

Environmental, Social & Governance Report



Sustainable Solutions Help Build a Better Future

Sustainability strategy guided by objectives of the United Nations Sustainable Development Goals

4M pounds
of plastic film, bags
and wrap recycled

60,736 MWh
of solar energy used
(estimated megawatt-hour)

230+ EV Charging Spots
powered nearly 275K miles of driving

AWARDS & RECOGNITIONS



Member of
Dow Jones
Sustainability Indices
Powered by the S&P Global CSA



2025 SUSTAINABILITY GOALS PROGRESS

Climate change



39% reduction
in energy consumption
since 2008



164
solar + wind
locations



101
EV charging
locations

Sustainable Sourcing



80% of facilities
have completed the Higg
Index Environmental Module

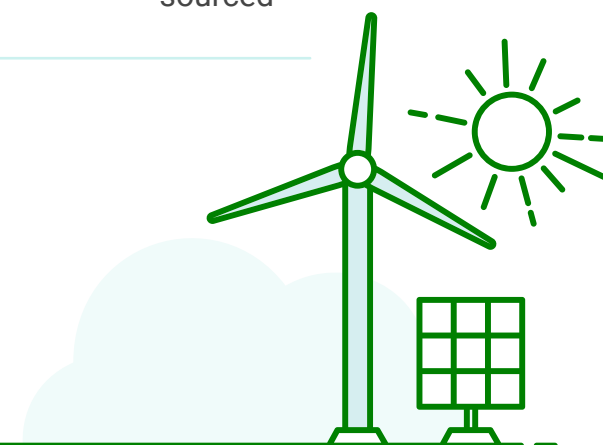


18% of cotton
sustainably
sourced

Waste & Recycling



85% of waste
diverted from landfills



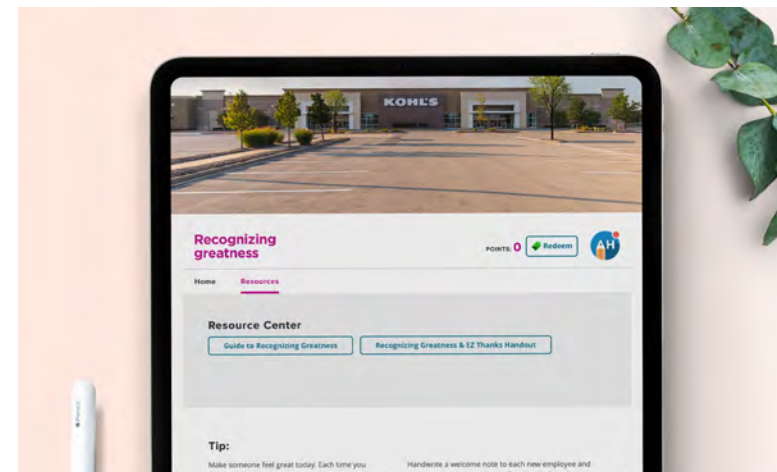
**It Starts
with Kohl's
Associates**



ATTRACTING TOP TALENT

nearly **500**
college students
hosted from 150 schools

nearly **60%**
interns hired
to key full-time positions



CULTURE OF APPRECIATION

2M+
Recognizing Greatness
submissions
since program launched



Empowering More Families Through Equity, Diversity & Inclusion



8
Business Resource Groups
with 7.5K members

Launched required unconscious bias training to full company

Enhanced partnerships with Milwaukee Urban League, Employ Milwaukee, Acts Housing, Safe & Sound, and Boys & Girls Clubs of Greater Milwaukee

Launched in-house Diversity Design Council

Nearly a dozen new diverse-owned brands

Launched Supplier Diversity Council

DIVERSITY & INCLUSION PLEDGE FOR PROGRESS

 **Our People**

 **Our Customers**

 **Our Community**

AWARDS & RECOGNITIONS



Healthy Communities Help Support Healthy Families

KOHL'S CARES



\$1.8M
in products
donated to support
COVID19



nearly **\$385M**
raised
through Kohl's Cares
merchandise since
2000



\$11M
for communities
in 2020

NATIONAL PARTNERS



3.4M+
U.S. families reached
by Kohl's Healthy at Home
initiatives in partnership with
Alliance for a Healthier Generation



4.6M
young people
supported
through 4.7K Boys & Girls
Clubs of America locations

[READ THE FULL REPORT](#)