

Environmental, Social & Governance Report



Sustainable Solutions Help Build a Better Future

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

4M pounds of plastic film, bags and wrap recycled

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

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

2025 SUSTAINABILITY GOALS PROGRESS

Climate change



39% reduction in energy consumption since 2008



164 solar + wind locations



101 EV charging locations

Sustainable Sourcing



80% of facilities have completed the Higg Index Environmental Module

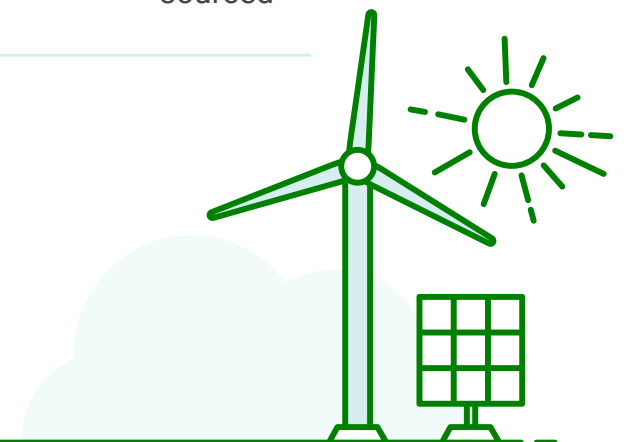


18% of cotton sustainably sourced

Waste & Recycling



85% of waste diverted from landfills



AWARDS & RECOGNITIONS



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



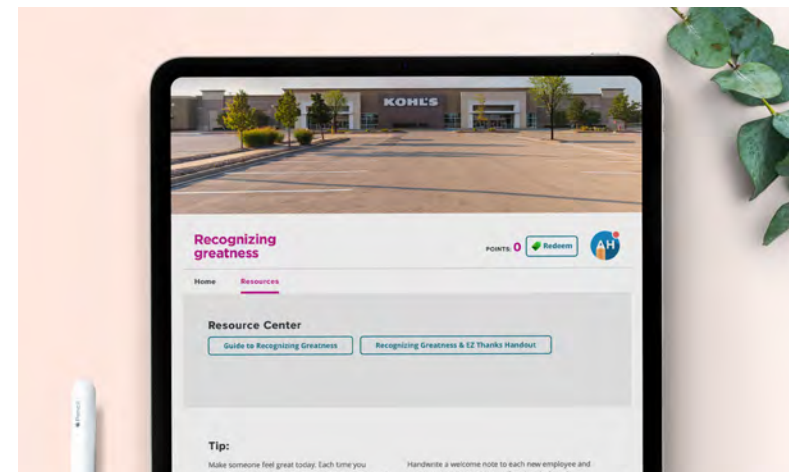
It Starts with Kohl's Associates



ATTRACTING TOP TALENT

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

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



CULTURE OF APPRECIATION

2M+ Recognizing Greatness submissions since program launched



Empowering More Families Through Equity, Diversity & Inclusion



8
Business Resource Groups
with 7.5K members

Launched required unconscious bias training to full company

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

Launched in-house Diversity Design Council

Nearly a dozen new diverse-owned brands

Launched Supplier Diversity Council

DIVERSITY & INCLUSION PLEDGE FOR PROGRESS

 **Our People**

 **Our Customers**

 **Our Community**

AWARDS & RECOGNITIONS



Healthy Communities Help Support Healthy Families

KOHL'S CARES



\$1.8M
in products
donated to support
COVID19



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



\$11M
for communities
in 2020

NATIONAL PARTNERS



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



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

[READ THE FULL REPORT](#)