

*Delivering Real Value Every Day.*



**GLOBAL  
CORPORATE  
RESPONSIBILITY  
REPORT**

**2023**

**TJX<sup>®</sup>**

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# Letter From Ernie Herrman

## To Our Associates, Customers, Neighbors, Vendors, & Shareholders:

At TJX, we take our commitment to operating responsibly seriously and have from our earliest days. This commitment is linked to our company mission – to deliver great value to our customers every day – and drives the many corporate responsibility programs and initiatives we have launched over the years, aimed at supporting our Associates, giving back to the communities where we operate, mitigating our impact on the environment, and more. The world continues to face many complex challenges, from extreme weather to social injustice. We firmly believe that our continued commitment to developing and implementing meaningful environmental, social, and governance (ESG) practices is important as we move forward.

Our approach to corporate responsibility is intended to build on our prior efforts and sets us up to evolve over time with practices that we believe can be impactful and inclusive, reflecting today's growing responsibilities and varied expectations. In the pages that follow, we have outlined many details about our ongoing programs, reported under four pillars: workplace, communities, environmental sustainability, and responsible business. While I encourage you to take the time to read our full report, I'd like to take a few moments to share some of the key highlights:

/ Our broad range of environmental initiatives are designed to support the four goals that we announced in 2022. This includes work to reduce our greenhouse gas (GHG) emissions and source more renewable energy to support our goal to achieve net zero GHG emissions in our operations by 2040, as well as initiatives like eliminating waste where feasible and increasing the reuse and recycling of materials used in our stores to help support our goal of diverting 85% of our operational waste from landfill by 2027.

/ In our workplace, we remain committed to creating workspaces where our Associates can feel welcome, valued, and engaged. Over the past several years, we have launched a variety of additional Associate Resource Groups and introduced Inclusion and Diversity Advisory Boards, which include representation from our stores, distribution and processing centers, and corporate offices. We have continued to enhance our educational offerings and created tools to support the organization as we continue on this journey.

These are just a few examples of the many initiatives we have in place. Looking ahead, we recognize that interest in ESG topics continues to grow and evolve. As we drive this important work forward, we are committed to reporting on our efforts and progress in both our annual Global Corporate Responsibility Report and through periodic updates on [TJX.com](https://www.tjx.com).

Corporate responsibility is an important part of how we conduct our business. As always, I want to thank our global Associates who embody our core values every day and bring TJX's corporate responsibility efforts to life through their hard work, commitment, and dedication.

Sincere regards,



Ernie Herrman  
Chief Executive Officer and President  
The TJX Companies, Inc.



# About Our Company



TJX is the leading off-price apparel and home fashions retailer in the U.S. and worldwide with a mission to deliver great value to our customers every day. We do this by offering a rapidly changing assortment of high-quality, fashionable, brand name, and designer merchandise at prices generally 20% to 60% below full-price retailers' (including department, specialty, and major online retailers) regular prices on comparable merchandise, every day.

				
<b>4,800+</b> Stores	<b>9</b> Countries	<b>7 E-comm</b> Websites	<b>~329,000</b> Associates	<b>87th Ranked</b> Fortune 500

## Our Off-Price Business Model

The majority of the product we sell in our stores and online is brand-name merchandise. To obtain this merchandise, we work closely with our vendors and take advantage of a wide variety of opportunities, which can include department store cancellations, a manufacturer making up too much product, or a closeout deal when a vendor wants to clear merchandise at the end of the season. There are other ways we bring tremendous value to our customers. For example, sometimes when what we are seeing in the marketplace is not the right value for our customers, meaning the right combination of brand, fashion, price and quality, we may help design or develop merchandise to be manufactured just for us.

		
<b>1,200+</b> Buying Associates	<b>~21,000</b> Vendors	<b>100+</b> Countries

We have an expansive and changing universe of approximately 21,000 vendors across the globe, including thousands of new vendors in Fiscal 2023. Our opportunistic buying strategies and flexible business model differentiate us from many traditional retailers, and we acquire merchandise in a variety of ways to support our mission to deliver value to our customers every day. Our global buying strategies are intentionally flexible to allow us to react to frequently changing opportunities and trends in the market and to adjust how and what we source.

# How We Approach Corporate Responsibility

Corporate responsibility has been part of the fabric of who we are from day one, and we strive to continue to develop and implement meaningful practices to help mitigate our impact on the world. Our efforts are anchored by **our company's mission to deliver great value to our customers every day**. For more than 45 years that mission has remained steadfast, and so has our commitment to acting as a responsible corporate citizen. We believe this is as important as ever and we focus our efforts under four key pillars:

- / **Workplace**
- / **Communities**
- / **Environmental Sustainability**
- / **Responsible Business**

TJX takes a global approach to corporate responsibility, setting global priorities with regional programs and initiatives that support the broader, global work. We focus our efforts where we believe we can have a meaningful impact and pursue those that are feasible for our off-price business model and flexible, opportunistic buying strategy.

Further, we believe it is important to consider feedback on both our corporate responsibility program and disclosures from our many stakeholders, including Associates, customers, shareholders, and others. Insights from this feedback are carefully considered and weighed against the varied perspectives of our stakeholders and against what is feasible within our off-price business model.

We think of our corporate responsibility program as ever evolving and are proud of the progress we've made over the past decade. We continue to be committed to further enhancing our programs and disclosures in this area in the years to come.

## Management and Oversight

As part of its oversight role, our Board reviews environmental, social, and governance (ESG) matters, and directly and through its Committees, considers information relating to our corporate responsibility programs. In Fiscal 2023, the Board had regular sessions with management to receive updates on our ESG efforts, including in the areas of environmental sustainability, inclusion and diversity, social compliance, and human capital management topics. Board committees support the Board's oversight of a range of ESG matters. For example, the Audit Committee supports risk assessment; the Corporate Governance Committee supports director education and oversight of strategies concerning significant environmental and social matters; and the Compensation Committee supports oversight of broad-based compensation and benefits matters.

In Fiscal 2023, a Senior Executive Vice President, Group President (SEVP) added strategic oversight of TJX's Global Corporate Responsibility program to their business function. This SEVP, along with global, cross-functional leaders, oversees the development of corporate responsibility strategies across a range of ESG matters that align with TJX business priorities.

Further, leaders across the business have oversight of corporate responsibility efforts that fall within their functions. The Senior Vice President, Chief Risk and Compliance Officer oversees many of the efforts within our Environmental Sustainability and Responsible Business pillars, in partnership with the Vice President of Sustainability and Assistant Vice President of Global Social Compliance. Similarly, the Executive Vice President, Chief Human Resources Officer oversees many of the efforts within our Workplace and Communities pillars, including Inclusion and Diversity, in conjunction with leaders responsible for these key areas of focus. Regional leaders are responsible for driving programs as appropriate for the region's business in support of TJX's broader, global corporate responsibility program.

Lastly, to support program evolution and execution, in addition to driving collaboration across regions and business functions, we have working teams and committees, such as the Global Social Compliance Committee and the Global Carbon and Energy Management Group. These committees bring together subject matter experts from across the globe and across different functions to collaborate, monitor key issues and trends, review strategies and best practices, and help guide the strategy and execution of the program.

# Stakeholder Engagement

We strongly believe that for our policies and practices to be effective, they must evolve and be informed by the perspectives of our many global stakeholders, including our Associates, customers, shareholders, and others. We view engaging with these various stakeholders, in addition to industry associations and partners, as an opportunity to hear insights and learn. We take into account a variety of perspectives as well as our off-price business model as we consider our programs and reporting.

## Engaging With Our Associates

We believe fostering Associate engagement, relationship building, and our open-door philosophy are some of the factors that are key to maintaining our culture, whether in our stores, distribution centers, or offices around the world. We want our Associates to be informed about our businesses and encouraged to learn and grow through both formal and informal interactions. We believe these efforts help strengthen our inclusive culture so Associates feel welcome, valued, and engaged. As such, we have many different ways to communicate with and engage with our Associates.

As our office Associates migrated from working remotely in Fiscal 2023 to hybrid work schedules, we were pleased to be able to continue engaging our Associates through Town Hall meetings, State of the Company meetings, and CEO updates, both virtually and in-person. Additionally, we continued to publish The Thread, our global intranet, and The Loop, a weekly e-newsletter, which disseminate announcements and facilitate information and policy sharing; TJX geographic-specific publications, such as TJXtra in Europe; and weekly bulletins in various regions around the globe. We also continued to use Yammer, a social media tool, to foster relationship building.

In our stores, we share important company information with and receive feedback from our Associates through team huddles. Our in-store bulletin boards are another important tool in sharing company information and also feature store news, like volunteer events, fundraising successes, new processes, and more. We also have programs for Associates to share ideas, including thoughts on how to further improve the customer experience, as well as several in-store programs designed to motivate and reward our Associates, stores, and districts.

As our programs continue to evolve, so do our efforts to engage with our Associates regularly so that they may have an impact on our inclusion and diversity (I&D) work. Our global Inclusion and Diversity Advisory Boards include Associates representing a variety of functions, levels, and backgrounds across our stores, distribution and processing centers, and corporate offices. These Advisory Boards help to guide and shape our I&D work, helping to align our programming with the needs of various Associate populations.

To help foster engagement with our environmental sustainability strategy and program, teams throughout our business have been coming together to collaborate. For example, our Green IT committee is focused on managing and leveraging technology to reduce the TJX Global IT team's environmental footprint.

Additionally, Associates can get involved with our Company's community relations work. Associates in each of our regions are able to nominate organizations within their communities for the opportunity to receive a grant from one of the Company's foundations. Over the years, donations have been made to a variety of organizations including children's hospices, mental health charities, children's cancer care centers, foodbanks, and homeless services. We are very proud to have Associates around the world who volunteer their time and who are committed to doing good in their communities.



## Engaging With Our Customers

Our customers are very important to us, and engaging with them allows us to address their changing preferences, tastes, interests, and concerns. One way we measure our success is by asking customers to rate their experience using online customer satisfaction surveys. Based on what we hear from our customers, we regularly provide Store Operations management with feedback regarding store performance so they may identify opportunities and address issues quickly – and with the intent of ultimately improving the in-store experience. This input also allows us to develop clear customer experience training for store managers, team leaders, and Associates. The data has also helped drive broad improvements across many of our retail chains, including redesigning floor plans, creating small “shops,” and changing lighting to better highlight products. We have carefully tested each initiative for how it can drive excitement about our retail chains and products and continue to help deliver the experience we know our customers love and have come to expect.

Additionally, each retail chain has a website that highlights important information such as seasonal offerings, store locations, and contact information for Customer Service groups, and for some of our retail chains, the ability to shop online. Our chains also leverage a variety of social media channels for customer engagement and real-time feedback on shopping experiences. Our engagement efforts are all in place so that we can continue with our goal of providing an excellent experience for our customers.



## Engaging With Our Shareholders

In addition to our public disclosures and corporate responsibility reporting, we speak regularly with shareholders throughout each year via meetings, conferences, phone calls, and written correspondence. These interactions allow us to engage with the shareholder community regarding our Company’s financial performance and on other matters, including ESG. We listen to our shareholders’ insights and perspectives thoughtfully, considering what is best for our many stakeholders and what is feasible for our off-price business model.

## Engaging With External Organizations

We believe that developing partnerships with various organizations and industry groups can help educate us, guide and benchmark our programs, and strengthen our initiatives across our corporate responsibility focus areas.

We are affiliated with, or members of committees of, a number of organizations including: American Apparel and Footwear Association (AAFA) Environmental and Social Responsibility Committees; British Retail Consortium Climate Action Roadmap; Closed Loop Partnership – Beyond the Bag initiative; EPA’s SmartWay Transport Partnership; Green Chemistry and Commerce Council (GC3); National Retail Federation (NRF); Responsible Business Alliance’s Responsible Labor Initiative; Retail Council of Canada; Retail Industry Leadership Association’s (RILA) Responsible Sourcing Committee, Sustainability Committee and Zero-Waste Committee; Sustainable Packaging Coalition; Textile Exchange; The Microfibre Consortium. In addition, we are affiliated with the joint AAFA/NRF/RILA/USFIA (United States Fashion Industry Association) Forced Labor Working Group. These organizations are either focused on environmental protection and sustainability or have committees dedicated to such topics.

To help support us in our Global Social Compliance efforts, we collaborate with various industry groups such as the Joint Forced Labor Working Group, RILA’s Responsible Sourcing Committee, AAFA’s Social Responsibility Committee, and Responsible Business Alliance (RBA) Responsible Labor Initiative.

We also are members of Ethisphere’s Business Ethics Leadership Alliance, Boston College Center for Corporate Citizenship, and the Ethics & Compliance Officer Association.

## Information Security and Privacy

SASB: CG-MR-230a.1

Information security and privacy are very important to TJX. We have many protocols in place that are designed to help protect the security of our customers' personal information. The Privacy statements on our retail brand websites describe our practices pertaining to the personal information we collect about our customers.

For many years, we have maintained an Information Management Program, led by our Chief Risk and Compliance Officer (CRO). This program is overseen by TJX's Information Management Steering Committee, which meets regularly and includes a number of senior leaders, including the Data Protection Officer, Chief Information Security Officer (CISO), and Director of Internal Audit. This Committee is responsible for developing and overseeing strategies to help TJX's Information Management Program enhance the overall privacy, information security, and records management posture of TJX. Our CRO and CISO regularly report to the Audit Committee of our Board of Directors.

Our Information Management Program incorporates several components, including:

**Privacy:** Our privacy statements address the types of personal information we collect from customers, how we may use that information, with whom we share that information, how we protect that information, and how individuals can exercise their rights with regard to personal information. We don't generate revenue by selling personal information.

**Information Security:** While the cybersecurity threat landscape is constantly evolving, we utilize a variety of strategies and techniques designed to reduce the risk of unauthorized access to the personal information we collect from customers. This approach includes encrypting certain types of personal information and controlling access to TJX facility systems, among other threat- and risk-based safeguards.

**Records Management:** Our records management program consists of policies, guidelines, and practices designed to promote both the retention of company records to meet legal and business requirements and the timely deletion of records and other documents, with particular emphasis on minimizing the retention of personal information where appropriate.

In addition to these components, we perform selected audits and make training available to appropriate TJX Associates.

**Audits:** Our Internal Audit team performs audits that address compliance with TJX information security policies and, along with other teams, reviews certain third-party service providers with respect to their security practices concerning personal information.

**Associate Training:** Privacy and Information Security training is made available to appropriate TJX Associates and is tailored to their job functions. This training is often supplemented with other education, communications, and an internal Information Management website, all designed to help our Associates understand our expectations in this important area.



# FY23 Highlights<sup>1</sup>

## Workplace



**68%** of people in managerial<sup>2</sup> positions globally were women

**58%** of managerial<sup>2</sup> positions in stores and field offices were filled by internal promotions



Shortened waiting periods for some of our physical well-being programs for eligible Associates at our U.S. office and store locations

**80%** of promotions globally were earned by women

**36%**

of people in managerial positions in the U.S. were people of color<sup>2, 3, 4</sup>



## Environmental Sustainability

**29%** reduction in global GHG emissions from our own operations since FY17



**74%** of global operational waste diverted from landfill



**B** score received on the CDP 2022 Climate Change Questionnaire



**27%** of our electricity in our global direct operations came from renewable energy sources

## Communities



**30,000** domestic violence services provided

**3 million** young people provided access to educational opportunities

Disaster relief efforts for flooding in areas such as Pakistan, Australia, and Canada

**30 million** meals provided



**\$27 million** donated and raised for healthcare research and patient care

## Responsible Business

Joined the Sustainable Packaging Coalition



**78%** of Board Members are women and/or self-identify as a member of an underrepresented group<sup>5</sup> (as of June 2023)

**78%** of Board Members are independent (as of June 2023)

**2,900+** factory audits were reviewed



# Recognition



# Workplace

## Associates Bring Our Business to Life

Associates bring our business to life, and we aim to support them by making TJX a terrific place to work. We strive to attract talented individuals, teach them our off-price model, and support their careers. We are very proud of our culture and are committed to our core values of honesty, integrity, and treating each other with dignity and respect. In fact, developing talent and championing our culture have been global business priorities year in and year out. We believe this encourages many Associates to join us not just to find a job, but to build a career.

*Inclusion and diversity have long been a priority at TJX, and we are continuing our journey of learning and growing.*

The diversity of our Associates makes us a stronger Company and better able to serve our broad and diverse customer base around the world. We strive for an inclusive workplace where our Associates feel welcome when they walk through our doors; valued for their diversity of thought, background, and experience; and engaged with our mission to deliver great value to our customers every day. Our inclusion and diversity programming is grounded in the understanding that being inclusive means welcoming a range of differing backgrounds and perspectives and our decades-long, open door philosophy encourages our Associates to listen and be understanding. We embrace that our workforce encompasses people of different races, ethnicities, ages, sexual orientations, gender identities, abilities, experiences, religions, and much more, who come together to help move our business forward.

We do not tolerate discrimination or hate of any kind. We believe every one of us can play a part in helping to build a better, more inclusive Company. We invite you to visit the [Inclusion and Diversity](#) and [Communities](#) pages of our website to learn more about our approach and the initiatives we have underway.

### Workplace Initiatives

We report on our efforts to make TJX a terrific place to work around the following areas:



Recruitment



Development



Inclusion & Diversity



Health & Well-Being

### FY23 STATISTICS<sup>1</sup>

**68%** of people in managerial positions globally were women<sup>2</sup>

**58%** of managerial positions in stores and field offices were filled by internal promotions<sup>2</sup>

**33,000+** attendance in Global Leadership Curriculum courses since 2017

**80%** of promotions globally were earned by women

**36%** of people in managerial positions in the U.S. were people of color<sup>2,3,4</sup>

**50%** of promotions in the U.S. were earned by people of color<sup>3,4</sup>

# Recruitment

## *Attracting Tomorrow's Leaders, Today*

As a Fortune 100 company, operating more than 4,800 stores in nine countries, we need to attract, develop, and retain talent to execute our off-price business and support our growth. We are continually looking for diverse, enthusiastic, and dedicated people to join our team, and we remain committed to building our internal talent pipeline to develop our Associates into our global leaders of tomorrow.

We take a multi-faceted approach in recruiting to reach a pool of candidates that has a diversity of races, ethnicities, ages, sexual orientations, gender identities, abilities, and experiences, and more. We are also committed to hiring from the communities we serve.

## **Building a More Diverse Workplace Is a Priority**

As we build a more diverse talent pipeline, we continue to use a variety of strategies to support our recruiting efforts including increasing internal training, expanding outreach to better connect with diverse networks, and finding ways to use technology to improve our processes. For example, in Fiscal 2023, we worked to enhance our ability to analyze our applicant pool and capture leads; our relaunched global careers website improved the user experience for prospective candidates; and we continued to use a tool designed to help reduce potential unconscious biases in job descriptions and other recruitment communications as well as to identify language that may inadvertently undermine our inclusion efforts.

In recent years, we have scaled our internal diversity training which we believe helps us in our efforts to continue to build more inclusive recruitment practices. For instance, many of our recruiting teams participated in unconscious bias training globally and in Canada, the recruitment team has completed training focused on inclusive interview practices to help make candidates' experiences welcoming.

We are actively pursuing opportunities to increase minority candidate representation when we recruit for early career positions. In the U.S., we have enhanced our outreach to Historically Black Colleges and Universities and partner with diverse on-campus organizations for recruitment events. We have developed and expanded relationships with several non-profit partners focused on increasing opportunities for underrepresented students, such as Bottom Line, Girls Who Code, Leadership Enterprise for a Diverse America (LEDA), The Posse Foundation, and Thrive Scholars. In Europe, we recruit from a diverse pool of candidates for our Graduate, Placement, and Apprenticeship Programmes and partner with organizations



such as The Prince's Trust, the UK Government's Department for Work and Pensions, and the UWW in the Netherlands to create career opportunities for disadvantaged young people, including many from underrepresented communities. Globally, we continue to broaden our relationships with schools, universities, and smaller colleges to widen our reach.

We are also committed to working toward increasing the representation of diverse candidates in management-level positions, including people of color, LGBTQ+ individuals, people with disabilities, and women. In certain U.S. markets, we are also considering ways to better align the diversity of our Field Management teams to reflect the demographics of the communities we serve.

## Enhancing Executive Diversity Policy Statement

At TJX, we believe that the continuity and stability of our most senior leadership team, which has decades of off-price retail and TJX experience, has been a critical factor for our success. We are also proud of our culture that prioritizes Associate development and advancement within our organization. In addition, we continue our work to build a more diverse pipeline of talent to support our efforts to improve the diversity at all levels of our organization.

Consistent with our inclusion and diversity efforts, in 2021, our Board approved a policy that, in the event that our Board commences a search for a Chief Executive Officer from outside TJX, or if our management commences a search for an executive-level role reporting directly to the CEO from outside TJX, the initial list of candidates will include qualified female and racially/ethnically diverse candidates. If our Board or our management engages a third-party firm for such a search, that firm will be instructed to include qualified female and racially/ethnically diverse candidates in the initial list of candidates provided to TJX.

[Learn more about TJX's efforts to build and support a more inclusive and diverse workforce on our Inclusion and Diversity page.](#)

## On-Campus Recruiting: From Their Campus to Ours

Historically, several hundred students each year have taken part in TJX internship, placement and co-op programs operating across our divisions worldwide, in areas including Merchandising, Finance, Human Resources, Information Technology, Store Operations, Distribution Services, and more. In Fiscal 2023, we were excited to have close to 600 people participate in these programs. We seek candidates who are curious and have a passion for innovation, relationship building, strategic thinking, and global relations.

Our internships and co-ops are coveted among many students, especially those who have a passion for various aspects of the retail industry. Globally, many participants in these programs join us full-time after completing their college requirements.

To widen our pool of participants, in Fiscal 2023, we piloted a part-time internship program in the U.S., to help us attract students who may not be able to participate in our full-time program. We are exploring other initiatives like this pilot to expand the reach of these programs.

## Proudly Hiring Those Who Have Served in the U.S. Military

Our long-standing commitment to the U.S. Armed Forces is highlighted by our dedication to hiring veterans and military service members, including active Guard and Reserve, as well as their spouses. We value their strong work ethic, professionalism, and loyalty and offer a range of career options to match their talents and expertise.

TJX has several initiatives supporting military hiring, including participating in career fairs for military personnel and working with military job boards to increase exposure and marketing efforts to military personnel and their families. The company also keeps in touch with current and prospective candidates through our military talent community page and email campaigns.

We are pleased to report that we have hired more than 12,000 Associates who are members of the military, veterans, or their spouses since 2013.

[Learn more about our Employer Support of The Guard & Reserve](#)

[Learn more about Military One Source](#)

## Creating Personal and Professional Opportunities

For nearly a quarter of a century, TJX has been working to provide employment and training opportunities to individuals with varying levels of skills and abilities, including those who face barriers to employment or are in underserved communities. We have developed community outreach strategies to help us foster a diverse workforce that includes qualified individuals with a breadth of abilities.

For several years, TJX has partnered with Junior Achievement in the U.S. and supports the organization in providing work readiness, entrepreneurship, and financial literacy skills for young people. Through this connection, TJX Associates have the opportunity to volunteer in local Junior Achievement programs.

Teams in the U.S. and Europe participate in innovative youth programs which offer personal and professional development opportunities for disadvantaged or vulnerable young people. In the U.S., our Community Referred Associates program is dedicated to creating training and employment opportunities for individuals that may have had difficulty with obtaining employment opportunities in the past. As part of the program, TJX has partnered with several community-based organizations to offer temporary, 90-day roles focused on job training and aims to transition eligible participants to a part- or full-time Associate. More than 300 Associates have participated in this program.

TJX Europe has a long-standing commitment to help vulnerable children and young people achieve their potential in local communities. In Fiscal 2023, TJX Europe worked in partnership with the U.K. government's Kickstart Scheme to support young people aged 16-24 through six-month work placements and training at T.K. Maxx and Homesense stores across England, Wales, and Scotland. More than 500 young people have enrolled in this program since it began in September 2021, engaging in 25 hours of paid work and on-the-job skills training per week, coupled with employability training and resources provided in partnership with The Prince's Trust. With a combination of work experience and trainings, the program aims to help young people secure sustained employment when their Kickstart placement ends and we are pleased to have hired nearly 150 Kickstart participants for positions in our stores and in customer service roles.

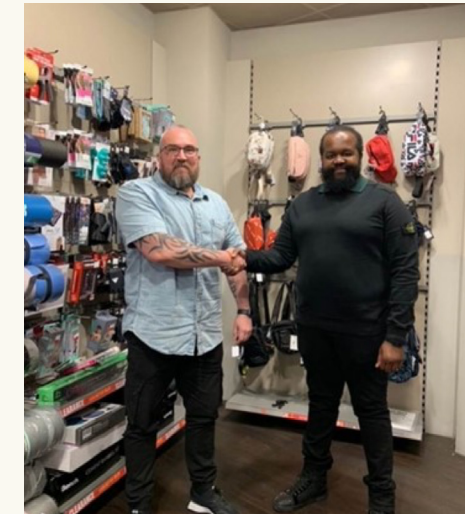
To support its field recruitment efforts, our Canadian team partners with various organizations through our Find Your Stride charitable initiative, which aims to help women get the skills and support they need to move forward. Through our partnership with the Calgary Women in Need Society, we support the TJX Retail Ready Program—an eight-week program that provides in-class training, on-the-floor retail experience, and mock interview support to help prepare women for careers in retail.

In the U.S., TJX partners with Best Buddies International, a nonprofit organization dedicated to creating opportunities for individuals with intellectual and developmental disabilities. Our teams partner closely with Best Buddies volunteers and participants to find roles in our T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense stores that match job seekers' interests and talents. To date, we've been excited to hire more than 300 Best Buddies participants to serve in a variety of functions at our stores, including cashiers, dressing room attendants, greeters, merchandise organizers, and product assemblers.

## Making A Difference: Supporting Young People Through The Prince's Trust's Programs

In the U.K., TJX Europe has worked with The Prince's Trust for many years, supporting young people through the "Achieve" and "Get Into" programs, with a goal of preparing them for employment opportunities. Since 2016, Homesense's support of the Achieve program has helped over 3,500 young people who are at risk of struggling with, or who may have been excluded from, mainstream education. Achieve is designed to help young people boost confidence, develop new skills, and effectively work in teams. Meanwhile, T.K. Maxx/Homesense is one of the largest partners of the Get into Retail program, and we are proud to have engaged with over 1,600 young people. Get into Retail provides training, development, and employment opportunities for successful participants, and approximately 70% of our Get into Retail participants have gone on to secure roles with us. In addition to these programs, our Loss Prevention team partners with The Prince's Trust to help disadvantaged young people who face adversity to create new futures for themselves through the Get Into Loss Prevention program. In Fiscal 2023, we were pleased to pilot a new extension of this work with a Get Into Distribution program at our Processing Centre in Wakefield.

### Pete's Story



"I was looking for employment post-pandemic and I came across the Prince's Trust and T.K. Maxx 'Get Into Loss Prevention' Programme. I've previously worked in varied roles in the retail industry and figured I'd take on a new challenge. What did I have to lose?"

"My placement was at The Prince's Trust South London Centre and I was also buddied up for in-store days at T.K. Maxx."

Upon completing the program, Pete was hired as a Loss Prevention Officer (LPO).

"I enjoyed being an LPO as it was new and a gateway to developing myself at T.K. Maxx. After gaining invaluable knowledge and insight into the business, I became hungry for more and knew that I'd have to demonstrate my capabilities and skills in order to be considered for progression.

"I was honored to be promoted to the Loss Prevention Advisor (LPA) role, and to hear from my manager and store team that it was well deserved and a reflection of my upwards trajectory since starting at the business.

"The journey is continuous, and the hard work isn't over yet."

— Pete, Loss Prevention Advisor, T.K. Maxx

# Development

SASB: CG-MR-310a.2

Attracting talent is just the start. At TJX, we believe our Associates are core to our success and, as such, we invest in training and mentoring. Our senior leaders consider teaching and mentoring a key priority to support career development.

Training happens throughout the organization and in a variety of settings, including in our stores, distribution and processing centers, and corporate offices. Some is formal, through courses offered in our learning centers and virtually, and some is informal, such as in huddles or through real-time feedback on the job. It was important to us to maintain our commitment to talent development while navigating changes to our work environments following the onset of the COVID-19 pandemic. As a result, we have been approaching our learning opportunities differently, offering more formal training classes online and connecting remote Associates through virtual formats. No matter the location or format, formal or informal, our career development initiatives are designed to foster open communication and relationship building, which are both key parts of our culture.

## Development Programs

Our Leadership Development Toolkit has defined leadership competencies and cultural factors, which help express our organizational values and promote consistency in leadership development. In Fiscal 2022, we developed a new leadership competency and cultural factor, both focused on inclusion-based values and behaviors, and over the course of Fiscal 2023, we rolled these out to our global organization. We strongly believe our full set of competencies and cultural factors help set Associates up for success, which helps benefit our business overall.

We strive to foster career growth across the organization, and we are proud that in Fiscal 2023, 58% of managerial positions in our stores and field offices were filled with internal promotions.<sup>2</sup> We are also pleased that 40% of people in managerial positions around the world have been at the company for 10 or more years.<sup>2</sup> We believe our development programs support our Associates in building a career at TJX.

Our Global Leadership Curriculum is designed to offer a consistent development experience focused on our leadership competencies and cultural factors. With core and elective courses, this curriculum is designed to help Associates gain skills in communication, achieve their goals, enhance interpersonal dynamics, and more. We recently updated the materials in some courses in an effort to further align our leadership courses with our inclusion and diversity efforts.



Since 2017, the Global Leadership Curriculum has had Associate attendance of more than 33,000 across all of our divisions. We aim to offer development opportunities to Associates at every level, from hourly Associates to management and beyond, to help Associates build skills that we believe can enhance a fulfilling career. Recently, additional programs were added to provide development for higher levels of leadership that focused on leading differently, successful transitioning, and taking on new and expanded leadership responsibilities. For example, in Fiscal 2023, we launched a global online training to help managers prepare for the annual talent review process. This e-learning provides insight into what talent review is, why it is important, and provides tools and resources to help managers be objective in the evaluation process. Additionally, to further encourage Associates to take an active role in their own development, we have a Global Online Learning Library of over 2,000 digital, self-paced learning resources available for enrollment.

In addition to our Global Leadership Curriculum courses, we offer many other learning and development opportunities. Our global Emerging Leaders program is designed to help high potential Associates at the managerial level prepare to expand their leadership roles. The process consists of targeted assessments, review of feedback, and the creation of an individual development plan. Once completed, these Associates have the opportunity to participate in the Emerging Leader Action Learning, a seven-month-long journey focusing on the skills needed to effectively grow from a leader of others to a leader of leaders. Participants are placed on cross-functional teams, assigned self-directed learning, participate in peer coaching, and spend time with executives, who share their stories and experiences. The program consists of critical skills training and business case scenarios, and it culminates in the Associate creating a personalized growth plan. In addition, we have developed strong initiatives focused on executive coaching which includes certifying Associates as internal executive coaches. We have introduced a virtual platform which allows us to offer this resource more broadly across the organization. We are also continuing a mentorship pilot, which aims to connect Associates with leaders in our organization and to subsequently foster their development.

More senior-level Associates may have the opportunity to participate in our Global Strategic Leadership program—an 11-month, global development program designed to accelerate leadership readiness. The program offers a variety of opportunities, including gaining exposure to different leaders, TJX businesses, and business units. Participants receive feedback on their leadership style and interactions throughout the process, with the goal of incorporating those learnings into their leadership plan. Participants learn to navigate the organization, build strategic planning skills, and deepen their understanding of the business and of themselves as leaders.

Our global “Be Your Best Self” philosophy promotes and encourages Associates to drive their own development. Through various tools, offerings, and manager support, we endeavor to empower Associates to build new skills, develop leadership competency, enhance their off-price knowledge, and participate in experiences to assist them in developing a career path, whether that means growing in their current roles, or exploring opportunities cross-functionally.

In Canada, we support development by hosting a National Learning Calendar that provides virtual workshops focusing on professional and leadership development, manage a vast set of online learning offerings, and offer a digital lending library. We refreshed our Be Your Best Self internal website this year, a “one-stop shop” for home office and distribution center Associates that provides support for building development plans, learning about our off-price business model, and enhancing personal growth through curated learning and enriched by storytelling from our Associates and leaders. We recently introduced our Be Your Best Self developmental theme to store Associates with a focus on inspirational Associate videos, promotion highlights, and leadership messaging that supports our tuition assistance, scholarship, and other career development programs available to eligible Canadian Associates.

TJX Canada also offers targeted training for many new and existing Associates to support their deepening business skills and leadership capabilities. These programs include Manager in Training (MIT) in our stores and tiered onboarding programs in Distribution Services. Our home office support functions have specific training curriculums designed to prepare Associates at all levels for careers in Planning, Merchandising, Finance, and Information Technology. Our focus on “accessible development for all” means providing the tools and support Associates can use to drive their career.

TJX Europe aims to enable our Associates to own and drive their development journeys, recognizing that they are as unique as each and every one of us. We offer Associates a range of learning and development options designed to provide skills and off-price knowledge through workshops, development programs, training, on-the-job learning, and the Graduate, Placement, and Apprenticeship Programmes. We also offer tools for self-learning and provide bespoke coaching for Regional, Country, District, Store, and Assistant Managers. Additionally, in Fiscal 2023, we widened access to our early in career program for internal applicants and as a result, 29% of our hires into these programs were internal candidates.

In addition, TJX Europe’s Leader in Me program is designed to accelerate the leadership readiness of managers who show potential for more senior roles. Associates learn more about themselves as leaders, as well as how to use these leadership skills in their current roles and for future opportunities. We also have a Senior Leadership Development program in Europe for Vice Presidents and Assistant Vice Presidents, which cultivates leaders who champion and bring our culture to life. The program develops skills to help leaders thrive in unpredictable circumstances. Participants gain insight into themselves as authentic leaders and gain self-awareness and leadership perspective. We recently expanded this program to include specific workshops on inclusion and diversity. We believe the program builds stronger, more collaborative teams across the organization and elevates the capability of our senior leaders.



## Merchant Training and TJX University

We are particularly proud of our merchant training programs around the world. Our programs are designed to support Associates interested in pursuing careers as merchants and develop them as future leaders in our off-price retail business. The merchandising career path provides structured growth potential in Merchandise Planning and Allocation and Merchandise Buying, as well as potential management opportunities. The path consists of an initial, intensive training curriculum for a role as an Allocation Analyst. Afterwards, there are ongoing development opportunities and mentoring throughout the Associate's career.

We are also proud to run TJX University, where we offer new merchandising Associates learning opportunities through a two-year-long, one-on-one coaching program. The program includes mentoring on negotiation skills, store exercises, and a curated curriculum to both further their development in their current role and prepare them for the next step in their careers. The coaching may take place in-person or virtually, in our stores, or in the marketplace. The University has a global reach to our merchants around the world. Our focus is to teach a consistent approach to our off-price business model, negotiating fundamentals, and building strong relationships—all of which have been a critical part of our success.

For some of the buyers and merchandising managers identified as having potential to rise to a leadership level, we offer a specialized learning experience called the Off-Price Leadership Center (OPLC). It brings together Associates from across our global divisions to get exposure to the critical merchant and leadership skills necessary for success. OPLC's focus is on understanding the merchant role; integrating strategic, business, and critical relationship skills; and building a diverse, global leadership perspective.

## External Partnerships

In addition to our many internal development opportunities, we have established relationships with a variety of organizations to offer additional resources and learning. In the U.S., this includes National Hispanic Corporate Council, Catalyst, Diversity Best Practices, PFLAG, National Association of Asian American Professionals, Human Rights Campaign, and others. Our Associates also have the opportunity to participate in programs offered by some of our partner organizations. We belong to Conexión in Boston, Massachusetts, and, on a U.S. national level, The Partnership. Conexión pairs Hispanic/Latino Associates with seasoned mentors at organizations in various

industries and provides workshops in leadership. The Partnership offers year-long programs in leadership and cultural navigation for Associates, as well as the Next Generation Executive Program, a five-month training course. We actively bring together Associate alumni of both programs to build a network that can support participants and encourage learning. TJX Europe is a member of the Business Disability Forum, and we partner with Purple Space and Business in the Community to support our efforts to help those who face barriers to employment thrive at work.



### Learning and Development at TJX: Afifah's Story

Afifah immigrated from Pakistan to the U.S. in 2015, and shortly after arriving in the U.S., she was hired as a dressing room Associate at Marshalls. She quickly took on different roles of varying responsibilities, including Coordinator, Assistant Store Manager, and Store Manager before joining the field Human Resources team in 2022. For Afifah, learning has always been a priority. For the past eight years, she has sought out numerous TJX learning and development courses to continue to enhance her career development. Additionally, while working full time, she earned a master's degree in organizational development and change.

"The key to success is to always be willing to learn and to know that there are many resources around you to support your learning. At TJX, I had many people tell me, 'You can do this.' They encouraged me and helped me grow along the way and for that I am grateful."

Afifah  
Human Resources Business Partner  
Marshalls

# Our Commitment To Inclusion & Diversity

SASB: CG-MR-310a.2, CG-MR-330a.1  
UN SDGs: 5

At TJX, inclusion and diversity have been an important part of who we are for many years. We view diversity as inclusive of many facets—race, ethnicity, age, sexual orientation, gender identity, ability, experience, religion, perspectives, and more—and we know that a diverse workforce can help us to think creatively, remain agile, and, importantly, be true to our values.

We are strongly committed to continuing to build a more inclusive and diverse workplace where all our Associates feel **welcome** in the Company, **valued** for their perspectives and contributions, and **engaged** with our business mission to deliver great value to our customers every day. We strive to treat all people with dignity and respect and do not tolerate discrimination, harassment, or hate of any kind. These expectations are reinforced to all Associates in our **TJX Global Code of Conduct**.

We appreciate that this work is a journey. To help guide us, we gathered information from a global inclusion and diversity survey of our Associates and incorporated those findings in developing the following three priority areas. We aim to:

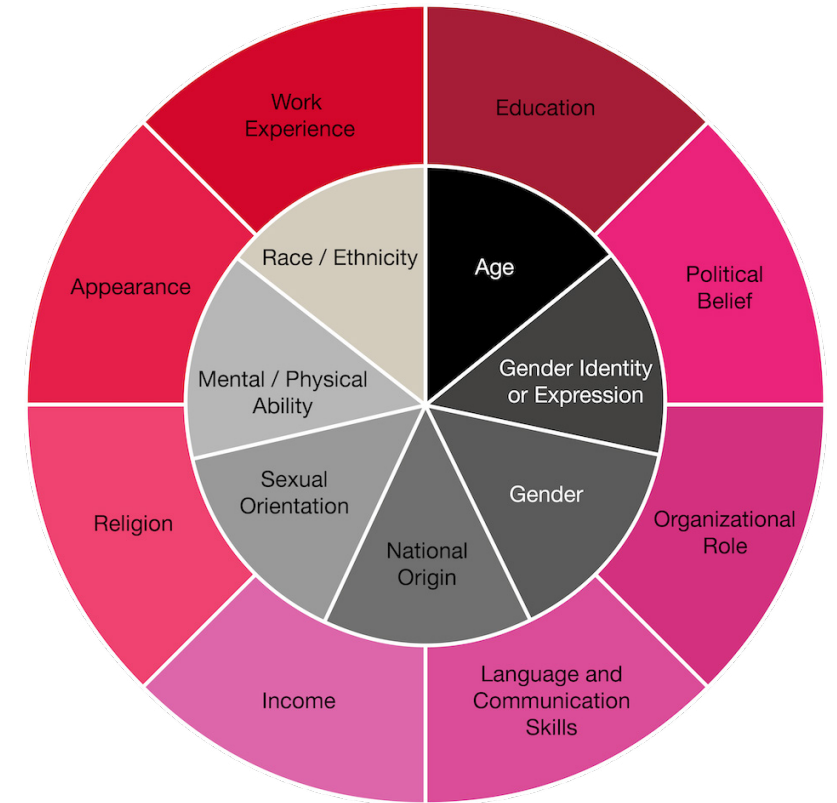
- / Increase the representation of diverse Associates along our talent pipeline.
- / Equip leaders with the tools to support difference with awareness, fairness, sensitivity, and transparency.
- / Empower Associates to integrate inclusive behaviors, language, and practices in how we work together and understand our role and responsibility in inclusion.

## Global I&D Strategies

While inclusion and diversity have consistently played an important part in who we are as a Company, we are aware that our work in this area is evolving, and we value input from our Associates in our journey. We provide opportunities for our Associates around the world to share their feedback, thoughts, and personal experiences related to inclusion and diversity at TJX. As such, we have taken time over the past several years to listen to our Associates and re-assess our Company-wide inclusion and diversity efforts, including through a global inclusion and diversity survey. This survey helped us define our strategies and establish initiatives that we believe can help us make meaningful progress and enduring change.

To underpin our work in this area, we expanded our Leadership Competencies and Cultural Factors to include a new leadership competency and cultural factor focused on inclusive values and behaviors. These leadership competencies and cultural factors are designed to help express our organizational values and promote consistency in leadership development. By formally establishing inclusion and diversity as a core organizational principle, we continue to integrate inclusion into the fabric of who we are as a Company.

Additionally, our Inclusion and Diversity Advisory Boards in the U.S., Canada, Europe, and Australia continue to allow us to hear from our Associates regularly. The Advisory Boards include Associates representing a variety of functions, levels, and backgrounds across our stores, distribution and processing centers, and corporate offices. Advisory Board members provide recommendations and feedback to support our continuing inclusion and diversity work and guide us in striving to align our programming with the needs of various Associate populations.



Adapted from Johns Hopkins Diversity Wheel from [http://web.jhu.edu/dlc/resources/diversity\\_wheel/](http://web.jhu.edu/dlc/resources/diversity_wheel/)

Taken together, these actions are designed to further embed inclusion and diversity within our culture and business practices. They have helped inform our near-, medium-, and long-term global inclusion and diversity strategies, plans, and initiatives—including many of the activities we are proud to report on below. As a global company, regional differences may require different approaches; therefore, as we enhance our global program, we empower our regional leaders to adjust their initiatives to meet local needs.

## Global Strategies:

### Increase the Representation of Diverse Associates Along our Talent Pipeline

We recognize that having a diverse Associate base can help make us a stronger company and better able to serve our broad base of customers around the world. As we strive to increase representation of diverse Associates along our talent pipeline, we are focusing on ways to recruit more diverse talent while also continuing to provide diverse Associates access to development opportunities.

To support our recruiting strategies, we continue to build on the training we offer to our talent acquisition teams, including through educational opportunities focused on inclusion and diversity. We use a tool in the U.S., Canada, Europe, and Australia designed to help identify and reduce potential unconscious biases in job descriptions and other recruiting materials. Our talent acquisition department has also established an inclusion and diversity committee that aims to increase proactive outreach to diverse communities and engagement with diverse candidates.

We are actively pursuing opportunities to increase minority candidate representation in early career positions, and we are expanding the ways we approach our search for early career professionals. For example, in the U.S., we recently expanded our relationship with several nonprofit partners, including Leadership Enterprise for a Diverse America, The Posse Foundation, Bottom Line, and Thrive Scholars, working with them to support events, career development, and recruitment opportunities for underrepresented high school and college students. We have also expanded our outreach to Historically Black Colleges and Universities and partnered with diverse on-campus organizations for recruitment events. We believe these connections can help us create a pipeline of future diverse talent with TJX.

Associates at TJX have access to an array of development opportunities internally and through external partnerships. TJX's Global Leadership Curriculum and our Emerging Leaders program are among our robust internal professional development resources. We also have long-standing partnerships with community-based non-profit organizations—such as The Partnership, Conexión, and a third-party leadership academy designed for Black executives and early- to mid-career managers in the U.S. and Europe, and through Business in the Community in Europe—to create access to external professional development programs for our diverse Associates. We are proud of our culture that prioritizes development and advancement within our organization, as we simultaneously work to build a more diverse pipeline of talent to support our efforts to increase diversity at all levels of our organization.

### Equip Leaders with the Tools to Support Difference with Awareness, Fairness, Sensitivity, and Transparency

To support our efforts to continue to further integrate inclusion into our culture and business practices, we recognize that it is important that leaders throughout our organization exemplify and model a culture of inclusion. We have made it a priority to equip our leaders with the training and tools needed to better understand and embrace working with those who are different than themselves. By adding a focus on inclusion to our Leadership Competencies and Cultural Factors, we intend to formalize inclusion as a foundational value that represents who we are as a Company and how we expect our leaders and Associates to show up every day. As part of this, we are developing tools designed to support leaders across the Company in reflecting on and implementing inclusion-based values and behaviors. In tandem with this process, we are updating our Leadership Development Toolkit with the goal of helping leaders across the Company deepen their understanding and continue implementation of inclusive values and behaviors. We have enhanced our Global Leadership Curriculum to provide our newly hired and recently promoted leaders with tools designed to champion inclusion and encourage, empower, and engage their direct reports.

In addition to providing tools to support their own learning, we are also equipping managers with resources to help them engage in dialogue with their teams. For example, in Fiscal 2023, we launched our Leader Learning series, where leaders are invited to gather monthly for candid conversations on inclusion and diversity topics designed to inform, inspire, and equip them with the confidence to lead inclusively. Some topics discussed so far include “Diversity as your Superpower,” “Being Authentic,” and “What is Feedback.”

### Empower Associates to Integrate Inclusive Behaviors, Language, and Practices in How We Work Together and Understand our Role and Responsibility in Inclusion

Inclusion is an ongoing journey, and everyone can play a part. As such, the next step in our journey focuses on “Everyday I&D at TJX” and ways we can integrate inclusion and diversity into our everyday work and daily interactions. One of the ways we do this is through education and storytelling. In addition to our orientation materials focusing on the high value we place on inclusion and diversity, as well as an array of I&D-related online learning resources available to our Associates, our leaders are encouraged to take the learning tools that have been rolled out globally and integrate them into ongoing discussions with their teams. For example, many leaders are leveraging content and tools specifically developed to support their conversations with teams around topics such as unconscious bias and being authentic.

To promote awareness and align with best practices, we are also working to continue encouraging honest conversations and Associate feedback. Over the past several years, our inclusion and diversity teams in the U.S., Canada, Europe, and Australia have conducted Associate listening sessions and focus groups to help guide open conversations, solicit input, and grow our collective capacity to be champions of inclusion. Recently, we launched Inclusion & Diversity Advisory Boards in the U.S., Canada, Europe, and Australia, which are intended to empower cross-functional groups of Associates from our stores, distribution and processing centers, and offices to advise on our current and future inclusion and diversity work. Across various functions within the organization, Associates, supported by Human Resources, are setting up committees or engagement groups to help better incorporate inclusion and diversity into our everyday work. This has resulted in new initiatives that we believe support inclusion. For instance, our merchandising teams are finding opportunities to use an inclusion and diversity lens on product assortments as appropriate for our opportunistic buying and off-price business model. Additionally, we implemented gender-neutral gifting signage for certain merchandise in some of our stores.

At TJX, we have long known that mentoring is a great way for Associates to learn our business and find success. We also view mentoring as a means to promote inclusivity. Globally, we have piloted three mentoring approaches to build stronger connections among diverse groups of Associates and leaders. These programs are also designed to foster Associates' development and include formal 1:1 mentoring relationships, informal mentoring, and facilitated mentoring roundtables that are geared toward generating group conversations on topics that were identified during focus group sessions, including career guidance, executive presence, self-awareness, and authentic leadership. We are continuing to partner with groups around the organization to incorporate mentoring into their Associate development practices and expand mentoring opportunities to more Associates.

## Championing Inclusion

Continuing to build an inclusive organization and making Associates feel welcome, valued, and engaged are important to us as a Company, and we are committed to modeling and integrating inclusive behaviors, languages, and practices throughout our organization. One of the ways we do this is through our Associate Resource Groups (ARGs). We have been proud to champion ARGs in the U.S. for many years and are excited to have expanded into other regions more recently. TJX's ARGs are generally informal yet well organized, and they typically develop annual business plans that outline their goals and objectives. Many ARGs also manage their own annual operating budgets and have funds available for charitable giving and/or community programs. Our ARG groups often host a wide range of events each year, including educational programming for group members and for the general Associate population, volunteer opportunities, social events, and fundraising initiatives.

In the U.S., we have 12 active ARGs that are focused on amplifying the voices of Associates through networking, development, and connection. In Fiscal 2023, TJX launched its newest U.S. ARG, HoLA, dedicated to building community among Hispanic and Latino/a/x Associates and allies. Other ARGs in the U.S. aim to support Associates with disabilities, Black Associates, members of the LGBTQ+ community, multicultural Associates, women, working parents, and members of the U.S. Armed Forces.

We are piloting our first ARGs in Europe. These ARGs include groups dedicated to supporting Asian, Black, female, disabled, and LGBTQ+ communities, in addition to a group dedicated to well-being. Europe's pilot ARGs include Associates in corporate offices, processing centers, and stores. These ARGs are currently focused on developing their individual priorities, which will help TJX Europe continue to evolve its inclusion and diversity efforts moving forward consistently with TJX's global core areas of focus.

In Canada, inclusion and diversity committees have been established for Associates in our home office, distribution centers, and stores and regional offices. Like ARGs, these committees aim to provide opportunities for Associates to share input, generate ideas, and develop annual plans regarding various inclusion- and diversity-related areas. As in Europe, TJX Canada's committees are also expected to help inform the region's strategic inclusion and diversity initiatives in support of TJX's global core areas of focus.

The Australian inclusion and diversity governance structure is sponsored by our senior leadership team. The structure consists of four Working Groups and two I&D committees that support the delivery of initiatives associated with the delivery of the I&D plan. The four Working Groups include Ability, which supports mental and physical capabilities; Harmony, focused on supporting ethnicity and religious beliefs; Identify, supporting sexual and gender identity; and Reconciliation, which supports Aboriginal and Torres Strait Islander cultures and reconciliation. The two I&D committees support and represent our store and processing center Associates. These committees are responsible for the implementation of initiatives set by the Working Groups, and are encouraged to provide feedback to the Working Groups, which represent the voice of our largest Associate group.

TJX is committed to doing our part to continue to support our many diverse Associates as well as to foster greater inclusion within our communities. In recent years, we enhanced our U.S. parental leave policy for benefits-eligible Associates to be more supportive of working parents, and we proudly offer transgender-inclusive healthcare, services, and transition support under our Company's medical plans for eligible Associates at our U.S. office and store locations. Additionally, we have a variety of offerings that vary by location including: areas such as foot washing stations to help support our Associates' cultural backgrounds, prayer/meditation rooms, improved lactation rooms, and gender-neutral dress code policy. We continue to stand by our 2020 commitment to stand up for our Black Associates, customers, and communities, and as we see examples of violence and discrimination against other underrepresented groups, we are reminded that we need to continue to work toward a better future for all people.

# Our Diverse Workforce

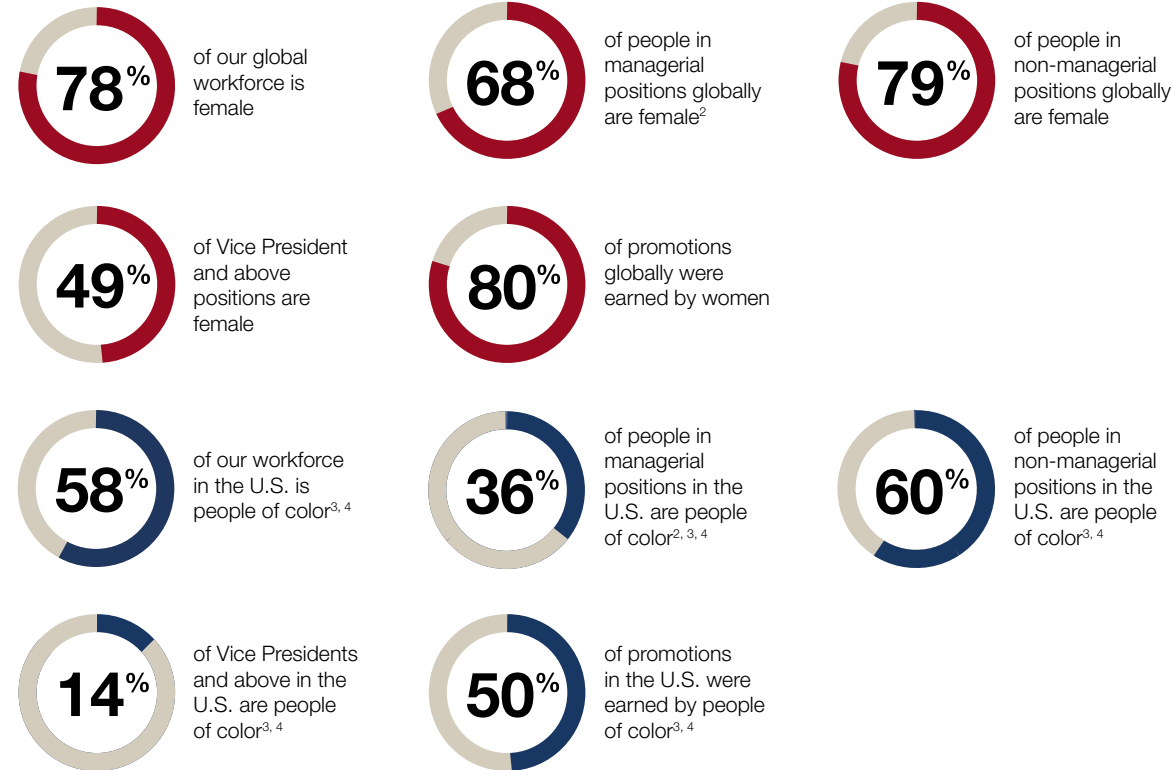
We believe the diversity of our Associates can help make us a stronger company and better able to serve our broad base of customers around the world. We are committed to continuing to execute our global inclusion and diversity initiatives with the goal of driving sustainable, organizational change while striving to increase diversity in our talent pipeline.

We are also proud of our culture that prioritizes Associate development and advancement within our organization and are pleased that 40% of Associates in managerial positions around the world have been at the company for more than 10 years.<sup>2</sup> As we strive to create a more inclusive and diverse workforce, we recognize the importance of building our talent pipeline with diverse talent and providing current Associates opportunities for growth and development.

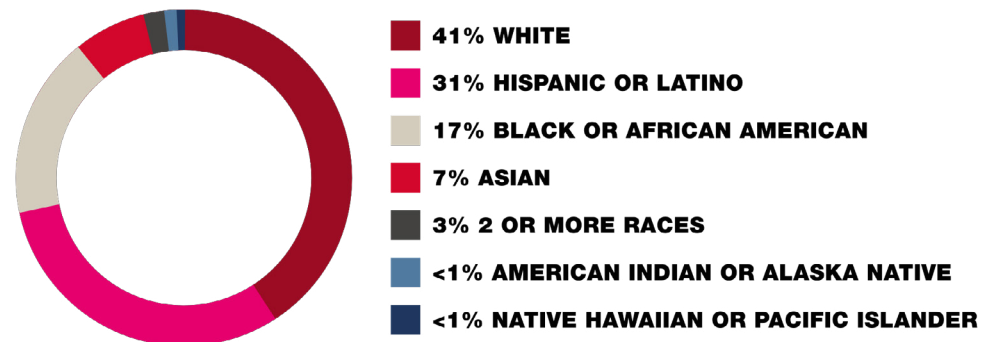
Our workforce reflects a diversity of races, ethnicities, cultures, nationalities, and genders. Globally, in Fiscal 2023, women made up 78% of our total workforce and held 68% of our managerial positions.<sup>2</sup> We are proud of the strong representation of women across our workplace, including an increasing percentage of our leadership team. Women are strongly represented in our more senior ranks and comprised 49% of Vice President and above positions in Fiscal 2023. In Fiscal 2023, women earned 80% of our promotions across the globe. As of the end of Fiscal 2023, 50% of our Board of Directors were women.

In the U.S. in Fiscal 2023, people of color<sup>3</sup> comprised 58% of our total workforce, held 36% of managerial positions, and 60% of non-managerial positions.<sup>4</sup> Within U.S. leadership roles, people of color comprised 14% of Vice President and above positions. In Fiscal 2023, people of color earned 50% of our promotions in the U.S. Additionally, as of the end of Fiscal 2023, 40% of our Board of Directors identified as a member of an underrepresented group (race, ethnicity, LGBTQ+).

## FISCAL 2023 GENDER AND RACIAL DIVERSITY STATISTICS



## 2022 U.S. WORKFORCE REPRESENTATION BY RACE/ETHNICITY<sup>6</sup>



[Click Here to View our 2022 U.S. EEO-1 Report](#)

# Pay Equity

At TJX, we are firmly committed to pay equity and to fostering an inclusive and diverse environment that provides attractive and accessible opportunities throughout our organization. As a large, complex, and global business, we believe it is imperative that we attract and retain the right talent for TJX at all levels and in all functions. We have designed compensation structures intended to pay our Associates competitively in the market and equitably, based on their skills, qualifications, role, and abilities. We have long-standing processes in place to monitor and support the objective evaluation and approval of compensation decisions in the many geographies where we operate. Our incentive plans emphasize our core compensation objectives, including incentivizing and rewarding performance and sustaining our position of strength in a competitive and changing retail environment.

In 2019, we published our first pay equity analysis looking at gender of our U.S. workforce, and in 2020, we expanded our efforts to include race/ethnicity. We are pleased to report that our most recent analysis, based on 2021 data and accounting for job title, geography, and full- or part-time status, was consistent with findings in previous years. In the U.S., on average, there are no meaningful differences in base pay between Associates based on gender or race/ethnicity at TJX. We intend to monitor our processes and review our data periodically to support our goal of continuing to compensate our Associates equitably based on their skills, qualifications, role, and abilities.

- / [2022 U.K. Gender Pay Gap Statement](#)
- / [2022 Ireland Gender Pay Gap Statement](#)

# Health & Well-Being

At TJX, we aim to foster a positive and inclusive work environment so that our Associates feel welcome, valued, and engaged. As part of that philosophy, we encourage Associates to bring their whole selves to work and support them in a variety of ways, including through our well-being programs.

We understand that Associate well-being is impacted by many factors, and our global wellness initiatives focus on three key areas: **physical, financial, and emotional well-being**. These programs are part of our commitment to meeting the diverse needs of our Associates across the globe, as well as promoting a happier and healthier workforce.

Examples of some of our Associate well-being programs are highlighted below. While our philosophy and approach to Associate well-being is global, the availability of these programs and eligibility terms vary across our global locations based on location, hours worked, length of service, and other factors.

- / **Physical well-being:** We offer benefits, such as medical, dental, vision, and disability coverage, for eligible Associates, which in the U.S. includes no-cost access to telehealth services, diabetes support, and reimbursement of certain fitness-related expenses. In addition, in Fiscal 2023, we were pleased to shorten enrollment waiting periods for these programs to provide earlier access for eligible Associates at our U.S. office and store locations. In many locations we offer access to various fitness and wellness resources, such as virtual classes and fitness centers at our corporate offices; smoking cessation support; and, at certain office locations, onsite wellness services like eye exams, flu shots, and COVID vaccines. Our programs in the U.K. and Ireland include a focus on menopause and pregnancy loss as part of our women's health strategy.
- / **Financial well-being:** We offer retirement savings plans with a company match for eligible Associates in the U.S., U.K., Ireland, Poland, and Canada. Our Associates can also access a variety of programs and services at discounted rates, and eligible Associates can participate in an adoption assistance benefit program in the U.S. and scholarship and tuition assistance programs in the U.S. and Canada. In addition, all Associates can access a discount when shopping with any of our brands. We also provide access to resources, tools and information sessions covering various financial topics such as preparing for retirement, financial literacy, tax preparation, student loan counseling, taking parental leave, and managing finances during times of crisis.



- / **Emotional well-being:** All TJX Associates have access to Associate assistance programs that provide 24/7 free and confidential support to help balance work, family, and personal issues. Across our locations, we also offer access to educational resources that may cover topics such as new and expectant parent support, resiliency and stress reduction, and support for caregivers, as well as access to resources that promote relaxation, such as meditation, Pilates, and Tai Chi. Eligible Associates have access to paid-time off programs such as holidays, sick time, personal time, and vacation, and, in Fiscal 2023, vacation benefits were increased for eligible Associates at our U.S. office and store locations.

We believe providing well-being programs that help meet the diverse needs of our Associates is important to attracting and retaining top talent. We continually review our programs and look for ways to enhance our offerings to best support our Associates.

# Communities

## Helping Build Better Futures

Our mission is to deliver great value to our customers every day. For over four decades, our deep commitment to the principles of providing value and caring for others has helped define our culture. It extends beyond the walls of our stores, distribution centers, and offices, and into our local communities around the world. The intersection of these principles defines our global community mission:

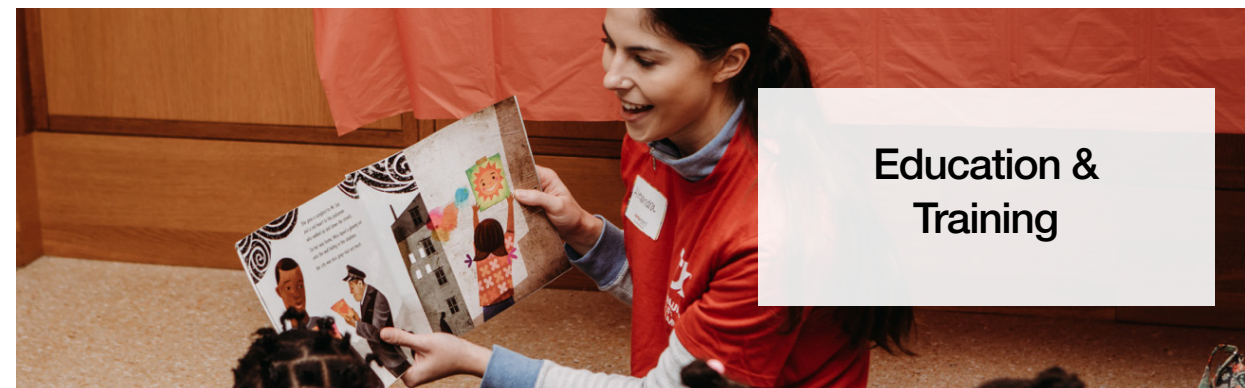
*Deliver great value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.*

### Our Social Impact Areas

We bring our community relations mission to life around the world by focusing our giving on four social impact areas where we believe we can have the most impact and are critical to helping families and children succeed and thrive.



Basic Needs



Education & Training



Healthcare Research



Empowering Women

### FY23 STATISTICS<sup>1</sup>

**30 million**  
meals provided

**300,000**  
shelter nights provided

**1 million**  
units of product donated

**30,000**  
domestic violence services provided

**\$27 million**  
donated and raised for healthcare research and patient care

**3 million**  
young people provided access to educational opportunities

**10,000**  
young people provided work-force readiness opportunities

# Our Approach to Giving Back

We are a global business with stores located on three continents and in thousands of communities around the world. Supporting the communities where our Associates live and work is important to us. There are several ways in which we organize our support:

- / **Foundation Giving:** Through our three foundations in the U.S., Canada, and Europe, we provided philanthropic grants to more than 2,000 organizations in Fiscal 2023. These grants include support for national charitable groups, donations to local charities when we open a new store, and grants to Associate-nominated organizations. Each of our foundations has its own focus that supports our global community mission to deliver great value to our communities:
  - **The TJX Foundation (U.S.):** Providing value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.
  - **The TJX Canada Foundation (Canada):** Helping vulnerable women access the skills and support they need so that they and their families can thrive in life.
  - **The T.K. Maxx and Homesense Foundation (Europe):** Helping vulnerable children, young people, and their families in our local communities achieve their potential.
- / **Cause Marketing and In-store Fundraising:** Our retail chains conduct charitable campaigns that align with one or more of our social impact areas. Some examples include selling merchandise that benefits select organizations, and point-of-sale fundraising.
- / **Associate Volunteerism and Giving:** Associates contribute to the success of many of our programs through charity nominations, volunteerism, and in-store fundraising events, as well as through their own donations. Throughout Fiscal 2023, TJX Associates engaged in various efforts to support causes they were passionate about, including fundraising, participating in food and clothing drives, and volunteering to help women and young people access mentoring, education, and workforce opportunities.

## Standing for Racial Justice and Creating Opportunities

At TJX, our core values of honesty, integrity, and treating each other with dignity and respect have been at the heart of our business since the beginning. These values play a key role in our approach to how we support the communities in which we live and work. As a business, we do not tolerate discrimination or hate of any kind, and we remain committed to supporting inclusion and diversity and increased access to opportunities for all.

In support of this position, in 2020, we committed an incremental \$10 million in funding, delivered over two years, to provide more direct support to Black communities and other communities of color. We were pleased to expand existing partnerships and create new ones with organizations in the U.S., Canada, Europe, and Australia.

After the close of this two-year commitment, we have continued to support a number of these organizations, working directly with them to understand their needs going forward and fund specific projects and programs that promote and support racial justice and equity.

For more information on steps we are taking to support a more inclusive and diverse workplace, visit our [Inclusion and Diversity section](#).

## Commitment to Support Ukraine

In Fiscal 2023, we united with businesses around the world in our condemnation of the Russian invasion of Ukraine. To support the relief efforts providing humanitarian aid to help people impacted by the war, we made donations through our charitable foundations, both in the U.S. and internationally, including: The Polish Red Cross, The American Red Cross, Save the Children, World Central Kitchen, Stowarzyszenie WIOSNA in Poland, The British Red Cross, and The Canadian Red Cross' Ukraine Humanitarian Crisis Appeal. To provide additional support, we conducted a fundraising campaign in our stores around the world. We continue to stand with the people of Ukraine and all those impacted by this crisis, including our Associates.

## Disaster Relief

Natural disasters continue to affect communities across the globe, impacting the lives and livelihoods of our customers, our Associates, and our neighbors. For many years, TJX has supported communities in need when unexpected disasters strike. We have contributed generously for more than 25 years to Red Cross chapters across the globe, as well as to other organizations that help local communities rebuild and also provide clean water, safe shelter, and hot meals in the wake of devastating disasters. In Fiscal 2023, the T.K. Maxx and Homesense Foundation donated to the British Red Cross to support their emergency appeal helping those affected by the flooding in Pakistan; these funds helped the Pakistan Red Crescent and the IFRC provide people with essential support, including shelter, food, clean water, and medical aid. In Fiscal 2023, T.K. Maxx Australia helped raise money for the Australian Red Cross to support communities affected by major floods. In addition, TJX Canada donated and helped raise money for the Canadian Red Cross to support those affected by Hurricane Fiona.



# Basic Needs

UN SDGs: 2

In our communities around the world, many families find themselves unable to meet their basic needs. At TJX, we understand the importance of a warm meal, clean clothing, and a safe place to sleep. This is why we are passionate about supporting nonprofit organizations that help fill these critical basic needs for vulnerable families.

In the U.S., TJX supports **Cradles to Crayons**, which serves children from birth through age 12 living in homeless shelters or low-income situations, and provides them with high quality, essential items they need to thrive. In addition to TJX's financial support, we run Associate engagement programs with Cradles to Crayons to give our Associates the opportunity to volunteer their time.

Since 2015, our U.S. retail chains have teamed up each Thanksgiving season for an in-store fundraising campaign to support families in need of food assistance during the holidays. In Fiscal 2023, through this campaign, funds from our U.S. Foundation and customer donations were provided to **Feeding America** for distribution to 200 food banks. According to Feeding America, this translated into an estimated 25 million meals served to those in need.

Since the launch of the Find Your Stride initiative in 2019, TJX Canada has embarked on a mission to help vulnerable women gain the skills and support they need to thrive in life. Two of our key partners are **Dress for Success Canada** and the **Women in Need Society (WINS)**. TJX helps Dress for Success Canada by providing professional attire, along with other support, to help women in need thrive in work and in life. In Calgary, WINS serves as a homegrown thrift charity; through its House to Home (H2H) program, women in poverty and their families can obtain basic needs support through a network of more than 80 partnered agencies.

T.K. Maxx and Homesense in the U.K. have been partners of **Comic Relief**, which is a charity with a vision of a just world, free from poverty. Comic Relief funds hundreds of organizations that support people going through the toughest times of their lives. TJX Europe is an official retailer for Comic Relief U.K.'s much-loved fundraising campaign, Red Nose Day. Since 2005, we have raised over \$36 million through selling



official Red Nose Day merchandise in our T.K. Maxx and Homesense stores and through the generosity of our Associates and our customers. Funds raised have helped 1.7 million children and young people in the U.K. and across the world. Additionally, since 1997, TJX Europe has partnered with **Enable Ireland** to support children and young people with disabilities, as well as their families, to achieve maximum independence, choice, and inclusion in their communities.

In Fiscal 2023, the T.K. Maxx and Homesense Foundation helped to support people coping with increases in the cost of living by donating to Comic Relief's On the Breadline Appeal. The T.K. Maxx and Homesense Foundation also donated to Enable Ireland to fund a six-month Dublin-based pilot program to support families of children with disabilities, which have been particularly impacted by the cost-of-living crisis.

## Making A Difference: Providing Warmth, Confidence, and Hope

TJX has supported **Operation Warm**, a national nonprofit that serves children in need through the gift of brand-new, high-quality coats and shoes, since 2003. Together, we have served over 12,500 children through full-service Associate volunteer events and direct shipments of additional coats and shoes to nonprofit partners and high-need elementary schools. T.J. Maxx and Marshalls in the U.S. teamed up with Operation Warm to act on its mission of providing emotional and physical warmth, confidence to socialize and succeed, and hope for a brighter future through basic need programs and community resources for underserved children.

### Finding the Right Fit



In Fiscal 2023, our 19th year of partnership with Operation Warm, TJX Associates volunteered and provided coats to underserved students at three elementary schools in Massachusetts.

The Associate volunteer event not only brought team members together, but also helped them feel more connected to their community and TJX's core values. A TJX volunteer reflected, "I will remember this event more than any other volunteer activity I've participated in because it gave us the opportunity to actually meet and interact with the people this was directly helping. I'll never forget the faces of the kids who couldn't believe the coats were free and theirs to keep."

- 2022 TJX Volunteer

# Education & Training

UN SDGs: 4

TJX has long been committed to helping unlock educational opportunities for at-risk youth and vulnerable young people to help them reach their full potential. Over the years, our efforts have focused on quality enrichment and extracurricular programs that provide skills, resources, and opportunities to support school and career success in the hopes of helping to create a brighter future for children, teens, and young adults. In Fiscal 2023, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 3 million young people.

T.J. Maxx celebrated our 38th year of sponsorship of **Save the Children U.S.** in Fiscal 2023. Since 1984, T.J. Maxx has proudly supported Save the Children U.S. through programs addressing early education, literacy, and health to help improve the lives of children and families in need. T.J. Maxx's relationship began with sponsorship of children who participate in Save the Children's national education programs. Over the years, the relationship has grown to include an annual in-store fundraising campaign, sales of co-branded reusable bags, and programming to support women's empowerment and caregiver education.

At Sierra, we want the outdoors to be accessible to everyone, so we provide support through grants to nonprofits that help children get outdoors. Nationally, we partner with **KABOOM!** to support programs that are committed to providing safe places for all children to play and **Open Outdoors for Kids**, a National Parks Foundation program that creates opportunities for children to explore nature. In Fiscal 2023, Sierra partnered with KABOOM! to build a new playground in Akron, Ohio, near the site of a new Sierra store. This playground started with a vision from local children in the area to fix an old playground that was installed in 1989 and in critical need of replacement. This new park is open to the public and serves over 450 children in the area. This is the third playground built in partnership with KABOOM!, our first being near our global home office in Framingham, MA.

We have a long history of working with underserved youth in cities around the U.S. to help teach them job readiness skills and expose them to career paths in retail. In Fiscal 2023, we continued to support **Junior Achievement**, a national provider of work readiness, entrepreneurship, and financial literacy skills for young people. Their goal is to give young people the tools they need to own their economic success, plan

## FY23 STATISTICS<sup>1</sup>



**3 million**  
young people provided access to educational opportunities



**10,000**  
young people provided workforce readiness opportunities



for their futures, and make smart academic and economic choices. TJX Associates have the opportunity to volunteer in Junior Achievement programs. Additionally, we partnered with a number of nonprofits this year, including **The Posse Foundation**, **Bottom Line**, **Leadership Enterprise for a Diverse America**, and **UNCF (United Negro College Fund)**, to support their work in connecting high-school and college students to internship and early career opportunities at TJX.

Through TJX Canada's Find Your Stride initiative, we endeavor to provide access to education and job training for women preparing for the workforce, including work skills development, educational programs, and work placement, in addition to supporting some of their basic needs. Through partners like **WoodGreen** and **Petites-Mains**, TJX Associate volunteers have conducted training sessions, mock job interviews, and store tours to help build critical skills for program participants. To learn more about our partnerships and other ways TJX Canada's Find Your Stride initiative is supporting women, [visit our Empowering Women section](#).

TJX Canada is also proud to partner with **Indspire**, which aims to enrich Canada through Indigenous education and by inspiring achievement. In partnership with Indigenous, public sector, and private sector stakeholders like us, Indspire strives to educate, connect, and invest in First Nations, Inuit, and Métis people to help them achieve their highest potential. Our donation will support several scholarships for high school and post-secondary Indigenous students.

In the U.K., TJX Europe engages with organizations that give young people access to broader educational opportunities with a goal of preparing them for employment opportunities. For many years, we have supported **The Prince's Trust** through their Achieve and Get Into programs. The Achieve program is a development course designed to help young people aged 11-19 who are at risk of underachieving at school boost their confidence, learn new skills, and collaborate with others. Since 2016, Homesense's support of the Achieve program has helped over 3,500 young people. Get Into Retail provides training, development, and employment opportunities for participants. As one of the largest partners of Get Into Retail, we are proud to have engaged with over 1,600 young people since the program began in 2013, with approximately 70% going on to accept jobs with us. In addition, our Loss Prevention team partners with The Prince's Trust to help young people create new futures for themselves through the Get Into Loss Prevention program and, in Fiscal 2023, we piloted a Get Into Distribution program at one of our processing centers.

TJX Europe also partners with **Stowarzyszenie WIOSNA** in Poland to support their Academy of the Future program to provide mentorship and skills development to disadvantaged children and young people. Since the beginning of our partnership with Stowarzyszenie WIOSNA in 2014, our efforts have helped nearly 4,500 children and young people. In Fiscal 2023, T.K. Maxx in Germany expanded our partnership to fund a pilot program to develop mentors in remote communities. Additionally, since 2010, TJX Europe has partnered with **Children for a Better World** to help children achieve their full potential through their Lunch Table programs. These programs take place at local child and youth welfare institutions, where children affected by poverty are empowered to expand their knowledge on nutrition, improve their life skills, and strengthen their self-esteem. Through our support, the program has reached over 9,000 children to date. In Fiscal 2023, we added support for Children for a Better World's Discoverer Activities program. This program helps children living in poverty connect with their peers while learning new skills.

At T.K. Maxx in Australia, we have partnered with **The Smith Family**, a national, independent children's education charity that for over 100 years has been working to help change the lives of children in need. In Fiscal 2023, T.K. Maxx raised funds for The Smith Family's Learning for Life program, which enabled The Smith Family to provide more than 400 Australian students in need with financial support for school essentials, personal support for the child and their family, and practical support through learning and mentoring programs for an entire year.

## Making A Difference: The Gift of a Strong Start

Fiscal 2023 marked TJX's fifth year in the U.S. working with **Jumpstart**, an early education organization that provides programming to preschool children in underserved communities to ensure they enter kindergarten prepared to succeed.

### Promoting Early Literacy



TJX is the exclusive presenting sponsor of Jumpstart's annual Read for the Record campaign, a program that engages over two million children, adults, and educators across the country and around the world to read the same book on the same day to promote early literacy and increase access to high-quality books. In Fiscal 2023, our sponsorship helped achieve a record-setting distribution of 150,000 special edition copies of the campaign book, with 15,000 copies directly donated to TJX nonprofit community partners and TJX Associates.

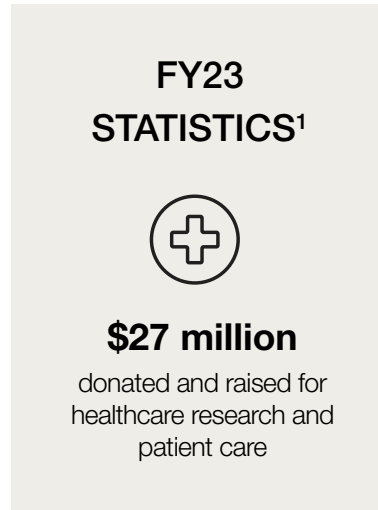
# Healthcare Research

UN SDGs: 3

A key part of our communities work involves supporting organizations that deliver services to families and children when they are facing health challenges and life-threatening illnesses, including funding organizations with missions aimed at spurring advancements in care and cures. Our Associates, our customers, and their families often have a personal connection to a health-related cause and are eager to participate in volunteer opportunities and join in fundraising efforts that help affected individuals and families.

For more than three decades, TJX has supported the **Dimock Center**, a community health center recognized nationally as a model for the delivery of comprehensive health and human services in an urban community. Dimock provides Massachusetts residents access to high-quality, low-cost health care and whole person services. Through sponsorship and Associate volunteerism, TJX has helped Dimock increase access to education and other opportunities for more than 1,000 children and families through their early childhood education programs and family shelter. We have also supported Dimock's substance use, mental health, and trauma recovery programs, which work to improve access to care and critical resources to help individuals progress with their recovery. In Fiscal 2023, TJX was the Presenting Sponsor of Dimock's annual Steppin' Out event, which raises critical funds to support all of the organization's programs. Our partnership also included, once again, bringing a "Stuff the Bus" program to Dimock's campus in partnership with Save the Children. This program provided more than 2,000 backpacks to children and families from the Dimock community. TJX Associates also supported Dimock families through TJX's annual Giving Tree Program, which allowed Associates to donate gifts to patients and their families to help ensure they all received something over the holidays.

For over 30 years, Marshalls has partnered with **JDRF** in the U.S. to improve the lives of children and adults living with type 1 diabetes and to support JDRF's search to find a cure. Through an annual in-store fundraising campaign and support of other local JDRF events, we are helping to fund exciting new research and support programs. We are proud to have been named a Diamond Partner, helping to fund research that may one day eliminate this disease. Marshalls has also raised funds and awareness through in-store fundraising programs to benefit the **Alzheimer's Association** and **St. Jude Children's Research Hospital**.



HomeGoods has been "Helping Families Fight Cancer" for over two decades in partnership with the **Jimmy Fund**, **St. Jude Children's Research Hospital**, and the **Dana-Farber Cancer Institute**. Over the years, our Associates have raised millions of dollars for this great cause. HomeGoods and Homesense stores have sold reusable shopping bags designed by patients, with 50 cents of every 99-cent bag going to the Jimmy Fund and Dana-Farber, and have also collected customer contributions during checkout. Our support has also included participation in Jimmy Fund walks and various sponsorships over the years.

For many years, T.K. Maxx customers and Associates have raised millions for **Cancer Research UK for Children & Young People** and **Enable Ireland**. In Fiscal 2023, we continued our ongoing support which included charity merchandise sales, and our Give Up Clothes for Good program in the U.K. and Ireland.

Give Up Clothes for Good encourages people to drop off their high-quality used clothes, accessories, and homeware at our stores for donation. Over the past 15+ years, over 2 million bags of clothing and household goods have been collected. The partnerships have raised more than \$55 million for Cancer Research UK for Children & Young People since 2004, and more than \$4.3 million since 1997 for Enable Ireland to support children and young people with disabilities. T.K. Maxx is the biggest corporate supporter of Cancer Research UK's research into children's cancers, funding life-saving research to help more children and young people survive cancer with a better quality of life.

## Making A Difference: Supporting Local Charities

In the United States and Europe, TJX Associates can nominate charities within their local communities to receive funding from one of our regional foundations. We believe that supporting Associate-nominated charities makes our philanthropic efforts more meaningful to our Associates and it adds value in our local communities. In Europe, the T.K. Maxx and Homesense Foundation has supported local charities across Europe through our Community Fund. In Fiscal 2023, the Community Fund supported more than 1,650 Associate-nominated charities, which have included focuses on education, food insecurity, and disabilities – as well as charities focused on medical research and children and families affected by terminal illness.

### Zöe's Place



“The charity I nominated for the Community Fund is Zöe’s Place, which is a registered charity that provides short break services, palliative, and end-of-life care to babies and infants aged from birth to 6 years old living with life-limiting or life-threatening conditions. The staff are trained to work one-to-one with children who have a range of health needs and disabilities, giving each child sensory input catered to their age and cognitive ability, helping them make fun memories every day. I chose Zöe’s Place because due to the restrictions put in place during the pandemic, the charity has been unable to fundraise, which has affected the care and services they are able to offer the children and families in need of them.”

- Luke, Assistant Manager at T.K. Maxx

# Empowering Women

TJX has long partnered with organizations committed to helping empower women and enrich their lives. We support programs that provide services ranging from help for those fleeing domestic violence, to others that offer education, training, and job placement resources.

For more than 25 years, TJX has supported programs offering resources for victims of domestic violence in the U.S. In 2009, we began a partnership with the National Domestic Violence Hotline with our first foundation grant, and that partnership continues to this day. The Hotline is a free 24/7 helpline that serves as a link to safety for hundreds of thousands of people annually who are affected by domestic violence.

In 2019, TJX Canada launched Find Your Stride, a charitable initiative dedicated to helping vulnerable women access the skills and support they need so that they and their families can thrive in life. As part of the initiative, TJX Canada has formed relationships with Dress for Success Canada, WoodGreen's Homeward Bound program, the Women in Need Society (WINS), Alice House, and Petites-Mains. These organizations provide support to women and families with basic needs like housing, food, and clothing as well as a variety of services, including work skills development, educational programs, and work placement. For example, women participating in the Homeward Bound program receive housing and childcare while pursuing a no-cost, two-year college diploma, as well as internships and job placement assistance. For WINS, in addition to our financial support, we developed the TJX Canada WINS Retail Ready program, a six-week program that provides training and work experience to enable women to find and maintain employment within the retail industry. With Petites-Mains, a Quebec-based organization dedicated to helping integrate Canadian newcomers into the job market through skills and knowledge training, our French-speaking Associates volunteer to support program participants with their career development.



## Making A Difference: Supporting Canadian Women Through Alice House

TJX Canada is a proud partner of Alice House, an organization that provides opportunities for women to create a life free from domestic and intimate partner violence. With the support of TJX Canada, Alice House launched Alice On The Go, a self-directed domestic violence prevention and education program for women. The six-week online program aims to increase participants' understanding of problematic relationships and help them recognize warning signs and power and control dynamics. Our funding has also supported Alice House's Economic Independence Program, which helps women leaving Alice House reach financial independence.

### Providing New Beginnings



“Alice House has been my rock; they have shown me what it is like to always have choices in my life and how to make and keep boundaries in place for me and my children. I am glad that my family has been fortunate enough to have them as part of our new beginning.”

- Cindy, past Alice House client



## Our Support Includes:



- / Big Brothers Big Sisters
- / Bottom Line
- / Cradles to Crayons
- / Greater Boston Food Bank
- / Joslin Diabetes Center
- / Jumpstart
- / National Domestic Violence Hotline (U.S)
- / The Posse Foundation
- / Read to a Child
- / YMCA of Greater Boston



- / Save the Children
- / Feeding America



- / Alice House (Canada)
- / Alzheimer's Association (U.S.)
- / Feeding America (U.S.)
- / Dress for Success (Canada)
- / Indspire (Canada)
- / JDRF (U.S.)
- / Petites-Mains (Canada)

- / St. Jude Children's Research Hospital (U.S.)
- / Women in Need Society (Canada)
- / WoodGreen's Homeward Bound (Canada)



- / Dana-Farber Cancer Institute
- / Feeding America
- / St. Jude Children's Research Hospital



- / Feeding America
- / KABOOM!
- / National Park Foundation

## WINNERS

- / Alice House
- / Dress for Success
- / Indspire
- / Petites-Mains
- / Women in Need Society
- / WoodGreen's Homeward Bound

## HOMESENSE

- / Alice House (Canada)
- / Comic Relief (U.K.)
- / Dress for Success (Canada)
- / Enable Ireland (Ireland)
- / Feeding America (U.S.)
- / Indspire (Canada)
- / Petites-Mains (Canada)
- / St. Jude Children's Research Hospital (U.S.)
- / The Prince's Trust (U.K.)
- / Women in Need Society (Canada)
- / WoodGreen's Homeward Bound (Canada)



- / Academy for the Future (Poland)
- / Cancer Research UK (U.K.)
- / Children for a Better World (Germany)
- / Comic Relief (U.K.)
- / Enable Ireland (Ireland)
- / The Prince's Trust (U.K.)
- / Stowarzyszenie WIOSNA (Poland)
- / The Smith Family (Australia)

# Environmental Sustainability

## Environmentally Responsible. Smart for Business.

TJX is committed to pursuing initiatives that are environmentally responsible and smart for our business. Our global environmental sustainability program includes a wide range of initiatives that work toward reducing the environmental impacts of our operations as well as certain products and packaging. We focus our program's strategy and goals in three areas: climate and energy, waste management, and responsible sourcing.

### Global Goals

As part of our global efforts, we are aiming to:



**Net Zero Emissions**  
Achieve Net Zero GHG emissions in our operations by 2040



**100% Renewable**  
Source 100% renewable energy in our operations by 2030



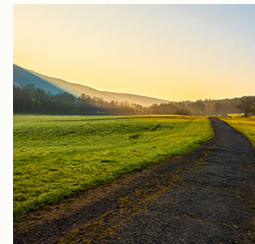
**Divert 85% of waste**  
Divert 85% of our operational waste from landfill by 2027



**100% Sustainable**  
Shift 100% of the packaging for products developed In-house by our product design team to be reusable, recyclable, or contain sustainable materials by 2030

### Focus Areas

We are committed to making progress within our key focus areas by collaborating across the organization to drive our global and regional environmental sustainability initiatives and targets forward:



**Climate and Energy**

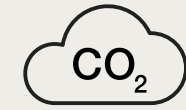


**Waste Management**



**Responsible Sourcing: Sourcing More Sustainably\***

### FY23 STATISTICS<sup>1</sup>



**29%**

absolute reduction in global GHG emissions from our own operations from FY17 (52% of our FY30 target achieved)



**27%**

of our electricity in our global direct operations came from renewable sources



**74%**

of global operational waste diverted from landfill

As part of our ongoing environmental sustainability strategy, TJX announced plans to expand and accelerate our environmental goals in April 2022, announcing the four goals shown above. In Fiscal 2023, TJX worked to scale existing programs and processes to help us achieve, and track our progress toward, our global environmental sustainability goals. This included adding staff to our sustainability teams in the U.S., Canada, and Europe; increasing sustainability expertise and net new hires in relevant operational departments; and deepening collaboration and coordination with internal partners.

To learn more about our environmental sustainability data and reporting, including our response to the latest CDP Climate Change Questionnaire, visit [Reporting | TJX.com](#).

\*Detailed information on Responsible Sourcing can be found on [page 44](#), as part of the Responsible Business pillar.

# Climate and Energy

SASB: CG-MR-130a.1  
UN SDGs: 7; 13

We work across our global business operations to measure, manage, and mitigate our climate impacts. In April 2022, we announced commitments to reduce the climate impacts of our own operations—meaning our stores, home offices, distribution (or processing) centers, and certain vehicles.

Our global climate and energy targets include:

- / **By 2030:**
  - / We expect to reach a 55% absolute reduction in greenhouse gas (GHG) emissions from our own operations (Scope 1 and Scope 2) by Fiscal 2030 (against a Fiscal 2017 baseline)
  - / We intend to source 100% renewable energy<sup>7</sup> in our operations
- / **By 2040:**
  - / We have a goal to achieve net zero GHG emissions in our own operations (Scope 1 and Scope 2)

These commitments were developed using industry guidance, research, and models that support an emissions growth path aimed at limiting global warming to 1.5 degrees Celsius, in line with the goals of the United Nations' Paris Agreement.

In Fiscal 2023, we established an internal Global Carbon and Energy Management Group (GCEG), a global, cross-functional team with responsibility for supporting TJX in making progress against our operational net zero and renewable energy targets and for managing the process for accurately measuring and reporting key climate and energy data. In Fiscal 2023, the GCEG led the development of the Company's net zero roadmap, which outlines our plans and strategic approach to achieving our global climate and energy targets.

Through our net zero roadmap, we have identified emissions reduction strategies and tactics that aim to reduce our Scope 1 and Scope 2 emissions in line with our commitments. Initially, we plan to focus on reducing emissions in our facilities by accelerating investments in some energy efficiency technologies, such as HVAC and LED lighting, and increasing renewable energy purchases across our global organization. We also continue to monitor the development of electric vehicles and alternative fuels in order to reduce fleet emissions where feasible.



# FY23 Climate and Energy Metrics<sup>1</sup>

## GHG Emissions:

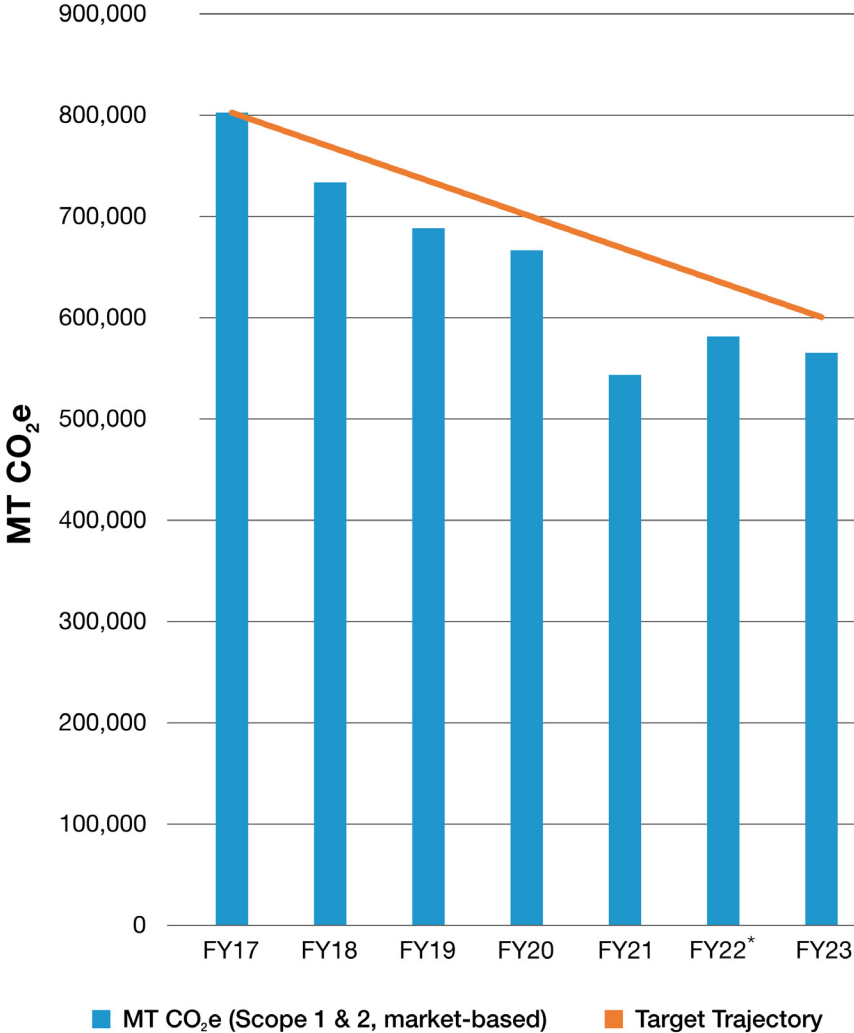
- / We have achieved a **29% reduction** in absolute, market-based GHG emissions since Fiscal 2017 and are progressing along our modeled emissions reduction pathway. We reduced our absolute, market-based GHG emissions by 1.7% relative to Fiscal 2022.<sup>8</sup> We continued to grow our business and operational footprint over the same period.
- / Together, in Fiscal 2023, our energy management and renewable and low-carbon efforts resulted in a reduction of over 240,000 metric tons of CO<sub>2</sub>e from our operations.

## Renewable Energy:

- / **27%** of energy sourced in our own operations globally came from renewable sources.
- / In Fiscal 2023 alone, we sourced over 478 million kilowatt hours of renewable energy, generated from a variety of technologies, such as solar, wind, biomass, and hydropower. Together, our renewable and low-carbon energy sourcing strategy in Fiscal 2023 enabled us to reduce our Scope 2 market-based GHG inventory by more than 219,000 metric tons of CO<sub>2</sub>e.
- / In comparison to Fiscal 2022, TJX's renewable and low-carbon energy sourcing increased by about 5% in Fiscal 2023.
- / Compared to Fiscal 2022, TJX purchased 22,000 megawatt hours more renewable and low-carbon energy, including renewable energy certificates (RECs), onsite solar power purchase agreements (PPAs), and utility-supplied renewable energy.

## PROGRESS AGAINST NET-ZERO GHG TARGET

TJX has achieved a 29% reduction in absolute GHG emissions from our own operations from FY17 to FY23.



\*We experienced a 7.1% increase in our absolute market-based GHG emissions in FY22 relative to FY21 due to a return to normal operations after COVID-19 related temporary store closures reduced our GHG emissions in FY21.

# Reducing Emissions: In Our Own Operations

## Energy Efficiency

Reducing energy consumption where feasible is one of our first considerations for reducing emissions. Operations teams in each of our geographies are actively working to manage our energy consumption and costs, analyze and improve our operational performance, and test potential technologies in the facilities we operate to help us drive progress against our operational goals. Where feasible, we are taking the following steps:

- / Implementing light-emitting diode (LED) technologies in stores and distribution centers globally
- / Installing high-efficiency HVAC systems in existing stores and distribution centers in certain geographies
- / Utilizing energy-efficient building designs and controls in new buildings
- / Exploring and leveraging utility-level energy efficiency incentives and programs

In Fiscal 2023, we conducted triple the number of store LED lighting retrofits compared with Fiscal 2022, and it is our intention to upgrade all applicable stores globally to LED lighting. We are also exploring, and in some instances piloting, new technologies to optimize access to and use of our energy data as well as evaluating high-volume, low-speed (HVLS) fans and demand-control ventilation for HVAC, which may be applicable across certain facility types.

## Renewable and Low-Carbon Energy

We source low-carbon and renewable energy to help further reduce the GHG emissions associated with our electricity consumption. To work toward the achievement of our 100% renewable energy goal, we have developed a variety of renewable energy sourcing strategies across our global operations. Some examples of our current sourcing strategies include:

- / Wholesale off-site power purchase agreements
- / On-site solar power purchase agreements
- / Electricity supply contracts and utility green tariffs
- / Renewable energy credits

We have deployed on-site solar at some of our U.S. distribution centers, including in Arizona, Connecticut, Massachusetts, and Nevada, as well as at our processing center in Germany. Because we lease, rather than own, nearly all our store locations, we have less flexibility in installing solar on store rooftops. That said, we are pleased to have installed solar at select stores in both the U.S. and the U.K. We continue to engage in conversations with certain landlords to explore the feasibility of installing rooftop solar panels at additional locations.

In Europe, for stores where TJX can manage our own electricity use, we covered 100% of our electricity use with renewable sources in Fiscal 2023.

## Offsetting

In certain geographies, we have leveraged carbon offsets<sup>9</sup> to offset emissions resulting from our own operations and certain reported Scope 3 emissions. For example, TJX Canada has now been carbon neutral for its Scope 1 and 2 and reported Scope 3 (business travel and operational waste) emissions for five consecutive years. The team reduced energy usage and purchased renewable energy credits as well as carbon offsets to support this strategy. In Fiscal 2023, from a combination of projects including peatland restoration in Indonesia and a low-impact hydroelectric project in Turkey, TJX Canada offset a total of 20,200 metric tons of CO<sub>2</sub>e.

As part of our longer-term approach for achieving our 2040 global net zero emissions goal, we are exploring ways to source carbon offsets only in the event that there are remaining emissions that need to be

neutralized following our efforts to reduce emissions through energy efficiency and switching to renewable and low-carbon sources of energy through 2040. In this case, we would intend to source carbon offsets from neutralization projects that we determine to be consistent with publicly available guidance on the attainment of net-zero GHG emissions targets.

## Transportation and Fuel

To help reduce our Scope 1 emissions (which include emissions from the use of natural gas and diesel in our own operations), we are monitoring the development and deployment of alternative fuel/electric vehicles.

Although TJX does not generally own or lease the vehicles that transport our merchandise, some vehicles do fall within our operational footprint (Scope 1) in limited instances, including where we directly manage our logistics and distribution for long-haul and outbound store deliveries, such as in the U.K. and Ireland, as well as some fleet vehicles. Together with our partners, we work to simultaneously increase fuel efficiency, reduce costs, and decrease the impact of our vehicles on the environment. Our key strategies for reducing these emissions include:

In the U.S., we:

- / Utilize hybrid cars for a small portion of our fleet vehicles.

In the U.K. and Ireland, we:

- / Have begun to switch to hydrotreated vegetable oil (HVO) in our shunt vehicles, which we plan to implement across our three U.K. processing centers.
- / Continue to increase the use of both longer-semi trailers and Liquefied Natural Gas (LNG) tractor units. Using longer trailers improves efficiency by increasing average payload.
- / Support ongoing initiatives including the implementation of fleet analytics and tire pressure monitoring to deliver incremental fuel efficiency as well as regularly reviewing our delivery schedules to reduce miles traveled and empty miles.

We are also monitoring the development and deployment of technologies that could help us reduce Scope 1 emissions in our owned and leased buildings, including new HVAC technologies such as heat pumps.

## Building Green

Where feasible when we construct new buildings, we have worked to incorporate environmentally sustainable features. For example, our newly constructed distribution centers and processing centers are built to include the addition of on-site solar arrays wherever feasible. Furthermore, when we move into existing properties, as part of the renovation process, our design teams typically consider ways to improve energy efficiency and water conservation and to develop recycling infrastructure.

## Reducing Emissions: In Our Value Chain

### Estimating Scope 3 Emissions

We have begun to evaluate how our commitment to reduce our Scope 1 and 2 emissions might be extended to certain Scope 3 emissions sources as well. As an early step in this feasibility assessment, we have conducted a high-level estimate of both our upstream and downstream GHG emissions (Scope 3), which is helping us better understand the potential significant sources of emissions associated with certain activities in our value chain.

We have also taken preliminary steps to establish a process to improve the measurement of certain Scope 3 emissions categories beyond those which we are already reporting. We aim to model potential science-based reduction target pathways and develop a roadmap with potential mitigation strategies. While we have made strides in recent

## INTEGRATING SUSTAINABILITY INTO OPERATIONS

LEED or BREEAM-Certified Buildings	On-Site Solar Installations*	Off-Site Renewable or Carbon-Free Product
/ Phoenix, Arizona, U.S.	/ Phoenix, Arizona, U.S.	/ Bloomfield, Connecticut, U.S.
/ Jefferson, Georgia, U.S.	/ Tucson, Arizona, U.S.	/ Bristol, Connecticut, U.S.
/ Marlborough, Massachusetts, U.S.	/ Clovis, California, U.S.	/ Norwell, Massachusetts, U.S.
/ Las Vegas, Nevada, U.S.	/ Dublin, California, U.S.	/ Worcester, Massachusetts, U.S.
/ New Albany, Ohio, U.S.	/ El Segundo, California, U.S.	/ Brick, New Jersey, U.S.
/ Mississauga, Ontario, Canada	/ Paso Robles, California, U.S.	/ Bridgewater, New Jersey, U.S.
/ Balham, U.K.	/ Petaluma, California, U.S.	/ Edgewater, New Jersey, U.S.
/ Didcot, U.K.	/ San Diego, California, U.S. (x2)	/ Holmdel, New Jersey, U.S.
/ Hackney, U.K.	/ Torrance, California, U.S.	/ North Brunswick, New Jersey, U.S.
/ Hereford, U.K.	/ San Dimas, California, U.S.	/ Secaucus, New Jersey, U.S. (x2)
/ Wakefield, U.K.	/ Palmdale, California, U.S.	/ N Las Vegas, Nevada, U.S.
/ Watford, U.K.	/ Oxnard, California, U.S.	/ Westbury, New York, U.S. (x2)
/ Sulechów, Poland	/ Vallejo, California, U.S.	/ Barnsley, U.K.
	/ Rowland Heights, California, U.S.	/ Altrincham, U.K.
		/ Bergheim, Germany

\* In some cases TJX chooses not to retain ownership to the renewable energy certificates associated with the installation.

years to understand the feasibility of establishing a more accurate baseline and a more accurate accounting of certain relevant Scope 3 categories, factors including our universe of over 21,000 vendors, diverse set of product categories, and flexible business model magnify the complexities of developing a Scope 3 strategy.

### Transportation and Fuel (Scope 3)

Our logistics teams worldwide seek out strategies and solutions that can help us increase the efficiency of our logistics and transportation operations and reduce fuel used to transport our merchandise throughout our distribution network.

We strive to conserve fuel, reduce travel time, and decrease the number of trucks on the road. We use a variety of tactics and technologies to support our efficiency and fuel conservation initiatives—for example, using modeling software to improve the efficiency of our store delivery network, increasing utilization of trailer space, and testing new alternative fuel vehicles.

In the U.S., where practicable, we utilize intermodal<sup>10</sup> as well as centrally located service centers to reduce our transportation-related emissions. Our service centers, which are smaller than distribution centers, are located closer to store clusters and are designed to improve the efficiency of our store delivery process. We also

utilize these service centers to co-locate our Asset Recovery and Recycling Centers (ARRCs) and maximize our delivery trucks' utilization by backhauling re-usable and recyclable materials. **Learn more about the environmental benefits of our ARRCs in our Waste Management section.**

Additionally:

- / We engage directly with our logistics partners and indirectly through third parties (such as the U.S. Environmental Protection Agency's (EPA) SmartWay Transport Partnership) to identify potential opportunities that may result in reducing fuel consumption and increasing fuel efficiencies.
- / TJX requires that all new U.S. carriers are SmartWay-certified and has collaborated with existing carriers to encourage their participation in the program. In Calendar Year 2022, 99% of TJX's U.S. freight and logistics ton-mileage was with SmartWay-certified carriers.
- / Where feasible, we use rail and intermodal for moving merchandise throughout our network, which is generally more fuel efficient and produces fewer emissions than trucking alone. We estimate that in Fiscal 2023, rail and intermodal shipping resulted in 280,000 fewer metric tons of CO<sub>2</sub>e emissions than shipping the same volume by truck only.

## Third-Party Verification and Assurance of Emissions Data

- / In Fiscal 2023, 100% of our global Scope 1 and 98% of our global Scope 2, location-based emissions data were third-party verified.
  - / Our Scope 1 (onsite fuels, refrigerants, and transport fuels) and Scope 2 (electricity and steam calculated using location-based emissions factors) GHG inventory data for the U.S., Canada, and Europe has been third-party verified for our Fiscal 2023 reporting period, using AICPA (AT105) standards.
- / In Europe, our carbon footprint has been assessed by the Carbon Trust since 2006, and we achieved the Carbon Trust Standard accreditation for the Fiscal 2022-Fiscal 2023 reporting period.
- / Additionally, we also third-party verify about 62% of our global Scope 3 reported business travel emissions data.

## Efforts That Help Support Ecosystems



Various environmental sustainability initiatives across our global divisions contribute to helping to support ecosystems around the world. Some examples of these initiatives in Fiscal 2023 include:

- / For the past two years, a portion of the carbon offsets we've purchased to offset our operational and reported Scope 3 emissions in Canada have helped support the Katingan-Mentaya Peatland Restoration and Conservation Project. The project seeks to restore valuable ecosystems and habitat for endangered wildlife in Central Kalimantan, Indonesia. Before the project intervened, the area was destined to be developed into an industrial timber plantation.
- / In Fiscal 2023, we worked with local companies to install beehives at our office locations in both Framingham, Massachusetts and Watford, England. Through these programs, TJX aims to support plant health and biodiversity in the surrounding areas.
- / In Fiscal 2023, TJX Europe provided Associates an opportunity to vote for local environmental organizations to have the opportunity to receive donations from the previous years' sale of reusable carrier bags across Europe. All of the selected organizations seek to make a positive impact on the environment by supporting biodiversity, reducing waste, and/or addressing climate change. For example, our donation to Natuur & Milieu in the Netherlands supports their effort to build reefs on North Sea wind farms to bring cold water coral and other wildlife back to the area.
- / Through charitable donations, TJX Europe has supported a variety of organizations that aim to preserve ecosystems and biodiversity. In Fiscal 2023, this included the Woodland Trust's Emergency Tree Fund, which aims to plant 50 million trees in the U.K. by 2025, and the Native Woodland Trust, which works to preserve Ireland's remaining ancient woodlands and to restore and recreate woodlands using only native seed.
- / Where feasible and available in the marketplace, we have sourced certain products that contain paper, paperboard, and wood materials that have undergone Forest Stewardship Council (FSC) certification, such as FSC-certified wood for outdoor furniture sold at our HomeGoods stores and FSC-certified paper stock for certain stationary, gift wrap, and gift card styles sold in the U.S.

# Waste Management

SASB: CG-MR-410a.3

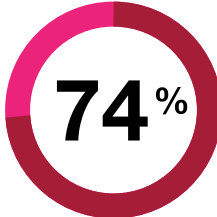
Teams throughout our business work to implement cost-effective strategies and processes to manage the many different types of waste materials resulting from our operations. We are doing this in several ways, including by eliminating operational waste where feasible and by maximizing the reuse and recycling of materials in our stores, distribution centers, and corporate offices. These efforts support our global goal of working to divert 85% of operational waste from landfill by 2027.

Our global approach to managing operational waste includes efforts to:

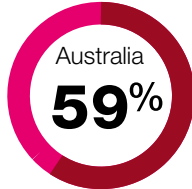
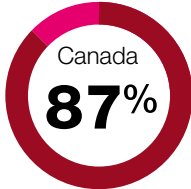
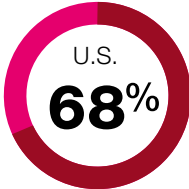
- / Maximize reuse and recycling of operational waste, of which the majority is corrugate boxes
- / Collaborate with our waste-haulers and certain vendors and suppliers on solutions that improve our ability to divert operational waste materials from landfill
- / Update and enhance our communications on sortation and recycling procedures within certain stores
- / Address single-use plastics in our operations
- / Explore opportunities for certain geographies to expand merchandise recovery and reuse programs

## FY23 Waste Metrics

Global operational waste diversion rate<sup>11</sup>



Regional Diversion Rates



- / GHG Emissions from waste generated in operations (Scope 3, Category 5):
  - / 34,700 metric tons of CO2e – a 26% year-over-year reduction compared with Fiscal 2022.





# Maximizing Reuse and Recycling in Our Operations

We have many programs across our global business that support our efforts to reuse and recycle our operational waste in our stores, distribution centers, and home offices. Recycling programs for common items, like cardboard, plastic, paper, aluminum, and glass have been introduced across all geographies, and we are working to find new ways to reduce and recycle difficult-to-recycle items, like polystyrene.

One of our efforts in this area involves backhauling materials from our stores to dedicated facilities to be recycled or reused. In the U.S. and Europe, we have a number of Asset Recovery Recycling Centers (ARRCs), which are strategically located within our service centers and have historically served as a central destination for regional recyclable or reusable store material. The majority of our stores in the U.S. and Europe send used corrugated cardboard, plastic film, excess hangers, store fixtures, display cases, and other supplies to their local ARRC (or in some cases in Europe, back to a processing center), where the items are processed and can be reused in other stores or recycled. In Fiscal 2023, we implemented new infrastructure to support our waste goals, including incremental resources to increase the reuse and recycling of corrugated cardboard in the U.S. These efforts, along with many others, contribute to our intention to make year-over-year progress against our global operational waste diversion target.

Over the years, the flexibility of the ARRC program has enabled us to test new initiatives as we strive to increase the types of materials that can be included in our recycling stream. For example, as our global waste stakeholders have identified polystyrene (Styrofoam) as a key area of focus, we have leveraged the ARRC to pilot strategies to improve our management and recycling of polystyrene packaging material.

Our efforts to improve reuse and recycling within our organization through our ARRCs in the U.S. have returned more than 476,000 metric tons of waste from our stores for reuse and recycling since Fiscal 2017. In Fiscal 2024, we plan to continue to accelerate initiatives to increase recycling rates at ARRC-serviced stores through training and continued education on proper sortation techniques.

## Operational Highlights Across Our Geographies:

- / **In the U.S.**, T.J. Maxx, Marshalls, and HomeGoods continued programs to reuse cardboard boxes throughout the network, and over 19.1 million reusable units of packaging were sent back from our stores through our network of ARRCs to be returned to distribution centers for reuse.
- / **Our distribution centers in Canada** achieved a 92% diversion rate.
- / **In our European processing centers**, we diverted approximately 99% of waste from landfill.

## Decreasing Single-Use Plastics

We have regional efforts in place to identify opportunities to remove single-use plastics from our operations and are working with our suppliers to reduce single-use packaging.

### Reducing Plastic in Our Operations

- / **In our U.S. and Canadian Distribution Centers**, we are working to find ways to replace plastic films that traditionally protect merchandise as it is shipped to our stores. For many years in the U.S., we have utilized a more easily recycled material and corrugated box insert for the packaging of liquid products during shipping from distribution centers to stores. This effort has resulted in an estimated 12 million fewer plastic bags being used across our distribution network each year. In Canada, we have begun rolling out an effort to remove the bubble wrap pouches ordinarily used to protect the merchandise being delivered to stores. In addition to being recyclable, we have found that the fiber-based material being used in its place has reduced merchandise damage and can be reused by stores to protect merchandise carried home by customers.
- / **TJX Canada** launched a pilot program at the end of Fiscal 2023 to work directly with certain vendors to reduce the amount of

polystyrene shipped with merchandise by utilizing alternative packing material. The first shipment of merchandise using the alternative packing material arrived at our distribution centers and stores in early 2023. We are currently monitoring the efficacy of the new packaging type to ensure that it meets our business requirements.

- / **TJX Canada** has switched to a reusable system for the containers served in our Home Office cafeteria, helping to divert an estimated 35,000 single-use containers from the waste stream annually.
- / **In Europe**, we are working to reduce single-use plastics in our offices, processing centers, stores, and e-commerce operations. To date, we have swapped plastic tape for paper tape in our e-commerce home deliveries, switched to plastic-free soap sachets and cleaning products in the restrooms and cleaning operations of some stores and our home office, and removed single-use plastic refrigerated beverage bottles from our European stores.

We're also working to address single-use plastic merchandise carry out bags. For example:

- / TJX is a member of Closed Loop Partners' Consortium to Reinvent the Retail Bag, a multi-year collaboration across retail sectors that aims to identify, test, and scale innovative design solutions to serve the function of the current retail bag. As the Consortium's Apparel and Home Goods Sector Lead Partner, TJX participated in the Bring Your Own Bag pilot initiative in 2023 to help encourage customers to bring their own shopping bags.
- / In Canada, regulations now prohibit the use of single-use plastic checkout bags in retail operations nationally and our Canadian operations teams worked to ensure that customers have options to choose alternatives in our stores.
- / In Europe, all single-use plastic merchandise carry out bags were removed from stores in Fiscal 2021. Customers can bring their own bags or purchase from our range of reusable bags that contain recycled plastic content, including our "bags for life," from which a portion of the proceeds goes to one of our charity partners.

## Merchandise and Packaging Programs

We have programs in place in certain regions to help support recycling and reuse of merchandise and certain merchandise packaging.

For example, in the U.K. and Ireland, our long-running Give Up Clothes For Good campaign invites customers and Associates to donate their pre-loved quality fashion and homeware at their local T.K. Maxx. The pre-loved items are donated to Cancer Research U.K. and Enable Ireland where they are managed for potential reuse. In addition to the donated goods, T.K. Maxx contributes unsold goods. As of Fiscal 2023, the campaign has donated more than 2 million bags of goods, helping to raise millions of pounds for Cancer Research U.K. for Children and Young People and Enable Ireland. [Learn more about our efforts in our Communities section.](#)

Additionally, in Canada, we partner with Brands for Canada at our distribution centers and Habitat for Humanity at our stores to donate unsold products to people in need. In Fiscal 2023, TJX Canada also partnered with Pact to pilot a beauty product packaging collection program at select Winners stores. The Pact program enables customers to drop off used beauty packaging in-store, which is then sent to Pact where it will be sorted for processing. We expect to begin expanding the program to all Winners stores across Canada in Fiscal 2024.

## Reducing Water Consumption

Although our business operations are not water intensive, we believe reducing water usage is consistent with both our commitment to environmental sustainability and our low-cost operating philosophy. To that end, we work to monitor our water usage and identify opportunities to improve water efficiency where feasible across our operations. For instance, our Energy Management groups in the U.S. and U.K. monitor water usage across our home office buildings to identify opportunities to conserve water including time-sensor technologies to control faucets in many of our restrooms.

Additionally, our [TJX Vendor Code of Conduct](#) strongly encourages our merchandise vendors to conserve and protect resources, such as water and energy, and also take into consideration environmental issues that may impact their local communities. Environmental concerns are incorporated into our merchandise vendor social compliance training materials as well, introducing high-level concepts of environmental sustainability, like water conservation. Our training includes specific cost-saving, water-conservation recommendations for our suppliers that they may consider implementing at their production facilities. We plan to continue including similar relevant water facts during future training sessions.

### The Multiple Lives of a Cardboard Box



The hard work and dedication of our U.S. store, ARRC, and distribution center Associates have helped to keep many of the corrugated cardboard boxes we use to deliver merchandise to our stores in circulation and re-used throughout our distribution and processing centers, with many ultimately being recycled after reuse.

Most of our U.S. stores return these boxes to an Asset Recovery and Recycling Center (ARRC). There, the boxes are carefully examined and sorted. Boxes that meet our requirements for reuse are sent to one of our distribution centers, where they are typically repacked with merchandise, delivered to another store, and returned once again to the ARRC. A corrugated cardboard box often makes up to three round trips to and from a store before it's retired. At that point, these boxes are packaged together with other used boxes to be sent for recycling.

Through our U.S. ARRC network, our Associates helped us recycle more than 82,000 tons of cardboard in Fiscal 2023.

# Responsible Business

## Delivering Real Value to the World

TJX is the leading off-price retailer of apparel and home fashions worldwide, with seven retail chains operating more than 4,800 stores in nine countries spanning three continents. As an off-price leader and a Fortune 100 company, we recognize the relevance to our key stakeholders – including Associates, customers, communities, vendors, and shareholders – that we operate responsibly.

Our business dealings and interactions are grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect. We hold ourselves to high ethical standards and expect our Associates to comply with these standards set forth in the **TJX Global Code of Conduct**. Likewise, our **Vendor Code of Conduct** sets our expectations of the vendors with whom we do business. We provide periodic training, both formal and informal, to reinforce these expectations and offer grievance mechanisms for reporting any suspected violations or concerns.

### Responsible Business Initiatives

At TJX, operating responsibly includes focus in the following areas:



### FY23 STATISTICS<sup>1</sup>



78%

of Board Members are independent as of June 2023



78%

of Board Members are women and/or self-identify as a member of an underrepresented group<sup>5</sup> as of June 2023



2,900+

audits were either conducted by TJX's third-party auditors directly or accepted from recognized sources

# Responsible Sourcing

SASB: CG-MR-410a.2; CG-MR-410a.3

TJX believes in the importance of responsible and ethical sourcing in our supply chain. We strongly value the relationships that we have developed with our vendors, which are built on a foundation of honesty, trust, and ethical business practices. We believe these relationships have been a key factor in our long-term success.

Our responsible sourcing initiatives cover a variety of evolving areas of interest. These include our long-standing Global Social Compliance Program, as well as newer initiatives related to the environmental impact of certain products and packaging and chemicals management within our operations.

Responsible sourcing and social compliance are tremendously challenging undertakings. Our efforts are rooted in continuous improvement, which we believe we can work toward by making our commitments clear to our vendors, buying agent(s), and Associates; through our auditing and training efforts; by responding to issues as appropriate for our business; and by continuing to assess opportunities to enhance reporting.

## Global Social Compliance Program

Our Global Social Compliance Program is anchored around our Vendor Code of Conduct, which outlines our expectations for our merchandise vendors. The Global Social Compliance Program also includes our expectations for our merchandise factory monitoring and supplier training program, which is focused where we have more influence in bringing the products to market. This means our auditing and training typically reaches factories that produce merchandise that we have helped design or develop to be manufactured just for us. We believe this is where we are most likely to be able to have a meaningful impact. [Learn more about our commitment to Global Social Compliance.](#)

## Sustainable Products and Packaging

We are taking initial steps to look for ways that we may reduce the environmental impact of certain products and product packaging. As we source merchandise, product packaging, and supplies for our own operations, we may find more opportunities to procure products and materials with sustainable attributes and we have increased our capability to identify such opportunities.



- / We aim to shift 100% of the packaging for products developed in-house by our product design team to be reusable, recyclable, or contain sustainable materials by 2030.
- / Along the way, we plan to phase out use of PVC in packaging of certain soft home products developed in-house by our product design team by 2025; this will include packaging for certain top-of-bed styles, easy-care table linens, outdoor seating cushions, and outdoor pillows.

Our internal teams are making progress against these targets by prioritizing key packaging categories where there are sustainable materials alternatives both readily available in the marketplace and feasible for our business.

To support our efforts to source merchandise and packaging with sustainable attributes, we have developed a framework to define sustainable product attributes, which includes materials that can be verified by a credible third-party process or certification. Our subject matter experts also have compiled a list of preferred sustainable product certifications in certain product categories that can be used across all of our divisions, globally. In addition, we have been increasing our capability to identify opportunities to source materials with sustainable attributes, including recycled and/or organic materials, in select styles where we are helping to design or develop merchandise to be manufactured just for us. We are working towards developing information sessions for select vendors to support internal business partners in sourcing products that contain verifiable sustainable materials, and we added resources to the Environmental Sustainability team dedicated to overseeing and guiding our sustainable product sourcing efforts.

**Examples of how we are integrating sustainable materials in packaging and with certain products our style and fashion experts have designed include:**

- / We have utilized Forest Stewardship Council (FSC)-certified paper for our hangtags for certain products our style and fashion experts have designed.
- / Many of our stationery, gift wrap, and gift bag styles are printed on FSC-certified stock.
- / Some of our children's clothing is produced with 100% Global Organic Textile Standard (GOTS)-certified cotton.
- / In select ladies and junior knit apparel styles, we are finding opportunities to include recycled polyester.
- / Select outdoor furniture sold at our stores is made with FSC-certified wood.
- / We have utilized wool from certified responsible sources for certain knitwear apparel sold at select T.K. Maxx stores in Europe.
- / Certain of our soft home and children's products have been certified by OEKO-TEX® MADE IN GREEN and OEKO-TEX® Standard 100, respectively.
- / Most of the reusable merchandise carry-out bags sold in our stores globally contain recycled materials.

## Chemicals Management

Since we operate a large, complex, international business, we focus our efforts in areas where we believe we can have a meaningful impact and that are most feasible for our business model. As we continue to learn and build our programs in this area, we are exploring ways to manage chemicals of concern in our operations as well as in certain products we sell.

We are currently working on program development, including addressing opportunities in:

- / Business operations
- / Merchandise and packaging
- / Industry, expert, and internal collaboration

## Program Development

To aid in the development of policies limiting chemicals of concern in our operations and in certain products we sell, we are utilizing the Chemical Footprint Project (CFP) framework, specifically leveraging the Management Strategy section to review relevant industry focus areas.

In Fiscal 2022, we published **TJX's Chemicals Management Program**. The program outlines our expectations for vendors and suppliers to reduce or eliminate certain chemicals of concern and also identifies the initial prioritization of categories where we intend to focus our efforts. We encourage all of TJX's suppliers and vendors to become familiar with this Program as well as the best practices for safer chemicals management applicable to their industry and product type. We plan to continue to evolve our strategy and work to identify new and expanded policies where we may further limit the use of chemicals of concern within our complex off-price business model. We will continue to update as additional policies are finalized.

## Initiatives Within Our Business Operations

Phase 1:

- / We have implemented our plan to phase out all phenol-based coatings on paper customer sales receipts in the U.S., Canada, Europe, and Australia.
- / We replaced our serveware in our home office cafeterias with PFAS-free options. In the U.S., we are using PFAS-free compostable serveware, in Canada we are using PFAS-free reusable containers, and in Europe we are using a mix of reusable and PFAS-free compostable serveware.
- / We are developing a TJX U.S. Operational Cleaning Supplies Policy that identifies products that meet certain third-party standards. In select stores, we are piloting the use of these cleaning supplies.

## Merchandise and Packaging Initiatives

Phase 1:

- / We have developed a buyer tool for Winners beauty buyers to identify beauty products free of certain chemicals of concern.
- / We plan to phase out PVC in product packaging of certain products sold in our stores.
- / We are working to identify industry-accepted third-party certifications that demonstrate safer chemicals management practices for certain product categories.

## Industry, Expert, and Internal Collaboration

We are collaborating with others in the industry as well as outside experts and internal stakeholders:

- / We are members of the Green Chemistry and Commerce Council (GC3) for external industry collaboration in the area of chemical management. The mission of GC3 is to promote safer chemicals, materials, and products across retail supply and value chains.
- / We are members of Closed Loop Partners' Consortium to Reinvent the Retail Bag, as the Apparel Sector Lead Partner. The Consortium's Beyond the Bag Initiative convenes leading retailers, aiming to identify, test, and implement viable design solutions and models that more sustainably serve the purpose of the current retail bag.
  - / We believe that the innovative solutions resulting from this effort could benefit the environment in many ways and could ultimately limit the amount of plastic waste generated from retail point-of-sale bags, and associated harmful chemicals, from entering the environment. [Learn more about our efforts to reduce single-use plastics in Waste Management.](#)
- / In Fiscal 2023, we joined the Sustainable Packaging Coalition (SPC), an industry working group dedicated to a more robust environmental vision for packaging. The group aims to support innovative, functional packaging materials and systems that promote economic and environmental health.
- / We partnered with an outside expert to conduct a landscape review of chemicals management for certain beauty and personal care formulated products. This included peer benchmarking, a review of third-party certifications, and an overview of chemicals of concern in these products.
- / TJX subject matter experts from each of our major geographies have collaborated to identify a list of third-party certifications for wood/paper and textile products that represent safer chemical management.

Going forward, we will assess the potential to expand our strategy and coverage around chemicals management. [Learn more about our Chemicals Management Program.](#)

## Additional Responsible Sourcing Practices

### Conflict Minerals

At TJX, we are committed to complying with the rules and regulations impacting our business, including those under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, intended to address violence and human rights abuses in the Democratic Republic of the Congo (the DRC) and adjoining countries. These rules require public companies to determine if they manufacture or contract to manufacture any products where "conflict minerals" - specifically tin, tantalum, tungsten, and gold (or "3TG") - are necessary to the functionality or production of the product, and if so, whether those minerals originated in the DRC or adjoining countries. Companies are required to do additional diligence about the source and chain of custody of those minerals that may have originated in the covered region to determine if they came from sources that benefited armed forces in the region.

As demonstrated by the TJX Vendor Code of Conduct and our Global Social Compliance Program, we believe in the importance of responsible sourcing. TJX is many layers removed from the mining, smelting, or refining of any minerals contained in the products we sell, so we must rely on our vendors to collect current, complete, and reliable information to comply with these rules. We expect that our affected vendors will not knowingly supply us with products that include conflict minerals that directly or indirectly benefit armed groups in the DRC or adjoining countries, although we do not discourage responsible sourcing from that region. We further expect our vendors and buying agent(s) to comply with our requests to provide us with information and perform due diligence regarding their sourcing of the minerals at issue. We will consider appropriate remediation steps if we find that a vendor has violated this policy.

### Fur Practices

TJX's businesses around the world are fur-free. Our businesses also do not knowingly source goods containing angora (rabbit) fibers. From time to time, our businesses may offer products containing shearing, haircalf, or hide. The process of procuring merchandise for our off-price model is complex, and if an item containing fur is mistakenly sent to our stores or e-commerce sites, we work quickly to remove the item.

We are also committed to continuous improvement in the ethical sourcing of products intended for sale in our businesses. Over the years, we have expanded our restrictions in this area, including, most recently, banning for sale any items containing angora (rabbit) fibers. As part of our ongoing considerations regarding animal welfare, information about our fur practices has been included in our social compliance training since 2018. Importantly, at all times, TJX is committed to conducting business in compliance with all applicable laws, rules, and regulations, including but not limited to, animal protection laws.

# Global Social Compliance

SASB: CG-MR-410a.2

We strongly value our vendor relationships as we believe they have been a key factor in our long-term success. On a worldwide basis, in Fiscal 2023, TJX had more than 1,200 Associates in its buying organization who source merchandise in a variety of ways from a universe of approximately 21,000 vendors and more than 100 countries around the world. Sometimes when what we are seeing in the marketplace is not the right value for our customers, meaning the right combination of brand, fashion, price, and quality, we may help design or develop merchandise to be manufactured just for us. We focus our auditing efforts on the factories that manufacture this merchandise because we believe this is where we are most likely to be able to have a meaningful impact.

Our philosophy towards social compliance mirrors our culture, and just as we are committed to honesty, integrity, and treating others with dignity and respect, we expect those that we do business with to do the same. Our approach to our Global Social Compliance Program includes:

## Vendor Code of Conduct:

- / Our Vendor Code of Conduct serves as the foundation for our Global Social Compliance Program, incorporating human rights, labor rights, and anti-corruption standards, among other expectations.
- / TJX's purchase order terms and conditions include a requirement for merchandise vendors to adhere to our Vendor Code of Conduct and require that any factories or subcontractors they use also comply with our Code.

## Factory Auditing:

- / Factories included in our audit program are required to undergo regularly scheduled audits.
- / In Fiscal 2023, we accepted more than 2,900 audits, which were either conducted directly by TJX's third-party auditors or were accepted from recognized sources.<sup>12</sup>

## Training:

- / We offer training sessions on a regular basis to educate buying agents, vendors, and factory management within our factory audit program on our expectations with regard to social compliance and to reiterate our seriousness of purpose.
- / TJX Associates involved in the development and buying of merchandise are expected to undergo formal social compliance training biennially.

## Stakeholder Engagement:

- / We believe that engaging with various audiences and a variety of industry associations and considering their guidance helps us as we strive to continually improve our program.

We expect that our vendors and business partners operate with the same high standards of integrity to which we hold ourselves. In addition to the program components outlined above, we provide a grievance mechanism, the TJX Helpline, to complement our Global Social Compliance Program. The TJX Helpline is available to a variety of stakeholders, including our Associates, merchandise vendors, factory workers in our



supply chain, and other contractors, to report suspected violations of our policies and standards through an online submission or via a dedicated phone line. The Helpline is available 24/7 and suspected violations and concerns can be reported anonymously. We publish information about the Helpline in a variety of places, including the Vendor Code of Conduct, which is available on TJX.com and our vendor website, and our TJX Global Code of Conduct for Associates.

We aim for continuous improvement, as we believe this is in the interest of the workers in the facilities

that we audit. We expect our merchandise vendors and buying agents to adhere to the expectations set forth in our Vendor Code of Conduct, and we also encourage them to make improvements throughout their operations. To advance these objectives, we do more than test compliance; we also provide education and training to our buying agents, vendors, and factory management within our factory auditing program, so that they understand our expectations and can develop meaningful processes.

# Factory Auditing

We focus the auditing portion of our Global Social Compliance Program where we have more influence in bringing the products to market. This means our auditing program typically reaches factories that produce merchandise that we have helped design or develop just for us. We focus our auditing efforts on these factories because we believe this is where we are most likely to be able to have a meaningful impact. When we source these products, we require the buying agents and vendors that are involved to identify any active factories that they use, or intend to use, to produce such merchandise.

Together with our representatives, UL Solutions LLC, Intertek Group PLC, and Omega Compliance Limited, we work closely with our buying agents and vendors so that they understand our Global Social Compliance Program, our Vendor Code of Conduct, and our factory auditing process. Our internal teams also play an important role in educating vendors on our Program requirements and encouraging vendors to make improvements at their facilities, when necessary. Additionally, we have Associates that support the program in various buying offices around the world.

Our TJX Global Social Compliance Manual contains, among other important guidance, an audit procedure outline and factory evaluation checklist to help prepare the factory for the audit process. This tool is available in seven languages and offers detailed information designed to help agents, vendors, and factory management in our audit program better understand the expectations of our Vendor Code of Conduct, as well as our monitoring and corrective action processes. We require our buying agents to disseminate this manual to their entire TJX vendor base and have it posted to our vendor website, which is available to all vendors.

Factories included in our Global Social Compliance Program are required to undergo periodic audits to confirm adherence to our Vendor Code of Conduct and local laws. In Fiscal 2023, we reviewed more than 2,900 audits, including:

- / Audits from recognized, third-party sources, including amfori’s Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), and Sedex Information Exchange Limited (SEDEX)
- / Audits conducted on behalf of TJX by third-party organizations, including UL Solutions (UL), Intertek, and Omega

Audits were conducted at factories in more than 30 countries including Bangladesh, Cambodia, Canada, China, Dominican Republic, Egypt, Hong Kong, Hungary, India, Indonesia, Italy, Jordan, Macedonia, Madagascar, Mauritius, Mexico, Moldova, Morocco, Nepal, Pakistan, Peru, Philippines, Portugal, Romania, South Africa, South Korea, Sri Lanka, Taiwan, Thailand, Turkey, United Kingdom, United States, and Vietnam.

## Factory Auditing

 <p style="color: #800000; font-weight: bold; margin: 10px 0;">SATISFACTORY</p> <p style="font-size: small;">Audit facility on a biennial basis</p>	 <p style="color: #800000; font-weight: bold; margin: 10px 0;">NEEDS IMPROVEMENT</p> <p style="font-size: small;">Issue corrective action plan: facility provides evidence of corrective action within 6 months; audit factory on a biennial basis</p>	 <p style="color: #800000; font-weight: bold; margin: 10px 0;">UNSATISFACTORY</p> <p style="font-size: small;">Issue corrective action plan and reaudit within 6 months</p>	 <p style="color: #800000; font-weight: bold; margin: 10px 0;">ZERO TOLERANCE</p> <p style="font-size: small;">Termination of business relationship</p>
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### Association of Professional Social Compliance Auditors (APSCA)

In Fiscal 2023, most of the audits we accepted were conducted by auditors rated at the Registered Auditor (RA) or Certified Social Compliance Auditor (CSCA) level by the Association of Professional Social Compliance Auditors (APSCA), a leading industry association for social compliance auditing. Through their APSCA membership, these auditors agree to adhere to all quality and ethical requirements outlined in APSCA’s Code and Standards of Professional Conduct.

### Audit Reports

In recent years, industry collaboration has resulted in an increase in the number of factories that can provide us with a recent audit report from BSCI, WRAP, and SEDEX for our review. We believe this industry collaboration is beneficial as it helps reduce audit fatigue among factories, while helping companies obtain important information to evaluate their supply chain.

We also continue to work with UL, Intertek, and Omega to conduct audits on behalf of TJX, especially when a BSCI, WRAP, or SEDEX report is unavailable. We have developed comprehensive compliance program guidelines for UL, Intertek, and Omega, and regularly review and modify these guidelines for consistency with evolving social compliance issues and trends. Factories are expected to cooperate fully with us and our auditors and to provide access to facilities and documents.



## Auditing Process

When UL, Intertek, and Omega conduct audits on behalf of TJX, the audits generally include one to two full working days at each audited factory, whether in-person or remote, and cover the following components:

- / Interview with factory management
- / Policy, payroll, and documentation review, including confirmation that factory management has verified the ages of job applicants before hiring to protect against potential hiring of child labor
- / Factory walk-through
- / Health and safety inspection
- / Chemical and hazardous materials review, including usage information and verification of Material Safety Data Sheets, chemical safety, and hazardous waste programs
- / Confidential worker interviews
- / Debrief with factory management

### FY23 STATISTICS<sup>1</sup>



**2,900+**

audits were either conducted by TJX's third-party auditors directly or accepted from recognized sources

Our Assistant Vice President (AVP), Global Social Compliance, and certain Associates that support our program in buying offices around the world participate in shadow audits with auditors. Shadowing is practiced with an intent to gain a better understanding of the compliance audit process and challenges, and to better aid TJX in our review of both our audit results and, more broadly, our program's effectiveness.

## Corrective Action and Remediation

Audit reports are reviewed by TJX and assigned a rating of satisfactory, needs improvement, or unsatisfactory. For factories assessed as satisfactory, our goal is to conduct biennial audits. When a factory receives a needs improvement or unsatisfactory rating, a Corrective Action Plan (CAP) is created, and the auditors discuss concerns with factory management. A copy of the CAP is provided to factory management to assist them in resolving violations or deficiencies detected during the audit. To encourage collaboration between our buying agents and vendors, a copy of the CAP is also forwarded to both parties' attention shortly following the audit. Factory management is requested to sign the CAP to verify their understanding of the findings.

For factories with a needs improvement rating, our buying agents or direct vendors are expected to provide evidence to us that remedial action has been carried out within six months of the audit. Where moderate to more serious violations of the Vendor Code of Conduct or local laws are detected, meaning the factory has

received an unsatisfactory rating, we require that our third-party representatives re-audit the factory or require a follow-up audit from a recognized, third-party source within 6 months.

We expect that improvement is verified during the re-audit. Our general goal is that each re-audit demonstrates measurable improvement from the prior audit. Factories are notified of any additional remedial action following a re-audit, as needed. We recognize that if a factory receives several consecutive noncompliant grades, this pattern may suggest that required remedial action is not being undertaken.

Though we strive to work with vendors to address and resolve shortcomings in their operations, under extreme circumstances, we may conclude that our merchandise can no longer be produced in certain factories, or that those factories will be precluded from producing goods for us until they demonstrate that they have addressed the situation and have put management systems in place to prevent a recurrence. Our preferred approach, however, is to work with vendors whenever possible to address and resolve issues identified during audits because improving working conditions in factories is an ongoing effort. We believe this is preferable to ceasing use of these factories as it gives us the opportunity to encourage positive change. We believe that this continuous improvement model is in the interest of the workers in the facilities from which we source goods.

There are several issues that we consider to be zero tolerance issues: for example, bribery/corruption; child labor and forced or slave labor; human trafficking; maintaining a facility with all doors and/or exits locked; use of chemicals banned in the region; and failure to pay wages. If a factory is found to be in violation of our requirements on these topics, we inform our vendor that it can no longer provide us with goods made by that factory.

## Encouraging Environmental Protection

Audits conducted on behalf of TJX include a review of factory policies, practices, and procedures concerning the handling of chemicals and other hazardous waste, and a review of the factory's compliance with applicable environmental laws and regulations.

In addition, our Vendor Code of Conduct strongly encourages our vendors to share our commitment to protecting the environment by operating in a sustainable manner where possible, for example by conserving and protecting resources, such as water and energy, and taking into consideration environmental issues that may impact local communities. Our social compliance training covers the protection and conservation of water, as well as an overview of the legal requirements on the use of chemicals and hazardous materials in the regions where products are both manufactured and sold. Training includes case studies to assist vendors and factory management in better understanding our expectations and our Vendor Code of Conduct requirements in this area.

# Social Compliance Training

We recognize that it is important to routinely train buying agents, vendors, and factory management, and we strongly encourage all new factories in our factory auditing program to participate in such training. Typically, we hold an average of 8-12 training sessions a year, focusing on various locations around the world that are regionally close to factories included in our factory auditing program. In Fiscal 2023, training sessions were held remotely.

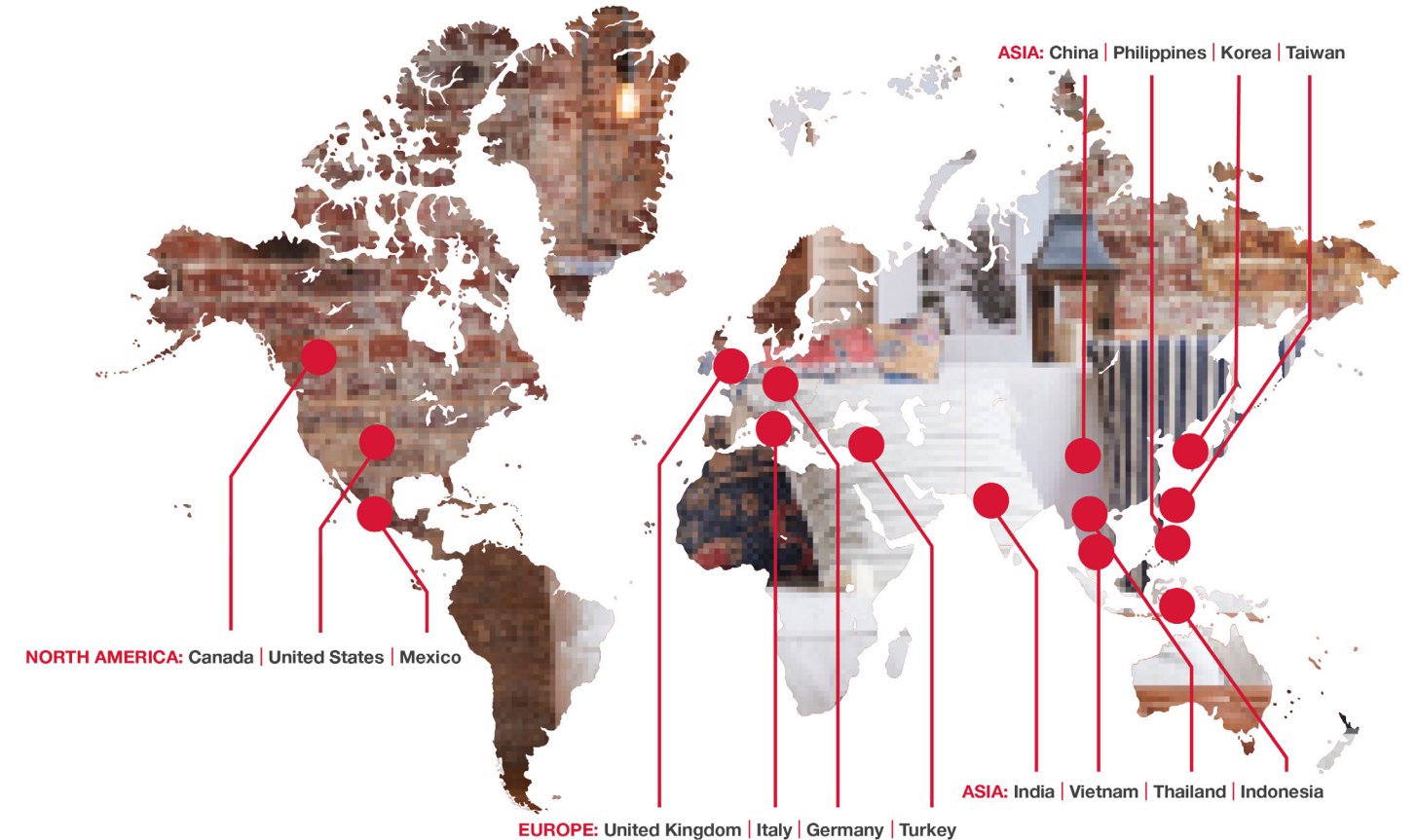
Our training sessions are conducted by representatives from UL Solutions, one of our third-party auditors, in partnership with our AVP, Global Social Compliance. We believe the presence of our management at these sessions demonstrates to factory management, buying agent management, and vendors that TJX is committed to our Global Social Compliance Program. Over time, our training sessions have been held in various locations and have included the following topics:

- / TJX's Vendor Code of Conduct and the expectations contained in this Code
- / Local labor laws
- / Anti-bribery laws (including the Foreign Corrupt Practices Act and the U.K. Bribery Act)
- / Regulations on chemicals and hazardous materials, Material Data Safety Sheets, hazardous waste management, and required environmental permits
- / Business ethics
- / TJX's policy against forced and involuntary labor, including slavery and human trafficking
- / Fire safety
- / Water conservation recommendations
- / TJX's fur practices
- / Factory compliance best practices
- / Case studies to help demonstrate how to embed management remediation systems
- / Open discussions with vendors and factory management on compliance challenges

In addition to the above, we often include targeted training based on geographic or other regional differences to ensure that we are covering the most pertinent topics for each training session, and we may break into focus groups to enhance training through shared learning.

Designated Associates at various buying offices around the globe also provide instruction to vendors and factory management on our ethical sourcing expectations. We plan to continue to devote resources to these important training initiatives and to review and update these initiatives as appropriate.

## INTERNAL AND EXTERNAL TRAINING



## Associate Training

TJX Associates involved in the development and buying of merchandise are expected to undergo formal social compliance training biennially. In addition, through informal meetings and discussions, our AVP, Global Social Compliance continues to share learnings, updating our product development and buying Associates on the requirements of TJX's Global Social Compliance Program.

In recent years, we have expanded our training offerings through our support of industry organizations and collaborations. For example, our sponsorship of the Responsible Sourcing Network's Yarn Ethically and Sustainably Sourced (YESS) initiative allowed us to offer Associates that support our Global Social Compliance Program access to information sessions about YESS's work. Additionally, through our participation in the Responsible Business Alliance's Responsible Labor Initiative, Associates that support our Global Social Compliance Program have access to forced labor training modules. In Fiscal 2024, we plan to offer access to this training to our vendors.

# Vendor Code of Conduct

We expect high ethical standards from anyone with whom we do business and are committed to respecting the rights of all workers involved in making products to be sold in our stores or on our e-commerce sites. Our Vendor Code of Conduct aims to reflect our belief that the interests of those workers be protected and serves as the foundation of our Global Social Compliance Program, setting forth our standards, including human rights, labor rights, and anti-corruption standards, among other expectations.

TJX's purchase order terms and conditions include a requirement for merchandise vendors to adhere to our Vendor Code of Conduct. While the specific requirements contained in the Code were developed with merchandise vendors in mind, we expect all of the companies and individuals with whom we do business to act with integrity and adhere to the basic principles that underlie each Code requirement. Those basic principles include a commitment to act in accordance with all applicable laws and regulations; respect the human rights and well-being of all people; and consider one's impact on the environment.

As with all of our corporate responsibility programs, we are committed to continuous improvement. As the Code has evolved over the years, we have reviewed and taken inspiration from the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, as well as the results of benchmarking our Code against those of industry peers, and feedback from other stakeholders. These efforts help us prioritize additional areas of focus and support enhancements made to our Vendor Code of Conduct. We most recently conducted these reviews and made updates to our Code in 2022. We plan to continue to evaluate further potential amendments we may want to make in the future.

We encourage anyone with questions or concerns relating to our Vendor Code of Conduct to contact us at [complianceofficer@tjx.com](mailto:complianceofficer@tjx.com).

## The TJX Companies, Inc. Vendor Code of Conduct

TJX requires that all products offered for sale in our stores be produced in facilities that meet specific criteria, as set forth below:

### Compliance with Applicable Laws and Regulations

Our vendors and the factories in which the merchandise they sell us is manufactured must comply with all applicable laws and regulations, including, but not limited to, animal protection laws.

### Ethical Business Standards

Our vendors must not engage in or attempt to engage in bribery, corruption, or similar unethical business practices in dealing with government officials or private individuals or entities. This includes, but is not limited to, avoiding all situations where they may have or appear to have a conflict of interest and prohibits offering gifts, entertainment, or anything else of value with the intent to gain a favorable business advantage.

### Health and Safety

Our vendors must provide their workers with safe and healthy conditions, including in any living facilities that may be provided.

### Fire Safety

Our vendors must abide by all applicable laws and regulations related to fire safety. All appropriate measures must be in place to safeguard the health and safety of workers in the event of a fire.

### Child Labor

Our vendors must not use child labor. The term "child" is defined as anyone younger than 15 years of age (or younger than 14 years of age where the law of the country of manufacture allows 14-year-olds to work). At all times our vendors must respect compulsory education laws. Workers under the age of 18 must not perform hazardous work.

### Forced Labor

Our vendors must not use voluntary or involuntary prison labor, indentured labor, bonded labor, labor acquired through slavery or human trafficking, or any forms of involuntary or forced labor. Our vendors must not require workers to surrender any identity papers as a condition of employment; such documents may only be temporarily held to verify a worker's employment eligibility. Our vendors must reimburse their workers for any recruitment or hiring fees that are paid.

## Wages and Benefits

Our vendors must abide by all applicable laws relating to wages and benefits, and must pay the legally prescribed minimum wage or higher. Workers must be provided with a written contract which clearly describes their employment and wage terms prior to acceptance of employment. Our vendors must not make any deductions from wages as a disciplinary measure.

## Working Hours

Our vendors must not require their employees, on a regularly-scheduled basis, to work in excess of 60 hours per week (or fewer hours if prescribed by applicable laws and regulations). All overtime must be voluntary and must be fully compensated in accordance with the requirements of local law, and except in extraordinary circumstances, employees must be entitled to at least one day of rest in every seven-day period.

## Harassment or Abuse

Our vendors must respect the rights and dignity of their employees. We will not tolerate human rights abuses, including physical, sexual, psychological or verbal harassment or abuse of workers.

## Discrimination

Workers must be employed, retained, and compensated based on their ability to perform their jobs, and must not be discriminated against on the basis of gender, race, color, national origin, religious, ethnic or cultural beliefs, age, sexual orientation, or any other prohibited basis.

## Freedom of Association

Our vendors must respect the rights of their workers to choose (or choose not) to freely associate and to bargain collectively where such rights are recognized by law. We prohibit harassment, retaliation, and violence against trade union members and representatives.

## Environment

Our vendors must be in compliance with all applicable environmental laws and regulations, including maintaining current environmental permits. Our vendors must be in compliance with all laws related to the handling, storage, and disposal of chemicals and other hazardous materials. Our vendors must adopt reasonable practices, where possible, to conserve and protect resources, such as water and energy; and mitigate negative environmental impacts to local communities.

## Subcontractors

Our vendors must ensure that all subcontractors and any other third parties they use in the production or distribution of goods offered for sale in our stores comply with the principles described in this Code of Conduct. Additionally, our private label vendors must disclose to TJX's third-party auditors the names of all such subcontractors, and third parties before social compliance audits are scheduled.

## Monitoring and Compliance

TJX or its designated third party auditor or agent shall have the right to monitor and assess compliance with these principles. Our vendors must be transparent and honest in all communications with TJX, our auditors and agents. A violation of this Code of Conduct may result in required corrective action, cancellation of purchase order(s), and/or termination of the business relationship.

## Reporting

Violations of this Code of Conduct can be reported through the **TJX Helpline at [TJXethicsline.ethicspoint.com](https://www.tjxethicsline.ethicspoint.com)** or by calling (US #) **800-TJX-6488 (800-859-6488)**.

# Supplier Diversity

Inclusion and diversity have long been a priority at TJX. The value we place on diversity extends into all aspects of our organization, including our supplier relationships.

Our Supplier Diversity Program is dedicated to broadening supplier options for not-for-resale goods and services. Since its inception in 1992, our program has expanded to help provide additional opportunities to businesses owned by minorities, women, veterans, LGBTQ+ individuals, and persons with disabilities. This, in turn, has helped us identify suppliers for mutually beneficial relationships and has helped to promote economic development in our suppliers' local communities.

In recent years, we have been pleased to expand the program beyond the U.S. into additional regions, adding Canada and the U.K. in Fiscal 2022. In Fiscal 2023, we continued to expand, introducing the program in Germany and Australia. As we bring the program to more regions, we aim to participate in partnerships with regional councils to help us identify certified diverse suppliers in those regions.

## Supplier Diversity: Good For Communities, Smart For Business

Our Supplier Diversity program has continued to play a role in our ongoing commitment to inclusion and diversity, helping us cast a wider net when searching for suppliers to support our business. TalentBurst, one such supplier, has been a long-time partner of TJX, helping us with contingent workforce staffing needs.



TalentBurst, a certified Minority Business Enterprise (MBE)<sup>13</sup>, provides a vast array of workforce management solutions, including contingent workforce staffing, IT and engineering staffing, life sciences staffing, employer of record and agent of record services, and managed services programs. In addition, they support

other MBEs, using their diversity co-op program to offer mentorship and guidance.

Like TJX, TalentBurst has inclusion and diversity at its core, and we believe our work together has been mutually beneficial. The two companies have worked on over 100 projects helping TJX achieve its goals and offering TalentBurst opportunities for growth.

“TalentBurst has grown five times what we were when we first started working with TJX. They have been an incredible partner in this growth. We’re proud to share a hometown with TJX and to share mutual success.”

Joy Pastor  
TalentBurst, Vice President of Operations & Diversity



## Supplier Requirements

To support TJX’s goal of providing great value to our customers every day, our suppliers must demonstrate:

- / Financial stability
- / Proven history of supplier performance
- / Understanding of TJX’s business and practices
- / Ability to provide high-quality, cost-competitive products and services
- / Ability to scale their business and services to adapt to TJX’s evolving needs
- / Record of and commitment to acting in accordance with our Vendor Code of Conduct, in addition to maintaining the highest standards of business ethics.

# Certification and Registration

## U.S. Diverse-Owned Businesses:

We encourage certification with at least one of the following:

- / Disability:IN
- / National Gay & Lesbian Chamber of Commerce
- / National Minority Supplier Development Council
- / National Veteran-Owned Business Association
- / Women's Business Enterprise National Council
- / Other diverse classifications and state, local, and federal certifying agencies

## Canada, U.K., Germany and Australia Diverse-Owned Businesses:

We encourage certification with at least one of the following:

- / Canada's LGBT+ Chamber of Commerce
- / Canadian Aboriginal and Minority Supplier Council
- / Inclusive Workplace & Supply Council of Canada
- / Minority Supplier Development UK
- / OutBritain
- / WeConnect International

All diverse-owned businesses are encouraged to register on our [supplier diversity portal](#). While registering with TJX does not guarantee a business opportunity, it helps us better understand suppliers' capabilities and experience. We contact suppliers that meet our criteria if we have an appropriate, matching opportunity to participate or ask that suppliers submit requirements for consideration.

## Corporate Memberships

- / Canadian Aboriginal and Minority Supplier Council
- / Canada's LGBT+ Chamber of Commerce
- / Center for Women & Enterprise
- / Disability:IN
- / Greater New England Minority Supplier Development Council
- / Inclusive Workplace & Supply Council of Canada
- / Massachusetts LGBT Chamber of Commerce
- / Minority Supplier Development UK
- / National Gay & Lesbian Chamber of Commerce
- / National Minority Supplier Development Council
- / National Veteran-Owned Business Association
- / OutBritain
- / WeConnect International
- / Women's Business Enterprise National Council

## Contacts:

To provide goods or services not-for-resale, click [here](#).

To provide goods or services for resale, create a profile and share your products [here](#) or contact the appropriate merchandise department at 508-390-1000.

# Governance

As we continue in our efforts to grow TJX as a global, off-price, value retailer, we recognize that we must remain grounded in the same principles on which our Company was founded – operating with high levels of honesty and integrity, and treating others with dignity and respect. We rely on the talent and efforts of our Associates, as well as the example set by our leaders, to help us live these principles every day and foster the continued success of our Company. Ongoing engagement with key stakeholders informs enhancements to our policies, practices, and disclosures.

Our Board of Directors is responsible for overseeing the business and management of the Company. We believe our Board should be composed of highly engaged directors and that the Board’s skills and experience should be aligned with the changing needs of the Company for current and future business environments. As a global company with hundreds of thousands of Associates and stores on three continents, we consider inclusion and diversity to be part of, and important to, our culture. We look for a Board that represents a diversity of backgrounds and experience, including as to gender and race/ethnicity, and that reflects a range of talents, ages, skills, viewpoints, professional experiences, geographies, and educational backgrounds.

## Director Qualifications and Nominations

The Corporate Governance Committee recommends to the Board individuals to be director nominees who, in the opinion of the Committee, will be committed to the long-term success of our business and the best interests of our shareholders. The Committee considers a range of factors when considering individual candidates, including personal and professional ethics, integrity, and values; independence; and diversity, including gender, ethnic, racial, age, and geographic.

The Committee seeks nominees who have established strong professional reputations with experience in substantive areas that are important to the long-term success of our complex, global business, such as:

- / Leadership and organizational management
- / Retail industry
- / Strategic planning and growth
- / Finance and accounting
- / Technology and digital innovation
- / Human capital management
- / International operations
- / Risk management and corporate governance

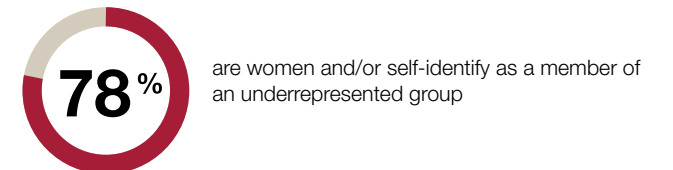
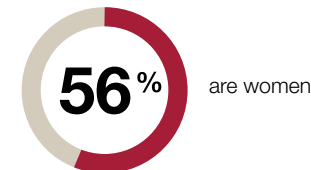
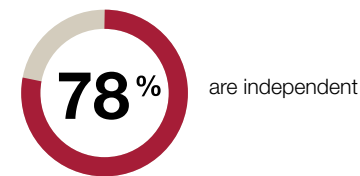
For more detail on our Board of Directors, Committees of the Board, and governance structure, we encourage you to visit our [Corporate Governance Documents](#) or review our most recent [proxy statement](#).



## Board Diversity

For each of the past 10 years, more than 50% of our Board nominees have been women and/or members of an underrepresented group.

Our current Board (as of June 2023):



## Meet Our Board



### Carol Meyrowitz

- / Director since 2006
- / Executive Chairman of the Board
- / Chairman of the Executive Committee



### Ernie Herrman

- / Director since 2015
- / Chief Executive Officer and President



### José B. Alvarez

- / Independent Director since 2020, and from 2007-2018
- / Member of the Corporate Governance and Compensation Committees



### Alan M. Bennett

- / Independent Director since 2007
- / Lead Director and Member of the Compensation, Corporate Governance, and Executive Committees



### Rosemary T. Berkery

- / Independent Director since 2018
- / Chair of the Compensation Committee and Member of the Audit and Finance Committee



### David T. Ching

- / Independent Director since 2007
- / Member of the Audit and Finance and Corporate Governance Committees



### C. Kim Goodwin

- / Independent Director since 2020
- / Member of the Audit and Finance Committees



### Amy B. Lane

- / Independent Director since 2005
- / Chair of the Audit and Finance Committee and Member of the Executive Committee



### Jackwyn L. Nemerov

- / Independent Director since 2016
- / Chair of the Corporate Governance Committee and Member of the Compensation Committee

Learn more about our Board of Directors [here](#).

## Board Committees

### Audit and Finance Committee

- / Amy B. Lane, Chair
- / Rosemary T. Berkery
- / David T. Ching
- / C. Kim Goodwin

### Corporate Governance Committee

- / Jackwyn L. Nemerov, Chair
- / José B. Alvarez
- / Alan M. Bennett
- / David T. Ching

### Compensation Committee

- / Rosemary T. Berkery, Chair
- / José B. Alvarez
- / Alan M. Bennett
- / C. Kim Goodwin
- / Jackwyn L. Nemerov

### Executive Committee

- / Carol Meyrowitz, Chair
- / Alan M. Bennett
- / Amy B. Lane

## Executive Officers

### Carol Meyrowitz

- / Executive Chairman of the Board

### Ernie Herrman

- / Chief Executive Officer and President

### Ken Canestrari

- / Senior Executive Vice President
- / Group President

### Scott Goldenberg

- / Senior Executive Vice President
- / Finance

### Louise Greenlees

- / Senior Executive Vice President
- / Group President

### Douglas Mizzi

- / Senior Executive Vice President
- / Group President

### John Klinger

- / Executive Vice President
- / Chief Financial Officer



# Corporate Governance Documents

TJX has a long history of strong corporate governance practices and policies. As part of our governance practices, we are committed to high standards of ethics, which are reflected in the TJX Global Code of Conduct, Code of Ethics for TJX Executives, Director Code of Business Conduct and Ethics, and Corporate Governance Principles. Specifically, our Global Code of Conduct, which applies to Associates worldwide as well as our Board of Directors, details our basic principles of honesty, integrity, and treating others with dignity and respect and serves as a guide for ethical business conduct. The Code is translated into over 20 languages, and we provide periodic training, both formal and informal, to reinforce our expectations. Our Code of Ethics for TJX Executives governs our Executive Chairman, Chief Executive Officer and President, Chief Financial Officer, and other senior operating, financial, and legal executives who are also subject to our Global Code of Conduct. It is designed to ensure integrity in our financial reports and public disclosures. Our Director Code of Business Conduct and Ethics is designed to promote honest and ethical conduct; compliance with applicable laws, rules, and regulations; and the avoidance of conflicts of interest for our directors.

Our Corporate Governance Principles provide expectations and guidelines for our Board, such as duties and expectations of service, including commitment of time, qualifications for independence, evaluation of performance, framework for meetings, Committee structure, stock ownership guidelines, and other elements of our Board governance. Each of the committees of our Board of Directors has a charter that sets forth, among other things, the purpose and duties and responsibilities of the respective committee. Many of the policies outlined in our Corporate Governance Principles, codes of conduct and ethics, and other governance documents create an important framework for our core values.

## Organizational Documents

Certificate of Incorporation

Bylaws

## Committee Charters

Executive Committee

Audit and Finance Committee

Compensation Committee

Corporate Governance Committee

## Guidelines, Codes, and Standards

Global Code of Conduct

Code of Ethics for TJX Executives

Director Code of Business Conduct and Ethics

Statement on Political Activity and Expenditures

Corporate Governance Principles

## Policies for Communicating with the Board of Directors and Management

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# About This Report

For more than 10 years, we have formally reported on our global corporate responsibility efforts. The data presented throughout this report denotes TJX's Fiscal 2023, which ended January 28, 2023, unless otherwise noted. It also covers certain subsequent events and initiatives that occurred after the end of Fiscal 2023 and prior to publication, which we have endeavored to note as such. Our global corporate responsibility efforts – including, but not limited to, the priorities, initiatives, programs, and practices disclosed here – may not be considered material for U.S. Securities and Exchange Commission reporting purposes.

Data and information in this report is part of our voluntary corporate responsibility disclosure. As part of this, we include select voluntary reporting frameworks, such as the Sustainability Accounting Standards Board (SASB, now part of the IFRS Foundation) and the United Nations Sustainable Development Goals (UN SDGs). In addition, we have completed the CDP Climate Change Questionnaire annually since 2010. The Reporting and Disclosures section of this report includes relevant data from our Global Corporate Responsibility Report, as well as an index for information that most closely aligns to a particular global reporting framework. However, these comparisons are not meant to imply TJX's full alignment with any of these frameworks.

We think of our corporate responsibility reporting as ever evolving and continue to evaluate the changing landscape of reporting frameworks and consider what is appropriate for our off-price business and disclosures.

We also seek third-party assurance with respect to certain emissions information reported in this report. More information can be found on the Climate and Energy page, or in our GHG Inventory index.

# Data Tables

## Workplace

RETENTION	FY2023
People in managerial positions around the world that have been at the company for 10 or more years <sup>2</sup>	40%

PROMOTIONS	FY2023
Managerial <sup>2</sup> positions in stores and field offices that were filled by internal promotions	58%
Promotions globally by gender	
Female	80%
Promotions in the U.S. by racial diversity <sup>4</sup>	
People of color <sup>3</sup>	50%

DEVELOPMENT	FY2023
Attendance in Global Leadership Curriculum courses since 2017	33,000+
Self-paced learning resources available for enrollment through our Global Online Learning Library	2,000+
Percentage of TJX Europe early in career program hires who were internal candidates	29%

# Data Tables

## Workplace (Cont'd)

DIVERSITY BY POSITION	FY2023
<b>Female</b>	
Global Workforce	78%
Vice President and Above	49%
Managerial <sup>2</sup> Positions	68%
Non-managerial Positions	79%
<b>People of Color<sup>3</sup></b>	
U.S. Workforce	58%
Vice President and Above in the U.S.	14%
Managerial <sup>2</sup> Positions in the U.S.	36%
Non-managerial Positions in the U.S.	60%

# Data Tables

## Communities

COMMUNITIES	FY2023
Meals provided	30 million
Units of product donated	1 million
Donated and raised for healthcare and patient care	\$27 million
Domestic violence services provided	30,000
Shelter nights provided	300,000
Young people provided workforce readiness opportunities	10,000
Young people provided access to educational opportunities	3 million
Organizations that received philanthropic grants through our three foundations in the U. S., Canada, and Europe	2,000+

# Data Tables

## Environment

EMISSIONS	FY2019	FY2020	FY2021	FY2022	FY2023
<b>Emissions by Scope (MT CO<sub>2</sub>e)</b>					
Scope 1					
Direct: Emissions to air	109,302	125,782	105,001	121,653	128,450
Scope 2					
Indirect: Supplied electricity (location-based)	673,581	634,475	537,044	577,574	598,025
Indirect: Supplied electricity (market-based)	558,982	540,336	437,644	459,657	441,194
Scope 3					
Indirect: Business travel	47,000	37,600	7,000	4,100	19,300
Indirect: Waste generated in operations	33,300	44,500	34,000	46,700	34,700
Indirect: Downstream Transportation & Distribution				12,600	7,800
<b>Total Gross Global Scope 1 Emissions by GHG Type (MT CO<sub>2</sub>e)</b>					
CO <sub>2</sub>	98,106	104,708	90,780	103,106	111,300
CH <sub>4</sub>	107	138	136	220	102
N <sub>2</sub> O	130	286	126	375	433
Hydrofluorocarbons (HFCs)	10,960	20,650	13,959	17,952	16,616

# Data Tables

## Environment (Cont'd)

<b>EMISSIONS (Cont'd)</b>	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>
<b>Total Gross Global Scope 1 Emissions by Business Division - Location-Based (MT CO<sub>2</sub>e)</b>					
U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	72,487	87,029	74,411	87,362	90,084
Canada (Winners, Marshalls, and HomeSense)	16,482	16,544	13,906	15,297	15,639
Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	20,334	22,209	16,684	18,994	22,727
<b>Total Gross Global Scope 2 Emissions by Business Division - Location-Based (MT CO<sub>2</sub>e)</b>					
U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	554,929	532,732	457,572	491,133	511,518
Canada (Winners, Marshalls, and HomeSense)	25,536	21,321	21,816	19,939	19,501
Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	93,115	80,422	57,656	66,502	67,006
<b>Total Gross Global Scope 2 Emissions by Business Division - Market-Based (MT CO<sub>2</sub>e)</b>					
U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	425,052	424,215	381,027	438,556	420,835
Canada (Winners, Marshalls, and HomeSense)	3,513	2,651	3,365	2,662	3,095
Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	130,418	113,471	53,252	18,439	17,264



# Data Tables

## Environment (Cont'd)

EMISSIONS (Cont'd)	FY2019	FY2020	FY2021	FY2022	FY2023
<b>Intensity</b>					
Gross global combined Scope 1 and 2 emissions in metric tons CO <sub>2</sub> e per unit currency total revenue - MT CO <sub>2</sub> e per US\$ (location-based Scope 2)	0.0000201	0.0000182	0.0000200	0.0000144	0.0000145
Gross global combined Scope 1 and 2 emissions in metric tons CO <sub>2</sub> e per full time equivalent (FTE) employee - MT CO <sub>2</sub> e per FTE (location-based Scope 2)	2.60	2.65	2.01	2.06	2.21
<b>Carbon Offsets (MT CO<sub>2</sub>e)</b>					
A reduction in emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere	26,140	25,866	19,066	21,000	20,200
<b>GHG Emissions Reductions</b>					
GHG reductions from energy efficiency projects (location-based)	23,900	16,000	5,800	3,400	14,680
GHG reductions from low carbon and renewable energy (market-based)	150,900	131,200	146,600	196,712	219,545
<b>Emissions Goal Performance (Percent change MT CO<sub>2</sub>e vs. FY2017 (market-based Scope 2) (against FY2017 baseline)</b>					
Percent reduction vs. FY2017 baseyear	-16.9%	-16.9%	-32.3%	-27.5%	-28.8%

# Data Tables

## Environment (Cont'd)

WASTE	FY2019	FY2020	FY2021	FY2022	FY2023
Recycled materials (MT)	233,411	256,539	216,684	277,831	280,089

ENERGY	FY2019	FY2020	FY2021	FY2022	FY2023
<b>By type (MWh)</b>					
Electricity	1,759,105	1,769,376	1,574,832	1,757,717	1,788,510
Steam	1,326	1,326	1,326	1,326	162
Motor diesel	61,424	66,127	48,927	55,732	66,307
Distillate fuel oil number 2	1,575	1,443	1,615	1,834	4,070
Motor gasoline	18,127	20,232	17,588	19,555	24,751
Natural gas	420,469	447,822	398,378	456,899	477,393
LNG	3,277	2,623	2,561	4,520	3,336
Propane	5,633	6,144	5,981	6,195	8,179
<b>Low carbon and Renewable Energy (MWh)</b>					
Unbundled Energy attribute certificates (renewable energy certificates)	142,521	139,085	29,527	29,527	193,340
Green tariffs and direct procurement contracts supported by energy attribute certificates	264,069	235,923	374,681	429,289	287,513

# Data Tables

## Responsible Business

GLOBAL SOCIAL COMPLIANCE AND RESPONSIBLE SOURCING	FY2023
Audits either conducted by TJX’s third-party auditors directly or accepted from accredited sources	2,900+
TJX Buying Associates	1,200+
Merchandise Vendors	~21,000
Number of countries TJX sources product from	100+

GOVERNANCE	JUNE 2023
Independent	78%
Women	56%
Self-identify as a member of an underrepresented group (race, ethnicity, LGBTQ+)	44%
Women and/or self-identify as a member of an underrepresented group	78%

# SASB Disclosure Matrix

The following table provides an index for select metrics from the Sustainability Accounting Standards Board (now part of the IFRS Foundation) for Multiline and Specialty Retailers and Distributors that are included in our FY2023 global corporate responsibility reporting or other relevant FY2023 disclosures. Data reflected here is from TJX's Fiscal Year 2023, which ended January 28, 2023.

## MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

Table 1. Sustainability Disclosure Topics and Accounting Metrics

ACCOUNTING METRIC	CODE	SOURCE (CR REPORT UNLESS WHERE NOTED)
<b>Energy Management In Retail and Distribution</b> (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-MR-130a.1	<b>Pg. 35-39 - Climate and Energy</b> <b>Pg. 63-66 - Data Tables</b>
<b>Data Security</b> Description of approach to identifying and addressing data security risks	CG-MR-230a.1	<b>Pg. 8 - Information Security and Privacy</b> <b>Proxy, pg. 17</b>
<b>Labor Practices</b> (1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a.2	<b>Pg. 15-16 - Development</b> <b>Pg. 18-21 - Our Commitment to Inclusion and Diversity</b>
<b>Workforce Diversity and Inclusion</b> Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CG-MR-330a.1	<b>Pg. 18-21 - Our Commitment to Inclusion and Diversity</b>
<b>Product Sourcing, Packaging, and Marketing</b> Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2	<b>Pg. 44-46 - Responsible Sourcing</b> <b>Pg. 48-49 - Factory Auditing</b> <b>Pg. 51-52 - Vendor Code of Conduct</b>
Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	<b>Pg. 40-42 - Waste Management</b> <b>Pg. 44-46 - Responsible Sourcing</b>



# SASB Disclosure Matrix (Cont'd)

Table 2. Activity Metrics



ACTIVITY METRIC	CODE	SOURCE
Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	Annual Report, pgs. 23-24 Annual Report, pg. 24
Total area of: (1) retail space and (2) distribution centers	CG-MR-000.B	Annual Report, pg. 8 Annual Report, pg. 24

# United Nations Sustainable Development Goals Disclosure Matrix

Our corporate responsibility program is based on four pillars: Workplace, Communities, Environmental Sustainability, and Responsible Business. We acknowledge the importance of the 17 United Nations Sustainable Development Goals (SDGs), and are including a mapping of references to the SDGs within our reporting.

SDGS	TJX EFFORTS	SOURCE	PAGE
 <p>SDG 2 Zero Hunger</p>	<p>Fulfilling critical basic needs is one of the four core social impact areas within our community program. In our communities around the world, many families find themselves unable to meet their basic needs. In Fiscal 2023 our funding to organizations helped serve 30 million meals.</p>	<p>CR Report</p>	<p>25-26</p>
 <p>SDG 3 Good Health and Well-Being</p>	<p>Supporting organizations that deliver services to families and children when they are facing life-threatening illnesses is one of the four core social impact areas within our community program. In Fiscal 2023, with support from our customers during in-store campaigns, we donated and raised \$27 million for healthcare research and patient care.</p>	<p>CR Report</p>	<p>29-30</p>
 <p>SDG 4 Quality Education</p>	<p>Supporting education and training is one of the four core social impact areas within our community program. TJX has long been committed to helping unlock educational opportunities for at-risk youth and vulnerable young people to help them reach their full potential. Over the years, our efforts have focused on quality enrichment and extracurricular programs that provide skills, resources, and opportunities to support school and career success in the hopes of helping to create a brighter future for children, teens, and young adults. In Fiscal 2023, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 3 million young people.</p>	<p>CR Report</p>	<p>27-28</p>
 <p>SDG 5 Gender Equality</p>	<p>We are proud of the strong representation of women across our company, including an increasing percentage of our leadership team.</p> <p>In 2019, we published our first pay equity analysis looking at gender of our U.S. workforce, and in 2020, we expanded our efforts to include race/ethnicity. We are pleased to report that our most recent analysis, based on 2021 data and accounting for job title, geography, and full- or part-time status, was consistent with findings in previous years. In the U.S., on average, there are no meaningful differences in base pay between Associates based on gender or race/ethnicity.</p>	<p>CR Report</p>	<p>18-21</p>

# United Nations Sustainable Development Goals Disclosure Matrix (Cont'd)

SDGS	TJX EFFORTS	SOURCE	PAGE
 <p>SDG 7 Affordable and Clean Energy</p>	<p>We work across our global business operations to measure, manage, and mitigate our climate impacts. In April 2022, we announced expanded commitments to reduce the climate impacts of our direct operations — meaning our stores, home offices, distribution (or processing) centers, and certain vehicles.</p> <p>Our global climate and energy targets include:</p> <p>By 2030:</p> <ul style="list-style-type: none"> <li>• We expect to reach a 55% absolute reduction in greenhouse gas (GHG) emissions from our own operations (Scope 1 and Scope 2) by Fiscal 2030 (against a Fiscal 2017 baseline)</li> <li>• We intend to source 100% renewable energy<sup>7</sup> in our operations</li> </ul> <p>By 2040:</p> <ul style="list-style-type: none"> <li>• We have a goal to achieve net zero GHG emissions in our own operations (Scope 1 and Scope 2)</li> </ul>	<p>CR Report</p>	<p><b>34-39</b></p>
 <p>SDG 13 Climate Action</p>	<p>In Fiscal 2023, we sourced over 478 million kilowatt hours of renewable energy in total, generated from a variety of technologies.</p> <p>In comparison to Fiscal 2022, TJX renewable and low-carbon energy sourcing increased by about 5% in Fiscal 2023.</p> <p>Compared to Fiscal 2022, we purchased 22,000 megawatt hours more renewable and low-carbon energy, including renewable energy certificates (RECs), onsite solar power purchase agreements (PPAs), and utility-supplied renewable energy.</p>		

# EEO-1 Report (2022)

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	2	16	0	0	0	0	0	8	0	0	0	0	0	27
First/Mid-Level Officials and Managers	975	2002	3611	850	253	17	16	74	6905	1555	404	54	46	155	16917
Professionals	50	89	676	30	125	1	0	11	1462	68	154	0	0	23	2689
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	10305	48321	12942	7175	2166	93	170	1199	65569	26727	10627	549	851	4177	190871
Administrative Support Workers	246	528	436	154	69	3	2	23	1101	223	136	1	7	29	2958
Craft Workers	117	62	238	116	32	0	5	12	90	74	6	0	2	15	769
Operatives	204	206	136	183	78	2	1	6	54	75	7	0	2	2	956
Laborers and Helpers	2990	6985	1533	1546	1446	13	52	106	1798	1827	1826	21	46	94	20283
Service Workers	0	1	1	0	0	0	0	1	1	0	0	0	0	0	4
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	<b>14888</b>	<b>58196</b>	<b>19589</b>	<b>10054</b>	<b>4169</b>	<b>129</b>	<b>246</b>	<b>1432</b>	<b>76988</b>	<b>30549</b>	<b>13160</b>	<b>625</b>	<b>954</b>	<b>4495</b>	<b>235474</b>
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>	<b>16061</b>	<b>59747</b>	<b>20807</b>	<b>11445</b>	<b>4259</b>	<b>152</b>	<b>291</b>	<b>1502</b>	<b>79614</b>	<b>32865</b>	<b>13291</b>	<b>641</b>	<b>1023</b>	<b>4600</b>	<b>246298</b>

WORKFORCE SNAPSHOT PERIOD 10/2/2022 - 10/8/2022



# Endnotes

1. Please note that references to items accomplished or completed in this report denote TJX's Fiscal Year 2023, which ended January 28, 2023.
2. Managerial is defined as Assistant Store Manager (or equivalent level) and above across the Company.
3. People of Color includes, consistent with definitions used by the Equal Employment Opportunity Commission ("EEOC"), the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Other Pacific Islander; American Indian or Alaskan Native; and Two or More Races.
4. Data on ethnic and racial diversity for the U.S. only. Statistics for U.S. Associates are based on racial/ethnic designations used by the EEOC.
5. Underrepresented group is defined as race, ethnicity, and LGBTQ+.
6. Data based on our latest U.S. EEO-1 report.
7. Electricity only.
8. Fiscal 2022 reduction was impacted by store closures in Canada and Europe due to the COVID-19 global pandemic.
9. Carbon offsets are certificates that can be traded. The certificate represents a reduction in GHG emissions created by a project, for example, planting acres of trees. Companies can purchase these certificates to "offset" GHG emissions in their operations.
10. Transportation involving more than one form of carrier during a single journey.
11. Where TJX manages the waste operations for the stores.
12. Amfori's Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), and Sedex Information Exchange Limited (SEDEX).
13. A business that is at least 51% owned, operated, and controlled by one or more minorities.

# Forward Looking Statement

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS: Various statements made in this report are forward-looking and are inherently subject to a number of risks, uncertainties, and potentially inaccurate assumptions. All statements that address activities, events or developments that we intend, expect, or believe may occur in the future are forward-looking statements, including, among others, statements regarding the Company's business plans and prospects, as well as commitments, goals, initiatives, objectives, programs, and targets related to, among other things, corporate responsibility, social impact, social compliance, workplace initiatives, environmental sustainability, product packaging, and sourcing. These statements are typically accompanied by the words "aim," "anticipate," "approximately," "aspire," "believe," "continue," "could," "estimate," "expect," "forecast," "goal," "hope," "intend," "may," "outlook," "predict," "plan," "potential," "project," "seek," "should," "strive," "target," "will," "would", or similar words, although not all forward-looking statements contain these identifying words. Each forward-looking statement is subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such forward-looking statements. A variety of factors could cause our future results to differ materially from the anticipated events or results expressed in such forward-looking statements, including the execution of buying strategy and inventory management; customer trends and preferences; competition; marketing efforts; operational and business expansion; management of a business and operations of large size and scale; the COVID-19 pandemic; global sourcing of merchandise; data security and IT systems; labor costs and workforce challenges; personnel recruitment, training, and retention; corporate and retail banner reputation; environmental, social, and governance matters; expanding international operations; loss or theft of inventory; cash flow; mergers, acquisitions, business investments and divestitures, closings or business consolidations; real estate leases; economic conditions and consumer spending; market instability; serious disruptions or catastrophic events; seasonal influences; utility, transportation, or logistics costs or availability; fluctuations in exchange rates; compliance with laws, regulations, and orders and changes in laws, regulations, and applicable accounting standards; outcomes of litigation, legal proceedings, and other legal or regulatory matters; quality, safety, and other issues with our merchandise; and tax matters. Readers should also review Item 1A, Risk Factors, of our Annual Report on Form 10-K for the fiscal year ended January 28, 2023 filed with the U.S. Securities and Exchange Commission (the "SEC") on March 29, 2023 for a description of important factors that could cause our future results to differ materially from those contemplated by the forward-looking statements made in this report, as well as other information we file with the SEC. We caution investors, potential investors, and others not to place considerable reliance on the forward-looking statements contained in this report. You are encouraged to read our filings with the SEC, available at [www.sec.gov](http://www.sec.gov), for a discussion of these and other risks and uncertainties. We do not undertake any obligation to publicly update or revise our forward-looking statements, even if experience or future changes make it clear that any projected results expressed or implied in such statements will not be realized.