



Walgreens Boots Alliance

2022

Environmental, Social and Governance Performance Data





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Walgreens Boots Alliance, Inc. publishes this document in conjunction with its full annual ESG Report to illustrate supporting data for its ESG activities and achievements. The full report can be found [here](#).

Reporting standards

Our ESG Report is prepared in accordance with the Global Reporting Initiative ("GRI") Universal Standards. The Report also contains disclosures following the Sustainability Accounting Standards Board ("SASB"), the Task Force on Climate-Related Financial Disclosures ("TCFD") reporting standards and definitions, and this report serves as the Company's Communication of Progress as a participant of the United Nations Global Compact ("UNGC").

Reporting period

Our fiscal year ends on Aug. 31, references herein to "fiscal 2022" refer to our fiscal year that ended Aug. 31, 2022. The reporting period spans fiscal 2022 and references select programs and campaigns noted by calendar year.

Reporting boundaries

The performance and other data contained in this report focus on the achievements and plans of Walgreens Boots Alliance, Inc. and its subsidiaries.

Reporting assurance

Deloitte & Touche LLP reviewed specified indicators within the 2022 WBA ESG Report in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). Deloitte & Touche LLP is appointed as our independent registered public accounting firm at our annual meeting of stockholders. Their assurance report can be found on pages 119-120 of the full Report.

Data management process

We have a company-wide approach to recording, measuring and reporting ESG performance, including a set of reporting criteria and a set of ESG measures and performance indicators. Across all of our businesses, we capture data on corporate giving, carbon emissions, energy use, waste by disposal, employee retention and diversity, and use the data to inform and assist in the development of individual ESG programs. In addition, in the United States segment we capture data on employee race and ethnicity, and for our owned brands we collect data on palm oil and packaging.

The data presented within this report reflect the ongoing operations of the company during fiscal 2022 and were produced in accordance with the Walgreens Boots Alliance ESG Performance Data Basis of Presentation, which can be found on pages 121-127 of the full report. Our Statement of

Greenhouse Gas (GHG) Emissions for fiscal 2022 and its external assurance from Deloitte & Touche LLP can also be found on pages 119-120 of the full report.

Every effort is made to ensure that we report accurate data, and our processes are designed to support this. In cases where we become aware of updates to data from previous years, we consider providing updated data in subsequent reports if the changes result in a discrepancy that is material. In these cases, we provide details in the footnotes of our data tables.

Commitments and Progress



Healthy Communities

Improve societal health and well-being through:

- Access to affordable, quality healthcare with a specific focus on health equity
- Long-standing partnerships and investments in our communities with a focus on cancer care and research, youth empowerment and hygiene poverty



Our Targets

By Fiscal 2024:



Walgreens: Donate **\$5 million** worth of flu shot vouchers. **Achieved.**



WBA: Provide **100 million vaccinations** for children in developing countries through “Get a Shot. Give a Shot.” and the UN Foundation. **On track.**



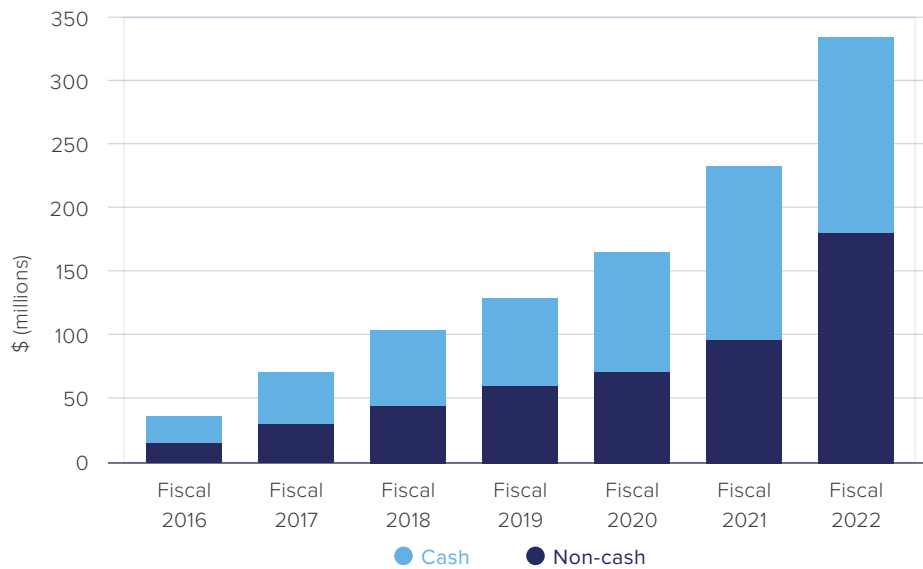
Walgreens: Contribute more than **\$25 million** to Susan G. Komen and The Leukemia & Lymphoma Society. **Achieved.**

By fiscal 2025:

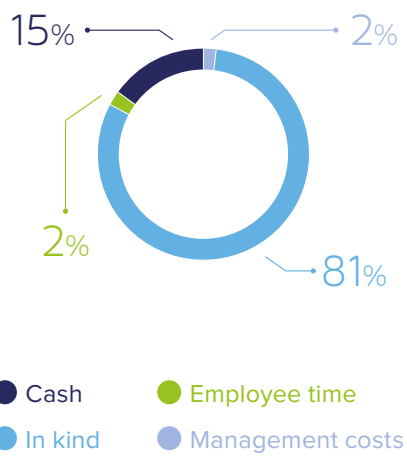


WBA: Help **500 million** women and children by providing vitamins and minerals through Vitamin Angels. **On track.**

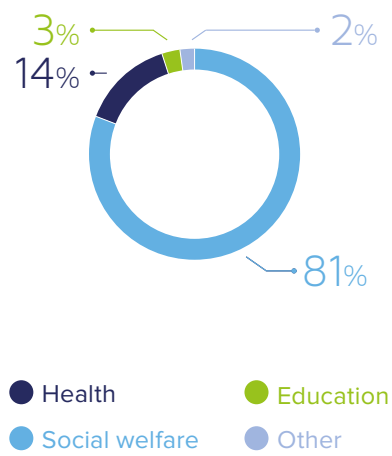
Corporate giving — cumulative since fiscal 2016



How the Company contributed in fiscal 2022



Areas impacted by the Company's fiscal 2022 contributions



Healthcare access, awareness and education

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 2022 Performance |
|--|--|
| Number of new in-store health service locations¹ | Increased 46 percent, driven primarily by expanded primary care and diagnostic lab locations through our acquisition of VillageMD and collaboration with LabCorp |
| Number of collaborations with healthcare service providers covered on the Walgreens app through Walgreens Find Care, which help increase access | 81 healthcare service offerings ¹ accessible on Walgreens Find Care, 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 others | 35 million consumers participated in health education initiatives through clicks on healthcare-focused topics on Walgreens.com ² ; these topics include COVID-19, flu, vaccinations, Medicare, allergies, diabetes, pain, HIV and others. |

¹This KPI maps to Material Topic 1: Access to Affordable and Quality Healthcare and is within the Deloitte & Touche LLP review scope as detailed on pages 119-120 of the full report

²This KPI maps to Material Topic 11: Consumer Health Education and Marketing

Commitments and Progress



Healthy and Inclusive Workplace

Treat our people with dignity and respect by:

- Cultivating a positive workplace environment that reflects the diversity of perspectives, backgrounds and cultures in the communities where we live and work
- Ensuring a healthy, safe and secure working environment for all employees



Our Targets

Fiscal 2022:



WBA: Increase women in leadership by **3 percentage points** year over year. **Partially achieved.**



Walgreens: Increase persons of color in leadership by **2 percentage points** year over year with **60 percent** attributed to Hispanic/Latino and Black/African American. **Achieved.**



WBA U.S. Retail Pharmacy for ethnicity and WBA for gender: **Compliance** with diverse slates of candidates and compliance with diverse interview panels. **Achieved.**



Walgreens: **Increase spend** with Tier 1 diverse suppliers to \$625 million, from \$521.5 million in fiscal 2021. **Achieved.**

Fiscal 2022 workforce and diversity data

GRI 2-7, 405-1

The following charts and tables show our progress against DEI targets and our workforce by the numbers globally and in the U.S.¹

Diversity of WBA employees globally as of Aug. 31, 2022

| Employee category | All (%) | Age group (%) | | | Gender (%) | | |
|--|------------|---------------|-----------|-----------|------------|-----------|-----------------|
| | | <30 | 30-50 | >50 | M | F | UD ² |
| Manager³ | 7 | 9 | 68 | 23 | 44 | 56 | - |
| Non-manager³ | 93 | 42 | 37 | 21 | 28 | 72 | - |
| All employees | 100 | 40 | 39 | 21 | 29 | 71 | - |
| Senior director and above⁴ | | | | | 57 | 43 | - |

Racial and ethnic diversity of employees in our U.S. workforce as of Aug. 31, 2022

| | People of color (%) | White (%) | Undisclosed (%) |
|--|---------------------|-----------|-----------------|
| Total U.S. workforce³ | 51 | 47 | 1 |
| Managers³ | 34 | 65 | 1 |
| Non-managers³ | 52 | 46 | 1 |
| Senior director and above⁴ | 25 | 73 | 2 |

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

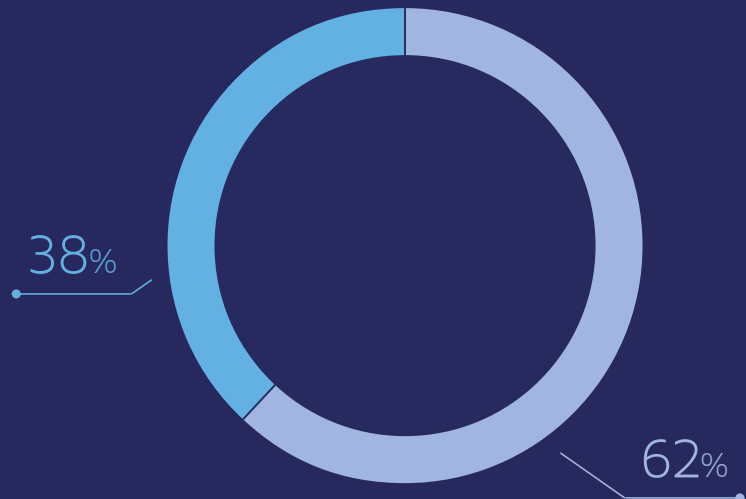
²Totals showing zeros reflect rounding of amounts lower than 0.5 percent. UD = undisclosed

³Fiscal 2022 data is GRI 405-1 specified disclosure and is within the Deloitte & Touche LLP review scope as detailed on pages 119-120.

⁴Senior director and above includes employees in these job levels in the U.S. This data includes all employees at this job level who are on payroll as of Aug. 31, 2022. This row of data does not fall within Deloitte & Touche LLP's review scope.

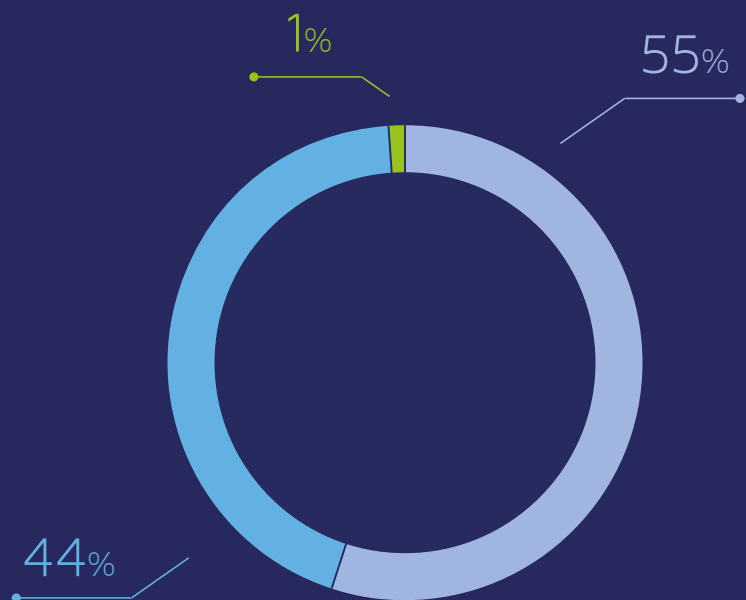
Walgreens pharmacists
by gender

- 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, 2022³

| Employment type | All (%) | Permanent (%) | Temporary (%) | Part-time (%) | Full-time (%) |
|--------------------------|---------|---------------|---------------|---------------|---------------|
| Male | 29 | 29 | 27 | 25 | 31 |
| Female | 71 | 71 | 73 | 75 | 69 |
| Undisclosed ⁴ | - | - | - | 0 | - |
| All employees | 100 | 100 | 100 | 100 | 100 |

The table below shows the Company's employees by region and by employment type.

| | United States | International | Total WBA |
|-------------------------|---------------|---------------|-----------|
| Permanent employees (%) | 80 | 20 | 100 |
| Temporary employees (%) | - | 100 | 100 |
| Full-time (%) | 80 | 20 | 100 |
| Part-time (%) | 76 | 24 | 100 |

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

²Does 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.

³Fiscal 2022 data within Deloitte & Touche LLP's review scope as detailed on pages 119-120.

⁴Totals showing zeros reflect rounding of amounts lower than 0.5%.

Employee turnover^{1,2} as of Aug. 31, 2022.

| | Voluntary Turnover (%) | Involuntary Turnover (%) | Total Employee Turnover (%) |
|---------------|---------------------------|-----------------------------|--------------------------------|
| United States | 53 | 10 | 63 |
| International | 30 | 3 | 33 |
| WBA | 48 | 8 | 57 |

The table below shows the number and rate of new employee hires and employee turnover at Walgreens as of Aug. 31, 2022.

| Employment type (of the applicable group) | <30 | 30-50 | 50+ | Male | Female |
|--|--------|--------|--------|--------|---------|
| New employee hires | 96,418 | 35,134 | 12,351 | 43,493 | 100,410 |
| Rate of new employee hires | 42% | 15% | 5% | 19% | 43% |
| Employee turnover | 93,173 | 38,587 | 14,167 | 44,652 | 101,275 |
| Rate of employee turnover | 41% | 17% | 6% | 20% | 45% |

The table below shows the number and rate of new employee hires and employee turnover at Boots UK, Republic of Ireland, and Boots Opticians as of Aug. 31, 2022.

| Employment type (of the applicable group) | <30 | 30-50 | 50+ | Male | Female |
|--|-------|-------|--------|-------|--------|
| New employee hires | 8,307 | 2,815 | 1,226 | 2,576 | 9,772 |
| Rate of new employee hires | 36% | 14% | 9% | 22% | 22% |
| Employee turnover | 5,916 | 2,955 | 13,756 | 4,741 | 17,886 |
| Rate of employee turnover | 26% | 14% | 101% | 40% | 39% |

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

²Does 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.

The table below shows employees who were eligible for, took, and returned from parental leave representing Walgreens, Boots UK, Boots Opticians, and Republic of Ireland as of Aug. 31, 2022.

| | Female | Male | Total |
|---|---------|--------|---------|
| Employees eligible for parental leave | 111,590 | 46,878 | 158,468 |
| Employees who took parental leave | 5,696 | 2,141 | 7,837 |
| Employees who returned to work from parental leave | 2,844 | 1,413 | 4,257 |
| Employees who returned from parental leave and worked 12 months | 2,618 | 1,380 | 3,998 |

Commitments and Progress



Healthy Planet

Reduce the environmental impact of our business by:

- Ensuring efficient use of energy in our operations and in stores while working to transition our business to renewable and low carbon energy sources
- Reducing the negative impacts of plastics and waste in our operations and seeking opportunities to increase reuse, recycling, recycled content and recovery to enable circular systems



Our Targets

Embedded in Fiscal 2022:



Boots UK: Maintained **100 percent** plastic free in online deliveries. **Achieved.**

By fiscal 2030:



WBA: Reduce absolute Scope 1 and Scope 2 global carbon emissions by **30 percent**, as compared with 2019 baseline. **On track.**



Boots UK: Reduce food waste by **50 percent** from the 2015 baseline, as part of WRAP Food Waste Reduction Roadmap. **On track.**

By fiscal 2040:



British Retail Consortium Climate Roadmap, Boots UK: Support the UK's wider net zero transition by collaborating with other UK retailers on a roadmap for the industry to achieve complete net zero emissions by 2040, including net zero Scope 2 emissions by 2030 and Scope 1 emissions by 2035. **On track.**

Energy and Emissions

Fiscal 2022 emissions data

GRI 305-1, 305-2, 305-3, 305-4

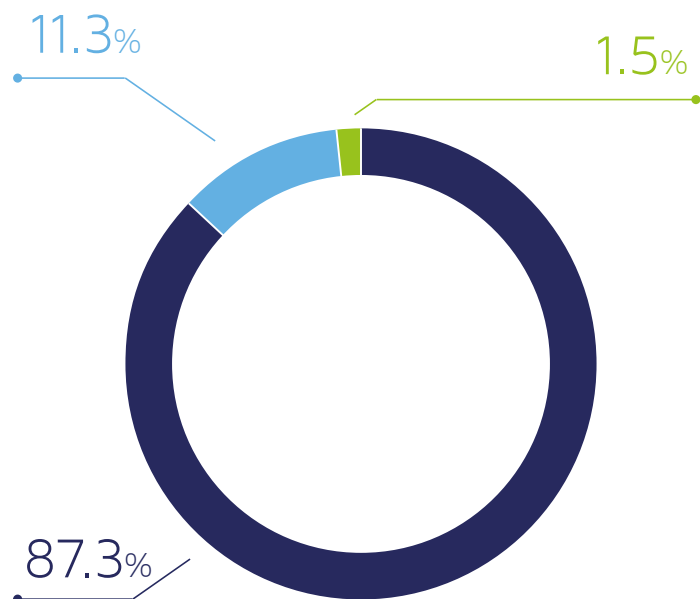
Total CO₂e emissions by source¹

(000 metric tonnes)

| | Fiscal 2022 | Fiscal 2021 | Fiscal 2019 | % change from fiscal 2019 |
|------------------|--------------|-------------|-------------|---------------------------|
| Energy | 1,376 | 1,505 | 1,781 | (22.7%) |
| Product Delivery | 178 | 184 | 180 | (1.3%) |
| Business Travel | 23 | 15 | 42 | (44.5%) |
| Total | 1,577 | 1,704 | 2,002 | (21.2%) |

CO₂e emissions by source in fiscal 2022¹

- Energy
- Product Delivery
- Business Travel



¹Fiscal 2022 data is a WBA specified disclosure and is within the Deloitte & Touche LLP review scope as detailed on pages 119-120.

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

| | Fiscal 2022 | Fiscal 2021 | Fiscal 2019 | % change from fiscal 2019 |
|--------------------|--------------|-------------|-------------|---------------------------|
| Electricity | 1,231 | 1,336 | 1,631 | (24.5%) |
| Gas | 130 | 151 | 133 | (2.4%) |
| Other | 16 | 18 | 17 | (5.7%) |
| Total | 1,376 | 1,505 | 1,781 | (22.7%) |

CO₂e emissions from business travel

(metric tonnes per thousand employees, by segment¹)

| | Fiscal 2022 | Fiscal 2021 | Fiscal 2019 | % change from fiscal 2019 |
|-----------------------------|-------------|-------------|-------------|---------------------------|
| U.S. Retail Pharmacy | 68 | 38 | 108 | (36.6%) |
| International | 89 | 81 | 204 | (56.5%) |
| Total | 71 | 48 | 157 | (54.9%) |

¹Fiscal 2022 data is a WBA specified disclosure and is within the Deloitte & Touche LLP review scope as detailed on pages 119-120.

Scope 1, 2 and 3 GHG emissions

Global CO₂e emissions (000 metric tonnes)

| | Fiscal 2022 ¹ | Fiscal 2021 | Fiscal 2019 | % change fiscal 2022 compared to fiscal 2019 |
|---|--------------------------|--------------|--------------|---|
| Scope 1 | 298 | 325 | 313 | (4.7%) |
| Scope 1² (Sales to third parties) | 25 | 14 | 32 | (21.8%) |
| Total Scope 1 | 323 | 339 | 345 | (6.3%) |
| Scope 2 location-based | 1,218 | 1,324 | 1,617 | (24.7%) |
| Gross Scope 1 and 2 location-based | 1,542 | 1,662 | 1,962 | (21.4%) |
| Scope 3 | 61 | 56 | 73 | (16.7%) |
| Gross Scope 1, 2 and 3 location-based | 1,602 | 1,718 | 2,034 | (21.2%) |
| Scope 2 market-based³ | 1,177 | 1,277 | 1,556 | (24.3%) |
| Gross Scope 1 and 2 market-based | 1,500 | 1,616 | 1,901 | (21.1%) |

GRI 305-4: GHG Emissions Intensity

(000 metric tonnes of CO₂e / million sales in USD)

| | | | | |
|---|--------|--------|--------|---------|
| Gross Scope 1 and 2 location-based | 0.0116 | 0.0125 | 0.0163 | (28.9%) |
|---|--------|--------|--------|---------|

¹Fiscal 2022 data is a WBA specified disclosure and is within the Deloitte & Touche LLP review scope as detailed on pages 119-120.

²Fiscal 2022 includes Scope 1 emissions resulting from heat and electricity produced by our on-site combined heat and power plant in Beeston, Nottingham, UK and sold to third parties or the grid.

³U.S. only.

Waste

Fiscal 2022 waste data

GRI 306-1¹, 306-3², 306-4, 306-5

Across all its businesses, WBA sent 241,034 metric tonnes of waste to landfill or incineration in fiscal 2022, a decrease of 22 percent from the baseline year of fiscal 2019. WBA has been focused on reducing waste to landfill and incineration as well as improving material diversion through increased reuse and recycling opportunities. In fiscal 2022, we identified additional categories of reuse that we could include in reporting and the table below reflects this update. WBA recycled or reused 613,251 metric tonnes of materials in fiscal 2022. This is an increase of 66 percent from the baseline year of fiscal 2019.

Waste directed to disposal

(000 metric tonnes)

| | Fiscal 2022 | Fiscal 2021 | Fiscal 2019 | % change from fiscal 2019 |
|--------------------------------|-------------|-------------|-------------|---------------------------|
| Landfill | 240 | 247 | 307 | (22%) |
| Incinerated⁵ | 1 | - | - | 41% |
| | 241 | 247 | 307 | (22%) |

Materials diverted from disposal

| | Fiscal 2022 | Fiscal 2021 | Fiscal 2019 | % change from fiscal 2019 |
|-------------------------------|-------------|-------------|-------------|---------------------------|
| Recycled^{3,6} | 354 | 341 | 369 | (4%) |
| Reuse^{3,4} | 259 | 31 | - | - |
| | 613 | 372 | 369 | 66% |

¹Fiscal 2022 data disclosed is GRI 306-1 and WBA specified disclosure are within Deloitte & Touche LLP review scope as detailed on pages 119-120.

²GRI 306-3 required disclosures are within the Deloitte & Touche LLP review scope as detailed on pages 119-120.

³Certain fiscal 2021 amounts have been reclassified to the Reuse category.

⁴Data is presented for Walgreens only. Reuse includes pallets, totes and product donation, and liquidation.

⁵Without heat recovery.

⁶Includes 19,600 tonnes of materials recovered via incineration with heat recovery.

Commitments and Progress



Sustainable Marketplace

Managing the life cycles of our owned brand products to increase traceability and transparency into our supply chain and address environmental and social impacts.



Our Targets

Achieved in Fiscal 2022:



Boots UK and No7 Beauty Company:

Source **all** mica in our finished products from a member of the Responsible Mica Initiative, Responsible Minerals initiative, or a supplier that provides an appropriate independent third-party audit report or certificate to demonstrate that responsible sourcing practices are aligned with the OECD Guidance. **Achieved.**

By fiscal 2023:



Walgreens: Source **100 percent** of palm oil from Roundtable on Sustainable Palm Oil (RSPO) certified sources, physically certified and credits, increasing the proportion that is physically certified by **5 percent** each following year. **On track.**

By fiscal 2025:



Boots UK and No7 Beauty Company:

Reach The UK Plastics Pact 2025 goals: **100 percent** of plastic packaging reusable or recyclable by consumers and achieve **30 percent** average recycled content across plastic packaging. **On track.**

By fiscal 2030:



Walgreens: Achieve **30 percent** reduction in plastic packaging compared with fiscal 2020 baseline; **100 percent** of plastic packaging reusable or recyclable by consumers; and achieve **30 percent** average recycled content across plastic packaging. **On track.**

Ethical sourcing standards and supplier engagement

GRI 2-24, 414-1¹, 414-2¹

As the table shows, no zero tolerance issues were detected during fiscal 2022. For sites with critical issues, suppliers have been required to develop and implement immediate remedial action plans to address identified noncompliance. Verification of actions taken are monitored via submission of appropriate evidence and through on-site reassessment.

| | Fiscal 2022 | % of total |
|--------------------------|--------------|------------|
| Satisfactory | 464 | 45 |
| Needs Improvement | 421 | 41 |
| Critical | 148 | 14 |
| Zero Tolerance | 0 | - |
| | 1,033 | 100 |

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

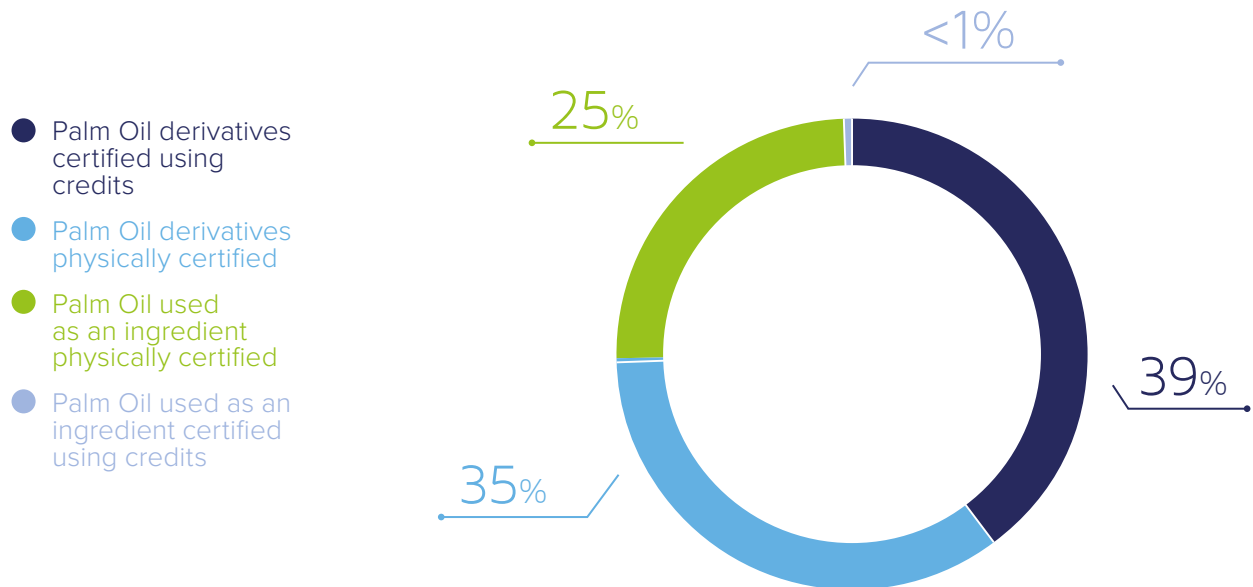
Critical: Falls below the expectations of our ethical trading standards and requires immediate remedial action to address critical noncompliance to enable new or ongoing business relationships.

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

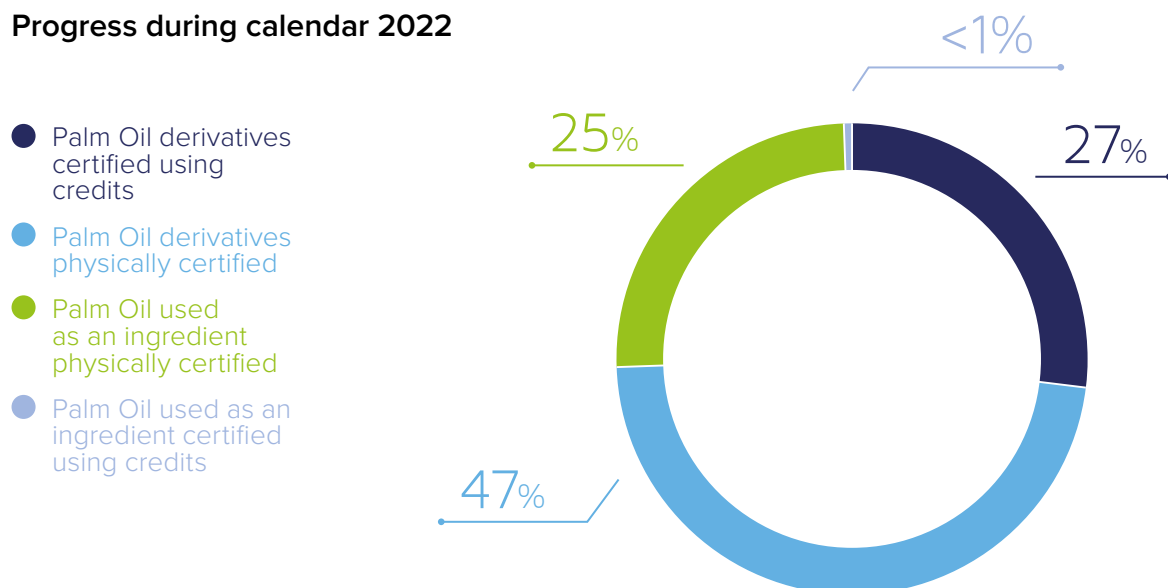
Palm oil sourcing

100% of palm oil in Boots UK and No7 Beauty Company certified in fiscal 2022

In fiscal 2022, despite sourcing challenges, we achieved an increase in physically certified palm oil for Boots and No7 Beauty Company, from 53 percent to 60 percent, and 72 percent by calendar year end. We are committed to exceeding 80 percent by the end of fiscal 2023.



Progress during calendar 2022



Packaging and product design

GRI 3-3, 301-1, 301-2, 306-3

Metric tonnes of packaging material in owned brand products (calendar year)²

| | 2021 | 2020 ³ | YoY Variance |
|---|--------|-------------------|--------------|
| Glass | 1,313 | 1,243 | 5.6% |
| Metal | 873 | 1,139 | (23.4%) |
| Plastic¹ | 14,444 | 14,854 | (2.8%) |
| Wood, pulp and paper⁴ | 19,775 | 20,754 | (4.7%) |

¹GRI 306-3 specified disclosures for plastic only are within Deloitte & Touche LLP review scope as detailed on pages 119-120.

²WBA-owned brand packaging data is based on supplier responses within our Sustainability Hub portal, of which 76 percent is actual and 24 percent is estimated.

³Reported data for 2020 has been adjusted from prior reporting to reflect updated calculation methodology.

⁴Excludes pallets.



Contact Us

WALGREENS BOOTS ALLIANCE, INC.

108 Wilmot Road
Deerfield, IL 60015
USA
+1 (847) 315-3700

www.walgreensbootsalliance.com



Walgreens Boots Alliance