

NOTICE:

The WinCo Holdings, Inc. Privacy Practices Notice (Version 2/16/2026) has been posted and is available for your review at <https://benefits.wincofoods.com/plan-documents/>.

You may review the document directly by accessing the QR Code below:



WinCo intends to provide you with certain documents required by the Employee Retirement Income Security Act (ERISA) by electronic delivery, such as the Summary Plan Description (SPD); Summary of Material Modifications (SMM); Summary Annual Report (SAR); and any other required documents. These are located at: <https://benefits.wincofoods.com>. If you are unable to access and retain electronic documents, please call 208-672-2137 to request a paper copy at no charge to you.



An Employee-Owned Company

650 N. Armstrong Pl, Boise, ID 83704

IMPORTANT NOTICE Regarding Workday and WinCo Health Insurance Eligibility

Beginning in late summer/early autumn, WinCo will launch the Workday system, which will change how employees enroll in WinCo benefits as new hires; update their benefits for life changes; and make their open enrollment elections. The launch of Workday will also mark a change in how employees become and remain eligible for WinCo's health insurance. Please stay tuned for future communications on how benefits eligibility and enrollment will work within the new Workday system.