Kohl's Corporation - Climate Change 2022

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Kohl's Corporation (Kohl's) was organized in 1988 and is a Wisconsin corporation. Kohl's operates a nationwide store footprint of more than 1,100 off-mall stores and an e-commerce platform (Kohls.com). Kohl's brand portfolio includes both national and private brands that are available only at Kohl's. Kohl's stores and website sell moderately priced active and casual apparel, footwear, accessories, beauty and home products. As part of the company's long-term strategy, Kohl's is building a $2 billion beauty business with our partnership with Sephora.

Kohl's business is built on a strong foundation of more than 65 million customers. Kohl's is uniquely positioned to deliver against its stated vision: to be the most trusted retailer of choice for the active and casual lifestyle. To support this vision, the company designed a strategy to drive top line growth by: becoming a destination for active, casual and beauty for the entire family with an unmatched brand portfolio; creating industry-leading, best-in class loyalty/rewards and Kohl's charge card programs; delivering a differentiated omnichannel experience with our large and growing digital business on Kohls.com and the Kohl's mobile app that is easy and inviting, no matter how our customers want to shop.

ESG stewardship is a key component of the company's strategy and vision and these efforts guide how the business works with its partners, considers the environment, and impacts the lives of its associates, customers, and the community. We are committed to monitoring and reporting our ESG performance and progress, both on our website and in our annual reporting. After a decade of CSR reporting, we have transitioned to an ESG reporting framework and proudly released our second ESG Report in 2021, providing comprehensive updates on achievements and progress in key areas including global climate and sustainability initiatives, energy and carbon, responsible sourcing, philanthropy, and business continuity.

Our Nominating and ESG Committee of Kohl's Board of Directors actively oversees and receives regular updates on our ESG initiatives to understand both risks and growth opportunities, as well as progress made against the company's goals. Our Risk Reduction Committee has climate-related responsibilities, including assessing and managing risks and opportunities, and reports to the full Board on priority risks. The Committee's input on climate-related issues provides key support to the Board. The Risk Reduction Committee includes major C-suite officers for Kohl's: Chief Financial Officer (CFO), Chief Technology Officer (CTO), General Counsel (GC) and Chief People Officer (CPO). The Chief Risk & Compliance Officer (CRCO) is the chair of the Risk Reduction Committee and reports directly to the Chief Executive Officer (CEO) (a board member).

Kohl's demonstrated support for action on climate change and for The Paris Agreement by signing the American Business Act Pledge on Climate Change in 2015. By investing in renewables and LED lighting, creating sustainable business practices, and offering low-carbon transportation options, Kohl's is focused on reducing emissions. Since 2007, Kohl's has set emission goals through CDP reporting and in 2019 the company announced its sustainability goals publicly. In July 2021, Kohl's strengthened its climate leadership by joining the Science Based Targets initiative (SBTi). Through SBTi, Kohl's has committed to align our GHG reduction targets with climate science and the core commitment of the Paris Agreement. Over the next two years, we will work with SBTi to set our new science-based emission reduction targets. In March 2022, at Kohl's Investor meeting, we made a commitment towards reaching Net Zero by 2050.

Although we have taken many steps on our journey of climate risk mitigation, we are working to better understand how to most efficiently implement more resilient business strategies going forward. As part of Kohl's plans, in 2021, we were one of the first companies to join the U.S. DOE Better Climate Challenge, strengthening our commitment to reduce our greenhouse gas emissions, in addition to releasing our first TCFD Disclosure outlining how Kohl's manages climate-related risks into the overall risk management strategy.

Kohl's has been recognized with numerous awards demonstrating our commitment and significant progress implementing our environmental ESG initiatives including: DJSI North America (2018, 2019, 2020, 2021), Ethisphere Institute World's Most Ethical Companies (2019, 2020, 2021, 2022), Barron's Top 100 Most Sustainable U.S. companies (2019, 2020), S&P Global's Sustainability Yearbook (2021), EPA WasteWise Regional Award (2021, 2019), EPA WasteWise National Award (2020, 2018, 2017), EPA Smartway High Performer (2021, 2018), EPA Smartway Excellence Award (2020, 2019, 2017), EPA ENERGY STAR Partner & Sustained Excellence Award (2022-2010), and Top 25 Corporate Users by Solar Energy Industries Association® (SEIA).

C0.2

(C0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	January 1 2021	December 31 2021	No	<Not Applicable>

C0.3

(C0.3) Select the countries/areas in which you operate.

United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	US5002551043

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual(s)	Please explain
Chief Executive Officer (CEO)	As part of the Board, our CEO works with the Risk Reduction Committee and our individual members to address and mitigate risks. Beginning in 2020, we established criteria within our CEO's performance evaluation objectives that are tied to our environmental performance, including promoting an effective sustainability agenda. At the direction of the CEO, Kohl's debuted the company's 2021 Environmental, Social, and Governance (ESG) report, providing comprehensive updates on achievements and progress in key areas including energy and carbon, workplace, diversity and inclusion, philanthropy, supply chain, and business continuity. One example of a climate-related decision made by our CEO within the last two years was during our March 2022 investor meeting, when our CEO formally committed Kohl's to a net zero target by 2050. Also, at the direction of the CEO, Kohl's formally changed its Board Nominating and Governance Committee to the Nominating and ESG Committee in 2021. The Nominating and ESG Committee is responsible for direct oversight, input, and governance over climate-related issues and reviews such progress on a quarterly basis. The Chief Risk and Compliance Officer, who reports directly to the CEO (a board member), has ultimate responsibility for overseeing our climate strategy. As part of the Risk Reduction Committee (RRC), the CRCO is responsible for assessing and managing climate risks and opportunities. The RRC has climate-related responsibilities, including assessing and managing risks and opportunities, and reports to the full Board annually on priority risks. The Committee's input on climate-related issues provides key support to the Board and our CEO, ensuring that climate risks are incorporated into our larger business strategy/operations, w/ needed flexibility to react quickly to address/manage current/emerging risks.
Board-level committee	Board oversight of our climate-related issues is essential to sustain the long-term interests of all stakeholders. In 2021, Kohl's updated our Nominating and Governance Committee to address the board's oversight responsibilities related to the management and performance of climate-related issues. In addition to changing the committee's name to Nominating and ESG Committee, corresponding updates to the committee charter were also made. The Nominating and ESG Committee reviews progress on addressing climate-related issues on a quarterly basis, and the full Board of Directors reviews our progress on addressing climate-related risks at least annually.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – all meetings	Reviewing and guiding strategy Reviewing and guiding major plans of action Reviewing and guiding risk management policies Overseeing major capital expenditures, acquisitions and divestitures Monitoring and overseeing progress against goals and targets for addressing climate-related issues	<Not Applicable>	To address the Board's oversight responsibilities related to climate-related issues, Kohl's changed our Nominating and Governance Committee to the Nominating and ESG Committee and updated the committee charter in 2021. The Committee actively oversees our ESG initiatives to understand both risks and growth opportunities, as well as progress made against the company's goals. The Committee provides quarterly Board oversight of climate-related issues. The Committee reviews progress on climate-related issues on a quarterly basis, and the full Board reviews our progress on climate-related risks at least annually. Kohl's has been focused on climate/emissions for many years and amplified its commitment by making a 2050 net zero commitment in March 2022. Since this announcement, reducing our emissions has become a main focus for our Committee, which is developing a roadmap to achieve this commitment. Kohl's Board of Directors plays a vital role in shaping and supporting our long-term ESG strategies while addressing the Board's oversight responsibilities related to the management and performance of ESG issues, all of which is essential to sustain the long-term interest of all stakeholders. Our Risk Reduction Committee (RRC) allows for collaboration across key departments and includes members of the executive team including the CFO, CTO, CPO, GC, and CRCO. The RRC has climate-related responsibilities, including assessing and managing risks and opportunities. To ensure communication lines on pertinent environmental risks, the CRCO reports directly to the CEO (a board member). The RRC reports to the full Board annually on priority risks, reporting even more regularly to the CEO. The RRC also discusses priority risks with the Audit Committee. The RRC's input on climate-related issues provides key support to the Board and our CEO. Enabling all members of the Board to understand Kohl's overall risk profile & efforts being made to reduce/mitigate/eliminate each risk, as well as ensuring that climate risks are incorporated into our larger business strategy/operations, w/ needed flexibility to react quickly to address/manage current/emerging risks e.g. climate-related. Kohl's leverages a number of different means to monitor/manage risks, strategies & target progress. Kohl's has implemented a robust Environmental Management System (EMS). We also utilize Engie to record & maintain our energy use & GHG emissions that feeds into the ENERGYSTAR Portfolio Manager, to reduce human error associated with calculations, & streamline audit & subsequent ESG reporting processes. Data analytics is continuously evolving for Kohl's. Data provided by the ENERGY STAR Portfolio Manager allows Kohl's to easily identify energy saving opportunities. The team is alerted when a store's score is negatively trending & an investigation begins to determine the specific reason for the change in score. Once an issue is found, the team reviews to determine if & how the issue can be resolved.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	We assessed our Board members competence on climate-related issues according to their participation in forums and or workgroups and demonstrating leadership to advance climate action. We are also looking at developing a questionnaire to assess board-member competence and identify areas where we can train our board members on competence on climate-related issues, based on TCFD best-practice guidance for Governance, as noted in the "Climate Governance Principles and Guiding Questions" section of this whitepaper from the World Economic Forum. Jonas Prising, ManpowerGroup's CEO and Chairman, is part of our Board of Directors. He plays a key role in championing ManpowerGroup's ESG (Environmental, Social, and Governance) strategy and is especially passionate about delivering on climate action. Prising is actively engaged with the CEO Alliance for Climate Leaders - The Alliance is an informal group facilitated by the World Economic Forum and is the largest community of CEOs in the world committed to climate action. He is also actively engaged with CEO Action Group for the European Green Deal - high-level platform for business leaders to support concrete plans and ideas to step up the game for climate positive action and demonstrate their commitment to the European Green Deal agenda. ManpowerGroup CEO Jonas Prising are among 70 global chief executives urging the G7 Summit and other world leaders to accelerate a transition to net-zero greenhouse gas emissions "to avoid the worst impacts of climate change." Prising has supported Kohl's Net Zero commitment and our ESG efforts. https://www.manpowergroup.com/about/leadership/executive-management/jonas-prising https://www.bizjournals.com/milwaukee/news/2021/06/11/manpowergroups-prising-johnson-controls-oliver.html https://investors.kohls.com/corporate-governance/board-of-directors/default.aspx	<Not Applicable>	<Not Applicable>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Name of the position(s) and/or committee(s)	Reporting line	Responsibility	Coverage of responsibility	Frequency of reporting to the board on climate-related issues
Chief Risks Officer (CRO)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly

C1.2a

(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).

Identified risks are within the overall purview and responsibility of our Chief Risk & Compliance Officer (CRCO) who is Kohl's dedicated operational risks management personnel. Kohl's CRCO is part of the RRC and reports directly to the CEO. While the CRCO/RRC maintain and manage the ERM, individual risks owners who report to the CRCO/RRC and lead relevant departments have overall day-to-day responsibility of managing and tracking their respective risks. The CRCO's knowledge of operational risks alongside the reporting structure (direct to CEO), regular meetings within the RRC and with risk owners, makes this individual ideally placed to manage the ERM and oversee Kohl's climate-related issues. The ERM establishes a procedure and protocol for any financially material risks that Kohl's may encounter. The ERM both prioritizes risks based on type of causal issues (e.g. operational efficiencies, customer traffic) and provides a separate assessment of the potential cost of the impact/magnitude. Kohl's minimum threshold for financial materiality is an impact that affects earnings per share by 1 cent. Risks are identified through Kohl's Executives' insight/knowledge, known industry specific risks, monitoring the regulatory environment, macro considerations, and brand and reputation considerations. We also utilize 3rd-party consultancies (Engie/Arcadis) for technical expertise. Kohl's risks are generally prioritized using a two-tiered system, with Tier 1 considered customer traffic and operational excellence. Operational excellence is comprised of many topics—including 1) building performance (e.g. GHG & energy) and supply chain/business continuity—that are two key aspects impacting Kohl's. This comprehensive list of enterprise risks is compiled & then prioritized based on potential financial and reputational damage posed by each risk. For each risk, action plans to mitigate or eliminate the specific risk are developed and deployed through risk owners, who meet with the RRC/CRCO to update them on progress, monitoring KPIs & measurement of impacts. Risk owners are also responsible for identifying potential barriers and obstacles that could inhibit progress and have the overall day-to-day responsibility over their risks. For environmental and sustainability related risks, including those that are climate-related, Kohl's has a dedicated Sustainability and Environmental Compliance Department reporting directly to the CRCO. The Senior Manager for ESC have oversight & daily responsibility, including Kohl's sustainability strategy and proactive efforts to reduce energy, carbon & waste. Energy-related risks are also overseen by the Energy Team that works closely with ESC, Property Development, and Facilities teams to tackle regulatory compliance, sustainability strategy and implementation, reductions, renewable energy opportunities & other environmental topics. Related to climate issues, these teams work together to develop energy use & GHG reduction targets, alignments & means to achieve targets with our Facilities Team. Risks deemed most material, such as climate-related risks, are discussed w/in the RRC on a quarterly basis. For other risks, reporting may be requested for any reason by the committee; this allows the RRC members to understand identification, management & mitigation strategies & allows the RRC to provide regular feedback & general direction to management. Following each of these updates, the RRC may generate reports to the full Board via either designated committee reports or as requested/needed. The ERM program is used to identify current & emerging risks through cross department collaborative risk reduction quarterly committee meetings, connect with leaders to develop actions & report on risk status. The ERM program is integrated with our business strategy, allowing Kohl's to proactively address risks & opportunities. The Nominating and ESG Board Committee then provides climate-related issues on a quarterly oversight.Kohl's leverages a number of different means to monitor & manage our environmental footprint, risks, strategies & target progress. For example, Kohl's has implemented a robust EMS. We also use Engie to record & maintain our energy use & GHG emissions that feeds into the ENERGY STAR Portfolio Manager. We use this approach to reduce human error associated with calculations & streamline the records and receipts process for audit and environmental reporting purposes. Data analytics is continuously evolving for Kohl's. For example, relevant teams use an energy management system diagnostic tool, a proprietary web-based portal, to assist with analytics. Data provided by the ENERGY STAR Portfolio Manager allows Kohl's to easily identify energy saving opportunities. The team is alerted when a store's score is negatively trending & an investigation begins to determine the specific reason for the change in score. Once an issue is found, the team reviews to determine if & how the issue can be resolved.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	Kohl's Annual Incentive Plan is to provide eligible executives, including the CEO, with a financial incentive that encourages them to perform in a manner which will enable Kohl's to meet or exceed our financial plans each fiscal year. The Compensation Committee directly ties the amount of such awards to various financial performance levels, providing incentives to our executives to maximize long-term shareholder value; however, amounts awarded are also linked to driving environmental efficiencies and social sustainability initiatives that help mitigate risks. This committee considers the top tier risks a significant and meaningful challenge to the management team to increase Kohl's earnings. Our executive's salary, short-term (annual) and long-term incentives are evaluated for performance, which includes driving revenues and operational efficiencies—which take the form of energy reduction activities and projects.

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive	Type of incentive	Activity incentivized	Comment
Board/Executive board	Monetary reward	Emissions reduction project Emissions reduction target	Kohl's Annual Incentive Plan is to provide eligible executives, including the CEO, with a financial incentive that encourages them to perform in a manner which will enable Kohl's to meet or exceed our financial plans each fiscal year. The Compensation Committee directly ties the amount of such awards to various financial performance levels, providing incentives to our executives to maximize long-term shareholder value; however, amounts awarded are also linked to driving environmental efficiencies and social sustainability initiatives that help mitigate risks. This committee considers the top tier risks a significant and meaningful challenge to the management team to increase Kohl's earnings. Our executive's salary, short-term (annual) and long-term incentives are evaluated for performance, which includes driving revenues and operational efficiencies—which take the form of energy reduction activities and projects.
Chief Executive Officer (CEO)	Monetary reward	Emissions reduction project Energy reduction target	If we are not successful in managing and mitigating these risks (including regulations, energy and other environmental costs, consumer spending, etc.), they could have a negative impact on our sales, gross margin, expenses, and/or operating results. These risks are described in our 10-K (http://corporate.kohls.com/investors/financial-information), and indicate links to our sales, gross margin, expenses and operating results. Our Annual Incentive Plan provides eligible executives, including the CEO, with a financial incentive that encourages them to perform in a manner which enables our organization to meet or exceed our financial plans each fiscal year through increasing revenues (increasing foot traffic) and reducing costs (operational efficiencies). These incentives include a short-term incentive (annual incentive), and a long-term incentive, which are evaluated on various performance criteria, including managerial aspects that extend into operational efficiencies such as programs to reduce energy consumption and energy cost efficiency. For example, in 2021, we completed 130 LED retrofits, which will save more than 42 million kilowatt-hours (kWh) per year. In our ongoing commitment to energy efficiency, Kohl's is ramping up deployment of LED lighting across our fleet. By the end of 2025, we will have LED lighting installed at all of our properties. To date, 63% of our stores have received LED retrofits across the majority of their floor plans. Additionally, 71 stores received an HVAC system replacement for optimum efficiency. This performance was assessed as part of our CEO's annual incentive plan. When conducting performance evaluations, the Compensation Committee directly ties the amount of such awards to various financial performance levels, providing incentives to our executives to maximize long-term shareholder value; however, the amount awarded is also linked to each individual's success in driving environmental efficiencies and social sustainability initiatives, which work to help mitigate risks. The Committee considers the top tier risks a significant and meaningful challenge to the management team to increase our earnings. For example, a reduction in operational energy use is linked to our operational performance and cost reduction efforts.
Business unit manager	Monetary reward	Emissions reduction project Energy reduction target	Kohl's has incentives such as a "team" bonus program, in which all levels of management participate, based on overall company financial performance which includes but is not limited to operational efficiencies; e.g. reduced energy costs, an increase of solar, wind, recycling and other operational and material controls that result in resource conservation and footprint reduction while at the same time enhance shareholder value. For example, in 2021, we implemented efficiency measures including LED lighting retrofits and upgrades to HVAC systems. We completed 130 LED retrofits, which will save more than 42 million kilowatt-hours (kWh) per year.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	2	
Medium-term	2	5	
Long-term	5	20	

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

Kohls defines substantive financial or strategic impact on our business when identifying or assessing climate related-risk or opportunity as any climate-related activity that may impact earnings per share (EPS) by more than one cent USD, which is our quantifiable indicator. In terms of assessing when a climate related opportunity or risk is substantive, we look at potential impacts (whether positive or negative-opportunities or risks) that can affect our operational cost and efficiency (e.g. store closures, energy costs, potential regulations, disruption of raw good availability, interruption of business continuity to our supply chain operations in water-scarce regions, etc). As part of our assessment, we also look at Kohl's reputation and use a third party who provides quarterly analysis focused on Kohl's ESG perception/reputation and reputation ranks in this sector. Their proprietary reputation, brand, ESG, and media impact tracking platform provides crucial insight into what our stakeholders think, feel, and say, so we can build a strong reputation and Reputation Score.

We integrate climate-related issues into our annual risk assessments, ensuring that climate risks are incorporated into our overall business strategy, providing flexibility to react quickly to address and manage current or emerging risks. Climate-related risks and opportunities are identified via Executives' knowledge and through known industry-specific risks, monitoring the regulatory environment, macro as well as brand and reputation considerations. The Chief Risk and Compliance Officer (CRCO) has ultimate responsibility for overseeing our climate strategy. As part of the Risk Reduction Committee (RRC), the CRCO is responsible for assessing and managing climate risks and opportunities. The RRC owns our robust Enterprise Risk Management (ERM) program which is designed to prioritize and monitor progress in managing potential impacts of regulatory, operational, financial and reputational risks across the organization, including climate-related risks and opportunities. The RRC reports to the full Board on priority risks at least annually, but more reporting may be requested for any reason by any Board member. Kohl's ERM program strives to balance the intensity of a risk vs the scope of impact when determining the significance and magnitude of impact. The ERM prioritizes them by type of causal issues and a separate assessment of potential cost of impact/magnitude as well as increased foot-traffic/earnings. These risks are then prioritized using a 2-tiered system based upon the potential financial and reputational damage associated with each risk. Kohl's considers environmental and climate-related risks to be Tier 1 - Tier 1 is Customer Traffic & Operational Excellence. Operational Excellence includes building performance (e.g. GHG & energy) & supply chain/business continuity, both linked to climate. The ERM establishes a procedure and protocol for any financially material risks - over the current to long-term (10 years). Action plans to mitigate risks are developed and deployed via individual risk owners who report to the CRCO at least quarterly. Risk reports are created by the appropriate risk owner to enable the full Board to understand identification, management and mitigation strategies, and to allow them to provide regular feedback/direction of the ERM/key risks as they emerge to the RRC/CRCO/responsible owners.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered
Direct operations

Risk management process
Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment
More than once a year

Time horizon(s) covered
Short-term
Medium-term
Long-term

Description of process
Kohls defines substantive financial or strategic impact on our business as any activity that may impact earnings per share (EPS) by more than one cent USD. Kohl's considers short- (0 -2 years), medium- (2-5 years), and long-term (5-20 years, focused on ten-year) risks. We leverage a number of different means to monitor and manage our environmental risks, strategies and target progress. We integrate climate-related issues into our annual risk assessments, ensuring that climate risks are incorporated into our overall business strategy, providing flexibility to react quickly to address and manage current or emerging risks. Climate-related risks and opportunities are identified via Executives' knowledge and through known industry-specific risks, monitoring the regulatory environment, macro as well as brand and reputation considerations. The Chief Risk and Compliance Officer (CRCO) has ultimate responsibility for overseeing our climate strategy. As part of the Risk Reduction Committee (RRC), the CRCO is responsible for assessing and managing climate risks and opportunities. The RRC owns our robust Enterprise Risk Management (ERM) program which is designed to prioritize and monitor progress in managing potential impacts of regulatory, operational, financial and reputational risks across the organization, including climate-related risks and opportunities. The RRC reports to the full Board on priority risks at least annually, but more reporting may be requested for any reason by any Board member. Kohl's ERM program strives to balance the intensity of a risk vs the scope of impact when determining the significance and magnitude of impact. The ERM prioritizes them by type of causal issues and a separate assessment of potential cost of impact/magnitude as well as increased foot-traffic/earnings. These risks are then prioritized using a 2-tiered system based upon the potential financial and reputational damage associated with each risk. Kohl's considers environmental and climate-related risks to be Tier 1 - Tier 1 is Customer Traffic & Operational Excellence. Operational Excellence includes building performance (e.g. GHG & energy) & supply chain/business continuity, both linked to climate. The ERM establishes a procedure and protocol for any financially material risks - over the current to long-term (10 years). Action plans to mitigate risks are developed and deployed via individual risk owners who report to the CRCO at least quarterly. Risk reports are created by the appropriate risk owner to enable the full Board to understand identification, management and mitigation strategies, and to allow them to provide regular feedback/direction of the ERM/key risks as they emerge to the RRC/CRCO/responsible owners. Our ERM is coupled with tools to ensure that our direct risks are fully addressed, such as our Environmental Management System (EMS) and use of the ENERGYSTAR Portfolio Manager. Kohl's recognizes that climate risks may be impacted differently across different regions of the world and within the US. Kohl's direct operations are limited to the US, but we purchase products, including private label brands, from suppliers and vendors globally (e.g. Asia, Europe, South America). Our upstream impacts are linked mostly to our suppliers that often operate outside the US. DIRECT OPERATIONS Management of energy and GHG footprint (operational efficiency) is especially relevant when it comes to transitional risks for a low-carbon economy. Our company leverages a number of different means to monitor/manage our environmental footprint, risks, strategies & target progress. As a case study, Kohl's has implemented a robust EMS through 3rd-party consultancy, Arcadis. Situation: Account for EHS information and monitor climate related issues and severe weather events at store locations. Task: Develop a system that provides data collection and management tools to track EHS metrics, logistics, regulatory compliance and consistency between stores. Action: Develop a system with Arcadis and train relevant employees on how to complete and measure EMS tasks/data, and records are kept of data, visual inspections & online assessments. Results: Using the EMS, Kohl's employees can monitor/manage risks, strategies & target progress. For physical risks, Kohl's assesses risks from both the enterprise & asset-levels. For assets, we examine our store's location or facility location, building performance. Kohl's most valuable physical assets are our stores, e-commerce fulfillment centers, distribution centers & offices, and may be harmed by adverse & irregular weather patterns & impact our business continuity on online platforms. CASE STUDY: ENERGYSTAR Portfolio Manager; Situation: While we can be impacted from increases in indirect costs from increased HDD, our asset level risk assessments are particularly pronounced in our business continuity assessments as any multiple store closure can have adverse effects on our operational results. Task: Implement a system that would assist Kohl's tracking energy to minimize physical risks. Action: Kohl's implemented ENERGY STAR portfolio manager which allows Kohl's to easily identify energy saving opportunities. Result: The Energy Team is alerted when a store's ENERGYSTAR score negatively trends, which is also how we can document increases in HDD/CDD (climate-related chronic physical risk). An investigation determines the specific reason for the change and once identified will determine how the issue can be resolved and prevented. At enterprise and asset-levels, Kohl's uses the ENERGYSTAR Portfolio Manager for our energy reduction

program, including yearly trends, analyzing locations that are eligible for ENERGY STAR certification, reviewing stores by performance to determine regional outliers, and determining which stores are trending lower than expected energy use. As of 2021, 91% of our stores are ENERGY STAR® certified, including nine stores newly certified in the calendar year. Commercial buildings that have earned the ENERGYSTAR label use, on average, 35% less energy than similar buildings and generate one-third less carbon dioxide. Additionally, ENERGYSTAR-rated equipment and appliances like refrigerators, copy machines, televisions and computers, are used to help reduce energy consumption and affect our carbon footprint. We continue to address this through improving our HVAC systems at 71 more stores. Kohl's has also been investing in solar programs. In 2021, an estimated 58,732 MWh of solar energy was used, resulting in 6%+ of the electricity used to power our business from renewable sources. Many of our stores get up to 50% of their energy from solar. In CY2022 Kohl's is launching a program to equip 15 of our rooftops across Arizona and Illinois with solar arrays. These projects will increase Kohl's solar capacity by 10.4% (56.97 MW). Kohl's is also contracting to support the development of 23.4 MW of community solar projects across NY in 2022.

Value chain stage(s) covered
Downstream

Risk management process
Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment
More than once a year

Time horizon(s) covered
Short-term
Medium-term
Long-term

Description of process
Kohls defines substantive financial or strategic impact on our business as any activity that may impact earnings per share (EPS) by more than one cent USD. Kohl's considers short- (0 -2 years), medium- (2-5 years), and long-term (5-20 years, focused on ten-year) risks. DOWNSTREAM ● Transitional risk and opportunity -To address transitional risk and create an opportunity for our company, Kohl's has implemented programs to address their energy and GHG footprint via our EV charging stations and broadly addresses the transitional risks and needed infrastructure in a low-carbon future. A case study includes Kohl's Electric Vehicle charging stations expansion for additional customer convenience in support of sustainability goals. Situation: Provide opportunities to engage customers that value sustainability with Kohl's sustainability goals to make progress against including climate change and the transition to a low-carbon transportation system. Task: Provide EV charging stations to our customers so they can charge their EV while shopping at Kohl's. Action: Install 100 Volta electric vehicle charging stations across 50 Kohl's stores in 2021 and further expand access a total of 275 conveniently located EV charging stations at more than 150 Kohl's stores . Results: Customers will be able to access a total of 275 conveniently located EV charging stations at more than 150 Kohl's stores and Kohl's will have the opportunity of further increasing revenues, by attracting conscious-minded consumers. ● Physical: Climate-related risks can also cause physical damage to our properties/continuity. For physical risks, Kohl's assesses risks from both the enterprise & asset-levels. For assets, we examine our store's location or facility location, building performance. Our Business Continuity and Crisis Management teams develop and maintain SOPs ensuring business operations are seamlessly restored in a timely manner. Kohl's most valuable physical assets are our stores, e-commerce fulfillment centers, distribution centers & offices, and may be harmed by adverse & irregular weather patterns & impact our business continuity on online platforms. While we can be impacted from increases in indirect costs from increased HDD, our asset level risk assessments are particularly pronounced in our business continuity assessments as any multiple store closure can have adverse effects on our operational results. ● Physical: The 2021 Atlantic hurricane season was very active. Among the most impactful hurricanes to Kohl's was Hurricane Ida which made landfall in Louisiana in August. The remnants from Ida produced historic flash flooding in the northeast part of the country which impacted 12 Kohl's Stores between PA, NY and NJ. A case study includes Kohl's emergency SOPs to keep our staff & customers safe. Situation: The 2021 Atlantic hurricane season was very active. Among the most impactful hurricanes to Kohl's was Hurricane Ida which made landfall in Louisiana in August. The remnants from Ida produced historic flash flooding in the northeast part of the country which impacted 12 Kohl's Stores between PA, NY and NJ. Task: Develop and deploy an emergency SOPs to keep our staff & customers safe. Action: Develop an SOP for emergency scenarios and train our associates on Emergency Preparedness. Results: Improved store preparedness, improving staff and customer safety.

Value chain stage(s) covered
Upstream

Risk management process
Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment
More than once a year

Time horizon(s) covered
Short-term
Medium-term
Long-term

Description of process
Kohls defines substantive financial or strategic impact on our business as any activity that may impact earnings per share (EPS) by more than one cent USD. Kohl's considers short- (0 -2 years), medium- (2-5 years), and long-term (5-20 years, focused on ten-year) risks. UPSTREAM ● Physical: The bulk of our upstream risks and opportunities lies with our supply chain (Tier 1 and indirect) and related logistics, both of which are evaluated for ESG factors and issues, including climate-related risks and opportunities. Supply chain is considered a Tier 1 risk for Kohl's, which may be particularly impacted by climate-related physical risks, such as disruption of raw good availability, to interruption of business continuity to our supply chain operations in water-scarce regions, particularly in the short- to mid-term. In terms of physical risks , a case study includes Kohl's emergency SOPs to keep our staff & customers safe. Situation: Supply chain is considered a Tier 1 risk for Kohl's, which may be particularly impacted by climate-related physical risks, such as disruption of raw good availability, to interruption of business continuity to our supply chain operations in water-scarce regions, particularly in the short- to mid-term. Task: Diversify its raw goods sourcing to ensure that there are reduced disruptions of raw goods availability. Action: Use environmentally-friendly raw goods and sustainable suppliers and develop a series of mid-term targets. Results: Kohl's set a goal to source 100% of our proprietary brand cotton from sustainable sources by 2025. We expect that sustainable cotton will be more resilient to physical risks, but also more appealing to the growing consumer subset aware and proactive to purchase from brands and retailers that are legitimately addressing climate-related risks. Similarly, Kohl's is also looking to improve sourcing of polyester for our proprietary brands from recycled materials (50% by 2025) which reduces our upstream environmental footprint and diversifies raw goods inputs, thereby mitigating physical impacts to raw goods/extraction. Finally, Kohl's is requiring all approved facilities, both domestic and international, producing Kohl's private and exclusive-branded products to complete the Higg Index Environmental Module by 2025, with 80.5% of our suppliers completing the questionnaire as of 2021. The Higg FEM assesses energy use, greenhouse gas and air emissions, water use, wastewater, waste management, environmental management systems and chemical management. ● Transitional: Kohl's has taken measures to curb environmental impacts and address potential transitional risks through participation in programs. A Case study includes Kohl's carriers participation in the Smart Freight Centre (SFC) (previously known as BSR's Clean Cargo working group) and EPA's SmartWay® membership. Both sought after and encouraged for all vendors. Situation: Measure curb environmental impacts and address potential transitional risks through participation in SFC and EPA's SmartWay. Task: Identify ways to help Kohl's and its carriers in potential transitional related risks such as international legislation related to carbon tax/cap and trade that may eventually impact our supply chain logistics and related costs. Our transportation data is constantly analyzed to uncover heightened efficiencies while reporting back to the EPA. SmartWay® tools are used to measure our emissions footprint and find ways to reduce fuel costs Action: Have Kohl's carriers join the SFC and EPA's

SmartWay membership. Result: In 2021, 100% of our domestic miles were with SmartWay® members. More than 97% of Kohl's cargo travels on a Clean Cargo/SFC ship and the consortium provides up-to-date emissions data in order to gain deeper understanding of Kohl's supply chain footprint.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Kohl's risks and opportunities are identified in the ERM, which is overseen by the RRC who monitors and assesses short/medium/long-term risk. Daily responsibility over specific risks are delegated to individual risk owners. Climate-related risks and opportunities are managed by several departments including Finance, Energy, and Environmental Sustainability & Compliance (ESC). Risk owners develop action plans to leverage and mitigate opportunities and risks. Climate risk is discussed with senior leadership at least quarterly. Kohl's operational footprint is limited to the United States. Carbon tax mechanisms, if imposed, are seen as a potentially financially material impact to revenue, operational costs, and competitive position; however, currently there is no federal, state or local legislation that imposes carbon taxation materially affecting Kohl's net earnings or competitive position. Kohl's notes, however, in the United States several states participate in cap-and-trade programs which may indirectly impact Kohl's (e.g. energy price increase). For example, the Regional Greenhouse Gas Initiative (RGGI), operates in nine states in the Mid-Atlantic/Northeast (CT, DE, ME, MD, MA, NH, NJ, NY, PA, RI, VT, VA)), and California implemented its own cap-and-trade program in 2013. These cap-and-trade programs indirectly impact Kohl's purchase of electricity operations in 267 stores and 3 distribution centers, leading to increases in operational costs or increased capital expenditures required to reduce Kohl's carbon footprint.. If a risk owner/RRC/CRCO determines an activity would exceed Kohl's definition of substantive financial impact, that is, any activity that may impact EPS by more than 1 cent USD, the risk owner would inform the CRCO who would ensure its inclusion in the enterprise-wide ERM program. The RRC would also communicate this material risk or opportunity efficiently to the Board.
Emerging regulation	Relevant, always included	Kohl's risks and opportunities are identified in the ERM, which is overseen by the RRC who monitors and assesses short/medium/long-term risk. Daily responsibility over specific risks are delegated to individual risk owners. Climate-related risks and opportunities are managed by several departments including Finance, Energy, and ESC. Risk owners develop action plans to leverage and mitigate opportunities and risks. Climate risk is discussed with senior leadership at least quarterly. Kohl's operational footprint is limited to the United States. Carbon tax mechanisms, used to limit & reduce greenhouse gas emissions, are seen as a potentially financially material impact to revenue, operational costs, and competitive position and are viewed by Kohl's as potential emerging regulation risks, which it monitors through the Legal, ESC, & Investor Relations Teams; Kohl's memberships with leading trade associations (e.g. Retail Industry Leaders Associations) & various non-profit, & use of expert consultancy groups. In November 2018, the US Congress introduced a bipartisan effort on carbon tax to be imposed on utilities at a rate of $15/mton CO2e, increasing by $10 per each year after. Although this legislation did not pass, Kohl's enterprise-wide Scope 1 emissions were 48,959 metric tons of CO2e in 2021, which if attributed to Kohl's direct energy usage would be approximately $734,385. In May 2022, the U.S. Supreme Court allowed to raise the cost estimate for the societal impact of greenhouse gases that federal agencies would be able to use when considering new regulations. The Biden administration adopted a value of about $50/mton. Considering that value, Kohl's direct energy usage would be approximately $2,447,950. Cap/trade programs, used as a legislated tool to curb carbon emissions, are in effect in several states of the US . This emerging regulation would impact a further 31 stores & 1 distribution center if these programs are not successfully managed by the utilities in a cost-effective manner. If a risk owner/RRC/CRCO determines an activity would exceed Kohl's definition of substantive financial impact, that is, any activity that may impact EPS by more than 1 cent, the risk owner would inform the CRCO/RRC who would ensure its inclusion in the enterprise-wide ERM program. The RRC would also communicate this material risk or opportunity efficiently to the Board.
Technology	Not relevant, explanation provided	Kohl's risks and opportunities are identified in the ERM, which is overseen by the RRC/CRCO who monitor and assess enterprise-wide short, medium, and long-term risk. Daily responsibility over specific risks are delegated to individual risk owners. Climate-related risks and opportunities are managed by several departments including Finance, Energy, and Environmental Compliance & Sustainability. Risk owners develop action plans to leverage and mitigate opportunities and risks. Risks are communicated by the RRC to the overall Board on a regular basis. This risk is deemed not relevant to Kohl's because we do not develop or produce technology that supports a lower-carbon or more resource efficient economy. Kohl's purchases (for our own usage) and sells related technologies to customers that could be impacted by this risk; however, it is not deemed financially material, meaning it does not impact EPS by more than one cent USD.
Legal	Not relevant, included	Kohl's risks and opportunities are identified in the ERM, which is overseen by the RRC/CRCO who monitor and assess enterprise-wide short, medium, and long-term risk. Daily responsibility over specific risks are delegated to individual risk owners. Climate-related risks and opportunities are managed by several departments including Finance, Energy, and ESC. Risk owners develop action plans to leverage and mitigate opportunities and risks. Climate risk is discussed with senior leadership at least quarterly. This risk is not relevant to Kohl's because no legal risks associated with climate-related litigation claims have been identified. The chance of Kohl's being litigated with legal action for climate-related damages is extremely low; therefore, this is not a financially material risk, meaning it does not impact EPS by more than one cent USD.
Market	Relevant, always included	ERM, overseen by the RRC, monitors & assesses enterprise-wide short/medium/long-term risk/opps. Daily responsibility over specific risks (including climate-related risks) are delegated to individual risk owners. Risk owners develop action plans to leverage & mitigate risks/opps alongside the RRC. Driving customer traffic is key to growing/maintaining sales metrics & is one of Kohl's biggest priorities because it is a risk if we fail; Kohl's deployed an aggressive strategy on the market. When customers shop in-store they are immersed in Kohl's culture & brand and values. Climate issues may impact macroeconomic conditions e.g. consumer traffic/spending patterns. Kohl's monitors various factors, via the ERM, such as the price of merchandise, continuity of business delivery (e.g. logistics disruptions due to adverse weather conditions), raw materials (e.g. costs & availability), fuel, labor, & labor availability, both internally & along our supply chain, that could adversely affect consumer traffic & demand for the products we offer. Kohl's looks at climate issues synergistically with store/brand experience & consistency, including efforts to install lighting systems that are visually stimulating & energy/financially efficient. Finally, an example to reduce Scope 1 & 2 GHG footprints & help drive customer traffic is "rightsizing". Kohl's has integrated partnerships with organizations like Aldi & Planet Fitness to help create a one-stop shop retail experience that helps generate customer traffic. Kohl's has been operating a portion of stores differently through a standard to small initiative. While the footprint remains the same, these stores have been optimized with new interior layouts, becoming operationally efficient by balancing inventory & adjusting fixtures to enhance store profitability & improve customer experience. If a risk owner/RRC/CRCO determines an activity would exceed the definition of substantive financial impact (activity that may impact EPS by more than one cent USD) the risk owner would inform the RRC for its inclusion in the enterprise-wide ERM program. The RRC would also communicate this material risk or opportunity efficiently to the Board.
Reputation	Relevant, always included	Kohl's risks and opportunities are identified in the ERM, which is overseen by the RRC/CRCO who monitor and assess enterprise-wide short, medium, and long-term risk. Daily responsibility over specific risks are delegated to individual risk owners. Climate-related risks and opportunities are managed by several departments including Finance, Energy, & ESC. Risk owners develop action plans to leverage and mitigate opportunities and risks alongside the RRC. ESG stewardship is a key component of our strategy and our vision: To be the most trusted retailer of choice for the active and casual lifestyle. We believe ESG stewardship is important to building a more-sustainable future for all and creating long-term shareholder value. We utilize a third party who provides quarterly analysis focused on Kohl's ESG perception/reputation and provides a deep dive into how Kohl's reputation ranks in this sector. Their proprietary reputation, brand, ESG, and media impact tracking platform provides crucial insight into what our stakeholders think, feel, and say, so we can build a strong reputation and Reputation Score. An element of the survey focuses on measuring Kohl's ESG perceptions. ESG and Reputation both partially overlap and complement each other, where together they create a complete picture of the Stakeholder's impression of a Company. This ESG Score analyzes public perception of 17 individual factors, including considerations like environmental sustainability (climate-related), talent management, diversity, and ethical governance. ESG perceptions strongly drive Reputation with a high correlation of $R2 = 0.86$ and also impact Business Outcomes with high statistical correlation. For example, our third party found an $R2 = 0.85$ correlation between ESG perception score and the public's willingness to trust companies to do the right thing, and an $R2 = 0.78$ correlation between ESG perception score and Willingness to Buy a product or service from a company. If a risk owner/RRC/CRCO determines an activity would exceed the definition of substantive financial impact, that is, any activity that may impact EPS by more than one cent USD, the risk owner would inform the CRCO/RRC who would ensure its inclusion in the enterprise-wide ERM program. The RRC would also communicate this material risk or opportunity efficiently to the Board.
Acute physical	Relevant, always included	RRC oversees the ERM that monitors/assesses short/medium/long-term risk. Daily responsibility over specific risks are delegated to individual risk owners. Climate-related risks/opps are managed by several departments e.g. Finance, Energy & ESC. Owners develop action plans to leverage & mitigate risk/opps, & this is discussed with senior leadership at least quarterly. Acute physical risks are relevant to Kohl's because climate-related increased severity of extreme weather may shift consumer shopping patterns, disrupt business continuity, product delivery, and have ramifications all the way up the supply chain, causing physical damage to properties & risking the safety of customers/associates. Kohl's assesses risks from an asset level standpoint related to store or facility location. Kohl's most valuable physical assets are our stores, e-commerce fulfilment centers, distribution centers & offices. These assets may be harmed by adverse & irregular weather patterns (snow/ice/rainstorms/floods/wildfires/hurricanes) may cause damage to properties. To mitigate this risk, Kohl's has a Business Continuity Team dedicated to developing emergency management plans & also maintains Emergency Standard Operation Procedures (SOP) that are part of the online annual training program for all Kohl's associates. Additionally, associates are provided information at the time of their hire & are encouraged to talk to their local leaders following the company-wide coursework. This ensures employees are equipped to respond to emergency situations appropriately including severe weather. In the event of an emergency, Kohl's notifies associates of a building evacuation, typically via text message and call. Associates are required to respond when they receive an emergency notification message to ensure Kohl's can account for all associates after an incident. This SOP system is implemented at all of Kohl's physical assets to ensure the safety of customers and employees & restore business activity once it is safe.If a risk owner/RRC/CRCO determines an activity would exceed the definition of substantive financial impact, that is, any activity that may impact EPS by more than one cent USD, the risk owner would inform the CRCO who would ensure its inclusion in the enterprise-wide ERM program. The RRC would also communicate this material risk or opportunity efficiently to the Board.

	Relevance & inclusion	Please explain
Chronic physical	Relevant, always included	Chronic physical risks such as consistent extreme weather due to permanent changes to weather patterns are relevant to Kohl's because they can impact energy consumption. At the end of CY21 we achieved a total of 50% reduction in our scope 1 and 2 emissions based on a 2014 baseline, achieving our climate reduction goal four years ahead of schedule. The Scope 1 increase was attributed to greater consumption of natural gas and propane due to an increase by 0.61% for Heating Degree Days (HDD), as compared to previous years. Energy consumption during 2021 was similar to 2020, lower than a typical year since COVID-19 disruptions resulted in temporary building closures and reduced occupancy both years. Such trends are apparent across many of Kohl's competitors and may grow worse in the coming years, although the exact nature can be unpredictable. Kohl's is taking action to reduce these exposures, as they impact environmental and financial performances, by focusing on reduced energy use and by making modifications such as retrofits at Kohl's locations to reduce reliance on natural gas and propane to heat and cool facilities. We currently estimate that total energy spend is less than 1% of annual revenue and that what is spent both in terms of consumption of natural gas, propane and electricity, may increase without intervention. Kohl's has made efforts to reduce risks related to chronic physical incidents such as installation of more efficient HVAC. For example, last year Kohl's replaced HVAC units at 71 stores for maximum efficiency.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Emerging regulation	Carbon pricing mechanisms

Primary potential financial impact

Increased indirect (operating) costs

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

Kohl's purchases electricity from various energy suppliers in the US to support our operations at more than 1,100 locations in 49 states. An introduction of a carbon tax, which seeks to reduce the use of fossil fuels in electricity generation, could result in increased operating costs and would therefore be a potential expense risk. The US House of Representatives introduced carbon tax legislation which would impose on utilities a fee of $15/MTCO2e and increasing by $10/MTCO2e each year after implementation. This policy would represent a transitional risk for indirect operations by increasing the cost for utility companies who would then pass on these costs to the energy purchasers such as Kohl's. Using Kohl's 2021 Market Based Scope 2 emissions (347,501 MTCO2e), the carbon tax for Kohl's would be approximately $5.2 million, assuming the utility passes the carbon tax directly to the consumer. In May 2022, the U.S. Supreme Court allowed to raise the cost estimate for the societal impact of greenhouse gases that federal agencies would be able to use when considering new regulations. The Biden administration adopted a value of about $50/ton. Considering that value, Kohl's direct energy usage would be approximately $17.4M. It is highly unlikely that this action would affect Kohl's uniquely from market competition; therefore, the potential impact is low since all businesses would be affected similarly. Kohl's is mitigation for these potential risks though by the purchase use of non-fossil fuel generated electricity and energy management programs. A case study includes Kohl's solar & wind program. Situation: Provide renewable energy sources to reduce the financial impact of a carbon tax policy implementation. Task: Procure and develop a solar & wind program to provide renewable energy for the stores. Action: Install solar or wind installations to deliver up to 50% of the electricity needs. Result: Implementation of solar & wind program in 164 stores. In addition to the program, we are also working on reducing energy consumption and having our stores become ENERYSTAR certified- achieving 91% certification for stores. Furthermore, costs incurred from the potential carbon tax regulation could be passed on to the consumer through incremental increases in the prices of sold goods. As other retailers would also need to integrate the additional costs into their goods and services, the brand reputation would not be impacted.

Time horizon

Medium-term

Likelihood

More likely than not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

5212515

Potential financial impact figure – maximum (currency)

17375050

Explanation of financial impact figure

To calculate the potential range of possible impacts, Kohl's multiplied our 2021 Market Based Scope 2 emissions (347,501 MTCO2e) by the initial proposed carbon tax ($15/MTCO2e) to come up with a minimum potential financial impact ($5,212,515). Then, we multiplied the 2021 Market Based Scope 2 emissions (347,501 MTCO2e) times the latest proposed carbon tax by the U.S. Supreme Court ($50/MTCO2e) for the maximum potential financial impact ($17,375,050). We assumed that if a carbon tax was imposed, it could vary between $15-$50/MTCO2e and Kohl's would be mostly affected by its scope 2 emissions.

Cost of response to risk
1015000

Description of response and explanation of cost calculation
In order to minimize the risk, Kohl's has invested in solar and wind across 164 locations. Compared to electricity rates Kohl's paid in 2021, this comes at an incremental cost of under $1M. Kohl's has also implemented energy efficiency mechanisms to reduce energy consumption, by certifying their buildings to EnergySTAR (cost of $15,000). We estimated the cost of response to risk by adding these estimated costs (totaling it to $1,015,000), which are helping transition to renewable energy and reduce energy consumption, which consequently, would reduce its risk to a carbon tax policy implementation. A case study includes Kohl's solar & wind program. Situation: Provide renewable energy sources to reduce the financial impact of a carbon tax policy implementation. Task: Procure and develop a solar & wind program to provide renewable energy for the stores. Action: Install solar or wind installations to deliver up to 50% of the electricity needs. Result: Implementation of solar & wind program in 164 stores. In addition to the program, we are also working on reducing energy consumption and having our stores become ENERGY STAR certified- achieving 91% certification for stores. Furthermore, costs incurred from the potential carbon tax regulation could be passed on to the consumer through incremental increases in the prices of sold goods. As other retailers would also need to integrate the additional costs into their goods and services, the brand reputation would not be impacted.

Comment
More than 90% of Kohl's Renewable Installations were deployed under a 3rd Party PPA Model. This means Kohl's had no upfront capital expenditures, instead contracts to purchase solar power from these systems at a $/kWh rate comparable to purchasing power from grid utility providers. In 2021, Kohl's OPEX cost of renewable energy was approximately $8 Million, relative to our total Electric expenses greater than $108M. Renewable generation is variable with weather, and the cost of grid electricity is volatile, and the financial benefits/costs of renewables will fluctuate over time. Kohl's operates one of the most efficient portfolios of retail stores, as recognized by ENERGY STAR®. 91% of our stores are ENERGY STAR® certified, and we continue to pursue certifications at our remaining non certified locations and all new stores. Certification requires physical building audits and verification of our Energy data. This process comes at a nominal cost to Kohl's The 9 stores certified in calendar year 2021 cost less than $15k.

Identifier
Risk 2

Where in the value chain does the risk driver occur?
Direct operations

Risk type & Primary climate-related risk driver

Acute physical	Heavy precipitation (rain, hail, snow/ice)

Primary potential financial impact
Decreased asset value or asset useful life leading to write-offs, asset impairment or early retirement of existing assets

Climate risk type mapped to traditional financial services industry risk classification
<Not Applicable>

Company-specific description
As a retailer, Kohl's sees first-hand how climate change affects our business. Kohl's assesses risks from an asset-level standpoint related to store location or facility location. Kohl's most valuable physical assets are our stores, e-commerce fulfillment centers, distribution centers and offices. These assets may be physically damaged by adverse and irregular weather patterns. Frequent or unusually heavy snow, ice or rainstorms, floods, wildfires and hurricanes may cause physical damage to our properties, customers and associates. These events may shift consumer shopping patterns, disrupting business continuity, product delivery, etc. Kohl's does not publicly disclose store or state specific sales, but our internal planners do review trends before, during and after severe weather events to ensure the ability to help affected customers and associates is optimized. The cost of physical damage could reach $10 billion based on the potential loss of all Kohl's property and other equipment assets in 2021 . However, the acute risks from extreme weather events on an enterprise level are minimized due to the various store locations, many of which would not experience the same weather events. Therefore, Kohl's categorizes this risk as low through our enterprise-wide approach. However, from a magnitude standpoint, the business continuity planning efforts exceed the definition of substantive climate-related financial impact.

Time horizon
Short-term

Likelihood
Very unlikely

Magnitude of impact
Medium

Are you able to provide a potential financial impact figure?
Yes, an estimated range

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure – minimum (currency)
5000000

Potential financial impact figure – maximum (currency)
10011318431

Explanation of financial impact figure
Kohl's calculated the maximum potential financial impact/risk value based on the total replacement cost of all buildings & personal property, as submitted to our insurers to underwriter our property insurance program. The statement of values is updated annually by our Finance team with the latest used for the 12/31/2021 insurance renewal. The value for Total Buildings & Personal Property at 12/31/2021 was $10,011,318,431. As stated in the narrative the spread of risk makes it impossible to have all locations impacted by an one extreme event, but this does give us a concrete number to understand the nationwide value subject to loss. Regarding the minimum maximum potential financial impact/risk, we used the property insurance/self-insured retention, which is $5M, and that would be the initial cost in the case of a catastrophic loss event.

Cost of response to risk
474800

Description of response and explanation of cost calculation
The cost of response to risk was based on leasehold improvements to reduce the risks in the event of another flooding event. The case study below explained the reason to come up with leasehold improvements, which was calculated of 10% of the financial impact associated to three of our main locations (Fresh Meadows, Woodland Park (formerly West Paterson) and Wayne) ($474,800). A case study includes the Northeast Flooding between August 29, 2021 - September 1, 2021. Situation: Slowly moving

rain event over multiple days and impacting three main locations (Fresh Meadows, West Paterson and Wayne) . Task: Remediate, restore the damage stores and improve leasehold to avoid potential future risks. Action: Business Continuity Team managed business operations back to normal, after following emergency Standard Operation Procedures (SOP) and restoring the impacted stores. Result: Although there was a financial impact associated to these three locations ($4,748,000), which 50% accounted for costs of remediation/restoration (clean-up), 10% of that was invested in leasehold improvements to reduce the risks in the event of another flooding event.

Comment

To mitigate this risk, Kohl's has a business continuity team dedicated to supporting the well-being of associates and customers in times of natural disaster. The business continuity team plans for and performs exercises to seamlessly manage through a crisis and ensure our business operations are restored in a timely manner. Our crisis management team provides guidance throughout crises. Annual preparation with the crisis management team provides guidelines and best practices for natural disasters, including hurricanes, tornadoes, wildfires and earthquakes. Updates on crisis management activities and business continuity preparedness are also provided to the Board of Directors on a periodic basis. These teams develop and maintain emergency Standard Operating Procedures (SOPs) that are part of Kohl's online annual training program for all Kohl's associates. SOPs are updated as needed and at least annually. This ensures associates are equipped to respond to emergency situations appropriately including severe weather. In the event of an emergency, Kohl's notifies associates of a building evacuation, systematically through a mass notification system that includes text messages, emails and phone calls. Associates are required to respond when they receive an emergency notification message to ensure Kohl's can account for all associates after an incident. This SOP system is implemented at all stores, distribution centers, and offices to ensure the safety of customers and employees and restore business activity once it is safe. Since 2001, Kohl's has donated more than $8.5 million to support the American Red Cross with disaster relief efforts across the country. The American Red Cross delivers vital emergency supplies and services in the impacted areas. Following severe weather events, Kohl's activates an associate relief fund to provide financial assistance to employees who have been directly and significantly impacted and extends a limited-time discount to Kohl's customers affected by severe weather events. In addition to financial contributions, Kohl's encourages its associates to volunteer in support of relief efforts through Kohl's volunteer program.

Identifier

Risk 3

Where in the value chain does the risk driver occur?

Upstream

Risk type & Primary climate-related risk driver

Market	Uncertainty in market signals

Primary potential financial impact

Decreased revenues due to reduced production capacity

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

Kohl's may face enterprise-wide risks due to climate-related disruptions but is particularly sensitive to acute physical risks in our supply chain, which operates outside of the US. Impacts may include interruption to logistics & transportation of goods/merchandise to distribution centers & stores, volatility of prices of natural resources & transportation, & availability & timely delivery of private label brands. Each of these has the potential to disrupt sales & costs; Kohl's SEC 10-K filing includes such risks in our business strategy. Risks are mitigated from the implementation of risk screening tools which our suppliers respond to. Also, supply chain assets frequently undergo risk screening. In 2017, Kohl's began implementing a new automated risk assessment tool to more effectively evaluate risk related to facilities located in other countries worldwide. Full implementation of this tool will support improved focus of audit resources in managing risk while minimizing audit fatigue by scheduling more frequent audits at facilities with higher risk & less frequent audits at facilities with lower risk. To address this risk, we require all approved facilities producing Kohl's private- and exclusive-branded products to complete the Higg Index Environmental Module by 2025 and in CY2021, 80.5% of facilities have completed the Higg Index responses. Utilizing the Higg Index, Kohl's will have our suppliers drive substantial water reduction use in the production of Kohl's-owned branded products by 2025, reducing reliance on the resource in the future and becoming more resilient, particularly in water scarce regions.

Time horizon

Long-term

Likelihood

Likely

Magnitude of impact

High

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

10000

Potential financial impact figure – maximum (currency)

18471000000

Explanation of financial impact figure

Kohl's continuously evaluates our supply chain vendors' performance for any number of risks and factors, including human rights, pricing, product availability and demand, environmental factors, etc. which provides Kohl's enough time to secure new suppliers for our proprietary brands. On the other hand, if climate-related risks were significant/severe and impacted the entire supply chain, it would have the potential to impact Kohl's entire net sales, which is provided as the upper end of our impact figure. The maximum potential financial impact was calculated based on Kohl's 2021 net sales ($18.4B), available on Kohl's consolidated statements of operations in the company's SEC 10K filing. Net sales includes the sum of revenue from the sale of merchandise, net of expected returns, and shipping revenue. Comparable sales is a measure that highlights the performance of our stores and digital channel by measuring the change in sales for a period over the comparable, prior-year period of equivalent length. Comparable sales includes all store and digital sales, except sales from stores open less than 12 months, stores that have been closed, and stores where square footage has changed by more than 10%. We measure the change in digital sales by including all sales initiated online or through mobile applications, including omnichannel transactions which are fulfilled through our stores. As our stores were closed for a period during 2020, we have not included a discussion of 2020 or 2021 comparable sales as we do not believe it is a meaningful metric over this period of time. We measure digital penetration as digital sales over net sales. These amounts do not take into consideration fulfillment node, digital returns processed in stores, and coupon behaviors. Comparable sales and digital penetration measures vary across the retail industry. As a result, our comparable sales calculation and digital penetration are non-GAAP measures that may not be consistent with the similarly titled measures reported by other companies. For the minimum potential financial impact figure, we estimated the cost of having to use a backup supplier which could incur on a minimum additional $10,000, pending on timing and availability of the suppliers that could potentially back up our main suppliers.

Cost of response to risk
75000

Description of response and explanation of cost calculation
The cost of response to risk was calculated based on Kohl's Higg membership ($75K). Kohl's top vendors must complete an annual scored sustainability assessment that is based on the Higg Index as part of Kohl's membership to the Sustainable Apparel Coalition. Higg Index responses are collected & used to partially influence supplier selection decisions. The Higg Index requests information such as energy, waste, greenhouse gas data, & other parameters like air quality kept by Kohl's Factory Compliance Team. In 2021, 89% of our tier 1 suppliers completed the Higg Index environmental module, which helps us assess or most at-risk suppliers (performance and vulnerability) and determine appropriate strategies on sourcing. Kohl's strategy is to engage with our vendors & private brand contractors. In 2021, Kohl's had a total of 1252 tier 1 suppliers and of these 534 were further identified as critical, such as those identified as high volume, unexchangeable, etc. Although no one supplier accounts for more than 10% of net purchases, the critical tier 1 suppliers are estimated to make up 43% of Kohl's receipts. This sustainability score is shared with vendors as part of their monthly supply chain scorecard. Risk assessment is based on factory management's commitment to sustainability, historical audit results of vendor partner & factory, open-source information/public media reports etc. Kohl's has a formalized policy for our supply chain, or "Terms of Engagement," that all suppliers must abide by. A case study includes the Suppliers participation in Higgs. Situation: Improve suppliers participation in Higgs to reduce reliance on the resource , particularly in water scarce regions . Task: Require all approved facilities producing Kohl's private & exclusive-branded products to complete the Higg Index Environmental Module by 2025. Action: Utilize the Higg Index to have our suppliers drive substantial water reduction use in the production of Kohl's-owned branded products by 2025, reducing reliance on the resource in the future and becoming more resilient, particularly in water scarce regions. Result: 80.5% of facilities have completed the Higg Index responses in CY2021.

Comment
To further identify & manage international risks, we also implemented the BSI Supply Chain Risk Exposure Evaluation Network , a web-based global supply chain intelligence system to support identification & assessment of risk & to support our audit strategy. Asia is at risk to business continuity issues resulting from potential natural disasters & extreme weather events. Kohl's has Asian manufacturing suppliers in countries such as Vietnam, Indonesia & Bangladesh. Kohl's inclusion on DJSI North America (2018, 2019, 2020, 2021), Barron's Top 100 Most Sustainable U.S. companies (2019, 2020), S&P Global's Sustainability Yearbook for the first time in 2021, SmartWay 2021 High Performer List, EPA WasteWise Partner and Award in 2021, Green Masters Award for the 11th consecutive year and the Ethisphere Institute World's Most Ethical Companies (2019, 2020, 2021, 2022) demonstrate and bolster Kohl's commitment to sustainability throughout its supply chain.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?
Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier
Opp1

Where in the value chain does the opportunity occur?
Direct operations

Opportunity type
Products and services

Primary climate-related opportunity driver
Development and/or expansion of low emission goods and services

Primary potential financial impact
Increased revenues resulting from increased demand for products and services

Company-specific description
Kohl's sees strong links between improving our customers' quality of life & our brand. As such sustainability is woven into the company's positioning of inspiring and empowering individuals and families to lead fulfilled lives. We believe integrating sustainable solutions in the way we do business will help to better the futures for individuals and families by providing them products that improve their quality of life and protecting the environment for future generations. Kohl's company purpose and values extend to our customers, associates, and the communities we serve. Kohl's has the potential opportunity to meet or exceed customer expectations regarding our environmental reputation, which may positively enhance sales performance. As part of Kohl's brand value and reputational element, the company has established a sustainability program with associated KPIs and targets. Kohl's has committed to reducing our Scope 1 & 2 GHG emissions by 50% by 2025 from a base year of 2014. This represents a yearly reduction of ~4.5%, more ambitious than with SBTi's 1.5DC target. These values align with an increasing number of investors and customers, who seek to invest and align with like-minded companies. The enhanced competitive position to reflect the shifting consumer preference will result in increased revenues, which based on the total revenue in 2021, could be $19 billion. Kohl's has a wide variety of opportunities to exceed our customer expectations including installation of EV charging stations, renewable energy purchasing, and application of energy efficiency programs. For example, Kohl's was selected as a 2021 and 2022 ENERGY STAR Partner of the Year - Sustained Excellence award winner. Budget for this long-term opportunity will be made available from Kohl's marketing budget, which was approximately $838 million in 2021. Additionally, ESG perceptions strongly drive business outcomes with a high correlation to Willingness to Buy a product or service from a company. Kohl's inclusion on DJSI North America, Barron's Top 100 Most Sustainable U.S. companies, S&P Global's Sustainability Yearbook for the first time in 2021, and the Ethisphere Institute World's Most Ethical Companies demonstrate our commitment to climate issues to our customers and bolsters our environmental reputation.

Time horizon
Short-term

Likelihood
About as likely as not

Magnitude of impact
Medium

Are you able to provide a potential financial impact figure?
Yes, an estimated range

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure – minimum (currency)
1943300

Potential financial impact figure – maximum (currency)
19433000000

Explanation of financial impact figure
It is difficult to ascertain the exact financial impacts of these initiatives. Kohl's assumes that with poor sustainability programs or an inability to connect with consumers, the company has the potential to not gain additional revenue. However, if Kohl's climate-related image is seen as both credible and progressive, the company has the opportunity to increase revenues, which we have arbitrarily doubled for the purposes of this exercise and other climate-related assessments. The maximum financial impact figure reflects the organization total revenue ($19.4B), available in the company's 2021 SEC 10K filing. Calculation was based on the sum of 2021 net sales and other revenues. Net sales includes revenue from the sale of merchandise and shipping revenues. Net sales are recognized when merchandise is received by the customer and we have fulfilled all performance obligations. We do not have any sales that are recorded as commissions. Other revenue includes revenue from credit card operations, third-party advertising on our website, unused gift cards and merchandise return cards (breakage), and other non-merchandise revenue. Revenue from credit card operations includes our share of the finance charges, late fees, and other revenue less write-offs of uncollectible accounts of the Kohl's credit card pursuant to the Private Label Credit Card Program Agreement. Expenses related to our credit card operations are reported in SG&A. For the minimum financial impact figure we assumed at least a 0.01% growth opportunity of our total revenue which would be $1,943,300. A case study: Kohl's Electric Vehicle charging stations expansion for additional customer convenience in support of sustainability goals. Situation: Provide opportunities to engage customers that value sustainability with Kohl's sustainability goals to make progress against including climate change and the transition to a low-carbon transportation system. Task: Provide EV charging stations to our customers so they can charge their EV while shopping at Kohl's. Action: Install 100 Volta electric vehicle charging stations across 50 Kohl's stores in 2021 and further expand access a total of 275 conveniently located EV charging stations at more than 150 Kohl's stores . Results: Customers will be able to access a total of 275 conveniently located EV charging stations at more than 150 Kohl's stores and Kohl's will have the opportunity of further increasing revenues, by attracting conscious-minded consumers.

Cost to realize opportunity
1000000

Strategy to realize opportunity and explanation of cost calculation
Kohl's must conduct a variety of efforts to technically achieve success on climate-related opportunities while creating awareness on our journey and progress. To this end, Kohl's first monitors and manages environmental data, which requires in-house staff and the use of consultant groups. Kohl's estimates its total annual cost to be approximately $1,000,000, which involves the budget associated to climate-related programs (including consulting support for Net Zero strategy, ESG reporting and ESG framework development) and staff salaries. To come up with the cost to realize opportunity, we added the annual sustainability budget ($300K), the annual consulting budget ($100k) dedicated to climate-related programs and staff salaries ($600K) for the staff/department that oversees climate-related programs.

Comment

Identifier
Opp2

Where in the value chain does the opportunity occur?
Upstream

Opportunity type
Resource efficiency

Primary climate-related opportunity driver
Use of more efficient modes of transport

Primary potential financial impact
Returns on investment in low-emission technology

Company-specific description
Kohl's relies on international shipping from overseas suppliers. Marine fuels/diesel are understood to be highly polluting, and it is possible to reduce Scope 3 carbon emissions through more efficient partners and routes. Kohl's is committed to working on the reduction of our Scope 3 logistics footprint through our membership in the Business for Social Responsibility (BSR), where Kohl's carriers engages with the Smart Freight Center (previously known as Clean Cargo Working Group). BSR membership ,which provides the participation in this specific workgroup, costs Kohl's about $30,000. More than 97% of Kohl's cargo travels on a BSR ship, and Clean Cargo provides up-to-date emissions data in order to gain a deeper understanding of Kohl's supply chain footprint. Clean Cargo's annual emissions factors report indicates carriers have reduced CO2 emissions per TEU-km by 35 percent since 2009. Kohl's carriers belong to environmental programs that benchmark sustainability goals. Kohl's is proud to partner with carrier brands that actively promote sustainability efforts and voluntarily choose to be members in associations whose missions reflect the care we have toward the environment. For example, Kohl's partners with the following organizations: (1) Expeditors: Expeditors are a group of carriers who share a concern for transparency, freight transportation efficiency and the mitigation of harmful greenhouse gases from Kohl's business. This group belongs to SmartWay, Transporte, Limpio, Clean Cargo Working Group and Washington Business for Climate Action. (2) Orient Overseas Container Line (OOCL): OOCL provides an online carbon calculator to assist Kohl's in measuring carbon dioxide emissions. "GIGA Class" vessels on this line consume less energy and achieve the best Energy Efficiency Design Index (EEDI) values, which are 48% better than the EEDI baseline requirement set by the International Maritime Bureau. OOCL maintains membership in World Wildlife Fund, Climate Change Business Forum, and Clean Cargo Working Group, which were all voluntarily joined. They also hold Qualship 21 certification from the U.S. Coast Guard, the most rigid safety and environmental standards in the world for non-U.S. flagged vessels. (3) Evergreen: Evergreen Marine Corp. launched green bonds to raise capital for green initiatives. These bonds will fund improved energy efficiencies, preventing and controlling pollution and sustainable environmental development for all its operations

Time horizon
Short-term

Likelihood
Very likely

Magnitude of impact
Medium

Are you able to provide a potential financial impact figure?
No, we do not have this figure

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure – minimum (currency)
<Not Applicable>

Potential financial impact figure – maximum (currency)
<Not Applicable>

Explanation of financial impact figure
Kohl's financial impact for supply chain logistics and climate-related opportunities is at this time minimal. Kohl's does not anticipate savings that our logistics vendors would then pass to their customers; however, it is difficult at this time to ascertain an estimated amount. At this time, Kohl's sees this financial benefit as more of a null financial figure and improvement in reputation and on-time delivery of products.

Cost to realize opportunity
30000

Strategy to realize opportunity and explanation of cost calculation
Kohl's strategy to realize this opportunity is by working with logistics partners who seek operational improvements and by reporting on environmental/sustainability and climate-related goals and progress against these goals. Kohl's financial figure is estimated on membership fees which include Kohl's carriers participation in the Smart Freight Center (previously known as Clean Cargo Working Group). BSR membership ,which provides the participation in this specific workgroup, costs Kohl's about $30,000. A case study includes Kohl's Ocean Carriers are engaged through membership in the Business for Social Responsibility (BSR) Clean Cargo Working Group. Situation: Our domestic fleet is managed by vendor partners who are held to high standards through vetting and studying their sustainable practices. Emerging technologies will make future fleets more efficient. Several of our carriers have placed orders for hydrogen fuel cell trucks, electric trucks and high-performance diesel trucks. The proliferation of airfoils, trailer skirting, rear foils, cab air flow diverters and wheel covers are making our fleet more efficient every day. Task: Engage Ocean Carriers through membership in the Business for Social Responsibility (BSR) Clean Cargo Working Group, which improves the overall global shipping industry. Action: Through the partnership, push Ocean Carriers to increase fuel efficiency, while improving and time-efficient routes. Results: Kohl's will be able to save money through increasingly cost competitive vendors and also reduce our Scope 3 footprint related to supply chain logistics.

Comment

Identifier
Opp3

Where in the value chain does the opportunity occur?
Direct operations

Opportunity type
Resource efficiency

Primary climate-related opportunity driver
Move to more efficient buildings

Primary potential financial impact
Reduced indirect (operating) costs

Company-specific description
Kohl's is committed to sustainable solutions for a healthy future by seeking to reduce our carbon footprint that helps manage our operating costs. At the center of Kohl's operational strategy is the goal of reducing our energy use. Our target is to reduce an additional 10% of our energy consumption at Kohl's facilities by 2025, building off of the company's previous 20% reduction against 2008 baseline. Kohl's progress on this target is regularly reported to investors via Kohl's annual ESG report and other sustainability press releases throughout the year. The primary drivers for this goal are the recognition of the risks posed to Kohl's by increasing energy costs and the belief that increased efficiency and reduced carbon footprint will generate value for the company, investors and customers. Kohl's continually assesses opportunities to improve energy efficiency through projects that typically have no more than 7 year payback on investment, such as lighting retrofits in stores, upgrades to lighting fixtures at distribution centers, and outdoor lighting.

Time horizon
Short-term

Likelihood
Very likely

Magnitude of impact
Medium

Are you able to provide a potential financial impact figure?
Yes, a single figure estimate

Potential financial impact figure (currency)
4143000

Potential financial impact figure – minimum (currency)
<Not Applicable>

Potential financial impact figure – maximum (currency)
<Not Applicable>

Explanation of financial impact figure
Kohl's financial impact figure is based on measured reductions on energy and money savings for our LED lighting upgrades. We completed 130 LED retrofits in 2021. The total investment of this project was $29M to complete 130 LED retrofits. We calculated the payback period over investment is 7 years. Therefore, we calculated the potential financial impact figure as the savings expected annually ($4,143,000), dividing the total investment by the amount of payback years.

Cost to realize opportunity
29000000

Strategy to realize opportunity and explanation of cost calculation
The cost to realize the opportunity was calculated based on the total cost of our energy efficiency projects ($29M) to complete 130 LED retrofits. Kohl's continually assesses opportunities to improve energy efficiency through projects that typically have no more than 7 year payback on investment, such as lighting retrofits in stores, upgrades to lighting fixtures at distribution centers, and outdoor lighting. A case study includes replacing aging parking lot lights and poles with outdoor LED lighting which reduced both maintenance and energy costs associated with maintaining exterior pole lighting. and replacing exterior lighting to LED. Task: Switch the lights to LED. Action: Upgrading aging interior and exterior lighting to LED. Results: Energy and maintenance cost savings for Kohl's and reduction of our GHG emissions. In 2021, we completed 130 LED retrofits, which will save more than 42 million kilowatt-hours (kWh) per year. The annual savings were calculated at $4,143,000.

Comment

C3.1

(C3.1) Does your organization's strategy include a transition plan that aligns with a 1.5°C world?

Row 1

Transition plan
No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a transition plan within two years

Publicly available transition plan
<Not Applicable>

Mechanism by which feedback is collected from shareholders on your transition plan
<Not Applicable>

Description of feedback mechanism
<Not Applicable>

Frequency of feedback collection
<Not Applicable>

Attach any relevant documents which detail your transition plan (optional)
<Not Applicable>

Explain why your organization does not have a transition plan that aligns with a 1.5°C world and any plans to develop one in the future
Kohl's is committed to developing a transition plan in line with a 1.5 degree C scenario within the next two years. We value stakeholder engagement in coordination with feedback from our leadership on lowering our carbon footprint. This collaborative process resulted in Kohl's committing to a net zero target. As part of our next steps in reaffirming our net zero strategy, we are actively looking into the SBTI approval process for this target. We also realize this is just one (albeit major) component on the way towards developing a comprehensive plan that captures our transition risks and the progress we've made to mitigate them. Now that we have established our net zero target, we are prioritizing our transition planning efforts and to do so, we are following the most updated TCFD guidance as closely as possible. TCFD's Guidance on Metrics, Targets, and Transition Plans states that key characteristics of an effective transition plan include being "aligned with strategy" and "anchored in quantitative elements, including climate-related metrics and targets." The internal exercises that we undertook to develop our net zero target accomplished both of these characteristics. As we continue to identify and quantify our transition risks, we are working to establish climate-related governance protocols aligned with our existing ERM systems and will be conducting a transition scenario analysis with a 1.5 degree C temperature alignment in the near future. Our sustainability goals are ambitious and as we enter the low-carbon economy, and our intent is to ensure our transition plan is comprehensive, transparent, and credible according to Kohl's-specific circumstances while incorporating the latest standards in climate science.

Explain why climate-related risks and opportunities have not influenced your strategy
<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, but we anticipate using qualitative and/or quantitative analysis in the next two years	Important but not an immediate priority	The first step in the Kohl's sustainability journey was to establish credible carbon reduction targets. Now, we are ready to prioritize quantitative climate resilience and management practices through developing a climate-related scenario analysis strategy that encompasses both our physical and transition risks. We intend to follow TCFD best practice guidance on scenario analyses and transition planning to guide us. In the meantime, we are organizing internally with the ultimate objective of conducting exploratory scenarios within the next two years through using public models from the IPCC (e.g. RCP 8.5) and IEA (e.g. SDS) to begin to map out our physical and transition risk pathways.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Kohl's sees strong links between improving our customers' quality of life & our brand. Our purpose — to inspire & empower families to lead fulfilled lives — guides how we work with partners, how we approach philanthropy, how we consider the environment, & how we touch the lives of our customers, associates & communities. We believe integrating sustainable solutions in the way we do business will help to better the futures for individuals & families by providing them products that improve their quality of life & protecting the environment for future generations. ESG stewardship is a key component of our strategy & our vision: To be the most trusted retailer of choice for the active & casual lifestyle. We believe ESG stewardship is important to building a more-sustainable future for all & creating long-term shareholder value. ESG perceptions strongly drive Reputation with a high correlation of R2 = 0.86 and is also shown to impact Business Outcomes with high statistical correlation. For ex, our thirdparty found an R2 = 0.78 correlation between ESG perception score & Willingness to Buy a product or service from a company. With our private/exclusive brands representing over 30% of our business we aim to grow our offering of products with sustainable attributes. We have set public goals & are committed to increasing the use of recycled polyester & more sustainable cotton, which will help to lessen our environmental impact & could also drive reductions in our Scope 3 emissions. To this end, Kohl's has the potential opportunity to meet or exceed customer expectations regarding our environmental reputation, which may positively enhance sales performance. As part of Kohl's brand value & reputational element, the company has established a sustainability program with associated KPIs & targets. Kohl's has committed to reducing our Scope 1 & 2 GHG emissions by 50% by 2025. These values align with an increasing number of investors & customers, who seek to invest & align with like-minded companies. The enhanced competitive position to reflect the shifting consumer preference will result in increased revenues, which based on the total revenue in 2021, could be $19B. Kohl's has a wide variety of opportunities to exceed our customer expectations including installation of electric vehicle charging stations, renewable energy purchasing& application of energy efficiency programs
Supply chain and/or value chain	Yes	We purchase merchandise from numerous domestic and foreign suppliers. We seek to work with vendors that align with our values and expectations, including those on climate change and in Kohl's Terms of Engagement. We provide training to vendors and regularly collaborate on our Policy/expectations. Our training sessions cover a number of topics: expectations, definitions, best practice, verification methods, indicators of noncompliance, facility reporting, remediation methods, improvement, and sustainability efforts. Our Terms include provisions regarding laws and regulations, employment practices, ethical standards, environmental and legal requirements, communication, monitoring/compliance, record keeping, subcontracting and corrective action. We monitor actions and seek business with responsible vendors. These terms encompass climate-related issues such as severe weather and environmental regulations that may be applicable to our vendors, however, extend to requirements of worker safety that may arise in climate-related events. Facilities approved to produce our proprietary goods must have our Policy posted on their wall in visible locations, in the native language of the workers. We evaluate our suppliers on their performance with the Sustainable Apparel Coalition's Higg Index on environmental reporting which includes an evaluation of energy, GHG and air impacts from our vendors- 100% of approved facilities were required to complete the Higg Index Facility Environmental Module (FEM) in 2021 and 80.5% of all approved facilities completed the Higg FEM. We believe we have good working relationships with our suppliers. While disruptions to segments of our supply chain may occur, the diversity and flexibility of our supplier network allows us to adapt and respond quickly to shifts due to climate-related supply disruptions. For this reason, we do not consider climate-related supply chain risks and opportunities to be a substantive financially material issue; however, if more of our suppliers are impacted by climate change, this understanding may change.
Investment in R&D	No	Our involvement with research and development (R&D) is limited and we do not yet consider ourselves impacted since our company does not produce any products specifically. Climate-related planning of financial spends may manifest in two different manners: 1) customer demand for products linked to our foot traffic, sales and revenues; and 2) methods to reduce costs for our organization and act as a good corporate citizen. We sell home products (home products constituted 18% of our revenues in CY2021, but we note that we do not release figures on specific product line sales) such as ENERGY STAR rated products and smart home devices; however, these home products generally do not fall under our private brands. Our proprietary brands made up 34% of revenues in 2021. However, our proprietary products do not require large investments in R&D, so from a magnitude standpoint R&D does not meet the criteria for a substantive financially material issue. We do, however, monitor R&D of products that may appeal to our customers and test/pilot new emerging technologies for potential future deployment. We also monitor and spend on products that improve our operational performance, reducing our climate-related risks and enhancing our cost efficiencies. Examples include improved HVAC systems in our assets that were previously identified as material for our climate-related risks and opportunities. Despite this, we would not be investing in R&D for such equipment or technologies. A substantive financial impact for climate-related risk and opportunities is defined as any activity that may impact our EPS by more than one cent USD.
Operations	Yes	Chronic physical risks such as increases in weather extremes (HDD/CDD) could lead to higher operational costs due to increased energy requirements to heat and cool stores. We manage this risk by continuously working to reduce energy costs through improved ecoefficiency for the short/mid/long-term via our ERM and development of energy and GHG targets. Our commitment to getting our assets ENERGY STAR certified takes place through investments in HVAC system upgrades and high-efficiency lighting retrofits at our stores, distribution centers, and offices. We are currently working to install more efficient, programmed HVAC units. In 2021, we completed 130 LED retrofits, which will save more than 42 million kilowatt-hours (kWh) per year. By the end of 2025, we will have LED lighting installed at all of our properties. To date, 63% of our stores have received LED retrofits across the majority of their floor plans. Additionally, 71 stores received an HVAC system replacement for optimum efficiency. Operational efficiency improvements and strategy are part of this overall store strategies spend. In addition, we also ensure our buildings are maintained in a way that are conserving water and energy- we have 157 LEED O+M certified buildings.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Indirect costs Capital expenditures Capital allocation	Kohl's risks & opportunities are identified in the ERM, which is overseen by our RRC who monitors & assesses short/medium/long-term risk. Daily responsibility over specific risks are delegated to individual risk owners. Climate-related risks/opportunities are managed by several departments including Finance, Energy, & ESC. Risk owners develop action plans to leverage and mitigate opportunities and risks. Climate risk is discussed w/ senior leadership at least quarterly, including financial implications of each risk. Kohl's ensures that we analyze these financial implications for our revenues, operational (indirect) costs, capital expenditures and allocation. Revenues: Kohl's describes the disruption to our supply chain, which may lead to impacts on our earnings. Impacts may include interruption to logistics and transportation of goods/merchandise to distribution centers and stores, volatility of prices of natural resources and transportation, and availability and timely delivery of private label brands. Each of these has the potential to disrupt sales and costs; Kohl's SEC 10-K filing includes such risks in our business strategy and financial planning. Risks are mitigated by the implementation of risk screening tools. For example, supply chain assets frequently undergo risk screening, including impacts to our revenue. In 2017, Kohl's began implementation of a new automated risk assessment tool to more effectively evaluate risk related to facilities located in other countries around the world and Kohl's established a target in 2019, requiring all proprietary and private-label suppliers to complete the Higg Index Environmental Module. Full implementation of the SCREEN tool will support improved focus of audit resources in managing risk while minimizing audit fatigue by scheduling more frequent audits at facilities with higher risk and less frequent audits at facilities with lower risk. Kohl's continuously evaluates our supply chain vendors' performance for any number of risks and factors, including human rights, pricing, product availability and demand, environmental factors, etc., and as such we see the minimum cost as $0, as given enough time Kohl's could secure new suppliers for our proprietary brands. On the other hand, if climate-related risks were significant, severe and impacted the entire supply chain, it would have the potential to impact Kohl's entire revenue stream. Kohl's has evaluated the company revenue structure and is constantly updating local inventory needs. We currently evaluate this risk as low; however, this is proactively addressed in our ERM, in case it is expected to change. Indirect Costs: For operating costs, we use an example from our grid purchase. Kohl's purchases electricity from various energy suppliers in the US to support operations at more than 1,100 locations in 49 states. An introduction of a carbon tax, which seeks to reduce the use of fossil fuels in electricity generation, could result in increased operating costs and would therefore be a potential expense risk. The US House of Representatives introduced carbon tax legislation which would impose on utilities a fee of $15/mton CO2e and increasing by $10/mton CO2e each year after implementation. This policy would represent a transitional risk for indirect operations by increasing the cost for utility companies who would then pass on these costs to the energy purchasers such as Kohl's. Using Kohl's 2021 Market Based Scope 2 emissions (347,501 mton CO2e), the carbon tax for Kohl's would be approximately $5.2 million, assuming the utility passes the carbon tax directly to the consumer. In May 2022, the U.S. Supreme Court allowed to raise the cost estimate for the societal impact of greenhouse gases that federal agencies would be able to use when considering new regulations. The Biden administration adopted a value of about $50/ton. Considering that value, Kohl's direct energy usage would be approximately $17.4M. In order to counteract, we have diversified some of our energy sources by installing solar/wind at 165 stores. Additionally, 91% of Kohl's stores are ENERGY STAR certified. Furthermore, costs incurred from the potential carbon tax regulation could be passed on to the consumer through incremental increases in the prices of sold goods. As other retailers would also need to integrate the additional costs into their goods and services, the brand reputation would not be impacted. At Kohl's, we have evaluated our operating costs, including capital expenditures needed to reduce them. We currently evaluate this risk as low; however, this is proactively addressed in our ERM, in case it is expected to change. Capital Expenditures: Kohl's takes a lot of effort in our capital planning, to ensure that our consultants and service providers provide us with exceptional value and impact. From the start, Kohl's has worked including energy efficiency measures into our regularly scheduled maintenance and operations, repairs, renovations and upgrade activities that may be executed by our asset managers. In order to counteract potential increases to operating costs, Kohl's has, for example, diversified some of our energy sources by installing solar arrays/wind at 165 stores. Additionally, 91% of Kohl's stores are ENERGY STAR certified. We also ensure our buildings are maintained in a way that are conserving water and energy, and have 157 LEED O+M certified buildings. Furthermore, costs incurred from the potential carbon tax regulation could be passed on to the consumer through incremental increases in the prices of sold goods. As other retailers would also need to integrate the additional costs into their goods and services, the brand reputation would not be impacted. Kohl's has evaluated the company's operating costs, including capital expenditures needed to reduce them. We currently evaluate this risk as low; however, this is proactively addressed in our ERM, in case it is expected to change. Capital Allocation: To counteract potential increases to operating costs, Kohl's has executed energy programs in a manner that has resulted in significant cost savings, thereby attracting the attention of our Finance Department. This has also led to a deeper integration effort between our Energy and Finance Departments that have helped highlight the importance of energy efficiency projects for our organization and increased momentum for our operational efficiency initiatives and capital allocation.

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Year target was set

2019

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 2 accounting method

Location-based

Scope 3 category(ies)

<Not Applicable>

Base year

2014

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

39446

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

767718

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

<Not Applicable>

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)
807164

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1
100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2
100

Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)
<Not Applicable>

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes
100

Target year
2025

Targeted reduction from base year (%)
50

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]
403582

Scope 1 emissions in reporting year covered by target (metric tons CO2e)
48959

Scope 2 emissions in reporting year covered by target (metric tons CO2e)
347501

Scope 3 emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)
396460

% of target achieved relative to base year [auto-calculated]
101.764697137137

Target status in reporting year
Achieved

Is this a science-based target?
Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition
1.5°C aligned

Please explain target coverage and identify any exclusions
In September 2019, Kohl's announced a set of sustainability goals focused on climate action, waste and recycling, and sustainable sourcing that support the sustainable future we see for our customers and associates. The company’s sustainability strategy is guided by leveraging business practices and decisions that enhance the objectives of the United Nations Sustainable Development Goals (SDGs). Our climate action goals are focused on the reduction of GHG emissions and increase of renewable energy use. This includes a Scope 1 and 2 combined goal of 50% reduction from 2014 levels by 2025; seeking an approximate linear decrease in emissions of 4.5% year-on-year. This linear reduction is more ambitious than SBTi’s absolute contraction for 1.5DC of 4.2% year-on-year. In 2021, Kohl's has committed to setting a science-based target that will be approved by the Science-Based Targets initiative. In March 2022, at Kohl’s Investor meeting, we made a commitment towards reaching Net Zero by 2050. We actively track our scope 1, scope 2 and a subset of our scope 3 emissions and report these metrics annually. At the end of CY21 we achieved a total of 50% reduction in our scope 1 and 2 emissions based on a 2014 baseline, achieving our climate reduction goal four years ahead of schedule. In July 2021, we strengthened our climate leadership by joining the Science Based Targets initiative. Through SBTi, we have committed to align our targets with climate science and the core commitment of the Paris Agreement. As part of our next steps in reaffirming our net zero strategy, we are actively looking into the SBTI approval process for this target.

Plan for achieving target, and progress made to the end of the reporting year
<Not Applicable>

List the emissions reduction initiatives which contributed most to achieving this target
The majority of our reductions towards achieving our scope 1+2 target came from energy efficiency initiatives in our stores that drove down our overall scope 2 emissions by 55% vs. our 2014 baseline (347,501 in 2021 vs. 767,718 in 2014). As of 2021, 91% of our stores are ENERGY STAR® certified. We continue to retrofit stores with high-efficiency lighting to reduce emissions and save electricity. In 2021, we completed 130 LED retrofits, which will save more than 42 million kilowatt-hours (kWh) per year. By the end of 2025, we will have LED lighting installed at all of our properties. To date, 63% of our stores have received LED retrofits across the majority of their floor plans. Additionally, 71 stores received an HVAC system replacement for optimum efficiency.

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?
Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number
Oth 1

Year target was set
2019

Target coverage
Company-wide

Target type: absolute or intensity
Intensity

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

Energy consumption or efficiency	Other, please specify (thousand BTU)

Target denominator (intensity targets only)
square foot

Base year
2008

Figure or percentage in base year
111

Target year
2025

Figure or percentage in target year
77.7

Figure or percentage in reporting year
79

% of target achieved relative to base year [auto-calculated]
96.0960960960961

Target status in reporting year
Underway

Is this target part of an emissions target?
Yes, this goal feeds into our carbon goals, 50% reduction of Scope 1&2, Abs 1

Is this target part of an overarching initiative?
Other, please specify (U.S. Department of Energy's Better Building Challenge AND Better Climate Challenge)

Please explain target coverage and identify any exclusions
In September 2019, Kohl's announced a set of sustainability goals focused on climate action, waste and recycling, and sustainable sourcing that support the sustainable future we see for our customers and associates. The company's sustainability strategy is guided by leveraging business practices and decisions that enhance the objectives of the United Nations Sustainable Development Goals (SDG). For energy efficiency, we see we have the power to make a significant impact with the right energy solutions. As a participant in the U.S. Department of Energy's Better Building Challenge, we formally committed to 20% reduction in energy use per square foot by 2020 based on a 2008 baseline. After achieving the 20 percent energy reduction goal in 2018, Kohl's commits to an extension of its Challenge goal to 30 percent by 2025, further reducing energy consumption by 10 percent at Kohl's facilities by 2025. In 2021, we achieved a 29% reduction in energy consumption compared to 2008. In November 2021, we were one of the first companies to join the U.S. Department of Energy's Better Climate Challenge, strengthening our commitment to reduce our greenhouse gas emissions. As a partner in the challenge, we plan to share our carbon reduction progress and strategies to help other organizations build on our success.

Plan for achieving target, and progress made to the end of the reporting year
In 2021, we completed 130 LED retrofits, which will save more than 42 million kilowatt-hours (kWh) per year. In our ongoing commitment to energy efficiency, Kohl's is ramping up deployment of LED lighting across our fleet. By the end of 2025, we will have LED lighting installed at all of our properties. To date, 63% of our stores have received LED retrofits across the majority of their floor plans. Additionally, 71 stores received an HVAC system replacement for optimum efficiency. In 2021, we secured RECs totaling approximately 85,278 megawatt-hours (MWh), including 24,278 MWh from our on-site solar arrays, where we retain or own the RECs. These RECs resulted in the offset of 28,212 metric tons of carbon. In 2022, Kohl's is launching a program to equip 15 of our rooftops across Arizona and Illinois with solar arrays within the next year. The 15 new projects will increase Kohl's Installed Solar Capacity by 10.4%, to a total of 56.97 MW. The company is also contracting to support the development of 23.4 MW of community solar projects across New York in 2022.

List the actions which contributed most to achieving this target
<Not Applicable>

C4.3

(C4.3) 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.
Yes

C4.3a

(C4.3a) 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 (only for rows marked *)
Under investigation	2	
To be implemented*	1	2926
Implementation commenced*	1	67
Implemented*	4	21324
Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Low-carbon energy generation	Solar PV

Estimated annual CO2e savings (metric tonnes CO2e)
2318

Scope(s) or Scope 3 category(ies) where emissions savings occur
Scope 2 (location-based)
Scope 2 (market-based)

Voluntary/Mandatory
Voluntary

Annual monetary savings (unit currency – as specified in C0.4)
0

Investment required (unit currency – as specified in C0.4)
0

Payback period
No payback

Estimated lifetime of the initiative
<1 year

Comment
Kohl's began solar initiatives in 2007 and maintains a commitment to renewable energy use through the purchase and production of renewable energy credits (RECs). In 2021, an estimated 58,732 megawatt-hours (MWh) of solar energy was used, meaning more than 6% of the electricity we used to power our business came from renewable sources. Kohl's partnered with third parties and negotiated PPA agreements which allowed us to retain the RECs associated with the solar energy generated; therefore, there is no investment required or payback period.

Initiative category & Initiative type

Energy efficiency in buildings	Lighting

Estimated annual CO2e savings (metric tonnes CO2e)
15943

Scope(s) or Scope 3 category(ies) where emissions savings occur
Scope 2 (location-based)
Scope 2 (market-based)

Voluntary/Mandatory
Voluntary

Annual monetary savings (unit currency – as specified in C0.4)
4628299

Investment required (unit currency – as specified in C0.4)
0

Payback period
<1 year

Estimated lifetime of the initiative
6-10 years

Comment
Kohl's looks at climate issues synergistically with store/brand experience & consistency, including efforts to install lighting systems that are visually stimulating, energy efficient and financially efficient. Kohl's lighting systems are seen as the biggest energy contributor to energy/Scope 2 emissions. Scope 2 also constitute approximately 90% of our Scope 1 and 2 footprint. Kohl's also strategically determines where there are existing upgrades and maintenance needed at stores. In 2021, we completed 130 LED retrofits, which will save more than 42 million kilowatt-hours (kWh) per year. To date, 63% of our stores have received LED retrofits across the majority of their floor plans. To calculate monetary savings, a national average commercial electricity rate of $0.1093 was applied to the energy savings. To calculate investment requirements, Kohl's has secured projects and integrates the upgrades into existing required updates with long-term service providers, thus making the investment amount negligible for our LED systems.

Initiative category & Initiative type

Energy efficiency in buildings	Heating, Ventilation and Air Conditioning (HVAC)

Estimated annual CO2e savings (metric tonnes CO2e)
2974

Scope(s) or Scope 3 category(ies) where emissions savings occur
Scope 2 (location-based)
Scope 2 (market-based)

Voluntary/Mandatory
Voluntary

Annual monetary savings (unit currency – as specified in C0.4)
871306

Investment required (unit currency – as specified in C0.4)
17000000

Payback period
16-20 years

Estimated lifetime of the initiative
11-15 years

Comment
In 2021, 71 stores received an HVAC system replacement for optimum efficiency (603 units, in total), 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 $0.1093 was applied to the energy savings.

Initiative category & Initiative type

Company policy or behavioral change	Customer engagement

Estimated annual CO2e savings (metric tonnes CO2e)
88

Scope(s) or Scope 3 category(ies) where emissions savings occur
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

Voluntary/Mandatory
Voluntary

Annual monetary savings (unit currency – as specified in C0.4)
0

Investment required (unit currency – as specified in C0.4)
0

Payback period
<1 year

Estimated lifetime of the initiative
6-10 years

Comment
Kohl's is committed to accelerating the adoption of electric vehicles by expanding charging networks. This row represents the installation of 90 charging spots in 2021, which was estimated to have displaced 9,975 gallons of gasoline from customer transportation. Kohls' third-party charging station partner manages all costs associated with installation, therefore, there is no investment required from Kohls.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Dedicated budget for energy efficiency	At the center of our operational strategy is the goal of reducing our energy use. To prioritize budgets related to energy efficiency investment, we analyze our energy use and footprints for the year and determine projects or specific areas with payback periods of 2-5 years or less and high potential for GHG emissions reductions. In addition, we also look for outside funding sources such as federal or state grants and incentives as part of our planning and budgeting strategy. Previous cost savings generated from the Energy Team led to interest from the Finance Department, leading to deeper integration efforts between these teams that have helped highlight the importance of energy efficiency projects for our organization and increased momentum for our operational efficiency initiatives.
Dedicated budget for other emissions reduction activities	To prioritize budgets related to emissions reductions, we analyze our emissions sources and GHG footprints for the year and determine projects with the best payback. We also allot dedicated budgets for specific activities, which will impact our emission performance. These activities include things such as our annual memberships with BSR and strategic partnerships (e.g. How2Recycle, etc.) that aim to reduce our Scope 3 footprint.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?
Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation
Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon
Other, please specify (ENERGY STAR Certification, EPA ENERGY STAR calculations)

Type of product(s) or service(s)

Batteries	Other, please specify (Energy Star Certified products)

Description of product(s) or service(s)
Kohl's offers a range of Energy Star certified products through our stores and digital platform, which includes offerings like dish waster units, dehumidifiers, and fans.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)
No

Methodology used to calculate avoided emissions
<Not Applicable>

Life cycle stage(s) covered for the low-carbon product(s) or services(s)
<Not Applicable>

Functional unit used
<Not Applicable>

Reference product/service or baseline scenario used
<Not Applicable>

Life cycle stage(s) covered for the reference product/service or baseline scenario
<Not Applicable>

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario
<Not Applicable>

Explain your calculation of avoided emissions, including any assumptions
<Not Applicable>

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

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Level of aggregation
Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon
Other, please specify (Heating and Cooling – Other: Smart Thermostats)

Type of product(s) or service(s)

Heating and cooling	Other, please specify (Smart Thermostats)

Description of product(s) or service(s)
Kohl's offers a range of smart home products through our stores and digital platform, which includes offerings like smart thermostats.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)
No

Methodology used to calculate avoided emissions
<Not Applicable>

Life cycle stage(s) covered for the low-carbon product(s) or services(s)
<Not Applicable>

Functional unit used
<Not Applicable>

Reference product/service or baseline scenario used
<Not Applicable>

Life cycle stage(s) covered for the reference product/service or baseline scenario
<Not Applicable>

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario
<Not Applicable>

Explain your calculation of avoided emissions, including any assumptions
<Not Applicable>

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

Level of aggregation
Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon
Other, please specify (EPA Greenhouse Gas Equivalencies Calculator)

Type of product(s) or service(s)

Power	Other, please specify (Electric Vehicle Charging Stations)

Description of product(s) or service(s)
As we work to reduce our environmental footprint, we want to enable our customers to do the same. Kohl's is committed to accelerating the adoption of electric vehicles by expanding charging networks. At the end of FY2021, we had more than 325 electric vehicle charging spots spread across 146 locations.

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

Methodology used to calculate avoided emissions
Other, please specify (Energy data in KWh drawn from the stations is converted using the EPA Greenhouse Gas Equivalencies Calculator.)

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

Functional unit used
454,526 kWh

Reference product/service or baseline scenario used

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

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario
197

Explain your calculation of avoided emissions, including any assumptions
A total of 454,526 kWh were drawn from all Kohl's stations in CY2021 – using the EPA Greenhouse Gas Equivalencies Calculator this translates to 197 MTCO2e saved. These stations provide more than 105,000 charging sessions per year to our customers and associates. By maintaining our solidarity with electric vehicle owners, the charging we provide powers nearly 809,000 miles of driving and saves more than 36,000 gallons of gasoline annually. Kohl's does not disclose revenue information for specific services .

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

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?
No

C5.1a

(C5.1a) 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?

Row 1

Has there been a structural change?
No

Name of organization(s) acquired, divested from, or merged with
<Not Applicable>

Details of structural change(s), including completion dates
<Not Applicable>

C5.1b

(C5.1b) 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)
Row 1	No	<Not Applicable>

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1 2014

Base year end

December 31 2014

Base year emissions (metric tons CO2e)

39446

Comment

In 2019, Kohl's set a new GHG reduction target with a base year of 2014 to replace a previous target spanning 2008 to 2020, which was achieved. The presented information is for our new target (Abs1). There is no difference in our Scope 2 location and market-based figures as we relied on the same emissions factors. Our previous base year of 2008 was from January 1, 2008 to December 31, 2008, Scope 1 emissions were 22,519 mtCO2e and Scope 2 (location and market are the same) 808,609, which is applicable to our Abs2 target. In 2018, Kohl's adopted AR5 GWPs for our GHG inventory. For our previous target's consistency, we recalculated our base year to include the latest GWP. Our GHG footprint uses AR5 GWP where applicable.

Scope 2 (location-based)

Base year start

January 1 2014

Base year end

December 31 2014

Base year emissions (metric tons CO2e)

767718

Comment

In 2019, Kohl's set a new GHG reduction target with a base year of 2014 to replace a previous target spanning 2008 to 2020, which was achieved. The presented information is for our new target (Abs1). There is no difference in our Scope 2 location and market-based figures as we relied on the same emissions factors. Our previous base year of 2008 was from January 1, 2008 to December 31, 2008, Scope 1 emissions were 22,519 mtCO2e and Scope 2 (location and market are the same) 808,609, which is applicable to our Abs2 target. In 2018, Kohl's adopted AR5 GWPs for our GHG inventory. For our previous target's consistency, we recalculated our base year to include the latest GWP. Our GHG footprint uses AR5 GWP where applicable.

Scope 2 (market-based)

Base year start

January 1 2014

Base year end

December 31 2014

Base year emissions (metric tons CO2e)

767718

Comment

In 2019, Kohl's set a new GHG reduction target with a base year of 2014 to replace a previous target spanning 2008 to 2020, which was achieved. The presented information is for our new target (Abs1). There is no difference in our Scope 2 location and market-based figures as we relied on the same emissions factors. Our previous base year of 2008 was from January 1, 2008 to December 31, 2008, Scope 1 emissions were 22,519 mtCO2e and Scope 2 (location and market are the same) 808,609, which is applicable to our Abs2 target. In 2018, Kohl's adopted AR5 GWPs for our GHG inventory. For our previous target's consistency, we recalculated our base year to include the latest GWP. Our GHG footprint uses AR5 GWP where applicable.

Scope 3 category 1: Purchased goods and services

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 2: Capital goods

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start
January 1 2021

Base year end
December 31 2021

Base year emissions (metric tons CO2e)
19422

Comment
The emissions from transmission and distribution losses were calculated under the average-data method using primary activity data from United States electricity consumption. CY2021 electricity consumption was categorized by eGRID subregion, multiplied by the associated grid region loss factor (sourced from eGRID2020) and multiplied by the eGRID2020 emissions factor. AR5 100-year GWP values were applied.

Scope 3 category 4: Upstream transportation and distribution

Base year start
January 1 2021

Base year end
December 31 2021

Base year emissions (metric tons CO2e)
112886

Comment
Kohl's collects primary activity data consisting of distance traveled and ton-miles for each transportation mode (truck, intermodal) and for each carrier. The emissions were calculated using the distance-based method and the emission factors from Table 8 Upstream Transportation and Distribution in the EPA's Emission Factors for Greenhouse Gas Inventories (April 2021). The "Medium-and Heavy-Duty Truck" emission factor was used for truck transport. For intermodal transport, a weighted average was used, consisting of "medium-and heavy-duty truck" (10%), "rail" (45%), and "waterborne craft: (45%). AR5 100-year GWP values were applied.

Scope 3 category 5: Waste generated in operations

Base year start
January 1 2021

Base year end
December 31 2021

Base year emissions (metric tons CO2e)
23432

Comment
Kohl's collects primary activity data on waste tonnage by material type as part of an internal recycling program. Waste emissions are calculated utilizing EPA's Emission Factors for Greenhouse Gas Inventories (April 2021). Emission factors were chosen based on treatment method (landfilled, recycled and composted) and material type.

Scope 3 category 6: Business travel

Base year start
January 1 2021

Base year end
December 31 2021

Base year emissions (metric tons CO2e)
2102

Comment
Kohl's collects primary activity data for air travel, and secondary activity data for rental car travel and employee personal car mileage reimbursement. Air travel emissions are calculated using distance traveled and DEFRA DECC (2021) business travel –air emissions factors for various seating classes and flight segment lengths. Rental car emissions are calculated by collecting dollars spent on gas and determining miles traveled using average gasoline prices in 2021 and the average fuel efficiency of light-duty vehicles. An average of "passenger car" and "light-duty truck" emission factors are used from the EPA's Greenhouse Gas Inventories (April 2021). Mileage reimbursement emissions are calculated by collecting dollars spent of gas through reimbursement claims and fuel cards. Emissions from fuel cards are calculated in the same way as rental cars. Emissions from reimbursement claims are calculated using a reimbursement rate of $0.57 per mile. All calculations use AR5 100-year GWP values.

Scope 3 category 7: Employee commuting

Base year start
January 1 2021

Base year end
December 31 2021

Base year emissions (metric tons CO2e)
93838

Comment
Emissions are calculated using the average-data method using activity data on the number of full time and part time employees. Average commute mode shares (drive alone, carpool, public transportation) were derived from the U.S. Census Bureau and U.S. Department of Transportation. Commute days were determined depending on employee type. Assumed a 5-days-per-week schedule for full-time employees, 3-days-per-week schedule for part-time employees and LTE employees worked part-time for 12 weeks in the year only. A 10% in-person attendance rate was assumed for corporate employees. An average 20-mile roundtrip commute distance for all employees was assumed. The emissions factor for "passenger car" was sourced from Table 10 Business Travel and Employee Commuting from the EPA's Emission Factors for Greenhouse Gas Inventories (April 2021). AR5 100-year GWP values were applied.

Scope 3 category 8: Upstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 10: Processing of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 11: Use of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start
January 1 2021

Base year end
December 31 2021

Base year emissions (metric tons CO2e)
212567

Comment
Emissions calculated under the waste-type-specific method using estimated activity data from products sold in the United States. Clothing disposal by treatment method estimated based on EPA (landfilled, combusted and recycled). Clothing and other products were categorized as Mixed MSW or Mixed Recyclables and emission factors were sourced from EPA's Emission Factors for Greenhouse Gas Inventories (April 2021). AR5 100-year GWP values were applied.

Scope 3 category 13: Downstream leased assets

Base year start
January 1 2021

Base year end
December 31 2021

Base year emissions (metric tons CO2e)
2665

Comment
Kohl's captures some primary activity data for electricity and natural gas consumption at subleased locations. Where activity data is not available, consumption is modeled based on energy use per square foot by building type. Emissions are calculated based on relevant location-based emissions factors that correspond to the region of subleased locations.

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
IPCC Guidelines for National Greenhouse Gas Inventories, 2006
The Climate Registry: General Reporting Protocol
The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
The Greenhouse Gas Protocol: Scope 2 Guidance
US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity
US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources
US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
US EPA Emissions & Generation Resource Integrated Database (eGRID)

C6. Emissions data

C6.1

(C6.1) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)
48959

Start date
<Not Applicable>

End date
<Not Applicable>

Comment
Start Date on 1/1/21 and end date on 12/32/21

C6.2

(C6.2) Describe your organization’s approach to reporting Scope 2 emissions.

Row 1

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

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

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based
347501

Scope 2, market-based (if applicable)
337593

Start date
<Not Applicable>

End date
<Not Applicable>

Comment
Start Date on 1/1/21 and end date on 12/32/21

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?
No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status
Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Kohl's Environmental Compliance & Sustainability and Facilities Energy management teams meet prior to updating the annual inventory to identify any new sources of emissions to be included in the inventory. Reported Scope 3 emissions are comprised of employee air travel, employee business rental car ground travel, employee business personal vehicle mileage reimbursements, employee commuting, upstream transportation and distribution, electricity transmission and distribution losses, downstream leased assets, end of life treatment of sold products and waste disposal, which are based on the availability and quality of data. Areas where the source is expected to contribute significantly to Kohl's Scope 3 GHG emissions have also been prioritized for obtaining accurate Scope 3 data. For Scope 3 GHG footprint calculations, we rely heavily on accurate data as well as material issues. Kohl's acknowledges the importance of our Scope 3 GHG footprint relative to purchased goods and services (including the purchase of raw and material goods that go into manufacturing products and packaging), however, we have not yet calculated this, but are working to understand our supplier environmental footprint more deeply using the Higg Index environmental module. 89% of our tier 1 suppliers responded to this in 2021. We note, however, we have taken particular effort at reducing impacts and GHG footprint relative to related packaging of purchased goods, in that we have policies related to reducing packaging from our suppliers, using recyclable materials or materials that contain recycled components, and emphasizing packaging take-back, including labeling partnerships with How2Recycle (for our customers [downstream] and Associates), and seeking a single carton bag for both hanging and folded products to both reduce workload for the stores and encouraging recycling and takeback of packaging materials from our suppliers.

Capital goods

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
For Kohl's, relevance of scope 3 categories is based on the availability and quality of data; the effort required to acquire and analyze the data; and the opportunity of managing associated emissions. Our assessment of this category indicated that our capital goods emissions would likely represent an insignificant portion percent (0-1 percent) of our total scope 3 emissions. In CY2021, Kohl's did not make significant machinery purchases and did not significantly alter our site portfolio.

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

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
19422

Emissions calculation methodology
Average data method

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

Please explain
The emissions from transmission and distribution losses were calculated under the average-data method using primary activity data from United States electricity consumption. CY2021 electricity consumption was categorized by eGRID subregion, multiplied by the associated grid region loss factor (sourced from eGRID2020) and multiplied by the eGRID2020 emissions factor. AR5 100-year GWP values were applied

Upstream transportation and distribution

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
112886

Emissions calculation methodology
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
100

Please explain
Kohl's collects primary activity data consisting of distance traveled and ton-miles for each transportation mode (truck, intermodal) and for each carrier. The emissions were calculated using the distance-based method and the emission factors from Table 8 Upstream Transportation and Distribution in the EPA's Emission Factors for Greenhouse Gas Inventories (April 2021). The "Medium-and Heavy-Duty Truck" emission factor was used for truck transport. For intermodal transport, a weighted average was used, consisting of "medium-and heavy-duty truck" (10%), "rail" (45%), and "waterborne craft: (45%). AR5 100-year GWP values were applied.

Waste generated in operations

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
23432

Emissions calculation methodology
Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
100

Please explain
Kohl's collects primary activity data on waste tonnage by material type as part of an internal recycling program. Waste emissions are calculated utilizing EPA's Emission Factors for Greenhouse Gas Inventories (April 2021). Emission factors were chosen based on treatment method (landfilled, recycled and composted) and material type.

Business travel

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
2102

Emissions calculation methodology
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
1

Please explain
Kohl's collects primary activity data for air travel, and secondary activity data for rental car travel and employee personal car mileage reimbursement. Air travel emissions are calculated using distance traveled and DEFRA DECC (2021) business travel –air emissions factors for various seating classes and flight segment lengths. Rental car emissions are calculated by collecting dollars spent on gas and determining miles traveled using average gasoline prices in 2021 and the average fuel efficiency of light-duty vehicles. An average of "passenger car" and "light-duty truck" emission factors are used from the EPA's Greenhouse Gas Inventories (April 2021). Mileage reimbursement emissions are calculated by collecting dollars spent of gas through reimbursement claims and fuel cards. Emissions from fuel cards are calculated in the same way as rental cars. Emissions from reimbursement claims are calculated using a reimbursement rate of $0.57 per mile. All calculations use AR5 100-year GWP values.

Employee commuting

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
93838

Emissions calculation methodology
Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
0

Please explain
Emissions are calculated using the average-data method using activity data on the number of full time and part time employees. Average commute mode shares (drive alone, carpool, public transportation) were derived from the U.S. Census Bureau and U.S. Department of Transportation. Commute days were determined depending on employee type. Assumed a 5-days-per-week schedule for full-time employees, 3-days-per-week schedule for part-time employees and LTE employees worked part-time for 12 weeks in the year only. A 10% in-person attendance rate was assumed for corporate employees. An average 20-mile roundtrip commute distance for all employees was assumed. The emissions factor for "passenger car" was sourced from Table 10 Business Travel and Employee Commuting from the EPA's Emission Factors for Greenhouse Gas Inventories (April 2021). AR5 100-year GWP values were applied.

Upstream leased assets

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Kohl's does not own any upstream leased assets not already accounted for in Scopes 1 and 2.

Downstream transportation and distribution

Evaluation status
Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
At this moment, our Scope 3 downstream transportation and distribution footprints related to our customers, which is difficult for us to ascertain as we do not sell intermediary products. Kohl's is in the retail industry and our customers are generally the end user of our products. In the future, we may rely on our Scope 3 shipments to our customers to estimate a portion of our Scope 3 footprints (e.g. online or store sales that are shipped to our customer's homes). Calculating the travel required for our customers in and out of stores would include a high number of assumptions at this current time.

Processing of sold products

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Kohl's Environmental Compliance & Sustainability and Facilities Energy management teams meet prior to updating the annual inventory to identify any new sources of emissions to be included in the inventory. Reported Scope 3 emissions are comprised of employee air travel, employee business rental car ground travel, employee business personal vehicle mileage reimbursements, employee commuting, upstream transportation and distribution, electricity transmission and distribution losses, downstream leased assets, end of life treatment of sold products and waste disposal, which are based on the availability and quality of data. Areas where the source is expected to contribute to significantly to Kohl's Scope 3 GHG emissions have also been prioritized for obtaining accurate Scope 3 data.

Use of sold products

Evaluation status
Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Kohl's Environmental Compliance & Sustainability and Facilities Energy management teams meet prior to updating the annual inventory to identify any new sources of emissions to be included in the inventory. At this moment, our Scope 3 use of products sold is related to our customers' usage patterns (e.g. home products), which is difficult for us to ascertain without a high level of assumptions in our estimations and those related to our energy consuming products. We do not currently release the percentage of home products that may produce GHG (e.g. energy-consuming), and we note that what we sell is limited in comparison to clothing, footwear and accessories sold (over 77%).

End of life treatment of sold products

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
212567

Emissions calculation methodology
Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
0

Please explain
Emissions calculated under the waste-type-specific method using estimated activity data from products sold in the United States. Clothing disposal by treatment method estimated based on EPA (landfilled, combusted and recycled). Clothing and other products were categorized as Mixed MSW or Mixed Recyclables and emission factors were sourced from EPA's Emission Factors for Greenhouse Gas Inventories (April 2021). AR5 100-year GWP values were applied.

Downstream leased assets

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
2665

Emissions calculation methodology
Asset-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
22

Please explain
Kohl's captures some primary activity data for electricity and natural gas consumption at subleased locations. Where activity data is not available, consumption is modeled based on energy use per square foot by building type. Emissions are calculated based on relevant location-based emissions factors that correspond to the region of subleased locations.

Franchises

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Kohl's does not operate any franchises.

Investments

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Kohl's does not engage major investment activities.

Other (upstream)

Evaluation status

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain

Other (downstream)

Evaluation status

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?
No

C6.10

(C6.10) 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.

Intensity figure
0.00001989

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)
386552

Metric denominator
unit total revenue

Metric denominator: Unit total
19433000000

Scope 2 figure used
Market-based

% change from previous year
18.62

Direction of change
Decreased

Reason for change
This decrease is primarily due to an increase in revenue and a reduction in total scope 1 and 2 emissions. Revenue increased by 22% YoY and emissions decreased by 1% YoY. The large emissions intensity reduction resulted from an increased amount of REC procurement and emissions reductions activities including LED lighting retrofits.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?
Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	39770	IPCC Fifth Assessment Report (AR5 – 100 year)
CH4	97	IPCC Fifth Assessment Report (AR5 – 100 year)
N2O	33	IPCC Fifth Assessment Report (AR5 – 100 year)
HFCs	9059	IPCC Fifth Assessment Report (AR5 – 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/region.

Country/Region	Scope 1 emissions (metric tons CO2e)
United States of America	48959

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By business division

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
Distribution Centers	9422
Enterprise	10186
General	52
Office	1773
Retail	27519
Storage	7

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/region.

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
United States of America	347501	337593

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By business division

C7.6a

(C7.6a) 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)
Distribution Centers	44455	41451
General	126	118
Office	18097	15007
Retail	284815	281008
Storage	9	9
Enterprise	0	0

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) 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 emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	2318	Decreased	0.59	The gross scope 1 and 2 emissions decreased due to 'a change in renewable energy consumption' implemented in the 2021 reporting year. This change reflects a 7.5% increase in the proportion of electricity matched with RECs in 2021. This change in renewable consumption resulted in 2318 MTCO2e decrease compared to the REC quantity purchased in the previous year. Total market-based scope 1 and 2 emissions in the previous year was 389,973 MTCO2e, therefore we arrived at 0.59% through (2318/389973)*100=0.59%.
Other emissions reduction activities	19005	Decreased	4.87	The gross scope 1 and 2 emissions decreased due to 'other emissions reduction activities' implemented in the reporting year. Such projects include improvements in building operational efficiency including LED lighting retrofits. We estimate that in 2021, 15,943 MTCO2e was reduced by our emissions reduction projects. Total scope 1 and 2 emissions in the previous year was 389,973 MTCO2e, therefore we arrived at 4.09% through (15943/389973)*100=4.09%.
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output	40477	Increased	10.4	In 2021, the total energy consumption from stationary, mobile, and purchased electricity emission sources increased due to changes in the output. One of the primary drivers was resuming business as usual after the previous years impact of COVID-19. The impact was calculated by finding the YoY change in consumption and applying a previous year emissions intensity factor to determine the emissions impact from changes in output. Emissions are estimated to have increased by 40,477 MTCO2e due to an increase in output. Total market-based scope 1 and 2 emissions in the previous year was 389,973 MTCO2e, therefore we arrived at 10.4% through (40477/389973)*100=10.4%.
Change in methodology	24770	Decreased	6.35	For the 2021 inventory, a number of emissions factor updates impacted our overall Scope 1 and 2 emissions including changes in supplier-specific emissions factors, residual mix factors in the United States (Green-e), and international location-based grid emission factors. Net impact was calculated by applying the 2020 emission factors to the 2021 activity data to isolate the difference in emissions from emission factor updates. In total, emissions factor updates decreased emissions by 24,770 MTCO2e. Total market-based scope 1 and 2 emissions in the previous year was 389,973 MTCO2e, therefore we arrived at 6.35% through (24,770/389973)*100=6.35%.
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified	2196	Increased	0.6	
Other	866	Decreased	0.2	We were unable to identify the exact reasons for the remaining decrease in emissions, however, this is most likely due to variations in the number of sites, YoY consumption for electricity, changes in electricity emission factors (supplier-specific, residual mix and eGRID) and other miscellaneous emission sources. (866/389973)*100=0.2%.

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

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

C8.2

(C8.2) 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)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	Yes
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	215462	215462
Consumption of purchased or acquired electricity	<Not Applicable>	84033	840949	924982
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	0	233	233
Consumption of purchased or acquired cooling	<Not Applicable>	0	218	218
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	926	<Not Applicable>	926
Total energy consumption	<Not Applicable>	84959	1056862	1141821

C8.2b

(C8.2b) 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	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Other biomass

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Coal

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Oil

Heating value
HHV

Total fuel MWh consumed by the organization
7617

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Gas

Heating value
HHV

Total fuel MWh consumed by the organization
199630

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

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

Heating value
HHV

Total fuel MWh consumed by the organization
8215

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Total fuel

Heating value
HHV

Total fuel MWh consumed by the organization
215462

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

C8.2d

(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	58814	23033	58814	23033
Heat	0	0	0	0
Steam	0	0	0	0
Cooling	0	0	0	0

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Sourcing method
Purchase from an on-site installation owned by a third party

Energy carrier
Electricity

Low-carbon technology type
Solar

Country/area of low-carbon energy consumption
United States of America

Tracking instrument used
Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
23033

Country/area of origin (generation) of the low-carbon energy or energy attribute
United States of America

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2021

Comment
Kohl’s consumed 23,033 MWh of energy from on-site solar installations that are owned and operated by a third party.

Sourcing method
Unbundled energy attribute certificates (EACs) purchase

Energy carrier
Electricity

Low-carbon technology type
Wind

Country/area of low-carbon energy consumption
United States of America

Tracking instrument used
US-REC

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
61000

Country/area of origin (generation) of the low-carbon energy or energy attribute
United States of America

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2021

Comment
Kohl’s purchased 61,000 MWh of Green-e Energy Certified Renewable Energy Certificates specific to wind for the year 2021.

C8.2g

(C8.2g) Provide a breakdown of your non-fuel energy consumption by country.

Country/area
United States of America

Consumption of electricity (MWh)
925908

Consumption of heat, steam, and cooling (MWh)
451

Total non-fuel energy consumption (MWh) [Auto-calculated]
926359

Is this consumption excluded from your RE100 commitment?
<Not Applicable>

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

Description
Waste

Metric value
117616

Metric numerator
Tons Recycled

Metric denominator (intensity metric only)

% change from previous year
2

Direction of change
Increased

Please explain
In CY2021, Kohl's increased our diversion rate (87%) by 2% vs. 2020(85%) recycling 117,616 tons of materials. Please see page 20 of our 2020 ESG Report.
https://corporate.kohls.com/content/dam/kohlscorp/corporate-responsibility/landing-page/Kohls-ESG%20Report.pdf

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Description
Energy usage

Metric value
79

Metric numerator
one-thousand British thermal units (k BTu)

Metric denominator (intensity metric only)
Square Foot

% change from previous year
8

Direction of change
Increased

Please explain
As a participant in the U.S. Department of Energy's Better Building Challenge, we reached our goal of 20% energy reduction by 2020 two years early, achieving a total of 24% reduction based on a 2008 baseline at the end of 2018. New Goal: Reduce energy consumption by 30% at Kohl's facilities by 2025 versus a 2008 baseline. Progress: 29% reduction in energy consumption since 2008, CY2021. This is an 8% increase from the previous year - Energy consumption during 2020 was significantly lower than a typical year since COVID-19 disruptions resulted in temporary building closures and reduced occupancy for much of the year. See Page 13 of our 2021 ESG Report:
https://corporate.kohls.com/content/dam/kohlscorp/corporate-responsibility/landing-page/Kohls-ESG%20Report.pdf

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Description
Other, please specify (Water)

Metric value
5.52

Metric numerator
Gallons

Metric denominator (intensity metric only)
Square Foot

% change from previous year
4

Direction of change
Increased

Please explain
Water is a precious resource, and our stores are designed to manage it accordingly. Existing stores have low-flow faucets, and new stores have low-flow toilets. Together, these measures help reduce indoor water usage at locations throughout the country. Smart irrigation controllers that use live weather data to adjust outdoor water usage has lowered irrigation water use. Since 2010, we have improved our water performance by 13% across our portfolio. Water consumption during 2020 was significantly lower than a typical year since COVID-19 disruptions resulted in temporary building closures and reduced occupancy for much of the year. See Page 23 of our 2021 ESG Report: https://corporate.kohls.com/content/dam/kohlscorp/corporate-responsibility/landing-page/Kohls-ESG%20Report.pdf

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C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/ section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach
Scope 2 location-based

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/ section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

Scope 2 approach
Scope 2 market-based

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/ section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

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

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

Scope 3 category
Scope 3: Upstream transportation and distribution

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

Scope 3 category
Scope 3: Waste generated in operations

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

Scope 3 category
Scope 3: Business travel

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

Scope 3 category
Scope 3: Employee commuting

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

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

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

Scope 3 category
Scope 3: Downstream leased assets

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
Lightstone Verification Report - Kohl's RY2021 Emissions Inventory - 2022.04.15 (1).pdf

Page/section reference
15

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?
No, we do not verify any other climate-related information reported in our CDP disclosure

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?
No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?
No

C11.3

(C11.3) Does your organization use an internal price on carbon?
No, but we anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers
Yes, our customers/clients

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement
Information collection (understanding supplier behavior)

Details of engagement
Collect climate change and carbon information at least annually from suppliers

% of suppliers by number
80.5

% total procurement spend (direct and indirect)
0

% of supplier-related Scope 3 emissions as reported in C6.5
0

Rationale for the coverage of your engagement
Supply chain operations can have an impact on the environment through energy and water consumption, carbon emissions, wastewater, chemical use and waste disposal. If the environmental impacts of our supply chain are left unmanaged, they could pose both financial and reputational risks. To assess company-level exposure to this risk category and in an effort to make meaningful improvements when it comes to protecting the well-being of factory workers, local communities and the environment, we use the Higg Index. We require all approved facilities, both domestic and internationally, producing private and exclusive-branded products to complete the Higg Facility Environmental Module (FEM) annually. The Higg FEM assesses energy use, greenhouse gas and air emissions, water use, wastewater, waste management, environmental management systems and chemical management. In addition, our strategic suppliers are required to complete the Higg Verified Facility Environmental Module (VFEM) as well as the Higg Facility Social and Labor Module (FSLM). Kohl's further ensures sustainability (including climate-related) risk reduction through on-site audits. In 2021, 80.5% of all approved facilities completed the Higg FEM Including 89% of our tier 1 suppliers. Since 2018, the average sustainability assessment score has improved by 39%. By 2025, all facilities producing our private and exclusive brands will need to complete the Higg FEM annually. Kohl's strategy is to engage with our vendors & private brand contractors. In 2021, Kohl's had a total of 1252 tier 1 suppliers and of these 534 were further identified as critical, such as those identified as high volume, unexchangeable, etc. The critical tier 1 suppliers are estimated to make up 43% of Kohl's receipts. While none of our Tier 1 suppliers account for more than 10% of our sales receipts, it is possible that we may face enterprise-wide risks due to climate change related disruptions to our supply chain. Impacts may include interruption to our logistics and transportation of goods/merchandise to our distribution centers and our stores, volatility of prices of natural resources (and transportation), and fluctuations in availability and timely delivery of our private label brands. Each of these has the potential to disrupt our sales and our costs; our SEC 10-K filing includes such risks in our business strategy.

Impact of engagement, including measures of success
To assess company-level exposure to this risk category and in an effort to make meaningful improvements when it comes to protecting the well-being of factory workers, local communities and the environment, we use the Higg Index. We require all approved facilities producing private and exclusive-branded products to complete the Higg Facility Environmental Module (FEM) annually. This sustainability score and feedback document is shared with our vendors as part of their monthly supply chain scorecard. Vendors are challenged to meet or be at an average assessment score on an annual basis. Since 2018, the average sustainability assessment score has improved by 39%. Supply chain assets also frequently undergo risk screening. We see the Higg Index as crucial to our initiatives to reduce our environmental impact. As part of Kohl's engagement with our vendors, Higg responses are collected & used to partially influence supplier selection decisions. Kohl's Factory Compliance Team analyzes the data to ensure that we reduce our supplier related risks. For example, to address climate-related issues where our supply chain operates, we intend to use the Higg Index findings to drive down substantial water usage for our owned brand by 2025, addressing water usage issues, particularly in water scarce regions. To demonstrate our ongoing commitment to driving sustainability within our supply chain, we are establishing environmental standards in 2022 for our strategic suppliers that will be assessed for compliance in 2023. Additionally, our supplier engagement work and the Higg FEM performance analysis for water-intensive facilities revealed that our suppliers located in the most water-stressed regions already have strong water management practices in place. Some examples include consumption monitoring and baselining, target setting and implementation plans. We will continue to utilize these tools to further shape and update our water reduction strategy in the coming years and further engage our suppliers located in water-stressed areas to further drive performance improvement, drive water use efficiency and continue to play their role in addressing local water scarcity challenges.

Comment
To supplement our responsible sourcing strategy, we leverage the Institute of Public and Environmental Affairs (IPE) to screen our suppliers in China for environmental compliance. IPE is a nonprofit environmental research organization that collects and analyzes government and corporate environmental information to provide transparency on supplier compliance. On a regular basis, we screen our suppliers within IPE's Blue Map website to identify violations and, if found, create a corrective action plan for the respective vendor and facility to remediate within an assigned timeframe. In 2021, we screened over 81% of our China facilities and over 46% have rectified their violations. In 2022, we plan to continue expanding the scope of our supplier screening and push our suppliers to remediate outstanding environmental noncompliance. Our vendor and facility partners are strictly held to our Terms of Engagement, which outlines our requirements and expectations including environmental requirements and more. Risk assessment is based on factory management's commitment to sustainability, historical audit results of vendor partner and factory, open source information and public media reports, among other criteria.

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing	Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

0

Please explain the rationale for selecting this group of customers and scope of engagement

Healthy communities start with a healthy environment. We believe incorporating sustainable solutions in the way we do business will help to build better futures for families. Our customers are key to our success. We know our customers care about the planet, and we show them how we're doing our part at kohls.com/sustainability. Kohl's sees strong links between improving our customers' quality of life & our brand. As such sustainability is woven into the company's positioning of inspiring and empowering individuals and families to lead fulfilled lives. We believe integrating sustainable solutions in the way we do business will help to better the futures for individuals and families by providing them products that improve their quality of life and protecting the environment for future generations. Examples of engagement include the following: ● Corporate Site articles focused on our climate leadership ● Social Media posts/videos communicating our goal progress, awards and initiatives related to ESG including climate related topics. In addition, for over 15 years Kohl's has been giving back to the communities we serve through monetary donations, provision of resources, and time. We have also made a consistent effort to engage and educate our customers on what sustainable actions they can take at home and what actions Kohl's takes on energy and other climate related topics. Through the community giving and volunteer program, Kohl's supports 501 (c) (3) non-profit organizations which include, but are not limited to environmental initiatives, kids' health and education initiatives, and women's health initiatives.

Impact of engagement, including measures of success

Brand Reputation metrics: We utilize a third party, who provides quarterly analysis focused on Kohl's ESG perception/reputation. This provides crucial insight into what our stakeholders think, feel, and say, so we can build a strong reputation and Reputation Score. An element of the survey focuses on measuring Kohl's ESG perceptions. ESG and Reputation both partially overlap and complement each other, where together they create a complete picture of the Stakeholder's impression of a Company. This ESG Score analyzes public perception of 17 individual factors, including considerations like environmental sustainability (climate-related), talent management, diversity, and ethical governance. ESG perceptions strongly drive Reputation with a high correlation of R2 = 0.86. ESG perceptions not only drive Reputation, but it is also shown to impact Business Outcomes with high statistical correlation. For example, the third party found an R2 = 0.85 correlation between ESG perception score and the public's willingness to trust companies to do the right thing, an R2 = 0.78 correlation between ESG perception score and Willingness to Buy a product or service from a company, and R2 = 0.66 correlation between ESG perception score and Willing to Work for, illustrating the importance of reputation & ESG perceptions with the public. Revenue from sustainable products: With our private and exclusive brands representing more than 30% of our business and with categories across home, accessories, footwear and apparel, we aim to grow our offering of products with sustainable attributes. In addition, in 2021, our associates volunteered more than 80,000 hours for more than 1,200 charities. (ESG Report page 54)

Type of engagement & Details of engagement

Education/information sharing	Share information about your products and relevant certification schemes (i.e. Energy STAR)

% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

0

Please explain the rationale for selecting this group of customers and scope of engagement

As of 2021, 91% of our stores are ENERGY STAR® certified, including nine stores newly certified in the calendar year. Commercial buildings that have earned the ENERGY STAR® label use, on average, 35% less energy than similar buildings and generate one-third less carbon dioxide. According to the EPA, 75 percent of U.S. households report the ENERGY STAR label as important in their purchasing decisions and 80 percent of purchasers would recommend ENERGY STAR products to a friend.

Impact of engagement, including measures of success

We were selected as a 2021 ENERGY STAR® Partner of the Year winner for Sustained Excellence for the 10th consecutive year; an honor reserved for ENERGY STAR® partners demonstrating outstanding leadership year over year. As of 2021, 91% of our stores are ENERGY STAR® certified, including nine stores newly certified in the calendar year. Commercial buildings that have earned the ENERGY STAR® label use, on average, 35% less energy than similar buildings and generate one-third less carbon dioxide. ● Kohl's ENERGYSTSAR achievements were printed on all customer receipts for a 14 day period: "As an ENERGY STAR partner since 1998, we were selected as a 2022 ENERGY STAR® Partner of the Year winner for Sustained Excellence. We have more than 1,000 ES labeled stores that have contributed to our outstanding performance in energy efficiency." ● Kohl's 2021 ESG Report demonstrates the company's commitment to energy efficiency and achievements. The report includes Kohl's long-term relationship with ENERGY STAR . It also elaborates on how the ES programs has helped Kohl's save money and improve energy efficiency. ● Online store locator tool features icons informing customers which stores are ENERGY STAR certified and/or offer EV charging

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Type of engagement & Details of engagement

Education/information sharing	Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

0

Please explain the rationale for selecting this group of customers and scope of engagement

EV charging stations are available at a growing number of stores. At the end of FY2021, we had more than 325 electric vehicle charging spots spread across 146 locations.

Impact of engagement, including measures of success

We track customer use of our EV charging stations (which is reported in our ESG report) and track improvements to customer foot traffic; use of EV and number of charging stations is likely indicative of increased foot-traffic from our address of climate-related issues. At the end of FY2021, we had more than 325 electric vehicle charging spots spread across 146 locations. These stations provide more than 105,000 charging sessions per year to our customers and associates.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization’s purchasing process?

Yes, suppliers have to meet climate-related requirements, but they are not included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization’s purchasing process and the compliance mechanisms in place.

Climate-related requirement

Climate-related disclosure through a non-public platform

Description of this climate related requirement

We require all approved facilities producing private and exclusive-branded products to complete the Higg Facility Environmental Module (FEM), an annual scored sustainability assessment. As part of Kohl’s engagement with our vendors, Higg FEM responses are collected and considered as a factor when making supplier selection decisions. The sustainability scores resulting from the Higg FEM assessment are shared with vendors as part of their annual supply chain scorecard. The Higg Index is a suite of tools that accurately measures several environmental and social impacts, delivering a holistic overview of supply chain factory compliance and sustainability performance. The Higg FEM assesses energy use, greenhouse gas and air emissions, water use, wastewater, waste management, environmental management systems and chemical management. In addition, our strategic suppliers are required to complete the Higg Verified Facility Environmental Module (VFEM) as well as the Higg Facility Social and Labor Module (FSLM). As of CY2021, a total of 80.5% suppliers completed the Higg FEM including 89% of Tier 1 and 61% beyond tier 1. In 2021, Kohl’s had a total of 1252 tier 1 suppliers and of these 534 were further identified as critical, such as those identified as high volume, unexchangeable, etc. Although no one supplier accounts for more than 10% of net purchases, the critical tier 1 suppliers are estimated to make up 43% of Kohl’s receipts.

% suppliers by procurement spend that have to comply with this climate-related requirement

43

% suppliers by procurement spend in compliance with this climate-related requirement

80.5

Mechanisms for monitoring compliance with this climate-related requirement

Supplier self-assessment
Supplier scorecard or rating

Response to supplier non-compliance with this climate-related requirement

Retain and engage

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

Direct or indirect engagement that could influence policy, law, or regulation that may impact the climate

Yes, we engage indirectly through trade associations

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

We demonstrated our support for action on climate change and for The Paris Agreement by signing the American Business Act Pledge on Climate Change in 2015. The Pledge: We applaud the nearly 200 countries that came together to adopt the most ambitious climate change agreement in history. We believe the Paris Agreement establishes a long term, durable global framework to reduce global greenhouse gas emissions and charts an irreversible course for investment in a low-carbon, sustainable future. We call on all countries to take steps to implement their contributions to the Paris Agreement and put forward increasingly ambitious targets over time. And as companies, we will strive to do the same – by implementing our climate commitments, set before the Agreement was adopted or that we set in the months ahead. We recognize that delaying action on climate change will be costly in economic and human terms, while accelerating the transition to a low-carbon economy will produce multiple benefits with regard to sustainable economic growth, public health, resilience to natural disasters, and the health of the global environment.
American Business Act on Climate Pledge _ The White House.pdf

Describe the process(es) your organization has in place to ensure that your engagement activities are consistent with your overall climate change strategy

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

C12.3b

(C12.3b) Provide details of the trade associations your organization engages with which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

Other, please specify (Business for Social Responsibility (BSR))

Is your organization's position on climate change consistent with theirs?
Consistent

Has your organization influenced, or is your organization attempting to influence their position?
We are not attempting to influence their position

State the trade association's position on climate change, explain where your organization's position differs, and how you are attempting to influence their position (if applicable)
In this decisive decade, the need to shift to an inclusive, net zero economy could not be more urgent or important. This requires collective effort by business, government, civil society and citizens. To turn this vision into reality, BSR works to mainstream sustainable business practices in the global economy by promoting business transformation and powerful collaborations that take progress to scale.

Funding figure your organization provided to this trade association in the reporting year, if applicable (currency as selected in C0.4) (optional)
30000

Describe the aim of your organization's funding
Gain access to a powerful global network of member companies, thought leaders, peers, and stakeholders—all focused on creating viable sustainability solutions. BSR is a global nonprofit organization that works with its network of more than 300 member companies to build a just and sustainable world.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?
Yes, we have evaluated, and it is aligned

Trade association
Other, please specify (Sustainable Apparel Coalition (SAC))

Is your organization's position on climate change consistent with theirs?
Consistent

Has your organization influenced, or is your organization attempting to influence their position?
We are not attempting to influence their position

State the trade association's position on climate change, explain where your organization's position differs, and how you are attempting to influence their position (if applicable)
The Coalition has developed the Higg Index, a suite of tools that standardizes value chain sustainability measurements for all industry participants. These tools measure environmental and social labor impacts across the value chain. With this data, the industry can identify hotspots, continuously improve sustainability performance, and achieve the environmental and social transparency consumers are demanding. By joining forces in a Coalition, we can address the urgent, systemic challenges that are impossible to change alone.

Funding figure your organization provided to this trade association in the reporting year, if applicable (currency as selected in C0.4) (optional)
75000

Describe the aim of your organization's funding
We are one of the founding members of the SAC and maintain an active membership. The SAC is a group of apparel manufacturers, retailers, brands and nongovernment organizations working together to standardize supply chain sustainability measures.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?
Yes, we have evaluated, and it is aligned

Trade association
Other, please specify (Retail industry Leaders Association (RILA))

Is your organization's position on climate change consistent with theirs?
Consistent

Has your organization influenced, or is your organization attempting to influence their position?
We are not attempting to influence their position

State the trade association's position on climate change, explain where your organization's position differs, and how you are attempting to influence their position (if applicable)
RILA believes effective public policy is paramount in supporting climate action within communities and businesses and urges the US government to collaborate on bipartisan legislation that supports innovation, economic resiliency, and energy efficiency to drive the United States become more resilient against climate disruptions and better prepared to reduce emissions across all sectors. As such, the retail industry is an ally in the fight against climate change and stands ready to partner with policymakers to work toward a sustainable future for all. In April 2020 under its Retail Climate Priorities, RILA recognized key impact areas for retail climate action, including: transportation, clean energy, building and facilities, waste, and corporate governance and disclosure.

Funding figure your organization provided to this trade association in the reporting year, if applicable (currency as selected in C0.4) (optional)
75000

Describe the aim of your organization's funding
To advance more environmentally sustainable and circular business opportunities, including greenhouse gas emissions reduction, the efficient and responsible use of natural resources, and product- and material-lifecycle value retention.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?
Yes, we have evaluated, and it is aligned

Trade association
Other, please specify (National Retail Federation (NRF))

Is your organization's position on climate change consistent with theirs?
Unknown

Has your organization influenced, or is your organization attempting to influence their position?
We are not attempting to influence their position

State the trade association's position on climate change, explain where your organization's position differs, and how you are attempting to influence their position (if applicable)
The NRF net-zero guide adopts the framework developed by the Science Based Targets initiative. The impacts of unchecked climate change are extensive, including

widespread drought, more intense storms, forest fires, heavier localized rainfall, increased flooding events, power outages and more. These impacts are already affecting retailers and their employees, consumers and supply chains. With investors, regulators and consumers seeking action, retailers are focusing on pragmatic ways to mitigate their climate change risks. An increasingly common approach is setting science-based targets.

Funding figure your organization provided to this trade association in the reporting year, if applicable (currency as selected in C0.4) (optional)
65000

Describe the aim of your organization’s funding
To advocate on important policy issues and gain insights from dedicated research reports, hear from industry leaders and network with retail leaders. Gain access to the latest industry trends and best practices.

Have you evaluated whether your organization’s engagement with this trade association is aligned with the goals of the Paris Agreement?
No, we have not evaluated

C12.4

(C12.4) Have you published information about your organization’s response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication
In mainstream reports, incorporating the TCFD recommendations

Status
Complete

Attach the document
Kohls-ESG Report.pdf

Page/Section reference
Page 4, 6- TCFD and Pages 5-28 Environmental Sustainability

Content elements
Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment
Beginning in 2021, Kohl's climate-related disclosures are guided by using the TCFD framework. We plan to leverage the TCFD framework and recommendations as we continue our commitment to managing climate-related issues. As a leader in the retail sector, we are committed to managing climate risks and taking action. We demonstrated our support for action on climate change and for The Paris Agreement by signing the American Business Act Pledge on Climate Change in 2015. Additionally, Kohl’s is committed to reducing our carbon footprint to reach net zero by 2050. By investing in renewables and LED lighting, creating sustainable business practices, and offering low-carbon transportation options, Kohl’s is focused on reducing emissions We actively track our scope 1, 2 and 3 emissions and report these metrics annually. Kohl’s climate action goals are focused on the reduction of greenhouse gas emissions and increase of renewable energy use. We are committed to reducing our combined scope 1 and 2 greenhouse gas emissions by 50% versus a 2014 baseline by 2025. • Reduce greenhouse gas emissions in Kohl's Owned operations by 50% versus 2014 baseline by 2025. 2021 Progress: 50% reduction in scope 1 and 2 • Further reduce energy consumption by 10% at Kohl’s facilities by 2025, building off of the company’s existing 20% reduction against 2008 baseline. 2021 Progress: 29% reduction in energy consumption since 2008. • Expand renewable energy platforms by building off the company’s existing 161 solar and wind locations. 2021 Progress: 165 solar and wind locations • Support the transition to a low-carbon transportation system, building off of the company’s existing 96 locations offering electrical vehicle charging. 2021 Progress: 145+ locations offer EV charging.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	Yes, both board-level oversight and executive management-level responsibility	Board oversight of our ESG strategy is essential to sustain the long-term interests of all stakeholders. In 2021, we expanded the scope of responsibility of the Nominating and Governance Committee to include oversight of ESG matters, and the Committee was renamed the Nominating and ESG Committee. Additionally, beginning in 2020, we established criteria within our Chief Executive Officer’s performance evaluation objectives that are tied to our environmental performance, including promoting an effective sustainability agenda. . The Nominating and ESG Committee of Kohl's Board of Directors actively oversees our ESG initiatives to understand both risks and growth opportunities, as well as progress made against the company’s goals. Our sustainable sourcing goals for Kohl’s private brand products are focused on the efficient use of natural resources and environmentally sound management of chemicals. Our product development, design and sourcing teams are aligned with our goals and empowered to drive progress.	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	Yes, we have made public commitments and publicly endorsed initiatives related to biodiversity	Commitment to avoidance of negative impacts on threatened and protected species	Other, please specify (Canopy's Protecting Forests campaign)

C15.3

(C15.3) Does your organization assess the impact of its value chain on biodiversity?

	Does your organization assess the impact of its value chain on biodiversity?	Portfolio
Row 1	Yes, we assess impacts on biodiversity in both our upstream and downstream value chain	<Not Applicable>

C15.4

(C15.4) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Land/water protection Education & awareness

C15.5

(C15.5) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	Yes, we use indicators	Other, please specify (Increasing our use of responsibly sourced materials will help to lessen our environmental impact and could also drive reductions in our Scope 3 emissions. committed to increasing the use of recycled polyester and more sustainable cotton.)

C15.6

(C15.6) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In mainstream financial reports	Content of biodiversity-related policies or commitments Risks and opportunities Biodiversity strategy	Page 27 - Raw Material Sourcing Kohls-ESG Report.pdf

C16. Signoff

C-FI

(C-FI) 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.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief Executive Officer	Chief Executive Officer (CEO)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms