



FOR IMMEDIATE RELEASE

Kohl's Named as One of the 2020 World's Most Ethical Companies by Ethisphere

Recognition honors those companies that take the long view with a purpose-based strategy and that strive to create positive change throughout their global communities

MENOMONEE FALLS, Wis., February 25, 2020 – [Kohl's](#) (NYSE: KSS) has been recognized by Ethisphere, a global leader in defining and advancing the standards of ethical business practices, as one of the [2020 World's Most Ethical Companies](#). The World's Most Ethical Companies is an annual assessment conducted by the Ethisphere Institute that looks at five key categories of a company, including its ethics and compliance program, culture of ethics, corporate citizenship and responsibility, governance, and leadership and reputation.

In its second year of recognition, Kohl's is one of only two honorees in the retail industry. In 2020, 130 honorees were recognized, spanning 21 countries and 51 industries.

"Kohl's is proud to be recognized once again as one of the World's Most Ethical Companies for our continued commitment to ethical decision-making and high standards of integrity," said Steve Thomas, Kohl's chief risk and compliance officer. "It starts with our values to put the customer first, act with integrity, drive results and build great teams — all of which are at the core of our culture. Furthermore, we have strategically integrated governance throughout our organization, with checks and balances across the company. We recognize the importance of maintaining a strong ethical environment for our associates, customers, and business partners."

"Congratulations to Kohl's and its associates for their second consecutive year of earning this recognition," said Ethisphere's Chief Executive Officer, Timothy Erlich. "Ethics and integrity in business inform consumers' decisions today, and Kohl's continues to demonstrate leadership in transparency of communications and holding its associates and partners to high standards."

For more information about Kohl's corporate responsibility initiatives and code of ethics, visit <http://corporate.kohls.com/>.

About Kohl's

Kohl's (NYSE: KSS) is a leading omnichannel retailer with more than 1,100 stores in 49 states. With a commitment to inspiring and empowering families to lead fulfilled lives, Kohl's offers amazing national and exclusive brands, incredible savings and an easy shopping experience in our stores, online at Kohls.com and on Kohl's mobile app. Since its founding, Kohl's has given more than \$700 million to support communities nationwide, with a focus on family health and wellness. For a list of store locations or to shop online, visit Kohls.com. For more information about Kohl's impact in the community or how to join our winning team, visit Corporate.Kohls.com or follow [@KohlsNews](#) on Twitter.

About the Ethisphere Institute

The Ethisphere® Institute is the global leader in defining and advancing the standards of ethical business practices that fuel corporate character, marketplace trust and business success. Ethisphere has deep expertise in measuring and defining core ethics standards using data-driven insights that help companies enhance corporate character and measure and improve culture. Ethisphere honors superior achievement through its World's Most Ethical Companies recognition program and provides a community of industry experts with the Business Ethics Leadership Alliance (BELA). More information about Ethisphere can be found at: <https://ethisphere.com>.

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