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Kohl's Recognized by Ethisphere as One of the 2023 World's Most Ethical Companies®

- *Kohl's is one of only three honorees in the retail industry to receive the 2023 World's Most Ethical Companies recognition*
- *Recognition honors companies demonstrating commitment to business integrity through robust ethics, compliance, and governance practices*

MENOMONEE FALLS, Wis., March 13, 2023 – For the fifth consecutive year, [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 [2023 World's Most Ethical Companies](#). In 2023, 135 honorees were recognized spanning 19 countries and 46 industries. Kohl's is one of only three honorees in the retail industry.

The Ethisphere Institute has honored companies for setting the global standards of business integrity and corporate citizenship since 2007. The World's Most Ethical Companies is an annual assessment conducted by Ethisphere that evaluates five key categories of a company, including leadership and reputation; ethics and compliance program; governance; environmental and societal impact; and culture of ethics.

"Kohl's is thrilled to be recognized by Ethisphere as one of the World's Most Ethical Companies for the fifth consecutive year, which demonstrates our commitment to achieve the highest standards of integrity and performance," said Steve Thomas, Kohl's chief risk and compliance officer. "Responsible corporate citizenship is an important part of our company's values and guides how we interact with our customers, associates and communities. As we continue to uphold ethical standards for ourselves and our partners to maintain fair business practices, we look forward to driving results through our ongoing ESG efforts."

"Congratulations to Kohl's and its associates for their fifth consecutive year of earning this recognition," said Ethisphere's Chief Executive Officer, Erica Salmon Byrne. "Today, consumers look to retailers to remain ethical, accountable, and trusted to drive positive change. We honor the Kohl's team for its focus on values-based leadership and dedication to making a real impact for their stakeholders."

To view the full list of the 2023 World's Most Ethical Companies, see [here](#).

Additional information about Kohl's [Environmental, Social, and Governance \(ESG\)](#) efforts and commitment to sustainability can be found on our corporate website, [Corporate.Kohls.com](#). For more details about other ways we're prioritizing environmental, social and governance programs for the benefit of our associates, customers and other stakeholders, please refer to our [2021 Environmental, Social and Governance Report](#).

About Kohl's

Kohl's (NYSE: KSS) is a leading omnichannel retailer. With more than 1,100 stores in 49 states and the online convenience of Kohls.com and the Kohl's App, Kohl's offers amazing national and private brands at incredible savings for families nationwide. Kohl's is committed to progress in its diversity, equity and inclusion strategy, and the company's environmental, social and corporate governance (ESG) stewardship. 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](#).

About Ethisphere

[Ethisphere](#) 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



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defining core ethics standards using data-driven insights that help companies enhance corporate character. Ethisphere honors superior achievement through its [World's Most Ethical Companies®](#) recognition program, provides a community of industry experts with the Business Ethics Leadership Alliance (BELA), and showcases trends and best practices in ethics with [Ethisphere Magazine](#). Ethisphere also helps to advance business performance through data-driven assessments, guidance, and benchmarking against its unparalleled data: the Culture Quotient dataset focused on ethical culture and featuring the responses of 2+ million employees around the world; and the Ethics Quotient dataset, featuring 200+ data points highlighting the ethics, compliance, social, and governance practices of the World's Most Ethical Companies. For more information, visit <https://ethisphere.com>.

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