FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

Washington, D.	C. 20549
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STATEMENT	OF CHANGES II	N BENEFICIAL	OWNERSHIP

OMB APPROVAL										
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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person* <u>Eskew Richard</u>						2. Issuer Name and Ticker or Trading Symbol Accolade, Inc. [ ACCD ]								neck all appl Direct	or 109		10% Ov	Owner -	
(Last)	(Fi	,	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 05/01/2023								X Officer (give title Other (spec below) below)  EVP General Counsel				specify	
1201 THIRD AVENUE, SUITE 1700					4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)								. Individual or Joint/Group Filing (Check Applicable ine)					
(Street) SEATTL	E W	Α !	98101												filed by Mo		orting Person One Repo		
(City)	(Si	cate)	(Zip)		Ru	Rule 10b5-1(c) Transaction Indication								a contract, instruction or written plan that is intended to					
	Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.																		
		Tabl	e I - No	on-Deriv	ative	Sec	uritie	es Ac	quired	, Di	sposed (	of, or Be	eneficia	lly Owne	d				
1. Title of Security (Instr. 3)  2. Transaction Date (Month/Day/					Execution Date			Transaction Disposed Code (Instr.			ies Acquired (A) or Of (D) (Instr. 3, 4 and		Benefic	ies :ially Following	Form (D) or	orm: Direct ) or Indirect (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
									Code	v	Amount	(A) or (D)	Price	Transa (Instr. 3	ction(s)			(IIISU. 4)	
Common Stock 05/01/20				2023	023			M		389	A	\$13.02	(1) 19	19,925		D			
Common Stock 05/02/20				.023				<b>S</b> <sup>(2)</sup>		112	D	\$12.50	19,813			D			
		Т	able II						•		posed of converti	•		y Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Dee Execution if any (Month/		4. Transa Code ( 8)				6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title an Amount o Securities Underlyin Derivative (Instr. 3 and	of s g e Security	8. Price of Derivative Security (Instr. 5)		Own Forn Dire- or In (I) (I	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisal	ble	Expiration Date	Title	Amount or Number of Shares						
Restricted Stock	(3)	05/01/2023			M			389	(4)		(4)	Common Stock	389	(3)	9,718		D		

## **Explanation of Responses:**

- 1. Each restricted stock unit ("RSU") converted into one share of Common Stock.
- 2. The sale reported on this Form 4 represents shares sold by the Reporting Person to cover tax withholding obligations in connection with the vesting and settlement of RSUs. The sale was to satisfy tax withholding obligations to be funded by a "mandatory sell to cover" transaction and does not represent a discretionary transaction by the Reporting Person.
- 3. Each RSU represents a contingent right to receive one share of the Issuer's Common Stock.
- 4. The shares subject to this RSU shall vest at a rate of twenty-five percent of the total number of shares on the first anniversary of June 1, 2021 (the "June 2021 Vesting Commencement Date") and 1/48th of the total number of shares each monthly anniversary of the June 2021 Vesting Commencement Date thereafter for so long as the Reporting Person remains in service with the Issuer, such that the total number of shares shall be fully vested on the four-year anniversary of the June 2021 Vesting Commencement Date.

/s/ Richard Eskew 05/03/2023

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- \* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.