

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 FY2024 ending February 1, 2025, 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 \$12 million in 2024, bringing our all-time total to over \$440 million. - We're proud of the ways we contribute to our associates' total well-being year-round, including Healthy Rewards, Wellness Centers, and Be Well at Kohl's, which provides resources, benefits, offerings, and more for associates and their families that focus on mental health. - In 2024, Kohl's donated \$2 million to 80 nonprofits nationwide through the Kohl's Cares® National Giveback Initiative in support of improving family health and wellness. Kohl's continues to be a proud national partner of Boys & Girls Clubs of America, Alliance for a Healthier Generation and National Alliance on Mental Illness. - 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. See our Chemical Management Policy for more information. Please see the 2024 Kohl's Cares Report - CEO Letter (3), Our Commitment to Associates (6), Philanthropy (8)	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. We learn from successes, and setbacks and focus on progress over perfection. - From initial onboarding to high-potential leadership development, we believe in training and career growth for our associates. We offer a variety of development opportunities, ranging from live workshops to on-demand skills training to team-specific courses. - We provide a 10% tuition discount at any Learning Care Group center for children ages birth to 12 and offer full-time and eligible part-time associates fully funded tuition for high school completion and undergraduate degrees. Please see the 2024 Kohl's Cares Report - Our Commitment to Associates (5-6)	4.2, 4.3, 4.4, 4.7 Related Targets: 8.3, 10.2

Kohl's UN SDG Index

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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 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 have approximately 96,000 associates across the country, of whom 67% are female, and 33% are male. • Business Partners are expected to ensure that female workers receive equal treatment in all aspects of employment. • Our Women of Kohl's Business Resource Group brings associates together to establish a supportive network and inspire career growth among women. Please see the 2024 Kohl's Cares Report - Inclusion & Belonging (9) Kohl's Terms of Engagement Kohl's Code of Ethics Kohl's Global Human Rights Policy Kohl's Corporate Website	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, which aligns with our minimum score requirements. • Kohl's continues to engage with its vendors, especially those located in high water-stressed regions, to build their capacity, identify opportunities to reduce water consumption and promote best practices. • We design new stores to manage water usage accordingly, including using low-flow faucets and toilets. Smart irrigation controllers that use live weather data to adjust outdoor water usage have lowered irrigation water use. Together, these measures help reduce water usage at locations throughout the country. • As a U.S. Department of Energy Better Buildings Water Savings Network Partner, we strive to decrease our portfolio-wide source water use intensity (WUI) and to increase the percent improvement compared to a set baseline. • 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. • 99% of Tier 1 and Beyond Tier 1 suppliers are in compliance with wastewater discharge permits and/or contractual agreements. Please see the 2024 Kohl's Cares Report - 2025 Goals & Progress (14), Waste Management (23-25)	6.1, 6.3, 6.4, 6.6

Kohl's UN SDG Index

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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 was selected as a CY 2024 ENERGY STAR Partner of the Year winner for Sustained Excellence for the 13th consecutive year, which is an honor reserved for ENERGY STAR partners demonstrating outstanding leadership year over year. • As part of our commitment to reducing our carbon footprint through energy reduction, we increased the number of ENERGY STAR-certified stores to 98% in CY 2024. • 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 35% energy reduction in CY 2024. • In CY 2024, an estimated 56,757 megawatt-hours (MWh) of solar energy was used, meaning nearly 7% of the electricity we used to power our business came from renewable sources. • As of CY 2024, we host 177 solar arrays around the country, totaling nearly 250,000 solar panels and three solar trees. • In CY 2024, we completed six new solar installation projects across Illinois, which increased Kohl's installed solar capacity by 6.72% to 51.2 megawatts. • Kohl's is committed to accelerating the adoption of electric vehicles by expanding charging networks across our locations. At the end of 2024, we had more than 386 electric vehicle charging spots/ports spread across 169 locations. The charging we provide powers over 3.9 million miles of driving and saves nearly 175,000 gallons of gasoline annually. Please see the 2024 Kohl's Cares Report - Climate Change (15), Energy Efficiency (17-18) Kohl's CDP - Climate Change 2024	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 2024, we continued to foster growth, innovation, and opportunity by actively sourcing suppliers for our corporate supply chain. Through strategic collaboration, we aim to build an ecosystem that drives mutual business success and strengthens the communities we serve. • We integrate social and environmental factors into our procurement selection process for only-at-Kohl's 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. Please see the 2024 Kohl's Cares Report - Inclusion & Belonging (9, 11), Environmentally Responsible Sourcing (25, 27) 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

Kohl's UN SDG Index

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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 committed more than \$15 million in support of diverse communities, including Asian American, Native Hawaiian and Pacific Islander (AANHPI), 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 champion the value and strength of our differences to foster a workplace of inclusion and belonging. • We strive to celebrate our differences and help more customers see themselves reflected in our brands. We're focused on offering culturally relevant products and designs that are meaningful to our customer base. • Kohl's is committed to ethical sourcing practices and expects its Business Partners to demonstrate the same commitment. Please see the 2024 Kohl's Cares Report - CEO Letter (3), Inclusion & Belonging (9-11)	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. • In 2024, Kohl's donated \$2 million to 80 nonprofits nationwide through the Kohl's Cares® National Giveback Initiative in support of improving family health and wellness. Additionally, more than \$500,000 in total was donated to more than 25 nonprofits in Milwaukee and Waukesha counties through the Kohl's Cares Hometown Giving Program. • Kohl's started in the Milwaukee area more than 60 years ago, and it continues to be the hometown of our corporate headquarters today. Throughout our history, we've committed more than \$160 million to Milwaukee nonprofits, including more than \$7 million in 2024. • Kohl's is a Signature Sponsor of Boys & Girls Clubs of America's (BGCA) annual Youth of the Year program, further illustrating the company's support of youth across the nation. Kohl's Cares has committed more than \$15 million total to BGCA since 2017. • Our eight Business Resource Groups (BRGs) encompass more than 8,500 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, and beauty product and fabric scrap repurposing, we achieved an 82.4% diversion rate in CY 2024. • Our regulated materials management program verifies that our stores, distribution centers, e-fulfillment centers, and corporate offices utilize authorized and compliant disposal and recycling methods, which helps provide a safe and healthy environment for our customers and associates. Please see the 2024 Kohl's Cares Report - Philanthropy (8), Inclusion & Belonging (9), Waste Management (20)	11.1, 11.4, 11.5, 11.6, 11.7 Related Targets: 6.6, 10.2, 15.5

Kohl's UN SDG Index

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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. • Product packaging can significantly impact the environment, and we are committed to taking steps to reduce our impact. Starting at the design stage, we are mindful of incorporating sustainable solutions into packaging. During development, we strongly encourage our suppliers to offer certified, recycled, recyclable, or reusable materials. • 100% of our only-at-Kohl's brand textile towels, sheets, curtains, and rugs are MADE IN GREEN or STANDARD 100 by OEKO-TEX®. • As of CY 2024, 91% of cotton used for only-at-Kohl's brands was responsibly sourced, and 100% of only-at-Kohl's brand denim is responsibly sourced cotton. • In 2024, 22% of only-at-Kohl's brand styles were made primarily with polyester containing 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 2024 Kohl's Cares Report - Environmental Sustainability (13), Waste Management (22), Environmentally Responsible Sourcing (29) Chemical Management Policy Restrictive Substance List ZDHC MSRL List Environmental Policy	12.2, 12.4, 12.5, 12.6, 12.7
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts.	• Through SBTi, we have developed and validated scope 1, 2, and 3 greenhouse gas (GHG) emissions reduction targets based on climate science. • Based on a 2014 baseline and methodology, at the end of CY 2024, we achieved a total 54.94% reduction in our Scope 1 and 2 emissions. • Our fleet is managed by vendor partners who are held to high standards through vetting and tracking their sustainable practices. We continually work to improve our fleet's environmental performance to reduce vehicle emissions. • Kohl's is a shipper partner of the U.S. EPA SmartWay Transport Program. SmartWay partners share a vision to move materials, supplies, and goods in ways that protect the environment, enhance our nation's energy security, and foster economic vitality. In 2024, 100% of our domestic shipping mileage was driven by SmartWay members. • Kohl's nominated all vendor and facility partners producing only-at-Kohl's brands in apparel, home textiles, footwear, and accessories to complete training modules covering the following topics: Climate Change and Action in the Industry, Introduction to GHG Emissions (Scope 1, 2, 3), Principles of GHG Accounting, Target Setting and Low-carbon Solutions (Efficiency and Renewables). Please see the 2024 Kohl's Cares Report - Climate Change (16, 19), Environmentally Responsible Sourcing (26) Kohl's 2024 TCFD Kohl's CDP - Climate Change 2024	13.1, 13.3