



Diversity, Equity & Inclusion Commitment Statement to Equal Employment Opportunity & Affirmative Action

At Walgreens, our commitment to diversity, equity and inclusion is built upon a tradition of fairness, trust, and honesty. The principles of diversity, equity and inclusion, equal employment opportunity, and affirmative action are key to our culture and business.

We are committed to equal employment opportunity (EEO) and fair and consistent treatment of all individuals based on job-related qualifications and without regard to race, color, religion, creed, national origin, ancestry, citizenship status according to the Immigration and Reform and Control Act of 1986, pregnancy or pregnancy-related conditions, sex, sexual orientation, gender, gender identity, gender expression marital status, age, disability, military or veteran status, genetic information or any other characteristic protected under federal, state or local fair employment practice laws.

Further, as a federal government contractor, we are committed to taking affirmative action (AA) to employ and advance in employment qualified minorities, women, disabled persons, disabled veterans, recently separated veterans, Armed Forces service medal veterans, active-duty wartime or campaign badge veterans or veteran spouses and family members. Both equal employment opportunity and affirmative action objectives will be pursued in all areas of employment including, but not limited to, recruitment, hiring, compensation, benefits, assignments, promotions, training, transfers, and separations.

We believe that team members have a right to work in an environment free of verbal or physical harassment on account of any race, color, religion, national origin, ancestry, citizenship status, sex, sexual orientation, gender identity, age, disability, veteran status, genetic information, or any personal characteristic. Our policy expressly prohibits any harassing conduct that affects an individual's employment, interferes with an individual's work performance, or creates an intimidating, hostile, or offensive working environment. Walgreens prohibitions on discriminatory treatment extends to applicants for employment as well as team members. In addition, we will safeguard the fair and equitable treatment of protected veteran spouses and family members with regard to all employment actions and prohibit harassment of applicants and team members because of their relationship or association with a protected veteran.

Overall responsibility for the development, implementation, and monitoring of Walgreens EEO/AA and Diversity programs and compliance is delegated to the Diversity, Equity & Inclusion Department. All managers and supervisors are also responsible for providing full support to our EEO/Affirmative action, diversity programs and initiatives and ensuring that all employment decisions are made in accordance with the principles of equal opportunity.

I am deeply committed to ensuring equal opportunity and continuing to build a diverse and inclusive Walgreens where everyone is treated fairly and with dignity and respect. Building a diverse and inclusive workforce and culture is not only the right thing to do, but it is also critically important to the Company's overall success. Our shared vision is to be a company whose cultures, people, perspectives, and workplaces will reflect the current and future customers we serve while delivering superior business performance. I request your commitment with the support and implementation of our EEO/Affirmative Action and Diversity, Equity and Inclusion programs and initiatives. As you know a collective effort at all levels is essential to the continued success of these programs and to realizing our vision to be America's most loved pharmacy-led health, well-being, and beauty enterprise.

If you have any questions, please reach out to equal.opportunity@walgreens.com.

Thank you for your continued support of these important policies.

Timothy C. Wentworth
Chief Executive Officer - WBA, Inc.

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