

Kohl's UN SDG Index

We recognize the importance of the United Nations 2030 Agenda for Sustainable Development. The UN Sustainable Development Goals (SDGs) call on governments, business and civil society organizations to address the most urgent problems facing our world today. The goals urge all sectors of society to drive greater participation and leadership, and invest more resources into solutions that reduce inequality and tackle the escalating climate emergency. We have aligned our disclosures with the UN SDG targets and we're proud to share how we're taking action to contribute to those that most align with our ESG priorities. All data is for FY2025 ending January 31, 2026, unless otherwise noted.

SDG	METRIC	GOVERNANCE	SDG TARGET
3 GOOD HEALTH AND WELL-BEING 	Ensure healthy lives and promote well-being for all at all ages.	• Kohl's believes healthy communities help support healthy families, so we give back to our communities with resources, talent, and time. • Through the sale of Kohl's Cares Goods For Good® merchandise and the generosity of our customers, we donated more than \$8 million in 2025, bringing our total contributions since inception to more than \$450 million. • We support associate well-being through Healthy Rewards, on-site Wellness Center, and Be Well at Kohl's, which provides resources and benefits focused on mental health. • Kohl's is a proud national partner of Boys & Girls Clubs of America, the National Alliance on Mental Illness, and Alliance for a Healthier Generation, supporting family health and wellness including mental health. • We look to phase out potentially harmful chemicals or chemicals of concern, as appropriate, that may impact human health or the environment and identify and transition to safer alternatives. Our Restricted Substance List limits or prohibits more than 160 chemicals, and we require suppliers to adhere to the ZDHC Manufacturing Restricted Substances List, which restricts more than 250 chemicals. See our Chemical Management Policy for more information. See our Chemical Management Policy for more information. Please see the 2025 Kohl's Cares Report — Our Commitment to Associates (4), Philanthropy (5), Chemical Management & Product Safety (23)	3.4, 3.8, 3.9 Related Targets: 2.1, 3.8, 4.2, 10.2
	4 QUALITY EDUCATION 	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. • Kohl's is committed to supporting our associates' personal and professional growth by offering a broad range of development opportunities across all levels. • Being resourceful is one of our four core values. We learn continuously — we experiment, build skills, and gain inspiration from inside and outside of our walls, and focus on progress over perfection. • From onboarding through leadership development, we support associate growth through live workshops, on-demand skills training, team-specific courses, executive coaching, and targeted development programs tailored to different career stages. • We provide a 10% tuition discount at Learning Care Group centers to our associates nationwide, and offer fully funded tuition for high school completion and undergraduate degrees for full-time and eligible part-time associates. Please see the 2025 Kohl's Cares Report — Our Commitment to Associates (3–4)	4.2, 4.3, 4.4, 4.7 Related Targets: 8.3, 10.2

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SDG	METRIC	GOVERNANCE	SDG TARGET
5 GENDER EQUALITY 	Achieve gender equality and empower all women and girls.	• One of Kohl's priorities as a company is to reflect our values of being a welcoming, respectful, and inclusive company for all of our associates and all of the customers we serve. • We strive to attract, develop, and engage a workforce that reflects a range of backgrounds, perspectives, and lived experiences, which strengthens how we serve our customers. • We have approximately 85,000 associates across the country, of whom 76% are female, and 23% are male. (1% of associates do not disclose gender). • We offer paid parental leave at 100% for both our hourly and exempt associates, and associates living near our corporate headquarters have access to an on-site childcare center supporting up to 450 children. • Business Partners are expected to ensure that female workers receive equal treatment in all aspects of employment; our Terms of Engagement expressly address discrimination, disciplinary practices, and women's rights. • Our Women of Kohl's Business Resource Group brings associates together to establish a supportive network and inspire career growth among women. • Our approach to human rights is guided by internationally recognized principles including the United Nations Women's Empowerment Principles. Please see the 2025 Kohl's Cares Report — Our Commitment to Associates (4), Inclusion & Belonging (6), Ethics & Governance (18), Social Supply Chain Management (19) Kohl's Terms of Engagement Kohl's Code of Ethics Kohl's Global Human Rights Policy	5.1, 5.2, 5.4, 5.5
6 CLEAN WATER AND SANITATION 	Ensure availability and sustainable management of water and sanitation for all.	• Our strategic suppliers are specifically audited for their water usage, reflecting a continuing commitment to water reduction that aligns with our minimum score requirements. • Kohl's completed a water risk assessment using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas to map water risks across our global supply chain, and continues to engage vendors in high water-stressed regions to build capacity and reduce consumption. • We design new stores with water efficiency in mind, including low-flow faucets and toilets. Smart irrigation controllers use live weather data to adjust outdoor water usage and reduce irrigation demand. • As a U.S. Department of Energy Better Buildings Water Savings Network Partner, Kohl's works to reduce portfolio-wide water use intensity. • We require all approved facilities producing only-at-Kohl's branded products to complete the Higg Facility Environmental Module (FEM) which assesses water use and wastewater. In CY 2024, 89% of approved facilities completed the assessment, including 92% of Tier 1 suppliers. Please see the 2025 Kohl's Cares Report — 2025 Goals & Progress (8), Water Management (15), Water Scarcity (15), Environmentally Responsible Sourcing (16)	6.1, 6.3, 6.4, 6.6

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7 AFFORDABLE AND CLEAN ENERGY 	Ensure access to affordable, reliable, sustainable and modern energy for all.	• 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. • Kohl's has partnered with the EPA's ENERGY STAR program since 1998. In CY 2025, 97% of our stores maintained ENERGY STAR certification, and three of our retail stores achieved ENERGY STAR NextGen certification. • Kohl's is a proud participant in the U.S. Department of Energy's Better Building Challenge. Based on our 2008 baseline, we achieved a 34% energy reduction in CY 2025. • In CY 2025, an estimated 46,905 megawatt-hours (MWh) of solar energy was used, representing nearly 6% of the electricity used to power our business. As of CY 2025, Kohl's hosted 176 solar arrays across the country, totaling nearly 250,000 solar panels. • In CY 2025, Kohl's completed 40 LED retrofits, which will save more than 4.9 million kilowatt-hours annually; by the end of CY 2025, 85% of our stores had received LED retrofits across the majority of their floor plans. • Kohl's supports customers who drive electric vehicles by offering charging across select store locations. At the end of 2025, we had more than 393 electric vehicle charging ports across 165 locations, powering over 3.6 million miles of driving and saving nearly 160,000 gallons of gasoline annually. Please see the 2025 Kohl's Cares Report — 2025 Goals & Progress (8), Energy Efficiency (11), Renewable Energy & EV Charging (12) Kohl's CDP Response	7.2, 7.3
8 DECENT WORK AND ECONOMIC GROWTH 	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	• Kohl's believes that an inclusive and productive workforce that serves a broad base of customers will help drive our business forward. We are committed to our Inclusion and Belonging strategy, which focuses on Our People, Our Customers, and Our Community. • In 2025, the average hourly wage of full-time store and distribution center associates was \$20.32, and the average hourly wage of all store and distribution center associates was \$16.61; all hourly start rates are well above the federal minimum wage. Eligible associates receive a 100% match on up to 5% of base pay through the Kohl's 401(k) Savings Plan. • We integrate social and environmental factors into our procurement practices for proprietary branded products. • Kohl's leverages multiple tools within the Higg Index to deliver a holistic overview that empowers us to make meaningful improvements that protect the well-being of factory workers, local communities, and the environment. • Kohl's maintains strict requirements that Business Partners must not use bonded labor, indentured labor, prison labor, forced labor or labor acquired through slavery or human trafficking in the purchasing of materials, manufacture or finishing of products. • Kohl's participates in the ILO's Better Work Vietnam, Nicaragua, and Indonesia programs and has been a member of Nirapon since 2019, supporting labor standards and worker safety in export garment industries. Please see the 2025 Kohl's Cares Report — Our Commitment to Associates (4), Inclusion & Belonging (6), Environmentally Responsible Sourcing (16), Social Supply Chain Management (19), Identifying Human Rights Risks (20), Governance & Oversight (22) Kohl's Terms of Engagement Kohl's Code of Ethics Kohl's Global Human Rights Policy Kohl's Environmental Policy	8.3, 8.4, 8.5, 8.7, 8.8 Related Targets: 10.4

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 10 REDUCED INEQUALITIES	Reduce inequality within and among countries.	• Our workforce, comprised of individuals with different backgrounds, perspectives, and lived experiences, is an advantage that leads to greater innovation and collaboration and helps us achieve our business objectives. • Since 2022, Kohl's Cares has committed more than \$17 million to support organizations serving a wide range of communities, including Asian American, Native Hawaiian and Pacific Islander, BIPOC, LGBTQIA+, people with disabilities, veterans and active military members, and women. • Kohl's strives to be purposeful in attracting, growing and engaging a workforce comprised of different backgrounds, perspectives, and lived experiences, which helps us serve a broad base of customers. • We strive to celebrate our differences and help more customers see themselves reflected in our brands, including through adaptive, size-inclusive mannequins with various skin tones and inclusive marketing imagery. • Kohl's is committed to ethical sourcing practices and expects its Business Partners to demonstrate the same commitment. • Kohl's cultivates connection and engagement within eight Business Resource Groups, encompassing more than 7,800 unique members and open to all associates. Please see the 2025 Kohl's Cares Report — Inclusion & Belonging (6), Social Supply Chain Management (19)	10.2, 10.3, 10.4
 11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable.	• We believe healthy communities help support healthy families, so we give back to our communities with resources, talent, and time. • Kohl's was founded in the Milwaukee area more than 60 years ago, and it continues to be the hometown of our corporate headquarters today. We support the local community through sustained philanthropic investment, committing more than \$165 million to Milwaukee nonprofits over time, including more than \$7 million in 2025. • Kohl's is a Signature Sponsor of Boys & Girls Clubs of America's (BGCA) annual Youth of the Year program. Kohl's Cares has committed more than \$18 million total to BGCA since 2017. • Our eight Business Resource Groups (BRGs) encompass more than 7,800 unique members and are a key component in recognizing and fostering our culture of inclusion and belonging. • We continually seek new ways to eliminate waste and empower our community to recycle effectively. Through initiatives such as plastic and cardboard recycling, hanger recovery, and fabric-scrap repurposing, Kohl's achieved an 80.6% landfill diversion rate in CY 2025. • None of Kohl's landfilled waste is hazardous; hazardous materials across operations are collected and disposed of separately in accordance with U.S. regulatory requirements. Please see the 2025 Kohl's Cares Report — Philanthropy (5), Inclusion & Belonging (6), Waste Management (13)	11.1, 11.4, 11.5, 11.6, 11.7 Related Targets: 6.6, 10.2, 15.5

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 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns.	• Through collaboration with our associates, vendors, and customers, we continue to support our sustainability initiatives across the key areas of climate action, waste and recycling, and responsible sourcing. • Kohl's is committed to supporting responsible practices throughout our value chain to help manage and reduce our impact on climate, water, materials, resources, and chemicals. • Kohl's works to incorporate more sustainable solutions into the packaging beginning at the design stage. In 2025, nearly 100% of our estimated 1.5 million pounds of branded apparel packaging paper was converted to Forest Stewardship Council-certified paper; 84% of apparel and accessories packaging was sourced with certified or recyclable content; and 95% of garment labels were sourced with certified recycled content. • As of CY 2025, 98% of our proprietary brand textile towels, curtains, and rugs are MADE IN GREEN or STANDARD 100 by OEKO-TEX®. • As of CY 2025, 82% of cotton used for Kohl's proprietary brands was responsibly sourced, and 100% of only-at-Kohl's brand denim is responsibly sourced cotton. • In CY 2025, 17% of Kohl's proprietary brand polyester styles contained recycled polyester. • Kohl's continues to provide customers with responsible products that include sustainable attributes, which are indicated on tags, packaging, and online product descriptions. Please see the 2025 Kohl's Cares Report — Environmental Performance (7), 2025 Goals & Progress (8), Packaging (14), Raw Material Sourcing (17) Kohl's Chemical Management Policy Kohl's Restricted Substance List ZDHC MRSL List Kohl's Environmental Policy Kohl's Responsible Forest Policy	12.2, 12.4, 12.5, 12.6, 12.7

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13 CLIMATE ACTION 	Take urgent action to combat climate change and its impacts.	• Kohl's joined the Science Based Targets initiative in 2021 and has developed and validated Scope 1, 2, and 3 greenhouse gas emissions reduction targets based on climate science. • Based on a 2014 baseline and methodology, at the end of CY 2025 Kohl's achieved a 58.46% reduction in Scope 1 and 2 emissions, exceeding our 2025 goal of a 50% reduction and including a 21% reduction since 2019. • Greenhouse gas emissions are verified annually by third parties in accordance with ISO 14064-3:2019. • Our fleet is managed by vendor partners held to high standards through vetting and tracking; we also operate three fully electric yard trucks at our California Distribution Center, and our California fleet is compliant with the California Air Resources Board • Kohl's is a shipper partner of the U.S. EPA SmartWay Transport Program. In 2025, 100% of our domestic shipping mileage was driven by SmartWay members, and rail carries 63% of our inbound freight loads. • Kohl's is a partner in the U.S. Department of Energy's Better Climate Challenge, through which we share emissions reduction progress and strategies. • Kohl's nominated vendor and facility partners producing Kohl's proprietary brands to complete training on Climate Change and Greenhouse Gas Emission, alongside human rights, environmental sustainability, and supply chain security modules. Please see the 2025 Kohl's Cares Report — 2025 Goals & Progress (8), Climate Change (10), Renewable Energy & EV Charging / Logistics (12), Governance & Oversight (22) Kohl's 2025 TCFD Kohl's CDP Response	13.1, 13.3