





Kohl's UN SDG Index

We recognize the importance of the United Nations 2030 Agenda for Sustainable Development. The UN Sustainable Development Goals (SDGs) call on governments, business and civil society organizations to address the most urgent problems facing our world today. The goals urge all sectors of society to drive greater participation and leadership, and invest more resources into solutions that reduce inequality and tackle the escalating climate emergency. We have aligned our disclosures with the UN SDG targets and we're proud to share how we're taking action to contribute to those that most align with our ESG priorities. All data is for FY2023 ending February 3, 2024, unless otherwise noted.

SDG	Metric	2023 Reference	SDG Targets
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages.</p>	<ul style="list-style-type: none"> • Kohl's believes healthy communities help support healthy families, so we give back to our communities with grants, resources, talent, and time. • In 2023, Kohl's worked to strengthen its long-standing philanthropic commitment to family health and wellness, including mental health, in the communities we serve. Kohl's continues to be a proud national partner of Boys & Girls Clubs of America, Alliance for a Healthier Generation and National Alliance on Mental Illness. • In 2023, we renewed our partnership with NAMI and announced a \$3 million commitment to Children's Wisconsin that will support the opening of three mental health walk-in clinic locations in Wisconsin. • In 2023, Kohl's donated products with a retail value of more than \$9 million to local nonprofits, Kohl's hometown partners, Project Glimmer, and Good360. • To help foster our associates' total well-being, we've elevated our workplace culture to better support our associates' mental well-being journeys. Be Well at Kohl's provides resources, benefits, offerings, and more for associates and their families that focus on mental well-being and health. • Kohl's aims to emphasize the elimination and reduction of certain chemicals and strive for zero discharge of hazardous chemicals in tier 1 suppliers for select only-at-Kohl's branded products in scope (textile, apparel, leather, and footwear). <p>Please see the 2023 Kohl's Cares Report - CEO Letter (3), Family Health and Wellness (6-11), Workplace, Benefits & Our Commitment to Associates (24-28), Responsible Solutions (47)</p> <p>Kohl's Chemical Management Policy</p>	<p>3.4, 3.8, 3.9</p> <p>Related Targets: 2.1, 3.8, 4.2, 10.2</p>
 <p>4 QUALITY EDUCATION</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<ul style="list-style-type: none"> • We seek out talent that shares our values and we strive to support our associates at work, at home, and within our communities. • Kohl's provides a 10% tuition discount at any Learning Care Group center for children ages birth to 12. Both full-time and eligible part-time associates are offered fully funded tuition for high school completion, select certificates and undergraduate degrees. • Kohl's Hometown Giving Program allows Kohl's to broaden its support of impactful organizations that make a difference in the Greater Milwaukee and Waukesha communities, expanding upon traditional hometown partnerships. Through this program, we awarded more than \$500,000 in total donations to more than 25 deserving nonprofit organizations. • We donated \$5 million to 200 nonprofits across the country through our National Giveback Initiative in support of improving family health and wellness. <p>Please see the 2023 Kohl's Cares Report - Family Health and Wellness (9), Workplace, Benefits, & Our Commitment to Associates (25-27)</p>	<p>4.2, 4.3, 4.4, 4.7</p> <p>Related Targets: 8.3, 10.2</p>


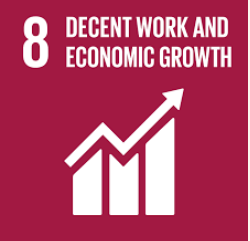
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SDG	Metric	2023 Reference	SDG Targets
	<p>Achieve gender equality and empower all women and girls.</p>	<ul style="list-style-type: none"> • Kohl's strives to drive economic empowerment through conversations, programs, and partnerships that improve quality of life in the communities we serve. • We strive to provide enhanced internal programs and practices that support diversity, inclusion and representation in our director-and-above roles. • We are committed to our Diversity, Equity and Inclusion (DEI) strategy focused on Our People, Our Customers, and Our Community. This strategy guides how we are embedding DEI throughout our business by being intentional about our programs and practices and holding ourselves accountable by measuring our results and progress. • All Business Partners will ensure that workers who are women receive equal treatment in all aspects of employment. • Our Women of Kohl's Business Resource Group brings associates together to establish a supportive network and inspire career growth among women. • Kohl's continues to support the Boys & Girls Clubs of Greater Milwaukee, including their SMART Girls Program. <p>Please see the 2023 Kohl's Cares Report - CEO Letter (3), Diversity, Equity, and Inclusion (12-23)</p> <p>Kohl's Terms of Engagement</p> <p>Kohl's Code of Ethics</p> <p>Kohl's Global Human Rights Policy</p> <p>Kohl's Corporate Website</p>	<p>5.1, 5.2, 5.4, 5.5</p>
	<p>Ensure availability and sustainable management of water and sanitation for all.</p>	<ul style="list-style-type: none"> • Kohl's designs new stores to manage water usage accordingly, including using low-flow faucets and toilets. • As a U.S. Department of Energy Better Buildings Water Savings Network Partner, we strive to decrease our portfolio-wide source water use intensity (WUI) and to increase the percent improvement compared to a set baseline. • Kohl's continues to utilize the Higg Index to drive substantial reduction in water use in the production of Kohl's-owned branded products. • Kohl's continues to engage with its vendors, especially those located in high water stress regions, to build their capacity, identify opportunities to reduce water consumption, and proliferate best practices. • 98% of Tier 1 and Tier 2 & beyond facilities are in compliance with wastewater discharge permits and/or contractual agreements. <p>Please see the 2023 Kohl's Cares Report - Responsible Solutions (30, 45), Responsible Sourcing (46)</p>	<p>6.1, 6.3, 6.4, 6.6</p>

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SDG	Metric	2023 Reference	SDG Targets
	<p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<ul style="list-style-type: none"> • We are focused on reducing our carbon footprint by investing in renewable energy, increasing energy efficiency and cutting energy consumption, both within our business and across our supply chain. • We were selected as a CY 2023 ENERGY STAR Partner of the Year winner for Sustained Excellence for the 12th consecutive year, which is an honor reserved for ENERGY STAR partners demonstrating outstanding leadership year over year. • As part of our commitment to the reduction of our carbon footprint through increased energy efficiency, we increased the number of ENERGY STAR-certified stores to 96% in CY 2023. • As a participant in the U.S. Department of Energy's Better Building Challenge, Kohl's committed to a 20% energy reduction by 2020. Kohl's met that target two years early, in 2018, achieving a 24% reduction in our energy consumption, compared to a 2008 baseline. • In CY 2023, Kohl's achieved a 33% energy reduction based on our 2008 baseline, hitting our updated target of a 30% reduction by 2025. • In CY 2023, Kohl's used an estimated 52,725 megawatt hours (MWh) of solar energy, meaning more than 6% of the electricity we used to power our business came from renewable sources. • As of CY 2023, we host 172 solar arrays around the country, totaling more than 200,000 solar panels and three solar trees. • In CY 2023, Kohl's completed nine new solar installment projects, which increased Kohl's installed solar capacity by 6.2% to a total of 54.8 megawatts. • At the end of 2023, we had more than 389 electric vehicle charging spots/ports spread across 172 locations. These stations provide nearly 290,000 charging sessions per year to our customers and associates <p>Please see the 2023 Kohl's Cares Report - Responsible Solutions (28-38)</p> <p>Kohl's CDP - Climate Change 2023</p>	<p>7.2, 7.3</p>
	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<ul style="list-style-type: none"> • Kohl's strives to drive economic empowerment through conversations, programs, and partnerships that improve the quality of life in the communities we serve. • Kohl's integrates social and environmental factors into our procurement selection process for only-at-Kohl's branded product. • Kohl's has strict requirements that our business partners not use any type of forced, prison, bonded or indentured labor, or labor acquired through slavery or human trafficking in the purchasing of raw or production materials, and manufacturing or finishing of our products. <p>Please see the 2023 Kohl's Cares Report - Diversity, Equity and Inclusion (14), Responsible Solutions (28-49), Responsible Sourcing (50-65)</p> <p>Kohl's Terms of Engagement</p> <p>Kohl's Code of Ethics</p> <p>Kohl's Global Human Rights Policy</p> <p>Kohl's Environmental Policy</p>	<p>8.3, 8.4, 8.5, 8.7, 8.8</p> <p>Related Targets: 10.4</p>

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	<p>Reduce inequality within and among countries.</p>	<ul style="list-style-type: none"> • At Kohl's, we believe that understanding and embracing our differences is fundamental to creating an inclusive environment for all. It's not just the right thing to do; it is critical in driving a diverse workforce and enhancing the brand experience, which drives business success. This work is not about some of our associates, it is about and for all of them. • Kohl's is committed to providing \$20 million in support to diverse communities from 2022 to 2025, specifically Asian American, Native Hawaiian and Pacific Islander (AANHPI), Black, Indigenous and People of Color (BIPOC), LGBTQIA+, people with disabilities, veterans and active military members, and women. • We strive to be purposeful in attracting, growing, and engaging a more diverse workforce to better reflect our customer base. • We have a goal to measure Kohl's total workforce population demographics and strive to reflect diversity across the organization. • Our talent pipeline has allowed us to maintain BIPOC representation and increase female representation in our director-and-above roles. In 2023, females represented more than 46% of director-and-above roles. • Kohl's is committed to ethical sourcing practices and expects its Business Partners to demonstrate the same commitment. <p>Please see the 2023 Kohl's Cares Report - Diversity, Equity and Inclusion (12-23), Values, Ethics, Human Rights & Governance (66-69)</p> <p>Kohl's Terms of Engagement Kohl's Code of Ethics Kohl's Global Human Rights Policy</p>	<p>10.2, 10.3, 10.4</p>
	<p>Make cities and human settlements inclusive, safe, resilient and sustainable.</p>	<ul style="list-style-type: none"> • Our DEI strategy includes initiatives that support People, Customer, and Community goals. • Kohl's Hometown Giving Program allows Kohl's to broaden its support of impactful organizations that make a difference in the Greater Milwaukee and Waukesha communities, expanding upon traditional hometown partnerships. Through this program, we awarded more than \$500,000 in total donations to more than 25 deserving nonprofit organizations. • We donated \$5 million to 200 nonprofits across the country through our National Giveback Initiative in support of improving family health and wellness. Each nonprofit was encouraged to apply by a Kohl's associate and received a \$25,000 grant. To view the full list of nonprofits receiving grants by state, please click here. • Kohl's is committed to providing \$20 million in support to diverse communities from 2022 to 2025. Since 2022, Kohl's Cares has committed more than \$10 million of our \$20 million goal, putting us well on track to meet our 2025 goal. • Kohl's is committed to the responsible management of all waste and reducing waste generation. Through initiatives such as plastic and cardboard recycling, and beauty product and fabric scrap repurposing, we achieved an 82.8% diversion rate in CY 2023. • Our regulated materials management program ensures our stores, distribution centers, e-fulfillment centers, and corporate offices utilize authorized and compliant disposal, and recycling methods, which helps provide a safe and healthy environment for our customers and associates. • Kohl's has eight BRGs with approximately 10,000 unique members focused on driving the business by recognizing and championing diversity, equity and inclusion. The BRGs, which are open to everyone, make an impact across the organization with a focus on Our People, Our Customers and Our Community. From a Community perspective, they work directly with nonprofits that connect with the communities we serve. <p>Please see the 2023 Kohl's Cares Report - CEO Letter (3), Family Health and Wellness (6-11), Diversity, Equity and Inclusion (12-23), Responsible Solutions (42)</p>	<p>11.1, 11.4, 11.5, 11.6, 11.7</p> <p>Related Targets: 6.6, 10.2, 15.5</p>

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	<p>Ensure sustainable consumption and production patterns.</p>	<ul style="list-style-type: none"> In 2019 we set sustainability goals, including quantitative targets focused on three key areas: climate action, waste and recycling, and responsible sourcing. We are committed to monitoring and reporting performance and progress against these goals. Our responsible sourcing goals for only-at-Kohl's brand products are focused on the efficient use of natural resources and environmentally sound management of chemicals. In CY 2023, 60% of cotton for only-at-Kohl's brands was responsibly sourced and 21% of styles contain recycled polyester. Kohl's will require all approved facilities producing only-at-Kohl's brand products to complete the Higg Index Environmental Module by 2025. In CY 2023, 85% of all approved facilities completed the Higg FEM. Suppliers are required under Kohl's Purchase Order Terms and Conditions to ensure that any merchandise manufactured for and sold to Kohl's is compliant with all applicable federal, state, and local laws and regulations, as well as any standards and specifications set by Kohl's, including those regarding chemical safety and harmful/ toxic substances. 100% of our core only-at-Kohl's brand textile based towels, pillows, sheets, curtains, and rugs are MADE IN GREEN or STANDARD 100 by OEKO-TEX. Kohl's is committed to the responsible management of all waste and reducing waste generation, while offering and promoting relevant recycling information to customers and associates. In CY 2023, we achieved an 82.8% diversion rate. <p>Please see the 2023 Kohl's Cares Report - Responsible Solutions (28-49)</p> <p>Chemical Management Policy Restrictive Substance List ZDHC MSRL List Environmental Policy</p>	<p>12.2, 12.4, 12.5, 12.6, 12.7</p>
	<p>Take urgent action to combat climate change and its impacts.</p>	<ul style="list-style-type: none"> Kohl's demonstrated our support for action on climate change and for the Paris Agreement by signing the American Business Act Pledge on Climate Change in 2015. Through SBTi, we have developed greenhouse gas reduction targets with climate science and the core commitment of the Paris Agreement. At the end of CY 2023 we achieved a total of 52% reduction in our scope 1 and 2 emissions based on a 2014 baseline and methodology. Kohl's achieved a Leadership level A- for the fifth consecutive year on the 2023 Climate Change disclosure. To cut down on vehicle emissions, we continually work to improve the environmental performance of our fleet. By saving miles, reducing packaging and being ultraefficient with the way we supply our stores, we strive to contribute to a more sustainable future. Kohl's is a shipper partner of the U.S. EPA SmartWay Transport Program. In 2023, 100% of our domestic shipping mileage was driven by SmartWay members. <p>Please see the 2023 Kohl's Cares Report - Responsible Solutions (28-49)</p> <p>Kohl's 2023 TCFD Kohl's CDP - Climate Change 2023</p>	<p>13.1, 13.3</p>

This framework may be updated from time to time as the Company dictates.