

ESG Report Highlights



At Kohl's, we believe that, in order to live our values, we must care for the people in our communities and workplace and the planet we all call home. Our associate relations, philanthropic work, environmental sustainability efforts, and partnerships are guided by our Kohl's Cares for People and Planet principles.

Kohl's Cares about Sustainable Solutions

Incorporating sustainable solutions in the way we do business will help to build better futures for families and enable company success. Since 2019, Kohl's has monitored and reported performance on our sustainability goals, including quantitative targets focused on three key areas: climate action, waste and recycling, and responsible sourcing.

We are committed to environmentally responsible practices throughout our value chain and maintaining compliance with all applicable environmental laws and regulations, as well as consulting with stakeholders on environmental issues. As a leading retailer with a nationwide footprint, we believe we have a responsibility to positively impact the future of our planet.

Kohl's Cares about Diversity, Equity and Inclusion

Kohl's is committed to Diversity, Equity and Inclusion (DEI) and our strategy focuses on Our People, Our Customers, and Our Community as we carry out our mission to empower more families. It's not just the right thing to do; it is critical in creating an inclusive workplace and brand experience, as well as in driving growth for the organization.

We strive to celebrate our differences and ensure that associates, customers, and our communities feel included through culturally relevant products, designs, and meaningful storytelling. Additionally, Kohl's has committed to providing \$20 million in support to diverse communities from 2022 to 2025, specifically Asian American and Native Hawaiian/Pacific Islander (AANHPI), Black, Indigenous and People of Color (BIPOC), LGBTQIA+, people with disabilities, veterans and active military members, and women.

Kohl's Cares about Family Health & Wellness

Through Kohl's Cares, our national and hometown partnerships, Kohl's Volunteer Program, and various giving programs, we continue to strengthen our long-standing philanthropic commitment to family health and wellness, including mental health in the communities we serve. Since 2000, the Kohl's Cares cause merchandise program has raised more than \$415 million to fund community initiatives nationwide. Locally, we've given more than \$152 million to Milwaukee nonprofits throughout company history.



CLIMATE CHANGE

30%

reduction in energy consumption at Kohl's facilities since 2008 (CY 2022)

163

solar locations

169

locations offer EV charging

WASTE & RECYCLING

100%

of Kohl's-branded shipping bags and boxes, private and exclusive shoeboxes, and in-store shopping bags produced with How2Recycle® label

RESPONSIBLE SOURCING

87%

of cotton for Kohl's proprietary brands was responsibly sourced (CY 2022)

54 buildings earned ENERGY STAR® certification in CY 2022 and Kohl's became an Executive Member of Certification Nation

119 LED retrofits completed in CY 2022, which will save 20+ million kilowatt-hours (kWh) per year

51 stores received an HVAC system replacement for optimum efficiency in CY 2022

10+ million pounds of hangers recycled in 2022

Top 5 number of suppliers using Higg FEM amongst 100+ brands, retailers and large manufacturers

5+ million pounds of plastic film, bags, and wrap recycled in CY 2022

AWARDS & RECOGNITION



+37%

increase in spend with diverse suppliers in 2022

NEARLY \$8 million committed to diverse communities this year towards our goal of donating \$20M by 2025

Nearly 10,000 volunteer hours by Business Resource Groups over 650 events across the country in 2022

SONOMA COMMUNITY
Introduced **Sonoma Community** a brand dedicated to offering meaningful collections that celebrate diversity and inspire togetherness

30 diverse- or women-owned or founded brands launched as part of our limited-time curated assortment, featuring women's, men's, and baby apparel; beauty and grooming products; and more

In conjunction with the DDC and the spotlight collections for cultural moments, we also provided more than \$800,000 in total grants supporting organizations making an impact in our communities, such as

AWARDS & RECOGNITION



\$10 million donated over three years to Boys & Girls Clubs of America in support of the development and delivery of trauma-informed training to Club staff

\$152+ million given to Milwaukee-area nonprofits throughout company history

\$415 million raised in Kohl's Cares® merchandise since the inception of the program

\$5 million donated to 169 nonprofits across the country through A Community With Heart Program in 2022

\$500,000+ awarded in grants to 20+ deserving nonprofit organizations through Hometown Giving Program in 2022

\$150,000 donation to the American Red Cross who delivered vital relief to communities impacted by Hurricane Ian

75,000+ hours volunteered by associates for 1,900+ charities in 2022