# **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.

## **Diversity, Equity** and Inclusion Kohl's is committed to Diversity,

Kohl's Cares about

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.

## Family Health & Wellness Through Kohl's Cares, our national

Kohl's Cares about

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)



solar locations



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** 



of cotton for Kohl's proprietary

brands was responsibly sourced (CY 2022)



54 buildings

certification in CY 2022 and Kohl's became an Executive Member of Certification Nation

earned ENERGY STAR®

**LED** retrofits completed in CY 2022, which will save 20+ million kilowatt-hours

119

(kWh) per year

Top 5

51 stores received an HVAC system replacement

for optimum efficiency in CY 2022



using Higg FEM amongst 100+ brands, retailers and large manufacturers

number of suppliers



**AWARDS & RECOGNITION** 



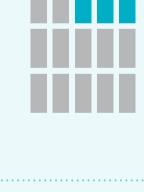








diverse suppliers in 2022



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

\$8 million

**NEARLY** 

# country in 2022

Nearly 10,000

volunteer hours

by Business Resource Groups

over 650 events across the

### meaningful collections that celebrate diversity and inspire togetherness

**Introduced Sonoma Community** 

a brand dedicated to offering

as part of our limited-time curated assortment, featuring women's, men's, and baby apparel; beauty and grooming

30

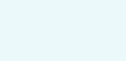
diverse- or women-owned or

founded brands launched

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

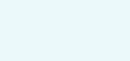












# Disability IN



Kohl's Cares about

for LGBTQ+ Equality 100% CORPORATE EQUALITY INDEX





∭ seramount

COMPANY



# Family Health and

\$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

