

The Weis Markets, Inc. Retirement Savings Plan Enrollment Guide



Invest some of what you earn today for what you plan to accomplish tomorrow.

It's a pleasure to let you know that you will be enrolled in the Weis Markets, Inc. Retirement Savings Plan [the 401(k) Plan]. Take a look and see what a difference the 401(k) Plan could make in achieving your goals. To assist you with your enrollment, if you are age 21 or older, and you have not already enrolled within 60 days of your eligibility date, you will be automatically enrolled in the 401(k) Plan with a before-tax contribution rate of 3% for regular pay. If you want to make a 401(k) Plan deferral election for your irregular pay (i.e., bonuses), you will need to make a separate 401(k) Plan deferral election. Your contributions will be invested in an age-appropriate Vanguard Target Retirement Fund based on the year you were born, and an assumed retirement age of 65. We encourage you to take an active role in the 401(k) Plan and choose the contribution rate and investment options that are appropriate to you. If you do not wish to contribute to the 401(k) Plan, you must change your contribution rate to 0% within the first 60 calendar days of your eligibility.

Here are some benefits why you should participate in the 401(k) Plan:

Convenience. Your contributions are automatically deducted regularly from your paycheck.

Tax savings now. Your before-tax contributions are deducted from your pay before income taxes are taken out. This means that you can actually lower the amount of current income taxes you pay each period. It could mean more money in your take-home pay versus saving money in a taxable account.

Tax-deferred savings opportunities. You pay no taxes on any before-tax contributions or earnings until you withdraw them from your account, enabling you to keep more of your money working for you now.

Portability. You can roll over eligible savings from a previous employer's Plan into this 401(k) Plan. You can also take your vested account balance with you if you leave the company.

Investment options. You have the flexibility to select from investment options that range from conservative to aggressive, making it easy for you to develop a well-diversified investment portfolio.

Online beneficiary. With Voya's Online Beneficiaries Service, you can designate your beneficiaries, receive instant online confirmation, and check your beneficiary information virtually any time.

Catch-up contributions. If you make the maximum contribution to your 401(k) Plan account, and you are 50 years of age or older during the calendar year, you can make an additional "catch-up" contribution up to the annual IRS limit. Visit voyadelivers.com/IRSlimits for more information.

To learn more about what your plan offers, see "Frequently asked questions about your Plan" on page 7.

Make your elections through the 401(k) Plan website at weisretirement.voya.com or call **833-WEIS-MKT (833-934-7658)**. It only takes a few minutes.

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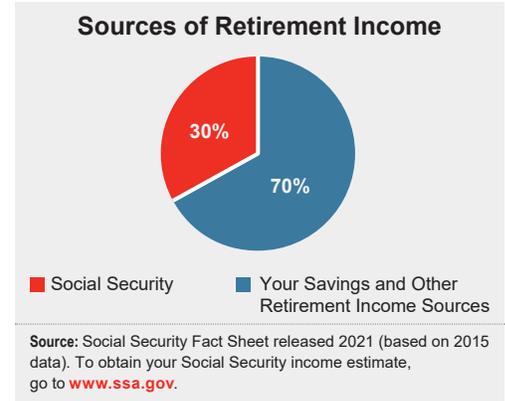
There are many reasons why you should start saving today!

Here are five ... just for starters.

REASON 1: YOUR FUTURE IS IN YOUR HANDS.

The truth is we all have to take responsibility for our future.

And that includes making sure we have the income we'll need in retirement. With Social Security estimated to provide, on average, about 30%, the rest of your retirement paycheck is up to you through personal savings and other retirement income sources – including Individual Retirement Accounts (IRAs) and employer provided plans like the **Weis Markets, Inc. Retirement Savings Plan**. By contributing to your 401(k) Plan now, you'll be taking a great step toward building your savings for tomorrow.



REASON 2: GIVE YOURSELF A TAX BREAK.

Every dollar you save before-tax reduces your current taxable income by a dollar.

If you contribute to your **Weis Markets, Inc. Retirement Savings Plan** on a before-tax basis (that is, before taxes are taken out of your paycheck), every dollar you save reduces your current taxable income by a dollar. This means you end up paying less in taxes today. It's almost like you're saving for your future at a discount. You pay taxes on your savings and earnings at withdrawal.

You also have the option of making Roth 401(k) after-tax contributions, which are deposited to your account after being taxed. With Roth 401(k) after-tax contributions, you pay no additional taxes ever – even at withdrawal.¹

For more information on the Roth 401(k) after-tax contribution option, visit voyadelivers.com/Roth.

Reduce Your Taxable Income Today

	After-tax	Before-tax
Annual pay	\$40,000	\$40,000
Before-tax contribution (6%)	N/A	-2,400
Income subject to tax	40,000	37,600
Federal taxes*	-10,000	-9,400
Net income	30,000	28,200
After-tax contributions (6%)	-2,400	N/A
Spendable income	\$27,600	\$28,200

* Based on hypothetical \$40,000 annual salary. For illustration purposes only. Assumes a flat 25% tax bracket without the standard deduction. Does not include state and local taxes. Systematic investing does not ensure a profit nor guarantee against loss. Investors should consider their financial ability to continue their purchases in up as well as down markets. Taxes are generally due upon withdrawal of tax-deferred assets and early withdrawal penalties may apply to withdrawals taken prior to age 59½.

REASON 3: TWO WORDS: COMPANY MATCH.

Maximize your match, maximize your savings.

Weis Markets, Inc. will help you save for the future by adding a company matching contribution to your account.

If you are an associate, age 21 or older who completes 1,000 hours and one year of service, you will receive a company match which equals the lesser of 50% for each dollar you contribute, up to 6% of your eligible pay or 3% of your compensation.

When it comes to saving for the future, more is definitely better. So be sure to contribute enough to receive the maximum company match. It's an important feature that can really boost your retirement savings.

¹ For Roth 401(k) after-tax earnings to be eligible for tax-free withdrawals, your initial Roth 401(k) deposit must have been in your account for at least five years and you must be at least age 59½ (or in the event of your disability or your death).



REASON 4: THE SOONER YOU START, THE MORE YOU COULD HAVE.

Starting right now can make a huge difference.

Why? Because the longer you save, the more time your savings have to grow and earn returns that go back into your account where they can earn more returns. It's called compounding.

And with the 401(k) Plan, your before-tax savings and employer matching contributions, as well as returns, grow tax-deferred until withdrawal. Roth 401(k) after-tax contributions and their eligible earnings are tax-free at withdrawal.¹

REASON 5: IT'S YOUR MONEY.

Vesting is a term for ownership of your account balance.

You're always 100% vested in your contributions and related earnings.

Company matching contributions and related earnings become vested based on your years of service with the company according to the schedule on the right.

See what happens if you start saving \$100 a month. The sooner you start, the more your savings can grow:



How did we come up with these numbers?
 These numbers are based on a salary of \$50,000 and saving \$100 a month, with a 6% rate of return compounded monthly. This example is for illustrative purposes only and is not intended to be investment advice or a prediction of future results.

Years of Service	Vested Percent
Less than 3 years	0%
3 years or more	100%

About Voya Financial®

Voya Financial (NYSE: VOYA) is a premier retirement, investment and insurance company servicing the financial needs of millions of individual and institutional customers throughout the United States. Voya Institutional Plan Services, LLC (VIPS), a member of the Voya® family of companies, is the Plan's recordkeeper. VIPS provides you with Plan information, saving and investing education, transaction processing and more on your journey to retirement.

Investment options

Target Date Funds

What are Target Date Funds?

Target Date Funds are designed to simplify your investment decisions by providing an age-appropriate investment option. The year in the fund name refers to the approximate year when you expect to retire. You select a single Target Date Fund with the date closest to your planned retirement date (generally age 65).

Each Target Date Fund starts out with more assets in growth-oriented investments, such as stocks, when the target retirement date is far away and there is time to ride out the short-term ups and downs, in order to increase your likelihood of generating better long-term returns. Then, a Target Retirement Fund gradually shifts its asset allocation over time to invest in more conservative investments, such as bonds and stable value, that provide more stability as the target year approaches. The Target Retirement Funds are made up of a diversified portfolio of Vanguard funds.

An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date.



The table shows which Target Date Fund corresponds to your year of birth.

Year of Birth	Target Date Funds
1952 or before	Vanguard® Target Retirement Income Trust II CIT
1953-1957	Vanguard® Target Retirement 2020 Trust II CIT
1958-1962	Vanguard® Target Retirement 2025 Trust II CIT
1963-1967	Vanguard® Target Retirement 2030 Trust II CIT
1968-1972	Vanguard® Target Retirement 2035 Trust II CIT
1973-1977	Vanguard® Target Retirement 2040 Trust II CIT
1978-1982	Vanguard® Target Retirement 2045 Trust II CIT
1983-1987	Vanguard® Target Retirement 2050 Trust II CIT
1988-1992	Vanguard® Target Retirement 2055 Trust II CIT
1993-1997	Vanguard® Target Retirement 2060 Trust II CIT
1998-2002	Vanguard® Target Retirement 2065 Trust II CIT
After 2002	Vanguard® Target Retirement 2070 Trust II CIT

Target Retirement Funds target a certain date range for retirement, or the date the investor plans to start withdrawing money. Investors can select the fund that corresponds to their target date. They are designed to rebalance to a more conservative approach as the date nears.

Core Funds

You can also choose from a variety of active and passive investments in the Plan's core fund lineup to create your own personalized portfolio.

Stability of Principal

New York Life Insurance Company Anchor Account

Bonds

Vanguard® Total Bond Market Index Fund

FIAM Core Plus Commingled Pool

Large Cap Value/Blend

Vanguard® Institutional Index Fund

Columbia Trust Dividend Income Fund

Large Cap Growth

JPMorgan Large Cap Growth Fund

Small/Mid/Specialty

Vanguard® Mid-Cap Index Fund

Vanguard® Small-Cap Index Fund

Allspring Special Mid Cap Value Fund

MFS Mid Cap Growth CIT

MFS® New Discovery Value Fund

Loomis Sayles Small Cap Growth Fund

Global/International

Vanguard® International Stock Index Fund

MFS® International Diversification Fund

Need help? The Plan offers professional 401(k) advice for every level of investor

You can receive professional 401(k) investment advice, offered through Voya Retirement Advisors (VRA), powered by Edelman Financial Engines®. VRA offers personalized, professional and objective investment advice through two levels of service:

- Online advice (at no additional cost)
- Professional management (for a fee)

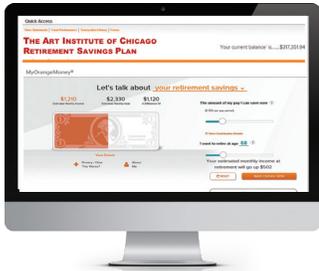
Learn more by logging on to **weisretirement.voya.com** or by calling **833-WEIS-MKT (833-934-7658)**, weekdays, from 8 a.m. to 8 p.m., ET, (excluding stock market holidays) and asking to speak to a Voya Investment Advisor Representative.

Advisory Services provided by Voya Retirement Advisors, LLC (VRA). VRA is a member of the Voya Financial (Voya) family of companies. For more information, please read the Voya Retirement Advisors Disclosure Statement, Advisory Services Agreement and your plan's Fact Sheet. These documents may be viewed online by accessing the advisory services link(s) through your plan's website at **weisretirement.voya.com**. You may also request these from a VRA Investment Advisor Representative by calling your plan's information line at **833-934-7658**. Financial Engines Advisors L.L.C. (FEA) acts as a sub advisor for Voya Retirement Advisors, LLC. Financial Engines Advisors L.L.C. (FEA) is a federally registered investment advisor. Neither VRA nor FEA provides tax or legal advice. If you need tax advice, consult your accountant or if you need legal advice consult your lawyer. Future results are not guaranteed by VRA, FEA or any other party and past performance is no guarantee of future results. Edelman Financial Engines® is a registered trademark of Edelman Financial Engines, LLC. All other marks are the exclusive property of their respective owners. FEA and Edelman Financial Engines, LLC are not members of the Voya® family of companies. ©2024 Edelman Financial Engines, LLC. Used with permission.



Retirement Readiness Tools and Resources

Check out these great tools and resources offered by Voya Financial:



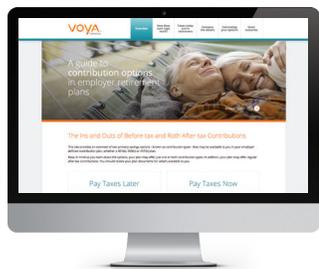
myOrangeMoney® web experience

myOrangeMoney is an educational, interactive online experience² that shows you how your current retirement savings may translate into monthly retirement income. It shows you where you stand today, highlights areas that need improvement, and lets you take immediate action to improve your readiness. Orange Money is the money you need to save for retirement, versus green money, which can be spent now. This back-to-basics approach helps you see the steps you need to follow to take control of your financial future.

People with special needs and their caregivers can also use myOrangeMoney to visualize their retirement goals and progress. myOrangeMoney will take your unique circumstances into account with eligibility for government programs, such as:

- Supplemental Security Income (SSI)
- Social Security Disability Insurance (SSDI)

² IMPORTANT: The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.



Roth microsite

The Roth microsite provides saver scenarios and a comparison guide so you can learn more about before-tax and Roth after-tax contributions. Visit voyadelivers.com/Roth for more information.



Financial Wellness experience

Financial Wellness is about the balance of living for today, saving for tomorrow and building confidence along the way. There are small steps you can take to understand your complete financial situation. To help guide you, Voya is proud to bring you the Financial Wellness experience. Take your personal assessment at voyadelivers.com/fw/ to gain insights that will help you take meaningful actions for your financial future.

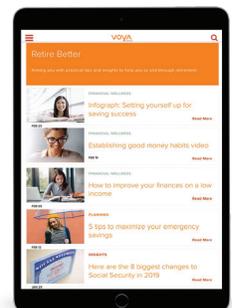


Voya Retire mobile app

The **Voya Retire** mobile app is a fast and easy way to access your retirement account, manage your savings and evaluate whether you're on track toward reaching your goals — on the go!

Voya Financial blog for savings and investing

Check out the Voya Financial blog for the latest information to help you with your goal of saving and planning for retirement. Visit blog.voya.com to find out more.



Frequently asked questions about your Plan

When can I enroll in the Plan?

Full and part-time associates are immediately eligible to enroll in the plan and may begin contributing at any time upon hire.

How much can I contribute?

Through automatic payroll deduction, you may contribute a fractional percent up to 50% of your eligible pay on a before-tax, Roth 401(k) after-tax basis or in combination of both subject to IRS limits. You can sign up by logging in to weisretirement.voya.com and clicking *Manage Contributions under Contributions & Savings* or by calling a Voya Customer Service Associate at **833-WEIS-MKT (833-934-7658)**. You can change your contribution rate at any time – rate changes will be effective as soon as administratively feasible.

Does the Plan offer an Automatic Rate Escalator?

Yes! You can choose to use the Automatic Rate Escalator to select regularly scheduled increases to both your before-tax and Roth 401(k) after-tax contribution rates. You have the choice to pick the percentage of increase, set your maximum contribution rate, initial increase date and the frequency of subsequent increases. The frequency options are one-time, quarterly, semi-annually or annually. Subsequently, if you change your contribution rate, it will cancel your rate escalator election.

Can I contribute a different amount for irregular pay (i.e., bonus pay)?

Yes. You will have a separate election to contribute a whole percent up to 100% of your bonus pay on a before-tax, Roth 401(k) after-tax basis or in combination of both subject to IRS limits.

What is the annual IRS contribution limit and can I make “catch-up” contributions?

Visit voyadelivers.com/IRSlimits for the annual IRS contribution limits.

If you are 50 years of age or older during the calendar year, you can make additional “catch-up” contributions up to the annual IRS limit. Visit voyadelivers.com/IRSlimits for more information.

Does Weis Markets contribute to my account?

You are eligible to receive the Employer matching contributions each pay period you make a 401(k) Plan deferral beginning the first day of the month after completion of one year of service with 1,000 hours worked and attainment of age 21.

The Company matching contribution is \$0.50 for every dollar you contribute to the Weis Markets, Inc. Retirement Savings Plan (401(k) Plan), up to 6% of your eligible pay.

How would I go about enrolling or changing my regular or irregular pay (i.e., bonus) contributions?

You can enroll or change your 401(k) Plan contribution elections at any time by logging on to weisretirement.voya.com or by calling Voya Financial at **833-WEIS-MKT (833-934-7658)**. The deferral will be effective as soon as administratively feasible.

How do I designate my beneficiary?

If you have not already selected your beneficiary(ies), or if you have experienced a life-changing event such as a marriage, divorce, birth of a child, or a death in the family, it's time to consider your beneficiary designations. Voya's online process is convenient and straightforward and takes only a few minutes to complete.

Simply log in to weisretirement.voya.com, select **your name** in the top right hand corner of your retirement account web page and choose **Personal Information** to update your beneficiary. If you do not have access to the internet or prefer to complete your beneficiary information by paper form, please call a Voya Customer Service Associate at **833-WEIS-MKT (833-934-7658)**.

What are my investment options?

To help you meet your investment goals, the 401(k) Plan offers you a range of options from Target Retirement Funds to a mix of Core Funds (see page 5). If you want a “hands-off” approach, choose a Target Retirement Fund. Or pick your investments from a mix of the Core Funds that best suit your goals, time horizon, and risk tolerance. A complete description of the 401(k) Plan's investment options and their performance, as well as Planning tools to help you choose an appropriate mix, are available on the Plan's website at weisretirement.voya.com.

What is vesting?

To be vested is to own, in full, the money in your account.

You're always 100% vested in your own contributions, any rollover contributions, and any investment earnings on those contributions. Company matching contributions are vested after 3 years of service.

Can I take a loan from my account?

You may borrow up to 50% of your vested account balance, with a minimum of \$1,000 and a maximum of \$50,000 [subject to 401(k) Plan rules], while you are employed at Weis Markets. You may only have one loan outstanding at any time.

Can I rollover money from another employer?

You are permitted to roll over eligible before-tax contributions from another 401(k) plan. You can get a rollover form from the plan website or by speaking to a Customer Service Associate.

Can I make withdrawals?

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, have severe financial hardship, as defined by your Plan. Visit the 401(k) Plan website at weisretirement.voya.com for more details.

How do I access my account?

You can access your account online through Voya at weisretirement.voya.com or call a Voya Customer Service Associate at **833-WEIS-MKT (833-934-7658)** weekdays from 8 a.m. to 8 p.m., Eastern Time (ET), excluding stock market holidays.

Account access:

- You can access your account through the 401(k) Plan website at weisretirement.voya.com or call **833-WEIS-MKT (833-934-7658)**.

Customer Service

Associates:

- Customer Service Associates are available weekdays from 8 a.m. to 8 p.m., ET, excluding stock market holidays.

Transaction processing:

- Transactions made before 4 p.m., ET, will be processed the same business day.
- Transactions made after 4 p.m., ET, will be processed the next business day.
- You may cancel a transaction before 4 p.m., ET, on the same business day the transaction is scheduled to take place.
- The amount you elect to defer will be deducted from your pay in accordance with a procedure established by the Administrator. You may elect to defer a portion of your salary as of your Entry Date for regular pay and irregular pay (i.e., bonuses). Such elections will become effective as soon as administratively feasible after they are received by the Administrator. Your elections will generally remain in effect until you modify or terminate them.

401(k) Information:

Review the online enrollment brochure at weisretirement.voya.com for details on the 401(k) Plan Features and investment options.

Voya's S.A.F.E.® Guarantee

Voya is committed to safeguarding your plan accounts and personal information from the risk of fraud, cyber threats and unauthorized activity – so much so, we established the Voya S.A.F.E. (Secure Accounts for Everyone) Guarantee.

What does the S.A.F.E. Guarantee mean?

If any assets are taken from your workplace retirement plan account due to unauthorized activity and through no fault of your own, we will restore the value of your account, subject to you taking action to satisfy the following key steps:

1. Register your account online.
2. Review your account information on a regular basis and keep your contact information current.
3. Enroll in Voya Voiceprint, Voya's voice biometrics program.
4. Promptly report any suspected identity theft or unauthorized activity.
5. Practice safe computing habits.

To learn more about Voya's S.A.F.E.® Guarantee, visit www.voya.com/articles/safe-guarantee.



Weis Markets, Inc. Retirement Savings Plan

[Weisretirement.voya.com](https://weisretirement.voya.com) 833-WEIS-MKT (833-934-7658)

This brochure is a brief, non-technical description of certain provisions of the Plan. It is not intended to be a complete statement of Plan provisions. If a description in this brochure differs from the Plan documents, the Plan documents prevail. For additional information regarding the Plan, please refer to the Summary Plan Description (SPD).

Plan administrative services are provided by Voya Institutional Plan Services, LLC (VIPS). VIPS is a member of the Voya® family of companies.

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Weis Markets_Auto Enroll Guide

