



Statement on Pay Equity

Kroger aims to foster a culture of diversity, equity and inclusion that offers fair and equal pay for men, women and people of all races and ethnicities in alignment with our Values. We have processes and tools in place to support fair and equitable recruiting, employment offers and advancement opportunities.

We conduct annual pay studies to monitor our performance and identify unintended discrepancies. In 2023, in consultation with an expert third-party consultant, we enhanced the methodology for our pay analyses to align with evolving industry standards.

Our review of our associates' total compensation for calendar year 2023, including base pay, cash bonuses, and equity, adjusting for factors such as position, tenure, performance, geographic location and collective bargaining unit, confirms there are no meaningful differences in pay on an adjusted basis for associates who self-identify as male, female or people of color. On an adjusted basis, for every dollar a male associate is paid, a female associate is paid approximately 101 cents and a person of color is paid approximately 99 cents.

We will annually disclose our adjusted pay ratios as part of our ESG Report and, beginning in 2025, will include our unadjusted pay equity results as well.

Kroger also provides associates at all levels tools to view pay details and access to confidential support to answer questions.

The Compensation and Talent Development Committee of the Board of Directors, which is tasked with providing oversight of our human capital management strategy and our diversity, equity and inclusion efforts, receives regular updates on these findings. We will continue to strive for equal pay across our organization.