

TJX GLOBAL CORPORATE RESPONSIBILITY REPORT-AT-A-GLANCE

2025





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

Please note that references to items accomplished or completed in this booklet denote TJX's Fiscal 2025, which ended February 1, 2025, unless otherwise noted.

► Our Approach to Corporate Responsibility

At TJX, our long-standing corporate responsibility programs are anchored by our Company's mission to deliver great value to our customers every day. We have stayed focused on that mission, along with our commitment to acting as a responsible corporate citizen, for 48 years. We focus on supporting our Associates, giving back to the communities in which we operate, mitigating our impact on the environment, and operating our business with integrity. We direct our efforts where we believe we can have a meaningful impact and report our efforts under four pillars:

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







Our commitment to corporate responsibility is rooted in decades of acting as a responsible corporate citizen and affirming our core values of honesty, integrity, and treating each other with dignity and respect. We believe our continued commitment to this work is important and helps support our business mission to deliver great value to our customers every day.

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

FY25 Highlights¹



68% of people in managerial positions globally were female²

Launched “Manager Core Essentials” training to help support managers in developing essential skills

41% of people in managerial positions around the world have been at the Company for 10 or more years²

38% of people in managerial positions in the U.S. were people of color^{2,3,4}

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



600,000 shelter nights provided^{5,6}

2 million young people provided access to educational opportunities^{5,6}

Provided funding to disaster relief efforts, including responses to wildfires and hurricanes in the U.S. and floods in Europe

32 million meals provided^{5,6}

2,500+ organizations supported through monetary donations⁶



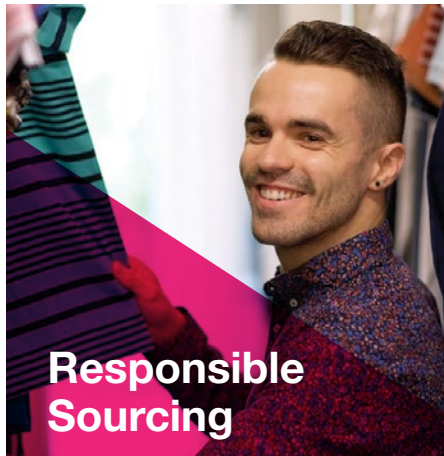
Environmental Sustainability

37% absolute reduction in global greenhouse gas emissions from our own operations since FY17⁷

80% of global operational waste diverted from landfill⁹

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

40% of electricity sourced for our own global operations came from renewable resources



Responsible Sourcing

Reviewed audits from factories in
~30 countries

Enhancements made to our Vendor Code of Conduct related to employee safety and added grievance mechanism details, among other modifications

Our Supplier Diversity Program is now active in
8 countries

3,300+ factories had audits reviewed as part of our factory auditing program



WORKPLACE



Inclusion Matters

OUR APPROACH

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

We strive for an inclusive workplace where our Associates feel **welcome** in the Company; **valued** for their diversity of thought, background, and experience; and **engaged** with our mission to deliver great value to our customers every day.

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

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



Culture & Engagement

We believe a great company culture is one where Associates feel seen and heard, management is transparent and authentic, a work-life balance is honored, teams are proud and excited to work together, and having fun is encouraged. We are passionate about creating a workplace where individual differences are welcome and valued, and we encourage Associates to be risk takers, think critically, and speak openly. We believe our Associates are a core part of our success, and we strive to create a culture where their ideas, feedback, and perspectives help shape and strengthen who we are.



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





Inclusion & Diversity

We continue to be committed to supporting an 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 think creatively, remain agile, and be true to our values.

Our efforts are guided by three global priorities that aim to further embed inclusion and diversity within our culture and business practices. Through our global priorities we aim to:

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



We support these priorities in a variety of ways, from expanding our programs with existing and new non-profit partnerships to offering Associate Resource Groups (ARGs), which help to provide professional and social support to members, amplify the voices of our diverse Associates, and promote diversity awareness in the workplace. ARGs are Associate-led groups open to Associates who identify with the community, support the mission, or want to learn more.

In Fiscal 2025, we completed our second Global Inclusion Survey, which served as a pulse-check on the priorities and work already in place throughout TJX.

/ Our Diverse Workforce

Fiscal 2025 Global Gender Diversity¹

77%

of our global
workforce was female

68%

of people in managerial
positions globally
were female²

78%

of people in non-
managerial positions
globally were female

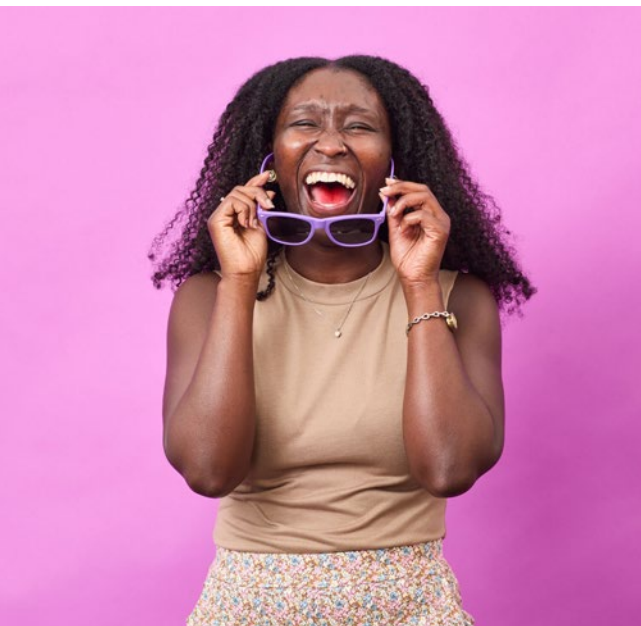
51%

of Vice President
and above positions
globally were female

78%

of promotions globally
were earned by females





Fiscal 2025 U.S. Racial Diversity^{1,3,4}

60%

of our workforce in the U.S.
were people of color

38%

of people in managerial
positions in the U.S. were
people of color ²

62%

of people in non-managerial
positions in the U.S. were
people of color

14%

of Vice President and above
positions in the U.S. were
people of color

53%

of promotions in the
U.S. were earned by
people of color

Board of Directors Diversity as of June 2025

50%

of our Board members
are female

40%

of our Board members self-identified
as part of racially or ethnically diverse
groups or the LGBTQ+ community



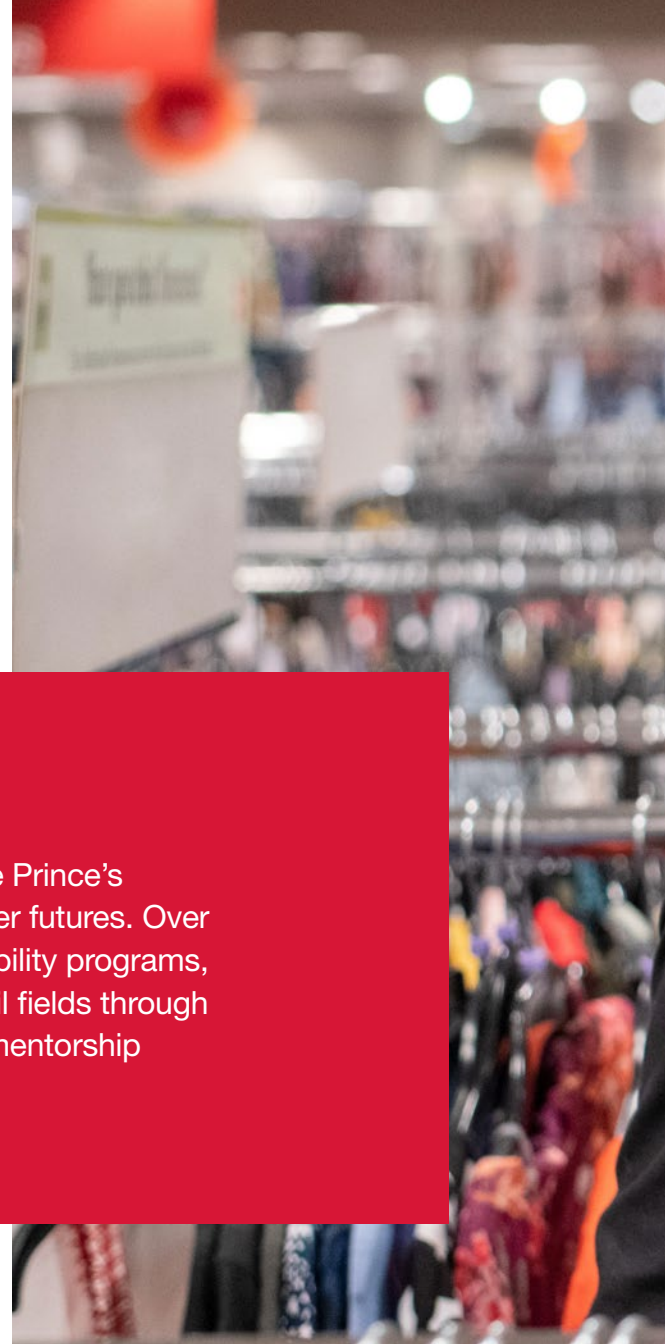
Recruitment & Development

As a Fortune 100 company, we work to attract, develop, and engage a wide range of talent to support our off-price business.

We are committed to hiring from the communities we serve and take a multi-faceted approach to recruiting for our stores, distribution centers, and home offices. Additionally, 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.

“Get Into” Programs

TJX Europe has partnered with The King’s Trust —formerly known as The Prince’s Trust—for over 10 years to help young people facing adversity build better futures. Over time, TJX Europe and The King’s Trust have delivered impactful employability programs, called “Get Into,” enabling participants to gain experience in various retail fields through training and workshops on soft skills and resume writing, supported by mentorship from TJX Associates.





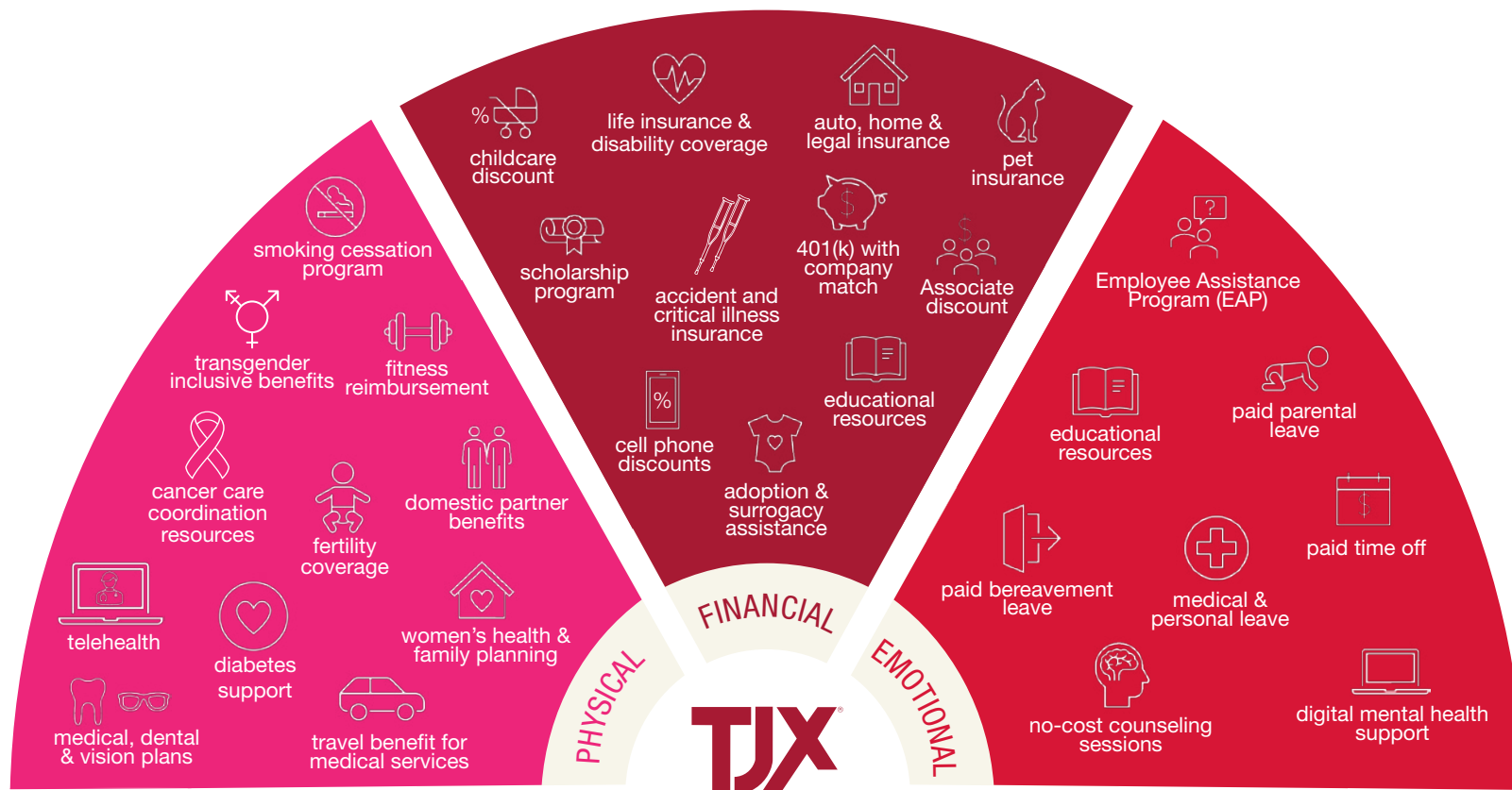


Health & Well-Being

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

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

Examples of Benefits and Resources Available to Eligible Associates⁸





COMMUNITIES



Giving Back

OUR APPROACH

Our Company's mission to deliver great value to our customers every day extends beyond our stores, distribution centers, and offices, and into our local communities around the world, bringing to life our global community mission:

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

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

SOCIAL IMPACT AREAS

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

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



OUR CAUSE MARKETING & IN-STORE SUPPORT INCLUDES:



- Dress for Success
- Feeding America
- Joslin Diabetes Center
- Save the Children



- Alice House (Canada)
- Alzheimer's Association (U.S.)
- Dress for Success
Canada Foundation
- Feeding America (U.S.)
- Breakthrough T1D (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
- Enable Ireland (Ireland)
- Feeding America (U.S.)
- The King's Trust (U.K.)
- Petites-Mains (Canada)
- 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)
- Jeugdfonds Sport en Cultuur
(Netherlands)
- The King's Trust (U.K.)
- The Smith Family (Australia)
- Stowarzyszenie WIOSNA
(Poland)
- Younus (Austria)



Basic Needs

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

**32
million**

TJX helped provide over 32 million meals through foundation grants and generous donations from our customers.^{5,6}

Cradles to Crayons

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 Fiscal 2025, over 1,600 TJX Associates across the U.S. volunteered their time to support Cradles to Crayons through several events and initiatives, including backpack-a-thons.









Education & Training

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

**2
million**

TJX helped around 2 million young people receive access to educational opportunities.^{5,6}

Expanding Our Reach

In the Netherlands, TJX Europe partners with Jeugdfonds Sport en Cultuur to help create opportunities for underprivileged children and families facing financial barriers to attend and participate in sports, dance, music, theater, and other cultural activities. In Austria, TJX Europe supports Younus, a charity organization that supports disadvantaged children and young people through one-to-one mentoring programs to build self-esteem and self-confidence.

Patient Care & Research

We support organizations that deliver services to individuals and their loved ones when faced with health challenges and life-threatening illnesses, in addition to those aimed at spurring advancements in care and cures.

**\$22
million**

TJX helped raise approximately \$22 million for healthcare research and patient care through foundation grants and from generous donations of our customers and Associates.⁶

Marisa's Mission Inc.

“Marisa was my coworker, my friend, my running buddy, and a mentor. She passed away from breast cancer, and it was devastating to me and so many others. Her family and friends came together to carry on her commitment to lifting others up and formed Marisa's Mission with the goal of alleviating the financial burdens associated with a cancer diagnosis and treatment for individuals and families who need it most. This organization means so much to me on a deeply personal level. I'm so thankful for the opportunity to contribute to the organization's growth through TJX's Associate Nominated Grants program.”

- Katie, a TJX Associate in the U.S., nominated Marisa's Mission for a grant in Fiscal 2025.



HomeGoods







Empowering Women

We partner with organizations committed to helping empower women and enrich their lives through services ranging from help for those leaving relationship abuse situations to others that offer education, training, and job placement resources.

38,000

Through foundation grants and donations from our generous customers, TJX helped provide approximately 38,000 domestic violence services.^{5,6}

WoodGreen

Since 2019, TJX Canada's Find Your Stride initiative has been supporting WoodGreen, an organization that helps women get the opportunities and skills they need to thrive. WoodGreen's Homeward Bound program gives women an opportunity to receive housing and childcare while pursuing a no-cost, four-year education and employment program. In Fiscal 2025, TJX Canada Associates participated in a Toy Drive, collecting toys for children within the Homeward Bound program.



ENVIRONMENTAL SUSTAINABILITY



Mitigating Our Impact

OUR APPROACH

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 operational greenhouse gas (GHG) emissions, source more renewable energy, and divert a significant amount of our operational waste from landfill. In addition, we have initiatives related to Sustainable Sourcing, which are highlighted in the Responsible Sourcing section.

- Climate & Energy
- Waste Management

To learn more about our Environmental Sustainability initiatives, visit tjx.com/corporate-responsibility/environment.

GLOBAL OPERATIONAL GOALS & FY25 PROGRESS



NET ZERO EMISSIONS

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

*Along the way, we plan to achieve a 55% absolute reduction in GHG
emissions from our own operations by FY30 (against a FY17 baseline)*

37% absolute reduction in global GHG emissions from
our own operations since FY17⁷



**100
PERCENT**

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

40% of electricity in our own global operations
came from renewable sources



**85
PERCENT**

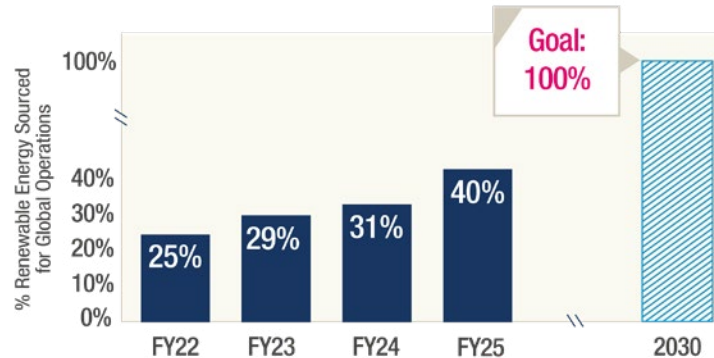
*WE ARE WORKING TO DIVERT 85% OF OUR
OPERATIONAL WASTE FROM LANDFILL BY 2027*

80% of global operational waste diverted from landfill⁹

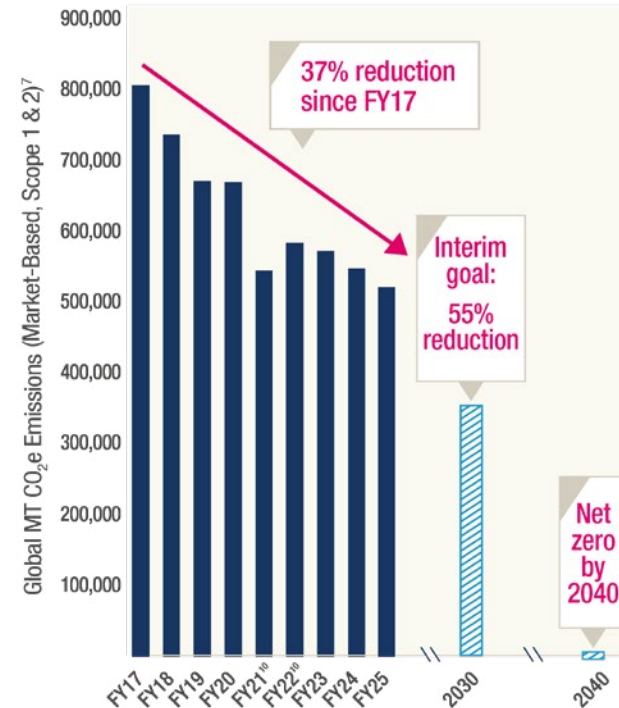
Climate & Energy

We have made certain commitments to reduce the climate impacts of our own operations—meaning our stores, certain corporate offices, distribution (or processing) centers, and certain vehicles.⁷ To support our commitments, we work across our global business operations to measure, manage, and address these impacts.

PROGRESS TOWARD RENEWABLE ENERGY GOAL



PROGRESS TOWARD GHG EMISSIONS GOALS



Through our **net zero roadmap**, we have identified initiatives and tactics that aim to decrease our operational (Scope 1 and Scope 2) emissions in line with our commitments.

Globally, the majority of our stores and distribution centers are equipped with LED lighting technology.



In Fiscal 2025, TJX earned a SmartWay Excellence Award from U.S. EPA, which recognizes partners for its freight sustainability leadership and environmental performance.

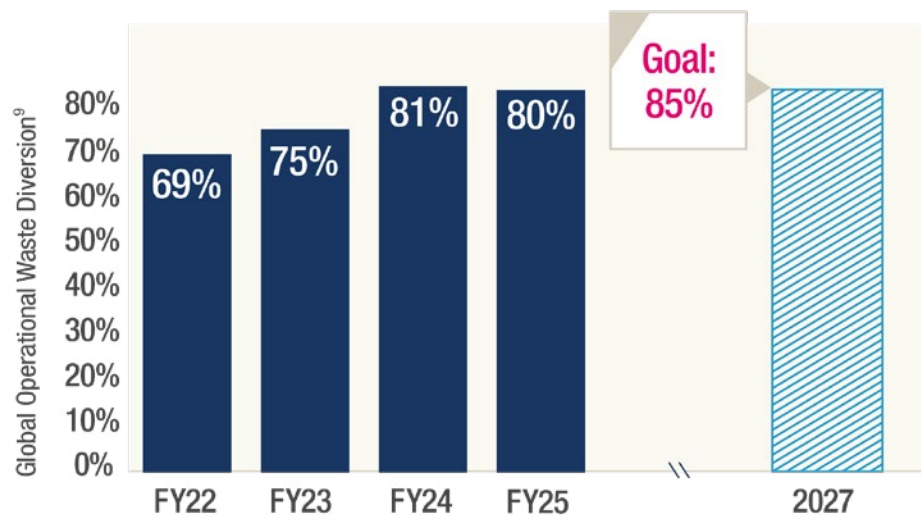
We have worked to install on-site solar at select locations around the globe, including at some of our U.S. distribution centers and at our processing center in Australia. We have installed solar at select stores in both the U.S. and the U.K.

In the U.K. and Ireland, we have begun utilizing trucks powered by biofuels (bio-CNG and bio-LNG) for certain outbound store deliveries.

Waste Management

Teams throughout TJX work to implement cost-effective strategies and processes to manage operational waste, including by eliminating operational waste where feasible and maximizing the reuse and recycling of materials in our stores, distribution centers, and certain corporate offices.

PROGRESS TOWARD WASTE DIVERSION GOAL





We have implemented recycling programs for common items like cardboard, plastic, paper, aluminum, and glass in various regions where we operate.

To help reduce single-use plastic, distribution centers in Canada utilize a fiber-based material in place of bubble wrap pouches to protect products in transit to stores. TJX Canada also has worked directly with certain vendors in a certain merchandise category to use a fiber-based alternative to Styrofoam packaging.

The majority of our stores in the U.S. and Europe send used corrugated cardboard, plastic film, excess hangers, and other supplies to a local Asset Recovery & Recycling Center (ARRC) or distribution center, where they are processed for potential reuse or recycling.

A photograph of two young women in a clothing store. The woman on the left has long blonde hair and is wearing a black leather jacket over a white t-shirt. She is smiling and holding a blue denim jacket on a silver hanger. The woman on the right has long dark hair and is wearing a pink ribbed sweater. She is looking towards the camera with a slight smile. In the background, there are racks of clothes and some pink items hanging. The image has red diagonal graphic elements in the top-left and bottom-right corners.

RESPONSIBLE SOURCING



Operating Responsibly

OUR APPROACH

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

- Global Social Compliance
- Sustainable Sourcing
- Supplier Diversity

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



Global Social Compliance

Our Global Social Compliance Program is designed to convey and reinforce our expectations of respect for the human rights of workers in our supply chain through a variety of measures. Our approach includes:

/ Vendor Code of Conduct

- Our Vendor Code of Conduct serves as the foundation for our Global Social Compliance Program and reinforces 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 primarily focuses on factories where we have more influence in bringing products to market.
- In recent years, we have expanded our factory auditing program where practical for our off-price business model.

3,300+

In Fiscal 2025, we audited, or received audit reports from, more than 3,300 factories in almost 30 countries.

/ Training

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

/ Stakeholder Engagement

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





Sustainable Sourcing

TJX continues to work on initiatives related to sourcing certain products, product packaging, and operational supplies with sustainable attributes. These initiatives are primarily focused on areas where we have more control, such as with merchandise and associated product packaging developed in-house by our product design team.



**100
PERCENT**

***WE AIM TO SHIFT 100% OF THE PACKAGING FOR
PRODUCTS DEVELOPED IN-HOUSE BY OUR PRODUCT
DESIGN TEAM TO BE REUSABLE, RECYCLABLE, OR
CONTAIN SUSTAINABLE MATERIALS BY 2030***



In addition to our 2030 packaging goal, we have made significant progress on 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 developed in-house by our product design team by 2025.

Our chemicals management efforts have been focused in areas where we have more control and that are most feasible for our off-price business model.

In Fiscal 2025, we finalized our TJX U.S. Operational Cleaning Supplies Policy. With this new policy, we expect that certain formulated cleaning supplies procured for U.S. stores will meet TJX-approved third-party chemicals standards.

Supplier Diversity

For more than 30 years, our Supplier Diversity Program has been dedicated to broadening our potential supplier base for not-for-resale goods and services. Over the years, our program has expanded to new regions and aims to help provide additional opportunities to businesses owned by minorities, women, veterans, LGBTQ+ individuals, Aboriginal or Indigenous

peoples, people with disabilities, and more. In doing so, we broaden our overall supplier pipeline to help us find the best qualified supplier for any given need.

**8
countries**

Our Supplier Diversity Program is now active in 8 countries.





A photograph of three business professionals—two men and one woman—smiling and laughing in an office environment. The woman in the center is wearing a red sleeveless top, and the man on the left is wearing a pink shirt and glasses. The man on the right is wearing a grey sweater over a light blue shirt. The image is framed by red and pink geometric shapes.

GOVERNANCE & INTEGRITY



Operating With Integrity

OUR APPROACH

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 our business dealings and interactions are grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect.

- Human Rights
- Governance
- Cybersecurity & Privacy

To learn more about Governance & Integrity at TJX, visit tjx.com/corporate-responsibility/governance-integrity.



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.

We support the rights of Associates in our global operations and workers in our supply chain through a number of initiatives. These include: our global codes of conduct, inclusion and diversity efforts, open door philosophy, stakeholder engagement, and factory auditing and training through our Global Social Compliance Program



Governance

Our Board of Directors is responsible for overseeing the business and management of the Company. We believe our Board should be composed of highly engaged directors and that the Board's skills and experience should be aligned with the changing needs of the Company for current and future business environments.

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

/ Director Qualifications & Nominations:

We look for a Board that represents a diversity of backgrounds and experience, including as to gender, race/ethnicity, talents, ages, skills, perspectives, professional experiences, educational backgrounds, and geographies.



Cybersecurity & Privacy

We maintain an Information Management Program that is overseen by TJX's Information Management Steering Committee (IMSC). 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.

Recognition

Fortune

2025 Fortune 500 Ranking - #76
2025 World's Most Admired Companies

European Diversity Awards

2024 Company and Social Mobility
Initiative of the Year

Barron's

2025 Top CEOs

DiversityComm

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

Forbes

2025 Canada's Best Employers
2025 America's Dream Employers
2025 Most Trusted Companies in America
2025 America's Best Companies
2025 Net Zero Leaders
2024 World's Top Companies for Women

U.S. Environmental Protection Agency

2024 SmartWay Excellence Award
2024 SmartWay High Performer

Newsweek

2025 America's Most Admired Workplaces
2025 America's Best Retailers
2025 America's Most Responsible Companies
2025 America's Greatest Companies

FTSE4Good Index





Reporting & Disclosures

About this At-A-Glance

For 15 years, we have been formally reporting on our global corporate responsibility efforts. The data presented throughout this summary are highlights from our Global Corporate Responsibility Report, which is available on TJX.com, and denote TJX's Fiscal 2025, which ended February 1, 2025, unless otherwise noted.

We think of our corporate responsibility reporting as ever evolving. We continue to evaluate the changing landscape of reporting frameworks and consider what is appropriate for our off-price business and disclosures. Several of the reporting standards we follow, as well as other disclosures, can be found at tjx.com/corporate-responsibility/reporting-disclosures.



**SASB
STANDARDS**

Now part of IFRS Foundation

Footnotes

¹ As of February 1, 2025, 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 Highlights shown incorporate donations from one or more of the following: TJX, TJX foundations, Associates, and/or customers.

⁷ Excludes GHG emissions from cooling and certain heating and refrigerant sources used by certain locations where TJX was not billed directly for our usage.

⁸ 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.

⁹ In Fiscal 2025, TJX made revisions to our global operational waste data collection and estimation processes as part of our efforts toward continuous improvement. The revisions included, but were not limited to, the addition of previously excluded stores where TJX does not manage waste operations and estimations to fill gaps in data reported from waste haulers. The revisions are reflected only in our Fiscal 2025 waste diversion rate figure and increased the total volume of our reported waste and recycling.

¹⁰ Fiscal 2021 and Fiscal 2022 reductions were impacted by store closures due to the COVID-19 global pandemic.



Forward Looking Statements

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS:

This report contains “forward-looking statements”. These statements generally can be identified by the use of words such as “aim,” “anticipate,” “approximately,” “aspire,” “believe,” “continue,” “could,” “estimate,” “expect,” “forecast,” “goal,” “hope,” “intend,” “may,” “outlook,” “predict,” “plan,” “potential,” “project,” “seek,” “should,” “strive,” “target,” “will,” and “would,” or any variations of these words or other words with similar meanings. These forward-looking statements address various matters that we intend, expect or believe may occur in the future relating to, among other things: 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. Each forward-looking statement contained in this report 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; international trade and tariff policies; 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 and annual 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 the other information we file with the Securities and Exchange Commission (“SEC”).

We caution investors, potential investors, and others not to place considerable reliance on the forward-looking statements contained in this report. You are encouraged to read any further disclosures we may make in our future reports to the SEC, available at www.sec.gov, on our website, or otherwise.

Our forward-looking statements in this report speak only as of the date indicated within this report, and we undertake no obligation to update or revise any of these statements, 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.



tj-maxx

Marshalls

HomeGoods

SIERRA

WINNERS

HOMESENSE

Tk-maxx

The TJX Companies, Inc. / 770 Cochituate Road, Framingham, MA 01701
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