



Kohler Co. 2024

Global Impact Report

HIGHLIGHT SUMMARY

Table of Contents

Our mission is to help people live more gracious, healthy, and sustainable lives.

Kohler is committed to transparency, accountability, and annual communication of our sustainability initiatives. In this highlight summary of our 2024 Global Impact Report, we share the impact that our associates are making in living out our mission to help people live gracious, healthy, and sustainable lives.

3	CEO Perspective
4	Sustainable Living at Kohler
5	2024 Impact Highlights
6	Our Purpose Powers Our Business Performance
7	Reducing Environmental Impact
10	Offering a Sustainable Product Portfolio
14	Our Commitment to Water Stewardship
17	Investing in Our Communities
21	Supporting Associate Development
24	Kohler and the Arts
28	Explore More

CEO Perspective

We are excited to report that virtually all Kohler business units globally grew market share in 2024. Our luxury brands ANN SACKS® and KALLISTA® saw record-high performances, with more successes expected in the future from the integration of German manufacturer KLAFS and new wellness products on the way. Beyond products, Kohler's Hospitality business achieved record sales.

In 2024 we completed the separation of Kohler Energy, now branded as Rehlko, as an independent entity from Kohler Co., allowing us to remain focused on our global Kitchen & Bath, Wellness, and Hospitality segments. Through it all, we are driven by our expanded mission of helping people live gracious, healthy, and sustainable lives.

From our offices to operations and from retail to resorts, teams around the globe are working to instill sustainable practices in all aspects of the organization. We do this because we

recognize that as the business grows, so does our responsibility to the world in which we operate.

We see the results of these sustainability efforts across markets. The Beijing Faucets plant became our first China location to earn zero-waste factory recognition for compliance and measurement of environmental factors. Our new facility in Casa Grande, Arizona, showcases smart factory and production technology, with sustainability metrics tracking increases in energy efficiency and minimizing greenhouse gas emissions, water use, and solid waste.

These examples of progress, along with many others, coincided with an extraordinary celebration of Kohler Co.'s 150th anniversary in 2023 and the 50th anniversary of our Arts/Industry residency program in 2024. Through this program, we've opened our factory doors to talented artists, inviting creators to work alongside production

artisans. We celebrated the anniversary through exhibitions at the John Michael Kohler Arts Center; Arts/Industry 50th Collective in Kohler, Wisconsin; and at Design Miami in Florida.

At the close of 2024, our global associates jumped into 2025 with speed and discipline. Our relentless pursuit of excellence in leading-edge design, technology, and customer experience will set us up to grow in the years ahead.



David Kohler
Chair and CEO, Kohler Co.



Sustainable Living at Kohler

At Kohler, sustainable living is more than a guiding principle—it is our vision for the future. It means empowering customers and communities to make choices that enrich their lives while benefiting the planet. Sustainable living comes to life when we show that it's possible to create beautiful, high-performance experiences without compromising quality, design, or environmental responsibility. It is about finding ways to do better and making decisions every day that collectively lead to lasting impact.

Sustainable living is deeply integrated into our business model, guiding how we design, manufacture, and deliver. It shapes every part of what we do—from offering sustainable product options at every price point to rethinking our operations for a lighter footprint.

Our water ambition guides us in conserving and preserving water resources through reduction, reuse, and recycling strategies. Beyond water, we continue to expand the use of renewable resources, reduce emissions, and decrease waste to landfill across our operations. Driven by our vision for sustainable living, these efforts support communities where we operate and nurture the development of our associates. These actions are not only about achieving business goals—they are the mechanisms by which we help people live more sustainably every day. This report details how we're turning our vision into reality—one product, one process, and one choice at a time.



2024 Impact Highlights

All statistics have been rounded to the nearest whole percentage point and historical numbers include 2024 figures. Operational greenhouse gas, energy use, water withdrawal, and waste metrics for 2024 and 2008 comparisons exclude Kohler Energy.

Business Impact

Sales from more sustainable kitchen and bath products*

\$1.65B in 2024
\$1.62B in 2023

2%  since 2023



Gallons of water saved by Kohler WaterSense®-labeled products in the U.S.

98.1B in 2024
729B since 2007

8%  since 2023

Operational Impact

Reduction in operational net greenhouse gas emissions (Scope 1 + 2)†

 **5%** since 2023 (absolute)
 **1%** since 2023 (intensity)
 **64%** since 2008 (intensity)

Change in energy use‡

 **1%** since 2023 (absolute)
 **3%** since 2023 (intensity)
 **47%** since 2008 (intensity)

Percentage of global operational electricity from renewable resources‡‡

51% in 2024
49% in 2023



Percentage of operational waste diverted from landfill†

50% in 2024
56% in 2023

Reduction in operational water withdrawal†

 **7%** since 2023 (absolute)
 **3%** since 2023 (intensity)
 **57%** since 2008 (intensity)

Community Impact

Number of lives impacted through our associates' community action

15.6K in 2024

Value of corporate donations (in-kind and cash)

\$8.28M in 2024

Number of lives impacted through stewardship giving

474K in 2024



*Products with at least one of the following sustainability attributes: water-saving design, WaterSense-labeled, recycled content, endures for generations, Forest Stewardship Council certified, or UL GREENGUARD-certified.

†Data presented here have been recalculated to account for the change in our operating boundary after the divestment of the Kohler Energy business.

‡Considering Scope 1 on-site renewable electricity and Scope 2 renewable electricity.

Our Purpose Powers Our Business Performance

Sustainable living is built into everything we do.

By designing our products, processes, and operations with sustainability at the core, we're building a more resilient, profitable business while delivering environmentally responsible products and solutions to deliver on our mission and help our customers live more sustainable lives.

Better for Customers



Offering a Sustainable Product Portfolio: By prioritizing design, functionality, and performance, while integrating sustainable attributes, we are enabling our customers to reduce their footprint.



Providing Dependable Products at All Price Points: Through our STERLING®, KOHLER®, and KALLISTA® brands, we have sustainable product offerings across all levels.

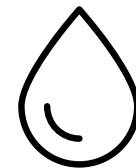


Building Transparency Through Third-Party Validation: Trust begins with being accountable, and we are using third-party product certifications and data audits to back our claims.

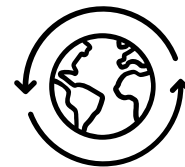


Becoming the Sustainable Brand of Choice: Through our operational efforts, product offerings, and use of sustainable icons, we are making it easier for customers to shop sustainably and be the brand of choice for kitchen and bath products.

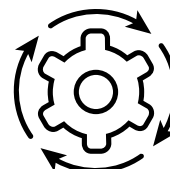
Better for Business



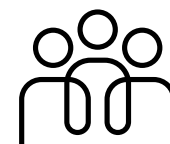
Prioritizing Water: Water is a resource that is often overlooked, and we follow a source-to-tap approach to restore, conserve, protect, and provide access to this vital resource for all.



Designing for the Environment: We are incorporating sustainability from design through product use to reduce cost, drive efficiency, and improve product performance and longevity.



Building Operational Resilience and Reducing Risk: By planning for the future, we are ensuring our operations are efficient and ready to withstand future climate-related risks.



Supporting the People Who Make Our Work Possible: Our associates are the hearts and minds of all that we do, and we are empowering them to build our future with us.



Reducing Environmental Impact

By improving our own footprint and designing and manufacturing more environmentally friendly products, we help our customers reduce their environmental impact and unlock market demand for sustainable products.

2024 Environmental Impact Overview

Help customers reduce their environmental impact

Sales from more sustainable kitchen and bath products*

\$1.65 billion in 2024

Increase in sales from sustainable kitchen and bath products*

↑ 1.8% since 2023



Become the most transparent, accountable, and environmentally friendly company in our industry

Environmental product transparency

460

requests for Environmental Product Declarations and Declare labels[†] in 2024

Design for Environment (DfE)

100%

DfE integration into Kitchen and Bath North America new product development

Accountability through reporting

CDP scores

A- rating in Water Security

B rating in Climate Change

B rating in Water Security in 2023

B rating in Climate Change in 2023



Reduce environmental impact across operations

Scope 1 and 2 greenhouse gas (GHG) emissions

Reduction in operational net GHG emissions[‡]

↓ 5% since 2023 (absolute)

↓ 1% since 2023 (intensity)

↓ 64% since 2008 (intensity)

Renewable energy use

Percentage of global operational electricity from renewable resources^{†‡}

51% in 2024

49% in 2023

*Products with at least one of the following sustainability attributes: water-saving design, WaterSense-labeled, recycled content, endures for generations, Forest Stewardship Council certified, or UL GREENGUARD-certified.

[†]Data presented here have been recalculated to account for the change in our operating boundary after the divestment of the Kohler Energy business.

[‡]Considering Scope 1 on-site renewable electricity and Scope 2 renewable electricity.

Associates Championing Sustainability Across the Business

Kohler ranked
50th on the 2024 U.S. Environmental Protection Agency’s Green Power Partnership
list of largest consumers of renewable power.



Sustainability Champions

In 2024 Sustainability Champions met to share learnings and engage thought leaders in different topics to ensure associates were equipped with the knowledge and tools to integrate sustainability into their work every day.

Pictured to the left are Sustainability Champions from the Shanghai Kohler Electronics team after being recognized for their work improving energy efficiency within their facility by switching to more efficient lighting. This saved 148,000 kWh of electricity annually and reduced greenhouse gas emissions by 88 metric tons CO₂e.

Our top
200 suppliers, representing 80% of direct material spend,
were trained on sustainability topics and expectations related to Scope 3 emissions.

Supplier Sustainability

Our Strategic Sourcing team uses a process called PROMPTT (Proactive Response to Outdo Market Position Through Teamwork), which facilitates collaboration with key suppliers to identify cost-saving opportunities that also have positive sustainability impacts. In 2024, 11 suppliers were engaged to make changes such as using lighter-weight or more sustainable materials—reducing carbon emissions by 977 metric tons CO₂e in total.





Offering a Sustainable Product Portfolio

We align our innovations with trusted sustainability standards and frameworks so our products can contribute to creating more sustainable spaces and places, making it easier for our customers to make more sustainable choices without compromising design or performance.

Product Transparency for Our Customers

Whether it is a designer or builder working toward LEED certification and looking for water-conserving products or someone looking to be more sustainable within their home, shopping sustainably at Kohler has never been easier.

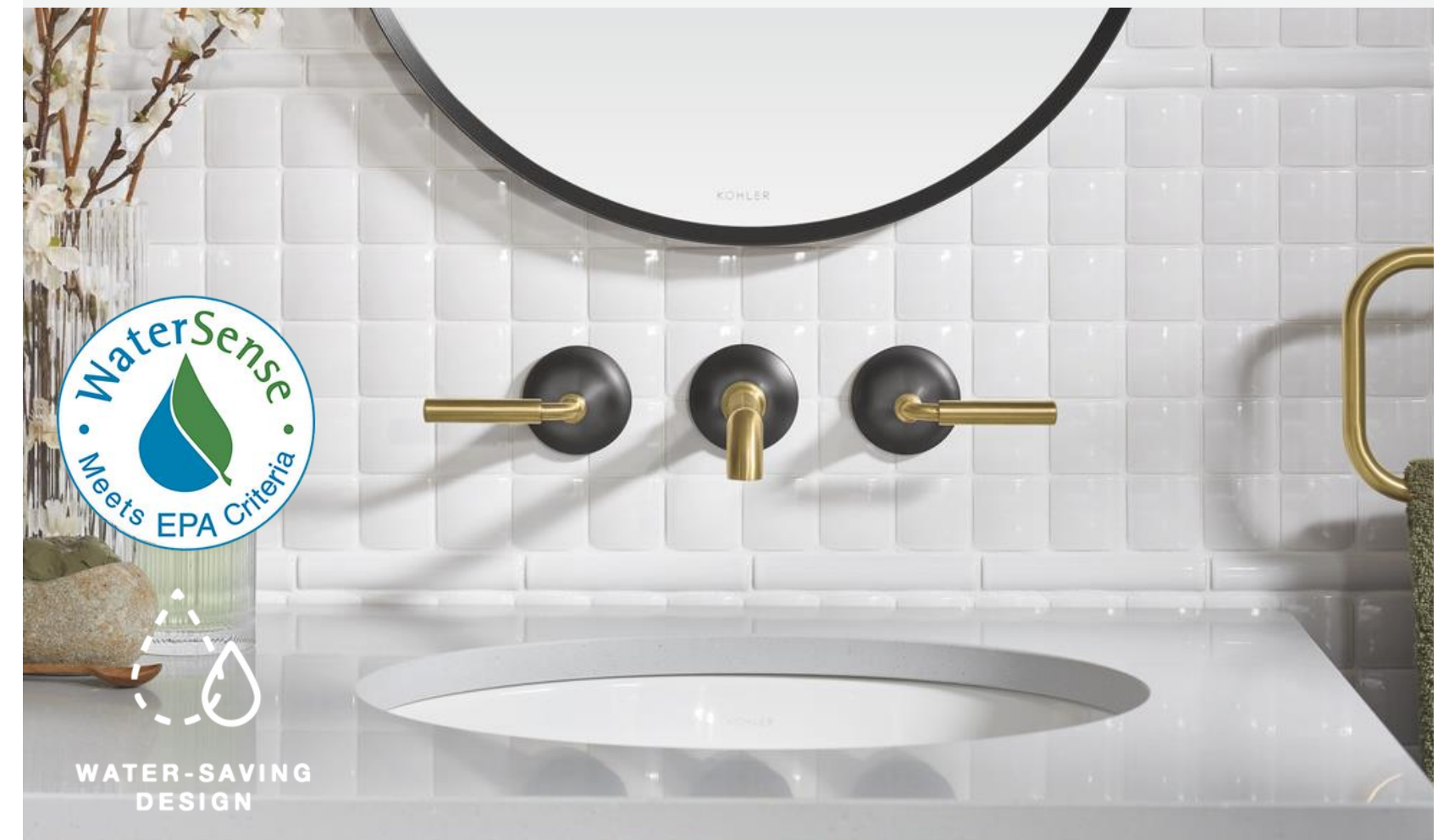


U.S. Green Building Council and LEED

Kohler is a long-term member of the U.S. Green Building Council, and our product transparency documents, including environmental product declarations (EPD) and Declare labels, support customers in meeting Leadership in Energy and Environmental Design (LEED) standards for green building certification. We have over [6,500 products](#) that have sustainable attributes.

Sustainable Product Attributes and Icons

To make shopping for sustainable products easier for customers, we created a [Sustainable Products](#) page on our website to find and purchase KOHLER® products that support their sustainability lifestyle and priorities. Along with this, products are labeled with Kohler sustainable icons and third-party certifications to signify the products' sustainable attributes.



Water-Efficient Products Help Customers Reduce Their Water Use

Kohler continues to be a leader in developing innovative kitchen and bathroom products that help customers reduce water use. In 2024 we won our 10th WaterSense® Sustained Excellence Award from the U.S. Environmental Protection Agency and 15th overall WaterSense award, recognizing products that use at least 20% less water than average. Learn more and shop [WaterSense](#) and [water-efficient](#) products.

Since 2007 sales of WaterSense-labeled products from Kohler brands in the U.S. have achieved an estimated cumulative savings of:

16.6 million

metric tons of CO₂ emissions associated with water use

\$14.5 billion

in energy and water utility bills for customers

729 billion

gallons of water

144

WaterSense-labeled products released in 2024

1,041

WaterSense-labeled products available in 2024

1,662

water-saving products available in 2024



50L Home Coalition

Kohler is a founding member of the 50L Home Coalition, launched in 2020. In 2023 we initiated our first pilot project in Los Angeles, California, with 31 participating homes. In partnership with Electrolux, IKEA, and Proctor & Gamble, we completed the second phase of the project in 2024. Our findings confirmed that homes retrofitted with more water-efficient faucets, fixtures, appliances, and consumable products used 21% less water than control homes, on average, while simultaneously increasing customer satisfaction.

Delighting Our Customers With Sustainable Products

Sustainability and product performance aren't mutually exclusive; they must coexist seamlessly. Our focus on sustainability without compromise means delivering innovative products and technologies that reduce water use and waste while preserving a gracious customer experience.



Kohler Mira and Recoup Products Reduce Energy Usage

Kohler Mira uses innovative electric shower technology called Mira Heatloop™ that works with Recoup wastewater heat recovery systems and energy from hot water to reduce the power required to run a shower by up to 40% compared with other electric showers, which also reduces energy usage and utility bills while lowering emissions from product use.

KOHLER WasteLAB™

KOHLER WasteLAB is one of our most innovative waste diversion programs, turning waste into design by taking landfill-bound materials left over from manufacturing and converting them into functional products of style and beauty.

In 2024 WasteLAB launched two artisanal tile collections made from nearly 100% repurposed manufacturing materials as well as a bathroom sink made from over 70% landfill-bound materials.



FSC-Certified Vanity Lines

The Forest Stewardship Council (FSC) certification icon shows that our product components come from responsibly managed forests that provide environmental, social, and economic benefits.

More than 70% of the wood that goes into the FSC-certified Maxstow™ vanity collection is sourced from responsibly managed forests. Maxstow vanities are a beautiful example of what FSC-certified looks like.

KOHLER® Loope

The KOHLER Loope™ toilet, a completely waterless toilet designed to address sanitation challenges for housing without plumbing, came out of Innovation for Good® by Kohler and won the prestigious global iF Design Award Gold in 2024. The KOHLER Loope toilet was also named in the *Fast Company* 2024 World Changing Ideas Awards as a finalist in the Developing World Technology category and honorable mention in the Water category.






Our Commitment to Water Stewardship

We are uniquely positioned to do our part to protect the critical resource of water by developing, manufacturing, and selling water-efficient products; reducing water usage in our operations; protecting the water resources our operations and communities rely on; expanding access to safe water and sanitation by implementing projects around the world; and advocating for water security.

2024 Water Stewardship Impact Overview

Protect local watersheds



Watershed restoration projects

Gallons of water restored

51M gallons in 2024

80M gallons since 2023

Expand access to safe water and sanitation

Safe Water for All


Lives impacted through Safe Water for All initiatives

179K in 2024

2.6M since 2014



Reduce water usage across operations



Operational water sustainability

Reduction in global operational water withdrawal

↓ **7%** since 2023 (absolute)

↓ **3%** since 2023 (intensity)

↓ **57%** since 2008 (intensity)

Help customers reduce water usage

Water-saving products

Gallons of water saved by Kohler WaterSense®-labeled products in the U.S.

98.1B in 2024

729B since 2007



All statistics have been rounded to nearest whole percentage point and historical numbers include 2024 figures.

Our Ambition: Water Stewardship Through Uncompromising Design

We're focusing on making measurable strides in protecting and conserving water resources through a holistic, impact-driven approach. By restoring watersheds, reducing operational water use, expanding safe water access, and designing water-saving products, we are helping to secure a sustainable water future from source to tap for communities and our customers.

Supporting the health and resiliency of high-risk watersheds.

We partner with nonprofit organizations and local governments on critical watershed restoration projects that support the water sources our facilities, associates, and communities depend on.

Supporting environmental restoration and water access projects in partnership with global experts.

Kohler is taking direct action to address the water crisis by leveraging the expertise and passion of our associates and our global reach to implement Water, Sanitation, and Hygiene (WaSH) solutions and use our voice to raise awareness for water security.



Reducing operational reliance on fresh water.

We have increased our use of recycled water, water-efficient equipment, and treatment of wastewater streams along with process improvements and behavior change to ensure the optimized use of water resources as well as high standards for water quality.

Enabling our customers to conserve water through water-efficient products.

Kohler continues to be a leader in developing beautiful and innovative water-conserving products that deliver luxurious and gracious experiences without compromise.



Investing in Our Communities

We make a positive difference in the lives of people and communities we serve by partnering with nonprofit organizations to provide financial support and expertise while encouraging and supporting our associates' volunteerism in the communities where they live and work.

2024 Community Impact Overview

Cultivate strong communities

Community engagement

Percentage of significant operations that have local community activation*

92% in 2024

79% in 2023



The Gurgaon Stewardship Team volunteers at Deepashram, which shelters and cares for more than 50 mentally and physically handicapped boys and men ranging in age from 10 to 35 years old.

Stewardship giving

Value of corporate donations (in-kind and cash)

\$8.28M

in 2024

\$194.5M

since 1990

Number of lives impacted through stewardship giving†

474K

in 2024

16.2M

since 1990

Believing in Better

Number of global community engagement activities

158 in 2024

538 since 2021

Number of volunteer hours self-reported by U.S. associates

6,705 in 2024

12K since 2023

Number of lives impacted through associate community action

15.6K in 2024



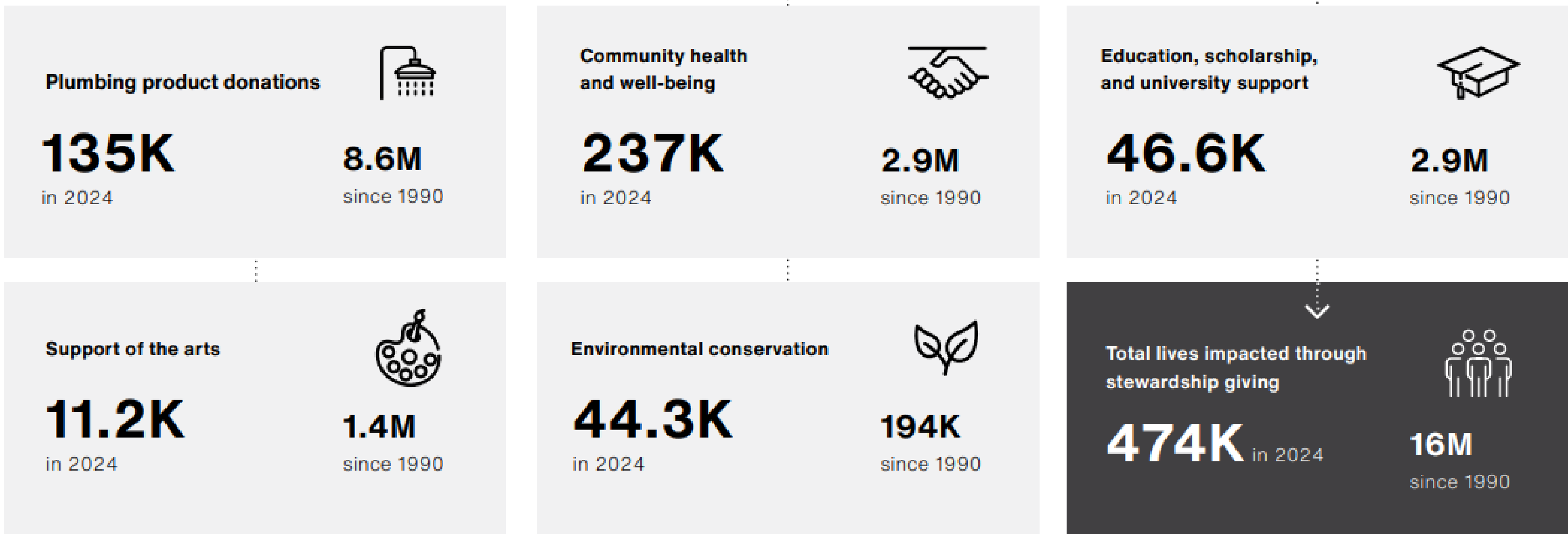
*Kohler defines a "significant operation" as a location with more than 100 associates. The number of significant operations decreased in 2024 and contributed to the change in this engagement metric compared to 2023. Community activation includes: volunteerism, projects, and/or donations.

†Lives Impacted represents the number of people benefitting or reached through Kohler's initiatives.

Stewardship Giving

Kohler provides financial support to a wide range of organizations in our communities through both stewardship giving and in-kind donations to support education, health and well-being, the environment, and the arts.

Lives Impacted Through Stewardship Giving*



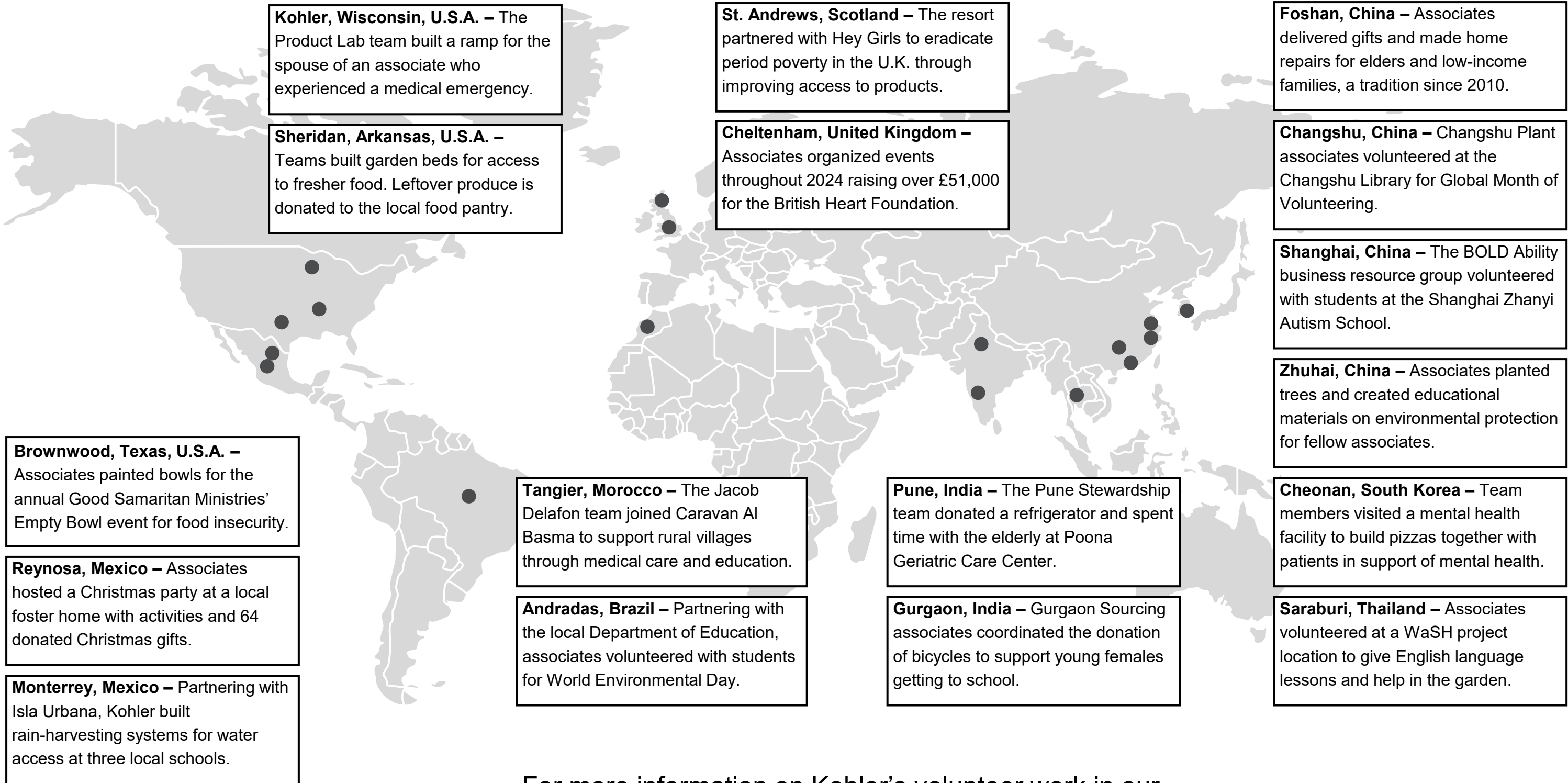
*All numbers have been rounded and historical numbers include 2024 figures.

We Believe That Our Best Can Always Be Better

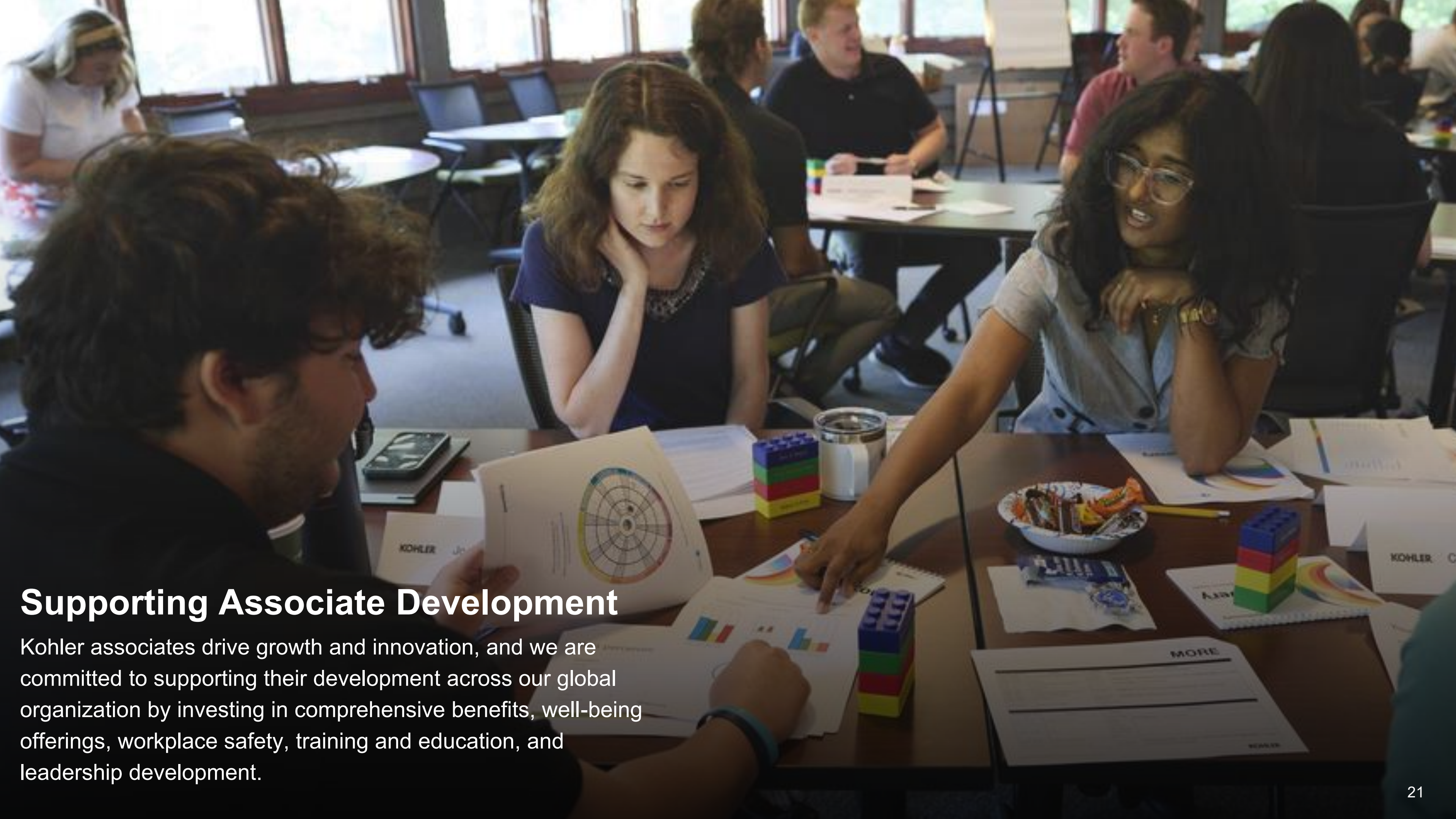
We partner with organizations globally to provide financial support and associates’ time and talent in five key areas: education, the environment, health and well-being, the arts, and clean water and sanitation.

92%
of locations with more than 100 associates have local community engagement.

\$513,267
was donated to United Ways across the U.S. by Kohler associates and retirees through Kohler Co.’s matching program.



For more information on Kohler’s volunteer work in our communities, please see [Kohler’s 2024 Global Impact Initiatives](#).



Supporting Associate Development

Kohler associates drive growth and innovation, and we are committed to supporting their development across our global organization by investing in comprehensive benefits, well-being offerings, workplace safety, training and education, and leadership development.

2024 Associate Development Impact Overview

Empowering and developing inclusive teams

Company-wide engagement survey and action plans*

Inclusion score

79 out of 100

Business resource groups (BRG)

BRG value score†

7 out of 10

Learning and development opportunities

Hours of learning completed by associates globally

155K

Uplifting associates to become more at Kohler

Caring for the well-being of our associates

Number of global associates participating in Kohler's health and well-being program that is part of benefits offered‡

8,275 in 2024

↑ 33% since 2023

Building bold leaders globally

Bold Leadership development series participation

2,718 associates

26 countries represented

Activating associate innovation

I-Prize innovation competition

Associates that participated in I-Prize

310 in 2024

Teams that participated in I-Prize

82 in 2024

Countries represented

13

*Our inclusion score is based on responses from all active full- and part-time administrative and frontline associates to the annual associate survey question, "Our team has a climate in which diverse perspectives are valued" on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree). Glint calculated the average response score and then converted it to a 100-point scale.

†Our BRG value score is achieved by surveying all of Kohler's BRG members and asking them to rate the value received from BRGs over the last calendar year on a scale from 1 to 10.

‡Data presented here have been recalculated to account for the change in our operating boundary after the divestment of the Kohler Energy business.

© 2024 Kohler Co. All rights reserved.

22

Uplifting Associates to Become More at Kohler



Learning and Development

In 2024 **597 associates** watched **175 different educational courses** as part of our Kohler Engineering Academy. Courses are available in English, Mandarin, French, Thai, and Spanish.

Associates worldwide engaged with **155,436 hours of learning** across Kohler Career Management and LinkedIn Learning.



Mentorship and Coaching

Kohler’s KoNEXTions provides mentorship opportunities to help associates foster meaningful connections and share best practices on career development and leadership in addition to network-strengthening opportunities across the company.

Since 2023 **more than 150 mentorship pairs** have been launched across the company, including the pair pictured to the left.

Business Resource Groups

Kohler business resource groups (BRG) are made up of associates from around the world and across the organization who are united in our mission of creating a more inclusive workplace.

Our 11 BRGs provide professional-development opportunities, such as hosting the biannual Kohler Women’s Leadership Summit. In 2024 **more than 1,200 associates** from around the world participated in this four-day conference.



I-Prize Competition

The Innovation for Good® incubator established the I-Prize competition in 2018 as an annual innovation competition for Kohler associates to share their boldest ideas for new products and solutions for pressing social and environmental challenges.

In 2024 the competition had a global reach of **310 registrants, with 13 countries represented, who submitted 43 ideas.**





Kohler and the Arts

Since founder John Michael Kohler transformed a cast iron trough into the company’s first bathtub, we’ve embraced art to elevate design, enrich communities, and spark innovation. That inventive spirit continues across our products, spaces, and partnerships. Our commitment to the arts lives in our legacy, our craftsmanship, and our culture—and it shapes how we think, design, and create today.

2024 Arts Impact Overview

Harnessing inspiration through art

Support of the arts

Lives benefited from Kohler support of the arts*

11K

in 2024

1.4M

since 1990

Supporting artists and designers

Arts/Industry Alumni

12 in 2024

600+ since 1974

Kohler MakerSpace Alumni

1 in 2024

2 since 2023



Makers in Place: Kohler Celebrates 50 Years of Arts/Industry was showcased at Miami Art Week 2024.

Showcasing craftsmanship through works of art

Number of Kohler-owned pieces displayed publicly

106 in 2024



Arts/Industry resident Edra Soto is pictured working within the Wisconsin Pottery in Kohler, Wisconsin, creating her pieces leveraging techniques used to create product.

*Lives Impacted represents the number of people benefitting or reached through Kohler's initiatives.

Art Gives Way to Innovation and Design

Kohler was built by creators, inventors, and visionaries. We place value on design, innovation, and craftsmanship, aiming to weave artistry into everything that we do. With a long history of supporting artists and art organizations in our communities, these efforts reflect our passion to contribute to gracious living through the power of art and design.



Kohler MakerSpace

Launched in 2023, Kohler MakerSpace offers artists and designers the unique opportunity to collaborate with skilled associates, experiment with industrial materials, expand an existing body of work, or create a large-scale commission. In 2024 Kohler proudly hosted artist Patty Chang whose piece *Abyssal* will go on to be displayed at The Metropolitan Museum of Art in New York.

Artist Patty Chang and her piece are featured below.



Arts/Industry

Arts/Industry is administered by the John Michael Kohler Arts Center (JMKAC), a nonprofit organization in Sheboygan, Wisconsin, and is hosted and funded in partnership with the JMKAC and Kohler. Each year, 12 artists come for a three-month residency in either the Kohler foundry or pottery. The year 2024 was a special year for the program as we celebrated its 50-year anniversary.

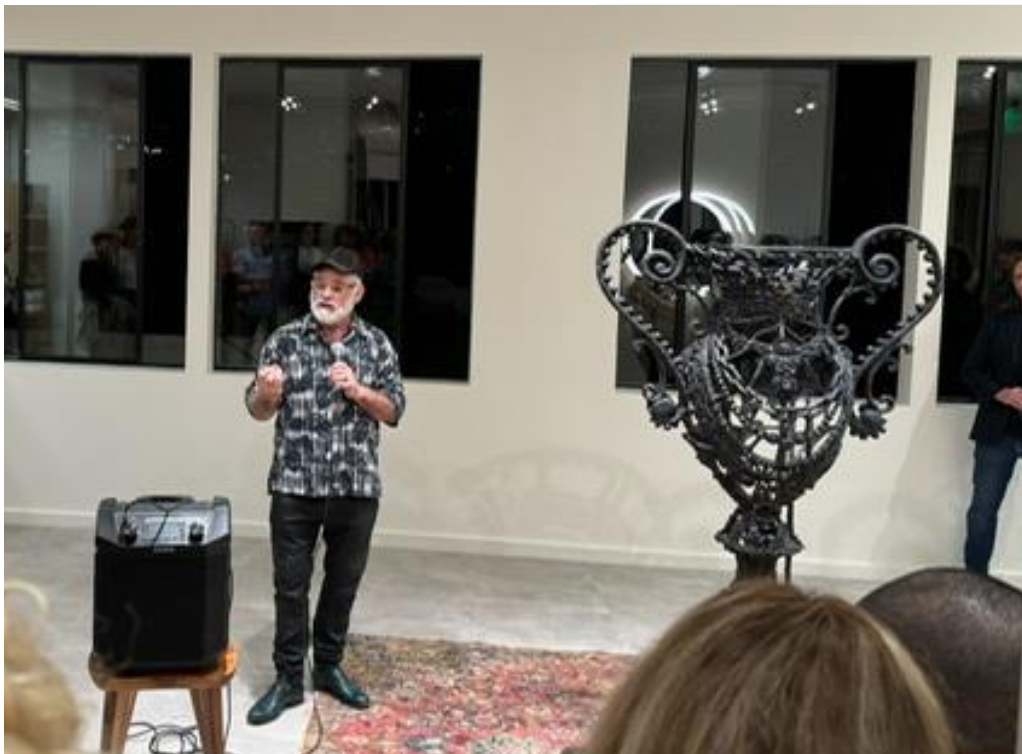
Artist Lee Running and her piece are featured above.

Celebrating 50 Years of Arts/Industry



Miami Art Week 2024

During Miami Art Week 2024, Kohler displayed an exhibition entitled *Makers in Place: Kohler Celebrates 50 Years of Arts/Industry* that was curated by Kohler Co. curator and Arts/Industry alumni Michelle Grabner. The exhibit featured over 50 works by an international roster of Arts/Industry alumni, including Ann Agee, Ghada Amer, Lily Cox-Richard, Jack Earl, Joel Otterson, Woody De Othello, Christine Tarkowski, Tomas Vu, and Theaster Gates.



Frieze Art Fair

Arts/Industry alumni Joel Otterson was on-site at the of KOHLER® Experience Center in West Hollywood, California, during the Frieze Art Fair. During this event, Otterson gave a presentation on his experiences in the residency program and had one of the cast iron pieces he developed in the Kohler Co. foundry on display.

Arts/Industry Alumni Weekend

Kohler hosted **over 40 alumni** for the Arts/Industry Alumni Weekend in partnership with the JMKAC. Guests participated in a Kohler factory tour and a community day with a panel discussion, artist talks, and an iron pour.



Arts/Industry 50th Collective

The *Arts/Industry 50th Collective* is a rotating public exhibition and event space located in The Shops at Woodlake in Kohler, Wisconsin. Curated by Michelle Grabner, the exhibition features the works of over 40 Arts/Industry alumni, selected from the Kohler Co. art collection.

In 2024 there were **67 events and more than 3,300 public visitors** hosted at the *Arts/Industry 50th Collective*.





Explore More

This highlight summary is intended to present key events and metrics from our 2024 Global Impact Report. For additional information on the topics shared, GRI Content Index, and full management assertion, please reference our 2024 Global Impact Report and Appendix document.

Topic Contents in Our Full 2024 Global Impact Report

The entirety of our 2024 Global Impact Report lives on [KOHLER.com](#). To read more about the topics covered in this highlight summary, see the topics below and the pages that they can be found on within the report.

Reducing Our Environmental Impact

2024 Environmental Impact Overview	Pg. 10
Sustainability Champions at Kohler	Pg. 11
Innovation for Good [®]	Pg. 12
Product Transparency for Our Customers	Pg. 13
Reducing Scope 1 and 2 GHG Emissions	Pg. 14
Reducing Scope 3 GHG Emissions	Pg. 15
Supplier Sustainability	Pg. 16
Increasing Renewable Energy	Pg. 18
Managing Waste	Pg. 19

Our Commitment to Water Stewardship

2024 Water Stewardship Impact Overview	Pg. 22
Water Stewardship Through Uncompromising Design	Pg. 23
Watershed Restoration	Pg. 24
Safe Water for All	Pg. 25
Managing Operational Water Resources	Pg. 27
Water-Efficient Products	Pg. 28

Investing in Our Communities

2024 Community Impact Overview	Pg. 30
The Power of Partnerships	Pg. 31
Stewardship Giving	Pg. 33
Believing in Better	Pg. 34

Supporting Associate Development

2024 Associate Development Impact Overview	Pg. 36
Pillars of Inclusion	Pg. 37
Kohler Teams	Pg. 38
Inclusive Culture	Pg. 42
New Markets	Pg. 48

Reinforcing Accountability

Oversight of Sustainability Reporting and Disclosure	Pg. 50
Public Policy Engagement	Pg. 51
Commitment to Ethical Conduct	Pg. 52
Inclusive Sourcing	Pg. 54
Cybersecurity and Data Privacy	Pg. 55





Global Impact Report Highlight Summary Purpose

This report is intended to be a highlight summary of our 2024 Global Impact Report, published on [KOHLER.com](https://www.kohler.com). With this document we seek to connect with our customers, associates, partners, and consumers on sustainability priorities and achievements for our business. Data in this document is from January 1 to December 31, 2024, unless otherwise noted. In 2024 Kohler Co. established Kohler Energy as a separate, independent business. Platinum Equity is now the majority owner of the business (rebranded as Rehlko) and Kohler Co. remains an investment partner. The boundary for the 2024 reporting period excludes any Energy business activities that occurred in 2024 and includes all other sites and subsidiaries under Kohler Co.'s operational control, unless otherwise noted. Where noted, data from previous years have been revised to reflect the separation of Kohler Energy. Newly acquired entities are integrated within two years of acquisition. Kohler is committed to transparency, accountability, and annual communication of our sustainability initiatives. We continuously work to improve how we collect and analyze this data to align with industry best practices. To the extent we may need to make any corrections, we will do so in future reports.

Reporting Standards

Our annual Global Impact Report is prepared with reference to the Global Reporting Initiative (GRI) standards. The GRI Content Index can be found starting on page 14 of Kohler Co.'s 2024 Global Impact Report Appendix.

**444 Highland Drive
Kohler, WI 53044**

**1-800-4-KOHLER
[KOHLER.com](https://www.kohler.com)**

Inquiries about our sustainability initiatives can be sent to sustainability@kohler.com.

KOHLER®