



Update on Pay Equity

Kroger aims to foster a culture of diversity and inclusion that offers fair and equal pay for men, women and people of color in alignment with our Values. We have processes and tools in place to support fair and inclusive recruiting, employment offers, and access to learning and advancement opportunities to build rewarding careers.

Our latest review of our associates' total compensation includes base pay, cash bonuses and equity for salaried and hourly associates, including both union and non-union associates. The pay study includes all associates meeting established criteria, excluding executive officers.¹ We review total compensation on both an adjusted and unadjusted basis.

Kroger Pay Study Results²

On an adjusted basis, considering factors such as position, tenure, hours worked, performance, geographic location and collective bargaining unit, pay was similar for associates who are male or female, as well as for associates who are White or people of color.³ For every \$1.00 a male associate is paid, a female associate is paid approximately \$1.00. For every \$1.00 a White associate is paid, a person of color is paid approximately \$1.00. We believe adjusted pay study results are a more accurate reflection of how we continue to strive for equal pay across our organization.

On an unadjusted basis, without considering the above factors, for every \$1.00 a male associate is paid, a female associate is paid approximately \$0.94. For every \$1.00 a White associate is paid, a person of color is paid approximately \$1.01.

We will continue to disclose adjusted and unadjusted pay study results on an annual basis. The Compensation and Talent Development Committee of the Board of Directors, which oversees our human capital management strategy, receives regular updates on these findings.

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

¹ Includes all salaried associates, excluding executive officers, and hourly associates working at least 45 weeks and earning at least \$1,000; data includes actual pay and bonus potential as of August 1, 2024; study covers 99% of associates meeting criteria; excludes Harris Teeter, Home Chef, Vitacost and 84.51° associates.

² This study reflects data from mid-2023 to mid-2024. Future annual pay studies will reflect prior calendar year.

³ People of color include the following categories for race: American Indian or Alaska Native, Asian, Black or African American, and Native Hawaiian or Other Pacific Islander; and for ethnicity: Hispanic or Latino and non-Hispanic or Latino. It also includes associates who report having two or more racial heritages.