



Wawa Ownership

Wawa ESOP Fact Sheet

ESOP Fast Facts

Wawa's Culture is based on private ownership, shared ownership and a commitment to living our core values. Wawa has a unique ownership structure comprised of descendants of the founding family and employees through the Company's ESOP.

- In **1977**, Wawa began its commitment to sharing ownership with Associates by forming the Company's Profit Sharing Plan
- Based on statistics from the ESOP Association, the number of employee participants **ranks Wawa's ESOP in the top 10** in the country.
- Through our ESOP, associates share in the growth of our Company
- Employer contributions to ESOPs tend to be larger than contributions to other retirement plans*
- ESOPs are a proven motivator for building unity and fostering team spirit
- ESOP companies are more productive and more profitable*
- Today, Wawa's ESOP is a significant way in which the Company shares its success.
- The Wawa ESOP is available to eligible associates at no cost

*Source: National Center for Employee Ownership

Eligibility for ESOP:

All Wawa associates age 18 or over who meet the other eligibility requirements of the ESOP will be eligible for the ESOP on the first day of the month after they are hired and will be eligible for a contribution if they work 1,000 hours in a year.

The Wawa ESOP is provided to eligible associates at no cost and is in addition to other core benefits including a 401(k) match.