



## **Paid Time Off Policies**

---

The Kroger organization's long-standing policy is for every associate in our family of companies to accrue paid time off (PTO), which includes sick leave.

Approximately 66% of our workforce is covered under collective bargaining agreements (CBAs), and PTO is a mandatory subject of bargaining. While our family of companies does not have the right to unilaterally implement an enterprise-wide standard policy that applies to all associates covered by CBAs, each of the more than 350 collectively-bargained contracts does include PTO days that associates accrue and may utilize for sick leave, wellness or any other personal reason. In response to feedback that associates prefer flexible paid time off, PTO benefits provide flexibility for the associate to use time off in the manner they choose.

The portion of our workforce that is not covered under CBAs would receive benefits under one of the organization's corporate benefits plans, or "company plans." This portion of our workforce includes both non-union hourly and salaried associates. All company plans include PTO days that associates accrue and may utilize for sick leave, wellness or any other personal reason, and typically company plan participants are provided up to five health & wellness days, as well as six national holidays, four personal/floating days, in addition to a vacation benefit.