



Walgreens Boots Alliance

#WeAreWBA

2021

Environmental, Social and Governance Performance Data





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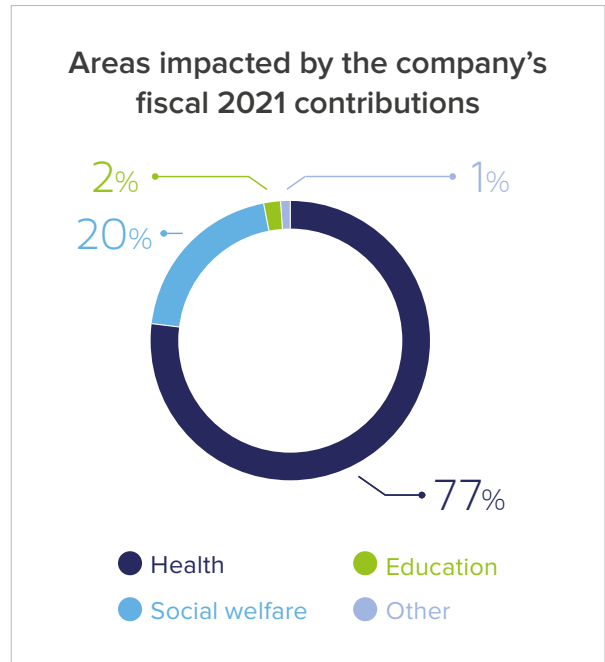
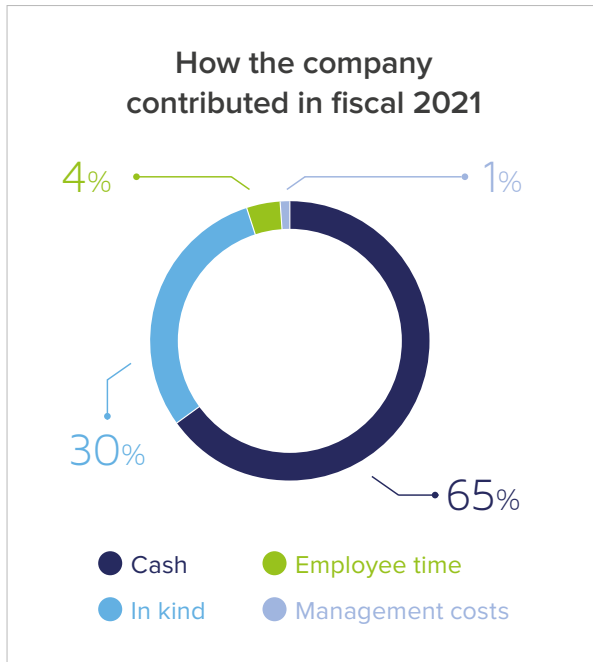
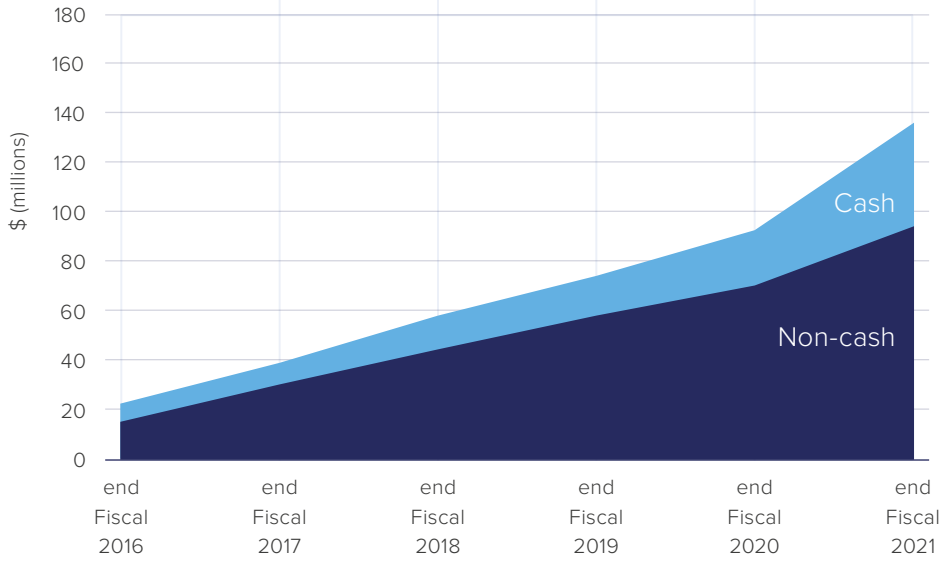
WBA's Health-Centered ESG Strategy - Our Commitments

Our ESG strategy is concentrated on four focus areas – healthy communities, healthy planet, sustainable marketplace, and healthy and inclusive workplace. These pillars help us deliver on our purpose of creating more joyful lives through better health.



¹30% decrease in Scope 1 and Scope 2 emissions by fiscal 2030 vs fiscal 2019.

Corporate giving - cumulative since fiscal 2016¹



¹Fiscal 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.

Healthcare

We are working to transform areas of healthcare to bring critical services to communities, in person and digitally, and to educate and raise awareness. Our performance metrics on these topics are as follows:

Key Performance Indicator	Fiscal 2021 Performance
Number of new in-store health service locations that increase access^{1,2}	Increased 36 percent, driven primarily by expanded primary care and diagnostic lab location through our collaborations with VillageMD and Labcorp. services
Number of collaborations with healthcare service providers covered on the Walgreens app through Walgreens Find Care, which help increase access^{1,2}	58 including services offering diabetes management, telehealth such as virtual primary care doctor visits, pain management, eye exams, laboratory testing, weight loss support, teletherapy for mental health, sleep solutions and more
Number of consumers who participate in health education initiatives through clicks on healthcare focused topics on Walgreens.com. These topics include COVID-19, flu, immunizations, Medicare, allergies, diabetes, pain, HIV and others³	34 million

¹This KPI maps to Material Topic 1: Access to Affordable and Quality Healthcare

²Fiscal 2021 performance information is GRI 101-2.5 specified disclosure and is within the Deloitte & Touche LLP review scope as detailed on pages [118-119](#)

³This KPI maps to Material Topic 11: Consumer Health Education and Marketing. Number of clicks has been impacted by COVID-19 topics available on Walgreens.com.

The following charts and tables show the diversity of our team members globally, and in the U.S¹:

Diversity of WBA employees globally as of Aug. 31, 2021

Employee category	All (%)	Age group (%)			Gender (%)		
		<30	30-50	>50	M	F	UD ²
Manager³	7	10	68	22	45	55	0
Non-managers³	93	42	37	20	28	72	0
All employees	100	40	40	20	29	71	0
Senior director and above^{4,5}					65	35	
Pharmacist					38	62	

Racial and ethnic diversity of employees in our U.S. workforce as of Aug. 31, 2021

	People of color (%)	White (%)	Undisclosed (%)
Total U.S. workforce³	50	49	1
Managers³	32	67	-
Non-managers³	51	48	1
Senior director and above⁴	22	78	-

¹Percentages may not sum to 100 percent due to rounding.

²Totals showing zeros reflect rounding of amounts lower than 0.5 percent. UD = undisclosed.

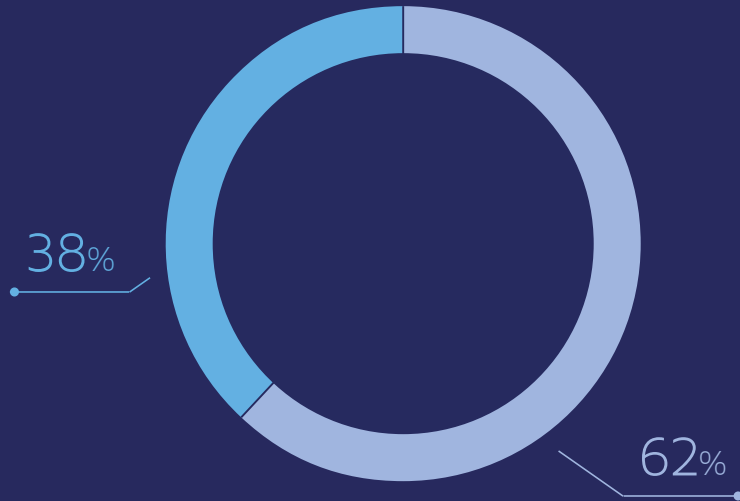
³Fiscal 2021 data is GRI 405-1 specified disclosure and is within the Deloitte & Touche LLP review scope as detailed on pages [118-119](#).

⁴Senior director and above includes employees in these job levels in the U.S. and the equivalent job levels in our businesses in other geographies. This row of data does not fall within Deloitte & Touche LLP's review scope.

⁵All WBA board of director members are over age 50.

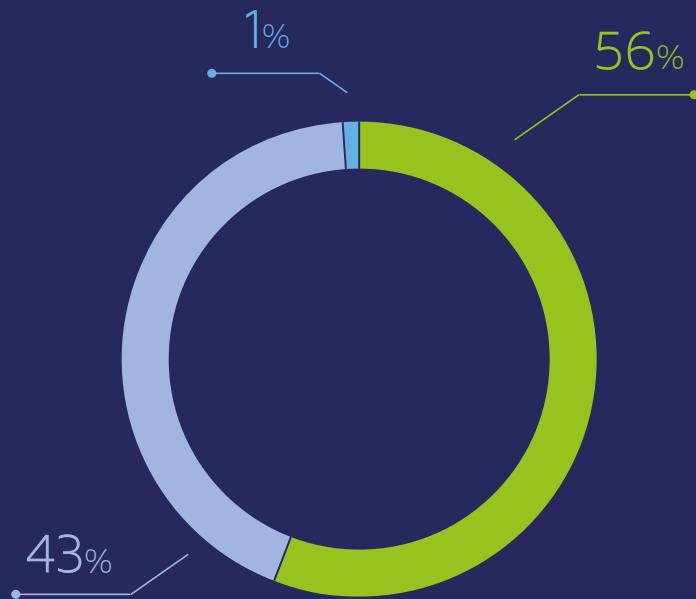
Walgreens pharmacists by gender

- Female
- Male



Walgreens pharmacists by race and ethnicity

- White
- People of Color
- Undisclosed



Employees by gender and employment type^{1, 2} as of Aug. 31, 2021

Employment type	All (%)	Permanent (%)	Temporary (%)	Part-time (%)	Full-time (%)
Male	29	29	28	24	32
Female	71	71	72	76	68
Undisclosed³	0	-	0	0	-
All employees	100	100	100	100	100

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%.

Emissions

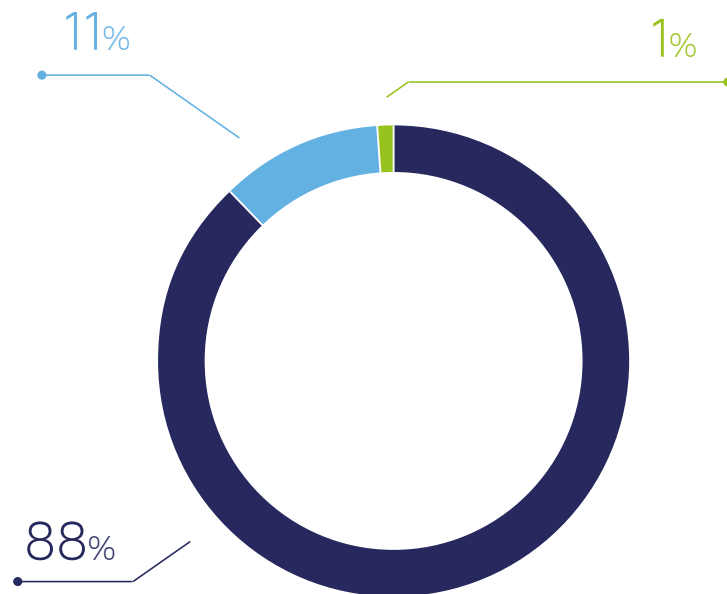
Total company CO₂e emissions by source¹

(000 metric tonnes)

	Fiscal 2021	Fiscal 2020	Fiscal 2019	% change from fiscal 2019
Energy	1,505	1,629	1,781	-15.5
Product Delivery	184	179	180	2.2
Business Travel	15	28	42	-63.6
	1,704	1,836	2,002	-14.9

CO₂e emissions by source, fiscal 2021¹

- Energy
- Product Delivery
- Business Travel



¹Fiscal 2021 data is a WBA specified disclosure and is within the Deloitte & Touche LLP review scope as detailed on pages [118-119](#).

CO₂e emissions from energy, by type¹ (000 metric tonnes)

	Fiscal 2021	Fiscal 2020	Fiscal 2019	% change from fiscal 2019
Electricity	1,336	1,493	1,631	-18.1
Gas	151	121	133	13.5
Other	18	15	17	5.9
Total	1,505	1,629	1,781	-15.5

CO₂e emissions by Scope^{1,2} (000 metric tonnes)

	Fiscal 2021	Fiscal 2020	Fiscal 2019	% change from fiscal 2019
Scope 1 Emissions	325	301	313	4
Scope 2 Emissions	1,324	1,480	1,617	-18.1
Scope 3 Emissions	56	56	73	-23.3
Total	1,704	1,836	2,002	-14.9

CO₂e emissions from business travel (metric tonnes)per thousand employees, by segment and for the company¹

	Fiscal 2021	Fiscal 2020	Fiscal 2019	% change from fiscal 2019
United States	38	81	108	-64.8
International	81	119	204	-60.3
Total	48	78	157	-69.4

¹Fiscal 2021 data is a WBA specified disclosure and is within the Deloitte & Touche LLP review scope as detailed on pages [118-119](#).

²Scope 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 14,000 metric tonnes in fiscal 2021, and 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 1,277,000 metric tonnes in fiscal 2021, and 1,427,000 metric tonnes in fiscal 2020 and 1,556,000 metric tonnes in fiscal 2019. WBA currently reports on business travel and downstream transportation and distribution Scope 3 emissions. Scope 1, 2, and 3 as defined by the Greenhouse Gas Protocol.

Energy

Energy use by segment

(GWh)

	Fiscal 2021	Fiscal 2020	Fiscal 2019	% change from fiscal 2019
United States	3,814	3,857	3,981	(4.2)%
International	516	482	530	(2.6)%

Waste

Waste by method of disposal¹

(000 metric tonnes)

	Fiscal 2021	Fiscal 2020	Fiscal 2019	% change from fiscal 2019
Landfill	247	261	307	-19.5%
Incinerated²	-	-	-	Not applicable
Recycled³	372	345	369	0.8%
	619	606	676	-8.4%

¹Fiscal 2021 data disclosed is GRI 306-1 and WBA specified disclosure are within Deloitte & Touche LLP review scope as detailed on pages [118-119](#)

²Without heat recovery.

³Includes 17,000 tonnes of materials recovered via incineration with heat recovery.

As the table on this page shows, no zero-tolerance issues were detected during the fiscal year¹. For sites with critical issues, suppliers have been required to develop and implement immediate remedial action plans to address identified non-compliances. Verification of actions taken are monitored via submission of appropriate evidence and through on-site re-assessment.

	Fiscal 2021	% of total
Satisfactory	364	38.8%
Needs improvement	424	45.2%
Critical	150	16%
Zero-tolerance	—	—
	938	100%

Satisfactory and Needs Improvement: Meets our ethical trading standards expectations but could require differing levels of remedial corrective actions.

Critical: Falls below the expectations of our ethical trading standards and requires immediate remedial action to address the critical noncompliances to enable new or ongoing business relationships.

Zero-Tolerance: Issues identified that are not accepted or tolerated by our business and are related to incidents of the following but not limited to: child labor, convict/indentured/forced labor, corporal punishment, slavery and human trafficking, acts of bribery. In all cases, we view these issues as zero-tolerance.

¹GRI 414-1 and 414-2 specified disclosures are within Deloitte and Touche LLP review scope as detailed on pages [118-119](#)

Packaging in our owned brands

Requirement set for suppliers through WBA's Product Sustainability Hub	Long-term target	UK owned brands progress in calendar 2020 ^{1,2}	Walgreens owned brand progress in calendar 2020 ³
Optimize the amount of plastic used and minimize the number of different plastics in the design of packaging components.	UK owned brands: reduce plastic packaging by 30% by 2025 compared with 2018. U.S. owned brands: reduce plastic packaging by 30% by 2030 compared with 2020.	Total weight of all plastic packaging: 5,454 metric tonnes, including primary, secondary and tertiary packaging.	Total weight of all plastic packaging 10,352 metric tonnes. This is our baseline year and the figure is based on response from suppliers.
Maximize the potential for plastic to be reused or recycled by consumers.	UK owned brands: 100% of plastic packaging is reusable or recyclable by consumers by 2025. U.S. 100% of plastic packaging is reusable or recyclable by consumers by 2030.	60%	We plan to report for fiscal 2022.
Use post-consumer recycle (PCR) wherever feasible, aiming for at least 30% minimum (by weight).	UK owned brands: 30% average recycled content is achieved across all plastic packaging by 2025. U.S. owned brands: 30% average recycled content is achieved across all plastic packaging by 2030.	7%	We plan to report for fiscal 2022.
Seek to eliminate materials that hinder recyclability and unnecessary single use components and materials.	All problematic or unnecessary single-use packaging is eliminated in the UK by 2025 and in the U.S. by 2030.	Worked with UK Plastics Pact to identify and eliminate problematic materials including PETG, polystyrene and PVC.	We plan to report for fiscal 2022.

¹Includes owned brands Walgreens, Boots and No7 Beauty Company.

²Our UK packaging and plastics reporting data is relatively complete as it has been collected for a number of years.

³Walgreens data is based on supplier survey responses covering 72 percent of owned brand items, 28 percent is estimated.

Packaging material in owned brand products (includes primary, secondary and tertiary packaging) for calendar 2020 ¹	Metric tonnes ²
Glass	1,491
Metal	1,229
Wood/paper fiber (not including pallets)	30,576
Plastic ³	15,806

¹Includes owned brands Walgreens, Boots and No7 Beauty Company.

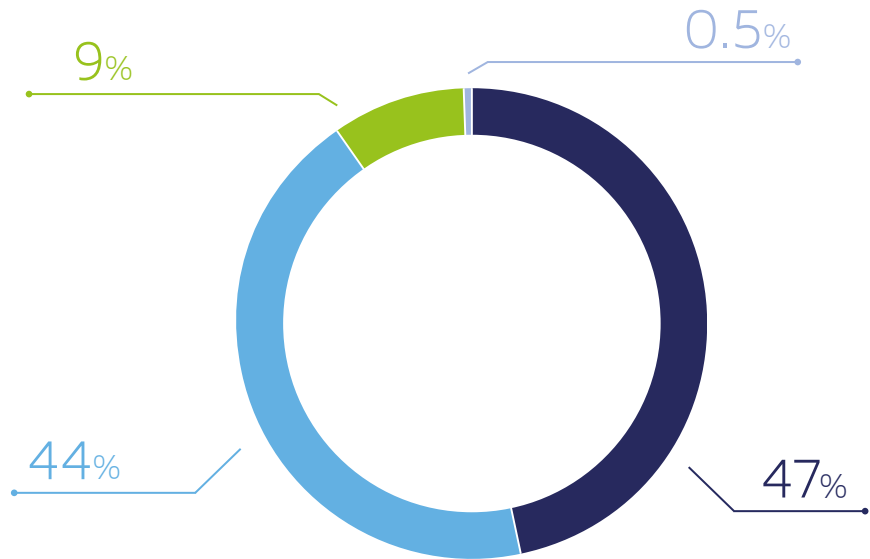
²Walgreens data is based on supplier survey responses covering 72 percent of owned brand items, 28 percent is estimated.

³GRI 306-3 specified disclosures for plastic only are within Deloitte & Touche LLP review scope as detailed on pages [118-119](#)

Palm oil

100% of Palm Oil in Boots UK and No7 Beauty Company was Certified in Calendar 2020

- Palm oil derivatives certified using credits
- Palm oil derivatives physically certified
- Palm oil used as an ingredient physically certified
- Palm oil used as an ingredient certified using credits





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