



**TJX**<sup>®</sup>

**GLOBAL CORPORATE  
RESPONSIBILITY REPORT**

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**2024**



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# Letter From Ernie Herrman

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

Value. This is core to TJX. It drives our business mission to deliver great value to our customers every day. It also drives the many corporate responsibility initiatives we have launched over the years, including how we value and support our Associates and the communities where we operate, mitigate our impact on the environment, and operate our business responsibly.

We've formally reported on our corporate responsibility efforts now for nearly 15 years. We firmly believe that our continued commitment to this work is important as we move forward. Part of our approach to corporate responsibility is to build on prior efforts, evolving over time and remaining flexible to reflect varying expectations and changes happening in the world. In the pages that follow, we have outlined many details about our ongoing programs, reported under four pillars: workplace, communities, environmental sustainability, and responsible sourcing.

### Valuing Our Associates

Inclusion and diversity have been an important part of who we are for many years, and we continue to make progress on our journey of fostering a culture where all of our Associates feel welcome, valued, and engaged. Our

efforts are guided by three global inclusion and diversity priorities, developed, in part, based on Associate feedback from our 2021 Global Inclusion Survey. Earlier this year, we completed our second Global Inclusion Survey to serve as a pulse-check on our work.

Our Associate Resource Groups (ARGs) and our inclusion and diversity committees support an inclusive workplace, helping to align our programming with the needs of our Associates. In various regions where we operate, we've continued to increase the number of ARGs Associates can choose to participate in, and over the last year, we were pleased to see Associate participation grow.

### Valuing Our Communities

In our communities, we are proud to have supported over 2,000 non-profit organizations globally in 2023, covering a variety of important causes such as education, food insecurity, and medical care.

Our Associates across the globe have enthusiastically supported this work, running fundraising campaigns in our stores, participating in our Associate Nominated Grants program, helping build homes for those in need, serving as career coaches

for students, and more. We are also very grateful to our customers, who have provided generous donations during our in-store fundraising campaigns throughout the year.

### Valuing Our Environment

We are continuing to work towards our global environmental sustainability goals that aim to achieve net zero greenhouse gas emissions in our own operations, source more renewable energy, improve our abilities to keep operational waste out of the landfill, and find opportunities to reduce the environmental impact of certain products and packaging.

These goals build on the work we've been doing for many years to pursue initiatives that are environmentally responsible and smart for our business, and we are proud of the progress we're making in this area.

### Valuing Ethical Operations

We are serious about operating our business responsibly. We hold ourselves to high ethical standards and expect the same of our vendors. 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. At the center of this Program is our Vendor Code of Conduct, which sets those expectations.

We also regularly monitor a portion of our merchandise supply chain through our factory auditing program. In 2023, we audited, or received audit reports from, more than 3,100 factories in approximately 30 countries.

Although it's impossible to cover all of our achievements and efforts in a brief letter, I hope these few examples inspire you to continue reading to learn more about how we are approaching this work.

Importantly, I want to thank our Associates around the globe. With their hard work, commitment, and dedication to these programs, we continue to see progress on our journey.

I'm proud of what we've accomplished, and I look forward to the road ahead.



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 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.

## Our Off-Price Business Model

We acquire merchandise in a variety of ways to support our mission to deliver great 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.




**1,300+**  
**Associates in our  
Buying Organization**




**21,000+**  
**Merchandise  
Vendors**



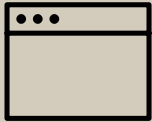
**100+**  
**Countries**




**4,900+**  
**Stores<sup>1</sup>**




**9**  
**Countries**



**6 E-comm**  
**Websites**



**~349,000**  
**Associates<sup>1</sup>**



**80th Ranked**  
**Fortune 500**

The majority of the product we sell in our stores and online is brand-name merchandise. Our buyers obtain merchandise from vendors around the globe stemming from opportunities including 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. We also design or develop some of our merchandise, which allows us to supplement our merchandise assortment, including 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 source merchandise from an expansive and changing universe of more than 21,000 vendors and acquire merchandise from more than 100 countries around the world.



# Our Approach to 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. 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.

TJX takes a global approach to corporate responsibility, setting global priorities with regional programs and initiatives that support the broader organization. We generally focus our efforts where we believe we can have a meaningful impact and pursue strategies that are feasible for our off-price business model and flexible, opportunistic buying strategy. Our corporate responsibility reporting is organized under four key pillars: workplace, communities, environmental sustainability, and responsible sourcing.

We believe it is important to consider feedback on both our corporate responsibility programs 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 programs as ever evolving and are proud of the progress we've made. We continue to look for opportunities to further enhance our programs and disclosures in this area.

## Management & Oversight

As part of its oversight role, our Board reviews certain corporate responsibility matters directly and through its Committees. In Fiscal 2024, the Board had sessions with management to receive updates on certain of our corporate responsibility efforts, including in the areas of environmental sustainability, inclusion and diversity, social compliance, and human capital management.

In addition, as part of its ongoing risk oversight, the Board reviews findings from TJX's annual Enterprise Risk Management (ERM) program, a global process for considering a broad range of risks to the business and managed by our Senior Vice President, Chief Risk and Compliance Officer (CRO). This process takes

into account internal global operational feedback and identifies trends and concerns. Risks are evaluated in light of their probability and severity and are presented to the Board in that context.

As with other risks assessed as part of the ERM program, should a risk related to corporate responsibility matters be identified through the ERM program, the CRO would then determine, in concert with other members of management as applicable, how the risks associated with corporate responsibility matters would be appropriately presented to the Board.

A Senior Executive Vice President Group President (SEVP) has strategic oversight of TJX's Global Corporate Responsibility programs and chairs a committee of senior leaders representing, among others, Corporate Finance, Operations, and Human Resources. Other cross-functional committees throughout the organization are responsible for collaboration, strategy, and execution against corporate responsibility initiatives. These committees have senior leadership representation from functions including Environmental Sustainability, Corporate Finance, Operations, Human Resources, Global Social Compliance, Inclusion and Diversity, and more. The SEVP and some functional leaders provide regular updates on this work to other members of management and the Board.

Further, leaders across the business have oversight of corporate responsibility efforts that fall within their functions. The CRO oversees many of the efforts within our Environmental Sustainability and Responsible Sourcing 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 areas. Regional leaders are responsible for driving programs as appropriate for the region's business in support of TJX's broader, global corporate responsibility programs.

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, the Global Environmental Sustainability Steering 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 various programs.



# 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 and opportunistic buying strategies, as we consider the evolution of our programs and reporting.

## Engaging With Our Associates

We believe 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.

We communicate and engage with our Associates through a number of forums, including Town Hall meetings, State of the Company meetings, and CEO updates. Additionally, we 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 continue 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.

We also strive to engage with our Associates on corporate responsibility initiatives and efforts.

To help foster engagement with our environmental sustainability strategy and programs, teams throughout our business have come 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 the Company's community relations work. Associates in the U.S., Canada, and Europe can 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 better understand and address their changing preferences, tastes, interests, and concerns. One way we learn about our customers is by asking them 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 different surveys, qualitative research, and social media channels for customer engagement and feedback on brand and shopping experiences. Our engagement efforts are in place so that we can continue with our mission to deliver great value to our customers every day.

## Engaging With Our Shareholders

In addition to our public disclosures and corporate responsibility reporting, we communicate throughout the year with shareholders on corporate responsibility matters through various means, including meetings, conferences, phone calls, written, and electronic correspondence. Our Board of Directors is regularly updated on these engagement efforts.

Shareholder engagement has informed a number of enhancements to our corporate responsibility initiatives, practices, and disclosure over the years, including:

- / Setting our latest global environmental sustainability goals, focused on climate and energy, waste management, and product packaging
- / Enhancing disclosures related to human capital management, including the publication of our EEO-1 report
- / Mapping our corporate responsibility programs to SASB’s Multiline and Specialty Retailers & Distributors standard
- / Enhancing our Global Social Compliance Program, including by making updates to our Vendor Code of Conduct and expanding disclosures about our program, including provisions related to forced labor



## Engaging With External Organizations

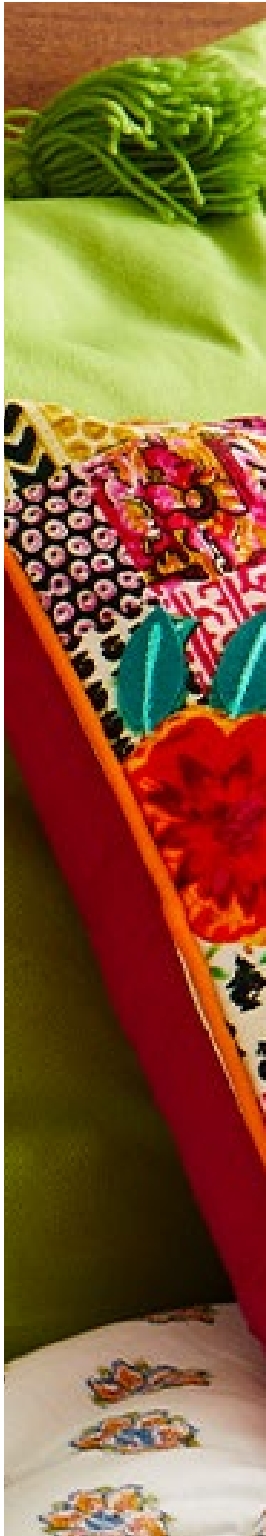
We believe that developing partnerships with various organizations and industry groups can help educate us, guide and benchmark our programs, and strengthen our initiatives across our corporate responsibility focus areas.

We are affiliated with, or members of committees of, a number of organizations focused on environmental protection and sustainability, including: American Apparel and Footwear Association (AAFA) Environmental Committee; British Retail Consortium Climate Action Roadmap; EPA’s SmartWay Transport Partnership; Green Chemistry and Commerce Council (GC3); Retail Council of Canada’s Stewardship, Plastics, and ESG & Climate Action Committees; Retail Industry Leadership Association’s (RILA) Sustainability Committee and Zero-Waste Committee; Sustainable Packaging Coalition; Textile Exchange; and The Microfibre Consortium.

To help support us in our Global Social Compliance efforts, we collaborate with various industry groups such as the joint AAFA/NRF/RILA/USFIA (United States Fashion Industry Association) 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 the Boston College Center for Corporate Citizenship and the National Retail Federation (NRF).





# FY24 Highlights<sup>1</sup>

## Workplace



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

**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<sup>2,3,4</sup>



## Communities

**500,000**

shelter nights provided<sup>5</sup>



**2 million**

young people provided access to educational opportunities<sup>5</sup>

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

**\$23**

**million**

donated for healthcare research and patient care

**33 million**

meals provided<sup>5</sup>

## Environmental Sustainability

**32%** reduction in global GHG emissions from our own operations since FY17<sup>6</sup>



**81%** of global operational waste diverted from landfill<sup>7</sup>

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



**31%**

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

## 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



# Recognition



## Fortune 500

/ Ranking #80



## Barron's

/ 100 Most Sustainable Companies



## Fortune

/ World's Most Admired Companies List



## Newsweek

/ America's Best Retailers  
/ America's Greenest Companies  
/ America's Most Responsible Companies  
/ Most Trustworthy Companies In America  
/ World's Most Trustworthy Companies



## DiversityComm

/ Top Black Employer  
/ Top Diverse Employer  
/ Top Hispanic Employer  
/ Top Women Employer



## Forbes

/ Canada's Best Employers For Diversity



## JUST Capital

/ America's Most JUST Companies



## U.S. Environmental Protection Agency

/ SmartWay Excellence Award



## European Diversity Award

/ Company of the Year  
/ Social Mobility Initiative of the Year



## Newsweek

/ America's Greatest Workplaces For Remote Work



## U.S. Environmental Protection Agency

/ SmartWay High Performer Award



## TheJobCrowd

/ Top Company For Apprentices To Work For  
/ Top Company For Graduates To Work For



## FTSE4Good Index

# Workplace

## Associates Bring Our Business to Life

Our 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, support their careers, and maintain our strong culture. 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.

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 strive for an inclusive workplace where 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.


### Workplace Initiatives

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




#### 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.



#### Recruitment & Development

We work to attract, develop, and engage a wide range of talent to continue to support our off-price business.



#### Inclusion & Diversity

We are committed to continuing to build a more inclusive and diverse workplace where Associates feel welcome in the Company, valued for their perspectives and contributions, and engaged with our business mission.



#### 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.


### FY24 STATISTICS<sup>1</sup>

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

 **35,000+** attendance in Global Leadership Curriculum courses since 2017

 **79%** of promotions globally were earned by women

 **37%** of people in managerial positions in the U.S. were people of color<sup>2,3,4</sup>

 **51%** of promotions in the U.S. were earned by people of color<sup>3,4</sup>

 **75%+** of current U.S. Store Managers were promoted into their role from other positions in the Company



# Culture & Engagement

## *Championing Our Culture*

Supporting TJX's businesses are great teams of talented individuals who embody our core values of honesty, integrity, and treating each other with dignity and respect. It is these shared values and the relationships that develop in the workplace that help us to maintain the strong culture at the heart of our Company.

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 talk throughout this report about wanting our Associates to 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. We work to foster an environment that promotes this kind of experience so that Associates can find this when they join TJX, and we believe it is an important part of why they stay: 41% of people in managerial positions around the world have been at the Company for 10 or more years<sup>2</sup> and more than 75% of current U.S. Store Managers were promoted into the Store Manager role from other positions in the Company.



## Fostering Our Culture for Long-Term Success

Our leadership is committed to fostering our culture, which includes mentoring and developing our talent in our stores, distribution centers, and offices around the world. The TJX Leadership Competencies and Cultural Factors have served for many years as an important way we help our Associates understand the skills, behaviors, and aspects of our culture that have led to long-term success for many of our Associates. Personal character and integrity are at the core of these competencies, as is investing the time to build relationships, whether that is with co-workers within a store or in another country. We strongly believe that this benefits our business overall. Learn more about our commitment to **Developing our Associates**.

We are also 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. An important part of who we are, and how we work together, is our open door philosophy. This decades-long philosophy is a commitment to our Associates to provide a forum to hear and acknowledge their questions, concerns, and suggestions. Another way we encourage Associate feedback is through global inclusion and diversity surveys. As we continue to work to build a more inclusive and diverse workplace, we completed our second global inclusion and diversity survey in Fiscal 2025 which we believe can help us continue to evolve our work in this area. In fact, one of our global priorities developed from information gathered in the initial survey conducted in 2021 is to help equip leaders with the tools needed to better exemplify and model a culture of inclusion. Learn more about our **inclusion and diversity efforts**.

In our stores, we share important Company information with, and receive feedback from, our Associates through regular team huddles. This ongoing engagement is intended to allow Associates to feel empowered to contribute, influence, and share their points of view. Our in-store dynamic video players 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.

Another way we support our culture, and foster inclusion and Associate engagement, is through our Associate Resource Groups (ARGs). Both have played an important role in helping to champion our culture of appreciating difference within our workplace. Within the last year, both the number of ARGs around the globe and the number of Associates participating in them have continued to grow. Learn more about our efforts in our **specific regions**.



# Recruitment & Development

## *Attracting and Developing Tomorrow's Leaders, Today*

SASB: CG-MR-310a.2

As a Fortune 100 company, operating more than 4,900 stores in nine countries, we work to attract, develop, and engage a wide range of talent to continue to support our off-price business.

We take a multi-faceted approach to recruiting for our stores, distribution centers, and home offices to reach a pool of candidates that has a diversity of races, ethnicities, ages, sexual orientations, gender identities, abilities, 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 and expand our outreach to better connect with diverse networks as well as widen our pool of candidates. For example, in Fiscal 2024, we attended several in-person, as well as virtual, career fairs for underrepresented groups; used tools and resources to improve how we networked and helped us to engage with prospective candidates; promoted internal opportunities to encourage current Associates to seek jobs internally; and actively sought candidates with transferrable skills and nontraditional backgrounds for opportunities at TJX.

As part of our outreach efforts to increase diverse candidate representation for early career positions, we continued to broaden our relationships globally with schools and universities and partnered with non-profit organizations regionally. For instance, in the U.S., we continued to work with several organizations focused on increasing opportunities for underrepresented students, such as Bottom Line, Girls Who Code, Leadership Enterprise for a Diverse America (LEDA), The Posse Foundation, Thrive Scholars, and the United Negro College Fund. We also continued our outreach to Historically Black Colleges and Universities and partnered with diverse on-campus organizations for recruitment events. In Canada, we hosted a networking event with diverse students completing a Master's degree in retail management. Based on the career interests of the students, the event offered opportunities for deeper insight into certain areas of the business and networking with Associates from various business areas ranging from Finance to Merchandising.



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 and the UWW in the Netherlands to create career opportunities for disadvantaged young people, including many from underrepresented communities.

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 mindful of the diverse demographics of the communities we serve as we continue to foster inclusion and diversity in our Field Management talent pipeline.



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

We offer TJX internship and co-op programs across our divisions worldwide in areas including Merchandising, Finance, Human Resources, Information Technology, Store Operations, Distribution Services, and more. We seek candidates for these highly sought-after programs who are curious and have a passion for innovation, relationship building, strategic thinking, and global relations. Globally, many participants in these programs join us full-time after completing their college requirements. In Fiscal 2024, we were excited to have over 600 people participate in these programs.

To offer flexibility and widen our pool of participants, we also run a part-time internship program in the U.S. This allows us to attract students who may not be able to participate in our full-time program. Additionally, in Fiscal 2024, we launched an early identification program in the U.S. designed to engage with rising college sophomores for our Merchandising Internship program.

## 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 initiatives supporting military hiring, including in Fiscal 2024, participating in virtual networking events for those transitioning from military to civilian careers and working with military job boards to increase exposure and marketing efforts to military personnel and their families. We are pleased to report that we have hired more than 14,000 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 & Professional Opportunities

For nearly 30 years, TJX has been working to provide employment and training opportunities for individuals with varying levels of skills and abilities, those who face barriers to employment, and those in underserved communities. We partner with a variety of organizations in our various regions where our support ranges from providing work readiness, entrepreneurship, and financial literacy skills for young people to creating training and employment opportunities for individuals that may have had difficulty obtaining employment opportunities in the past. As part of these efforts, in the U.S., we partner with the non-profit organization Best Buddies International. To date, we've been excited to hire more than 350 Best Buddies participants to serve in a variety of functions at our U.S. stores, including cashiers, dressing room attendants, greeters, merchandise organizers, and product assemblers.

## Teaching & Mentoring Are Priorities

We believe our Associates are core to our success. 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. We believe these efforts have promoted retention, stability, and increased expertise in areas of our workforce.

Training happens broadly throughout the organization, from informal mentoring and direct training to a range of career and leadership development programs, such as our TJX University for Merchandising. We are agile in our approach to creating learning opportunities: offering formal training classes online and connecting remote Associates through virtual formats, as well as continuing to provide in-person learning opportunities. 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.

## Our Success

We strive to foster career growth across the organization and our learning and development programs aim to support our Associates in building their careers. We are proud that many Associates choose to grow their careers at TJX, and 41% of people in managerial positions around the world have been at the Company for 10 or more years.<sup>2</sup> Our efforts to support and develop our Associates reaches all facets of the organization. In the field, we are proud that, as of the end of Fiscal 2024, more than 75% of current U.S. Store Managers were promoted into the Store Manager role from other positions in the Company. Additionally, in Fiscal 2024, 54% of managerial positions in our stores and field offices globally were filled with internal promotions.<sup>2</sup>

## Our Approach

We believe in making investments today to cultivate our Company's leaders of tomorrow. With this in mind, we created Leadership Competencies and Cultural Factors, which help express our organizational values and promote consistency in leadership development. Recently, we developed a new leadership competency and cultural factor, both focused on inclusion-based values and behaviors. Over the course of Fiscal 2024, we continued to roll these out to our global organization, creating engagement and awareness, and providing managers with tools to have relevant conversations with Associates. We strongly believe our full set of competencies and cultural factors helps set Associates up for success, which benefits our business overall.

As part of our global development, we continue to support our managers and provide them with tools designed to effectively engage their Associates in meaningful ways and support them as they navigate today's leadership challenges as the world continues to change both at work and outside the office. In Fiscal 2024, we began focusing on "Manager Core Essentials," a collection of learnings and tools designed to help support managers develop the essential skills they need to manage effectively in today's world.

### FY24 STATISTICS



**75%+**  
of current U.S.  
store managers  
were promoted into their  
role from other positions  
in the Company



**35,000+**  
attendance in  
Global Leadership  
Curriculum courses  
since 2017

## Development Programs

Our Global Leadership Curriculum is designed to offer a consistent development experience focused on our leadership competencies and cultural factors. The learning experiences are designed to help Associates gain skills in communication, achieve their goals, enhance interpersonal dynamics, and more. We are continuing to update the materials in our courses in an effort to further align with our inclusion and diversity efforts.

Since 2017, the Global Leadership Curriculum has had Associate attendance of more than 35,000 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. 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.

Although we take a global approach to development, each region aims to tailor offerings to meet their Associates' needs. In Canada, we support development by hosting a National Learning Calendar that provides virtual workshops focusing on professional and leadership development, managing a vast set of online learning offerings, and offering a digital lending library. Our internal website offers home office and distribution center Associates 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. Our Be Your Best Self developmental approach is also shared by our store Associates and was recently introduced through 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 Europe aims to enable our Associates to drive their development journeys. 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.

Also in Europe, we continue to create targeted development programs for operational roles in Stores and our Distribution Centers, equipping individuals with both the technical and leadership skills for their current role and, where appropriate, building readiness for career growth.



# Leadership Development

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 six-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 also offer various mentoring opportunities which aim 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—a 10-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.

Buyers and merchandising managers identified as having potential to rise to a leadership level may have the opportunity to participate in 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.

TJX Canada also offers training focused on deepening business skills and leadership capabilities. These programs include tiered onboarding programs in Distribution Services and Manager in Training (MIT) in our stores. Store Coordinator Development Days are also being planned, supporting the continued build for training support to a wider range of store Associates. Our home office support functions have specific training curricula 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'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 & 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 Buying Associates or newly promoted managers in our Buying organization 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.

## 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 opportunities. 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.

### 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, whether that means growing in their current roles, or exploring opportunities cross-functionally.

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

- Saddam, Store Associate, TJX Canada



# Inclusion & Diversity

## *Welcome, Valued, & Engaged*

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, and we are strongly committed to continuing to build a more inclusive and diverse workplace. A workforce that includes people from a variety of backgrounds and with a diversity of experiences and perspectives can help us to think creatively, remain agile, and be true to our values.

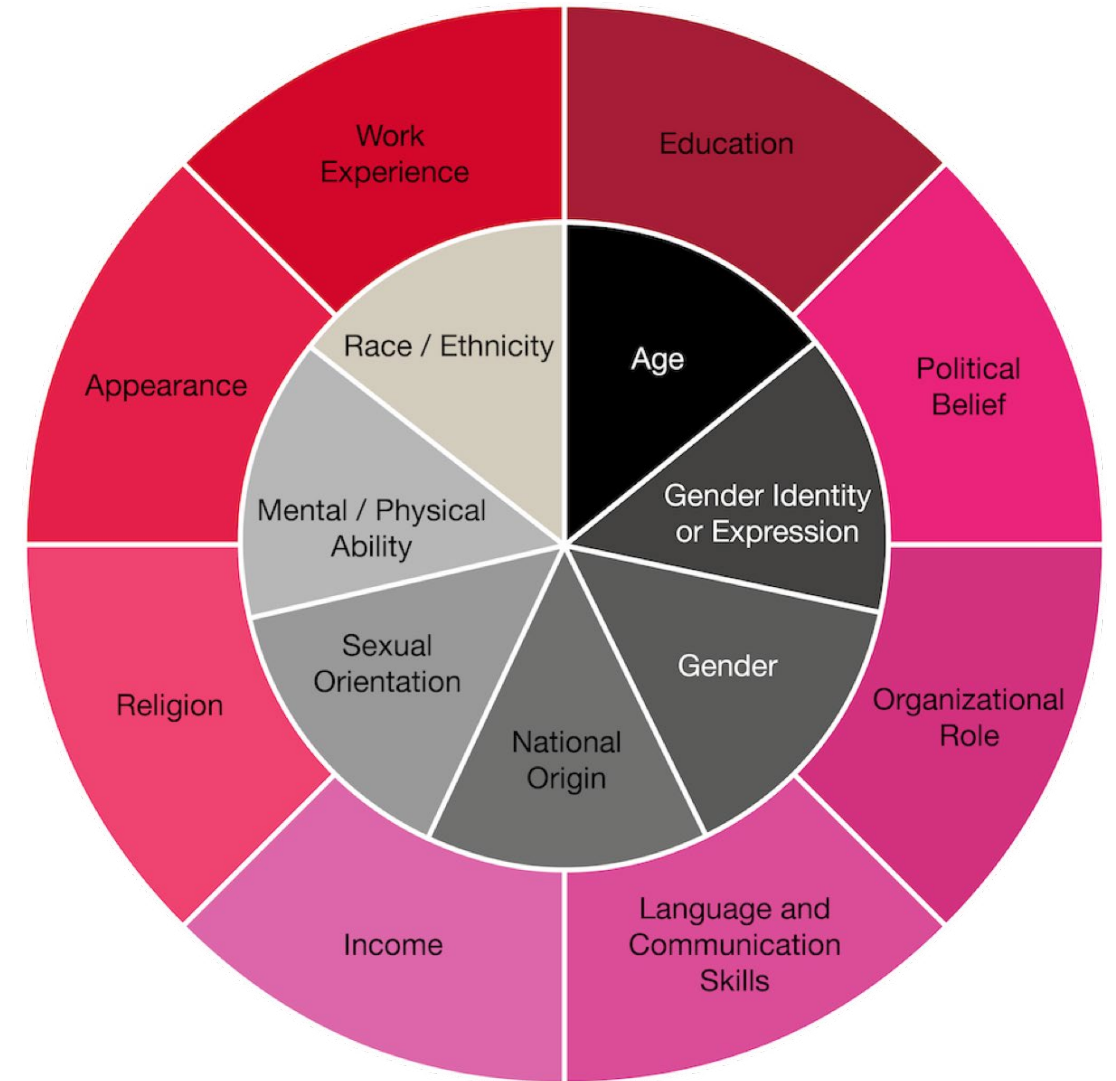
Our inclusion and diversity journey is guided by three global priorities that aim to create an inclusive workplace where all our Associates feel **welcome** in the Company, **valued** for their perspectives and contributions, and **engaged** with our business mission to deliver great value to our customers 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.

These priorities were developed, in part, based on Associate feedback from our 2021 Global Inclusion Survey. This survey helped define these priorities and solidify the next steps of our inclusion journey. In Fiscal 2025, we launched our 2024 Global Inclusion Survey. Similar to our initial global survey, this survey was made available to all TJX Associates across the globe. It is an important tool for us to hear from our global Associate population and to help inform future initiatives.

At TJX, we view diversity as inclusive of many facets – race, ethnicity, age, sexual orientation, gender identity, ability, experience, religion, perspectives, and more. We strive to treat all people with dignity and respect and do not tolerate discrimination or harassment of any kind. These expectations are reinforced to all Associates in the TJX Global Code of Conduct, to which all Associates are required to adhere. Our global inclusion and diversity priorities are designed to further embed inclusion and diversity within our culture and business practices.



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

# Global Priorities

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

We continue to work towards increasing representation of diverse Associates along our talent pipeline and are focusing on ways to recruit more diverse talent while also continuing to provide diverse Associates access to development opportunities. Expanding our outreach, internal training, and other tools and resources to support us in these efforts.

We continue to build on existing and new partnerships as well as expand our outreach to diverse networks. In the U.S., we have worked to increase representation from underrepresented groups in certain areas of the business through professional networks and targeted outreach, attending virtual and in-person career fairs, and looking for transferable skills. These efforts give us the opportunity to widen our talent pool and increase access to potential roles to diverse groups.

We also pursue 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, some of our U.S. nonprofit partners include The Posse Foundation, Bottom Line, Girls Who Code, The BASE, United Negro College Fund, Fashion Scholarship Fund, SummerSearch, and Thrive Scholars. We work with these organizations 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 through additional on-campus events, sponsorships, and career fairs. We believe these connections can help us create a pipeline of future diverse talent with TJX. Learn more about how we're working to build a more diverse workforce in our [Recruitment section](#).



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. In addition, in Fiscal 2024, U.S. Associate Resource Groups (ARGs), which are Associate-led groups focused on amplifying the voices of Associates through networking, development, and connection, had access to career development workshops. These workshops focused on helping Associates build individual development plans, have conversations with managers, and build relationships with mentors. We also have long-standing partnerships with community-based non-profit organizations—such as The Partnership and Conexión in the U.S.; Business in the Community in Europe; and a third-party leadership academy designed for Black executives and early- to mid-career managers in the U.S. and Canada—to create access to external support or 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 continue to equip our leaders with the education 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 have formalized 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. We have developed tools designed to support leaders across the Company in reflecting on and implementing inclusion-based values and behaviors. In Fiscal 2024, we updated our Leadership Development Toolkit with the goal of helping leaders across the Company deepen their understanding and continue implementation of inclusive values and behaviors. In recent years, we have also enhanced our Global Leadership Curriculum to provide our 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, this past year in the U.S., we expanded 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 since its inception include “Diversity as your Superpower,” “Being Authentic,” “Build Resilience,” “Beware the Four Conversation Traps,” 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. Over the past year, we have been working on integrating 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 value we place on inclusion and diversity, as well as a library of inclusion and diversity-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.

In Fiscal 2024, we hosted an Inclusion and Diversity Summit to bring together inclusion and diversity champions from across the organization. ARG leads, Inclusion and Diversity Advisory Board members, Inclusion and Diversity Business Committee members, and more came together to connect, educate, and grow. Additionally, in Fiscal 2024, TJX Europe held an Inclusion and Diversity event focused on education, storytelling, and raising awareness. Sessions ranged from information about ARGs and how to get more involved in our communities, to interactive sessions on language and culture and deaf awareness.

To promote awareness and align with best practices, we are also working to continue encouraging candid 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. 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 and product 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 promoting inclusivity. We have a number of mentoring approaches in place across the organization globally to build stronger connections among diverse groups of Associates and leaders. These approaches are 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 are important to our Associates, 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

In recent years, we have launched Inclusion and Diversity Advisory Boards in the U.S., Canada, Europe, and Australia. The Advisory Boards allow the opportunity for voices across the organization to be heard and members of these 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.

Inclusion is championed within our culture in many ways, one of which is through our Associate Resource Groups (ARGs) in the U.S. and Europe. ARGs are Associate-led groups and important to our efforts to champion inclusivity throughout our workplace. ARGs support the business in a multitude of ways including helping to align with business priorities and inclusion and diversity strategies, offering professional and social support to ARG members, amplifying the voices of our diverse Associates, and promoting diversity awareness in the workplace. Both the U.S. and Europe have a variety of ARGs that collectively include support for Asian and Pacific Islander Associates, Black Associates, Hispanic and Latino/a/x Associates, Associates with disabilities, members of the LGBTQ+ community, members of the U.S. Armed Forces, women, and working parents. In recent years, both the number of ARGs and participation rate have increased. Some of our newest ARGs include ASPIRE (Asian and Pacific Islanders for Representation and Empowerment) and HoLA (Hispanic Latinx Alliance) in the U.S., a wellbeing ARG in Germany, and a women's ARG in Poland.

ARGs develop annual business plans and manage a variety of engaging activities and initiatives to support a work environment that is welcoming to all. ARGs may plan education sessions, guest speakers, volunteerism and charitable giving, celebration of diversity



appreciation months, and consult on business opportunities, as appropriate. For example, In Fiscal 2024 in the U.S. the LEAD (Leadership, Education, and Adaptation for Disabilities) ARG hosted an event on neurodiversity; the Pride ARG held an event on pronouns; and the BLAC (Black Leadership & Associate Coalition) and HoLA (Hispanic Latinx Alliance) ARGs held an event for their members on how to maximize their benefits at TJX. In Europe, ARGs participated in an office inclusion and diversity event where they educated Associates and raised awareness of ARGs among the Associate population. Thanks to our active LGBTQ+ ARG, we attended our first Pride Parade events in Belfast, Northern Ireland; Manchester, U.K.; and Berlin, Germany in Fiscal 2024.

In Canada, inclusion and diversity committees have been established for Associates in our home office, distribution centers, and the field, which includes stores and regional offices. These

committees aim to provide opportunities for Associates to share input, generate ideas, and develop annual plans regarding various inclusion- and diversity-related initiatives. For example, the committees plan education sessions, host various guest speakers, and organize diversity appreciation events throughout the year. These committees are also expected to help inform TJX Canada's strategic inclusion and diversity initiatives in support of TJX's global priorities.

The Australian inclusion and diversity governance structure consists of four Working Groups and two inclusion and diversity committees that support the delivery of initiatives associated with the inclusion and diversity plan. The four Working Groups focus on supporting topics like mental health, ethnicity, sexual and gender identity, and Aboriginal and Torres Strait Islander cultures. The two inclusion and diversity 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 in the U.S., we enhanced our parental leave policy for benefits-eligible Associates to be more supportive of working parents, we added health, life, and disability benefits for same-sex spouse or domestic partners, and we offer transgender-inclusive healthcare, services, and transition support under our Company's medical plans for eligible Associates. 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 a gender-neutral dress code policy.

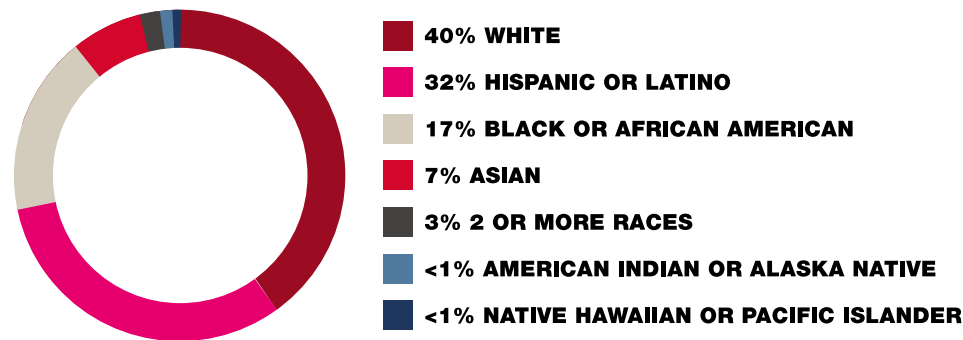


# Our Diverse Workforce

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 41% of Associates in managerial positions around the world have been at the Company for more than 10 years.<sup>3</sup> In the field, we are proud that, as of the end of Fiscal 2024, more than 75% of current U.S. Store Managers were promoted into the Store Manager role from other positions in the Company. 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.

## 2023 U.S. Workforce Representation By Race/Ethnicity<sup>8</sup>



[Click Here to View Our 2023 U.S. EEO-1 Report](#)

## Fiscal 2024 Global Gender Diversity<sup>1</sup>

**77%** of our global workforce is female

**68%** of people in managerial positions globally are female<sup>2</sup>

**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<sup>1,4</sup>

**59%** of our workforce in the U.S. is people of color<sup>3,4</sup>

**37%** of people in managerial positions in the U.S. are people of color<sup>2,3,4</sup>

**60%** of people in non-managerial positions in the U.S. are people of color<sup>3,4</sup>

**14%** of Vice President and above positions in the U.S. are people of color<sup>3,4</sup>

**51%** of promotions in the U.S. were earned by people of color<sup>3,4</sup>

## 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

## Pay Equity

Since 2020, TJX has periodically conducted a pay equity analysis of its U.S. workforce that covers gender and race/ethnicity. In the U.S., based on 2023 data and accounting for job title, geography, and full- or part-time status, we found, on average, no meaningful difference in base pay between Associates based on gender or race/ethnicity at TJX. We intend to continue 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.

[/ 2023 U.K. Gender Pay Gap Statement](#)

[/ 2022 Ireland Gender Pay Gap Statement](#)

[/ 2023 Ireland Gender Pay Gap Statement](#)

# Health & Well-Being

At TJX, fostering a positive and inclusive work environment so that our Associates feel welcome, valued, and engaged is core to how we operate. We aim to support our large, global, and complex workforce in a variety of ways and offer benefit packages that are competitive in the markets where we operate and aligned with the talent needs of our business. We have a range of global well-being programs focused on physical, financial, and emotional wellness.



**Physical Well-Being:**

Supporting our Associates through access to fitness and wellness resources and a range of health benefits for eligible Associates.



**Financial Well-Being:**

Supporting our Associates through access to financial education resources, a range of discounts, and retirement, life insurance and disability benefits for eligible Associates.



**Emotional Well-Being:**

Supporting our Associates through assistance programs, access to mental health education and services, and paid time off for eligible Associates.



We believe providing well-being programs that help support our Associates in and outside of work can assist us in attracting and retaining top talent, meeting the diverse needs of our workforce, and promoting a healthier and happier workforce. We continually review our programs and look for ways to enhance our offerings to best support our Associates.



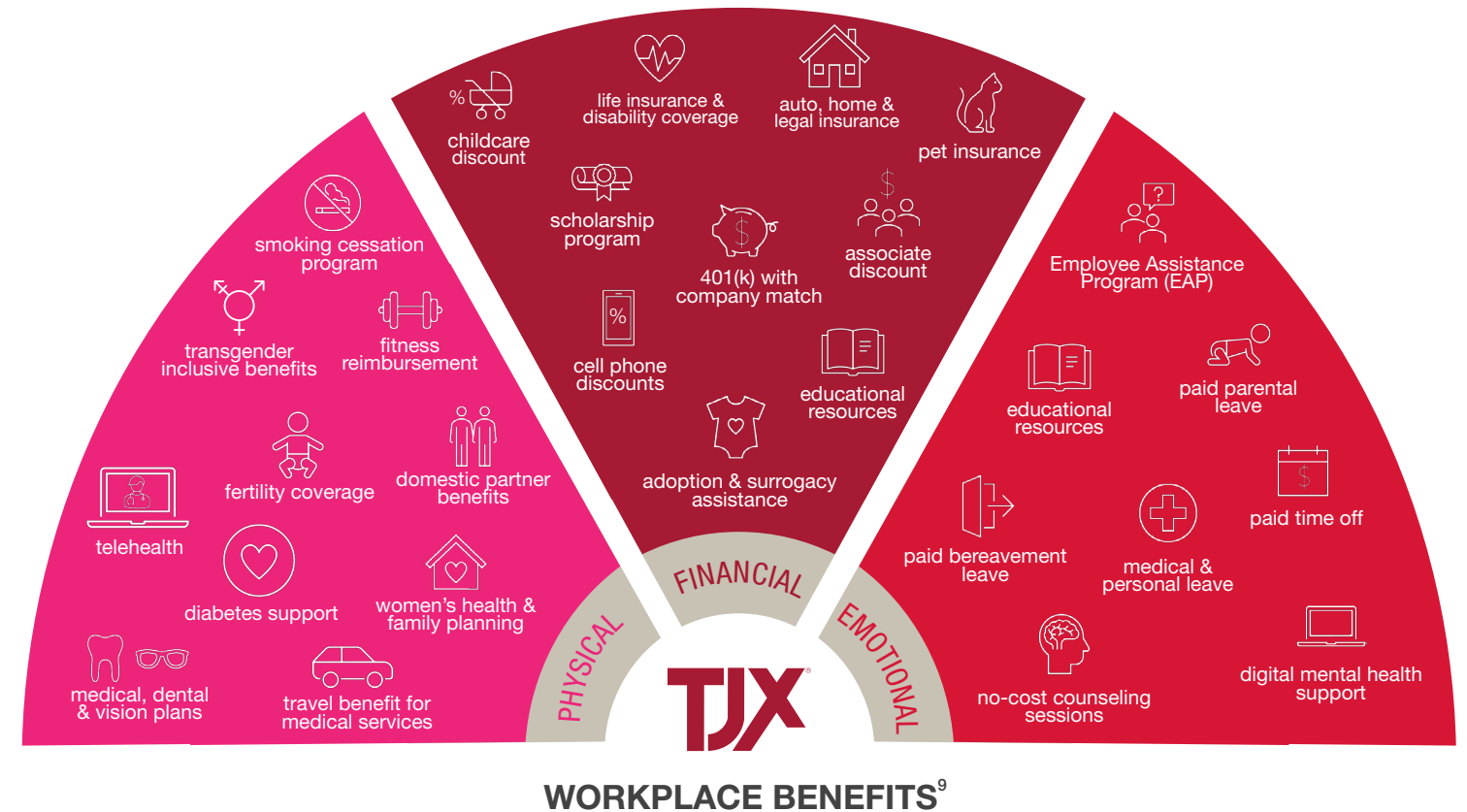
Below are a variety of examples of the types of benefits and resources available to our Associates. Benefits and resources, and applicable eligibility terms, vary across our geographic operations based on location, position, hours worked, length of employment, and other factors. Examples shown here may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

## Examples of Benefits & Resources in the U.S.<sup>9</sup>

**Physical:** Medical, dental, and vision plans; comprehensive fertility coverage and transgender inclusive healthcare benefits under medical plans; domestic partner health coverage; resources for women’s health and family planning; travel benefit for medical services when not available within 100 miles of home; diabetes support; access to telehealth services; smoking cessation program; fitness reimbursement.

**Financial:** 401(k) company match; life insurance and disability coverage; insurance and retirement benefit coverage for domestic partners; scholarship program; Associate discount at all of our retail banners; childcare discount; cell phone discounts; adoption and surrogacy assistance; pet insurance; legal insurance; discounts on home and auto insurance; access to educational resources on financial topics.

**Emotional:** Employee Assistance Program (EAP); access to no-cost counseling sessions; paid time off including paid parental leave, paid bereavement leave (including for pregnancy loss) and paid sick time ([click here for more information on paid sick time policies at TJX](#)); domestic partner coverage under paid time off policies; access to medical and personal leaves of absence; digital mental health support; access to educational resources covering topics such as new and expectant parent support, stress reduction, and support for caregivers.



<sup>9</sup>Benefits 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 above may not be available to all Associates within each geography.

## Examples of Benefits & Resources Globally<sup>9</sup>

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. Some examples include 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 at TJX Canada; support on men’s health, women’s health, and menopause at TJX Europe; 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; and access to educational resources focused on stress reduction and relaxation, retirement planning, and caregiver support at TJX Australia.

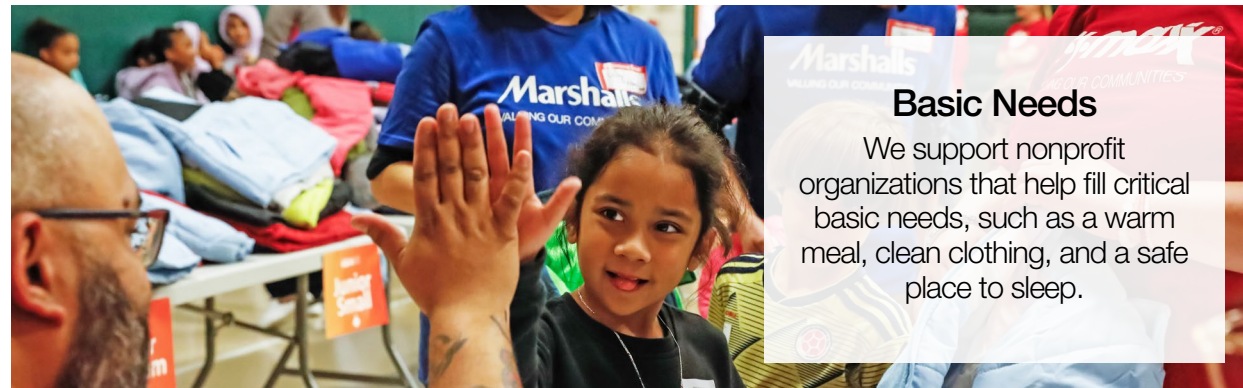
# Communities

## 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 relations mission:

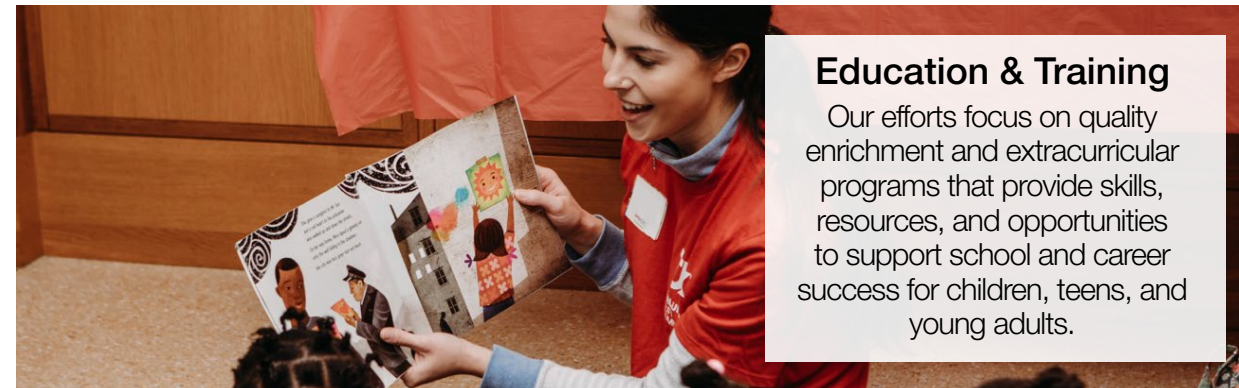
*Deliver great value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.*

### Our Social Impact Areas



#### Basic Needs

We support nonprofit organizations that help fill critical basic needs, such as a warm meal, clean clothing, and a safe place to sleep.



#### Education & Training

Our efforts focus on quality enrichment and extracurricular programs that provide skills, resources, and opportunities to support school and career success for children, teens, and young adults.



#### Patient Care & Research

We support organizations that deliver services to families and children facing health challenges and life-threatening illnesses.



#### Empowering Women

We support programs that provide services to support women in need, ranging from help for those fleeing domestic violence, to offering education, training, and job placement resources.

### FY24 STATISTICS<sup>1,10</sup>


 **2,000+**  
organizations supported


 **33 million**  
meals provided<sup>5</sup>

 **500,000**  
shelter nights provided<sup>5</sup>

 **465,000**  
units of product donated

 **25,000**  
domestic violence services provided<sup>5</sup>

 **\$23 million**  
for healthcare research and patient care

 **2 million**  
young people provided access to educational opportunities<sup>5</sup>

 **10,000**  
young people and women provided workforce readiness opportunities<sup>5</sup>



## Our Approach to Giving Back

We are a global business with stores located on three continents and in thousands of communities around the world. Our community relations mission is to deliver great value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future. Supporting the communities where our Associates live and work is important to us. There are several ways in which we offer 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 2024. These grants included support for national charitable groups and donations to local charities. Each of our foundations has its own focus that supports our global community relations mission:
  - / **The TJX Foundation** (U.S.): Delivering great 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 to achieve their potential in our local communities.
- / **Cause Marketing and In-store Fundraising:** Our retail chains conduct charitable campaigns that support various non-profit organizations. Some examples include selling merchandise that benefits select organizations and point-of-sale fundraising.
- / **Associate Volunteerism, Engagement 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 2024, TJX Associates engaged in various efforts to support causes they were passionate about, including participating in food and clothing drives, volunteering to help women and young people access mentoring, walks to raise money, education, and workforce opportunities. In addition, TJX Associates in the U.S., Europe, and Canada have the opportunity to nominate local organizations to receive grants from our foundations. In Fiscal 2024, TJX supported more than 1,250 Associate Nominated Grants, which have included focuses on education, medical care, food insecurity, and providing support for people with disabilities.

As with all of our corporate responsibility initiatives, we aim for continuous improvement with our community relations efforts, as we believe this is in the interest of the communities and partners we support. We regularly communicate with our community partners to understand the impact they believe our support has had and how we can continue to make a difference.

## Other Ways We Give

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 combined with our community relations mission play a key role in our approach to how we support communities and provide additional ways in which we think about our charitable giving:

- / **Disaster Relief:** TJX supports communities in need when unexpected disasters strike. We have contributed generously for over 25 years to Red Cross chapters worldwide and to other organizations that help local communities rebuild and provide clean water, safe shelter, and hot meals in the wake of devastating disasters. In addition to supporting the Red Cross, 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; and 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:** As a business, we do not tolerate discrimination or harassment of any kind, and we remain committed to supporting inclusion and diversity and increased access to opportunities for all. As part of these efforts, TJX continues to provide support to communities of color, expanding existing partnerships and creating new ones with organizations in the U.S., Canada, Europe, and Australia. We are also taking steps to support a more inclusive and diverse workplace; learn more about this work in the **Inclusion and Diversity** section of this report.

As part of our approach to giving back, our retail brands conduct charitable cause marketing and in-store point-of-sale fundraising campaigns that support various non-profit organizations. Thanks to our generous customers around the world, we are able to continue to deliver on our community relations mission in our stores globally.

## Our Cause Marketing & In-Store Support Includes:



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



- / Alice House (Canada)
- / Alzheimer's Association (U.S.)
- / Dress for Success Canada Foundation (Canada)
- / 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)



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



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

### WINNERS

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



- / 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)



- / 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)



# Basic Needs

## Filling Critical Basic Needs Through Warm Meals, Clean Clothing, & a Safe Place to Sleep

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, many of our Associates participate in engagement programs with Cradles to Crayons where they have the opportunity to volunteer their time.

Since 2015, our U.S. retail chains, including TJ Maxx, Marshalls, HomeGoods, Sierra, and Homesense, 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 2024, 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 28 million meals served to those in need. Through this campaign and other global efforts and partners, TJX helped provide 33 million meals to those in need in Fiscal 2024.

TJX has supported **Operation Warm**, a U.S. nonprofit that serves children in need through the gift of brand-new, high-quality coats and shoes, since 2003. In Fiscal 2024, across four events, TJX Associates helped to provide coats to more than 2,000 children in need. Through Associate volunteer events and funding donations that help to provide coats and shoes to nonprofit partners and high-need elementary schools, TJX continues to support 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.



Since the launch of the Find Your Stride<sup>®</sup> initiative in 2019, TJX Canada has embarked on a mission to help vulnerable women access the skills and support they need so that they and their families can thrive in life. Two of our partners are **Dress for Success Canada Foundation** and the **Women in Need Society (WINS)**. TJX helps Dress for Success Canada Foundation empower women and non-binary individuals to achieve economic independence by providing a network of support, professional attire, and development tools to help them thrive in work and in life. In Calgary, WINS serves as a thrift charity through its House to Home (H2H) program. WINS provides resources and essentials, such as household items, furniture, hygiene products, food, transit tickets, cellular assistance, and clothing to help its clients navigate through tough times.

## Having An Impact: Red Nose Day 2023



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 much-loved fundraising campaign, Red Nose Day. Over the years, 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, from which a portion of the sales go to the Red Nose Day campaign. In Fiscal 2024, TK Maxx and Homesense partnered with Mr. Men and Little Miss to create t-shirts, sweatshirts, tote bags, aprons, and mugs to help raise funds for Red Nose Day. Since 2005, TK Maxx and Homesense are proud to have raised nearly \$40 million for this worthy campaign.



# Education & Training

## Helping to Provide Opportunities for Children, Teens, & Young Adults

UN SDGs: 4

TJX has long been committed to helping unlock educational opportunities for at-risk youth and vulnerable young people to support them in reaching 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 2024, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 2 million young people.

Since 1984, TJ Maxx has proudly supported **Save the Children U.S.** to help improve the lives of children and families, making this its 39<sup>th</sup> year of sponsorship. Over the years, the relationship has grown to include an annual in-store fundraising campaign and donations of profits from co-branded reusable bags. TJ Maxx and Save the Children have also established various custom programs and initiatives, including Save the Children's Early Childhood Education programs and Family Action network. Read more about TJ Maxx's partnership with Save the Children and its work to support women and caregivers in the **Empowering Women** section.

Fiscal 2024 marked TJX's sixth year in the U.S. working with **Jumpstart**, an early education organization that provides programming to preschool children in underserved communities to help them enter kindergarten prepared to succeed. 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 help promote early literacy and increase access to high-quality books. In Fiscal 2024, our sponsorship helped achieve a distribution of approximately 145,000 copies of the campaign book, with more than 16,000 copies directly donated to TJX nonprofit community partners and TJX Associates — a record number.

Sierra aims to help everyone access the outdoors by providing support to nonprofits that help children get outside. Nationally, Sierra partners with **KABOOM!** to help fund programs that are committed to providing safe places for all children to play. Sierra also partners with Open Outdoors for Kids, a **National Park Foundation** program that creates opportunities for children to explore nature. In Fiscal 2024, Sierra partnered with KABOOM! to build a new playground in Saint Paul, Minnesota. The playground started with

### FY24 STATISTICS



**2 million**

young people provided access to educational opportunities<sup>5</sup>



**10,000**

young people and women provided workforce readiness opportunities<sup>5</sup>



imaginative visions drawn by children in the area to update an outdated playground installed in 1997 and in need of replacement after its 26-year history. It is now open to the public and serving children in the area. The playground was built in alignment with KABOOM!'s 25 in 5 initiative, which aims to build playgrounds in 25 markets over five years. This is Sierra's fifth playground built in partnership with KABOOM!.

TJX has 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 2024, 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 for their futures, and make smart academic and economic choices. TJX Associates have the opportunity to volunteer in Junior Achievement programs.

TJX Canada's Find Your Stride initiative endeavors 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 the partnerships and other ways TJX Canada's Find Your Stride initiative is supporting women, visit the **Empowering Women** section.

TJX Canada is a proud sponsor of the **Canadian Civil Liberties Education Trust (CCLET)**, a nonprofit research and public educational organization which aims to encourage, promote, and protect the rights and freedoms for all people in Canada, including newcomers. In Fiscal 2024, TJX Canada's funding supported the CCLET in expanding their annual education conference to additional locations to educate Canadians about their rights and freedoms. In addition, the CCLET was able to develop a digital education library program, serving as a free interactive workshop to provide newcomers with a better understanding of their rights.

In Fiscal 2024, TJX Europe celebrated 10 years of partnership with **The Prince's Trust** and support of its Achieve and Get Into programs in the U.K. The Achieve program is a development program designed to help young people engage with and succeed in their education by building their confidence and skills. The Get Into program provides training, development, and employment opportunities to help disadvantaged young people build a better future. In partnership with The Prince's Trust, TJX Europe runs three Get Into programs across the areas of Retail, Loss Prevention, and Distribution.

TJX Europe also partners with **Stowarzyszenie WIOSNA** in Poland to support their Academy of the Future program to provide one-to-one educational and mentoring support for disadvantaged children and young people. Additionally, since 2010, TJX Europe has partnered with **Children for a Better World** in Germany to help children achieve their full potential through their Lunch Table and Discoverer Activities 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.

TK Maxx in Australia supports **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. Since 2022, TK Maxx in Australia has been able to help provide approximately 650 scholarships through The Smith Family's flagship program, *Learning for Life*. Each scholarship supports a child 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 one year of study.

TJX remains committed to supporting inclusion and diversity and increased access to opportunities for all, and this commitment extends into the work we do in our communities. We continue to provide support to communities of color by funding organizations that focus on promoting and supporting racial justice and

equity. In the U.S., TJX has partnered with a number of nonprofits, including **The Posse Foundation**, **Bottom Line**, **Leadership Enterprise for a Diverse America**, and the **United Negro College Fund (UNCF)** to support their work in helping connect high school and college students with internship and early career opportunities. In Europe, the TK Maxx and Homesense Foundation provides funding to various charities across Europe for projects and initiatives that promote inclusion and diversity. These projects and initiatives provide support for gender equality, the LGBTQ+ community, racial justice, and people with disabilities in local communities. TJX Canada is proud to partner 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.

## Having An Impact: Orange Shirt Day 2023



In Fiscal 2024, Winners and Marshalls in Canada supported Orange Shirt Day and the **Orange Shirt Society** by partnering with Métis artist Kaija Heitland of @indigenousnouveau to create an exclusive orange shirt design sold in stores. All of the profits from the sale of the orange t-shirts were donated to the Orange Shirt Society. 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.'

"As a Métis artist, I'm honored to be able to create a design to support the Every Child Matters movement, The National Day for Truth and Reconciliation, and show our solidarity and kinship with all Indigenous peoples. It takes the efforts of all of us to join together and make change."

- Kaija Heitland, Métis Artist and Teacher, @indigenousnouveau  
To learn more, visit [www.indigenousnouveau.com](http://www.indigenousnouveau.com)  
and [www.theribboniskirtproject.ca](http://www.theribboniskirtproject.ca).



# Patient Care & Research

## Supporting Organizations That Deliver Services to Families & Children Facing Health Challenges

UN SDGs: 3

A key part of our community relations work involves supporting organizations that deliver services to families and children when they are facing health challenges and life-threatening illnesses, as well as 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 health-related causes 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 Massachusetts-based community health center recognized nationally in the U.S. as a model for the delivery of comprehensive health and human services in an urban community. Dimock aims to break down barriers to care and correct racial health inequities by providing Massachusetts residents access to high-quality, low-cost health care and human services, regardless of their ability to pay. TJX has 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 in their journeys. In Fiscal 2024, TJX contributed to the creation of a new, state-of-the-art addiction recovery center for men, designed to support those at the critical step between detox and residential recovery. In line with Dimock's mission to provide care for the whole person, TJX also supports a variety of Dimock's Child and Family Services programs. 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. In Fiscal 2024, we were also able to help rebuild a clothing closet, which allows Dimock to provide community members, including patients in Dimock's residential recovery homes, with essentials such as clothing, shoes, coats, and more. These items help patients start their recovery journeys in comfort and dignity.

For 30 years, Marshalls has partnered with the **Juvenile Diabetes Research Foundation (JDRF)** in the U.S. to help the organization find a cure for type 1 diabetes and to improve the lives of children and adults living with it. Through an annual in-store fundraising campaign and support of other local JDRF events, Marshalls is helping to fund new research and support programs. We are proud that Marshalls has been named a Diamond Partner, helping to fund research that may one day eliminate this disease. Marshalls has also supported the **Alzheimer's Association** for 11 consecutive years, raising funds and awareness through in-store fundraising programs to support Alzheimer's research, care, and support.



For many years, TK Maxx customers and Associates have raised millions for **Cancer Research UK for Children & Young People** and **Enable Ireland**. TK Maxx has partnered with Cancer Research UK since 2004 and is proud to be the largest corporate supporter of its research for children's cancers. The support continues to fund life-saving research to help more children and young people survive cancer with a better quality of life. TK Maxx has also worked with Enable Ireland since 1997, and as the organization's largest retail partner, TK Maxx helps support children with disabilities and their families across Ireland. In Fiscal 2024, TK Maxx continued ongoing support for both organizations through donations from TK Maxx's Give Up Clothes for Good program. Give Up Clothes for Good encourages customers and Associates in the U.K. and Ireland to drop off their used clothes, accessories, and homeware, year-round, at their local TK Maxx store. These items are donated to Cancer Research UK and Enable Ireland shops where they may be sold to help raise funds to support life-saving research and families of children with disabilities.

Having An Impact: Find Home Anywhere

# FIND HOME ANYWHERE™



For over two decades, HomeGoods has supported organizations like **St. Jude Children's Research Hospital** and the **Dana-Farber Cancer Institute** in helping families facing cancer and serious illness. Over the years, HomeGoods's support has included in-store fundraising and the sale of limited-edition charitable merchandise like rolls of wrapping paper, snow globes, boxed holiday cards, and reusable shopping bags designed by Dana-Farber patients, in which 50% of the purchase prices benefits St. Jude or Dana-Farber. In Fiscal 2024, HomeGoods launched *Find Home Anywhere*®, its commitment to helping people feel a sense of belonging – no matter where life takes them. As part of this 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. In addition, HomeGoods has begun collaborating 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

## Supporting, Empowering, & Enriching the Lives of 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.

TJ Maxx's Maxx You Project is an ongoing initiative that aims to support women in expressing their full selves. In Fiscal 2024, TJ Maxx provided funding to **Save the Children** to help support women and caregivers through a variety of custom programs, such as the expansion of Save the Children's Early Childhood Education programs and Family Action network; the launch of their Rural Childcare Network; and the expansion of the content in the Women's Empowerment Toolkit, originally launched in 2021. TJ Maxx also partnered with **Dress for Success** in the U.S., offering workshops, trainings, style sessions, and networking opportunities, to support the nonprofit in its mission to help women thrive in work and in life.

In addition, TJ Maxx provided grants to help offset career and educational advancement barriers that women face. Through Save the Children, grants were awarded to support childcare providers and women pursuing early childhood education qualifications. Through Dress for Success in the U.S., women received scholarships to access the resources they need and pursue higher education opportunities, such as at colleges, universities, and vocational-technical schools, as well as professional development certifications.

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. To help deliver on Find Your Stride's mission, TJX Canada has partnered with several charitable organizations across Canada, including Dress for Success Canada Foundation, WoodGreen's Homeward Bound program, the Women in Need Society (WINS), Alice House, and Petites-Mains. These organizations provide women and their families with resources and support systems needed to thrive, including access to basic needs like food, secure housing, and clothing, as well as a variety of services such as work skills development, educational programs, work placement, and childcare.



Examples of initiatives that Find Your Stride has supported, include:

- / **WoodGreen's Homeward Bound** program gives women participating in the program an opportunity to receive housing and childcare while pursuing a no-cost, four-year education and employment program. Homeward Bound also provides women with internships and job placement assistance. This four-year program provides intensive wrap-around services that eliminate the barriers that single mothers face in trying to overcome poverty.
- / The **WINS** Retail Ready initiative provides women with a six-week training and work experience program designed to enable them to find and maintain employment within the retail industry.
- / Some of TJX Canada's French-speaking Associates are able to volunteer with **Petites-Mains**, a Quebec-based organization dedicated to helping integrate Canadian newcomers into the job market through skills and knowledge training. Associate volunteers support program participants with their career development.
- / **Alice House**, an organization that provides opportunities for women to create a life free from domestic and intimate partner violence, 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.



In Europe, the TK Maxx and Homesense Foundation has supported various organizations aimed at supporting gender equality. In Fiscal 2024, funding supported programs trying to end period poverty in local communities and those assisting victims of domestic violence and abuse. TJX Europe also collaborated with Prince's Trust celebrity ambassador, Gaby Roslin, to create a bespoke candle to sell in TK Maxx and Homesense in the UK in support of The Prince's Trust #ChangeAGirlsLife campaign. A portion of the proceeds from the candles helped to support disadvantaged young women build better futures for themselves through employment, education, or by starting their own businesses.

## Having An Impact: Dress for Success



Through the Find Your Stride initiative, TJX Canada is a proud supporter of Dress for Success Canada Foundation, whose vision is that all women across Canada have access to the career development tools necessary to thrive in both work and life. In Fiscal 2024, TJX Canada supported Dress for Success Canada Foundation by hosting national, virtual career development workshops 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.

“Dress for Success Central Alberta has made me feel absolutely ‘worth it’ during our first session. I left feeling invigorated, my esteem increased two-fold, and my overall sense of worthiness was re-presented to me with an enthusiasm I feared had left me. It has been a while for me to allow myself to display vulnerability, yet I needed the help, guidance, and validation in the process of searching for a new employment opportunity. This was so much more than I had anticipated, and I felt the energy of the stylist’s authenticity towards me. I highly recommend this opportunity to be experienced by every woman out there who is trying to find her way in the world. It’s ok to fall, these women will help you stand up again.”

- Past Dress for Success Client



# Environmental Sustainability

## Environmentally Responsible. Smart for Business.

TJX is committed to pursuing initiatives that are environmentally responsible and smart for our business. Our operational environmental sustainability initiatives are centered around global goals that aim to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions, scale up our use of renewable energy, and divert a significant portion of our operational waste from landfill. In addition, we have initiatives related to Sustainable 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

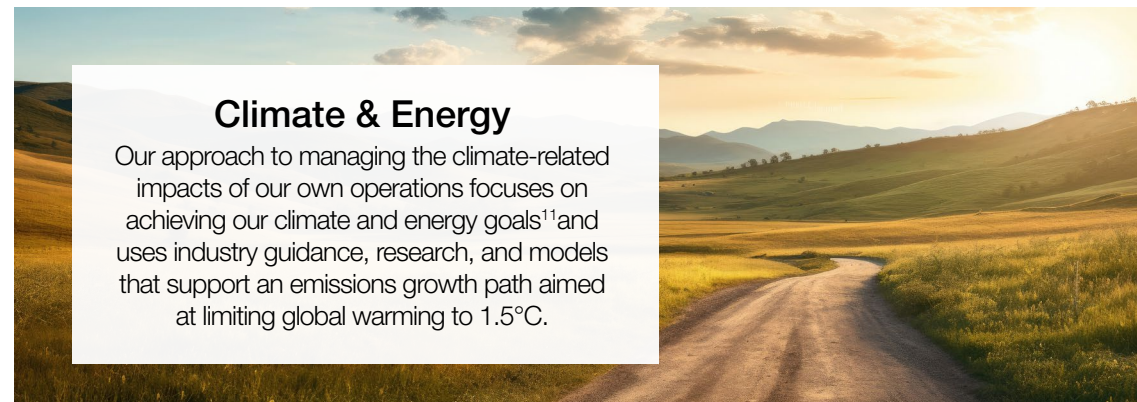


**Waste Diversion**  
Divert 85% of our operational waste from landfill by 2027<sup>7</sup>



**Sustainable Packaging**  
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

Since setting our current environmental goals, TJX has worked to scale existing programs and processes to help us track our progress toward, and ultimately seek to achieve, our global environmental sustainability goals. We are committed to making progress against these goals, and we center our global and regional operational environmental sustainability initiatives around the following focus areas:

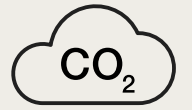


**Climate & Energy**  
Our approach to managing the climate-related impacts of our own operations focuses on achieving our climate and energy goals<sup>11</sup> and uses industry guidance, research, and models that support an emissions growth path aimed at limiting global warming to 1.5°C.



**Waste Management**  
Teams throughout our business are working toward our global operational waste diversion goal<sup>12</sup> in several ways, including by eliminating waste where feasible and by maximizing the reuse and recycling of materials used in our stores, distribution centers, and corporate offices.

### FY24 STATISTICS<sup>1</sup>



**32%**

absolute reduction in global GHG emissions from our own operations since FY17<sup>6</sup>



**31%**

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



**81%**

of global operational waste diverted from landfill<sup>7</sup>

\*Detailed information on Sustainable Sourcing can be found on [page 54](#), as part of the Responsible Sourcing pillar.



# Climate & Energy

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

TJX has made certain commitments to reduce the climate impacts of our own operations – meaning our stores, home offices, distribution (or processing) centers, and certain vehicles. To support these commitments, we work across our global business operations to measure, manage, and address these impacts.

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>13</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 science-based 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 contributing to the process for measuring and reporting key climate and energy data and metrics. The GCEG led the development of the Company's net zero roadmap, which outlines our high-level plans and strategic approach to achieving our global climate and energy targets. Through this roadmap, we have identified strategies and tactics that aim to decrease 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 and feasibility of utilizing available electric vehicles and alternative fuel technologies in order to reduce fleet emissions. Following reasonable efforts to reduce operational emissions in pursuit of



our net zero GHG emissions goal, we may assess an approach to source carbon offsets<sup>14</sup> in the event there are remaining emissions to neutralize by 2040. In this case, we would intend to source carbon offsets from projects that we determine to be consistent with credible, publicly available guidance on the attainment of net-zero GHG emissions targets.

As a result of our energy management and renewable and low-carbon energy sourcing efforts in Fiscal 2024 alone, we estimate that our reported Scope 1 and Scope 2 (market-based) emissions were reduced by approximately 272,000 metric tons of CO<sub>2</sub>e.<sup>15</sup>

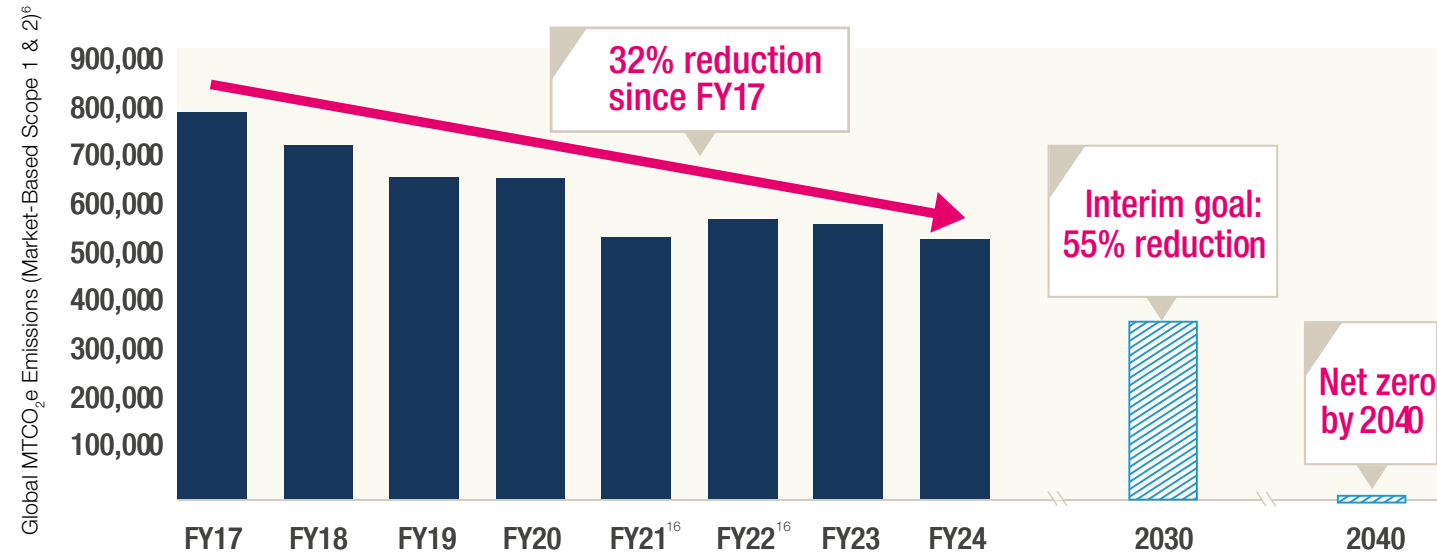


# Progress Against Climate & Energy Goals

## GHG Emissions:

- / We have achieved a **32% reduction** in absolute, market-based, operational (Scope 1 & 2) GHG emissions since our Fiscal 2017 baseline.<sup>6</sup> This represents approximately 58% of our 2030 target achieved. We are progressing along our modeled emissions reduction pathway.
- / We reduced our absolute, market-based, operational (Scope 1 & 2) GHG emissions by 4.9% relative to Fiscal 2023. We continued to grow our business and operational footprint over the same period.

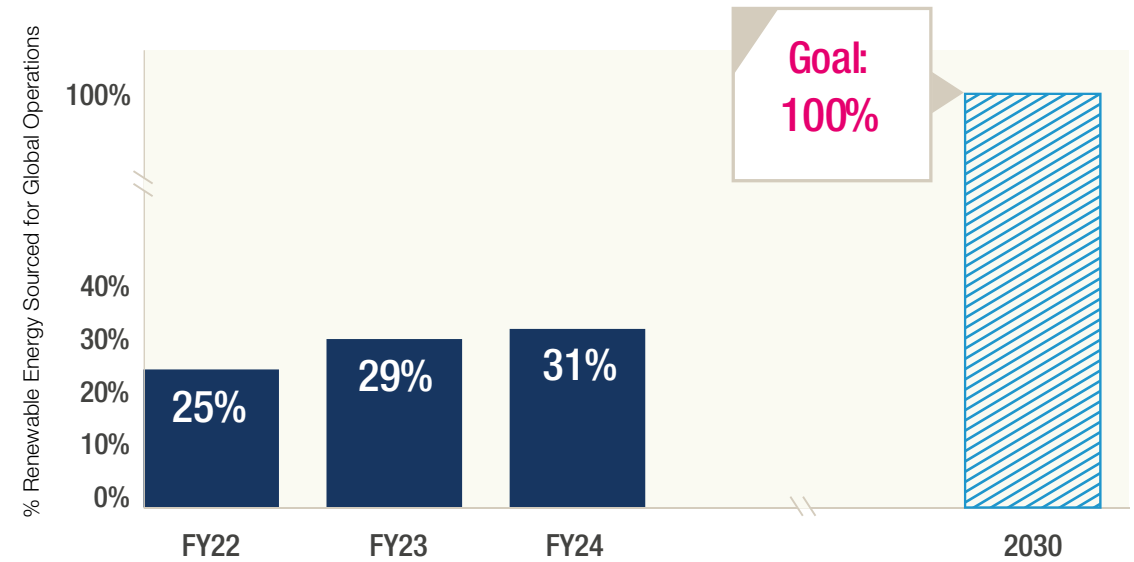
Progress Toward GHG Emissions Goals



## Renewable Energy:

- / **31%** of energy sourced from our own operations globally came from renewable sources.
- / In Fiscal 2024 alone, we sourced more than 553 million kilowatt hours of renewable and low-carbon energy.

Progress Toward Renewable Energy Goal



# Addressing Emissions In Our Own Operations

## Energy Efficiency

Reducing energy consumption, where feasible, is one of our first considerations for decreasing 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 certain distribution centers globally
- / Installing high-efficiency HVAC systems in certain existing stores and distribution centers
- / Employing high-volume, low-speed (HVLS) fans in certain distribution centers and stores
- / Installing and upgrading smart building management system (BMS) controls in certain geographies
- / Utilizing energy-efficient building designs and controls in new buildings
- / Exploring and leveraging utility-level energy efficiency incentives and programs

Where we are able, we intend to upgrade our stores globally to LED lighting. In Fiscal 2024, we again conducted more store retrofits than we conducted the year previously. The majority of our stores and distribution centers globally are now equipped with LED lighting technology.

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 demand-control ventilation for HVAC, which may be applicable across certain facility types.

## Renewable & 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 goal of 100% renewable energy in our operations, 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
- / Unbundled energy attribute certificates (EACs)

We have deployed on-site solar at some of our U.S. distribution centers, including in Arizona, Connecticut, Massachusetts, Nevada, and Texas, as well as at our processing center in Australia. 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.



TJX Australia's processing center in New South Wales features rooftop solar panels and a Green Star certification.

In Fiscal 2024:

- / 31% of energy sourced for our own operations globally came from renewable sources and was generated from a variety of technologies, such as solar, wind, and hydropower.
- / Our renewable and low-carbon energy sourcing strategy enabled us to reduce our Scope 2 market-based GHG inventory by more than 262,000 metric tons of CO<sub>2</sub>e.<sup>15</sup>
- / Compared to Fiscal 2023, TJX purchased nearly 73,000 megawatt hours more renewable and low-carbon energy.



## Transportation & Fuel (Scope 1)

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. This includes 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:

- / Offer hybrid electric company vehicles to eligible Associates in the field and utilize hybrid cars for a portion of our fleet vehicles
- / Utilize battery-powered forklifts in our distribution centers

In the U.K. and Ireland, certain vehicles fall within our operational (Scope 1) footprint. In these countries, TJX Europe has:

- / Switched to hydrotreated vegetable oil (HVO) in the shunt vehicles in two U.K. processing centers

- / Continued to utilize longer semi trailers, which improves efficiency by increasing average payload
- / Adopted a fuel efficiency driver training program as part of its driver development process
- / Supported ongoing initiatives including the implementation of fleet analytics and tire pressure monitoring to deliver incremental fuel efficiency as well as regularly reviewing its 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.

## Integrating Sustainability Into Operations




**Green Certified Buildings (LEED, BREEAM, Green Star)**

Phoenix, AZ, U.S.	Didcot, U.K.
Jefferson, GA, U.S.	Hackney, U.K.
Marlborough, MA, U.S.	Hereford, U.K.
Las Vegas, NV, U.S.	Wakefield, U.K.
New Albany, OH, U.S.	Watford, U.K.
Mississauga, ON, Canada	Sulechów, Poland
Balham, U.K.	Marsden Park, NSW, Australia




**On-Site Solar Installations\***

Phoenix, AZ, U.S.	Norwell, MA, U.S.
Tucson, AZ, U.S.	Worcester, MA, U.S.
Clovis, CA, U.S.	Brick, NJ, U.S.
Dublin, CA, U.S.	Bridgewater, NJ, U.S.
El Segundo, CA, U.S.	Edgewater, NJ, U.S.
Paso Robles, CA, U.S.	Holmdel, NJ, U.S.
Petaluma, CA, U.S.	North Brunswick, NJ, U.S.
San Diego, CA, U.S. (x2)	Secaucus, NJ, U.S. (x2)
Torrance, CA, U.S.	N Las Vegas, NV, U.S.
San Dimas, CA, U.S.	Westbury, NY, U.S. (x2)
Palmdale, CA, U.S.	El Paso, TX, U.S.
Oxnard, CA, U.S.	Barnsley, U.K.
Vallejo, CA, U.S.	Altrincham, U.K.
Rowland Heights, CA, U.S.	Stevenage, U.K.
Bloomfield, CT, U.S.	Marsden Park, NSW, Australia
Bristol, CT, U.S.	



**Off-Site Renewable or Carbon-Free Product**

Colorado, U.S.	New York, U.S.
Connecticut, U.S.	Alberta, Canada
Illinois, U.S.	Nova Scotia, Canada
Massachusetts, U.S.	Saskatchewan, Canada



**EV Charging Installations**

Framingham, MA, U.S.	Watford, U.K.
Mississauga, ON, Canada	Bergheim, Germany
Brampton, ON, Canada	

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

# Addressing Emissions In Our Value Chain

## Estimating Scope 3 Emissions

Addressing Scope 3 emissions is a priority for TJX, and in recent years, 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. Our internal teams have been constructing and executing on a multi-year feasibility assessment, and we have made strides in addressing Scope 3 emissions.

As an off-price retailer, assessing and calculating Scope 3 emissions from certain categories is challenging. Our opportunistic and flexible buying strategy is to acquire a rapidly changing assortment of merchandise in a variety of ways on an ongoing basis and close to need from an expansive universe of merchandise vendors. This means that the volume we buy from any single vendor can vary greatly from time to time. Unlike more traditional retailers, we do not own, operate, or control the facilities that manufacture products sold in our stores. In addition, we do not replenish specific branded products purchased from a small or generally very consistent vendor base on a regular basis and our product mix changes frequently based on a variety of factors.

Despite the complexities of Scope 3, we are taking action in this area. As part of our feasibility assessment, we evaluated all 15 categories of Scope 3 GHG emissions, both upstream and downstream, and developed order of magnitude estimates of relevant categories using a variety of methodologies, including economic input-output lifecycle assessment (EIO-LCA). This provided us with a better understanding of emissions hotspots in our value chain and identified that our largest category of Scope 3 emissions is purchased goods and services (category 1). Other relevant categories of Scope 3 emissions include upstream transportation and distribution (category 4) and use of sold products (category 11).

We also looked at what data were available across the organization that could support calculation of relevant Scope 3 categories. We have access to activity data related to business travel (category 6) and waste generated in our operations (category 5) and have reported on our Scope 3 GHG emissions for these two categories for several years. Following collaboration with our e-commerce fulfillment providers, we recently expanded our disclosure to include downstream transportation and distribution (category 9).

We are now taking preliminary steps to establish processes designed to more precisely estimate relevant Scope 3 categories. We expect that these processes will continue to rely on EIO-LCA and other methodologies that rely on economy/industry-wide emissions intensities in the estimation of some of our largest emissions categories. Given the limitations of these methodologies and the limitations in our

access to supplier-specific data, developing precise Scope 3 emissions targets aligned to actionable emissions reduction pathways continues to be a challenge for our business, particularly for categories, such as purchased goods and services (category 1), that are made even more complicated by our opportunistic buying strategy and off-price business model.

Some of these steps we have begun to take include:

- / **Education.** TJX has conducted peer benchmarking in this space. We also joined the Textile Exchange and have begun to have conversations with partners, such as certain of our transportation providers. We hope that these efforts will provide new ideas about how we might approach certain Scope 3 data.
- / **Mining our data.** Given the challenges of our business model as it relates to Scope 3, we have begun to mine our own product data to determine what information we have that could support our work in this space. We have started this work by focusing where we have access to the most data, including products for which we have more control in bringing to market. While this is very early stage, an initial test with one product category provided us with insight that we believe may help us better estimate emissions across the entirety of that product category, regardless of how we source it.



## Transportation & 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 the utilization of trailer space, and testing new alternative fuel vehicles.

Where feasible and when aligned with our business, we use rail and intermodal<sup>17</sup> for moving merchandise throughout our network. This is generally more fuel efficient and produces fewer emissions than trucking alone. We estimate that in Fiscal 2024, rail and intermodal shipping resulted in 260,000 fewer metric tons of CO<sub>2</sub>e emissions than shipping the same volume by truck only.

In the U.S., where practicable, we utilize intermodal, centrally located service centers, and strategic partnerships to help increase the efficiency of our distribution network.

- / 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 & Recycling Centers (ARRCs). ARRCs enable us to maximize our delivery trucks' utilization by backhauling re-usable and recyclable materials. Learn more about the value our ARRC network brings to our business in the [Waste Management section](#).
- / 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 emissions reductions.
- / TJX requires that all U.S. carriers are EPA SmartWay-certified and has collaborated with existing carriers to encourage their participation in the program. In Calendar Year 2023, more than 99% of TJX's U.S. freight and logistics ton-mileage was with SmartWay-certified carriers. TJX was recognized as a SmartWay High Performer in 2023 and was selected for a 2024 SmartWay Excellence Award, which recognizes partners for their environmental performance and freight sustainability leadership.
- / We continue to explore innovative opportunities for improving freight efficiency through leveraging new technologies and enhancing our processes.
- / We have been trialing the use of electric vehicles (EVs) in certain distribution centers for yard moves.



Additionally, we are beginning to consider ways we can support home office and certain distribution center Associates who wish to arrive to work in a more emissions-friendly manner. For example, TJX Canada has had EV charging stations at its home office for a number of years, and in Fiscal 2024 they doubled the number of charging stations installed to make room for increased demand. TJX Europe offers EV charging at its Home Office in the U.K. and has also installed EV charging stations at one of its processing centers. In the U.S., we have begun installing EV charging stations at certain home office locations. We also organize carpool programs and provide regular shuttles between our Massachusetts home office locations and the local commuter train station.

## Additional Environmental Sustainability Initiatives

In recent years, teams around the business have undertaken various environmental sustainability initiatives that also contribute to helping support local ecosystems around the world. Some examples include:

- / For many years, TJX Canada has purchased some carbon offsets to help offset certain emissions resulting from its operations. In Fiscal 2024, a portion of these offsets helped support the Katingan Peatland Restoration and Conservation Project. The project seeks to protect and restore valuable ecosystems and habitat for endangered wildlife in Central Kalimantan Province in Indonesia.
- / TJX has worked with local companies to install beehives at our office locations in both Framingham, Massachusetts and Watford, England. These programs aim to support plant health and biodiversity in the surrounding local areas. The first batches of honey were harvested in Fiscal 2024.
- / In 2024, TK Maxx in the U.K. celebrated 20 years of partnership with the Woodland Trust, the U.K.'s largest woodland conservation charity with an aim to play a central role in protecting, restoring, and creating woodland to benefit people, wildlife, and the environment. Since the partnership began, TK Maxx has helped the Woodland Trust plant over 80,000 trees. In Fiscal 2024, TK Maxx supported the Woodland Trust's Emergency Tree Fund, which aims to plant 50 million trees in the U.K. by 2025.
- / 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 some outdoor furniture sold at our HomeGoods stores and FSC-certified paper stock for certain stationery, gift wrap, and gift card styles sold across our stores globally. Learn more about our FSC sourcing in our [Sustainable Sourcing section](#).

# Climate Data Reporting & Third-Party Verification

TJX has engaged an independent third party to provide verification at the limited assurance level on a portion of our GHG emissions data since Fiscal 2015:

- / In Fiscal 2024, approximately 99.9% of our global Scope 1 and 98% of our global Scope 2 (location-based) emissions data were third-party verified. Additionally, in Fiscal 2024, 97% of our global Scope 2 (market-based) emissions data was third-party verified.
- / TJX has received assurance over the GHG inventory for Scope 1 and Scope 2 (location and market-based emission factors) for the U.S., Canada, and Europe for our Fiscal 2024 reporting period, in accordance with AIPCA (AT-C 105 and AT-210).
- / We also received third-party verification for approximately 77% of our global Scope 3 Category 6 (Business Travel) and 92% of our global Scope 3 Category 9 (Downstream Transportation and Distribution) emissions data in Fiscal 2024.

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

## Having an Impact: Supporting the Outdoors with Sierra



In the U.S., TJX's Sierra business aims to help everyone access the outdoors. As part of this endeavor, Sierra, alongside donations from its generous customers, has been providing financial support to outdoor-oriented nonprofits, such as the National Park Foundation. Sierra has also been implementing operational initiatives to reduce its environmental footprint and support TJX's global operational environmental sustainability goals. As of the end of In Fiscal 2024, all Sierra stores have been fitted with energy-efficient LED lighting.



# Waste Management

SASB: CG-MR-410a.3

Teams throughout TJX 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 taking steps to maximize 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.**<sup>7</sup>

Our global approach to managing operational waste includes efforts to:

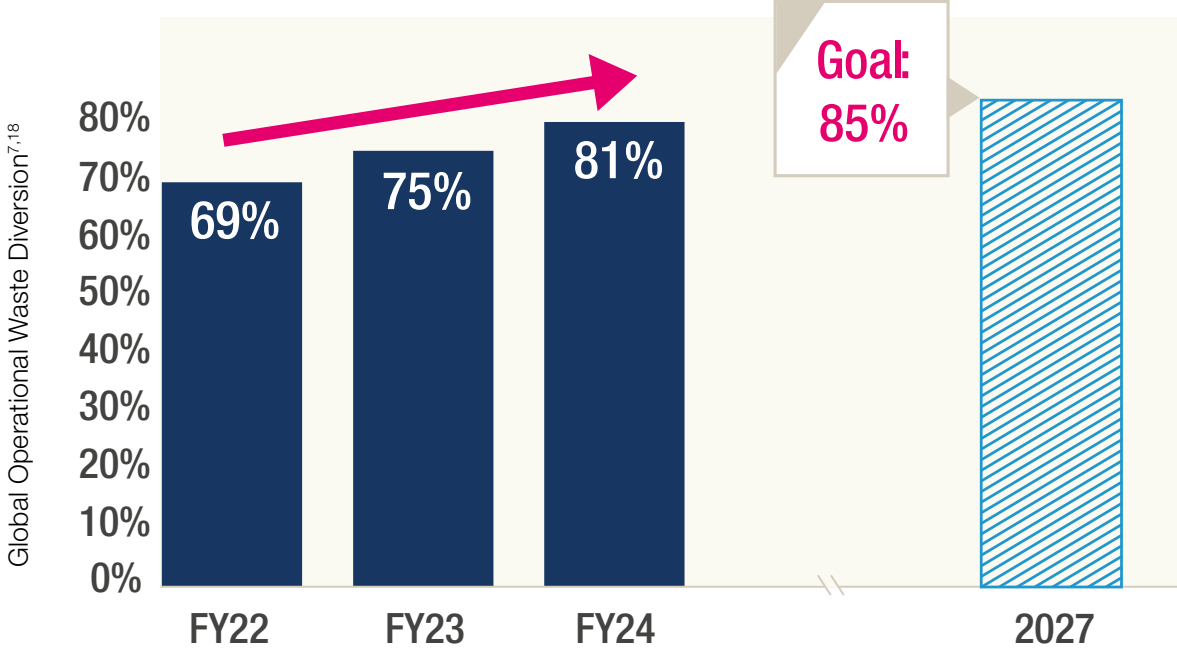
- / Maximize reuse and recycling of operational waste, of which the majority is corrugate boxes
- / Collaborate with our waste-haulers and certain vendors and suppliers on solutions that improve our ability to divert operational waste materials from landfill
- / Update and enhance our communications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



## Progress Against Waste Diversion Goal

- / Global Operational Waste Diversion Rate:<sup>7,18</sup> **81%**
- / Our efforts to divert operational waste from landfill in Fiscal 2024 helped to incrementally reduce our reported GHG emissions (Waste Generated in Operations – Scope 3, Category 5) by 5,300 metric tons of CO<sub>2</sub>e. This represents a 5.6% year-over-year reduction in reported waste-related emissions compared with Fiscal 2023.<sup>19</sup>

Progress Toward Waste Diversion Goal



# Maximizing Reuse & 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 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.



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 certain cases, back to a distribution center, where the items are processed and can be reused in other stores or recycled.

In Fiscal 2024, we continued to accelerate initiatives to increase reuse and recycling rates at our stores, ARRCs, and distribution centers.

- / Over the years, the flexibility of the ARRC program has enabled us to test new initiatives as we strive to increase the amount of difficult-to-recycle material that can be included in our recycling stream. For example, in Fiscal 2024 in the U.S., we piloted a new process for sorting recyclable plastics, including plastic film, in our ARRC-serviced stores. In testing, the new process resulted in a significant year-over-year increase in the amount of plastic material returned to our ARRCs for recycling. As a result of this and other ongoing initiatives, our U.S. ARRC network was able to send an estimated 1,660 tons of plastic film to be recycled in Fiscal 2024. With the help of our partner, a portion of the plastic film we recycled is being used to help create plastic film collection receptacles like the ones we have been installing in the back rooms of our stores.
- / In the U.S. in Fiscal 2024, we began testing larger, more resilient recycling receptacles to hold recyclable cardboard in our ARRC-serviced stores and transport it to our ARRC locations. We expect to roll out the larger cardboard recycling receptacles to additional U.S. stores in Fiscal 2025.
- / In the U.S., we have continued to expand the number of stores participating in our infrastructure-supported recycling initiatives. For example, in Fiscal 2024, we began to integrate our Sierra stores into our U.S. ARRC program to expand their recycling capacity.
- / We have initiated efforts to consider the reuse and recycling of our in-store signage. For example, to improve the recyclability of holiday signage used across its stores, in Fiscal 2024, TJX Canada switched to signs printed on corrugated cardboard instead of difficult-to-recycle foam core and utilized other recyclable materials. As a result, TJX Canada was able to improve the recyclability of its all-store holiday signage package by more than 90%, by weight, between Fiscal 2023 and Fiscal 2024. Additionally, in the U.S., our stores keep a “permanent sign library” of in-store signage that can be reused again and again. By the end of Fiscal 2024, the majority of TJ Maxx stores had been reusing their sign libraries for as long as ten years and were ready for a refresh. TJ Maxx has initiated the process of rolling out updated permanent sign libraries to all of its stores and plans to utilize 100% post-consumer-recycled material for the approximately 16 million reusable paper signs that will make up this collection.
- / TJX Europe is now backhauling plastic film from all of its stores in the U.K., Ireland, and Germany, to be processed for recycling.

One of our focuses in recent years has been to increase the reuse and recycling of corrugated cardboard in the U.S. and other regions. Corrugated cardboard comprises the majority of our operational waste. The ability of our ARRCs and certain distribution centers to accept and process backhauled material, like corrugated cardboard, helps to prioritize its reuse and recycling. In the U.S., a single corrugated cardboard box can be used to deliver merchandise from our distribution centers to our stores up to three times before it is retired and recycled. In the U.S. in Fiscal 2024, over 35.8 million reusable units of cardboard packaging were sent back from our stores through our network of ARRCs to be returned to distribution centers for reuse. For cardboard that could not be reused, our U.S. Associates helped us recycle more than 97,000 tons of cardboard through our ARRC network in Fiscal 2024.



## Addressing Single-Use Plastics

We have efforts in place in certain regions to identify and consider opportunities to remove single-use plastics from our operations and are working with select suppliers to reduce single-use plastic packaging where feasible.

- / In certain distribution centers, we have been working to find ways to reduce or replace certain plastics that traditionally protect merchandise as it is shipped to our stores. TJX Canada has removed bubble wrap pouches ordinarily used to protect merchandise being delivered to stores. In addition to being recyclable, TJX Canada has 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. In the U.S., for many years, we have utilized a more easily recycled, 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.
- / TJX Canada launched a pilot program at the end of Fiscal 2023 to work directly with certain vendors in a specific merchandise category to utilize fiber-based alternatives for expanded polystyrene (Styrofoam) packaging. TJX Canada was pleased with the efficacy and results of this initiative and is exploring opportunities to extend it to additional styles within this merchandise category where feasible.
- / TJX Europe has formed an internal Plastic Working Group to identify, strategize around, and trial opportunities to reduce single-use plastics in various areas across its business. Initiatives in Europe include working to reduce single-use plastics in offices, processing centers, stores, and e-commerce operations; swapping plastic tape for paper tape in its e-commerce home deliveries; switching to plastic-free soap sachets and cleaning products in the restrooms and cleaning operations of certain stores and the European home office; and removing single-use plastic refrigerated beverage bottles from stores.
- / In the U.S., Canada, Europe, and Australia, we have eliminated almost all single-use plastic food takeout containers in our Home Office cafeterias and instead utilize predominantly compostable or reusable containers.

TJX is also working to address single-use plastic merchandise carry out bags within certain geographies. Globally, our stores sell merchandise carry-out bags that are reusable and contain recycled materials.





# Supporting Merchandise & Packaging Programs

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

For example, in the U.K. and Ireland, TK Maxx’s long-running Give Up Clothes For Good campaign invites customers and Associates to donate their pre-loved quality fashion and homeware at their local TK 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, TK Maxx contributes unsold goods. As of the end of Fiscal 2024, the campaign has donated more than 2.3 million bags of goods, helping to raise millions of pounds for Cancer Research U.K. and Enable Ireland. Read more about this initiative on our [Patient Care & Research](#) page.

Additionally, TJX Canada partners with Habitat for Humanity to donate unsold products to people in need. In Fiscal 2023, TJX Canada began partnering with Pact to offer a beauty product packaging collection program at select Winners stores. This program was expanded to all Winners stores across Canada in Fiscal 2024. The Pact program enables customers to drop off used beauty packaging in-store, which is then sent to Pact where it is reused or recycled, as feasible.

# Reducing Water Consumption

Although TJX’s business operations are not water intensive, we believe managing 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. In certain locations, we also utilize collection systems to use water more effectively; for example, at our processing centers in New South Wales, Australia and Sulechów, Poland, we harvest rainwater to supply water to the bathrooms and irrigation systems.

In the supply chain, our [TJX Vendor Code of Conduct](#) encourages our merchandise vendors to conserve and protect resources, such as water and energy, and to 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. This 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.

## Having an Impact: Canada’s “Go Green” Teams



At TJX Canada, initiatives led by Associate-run “Go Green” teams have been helping to reduce the operational waste of its distribution centers. In recent years, the “Go Green” teams have helped identify waste reduction opportunities, including installing reusable water bottle refill stations to reduce single-use water bottles, reducing or eliminating single-use plastic bags being used along various stages of operational processes, and replacing bubble wrap pouches for store delivery processes with a curbside-recyclable paper product.



# Responsible Sourcing

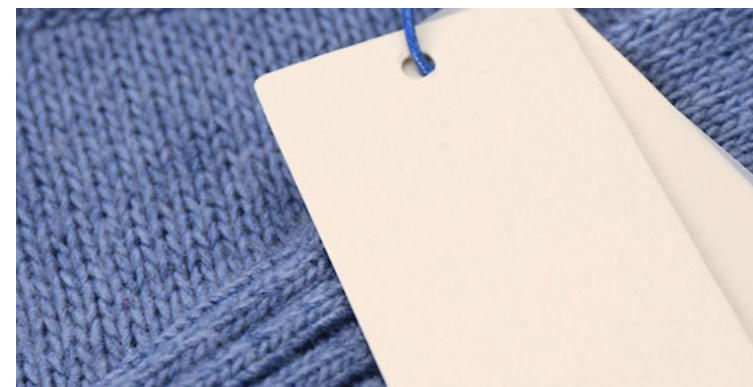
## Valuing Ethical Operations

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.

Our responsible sourcing initiatives cover a variety of areas of interest related to our supply chain. These initiatives include our longstanding Global Social Compliance and Supplier Diversity programs, as well as newer initiatives related to the environmental impact of certain products and product packaging.



**Global Social Compliance**  
Our approach to our Global Social Compliance Program includes our Vendor Code of Conduct; factory auditing program; ongoing training of buyers and suppliers; and continued stakeholder engagement.



**Sustainable Sourcing**  
We continue to work on initiatives related to sourcing and/or developing certain products with sustainable attributes and reducing the environmental impact of certain product packaging.



**Supplier Diversity**  
The value we place on diversity extends to our supplier relationships, including our Supplier Diversity Program, dedicated to broadening supplier options for not-for-resale goods and services.

### FY24 STATISTICS<sup>1</sup>



**3,100+**

factories had audits reviewed as part of our factory auditing program



Reviewed audits from factories in  
**~30**  
countries



# Global Social Compliance

## Supporting Human Rights in our Supply Chain through Global Social Compliance

SASB: CG-MR-410a.2

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 respect human rights by helping to protect workers in our supply chain through a variety of measures and reinforces our expectations related to the treatment of workers in our supply chain.

Our Global Social Compliance 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.



### Training

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



### 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. Learn more about our approach to stakeholder engagement, in addition to a list of industry associations we participate in, on [Our Approach to Corporate Responsibility](#) page.

In addition to the program components outlined above, we are committed to providing a variety of stakeholders access to a grievance mechanism, The TJX Helpline. Our Associates, merchandise vendors, factory workers in our supply chain, and others can report suspected violations of our policies and standards through an online submission or via a dedicated phone line. The TJX Helpline is available 24/7 in 13 languages, 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 pp. 52-53 and on our vendor website, as well as our TJX Global Code of Conduct for Associates.



# Factory Auditing

On a worldwide basis, in Fiscal 2024, we sourced merchandise from a universe of more than 21,000 vendors and more than 100 countries around the world. As an off-price retailer, the majority of the products we sell are high quality, fashionable, brand name, and designer merchandise, which we acquire through a wide array of opportunities, including department store cancellations, a manufacturer making up too much product, a closeout deal when a vendor wants to clear merchandise at the end of the season, and more. Sometimes when what we see 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.

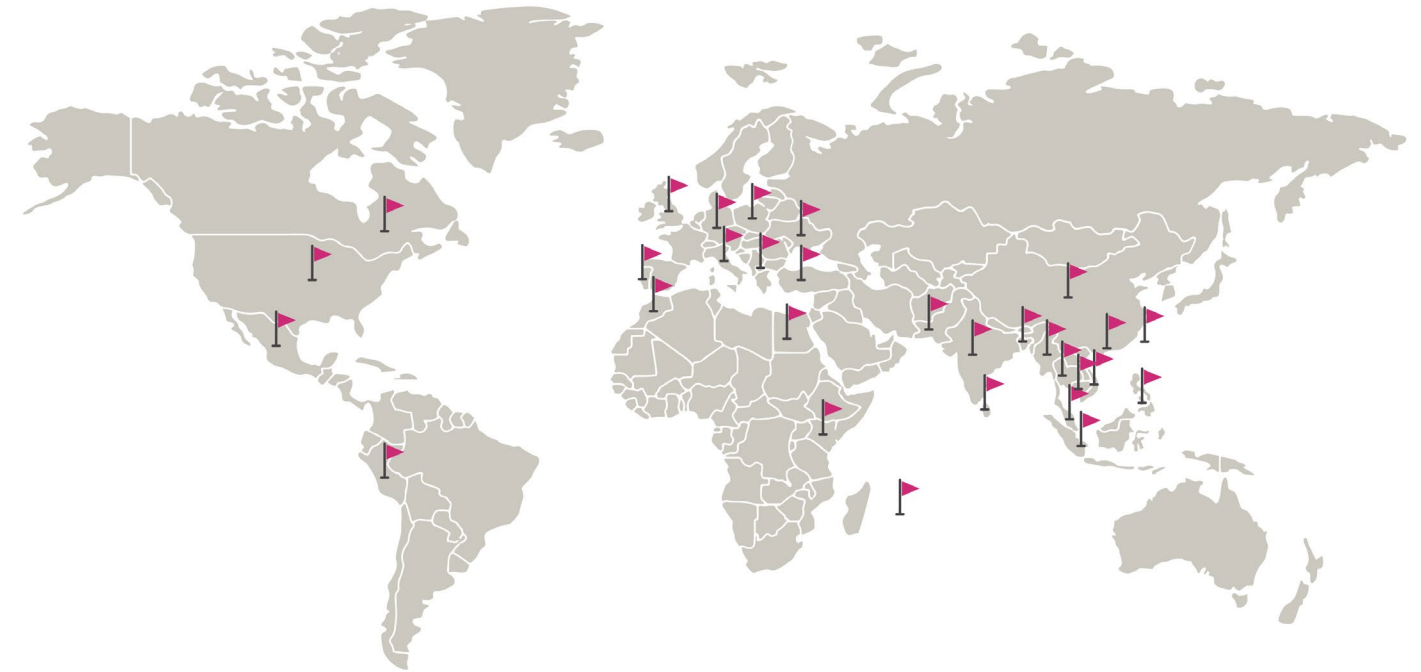
As part of our Global Social Compliance Program, we regularly monitor a portion of our merchandise supply chain through our factory auditing program. In recent years, our factory auditing program has expanded. The program is generally focused where we have more influence in bringing the products to market. We take this approach because it is where we believe we are most likely to have a meaningful impact as we typically have direct or indirect relationships with the factories.

Factories in our auditing program are required to undergo periodic audits to evaluate adherence to our Vendor Code of Conduct and local laws. In Fiscal 2024, we audited, or received audit reports from, more than 3,100 factories in about 30 countries. Working hour violations, health and safety violations, and various benefits-related violations were among the most common infractions identified.

We reviewed audits in Fiscal 2024 from factories in Bangladesh, Cambodia, Canada, China, Egypt, Germany, Hong Kong, India, Indonesia, Italy, Kenya, Macedonia, Malaysia, Mauritius, Mexico, Morocco, Myanmar, Pakistan, Peru, Philippines, Poland, Portugal, Sri Lanka, Taiwan, Thailand, Turkey, Ukraine, United Kingdom, United States, and Vietnam. The majority of these audits 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.

## Auditing Process

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

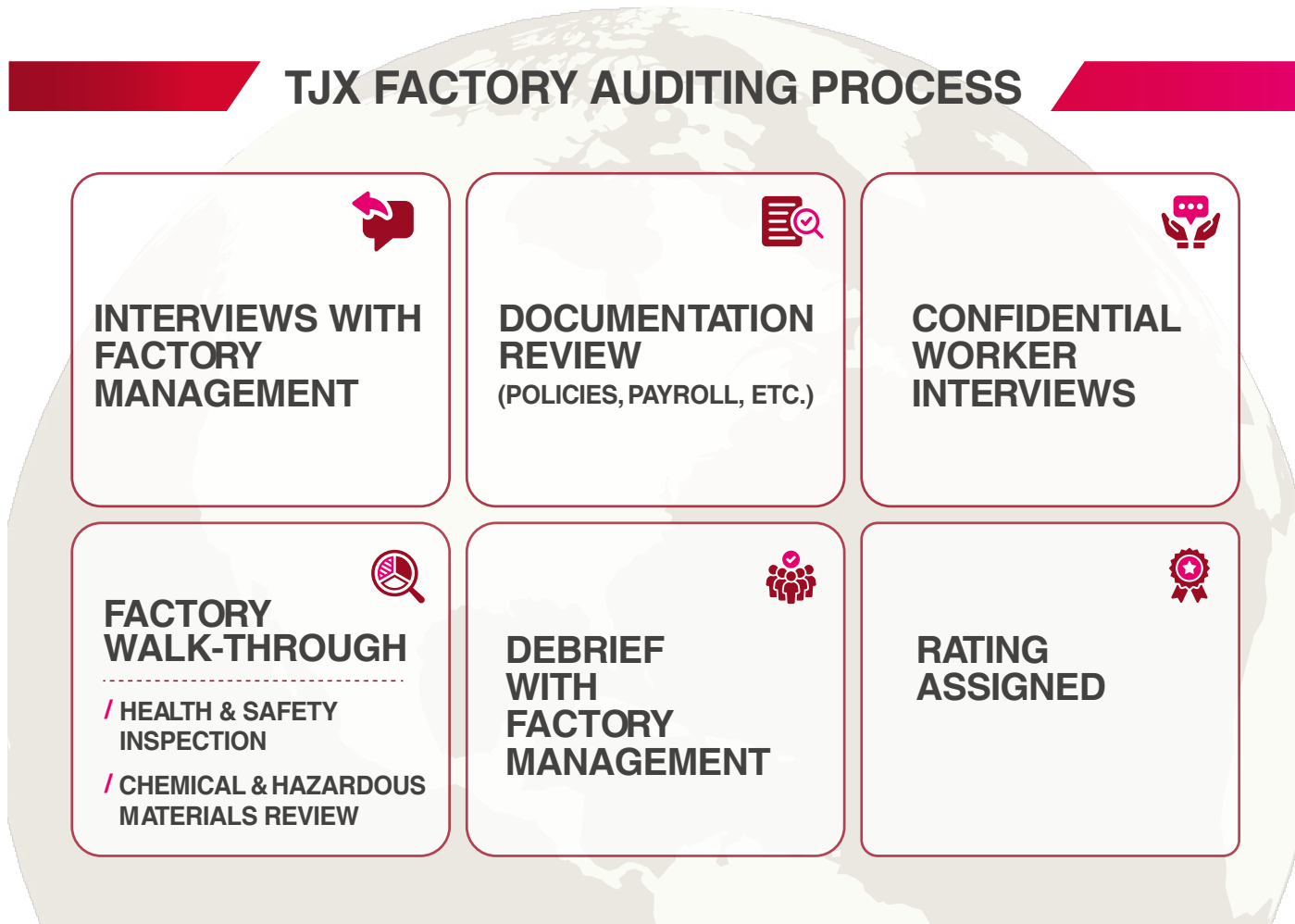


We also continue to work with third party service providers, like UL, Intertek, and Omega, to conduct audits on behalf of TJX, especially when a BSCI, WRAP, or SEDEX report is unavailable. We have developed comprehensive compliance program guidelines for those audits conducted on our behalf. We hold annual meetings with these partners during which we hear about evolving social compliance issues and trends, and may work together to modify guidelines based on these updates.

Together with our third-party representatives, we work closely with our buying agents and vendors within our factory auditing program so that they understand our Global Social Compliance Program, our Vendor Code of Conduct, and our factory auditing process. Our internal teams, including Associates in many of our buying offices, also play an important role in educating these vendors on our expectations and encouraging vendors to make improvements at their facilities, when necessary.

We expect factories to cooperate fully with us and our auditors and to provide access to facilities and documents. 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 remediation processes. We require our buying agents to disseminate this manual to their entire TJX vendor base. We also have the manual posted to our vendor website, which is available to all vendors.

When third parties like UL, Intertek, and Omega conduct audits on behalf of TJX, the audits generally include one to two full working days at each audited factory and cover the following components:



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. Shadow audits are 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 & Remediation

Factory audit reports, whether an industry accepted report or a third-party audit conducted on behalf of TJX, are reviewed by TJX and assigned a rating of satisfactory, needs improvement, or unsatisfactory.

<div style="background-color: #4CAF50; width: 20px; height: 30px; margin-bottom: 5px;"></div> <p><b>Satisfactory rating:</b> meets the minimum requirements of our Vendor Code.</p>	<div style="background-color: #FFEB3B; width: 20px; height: 30px; margin-bottom: 5px;"></div> <p><b>Needs improvement rating:</b> generally complies with most of our minimum requirements, with some lesser infractions identified.</p>	<div style="background-color: #FF9800; width: 20px; height: 30px; margin-bottom: 5px;"></div> <p><b>Unsatisfactory rating:</b> more serious infractions of our Vendor Code of Conduct have been identified.</p>
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When critical violations of our Vendor Code of Conduct are identified through our factory auditing program, we require our vendor to immediately terminate the use of that factory for any product manufactured for us. Critical violations of our Vendor Code include infractions such as bribery/corruption; child labor, forced or slave labor, and prison 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.

Factories with a Satisfactory rating are audited biennially while those with a Needs Improvement rating receive a corrective action plan (CAP) and are expected to show proof of remediation within 180 days. Factories with an Unsatisfactory rating also receive a CAP and are expected to undergo a reaudit within 180 days. If a factory receives multiple successive unsatisfactory ratings, it could face more serious consequences.

## Encouraging Compliance with Environmental Laws

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 program 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

Providing training is an important way we reinforce our expectations to respect the rights of workers in our supply chain.

TJX Associates involved in the development and buying of merchandise are expected to undergo formal social compliance training biennially. These trainings are typically conducted by both our SVP, Chief Risk and Compliance Officer and our AVP, Global Social Compliance.

The interactive training reviews the expectations set forth in our Vendor Code of Conduct along with examples of both good management practices and what violations may look like. The training also discusses our factory auditing program, including the process and ratings.

In addition, through informal meetings and discussions, our AVP, Global Social Compliance continues to share learnings, updating our merchandising Associates on the requirements of TJX's Global Social Compliance Program.

We also routinely train buying agents, vendors, and factory management within our factory auditing program, 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 locations that are regionally close to factories included in our factory auditing program. After a period of remote learning following the pandemic, we returned to conducting in-person training sessions during Fiscal 2024.

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 and 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

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.

In Fiscal 2024, we were pleased to offer new training to vendors both within our factory auditing program and outside of the program through our participation in the Responsible Business Alliance's Responsible Labor Initiative. Through this program, we were able to offer access to forced labor training modules to all of our merchandise 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 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 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. In recent years, we have made changes to our Code that provided more specificity around our expectations on important issues like child labor and forced labor, wages and benefits, freedom of association, and ethical business standards. We also made additional enhancements to our Code that focused on employee safety, among other things, and added grievance mechanism details, including a website and phone number for anyone wanting to report concerns. 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 & 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 & 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 & 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 & 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)**.

# Sustainable Sourcing

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

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. These efforts involve certain merchandise and product packaging of items we sell as well as supplies we source for use in our own operations.

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

## Sustainable Products & Packaging

We have been taking initial steps to look for ways that we may reduce the environmental impact of certain products and product packaging. In recent years, we have increased our capability to identify opportunities to source materials with sustainable attributes for select merchandise products and packaging that have been developed in-house by our product design team. With regard to product packaging in particular, we have set the following global goals:

- / 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 the use of PVC in packaging of certain soft home products developed in-house by our product design team by 2025; this includes packaging for certain top-of-bed styles, easy-care table linens, outdoor seating cushions, and outdoor pillows.



Our teams are making progress against these goals by initially prioritizing key packaging categories developed in-house by our product design team where there are sustainable materials alternatives that are both readily available in the marketplace and feasible for our business. For example, our Packaging team has begun to convert certain paper and paper board hangtags to more sustainable, Forest Stewardship Council (FSC)-certified materials. Additionally, we have been examining the packaging of certain product categories to find ways to address them individually: for instance, the packaging of certain holiday decor styles may now be designed without the use of clear plastic window boxes; certain candle styles may now be packaged in FSC-certified paperboard; and certain gift wrap styles may now be packaged with recycled materials. We have also begun to develop guidance and resources to assist our sourcing teams, vendors, and suppliers with determining sustainable options for various packaging components.

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.

Additionally, to help us more readily identify opportunities to source materials with sustainable attributes for the merchandise we help to design or develop, we have created a framework to define what we view as sustainable product attributes, which include attributes that can be verified by third-party processes or certifications. Within the bounds of this framework, our subject matter experts have compiled a list of preferred sustainable product or material certifications for certain product categories that can be used across our divisions, globally. Examples of some of the preferred third-party certifications we have used to help verify sustainable product attributes include the Global Organic Textile Standard (GOTS), OEKO-TEX® Standard 100 and MADE IN GREEN, LENZING™-branded fibers, and Textile Exchange standards such as the Global Recycled Standard, Organic Content Standard, and Recycled Claim Standard.

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

- / 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 certified organic cotton fibers.
- / Certain styles across several different apparel and home categories are made at least in part with recycled polyester.
- / We have utilized wool from certified responsible sources for certain knitwear apparel sold at select TK Maxx stores in Europe.
- / Certain of our soft home and children's textile 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. TJX Europe also sells reusable, charity-supporting "bags for life" that are made of recycled and/or organic cotton.



# Chemicals Management

At TJX, 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 off-price business model.

The TJX Chemicals Management Program outlines our expectations for certain vendors and suppliers to reduce or eliminate certain chemicals of concern. Our internal teams work to identify and execute initiatives and policies aimed at limiting chemicals of concern within our business operations and in the products and packaging of certain merchandise we sell. We may utilize outside expertise as well as industry frameworks to aid in the development of these initiatives, and at times we have trained or educated certain suppliers on our chemicals management policies or initiatives.

## Initiatives Within Our Business Operations

- / In all regions, our stores have been instructed to only source paper customer sales receipts without phenol-based coatings.
- / We have replaced our serveware in most of our home office cafeterias with PFAS-free options. In the U.S., we use PFAS-free, primarily 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 around chemicals management. In Fiscal 2024, we completed a pilot of the use of select cleaning supplies that meet these standards, and we plan to begin transitioning to these products within our U.S. stores during the next year.

## Merchandise & Packaging Initiatives

- / In line with our sustainable packaging goals, we are working to phase out PVC in the product packaging of certain products developed in-house by our product design team by the end of 2025.
- / We have developed a list of preferred sustainable product or material certifications for certain product categories of merchandise that we help design or develop. The list includes third-party certifications that demonstrate safer chemicals management practices, such as OEKO-TEX® Standard 100, OEKO-TEX® MADE IN GREEN, and various standards that certify organic content.
- / We have developed and provided our Winner's beauty buyers with guidelines to help identify beauty products free of certain chemicals of concern.

Going forward, we expect to continue to assess the potential to expand our chemicals management initiatives to additional areas. To help us do so, we leverage memberships such as the Green Chemistry and Commerce Council (GC3), whose mission is to promote safer chemicals, materials, and products across retail supply and value chains, as well as the Sustainable Packaging Coalition (SPC), an industry working group dedicated to a more robust environmental vision for packaging. We plan to continue collaborating with others in the industry as well as outside experts and internal stakeholders.

# Supplier Diversity

## Helping to Create Opportunities

At TJX, inclusion and diversity have been an important part of who we are for many years. The value we place on diversity extends across our organization and includes our work to create opportunities for our diverse suppliers.<sup>20</sup>

Since its inception in 1992, our Supplier Diversity Program has been dedicated to broadening our potential supplier base for acquiring not-for-resale goods and services. Over the years our program has expanded to new regions and helps to provide additional opportunities to businesses owned by minorities, women, veterans, LGBTQ+ individuals, Aboriginal or Indigenous peoples, people with disabilities, and more. Through our work, we aim to create meaningful partnerships, increase opportunities for growth and development for diverse businesses, and help contribute to the economic well-being of our communities.

In recent years, we have worked to grow and evolve the program. Our efforts include:

- / Expanding the program beyond the U.S. into additional regions, adding Canada, the U.K., Germany, Ireland, the Netherlands, and Australia.
- / Partnering with regional councils and various organizations. As we do with many of our initiatives across our corporate responsibility programs, we believe that developing partnerships with various organizations and participation in industry groups can help facilitate shared learnings and help us identify certified diverse suppliers in our various regions. See our corporate memberships on the next page.



## Supplier Spotlight: En Pointe IT Solutions



En Pointe IT Solutions is a women- and minority-owned and -operated organization that partners with TJX to deliver a variety of technology-related services, including everything from evaluating engineering environments to planning and implementing various cloud-based solutions. President Kris Rogers and CEO Fiddy Hakim, two of the leaders that make up En Pointe's primarily female leadership team, strive to help drive positive change in the industry, with efforts including engaging with local and national diversity council partners.

"It's really inspiring to see the commitment of these councils that are truly looking to make a difference. Some companies are just doing it to check a box; others, including TJX, are really trying to do the right thing," Rogers said.

## Supplier Requirements

To support our mission 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 & Registration For Diverse-Owned Businesses

## U.S.

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, Ireland, the Netherlands, & Australia

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
- / Supply Nation
- / WeConnect International

All diverse-owned businesses are encouraged to register on our [supplier diversity portal](#). While registering with us 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 in the request for proposal process or ask that suppliers submit requirements for consideration.

# Corporate Memberships

- / CAMSC
- / CGLCC
- / CWE
- / Disability:IN
- / GNEMSDC
- / IWSCC
- / MALGBTCC
- / MSDUK
- / NaVOBA
- / NGLCC
- / NMSDC
- / OutBritain
- / WEConnect
- / WBENC

## Supplier Registration

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 & Integrity

## Operating With Integrity

TJX is the leading off-price retailer of apparel and home fashions worldwide, with seven retail chains operating more than 4,900 stores in nine countries spanning three continents. As an off-price leader and a Fortune 100 company, we recognize the relevance to our stakeholders – including Associates, customers, communities, vendors, and shareholders – that we operate with integrity.

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 merchandise vendors with whom we do business. As part of our governance practices, we also have a suite of corporate governance materials that are part of a framework for our core values.

### HUMAN RIGHTS

**Human Rights**  
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.

### GOVERNANCE

**Governance**  
We believe our Board should be composed of highly engaged directors with experience in substantive areas that are important to the long-term success of our global off-price business.

### CYBERSECURITY & PRIVACY

**Cybersecurity & Privacy**  
We are mindful of the ongoing risks to our IT systems and operations from various sources and have implemented processes to monitor and mitigate these risks.

### STATISTICS



**70%**

of Board members are women and/or self-identify as a member of an underrepresented group as of June 2024



**80%**

of Board members are independent as of June 2024



**20+**

number of languages in which our TJX Global Code of Conduct is available



# Human Rights

At TJX, our business dealings and interactions are grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect. This includes respect for the human rights of the workers producing the products that we offer for sale to our customers. 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.

## Human Rights In Our Operations

TJX—including our divisions worldwide—is committed to conducting business in compliance with applicable laws, rules, regulations, and Company policies. In our own operations, we strive to lead by example to help support a workplace for our Associates that fosters open and honest communication and encourages different perspectives, ideas, and opinions.

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, including full-time, part-time, and seasonal Associates, to comply with our high ethical standards, which are set forth in the TJX Global Code of Conduct. The Global Code of Conduct, which is communicated to all Associates and available in more than 20 languages, outlines our commitment to acting with the highest levels of integrity and conducting business in compliance with applicable laws, rules, and regulations, as well as Company policies. Some examples of topics covered in the Global Code of Conduct include our commitment to providing equal employment opportunities to qualified applicants and Associates, and following applicable wage and hour laws and regulations.

### Inclusion & Diversity

- / We are committed to continuing to build a more inclusive and diverse workplace. 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 believe that a diverse workforce can help us to think creatively, remain agile, and, importantly, be true to our values.
- / We strive to treat all people with dignity and respect and do not tolerate discrimination or harassment of any kind. These expectations are reinforced to all Associates in our **Global Code of Conduct**.
- / As part of our efforts, we have enhanced our Global Leadership Curriculum to provide our leaders with tools designed to champion inclusion. 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.
- / Our inclusion and diversity journey is guided by three global priorities. More information about our priorities can be found on the **Inclusion & Diversity page** of the Workplace section of this report.

### Open Door Philosophy

- / Our decades-long, open door philosophy supports our efforts to foster an inclusive workplace where Associates feel welcome when they walk in the door; valued for their diversity of thought, background, and experience; and engaged with our mission to deliver great value to our customers every day. Associates are encouraged to bring ideas forward, ask questions, voice concerns, and report any possible violations.
- / In addition to encouraging our open door philosophy, Associates around the world can report concerns or violations of the Global Code of Conduct 24/7 through the **TJX Helpline**, either online or by phone, anonymously. Associates are made aware of the TJX Helpline, which is available in multiple languages, as part of their orientation and through trainings during their career with us. TJX will not tolerate retaliation or victimization for making good-faith reports or for participating in an investigation or proceeding relating to a complaint.

# Human Rights In Our Supply Chain

Outside of our own operations, we reinforce our expectations of respect for the human rights of workers producing the products that we offer for sale to our customers. We expect high ethical standards from anyone with whom we do business. We expect all merchandise vendors and any factories or subcontractors they use in support of TJX orders to comply with all applicable laws and regulations.

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. Our Vendor Code includes our expectations on child and forced labor, ethical business standards, wages and benefits, environmental expectations, and more. As the Vendor 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's Declaration on Fundamental Principles and Rights at Work.
- / 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.
- / The TJX Helpline, mentioned above, is also available to external stakeholders to report suspected violations of our policies and standards. Suspected violations and concerns can be reported anonymously without fear of retaliation. We publish information about the Helpline in a variety of places, including the Vendor Code of Conduct, which is available on [TJX.com](https://www.tjx.com) and on our vendor website.

## Factory Auditing

- / Our factory auditing generally focuses on where we have more influence in bringing products to market. We take this approach because it is where we believe we are most likely to have a meaningful impact as we typically have direct or indirect relationships with the factories.
- / An outline of our factory auditing process can be found in the [Global Social Compliance section](#) of this report, including our corrective action and remediation process. When critical violations of our Vendor Code of Conduct are identified through our factory auditing program, we require our vendor to immediately terminate the use of that factory for any product manufactured for us. Critical violations include infractions such as bribery/corruption; child labor, forced or slave labor, and prison 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.

## Training

- / We offer training sessions on a regular basis to buying agents, vendors, and factory management within our factory auditing program on our expectations with regard to social compliance, and we strongly encourage all new factories in our factory auditing program to participate in such training. These trainings are typically held in multiple locations around the world every year.
- / TJX Associates involved in the buying and/or development of merchandise are expected to undergo formal social compliance training biennially. This training includes information on topics related to human rights.

## Stakeholder Engagement

- / We strongly believe that for our efforts to be effective, they must evolve and be informed by the perspectives of our many stakeholders, including our Associates, customers, investors, and others. Therefore, we strive to maintain an open dialogue with these important groups as we strive for continuous improvement in our programs and reporting.

In addition, we believe that engaging with various audiences, including a variety of industry associations, and considering their guidance helps inform program enhancements.



# 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 & 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 the **Governance** section of TJX.com 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 Board as of June 2024:

**80%** are independent

**50%** are women

**40%** self-identify as a member of an underrepresented group (race, ethnicity, LGBTQ+)

**70%** are women and/or self-identify as a member of an underrepresented group

# 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, & 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 & Management

Shareholder Policies

Reporting Policy Regarding Accounting Matters



# Cybersecurity & Privacy

## Monitoring & Mitigating Risks

SASB: CG-MR-230a.1

As a global retailer, we are mindful of the ongoing risks to our IT systems and operations from various sources and have implemented processes to monitor and mitigate these risks.

We maintain an Information Management Program that is overseen by TJX's Information Management Steering Committee ("IMSC"), which is a cross-functional group of senior leaders from areas such as IT, Cybersecurity, Risk and Compliance, Privacy, Legal, and Internal Audit. The IMSC meets regularly and is responsible for developing and updating policies to support TJX's Information Management Program and enhance the overall privacy, cybersecurity, and records management posture of TJX.

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 may 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. The **privacy statements** on our retail brand websites describe our practices pertaining to the personal information we collect about our customers.

**Cybersecurity:** Our cybersecurity program is designed to identify, assess, and manage material risks from cybersecurity threats, and cybersecurity risk is integrated into our broader enterprise risk management program. Our cybersecurity program is overseen by our Chief Information Security Officer (CISO), who reports to our Chief Information Officer. Our CISO is informed about and monitors the prevention, detection, and mitigation of cybersecurity threats through his management of, and participation in, TJX's cybersecurity risk management and strategy processes.

We use a variety of strategies and techniques designed to identify cybersecurity risks and reduce the risk of unauthorized access to our organization's confidential information (including customer, vendor, and Associate data) and critical business systems. This approach includes various assessment activities, encryption of certain types of information, and certain controls governing access to TJX facilities and systems, among other threat- and risk-based safeguards. The scope and level of our risk-based initiatives in these areas varies across functions and across the business.

Our Security Operations Center provides threat detection and incident response capabilities. We also have an incident response plan which describes roles and responsibilities for internal stakeholders in responding to and escalating potential cybersecurity incidents. We periodically test this plan through tabletop exercises with relevant stakeholders across various functions of our business, including members of senior management.

**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 cybersecurity policies and, along with other teams, reviews certain third-party service providers with respect to their security practices.

**Associate Training:** Privacy and cybersecurity training is made available to appropriate TJX Associates and is tailored to their job functions. This training is supplemented with an internal Information Management website, educational materials, and Associate engagement efforts, all designed to help our Associates understand our expectations in this important area.

# Reporting & Disclosures

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# About This Report

For close to 15 years, we have formally reported on our global corporate responsibility efforts. The data presented throughout this report denotes TJX's Fiscal 2024, which ended February 3, 2024, unless otherwise noted. It also covers certain subsequent events and initiatives that occurred after the end of Fiscal 2024 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 & 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 verification 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	FY2024
People in managerial positions around the world that have been at the company for 10 or more years <sup>2</sup>	41%

PROMOTIONS	FY2024
Managerial positions in stores and field offices that were filled by internal promotions <sup>2</sup>	54%
Current U.S. Store Managers promoted into the Store Manager role from other positions in the Company	75%+
Promotions globally by gender	
Female	79%
Promotions in the U.S. by racial diversity <sup>4</sup>	
People of color <sup>3</sup>	51%

DEVELOPMENT	FY2024
Attendance in Global Leadership Curriculum courses since 2017	35,000+
Self-paced learning resources available for enrollment through our Global Online Learning Library	2,000+



# Data Tables

## Workplace (Cont'd)

DIVERSITY BY POSITION	FY2024
<b>Female</b>	
Global Workforce	77%
Vice President and Above	52%
Managerial Positions <sup>2</sup>	68%
Non-managerial Positions	78%
<b>People of Color<sup>3</sup></b>	
U.S. Workforce	59%
Vice President and Above in the U.S.	14%
Managerial Positions in the U.S. <sup>2</sup>	37%
Non-managerial Positions in the U.S.	60%

# Data Tables

## Communities

COMMUNITIES <sup>10</sup>	FY2024 (approximate figures)
Meals provided <sup>5</sup>	33 million
Units of product donated	465,000
Donated and raised for healthcare research and patient care	\$23 million
Domestic violence services provided <sup>5</sup>	25,000
Shelter nights provided <sup>5</sup>	500,000
Young people and women provided workforce readiness opportunities <sup>5</sup>	10,000
Young people provided access to educational opportunities <sup>5</sup>	2 million
Organizations that received philanthropic grants through our three foundations in the U. S., Canada, and Europe	2,000+



# Data Tables

## Environment

EMISSIONS	FY2020	FY2021	FY2022	FY2023	FY2024
<b>Emissions by Scope (MT CO<sub>2</sub>e)</b>					
Scope 1 <sup>6,21</sup>					
Direct: Emissions to air	125,782	105,001	121,653	128,450	131,022
Scope 2 <sup>21</sup>					
Indirect: Supplied electricity (location-based)	634,475	537,044	577,574	598,025	584,589
Indirect: Supplied electricity (market-based)	540,336	437,644	459,657	441,194	410,602
Scope 3					
Indirect: Business travel <sup>22</sup>	37,600	7,000	4,100	19,300	40,278
Indirect: Waste generated in operations <sup>19</sup>	44,500	34,000	123,400	94,700	89,400
Indirect: Downstream Transportation & Distribution <sup>23</sup>			12,600	7,800	8,405
<b>Total Gross Global Scope 1 Emissions by GHG Type (MT CO<sub>2</sub>e)<sup>6,21</sup></b>					
CO <sub>2</sub>	104,708	90,780	103,106	111,300	111,982
CH <sub>4</sub>	138	136	220	102	64
N <sub>2</sub> O	286	126	375	433	273
Hydrofluorocarbons (HFCs)	20,650	13,959	17,952	16,616	18,704

# Data Tables

## Environment (Cont'd)

EMISSIONS (Cont'd)	FY2020	FY2021	FY2022	FY2023	FY2024
<b>Total Gross Global Scope 1 Emissions by Business Division - Location-Based (MT CO<sub>2</sub>e)<sup>6,21</sup></b>					
U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	87,029	74,411	87,362	90,084	92,289
Canada (Winners, Marshalls, and HomeSense)	16,544	13,906	15,297	15,639	16,383
Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	22,209	16,684	18,994	22,727	22,350
<b>Total Gross Global Scope 2 Emissions by Business Division - Location-Based (MT CO<sub>2</sub>e)<sup>21</sup></b>					
U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	532,732	457,572	491,133	511,518	503,095
Canada (Winners, Marshalls, and HomeSense)	21,321	21,816	19,939	19,501	19,193
Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	80,422	57,656	66,502	67,006	62,301
<b>Total Gross Global Scope 2 Emissions by Business Division - Market-Based (MT CO<sub>2</sub>e)<sup>21</sup></b>					
U.S. (T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	424,215	381,027	438,556	420,835	391,550
Canada (Winners, Marshalls, and HomeSense)	2,651	3,365	2,662	3,095	2,547
Europe (T.K. Maxx and Homesense) and Australia (T.K. Maxx)	113,471	53,252	18,439	17,264	16,505



# Data Tables

## Environment (Cont'd)

EMISSIONS (Cont'd)	FY2020	FY2021	FY2022	FY2023	FY2024
<b>Emissions 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) <sup>6,21</sup>	0.0000182	0.0000200	0.0000144	0.0000145	0.0000132
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) <sup>6,21,24</sup>	2.65	2.01	2.06	2.21	2.05
<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	25,866	19,066	21,000	20,200	28,175
<b>GHG Emissions Reductions (MT CO<sub>2</sub>e - location-based Scope 2)</b>					
GHG reductions from energy efficiency projects (location-based)	16,000	5,800	3,400	14,680	15,900
GHG reductions from low carbon and renewable energy (market-based) <sup>15</sup>	131,200	146,600	196,712	219,545	260,200
<b>Emissions Goal Performance (Percent change MT CO<sub>2</sub>e - market-based Scope 2)</b>					
Percent reduction vs. FY2017 base year	-16.9%	-32.3%	-27.5%	-28.8%	-32.5%

# Data Tables

## Environment (Cont'd)

WASTE <sup>7,18</sup>	FY2020	FY2021	FY2022	FY2023	FY2024
Recycled materials (MT)	256,539	216,684	274,124	265,401	295,780
Landfill diversion rate			69%	75%	81%

ENERGY	FY2020	FY2021	FY2022	FY2023	FY2024
<b>By Type (MWh)</b>					
Electricity	1,769,376	1,574,832	1,757,717	1,788,510	1,790,314
Steam	1,326	1,326	1,326	162	105
Motor diesel	66,127	48,927	55,732	66,307	71,293
Distillate fuel oil number 2	1,443	1,615	1,834	4,070	4,223
Motor gasoline	20,232	17,588	19,555	24,751	25,092
Natural gas	447,822	398,378	456,899	477,393	477,358
LNG	2,623	2,561	4,520	3,336	4,039
Propane	6,144	5,981	6,195	8,179	10,426
<b>Low Carbon and Renewable Energy (MWh)</b>					
Unbundled Energy attribute certificates (renewable energy certificates)	139,085	29,527	29,527	193,340	388,910
Green tariffs and direct procurement contracts	235,923	374,681	429,289	287,513	164,890



# Data Tables

## Responsible Business

<b>GLOBAL SOCIAL COMPLIANCE AND RESPONSIBLE SOURCING</b>	<b>FY2024</b>
Factories with audits reviewed as part of TJX's factory auditing program	3,100+
Merchandise Vendors	21,000+
Number of countries from which factory audits were reviewed	~30

<b>GOVERNANCE</b>	<b>JUNE 2024</b>
Independent Directors	80%
Female Directors	50%
Directors who self-identify as a member of an underrepresented group (race, ethnicity, LGBTQ+)	40%
Directors who are female and/or self-identify as a member of an underrepresented group	70%

# 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 FY2024 global corporate responsibility reporting or other relevant FY2024 disclosures. Data reflected here is from TJX's Fiscal Year 2024, which ended February 3, 2024.

## 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. 36-42 - Climate &amp; Energy</b> <b>Pg. 69-72 - Data Tables</b>
<b>Data Security</b>  Description of approach to identifying and addressing data security risks	CG-MR-230a.1	<b>Pg. 63 - Information Security &amp; Privacy</b> <b>Proxy, pg. 25</b> <b>Annual Report, pg. 23</b>
<b>Labor Practices</b>  (1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a.2	<b>Pg. 12-16 - Recruitment &amp; Development</b> <b>Pg. 17-21 - Inclusion &amp; Diversity</b> <b>Pg. 66 - Data Tables</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. 17-21 - Inclusion &amp; Diversity</b> <b>Pg. 66-67 - Data Tables</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. 54-55 - Sustainable Sourcing</b> <b>Pg. 49-50 - Factory Auditing</b> <b>Pg. 52-53 - Vendor Code of Conduct</b>
Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	<b>Pg. 43-46 - Waste Management</b> <b>Pg. 54-55 - Sustainable 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, pg. 25-26 Annual Report, pg. 26
Total area of: (1) retail space and (2) distribution centers	CG-MR-000.B	Annual Report, pg. 8 Annual Report, pg. 26

# United Nations Sustainable Development Goals Disclosure Matrix

Our corporate responsibility program is based on four pillars: Workplace, Communities, Environmental Sustainability, and Responsible Sourcing. 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 social impact areas within our communities program. In our communities around the world, many families find themselves unable to meet their basic needs. In partnerships with Feeding America and other organizations, TJX helped provide over 33 million meals to those in need in Fiscal 2024 through foundation grants and in-store customer donation drives.</p>	<p>CR Report</p>	<p>27</p>
 <p>SDG 3 Good Health and Well-Being</p>	<p>A key part of our community relations work involves supporting organizations that deliver services to families and children when they are facing health challenges and life-threatening illnesses, as well as funding organizations with missions aimed at spurring advancements in care and cures. In Fiscal 2024, we donated and raised \$23 million for healthcare research and patient care through foundation grants and in-store fundraising campaigns.</p>	<p>CR Report</p>	<p>31-32</p>
 <p>SDG 4 Quality Education</p>	<p>Supporting education and training is one of the four core social impact areas within our communities program. TJX has long been committed to helping unlock educational opportunities for at-risk youth and vulnerable young people to support them in reaching 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 2024, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 2 million young people.</p>	<p>CR Report</p>	<p>29-30</p>
 <p>SDG 5 Gender Equality</p>	<p>Since 2020, TJX has periodically conducted a pay equity analysis of its U.S. workforce that covers gender and race/ethnicity. In the U.S., based on 2023 data and accounting for job title, geography, and full- or part-time status, we found, on average, no meaningful difference in base pay between Associates based on gender or race/ethnicity at TJX.</p>	<p>CR Report</p>	<p>17-21</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>35-42</p>
 <p>SDG 13 Climate Action</p>	<p>These commitments were developed using industry guidance, research, and science-based 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.</p> <p>In Fiscal 2023, we developed a net zero roadmap, which outlines our high-level plans and strategic approach to achieving our global climate and energy targets.</p> <p>Our internal Global Carbon and Energy Management Group (GCEG), which is a global, cross-functional team, is responsible for supporting TJX in making progress against our operational net zero and renewable energy targets. The GCEG also plays an important role in accurately measuring and reporting key climate and energy data.</p> <p>31% of energy sourced in our own operations globally in Fiscal 2024 came from renewable sources.</p>		



# EEO-1 Report (2023)

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	15	0	0	0	0	0	9	0	0	0	0	0	27
First/Mid-Level Officials and Managers	1100	2255	3718	881	291	17	16	104	7058	1635	433	60	47	178	17793
Professionals	62	112	764	32	143	1	0	17	1585	71	180	0	1	31	2999
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	12169	55371	14531	8077	2327	87	183	1546	71703	28756	11594	554	934	4943	212775
Administrative Support Workers	299	610	442	188	97	4	2	23	1090	265	143	3	5	42	3213
Craft Workers	335	457	233	310	46	4	12	25	68	362	17	2	6	19	1896
Operatives	208	233	141	168	79	1	3	7	63	71	7	1	1	2	985
Laborers and Helpers	3363	7629	1611	1799	1556	17	54	128	1793	2024	1839	31	41	116	22001
Service Workers	0	0	1	0	0	0	0	1	1	0	0	0	0	0	3
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>17537</b>	<b>66669</b>	<b>21456</b>	<b>11455</b>	<b>4539</b>	<b>131</b>	<b>270</b>	<b>1851</b>	<b>83370</b>	<b>33184</b>	<b>14213</b>	<b>651</b>	<b>1035</b>	<b>5331</b>	<b>261692</b>
<b>PRIOR 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>

WORKFORCE SNAPSHOT PERIOD 10/1/2023 - 10/7/2023

# Related Disclosures

## 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.

We believe in the importance of responsible sourcing, including as demonstrated, for example, by the TJX Vendor Code of Conduct and our Global Social Compliance Program. 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 the conflict minerals 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. Our practice is to consider appropriate remediation steps if we find that a vendor has violated our expectations.

## 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 shearling, 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.

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/ **Global Code of Conduct**

/ **Modern Slavery/California Supply Chains Act**

/ **Vendor Code of Conduct**

# Endnotes

1. As of February 3, 2024, which was the end of the Company's fiscal year.
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 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. Impact data provided by charity partners.
6. Excludes GHG emissions from certain heating sources used by certain locations where TJX was not billed directly for our usage.
7. Where TJX manages the waste operations for the stores.
8. Data based on our latest U.S. EEO-1 report.
9. Benefits 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.
10. Highlights shown incorporate donations from one or more of the following: TJX, TJX Foundation grants, Associate and customer donations.
11. Our energy goal is to source 100% renewable energy in our operations (electricity only) by 2030.
12. We aim to divert 85% of our operational waste from landfill by 2027 where TJX manages the waste operations for the stores.
13. Electricity only.
14. 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.
15. TJX calculates the reduction in Scope 2, market-based emissions due to renewable and low carbon energy sourcing as follows: renewable and low carbon energy purchases (MWh) multiplied by the relevant market-based emissions factors (MT CO<sub>2</sub>e/MWh) that would have been applied in the absence of renewable energy purchases.
16. Fiscal 2021 and Fiscal 2022 reductions were impacted by store closures due to the COVID-19 global pandemic.
17. Transportation involving more than one form of carrier during a single journey.
18. Waste 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.
19. Beginning in FY2022, data for this metric reflect a change in estimation methodology for U.S. sites where waste is not weighed as well as the adoption of the U.S. Environmental Protection Agency's published emissions.
20. A business that is at least 51% owned, operated, and controlled by a recognized diverse classification.
21. Excludes GHG emissions from leased offices in European countries where TJX does not operate stores.
22. Excludes business air travel of employees in European countries where TJX does not operate stores.
23. Downstream transportation and distribution GHG emissions relate to e-commerce in the U.S. and Europe. Customer paid or arranged oversized item pick-up from stores (using 3rd party carriers) are excluded.
24. Figures based off the total number of Associates as of the end of the fiscal year, as reported in our Form 10-K.



# 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 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](http://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.



The TJX Companies, Inc. / 770 Cochituate Road, Framingham, MA 01701  
508-390-1000 / [tjx.com](http://tjx.com)