Walgreens Boots Alliance

SUPERIOR HOLDINGS LIMITED

Section 172(1) statement

For the year ended 31 August 2024

Section 172 of the Companies Act 2006 requires a director of a company to act in the way he or she considers, in good faith, would most likely promote the long term success of the company for the benefit of its members as a whole and in doing so have regard (amongst other matters) to

a. the likely consequences of any decision in the long term;
b. the interests of the company's employees;
c. the need to foster the company's business relationships with suppliers, customers and others;
d. the impact of the company's operations on the community and the environment;
e. the desirability of the company maintaining a reputation for high standards of business conduct; and
f. the need to act fairly as between members of the company.

As a part of their induction, the Directors of the Company are briefed on their duties including those under section 172(1) and they can access professional advice on these either from the Company Secretary or, if they judge necessary, from independent advisors for effective discharge of their duties.

When making any decisions, during the year ended 31 August 2024, the Directors considered, both individually and together, the matters set out in section 172(1)(a-f) and have acted in a way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members, as a whole. Below are some of the ways in which the Directors have engaged with various stakeholders and fulfilled their duty under this section.

Employees: The Directors pursue a policy to promote diversity and inclusion among employees. The Company, either directly or through its affiliate companies, has various formal and informal processes to actively engage with its employees. These may include employee performance reviews/appraisals, communications through email, intranet, bulletin boards and town hall meetings. The Directors use these processes and engagements to understand employees' views and take these into account while making decisions. By way of example, employee engagement surveys are undertaken covering most of the workforce, with the results reported to the Board. Survey results are cascaded throughout the organisation, actions are identified through collaboration with the wider employee teams and resulting actions are communicated to colleagues.

Employees are kept informed of the Company's performance and strategy through regular executive briefings and "town hall" meetings. Employee engagement is encouraged via "Q&A" forums before and during these events to provide employees with the opportunity to submit questions and/or feedback to the leadership teams, with the responses being provided either during or following the event. Employee surveys are frequently used following such events to allow employees to provide feedback.

The Company monitors employee-related matters, including engagement activities, survey results, staff retention rates, diversity, whistleblowing activity, learning and development activity, pay and reward, including gender pay gap along with other initiatives. Throughout the year, key messages are cascaded through all colleagues throughout the organisation.

Walgreens Boots Alliance

SUPERIOR HOLDINGS LIMITED
Section 172(1) statement (continued)
For the year ended 31 August 2024

Customers, Suppliers and other stakeholders: The Company is a holding company and therefore does not have any direct customers. The Directors strongly believe in operating in a transparent way, in the marketplace, and treating its various key stakeholders both equitably and fairly. The Company whether directly or through its affiliate companies, engages with these stakeholders through multiple channels. These would typically include face-to-face interactions, social media interaction, surveys, meeting, and corporate website. These engagements provide the Directors with a broad and diverse understanding of issues most relevant to these stakeholders and allows them to consider the interest of these stakeholders while performing their duty under section 172(1).