

Walgreens

Impact Report

2025

Our Approach to
Environment, Social,
and Governance

Message from Mike Motz, CEO

Walgreens' first Environmental, Social and Governance (ESG) Impact Report marks an important milestone in our commitment to building a sustainable marketplace and shaping the future of our newly private Company. During this time of rapid change, we are not just adapting, we are leading. We're driving a purposeful transformation with decisive action and a commitment to better serve our customers, patients and team members. Our turnaround is about reigniting what makes Walgreens extraordinary: care, convenience and genuine connection in every community.

We're proud to be your neighborhood pharmacy and honored to be part of the communities where we operate. But we aim to do more than belong, we strive to create a positive, lasting impact that improves lives today and builds a healthier, more sustainable tomorrow.

This is our first report, but it builds on a strong foundation from our 10-year journey as Walgreens Boots Alliance. Over the past year, we've delivered on the promises we made. We've taken bold climate action by reducing our environmental footprint and strengthening resilience across our operations and supply chain. We are proud that we exceeded our Scope 1 and 2 emissions reduction target five years early, and we are committed to set a new target that continues this momentum. We are proud to have made significant progress against our Scope 1 and 2 emissions reduction target. We remain focused on managing our emissions responsibly and identifying practical options to maintain progress. Our ambition is to help drive progress towards a more sustainable

retail pharmacy sector. These efforts aren't just good for the planet—they strengthen our ability to serve communities for generations to come.

But sustainability is about more than the environment, it's about people. Our customers, patients and team members are at the heart of everything we do. This year we launched PharmStart, a first-of-its kind, fully funded online education program that opens doors for pharmacy technicians and creates pathways to pharmacy school. And, together with Vitamin Angels, we've helped provide life-saving vitamins and minerals to 500 million children worldwide. These initiatives reflect our belief that health equity and opportunity should be accessible to all.

Looking ahead, we'll deepen our understanding of stakeholder needs, innovate to meet them and sharpen our focus on creating a positive impact for our patients, customers, team members and planet.

I'm honored to lead Walgreens into its next chapter. Thank you to our partners and team members for your commitment and hard work. I invite you to explore the progress we've made in this report and join us on the journey ahead.



Mike Motz
CEO, Walgreens



In This Report

For 125 years, Walgreens has stood as a trusted partner in the communities we serve. That commitment shows up in everything we do, from caring for patients, customers, and team members to protecting the planet we all share.

Our Impact Report demonstrates that promise. Inside, you'll find our progress against our commitments, stories of real impact and how shopping at Walgreens contributes to positive change as we embrace transparency on social and environmental matters.

We'd love your feedback and ideas for future reports, reach us at impact@walgreens.com. Together, let's keep inspiring new ways to make a difference.

Our Approach 3

Our Performance 4

01 Our Patients, Customers and Communities 5

Introducing our Patients, Customers and Communities 6

Patient and Customer Experience 7

Safe Products and Quality Services 8

Engagement in Public Policy 10

Public Health Outcomes Improvement 11

Community Engagement and Partnerships 13

Data Privacy and Security 16

Our Patients, Customers and Communities: Data Appendix 17

02 Our Team Members 18

Introducing Our Team Members 19

Team Member Well-Being and Investment 19

Team Member Health and Safety 23

Business Compliance and Ethical Conduct 25

Our Team Members: Data Appendix 26

03 Our Planet 27

Introducing Our Planet 28

Climate Change Resiliency 29

Climate Responsibility 30

Supply Chain Sustainability and Efficiency 30

Product Donation and Liquidation 31

Our Planet: Data Appendix 32

Appendix 34

Strategy, Vision, and Reporting

Patient and Customer Initiatives

Safety and Security

Advocacy and Public Policy

Team Member-focused Initiatives

Sustainability

Our Approach

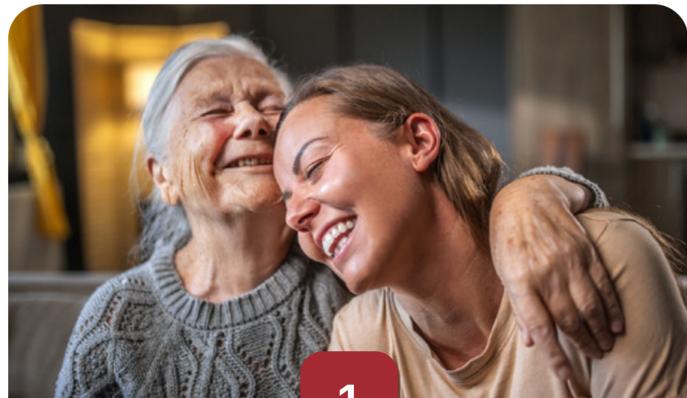
For the past 10 years, we have been part of a movement as Walgreens Boots Alliance, dedicated to enabling healthy futures by fostering healthy communities, healthy and inclusive workplaces, a healthy planet and a sustainable marketplace.

Today, with a laser focus on the U.S., we are committed to delivering sustainable marketplaces where our customers and patients have access to the products and services that they need. We put our team members, customers and patients first—investing in their well-being, empowering our teams and relentlessly executing to deliver results in every store and every community.

Did you Know?

Over 78% of the U.S. population lives within 5 miles of a Walgreens

Creating Sustainable Marketplaces



1

Our Patients, Customers, and Communities

Strengthening our foundation as a trusted neighborhood retail pharmacy, helping people live healthier lives through care and accessible products and services.

Highlight: Donated \$2.7M worth of free flu shot vouchers in the U.S. reaching over 185k patients [Page 10](#)



2

Our Team Members

Creating an inclusive culture while fostering a positive workplace where our team members feel a sense of safety and belonging.

Highlight: Provided over \$3M of aid to more than 2,000 team members experiencing financial hardship through the Walgreen Benefit Fund [Page 24](#)



3

Our Planet

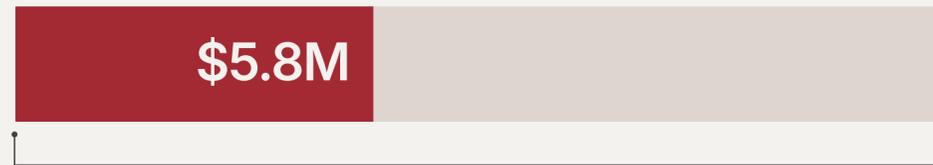
Pursuing the health of people and the planet by reducing the environmental impact of our business.

Highlight: Decreased waste to landfill through our Green Box program donating over \$10M of unsold inventory [Page 31](#)

Our Performance

How we are tracking against our goals

Our Community



Goal: Raise **\$15 million** for the American Heart Association Nation of Lifesavers campaign by 2027.

Progress: Raised **\$5.8 million** in our first year!

On Target



Goal: Provide life-changing vitamins and minerals to **500 million** women and children through our Vitamin Angels partnership by the end of fiscal 2025.

Progress: We reached **500 million** women and children in the U.S. and in 65 countries!

Achieved

Our Team Members



Goal: Create a pathway for pharmacy technicians to reach pharmacy school after identifying financial barriers and time constraints as major obstacles.

Progress: Launched PharmStart, a first-of-its-kind, fully funded online education program!

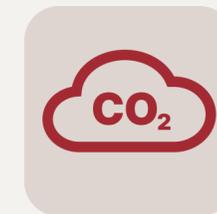
Achieved

Our Planet

>99%

Goal: Achieve zero waste to landfill at our distribution centers.
Progress: Achieved a >99% diversion rate across all distribution centers!

Achieved



Goal: Reduce Scope 1 and 2 Greenhouse Gas (GHG) emissions by 30% by fiscal 2030 with a fiscal 2019 baseline.

Progress: Reduced Scope 1 and 2 GHG Emissions by 38%!

Exceeded

7%↓

Goal: By calendar year 2030, achieve: a **30%** reduction in plastic packaging with a calendar year 2020 baseline, **100%** of plastic packaging reuseable or recyclable by customers, and **30%** average recycled content across plastic packaging.

Progress: In calendar year 2024, reduced plastic packaging by **7%**!

On Target

TM

Our Patients, Customers and Communities



Introducing Our Patients, Customers and Communities

Communities thrive when people are healthy, and we believe a strong neighborhood retail pharmacy is essential to making that happen. At Walgreens, we're committed to advancing well-being by serving as a trusted partner, caring for our patients, customers, and each other.

Our Company touches the lives of millions, and with 78% of Americans living within 5 miles of a Walgreens, our reach is significant and so is our responsibility. We take that seriously, because *millions of lives* depend on the care and quality we deliver every day.

Customers should be confident in their decision to shop with us, knowing that what they buy is safe, high-quality and effective. Our comprehensive safety and quality testing programs reinforce our commitment, so customers can shop with confidence.

Products are only part of the story; access to care matters just as much. That's why we take a holistic view of what makes a community healthy. We are continuing to advocate to expand the role of the pharmacist, empowering them to make essential health

services more accessible to everyone, right in the communities where they live. Through strong partnerships and dedicated programs, we're creating better health outcomes and helping people get the care they need, when and where they need it.

We're here to make life easier, more convenient and more personal, whether it's providing lifesaving naloxone to prevent overdoses, being among the first to offer Medicare Advantage benefits online or supporting our communities after a natural disaster.



In this section



We're committed to our **patient and customer experience** and have thorough product quality and safety programs, testing 100% of our owned brand products.

Page 8



We improved **public health outcomes**, by providing \$2.7 million worth of free flu shot vouchers and more.

Page 10



We engaged with **communities** by raising \$5.8 million for the American Heart Association and hosting 800 Health Fairs that reached more than 12,000 patients.

Page 14



Did you Know?

37 million patients accessed the Walgreens Health Services platform online and digitally, connecting with healthcare providers across 16 categories



Patient and Customer Experience

At the center of our Company's identity is creating the best patient experience possible. Making things simpler and more streamlined lets us provide the personalized care our customers deserve.

We're building new digital tools to take the friction out of getting the medicines, products and services our customers need. We're improving response time for our pharmacists and simplifying workflows. We're offering specialized services like insurance approval assistance and financial aid to help patients afford their medications. And we're creating specialized pharmacy solutions to treat patients with rare, complex and chronic diseases.

Providing personalized, targeted services for our patients is how we'll deliver on creating healthier communities across the country.

Personalized patient care

We operate more than 270 community specialty pharmacy and central fill facilities nationwide. These specialized distribution centers process medications for patients across the country.

We provide personalized patient care, working collaboratively with providers to monitor side effects and make sure patients can stay on their medication throughout the duration of their treatment. Whether patients need support with side effect management, staying on track with their medication regimens, nutritional, emotional or educational support, our specialty trained pharmacists are there to help and offer one-on-one consultations.

We also offer a variety of digital tools that make it easier for patients to manage their prescriptions. From refill reminders to grouping medication pickup, or providing delivery, we are here to help.



Community pharmacists are key to optimizing care for patients

When Rina Shah, SVP of Enterprise Specialty Pharmacy at Walgreens, was diagnosed with Hodgkin's lymphoma, her perspective was shifted from provider to patient. She needed her healthcare team including pharmacists, nurses and doctors to lean on and leverage for support.

"The meaning of community pharmacy has always meant a lot to me from being a pharmacist, but now it demonstrates the impact that all of our pharmacies make across the country," said Shah. "It's given me a renewed focus and commitment to really allowing our community pharmacists to make an impact the way that my pharmacist made an impact for me."

As technology, automation and digitization advance, being the best choice for a neighborhood pharmacy is about more than location and convenience, it's about relationships. The future of pharmacy lies in delivering smarter and more compassionate care connecting our pharmacists to our patients.



Safe Products and Quality Services

Supporting a community starts with trust, and the trust our customers place in us when they come into our stores, or order from our website or app, is something we do not take lightly. We want our customers to know that anything with a Walgreens label is safe, authentic and high-quality. Every product is tested for safety, quality and performance by independent labs and we hold all suppliers to our strict standards.

Millions of people count on us to safely dispense medications and patient safety is at the heart of our management of pharmacy operations. We're constantly reviewing and enhancing our processes, which include multiple digital safety checks, bar code scanning, safety-enhancing automation processes and digital safety alerts.

Working with partners across our supply chain, we make sure every item on Walgreens' shelves is ethically sourced. Our commitment to quality, safety and efficiency extends throughout our whole store. We're also leaning into technological solutions that can bring pharmacy fulfillment closer to the source, streamlining our delivery services and ensuring pharmacists can spend more time with patients.

Commitment to ethical sourcing

Sourcing our products ethically means we assess 100% of our owned brand suppliers for compliance with our strict standards including environmental impact, human rights, product testing and more. We do this through on-site audits and a grading matrix for suppliers that prioritizes transparency and accountability.

Putting the safety and quality of products first

Ensuring safety and building trust means constant vigilance. Walgreens safety and quality product program is how we do that, ensuring that all Walgreens-branded products are authentic, independently tested and made under the strictest quality and safety standards.

Core elements of the safety and quality product program include:

- **Third-Party Testing:** All Walgreens owned brand products are tested by independent third-party labs to meet safety, quality and performance standards.
- **Solicit Feedback from Our Customers:** We review feedback and questions from social media, Walgreens.com and our customer service line to keep improving product quality.
- **Healthcare Expertise:** Products with the "Walgreens Pharmacist Recommended" seal are endorsed by our expert pharmacists, who are always available to provide personalized advice when it's needed most.
- **Counterfeit Protection:** In calendar year 2024, we removed millions of counterfeit products from online marketplaces.

1,025 Ethical sourcing audits completed

Walgreens automated micro-fulfillment centers

We're constantly looking for ways to deliver prescriptions to our patients quickly and safely. Our micro-fulfillment centers, or MFCs, are a network of facilities that use robotic technology and automation alongside on-site pharmacists to efficiently dispense and ship prescriptions to Walgreens locations nationwide. By using the latest technology, we free up retail pharmacy staff to spend more time with patients to improve adherence and customer service.

Our 13 MFCs across the country, support more than 5,000 stores.



These high-tech facilities have yielded successful results, including:



A **24%** year-over-year increase in shipped volumes from MFCs, with approximately **16 million** prescriptions filled each month, enhancing the in-store experience for both team members and customers



Approximately **40%** of a store's total prescription volume is managed by MFCs at locations serviced by these facilities, allowing pharmacists more time to administer immunizations and provide other services for patients



Efficient recycling program across MFCs that recycled **7.9 million** pounds of cardboard, plastic and toner cartridges in fiscal year 2025





Engagement in Public Policy

We stand up for our communities by strategically engaging in public policy discussions to shape better outcomes for our team members, patients and customers.

Patients benefit when pharmacists are empowered, when they have the flexibility to consult with patients and provide the broadest range of services; this is core to our goal of healthier communities. We work to shape public policy around pharmacy and pharmacist regulations, particularly in response to challenges posed by Medicare reimbursement, pharmacy benefit managers (PBMs) and FDA certification processes.



Did you Know?

Walgreens provided over 350,000 vaccines at offsite clinics in fiscal 2025

Policy partners: advocating for shared values

Walgreens engages in public policy through a few key partnerships, including with the Retail Industry Leaders Association (RILA). We collaborate with RILA to advocate for policies that align with both our business goals and social responsibility commitments.

Another critical public policy partner is the National Association of Chain Drug Stores (NACDS). At the 2025 NACDS Annual Meeting, Walgreens leaders joined others in calling for urgent policy reforms to shift the U.S. healthcare system from "sick-care" to "health-span"-focused care. Other priorities include:

- PBM reform
- Reimbursement for pharmacy services
- Recognition of pharmacists as healthcare providers
- Expansion of pharmacy's role in preventative care and chronic disease management

Walgreens voices: Joel Baise advocates for pharmacist voices



Joel Baise, Vice President State and Local Government Relations, has been with Walgreens for over 18 years. He joined Walgreens after serving as an attorney in Illinois state government. During his time in public service, he witnessed firsthand how government partnership can impact pharmacies and Walgreens. He brings this experience and perspective to his current role,

ensuring that patients and pharmacists remain a priority throughout the policy setting process. His work focuses on three main areas:

- **Reimbursement reform:** Payment models should reflect the full value of the care pharmacists deliver, like administering vaccines, providing chronic care support and consulting on medication therapy. Unlike other healthcare providers, they are typically not reimbursed for clinical services.
- **Designating pharmacists as providers:** Being recognized as healthcare providers under federal law would allow pharmacists to deliver and bill for clinical services that they are authorized and trained to do. It would also allow patients to access services directly from their trusted neighborhood pharmacists.
- **Protecting access to vaccines:** Although pharmacists have been essential vaccine providers, particularly during the pandemic, changing and unclear federal guidelines are making it harder to deliver these services. We advocate for pharmacists to operate with greater independence; reimbursement that better reflects the work; and expanded authority for pharmacy technicians to vaccinate across all states.



Public Health Outcomes Improvement

With a daily footfall of nearly nine million customers and deep roots in the community, we're in a position to help drive better public health outcomes, close care gaps and ensure our pharmacists have everything they need to help patients.

Our focus is supporting patients in accessing care through our pharmacies and pharmacists. This includes helping them stay adherent to their medications by coordinating copay assistance programs, providing side effect management resources and ensuring access to nearly all preventive vaccines in our stores, with most covered at zero cost with health plans. We also work to make sure clinical trials are accessible and inclusive. Our partnerships with community organizations allow us to identify areas of need and look for opportunities to assess barriers for patient populations. Because none of us can do it alone.

Walgreens and KFF's National HIV Testing Day event saw record participation

On June 27, 2025, Walgreens teamed with KFF's Greater Than HIV/STD's public information initiative to bring local testing partners into stores in support of National HIV Testing Day (NHTD). More information means better outcomes and testing is key. This year's activation saw record participation with 385 local health departments and community organizations providing free rapid HIV, syphilis and hepatitis C testing, PrEP referrals, linkages to care and general information at more than 542 Walgreens stores in nearly all states, Washington, DC and Puerto Rico. More than 22,000 rapid HIV, syphilis and hepatitis C tests were donated to support the activation by leading manufacturers, including Diagnostics Direct, NOWDiagnostics, OraSure Technologies, Chembio Diagnostics and

bioLytical Laboratories. Since 2011, this public-private partnership has provided more than 104,000 free HIV/STD tests and reached even more with the latest on prevention, treatment and care.

With more than 385 local testing partners in nearly all states, Washington, D.C., and Puerto Rico, 2025 marked a record level of participation in our partnership's 15-year history.



We're for women

At Walgreens, we're proud to stand for women's well-being.

As part of our We're for Women campaign, a commitment to supporting women's health and wellness at every stage of life, we addressed period poverty, or the lack of access to menstrual products due to financial barriers, starting in the Chicago community. Nearly 1 in 5 girls in the U.S. have missed school because they did not have access to period products.

In August, our Chicago-based team members assembled 8,000 Period Care Kits, each one packed with essentials like menstrual

products, coupons and an educational wellness booklet, made possible by our generous supplier partners Procter & Gamble, Edgewell Personal Care and Kimberly-Clark.

The kits were donated to Girls Inc. of Chicago and the Primo Center, two local nonprofits dedicated to uplifting and empowering women and girls across the city, which distributed them to women and girls impacted by period poverty.

For more information on the We're for Women campaign, visit www.walgreens.com/womens-wellness



Walgreens Clinical Trials celebrates 3 years, achieving U.S. retail pharmacy milestone

In addition to testing, strong research is driving better health outcomes across the country, and the next chapter of clinical research is being written in retail settings, bringing the work directly to patients.

For the past three years, Walgreens Clinical Trials has focused on easing common barriers to clinical trials like lack of awareness, understanding, and access. Since launching in June 2022, we've engaged more than 18.6 million customers for potential participation in sponsor-led clinical research, with Walgreens patient referrals 20% more likely to enroll in a study compared to other recruitment referrals.

Our success would not be possible without the life science partners who share Walgreens' vision for patient-centered clinical research. We have collaborated across the industry and stood up 20 community-centered clinical trial sites throughout the U.S., bringing clinical research opportunities into communities that have historically not had easy access nor opportunity to consider clinical trial participation.

In addition to industry partnership being instrumental to Walgreens Clinical Trials' growth, our in-store pharmacy teams have been a vital link connecting groundbreaking research with the patients who need it most. We've helped support staff with specialized training so they can educate our patients on the benefits of joining a clinical trial.

Clinical trials patients



about 63% are women



44% are from groups historically underrepresented in clinical research



more than half are over age 60

This is a more representative patient population than traditional clinical trial models.



Walgreens Clinical Trials Patient Advisory Board

A powerful way Walgreens is bridging common clinical trial barriers is through our Patient Advisory Board. This group of patient experts is using their lived experiences to advance clinical trials access and representation.

Patrick Gee, a kidney transplant recipient and member of the Clinical Trials Patient Advisory Board, is working to break down barriers such as travel challenges, out-of-pocket costs, and lack of awareness about available trials. Initially denied the opportunity to participate in a clinical trial, he began seeking to understand equity and diversity in research. After that first opportunity, he went on to join six clinical trials and even serve as a co-chair, an extraordinary achievement for a patient. Today, he is turning his experience into advocacy and helping make clinical research more inclusive.



Community Engagement and Partnerships

Being a good corporate citizen means being engaged in the issues our community and our team members care about. We can't make an impact sitting on the sidelines.

We couldn't do this without our incredible partners. Organizations like the American Heart Association, Vitamin Angels and the American Red Cross provide much-needed resources at a national level, while our local community partnerships help us support unique needs across America at the neighborhood level. Working together, we're able to connect people with the critical services they need.

Here's just a few examples of how working together has made a positive impact on our communities.



Supporting communities impacted by the Los Angeles wildfires

When the devastating wildfires in Los Angeles hit, our team members led the charge to help. The Walgreens Foundation collected donations in our Walgreens and Duane Reade stores nationwide, raising more than \$5.3 million. We provided funding, supplies and products to local and state organizations working to address the reconstruction and recovery needs of people who experienced displacement and loss, including some of our own team members.

Those organizations include:

- The Los Angeles Regional Food Bank
- Los Angeles Fire Department Foundation
- Los Angeles Unified School District Education Foundation Emergency Relief Fund
- California Fire Foundation Wildfire and Disaster Recovery Fund
- California Community Foundation Wildfire Recovery Fund
- Pasadena Community Foundation
- Direct Relief's California Fire Relief
- American Red Cross

Our teams also stepped up to help after July's devastating floods in Texas. Team members in our Kerrville, Texas, store worked to remain operational in the wake of the disaster. They stepped up to ensure patients and customers were taken care of and had access to their medications, and hosted a vaccination clinic for more than 100 local first responders.

\$5.3M | Amount of donations raised nationwide by the Walgreens Foundation





Creating a Nation of Lifesavers

As a longstanding supporter of the American Heart Association and its commitment to heart health, we committed to raising \$15 million over 3 years to support their Nation of Lifesavers initiative, which works to turn a nation of bystanders into lifesavers and double cardiac arrest survival rates.

More than 350,000 cardiac arrests occur outside of hospitals in the U.S. every year, 90% of which are fatal. However, immediate CPR and automated external defibrillator (AED) use can double or even triple their chance of surviving. Yet less than half of people experiencing sudden cardiac arrest receive the help they need from a bystander.



This commitment included efforts in our stores and communities to expand the association’s CPR and AED public awareness and education efforts to millions more including:

- In the Spring and Fall of 2025, Walgreens participated in 15 heart walks from California to Washington D.C. At many events we provided flu shots and gathered stories from participants on how CPR has impacted their lives.
- More than 1,300 Walgreens team members participated in the American Heart Association’s Metro Chicago Heart Walk. We raised more than \$370,000, making us the top Heart Walk Company in Chicago.
- Our Waxahachie, Texas Distribution Center team hosted their own walk in support of the American Heart Association. Over 60 team members and their families participated and logged over 180 miles supporting heart health.

CPR training helps Walgreens manager save his daughter’s life

“It was the scariest moment of our lives.”

When Walgreens Store Manager Adyn Romahn’s 2-year-old daughter, Emmy, began choking at home, he used his CPR training, received through the Company as a pharmacy technician, to help save her life.

Acting quickly, he performed CPR until emergency responders arrived. Adyn credits his training for preparing him to respond in those critical moments and now encourages his team members, especially those with young children, to become CPR certified.

“I never thought I would have to use CPR,” said Romahn. “This is a great opportunity to learn an important skill and maybe one day, it will come in handy.”

His story underscores the life-saving value of preparedness and supports Walgreens’ partnership with the American Heart Association’s Nation of Lifesavers initiative, which aims to expand CPR awareness and education nationwide.



Healthier, together: Vitamin Angels

We have proudly partnered with Vitamin Angels, a nonprofit that works across 65 countries and all 50 states to provide nutritional supplements to underserved pregnant women, infants and young children, for 12 years.

Together, we provide essential vitamins to millions of underserved women and children worldwide, improving maternal and child health to build a brighter future.

Our partnership has included two programs:

- **Retail donations:** We donate 1% of retail sales from participating vitamin and supplement products to Vitamin Angels
- **Prenatal Program:** We distribute free prenatal vitamins and prenatal education in nearly 2,600 stores nationwide, customers just have to ask the pharmacist.

The Outcome: Together with Vitamin Angels, we have provided supplements to more than 500 million women and children across the world, including prenatal vitamins for more than 500,000 pregnant women in the U.S.

2025 in review

> **40M**

mothers and children reached

> **\$10M**

donated from retail sales at Walgreens

100%

of Walgreens stores participating





Data Privacy and Security

The relationships we have built with our patients, customers, communities and team members all depend on trust. We take that extremely seriously, and protecting our patients' and customers' information and maintaining data privacy is a top priority.

We strive to be as transparent as possible with our customers about how we use their data. In addition to the information in this report, our [website](#) provides additional information about data usage and safeguards.

How we protect your data

Staying one step ahead of cybercriminals means constantly evolving our tools and approach. In 2025, our Technology team rolled out enhanced controls that automatically detect and alert team members of potential data risks in emails and web traffic. These tools work behind the scenes, without disrupting team members' day-to-day workflows.

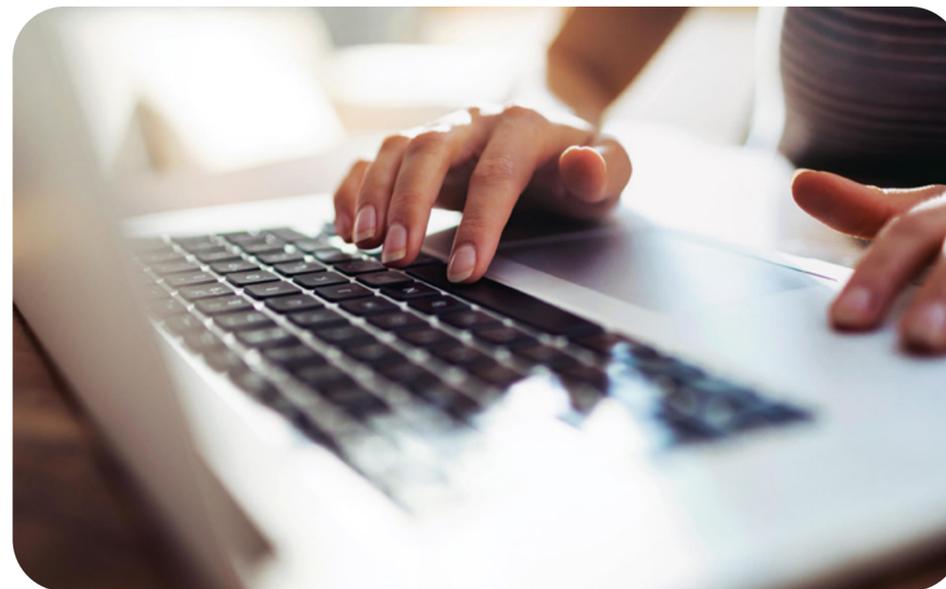
Additionally, we require all team members to follow best practices for data protection, including careful treatment of sensitive information, especially in public settings, and prohibiting use of personal cloud storage or unauthorized devices.

We also require annual privacy training for applicable team members, including pharmacy, retail and support office. Externally, applicable contractors are legally obligated to receive this training.

Data Privacy Day: Competing for trust

We work to incorporate data privacy concerns into our corporate culture, beyond mandatory trainings. Every year in January, we proudly celebrate Data Privacy Day, dedicated to raising awareness about the critical importance of respecting privacy, safeguarding personal data and fostering trust in our digital world.

This year's theme, Competing for Trust: Privacy and AI at the Front line of the Digital Games, underscored the vital importance of privacy as AI technologies and tools become more integrated into our work and personal lives. The effort was led by Walgreens' Privacy Office, with the support of Technology, Risk and Compliance. We also created a dedicated Data Privacy page with details about privacy-focused content and activities, a privacy Teams background and a "Navigating the Future of Privacy and AI" webinar.



How we collect your data

As a leading healthcare and retail Company, we're committed to safeguarding any personal information we collect. Data is provided to Walgreens Co. through:

-  **Purchasing and filling prescriptions**
-  **Patient visits at healthcare locations**
-  **Enrolling in promotional and loyalty programs**
-  **Registering on our websites**
-  **Otherwise communicating with us**

Our Patients, Customers and Communities: Data Appendix

United Nations Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide a universal framework of 17 interconnected objectives designed to advance global social, environmental, and economic well-being. In each Data Appendix we will show our alignment to the goals.



Materiality Topics

	Community Engagement and Partnerships		Patient and Customer Experience
	Data Privacy and Security		Public Health Outcomes Improvement
	Engagement in Public Policy		Safe Products and Quality Service
	Health Equity, Access and Affordability		

Disclosures

Safe Medication Disposal: Walgreens is committed to ensuring our communities are safe and that medications are being managed appropriately. As part of these efforts, we are proud to provide our customers with **over 1,100 safe medication disposal kiosks** in Walgreens store locations where **over 7.9 million pounds** of unwanted medications have been safely disposed of since 2016 and **over 1.1 million pounds were disposed** in fiscal 2025.

For store locations without safe medication disposal kiosks, Walgreens has provided **over 3 million** take-home safe medication disposal kits since May 2019.

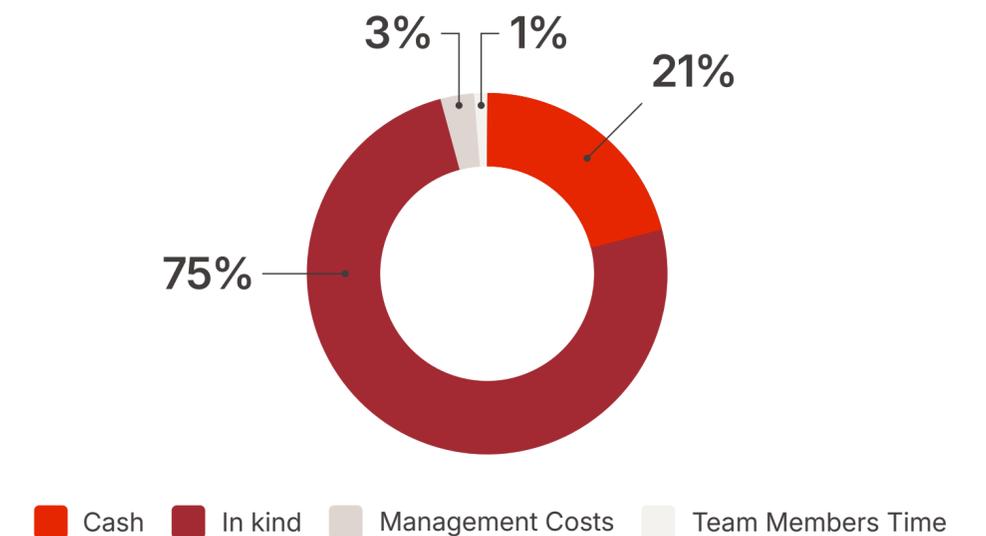
Supplier Compliance Assessments

Assessment Outcome	Fiscal 2025	Fiscal 2025 %
Satisfactory	565	55.1%
Needs Improvement	329	32.1%
Critical	130	12.7%
Zero Tolerance	1	0.1%
Total	1,025	100.0%

Corporate giving - fiscal 2025



How the Company contributed in fiscal 2025





Our Team Members

Introducing Our Team Members

We are a beacon for patients, customers and in the communities we serve. But this all starts with our approximately 210,000 team members, and a healthy workforce that feels safe, cared for and recognized for who they are. Building and nurturing a culture where our team members understand and commit to our mission to be America’s number 1 retail pharmacy is essential, not only to our identity as a Company but to the value of our business.

“Safety, sustainability and best-in-class business execution all start with our team members. That’s why we’re so focused on their health and well-being, and together, we’ll deliver on our promise to be America’s number 1 retail pharmacy.”

We also recognize that each team member is on their own unique journey with individual needs, dreams and challenges. Creating employment opportunities for people with disabilities, providing financial support to team members facing insurmountable hardships and offering professional development programs to help team members advance in their careers are among a few of the steps we take to create a nurturing workplace where everyone feels respected and valued for their contributions.

Team Member Well-Being and Investment

One thing that hasn’t changed as we evolve: The belief that we’re a stronger business when everyone at the Company understands our mission and has the support they need to do their jobs. We are fostering a workplace where every team member feels included, respected and valued for their contributions. Everyone should have the resources and support necessary to perform at their best, whether they’re dealing directly with customers or working behind-the-scenes.

At the heart of our policies is a deep belief in team members’ potential, which is why we invest in them through comprehensive benefits and resources including ongoing training opportunities, professional development programs, financial assistance options and more.

By investing in and supporting our team members, we’re creating a Company where people want to work. Here’s just a few ways we do that.



In this section



We're paving the way for **pharmacists of tomorrow** with our innovative PharmStart program.

Page 20



We championed programs that **facilitate inclusive careers** with over 1,500 people completing our Retail Employees with Disabilities Initiative.

Page 22



We supported each other through the **Walgreen Benefit Fund**, with over \$3 million granted to team members experiencing hardship.

Page 24

From the source: Deans Advisory Council

For the past several years, enrollment in pharmacy schools has declined 35%. Our pharmacists are how we connect with our patients and communities, but we recognize that there are some real barriers to receiving the education and training needed for these jobs.

We wanted to better understand what's happening at the academic level, so in 2024 we partnered with 17 pharmacy school deans to form the Walgreens Deans Advisory Council. These advisors have been invaluable in helping us understand the evolving role of the pharmacist, including emphasizing direct patient care over traditional prescription fulfillment.



In the program's first year we've made incredible progress, including:

- Launched the Walgreens Student Loan 401(k) Match Program
- Grew the Walgreens Pharmacy Educational Assistance Program (PEAP), which provides rewards up to \$40,000 in tuition assistance
- Expanded the Walgreens residency program to three new schools, Western University, Drake University and Presbyterian College
- Developed and launched PharmStart, a program to address barriers for pharmacy technicians to attend pharmacy school
- Launched the Patient Code of Conduct
- Advocated for state and federal legislation that expands pharmacists' scope of practice, such as the Equitable Community Access to Pharmacist Services (ECAPS) Act

The goal is to not only bolster the industry as a whole, but to strengthen our talent pipeline, ensuring that Walgreens is recruiting and retaining the top pharmacy talent in pursuit of our goal: *to be America's number 1 retail pharmacy.*

Investing in the future of pharmacy: PharmStart

We're dedicated to increasing the pipeline of qualified pharmacists, they are our frontline team members who play a critical role in creating healthy communities and caring for patients. Yet barriers remain: a survey of our pharmacy technicians revealed that many would be interested in pursuing a PharmD degree, but tuition costs for prerequisite courses and lack of flexible options to complete coursework hold them back.

In response, we launched **PharmStart**, a first-of-its-kind, fully funded online education program designed to help eligible team members meet the prerequisite requirements for pharmacy school.

“We're continuing to chip away at financial burdens, ensuring students can pursue their passion for pharmacy without the worry of debt being a barrier to success.”

— Rick Gates, Chief Pharmacy Officer

PharmStart not only covers the cost of courses but also offers participants the flexibility to complete them on their own schedule. The program started with an initial cohort of 300 team members across six states and has since expanded nationwide. PharmStart is an investment in our team members as much as it's an investment in the future of U.S. healthcare, because the best pharmacists of tomorrow are already working with us today.

Team Member Spotlight: A specialty pharmacist's journey of hope and healing

Brittany Pfoutz, a pharmacist in charge at our central specialty pharmacy in Pittsburgh, started her journey with Walgreens as an intern in 2016. Brittany was inspired to pursue a career in healthcare when her father was diagnosed with pancreatic cancer.

As she was pursuing her bachelor's degree at the University of Pittsburgh her father, who is now 16 years cancer-free, was being treated there. As Brittany sat in on treatment plan discussions, she gained insights into clinical processes and experiences that she's carried over into her career.

Today, she holds 25 state pharmacist licenses and oversees the success of our Pittsburgh facility, ensuring we are managing all regulatory compliance for our licenses and that we maintain our formal accreditation standards.

"It's remarkable that I now work with similar patients and families. My role is very fulfilling because I understand what they're going through, and I strive to help them to the best of my abilities."

Brittany credits her longevity at Walgreens to strong mentorship, leadership support and having a close, collaborative relationship with her team. In addition to her role, precepts pharmacy students from Duquesne University and the University of Pittsburgh..

Team Member benefits

Full-time Walgreens team members bring our purpose to life every day, delivering trusted care, service and innovation across our stores, pharmacies and support centers. These team members receive our most comprehensive benefits package, including medical, dental and vision coverage, Company-paid life insurance, paid disability, and family-forming benefits like fertility, adoption and surrogacy assistance.

At Walgreens, our part-time team members are an essential part of our story. Eligible part-time team members have access to meaningful benefits that nurture their well-being and growth, including free flu shots, Paid Sick and Safe Leave (PSSL) and learning opportunities through Walgreens University.

Other benefits available to both full- and part-time team members include:

- Building for the future through the Retirement Savings Plan with Company match
- Maintaining work-life balance through Paid Time Off and Paid Parental Leave.
- Promoting mental and physical health and financial wellness with resources such as Life365 Employee Assistance Program, Life365 Health Coaching, PerkSpot discounts, childcare savings and Added Benefits Program offerings.

Beyond our core benefits, we support our team members in a number of ways, including but not limited to:

- **Student Loan 401(k) Match Program:** Walgreens program allows eligible student loan payments to count toward a Company retirement match of up to 4%, helping team members build long-term financial security while managing debt.
- **Advance Pay Services:** Walgreens has partnered with Earnin, a mobile app that allows our team members to access their money as they earn it, without waiting. Any team member that is paid by direct deposit into a checking account can use Earnin's services.
- **Business Resource Groups (BRGs):** To encourage engagement and development among our team members and contribute to what makes Walgreens an enjoyable and inclusive place to work, Walgreens maintains BRGs which are voluntary, team-led networks with more than 4,500 engaged members.
- **Virtual access health plans:** For team members who have limited local care options, this program engages virtual primary care physicians to help team members receive timely and reliable support.





Spotlight on: Disability Inclusion

Disability inclusion is embedded in how we work, hire and grow together. Across our stores, distribution centers and micro-fulfillment centers, we are proud to provide pathways that remove barriers and open doors to meaningful careers. While stores and facilities celebrated October as National Disability Employment Awareness Month this year, our commitment to this community is a year-round, coming to life in several ways:

- **DisAbility Alliance BRG:** A network of team members dedicated to advancing advocacy, awareness and accessibility across Walgreens. This BRG hosts several events annually and provides support and information to team members across Walgreens.
- **Retail Employees with Disabilities Initiative (REDI):** A hands-on training program that helps participants develop skills, build confidence and transition into employment. In fiscal 2025, 1,473 stores hosted REDI programs, with 1,513 individuals completing the program.
- **Transitional Work Group (TWG):** On-the-job training and mentorship programs in our distribution centers, with quarterly cohorts hosted in fiscal 2025 across seven states.
- **TWG in MFCs:** Opportunities in high-tech fulfillment and pharmacy roles hosted in fiscal 2025 at our sites across six states.



New Hampshire Walgreens recognized for hiring and uplifting people with disabilities

Creating a workplace where every individual has the opportunity to contribute and thrive is central to our mission. Our Concord, New Hampshire store, which received the state's 2025 Employment Leadership Award, exemplifies this commitment. The store received an official commendation from the state for their welcoming hiring practices:

"The State of New Hampshire is fortunate to have Walgreens in the community and grateful for your efforts to create opportunities that assist people with disabilities in obtaining competitive integrated employment,"

The honor reflects the outstanding work by our teams to bring inclusive programming to life, like REDI, which helps participants develop skills, build confidence and transition into employment.





Team Member Health and Safety

At Walgreens, keeping our team members safe is at the heart of everything we do. Our teams are dedicated to enhancing safety measures in every part of our business, including our pharmacies, retail stores and digital spaces.

Safety starts at the top. Our leadership team champions our proactive risk management strategy, while our dedicated Team Member Health and Safety teams ensure everyone is equipped with the tools, training, and up-to-date guidance they need to stay safe on the job. We also conduct regular reviews and audits to ensure we're staying ahead of industry standards and meeting compliance requirements.

But we know the people closest to our business, our team members, are often the best at spotting potential risks or sharing ideas for improvement. That's why we make it easy for them to reach out and get their voices heard. Whether it's through a conversation with their manager, a confidential hotline, an online report, or a quick chat with our Compliance Officer or HR team, we want everyone to feel empowered to speak up.

Future plans for building out our team member health and safety initiatives include broader recycling initiatives, improved in-store processes and continued support for state-specific environmental regulations.

Safety spotlight on MFCs

Our MFCs, in addition to driving operational excellence and empowering pharmacists to spend more time with patients, serve as a living, breathing example of how Walgreens is creating a culture of safety. A few highlights:

- Our MFC site maintenance teams are accountable for rolling out safety programs and standardizing safety protocols across facilities. This includes things like ensuring team members have proper personal protective equipment (PPE).
- MFCs have implemented an Incident Management System (IMS) that allows each facility to meticulously document safety incidents, including accidents and near misses. We then analyze the data to determine the root causes of outstanding issues, constantly evolving our practices and policies to make sites even safer.
- We also work closely with our recycling vendors, finding new ways to keep pill bottles out of landfills including turning them into recycled products like storage bins and totes. And we're seeing an impact: MFCs recycled over 7.9 million pounds of plastic pill bottles, cardboard and ink toner cartridges in fiscal 2025

Did you Know?

7.9M pounds of plastic pill bottles, cardboard and ink toner cartridges recycled by MFCs in fiscal 2025



The Walgreen Benefit Fund has awarded more than \$11 million in grants in 5 years.

The **Walgreen Benefit Fund** has been helping team members for more than 86 years. The Fund was established when Company founder Charles R. Walgreen left 2,500 shares, about \$50,000, in his will to support team members facing unexpected and insurmountable hardship.

Since its creation, the Fund, today primarily supported by donations from Walgreens team members, has stayed true to its original purpose, awarding more than \$11 million in grants in the past five years.



Compassion into action: stories from the Walgreen Benefit Fund

David Haberman, Store Manager, Grafton Wisconsin, has been with Walgreens for 47 years, starting as a dishwasher for the Walgreens soda bar nearly five decades ago. He even met his wife here.

Several years ago, David's family experienced a string of serious health issues that left them overwhelmed with medical bills. He experienced pulmonary embolisms, which left him out of work for some time to recover. Soon after, he was in need of a hip replacement. Eventually, he returned to work part time, but his wife was then diagnosed with Stage 3 breast cancer.

"When you hear about the Fund, you don't think you'll ever need it. But life happens. It's a huge relief to know you have support like the Walgreen Benefit Fund you can lean on in certain tough financial situations."

With his manager's help, David applied for a grant from the Walgreen Benefit Fund. While it didn't cover everything, it was enough to relieve some of the financial burden of cancer treatment. Grateful for the support, David became a regular contributor to the Fund and promotes it to team members.

Walgreen Benefit Fund by the numbers:

86

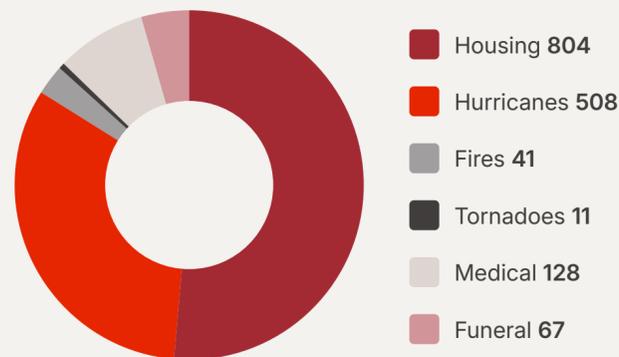
Years the Benefit Fund has existed

8,396

Approved grants in the past five years

2,045

Total grants awarded in FY 2025



\$1,500

Average grant awarded

\$11 M+

Amount granted to team members over the last five years



Business Compliance and Ethical Conduct

As a community pharmacy and healthcare provider, everything we do, everything we sell and every supplier we work with has far-reaching impact. As we transition into the next chapter of Walgreens' journey, we will continue to hold ourselves to the high standards of transparency and ethical conduct we've set for this Company. That includes a commitment to robust reporting and accountability on sustainability activities, which includes this report.

At Walgreens, we have strong governance and risk management processes in place across our value chain that we regularly enhance in the spirit of continuous improvement. We believe good governance is underpinned by accessible, objective policies and clear behavior expectations that are consistent throughout the organization, at every level.

We require all team members to familiarize themselves and comply with the requirements of all internal policies, in addition to following our [Code of Conduct and Ethics](#), [Supplier Code of Conduct](#), standards for Enterprise Risk Management, Environmental and Health and Safety and all published internal controls relevant to their operational duties.

Together with integrity: Compliance and Ethics Week

We continue to stress the importance of compliance and ethics with our team members through organized events and activities throughout the year.

In addition to Data Privacy Day, we held our annual Compliance and Ethics Week in 2025. The theme was "Together with Integrity," underscoring that everyone across our organization plays an important role in our collective commitment to doing the right thing. The week included a dedicated web page with videos, local and digital resources, games, a discussion guide and more.

The Office of Ethics and Compliance also recognized team members who exemplify what it means to work "Together with Integrity" with our 2025 Compliance Excellence Awards. Candidates came from different divisions, including distribution and MFCs, support offices and field team members.



Q&A with Natalie LaPorta, Chief Privacy Officer

Q: What are the key responsibilities of your team?

A: We are responsible for the privacy of patient, customer and team member data across our U.S. businesses, which includes the privacy of over 1 billion prescriptions per year and a customer loyalty program with more than 100 million members.



Q: What drew you to this field, and Walgreens as a Company?

A: I am intrigued by the intersection of data and decision making. I enjoy learning and appreciate the need to understand the constantly evolving technology used to drive decision making. At Walgreens, we have a long history of trust and the Walgreens Privacy Office prides itself on supporting business strategy through solutions built with privacy, by design.

Q: What does 'leading with integrity' mean to you?

A: Doing what you know is right even when it's not easy. Not being afraid to speak up and advocate for solutions that reflect our Company commitment to compliance and the expectations of our patients and customers.

Our Team Members: Data Appendix

United Nations Sustainable Development Goals



Materiality Topics

- Business Compliance and Ethical Conduct
- Team Member Health and Safety
- Team Member Well-Being and Investment

Disclosures

- **Investing in People:** each team member received an average of **35 hours** of training annually, empowering growth, building skills and showing that we prioritize their success
- **Committed to Growth:** Walgreens demonstrates its commitment to career development by providing regular performance and career growth reviews to **98%** of team members

“I’ve been fortunate to work with some great people who saw potential in me and helped me evolve in each of my roles along the way.”

— Rosie Fasano, Manager, Store Care Region 35

Team Members by employment type (U.S.)

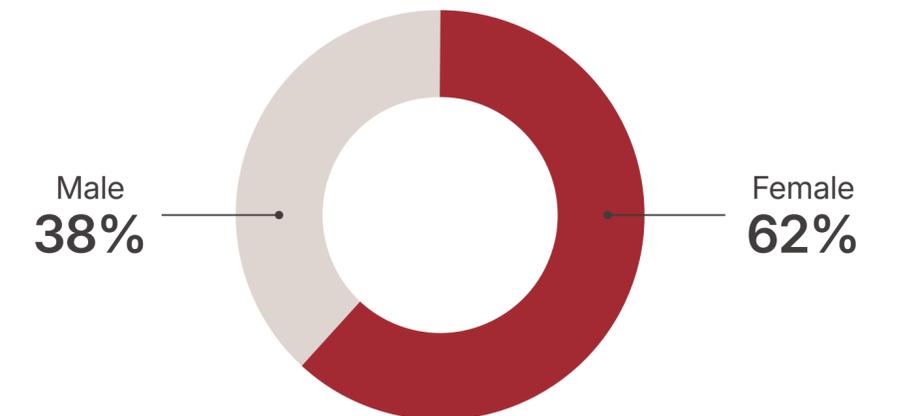
Full-time	60%
Part-time	40%
Permanent team members	98%
Temporary team members	2%

Team Member Category	Age Group (%)			Gender (%)		
	Under 30	30 to 50	Over 50	Male	Female	Undisclosed
Manager	12%	66%	22%	38%	62%	—%
Non-manager	44%	35%	21%	31%	69%	—%
All team members	40%	39%	21%	32%	68%	—%

Racial and ethnic diversity of team members in our workforce

	People of color	White	Undisclosed
Total U.S. workforce	53%	46%	1%
Managers	43%	56%	1%
Non-managers	55%	44%	1%

Walgreens pharmacists by gender



Our Planet



Introducing Our Planet

A community-first approach means making choices that reflect our commitment to ethical sourcing, environmental stewardship and social responsibility, choices that contribute to a healthier society and planet.

Our programs are consistently rooted in our commitment to being a good global citizen. That means understanding the impact we have on our communities and the planet from an environmental perspective.

Climate change is driven by human activities, which is why it's our responsibility to take meaningful action to reduce our environmental footprint and create a healthier future for both people and the planet we share.

And we know that our customers are looking for products that are not only better for them, but also better for the planet. In a study conducted by the IBM Institute for Business Value, **62%** of customers expressed willingness to change their purchasing behavior to help reduce environmental impact.

We're acting with urgency and clarity to build a healthier future for our communities and our planet, delivering on our promise to be a responsible, trusted leader in retail pharmacy. We continually invest in efficiency programs at our stores, distribution centers, support centers and with our transportation network.

Part of that commitment includes using our resources efficiently to meet our reduction targets for emissions, waste and plastic while expanding recycling initiatives. We know this isn't just the right thing to do, it's good for business and makes us a stronger and more resilient Company.

In this section



We are continuing our momentum against our emissions reduction goal! Approximately 5,000 stores fitted with smart lighting and 3,000 with efficient HVAC systems helped us achieve a 38% reduction since fiscal year 2019.

Page 29



We implemented **climate responsibility initiatives** including diverting hazardous waste and investing in community solar in fiscal 2025.

Page 30



Our extensive **product donation and liquidation programs** led to over \$17 million of product diverted from landfill and going to communities in need.

Page 31

Climate Change Resiliency

We have a responsibility to our planet, and our desire to do right by our communities and our team members drive our decision making around sustainability issues.

At the same time, we recognize that climate-related risks can pose a threat to our business. It's not lost on us that sustainability has a double meaning and we're deeply focused on both.

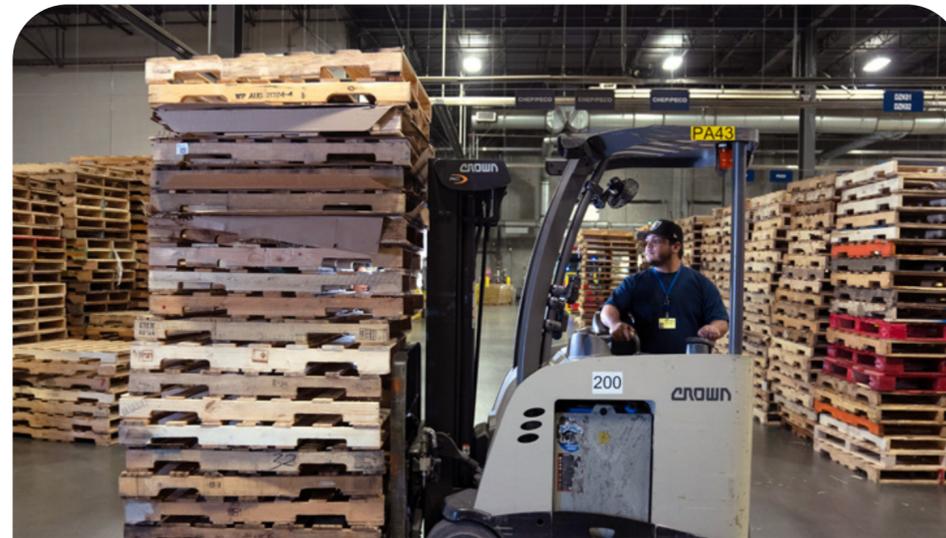
As our Company evolves, we're using the opportunity to more closely align our sustainability activities and reporting with our business goals and priorities, doubling down on our vision for a more sustainable marketplace. A long-term vision and plan helps our core business and drives value in a number of ways, including:

- Reducing regulatory risk and navigating volatility, including differences in federal and state regulations
- Protecting Walgreens' corporate reputation and guarding against litigation or accusations of greenwashing
- Enabling resilience and safeguarding long-term value, stabilizing our businesses through uncertain times

Among the actions we've taken:

- Established a Walgreens ESG Governance Committee led by our Chief Human Resources Officer
- Developed a sustainable business growth strategy aligned to the updated Company structure

The Walgreens ESG Governance Committee will review and approve Walgreens overarching strategic framework and targets for responsible business practices. It will be accountable for climate issues, ensure that climate risks are identified, assessed, and managed, and ensure that the CEO and senior leaders are regularly updated. These topics will be presented to the Board at least annually.



Did you Know?

Walgreens Distribution Centers implement recycling solutions tailored for individual material streams, boosting our average diversion rate to over 99%.

Making real progress on reducing emissions

The changing climate is poised to exacerbate a wide array of economic, business and social risks over the next decades. Our efforts to reduce greenhouse gas emissions are core to building resiliency against climate change. As WBA, we pledged to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 30 percent by the end of fiscal 2030, compared with a 2019 baseline, and we're continuing to abide by that promise as we forge a new identity.

And we're making real progress: Meaningful emissions reductions have been made since FY19.

- Walgreens Scope 1 and 2 Emissions are down 38% through fiscal 2025.

Energy efficiency programs have been key to contributing to our emissions reductions. Efforts have centered on three programs, and since 2019, we've spent over half a billion dollars making these upgrades. They include:

- **Emergency Management Systems (EMS):** These smart management systems, which provide our stores with electronic "brains" that can make automatic adjustments to save electricity, heat and more, have been installed in nearly 6,000 locations.
- **Energy efficient lighting:** Nearly 5,000 stores across our network have been upgraded with smart, energy efficient lighting systems, with some including daylight harvesting capabilities.
- **HVAC upgrades:** Over 3,000 locations have had their HVAC units upgraded with more efficient equipment.

Climate Responsibility

To reduce our environmental impact, improve efficiencies and promote a culture rooted in responsible waste management principles, we regularly conduct waste audits. These audits provide insights into the type and quantities of the waste we generate, allowing us to implement more effective reduction and management strategies.

Addressing an issue as complex as waste management requires cross-industry collaboration. This includes partnerships with municipalities and retail groups. Organizations like the Retail Industry Leaders Association (RILA) help us advance recycling and reuse efforts within our retail operations. We are active members of RILA's Sustainability and Environment and Waste Compliance committees, which foster collaboration on key issues such as energy efficiency, GHG emissions reduction, regulatory engagement, waste reduction and the circular economy.

Supply Chain Sustainability and Efficiency

Sustainability is about taking care of the planet and our communities but it's also about peace of mind.

Our customers should have confidence that everything they buy in store or order online has traceability, and is sourced, produced, packaged and delivered in an ethical and sustainable way.

Transparency in our supply chains is critical. We responsibly produce our owned brand products, taking human and animal rights into account along with a commitment to sustainability,

and expect our suppliers to do the same. This allows Walgreens to meet patients' and customers' expectations for sustainable production, packaging and contributions to a circular economy.

As we transform our Company, our commitment to our ethical sourcing program, supplier code of conduct and human rights requirements will not waver.

In addition to holding ourselves and our suppliers to the highest ethical standards, we are also working diligently to increase efficiency, reduce waste and lower our carbon footprint across the supply chain.

2025 focus: hazardous waste

In the past year, we focused on the issue of addressing hazardous waste at the workplace through several initiatives:

- We strengthened our impact through pharmacy waste diversion, expanded recycling with reverse vending machines, launched better recycling training in New York and supported bag bans across nine states.
- We partnered with CleanEarth, a leader in environmental and regulated waste management services. The partnership has enhanced our impact by optimizing hazardous waste pickups to reduce emissions and improve recycling and reclamation efforts, thereby minimizing landfill impact through expert waste management.

Community solar in Florida

In January 2025, Walgreens enrolled in our first community solar program, Solar Together.

Solar Together is a program through Florida Power and Light (FPL) designed to utilize solar-generated electricity without installing solar panels on site. Instead, participants tap into energy produced at large-scale energy centers the utility is building across the state.

The results: Through the program, 45% of our electrical energy load in FPL territory is sourced via solar generation.

In fiscal 2025, this program helped us avoid nearly 12,000 metric tons of CO₂e emissions in Florida.



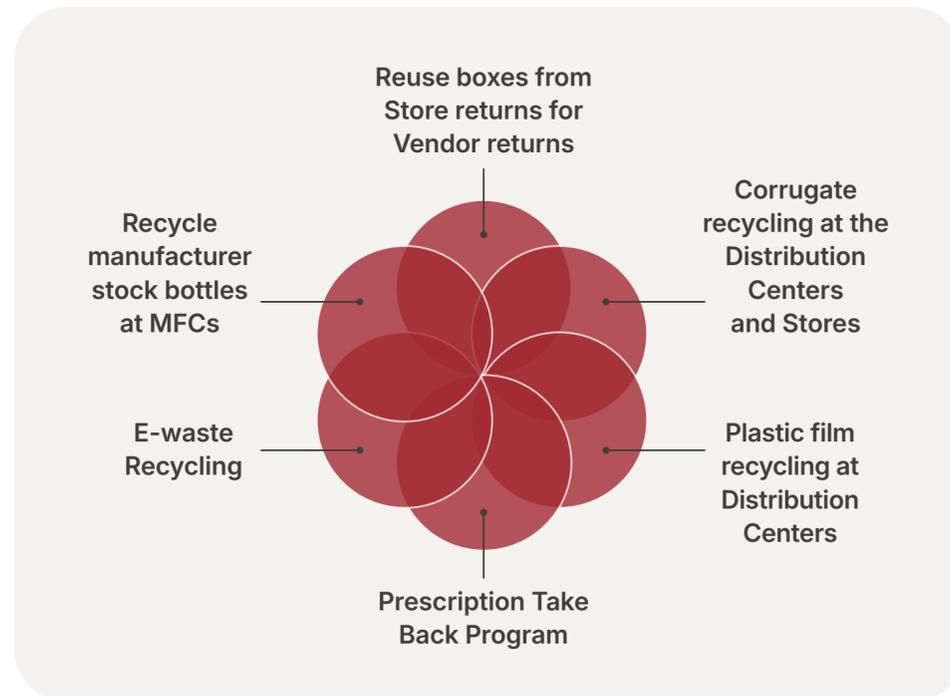


Product Donation and Liquidation

The Circular Economy model emphasizes our collective need to move away from a single use waste model to one that encourages repurpose, reuse, repair, refurbish of inventory with recycling as a minimum.

One way we're working to implement this principle and hit our goals of reducing waste is through reverse logistics: A process of moving products from their final destination back to a point of origin for reasons such as returns, recycling, repair or resale.

Our first line of defense for reducing our stores' waste is the **Green Box program**, a recycling initiative at all Walgreens distribution centers that redirects unsold merchandise from landfills.



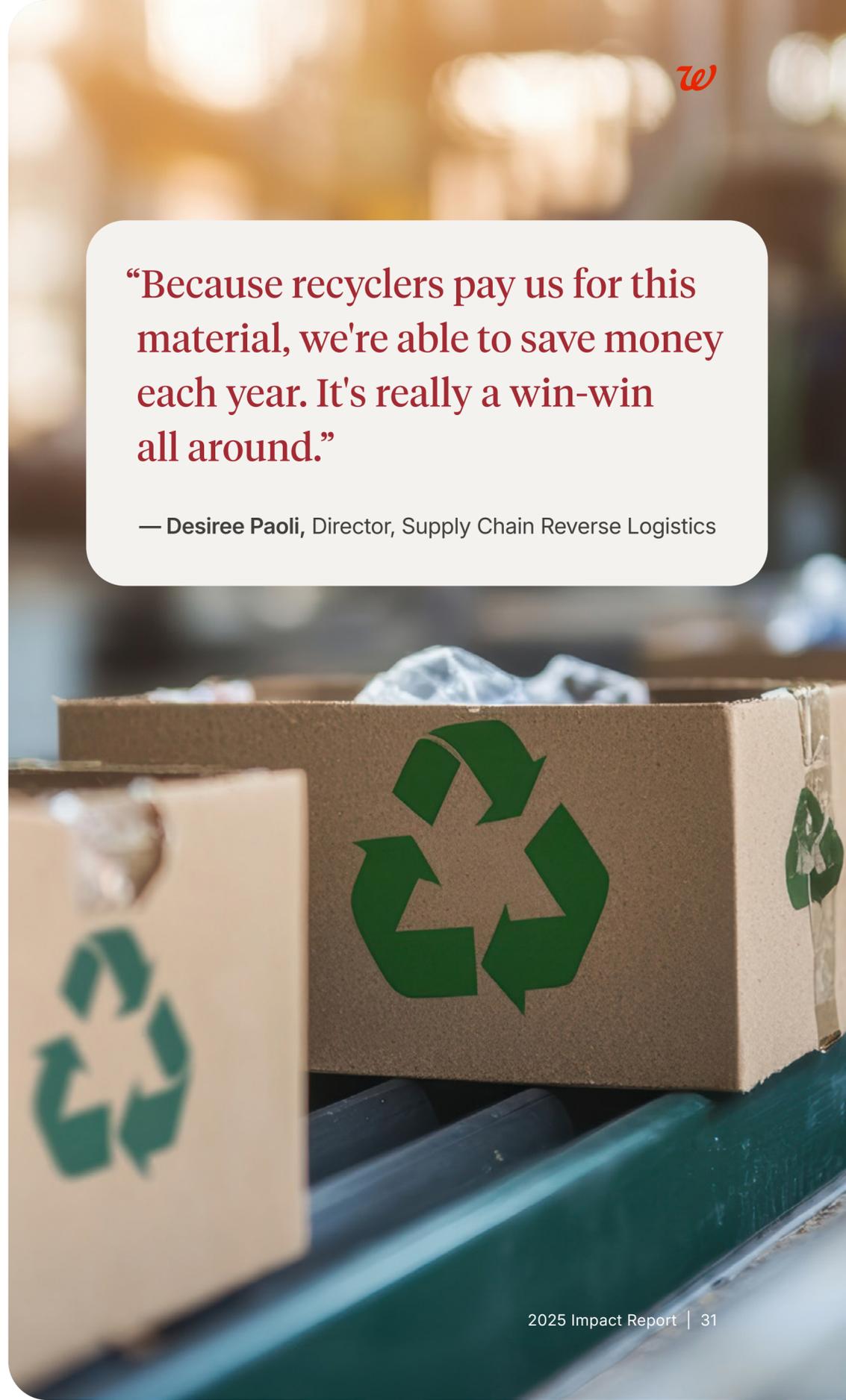
The program, created by Desiree Paoli, Director, Supply Chain Reverse Logistics, has been extremely successful in both reducing waste and generating extra revenue. Items that are eligible for the Green Box program are split into three categories:

- **Liquidate:** This is the primary option as we achieve direct recovery, an average of 15%. We were able to achieve \$7.1M in gross recovery for fiscal 2025.
- **Donate:** This is the most flexible option, and has allowed us to make a positive impact on our communities through our excellent partners. There's no direct recovery, that comes in the form of a tax write off. Over \$10 million of inventory was routed for donation in fiscal 2025.
- **Dispose:** This is least preferred option, as it comes at a cost to Walgreens. It's generally reserved for hazardous or expired inventory. Our reverse logistics team works closely with compliance to make sure we're following all applicable regulations and that disposal materials do not end up in landfills.

Items that don't qualify for the program, like magazines and greeting cards, are now sent back to the distribution center where the team works with specialized recyclers, who are chosen based on what kind of material they specialize in. For example, a recycler might take unused gift cards and turn them into PVC pipe. This is not only good for the planet, as it diverts from landfills, but it also generates revenue for our business.

“Because recyclers pay us for this material, we're able to save money each year. It's really a win-win all around.”

— Desiree Paoli, Director, Supply Chain Reverse Logistics

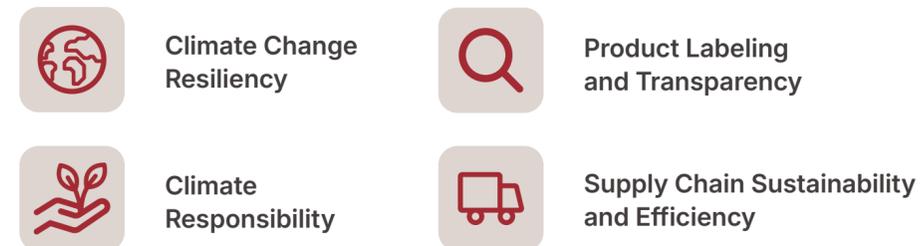


Our Planet: Data Appendix

United Nations Sustainable Development Goals



Materiality Topics



Disclosures

Packaging Transparency: At Walgreens, we know how important it is to provide clear direction for our customers to understand how to recycle and dispose of packaging, which is why we have labeled over **4,000 of our owned brand products** with the How2Recycle® label.

Responsible Sourcing: Walgreens appreciates how high-risk materials can contribute to climate change, which is why we have a goal to increase **physically certified palm oil** by at least **5% annually**. In fiscal 2025, we exceeded our goal by **increasing 6%**.

Scope 1 and 2 GHG Emissions^{1,2}

CO₂e emissions ('000 metric tonnes)

	Fiscal 2025	Fiscal 2024	Fiscal 2019	% Change Fiscal 2025 compared to Fiscal 2019
Scope 1	242	245	264	(8)%
Scope 2 location-based	857	976	1,497	(43)%
Gross Scope 1 and 2 location-based¹	1,099	1,222	1,761	(38)%
Scope 2 market-based	880	976	1,497	(41)%
Gross Scope 1 and 2 market-based¹	1,122	1,222	1,761	(36)%
GHG Emissions intensity				
Emissions Intensity per USD million in sales	0.0090	0.0106	0.0169	(47)%

1. Direct (Scope 1) GHG Emissions and Energy Indirect (Scope 2) GHG emissions are within the Deloitte & Touche LLP review scope as detailed on page 35.

2. The only gas that is material for Walgreens is CO₂. We believe that hydrofluorocarbons (HFCs) may be material to the Company, and we are implementing processes that will allow for reporting on HFCs in future reports if material. Source of the emission factors and the global warming potential rate used: AR6 Emissions Factors and U.S. Environmental Protection Agency Emissions & General Resource Integrated Database.

Scope 3 GHG Emissions

CO₂e emissions ('000 metric tonnes)

Category ¹	Fiscal 2025	Fiscal 2024	% Change Fiscal 2025 compared to Fiscal 2024
1 Purchase goods and services	7,321	7,990	(8)%
2 Capital goods	25	35	(28)%
3 Upstream fuel and energy-related activities	308	327	(6)%
4 Upstream transportation and distributions	42	71	(40)%
5 Waste generated in operations	83	349	(76)%
6 Business travel	14	19	(23)%
7 Employee commuting	45	87	(48)%
9 Downstream transportation and distribution	701	1,257	(44)%
11 Use of sold products	1,011	987	2%
12 End-of-life treatment of sold products	135	143	(6)%
13 Downstream leased assets	4	107	(96)%
15 Investments	256	234	9%
Gross Scope 3	9,947	11,607	(14)%

1. Categories 8 - Upstream leased assets, 10 - Processing of sold products, and 14 - Franchises are not material for the Walgreens business.

Statement of energy consumption

Energy consumed (Gigajoules or "GJ")¹

	Fiscal 2025	Fiscal 2024	Fiscal 2019	% Change Fiscal 2025 compared to Fiscal 2019
Non-renewable fuel consumption ³	4,173,092	4,225,793	4,462,840	(6)%
Renewable fuel consumption ³	139,431	—	—	NM
Electricity consumption ³	8,587,560	9,226,851	11,982,102	(28)%
Total energy consumed³	12,900,083	13,452,644	16,444,942	(22)%
Percentage grid electricity	67%	69%	73%	(9)%
Percentage renewable ²	1%	—%	—%	NM
Energy consumed per \$ million sales	105	116	157	(33)%

1. Excludes cooling consumption. The Company is implementing processes that will allow future reporting on cooling.

2. Includes 139,000 GJ of green tariff electricity consumed in fiscal 2025.

3. Energy Consumption and Energy Intensity are within Deloitte & Touche LLP's scope of review as detailed on [page 35](#).

Metric tonnes of packaging material in owned brand products (calendar year)¹

	2024	2023	% change
Glass	145	93	56%
Metal	331	429	(23)%
Plastic	8,312	8,929	(7)%
Wood, pulp and paper ²	15,859	14,515	9%
Textile	4	5	(20)%

1. Walgreens owned brand packaging data is based on supplier responses within our Product Sustainability Hub portal, of which 84% is actual and 16% is estimated.

2. Excludes pallets.

Waste by method of disposal²

(000 metric tonnes)

	Fiscal 2025	Fiscal 2024	Fiscal 2019	% change fiscal 2025 compared to fiscal 2019
Landfill	163	167	295	(45)%
Incinerated	2	2	—	NM
Total waste	165	169	294	(44)%

Materials diverted from disposal²

(000 metric tonnes)

	Fiscal 2025	Fiscal 2024	Fiscal 2019	% change
Recycled	303	310	331	(8)%
Reuse ¹	219	236	—	NM
Total materials diverted	523	546	331	58%

1. Reuse includes: pallets, totes, and product donations and liquidation.

2. Waste generated, Waste diverted from disposal, and Waste directed to disposal are within Deloitte & Touche LLP's scope of review as detailed on [page 35](#).

Palm Oil sourcing (calendar year)

	2024	2023	% change
Palm Oil that is RSPO physically certified	213	145	47%
Palm Oil covered by RSPO Credits	133	119	12%
Palm Kernel Oil that is RSPO physically certified	94	107	(12)%
Palm Kernel Oil covered by RSPO Credits	50	17	194%
Palm derivatives that are RSPO physically certified	186	212	(12)%
Palm derivatives covered by RSPO credits	122	99	23%
Total	798	698	14%

Our Reporting Methodology

Walgreens publishes an Impact Report on an annual basis, in an effort to be transparent about our sustainability commitments and to show meaningful progress. It's a mark of our commitment to our stakeholders, including patients, team members and communities, and a way to hold ourselves accountable as we continue to be the best corporate citizens we can be.

For 125 years, Walgreens has been a cornerstone in local communities helping people lead healthier lives through personal care, trusted advice and accessible services. With over 8,000 stores, 14 distribution centers, 13 micro-fulfillment centers, and two offices, we serve patients across all 50 states, Puerto Rico and the U.S. Virgin Islands. We are also providing community-focused, convenient care and making everyday essentials more accessible and easy-to-get via [walgreens.com](https://www.walgreens.com) and the Walgreens app.

This year, we've combined the two reports we traditionally issue, one more technical and metrics-driven and one focused on impact, into one streamlined and digestible document to provide a holistic look at the work. Data contained in this report is limited to Walgreen Co.

We ground our sustainability activities in measurable, meaningful data by conducting periodic materiality assessments to determine the most important topics to our stakeholders. Most recently this was a double materiality assessment (DMA) completed by a third party which looked at our impacts from both a financial perspective as well as environmental and societal. The focus areas in this report are based on this assessment.

In past reports, we followed globally recognized sustainability frameworks, including the Global Reporting Initiative (GRI) Universal Standards, the Sustainability Accounting Standards Board (SASB) and the International Sustainability Standards Board (ISSB). While this year's report may look slightly different to reflect our evolution, these frameworks remain important guiding principles. We also align our activities closely with the UN Sustainable Development Goals, 17 goals that provide a shared blueprint for a healthier future for all.

The reporting period covered in this report is Sept. 1, 2024 - Aug. 31, 2025, unless otherwise stated. Our fiscal year ends on Aug. 31 and references throughout the report to "fiscal 2025" "fiscal 2024" and "fiscal 2019" refer to our fiscal years ended on Aug. 31, 2025, Aug. 31, 2024, and Aug. 31, 2019, respectively.

Deloitte & Touche LLP reviewed subject matter as set forth in their limited assurance report on page 35 within this report in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA).

“Sustainability is about accountability, not just to our patients and customers, but to our shared goal of *creating healthier futures*. Walgreens' transition is an opportunity to step up and deliver real progress that strengthens our communities and makes us a more resilient business.”

— **Abbe Luersman**, Chief Human Resources Officer and Chair Walgreens ESG Governance Committee



Independent Accountant's Report

Walgreens ESG Governance Committee
Walgreen Co.
Deerfield, Illinois

We have reviewed management of Walgreen Co.'s (the "Company" or "Walgreens") assertion that the subject matter as set forth in Appendix A for the fiscal year ended August 31, 2025, is presented in accordance with the criteria set forth in Appendix A. The Company's management is responsible for its assertion. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C Section 105, Concepts Common to All Attestation Engagements, and AT-C Section 210, Review Engagements. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be presented in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed.

We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical requirements in accordance with relevant ethical requirements in accordance with the AICPA Code of Professional Conduct.

We applied the Statements on Quality Control Standards established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

The procedures we performed were based on our professional judgment. In performing our review, we performed analytical procedures, inquiries, and other procedures as we considered necessary in the circumstances. For a selection of the specified information outlined within Appendix A, we performed tests of mathematical accuracy of computations, compared the disclosures to underlying records, or observed the data collection process.

The preparation of the subject matter requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts, disclosures and metrics may include estimates and assumptions that are subject to substantial inherent measurement uncertainty including, for example, the accuracy and precision of conversion factors or estimation methodologies used by management. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts. The selection by management of a different, but acceptable measurement method, input data, or

model assumptions, or a different point value within the range of reasonable values produced by the model, may have resulted in materially different amounts, disclosures or metrics being reported.

Information outside of the subject matter referenced in Appendix A, including linked information, was not subject to our review, including the alignment to United Nations ("UN") Sustainable Development Goals accordingly, we do not express a conclusion or any form of assurance on such information. Further, any information relating to periods prior to the year ended August 31, 2025, or information relating to forward looking statements, targets, goals and progress against goals was not subject to our review and, accordingly we do not express a conclusion or any form of assurance on such information.

Based on our review, we are not aware of any material modifications that should be made to management of the Company's assertion that the subject matter referenced in Appendix A for the period or date indicated therein, are presented in accordance with the criteria set forth in Appendix A.

Deloitte + Touche LLP

Chicago, IL
March 10, 2026

Appendix A

LIST OF SUBJECT MATTER SUBJECT TO REVIEW

This Appendix A is part of the Independent Accountant's report dated March 10, 2026.

Subject Matter on Which Management's Assertion is Based	Criteria
The Statement of Greenhouse Gas (GHG) Emissions, including Scope 1 and Scope 2 GHG Emissions	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Resources Institute/World Business Council for Sustainable Development
Energy consumption within the organization	Energy consumption within the organization aligned with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021: 302 Energy (2016) Disclosure 302-1
Energy intensity	Energy intensity aligned with the GRI Sustainability Reporting Standards 2021: 302 Energy (2016) Disclosure 302-3
Direct (Scope 1) GHG emissions	GHG emissions aligned with the GRI Sustainability Reporting Standards 2021: 305 Emissions (2016) Disclosure 305-1
Energy indirect (Scope 2) GHG emissions	GHG emissions aligned with the GRI Sustainability Reporting Standards 2021: 305 Emissions (2016) Disclosure 305-2
GHG emissions intensity	GHG emissions intensity aligned with the GRI Sustainability Reporting Standards 2021: 305 Emissions (2016) Disclosure 305-4
Waste generated	Waste generated aligned with the GRI Sustainability Reporting Standards 2021: 306 Waste (2020) Disclosure 306-3
Waste diverted from disposal	Waste diverted aligned with the GRI Sustainability Reporting Standards 2021: 306 Waste (2020) Disclosure 306-4
Waste directed to disposal	Waste directed to disposal aligned with the GRI Sustainability Reporting Standards 2021: 306 Waste (2020) Disclosure 306-5

Fiscal 2025 ESG Data Basis of Preparation

1.0 Introduction

This document provides a framework for Walgreen Co. to follow when reporting internally and externally on matters related to ESG issues, allowing for more complete, accurate and consistent data capturing and reporting.

2.0 Basis for reporting

Walgreen Co. has an approach to recording, measuring and reporting on ESG performance, a defined set of reporting criteria and a set of ESG measures and performance indicators that are applicable to all businesses.

Walgreen Co.'s policy is to complete a comprehensive refresh of our ESG materiality assessment at least every three years, in alignment to best practices in corporate sustainability reporting. During interim periods, we continue to engage with key stakeholders and monitor our peers and industry groups to confirm our identified material topics identified remain relevant. For the fiscal 2025 ESG report, Walgreen Co. leveraged insights from the Walgreens Boots Alliance 2023 double materiality assessment, which included a U.S.-specific evaluation incorporating feedback from both internal and external stakeholders in that market.

2.1 Scope of reporting

Except as set forth below, this report includes entities within Walgreen Co. GHG emissions are reported for those entities for which Walgreens has financial control, as defined by the GHG Protocol. GHG emissions pertaining to the organizational and operational boundaries have been reported for all owned, managed, and leased locations. Excluded from the scope of this reporting are entities in which the Company does not have a controlling interest. The main areas that are excluded when reporting ESG information externally are:

- **Divestments:** Businesses that are no longer subsidiaries of the Company at the fiscal year end due to divestment are excluded from current year reported data.
- **Equity method investments:** Equity method investments are excluded from the Company's external reporting scope.
- **Outsourced activities:** These are excluded from the reporting scope except where the outsourcer's activities are dedicated to the Company's business and where the associated impacts may be significant to our ESG performance, e.g. third-party product deliveries made exclusively for the Company. The Company's Code of Conduct and Business Ethics sets out the principles for dealing with, and the requirements for, suppliers.
- **Business acquisitions in the period:** Acquisitions during the period are excluded from ESG performance data except for workplace data, which are reported as of the end of the fiscal year. The complete dataset is reported once a full year of data are available.

2.2 Approach to reporting

Walgreen Co.'s framework of ESG priorities covers Our Patients, Customers and Communities, Our Team Members and Our Planet data.

The Company captures, analyzes and reports data at a detailed level to provide a clear understanding of contributing factors to ESG performance. This includes:

Our Patients, Customers and Communities

Contributions are analyzed as follows:

- Cash (charitable and other donations) and non-cash (team member time, in-kind donations and management costs)
- Focus of the organizations contributed to: health, social welfare, education, other (for example, relating to arts, culture, emergency relief, economic development)
- Team member time (volunteer hours). (Please note team member time relates to volunteering hours during paid working time only).

Our Planet

Emissions and Energy Consumption:

- Scope (Scopes 1, 2 (location and market-based) and 3,
- Emissions from energy by type: electricity (direct and indirect), gas (indirect), and other (combined heat and power, oil and liquefied petroleum gas)
- Emissions intensity by sales (USD millions)
- Energy Consumption by type (non-renewable, renewable, electricity, heating)
- Percentage and energy consumed (grid and renewable)

Waste is analyzed as follows:

- By method of disposal: landfill, incinerated, reused and recycled (includes materials recovered via incineration with heat recovery)
- By content: hazardous and non-hazardous

Our Team Members

- Diversity of team members (including age group, gender, race and ethnicity)
- Team member category (manager, non-manager and senior director and above)
- Employment type (temporary, permanent, part-time and full-time)

Standard definitions for external Walgreen Co. reporting purposes have been developed (link to definitions document) and are made available via the Company intranet and as part of the Company's ESG performance reporting instructions, which are reviewed annually.

Scope 1 and 2 GHG emissions information has been prepared in accordance with the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (the GHG Protocol). Walgreens has set fiscal 2019 as the GHG baseline year for these emissions.

Scope 3 GHG emissions information has been prepared in accordance with the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: Corporate Value Chain (Scope 3), Accounting and Reporting Standard. Collectively, the Corporate Accounting and Reporting

Standard, Revised Edition and Corporate Value Chain (Scope 3), Accounting and Reporting Standard are referred to as the GHG Protocol in this document.

2.3 Target setting and monitoring

Walgreen Co. has established a framework of ESG commitments against each principle (Our Patients, Customers and Communities, Our Team Members and Our Planet). The Company establishes targets against these commitments on an annual basis.

Progress against these targets is regularly reviewed and monitored by the Walgreens ESG Governance Committee.

3.0 Data capture and review

3.1 Data capture and consolidation

ESG performance data is entered bi-annually into a central consolidation system.

3.2 Data quality

The capture of ESG performance data continues to evolve. Some of Walgreen Co.'s data is provided by third parties.

The Company continually seeks ways to improve the quality and reliability of data through robust collection processes in which completeness, accuracy and relevance are reviewed considering Walgreen Co.'s definitions, policies and procedures.

In instances where estimation or extrapolation techniques are used, the following points are considered by the businesses:

- Is the sample upon which the estimation/extrapolation based representative of the data?
- Has the sample been reviewed at least annually?
- Has the technique for estimation/extrapolation been reviewed at least annually?
- Can the data be benchmarked to or checked against alternative sources of data for reasonableness?
- Have the current year's data been compared to the prior year's data to identify any significant changes?

The business is challenged to work with suppliers and to continually enhance internal data capture processes to improve the quality of each element of ESG performance data.

3.3 Management review

The involvement of senior management is important to support the ongoing improvement of ESG performance data collection, validation and reporting.

All ESG performance data bi-annual submissions are prepared by the finance team and ESG team. Prior to submission, workplace data must be reviewed and approved by a senior human resources leader, and all the data and supporting commentary are reviewed and approved by a senior finance leader.

3.4 Changes to prior year reporting

Every effort is made to ensure that the Company reports accurate data and that processes are designed to support this. In cases where the Company becomes aware of updates to the previous year's data, it will consider restating data where the changes result in a discrepancy that is material to this ESG report. In these cases, the Company provides details in footnotes to the data tables.

4.0 Forward-Looking Statements

All statements in this Walgreens Impact Report that are not historical, including goals for and projections of future results, the expected execution and effect of our ESG strategies and initiatives and the amounts and timing of their expected impact, constitute forward-looking statements that are based on current societal, market, competitive and regulatory expectations. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties and assumptions, known or unknown, which could cause actual results to vary. These statements speak only as of the date they are made and Walgreens undertakes no obligation to update publicly any forward-looking statement made in this Walgreens Impact Report, whether as a result of new information, future events, changes in assumptions, or otherwise.

About Walgreens

Founded in 1901, Walgreens proudly serves more than 9 million customers and patients each day across nearly 8,000 stores throughout the U.S. and Puerto Rico. Walgreens has approximately 210,000 team members, including roughly 85,000 healthcare service providers, and is committed to being the first choice for pharmacy, retail and health services, building trusted relationships that create healthier futures for customers, patients, team members and communities.

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