

2021 Community Impact Report



Wegmans

a letter from Colleen

Making a difference in every community we serve is part of who we are. It’s one of the core values our people live by each and every day. Through support of our food bank partners, local United Ways, and community organizations large and small, we share a goal of cultivating healthy, thriving communities. We achieve this by building relationships with local community leaders to best understand the needs of each community and ensure we’re giving in the most meaningful ways possible.

In 2022 and beyond, we will continue supporting our neighborhoods, while also focusing our efforts on key areas where we can have the greatest impact – health, education and support of our youth, and economic mobility. We are proud to partner across our communities to help people live healthier, better lives.

Colleen Wegman



table of contents

Who We Are	4
Our Commitment	6
Hunger Relief	7
Customer Giving	8
Education	9
United Way	10
Community-Wide Donations	11
Sustainability	12
Diversity & Inclusion	14





Founded in 1916
Headquartered in Rochester, NY



106 years in business
53,000 employees



\$11.2 billion in
annual sales in 2021

who we are

Our mission is to help make great meals easy,
so our customers can live healthier, better lives
through exceptional food

our values

care

We care about the well-being and
success of every person.

high standards

High standards are a way of life.
We pursue excellence in everything we do.

make a difference

We make a difference in every community
we serve.

respect

We respect and listen to our people.

empower

We empower our people to make decisions
that benefit our customers and our company.



106 stores in 7 states:

New York, New Jersey,
Pennsylvania, Massachusetts,
Maryland, Virginia,
North Carolina

our commitment

We believe communities thrive when we all work together. Our mission and values are rooted in the intent to always help others. Our 53,000 employees live this every day through support of local community organizations, volunteering their time, and donating food to their local food pantries. Guided by our four giving priorities, we invest in every community we serve.



Feeding the Hungry
One of our highest giving priorities is providing food for people at risk of hunger. We do this in a multitude of ways, from daily donations to food banks, to seasonal checkout campaigns that allow our customers to help hungry neighbors.



Education
Our people are at the core of our success. We've long believed that we can only achieve our goals by first helping them succeed. Since 1984, our Wegmans Employee Scholarship Program has assisted our employees in their pursuit of higher education.



Youth and Family
As a family company, we're dedicated to helping families grow healthy and strong. By supporting children's museums, youth sports, and more, we're helping our youngest neighbors get a healthy start.



Enriching Neighborhoods
From supporting local United Ways and town celebrations, to providing humanitarian relief, we're stepping up to build better communities where our employees and customers live.



hunger relief

As a family company focused on food, our commitment to helping families and communities struggling with hunger runs deep. **Through our Perishable Pickup Program in 2021, our stores provided 17,427,449 pounds of unsaleable perishable food items to local food pantries and food banks.** When the program started in 1990, donations largely came from our in-store bakeries and produce departments. Since then, the program has been expanded to include perishable items from dairy, deli, cheese shop, meat department, and restaurant foods. **In 2021, our stores and warehouses donated an additional 9,396,000 pounds of nonperishable packaged goods.**

community spotlight

Foodlink - Rochester, New York
In our hometown, we have partnered with Foodlink, the food bank serving the greater Rochester region, for more than four decades. Each year, Foodlink receives approximately 4 million pounds of food from our stores and reclamation center. We also provide them with support through programs like Check Out Hunger, the Foodlink Career Fellowship, and other fundraisers.

“For more than 40 years, Foodlink and Wegmans have worked side by side to nourish our communities and serve thousands of food-insecure individuals and families throughout our region. From the millions of pounds of donated food, to the construction of our state-of-the-art Community Kitchen, to the development of a one-of-a-kind culinary apprenticeship – and more – we’ve been enormously grateful for our partnership and look forward to growing it in the years ahead.”

– Julia Tedesco, President & CEO of Foodlink



Last year, we worked with our 45 Feeding America food bank partners and more than 500 local food pantries to donate 26,823,449 pounds of food to those in need.



annual giving

Through corporate gifts, weekly employee United Way donations, and our annual customer scanning campaigns, together we contributed more than \$72 million* to our communities in 2021:



Hunger Relief
26,823,449 pounds of food donated



Customer Giving
\$4,278,699 donated by customers to help support their neighbors



Education
\$5,177,641 awarded to 2,502 employees in tuition assistance



United Way
\$7,595,367 donated to United Way by employees and the company



Community-Wide Donations and Events
\$8,281,322 donated to enrich our communities

*The approximate average wholesale value of one pound of donated product at the national level is determined to be \$1.74, based upon a study performed by Feeding America.

customer giving

Through our 2021 annual checkout scanning campaigns, our customers donated \$4,278,699 to help feed and support their neighbors.

“Our customers have been incredibly generous this year, donating without hesitation to their local scanning campaigns. The money raised goes directly back into the community to help local non-profits serving our neighbors in need. Thank you to our amazing customers, employees, and community partners for their willingness to lend a helping hand every day.”

– Linda Lovejoy, Wegmans community relations manager



Check Out Hunger

2021 marked 28 years of working together with our customers to address hunger in our communities. Every year, our cashiers offer customers the opportunity to add a small donation to their grocery orders, with 100 percent of the funds going to our local food bank partners. Since the program started in 1993, we’ve raised \$47,749,516 at our checkouts. We can’t thank our customers and employees enough for helping us reduce the hunger that exists right in our own neighborhoods.



United Way

While our company and employees support United Way throughout the year, in select markets, we engage our customers to support this worthy cause through an annual checkout scanning campaign. In 2021, those customers donated a total of \$955,053 to their local United Ways, who put the funds to use where it’s needed most in their community.



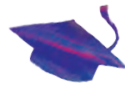
Food Bank of the Southern Tier (New York)

Since Terry Ross lost her home in a fire nine years ago, she has struggled to make ends meet. She’s become a regular at the Enfield Food Pantry.

“More than just a place to get food, the Enfield Food Pantry provides community, where pantry director Jean Owens and the volunteer staff greet and get to know clients.”

– Terry

education



We created the Wegmans Employee Scholarship Program in 1984 to assist our people in their pursuit of higher education. Since that first year, scholarship recipients have been encouraged to study any field that piques their interest, at any accredited college, and are not required to continue their employment with Wegmans after graduation. In 2021, a record number of 2,502 new recipients received employee scholarships, totaling \$5,177,641 in tuition assistance for the 2021-2022 academic year.

Beginning in January 2022, part-time employee scholarship recipients will receive up to \$8,000 over four years (increased from \$6,000 previously), and full-time employees will receive up to \$16,000 over four years (increased from \$8,800 previously). With the increased award amount, we will now invest over \$6.5 million into our employee scholarship program every year.

Wegmans Work Scholarship Program

In 1987, we created our Work Scholarship Program (WWSP) in response to a call-to-action from the Urban League of Rochester to help improve graduation rates. The program, which has grown significantly over the years, is intended for students who do not have all the resources needed at home to be successful. With each school’s support and the help of appointed youth advocates, our goal is to help these students get on the right track and teach them disciplines that can be transferred to their schoolwork.

Over the past 34 years, the WWSP has expanded from Rochester to Buffalo, Syracuse, and Prince George’s County, Maryland, with more than 4,000 total participants. In 2021 alone, nearly 400 employees participated in the program.



employee spotlight

For Felix Mateo, college was much more than just a natural next step in continuing his education; college was the dream. Determined from a young age, he took advantage of every opportunity he could to achieve his goal of becoming the first member of his family to attend college. After being hired through our Work Scholarship Program, Felix took all the right steps to fulfill his goal of being a college graduate.



“While getting through college has been a struggle, it’s also been very rewarding. Every step of the way, even when I wanted to give up, Wegmans was there. My managers encouraged me to keep working toward my degree, and I don’t think I would’ve continued if it wasn’t for their support and the scholarship. Each semester, the scholarship helped me tremendously, both with tuition and school supplies. I am grateful to my managers at Wegmans for my job and for giving me the resources I need to be successful.”

– Felix Mateo, Wegmans East Avenue

united way

Our commitment to United Way is embedded in the culture of our company. For decades, we have contributed to local United Way agencies in all our markets for their unique ability to address the most critical needs of their communities by bringing people and organizations together to do more than any of us can do alone. Throughout our seven states, we partner with 36 local United Ways who fund thousands of agencies.

Together, our company, employees, and customers, raised a total of \$8,550,420 for our United Way partners.

“The scale of impact Wegmans makes in each community is awe-inspiring and most often behind-the-scenes. It is the way Wegmans engages with local communities, recognizing needs are different, and listening and leaning in where they can make the most difference. Wegmans is a community-minded company, made up of generous and dedicated employees who volunteer, give, and lead to support our neighbors and build strong communities. No question, our community is better and stronger because Wegmans lives out its credo to ‘always help others’ in all it does.”

– Jaime Saunders, president & CEO of United Way of Greater Rochester and the Finger Lakes

“Wegmans is one of those rare partners that supports the community, not because they know it’s good for business, but because it’s the right thing to do for their neighbors. It is such a pleasure working with the Wegmans team. They truly care about our community.”

– Tom Gabriel, president & CEO of United Way of Westchester and Putman

community spotlight

Built United – Rochester, NY
In partnership with LeChase Construction, we joined the “Built United” initiative, helping seven local United Way agencies with small projects around their campuses, from replacing sinks and faucets, repairing walls and cabinets, to painting and installing hand dryers. While each project was small, having the facilities in working order allows these organizations to focus on serving their communities.

Over the course of the summer, 20 Wegmans employees and six of our outside contractors assisted with these projects. Overall, we donated more than \$21,000 in labor hours and materials. Our contractors generously donated more than \$12,500 to the project.



community-wide donations

Supporting non-profit organizations and community programs is how we build relationships in our communities. Whether it’s addressing hunger, supporting education, helping families, or enriching neighborhoods, all local giving decisions are made at the store level to ensure we are making the biggest impact in each community we serve. If it affects our employees and customers, chances are we can help, whether it’s a gift card donation or a larger community sponsorship opportunity.

Guided by our four giving priorities, we approve 80 percent of all donation requests we receive each year. In 2021, we fulfilled 12,504 donation requests equating to \$8,281,322 across 106 stores in seven states.

Here are just a few organizations we support across our seven states:

- Miracle League, Buffalo, NY
- Hope Hall School, Rochester, NY
- Wineglass Race Series, Corning, NY
- ABC Cayuga Play Space, Syracuse, NY
- Food & Friends, Washington, DC
- The Arc of Howard County, Ellicott City, MD
- Susan G. Komen, Princeton, NJ
- Shrewsbury Youth and Family Services, Shrewsbury, MA
- American Cancer Society, All divisions
- Boys and Girls Club, All divisions



2021 united way giving

\$5,693,704	Employee Contributions
\$469,631	Employee Fundraising
\$794,525	Corporate Gifts
\$955,053	Customer Scanning
\$637,507	*Paper bag fees
\$8,550,420	Total Amount

*In 2021, the funds from our 5-cent paper-bag charge provided \$637,507 to our local United Way partners.

community spotlight

Veterans Outreach Center – Rochester, New York
For the past decade, Wegmans has an ongoing partnership with the Veterans Outreach Center, with donations totaling more than **\$150,000**. In 2021, the Veterans Outreach Center called on Rochester community partners to support their “Operation Safe Haven” project, an initiative to expand and renovate the Richard House homeless shelter with improved accessibility for veterans with disabilities.

The Wegman Family Charitable Foundation* donated \$100,000 to this initiative which allowed the VOC to add additional beds, closing the gap between the number of homeless veterans and the number of shelter beds available to them. The money also contributed to providing these veterans with the resources needed to re-enter society and find meaningful employment.

*The Wegman Family Charitable Foundation, headquartered in Rochester, New York, was created by Robert Wegman in 1991 and is funded by assets from his estate. The Foundation’s areas of focus include healthcare, education, workforce development, and United Way.

sustainability

We believe that protecting the resources we have today is one of our greatest responsibilities. We do this by focusing on key areas of sustainability where we can have the greatest impact.

Eliminating Waste

Through our zero-waste initiative, we are striving to eliminate all forms of waste. Started as a one-store pilot in 2016, the program has expanded to all 106 of our stores, increasing our average store recycling rate from 62 percent in 2016, to 76.7 percent in 2021. We've committed to reaching a 95 percent recycling rate by 2025 with a focus on waste prevention measures, reducing food waste, and closed-loop recycling.

“When it comes to eliminating waste, food waste is how we can make the biggest impact. Every pound counts, not just for what ends up in the landfill, but for our communities as well. Every additional pound of food we donate means fewer people go hungry that day. It also means less food is sitting in our landfills generating harmful methane gas, and that the resources used to grow, process, and transport the food weren't wasted.”

– Chris Foote, Wegmans sustainability manager

Of course, not all leftover food and food scraps are suitable for human consumption. To ensure we aren't sending food waste to landfills, our store

teams work with local farmers and organizations to offer food scraps as animal feed. After that, any remaining scraps are sent for composting or anaerobic digestion to be turned into energy.



Sustainable Packaging

To improve the sustainability of our packaging, we're focused on using less plastic, reducing food waste, using renewable and recycled content, and increasing recyclability. We've committed to reducing our in-store plastic packaging made from fossil fuels, along with other single-use plastics, by 10 million pounds by 2024. To meet this, we're eliminating some of our current plastic packaging and replacing it with materials made from plant-based renewable fiber. Our goal is to make sure our packaging is functional and performs as expected, while using materials efficiently and responsibly.

Carbon Footprint

Reducing our carbon footprint is an important part of increasing our overall sustainability. Our efforts include reducing refrigerant; increasing our fleet sustainability through the use of alternative fuels, electrification, and collaborative partnerships with technology suppliers; and reducing our emissions from non-renewable energy sources.

In 2021, we purchased 49 compressed natural gas trucks, changing the footprint of our Rochester fleet from 80 percent diesel, to 80 percent natural gas. That's 880,000 gallons of diesel eliminated annually.

“With three fully electric class 8 truck pilots planned for 2022, we're excited about what the future holds, and hopeful that as more and more of these technologies become available, we'll be able to fit them into our operations.”

– Matt Harris, Wegmans sustainability manager for energy and fleet technology

In 2021, we replaced our polystyrene foam egg cartons with ones made from 100% post-consumer recycled newsprint and paper products, eliminating 625,000 pounds of foam from our stores every year.



by the numbers

26.8 million pounds of perishable and non-perishable food donated.	30 locations are working with local farmers and organizations to provide animal feed.	70.8 million pounds of food waste diverted through our diversion programs.	76.7% the average recycling rate at Wegmans.	106 stores participate in Wegmans' zero-waste initiative.
---	--	--	--	--

diversity and inclusion

“Our values create a spirit and culture of belonging. Everyone who works for our company should be treated with the respect that all people deserve, all the time. They should feel they are necessary to the company’s success, that their ideas will be listened to, and their uniqueness will be valued.”

– Danny Wegman

2021 focus areas

Education and Training

We conducted company-wide listening sessions to learn from our people and influence how we build future training and learning plans. Based on this feedback, we established our company’s diversity and inclusion learning priorities.

Cultural Awareness

We began acknowledging heritage month celebrations both internally and externally to honor, recognize, and celebrate all cultures and their historical contributions.

Diversity Councils

In 2020, Ayana Douglas accepted the role of Wegmans’ first vice president of diversity and inclusion. In 2021, an advisory board comprised of 10 leaders across the company was established to help Ayana develop our roadmap and company priorities. From there, we identified 30 diversity and inclusion champions across our company to lead initiatives that enhance our inclusive culture, listen and provide employee feedback to the advisory board, and partner with various teams to enhance engagement across the organization.

Pillars

Our People



We are committed to developing and recruiting diverse leadership to foster a more inclusive and empowered workforce at all levels of our organization.

Our Communities



We are dedicated to being an agent of positive change in every community we serve by partnering with local community organizations who support diverse groups.

Our Operation



We are proud to offer product assortment and promote creative customer communications and branding inclusive and reflective of the communities we serve.

Our People

When Robert Campbell joined Wegmans as a part-time cashier in high school, he never imagined that job would turn into such a rewarding career. Twenty years later, Robert has taken advantage of every opportunity given to him to further his career within the company. Now, as the Perishable Area Manager at our Wake Forest, North Carolina store, Robert brings experience, diversity, and leadership to our company. In addition to his full-time work, he mentors employees in the Management Intern Program to help groom them for future success.

Our Communities

In June, our New Jersey division supported the inaugural Juneteenth Freedom Day Ride and Celebration. Our donation included box lunches for volunteers, snacks for over 200 riders, 7,000 units of hand sanitizer, and \$10,000. The weekend-long event celebrated the history, culture, and advancements of Black Americans and included the freedom bike ride, a gospel celebration, children’s literacy program, and more. The events were particularly special, as 2021 was the first time Freedom Day was recognized as a national and state holiday.

Our Operation

When considering a new local supplier, we seek companies whose values align with ours and offer a product we know our customers will love. DC Sweet Potato Cake is a reputable Black, woman-owned business in the Washington D.C. area that we’ve partnered with for more than 10 years. Offering DC Sweet Potato Cakes in several of our Maryland and Virginia stores not only supports a local business, but also gives customers a product reflective of their community and unique from anything else we carry in our stores.



In 2022, we plan to focus on developing and recruiting diverse talent and evolving our supplier diversity program to further enhance our commitment to remain a great place to work and shop for all.





Wegmans

CARE • HIGH STANDARDS • MAKE A DIFFERENCE • RESPECT • EMPOWER

5642388 5/2022