

# The TJX Companies, Inc.

## EEO-1 Report (2024)

| JOB CATEGORIES                                | Race/Ethnicity        |        |                        |                                 |       |                                                       |                                           |                         |        |                                 |       |                                                       |                                           |                         | Row<br>Total |
|-----------------------------------------------|-----------------------|--------|------------------------|---------------------------------|-------|-------------------------------------------------------|-------------------------------------------|-------------------------|--------|---------------------------------|-------|-------------------------------------------------------|-------------------------------------------|-------------------------|--------------|
|                                               | Hispanic or<br>Latino |        | Not Hispanic or Latino |                                 |       |                                                       |                                           |                         |        |                                 |       |                                                       |                                           |                         |              |
|                                               |                       |        | Male                   |                                 |       |                                                       |                                           |                         | Female |                                 |       |                                                       |                                           |                         |              |
|                                               | Male                  | Female | White                  | Black or<br>African<br>American | Asian | Native<br>Hawaiian<br>or Other<br>Pacific<br>Islander | American<br>Indian or<br>Alaska<br>Native | Two or<br>More<br>Races | White  | Black or<br>African<br>American | Asian | Native<br>Hawaiian<br>or Other<br>Pacific<br>Islander | American<br>Indian or<br>Alaska<br>Native | Two or<br>More<br>Races |              |
| Executive/Senior Level Officials and Managers | 1                     | 2      | 16                     | 0                               | 0     | 0                                                     | 0                                         | 0                       | 11     | 0                               | 0     | 0                                                     | 0                                         | 0                       | 30           |
| First/Mid-Level Officials and Managers        | 1205                  | 2457   | 3878                   | 876                             | 307   | 17                                                    | 13                                        | 111                     | 7376   | 1673                            | 481   | 57                                                    | 50                                        | 218                     | 18719        |
| Professionals                                 | 73                    | 124    | 754                    | 32                              | 157   | 1                                                     | 1                                         | 20                      | 1581   | 74                              | 177   | 0                                                     | 1                                         | 28                      | 3023         |
| Technicians                                   | 0                     | 0      | 0                      | 0                               | 0     | 0                                                     | 0                                         | 0                       | 0      | 0                               | 0     | 0                                                     | 0                                         | 0                       | 0            |
| Sales Workers                                 | 13928                 | 59808  | 15648                  | 8749                            | 2533  | 93                                                    | 222                                       | 1687                    | 73449  | 28942                           | 12052 | 569                                                   | 996                                       | 5174                    | 223850       |
| Administrative Support Workers                | 325                   | 671    | 482                    | 193                             | 100   | 4                                                     | 2                                         | 34                      | 1130   | 264                             | 149   | 6                                                     | 5                                         | 38                      | 3403         |
| Craft Workers                                 | 327                   | 231    | 256                    | 217                             | 77    | 2                                                     | 11                                        | 10                      | 76     | 119                             | 17    | 0                                                     | 4                                         | 6                       | 1353         |
| Operatives                                    | 258                   | 276    | 156                    | 202                             | 75    | 1                                                     | 3                                         | 11                      | 64     | 70                              | 5     | 0                                                     | 2                                         | 0                       | 1123         |
| Laborers and Helpers                          | 3620                  | 7990   | 1450                   | 1961                            | 1554  | 7                                                     | 45                                        | 106                     | 1536   | 2021                            | 1763  | 19                                                    | 34                                        | 107                     | 22213        |
| Service Workers                               | 0                     | 0      | 1                      | 0                               | 0     | 0                                                     | 0                                         | 1                       | 1      | 0                               | 0     | 0                                                     | 0                                         | 0                       | 3            |
| CURRENT 2024 REPORTING YEAR TOTAL             | 19737                 | 71559  | 22641                  | 12230                           | 4803  | 125                                                   | 297                                       | 1980                    | 85224  | 33163                           | 14644 | 651                                                   | 1092                                      | 5571                    | 273717       |
|                                               |                       |        |                        |                                 |       |                                                       |                                           |                         |        |                                 |       |                                                       |                                           |                         |              |
| PRIOR 2023 REPORTING YEAR TOTAL               | 17537                 | 66669  | 21456                  | 11455                           | 4539  | 131                                                   | 270                                       | 1851                    | 83370  | 33184                           | 14213 | 651                                                   | 1035                                      | 5331                    | 261692       |

WORKFORCE SNAPSHOT PERIOD 10/6/2024 - 10/12/2024