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 descendents 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
- In **2019**, Wawa's ESOP has over **20,000** participants, who own 40% of the Company
- 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 directly 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 highly valued plan for our associates and a significant way in which we share our success.
- The Wawa ESOP is available to associates at no cost

*Source: National Center for Employee Ownership

Eligibility for ESOP:

All eligible associates of Wawa receive a percent of their earnings contributed to the ESOP.

In general, eligible associates have received, on average, 10 to 12 % of their respective earnings contributed to the ESOP. The Wawa ESOP is open to all Wawa associates who meet three simple conditions:

- Age 18 or older
- 12 months must have passed since hire date
- Work a minimum of 1,000 hours each year

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