



# Corporate Social Responsibility Performance Data Fiscal 2020



Walgreens Boots Alliance

#WeAreWBA



Walgreens Boots Alliance

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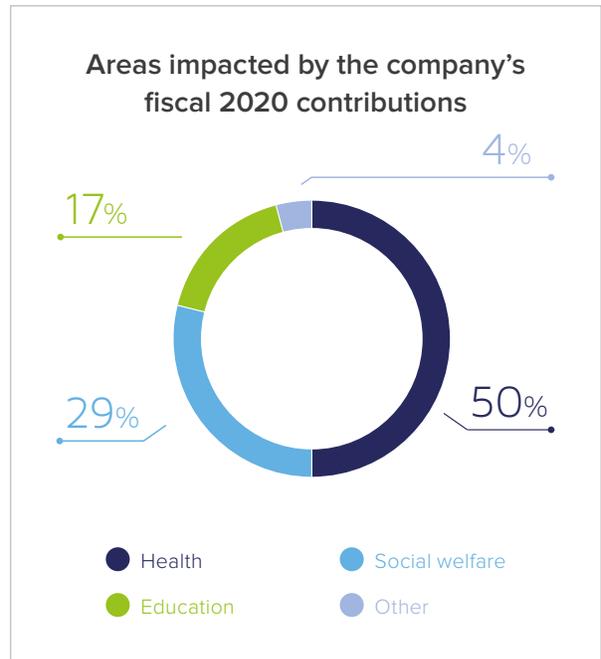
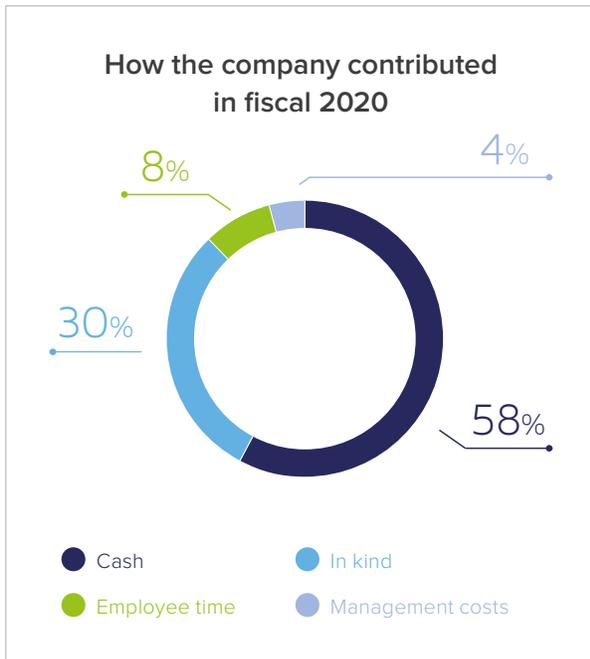
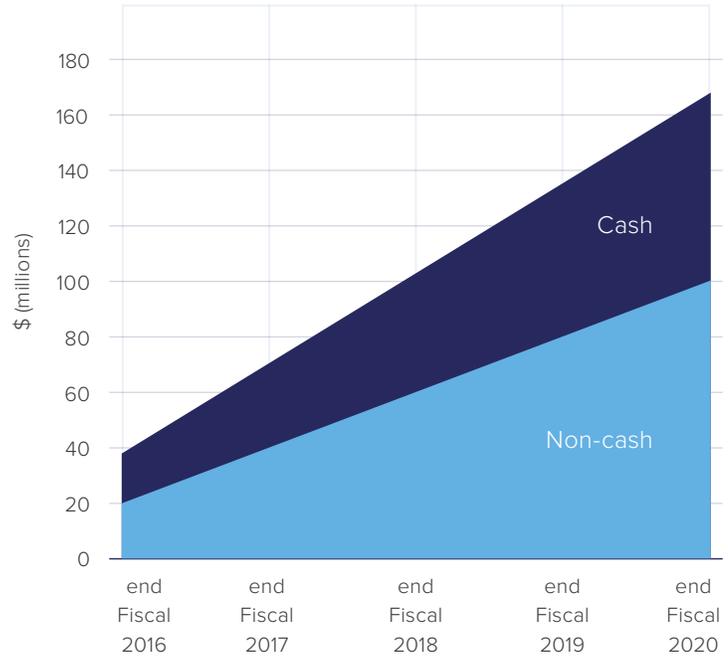
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Corporate giving -  
cumulative since fiscal 2016<sup>1</sup>



<sup>1</sup> Fiscal 2019-2020 include Walgreens employee volunteering hours for all activities, with and without a fundraising component. Fiscal 2016-2018 include Walgreens employee volunteering hours for fundraising activities only.

**Corporate giving, by division<sup>1</sup>**

(\$million)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Retail Pharmacy USA</b>	21.2	25.1	-15.5
<b>Retail Pharmacy International</b>	6.0	7.0	-14.3
<b>Pharmaceutical Wholesale</b>	1.7	1.2	+41.7
	<b>28.9</b>	33.3	-13.2

<sup>1</sup> Includes Walgreens employee volunteering hours for all activities, with and without a fundraising component.

# Emissions

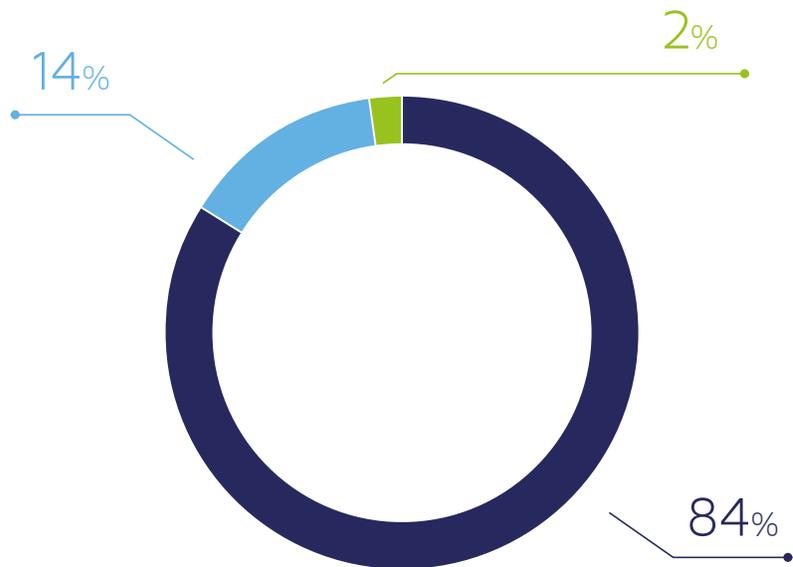
## Total company CO<sub>2</sub>e emissions by source

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Energy</b>	1,665	1,818	-8.4
<b>Product delivery</b>	270	271	-0.4
<b>Business travel</b>	36	52	-30.8
	<b>1,971</b>	2,141	-7.9

CO<sub>2</sub>e emissions by source, fiscal 2020

- Energy
- Product delivery
- Business travel



**CO<sub>2</sub>e emissions  
by Scope<sup>1</sup>**

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Scope 1 emissions</b>	375	389	-3.6
<b>Scope 2 emissions</b>	1,507	1,645	-8.4
<b>Scope 3 emissions</b>	89	107	-16.8
	<b>1,971</b>	2,141	-7.9

**Total company CO<sub>2</sub>e  
emissions, by division**

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Retail Pharmacy USA</b>	1,647	1,776	-7.3
<b>Retail Pharmacy International</b>	163	199	-18.1
<b>Pharmaceutical Wholesale</b>	161	166	-3.0
	<b>1,971</b>	2,141	-7.9

<sup>1</sup> Scope 1 emissions include those resulting from heat and electricity produced by our on-site plant in Beeston, Nottingham, UK, except for the portion sold to third parties or to the grid, which was 33,000 metric tonnes in fiscal 2020 and 32,000 metric tonnes in fiscal 2019. Scope 2 emissions calculated using a market-based method were 1,445,000 metric tonnes in fiscal 2020 and 1,575,000 metric tonnes in fiscal 2019. WBA currently reports on business travel and downstream transportation and distribution Scope 3 emissions.

# Energy

## Energy use, by division

(GWh)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Retail Pharmacy USA</b>	3,857	3,981	-3.1
<b>Retail Pharmacy International</b>	471	514	-8.4
<b>Pharmaceutical Wholesale</b>	175	181	-3.3
	<b>4,503</b>	4,676	-3.7

## CO<sub>2</sub>e emissions from energy, by division

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Retail Pharmacy USA</b>	1,493	1,622	-8.0
<b>Retail Pharmacy International</b>	131	152	-13.8
<b>Pharmaceutical Wholesale</b>	41	44	-6.8
	<b>1,665</b>	1,818	-8.4

## CO<sub>2</sub>e emissions from energy, by type

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Electricity</b>	1,526	1,666	-8.4
<b>Gas</b>	128	140	-8.6
<b>Other</b>	11	12	-8.3
	<b>1,665</b>	1,818	-8.4

# Product delivery

## CO<sub>2</sub>e emissions from product delivery, by division

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Retail Pharmacy USA</b>	136	130	+4.6
<b>Retail Pharmacy International</b>	23	31	-25.8
<b>Pharmaceutical Wholesale</b>	111	111	0
	<b>270</b>	272	-0.7

# Business travel

## CO<sub>2</sub>e emissions from business travel, by type

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Road</b>	22	27	-18.5
<b>Air</b>	13	24	-45.8
<b>Rail</b>	1	1	0
	<b>36</b>	52	-30.8

## CO<sub>2</sub>e emissions from business travel, by division

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Retail Pharmacy USA</b>	18	25	-28.0
<b>Retail Pharmacy International</b>	9	16	-43.8
<b>Pharmaceutical Wholesale</b>	9	11	-18.2
	<b>36</b>	52	-30.8

## CO<sub>2</sub>e emissions from business travel

per thousand employees, by division and for the company

(metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Retail Pharmacy USA</b>	81	108	-25.0
<b>Retail Pharmacy International</b>	118	196	-39.8
<b>Pharmaceutical Wholesale</b>	326	405	-19.5
<b>WBA</b>	109	153	-28.8

# Waste

## Waste by method of disposal

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Landfill</b>	263	309	-14.9
<b>Incinerated<sup>1</sup></b>	1	1	0
<b>Recycled<sup>2</sup></b>	358	384	-6.8
	<b>622</b>	694	-10.4

## Waste by division

(000 metric tonnes)

	Fiscal 2020	Fiscal 2019	Year-over-year change (%)
<b>Retail Pharmacy USA</b>	556	625	-11.0
<b>Retail Pharmacy International</b>	46	46	0
<b>Pharmaceutical Wholesale</b>	20	23	-13.0
	<b>622</b>	694	-10.4

<sup>1</sup> Without heat recovery.

<sup>2</sup> Includes materials recovered via incineration with heat recovery.

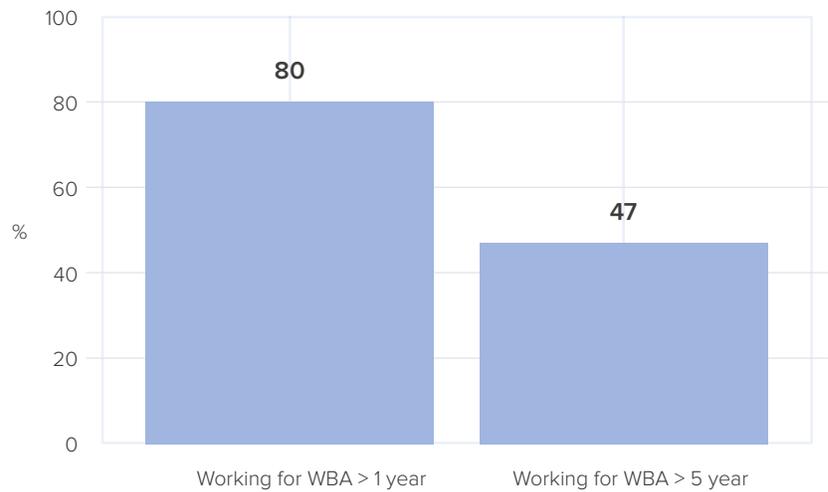
Percentage of waste recycled, by division



**Employees by gender and employment type<sup>1,2</sup>  
as of Aug. 31, 2020**

Employment type	All (%)	Permanent (%)	Temporary (%)	Part-time (%)	Full-time (%)
Male	32	99	1	24	76
Female	68	99	1	37	63
Undisclosed <sup>3</sup>	0	100	0	0	100
All employees	100	99	1	33	67

**Employee retention as  
of Aug. 31, 2020<sup>4</sup>**



1 Employees of fully owned WBA businesses; does not include employees of companies in which WBA has equity method investments.

2 Does not include contractors because they are not included in our employee figures. Most of our activities are performed by employees, and seasonal variations do not cause significant variation in our employment figures.

3 Totals showing zeros reflect rounding of amounts lower than 0.5%.

4 Includes existing employees of businesses that have become part of WBA.

## Diversity of WBA employees globally as of Aug. 31, 2020

Employee category	All (%)	Age group (%)			Gender (%)		
		<30	30-50	>50	M	F	UD <sup>1</sup>
Manager <sup>2</sup>	7	10	69	21	47	53	0
Non-manager <sup>3</sup>	93	39	41	21	31	69	0
All employees	100	36	43	21	32	68	0
Senior director and above <sup>4</sup>					69	31	0

## Racial and ethnic diversity of employees in our U.S. workforce, as of Aug. 31, 2020

	White (%)	People of color (%)
Total U.S. workforce <sup>3</sup>	50	49
Managers <sup>2</sup>	70	30
Non-managers <sup>3</sup>	49	50
Senior director and above <sup>4</sup>	81	19

1 UD = Undisclosed. Totals showing zeros reflect rounding of amounts lower than 0.5%.

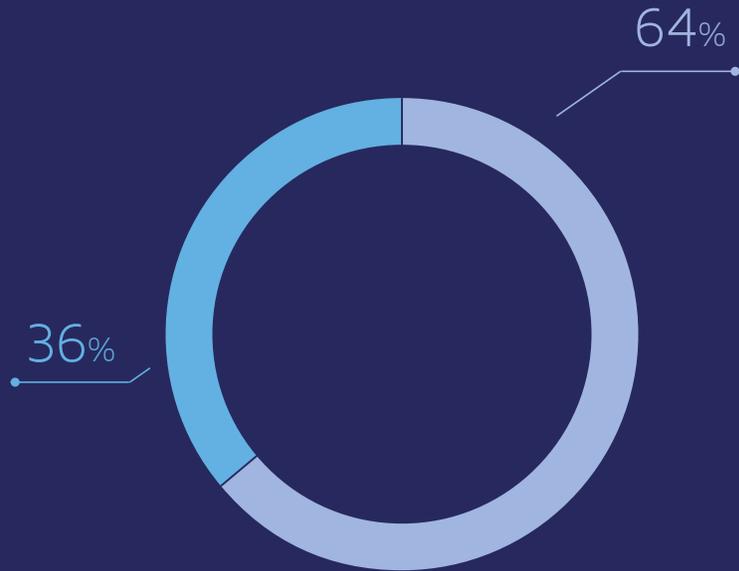
2 In this report, WBA defines managers across its global workforce, including in the U.S., as all employees with at least one direct report. The U.S. manager population under this definition is a subset of the manager population included in U.S. regulatory reporting.

3 Percentages may not sum to 100 percent due to rounding.

4 Senior director and above includes employees in these job levels in the U.S. and the equivalent job levels in our businesses in other geographies.

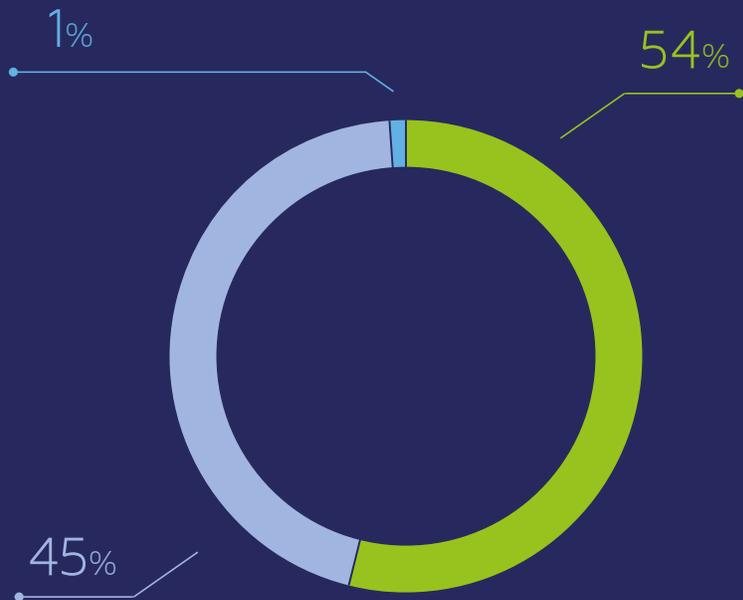
Walgreens pharmacists by gender

- Female
- Male



Walgreens pharmacists by race and ethnicity

- White
- People of Color
- Undisclosed



## Contact us

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**Walgreens Boots Alliance**