



Hello benefits

Candidate Benefits Summary

2022

SUPPORT CENTER ANALYSIS BAND

WALGREENS OFFERS A COMPREHENSIVE BENEFITS PACKAGE TO ELIGIBLE TEAM MEMBERS. LISTED BELOW ARE BRIEF DESCRIPTIONS OF SOME OF THE BENEFITS AVAILABLE TO YOU.

HEALTH, PRESCRIPTION DRUG, DENTAL & VISION

Hourly and Salaried Team Members: Eligible at 31 days of employment.

Medical Coverage: You have access to competitive coverage options through the Benefits Support Center, the Walgreens private corporate exchange. A company credit helps you purchase one of four Exclusive Provider Options (EPO) – a Core Plan with or without a Health Savings Account (HSA) option or a Premier Plan with or without an HSA. Medical coverage is available via the carrier that best covers Walgreens team members in each area of the U.S. In most areas, coverage will be offered through either Blue Cross Blue Shield (BCBS) or UnitedHealthcare (UHC). Preventive services are covered at 100% when in-network providers are used. Emergency Room visits are covered only in cases of an actual emergency. A Center of Excellence is available for some elective surgeries and breast/thyroid cancer treatment. It is mandatory to use for joint replacement, spinal fusion, and bariatric surgery, subject to certain exceptions.

Prescription Drug Coverage: The plan allows you to fill prescriptions at any Walgreens or Duane Reade pharmacy for competitive copays. You may also have access to the \$0 Rx Copay program for certain medications. Standard HSA rules apply to prescription drug costs.

Dental Coverage: For dental coverage, you may choose from four plan levels ranging from a basic-only option to those with orthodontia and other major service coverage.

Vision Coverage: There are three levels of benefits for vision coverage ranging from an exam-only discount option to an enhanced PPO with both in and out-of-network benefits.

Flexible Spending Accounts (FSA): Allows you to set aside money for eligible healthcare and dependent care expenses before taxes are withheld from your paycheck. Eligibility is the same as the medical, dental, and vision plans. If you are enrolled in an HSA medical plan, only a Limited Purpose FSA is available for dental and vision expenses.

TIME OFF

Paid Time Off (PTO): You may be eligible for PTO based on your position, years of service, and average hours per week. You must maintain a 12-week average of at least 30 hours worked per week to accrue PTO unless required otherwise by law. Salaried team members are eligible to use available PTO if they have 90 days of service, and hourly team members may use available PTO if they have at least 180 days of service. You'll receive your accrual schedule at hire and be able to view your rate and the amount of time you have accrued online on People Central.

Holidays: Hourly team members are eligible if they have six months of service and a 12-week average of at least 20 hours per week prior to a designated company holiday. Salaried team members are eligible on date of hire. The company recognizes six paid holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. *Holiday and leave policies may vary based on local mandates.

Bereavement/Jury Duty/Military Leave: Team members with six months of service, and an average of at least 30 hours per week, are eligible for Bereavement Leave, which provides time away from work to mourn the death of immediate family members. Other leaves, such as jury duty and military, are also offered when applicable.

Paid Disability: If you are unable to work due to pregnancy, illness, or injury lasting more than seven calendar days, you may be eligible for company-paid disability benefits at full- or half-pay. You may also purchase additional disability coverage to supplement your company-paid benefits. All Coordination Band team members and above are eligible if they have 91 days of service and average at least 30 hours per week. All other hourly-paid team members are eligible if they have 181 days of service and work at least 30 hours per week.

Paid Parental Leave (PPL): Available to mothers and fathers, biological or adoptive, as well as parents whose baby is carried via a surrogate, this program provides for eight weeks of leave at 100% pay (may be offset or reduced by payments under state and local mandates).

Team members are eligible 91 days (salaried) or 181 days (hourly) after their hire date and by averaging 30 or more hours per week for the most recent 52 weeks (or since their hire date if less than 52 weeks). Team members must be eligible as of the date of the qualifying birth/adoption and the start of the leave. For birth moms, PPL may begin after medical/disability leave concludes. In cases where both parents are employed by the company, up to eight weeks of paid parental leave is available to each.

RETIREMENT SAVINGS PLAN & STOCK PURCHASE PLAN

Retirement Savings Plan: You are eligible to join the company's Retirement Savings Plan immediately upon hire and may contribute up to 90% of your pay as pre-tax and/or Roth 401(k) contributions, up to the annual legal limit. You are generally eligible for company-matching contributions after one year plus 1,000 hours of service. The company matches the first 4% of your eligible contributions \$1 for \$1. You choose how to invest! Walgreens has teamed up with Fidelity Investments® to make financial well-being resources available on NetBenefits® for budgeting, debt management, student debt, preparing and paying for college, and estate planning. Use the Planning and Guidance Center tools to create a comprehensive plan for retirement and continually monitor your progress.

Employee Stock Purchase Plan: After 90 days of service and an average of 20 hours worked per week, you are eligible to purchase WBA stock at a 10% discount off market value. You can contribute between 1% and 25% of your eligible income on an after-tax basis (in accordance with IRS limits).

INCENTIVE COMPENSATION

Corporate Bonus: You are eligible for a corporate bonus subject to approval by the Board of Directors (unless you are covered under another bonus program).

LIFE INSURANCE

Company Paid Life Insurance: Benefit-eligible team members are eligible for company-paid term life insurance at a benefit equal to:

- 1.5 times annual base salary for all salaried team members and registered pharmacists/nurses, all hourly paid coordination band team members and above, and Emerging Store Managers
- \$25,000 for all other hourly-paid team members

Voluntary Life & Personal Accident Insurance: Benefit-eligible hourly and salaried team members may purchase a higher level of term life insurance. Coverage may be available for you and your spouse/partner up to seven times your base annual salary to a maximum of \$750,000. Coverage for your children may also be available up to a maximum of \$25,000. Benefit-eligible hourly and salaried team members may also purchase Personal Accident Insurance up to \$250,000. Personal Accident Insurance benefits are paid in the event of a covered accidental death or dismemberment.

OTHER BENEFITS

Added Benefits Program®: You are eligible to receive special group savings on new and existing auto and home insurance from national carriers. You'll also have access to an interest-free buying program through Purchasing Power, and an exclusive

discount on nationwide pet insurance. Visit www.walgreensaddedbenefits.com for full plan details and disclaimers.

365 Get Healthy Here Wellness Program: Earn myWalgreens™ cash rewards for completing healthy activities and get exclusive access to ClassPass on-demand workouts. Medical plan participants have access to tobacco quit support, including free nicotine replacement patches and gum, \$0 Rx Copay for certain chronic conditions, and exclusive Find Care resources.

Life365 (EAP): Available to all team members, dependents, and other household members, this free and confidential program helps manage your work-life balance. Get access to five free face-to-face, virtual or live chat counseling visits with a clinician in your community, and Care Now digital counseling and support. Get newsfeed updates, recognize your colleagues for their great work, use assessments and tools to improve your wellbeing, and unlock exclusive offers and savings through wellness engagement. Available 24 hours a day, seven days a week.

Child Care: Walgreens partners with the Learning Care Group and KinderCare Education, national early education and childcare providers, to offer a 10% discount on services. Learning Care Group includes Tutor Time, Childtime, the Children's Courtyard, and LaPetite Academy. KinderCare Education includes KinderCare Learning Centers, and Champions before- and after-school programs.

Deerfield Healthy Living Center: Access to convenient, cost-effective and quality health and wellness services, including a health center, pharmacy, fitness center, and café.

Employee Purchase Program: The PerkSpot employee discount purchase program offers savings from thousands of national and local retailers and service providers—such as electronics, travel, movie tickets, and more.

Employee Store Discount: You and your immediate family members who reside in the same household are eligible for an employee discount of 25% off most Walgreens branded products and 15% off non-Walgreens branded products in any Walgreens or Duane Reade store. Discounts also apply to Walgreens.com.

Flu Shots and Travel Consultations: All team members are eligible for free flu shots.

Identity Theft Protection: Administered under the Added Benefits platform, LifeLock and Norton Benefit Plans combine identity theft protection and device security against online threats, viruses, ransomware, and malware — at home and on the go. Choose from two plans: the Essential or Premier, both offering team member-only or family coverage at a low monthly cost.

MetLife Legal Plan: Administered under the Added Benefits platform, Hyatt Legal Plans provide affordable legal protection for you and your family with a national network of more than 15,000 attorneys. For just \$15 per month, the plan covers most legal matters at 100% when you work with a network attorney.

Prescription Savings Club: If you have at least 30 days of service, you are eligible for a free individual or family Prescription Savings Club membership, where available. The program offers members discounts on all generic prescription drugs and thousands of brand name medications. The membership also features a 10% bonus on all Walgreens-owned brands.

Transportation Benefit Plan: The Transportation Benefit Plan allows you to save money by paying for your transportation and parking needs with before-tax dollars and payroll deductions. Benefit eligibility is the same as for the medical plan.

UPON HIRE, YOU MAY RECEIVE MORE DETAILED INFORMATION BY VISITING WWW.BENEFITSSUPPORTCENTER.COM OR BY CALLING 1-800-825-5467.

The information provided in the summary is based on plans and programs currently offered by Walgreens (excluding certain areas and business units). Due to existing agreements and/or applicable legal requirements, these benefits may vary, and some of this information may not apply. Union-represented team members follow the terms of the collective bargaining agreement. This information is subject to change at any time. In the case of a conflict between this information and the official text of any benefit plan, program, or policy, the official text will govern.