



N56 W17000 Ridgewood Drive | Menomonee Falls, WI 53051

August 1, 2026

Dear Vendor Representative,

This letter is being provided to remind all of our partners of Kohl's Policy for gifts and entertainment. Our policy applies to all Kohl's employees, without exception, and is intended to ensure decisions are made in accordance with Kohl's best interests. To ensure compliance, please provide this communication to the appropriate employees within your organization.

If permitted by your organization's policies, Kohl's allows our associates to only accept:

- Infrequent, nominal gifts valued at less than \$100
- Perishable gifts if distributed to associates for consumption on Kohl's premises.
- An occasional business meal
- With prior approval and as long as an employee from our vendor also participates, entertainment including but not limited to tickets to sporting or other entertainment events

The following gifts are never allowed to be accepted by Kohl's associates:

- Gifts valued at greater than \$100
- Cash or cash equivalents (e.g. gift card)
- Gifts for a spouse or other family members
- Access to special discounts unavailable to the general public or to all Kohl's associates
- Airfare or lodging

Our associates are annually informed on our policy and should not accept anything outside of these guidelines. If there are concerns you would like to report related to a Kohl's associate, please utilize our Integrity Hotline at www.kohlsintegrity.com or 1-800-837-7297. Thank you for honoring our policy.

Best Regards,

A handwritten signature in black ink, appearing to read 'Steve Zamansky', is written over a light gray circular background.

Steve Zamansky
SVP Risk and Compliance