

# Key Performance Data Tables

The Kroger team recognizes our unique role in the future of food. We are helping build a more resilient and equitable food system that preserves access and affordability—today and in the future—by advancing more responsible and sustainable production methods for the food and consumer goods on which we all depend.

## People

Goal	2020	2021	2022	Baseline	Target Year	Status
<b>Social Impact: Zero Hunger   Zero Waste</b>						
<b>Total Meals:</b> Increase cumulative total of meals directed to our communities (food and funds)						
1 billion meals (2017–2019); 3 billion meals (2017–2025)	1.8B	2.3B	2.9B <sup>1</sup>	2017	2020; 2025	On track
<b>Surplus Food:</b> Improve management of surplus food company-wide						
Optimize recovery of surplus food for donation through Kroger’s Zero Hunger   Zero Waste Food Rescue program	90M pounds	94M pounds	106M pounds	2017	2025	On track
Strive for 100% of retail stores to participate in food rescue every year	93%	93%	100%	2017	2025	On track
Increase company-wide donations of fresh Produce, Deli and Dairy items to be 45% of total food rescue <sup>2</sup>	37%	42%	45%	2017	2025	Achieved
<b>Philanthropy:</b> Strategically optimize giving to hunger relief organizations as share of total company-wide charitable giving (total of food and funds)						
Align grants from The Kroger Co. Foundation to organizations and causes advancing food security, racial equity and other priorities	\$16.4M	\$13M	\$8.2M	-	2025	On track
Establish The Kroger Co. Zero Hunger   Zero Waste Foundation and Innovation Fund; direct national and local grants to accelerate positive impact	\$16.5M	\$18.1M	\$11.3M	-	2025	On track

M = million B = billion

1. Kroger achieved its 3-billion-meals goal in the first quarter of 2023, more than two years ahead of schedule  
 2. Restating goal scope to include whole enterprise vs. solely retail. 2020 and 2021 data reflects retail; 2022 data reflects enterprise

## People

Goal	2020	2021	2022	Baseline	Target Year	Status
<b>Just &amp; Inclusive Economy</b>						
<b>Wages and Benefits:</b> Provide solid wages and quality, affordable health care and retirement benefits						
Cumulative investment in associate compensation and benefits	\$798M	\$1.2B	\$1.9B	2017	2020	On track
Increase in average retail hourly wages and benefits over time	\$15.50/hour; over \$20/hour including benefits	over \$17/hour; over \$22/hour including benefits	over \$18/hour; over \$23.50/hour including benefits	2017	-	On track
<b>Framework for Action: Diversity, Equity &amp; Inclusion (DEI):</b> Achieve commitments to create a more inclusive culture						
Cumulative number of associates receiving inclusion training since 2020	-	494,000	661,000	-	-	On track
Increase annual spend with inclusive suppliers to \$10 billion <sup>3</sup>	\$4.1B	\$4B	\$3.9B	-	2030	Area of focus
Deploy funds to advance social justice through The Kroger Co. Foundation's Racial Equity Fund (cumulative)	\$3M	\$5.1M	\$5.7M	-	2025	On track

## Planet

<b>Food Waste<sup>4</sup></b>						
Reduce total food waste generated in our retail supermarkets by 50% cumulatively from our 2017 baseline (cumulative reduction; annual tons generated)	19.3% 268,248 tons	19.7% 269,382 tons	26.2% 245,289 tons	2017	2025	Area of focus
Achieve 95% retail food waste diversion	48.3%	48.8%	45.9%	2017	2025	Area of focus
Strive for 95% or more of retail stores participating in food waste recycling programs	87%	92%	92%	2017	2025	On track
<b>Operational Waste<sup>4</sup></b>						
Company-wide, meet and exceed the zero-waste threshold of 90% diversion from landfill	81%	79% <sup>5</sup>	82%	2016	2025	On track
Phase out single-use plastic shopping bags. Phaseout commitment is in addition to any existing and future legislation for plastic bags	Developing roadmap	Developing roadmap	Using pilots to refine roadmap	2018	2025	Area of focus

M = million B = billion

3. In 2022, Kroger invested time and resources to enhance monitoring and verification of data provided by diverse and inclusive suppliers

4. Progress reflects calendar year data with the exception of construction waste, which reflects fiscal year

5. 2021 performance was impacted by pandemic-related disruptions

**Planet**


Goal	2020	2021	2022	Baseline	Target Year	Status
<b>Climate Impact</b>						
Achieve a 30% cumulative reduction in GHG emissions (percentage reduction from baseline; annual total Scope 1 and 2 GHG emissions)	8.6% ↓ 5,275,845 MTCO <sub>2</sub> e <sup>6</sup>	9.1% ↓ 5,251,448 MTCO <sub>2</sub> e	15.2% ↓ 4,894,705 MTCO <sub>2</sub> e	2018	2030	🔄
<b>Our Brands Product Packaging Sustainability</b>						
Complete a baseline product packaging footprint to fully understand current packaging impacts <sup>7</sup>	-	Completed	Updating annually	2020	2030	🟢
Seek to achieve 100% recyclable, compostable and/or reusable packaging <sup>7</sup>	-	40%	37%	2020	2030	🔄
Increase recycled content in packaging so <i>Our Brands</i> portfolio collectively contains at least 10% recycled content <sup>7</sup>	-	14%	18%	2020	2030	🔄
Reduce unnecessary packaging	-	See Packaging section	See Packaging section	2020	2030	🔄
Increase awareness among Kroger customers about how to properly manage product packaging at end of life	-	See Packaging section	See Packaging section	2020	2030	🔄
<b>Seafood Sustainability<sup>8</sup></b>						
Source 95% of wild-caught seafood from fisheries that are Marine Stewardship Council (MSC) certified, in MSC full assessment, in comprehensive fishery improvement projects or certified by other Global Sustainable Seafood Initiative-recognized programs	86%	94%	95%	2020	2023	🟢
Preferentially source MSC-certified wild-caught seafood and source at least 85% of volume from fisheries that are MSC certified	72%	77%	76%	2020	2023	🟡
Source 100% of farm-raised seafood from farms that are Best Aquaculture Practices 2-Star or greater certified, Aquaculture Stewardship Council certified or GLOBALG.A.P. certified	98%	98%	99%	2020	2023	🔄
Source 100% of shelf-stable tuna from companies aligned with the International Seafood Sustainability Foundation <sup>9</sup>	100%	97%	98.1%	2020	2025	🟢
Source 20% of <i>Our Brands</i> shelf-stable tuna from fisheries that are MSC certified	-	2.7%	17.7%	2020	2025	🔄

6. MTCO<sub>2</sub>e = metric tons of carbon dioxide equivalent

7. Initial packaging baseline for *Our Brands* products excluded general merchandise products. We will add these to the packaging dataset in the future

8. Progress reflects calendar year data

9. This is an enduring commitment that we continue to maintain. Percentages are measured by volume. In 2022, the remaining 1.9% of tuna, by volume, that was not aligned with the International Seafood Sustainability Foundation was MSC certified

Planet



Goal	2020	2021	2022	Baseline	Target Year	Status
<b>No-Deforestation Commitments<sup>10</sup></b>						
Source palm oil, palm kernel oil and palm oil derivatives in <i>Our Brands</i> products from sources certified to the Roundtable on Sustainable Palm Oil supply chain standard (percentage of ingredient volume that is from certified sources)	80%	88%	96%	N/A	Ongoing	
<b>Used post-consumer recycled content fiber and/or virgin fiber certified to FSC,<sup>11</sup> SFI<sup>12</sup> or PEFC<sup>13</sup> standard</b>						
Kroger plants (percentage of packaging procured, by weight, from certified sources and/or including recycled content)	-	95% <sup>14</sup>	95%	N/A	2025	
All <i>Our Brands</i> household paper products and packaging (percentage of material, by weight, from certified sources and/or including recycled content)	-	Household: 92% <sup>15</sup> Packaging: 33% <sup>16</sup>	Household: 93% Packaging: 45%	N/A	2030	
<b>Use deforestation-free soy-based ingredients in <i>Our Brands</i> products</b>						
Kroger plants (percentage, by weight, from no-/low-risk countries)	-	100%	99%	N/A	2025	
All third-party produced <i>Our Brands</i> products	-	90% <sup>17</sup>	Will update assessment periodically	N/A	2030	
<b>Use deforestation-free beef-based ingredients in <i>Our Brands</i> products and fresh beef<sup>18</sup></b>						
Fresh beef and Kroger plants (percentage, by weight, harvested in no-/low-risk countries; born, raised and harvested in no-/low-risk countries)	-	99% (87%)	99% (78%)	N/A	2025	
All third-party produced <i>Our Brands</i> products	-	26% <sup>19</sup>	Will update assessment periodically	N/A	2030	

10. Progress reflects calendar year data with the exception of our Packaging baseline calculation, which reflects fiscal year data

11. Forest Stewardship Council

12. Sustainable Forestry Initiative

13. Programme for the Endorsement of Forest Certification

14. We are restating the value for 2021 to reflect a clarification to two of our data inputs

15. We are restating the value for 2021 to reflect a clarification to one of our data inputs

16. An initial assessment of the *Our Brands* packaging portfolio revealed that 33% of our paper packaging by weight was from certified sources and/or including recycled content in 2021

17. An initial assessment of Kroger Labeled Products (KLP) conducted in 2022 indicated that, in 2021, 90% of soy-based ingredients were from countries with low or no risk of deforestation. The remainder had some risk or lacked visibility into the supply chain to make a determination

18. We are revising the metric we report on for this goal and adjusting our 2021 data accordingly. In 2021, suppliers of regular (non-spot market) fresh beef and beef-based ingredients for manufacturing advised that to the best of their knowledge, more than 99% of cattle were harvested in the U.S., and 87% were born, raised and harvested in North America. In 2022, over 99% of cattle were harvested in North America, and 78% of cattle were born, raised and harvested in North America

19. An initial assessment of KLPs conducted in 2022 indicated that, in 2021, 26% of beef-based ingredients were from countries with low or no risk of deforestation. The remainder had some risk or lacked visibility into the supply chain to make a determination

Systems

Goal	2020	2021	2022	Baseline	Target Year	Status
<b>Responsible Sourcing: Human Rights</b>						
Develop internal Human Rights Due Diligence Framework	-	-	Completed	-	-	✓
Conduct Human Rights Impact Assessments (HRIA)	-	-	Completed 2 HRIAs: Mixed Greens in California; Farmed Shrimp in India	-	-	✓
<b>Worker Voice:</b> Expand reach of Social Compliance Program	-	11 countries; 333 facilities; 14,000 workers	16 countries; 401 facilities; 16,500 workers	-	-	→✓
<b>Responsible Sourcing: Animal Welfare</b>						
<b>Laying Hen Housing</b>						
<b>Revenue:</b> Increase sales of shell eggs from laying hens in cage-free or better housing systems as a percentage of total egg revenue <sup>20</sup>	41.9%	45.9%	32.3% <sup>21</sup>	-	-	→✓
<b>Volume:</b> Increase shell eggs sourced from laying hens in cage-free housing systems or better (units: dozens) to 70% <sup>20</sup>	24.9%	27%	33.6%	-	2030	→✓
<b>Sow Housing<sup>22</sup></b>						
<b>Volume:</b> By 2025, Kroger aims to source 100% of fresh pork from sows in group housing systems, based on availability	-	-	-	-	2025	→✓
<b>Broiler Chicken Welfare</b>						
Achieve the following welfare enhancements in at least 50% of our supply for Simple Truth Organic® and Simple Truth Natural® fresh chicken:						
Maximum stocking density of 6.0 pounds/sq. foot	-	17.5%	17.9%	-	2024	🔍
Prohibit broiler cages	-	100%	100%	-	2024	✓
Enriched environments, including litter, lighting and enrichments	-	48%	41.9%	-	2024	→✓
Processing in a manner that avoids pre-stun handling and uses controlled atmosphere systems (CAS) <sup>23</sup>	-	10.4%	10.9%	-	2024	🔍

20. Restated progress to align shell egg units to dozens for all years

21. This percentage declined as a result of customer purchasing behaviors, supply constraints for cage-free eggs and pricing changes during recent inflationary periods

22. Given the lack of industry alignment on standards and definitions for sow housing, we are unable to determine accurate year-over-year performance for 2022 and prior years.

We will resume reporting for fiscal year 2023 and remain focused on advancing progress toward milestones shared in our [Animal Welfare Update](#)

23. Reflects slower-than-expected industry transition to CAS systems