



GLOBAL CORPORATE RESPONSIBILITY REPORT AT-A-GLANCE

2024



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To learn more, visit
tjx.com/corporate-responsibility/introduction.

Please note that references to items accomplished or completed in this booklet denote TJX's Fiscal 2024, which ended February 3, 2024, unless otherwise noted.

Our Approach to Corporate Responsibility

Corporate responsibility has been part of the fabric of who we are from day one. 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. Our focus on value drives the many corporate responsibility programs and initiatives we have launched over the years, including those aimed at supporting Associates, giving back to the communities in which we operate, mitigating our impact on the environment, and operating our business with integrity. We focus our efforts where we believe we can have a meaningful impact and report our efforts under four pillars:

- / Workplace
- / Communities
- / Environmental Sustainability
- / Responsible Sourcing





We firmly believe that our continued commitment to developing and implementing meaningful environmental, social, and governance 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.

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



FY24 Highlights¹

Workplace



68%

of people in managerial positions globally were women²

35,000+

attendance in Global Leadership Curriculum courses since 2017

More than
75%

of current U.S. Store Managers were promoted into their role from other positions in the Company

79%

of promotions globally were earned by women

37%

of people in managerial positions in the U.S. were people of color^{2,3,4}



Environmental Sustainability

32%

reduction in global GHG emissions from our own operations since FY17⁶



81% of global operational waste diverted from landfill⁷



31%

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

Recognized with a 2024 SmartWay Excellence Award from U.S. EPA for the environmental performance and efficiency of our freight management operations

Communities



500,000

shelter nights provided⁵

2 million

young people provided access to educational opportunities⁵



Funding for disaster relief efforts for wildfires in areas such as Hawaii and Canada

33 million

meals provided⁵

\$23 million

donated for healthcare research and patient care

Responsible Sourcing



Reviewed audits from factories in

~30

countries

We offer training sessions on a regular basis to buying agents, vendors, and factory management within our factory auditing program



In recent years we have expanded our Supplier Diversity Program into Canada, the U.K., Germany, Ireland, the Netherlands, and Australia

3,100+

factories had audits reviewed as part of our factory auditing program

WORKPLACE



Prioritizing Inclusion

OUR APPROACH

We aim to support our Associates by making TJX a terrific place to work.

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.

FOCUS AREAS

- Culture & Engagement
- Recruitment & Development
- Inclusion & Diversity
- Health & Well-Being

To learn more about our global Workplace initiatives, visit <https://www.tjx.com/corporate-responsibility/workplace>.

Championing Our Culture: Culture & Engagement

We believe a great company culture is one where Associates feel seen and heard, management is transparent and authentic, a work-life balance is honored, teams are proud and excited to work together, and having fun is encouraged. We are passionate about creating a workplace where individual differences are welcome and valued, and we encourage Associates to be risk takers, think critically, and speak openly.



41% of people in managerial positions around the world **have been at the company for 10+ years.**²



Embracing Differences: Inclusion & Diversity

A diverse workforce can help us to think creatively, remain agile, and be true to our values.

Our inclusion and diversity journey is guided by three global priorities that aim to create an inclusive 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.

Through our global priorities 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.



We have supported these priorities in a variety of ways, including:

- expanding our outreach with non-profit partnerships
- equipping leaders with the education and tools needed to better understand and embrace working with those who are different than themselves
- offering mentoring opportunities for Associates to build stronger connections among diverse groups of Associates and leaders
- growing Associate Resource Groups (ARGs), which provide Associates with networking and development opportunities

In Fiscal 2025, we completed our second Global Inclusion Survey. This allowed us to hear from Associates and assess our progress.

Our Diverse Workforce

Fiscal 2024 Global Gender Diversity¹

77%

of our global workforce is female

68%

of people in managerial positions globally are female²

78%

of people in non-managerial positions globally are female

52%

of Vice President and above positions globally are female

79%

of promotions globally were earned by women



Fiscal 2024 U.S. Racial Diversity^{1,4}

59%

of our workforce in the U.S. is people of color^{3,4}

37%

of people in managerial positions in the U.S. are people of color^{2,3,4}

60%

of people in non-managerial positions in the U.S. are people of color^{3,4}

14%

of Vice President and above positions in the U.S. are people of color^{3,4}

51%

of promotions in the U.S. were earned by people of color^{3,4}

Board of Directors Diversity as of June 2024

50%

of our Board members are women

40%

of our Board members self-identify as a member of an underrepresented group (race, ethnicity, LGBTQ+)

70%

of our Board members are women and/or self-identify as a member of an underrepresented group

Attracting & Developing Tomorrow's Leaders, Today: Recruitment & Development

As a Fortune 100 company, we work to attract, develop, and engage a wide range of talent to continue to support our off-price business. We believe our Associates are core to our success and we believe in making investments today to cultivate our Company's leaders of tomorrow. Developing talent has been a global business priority for many years, and we are highly focused on teaching and mentoring to support the career growth and success of our Associates.

Having An Impact: Be Your Best Self

Our global "Be Your Best Self" philosophy promotes and encourages all Associates to drive their own development. Through various tools, offerings, and manager support, we endeavor to empower Associates to build new skills, develop leadership competencies, enhance their off-price knowledge, and participate in experiences to assist them in developing a career path.

**BE
YOUR
BEST
SELF**

I'm not afraid to make mistakes, as a mistake can be a learning experience.

*- Saddaf,
Store Associate,
TJX Canada*

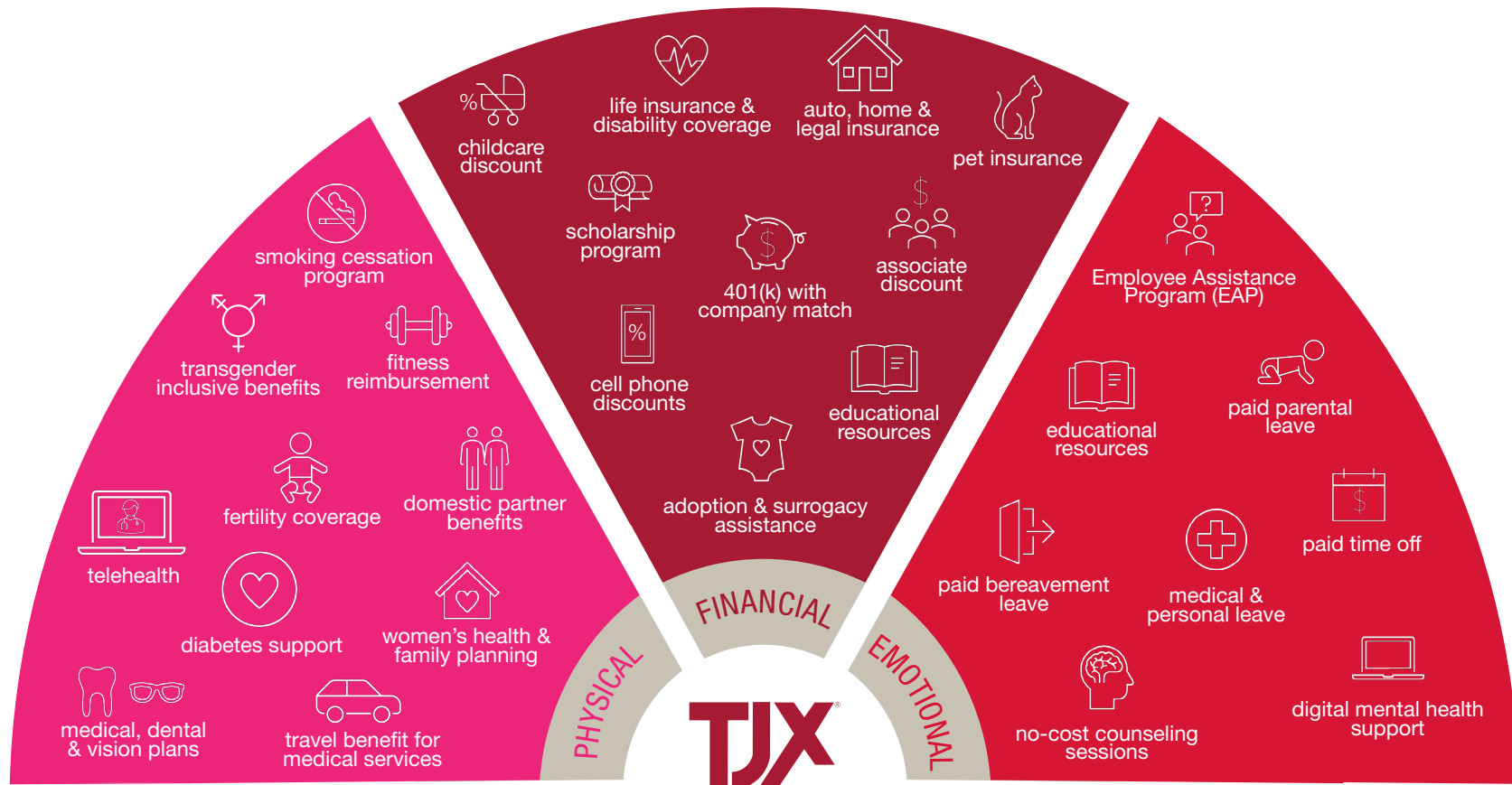


Promoting a Happier & Healthier Workforce: Health & Well-Being

We aim to support our large, global, and complex workforce in a variety of ways, including global well-being programs focused on physical, financial, and emotional wellness.

Below are a variety of examples of the types of benefits and resources available to our Associates. Benefits and resources, and applicable eligibility terms, vary across our geographic operations based on location, position, hours worked, length of employment, and other factors. Examples shown here may not be available to all Associates.

Examples of Benefits and Resources in the U.S.⁸



In other regions where we operate, a variety of benefits and resources are made available to Associates to support their physical, financial, and emotional well-being.⁸ Some examples include:

/ TJX Canada

Access to scholarship and tuition assistance programs, virtual live and on-demand fitness services, and a variety of tools and educational sessions that support mental health and self-care.

/ TJX Europe

Support on men's health, women's health, and menopause; dedicated support for pregnancy loss and access to a healthcare app with a range of self-serve resources, including video and phone consultations with expert practitioners on specialized healthcare topics in the U.K. and Ireland; a range of support through private medical insurance options in mainland Europe, where applicable.

/ TJX Australia

Educational resources focused on stress reduction and relaxation, retirement planning, and caregiver support.



COMMUNITIES



Giving Back

OUR APPROACH

As a global business with stores on three continents and in thousands of communities around the world, it's important to us to support the communities where our Associates live and work. It extends beyond the walls of our stores, distribution centers, and offices and into our local communities around the world. Our approach to this work centers around 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.

We organize support around four social impact areas through **Foundation Giving, Cause Marketing and In-Store Fundraising, and Associate Volunteerism, Engagement, and Giving.**

SOCIAL IMPACT AREAS

- Basic Needs
- Education & Training
- Patient Care & Research
- Empowering Women

To learn more about our Communities initiatives and partnerships, visit tjx.com/corporate-responsibility/communities.



OUR CAUSE MARKETING & IN-STORE SUPPORT INCLUDES:

T.J. maxx®

- Dress for Success (U.S.)
- Feeding America
- Joslin Diabetes Center
- Save the Children

Marshalls®

- Alice House (Canada)
- Alzheimer's Association (U.S.)
- Dress for Success Canada Foundation
- Feeding America (U.S.)
- JDRF (U.S.)
- Petites-Mains (Canada)
- St. Jude Children's Research Hospital (U.S.)
- Women In Need Society (Canada)
- WoodGreen (Canada)

HomeGoods®

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

SIERRA®

- Feeding America
- KABOOM!
- National Park Foundation

WINNERS®

- Alice House
- Dress for Success Canada Foundation
- Petites-Mains
- Women in Need Society
- Woodgreen

T.K. maxx®

- Children for a Better World (Germany)
- Choose Love (U.K.)
- Comic Relief (U.K.)
- Enable Ireland (Ireland)
- The Prince's Trust (U.K.)
- The Smith Family (Australia)
- Stowarzyszenie WIOSNA (Poland)

HOMESENSE®

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

Bringing Value to Our Communities

/ Basic Needs

We are passionate about supporting organizations that help fill critical basic needs for vulnerable families.



33 million

TJX helped provide over 33 million meals through foundation grants and generous donations from our customers.⁵

Red Nose Day

TK Maxx and Homesense in the U.K. have partnered with Comic Relief since 2005 and are official retailers for Comic Relief U.K.'s Red Nose Day. TK Maxx and Homesense have raised money for Red Nose Day through in-store fundraising and Associate donations, and by selling Red Nose Day merchandise, raising nearly \$40 million for this worthy campaign.





/ Education & Training

We focus on programs that provide skills, resources, and opportunities to support school and career success.



2 million

TJX helped support around 2 million young people in receiving access to educational opportunities.⁵

Orange Shirt Day 2023

Winners and Marshalls in Canada supported Orange Shirt Day and the Orange Shirt Society by partnering with Métis artist Kaija Heitland of @indigenouveau to create an exclusive orange shirt design sold in stores. The Orange Shirt Society supports Indian Residential School Reconciliation, creates awareness of the individual family and community inter-generational impacts of Indian Residential Schools through their activities, and creates awareness of the concept that “Every Child Matters.”

/ Patient Care & Research

We support organizations that deliver services to families and children when they are facing health challenges and life-threatening illnesses, in addition to those aimed at spurring advancements in care and cures.



\$23 million

TJX helped raise approximately \$23 million for healthcare research and patient care through foundation grants and from generous donations of our customers and Associates.

Find Home Anywhere

As part of HomeGoods' Find Home Anywhere® program, HomeGoods partners with both Dana-Farber and St. Jude's to help patients and their families feel a sense of home and belonging. For example, HomeGoods continues to support the Pediatric Patient Assistance Program at Dana-Farber by providing HomeGoods Housing Grants to patient families who are facing financial challenges during treatment. HomeGoods has also collaborated with Dana-Farber on a dedicated and welcoming space for adolescent and young adult patients, while also supporting research focused on how to best care for young patients everywhere.





/ Empowering Women

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



25,000

Through foundation grants and donations from our generous customers, TJX helped provide approximately 25,000 domestic violence services.⁵

Dress for Success

In Fiscal 2024, TJX Canada supported the Dress for Success Canada Foundation by hosting national, virtual career development workshops for women tailored to inspire confidence and build career skills. Included in the series of workshops was a style session on how to build an affordable wardrobe to live with confidence; TJX Canada also hosted a Stride-Athon walk, engaging our enthusiastic Associates.

Other Ways We Give

/ Disaster Relief

We have contributed generously for over 25 years to Red Cross chapters worldwide and to other organizations that help local communities in the wake of devastating disasters. In Fiscal 2024:

- **The TJX Foundation:** Supported the Maui Food Bank in Hawaii to help provide hunger relief and aid to those affected by the Maui wildfires.
- **The TJX Canada Foundation:** Donated to and helped raise money through local fundraising for the International Disaster Relief Fund to support those affected by the wildfires in Canada.
- **The TK Maxx and Homesense Foundation:** Donated to the British Red Cross and the German Red Cross to support their emergency appeal helping those affected by the earthquakes in Turkey, Syria, and Morocco.

/ Inclusion & Diversity

We remain committed to supporting inclusion and diversity and increased access to opportunities for all and continue to support communities of color by funding organizations across the globe that focus on promoting and supporting racial justice and equity.

- **U.S.:** TJX has partnered with a number of nonprofits that serve under-resourced areas and help connect high school and college students with internship and early career opportunities.
- **Europe:** The TK Maxx and Homesense Foundation provides funding to various charities across Europe for projects and initiatives that provide support for gender equality, the LGBTQ+ community, racial justice, and people with disabilities in local communities.
- **Canada:** TJX Canada partners with Indspire, which aims to enrich Canada through Indigenous education and by inspiring achievement. In Fiscal 2024, the TJX Canada Foundation donated funds to support several scholarships for high school and post-secondary Indigenous students in Canada.
- **Australia:** TK Maxx supports The Smith Family, an independent children's education charity focused on helping to change the lives of children in need. Since 2022, TK Maxx has been able to help provide approximately 650 scholarships through The Smith Family's flagship program, Learning for Life, supporting children in need with financial support for school essentials, personal support, and practical support through learning and mentoring programs, for one year of study.



ENVIRONMENTAL SUSTAINABILITY



Addressing Our Impact

OUR APPROACH

TJX is committed to pursuing initiatives that are environmentally responsible and smart for our business.

Our operational global environmental sustainability initiatives are centered around our global goals that aim to reduce our operational greenhouse gas (GHG) emissions, scale up our use of renewable energy, and divert a significant portion of our operational waste from landfill. We also have environmental initiatives related to Sustainable Sourcing, which you can read about in the Responsible Sourcing section.

-
- Climate & Energy
 - Waste Management

To learn more about our Environmental Sustainability initiatives, visit [tjx.com/corporate-responsibility/environment](https://www.tjx.com/corporate-responsibility/environment).

Global Operational Goals & FY24 Progress



 **NET ZERO**

WE HAVE A GOAL TO ACHIEVE NET ZERO GHG EMISSIONS IN OUR OPERATIONS BY 2040

32%

absolute reduction in global GHG emissions from our own operations since FY17⁶

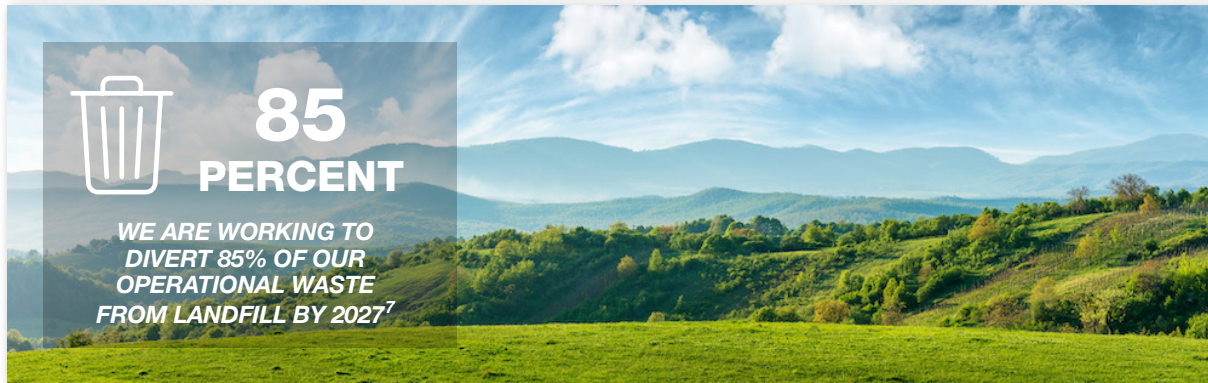
31%


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



 **100 PERCENT**

WE INTEND TO SOURCE 100% RENEWABLE ENERGY IN OUR OPERATIONS BY 2030



 **85 PERCENT**

WE ARE WORKING TO DIVERT 85% OF OUR OPERATIONAL WASTE FROM LANDFILL BY 2027⁷

81%

of global operational waste diverted from landfill⁷

FY24 Environmental Sustainability Highlights

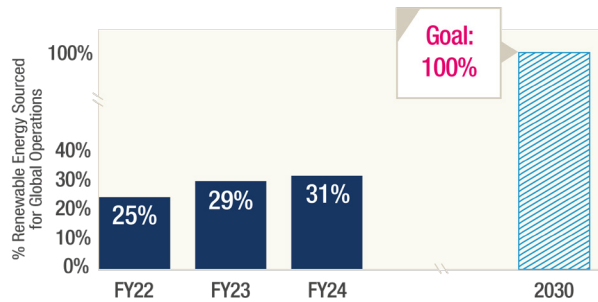
- Thanks in large part to our energy management and renewable and low-carbon energy sourcing efforts, in Fiscal 2024 we reduced our GHG emissions by 4.9% on an absolute basis, relative to Fiscal 2023—even while we continued to grow our business and operational footprint over the same period.
- Globally, our stores sell merchandise carry-out bags that are reusable and contain recycled materials.
- In Fiscal 2024, we continued to accelerate initiatives to increase recycling rates at our stores, Asset Recovery & Recycling Centers (ARRCs), and distribution centers, including those focused on corrugated cardboard and plastic film.



Climate & Energy

We've committed to reducing the climate impacts of our own operations—meaning our stores, home offices, distribution (or processing) centers, and certain vehicles—through goals aimed at reducing our operational GHG emissions and scaling up our renewable energy sourcing.

PROGRESS TOWARD RENEWABLE ENERGY GOAL



Through our **net zero roadmap**, we have identified high-level strategies and tactics that aim to decrease our operational emissions in line with our commitments.

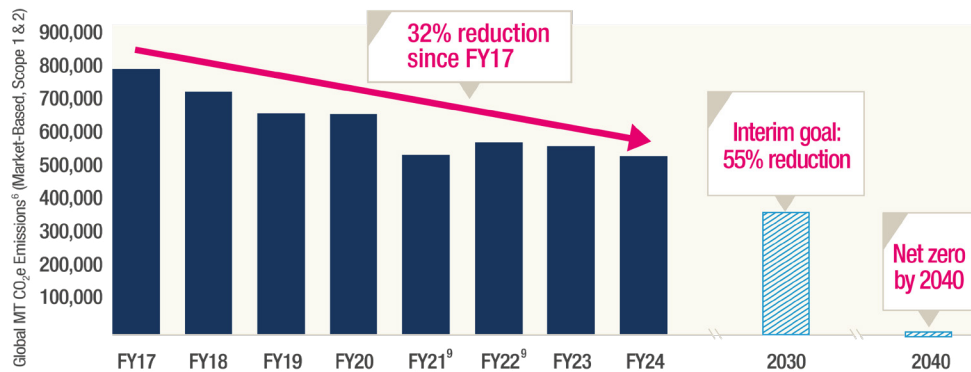
Where we are able, we intend to upgrade our stores globally to LED lighting. As of the end of FY24, the majority of our stores and distribution centers are now equipped with LED lighting technology.

U.S.: TJX was selected for a 2024 SmartWay® Excellence Award by the U.S. Environmental Protection Agency, which recognizes partners for their environmental performance and freight sustainability leadership.

Australia: Our new processing center is Green Star certified for its environmental and health qualities. The PC has rooftop solar and a rainwater harvesting system that services the building's bathroom and outdoor irrigation needs.

Scope 3: As an off-price retailer, assessing and calculating certain Scope 3 (value chain) emissions is challenging. We are taking preliminary steps to establish processes designed to more precisely estimate relevant Scope 3 categories, including conducting peer benchmarking and mining our internally available data.

PROGRESS TOWARD GHG EMISSIONS GOALS

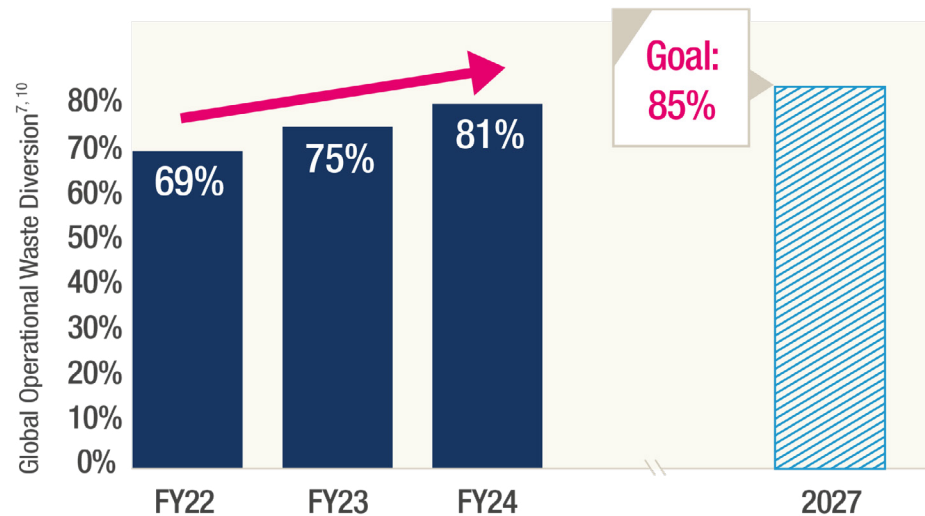


Waste Management

Teams throughout TJX work to implement cost-effective strategies to manage operational waste, including by eliminating operational waste where feasible and 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.**⁷

PROGRESS TOWARD WASTE DIVERSION GOAL¹⁰



Recycling programs for common items like cardboard, plastic, paper, aluminum, and glass have been introduced across all of the geographies where we have stores, and we are working to find new ways to reduce and recycle difficult-to-recycle items, like polystyrene. In the U.S. and Europe, we utilize our ARRCs to help reuse and recycle used cardboard, plastic, excess hangers, store fixtures, display cases, and other supplies from select stores.

We also have regional efforts in place to identify opportunities to address single-use plastics in our operations and are working with our suppliers to utilize more sustainable packaging where feasible.

Our efforts to divert operational waste from landfill in FY24 helped to incrementally reduce our reported GHG emissions by 5,300 metric tons. This represents a 5.6% year-over-year reduction compared with FY23.

RESPONSIBLE SOURCING



Operating Ethically

OUR APPROACH

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 the long-term success of our business.

- Global Social Compliance
- Sustainable Sourcing
- Supplier Diversity

To learn more about our Responsible Sourcing practices, visit tjx.com/corporate-responsibility/responsible-sourcing.

Global Social Compliance

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 with whom we do business to do the same. Our Global Social Compliance program aims to convey and reinforce our expectations of respect for the human rights of the workers in our supply chain. Our approach includes:

/ Vendor Code of Conduct

- Our Vendor Code of Conduct serves as the foundation for our Global Social Compliance Program and includes our expectations on child and forced labor, ethical business standards, wages and benefits, environmental expectations, and more.
- Our purchase order terms and conditions include a requirement for merchandise vendors to comply with our Vendor Code of Conduct, including any factories or subcontractors they use.

/ Factory Auditing

- The factory auditing portion of our Global Social Compliance program, which we have expanded in recent years, focuses on factories where we have more influence in bringing products to market.



3,100+

In Fiscal 2024, we audited, or received audit reports from, more than 3,100 factories in about 30 countries.



/ Training

- We offer regular training sessions to buying agents, vendors, and factory management within our factory audit program, typically in multiple locations around the world every year.
- We conduct formal training sessions biennially for TJX Associates involved in the buying and/or development of merchandise.

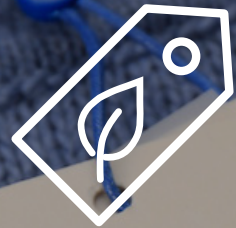
/ Stakeholder Engagement

- We engage with industry associations and various audiences on topics related to human rights and supply chain risk management as we believe this collaboration can help advance improvements in supply chain practices overall and supports TJX's efforts.

Sustainable Sourcing

TJX continues to work on initiatives, primarily focused where we have more control, related to sourcing and/or developing certain products with sustainable attributes and reducing the environmental impact of certain product packaging.

In addition to various sustainable sourcing initiatives, we also have set goals around sustainable sourcing that help to drive our initiatives. This includes our global goal:



**100
PERCENT**

***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***

We continue to work toward our 2030 packaging goal, as well as our near-term goal to phase out the use of PVC in the packaging of certain top-of-bed styles, easy-care table linens, outdoor seating cushions, and outdoor pillows for products developed in-house by our product design team by the end of 2025.

Our teams are working towards our goals by initially prioritizing key packaging categories where there are sustainable materials alternatives both readily available in the marketplace and feasible for our business.

Our chemicals management efforts have been focused in areas where we believe we can have a meaningful impact and that are most feasible for our business model. Some examples include:

- In all regions, our stores have been instructed to only source paper customer sales receipts without phenol-based coatings.
- We have replaced the serveware in our home office cafeterias in the U.S., Canada, and the U.K. with PFAS-free options. In the U.S., we primarily use PFAS-free compostable serveware; TJX Canada uses PFAS-free reusable containers and cutlery; and TJX Europe uses a mix of reusable and PFAS-free compostable serveware.
- We have developed a TJX U.S. Operational Cleaning Supplies Policy that outlines our intent to source products that meet certain third-party standards for chemicals management. In Fiscal 2024, we completed a pilot of the use of select cleaning supplies, and we plan to begin transitioning to these products within our U.S. stores during the next year.

Supplier Diversity

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.¹¹

The Program has helped us identify suppliers for mutually beneficial relationships and has helped to promote economic development in our suppliers' local communities.

The value we place on diversity extends into all aspects of our organization, including our supplier relationships.

In recent years we have expanded our Supplier Diversity Program into Canada, the U.K., Germany, Ireland, the Netherlands, and Australia.



GOVERNANCE & INTEGRITY



Operating with Integrity

OUR APPROACH

As a global, off-price, value retailer, we recognize the relevance to our stakeholders—including Associates, customers, communities, vendors, and shareholders—that we operate with integrity.

- Human Rights
- Governance
- Cybersecurity & Privacy

To learn more about Governance & Integrity at TJX, visit [tjx.com/corporate-responsibility/governance-integrity](https://www.tjx.com/corporate-responsibility/governance-integrity).

Human Rights

Our business dealings and interactions are grounded in our core values of honesty, integrity, and treating others with dignity and respect. We hold ourselves to high ethical standards, and we expect respect for human rights to be taken seriously by stakeholders throughout our global operations and supply chain.

We support the rights of Associates in our global operations through a number of initiatives:

- **Global Code of Conduct:** We expect all of our Associates to comply with our high ethical standards, outlined in the TJX Global Code of Conduct.
- **Inclusion & Diversity:** We are committed to continuing to build a more inclusive and diverse workplace. We do not tolerate discrimination or harassment of any kind.
- **Open Door Philosophy:** Our open door philosophy supports our efforts to create a workplace where all Associates feel welcome, valued, and engaged.

We support the rights of workers in our supply chain through a number of initiatives:

- **Global Social Compliance Program:** Our Vendor Code of Conduct serves as the foundation for our Global Social Compliance Program and includes our expectations on child and forced labor, ethical business standards, wages and

benefits, environmental expectations, and more.

- **Factory Auditing:** The factory auditing portion of our Global Social Compliance Program, which we have expanded in recent years, focuses on factories where we have more influence in bringing products to market.
- **Training:** We offer training sessions on a regular basis to our buying agents, vendors, and factory management within our factory auditing program on our expectations with regard to social compliance.
- **Stakeholder Engagement:** We strive to maintain an open dialogue with stakeholders as we strive for continuous improvement in our programs and reporting.

Governance

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.

For more information about oversight and stakeholder engagement related to corporate responsibility, visit tjx.com/corporate-responsibility/introduction/our-approach.

Director Qualifications & Nominations:

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.

 **70%**

7 out of 10
directors are women and/or members
of an underrepresented group¹²

Cybersecurity & Privacy

For many years, we have maintained an Information Management Program that is overseen by TJX's Information Management Steering Committee. This committee is responsible for developing and updating policies to support our Information Management Program and enhance the overall privacy, cybersecurity, and records management posture of TJX. The program incorporates several components, including cybersecurity, records management, audits, and Associate training.

Recognition

Fortune

2024 Fortune 500 Ranking - #80
2024 World's Most Admired Companies

Barron's

2024 100 Most Sustainable Companies

Newsweek

2024 America's Best Retailers
2024 America's Greenest Companies
2024 America's Most Responsible Companies
2024 Most Trustworthy Companies in America
2024 World's Most Trustworthy Companies
2023 America's Greatest Workplaces for Remote Work

Forbes

2024 Canada's Best Employers for Diversity

European Diversity Awards

2024 Company and Social Mobility Initiative of the Year

JUST Capital

2024 America's Most JUST Companies

DiversityComm

2024 Top Black Employer
2024 Top Diverse Employer
2024 Top Hispanic Employer
2024 Top Women Employer

TheJobCrowd

2023/24 Top Company for Apprentices to Work
2023/24 Top Company for Graduates to Work

U.S. Environmental Protection Agency

2024 SmartWay Excellence Award
2023 SmartWay High Performer Award

FTSE4Good Index



Reporting & Disclosures

About this At-A-Glance

For close to 15 years, we have been formally reporting on our global corporate responsibility efforts. The data presented throughout this summary are highlights from our [Global Corporate Responsibility Report](#), which is available on TJX.com, and denote TJX's Fiscal 2024, which ended February 3, 2024, unless otherwise noted.

We think of our corporate responsibility reporting as ever evolving. We continue to evaluate the changing landscape of reporting frameworks and consider what is appropriate for our off-price business and disclosures. Our report includes references for several reporting standards, including:



Now part of IFRS Foundation

Footnotes

- ¹As of February 3, 2024, which was the end of the Company's fiscal year.
- ²Managerial is defined as Assistant Store Manager (or equivalent level) and above across the Company.
- ³People 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 Pacific Islander; American Indian or Alaskan Native; and Two or More Races.
- ⁴Data 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.
- ⁵Impact data provided by charity partners.
- ⁶Excludes GHG emissions from certain heating sources used by certain locations where TJX was not billed directly for our usage.
- ⁷Where TJX manages the waste operations for the stores.
- ⁸Benefits and resources, and applicable eligibility terms, vary across our global operations based on location, position, hours worked, length of service, and other factors. Examples shown may not be available to all Associates within each geography.
- ⁹Fiscal 2021 and Fiscal 2022 reductions were impacted by store closures due to the COVID-19 global pandemic.
- ¹⁰Waste figures beginning in FY2022 reflect a change in estimation methodology following several waste audits that enabled TJX to incorporate more accurate estimations. Data figures for FY2022 and FY2023 have been restated.
- ¹¹A business that is at least 51% owned, operated, and controlled by a recognized diverse classification.
- ¹²Based on self-identification.

Forward Looking Statements

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS: Various statements made in this report are forward-looking and are inherently subject to a number of risks and uncertainties. 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 anticipated operating and financial performance, 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 inherently subject to risks, uncertainties, and potentially inaccurate assumptions that could cause actual results to differ materially from those expressed or implied by such statement. We cannot guarantee that the results and other expectations expressed, anticipated, or implied in any forward-looking statement will be realized. Applicable risks and uncertainties include, among others, execution of buying strategy and inventory management; customer trends and preferences; competition; various marketing efforts; operational and business expansion; management of large size and scale; merchandise sourcing and transport; data security and maintenance and development of information technology systems; labor costs and workforce challenges; personnel recruitment, training, and retention; corporate and retail banner reputation; evolving corporate governance and public disclosure regulations and expectations with

respect to environmental, social, and governance matters; expanding international operations; fluctuations in quarterly operating results and market expectations; inventory or asset loss; cash flow; mergers, acquisitions, or business investments and divestitures, closings, or business consolidations; real estate activities; economic conditions and consumer spending; market instability; severe weather, serious disruptions, or catastrophic events; disproportionate impact of disruptions during this fiscal year; commodity availability and pricing; fluctuations in currency 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; tax matters; and other factors set forth under Item 1A, Risk Factors, of our most recent Annual Report on Form 10-K, as well as other information we file with the Securities and Exchange Commission (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 any further disclosures we may make in our future reports to the SEC, available at www.sec.gov, on our website, or otherwise. Our forward-looking statements in this report speak only as of the date indicated within this report, and we undertake no obligation to update or revise any of these statements, unless required by law, even if experience or future changes make it clear that any projected results expressed or implied in such statements will not be realized. Our business is subject to substantial risks and uncertainties, including those referenced above. Investors, potential investors, and others should give careful consideration to these risks and uncertainties. Information appearing in this report or on TJX.com is not part of, and is not incorporated by reference into, any of our reports to the SEC.



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