



104 Wilmot Road
Deerfield, IL 60015
www.walgreens.com

February 1, 2024

Dear Team Member:

As we work to build business momentum, we have looked closely at our structure, maximizing efficiencies wherever possible to best position us in the fast-changing healthcare and retail marketplace. While we're making headway, we still have significant cost savings and growth goals to deliver. To help us do that, we've made the difficult decision to layoff team members including team members from the following Illinois locations:

- **102, 104, 106 and 108 Wilmot Road, Deerfield, IL 60015**
- **433 W. Van Buren St., Chicago, IL 60607**

This notice, which is issued in compliance with the federal and Illinois Worker Adjustment and Retraining Notification (WARN) Acts, is to inform you that you are one of the team members who will be separated as part of this layoff. Your separation is expected to be permanent, and consistent with Walgreens' long-standing practice, there are no bumping rights so as to allow senior team members to bump less senior team members in order to maintain employment. However, you may certainly pursue other opportunities within Walgreens which, if successful, would enable you to maintain employment with the Company.

Walgreens deeply appreciates your past commitment and loyalty, and our foremost concern is to assist you in making your transition out of the Company as seamless as possible. To that end, your separation will proceed as follows:

- Your manager has shared your last working day at which time you will be placed on administrative leave (subject to the fifth bullet point below). Your administrative leave will continue until April 2, 2024, at which time your employment will end (your "Separation Date"). You will not have a Separation Date if you are retained in your current position due to changing business circumstances or if you remain with Walgreens in a different position.
- During your administrative leave, you will continue to receive your current salary and benefits, subject to any change of general application.
- In order to assist you in transitioning into other employment, you will be provided with outplacement services, which may begin during your administrative leave. Follow this link <https://forms.office.com/r/fRqJ8MPm0B> or use the QR code below and fill out the form if you are interested in starting outplacement services while you are on administrative leave. An outplacement representative will contact you to initiate outplacement services within two weeks after we receive your completed form.



- If you complete your administrative leave and any other requirements through your designated Separation Date, you will be provided with the opportunity to receive any severance and other separation benefits for which you qualify under applicable Walgreens plans and programs. See the information below regarding these separation benefits. Of course, in the event that you are successful in acquiring other employment with Walgreens during your leave, or if you decide to resign from Walgreens for any other reason prior to your designated Separation Date, you would not receive severance and other separation benefits.*

Nothing in this letter constitutes a contract of future employment, and various factors may still affect the timing of any employment separations. The information provided in this letter is based on the best information currently available. We will inform you of any significant changes in these plans as additional information becomes available.



February 1, 2024
Page 2

- In order to become eligible for separation benefits, it is necessary that you continue to perform your job duties in a competent and professional manner through your last working day, that you remain available for any transition services during your administrative leave (only if called upon) and that you not engage in conduct that could result in termination under Walgreens' policies and procedures.

***If you obtain other employment during your administrative leave period and wish to accelerate your Separation Date in order to commence such other employment, please contact your human resources business partner. In that situation, an exception can be considered to allow you to move up your Separation Date and remain eligible for any severance and other applicable separation benefits for which you qualify.**

To further assist in your transition, we are also providing information about payments and benefits that may be available and details about what you need to do. If you remain employed until your designated Separation Date, you will receive a separation packet on or shortly after that date. We have compiled a preliminary information packet with important information to review between now and your Separation Date. In this preliminary packet you will find the following:

- **Total Rewards Upon Separation from Walgreens:** The "When Your Employment Ends" total rewards chart, which is included in the packet provided to you today, has information on the status of your Walgreens total rewards after you are separated. It also provides phone numbers and Web links to additional information. The document is also available to you on <https://myhrexperienceportal.wba.com/>.
- **Severance Plan Benefits:** The Summary Plan Description (SPD) for the Walgreen Co. Severance Plan is included in the package provided to you today. Exhibit A describes how to calculate your benefits under the plan and explains the subsidized COBRA benefit that applies if you have five or more years of service. The document is also available to you on <https://myhrexperienceportal.wba.com/>.
- **Outplacement Support:** The amount of outplacement support you will receive is based on your position. Services will be provided by an outplacement vendor, and you may begin to use these services during your administrative leave. This link (<https://forms.office.com/r/fRqJ8MPm0B>) can be used to express your interest in outplacement services. Once you submit the form, a representative will contact you within two weeks to coordinate outplacement services.
- **Stock Options:** If you have outstanding stock options, the Stock Plans Department is available to answer any questions you may have and can review your stock options with you. Please note that all transactions in company stock must be made in compliance with the Walgreens Boots Alliance, Inc. Insider Trading Policy, including applicable blackout periods (if any) and the prohibition against trading while in possession of material nonpublic information about the company. Accordingly, advance planning is advisable. We recommend that you review your option agreements by going to netbenefits.fidelity.com and also contact the Stock Plans Department at 888-777-8803.
- **Gathering Your Personal Property:** Please work with your manager to discuss a time to gather your personal property at the beginning of your administrative leave (or later only as needed for business purposes).



February 1, 2024
Page 3

- **Acknowledge Return of Company Property:** Once you have returned all Company property, which should be completed by your Separation Date, please complete the Return of Company Property Acknowledgement form via <https://forms.office.com/r/hgER2uhS2z>, or use the QR code below:



- **Applying for Open Positions:** We welcome your interest in other open positions at Walgreens. For a listing of current open positions, please visit the Walgreens external job site at <http://careers.walgreens.com>. If you obtain another position with Walgreens or an affiliate or successor employer prior to or within 30 days after your separation date, then you would not receive the separation benefits referenced above. You will also not receive separation benefits if you are offered a comparable position with Walgreens or an affiliate or successor employer within that time period (regardless of whether you accept such position). Please see the Severance Plan (SPD) for details, and please be aware of this if you are considering applying for any open positions.
- **Contact Information:** Access 'People Central' on <https://wbaworldwide.wba.com/web/walgreens> > Quick Links > People Central > My Profile to ensure your contact information is correct and update as appropriate. Your mailing address on file must be current so any important documents, including your W-2, will be mailed to the correct address.
- **Employee Assistance Program (EAP):** Walgreens offers an EAP called *Life365* to eligible individuals who want to talk to a professional about the challenges and stress that come from a change in job status. *Life365* includes free telephonic and face-to-face counseling (up to 5 sessions) as well as Web resources for up to 18 months from your termination date. *Life365* can help you with addressing your unique concerns and provide tips on how to cope and develop an action plan for the future. You can contact *Life365* at 855-777-0078 (TTY 800-832-9559), 24 hours a day, 7 days a week, or go to www.BenefitsSupportCenter.com and click on the *Life365* tile
- **Unemployment:** You are ineligible to apply for unemployment while on a paid administrative leave but can apply for unemployment after your Separation Date.
- **Separation Agreement and Release:** You will receive a copy of your Separation Agreement and Release along with other paperwork which will be sent to your address on file shortly after your separation date. In order to receive severance and other separation pay and benefits, you will need to submit a signed Separation Agreement and Release within the specified time frame.

We know this is a difficult situation. Your manager can answer questions and address issues as they arise throughout this time period. If you need additional information or support, please contact Walgreens Human Resources at 800-825-5467. Please note the business hours of Walgreens Human Resources are 7 a.m. to 8 p.m. CST Monday through Friday. It is important that you maintain your performance and continue to support your customers and the transition to ensure you are eligible for severance benefits upon separation.

Sincerely,

Walgreens Human Resources



When Your Employment Ends
Execution, DPR, Facilitation, Healthcare Supervisor,
District Manager, Store Manager, and Manager in Transition

This chart is designed to provide a quick reference about your total rewards when your employment ends. Questions about total rewards can be directed to the contacts listed in the chart below. If you no longer have access to Walgreens systems, please refer to the phone numbers listed.

	What Happens to My Total Rewards After I Leave Walgreens?	Where Can I Find More Information?								
Termination Date	<ul style="list-style-type: none">Your Termination Date is the last day you work for Walgreens. Any Paid Time Off (PTO) or frozen vacation paid out to you after your last day worked will not extend your Termination Date.If you are on a company-approved leave of absence, your Termination Date will be the end date of your approved leave.	<ul style="list-style-type: none">For information about Paid Time Off (PTO), Flexible Time Off (FTO), and Frozen Vacation go to the My HR Experience Portal.For questions about your Termination Date or Paid Time Off, you may also contact the HR Shared Services Department at 800-825-5467. The business hours are 7:30 a.m. to 5 p.m. CST Monday through Friday.You may also email questions to yourhrsupport@hr.wba.com.								
Walgreen Medical, Health Savings Account (HSA), Prescription Drug, Dental, and Vision Plans	<ul style="list-style-type: none">If you are enrolled in active benefits, your medical, prescription drug, dental, and/or vision coverage will end at the end of the month of your Termination Date. For example, if you terminate on March 14, your benefits would end on March 31.If you are enrolled in a Walgreens health plan with a Health Savings Account (HSA) associated with it, you own the account and any balance. After your termination, you will be responsible for all fees associated with your HSA.You are eligible to continue coverages through COBRA for yourself and your covered dependents for generally up to 18 months. The Benefits Support Center will send you information about continuing coverage after your Termination Date. You have 60 days after the date you receive the information to elect to continue coverage. COBRA coverage will be effective the day after your Termination Date, so there is no lapse in coverage.If eligible for the Walgreen Co. Severance Plan, Walgreens may subsidize (pay for) a portion of your health and prescription drug COBRA costs up to the time specified below. If eligible, your portion of the costs will be equal to the premium you would pay as an active team member based on your coverage type (i.e., Team Member Only, Team Member & Spouse, Family, etc.). <table><tr><th>Years of Service</th><th>Length of Subsidized COBRA</th></tr><tr><td>0-4 year</td><td>No Subsidy</td></tr><tr><td>5-14 years</td><td>3 months</td></tr><tr><td>15 or more years</td><td>6 months</td></tr></table>	Years of Service	Length of Subsidized COBRA	0-4 year	No Subsidy	5-14 years	3 months	15 or more years	6 months	<p>Contact Information</p> <ul style="list-style-type: none">For COBRA questions, call The Benefits Support Center at 855-564-6153. The business hours are 8 a.m. to 5 p.m. CST Monday through Friday. <p>Or, go to The Benefits Support Center at www.benefitssupportcenter.com for more information.</p> <p>HSA Information</p> <ul style="list-style-type: none">Contact Optum Bank at 866-234-8913 for information on your HSA account. <p>Retiree Benefits Information</p> <ul style="list-style-type: none">If you are Medicare-eligible and meet the requirements for Company-provided annual Health Reimbursement Arrangement (HRA) credits, please call the Benefits Support Center at 855-564-6153. The business hours are 8 a.m. to 5 p.m. CST Monday through Friday. <p>Severance Plan Questions</p> <ul style="list-style-type: none">For questions about the Severance Plan, call the HR Shared Services Department at 800-825-5467. The business hours are 7:30 a.m. to 5 p.m. CST Monday through Friday.
Years of Service	Length of Subsidized COBRA									
0-4 year	No Subsidy									
5-14 years	3 months									
15 or more years	6 months									

	What Happens to My Total Rewards After I Leave Walgreens?	Where Can I Find More Information?
Walgreen Flexible Spending Accounts	<ul style="list-style-type: none"> • <u>Dependent Care Account:</u> Your coverage cannot be continued after you leave the company. You have until June 30 of the following calendar year to submit claims. • <u>Healthcare Account:</u> You are eligible to continue coverage through COBRA up to the end of the calendar year. The Benefits Support Center will send you information about continuing coverage after your Termination Date. You have 60 days after the date you receive the information to elect to continue coverage. Under COBRA, you contribute to your Healthcare Account on an <i>after-tax</i> basis and can be reimbursed for healthcare expenses incurred <i>prior to</i> your Termination Date and/or while you remain on COBRA coverage. • If you do not elect COBRA coverage, you may only be reimbursed for expenses incurred <i>prior to</i> your Termination Date. You have until June 30 of the following calendar year to submit claims. 	<ul style="list-style-type: none"> • For more information, call the Benefits Support Center at 855-564-6153. Representatives are available 8 a.m. to 5 p.m. CST Monday through Friday, excluding some holidays. <p>Or go to www.benefitssupportcenter.com.</p>
Retiree Healthcare Access	<ul style="list-style-type: none"> • If you are 55 years of age or older (up to age 65) regardless of your years of service, you are eligible for Retiree Healthcare Access. • This access will provide you the ability to buy health coverage through the Benefits Support Center at the full premium cost (with no company subsidy). 	<ul style="list-style-type: none"> • After your Termination Date, you may review the options available or make elections on the Benefits Support Center at www.benefitssupportcenter.com. Or, you may contact The Benefits Support Center at 855-564-6153. • If you are Medicare-eligible and meet the requirements for Company-provided annual Health Reimbursement Arrangement (HRA) credits, please call the Benefits Support Center at 855-564-6153. The business hours are 8 a.m. to 5 p.m. CST Monday through Friday.
Company-Paid Life Insurance	<ul style="list-style-type: none"> • Your Company-paid life insurance ends on your Termination Date. • You can purchase an individual policy within 31 days of your Termination Date. The individual policy will be effective on the 32nd day after your group term benefit ends. 	<ul style="list-style-type: none"> • For questions, or to change to individual coverage, contact the Benefits Support Center at 855-564-6153.
Voluntary Group Term Life Insurance	<ul style="list-style-type: none"> • Voluntary term life insurance for you and your dependents ends on the last day of the month of your Termination Date. • You can purchase an individual policy within 31 days of the date your coverage ends. The premium for an individual policy will be different from your Walgreens premium since it is not group coverage. • If you want to continue coverage, you can convert to an individual permanent policy, and your coverage will be directly with the insurance carrier and not affected by Walgreen plan changes. Your premium will be the insurance carrier's standard rate for you, your spouse/domestic partner or children's age group for permanent insurance. 	<ul style="list-style-type: none"> • For questions, or to change to individual coverage, contact the Benefits Support Center at 855-564-6153.

Personal Accident Insurance	<ul style="list-style-type: none"> • Your Walgreens <u>company-paid</u> personal accident insurance coverage ends on your Termination Date. • Your Walgreens <u>voluntary</u> personal accident insurance coverage for you and your dependents ends on the last day of the calendar month of your Termination Date. • You can change to individual coverage under the Portability option if you are under age 80, apply within 31 days of your Termination Date, and have at least \$20,000 in coverage. The premium for an individual policy will be different from your Walgreens premium since it is not a group policy. 	<ul style="list-style-type: none"> • For questions, or to change to individual coverage, contact the Benefits Support Center at 855-564-6153.
------------------------------------	--	--

	What Happens to My Total Rewards After I Leave Walgreens?	Where Can I Find More Information?								
	<ul style="list-style-type: none">When you are age 65 or older, the amount of continued coverage for you and/or your spouse is limited.The Travel Assistance and Business Travel Accident benefits do not have any continuation provisions after your coverage ends.									
Disability Plan	<ul style="list-style-type: none">Your company-paid and voluntary disability plan coverage will end when your employment ends. There is no option to continue this coverage on an individual basis.If you are on an approved paid medical leave when your employment would otherwise end, any remaining disability benefits can continue while you remain disabled under the applicable plan, and you are considered to be employed until your approved leave ends.	<ul style="list-style-type: none"><u>For company-paid disability benefits</u>, call Sedgwick at (877) 872-0911 to discuss your claim Monday through Friday 7:00 a.m. - 8:30 p.m. Central Time.<u>For voluntary disability benefits</u>, call Prudential at 800-842-1718.<u>For unpaid leave of absence</u>, call Sedgwick at (877) 872-0911 to discuss your claim Monday through Friday 7:00 a.m. - 8:30 p.m. Central Time.								
Employee Stock Purchase Plan (ESPP)	<ul style="list-style-type: none">All Walgreens Boots Alliance, Inc. shares purchased through the Employee Stock Purchase Plan (ESPP), which are fully paid for will continue to be held at Fidelity Investments in your individual Brokerage Account. You are required to hold the shares for 90 days from your purchase date.	<ul style="list-style-type: none">For questions, call or write to the Stock Plans Department: WBA Stock Plans Department 102 Wilmot Road, MS #122E Deerfield, IL 60015 888-777-8803To view the Employee Stock Purchase Plan Prospectus, go to My HR Experience Portal from the WBA homepage at https://wbaworldwide.wba.com/web/walgreens.								
Executive and Omnibus Plan Stock Options	<ul style="list-style-type: none">Options issued prior to November 1, 2017, are vested and available for exercise. Options issued from November 1, 2017, vest ratably over 3 years. The expiration date of each year's stock option grant may depend on your age, length of service (as of your Termination Date) and the year the stock options were granted. All transactions in Walgreens Boots Alliance, Inc. securities must be affected in accordance with the Walgreens Boots Alliance, Inc. Insider Trading Policy, including any blackout periods applicable to you.<u>If you RETIRE and are at least age 55 with at least 10 years of service:</u><table><tr><td>Options granted prior to 11/1/2018</td><td><ul style="list-style-type: none">Exercise vested options within 1 year of Termination Date*</td></tr><tr><td>Options granted 11/1/2018 or later</td><td><ul style="list-style-type: none">All unvested options will become vested as of your Termination Date. Exercise vested options by the 10-year expiration date.**</td></tr></table><p>*or the expiration date, whichever is sooner. ** Retirement status is subject to Approval by the Compensation and Leadership Performance Committee of the WBA Board.</p><u>If you do not meet the retirement criteria, but you are INVOLUNTARILY TERMINATED WITHOUT CAUSE:</u><table><tr><td>Options granted prior to 11/1/2014</td><td><ul style="list-style-type: none">Exercise your vested options within 60 days of your Termination Date*</td></tr><tr><td>Options granted 11/1/2014 or later</td><td><ul style="list-style-type: none">Exercise your vested options within 90 days of</td></tr></table>	Options granted prior to 11/1/2018	<ul style="list-style-type: none">Exercise vested options within 1 year of Termination Date*	Options granted 11/1/2018 or later	<ul style="list-style-type: none">All unvested options will become vested as of your Termination Date. Exercise vested options by the 10-year expiration date.**	Options granted prior to 11/1/2014	<ul style="list-style-type: none">Exercise your vested options within 60 days of your Termination Date*	Options granted 11/1/2014 or later	<ul style="list-style-type: none">Exercise your vested options within 90 days of	<ul style="list-style-type: none">Please also refer to your stock option award agreements for all terms and conditions. It is important that you understand these terms/conditions as you are leaving the Company. For questions, call or write to the Stock Plans Department: WBA Stock Plans Department 102 Wilmot Road, MS #122E Deerfield, IL 60015 888-777-8803For more information on exercising your options, call Fidelity at 800-544-9354 or go to www.netbenefits.fidelity.com.
Options granted prior to 11/1/2018	<ul style="list-style-type: none">Exercise vested options within 1 year of Termination Date*									
Options granted 11/1/2018 or later	<ul style="list-style-type: none">All unvested options will become vested as of your Termination Date. Exercise vested options by the 10-year expiration date.**									
Options granted prior to 11/1/2014	<ul style="list-style-type: none">Exercise your vested options within 60 days of your Termination Date*									
Options granted 11/1/2014 or later	<ul style="list-style-type: none">Exercise your vested options within 90 days of									

	What Happens to My Total Rewards After I Leave Walgreens?	Where Can I Find More Information?								
	<table><tr><td></td><td><div>your Termination Date.*</div><ul style="list-style-type: none">Unvested options are forfeited.</td></tr></table> <p>*or the expiration date, whichever is sooner.</p> <ul style="list-style-type: none"><u>If you are TERMINATED WITH CAUSE:</u> <table><tr><td>All Option Grant Dates</td><td><ul style="list-style-type: none">Exercise your vested options before the NASDAQ closes for the day on your Termination Date*Unvested options are forfeited.</td></tr></table> <p>*or the expiration date, whichever is sooner.</p> <ul style="list-style-type: none"><u>If you leave VOLUNTARILY and do not meet the retirement criteria:</u> <table><tr><td>Options granted prior to 11/1/2014</td><td><ul style="list-style-type: none">Exercise your vested options before the NASDAQ closes for the day on your Termination Date*</td></tr><tr><td>Options granted 11/1/2014 or later</td><td><ul style="list-style-type: none">Exercise your vested options within 90 days of your Termination Date.*Unvested options are forfeited.</td></tr></table> <p>*or the expiration date, whichever is sooner.</p> <ul style="list-style-type: none">You must exercise your options on a market trading day before the NASDAQ closes for the day. If your options expire on a weekend or a holiday, it's important to take this into consideration.		<div>your Termination Date.*</div> <ul style="list-style-type: none">Unvested options are forfeited.	All Option Grant Dates	<ul style="list-style-type: none">Exercise your vested options before the NASDAQ closes for the day on your Termination Date*Unvested options are forfeited.	Options granted prior to 11/1/2014	<ul style="list-style-type: none">Exercise your vested options before the NASDAQ closes for the day on your Termination Date*	Options granted 11/1/2014 or later	<ul style="list-style-type: none">Exercise your vested options within 90 days of your Termination Date.*Unvested options are forfeited.	
	<div>your Termination Date.*</div> <ul style="list-style-type: none">Unvested options are forfeited.									
All Option Grant Dates	<ul style="list-style-type: none">Exercise your vested options before the NASDAQ closes for the day on your Termination Date*Unvested options are forfeited.									
Options granted prior to 11/1/2014	<ul style="list-style-type: none">Exercise your vested options before the NASDAQ closes for the day on your Termination Date*									
Options granted 11/1/2014 or later	<ul style="list-style-type: none">Exercise your vested options within 90 days of your Termination Date.*Unvested options are forfeited.									
Deferred Cash Bonus (applies to Execution Band and in other limited situations)	<ul style="list-style-type: none">The Annual Deferred Cash Bonus grants vest ratably over three years. If you are at least age 55 with at least 10 years of service and you are within one year of the next vesting date, then your Deferred Cash Bonus for that vesting period will vest on your Termination Date. All remaining unvested periods are forfeited. The cash payment will be processed within 75 days of your Termination Date directly to your Fidelity brokerage account less applicable taxes.Off-cycle retention bonus awards (if any) typically do not accelerate upon retirement or termination. You must remain employed through each vesting date to receive a distribution. If this applies to you, see award agreement for details.	<ul style="list-style-type: none">For more information, contact the HR Shared Services Department at 800-825-5467 or <i>email</i> yourhrsupport@hr.wba.com								
Deferred Compensation <i>(limited applicability)</i>	<ul style="list-style-type: none"><u>For Deferred Compensation plans prior to 2011:</u> If you are at least age 55 with at least 10 years of service or have worked continuously until age 65, you will receive your normal retirement payouts. If you do not meet the retirement provisions, you will receive a payout equal to your deferral plus interest, based on the applicable interest rate under the plan.<u>For the Walgreen Co. 2011 Executive Deferred Compensation Plan:</u> You will receive your payout based on the elections you made.<u>For the Walgreens Boots Alliance, Inc. Executive Retirement Savings Plan:</u> Depending on the types of account balances you have under this Plan, you will receive your payout based on Plan rules and/or the elections you made.	<ul style="list-style-type: none"><u>For Deferred Compensation plans prior to 2011,</u> contact the Newport Group at www.plandestination.com or call weekdays between 7:30 a.m. and 7 p.m. CST at 800-230-3950.<u>For the Walgreen Co. 2011 Executive Deferred Compensation Plan and the Walgreens Boots Alliance, Inc. Executive Retirement Savings Plan,</u> call the Walgreens Retirement Savings and Investment Center at 1-833-422-9247 weekdays between 7:30a.m. and 7:30p.m. Central Time or go online to www.netbenefits.com/walgreens.								
Retirement Savings Plan	<ul style="list-style-type: none">If you are participating in the Walgreens Retirement Savings Plan, your contributions will end as of your Termination Date, except that all pre-tax and after-tax deductions will apply to any payments you receive for any PTO and frozen vacation, and any bonus not yet paid. You are 100% vested in your	<ul style="list-style-type: none">Call the Walgreens Retirement Savings and Investment Center at 1-833-422-9247 for information on your account balance and payment options when you leave Walgreens. A formal communication also will be sent by Fidelity to explain all of								

	What Happens to My Total Rewards After I Leave Walgreens?	Where Can I Find More Information?
	<p>Walgreens Retirement Savings Plan account balances.</p> <ul style="list-style-type: none"> If you have an outstanding balance on a 401(k) loan, upon termination the entire outstanding principal and accrued interest is immediately due and payable. If you choose not to repay the loan, the balance will be treated as a taxable distribution from the Plan. If you have less than \$1,000 in your Walgreens Retirement Savings Plan account, it will be paid to you in a lump sum payment, unless you request to roll it into an IRA or a new employer's 401(k) plan. If you have \$1,000-\$5,000 in your account, unless you request otherwise, your balance will automatically be rolled into a rollover IRA account with Millennium Trust. If your account balance is greater than \$5,000, you may defer payments until age 72, or receive payment in any of the following ways: monthly installments, lump sum payment, or a rollover to an IRA or a new employer's 401(k) plan. 	<p>your options after you terminate.</p> <ul style="list-style-type: none"> To view your account balance and other information on your account, go online to www.netbenefits.com/walgreens. To view the <i>Walgreens Retirement Savings Plan Summary Plan Description</i>, go to www.netbenefits.com/walgreens or My HR Experience Portal from the WBA homepage and type Walgreens Retirement Savings Plan SPD in the Ask a Question Here Section.
Bonus	<ul style="list-style-type: none"> Any unpaid bonus for which you are eligible for the prior fiscal year will be paid to you when bonuses are paid (typically between November 1 - 15). No prorated bonus is payable to you for the current fiscal year unless you qualify for retirement, which is at least age 55 upon termination with 10 or more years of service. This prorated bonus would be paid to you when bonuses are paid for the current fiscal year. If applicable, Retirement Savings Plan deductions will be taken out of your bonus payment. 	<ul style="list-style-type: none"> For more information, contact the HR Shared Services Department at 800-825-5467 or email yourhrsupport@hr.wba.com
Transportation Benefit	<ul style="list-style-type: none"> Your transportation benefit ends on your Termination Date and any unused funds will be forfeited. You may continue to use passes already purchased through payroll deduction until their expiration date. 	<ul style="list-style-type: none"> For more information, call the Benefits Support Center at 855-564-6153. Representatives are available 8 a.m. to 5 p.m. CST Monday through Friday, excluding some holidays. <p>Or, go to www.benefitssupportcenter.com</p>
Paid Time Off (PTO), Flexible Time Off (FTO) and Frozen Vacation Banked Time	<ul style="list-style-type: none"> You will receive payment for accrued unused PTO time (if applicable) and unused frozen vacation. Payment rules may vary by state. The payment will be processed on your final paycheck or a separate paycheck as soon as administratively possible, but no later than four (4) weeks after your Termination Date. If you have direct deposit, your paycheck(s) will be sent electronically. If PTO and frozen vacation are paid on a separate check, or added to your final paycheck, Federal tax will be withheld at 22%. 	<ul style="list-style-type: none"> For questions about the Paid Time Off (PTO), Flexible Time Off (FTO) and Frozen Vacation benefits, contact the HR Shared Services Department at 800-825-5467. The business hours are 7:30 a.m. to 5 p.m. CST Monday through Friday. <p>Or, go to Ask a Question on My HR Experience Portal</p> <ul style="list-style-type: none"> You may also email questions to yourhrsupport@hr.wba.com
Payroll (applies to U.S. team members)	<ul style="list-style-type: none"> Your final paycheck(s) for your last pay period worked will be processed as usual. Your accrued unused PTO (if applicable) and unused frozen vacation may be paid on a separate check as soon as administratively possible, but no later than four (4) weeks after your Termination Date. If PTO and frozen vacation are paid on a separate check, or added to your final paycheck, Federal tax will be withheld at 22%, in addition to Social Security, Medicare and if applicable, State and Local income taxes. 	<ul style="list-style-type: none"> For questions about payments, call the HR Shared Services Department at 800-825-5467 and listen to the prompts. Your mailing address on file must be current so any important documents, including your W-2, will be mailed to the current address. To update your contact information: <p>- Before your last day worked: Access People Central from the WBA homepage.</p>

	What Happens to My Total Rewards After I Leave Walgreens?	Where Can I Find More Information?
	<ul style="list-style-type: none"> If you are eligible for the Walgreen Co. Severance Plan benefits, within five (5) weeks of the date a signed Walgreen Co. Separation and Release Agreement is received, your severance payment will be issued in a lump sum, less applicable taxes. Please note that, per IRS guidelines, Federal Tax from your severance payment will be withheld at the supplemental rate of 22%. Your payment(s) will be processed through direct deposit. If you do not have direct deposit, the check(s) will be mailed to your address on file. If you receive other miscellaneous payments, please note that, per IRS guidelines, Federal income tax will be withheld at 22%, in addition to Social Security, Medicare and if applicable, State and Local income taxes. 	<ul style="list-style-type: none"> – <u>After your last day worked</u>: Call the HR Shared Services Department at 800-825-5467. For questions about the Severance Plan or to request a copy of your paycheck stub, call the HR Shared Services Department at 800-825-5467. The business hours are 7:30 a.m. to 5 p.m. CST Monday through Friday. You may also email questions to yourhrsupport@hr.wba.com
Payroll (applies to Puerto Rico team members)	<ul style="list-style-type: none"> Your final paycheck(s) for your last pay period worked will be processed as usual. Your unused PTO, vacation, or frozen vacation, may be issued on a separate check and will be processed as soon as administratively possible, but no later than four (4) weeks after your Termination Date. If PTO, vacation or frozen vacation are added to your final check, or processed as a separate check, all normal withholdings will apply. If you are eligible for the Walgreen Co. Severance Plan benefits, within five (5) weeks of the date a signed Walgreen Co. Separation and Release Agreement is received, your severance payment will be issued in a lump sum, less applicable Social Security and Medicare taxes. Your payment(s) will be processed through direct deposit. If you do not have direct deposit, the check(s) will be mailed to your address on file. If you receive other miscellaneous payments, please note that all normal withholdings will apply. 	<ul style="list-style-type: none"> For questions about payments, call the HR Shared Services Department at 800-825-5467 and listen to the prompts. Your mailing address on file must be current so any important documents, including your W-2, will be mailed to the current address. To update your contact information: <ul style="list-style-type: none"> – <u>Before your last day worked</u>: Access People Central from the WBA homepage. – <u>After your last day worked</u>: Call the HR Shared Services Department at 800-825-5467. For questions about the Severance Plan or to request a copy of your paycheck stub, call the HR Shared Services Department at 800-825-5467. The business hours are 7:30 a.m. to 5 p.m. CST Monday through Friday. You may also email questions to yourhrsupport@hr.wba.com
Life365 Employee Assistance Program (EAP)	<ul style="list-style-type: none"> You are eligible to continue coverage for yourself and your covered dependents for up to 18 months. Coverage will automatically begin on your Termination Date and will continue for up to 18 months at no cost to you. This free benefit is available to eligible team members of Walgreens. 	<ul style="list-style-type: none"> Visit Life365 via web at walgreenslife365.com or by phone at 855-777-0078, 24 hours a day, 7 days per week.

PLEASE NOTE:

This summary is produced by the HR Shared Services Department for team members of Walgreens. We have made every effort to ensure the accuracy of the information presented here. However, this information is summarized and does not include many details about the total rewards discussed. In case of conflict between this information and the official text of any applicable plan, policy or agreement, the text of the plan, policy, or agreement governs, and such plans and policies are subject to change at any time. Employees covered by collective bargaining agreements are subject to the terms of such agreements, which may dictate certain differences from the information spelled out above. 01/2023



Walgreen Co. Severance Plan

Summary Plan Description



EXHIBIT A – Plan Benefits

The Plan pays benefits to eligible team members based on the below chart, except to the extent a different chart of benefits is set forth in a separate exhibit applicable to any specified group of eligible team members.

Position	Years of Service	Benefit	Maximum Benefit
<ul style="list-style-type: none"> Full-time salaried team members Full-time hourly team members in assistant store manager, emerging store manager, store manager unassigned, analysis or coordination band positions Pharmacists (salaried and hourly; full- and part-time) 	Fewer than 3 years	4 weeks of pay	4 weeks
	3 or more years	2 weeks of pay for every 1 year of service*	32 weeks

*For a partial year of service, your benefit is pro-rated at 1/6th of 1 week of pay for each full month of service beyond a full year.

<ul style="list-style-type: none"> Part-time Salaried Hourly positions not indicated above (full- and part-time) 	Fewer than 3 years	2 weeks of pay	2 weeks
	3 or more years	1 week of pay for every 1 year of service*	16 weeks

*For a partial year of service, your benefit is pro-rated at 1/12th of 1 week of pay for each full month of service beyond a full year.

Severance Pay Examples

Example 1: You are a full-time salaried team member who has worked for Walgreens for 2 years and 4 months and you are paid \$48,100 per year.

- One week of pay is \$925 (\$48,100 divided by 52).
- Since your years of service are fewer than 3 years, you are eligible for 4 weeks of pay, or \$3,700 (4 weeks times \$925).
- Total Severance Benefit = \$3,700.

Example 2: You are an hourly team member who works 40 hours per week and you have been working for Walgreens for 6 years and 8 months. You are paid \$18 per hour.

- One week of pay is \$720 (40 hours times \$18).
- Since you have more than 3 years of service, you are eligible for 6 weeks of pay for your 6 years of service (6 weeks times \$720), or \$4,320.
- In addition, your 8 months of additional service is pro-rated at 1/12 of one week of pay times 8 months (8/12 x \$720), or \$480.
- Total Severance Benefit = \$4,800 (\$4,320 + \$480).

In addition, the Company may pay for (subsidize) a portion of your medical and prescription drug COBRA costs up to the time specified below.

Years of Service	Length of Subsidized COBRA
Less than 5 years	No subsidy
At least 5 years but less than 15	3 months
15 or more years	6 months

If eligible, your portion of the costs will be equal to the premium you would pay as an active team member based on your coverage type (i.e., Employee Only, Employee & Spouse, Family, etc.). Subsidized coverage is not available for dental or vision coverage.

This Summary Plan Description explains the severance benefits available to team members covered by the Walgreen Co. Severance Plan (the “Plan”), in effect as of January 1, 2021. You should read the information provided in this booklet so that you have a full understanding of the benefits provided and the other relevant terms and conditions of the Plan. Throughout this document, the term “Company” means Walgreen Co. and its Participating Employer subsidiaries and affiliates, and the term “Participating Employer” means each legal entity whose team members are eligible to participate in the Plan. See “Administrative Facts” at the end of this booklet for the name and legal entity of the Company that is the plan sponsor of the Plan, and therefore the Company for purposes of formal approvals and government filings.

This Summary Plan Description also serves as the plan document for the Walgreen Co. Severance Plan. The Company reserves the right to amend, modify, or terminate this Plan at any time and for any reason. You will be notified of any changes to the Plan within a reasonable amount of time, but not always prior to the time the change goes into effect. To determine the proper benefits at any given time, it is necessary to consult the Summary Plan Description (or Plan document) that is in effect at the relevant time.

Attention: Important Notice

This booklet contains a summary in English of your Plan rights and benefits under the Walgreen Co. Severance Plan. If you have difficulty understanding any part of this booklet, contact HR Shared Services Operations at 800-825-5467.

Atención: Noticia Importante

Este boletín contiene un resumen, escrito en inglés, de sus derechos y beneficios del Plan bajo el Walgreen Co. Severance Plan. Si es difícil comprender cualquiera parte de este boletín, por favor de ponerse en contacto con las Operaciones de Recursos Humanos Compartidos (HR Shared Services Operations) en el 800-825-5467.

Introduction

The purpose of the Severance Plan is to provide financial assistance to eligible team members of Participating Employers who terminate employment due to a permanent reduction in force or the permanent closing of a unit. The Plan only provides such assistance in these circumstances, as it is not a general severance program covering all types of job losses. You are eligible for this benefit if you meet the eligibility requirements defined in this booklet.

Definitions

There are several key terms mentioned in this booklet which are defined below. Some of these terms help clarify existing Company policy, and others are specific to this Plan.

Average Hours: To determine average hours per week, the total number of hours worked in the previous 52-week period is divided by 52. If the team member has worked less than a year, the total hours are divided by the number of weeks actually worked.

Company: Walgreen Co. and its US-based subsidiaries and affiliates that are Participating Employers, including Walgreens Boots Alliance, Inc. as applied to its US-based “group level” team members.

Comparable Job: A position that is comparable or better than your previously held position in terms of pay and position level; and which does not involve an unreasonable increase in commuting time/distance vs. your previously held position; all as determined in the sole discretion of the Plan Administrator, and pursuant to any guidelines as may be established by the Plan Administrator from time to time.

Full-Time: Working an average of at least 30 hours per week during the most recent 12-week period. (A team member on an approved medical leave, military leave or Family/Medical Leave is considered full-time if he or she worked an average of 30 hours per week during the 12-week period immediately preceding the leave.)

Participating Employers: Walgreens Boots Alliance, Inc. (as applied to its US-based group level team members), Walgreen Co., and all US-based and Puerto Rico-based subsidiaries of Walgreen Co., except to the extent any such employer maintains a separate severance plan or program for its team members or subset of its team members.

Part-Time: Working an average of less than 30 hours per week during the most recent 12-week period.

Permanent Reduction in Force: The elimination of your position or other loss of employment in connection with a workforce reduction as determined by the Plan Administrator.

Plan Administrator: See the “Administrative Facts” section for details about the Plan Administrator. It is within the authority and discretion of the Plan Administrator to construe and interpret this Plan and to make final determinations as to eligibility for, and benefits due, under the Plan described in this section. References to the Plan Administrator shall include those to whom it has delegated administrative authority and functions.

Successor Employer: A company which buys or otherwise acquires (including via outsourcing or transfer) a Company unit, subsidiary or business function, and which retains or hires Company team members who performed services for such unit, subsidiary or function.

Terminated or Termination: Your employment with the Company is ended due to the permanent closing of a unit or permanent reduction in force, as determined in the sole discretion of the Plan Administrator. You are not considered Terminated solely because your hours scheduled or worked fluctuate or are reduced.

Week of Pay: To compute a week of pay for hourly team members, the team member's 52-week average hours worked is multiplied by the current hourly rate of pay. For salaried team members, the team member's current annual base salary is divided by 52 weeks. When calculating a week of pay, bonus or incentive pay is not included.

Years of Service: A team member's years of service are determined in accordance with Company policy and personnel records.

Eligibility

You are eligible for severance benefits if you are employed by a Participating Employer, your employment is *Terminated* and you meet the following criteria:

- You are actively at work or on an approved disability leave, military leave, or Family/Medical Leave at the time of Termination.

Exceptions

Even if you meet the above criteria, you are not eligible if any of the following apply:

- You voluntarily separate from the Company;
- You are on a personal leave of absence at the time of Termination;
- You are offered a Comparable Job with the Company, with a Company affiliate or with a Successor Employer, in all cases prior to or within 30 days of Termination;
- Except as determined otherwise by the Plan Administrator, you choose not to interview for an available Comparable Job with the Company, with a Company affiliate or with a Successor Employer, within the time frame spelled out in the prior bullet point;
- You are offered and accept a new position within the Company, with a Company affiliate or with a Successor Employer as an employee or consultant/contractor within 30 days of Termination, regardless of whether such new position is a Comparable Job;
- You are covered by a collective bargaining agreement that does not explicitly provide for your participation in this Plan;
- You are eligible for severance or other separation benefits under an individual employment or separation agreement or under another severance plan within the Company; or
- You are an independent contractor, consultant, leased, temporary (including interns), per diem, or seasonal employee, or otherwise not treated as an employee by the Company for payroll purposes, as determined in the sole discretion of the Plan Administrator. This is the case, even if a court or administrative agency determines otherwise.

Plan Benefits

The Plan pays benefits to eligible team members based on their position and average hours worked. The amount of your Plan benefits will be computed based on your current pay rate. See the Exhibit or Exhibits at the end of this SPD for the Plan benefits applicable to one or more groups of eligible participants.

How to Receive Plan Benefits

HR Shared Services calculates your severance benefit, if any, and the appropriate amount is paid in one lump sum within 45 days following the later of your termination date and the date you return the signed Separation and Release Agreement, but only after the seven-day revocation period for the signed Separation and Release Agreement has passed. All legally required taxes and amounts owed to the Company are deducted from Plan payments.

If you believe that you did not receive a benefit to which you are entitled under this Plan, you may submit a formal written claim as described below under "Claims Procedures."

This claim must be submitted within six months of receiving your last paycheck, and it should include your name, current home address, team member ID, and the basis for your claim.

Repayment of Plan Benefits If Rehired: Please note that if you receive severance benefits and are rehired by the Company, by a Company affiliate or by a Successor Employer within 30 days of your termination date, you will be required to repay the benefits to the Company. If you are rehired more than 30 days after your termination date, you may keep Plan benefits equal to your previous weekly rate of pay multiplied by the number of weeks between your termination date and rehire date, but you must repay the remainder to the Company. You are not eligible for re-hire until you make the repayment. For purposes of this paragraph, rehired includes retention as a non-employee consultant/contractor.

Rehire Restrictions: The Company may also impose rehire restrictions as a condition to receiving Plan benefits – as spelled out in the Separation and Release Agreement described below.

Separation and Release Agreement

To receive severance pay and benefits under the Plan, you must return a signed Separation and Release Agreement within the prescribed period of time set forth in the Agreement. Generally, you may not submit a Separation and Release Agreement before your termination date.

You may revoke a signed Separation and Release Agreement within seven days of signing the agreement. You must provide the revocation in writing to the party indicated in the Agreement within the seven-day period. If you timely revoke the

Separation and Release Agreement, you will not be eligible to receive severance pay or benefits. Your revocation of the Agreement does not change the termination of your employment as of your last day worked.

The Separation Agreement and Release may include non-competition and/or non-solicitation restrictions to protect the Company's legitimate competitive interests for a reasonable period of time following the termination of your employment.

Your consideration for (i.e., your signature on) the Separation and Release Agreement is the severance pay and benefits that you are not otherwise eligible to receive. You may want to contact a personal attorney at your own expense to review the Separation and Release Agreement.

Termination Date

Your termination date is your last day worked.

Your severance benefit and unused Paid Time Off (PTO) does not extend your termination date. Any unused time in your PTO Accrual bucket or other unused vacation will be paid to you. Unused floating holidays or sick time will not be paid out upon separation. If you are on a medical leave, military leave or a Family/Medical Leave when your position is eliminated due to a permanent reduction in force or the permanent closing of a unit, you are considered to be employed until your leave ends.

If you are on a Company-approved leave of absence at the time of the event giving rise to your eligibility for severance benefits under this Plan, the date your approved leave ends is considered to be your termination date for purposes of calculating and administering your severance benefit under this Plan, but such date shall be no later than 12 months following your last day worked.

Coordination with Company Benefits

Health, Prescription Drug, Dental and Vision Coverage: When your employment terminates, you can continue medical, prescription drug, dental and vision coverage through the Consolidated Omnibus Budget Reconciliation Act (COBRA).

Information about continuing coverage through COBRA is available in the Summary Plan Description(s) covering those benefits. You will be sent more information about COBRA following your termination. Also see separate summary plan descriptions and other information describing what happens to other benefits upon your termination of employment (life insurance, personal accident insurance, disability, 401(k), stock benefits, etc.).

Benefit Offset

The severance benefits available under this Plan are the maximum benefits payable by the Company in the event of termination of employment. To the extent that a federal, state or local law, including the Worker Adjustment and Retraining Notification Act ("WARN"), requires the Company to give advance notice or make a payment to eligible team members because of involuntary termination of employment, layoff, plant closing, sale of business or other similar event (collectively, a "WARN Event"), severance benefits will be offset by any such payments.

Additionally, severance benefits will be offset by any payments made, such as paid leave or layoff benefits, during a period for which a WARN (Worker Adjustment and Retraining Notification Act) notice was given. These offsets will not reduce a participant's benefit to less than two weeks of pay for hourly team members, or four weeks of pay for salaried team members.

Additional Plan Provisions

No Assignment — Severance benefits are not subject to anticipation, alienation, pledge, sale, transfer, assignment, garnishment, attachment, execution or encumbrance of any kind. Any attempt to do so will be void, except as required by law.

Return of Severance Payments — Any severance benefits paid to a team member in error must be repaid to the Company. The Company has all remedies available under the law for the recovery of such amounts.

No Representations Contrary to the Plan — No team member, officer, or director of the Company may alter, vary or modify the Plan, except by an authorized written amendment. No verbal or written representations contrary to the terms of the Plan and its written amendments are binding upon the Plan, the Plan Administrator or the Company.

No Employment Rights — The Plan does not confer employment rights upon any person. No

person will be entitled, by virtue of the Plan, to remain in the Company's employment and nothing in the Plan restricts the Company's right to terminate any person's employment at any time.

Applicable Law — This Plan is governed and construed in accordance with the Employee Retirement Income Security Act of 1974 (ERISA), and in the event that any reference be made to state law, the laws of the state of Illinois will apply, without regard to its conflicts of law provisions.

Severability — If a provision of the Plan is found, held or deemed by the Plan Administrator or a court of competent jurisdiction to be void, unlawful or unenforceable under any applicable statute or other controlling law, the provision will be severed from the Plan and the remainder of the Plan will continue in full force and effect.

Return of Company Property — An eligible team member must return all Company property (i.e., keys, credit cards, documents and records, identification cards, equipment, cellular telephones, parking stickers, etc.) as of his or her termination date to begin receiving severance benefits. Benefits will not be paid until the Plan Administrator is satisfied an eligible team member has returned all Company property.

Claims Procedures

Initial Claims Determinations: All formal claims under the Plan will be reviewed by one or more individuals within the HR Shared Services Department who are designated by the Plan Administrator to review claims under this Plan. A decision will be made based on the information submitted by you within 90 days after the claim is submitted. By notice to you before this period ends, this deadline may be extended by up to 90 additional days if it is determined that a decision cannot be made during the initial period for reasons beyond the control of the Plan. An extension notice will specify the length of the extension and inform you that a decision cannot be made within the deadline because of reasons beyond the control of the individual(s) reviewing your claim.

Claim Denials: If your claim is denied, you will be sent a notice that will:

- Be written in a manner that you should understand;
- Include the specific reasons for the denial;

- Refer to the provisions of the Plan on which the determination was based;
- Describe any additional material or information necessary to perfect the claim and explain why the additional material is necessary;
- Inform you that, upon request and free of charge, you are entitled to reasonable access to and copies of all documents, records, and other information relevant to the claim;
- Explain the Plan's review procedures including relevant deadlines; and
- Include a statement of your right to bring a civil action under ERISA after receiving a final determination upon appeal.

Appealing a Denied Claim: To appeal a claim denial, you must notify the Plan Administrator within 60 days of receiving notice of the claim denial. You may submit written comments, documents, records, and other pertinent information and will be given reasonable access to, and copies of, all documents, records, and other information relevant to the claim. It is essential that you supply all information or opinions that you believe may be relevant to your claim. To be assured of a proper response to the appeal, it must be directed to the Plan Administrator at the address listed in the "Administrative Facts" section.

Plan Administrator's Review of Appeal: The appeal will be reviewed by the Plan Administrator, who will not give deference to the initial benefit determination, and will take into account all comments, documents, records, and other information that you submit relating to your claim, without regard to whether the information was submitted or considered in the initial benefit determination.

Notice of Decision on Appeal: You will be notified of the benefit determination within 60 days of the receipt of the appeal. By notice to you before this period ends, the Plan Administrator may extend this deadline by up to 60 additional days if it determines that a decision cannot be made during the initial period for reasons beyond the control of the Plan Administrator. An extension notice will specify the length of the extension and inform you that a decision cannot be made within the deadline because of reasons beyond the control of the Plan Administrator. If the decision on appeal is denied, the Plan Administrator will provide you with a notice of the denial that will:

- Be written in a manner that you should understand;
- Include the specific reasons for the denial;

- Refer to the provisions of the Plan on which the determination was based;
- Inform you that, upon request and free of charge, you are entitled to reasonable access to and copies of all documents, records, and other information relevant to the claim; and
- Notify you of your right to bring legal action under ERISA.

General Claims/Appeals Information: Both in the context of initial claims determination and in the context of reviewing appeals, there may be situations where the reviewers need additional information from you before they can make their determination. If that is the case, you will be notified of the specific information that is needed and/or any issues that need to be resolved, and you will be given a reasonable period of time to supply the needed information (generally 45 days). In such situations, the deadlines for responding to the claim or appeal may be put on hold while the receipt of this additional information is pending. The reviewers will apply their judgment to claims and appeals in a manner that they deem to be consistent with the Plan and any rules, regulations, or prior interpretations of the Plan. The reviewers will make their decision in a manner that they believe will apply the Plan consistently to similarly situated participants.

The Plan Administrator (or any delegate) has the discretionary authority to determine eligibility for Plan benefits and to construe the terms of the Plan, including making factual determinations. Benefits under the Plan are payable only if the Plan Administrator determines, at its sole discretion, that an eligible team member is entitled to them. The decisions of the Plan Administrator are final and conclusive with respect to all questions concerning the administration of the Plan. You must first utilize the claim and appeal rights described above before you may properly assert any claim in court. If you fully exhaust these rights, but remain dissatisfied with the outcome of your appeal, you may challenge the decision in court via an ERISA Section 502(a) benefit claim. You must file such claim in court within six months of your receipt of the denial of your appeal.

ERISA Rights

As a team member eligible to participate in this Plan, you are entitled to certain rights and protections under ERISA. ERISA provides that all plan participants shall be entitled to receive:

Information about Your Plan and Benefits

- Examine, without charge, at the Plan Administrator's office and at other specified locations, all documents governing the Plan, including any insurance policies/contracts and any collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefit Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including any insurance policies/contracts and any collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description.
- The Plan Administrator may make a reasonable charge for the copies and will inform you in advance of the cost. To view or receive a copy of any Plan documents, you should send a written request (noting the specific document(s) of interest) to the following address:

Walgreens Health & Welfare Plan Committee
102 Wilmot Road, M.S. #122H
Deerfield, IL 60015-5143
800-825-5847

Prudent Actions by Plan Fiduciaries: In

addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union (if applicable), or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a welfare benefit or exercising your rights under ERISA.

Enforce Your Rights: If a claim for a welfare benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. Under ERISA, there are steps you can take to enforce the above rights.

For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you

receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court, but only after you have exhausted your claims and appeals rights described above. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees if, for example, it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Plan Administrator at the address listed in the "Administrative Facts" section. The Plan Administrator is available to answer your general questions. However, raising questions or making an inquiry in this fashion will not satisfy the claims procedure requirements described in the "How to Receive Plan Benefits" and "Claims Procedures" sections. If you wish to file a formal claim or appeal a claim denial, you must follow these formal claims procedure requirements.

If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the Employee Benefits Security Administration at 866-444-EBSA (866-444-3272), or visiting the website, www.dol.gov/ebsa.

Administrative Facts

Plan Name: Walgreen Co. Severance Plan

Plan Sponsor: Walgreen Co.

Plan Year: January 1 - December 31

Plan Number: 514

Plan Type: The Walgreen Co. Severance Plan is a welfare benefit plan providing payment upon separation of employment in defined circumstances.

Employer Identification Number: 36-1924025

Plan Costs: Costs for this Plan are paid by the sponsor, Walgreen Co., from general assets. No eligible team member will acquire by reason of the Plan any right in or title to any of the Company's assets, funds, or property. All severance benefits are an unfunded obligation of the Company. The Company will pay severance benefits from its general assets. No team member, officer, director or agent of the Company guarantees in any manner the benefits or the payment of severance benefits.

Plan Administrator & Agent for Service of Process:

Walgreens Health & Welfare Plan Committee
102 Wilmot Road, M.S. #122H
Deerfield, IL 60015-5143
800-825-5467

Amendment, Termination, Rights, and

Questions: Walgreen Co. reserves the right to alter, amend, or cancel the Plan at its sole discretion. In the event of Plan termination, claims incurred prior to the date of termination will be paid out of the general assets of the Company. The establishment of this Plan, or any modifications to it, does not create a contract or a guarantee of employment or coverage, nor does it give any Company or person a legal or equitable right against the Company, its shareholders, directors, or officers.

Walgreens

01/01/2021