Kohl's Cybersecurity & Privacy Statement

As part of our vision to be the most trusted retailer of choice for the active and casual lifestyle, we believe trust is critical to our brand. An important part of that trust is how we treat the personal information we collect.

Privacy: We understand that customers, associates and business partners entrust their personal information with us, and we have a responsibility to those individuals to respect their privacy rights. Our Privacy Policy provides transparency into the information we collect, how we use that information and our commitment to follow all applicable laws governing that information. Additionally, our privacy program ensures individuals' privacy rights are fulfilled to the extent required by law. Our cross-functional Privacy Committee is responsible for identifying and managing privacy risks, with oversight from senior leaders in Risk and Compliance, Technology, Financial Services, Marketing and Legal.

Cybersecurity: We consider all personal information as a critical asset and have a robust cybersecurity program to protect those assets accordingly. Our cybersecurity program is tied to industry frameworks, requires training for all associates and includes a comprehensive breach response plan.

Audits & Assessments: The Enterprise Risk Services (ERS) department reports to the Chief Risk & Compliance Officer and serves as an independent audit function for the company. This internal team conducts cybersecurity, privacy and environmental assessments and audits. These audits include, but are not limited to SOX, PCI, access controls, and other processes supporting IT infrastructure and applications. The ERS department performs audits across a variety of other compliance topics including employment, financial, credit, and environmental control areas to assess compliance with regulations and internal policies.

Annual Training: We require associates to take annual ethics training, which is refreshed each year to cover relevant topics. Key concepts reinforced during training include making ethical decisions, reporting concerns openly or anonymously, and adhering to company guidelines including information security, privacy, and other technology policies. The training helps connect ethics to an associate's day-to-day job responsibilities and promotes honesty, integrity and fairness. We also require managers to complete an annual training to understand the role they play in upholding Kohl's ethical culture, leading with integrity, and creating a work environment that reflects our Code of Ethics.

To learn more, please see our [Privacy Policy](#) and [Code of Ethics](#)