

# Believing in Better.<sup>®</sup>

Better Planet. Better Communities. Better Lives.

# OUR JOURNEY TO BETTER



When we look back on the year 2020, not only are we going to remember it for the extraordinary events that took place, but also because it was a pivotal turning point for corporate action. In the face of the global pandemic and subsequent economic implications, social unrest, and mounting evidence of the impact of climate change on our lives and livelihoods, companies rose to the challenge like never before to meet the needs of employees, customers, and communities.

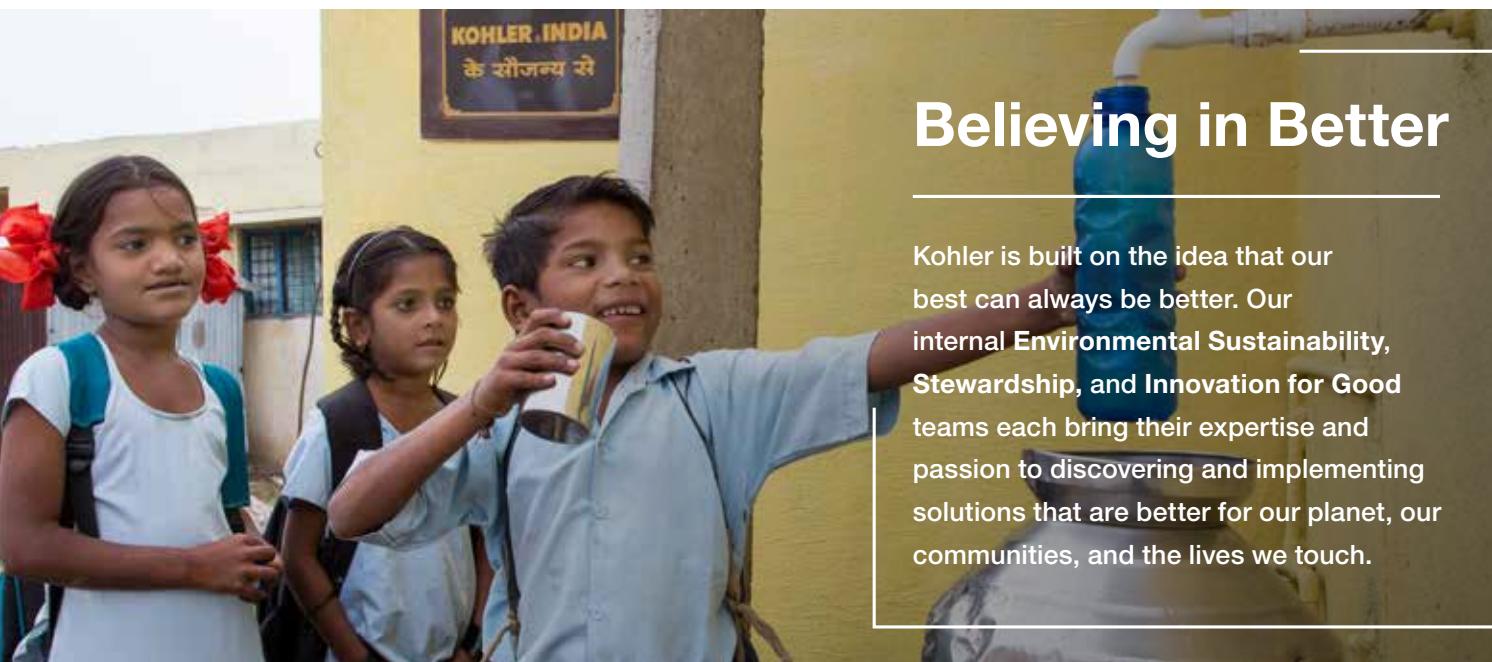
In Kohler's nearly 150-year history, we have never shied away from addressing challenges head-on and 2020 was no exception. When COVID-19 hit, we took immediate action to protect the health and well-being of our associates, pivoted our manufacturing to produce personal protective equipment (PPE), and mobilized resources to support communities as they grappled with the real and uncertain impacts of the pandemic. All the while, we continued to prioritize progress against our environmental sustainability targets, sourced and funded ideas from our associates to solve for global challenges through our internal incubator Innovation for Good®, and signed on as a founding member of the 50L Home alongside P&G, Electrolux, and others to drive innovation around water efficiency.

Kohler's approach to being a responsible company is guided by the notion that we can always do better. That's why, despite the challenges we faced in 2020, we came together as a team to determine how we can leverage what we learned this year to do even more for our planet and the people we touch. Everything from our own footprint to the products we manufacture and the services we offer is being evaluated to ensure we can have a positive impact on the world in which we live and operate. We recognize that we don't have all the answers, but we do know that we have the commitment to try to find solutions and the passion to act on issues where we can make the most impact.

Looking forward, we know it won't be easy to tackle the challenges facing the world today and tomorrow, but we are excited to try. We will lean into the innovation that can be born from disruption, and we remain vigilant in applying our knowledge, resources, and energy to leave the world a better place.

**DAVID KOHLER**

PRESIDENT & CEO, KOHLER CO.



## Believing in Better

Kohler is built on the idea that our best can always be better. Our internal **Environmental Sustainability, Stewardship, and Innovation for Good** teams each bring their expertise and passion to discovering and implementing solutions that are better for our planet, our communities, and the lives we touch.

# WE ARE KOHLER CO.

We believe better business and a better world go hand in hand. This belief touches all we do across all of our brands, products, and services, whether we're creating beautiful kitchen and bath products, innovative engines and generators, memorable hospitality experiences, or developing

clean water, sanitation, and community development solutions around the world. To put it simply, we strive to enhance the quality of life for current and future generations through design, craftsmanship, and innovation fueled by the passion of our associates worldwide.

## 48%

Reduction in net greenhouse gas emission intensity since 2008

## 22%

Reduction in operational energy use since 2008

## 53%

Electricity from renewable resources in 2020

## 47%

Reduction in waste to landfill intensity since 2008

## 46%

Reduction in water intake intensity since 2008

## 388B

Gallons of water saved by KOHLER® WaterSense®-labeled products in the U.S.\*

## \$1B+

Sales from environmentally favorable products in 2020

## 1.3M

Lives impacted by safe-water and sanitation initiatives

\*Since EPA launched WaterSense in 2007

NOTE: Unless otherwise noted, all data references performance between January 1, 2020 and December 31, 2020.

### SUSTAINABLE DEVELOPMENT GOALS



Kohler has aligned its efforts with UN Sustainable Development Goals (SDG) 6, 7, and 12 that mirror our business strategy and project pipeline.

# BETTER PLANET

Reimagining our path to a better planet by going beyond net zero across operations by 2035.

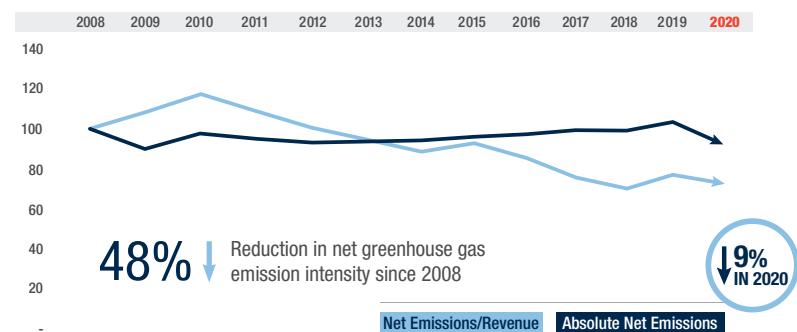
For more than a decade, we've been committed to a goal of net zero greenhouse gas across operations and zero waste to landfill by 2035. Since 2016 we're deepening that commitment through our Design for Environment (DfE) program by carefully considering the full life cycle impacts of our products and processes. In 2020, we completed over 4 times more DfE projects than in 2019 and saw more DfE projects completed in 2020 alone than in all previous years combined since DfE work began in 2016.

We are focusing on designing efficiencies across all four stages of the life cycle: Suppliers, Kohler Operations, Consumer Use, and End of Use. Our goal is to design a product or process that is more environmentally favorable, using outcome-based standards recognized by the scientific community:

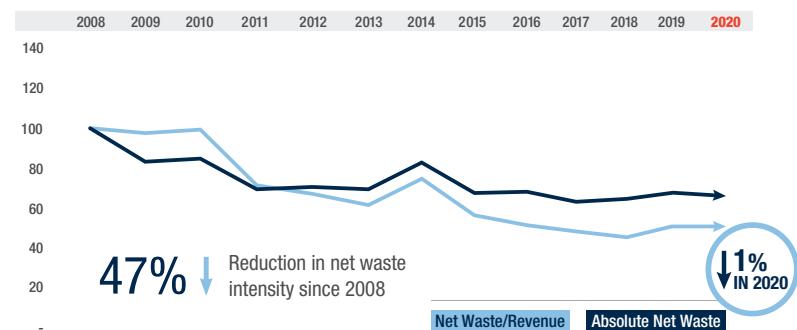
- Reduce greenhouse gas
- Steward healthy watersheds
- Reduce waste by using resources more efficiently
- Invest in safer materials

Drawing on the passionate energy of associates, Design for Environment thinking will help us surpass our 2035 goals. It is our pledge to rethink the way we approach design. It is our path to a better planet. By joining together to reduce our environmental impact across the full life cycle of our products, processes, and experiences, we can help design a path forward for future generations and make it easy for our consumers to make environmentally friendly choices.

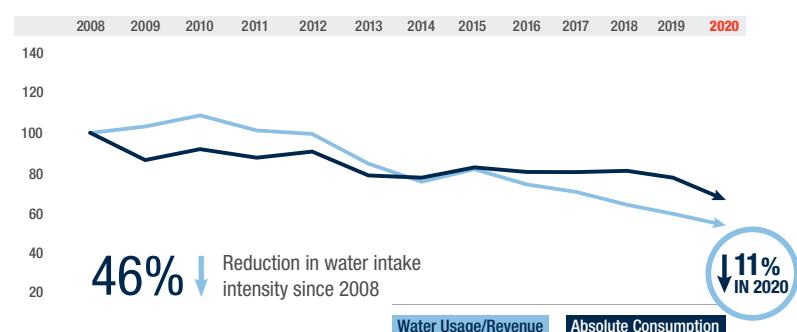
Net Greenhouse Gas Emissions (2008 =100)



Net Waste (2008 = 100)



Water Usage (2008 = 100)



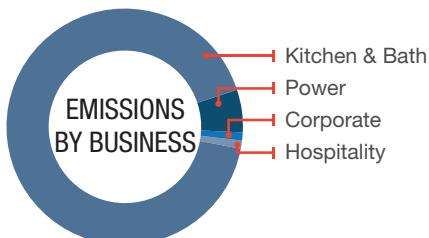
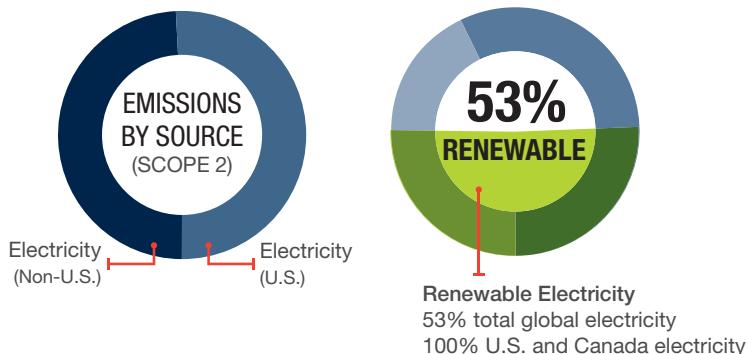
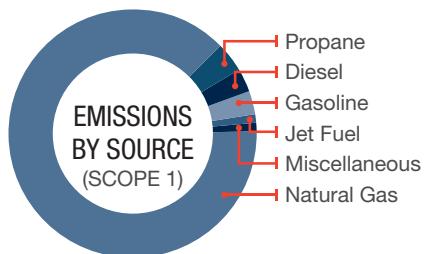
## INNOVATION IN WATER EFFICIENCY

# Greenhouse Gas Emissions by Scope

Our manufacturing processes inherently require energy, which translates to greenhouse gas (GHG) emissions. We measure carbon dioxide, methane, and nitrous oxide emissions using the GHG Protocol and consider the following:

**Scope 1** – fuel that we consume in manufacturing

**Scope 2** – fuel used by our energy providers to produce the energy we consume



### Committed to Conservation: The 50L Home

Today, 14 of 20 of the world's largest cities experience water scarcity, and two-thirds of the global population is projected to live in water-stressed areas by 2025. As part of our commitment to water conservation, we cofounded the 50L Home, a coalition of global companies and NGOs reimagining people's relationship with water. The goal of this coalition is to drive innovation in residential water use to reduce water consumption to 50L/person/day. Our vision is to develop 50L Home solutions without compromising an amazing consumer experience. Using learnings from pilot homes in various locations, the 50L Home seeks to advance solutions that address water and energy efficiency and inform a path to global scale.

For more information, please visit [50lhome.org](http://50lhome.org).



### 2020 WaterSense® Award Winner

In 2020, Kohler was the proud recipient of our sixth WaterSense Sustained Excellence award. Created by the U.S. Environmental Protection Agency, the WaterSense program promotes the development and use of water-efficient products, homes, and processes. In 2008, we were honored with the first WaterSense Manufacturing Partner of the Year Award and for 11 years we've been honored moving from Manufacturing Partner of the Year to the Sustained Excellence Partner Award. Throughout this time, our KOHLER WaterSense-labeled toilets, showerheads, and faucets have been a catalyst in driving awareness and helping our customers and partners reduce water consumption.

# BETTER PLANET

To preserve a healthy planet, our **Environmental Sustainability** team is reducing our footprint while creating more sustainable products and services.

## Truth in Transparency

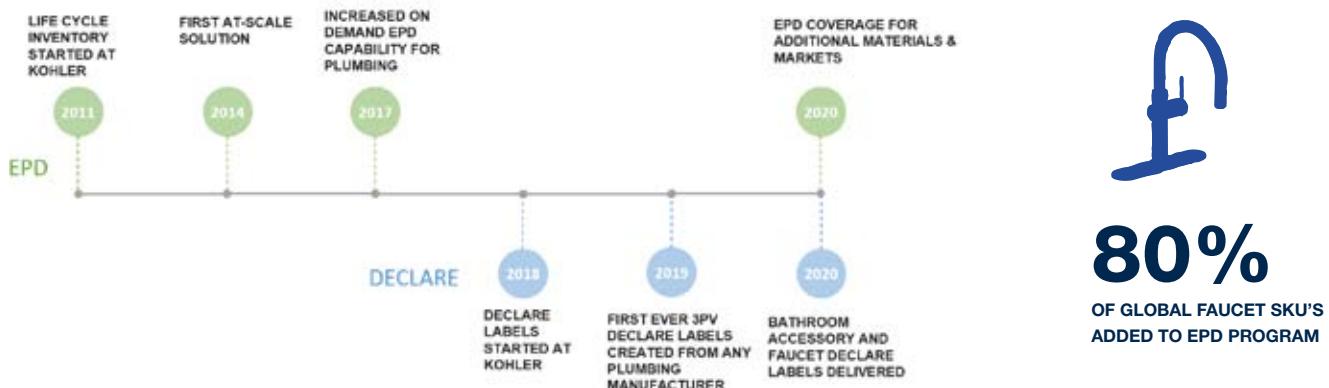
Environmental Product Declaration (EPD) and Declare labels tell us how a product was manufactured, what materials they contain, and where the materials came from. The process is third-party verified, and the label details the chemical makeup of a product, life expectancy, and lists any materials that could harm our health or pollute the environment. Think of it as a nutrition label for a product.

Requests for EPDs have grown exponentially, with more than 700 requests in 2020. EPDs and Declare labels are increasingly requested by architects, designers, and end users in an effort to achieve LEED certification and make informed purchases around the health and environmental responsibility of the products

in their homes and commercial spaces. Since 2014, Kohler has received over 2,000 transparency requests. In 2020, 65% of our transparency requests were for EPD's, and 35% were for Declare Labels with 71% of those requests from North America and 29% from various other countries.

As part of our commitment to supporting green building and environmental design, Kohler has over 5,000 EPD's available—more than any other building products manufacturer. Beginning with vitreous china products in 2014, we've expanded our EPD capabilities across markets and product lines, most recently adding more than 80 percent of our faucet SKUs to the program in 2020.

## Transparency Progress



## Design for Environment

It's exactly as it sounds. We're designing products with the environment in mind, integrating sustainability into our product innovation and benefiting the consumer in the process.

One of our latest toilet innovations began in response to a demand to decrease time to clean and chemical toxicity impact.

Employing the Design for Environment philosophy, our design and engineering teams created ContinuousClean, a technology that automatically dispenses cleaning solution with each flush to keep the bowl cleaner between flushes—5x longer than a traditional toilet. They also redesigned the shape of the toilet and the flushing technology to maximize the power

and effectiveness of the flush, while using CleanCoat™ surface treatment to prevent bacteria, mildew, and mineral deposits from sticking. The result is a cleaner flush, reduced use of cleaning solutions, and lower exposure to toxic chemicals—i.e., great consumer experience in addition to favorable environmental impact.



## KOHLER WasteLAB™ – An Innovation for Good® Success Story

We believe that waste is only waste because we've defined it that way. It's really just something we haven't figured out what to do with yet.

Inspired by the principles of biomimicry, Kohler associates passionate about the environment and determined to make a difference developed the WasteLAB, a concept that emerged from our in-house incubator Innovation for Good. Here, Kohler designers and sustainability experts are using waste materials such as foundry dust, pottery cull, and enamel powder to create actual products, like tile and coasters.

The latest WasteLAB challenge is determining how to convert wastewater sludge—one of our largest waste streams—into the material basis for future commercially viable products with a strong consumer demand. The team is currently conducting research and development projects on the sludge to develop a process that allows us to reuse it for making products, like tiles.



# 8.7

TONS OF WASTE DIVERTED  
FROM LANDFILL THROUGH KOHLER  
WASTELAB SALES AND PRODUCT  
DEVELOPMENT IN 2020

There is precedent for such transformation. In 2019, the KOHLER WasteLAB partnered with ANN SACKS to launch The Crackle Collection—a tile line created from recycled dry cull. Since the inception and launch of WasteLAB in 2019, over 6,000 sq ft of Crackle Collection tile has been sold. The successful ongoing production and sales of the popular Crackle Collection furthers our belief that waste can hold value and can offer new possibilities of growth.



## World-Changing Ideas

Since the KOHLER WasteLAB debuted The Crackle Collection in 2019, it has been lauded by both the design and sustainability community. Most recently, the innovative tile series was recognized by the *Fast Company* World Changing Ideas Awards 2020, receiving an honorable mention in the Art & Design category for "projects using design as the vehicle to shake up conversations surrounding society's most pressing issues."

The Crackle Collection transforms recycled pottery cull into handmade tiles covered with a unique glaze designed to pool and break over the tiled surface during firing. The result is a delicate crackle that carries across the tile face, emerging through the deep, rich color.

# FAST COMPANY

Honorable Mention: The Crackle Collection—the  
*Fast Company* World Changing Ideas Awards 2020

# BETTER COMMUNITIES

Kohler's Stewardship team funnels the passion of our associates to initiatives in communities where we live and work.

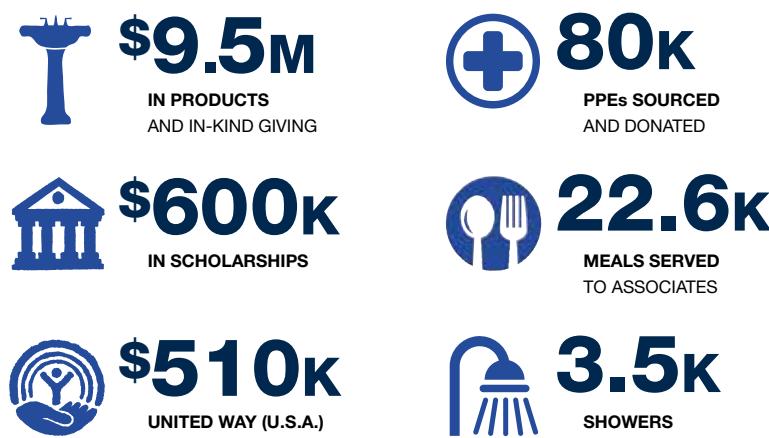
Stewardship is our commitment to using our philanthropic and social impact resources in a responsible and sustainable manner with the aim of creating positive change in the communities where we live and work. Through the COVID-19 pandemic, this commitment is more important than ever as we face heightened economic, social, and public health crises. Currently we are taking a customized approach to support at a local level in 55 communities around the world. With the help of humanitarian partners and fueled by the passion and expertise of our associates worldwide, together, we can make a difference.

Kohler donations distributed to:



**\$14M** } GIVING FOCUSED ON EDUCATION, HEALTH AND WELL-BEING  
IN-KIND AND CASH DONATIONS ANNUALLY

## CORPORATE GIVING



## Associate Relief Fund Offers Security in Uncertain Times

Kohler associates share a long history of giving generously to support their colleagues. As the economic impact of COVID-19 reaches far and wide, a Kohler Associate Relief Fund was established in the U.S. to help Kohler

associates assist one another during financial hardships related to the pandemic.

Funded by tax-deductible donations from associates—with matching contributions from Kohler Co.—the

program provides \$1,000–\$2,500 one-time, tax-free grants to qualifying recipients. Every contribution counts and, when combined with the donations of others, can help a fellow associate facing the unexpected.

# COVID-19 RESPONSE

## Face Shields for the Front Line

In response to safety gear shortages, Kohler associates worldwide have led grassroots efforts to prototype and manufacture face shields. Using our supply chain expertise and manufacturing capabilities, our teams were able to take an open-source face shield design from concept to scalable prototype in just a matter of days. The effort spanned Asia, Europe, and North America with 279,120 face shield donations in communities around the world.



## Protecting Our Healthcare Workers



Since the beginning of the pandemic, there have been shortages of personal protective equipment (PPE) in hard-hit areas. Our teams in China responded by sending 80,000 medical masks, protective clothing, goggles, disinfectant, and thermometers to hospitals in need across Asia, Europe, and the U.S.



## A Refreshing Shower

In April 2020, the KOHLER Relief Showering Trailer was deployed to a temporary field hospital in the Javits Center in New York City—providing showers to refresh and recharge hundreds of healthcare professionals and volunteers on the front lines of the pandemic. From there, it traveled to Los Angeles, which has one of the largest homeless and underhoused populations in the country. With already limited options for washing up and maintaining hygiene severely reduced by COVID-19 closures, the shower trailer provided handwashing opportunities and 3,500 showers to underserved individuals.

## Comfort Food

In uncertain times, a good meal can bring comfort and fond memories of family and friends gathered around the table. Even better is a meal provided by the five-star chefs of Destination Kohler. Thanks to the Kohler Associate Meal Program, associates and their families were able to enjoy a gourmet takeout meal using perishable foods from temporarily closed Kohler restaurants. At the height of the program, our banquet chefs were preparing 4,600 meals per week for associates and donating extra meals to community groups like the Boys & Girls Club of Sheboygan and Safe Harbor. In total, 22,600 meals were served to associates.

# BETTER COMMUNITIES

Kohler's Stewardship team funnels the passion of our associates to initiatives in communities where we live and work.

## SAFE WATER FOR ALL

Water is at the heart of all we do. Safe water is critical to daily life, and the fact that one-third of the world's population lives without it is unacceptable. Our flagship initiative, Safe Water for All, combines the passion of Kohler associates and our company's strength and

expertise to address this dire global need. Our product and engineering innovation paired with boots-on-the-ground humanitarian networks has impacted the lives of more than 900,000 since 2017.

Together, we can make safe water for all a reality.

### Safe Water, One Community at a Time

Providing safe water and sanitation for underserved populations around the world is not a one-size-fits-all task. Each community is different and requires solutions suited to its unique needs. Variables like watersheds, infrastructure, geography, and local customs must be considered. Our water impact projects meet communities where they are, working with local residents to identify needs, involving the right experts to find solutions, collecting quantifiable data to analyze the impact of the project, and ultimately sharing our findings for others to replicate.

We've partnered with humanitarian organizations like World Vision and Water Mission to help communities across China, India, Korea, and the Philippines repair and improve existing infrastructure and build water filtration kiosks to provide entire villages with access to safe water. In Honduras, we installed pour-flush toilets for areas without piped water for sanitation. And in a Tanzania refugee camp, we created a system of pipes powered by KOHLER-SDMO generators to provide safe water access to 150,000 people.

### SAFE WATER FOR ALL



**11.2K**

LIVES IMPACTED  
BY KOHLER-LED  
SAFE WATER PROJECTS



**66.3K**

RUN FOR SAFE WATER  
GLOBAL PARTICIPANTS



**6.3M**

KILOMETERS LOGGED  
IN THE RUN FOR CLARITY



**\$200K**

SUPPORTING  
SAFE WATER FOR ALL  
PROJECTS/INITIATIVES



## Running With Purpose

In October 2020, thousands of runners from around the world participated in our annual Kohler Run for Safe Water. During the month-long virtual event, more than 65,000 participants logged a collective run/walk/hike/wheelchair distance of an incredible 6.3 million kilometers, resulting in a US\$ 200,000 donation to Safe Water for All efforts. Working with humanitarian partners, we funded safe water projects in the rural U.S.; sustained handwashing stations in 20 schools in Jhagadia, India; supported four water impact projects with World Vision in China and Southeast Asia; and addressed access to safe water for landslide victims in Honduras' Opalaca reserve with Water Mission.

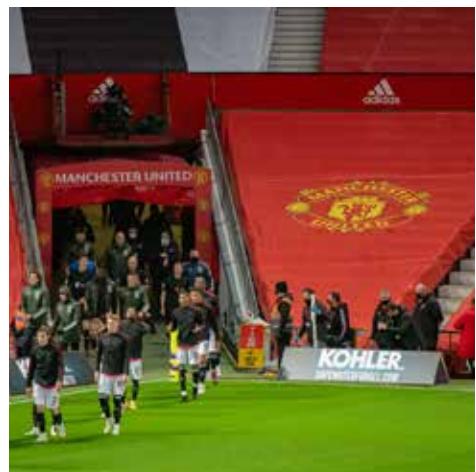


## Sharing Water Stories

Through our Safe Water for All exhibition, we aim to bring awareness to the global water crisis, the toll it exacts on daily life, and the positive solutions that are making an impact. Located in the Kohler Design Center—an interactive showroom of innovative product design, technology, and history—and shared virtually around the world, the photography and video collection documents life without safe water, particularly the significant burden it places on women and girls. We collaborated with curator and photojournalist Prashant Panjwani to shine a light on individual stories in underserved areas of India, China, Puerto Rico, and Uganda.

## United We Can Make A Difference

More than two billion people across the globe are without safe water and four billion without healthy sanitation. According to UNICEF, women and children around the world spend a collective 200 million hours every day gathering water. In response to these devastating figures, Manchester United players and coaches are raising their voices. As principal partners of Manchester United, we're using our combined platform to continue to broaden public awareness around Safe Water for All, including water access, quality, and conservation. Together, we can reach millions of fans across the world to help educate and spur actions that will address these challenges in local communities.



# BETTER LIVES

Innovation for Good<sub>®</sub> (IfG) is an in-house startup comprised of entrepreneurs commercializing business opportunities with a social purpose.

We believe that the private sector has an important role to play in the development of scalable solutions that improve people's lives, and we are committed to doing our part. Since 2011, IfG has brought together associates from across industries, skills, and perspectives in an innovation incubator designed to explore products and solutions for pressing global social and environmental issues.

We support United Nation's Sustainable Development Goals by focusing on areas where we can have the

greatest impact: water, power, and manufacturing. Projects like our KOHLER Clarity<sub>®</sub> water filtration system bring safe water to individuals who lack access, while our KOHLER WasteLAB<sub>™</sub> is hard at work exploring ways to turn our manufacturing waste into useful products. We believe sustainable business practices and products are the best way we can make a long-lasting impact.



**3**

SDG GOALS  
IN OUR FOCUS

**2**

I-PRIZE INNOVATIONS  
MAINSTREAMED INTO  
THE BUSINESS

**5K**

SHOWERS PROVIDED  
BY THE KOHLER RELIEF  
SHOWER TRAILER

**292K**

FACE SHIELDS PRODUCED

## Innovation Through Crisis

When the global pandemic erupted in early 2020, healthcare facilities around the world faced shortages of critical personal protective equipment (PPE). Desperate to find solutions, some healthcare workers resorted to reaching out on social media to raise awareness and request help.

Answering the call, Kohler's Innovation for Good team collaborated with Badger Shield, a University of Wisconsin—Madison partnership that connects organizations in need of shields with manufacturers capable of producing them. Tapping into our supply chain, engineering, and manufacturing capabilities, the team took the open-source face shield design from concept to a scalable prototype at breakneck speed.

As production ramped up, the innovation continued, and our manufacturing teams determined how best to efficiently assemble face shields by the thousands. Encouraged by stories of the impact they were already making, within days our manufacturing facilities in Kohler, Wisconsin, and Changzhou, China, were making a collective 5,000 units per day. Despite being a challenging time for both the business and individuals, our associates united to create a much-needed product in a time of community crisis.

# I-PRIZE & INNOVATION FOR GOOD.®

As part of our Innovation for Good incubator, the annual I-Prize competition invites our associates around the world to propose new products and business opportunities to address environmental or social issues. In response to COVID-19, we shifted our theme for the 2020 I-Prize to “Clean & Hygiene”—topics that have

become increasingly important in our daily lives. The agility to quickly pivot our focus resulted in several innovations and business opportunities related to cleaning habits and practices in our homes, workplaces, and communities.

## I-PRIZE IDEATION\*



## I-PRIZE INCUBATION



## BUSINESS DEVELOPMENT\*



LIVES IMPACTED  
BY I-PRIZE PRODUCTS SINCE 2019

\*Note: I-Prize Ideation based on 2020 metrics and Business Development numbers are cumulative from 2019–2020.

## Bold Innovation

In the face of a pandemic, the 2020 I-Prize looked different than it has in past years. The third annual event moved to a completely virtual format, while many associates faced unique work and family responsibilities. But from challenge came growth.

Twenty-six teams made up of 97 associates from the United States,

Mexico, United Kingdom, Belgium, Netherlands, China, and India participated in three semifinals in October, pitching innovative product and business solutions to address challenges within the “Clean & Hygiene” theme. We had our most diverse participation to date, with record representation of women and a cross section of skill sets. Two

of our Business Resource Groups, Women@Work and Kohler PROUD LGBTQIA+ Associates and Allies, lent their unique perspectives. Because the event was virtual, associates were able to form teams without geographic limitations, collaborating with colleagues from across the globe.

Eight teams moved on to the finals, competing *Shark Tank*-style to earn incubation funding to further develop their ideas. After the most difficult deliberation in the competition’s existence, three teams received business funding, and all teams left with a path to continue further project exploration through executive coaching.



### **Uniting For Change**

In 2020 we found ourselves collectively mourning the tragic acts of racism and social injustice levied against our Black community in the United States and around the world. At this pivotal time in history, we are taking steps to understand how we can be better in the workplace and within our communities. We are committed to affecting positive change to achieve fair representation for all.

In response to the racial inequity and violence against our Black friends, neighbors, and colleagues, members and allies of our BLK Catalyst Business Resource Group (BRG) united within a message of action and a spirit of change. In collaboration with Bold Cycle, they hosted a ride to raise funds for the Milwaukee Urban League—the local branch of the nation's oldest and largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream. More than 40 BLK Catalyst members, allies, and community members raised \$5,000 at the event and through their corresponding "Hate Has No Home Here" T-shirt fundraiser launched in celebration of Juneteenth.

But more important, they sparked a movement—a powerful message of strength, unity, and change. A statement that although we may differ in our individual attributes and beliefs, we share a passion for the quality work we do and the positive contributions to the communities we serve. And most of all, a public declaration that hate speech and hateful actions against others will not be tolerated.

# BETTER LIVES

Our commitment to Diversity, Equity, & Inclusion honors our heritage and amplifies our mission of gracious living in the communities in which we live and work.

## DIVERSITY, EQUITY, & INCLUSION

Hate has no home here. We believe in a safe and welcoming environment where hate and discrimination have no place—ever. We believe in fostering creative collaboration between people of different cultures, races, ethnicities, genders, sexual orientations, and religions. We believe a diverse Kohler is a strong Kohler.

We cannot be content with the status quo and must address the

hard systemic work required to eliminate injustice and inequality. As a company, we look to our guiding principles, values, and beliefs to help us be a stronger force for positive change in addressing inequality and the advancement of those underserved and discriminated against. The true test is not what we say, but the real progress we make in the months and years ahead.

### **Business Resource Groups**

Kohler BRGs play a vital role in our diversity, equity, and inclusion work at Kohler. Through associate development, culture and consumer insights, and community outreach, they continue to be strategic thought partners as we push the needle forward.

Led by the passion of our associates, BRGs bring together like-minded individuals from around the world in order to build community and create a voice for traditionally underrepresented people—thereby enriching our culture and enhancing the success of our businesses. Since launching in 2018, Kohler BRGs have

engaged more than 1,600 associates around the world in eight groups united around various communities and their allies:

- BLK Catalyst (Black associates)
- Kohler Alliance of Veterans & Supporters
- Kohler PROUD (LGBTQIA+ associates)
- HeadsUP (mental health awareness and advocacy)
- Namaste (Indian associates)
- VIVA Kohler (LatinX associates)
- Women@Work (professional women)
- Young Professionals of Kohler



The Kohler PROUD BRG promotes an inclusive brand by identifying opportunities for representation of the LGBTQIA+ community. In 2020, they advised on the production of an ad campaign for Kohler's new LuxStone® shower—featuring a same-sex couple.



The VIVA Kohler BRG joined global COVID-19 relief efforts, volunteering to assemble 6,000 face shields that were donated to hospitals and first responders in Mexico, Peru, Guatemala, and Chile.

# BETTER IS ALWAYS POSSIBLE



As a global company with operations in nearly 20 countries and over 36,000 associates, one of the most important considerations in any given year is the health and wellness of our associates. And while we pride ourselves for having a culture centered around delighting our customers and associates, COVID-19 was a stark reminder of the importance of being able to pivot quickly to respond to unique and unforeseen challenges. Like many other companies, we quickly created a communications cascade to ensure our associates had the information and tools they needed to take care of themselves and their families. We immediately extended resources to the communities where we have operations, offering support ranging from basic needs like food, water, and showers to protective equipment for essential workers.

At Kohler, our reputation for quality products and beautiful design is solely attributed to our associates and the diverse perspectives that foster creativity and innovation. It has always been our commitment—and remains our goal—to ensure an inclusive work environment where everyone feels heard and that they belong. In a year when we witnessed a wave of support for equality and social justice, we gave our associates a platform to connect and contribute through our Business Resource Groups (BRGs). The Kohler Alliance of Veterans & Supporters (KAVS) helped establish a COVID alternative care facility, and Kohler Women@Work executed a global fundraiser to raise funds to support nonprofits in the Americas, EMEA, and APAC. We provided financial support to the National Organization of Minority Architects and the Black Interior Designers Network, organizations that promote diversity in the architect and design

industry. Through the sale of Hate Has No Home Here T-shirts and hosting community events, our BLK Catalyst BRG raised funds for the Milwaukee Urban League. Their support carried into 2021 with the distribution of hygiene kits to Pathfinders Milwaukee and Fresh Start Learning Inc. in honor of Martin Luther King Jr. Day.

While Kohler celebrates creativity, diversity, and innovation in all its forms, we know we can do more to protect the planet, build resilient communities, and enrich the quality of life for everyone. That's why we will continue to integrate Design for Environment into KOHLER® kitchen and bathroom products to ensure that they are more environmentally favorable. We are transforming our manufacturing waste streams into sustainable products through KOHLER Wastelab™, and we will improve transparency on the environmental impact of our products over their life cycles.

We will also continue to take steps to be the best employer we can be and provide opportunities for our associates to connect with each other, pursue their passions, and voice their opinions on issues important to them. An empowered Kohler is a better Kohler, and the more our associates feel like they belong, the more unstoppable we will be in achieving our goals when it comes to building a better planet, better communities, and better lives for all.

**LAURA KOHLER**  
SENIOR VICE PRESIDENT  
HUMAN RESOURCES, STEWARDSHIP, & SUSTAINABILITY



Learn more about our efforts at  
[KohlerCompany.com](http://KohlerCompany.com).

## The Power of Partnerships

Kohler and our partners are committed to a better tomorrow.

50L HOME COALITION	HEALTH PRODUCT DECLARATION COLLABORATIVE
ALLIANCE FOR WATER EFFICIENCY	HILTON FOUNDATION
AMERICAN CENTER FOR LIFE CYCLE ASSESSMENT	IDE
BUSINESS CONNECT	INTERNATIONAL LIVING FUTURE INSTITUTE
THE CHEMICAL FOOTPRINT PROJECT	JOHN MICHAEL KOHLER ARTS CENTER
CHINA YOUTH DEVELOPMENT FOUNDATION	NATURE CONSERVANCY
CONNECT FOR WATER	OPERATION BLESSING
DIGDEEP	OUTWARD BOUND
EPA WATERSENSE®	ROTARY INTERNATIONAL
GLOBAL HANDWASHING PARTNERSHIP	SANERGY
GRAM VIKAS TRUST	UNITED WAY
H2O WORLDWIDE	WATER MISSION
HABITAT FOR HUMANITY	WORLD OF ART BRUT CULTURE
	WORLD VISION

This report is printed on paper that is made in the U.S.A. The fiber, which is third-party certified, complies with the Lacey Act requirements and is harvested from sustainably managed forests.

**KOHLER**<sup>®</sup>

Form 19-2713-0421  
© 2021 by Kohler Co.  
Kohler, Wisconsin 53044  
Printed in U.S.A.  
800-4-KOHLER  
(800-456-4537)