

2022

ESG Data and Frameworks



September 2022

TJX[®]

TABLE OF CONTENTS

Data Tables.....	3
SASB Data Table.....	8
GRI Table	10
UN SDGs	15

Data Tables

Workplace	
Data Item Description	FY2022
Percent of managerial ¹ positions in stores and field offices that were filled by internal promotions	63%
Percent of people in managerial positions around the world that have been at the company for 10 or more years ¹	40%
Attendance in Global Leadership Curriculum courses since 2017	23,000+
Percent of global workforce that is female	77%
Percent of people in managerial ¹ positions globally that are female	68%
Percent of people in non-managerial positions globally that are female	79%
Percent of Vice President and above positions globally that are female	47%
Percent of promotions globally that were earned by women	80%
Percent of our workforce in the U.S. that is people of color ^{2,3}	59%
Percent of people in managerial ¹ positions in the U.S. that are people of color ^{2,3}	35%
Percent of people in non-managerial positions in the U.S. that are people of color ^{2,3}	60%
Percent of Vice President and above positions in the U.S. that are people of color ^{2,3}	14%
Percent of Promotions in the U.S. that were earned by people of color ^{2,3}	49%

U.S. Workforce Representation by Race/Ethnicity (based on 2021 U.S. EEO-1 report)	
Data Item Description	2021
White	41%
Hispanic or Latino	31%
Black or African American	18%
Asian	7%
2 or more races	2%
American Indian or Alaska Native	<1%
Native Hawaiian or Pacific Islander	<1%

Communities	
Data Item Description	FY2022
Meals provided	37 million
Young people provided access to educational opportunities	3 million
Donated for healthcare research and patient care	\$30 million
Domestic violence services provided	100,000
Shelter nights provided	500,000
Donated for cancer research and patient care	\$11.8 million
Young people provided workforce readiness opportunities	7,500
Units of product donated	700,000

Data Tables (cont'd)

Environment								
		Revised FY2017 ⁴	FY2018	FY2019	FY2020	FY2021	FY2022	Unit of Measure
Scope 1	Direct: Emissions to air	80,561	99,906	109,302	125,782	105,001	121,653	MT CO ₂ e
Scope 2	Indirect: Supplied electricity (location-based)	697,198	684,375	673,581	634,475	537,044	577,574	MT CO ₂ e
Scope 2	Indirect: Supplied electricity (market-based)	721,497	632,924	558,982	540,336	437,644	459,657	MT CO ₂ e
Scope 3	Indirect: Business travel	29,999	43,645	47,000	37,600	7,000	4,100	MT CO ₂ e
Scope 3	Indirect: Waste generated in operations	49,182	35,865	33,300	44,500	34,000	46,700	MT CO ₂ e
	Indirect: Downstream Transportation & Distribution						12,600	MT CO ₂ e
Total Gross Global Scope 1 Emissions by GHG Type	CO2	80,557	87,918	98,106	104,708	90,780	103,106	MT CO ₂ e
	CH4	37	50	107	138	136	220	MT CO ₂ e
	N2O	59	70	130	286	126	375	MT CO ₂ e
	Hydrofluorocarbons (HFCs)	7,259	11,868	10,960	20,650	13,959	17,952	MT CO ₂ e
Total Gross Global Scope 1 Emissions by Business Division - Location-Based	U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	48,629	65,851	72,487	87,029	74,411	87,362	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	12,458	15,676	16,482	16,544	13,906	15,297	MT CO ₂ e
	Europe (T.K. Maxx and Home-sense) and Australia (T.K. Maxx)	19,474	18,380	20,334	22,209	16,684	18,994	MT CO ₂ e
Total Gross Global Scope 2 Emissions by Business Division - Location-Based	U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	552,782	545,571	554,929	532,732	457,572	491,133	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	22,972	25,356	25,536	21,321	21,816	19,939	MT CO ₂ e
	Europe (T.K. Maxx and Home-sense) and Australia (TK Maxx)	121,443	113,448	93,115	80,422	57,656	66,502	MT CO ₂ e

Data Tables (cont'd)

Environment								
		Revised FY2017 ⁴	FY2018	FY2019	FY2020	FY2021	FY2022	Unit of Measure
Total Gross Global Scope 2 Emissions by Business Division - Market Based	U.S. (T.J. Maxx, Marshalls, Home-Goods, Sierra, and Homesense)	562,711	491,241	425,052	424,215	381,027	438,556	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	4,241	5,996	3,513	2,651	3,365	2,662	MT CO ₂ e
	Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	154,545	135,687	130,418	113,471	53,252	18,439	MT CO ₂ e
Waste	Recycled materials	189,092	211,489	233,411	256,539	216,684	277,831	MT
Energy	Electricity	1,755,867	1,755,477	1,759,105	1,769,376	1,574,832	1,757,717	MWh
	Steam	4,111	1,058	1,326	1,326	1,326	1,326	MWh
	Motor diesel	61,793	60,798	61,424	66,127	48,927	55,732	MWh
	Distillate fuel oil number 2	919	3,629	1,575	1,443	1,615	1,834	MWh
	Motor gasoline	21,378	19,740	18,127	20,232	17,588	19,555	MWh
	Natural gas	283,345	359,935	420,469	447,822	398,378	456,899	MWh
	Propane	4,793	5,862	5,633	6,144	5,981	6,195	MWh
Low carbon and Renewable Energy	Unbundled Energy attribute certificates (renewable energy certificates)	25,595	26,000	142,521	139,085	29,527	29,527	MWh
	Green tariffs and direct procurement contracts supported by energy attribute certificates	1,248	169,906	264,069	235,923	374,681	429,289	MWh
Carbon Offsets	A reduction in emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere		4,000	26,140	25,866	19,006	21,000	MT CO ₂ e

Data Tables (cont'd)

Environment

		Revised FY2017 ⁴	FY2018	FY2019	FY2020	FY2021	FY2022	Unit of Measure
GHG Emissions Reductions	GHG reductions from energy efficiency projects (location-based)	17,500	19,500	23,900	16,000	5,800	3,400	MT CO ₂ e per US\$ (location-based Scope 2)
	GHG reductions from low carbon and renewable energy (market-based)		58,100	150,900	131,200	146,600	196,712	MT CO ₂ e per US\$ (market-based Scope 2)
Intensity Metrics	Gross global combined Scope 1 and 2 emissions in metric tons CO ₂ e per unit currency total revenue	0.0000234	0.0000219	0.0000201	0.0000182	0.00002	0.0000144	MT CO ₂ e per US\$ (location-based Scope 2)
	Gross global combined Scope 1 and 2 emissions in metric tons CO ₂ e per full time equivalent (FTE) employee	3.31	3.15	2.90	2.65	2.01	2.06	MT CO ₂ e per FTE (location-based Scope 2)
Goal Performance (against FY2017 baseline)	Percent reduction vs. FY2017 baseyear		-8.6%	-16.9%	-16.9%	-32.3%	-27.5%	Percent change MT CO ₂ e vs. FY2017 (market-based Scope 2)

Data Tables (cont'd)

Responsible Business	
Data Item Description (#)	FY2022
Audits either conducted by TJX's third-party auditors directly or accepted from accredited sources	2,400+
TJX Buying Associates	1,200+
Merchandise Vendors	~21,000
Number of countries in which TJX Buying Associates sourced product from vendors	100+

Governance (Board of Directors)	
Data Item Description	As of June 2022
Independent	82%
Women	45%
Self-identify as a member of an underrepresented group (race, ethnicity, LGBTQ+)	36%
Women and/or self-identify as a member of an underrepresented group	64%

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 FY2022 global corporate responsibility reporting or other relevant FY2022 disclosures. Data reflected here is from TJX's Fiscal Year 2022, which ended January 29, 2022.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

Table 1. Sustainability Disclosure Topics and Accounting Metrics

Accounting Metric	Category	Unit of Measure	Code	Source (CR report unless where noted)
Energy Management in Retail and Distribution				
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Megawatt hours (MWh) and percentage (%)	CG-MR-130a.1	Pg. 97-99 - Data table
Data Security				
Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	Pg. 84 - Information Security and Privacy Annual Report, pg. 22 Proxy, pg. 25
Labor Practices				
(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Percentage (%)	CG-MR-310a.2	Pg. 14 – Career Development
Workforce Diversity and Inclusion				
Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	Pg. 18 - Inclusion and Diversity
Product Sourcing, Packaging, and Marketing				
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-MR-410a.2	Pg. 66 - Chemicals Management Pg. 77 - Factory Auditing Pg. 78 - Vendor Code of Conduct
Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	Pg. 65-67 - Chemicals Management Pg. 58-59 - Waste Management

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Source (CR report unless where noted)
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	Annual Report, pgs. 29-30 Annual Report, pg. 30
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square Meters (m2)	CG-MR-000.B	Annual Report, pg. 15 Annual Report, pg. 30

GRI DISCLOSURE MATRIX

TJX provides an index of our corporate responsibility reporting mapped against the Global Reporting Initiative's (GRI) Standards for Sustainability Reporting Framework guidelines. This material references the GRI Standards published in 2018.

Fiscal Year 2022				
GRI 102: General Disclosures				
Topic	Disclosure Number	Disclosure Title	Source	Page
Organizational profile	102-1	Name of the organization	Website	N/A
	102-2	Activities, brands, products, and services	Website	N/A
	102-3	Location of headquarters	Annual Report	9
	102-4	Location of operations	Annual Report	29-30
	102-5	Ownership and legal form	Annual Report	9
	102-6	Markets served	Website	N/A
	102-7	Scale of the organization	Website	N/A
	102-8	Information on employees and other workers	Website	N/A
	102-9	Supply chain	CR report	64, 86
	102-10	Significant changes to the organization and its supply chain	Annual Report	No significant changes
	102-12	External initiatives	CR report	68, 73, 86
	102-13	Membership of associations	CR report	16, 50, 73, 87
	Strategy	102-14	Statement from senior decision- maker	CR report
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	CR report	4, 63, 93-94

Topic	Disclosure Number	Disclosure Title	Source	Page
GRI 102: General Disclosures (cont'd)				
Ethics and integrity (cont'd)	102-17	Mechanisms for advice and concerns about ethics	TJX Global Code of Conduct, CR report	71 , 80
			Website	N/A
Governance	102-18	Governance structure	Proxy	21-24
			CR report	91-92
	102-20	Executive-level responsibility for economic, environmental, and social topics	CR report	3 , 51 , 66 , 72
	102-21	Consulting stakeholders on economic, environmental, and social topics	CR report	73 , 83 , 89
	102-22	Composition of the highest governance body and its committees	CR report	89-93
	102-23	Chair of the highest governance body	CR report	91
			Proxy	27
	102-24	Nominating and selecting the highest governance body	Proxy	23
	102-25	Conflicts of interest	Director Code of Business Conduct & Ethics, CR report	94
	102-26	Role of highest governance body in setting purpose, values, and strategy	Proxy	25
	102-28	Evaluating the highest governance body's performance	Proxy	24
	102-33	Communicating critical concerns	TJX Global Code of Conduct, CR report	94
	102-35	Remuneration policies	Proxy	42-55
	102-36	Process for determining remuneration	Proxy	56-57
102-37	Stakeholders' involvement in remuneration	Proxy	20 , 44	
102-38	Annual total compensation ratio	Proxy	74	





Topic	Disclosure Number	Disclosure Title	Source	Page
GRI 102: General Disclosures (cont'd)				
Stakeholder Engagement	102-40	List of stakeholder groups	CR report	61 , 68 , 73 , 83 , 89
	102-41	Collective bargaining agreements	Vendor Code of Conduct , CR Report	80
	102-42	Identifying and selecting stakeholders	CR report	61 , 68 , 73 , 83 , 89
	102-43	Approach to stakeholder engagement	CR report	61 , 68 , 73 , 83 , 89
	102-44	Key topics and concerns raised	CR report	68
Reporting Practice	102-45	Entities included in the consolidated financial statements	Annual Report	12-13
	102-46	Defining report content and topic Boundaries	CR report	3-6
	102-48	Restatements of information	N/A	N/A
	102-53	Contact point for questions regarding the report	Website	N/A
	102-54	Claims of reporting in accordance with the GRI Standards	CR report	103
	102-55	GRI content index	CR report	103
GRI 201: Economic Performance				
	201-1	Direct economic value generated and distributed	Annual Report	57
	201-2	Financial implications and other risks and opportunities due to climate change	CDP	N/A
	201-3	Defined benefit plan obligations and other retirement plan	Proxy Annual Report	58 , 67 76-78
GRI 205: Anti-corruption				
	103	Management approach	TJX Global Code of Conduct	94
GRI 206: Anti-competitive Behavior				
	103	Management approach	TJX Global Code of Conduct	94
GRI 301: Materials				
	301-1	Waste management	CR report	57
	301-2	Discussion of diversion rates, recycling and packaging solutions	CR report	57-60



Topic	Disclosure Number	Disclosure Title	Source	Page
GRI 301: Materials (cont'd)				
	301-2 (cont'd)	Recycled materials (MT)	CR report	Data table 98
	301-3	Reclaimed products and their packaging materials	CR report	57-60
GRI 302: Energy				
	103	Management approach	CR report	49, 51-56
	302-1	Energy consumption within the organization	CR report	Data table 98
	302-3	Energy intensity	CR report, CDP	Data table 99
	302-4	Reduction of energy consumption	CR report, CDP	51-56
GRI 303: Water and Effluents				
	103	Management approach	CR report	60
	303-1	Interactions with water as a shared resource	CR report	60
GRI 305: Emissions				
	103	Management approach	CR report	47, 49, 65
	305-1	Direct (Scope 1) GHG emissions	CDP , CR report	Data table 97
	305-2	Energy indirect (Scope 2) GHG emissions	CDP , CR report	Data table 97
	305-3	Other indirect (Scope 3) GHG emissions	CDP , CR report	Data table 97
	305-4	GHG emissions intensity	CDP , CR report	Data table 99
	305-5	Reduction of GHG emissions	CDP , CR report	52-56
GRI 308: Supplier Environmental Assessment				
	103	Management approach	Vendor Code of Conduct , CR report	80-82
	308-1	New suppliers that were screened using environmental criteria	CR report	75-77
GRI 401: Employment				
	103	Management approach	CR report	7-8
	401-1	New employee hires and employee turnover	CR report	10-13, 19
	401-3	Parental leave	CR report	22, 25

Topic	Disclosure Number	Disclosure Title	Source	Page
GRI 404: Training and Education				
	103	Management approach	CR report	14
	404-2	Programs for upgrading employee skills and transition assistance programs	CR report	14-17
GRI 405: Diversity and equal opportunity				
	103	Management approach	CR report	18, 19
	405-1	Diversity of governance bodies and employees	CR report	Data table 100
	405-2	Ratio of basic salary and remuneration of women to men	CR report, Website	24
GRI 407: Freedom of Association and Collective Bargaining				
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Vendor Code of Conduct , CR report	81
GRI 408: Child Labor				
	408-1	Operations and suppliers at significant risk for incidents of child labor	Vendor Code of Conduct , CR report	81
GRI 409: Forced or Compulsory Labor				
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Vendor Code of Conduct , CR report	81
GRI 412: Human Rights Assessment				
	103	Management approach	Vendor Code of Conduct , CR report	80-82
GRI 413: Local Communities				
	103	Management approach	CR Report	26-47
GRI 414: Supplier Social Assessment				
	414-1	New suppliers that were screened using social criteria	CR Report	62-67
GRI 415: Public Policy				
	103	Management approach	Statement on Political Activity and Expenditures	N/A

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS DISCLOSURE MATRIX

Our corporate responsibility program is based on four pillars: Our Workplace, Our 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.

TJX UN SDGs Content Index				
SDGs	TJX efforts	Source	Page	
 SDG2 Zero Hunger	<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 FY 2022 our funding to organizations allowed 37 million meals to be served.</p>	CR report	35	
 SDG3 Good Health and Well-Being	<p>A key part of our communities work involves supporting organizations that deliver services to families and children when they are facing life-threatening illnesses, including funding organizations with missions aimed at spurring advancements in cures and care. In FY 2022, we donated \$30 million for healthcare research and patient care and \$11.8 million for cancer research and patient care.</p>	CR report	42	
 SDG4 Quality Education	<p>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 support has focused on quality enrichment and out-of-school 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 FY 2022, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 3 million young people.</p>	CR report	38	
 SDG5 Gender Equality	<p>Within our workplace, 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>	CR report	18-24	

SDGs	TJX efforts	Source	Page
 <p>SDG7 Affordable and Clean Energy</p>  <p>SDG13 Climate Action</p>	<p>In FY 2022, we sourced over 435 million kilowatt hours of renewable energy in total, generated from a variety of technologies. In comparison to Fiscal 2021, TJX renewable and low-carbon energy sourcing increased by about 14% in Fiscal 22.</p> <p>We purchased 54,600 megawatt hours more renewable and low-carbon energy, including renewable energy certificates (RECs), onsite solar power purchase agreements (PPAs), and utility-supplied renewable energy in Fiscal 2022 than in Fiscal 2021.</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 targets include: By 2030:</p> <ul style="list-style-type: none"> • We expect to reach a 55% absolute reduction in greenhouse gas (GHG) emissions from our direct operations (Scope 1 and Scope 2) by Fiscal 2030 (against a Fiscal 2017 baseline) • We intend to source 100% renewable energy⁵ in our operations <p>By 2040:</p> <ul style="list-style-type: none"> • We have a goal to achieve net zero GHG emissions in our operations (Scope 1 and Scope 2) 	<p>CR report</p>	<p>48-56</p>

ENDNOTES

¹Managerial is defined as Assistant Store Manager (or equivalent level) and above across the Company.

²People 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.

³Data 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.

⁴Our 2017 GHG inventory calculations were restated in 2018 to reflect updated emissions factors and activity data where appropriate.

⁵Purchased electricity only.