

The Kroger Co.
2020 Environmental, Social & Governance Report



GRI Index

Kroger is reporting "In Accordance With – Core Option"

Kroger's 2020 Environmental, Social & Governance (ESG) Report provides a streamlined update on the fiscal year 2019 performance year. The 2019 Environmental, Social & Governance Report remains a relevant source of more detailed discussion about how Kroger manages our material ESG topics. Both are reflected in the references below.

GRI Standard	Disclosure Number	Disclosure Description	Page Number(s) and/or URL	Omissions
GRI 101 Foundation - 2016				
General Disclosures				
GRI 102: General Disclosures 2016	Organizational Profile			
	102-1	Name of the organization	The Kroger Co.	
	102-2	Activities, brands, products and services	2020 Proxy Statement & 2019 Annual Report	
	102-3	Location of headquarters	Cincinnati, Ohio; US	
	102-4	Location of operations	2020 Proxy Statement & 2019 Annual Report	
	102-5	Ownership and legal form	2020 Proxy Statement & 2019 Annual Report	
	102-6	Markets served	2020 Proxy Statement & 2019 Annual Report	
	102-7	Scale of the organization	2020 Proxy Statement & 2019 Annual Report 2020 ESG Report (p. 4)	
	102-8	Information on employees and other workers	2020 Proxy Statement & 2019 Annual Report 2020 ESG Report (p. 24-31)	
	102-9	Supply chain	2020 Proxy Statement & 2019 Annual Report 2020 ESG Report (p. 36-37)	
	102-10	Significant changes to the organization and its supply chain	2020 Proxy Statement & 2019 Annual Report	
	102-11	Precautionary Principle or approach	2019 ESG Report (p. 7)	
	102-12	External initiatives	2019 ESG Report (p. 8)	
102-13	Membership of associations	2019 ESG Report (p. 9)		

GRI Standard	Disclosure Number	Disclosure Description	Page Number(s) and/or URL	Omissions
GRI 102: General Disclosures 2016	Strategy			
	102-14	Statement from senior decision-maker	2020 ESG Report (p. 3) 2020 Proxy Statement & 2019 Annual Report	
	Ethics and Integrity			
	102-16	Values, principles, standards, and norms of behavior	2020 ESG Report (p. 5, 35)	
	Governance			
	102-18	Governance structure	2020 Proxy Statement & 2019 Annual Report	
	Stakeholder Engagement			
	102-40	List of stakeholder groups	2020 ESG Report (p. 9)	
	102-41	Collective bargaining agreements	2020 ESG Report (p. 32)	
	102-42	Identifying and selecting stakeholders	2020 ESG Report (p. 9)	
	102-43	Approach to stakeholder engagement	2020 ESG Report (p. 9)	
	102-44	Key topics and concerns raised	2020 ESG Report (p. 9; noted in report sections)	
	Reporting Practice			
	102-45	Entities included in the consolidated financial statements	2020 ESG Report (p. 2) 2020 Proxy Statement & 2019 Annual Report	
	102-46	Defining report content and topic boundaries	2020 ESG Report (p. 5, 39-40)	
	102-47	List of material topics	2020 ESG Report (p. 5, 39-40)	
	102-48	Restatements of information	2020 ESG Report (6-8; noted in report sections)	
	102-49	Changes in reporting	None	
	102-50	Reporting period	Fiscal Year 2019 (Feb. 3, 2019, to Feb. 1, 2020)	
	102-51	Date of most recent report	2019 ESG Report (released July 2019)	
	102-52	Reporting cycle	Annual	
	102-53	Contact point for questions regarding the report	Lisa Zwack, Head of Sustainability, 1014 Vine Street, Cincinnati, OH 45202	
	102-54	Claims of reporting in accordance with the GRI Standards	2020 ESG Report (p. 2)	
102-55	GRI content index	2020 ESG Report (p. 2) Sustainability Website (About this Report)		
102-56	External assurance	This report is not externally assured		

GRI Standard	Disclosure Number	Disclosure Description	Page Number(s) and/or URL	Omissions	
Material Topics					
Environmental					
GRI 103: Management Approach 2016	Climate Impact				
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 15-16, 39-40)		
	103-2	The management approach and its components	2020 ESG Report (p. 15-16, 35) 2019 ESG Report (p. 112-120)		
	103-3	Evaluation of the management approach	2020 ESG Report (p. 15-16, 35) 2019 ESG Report (p. 112-120)		
	Food Waste				
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 17-18, 39-40)		
	103-2	The management approach and its components	2020 ESG Report (p. 10, 17-18) 2019 ESG Report (p. 105-111)		
	103-3	Evaluation of the management approach	2020 ESG Report (p. 17-18, 35) 2019 ESG Report (p. 105-111)		
	Packaging				
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 20-21, 39-40)		
	103-2	The management approach and its components	2020 ESG Report (p. 20-21) 2019 ESG Report (p. 131-133)		
	103-3	Evaluation of the management approach	2020 ESG Report (p. 20-21, 35) 2019 ESG Report (p. 131-133)		
	Social				
	GRI 103: Management Approach 2016	Food Safety			
		103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 25, 39-40)	
103-2		The management approach and its components	2020 ESG Report (p 25) 2019 ESG Report (p. 151-157)		
103-3		Evaluation of the management approach	2020 ESG Report (p 25, 35) 2019 ESG Report (p. 151-157)		
Health & Nutrition					
103-1		Explanation of the material topic and its boundaries	2020 ESG Report (p. 26, 39-40)		
103-2		The management approach and its components	2020 ESG Report (p. 26) 2019 ESG Report (p. 56-61)		
103-3		Evaluation of the management approach	2020 ESG Report (p 26, 35) 2019 ESG Report (p. 56-61)		

GRI Standard	Disclosure Number	Disclosure Description	Page Number(s) and/or URL	Omissions
Social (continued)				
GRI 103: Management Approach 2016	Food Access			
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 27, 39-40)	
	103-2	The management approach and its components	2020 ESG Report (p. 27) 2019 ESG Report (p. 62-68)	
	103-3	Evaluation of the management approach	2020 ESG Report (p 27, 35) 2019 ESG Report (p. 62-68)	
	Associate Health & Safety			
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 28, 39-40)	
	103-2	The management approach and its components	2020 ESG Report (p. 28) 2019 ESG Report (p. 93-96)	
	103-3	Evaluation of the management approach	2020 ESG Report (p 28, 35) 2019 ESG Report (p. 93-96)	
	Diversity, Equity & Inclusion			
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 29, 39-40)	
	103-2	The management approach and its components	2020 ESG Report (p. 29) 2019 ESG Report (p. 89-92)	
	103-3	Evaluation of the management approach	2020 ESG Report (p. 29, 35) 2019 ESG Report (p. 89-92)	
	Community Engagement			
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 30-31,39-40)	
	103-2	The management approach and its components	2020 ESG Report (p. 30-31) 2019 ESG Report (p. 69-79)	
	103-3	Evaluation of the management approach	2020 ESG Report (p 30-31, 35) 2019 ESG Report (p. 69-79)	

GRI Standard	Disclosure Number	Disclosure Description	Page Number(s) and/or URL	Omissions
Governance				
GRI 103: Management Approach 2016	Responsible Sourcing			
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 36, 39-40)	
	103-2	The management approach and its components	2020 ESG Report (p. 36) 2019 ESG Report (p. 134-144)	
	103-3	Evaluation of the management approach	2020 ESG Report (p. 35, 36) 2019 ESG Report (p. 134-144)	
	Supply Chain Accountability			
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 37, 39-40)	
	103-2	The management approach and its components	2020 ESG Report (p. 37) 2019 ESG Report (p. 145-150)	
	103-3	Evaluation of the management approach	2020 ESG Report (p. 37) 2019 ESG Report (p. 145-150)	
	Data Privacy & Cybersecurity			
	103-1	Explanation of the material topic and its boundaries	2020 ESG Report (p. 38, 39-40)	
	103-2	The management approach and its components	2020 ESG Report (p. 38) Kroger Privacy Policy	
	103-3	Evaluation of the management approach	2020 ESG Report (p. 35, 38)	