable the distribution of donated foods. Our food management strategy aligns with industry standards as we strive to donate wholesome unsold inventory prior to delegating it for disposal through our food waste vendors.



# INCREASING FOOD DIVERSION

In late 2024, Weis Markets began piloting a program through which stores can repurpose all food waste generated from their operation, including packaged items, into biogas.

Material is transported to processing plants where it is run through machines which mechanically separate food waste from its packaging. The residual foodstuffs are pumped into enclosed tanks where it is consumed by microorganisms that ultimately metabolize the foodstuffs into biogas. This methane-rich gas is combusted to generate renewable electricity or purified into pipeline quality renewable natural gas. Any biosolids and liquids remaining at the end of this process are utilized as soil amendments and fertilizer.

Over a one-year period Weis Markets found that its stores diverted significantly more material under this format compared to previous programming options. The company expanded this new program to most stores in late 2025 and will be implementing it at all remaining stores in early 2026.

Anaerobic digestion of food waste strengthens Weis Markets' ability to serve our customers and communities by reducing the volume of waste going to landfill, returning nutrients back to farmland, and supplying energy to regional utility grids.





For questions, please email: [begreen@weismarkets.com](mailto:begreen@weismarkets.com) | [weismarkets.com/sustainability](https://weismarkets.com/sustainability)