



FRAMEWORK FOR ACTION: Diversity, Equity & Inclusion



Create More Inclusive Culture

- Launch **Racial Awareness and Advocacy and Generational training** for leaders.
- Introduce **Micro Diversity and Inclusion training modules** for associates.



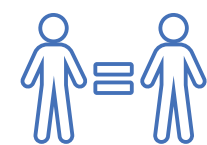
Develop Diverse Talent

- Review and enhance our policies and practices to ensure they promote equity.
- Expand regional leadership development and mentorship programs.



Advance Diverse Partnerships

- Establish annual diverse supplier spend goals to achieve \$10B by 2030.
- Deepen and expand our relationship with current diverse suppliers.



Advance Equitable Communities

- Establish strategic community board involvement for executive leaders.
- Renew and expand our **New Beginnings Program**, which provides candidates a second chance to enter the workforce.



Deeply Listen and Report Progress

- Deploy enhanced internal and external hubs to share our DE&I work and progress.
- Leverage pulse surveys and associate listening sessions to gauge progress and impact.



FRAMEWORK FOR ACTION:

Diversity, Equity & Inclusion: A Year in Review

Diversity Partnerships

Over 100 new diverse suppliers, representing more than 15% growth.



Advance Diverse Partnerships



Develop & Diversify Talent

6 to 53

Growing our HBCU/HSI partnerships. Expanding to include Asian American and Native American Pacific Islander serving institutions



Develop Diverse Talent

Equitable Communities

\$5.1 Million

Kroger Co. Foundation Investment to advance racial equity through partnerships with The Urban League of Greater Southwest Ohio, The National Underground Railroad Freedom Center, FundNoire and the Next Generation scholarship program.



Advance Equitable Communities

Diversity Training

156,000+ Associates & Leaders Trained in 2022

More than 661,000 associates received DE&I training since 2020



Create More Inclusive Culture

FRAMEWORK FOR ACTION:

Diversity, Equity & Inclusion - 5 Pillars



Deeply Listen and Report Progress



2021 & 2022