



Kohl's Corporation

CDP Corporate Questionnaire 2026

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☒ Publicly traded organization

(1.3.3) Description of organization

Kohl's Corporation is a Wisconsin corporation that operates 1,153 Kohl's stores and a website, selling moderately-priced proprietary and national brand apparel, footwear, accessories, beauty, and home products.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2025

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☒ No

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☒ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☒ 5 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☒ 5 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☒ 4 years

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

15527000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☒ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

US5002551043

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

KSS

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☒ United States of America

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☒ Upstream value chain

☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☒ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Our value chain mapping uses a hybrid approach of spend-based and supplier-based methodology, with specific calculations for Tier 1 supplier data collected from the Higg Facility Environmental Module and Tier 2 data involving material weights mapped to MSI Factors that include pre-production phases.

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

2

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Supports flexible strategic and risk management, aligned with annual risk assessments and integrated into overall business strategy for managing current/emerging risks.

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Plays a role in assessing climate risks/opportunities and managing action plans via risk owners, part of Enterprise Risk Management program.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:

☒ No

(2.1.3) To (years)

20

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Guides sustainable capital allocation strategies including environmental risks, used to evaluate climate risks that impact financials and strategic direction, with a focus over the next decade.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☒ Yes	Select from: ☒ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☒ Yes	Select from: ☒ Both risks and opportunities	Select from: ☒ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☒ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(2.2.2.4) Coverage

Select from:

- ☒ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

- ☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- ☒ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific
- ☒ Local
- ☒ Sub-national
- ☒ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ SEDEX

Enterprise Risk Management

- ☒ Enterprise Risk Management

International methodologies and standards

- ☒ IPCC Climate Change Projections

Databases

- ☒ Other databases, please specify :Higg MSI

Other

- ☒ Desk-based research
- ☒ External consultants
- ☒ Materiality assessment
- ☒ Partner and stakeholder consultation/analysis
- ☒ Scenario analysis

(2.2.2.15) Risk types and criteria considered

Acute physical

- ☒ Drought
- ☒ Heat wave
- ☒ Wildfires
- ☒ Cold wave/frost
- ☒ Cyclone, hurricane, typhoon
- ☒ Heavy precipitation (rain, hail, snow/ice)
- ☒ Flood (coastal, fluvial, pluvial, ground water)

Chronic physical

- ☒ Heat stress
- ☒ Water stress

Policy

- ☒ Carbon pricing mechanisms
- ☒ Changes to national legislation

Market

- ☒ Lack of availability and/or increased cost of raw materials

Reputation

- ☒ Increased concern and/or negative feedback from partners and stakeholders
- ☒ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g., GHG emissions, deforestation & conversion, water stress, excessive bycatch)

Technology

- ☒ Transition to lower emissions technology and products

Liability

- ☒ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

- ☒ Customers
- ☒ Employees
- ☒ Investors
- ☒ Suppliers
- ☒ Local communities

☒ Other, please specify :commodity users/producers at a local level

(2.2.2.17) Has this process changed since the previous reporting year?

Select from:

- ☒ No

(2.2.2.18) Further details of process

Environmental and sustainability-related risks are an important component of Kohl's Enterprise Risk Management program. Risks are identified through industry benchmarking, regulatory review, macroeconomic analysis, and brand reputation considerations, and are assessed based on type, velocity, and potential stakeholder impact. Climate-related risks are integrated into annual risk assessments to support business planning and risk mitigation. As part of the Risk Reduction Committee, the Chief Legal Officer & Corporate Secretary assesses and manages climate risks and opportunities; the committee enables collaboration across key departments and includes members of the executive team. In partnership with our environmental consultants, we conduct quarterly reviews of our EHS information management system data to verify its continued suitability, adequacy, and effectiveness — reviews are conducted by a cross-functional team and cover audit results, communications, KPIs, and progress against objectives and targets.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

- ☒ Yes

(2.2.7.2) Description of how interconnections are assessed

Kohl's utilizes a multi-disciplinary, company-wide risk management process to assess the interconnections between environmental dependencies, impacts, risks, and/or opportunities. The company defines substantive financial or strategic impact as any activity impacting earnings per share (EPS) by more than one cent USD. The assessment is integrated into Kohl's annual risk assessments, ensuring climate risks are incorporated into the overall business strategy. Strategies include the

use of the Higg Index for supply chain assessment, participation in the SmartWay program, and investment in renewable energy sources. Actions are developed and deployed via risk owners who report to the SVP Risk & Compliance and, ultimately, the Risk Reduction Committee (RRC) which reports to the full Board.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☒ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations

☒ Areas of limited water availability, flooding, and/or poor quality of water

Locations with substantive dependencies, impacts, risks, and/or opportunities

☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

Our process for identifying priority locations across the value chain includes several steps and tools. Risk management integration: Kohl's integrates climate-related issues into our annual risk assessments, ensuring climate risks are incorporated into overall business strategy and allowing flexibility to address and manage current or emerging risks. Environmental management systems: we have implemented an EMS through third-party consultancy to account for EHS information and monitor climate-related issues and severe weather events at store locations. Upstream: we completed a water risk assessment using the World Resources Institute's Aqueduct Water Risk Atlas to map water risks across our global supply chain, working with our proprietary brand suppliers to understand which facilities are located in water-stressed regions; strategic suppliers are specifically audited for their water usage.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☒ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☒ Qualitative

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ Other, please specify :Earnings Per Share (EPS)

(2.4.3) Change to indicator

Select from:

☒ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

0.01

(2.4.6) Metrics considered in definition

Select all that apply

☒ Frequency of effect occurring

- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring

(2.4.7) Application of definition

A substantive risk effect is defined as any activity that may impact EPS by more than one cent (negative) USD. The time horizons considered are short-term (0-2 years), medium-term (2-5 years), and long-term (5-20 years, focusing on ten-year risks). Metrics like frequency and likelihood are used synergistically to gauge stakeholder perceptions, ESG reputation, and brand value, with quarterly analyses performed by a third party.

Opportunities

(2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Other, please specify :Earnings Per Share (EPS)

(2.4.3) Change to indicator

Select from:

- ☒ Absolute increase

(2.4.5) Absolute increase/ decrease figure

0.01

(2.4.6) Metrics considered in definition

Select all that apply

- ☒ Frequency of effect occurring

- ☑ Time horizon over which the effect occurs
- ☑ Likelihood of effect occurring

(2.4.7) Application of definition

A substantive opportunity effect is defined as any activity that may impact EPS by more than one cent (positive) USD. The time horizons considered are short-term (0-2 years), medium-term (2-5 years), and long-term (5-20 years, focusing on ten-year risks). Metrics like frequency and likelihood are used synergistically to gauge stakeholder perceptions, ESG reputation, and brand value, with quarterly analyses performed by a third party.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	Select from: ☒ Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☒ Changes to national legislation

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ United States of America

(3.1.1.9) Organization-specific description of risk

Kohl's must remain up-to-date on evolving emissions and ESG-related regulations in the regions where we operate, including California's climate and greenhouse gas reporting mandates (SB 253 and SB 261), which are currently partially enjoined. The fragmented emissions reporting landscape across the U.S. pose additional compliance cost for our operations. To manage these costs and prepare for compliance, we collaborate closely with third-party consultants to stay informed on the latest regulatory developments. In addition, Kohl's has consistently disclosed its greenhouse gas (GHG) inventory through our annual Kohl's Cares report, pursued limited verification of our inventory, and conducted assessments of both climate physical and transition risks. To evaluate and enhance our mitigation strategies, Kohl's leverages its two-tier enterprise risk management system, focusing on customer traffic, operational excellence (including GHG and energy performance), and supply chain continuity.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We estimate that this risk will have an impact on us by a <5% increase in related operating expenses.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

0

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

550000

(3.1.1.25) Explanation of financial effect figure

We evaluated the financial implications of emerging regulations using noncompliance penalties per CARB SB 253 and SB 261.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☒ Greater due diligence

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The cost is zero because it is embedded within the existing role in the organization.

(3.1.1.29) Description of response

The risk is adequately managed by Kohl's through regular reporting of GHG emissions, engagement and quantification of Scope 3 emissions, staying informed on current and emerging regulations, and engaging internal stakeholders to prepare for compliance.

[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ OPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

5931051

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

The transition risk figure represents the estimated operating expenses vulnerable to transition policy risks such as emissions reporting (CA SB 253/261) and extended producer responsibility (EPR) compliance. Calculations are based on anticipated financial implications of emerging regulations using noncompliance penalties per CARB SB 253 and SB 261, as well as 2025 estimated EPR fees by store applied across our current portfolio.

[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	Select from: ☒ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

- ☒ Move to more energy/resource efficient buildings

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- ☒ United States of America

(3.6.1.8) Organization specific description

Kohl's has an opportunity to decrease operating expenses and mitigate exposure to fossil fuel price fluctuations by adopting energy-efficient technologies across our portfolio. Kohl's works to manage energy use, improve efficiency, and increase renewable energy across its facilities. Central energy management systems operate most interior and exterior lighting, heating, and cooling systems across stores. In 2025, we actively advanced this strategy by completing 40 LED lighting retrofits, estimated to save more than 4.9 million kWh annually, and upgrading HVAC systems in 34 stores. Kohl's also uses ENERGY STAR-rated equipment and appliances to help reduce energy consumption, is an active participant in the U.S. Department of Energy's Better Building Challenge, and continues to evaluate energy efficient opportunities to enhance long-term business resilience.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☒ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Any investment made today in energy efficient technologies result in annual cost savings due to increased efficiency and decreased operating expenses, and may yield even greater financial benefits if/when fossil fuels are priced to reflect climate-related risks and to incentivize divestment from carbon-intensive assets.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

1195192

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

11951920

(3.6.1.23) Explanation of financial effect figures

In 2025, 40 LED retrofit projects resulted in approximately \$1.195M kwh savings. On average, each store retrofit saves approximately 124,000 kwh, or \$29k. The anticipated long-term figures represent the projected annual cost savings over the useful life of these LEDs.

(3.6.1.24) Cost to realize opportunity

(3.6.1.25) Explanation of cost calculation

This figure was calculated by summing the total direct capital expenditures (CAPEX) required to execute 40 store LED retrofits in 2025.

(3.6.1.26) Strategy to realize opportunity

Kohl's will continue to advance this strategy through LED lighting retrofits and HVAC upgrades at stores.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change**(3.6.2.1) Financial metric**

Select from:

☒ CAPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)**(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue**

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

The capital expenditure figure represents the amount deployed in the reporting year to capitalize on resource efficiency opportunities. This investment is a subset of our total CAPEX for the reporting year.

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☒ No

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

☒ Yes

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

☒ No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

While we recognize biodiversity as an important long-term environmental topic, our current sustainability resources and capabilities are prioritized around established carbon targets and core operational reporting.

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☒ Chief Executive Officer (CEO)

☒ Other C-Suite Officer

☒ Board-level committee

☒ General Counsel

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☒ Individual role descriptions

☒ Other policy applicable to the board, please specify :Board Nominating and ESG Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

☒ Approving corporate policies and/or commitments

☒ Overseeing the setting of corporate targets

☒ Monitoring progress towards corporate targets

☒ Overseeing and guiding major capital expenditures

(4.1.2.7) Please explain

The scope of these positions includes oversight of the risks and opportunities to our own operations and the impact of our own operations on the environment. The Board's Nominating and ESG Committee actively oversees and monitors ESG risks generally, including those related to: environmental sustainability; inclusion and belonging; ethical sourcing; corporate governance; and ESG reporting disclosures. The Nominating and ESG Committee receives regular updates on these topics and offers a forum to provide regular feedback and general direction to management.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☒ Active member of an environmental committee or organization

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

Climate change

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☒ Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☒ No, but we plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

- ☒ Other, please specify :Responsibility is distributed across business-unit leaders rather than assigned to a single management-level owner

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

Kohl's recognizes the importance of biodiversity, with responsibility distributed across relevant business unit leaders. The Company is continuing to evaluate this approach.

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Other C-Suite Officer, please specify :Chief Legal Officer (CLO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments

Strategy and financial planning

☒ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

☒ Other, please specify :Member of the Risk Reduction Committee, which reports to the full Board of Directors

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Annually

(4.3.1.6) Please explain

The Chief Legal Officer & Corporate Secretary is responsible for overseeing Kohl's environmental strategy and, as part of the Risk Reduction Committee, assesses and manages climate risks and opportunities. The Risk Reduction Committee allows for collaboration across key departments, includes members of the executive team, and leverages various means to monitor and manage Kohl's environmental risks. The Committee's input on environmental compliance and climate-related issues provides key support to the Board in overseeing Kohl's ESG strategies and overall risk profile.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☒ Risk committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing supplier compliance with environmental requirements

Strategy and financial planning

- ☒ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Annually

(4.3.1.6) Please explain

As part of the Risk Reduction Committee, the Chief Legal Officer & Corporate Secretary assesses and manages climate risks and opportunities. The Risk Reduction Committee allows for collaboration across key departments, includes members of the executive team, and leverages various means to monitor and manage Kohl's environmental risks. The Committee's input on environmental compliance and climate-related issues provides key support to the Board in overseeing Kohl's ESG strategies and overall risk profile.

[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

Sustainability/efficiency-related goals are incorporated in the annual review of relevant associates within the organization. Our executive compensation bonus programs are based on holistic sales and profitability targets. Kohl's sustainability-related goals and activities support each of these target areas.
[Fixed row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☒ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Biodiversity

(4.6.1.2) Level of coverage

Select from:

- ☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(4.6.1.4) Explain the coverage

Kohl's is committed to incorporating environmentally responsible practices into our business operations. We are committed to protecting biodiversity throughout our value chain by supporting ethical practices to responsibly manage and reduce our impact on climate, water, materials, resources and chemicals. 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.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to take environmental action beyond regulatory compliance
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- ☒ Publicly available

(4.6.1.8) Attach the policy

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☒ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☒ Science-Based Targets Initiative (SBTi)

☒ Sustainable Apparel Coalition (SAC)

☒ Task Force on Climate-related Financial Disclosures (TCFD)

☒ Other, please specify :U.S. Department of Energy Better Buildings Challenge

(4.10.3) Describe your organization's role within each framework or initiative

Kohl's maintains a science-based emissions reduction target to reduce absolute scope 1, 2 and 3 GHG emissions, covering purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting, 32% by 2031 from a 2021 base year. Kohl's also committed to reduce absolute scope 1 and 2 GHG emissions 46.2% within the same timeframe. Kohl's regularly engages with SAC (Cascale) and submits annual reports to the Department of Energy's Better Buildings Challenge.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Yes

☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☒ Paris Agreement

(4.11.4) Attach commitment or position statement

White House Announces Additional Commitments to The American Business Act on Climate Pledge _ [whitehouse.gov.pdf](#)

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☒ Yes, the intermediary organization we engage through is registered

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☒ Voluntary government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

EU Transparency Register: National Retail Federation (NRF) - 441333332953-73

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

The process to ensure that external engagement activities are consistent with environmental commitments includes monitoring the activities of trade associations and industry groups through the Kohl's Political Activity Policy to ensure alignment with Kohl's perspectives and objectives. NRF's voluntary government register status was based on publicly available data, as they are listed on the EU transparency register.

[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☒ Other trade association in North America, please specify :Retail Industry Leaders Association (RILA) and National Retail Federation (NRF)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The purpose of Kohl's membership with trade associations and industry groups is to advance the common interests and goals of the retail industry through advocacy and to maintain awareness of retail trends. We monitor the activities of these organizations to ensure ongoing alignment with Kohl's objectives and perspectives. While Kohl's participation in such organizations does not mean the Company endorses the organization's entire agenda or the views of its leaders or other members, we find common ground on key industry issues. Regarding environmental sustainability and climate change, RILA's position focuses on advancing practical, industry-wide solutions, such as promoting energy efficiency, supply chain decarbonization, and waste reduction. Instead of attempting to change their policy positions, our engagement consisted of participating in RILA's sustainability committees and working groups to share best practices, maintain awareness of emerging environmental regulations, and collaborate on shared industry challenges.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

50000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The aim of this funding, provided as standard membership dues, is to support trade associations in advancing the common interests and goals of the retail sector through advocacy and to maintain awareness on retail trends. Kohl's will pay membership fees only to trade associations that management has determined are meaningful to Kohl's business and its associates' professional development. Kohl's does not make additional contributions to these organizations to support the organization's political activities. We monitor the activities of these organizations to ensure ongoing alignment with Kohl's objectives and perspectives. Kohl's participation in such organizations does not mean the Company endorses the organization's entire agenda or the views of its leaders or other members. In Fiscal 2025, Kohl's paid membership dues (representing the non-deductible portion of such dues) in excess of \$25,000 to NRF and RILA. The value above is not an exact figure, as this represents membership dues paid "in excess of" \$50,000 total between NRF and RILA, as we do not disclose actual amounts in line with our political activity policy reporting. This funding equips the organization to engage constructively with policymakers by sharing practical, real-world insights to advocate for commercially viable environmental regulations regarding issues like energy efficiency and waste reduction.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☒ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

Select from:

☒ Yes

(4.12.1.3) Standard or framework the publication is in line with

Select all that apply

- ☒ GRI
- ☒ TCFD
- ☒ Other, please specify :SASB

(4.12.1.4) Environmental issues covered in publication

Select all that apply

- ☒ Climate change

(4.12.1.5) Status of the publication

Select from:

- ☒ Complete

(4.12.1.6) Content elements

Select all that apply

- ☒ Strategy
- ☒ Governance
- ☒ Risks & Opportunities
- ☒ Climate-related targets
- ☒ Greenhouse gas emissions figures
- ☒ Content of environmental policies

(4.12.1.7) Page/section reference

Kohl's Cares Report — Environmental Stewardship section (Climate & Energy; Water; Waste & Circularity; Chemicals & Materials)

(4.12.1.8) Attach the relevant publication

(4.12.1.9) Comment

Kohl's ESG page, with the SASB Index, GRI report and TCFD report: <https://investors.kohls.com/esg/overview/default.aspx>

Row 2

(4.12.1.1) Publication

Select from:

☒ In mainstream reports

(4.12.1.2) Is your publication in line with a standard or framework?

Select from:

☒ No

(4.12.1.4) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.5) Status of the publication

Select from:

☒ Complete

(4.12.1.6) Content elements

Select all that apply

☒ Governance

☒ Risks & Opportunities

☒ Strategy

(4.12.1.7) Page/section reference

P 8-11

(4.12.1.8) Attach the relevant publication

KSS_2025_10K.pdf

(4.12.1.9) Comment

Risk Factors section in 10-K
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ On a per project basis

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ NGFS scenarios framework, please specify :Net Zero 2050 scenario

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Policy
- ☒ Market
- ☒ Technology
- ☒ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 1.5°C or lower

(5.1.1.7) Reference year

2025

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

Stakeholder and customer demands

☑ Consumer attention to impact

Regulators, legal and policy regimes

☑ Global regulation

Relevant technology and science

☑ Other relevant technology and science driving forces, please specify :Accelerated technological innovation

Macro and microeconomy

☑ Other macro and microeconomy driving forces, please specify :Carbon pricing and commodity price shifts

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions: • Global climate policies are enacted rapidly starting by the early 2020s. • Governments implement aggressive carbon pricing, fossil fuel phase-outs, and mandatory emissions disclosure across sectors. • Technological innovation is accelerated, and capital is redirected toward low-carbon infrastructure and products. • Consumers, investors, and regulators drive demand for verified-low carbon supply chains. • The outputs used in the analysis are derived from the GCAM 6.0 integrated assessment model, which incorporates assumptions about energy systems, emissions pathways, economic activity, land-use changes, technological advancements, and policy implementation. • The Net Zero 2050 scenario includes specific assumptions about the pace of technological advancements, adoption of renewable energy, carbon pricing, and regulatory frameworks. • The orderly transition assumption embedded in the NZ2050 scenario implies that significant disruptions, such as geopolitical conflicts, delayed policy implementation, or economic instability, are not accounted for in the scenario. Limitations • GCAM does not provide fuel prices broken down by transport mode (e.g., road, aviation, shipping) or by region in the NGFS scenario explorer. • The use of a crude oil index and static multipliers simplifies complex dynamics such as fuel refining processes, subsidies, and carbon pricing mechanisms. • The analysis assumes stable refining spreads and no fuel-switching behavior.

(5.1.1.11) Rationale for choice of scenario

NZ2050 tests Kohl's ability to meet the demands of a fast-transitioning economy where customer pressure, regulatory requirements, and capital flow all hinge on climate performance.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 2.6

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☒ SSP1

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2025

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Climate change (one of five drivers of nature change)

Finance and insurance

☒ Cost of capital

Regulators, legal and policy regimes

☒ Other regulators, legal and policy regimes driving forces, please specify :California climate risk

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The use of SSP scenarios to assess physical climate risks is subject to considerable uncertainty because these models depend on complex climate science and large datasets, which inevitably contain gaps and limitations. Even under identical emissions pathways, physical climate models can produce a wide range of outcomes for temperature, precipitation, and extreme weather events. This variability is especially pronounced at local and regional scales, where the granularity and accuracy of models may not fully capture the nuances of weather systems or site-specific conditions. Additionally, there is inherent uncertainty in the assessment of acute physical risk, which are characterized by their infrequent but potentially severe impacts. While many years may pass with minimal losses, there remains the possibility of high-loss years due to rare but extreme events. This variability makes it challenging to predict the timing and financial magnitude of acute climate-related losses with confidence.

(5.1.1.11) Rationale for choice of scenario

To assess physical risks, we applied the globally standardized SSP1-2.6 "Best-case", SSP2-4.5 "Middle-of-the-Road", and SSP5-8.5 "Worst Case" temperature scenarios to incorporate a diverse range of climate futures, allowing us to examine the resilience of our business in varying degrees. The SSP scenarios enabled us to evaluate our exposure to physical climate hazards under low, medium, and high emissions outcomes. These scenarios were chosen for their policy relevance, scientific credibility, and capacity to test the robustness of Kohl's strategy and operations against both abrupt regulatory and technological transitions as well as extreme physical disruptions.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 4.5

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☒ SSP2

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 2.5°C - 2.9°C

(5.1.1.7) Reference year

2025

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Climate change (one of five drivers of nature change)

Finance and insurance

☒ Cost of capital

Regulators, legal and policy regimes

☒ Other regulators, legal and policy regimes driving forces, please specify :California climate risk

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Same as above (RCP2.6).

(5.1.1.11) Rationale for choice of scenario

Same as above (RCP2.6).

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 8.5

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☒ SSP5

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 4.0°C and above

(5.1.1.7) Reference year

2025

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Climate change (one of five drivers of nature change)

Finance and insurance

☒ Cost of capital

Regulators, legal and policy regimes

☒ Other regulators, legal and policy regimes driving forces, please specify :California climate risk

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Same as above (RCP2.6).

(5.1.1.11) Rationale for choice of scenario

Same as above (RCP2.6).

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☒ Risk and opportunities identification, assessment and management

☒ Strategy and financial planning

☒ Resilience of business model and strategy

☒ Capacity building

☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☒ Organization-wide

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

Kohl's scenario analysis examined the risks and opportunities of climate change on operations aligned with NGFS's Net Zero 2050 scenario. This scenario shows potential financial impact in various areas including an increase to operational expenses, cost of production and cost of goods sold. Investment into energy efficiency measures are part of Kohl's response.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☒ No, but we are developing a climate transition plan within the next two years

(5.2.20) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☒ No standardized procedure

(5.2.21) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

Kohl's is committed to developing a transition plan in line with a 1.5 degree C scenario within the next two years, and efforts are currently ongoing to establish this.

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☒ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☒ Products and services

☒ Upstream/downstream value chain

☒ Operations

(5.3.3) Primary reason why environmental risks and/or opportunities have not affected your strategy and/or financial planning across all business areas

Select from:

☒ Other, please specify :N/A - affected both strategy and financial planning

(5.3.4) Explain why environmental risks and/or opportunities have not affected your strategy and/or financial planning across all business areas

N/A - affected both strategy and financial planning

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Kohl's is integrating sustainable solutions by increasing the availability of low-emission products and services, reducing Scope 1 and 2 GHG emissions, and strengthening its competitive position in response to shifting consumer preference toward sustainability, which may result in increased revenues.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☒ Transition risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Kohl's mitigates upstream transition risks through diversifying supply chains, sustainable sourcing, and participating in programs such as the Higg Index evaluation. Downstream, the company manages transition risks by installing EV charging stations.

Operations

(5.3.1.1) Effect type

Select all that apply

☒ Transition risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Kohl's mitigates operational transition risk by implementing energy efficient measures across our store footprint, including initiatives such as ENERGY STAR certifications, LED lighting retrofits, and HVAC upgrades.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- ☒ Revenues
- ☒ Indirect costs
- ☒ Capital expenditures
- ☒ Capital allocation

(5.3.2.2) Effect type

Select all that apply

- ☒ Transition risks

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- ☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Risk management practices, including climate-related risks, directly influence revenues by monitoring and assessing impacts on supply chain and revenue streams. Indirect costs are affected through potential increases in operating costs from carbon-tax implications and utility prices. Capital expenditures and allocation are focused on integrating energy efficiency measures in maintenance, operations, and repairs to counteract such increases.

Row 2

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☒ Revenues

(5.3.2.2) Effect type

Select all that apply

☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Opportunities in products and services, particularly the development and expansion of low-emission goods, directly impact revenue as these drive increased demand from a consumer base increasingly conscious of environmental reputation.

Row 3

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☒ Access to capital

☒ Assets

☒ Liabilities

(5.3.2.2) Effect type

Select all that apply

- ☒ Physical risks
- ☒ Transition risks

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- ☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Access to capital can be affected by climate-related financial risks, where strategic planning against rising carbon costs is necessary to maintain EPS. Similarly, assets may carry higher risks due to increasingly severe weather events, and liabilities could increase due to potential regulatory changes, such as the introduction of a carbon tax or cap-and-trade programs.

[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☒ No, but we plan to in the next two years

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

Carbon

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☒ No, but we plan to in the next two years

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☒ Other, please specify :See explanation

(5.10.3) Explain why your organization does not price this environmental externality

Kohl's recognizes the importance of carbon pricing but is currently not regulated by a carbon pricing system and does not have an internal price on carbon.
[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	Select from: ☒ Yes	Select all that apply ☒ Climate change
Customers	Select from: ☒ Yes	Select all that apply ☒ Climate change
Investors and shareholders	Select from: ☒ Yes	Select all that apply ☒ Climate change
Other value chain stakeholders	Select from: ☒ Yes	Select all that apply ☒ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Contribution to supplier-related Scope 3 emissions

☒ Other, please specify :Criteria assessed via the Higg Index

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Suppliers are assessed through the Higg Facility Environmental Module, and their performance is reviewed on a quarterly and annual basis for compliance. Facilities are assigned risk ratings ranging from low risk to high risk based on Higg FEM completion rates, which contributes to considerations around audit frequency and follow-up requirements. A supplier meets the substantive impact threshold if they are designated as 'High Risk' due to lack of transparency for failing to complete the Higg FEM

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

178

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☒ Material sourcing

☒ Regulatory compliance

☒ Reputation management

☒ Business risk mitigation

☒ Leverage over suppliers

☒ Strategic status of suppliers

☒ Product safety and compliance

☒ Supplier performance improvement

☒ Suppliers' exposure or vulnerability to physical risks

☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

(5.11.2.4) Please explain

For climate change, the criteria for supplier prioritization come from the drive to address the environmental impact of supply chain operations and improve practices. We prioritize engaging with facilities who have not completed the Higg FEM assessment, and subsequently with those who lack target-setting or are unable to provide complete and accurate data as reported annually within Higg FEM.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Suppliers are subject to the environmental requirements and expectations included in our Terms of Engagement and Environmental Policy, which form part of our purchase order terms.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- ☒ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ On-site third-party audit
- ☒ Supplier scorecard or rating
- ☒ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- ☒ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- ☒ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- ☒ 76-99%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

- ☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Kohl's suppliers are expected to adhere to the Company's Terms of Engagement, which include environmental expectations. All approved facilities producing proprietary brand products are required to complete the Higg FEM. Kohl's also requires RSL and MRSL compliance and uses the ZDHC Gateway platform to support chemical inventory management and compliance.

[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☒ Provide training, support and best practices on how to measure GHG emissions

- ☒ Provide training, support and best practices on how to mitigate environmental impact

Information collection

- ☒ Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers
- ☒ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 76-99%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- ☒ 76-99%

(5.11.7.8) Number of tier 2+ suppliers engaged

572

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Kohl's requires suppliers to complete Higg FEM, integrates Higg responses into supplier selection, and engages in capacity building to reduce environmental impact and improve sustainability practices. Kohl's additionally engages with strategic suppliers during the bi-annual development fair and provides resources to reduce their environmental impact.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Higg FEM

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information about your products and relevant certification schemes

☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☒ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Provide resources that support and encourage accessible engagement with Kohl's climate initiatives.

(5.11.9.6) Effect of engagement and measures of success

Kohl's supports customers who drive electric vehicles by offering EV charging across select store locations. As an active member of How2Recycle, Kohl's uses standardized labeling to help customers recycle packaging correctly. Kohl's also continues to provide customers with responsible products that include sustainable attributes, which are identified on tags, packaging, and online descriptions. All of these initiatives and more are reported annually in the Kohl's Cares Report. Success can be measured through utilization of our in-store plastic film recycling bins, textile recycling bins, and EV charging ports.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Provide shareholder transparency on Kohl's climate initiatives and progress.

(5.11.9.6) Effect of engagement and measures of success

Shareholders have expressed interest in Kohl's climate reporting, and that feedback informs the scope and content of our environmental disclosures.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :Employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- ☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- ☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Kohl's believes that incorporating sustainable solutions in the way we do business will help build better futures for families and help protect our planet's natural resources. We expect our associates to ethically do their part in environmental efforts and to assist with achieving our sustainability commitments. For example, teams receive training and communications to support Kohl's recycling goals and improve diversion rates.

(5.11.9.6) Effect of engagement and measures of success

This engagement equips our teams with training and communications to improve operational waste diversion. We measure success through progress towards our corporate sustainability goals and by incorporating sustainability-related goals into the annual reviews of relevant associates to support our holistic business targets.
[Add row]

C6. Environmental performance - Consolidation approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Kohl's climate action goals are focused on the reduction of greenhouse gas emissions and increasing renewable energy use, such as expanding solar locations, all related to operational activities. Kohl's chose a consolidation approach based on the operational control method. This approach ensures that all facilities and operations where Kohl's has the authority to introduce and implement its operating policies are included in the calculation of environmental performance data. This method allows Kohl's to accurately track and manage its environmental impact across its entire operational footprint.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☒ Other, please specify :Not applicable

(6.1.2) Provide the rationale for the choice of consolidation approach

Not applicable

[Fixed row]

C7. Environmental performance - Climate change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☒ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
	Select all that apply ☒ Yes, a change in methodology	Methodology changes include data-source improvements to Category 1 & 9.

[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☒ No, because we do not have the data yet and plan to recalculate next year

(7.1.3.4) Base year emissions recalculation policy, including significance threshold

A Significance Threshold triggering an adjustment to previous years' emissions occurs where a qualifying event equates to a greater-than-5% change in the total corporate-wide GHG emissions inventory relative to the previous reporting and/or baseline year totals. Qualifying events comprise structural changes (mergers, acquisitions, divestments, insourcing/outsourcing), methodology changes affecting emission sources that also existed in the base year, and the discovery of significant errors. The base year is not recalculated for organic growth or decline, nor for assets and operations that did not exist in prior reporting years.

(7.1.3.5) Past years' recalculation

Select from:

☒ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

- ☒ The Greenhouse Gas Protocol: Scope 2 Guidance
- ☒ The Climate Registry: General Reporting Protocol
- ☒ US EPA Emissions & Generation Resource Integrated Database (eGRID)
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard
- ☒ 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories

- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity
- ☒ US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
- ☒ US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources
- ☒ Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
- ☒ Other, please specify :The Climate Registry Default Emission Factors, US EPA Center for Corporate Climate Leadership: Emission Factors Hub (2025), US EIA Form EIA-1605, GLEC Framework v3.1, IEA emission factors (2024) and DEFRA (2024), US EPA Supply Chain EEIO

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

- ☒ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

- ☒ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Kohl's reports both a location-based and a market-based Scope 2 figure. The location-based figure is calculated using US EPA eGRID subregion grid-average factors and Climate Registry default factors. The market-based figure is built from a hierarchy of contractual instruments and supplier data: unbundled renewable energy certificates (two 2025 solar tranches), renewable energy certificates from Kohl's rooftop solar power purchase agreements, Community Choice Aggregation supply contracts, and a green tariff (Solar Choice). Remaining load is calculated using supplier-specific emission factors where available, and the Green-e residual mix rate where it is not.

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data?

Select from:

☒ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2014

(7.5.2) Base year emissions (metric tons CO2e)

39446

(7.5.3) Methodological details

Base year for the Scope 1 and Scope 2 absolute reduction target (Abs1).

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2014

(7.5.2) Base year emissions (metric tons CO2e)

767718

(7.5.3) Methodological details

Base year for the Scope 1 and Scope 2 absolute reduction target (Abs1).

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2014

(7.5.2) Base year emissions (metric tons CO2e)

767718

(7.5.3) Methodological details

Market-based equals location-based in the 2014 base year; no contractual instruments were applied in that year (Abs1).

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

6232137

(7.5.3) Methodological details

Kohl's used a combination of spend-based, supplier-based, and direct comparison methodologies based on tiered supplier and material data from Higg FEM and Higg MSI, respectively, for the apparel product category. Where primary data from suppliers is not available, spend-based method is used based on total spend of good and services purchased and EEIO emission factors.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

199993

(7.5.3) Methodological details

Capital goods emissions are calculated by Kohl's using spend-based EEIO emission factors.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

111871

(7.5.3) Methodological details

Includes Natural Gas, Gasoline, Jet Fuel, Diesel, Purchased Electricity, Propane, Chilled Water, Steam

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

270268

(7.5.3) Methodological details

Utilizes GLEC WTW emission factors for all modes of transport

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

24315

(7.5.3) Methodological details

Utilizes EPA emission factors, incorporates Recycling and Landfilling

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

2030

(7.5.3) Methodological details

Includes Air Travel and Car Travel, uses DEFRA 2021 WTW emission factors

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

178073

(7.5.3) Methodological details

Accounts for In Office and Hybrid commuting, uses DEFRA 2021 WTW emission factors

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Category 8 is determined to be not relevant for Kohl's based on a review of Kohl's business activities during the scope 3 relevance assessment.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

189370

(7.5.3) Methodological details

Calculated using data for total online orders (standard shipping and free shipping), and average shipping cost per order. The total USD value of standard shipping and free shipping is estimated, and the relevant spend-based EEIO emission factor is used to calculate emissions.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Category 10 is determined to be not relevant for Kohl's based on a review of Kohl's business activities during the scope 3 relevance assessment.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1081043

(7.5.3) Methodological details

Activity data collected from Kohl's sold products for the energy usage of product use phrase.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

235780

(7.5.3) Methodological details

Estimated emissions associated with the end-of-life treatment for all Kohl's products sold in the reporting year. Total products sold and total weight of products sold by product category and department data was collected to apply with applicable emission factors.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

13245

(7.5.3) Methodological details

Emissions were estimated by using average consumption per square foot is calculated using the EIA's average consumption per square foot in kilowatt hours and eGRID's state-level EF for purchased electricity.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Category 14 is determined to be not relevant for Kohl's based on a review of Kohl's business activities during the scope 3 relevance assessment.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Category 15 is determined to be not relevant for Kohl's based on a review of Kohl's business activities during the scope 3 relevance assessment.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3: Other (downstream)

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

53956

(7.6.3) Methodological details

GHG Protocol Corporate Accounting and Reporting Standard. Stationary combustion (natural gas, propane, diesel), mobile combustion (gasoline, jet fuel) and refrigerants (R-410A, R-407C). Emission factors: The Climate Registry default factors, US EPA Center for Corporate Climate Leadership Emission Factors Hub, USEPA eGRID, and AR5 100-year GWPs.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

46653

(7.6.2) End date

12/31/2024

(7.6.3) Methodological details

Gross global Scope 1 emissions calculated as per provided activity data and selected reporting protocols. Scope 1 emission factors were sourced from The Climate Registry. The inputs include supplier-provided natural gas and propane usage, as well as estimated mobile fuels and refrigerant leakage. Mobile fuel volumes estimated using fuel spend. Refrigerant leakage estimated using HVAC equipment list and average industry leakage rates published by the EPA.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

50205

(7.6.2) End date

12/31/2023

(7.6.3) Methodological details

Gross global Scope 1 emissions calculated as per provided activity data and selected reporting protocols.

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

56759

(7.6.2) End date

12/31/2022

(7.6.3) Methodological details

Identified gross global Scope 1 emissions by greenhouse gas type and source of GWP reference; emissions also broken down by country/region, business division, and business activity. AR5 100-year GWP values applied. Reporting according to the DEFRA Environmental Reporting Guidelines, IPCC Guidelines, US EPA Center guidelines, and others.

Past year 4

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

48959

(7.6.2) End date

12/31/2021

(7.6.3) Methodological details

As reported in the CDP 2025 response. SBTi-validated near term target Scope 1 base value (Abs2 + Abs3).

Past year 5

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

45866

(7.6.2) End date

12/31/2020

(7.6.3) Methodological details

As reported in the CDP 2025 response.
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

281759

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

284726

(7.7.4) Methodological details

Gross global Scope 2 emissions calculated using location-based and market-based methods according to the Greenhouse Gas Protocol and other relevant standards. For location-based, the emission factors were sourced from EPA eGRID. For market-based, the emission factors were sourced from Edison Electric Institute (EEl) for supplier-specific emission rates and Green-e for residual mix emission rates. The inputs include supplier-provided electric, chilled water, and steam. For market-based calculations, unbundled and bundled RECs, as well as other green contracts were incorporated into Scope 2 calculations.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

317553

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

283403

(7.7.3) End date

12/31/2024

(7.7.4) Methodological details

Gross global Scope 2 emissions calculated using location-based and market-based methods according to the Greenhouse Gas Protocol and other relevant standards. For location-based, the emission factors were sourced from EPA eGRID. For market-based, the emission factors were sourced from Edison Electric Institute (EEl) for supplier-specific emission rates and Green-e for residual mix emission rates. The inputs include supplier-provided electric, chilled water, and steam. For market-based calculations, unbundled and bundled RECs, as well as other green contracts were incorporated into Scope 2 calculations.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

335458

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

286180

(7.7.3) End date

12/31/2023

(7.7.4) Methodological details

Gross global Scope 2 emissions calculated using location-based and market-based methods according to the Greenhouse Gas Protocol and other relevant standards

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

347850

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

308804

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Gross global Scope 2 emissions calculated using location-based and market-based methods according to the Greenhouse Gas Protocol and other relevant standards

Past year 4

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

347501

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

337593

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Gross global Scope 2 emissions calculated using location-based and market-based methods according to the Greenhouse Gas Protocol and other relevant standards. SBTi-validated near term target Scope 2 base values (Abs2 + Abs3).

Past year 5

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

347521

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

344107

(7.7.3) End date

12/31/2020

(7.7.4) Methodological details

Gross global Scope 2 emissions calculated using location-based and market-based methods according to the Greenhouse Gas Protocol and other relevant standards
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3264448

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

41.2

(7.8.6) Please explain

Kohl's uses 2024 data and a combination of spend-based, supplier-based, and direct comparison methodologies based on tiered supplier and material data from Higg FEM and Higg MSI, respectively, for the apparel product category. Where primary data from suppliers is not available, spend-based method is used based on total spend of good and services purchased and EEIO emission factors.

Capital goods

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

106458

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Capital expenditure by EEIO category.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

66190

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Calculated using primary activity data from Scope 1 and 2 energy consumption with emission factors from DEFRA 2024, IEA 2024, and T&D loss factors derived from the EPA eGrid 2022 factors.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

205539

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Tonne-kilometre primary activity data by transport mode (ocean, air, intermodal, less-than-truckload, parcel, truck) used with WTW emission factors from GLEC framework. Includes Kohl's-paid customer shipments.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

27101

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

Kohl's uses primary activity data on waste tonnage by material type and end of life treatment method from its internal recycling program with emission factors from EPA's Emission Factor Hub.

Business travel

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6688

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Other, please specify :Hybrid Method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Calculated using primary and secondary activity data for air and car travel with emission factors from multiple sources depending on the activity data available. Emission factor sources include DEFRA 2024 (where distance travelled or fuel consumed is available) and spend-based EEIO factors (where only spend information is available).

Employee commuting

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

112940

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Calculated using primary data for number of employees, employee time type (full time or part time), associate type (regular, intern or LTE), and flexible work arrangement type (in office, hybrid or remote), and one-way distance for commuting. WTW emission factors from DEFRA 2024 were used.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Emissions covered under scope 1 or 2

(7.8.6) Please explain

Kohl's does not lease any assets that are not already accounted for in Scopes 1 and 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6099

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

Shipments with collected shipping cost greater than zero are included in Category 9, while shipments with no collected shipping cost are treated as Kohl's-paid shipping and included in Category 4 to avoid double counting. Total tonne-kilometers are calculated for each shipment type, and multiplied by the applicable GLEC WTW transportation emission factor.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Emissions are from intermediary products where end-use is unknown

(7.8.6) Please explain

Kohl's products do not undergo further processing as they are sold to the end user.

Use of sold products

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

609763

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Methodology for direct use phase emissions, please specify :Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Direct use-phase electricity consumption of sold products, modelled from verified sales units and per-unit energy consumption over expected product lifetime.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

162755

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Estimated emissions associated with the end-of-life treatment for all Kohl's products sold in the reporting year. Total products sold and total weight of products sold by product category and department data was collected to apply with applicable emission factors.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3857

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

Based on the GHG Protocol, Technical Guidance for Calculating Scope 3 Emissions, average consumption per square foot is calculated using the EIA's average consumption per square foot in kilowatt hours and eGRID's state-level EF for purchased electricity, currently eGRID 2012 (January 2024 for US sites)

Franchises

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

Kohl's does not operate any franchises.

Investments

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

Kohl's does not engage in major investment activities.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☒ Not evaluated

(7.8.6) Please explain

Not applicable

Other (downstream)

(7.8.1) Evaluation status

Select from:

☒ Not evaluated

(7.8.6) Please explain

Not applicable

[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2024

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

3696071

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

64312

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

64207

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

288828

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

25875

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

7253

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

114217

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

154179

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

852477

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

170539

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

6974

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Past year 1

Past year 2

(7.8.1.1) End date

12/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

5170426

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

106614

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

102632

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

194120

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

23680

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

5454

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

130189

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

140594

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

876222

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

187842

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

13278

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Past year 2

Past year 3

(7.8.1.1) End date

12/31/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

6232137

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

133944

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

107714

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

229661

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

31344

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1588

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

131749

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

167343

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

886473

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

200970

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

13278

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Past year 3

Past year 4

(7.8.1.1) End date

12/31/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

6232137

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

199993

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

111871

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

270268

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

24315

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2030

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

178073

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

189370

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

1081043

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

235780

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

13245

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Base year (Abs2)

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> ☒ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☒ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.1.4) Attach the statement

Kohls CY2025 Assurance Letter.pdf

(7.9.1.5) Page/section reference

Pages 1-2

(7.9.1.6) Relevant standard

Select all that apply

☒ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

Kohls CY2025 Assurance Letter.pdf

(7.9.2.6) Page/ section reference

Pages 1-2

(7.9.2.7) Relevant standard

Select all that apply

☒ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

Kohls CY2025 Assurance Letter.pdf

(7.9.2.6) Page/ section reference

Pages 1-2

(7.9.2.7) Relevant standard

Select all that apply

☒ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

- ☒ Scope 3: Capital goods
- ☒ Scope 3: Business travel
- ☒ Scope 3: Employee commuting
- ☒ Scope 3: Use of sold products
- ☒ Scope 3: Downstream leased assets
- ☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- ☒ Scope 3: Purchased goods and services
- ☒ Scope 3: Waste generated in operations
- ☒ Scope 3: End-of-life treatment of sold products
- ☒ Scope 3: Upstream transportation and distribution
- ☒ Scope 3: Downstream transportation and distribution

(7.9.3.2) Verification or assurance cycle in place

Select from:

- ☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

- ☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

- ☒ Limited assurance

(7.9.3.5) Attach the statement

Kohls CY2025 Assurance Letter.pdf

(7.9.3.6) Page/section reference

Pages 1-2

(7.9.3.7) Relevant standard

Select all that apply

☒ ISO14064-3

(7.9.3.8) Proportion of selected emissions categories verified (%)

100

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

100

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☒ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

19945

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.3) Emissions value (percentage)

(7.10.1.4) Please explain calculation

Renewable energy procurement decreased from 121,390 MWh to 68,197 MWh. Emission impact was calculated by multiplying the difference in renewable energy % coverage between the reporting year and the prior year by the 2025 electricity usage total. The renewables coverage was 14% in 2024 and 8% in 2025. This number represents the change in renewable energy but normalized against each year's total electric usage. Then, this energy value is multiplied by the average electric emission intensity in 2025. Effectively, this is the emissions increase due to reduced renewable procurement.

Other emissions reduction activities**(7.10.1.1) Change in emissions (metric tons CO2e)**

1562

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased**(7.10.1.3) Emissions value (percentage)**

0.47

(7.10.1.4) Please explain calculation

1,562 MTCO2e was reduced due to improvements in building operational efficiency including LED lighting retrofits and HVAC replacement installations. These initiatives decreased electricity usage. Electricity savings values were multiplied by the appropriate residual mix emission rates, resulting in the emissions reduction.

Divestment**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No divestments in the reporting year.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No acquisitions in the reporting year.

Mergers

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers in the reporting year.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

3533

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.3) Emissions value (percentage)

1.07

(7.10.1.4) Please explain calculation

Total Scope 1 energy consumption increased, while Scope 2 energy consumption decreased. Overall energy consumption decreased slightly. The emission impact of this was calculated by multiplying the difference between the current and prior reporting year by the current year emission rate for each emission source (i.e., energy type). This was summed, then the reductions from "other emissions reductions activities" was subtracted from the total. In effect, the 3,533 MTCO2e increase represents energy increases minus initiatives, which is used as a proxy for output reduction. This may be representative of changes to operational store count, store hours, et

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

2559

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

0.78

(7.10.1.4) Please explain calculation

Emissions factor updates impacted overall Scope 1 and 2 emissions; difference in emissions was calculated by using the change (difference) in emission factors (current year - previous year), then applying that difference to the current year's activity data.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change to the emissions accounting boundary in the reporting year.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

10731

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.3) Emissions value (percentage)

(7.10.1.4) Please explain calculation

The remaining variance in emissions is most likely due to variations in the number of sites, year-over-year consumption for electricity, changes in electricity emission factors, and other miscellaneous sources.

Other**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable

[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☒ Market-based

(7.12) Does your organization have significant land sector activities in its operations or value chain?

	Agriculture, forestry or other land sector activities	Specify the reason for no significant activities
	<i>Select from:</i> ☒ No, explanation provided	<i>Select from:</i> ☒ No relevant activities identified

[Fixed row]

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Specify the reason for no technological CO2 removals or captured CO2 with geological storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	<i>Select from:</i> ☒ No, explanation provided	<i>Select from:</i> ☒ No relevant activities identified	<i>Select from:</i> ☒ No

[Fixed row]

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

Select from:

☒ Yes, Scope 1 emissions only

[Fixed row]

(7.15.1) Break down your total gross global Scope 1 and Scope 2 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☒ CO2

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

43040.47

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

43040.47

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☒ CH4

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

3.88

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

108.63

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☒ N2O

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.112

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

29.66

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:

☒ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

5.6

(7.15.1.3) Scope 1 emissions (metric tons of CO₂e)

10777.51

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO ₂ e)	Scope 2, location-based (metric tons CO ₂ e)	Scope 2, market-based (metric tons CO ₂ e)
United States of America	53956	281759	284726

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By business division

☒ By activity

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	<i>General</i>	26.23
Row 2	<i>Enterprise</i>	11397.98
Row 3	<i>Distribution Centers</i>	8936.14
Row 4	<i>Retail</i>	32031.95
Row 5	<i>Storage</i>	7.89
Row 6	<i>Office</i>	1555.99

[Add row]

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

Row 1

(7.17.3.1) Activity

Fugitive Refrigerants: R-407C

(7.17.3.2) Scope 1 emissions (metric tons CO2e)

0.89

Row 2

(7.17.3.1) Activity

Propane

(7.17.3.2) Scope 1 emissions (metric tons CO2e)

1815.89

Row 3

(7.17.3.1) Activity

Natural Gas

(7.17.3.2) Scope 1 emissions (metric tons CO2e)

40703.16

Row 4

(7.17.3.1) Activity

Fugitive Refrigerants: R-410A

(7.17.3.2) Scope 1 emissions (metric tons CO2e)

10776.6

Row 5

(7.17.3.1) Activity

Gasoline

(7.17.3.2) Scope 1 emissions (metric tons CO2e)

19.57

Row 6

(7.17.3.1) Activity

Diesel

(7.17.3.2) Scope 1 emissions (metric tons CO2e)

39.14

Row 7

(7.17.3.1) Activity

Jet Fuel

(7.17.3.2) Scope 1 emissions (metric tons CO2e)

600.92

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By business division

☒ By activity

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	Distribution Centers	35957.46	29839.92
Row 2	Retail	232343.24	250081.82

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 3	Office	13446.46	4779.81
Row 4	Storage	12.15	24.75

[Add row]

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	Purchased electricity	281709.91	284676.9
Row 2	Purchased steam	25.99	25.99
Row 3	Purchased chilled water (cooling)	23.41	23.41

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

53956

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

281759

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

284726

(7.22.4) Please explain

Kohl's consolidates on an operational control basis. Kohl's only includes data from Kohl's, Inc. assets and stores.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

Kohl's reporting does not include any other entities.

[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☒ Not relevant as we do not have any subsidiaries

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☒ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: ☒ Yes
Consumption of purchased or acquired electricity	Select from: ☒ Yes
Consumption of purchased or acquired heat	Select from: ☒ No
Consumption of purchased or acquired steam	Select from: ☒ Yes
Consumption of purchased or acquired cooling	Select from: ☒ Yes
Generation of electricity, heat, steam, or cooling	Select from: ☒ Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☒ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

235424.43

(7.30.1.5) Total (renewable + non-renewable) MWh

235424.43

Consumption of purchased or acquired electricity

(7.30.1.2) MWh from renewable sources

71938.17

(7.30.1.3) MWh from non-renewable sources

730267.92

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

802206.09

Consumption of purchased or acquired steam

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

114.73

(7.30.1.5) Total (renewable + non-renewable) MWh

114.73

Consumption of purchased or acquired cooling

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

254.19

(7.30.1.5) Total (renewable + non-renewable) MWh

254.19

Consumption of self-generated non-fuel renewable energy

(7.30.1.2) MWh from renewable sources

1225

(7.30.1.5) Total (renewable + non-renewable) MWh

1225.00

Total energy consumption

(7.30.1.2) MWh from renewable sources

73164.45

(7.30.1.3) MWh from non-renewable sources

966061.27

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

1039225.72

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: ☒ Yes
Consumption of fuel for the generation of heat	Select from: ☒ Yes
Consumption of fuel for the generation of steam	Select from: ☒ No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of cooling	Select from: ☒ No
Consumption of fuel for co-generation or tri-generation	Select from: ☒ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

Kohl's does not use biomass as an energy source.

Other biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

Kohl's does not use biomass as an energy source.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

Kohl's does not utilize renewable fuels in its operations.

Coal

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

Kohl's does not combust coal at its facilities.

Oil

(7.30.7.1) Total fuel MWh consumed by the organization

2479.3

(7.30.7.2) MWh fuel consumed for self-generation of electricity

143.84

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

This includes diesel used in generators, as well as mobile fuels used in company vehicles.

Gas

(7.30.7.1) Total fuel MWh consumed by the organization

232945.13

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

232945.13

(7.30.7.7) Comment

This includes natural gas and propane used for facility heating.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

Kohl's does not utilize any other non-renewable fuels.

Total fuel

(7.30.7.1) Total fuel MWh consumed by the organization

235424.43

(7.30.7.2) MWh fuel consumed for self-generation of electricity

143.84

(7.30.7.3) MWh fuel consumed for self-generation of heat

232945.13

(7.30.7.7) Comment

Total fuel
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

1226.28

(7.30.9.2) Generation that is consumed by the organization (MWh)

1226.28

(7.30.9.3) Gross generation from renewable sources (MWh)

1226.28

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

1226.28

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

[Fixed row]

(7.30.14) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

United States of America

(7.30.14.1) Consumption of purchased electricity (MWh)

802206.09

(7.30.14.2) Consumption of self-generated electricity (MWh)

1226.28

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

368.92

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

803801.29

[Fixed row]

(7.30.15) Provide details on the electricity purchases that were accounted for at a zero or near-zero emission factor in the reporting year.

Row 1

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United States of America

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

50000

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REC [US and Canada]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United States of America

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Two 2025 unbundled REC tranches, applied to the corporate office and three e-commerce fulfillment center

Row 2

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United States of America

(7.30.15.2) Sourcing method

Select from:

☒ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

18196.8

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REC [US and Canada]

(7.30.15.14) Comment

Rooftop solar arrays at 58 Kohl's sites; Kohl's retains or owns the associated RECs.

Row 3

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United States of America

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

408.77

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REC [US and Canada]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United States of America

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Solar Choice green tariff at one California site, accounted at a zero emission factor.

Row 4

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United States of America

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Solar, wind, geothermal, hydropower

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3332.6

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REC [US and Canada]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United States of America

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Six Community Choice Aggregation contracts carrying a zero emission factor. Kohl's holds 21 CCA contracts in total; the other 15 carry non-zero factors and are not reported here.

[Add row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.00002181

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

338682.47

(7.45.3) Metric denominator

Select from:

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

15527000000

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

1.66

(7.45.7) Direction of change

Select from:

☒ Increased

(7.45.8) Reasons for change

Select all that apply

☒ Change in renewable energy consumption

☒ Change in revenue

☒ Unidentified

(7.45.9) Please explain

Kohl's experienced a decrease in revenue compared to 2024, with an increase in emissions due to reduced procurement of renewable energy. This led to an increase in emissions intensity.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☒ Waste

(7.52.2) Metric value

101081

(7.52.3) Metric numerator

Tons Recycled

(7.52.4) Metric denominator (intensity metric only)

Tons Landfilled

(7.52.5) % change from previous year

1.8

(7.52.6) Direction of change

Select from:

☒ Decreased

(7.52.7) Please explain

Waste diverted from landfill across the store, distribution and corporate portfolio. Decrease driven by location closures. Intentional inventory reductions led to fewer shipping cartons, reducing the volume of recyclable cardboard and plastic available. In addition, one-time impacts from store and E-commerce Fulfillment Center (EFC) closures contributed to temporary landfill volume increases.

Row 2

(7.52.1) Description

Select from:
☒ Energy usage

(7.52.2) Metric value

74

(7.52.3) Metric numerator

one-thousand British thermal units (k BTu)

(7.52.4) Metric denominator (intensity metric only)

Square Foot

(7.52.5) % change from previous year

4.1

(7.52.6) Direction of change

Select from:
☒ Increased

(7.52.7) Please explain

Energy use intensity across Kohl's facilities. CY2025 reference: 74 kBTU/sq ft; a 34% reduction against the 2008 baseline.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☒ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

[SBTi Near-Term Approval Letter.pdf](#)

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

11/01/2023

(7.53.1.6) Target coverage

Select from:

- ☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- ☒ Carbon dioxide (CO₂)
- ☒ Methane (CH₄)
- ☒ Nitrous oxide (N₂O)
- ☒ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3

(7.53.1.9) Scope 2 accounting method

Select from:

- ☒ Market-based

(7.53.1.10) Scope 3 categories

Select all that apply

- | | |
|--|---|
| ☒ Scope 3, Category 2 – Capital goods | ☒ Scope 3, Category 4 – Upstream transportation and distribution |
| ☒ Scope 3, Category 6 – Business travel
Scope 1 or 2) | ☒ Scope 3, Category 3 – Fuel- and energy- related activities (not included in |
| ☒ Scope 3, Category 7 – Employee commuting | |
| ☒ Scope 3, Category 1 – Purchased goods and services | |
| ☒ Scope 3, Category 5 – Waste generated in operations | |

(7.53.1.11) End date of base year

12/31/2021

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

48959

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

337593

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

6232137

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

199993

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

111871

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

270268

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

24315

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

2030

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

178073

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

7018687.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

7405239.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

82

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

83

(7.53.1.54) End date of target

12/31/2031

(7.53.1.55) Targeted reduction from base year (%)

32

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

5035562.520

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

53956

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

284726

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

3264448

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

106458

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

66190

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

205539

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

27101

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

6688

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

112940

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

3789364.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

4128046.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

138.30

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Organization-wide. Scope 3 coverage is Categories 1–7, Categories 8–15 are outside the target boundary. Land-related emissions are excluded.

(7.53.1.83) Target objective

Kohl's Corporation commits to reduce absolute scope 1 and 2 GHG emissions, and absolute scope 3 GHG emissions from purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting 32% by 2031 from a 2021 base year

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Kohl's largest source of emissions is Scope 3 Category 1 (purchased goods and services). Progress is driven by supplier engagement and primary-data collection through the Higg Index, continued energy-efficiency capital investment (LED and HVAC), renewable-electricity procurement, and freight-efficiency measures.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ Yes

Row 2

(7.53.1.1) Target reference number

Select from:

☒ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☒ No, but we are reporting another target that is science-based

(7.53.1.5) Date target was set

12/31/2019

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Carbon dioxide (CO₂)

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☒ Location-based

(7.53.1.11) End date of base year

12/31/2014

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO₂e)

39446

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO₂e)

767718

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

807164.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2025

(7.53.1.55) Targeted reduction from base year (%)

50

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

403582.000

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

53956

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

281759

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

335715.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

116.82

(7.53.1.80) Target status in reporting year

Select from:

☒ Achieved and maintained

(7.53.1.82) Explain target coverage and identify any exclusions

Organization-wide, covering all known Scope 1 and Scope 2 operations. Land-related emissions and all Scope 3 sources are outside the target boundary.

(7.53.1.83) Target objective

Reduce combined Scope 1 and Scope 2 greenhouse gas emissions by 50% against a 2014 baseline by 2025.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ Yes

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

LED lighting retrofits; high-efficiency HVAC replacement; on-site solar generation; renewable electricity procurement (unbundled RECs, rooftop-solar PPAs, community choice aggregation and a green tariff).

Row 3

(7.53.1.1) Target reference number

Select from:

☒ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

SBTi Near-Term Approval Letter.pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

11/01/2023

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- ☒ Carbon dioxide (CO2)
- ☒ Methane (CH4)
- ☒ Nitrous oxide (N2O)
- ☒ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

- ☒ Location-based

(7.53.1.11) End date of base year

12/31/2021

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

48959

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

337593

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

386552.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2031

(7.53.1.55) Targeted reduction from base year (%)

46

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

208738.080

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

53956

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

284726

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

338682.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

26.92

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Organization-wide, covering all Scope 1 and Scope 2 (direct-operations) emissions. This is the direct-operations component of Kohl's SBTi-validated near-term target; Scope 3 is addressed by Abs 2.

(7.53.1.83) Target objective

Reduce absolute emissions from direct operations (Scope 1 and Scope 2) 46% by 2031 against a 2021 base year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Continued LED retrofits (40 stores in CY2025; 85% of the fleet retrofitted), high-efficiency HVAC replacement (34 stores in CY2025), expansion of on-site solar (176 arrays), and renewable-electricity procurement.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ Yes

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

- ☒ Targets to increase or maintain low-carbon energy consumption or production
- ☒ Other climate-related targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

- ☒ Low 1

(7.54.1.2) Date target was set

12/31/2019

(7.54.1.3) Target coverage

Select from:

- ☒ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

- ☒ All energy carriers

(7.54.1.5) Target type: activity

Select from:

☒ Consumption

(7.54.1.6) Target type: energy source

Select from:

☒ Low-carbon energy source(s)

(7.54.1.7) End date of base year

12/31/2008

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

135000

(7.54.1.9) % share of low-carbon or renewable energy in base year

0

(7.54.1.10) End date of target

12/31/2025

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

10

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

7.04

(7.54.1.13) % of target achieved relative to base year

70.40

(7.54.1.14) Target status in reporting year

Select from:

☒ Expired

(7.54.1.16) Is this target part of an emissions target?

Yes — it supports Abs 1 (Scope 1+2, -50% by 2025) and Abs 3.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☒ Other, please specify :U.S. Department of Energy's Better Building Challenge AND Better Climate Challenge.

(7.54.1.19) Explain target coverage and identify any exclusions

Organization-wide commitment to increase the share of low-carbon energy in total energy consumption.

(7.54.1.20) Target objective

Climate action goal focused on the reduction of greenhouse gas emissions and the increase of renewable energy use.

[Add row]

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:

☒ Oth 1

(7.54.2.2) Date target was set

12/30/2019

(7.54.2.3) Target coverage

Select from:

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Energy consumption or efficiency

☒ Other energy consumption or efficiency, please specify :kBtu

(7.54.2.7) End date of base year

12/31/2008

(7.54.2.8) Figure or percentage in base year

111

(7.54.2.9) End date of target

12/31/2025

(7.54.2.10) Figure or percentage at end of date of target

77

(7.54.2.11) Figure or percentage in reporting year

74

(7.54.2.12) % of target achieved relative to base year

108.8235294118

(7.54.2.13) Target status in reporting year

Select from:

☒ Achieved and maintained

(7.54.2.15) Is this target part of an emissions target?

Yes — it supports Abs 1 (Scope 1+2, -50% by 2025).

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ Other, please specify :U.S. Department of Energy's Better Building Challenge AND Better Climate Challenge

(7.54.2.18) Please explain target coverage and identify any exclusions

Company-wide coverage with a focus on reducing energy consumption. Includes Kohl's facilities only.

(7.54.2.19) Target objective

Reduce energy consumption 30% at Kohl's facilities against a 2008 baseline by 2025.

(7.54.2.21) List the actions which contributed most to achieving this target

LED lighting retrofits across the store fleet (85% of stores retrofitted by the end of CY2025); high-efficiency HVAC replacement; building-management and energy-performance monitoring under the DOE Better Buildings Challenge.

[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

	Emissions reduction initiatives that were active within the reporting year
	Select from: ☒ Yes

[Fixed row]

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	0	
To be implemented	0	0
Implementation commenced	0	0
Implemented	4	7033.96
Not to be implemented	0	

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy generation

☒ Solar PV

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

4047.96

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ <1 year

(7.55.2.9) Comment

Kohl's began investing in solar in 2007 and maintains a commitment to renewable energy use through the purchase and production of renewable energy credits (RECs).

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☒ Lighting

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

1242

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

1195192

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

(7.55.2.7) Payback period*Select from:*☒ 4-10 years**(7.55.2.8) Estimated lifetime of the initiative***Select from:*☒ 6-10 years**(7.55.2.9) Comment**

40 LED retrofits completed in CY2025, saving more than 4.9 million kWh annually. By the end of CY2025, 85% of stores had received LED retrofits across the majority of their floor plans.

Row 3**(7.55.2.1) Initiative category & Initiative type**

Energy efficiency in buildings

☒ Heating, Ventilation and Air Conditioning (HVAC)**(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)**

320

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur*Select all that apply*☒ Scope 2 (location-based)☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

131070

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

19259303

(7.55.2.7) Payback period

Select from:

☒ 11-15 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 11-15 years

(7.55.2.9) Comment

In 2025, 34 stores received an HVAC system replacement for optimum efficiency, where it is estimated each unit is 15% more energy efficient than the unit it replaced. To calculate monetary savings, a national average commercial electricity rate of 0.1285 was applied to the energy savings.

Row 4

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☒ Customer engagement

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

1424

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

(7.55.2.9) Comment

At the end of CY2025 Kohl's had more than 393 EV charging ports across 165 locations. The ports powered over 3.6 million miles of driving and avoided nearly 160,000 gallons of gasoline annually. Installation cost is borne by a third-party charging partner.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☒ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Kohl's complies with all required environmental regulatory requirements and standards.

Row 2

(7.55.3.1) Method

Select from:

☒ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

Kohl's prioritizes budgets related to energy efficiency investment by analyzing energy use, footprints, and projects with short payback periods and high potential for GHG emissions reductions. It also seeks external funding sources like federal or state grants.

Row 3

(7.55.3.1) Method

Select from:

- ☒ Dedicated budget for energy efficiency

(7.55.3.2) Comment

Budgets for specific activities impacting emission performance are allocated, including internal energy efficiency investment strategies and strategic partnerships aimed at Scope 3 footprint reduction.

[Add row]

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

- ☒ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

- ☒ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

- ☒ Other, please specify :EPA ENERGY STAR Certification

(7.74.1.3) Type of product(s) or service(s)

Other

- ☒ Other, please specify :Energy Star Certified products

(7.74.1.4) Description of product(s) or service(s)

Kohl's offers a range of smart home products, including Energy Star certified products like dishwashers, dehumidifiers and fans.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

Row 2

(7.74.1.1) Level of aggregation

Select from:

☒ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ Other, please specify :ENERGY STAR Calculations

(7.74.1.3) Type of product(s) or service(s)

Power

☒ Other power, please specify :Smart Thermostats

(7.74.1.4) Description of product(s) or service(s)

Smart thermostats sold through Kohl's home category.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

Row 3

(7.74.1.1) Level of aggregation

Select from:

☒ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ Other, please specify :EPA Greenhouse Gas Equivalencies Calculator

(7.74.1.3) Type of product(s) or service(s)

Other

☒ Other, please specify :Electric Vehicle Charging Stations

(7.74.1.4) Description of product(s) or service(s)

Customer EV charging at Kohl's stores — 393 charging ports across 165 locations at the end of CY2025, powering over 3.6 million miles of driving.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☒ Other, please specify :EPA GHG Equivalencies Calculator — electricity drawn at Kohl's chargers converted to emissions avoided against an equivalent gasoline vehicle.

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☒ Use stage

(7.74.1.8) Functional unit used

Emissions avoided by charging an electric vehicle at a Kohl's charging port versus fueling an equivalent internal-combustion vehicle.

(7.74.1.9) Reference product/service or baseline scenario used

A passenger vehicle refueled with gasoline at a conventional filling station.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☒ Use stage

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

1424

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

A total of 3,617,885 kWh were drawn from Kohl's stations in 2025 - using the EPA Greenhouse Gas Equivalencies Calculator with no assumed zip code, this translates to 1,424 MTCO2e saved. In CY2025 the network powered over 3.6 million miles of driving and avoided nearly 160,000 gallons of gasoline.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☒ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☒ Land/water management

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☒ No, we do not use indicators, but plan to within the next two years

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity
Legally protected areas	Select from: ☒ Not assessed
UNESCO World Heritage sites	Select from: ☒ Not assessed
UNESCO Man and the Biosphere Reserves	Select from: ☒ Not assessed
Ramsar sites	Select from: ☒ Not assessed
Key Biodiversity Areas	Select from: ☒ Not assessed
Other areas important for biodiversity	Select from: ☒ Not assessed

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☒ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Target-setting methodology

(13.1.1.3) Verification/assurance standard

General standards

☒ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Kohl's Scope 1, 2, and 3 emissions targets are aligned with the Science Based Targets initiative (SBTi).

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Kohl's Near-Term Target Validation Report (1).pdf

[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

(13.2.1) Additional information

Scope 3 methodology. During CY2025 we refined the calculation methodology for Category 1 (purchased goods and services) and Category 9 (downstream transportation and distribution). Past-year series (CY2021–CY2024) is reported on the previous methodology and the base year has not yet been recalculated because we do not have the data yet, but plan to recalculate next year.

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

SVP Risk and Compliance and Director of Enterprise Risk, Audit & ESG

(13.3.2) Corresponding job category

Select from:

☒ Business unit manager

[Fixed row]

