

# TJX GLOBAL CORPORATE RESPONSIBILITY

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## 2025



# Table of Contents



Introduction.....	3
<i>Message From Ernie Herrman.....</i>	3
<i>About Our Company.....</i>	4
<i>Our Approach to Corporate Responsibility.....</i>	5
<i>FY25 Highlights.....</i>	8
<i>Recognition.....</i>	9
Workplace.....	10
<i>Culture &amp; Engagement.....</i>	11
<i>Recruitment &amp; Development.....</i>	12
<i>Inclusion &amp; Diversity.....</i>	17
<i>Health &amp; Well-Being.....</i>	22
Communities.....	24
<i>Basic Needs.....</i>	27
<i>Education &amp; Training.....</i>	29
<i>Patient Care &amp; Research.....</i>	31
<i>Empowering Women.....</i>	33
Environmental Sustainability.....	35
<i>Climate &amp; Energy.....</i>	36
<i>Waste Management.....</i>	43



Responsible Sourcing.....	46
<i>Global Social Compliance.....</i>	47
<i>Sustainable Sourcing.....</i>	53
<i>Supplier Diversity.....</i>	55
Governance & Integrity.....	57
<i>Human Rights.....</i>	58
<i>Governance.....</i>	60
<i>Cybersecurity &amp; Privacy.....</i>	62
Reporting & Disclosures.....	63
<i>About Our Reporting.....</i>	64
<i>Data Tables.....</i>	65
<i>SASB Index.....</i>	73
<i>UN SDGs Index.....</i>	75
<i>EEO-1 Report.....</i>	77
<i>Endnotes.....</i>	78
<i>Forward-Looking Statements.....</i>	79



# A Message From Our CEO and President

I am pleased to present TJX's 2025 Global Corporate Responsibility Report. At TJX, we have been formally reporting on our corporate responsibility efforts for 15 years. Importantly, our commitment to corporate responsibility stretches back much further, 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. Our Global Corporate Responsibility Report describes our initiatives, which focus on supporting our Associates, giving back to the communities where we live and work, helping mitigate our impact on the environment, and operating our business responsibly.

## Supporting Our Associates

For years, developing our Associates and championing our culture have been global business priorities, as we recognize how these priorities can support our business success as a global company with hundreds of thousands of Associates in several geographies. We are committed to an inclusive and diverse workplace, and believe the many types of diversity, including gender, race, and ethnicity, as well as varied experiences, backgrounds, and perspectives, help us think creatively, remain agile, serve

a broad customer demographic, and stay true to our values. This work, plus the many other programs we have in place to help our Associates thrive at TJX, create an environment where our Associates can feel welcome, valued, and engaged.

## Giving Back to Our Communities

Giving back to local communities where we operate has been important to us since our very beginning. We look to work with non-profit organizations that fulfill basic needs, provide education and training, deliver services for those facing health challenges, and empower women. Through this work, we were proud to reach more than 2,500 non-profit organizations in 2024 through direct financial support, Associate volunteering, and generous donations from our customers during in-store fundraisers.

## Mitigating Our Impact on the Environment

When it comes to environmental sustainability, we aim to pursue initiatives that are both environmentally responsible and smart for our business. We have implemented many programs over the years: from installing LED lighting and adding solar panels in certain facilities, to building a network of Asset Recovery and Recycling Centers to support the reuse and recycling of materials from

our stores and distribution centers. Our work in this area is designed to contribute toward the environmental sustainability goals that we have set, which aim to achieve net zero greenhouse gas emissions in our own operations, source more renewable energy, divert our operational waste from landfill, and find opportunities to help reduce the environmental impact of certain product packaging.

## Operating Our Business Responsibly

As part of our commitment to operating our business responsibly, we have a long-standing Global Social Compliance Program. At the center of this program is our Vendor Code of Conduct, which outlines our expectation that our vendors respect the human rights of the workers in our supply chain. Additionally, we regularly monitor a portion of our merchandise supply chain through our factory auditing program. These efforts, combined with stakeholder engagement and the various trainings we offer, build the foundation of our efforts within Global Social Compliance. All of the work I've described in this letter is built on our commitment to operating with integrity and is threaded through many aspects of our business, an approach we believe creates value for our stakeholders, including our Associates, customers, communities, vendors, and shareholders.

Our progress continues, and that is in large part thanks to the commitment and dedication of our Associates around the globe. For this, I am very grateful. I invite you to continue reading to learn more about our work.



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 high 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.

5,000+

Stores<sup>1</sup>

9

Countries

6

E-comm  
Websites

~364,000

Associates<sup>1</sup>

76th

Ranked  
Fortune 500

Highlights

## 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 when, how, and what we source.

1,300+

Associates in our Buying  
Organization

The majority of the product we sell in our stores and online is brand-name merchandise. Our buyers acquire merchandise from vendors around the globe stemming from opportunities including department store cancellations, manufacturers making too much product, or closeout deals when brands or other retailers want to clear merchandise at the end of the season. We also design or develop some merchandise ourselves, which allows us to supplement our merchandise assortment. For example, we may do so 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

At TJX, our long-standing corporate responsibility program is 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 take a global approach to corporate responsibility, setting global priorities with regional programs and initiatives that support the broader enterprise. 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 generally organized under four 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 corporate responsibility programs and disclosures.

## Management & Oversight

Our Board has oversight responsibility of our global corporate responsibility strategies, which are supported by cross functional committees and teams.

An executive steering committee, chaired by a senior executive vice president (SEVP) who reports to the CEO and consisting of other senior executive leaders from functions including Finance, Legal, Human Resources, Marketing, and Operations, is responsible for providing strategic management oversight, guidance, and support related to corporate responsibility priorities in alignment with our business priorities. The scope of the executive steering committee's work extends across business functions and geographies, and the executive steering committee also is responsible for providing periodic updates to the Board.

Senior leaders from Corporate Finance, Environmental Sustainability, and Human Resources form a corporate responsibility leadership committee. The leadership committee's responsibilities include supporting efforts around our global corporate responsibility strategies, including those related to regulatory reporting; overseeing progress against our environmental sustainability goals; considering adoption of additional goals and opportunities aligned with our corporate responsibility priorities; providing periodic updates to the executive steering committee; and sponsoring and tracking the progress of functional teams. Functional teams throughout our global organization are responsible for the collaboration, strategy, and execution against our corporate responsibility initiatives, regulatory reports and voluntary disclosures, and progress against our environmental goals.

In addition, as part of its ongoing risk oversight, the Board reviews findings from TJX's enterprise risk management (ERM) program, a global process for evaluating a broad range of risks to the business and managed by our Senior Vice President, Chief Risk and Compliance Officer (CRO). This process analyzes global operational feedback in an effort to identify, understand, and mitigate key risks based on their probability and severity.

# 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, as well as make sense for our off-price business model and opportunistic buying strategies. We view engaging with these various stakeholders, in addition to industry associations and partners, as an opportunity to hear insights and learn.



## 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 maintain a global intranet and publish regional newsletters to share announcements, facilitate information sharing, and more.

In our stores, we share important Company information with and receive feedback from our Associates through team huddles. Our in-store bulletin boards, digital signage, and digital communications app are important tools 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 efforts. For example, 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 management with feedback regarding store performance so they may identify opportunities and address issues quickly, 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 survey 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 of these initiatives designed to improve the in-store shopping experience, drive excitement about our retail chains and products, and 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 our corporate responsibility efforts through various means, including phone calls and written and electronic correspondence. Our Board of Directors is periodically 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 related to our global environmental sustainability efforts; our Global Social Compliance Program, including our **Vendor Code of Conduct**; and our human capital management practices, including workforce composition data and well-being benefits and resources we offer to our global workforce.

## 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 Environment and Waste Compliance 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 the 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).



# FY25 Highlights<sup>1</sup>

## Workplace

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

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

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

**38%**  
of people in managerial positions in the U.S. were people of color<sup>2,3,4</sup>

**41%**  
of people in managerial positions around the world have been at the Company for 10 or more years<sup>2</sup>

## Communities

**600,000**  
shelter nights provided<sup>5,6</sup>

**2 million**  
young people provided access to educational opportunities<sup>5,6</sup>

**32 million**  
meals provided<sup>5,6</sup>

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

**2,500+**  
Organizations supported through monetary donations<sup>6</sup>

## Environmental Sustainability

**37%**  
absolute reduction in global greenhouse gas emissions from our own operations since FY17<sup>7</sup>

**80%**  
of global operational waste diverted from landfill<sup>8</sup>

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



# Recognition



**Fortune**

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



**Barron's**

- / 2025 Top CEOs



**Newsweek**

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



**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



**DiversityComm**

- / 2024 Top Black Employer
- / 2024 Top Diverse Employer
- / 2024 Top Hispanic Employer
- / 2024 Top Women Employer



**European Diversity Awards**

- / 2024 Company and Social Mobility Initiative of the Year



**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 diversity of thought, background, and experience; 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 great place to work in 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 continue to be committed to supporting an inclusive and diverse workplace where Associates feel welcome in the Company, valued for their diversity of thought, background, and experience, and engaged with our business mission.

#### Health & Well-Being

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

### FY25 Snapshot<sup>1</sup>

**68%**

of people in managerial positions globally were female<sup>2</sup>

**78%**

of promotions globally were earned by females

**38%**

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

**53%**

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

We believe our Associates are a core part of our success, and we strive to create a culture in which the ideas, feedback, and perspectives of our Associates help shape who we are for the better. 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 our Global Corporate Responsibility Report about wanting our Associates to feel welcome in the Company; valued for their diversity of thought, background, and experience; and engaged with our business mission to deliver great value to our customers every day. We work to foster an environment that promotes this kind of experience for our Associates, and we believe it is an important part of why they stay: as of Fiscal 2025, 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. For over a decade, the TJX Leadership Competencies and Cultural Factors have been the foundation of our talent development efforts to help our Associates gain insight into our culture. These competencies and cultural factors have provided common language and guidance for Associates to have a shared understanding of what can contribute to a successful career at TJX, highlighting the behaviors, skills, and actions that have helped contribute to long-term success for many of our Associates. The TJX Leadership Competencies and Cultural Factors are available to Associates both in hard copy and on our intranet. 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 believe that developing our culture and Associates through the TJX Leadership Competencies and Cultural Factors helps benefit our business overall. Learn more about our commitment to developing our Associates in the **Recruitment & Development** section of this report.

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 that their questions, concerns, and suggestions can be shared without fear of retaliation. Another way we encourage Associate feedback is through global inclusion surveys. We completed our 2024 Global Inclusion Survey in Fiscal 2025 to serve as a pulse-check on the priorities we already have in place to help us determine our progress, strengths, and opportunities. Learn more about our efforts to build an inclusive and diverse workplace in the **Inclusion & Diversity** section of this report.

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 suggestions and ideas. Our in-store dynamic video players are another important tool in sharing Company information and 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) and similar committees across our global regions. These Associate-led groups are open to Associates who identify with the community, support the mission, or want to learn more. They have played an important role over many years in helping to champion our culture of appreciating difference within our workplace and offer professional and social support to members. Learn more about our Associate-led resource groups and committees in our specific regions in the **Inclusion & Diversity** section of this report.



# Recruitment & Development

## Attracting & Developing Tomorrow’s Leaders, Today

SASB: CG-MR-310a.2

As a Fortune 100 company operating more than 5,000 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 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. We aim to hire the most qualified individuals from a wide and diverse pool of candidates.

## Building a More Diverse Workplace is a Priority

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 a broader pool of candidates. For example, in Fiscal 2025, we attended career fairs; used tools, technology, and resources to improve how we networked and help us to engage with prospective candidates; promoted internal opportunities to encourage current Associates to seek jobs internally; continued developing community partnerships to expand our candidate pipeline; and actively sought candidates with transferrable skills for opportunities at TJX.

For early career positions, we have expanded the ways we approach our search. For example, in the U.S., we partner with a variety of nonprofit partners, including The Posse Foundation, Bottom Line, Girls Who Code, The BASE, United Negro College Fund, Fashion Scholarship Fund, SummerSearch, and Thrive Scholars. We have also continued to work with Historically Black Colleges and Universities. We work with these organizations, colleges, and universities to support a variety of events, career development, and recruitment opportunities. We believe these connections introduce more high school and college students to opportunities at TJX, helping us broaden our pipeline of candidates in our efforts to recruit talented Associates based on skills, qualifications, and experience.

TJX Europe recruits from a diverse pool of candidates for its Graduate, Placement, and Apprenticeship Programmes and partners with organizations such as The King's Trust and the UWV in the Netherlands to engage with and help create career opportunities for disadvantaged young people through skills workshops and training.



At TJX, we are committed to working toward increasing the representation of diverse candidates, including people of color, LGBTQ+ individuals, people with disabilities, women, and people with varying backgrounds, skills, and experience, at every level of our organization. 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.



# Early in Career & Campus Recruiting

At TJX, we are passionate about attracting and inspiring candidates who are early in their retail careers. We see the potential in introducing early retail career candidates to new opportunities and offering development opportunities to help build their off-price retail and leadership skills.

Our longstanding TJX internship and co-op programs are focused on areas including Merchandising, Finance, Human Resources, Information Technology, Store Operations, Distribution Services, and more across our divisions worldwide. 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 in Fiscal 2025, we were excited to have nearly 600 people participate in these programs, bringing diversity of thought, experiences, and background to our organization.

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 2025, we continued to expand our early identification program in the U.S. designed to engage with college students for our Merchandising Internship program. We hope to expose students to new career experiences and create interest in our merchandising career path.

# 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 connecting with military personnel and their families to create awareness of our job opportunities. We are pleased to report that we have hired more than 15,000 Associates who are members of the military, veterans, or their spouses since 2013.

# 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 400 Best Buddies participants to serve in a variety of functions at our U.S. stores, including cashiers, dressing room attendants, merchandise organizers, and product assemblers.

# Focus on Development

We believe our Associates are a core part of 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 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.

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, as of the end of Fiscal 2025, 41% of people in managerial positions around the world have been at the Company for 10+ years.<sup>2</sup> Our efforts to support and develop our Associates reach all facets of the organization. In the field, we are proud that, as of the end of Fiscal 2025, more than 75% of current U.S. Store Managers were promoted into the Store Manager role from other positions in the Company.

# Our Approach to Development

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 over a decade ago to help express our organizational values and promote consistency in leadership development. These resources provide common language and guidance for Associates to have a shared understanding of what has contributed to success at TJX. The competencies and factors encourage Associates to act with integrity, to be curious, to lead inclusively, and to learn our off-price business model, among other tenets. We communicate the Leadership Competencies and Cultural Factors to all Associates in various ways, including a guidebook, regional intranet sites, and more. We strongly believe our full set of competencies and cultural factors can help set Associates up for success, which helps benefit 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 various leadership opportunities and challenges. In Fiscal 2025, we introduced the “Manager Core Essentials,” a collection of learnings and tools designed to help support managers in developing the essential skills they need to manage effectively across a variety of situations.

**FY25  
HIGHLIGHTS<sup>1</sup>**

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

**6,800+**  
Associates in leadership positions who completed at least one Global Leadership Curriculum course

## 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 continue to evolve the content and our delivery methods to get the right learning to the right Associate at the right time, and in the way they want to learn.

In Fiscal 2025 across our divisions, over 6,800 Associates in leadership positions completed at least one course in the Global Leadership Curriculum. In addition to the Global Leadership Curriculum, 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. 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. Some of the ways TJX Canada supports development include a National Learning Calendar that provides workshops focusing on professional and leadership development, a vast set of online learning offerings, and a digital lending library where TJX Canada Associates can borrow digital books, including content related to TJX’s Leadership Competencies and Cultural Factors. Its internal website offers Home Office and Distribution Center Associates support for building development plans, learning about TJX’s off-price business model, and enhancing personal growth through curated learning and enriched by storytelling from Associates and leaders. TJX’s global Be Your Best Self developmental approach, which aims to empower Associates on their career development journeys, is also shared with Canadian store Associates 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 its Associates to drive their development journeys. They 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 opportunity to apply to join early career opportunities through the Graduate, Placement, and Apprenticeship Programmes. They also offer tools for self-learning and provide bespoke coaching for Regional, Country, District, Store, and Assistant Managers.

TJX Europe also continues to create targeted development programs for operational roles in Stores and Processing Centers, equipping individuals with both the technical and leadership skills for their current role and, where appropriate, building readiness for career growth.

In addition to our many internal development opportunities, we have established relationships with a variety of external organizations to offer additional resources and learning opportunities to our Associates.



# Leadership Development

TJX offers many other learning and development opportunities, in addition to our Global Leadership Curriculum courses. 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. 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 offers training focused on deepening business skills and leadership capabilities. The programs include tiered and customized onboarding for Associates. In Fiscal 2025, TJX Canada created and implemented the Coordinator and Keyholder training programs for stores and the Supervisor Onboarding program for Distribution Services. These programs support efforts to bring learning to a wider range of store Associates and leaders. Home Office support functions in Canada have specific training curriculums designed to prepare Associates at all levels for careers in Planning, Merchandising, Finance, Information Technology, Human Resources, Loss Prevention, and Operations. TJX Canada’s focus on “accessible development for all” provides the tools and support that help enable Associates to grow and develop in

their career. TJX Canada supports continued learning through a digital library, training, and learning plans to support upskilling by role. Additionally, TJX Canada Associates may be eligible to use the Tuition Assistance Program to achieve their goals.

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. There is also a Senior Leadership Development program in Europe for Vice Presidents and Assistant Vice Presidents, which cultivates leaders who champion and bring the TJX 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. The program includes specific workshops on inclusion and diversity and aims to build stronger, more collaborative teams across the organization and elevate the capability of senior leaders.

## Merchant Training & TJX University

At TJX, 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. For new Buying Associates, this starts with a month-long training program that immerses them in the fundamental pillars of the TJX off-price buying model. 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.

## Spotlight: “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 a better future. Over time, TJX Europe and The King's Trust have delivered impactful employability programs, enabling participants to gain experience in the Retail, Loss Prevention, and Distribution fields through training and workshops on soft skills and resume writing, supported by mentorship from TJX Associates. Participants gain valuable work experience with TJX Europe and may be offered permanent employment at the end of the program. In Fiscal 2025, TJX Europe piloted The King's Trust's Get Into Fashion & Retail program, where, alongside work experience in the Buying Operations function, participants also took part in confidence-building and skills development workshops delivered by The King's Trust and TJX.

“It's the people that have really made the experience for me... Everyone has been so unbelievably welcoming and kind, it's made my start in the working world a rather nice experience.”

- Fahmida, Get Into Retail participant who has converted to a TK Maxx Associate, TJX Europe



# 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 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.

At TJX, we view diversity as inclusive of many facets – race, ethnicity, age, sexual orientation, gender identity, skills, ability, experience, religion, perspectives, backgrounds, and more. We strive to treat all people with dignity and respect and do not tolerate discrimination or harassment of any kind, as referenced in our **TJX Global Code of Conduct**.

Our journey is guided by three global priorities that aim to further embed inclusion and diversity within our culture and business practices and support an inclusive workplace where our Associates feel **welcome** in the Company; **valued** for their diversity of thought, background, and experience; 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 completed our 2024 Global Inclusion Survey. Like our 2021 global survey, this survey was made available to all TJX Associates across the globe and served as a pulse-check on the priorities and work already in place throughout TJX to determine our progress, strengths, and opportunities.



# 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. We do this by focusing on ways to recruit more diverse talent to reach a broader pool of job applicants while also communicating TJX's various development opportunities to all Associates, including our diverse populations. Expanding our outreach, looking for transferable skills, internal training, and other tools and resources help support us in these efforts.

For early career positions, we have expanded the ways we approach our search. For example, in the U.S., we partner with a variety of nonprofit partners, including The Posse Foundation, Bottom Line, Girls Who Code, The BASE, United Negro College Fund, Fashion Scholarship Fund, SummerSearch, and Thrive Scholars. We have also continued to work with Historically Black Colleges and Universities. We work with these organizations, colleges, and universities to support a variety of events, career development, and recruitment opportunities. We believe these connections introduce more high school and college students to opportunities at TJX, helping us broaden our pipeline of candidates in our efforts to recruit talented Associates based on skills, qualifications, and experience. Learn more about how we are working to build a more diverse workforce in the **Recruitment & Development** section of this report.



We are proud of our culture that prioritizes development and advancement within our organization. Associates at TJX have access to an array of robust internal professional development opportunities, including our Global Leadership Curriculum, Emerging Leaders program, TJX University, and many others, as well as opportunities with external organizations with which we partner. These internal and external offerings provide Associates opportunities to expand job-specific skills, build new leadership skills, and obtain coaching and mentoring, all of which supports their development and growth. In addition, in Fiscal 2025, some of our U.S. Associate Resource Groups (ARGs) held conversations with leadership to learn more about different career paths and experiences at TJX. ARGs are

Associate-led groups open to Associates who identify with the community, support the mission, or want to learn more. Read more about our efforts to support talent development at TJX in the **Recruitment & Development** section of this report.

## Equip Leaders with the Tools to Support Difference with Awareness, Fairness, Sensitivity, & Transparency

We recognize that it is important that leaders throughout our organization exemplify and model our 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. Inclusion is also a foundational value in our Leadership Competencies and Cultural Factors, which represent who we are as a Company and how we expect our leaders and Associates to show up every day. Our Leadership Development Toolkit aims to help develop our leaders and deepen their understanding of, and continue their implementation of, inclusive values and behaviors.

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, our Global Leadership Curriculum provides our leaders with tools designed to champion inclusion and encourage and empower them to engage their direct reports. In the U.S., we offer a learning series that gives Associates the opportunity to engage in candid conversations on topics designed to inform, inspire, and equip them with the confidence to embed inclusion in their day-to-day interactions. Some topics discussed include “Being Authentic,” “Build Resilience,” “Embrace Your Discomfort,” and “What is Feedback.” In addition, TJX Canada has held several educational sessions aligned to inclusive leadership and created learning modules for leaders with a focus on dimensions of identity, microaggressions, and becoming an effective ally.



## Empower Associates to Integrate Inclusive Behaviors, Language, & Practices in How We Work Together & Understand Our Role & Responsibility in Inclusion

Inclusion is an ongoing journey, and everyone can play a part. We work to integrate inclusion and diversity into our everyday work and daily interactions. One of the ways we do this is through education and storytelling. We have orientation materials focused on the value we place on inclusion and diversity, as well as a library of online learning resources that support Associates’ professional development needs and our inclusive culture. Our leaders are encouraged to integrate the learning tools we have available 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 2025, TJX offered sessions to various Associates around the globe that explored topics including allyship, curiosity, resilience and empathy, and authenticity and gave Associates an opportunity to engage in discussions. Additionally, in Fiscal 2025, TJX Europe held Inclusion and Diversity conferences in Germany, Poland, and Austria focused on education, storytelling, and raising awareness. Sessions ranged from information about ARGs and how to get more involved in their communities, to interactive sessions on language and culture and deaf awareness.

To promote awareness and align with best practices, TJX is also working to continue encouraging candid conversations and Associate feedback. Over the past several years, inclusion and diversity teams in the U.S., Canada, Europe, and Australia have conducted Associate surveys, 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, have set up committees or engagement groups to help better incorporate inclusion and diversity into our everyday work. In recent years, 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 have 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 of promoting inclusivity. We have a number of mentoring approaches in place across the organization globally to build stronger connections among 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. Groups around the organization work to incorporate mentoring into their Associate development practices and expand mentoring opportunities to more Associates.



# Championing Inclusion

In the U.S., Canada, and Europe, we have Inclusion and Diversity Advisory Boards. The Advisory Boards give voices across the organization an opportunity to be heard. 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 programs with the needs of various Associate populations.

Inclusion is championed within our culture in many ways, one of which is through Associate Resource Groups (ARGs) in the U.S. and Europe. First launched in the U.S. more than 25 years ago, ARGs are Associate-led groups and important to our efforts to champion inclusivity throughout our workplace. Open to Associates who identify with the community, support the mission, or want to learn more, 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 Latin Associates, Associates with disabilities, members of the LGBTQ+ community, members of the U.S. Armed Forces, women, working parents, and Associate well-being. In Fiscal 2025, many of our ARGs focused on intersectionality and worked in collaboration to host events and educational sessions together. In recent years, both the number of ARGs and participation rates have increased.

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, charitable giving, and celebration of diversity



appreciation months, and consult on business opportunities, as appropriate. For example, in Fiscal 2025 in the U.S., ARGs hosted various events, including a “Know Your TJX Benefits” webinar, career development events, an external speaker focused on mental health, and events where TJX leaders shared their experiences. In Europe, ARGs participated in an office inclusion and diversity event where they educated Associates and raised awareness of ARGs among the Associate population. In Europe, ARG members also attended PRIDE Parade events in Belfast, Northern Ireland; Dublin, Ireland; Manchester, U.K.; and Cologne, Germany in Fiscal 2025.

TJX Canada has inclusion and diversity committees for Associates in their home and regional offices, distribution centers, and stores. Like our ARGs in the U.S. and Europe, 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 awareness events throughout the year. In Fiscal 2025, the committees held various events touching on and celebrating Black history, Asian heritage, Pride, allyship, Indigenous history, and more. These committees also help to align activities with 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 physical and mental health, ethnicity, sexuality and gender identity, and Aboriginal and Torres Strait Islander cultures. The two inclusion and diversity committees support and represent store and processing center Associates. These committees are responsible for the implementation of initiatives set by the Working Groups.

TJX is committed to doing our part to continue to support our many diverse Associates as well as to foster greater inclusion within our workplace. In the U.S., we offer health, life, and disability benefits for same-sex spouse or domestic partners as well as 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 to help support our Associates, including foot washing stations, prayer/meditation rooms, improved lactation rooms, and a gender-neutral dress code policy.

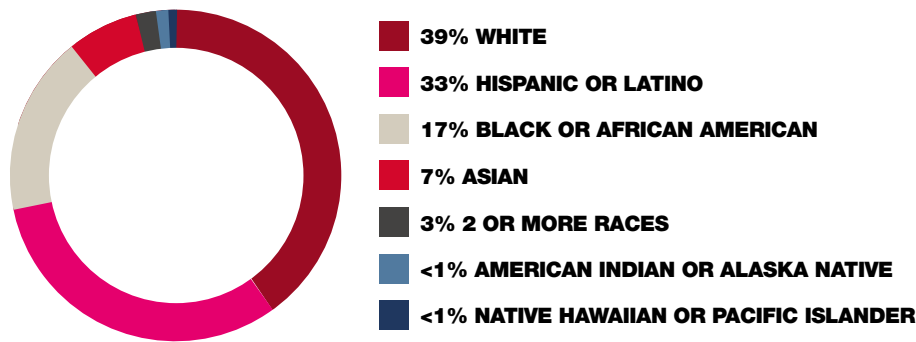


# Our Diverse Workforce

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, aiming to drive 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, as of the end of Fiscal 2025, 41% of Associates in managerial positions around the world have been at the Company for more than 10 years.<sup>2</sup> In the field, we are proud that, as of the end of Fiscal 2025, more than 75% of current U.S. Store Managers were promoted into the Store Manager role from other positions in the Company. As we work 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.

2024 U.S. Workforce Representation  
By Race/Ethnicity<sup>9</sup>



[Click Here to View Our 2024 U.S. EEO-1 Report](#)

## Fiscal 2025 Global Gender Diversity<sup>1</sup>

77%

of our global workforce was female

68%

of people in managerial positions globally were female<sup>2</sup>

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<sup>1,3,4</sup>

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<sup>2</sup>

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 were female

40%

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

## 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 2024 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.

# Health & Well-Being

At TJX, fostering a positive and inclusive work environment to help 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 align with the talent needs of our business. We have a range of well-being programs across our global business 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.



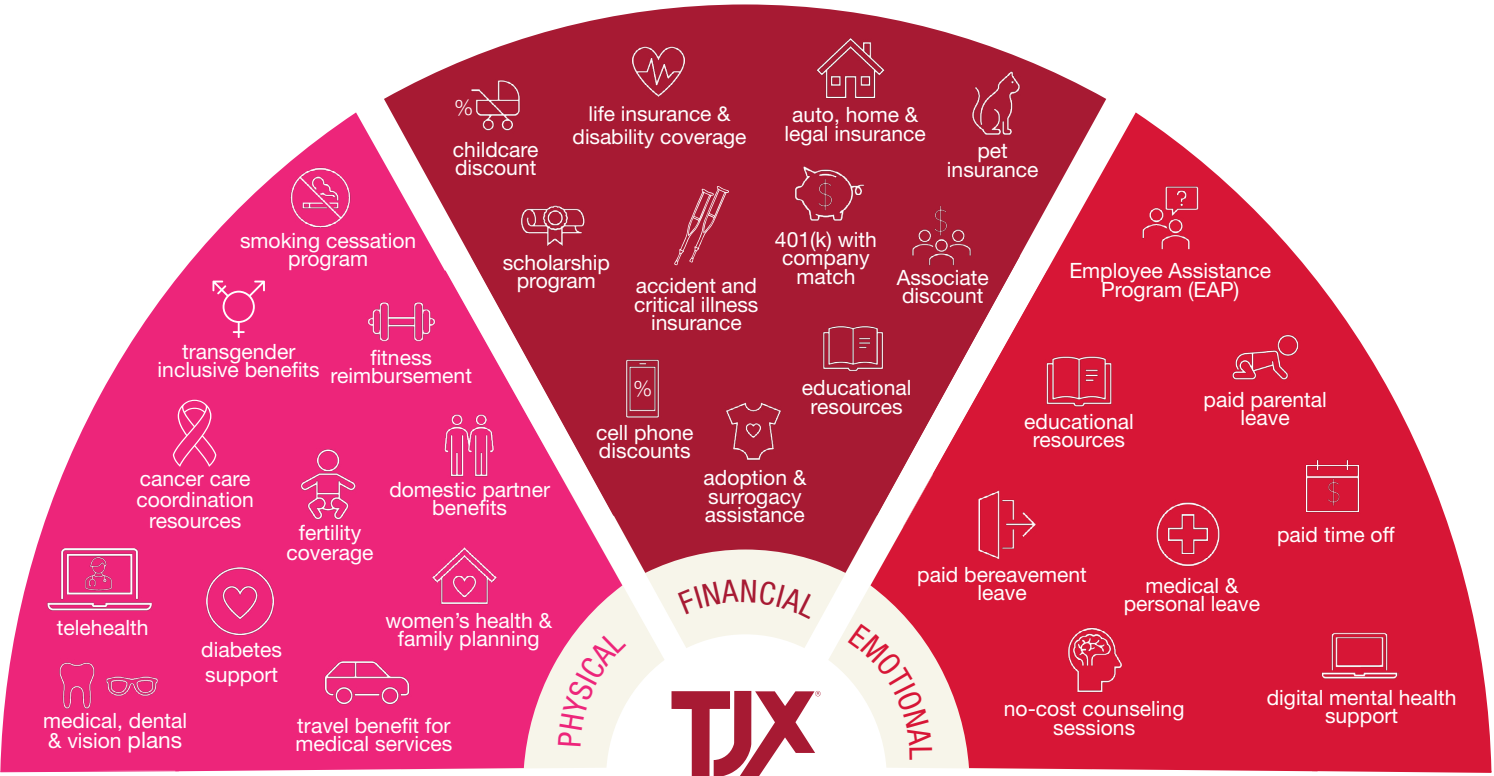
Below are a variety of examples of the types of benefits and resources available to our Associates. Benefits and resources, and applicable eligibility terms, vary across our geographic operations based on location, position, hours worked, length of employment, and other factors. Examples shown here may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

### Examples of Benefits & Resources in the U.S.<sup>10</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; access to cancer care coordination resources; smoking cessation program; fitness reimbursement.

**Financial:** 401(k) company match; life insurance and disability coverage; life insurance, disability, and retirement benefit coverage for domestic partners; accident and critical illness insurance; 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 and a financial wellbeing platform including tools for debt management, budgeting, and financial planning.

**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 (more information on **paid sick time policies** is available on TJX.com; 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.



**Examples of Benefits and Resources Available to Eligible Associates<sup>10</sup>**

<sup>10</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>10</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 for men’s health and women’s health, including a focus on menopause, and access to resources supporting mental health and cancer awareness at TJX Europe; dedicated support for pregnancy loss and access to a healthcare app that offers 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 a recently enhanced paid parental leave policy and access to educational resources focused on enhancing Associate well-being at TJX Australia.

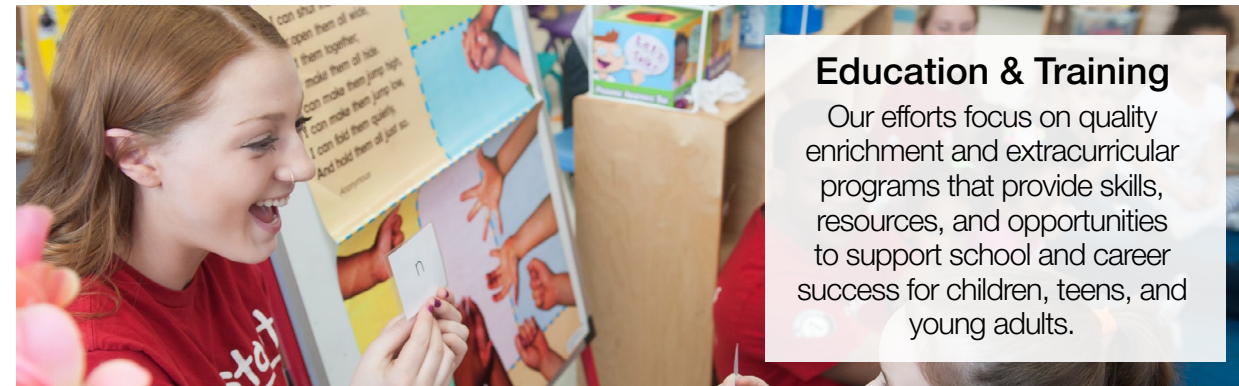
# Communities

## Helping Build Better Futures

**Our Company's mission is to deliver great value to our customers every day.** For over four decades, that has extended beyond the walls of our stores, distribution centers, and offices, and into our local communities around the world, bringing to life 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



**FY25  
Snapshot<sup>1,6</sup>**

**2,500+**  
organizations supported  
through monetary  
donations

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

**600,000**  
shelter nights provided<sup>5</sup>

**390,000**  
units of product donated

**38,000**  
domestic violence  
services provided<sup>5</sup>

**\$22 million**  
for healthcare research  
and patient care

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

**15,000**  
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. Supporting these communities where our Associates live and work is important to us and there are several ways in which we offer our support, including:

- / **Foundation Giving:** Through our three foundations in the U.S., Canada, and Europe, we have provided philanthropic grants to thousands of organizations over the years. 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 women facing adversity access the skills they need to move forward and thrive in life.
  - / **The TK 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 nonprofit organizations. Some examples include selling merchandise that benefits select organizations, point-of-sale fundraising, or direct donations.
- / **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 2025, TJX Associates engaged in various efforts to support causes they were passionate about, including participating in food and clothing donation drives; hosting events to pack kits and boxes with supplies, clothing, and more; participating in bike rides and walks to raise money; and supporting education and workforce opportunities. Additionally, TJX Associates in the U.S., Europe, and Canada have the opportunity to nominate local organizations to receive grants from our foundations. In Fiscal 2025, TJX supported more than 1,400 Associate Nominated Grants, which have included focuses on education, medical care, food insecurity, and providing support for people with disabilities.

We believe it is important to collaborate with our community partners to understand the evolving needs in our communities. We regularly discuss 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. In addition to our giving strategies mentioned earlier, we consider other ways we might give to be responsive to current needs:

- / **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 our support of the Red Cross, in Fiscal 2025, The TJX Foundation donated to World Central Kitchen and the Red Cross in response to hurricanes in the southeastern U.S. to help provide hunger relief and aid to those impacted. The TJX Foundation also supported communities in Los Angeles, California that were impacted by the devastating fires through donations to World Central Kitchen and to the LA Regional Food Bank. These donations helped to provide meals to first responders and affected families in the area. The TK Maxx and Homesense Foundation donated to the Austrian, Polish, and Spanish Red Cross to support their emergency appeals helping those affected by flooding in those countries.
- / **Inclusion & Diversity:** As a business, we do not tolerate discrimination or harassment, as referenced in our **Global Code of Conduct**, and we continue to support inclusion and diversity and increased access to opportunities for all. As part of these efforts, TJX provides support to under-resourced communities, collaborating with existing partners and establishing new relationships with organizations in the U.S., Canada, Europe, and Australia. We also continue to support an 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 nonprofit organizations. Thanks to our generous customers around the world, our stores are able to help deliver on our community relations mission.

## 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 (Canada)
- / 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 (Canada)
- / 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)
- / Younous (Austria)



# 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.

Since 2015, our U.S. retail chains, which today include 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 2025, 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 32 million meals to those in need in Fiscal 2025.

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. Through Associate volunteer events and donations from The TJX Foundation, 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. In Fiscal 2025, across 16 events throughout the U.S., TJX Associates helped to provide coats to roughly 7,000 children in need.

Since 2019, TJX Canada has supported women in their communities through its charitable initiative, Find Your Stride®. As part of its efforts, TJX Canada has partnered with organizations working to help remove the complex barriers women may face in securing economic independence, including providing basic needs like clothing and safe housing.



TK Maxx and Homesense in the U.K. have partnered with Comic Relief for close to 20 years. TK Maxx and Homesense are official retailers for Comic Relief’s much-loved fundraising campaign to help children in need and to end child poverty, Red Nose Day. The Red Nose Day campaign aims to give children a better start in life by supporting parents, caregivers, and healthcare workers, and to provide communities with clean water and safe spaces for children to grow and thrive. Over the years, TK Maxx and Homesense have raised money for Red Nose Day through customer and Associate donations and by selling Red Nose Day merchandise, from which a portion of the sales go to the campaign. In Fiscal 2025, TK Maxx and Homesense partnered with Academy Award winning studio, Aardman, to create t-shirts, sweatshirts, tote bags, aprons, and mugs featuring beloved characters, including Wallace and Gromit, to help raise funds for the campaign.



## Spotlight: 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 addition to TJX's financial support, many of our Associates participate in engagement programs and mentoring opportunities with Cradles to Crayons. 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 in Chicago, Philadelphia, and Boston. In addition, in Fiscal 2025, TJX continued to help Cradles to Crayons address clothing insecurity through its new Giving Factory Direct program, which delivers clothing to families facing clothing insecurity. TJX's financial support of Giving Factory Direct helped Cradles to Crayons improve the donation process and enable families to receive high-quality essentials quickly and efficiently.



# 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 2025, 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 Fiscal 2025 its 40<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 Steps to School Success program and TJ Maxx’s Maxx You Grants dedicated to childcare assistance. Read more about TJ Maxx’s partnership with Save the Children and its work to support women and caregivers in the **Empowering Women** section.

**FY25**  
**HIGHLIGHTS<sup>1,5,6</sup>**

**2 million**  
young people provided access to educational opportunities

**15,000**  
young people and women provided workforce readiness opportunities



TJX has worked with Jumpstart, an early education organization in the U.S., for more than five years. Jumpstart 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 2025, our sponsorship included all 50 states and Puerto Rico to help achieve a distribution of approximately 150,000 copies of the campaign book.

Sierra aims to help make the outdoors accessible to all. As part of this, Sierra focuses on helping children get outside through play and activity by providing support to nonprofits, including KABOOM! and the National Park Foundation, that help children get outside. For KABOOM!, Sierra helps fund programs that are committed to providing safe places for all children to play and foster a sense of belonging within their communities. In Fiscal 2025, Sierra partnered with KABOOM! to build a new playground – the sixth

playground that Sierra has helped support – in Baltimore, Maryland. The playground started with imaginative visions drawn by children in the area to update an outdated playground and is now a place for Baltimore children to play. The playground was built in alignment with KABOOM!’s 25 in 5 initiative, which aims to build playgrounds in 25 markets over five years. Sierra also partners with the National Park Foundation to support its Open Outdoors for Kids program, which creates opportunities for children to explore national parks through immersive experiences.

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 2025, 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 is proud to support 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. TJX Canada’s funding has enabled CCLET to work with settlement organizations, public libraries, and schools to bring rights-based education to communities across Canada. Through this support, CCLET was also 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 2025, TJX Canada’s support allowed CCLET to deliver workshops in-person and/or virtually to British Columbia, Alberta, Manitoba, Quebec, New Brunswick, and Nova Scotia.

In Fiscal 2025, Winners and Marshalls in Canada supported Orange Shirt Day and the Orange Shirt Society. Orange Shirt Day is an Indigenous-led grassroots commemorative day intended to raise awareness of the individual, family, and community inter-generational impacts of Indian residential schools in Canada and to promote and create awareness of the concept that ‘Every Child Matters.’ In Fiscal 2025, Winners and Marshalls in Canada partnered with Anishinaabe Indigenous artist Jenny Kay Dupuis (JKD) to create an exclusive Orange Shirt Day t-shirt design, “Threads of Unity: Every Child Matters.” The design was available for purchase in Canada in Winners and Marshalls stores and 100% of the profits from the sales were donated to the Orange Shirt Society.

TJX Europe has been a proud partner of The King’s Trust (formerly known as The Prince’s Trust) for 10 years. The partnership supports The King’s Trust in its Achieve, Change a Girl’s Life, and Get Into programs in the U.K. The Achieve program is a development program designed to help young people re-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 King’s Trust, TJX Europe runs Get Into programs across four different areas: Retail, Loss Prevention, Distribution, and Buying Operations – with over 80% of Fiscal 2025 participants going on to be offered employment with TJX Europe.

TJX Europe also partners with Stowarzyszenie WIOSNA in Poland. Fiscal 2025 marks the 10<sup>th</sup> year TJX Europe has supported 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 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 provided with a hot meal and 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 has been working for over 100 years to help address educational inequality. Since 2022, TK Maxx in Australia has helped provide support for over 1,000 Learning for Life students. Thanks to the generous donations of TK Maxx customers and TJX Australia Associates, each scholarship provides a student in

need with financial support for education essentials, personal support for the student and their family, and practical support through learning and mentoring programs.

TJX’s commitment to supporting inclusion and diversity and increased access to opportunities for all extends into the work we do in our communities. In the U.S., TJX has partnered with a number of nonprofits, including The Posse Foundation, Bottom Line, 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 nonprofits across Europe for projects and initiatives that promote inclusion and diversity. These projects and initiatives provide support for gender equality, the LGBTQ+ community, under resourced communities, mental health, 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 2025, the TJX Canada Foundation donated funds to Indspire to support several scholarships for high school and post-secondary Indigenous students in Canada.

### Spotlight: Reaching Austria & The Netherlands



In Fiscal 2025, TJX Europe expanded its reach by partnering with nonprofits in Austria and the Netherlands. In Austria, TJX Europe has begun working with Younus, a charity organization that supports disadvantaged children and young people through one-to-one mentoring programs to build self-esteem and self-confidence, and empower young people to actively shape their lives and the communities they are a part of. In the Netherlands, TJX Europe has partnered with Jeugdfonds Sport en Cultuur. Through sports and cultural activities, TJX Europe’s partnership with Jeugdfonds creates opportunities for underprivileged children and families facing financial barriers to attend and participate in sports, dance, music, theater, and other cultural activities to help their development, sense of belonging to a community, and give them the opportunity to express themselves.



# 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 their loved ones.

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 meet the health and wellness needs of members of the community, right where they live, by providing Massachusetts residents with care for the whole person through high-quality, low-cost health care and human services. 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 2025, TJX continued to contribute to the development of a state-of-the-art addiction recovery center for men, designed to support those at the critical step between acute treatment 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 children and families through their early childhood education programs and family shelter. In Fiscal 2025, TJX continued to help Dimock with its Neighbor to Neighbor Clothes Closet through clothing donation drives and helping to sort and maintain the closet. The clothing closet was able to assist community members and patients in Dimock’s residential recovery homes with essentials such as clothing, shoes, coats, underwear, and more.

In the U.S., Marshalls has partnered with Breakthrough T1D (formerly known as the Juvenile Diabetes Research Foundation/JDRF) for 30 years. Marshalls is proud to continue to help the organization work to find a cure for type 1 diabetes and to improve the lives of children and adults living with it. Through

**FY25  
HIGHLIGHTS<sup>1,6</sup>**

**\$22 million**

donated for  
healthcare research  
and patient care



an annual in-store fundraising campaign and support of other local Breakthrough T1D events, Marshalls is helping to fund new research and support programs. Marshalls is a Diamond Partner, helping to fund research that may one day eliminate this disease. Marshalls has also supported the Alzheimer’s Association for more than 10 years, raising funds and awareness through in-store fundraising programs to support Alzheimer’s research, care, and support.

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 support has included in-store fundraising and the sale of limited-edition charitable merchandise like snow globes, boxed holiday cards, and items designed by Dana-Farber patients, such as reusable shopping bags and rolls of wrapping paper. Fifty percent of the purchase price of the charitable merchandise 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 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 Fiscal 2025, HomeGoods supported adolescent and young adult (AYA) oncology and care research, as well as partnered with Dana-Farber, to open a dedicated and welcoming space for AYA patients to connect with peers during a time that is often incredibly isolating. Additionally, in Fiscal 2025, in partnership with St. Jude, HomeGoods donated merchandise and decorated patient housing facilities. HomeGoods also hosted a fall festival on St. Jude’s campus to bring joy to patients and families during treatment.

Since 2004, TK Maxx has supported Cancer Research UK for Children & Young People through donations from generous customers and Associates. 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 to help support children with disabilities and their families across Ireland. In Fiscal 2025, 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 pre-loved clothes, accessories, homeware, and textiles, 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.

**Spotlight: Marisa’s Mission Inc.**



Associates in the United States, Canada, and Europe have the opportunity to nominate charities within their local communities to receive a grant from one of the three foundations. In Fiscal 2025, TJX supported more than 1,400 Associate Nominated Grants, which included funding to Marisa’s Mission Inc. Marisa’s Mission is a U.S. nonprofit that is dedicated to financially supporting families experiencing cancer. Through grants that help patients and families pay their mortgages, electrical bills, childcare, and supporting them in finding temporary housing closer to hospitals, or by paying for medical treatments, medications, and devices, Marisa’s Mission helps patients focus on what matters most: their health and their family.

“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 an Associate Nominated Grant.”

- Katie, TJX Associate



# 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 leaving relationship abuse situations, 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, and its partnerships with Save the Children and Dress for Success in the U.S. support women in doing just that. In Fiscal 2025, TJ Maxx supported Save the Children in assisting women and caregivers through a variety of custom programs, such as Save the Children’s Early Childhood Education programs, Family Action Network, Rural Childcare Network; and enhanced content in their Women’s Empowerment Toolkit, originally launched in 2021. TJ Maxx also provided funding through Maxx You Grants to support childcare assistance and childcare businesses, in addition to its support for parents and caregivers through Save the Children’s Early Steps to School Success program and its support for women pursuing early childhood education qualifications. Additionally, TJ Maxx continued its in-store fundraising campaign, which raised funds to provide educational materials, books, and healthy foods for children in rural America.

In Fiscal 2025, TJ Maxx continued its partnership with Dress for Success in the U.S. to support its mission to help women thrive in work and in life through offering workshops, trainings, style sessions, networking opportunities, and capacity-building for Dress for Success affiliate chapters. In addition, TJ Maxx continued to provide Maxx You Grants to Dress for Success clients to help offset career and educational advancement barriers that women face. Women received grants to access resources 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 relationship abuse in the U.S. This includes our 15-year partnership with the National Domestic Violence Hotline. 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 relationship abuse.

Find Your Stride® is WINNERS, HomeSense, and Marshalls in Canada’s charitable initiative focused on helping women facing adversity access the skills they need to move forward and thrive in life. Since the

**FY25**  
**HIGHLIGHTS<sup>1,5,6</sup>**

**38,000**  
domestic  
violence services  
provided



launch of the Find Your Stride initiative in 2019, through a mix of donations from customers and the TJX Canada Foundation, TJX Canada has provided financial assistance, skills-based volunteering, and product donations to its charitable partners to help them deliver:

- / Employment skills that help women access the educational and career training they need to succeed in securing stable employment.
- / Life skills that help women confidently navigate the road to economic independence, including mental health, well-being, financial literacy, confidence, and self-esteem programs.



Find Your Stride supports organizations like Alice House, Dress for Success Canada Foundation, Petite-Mains, Women in Need Society (WINS), and WoodGreen to provide women and their families with resources and support systems needed to thrive. Examples of initiatives Find Your Stride has supported include:

- / WINS (Women In Need Society) aims to serve vulnerable women and their families. Find Your Stride supports WINS's Retail Ready initiative. Retail Ready is a 6-week training program designed to help individuals gain the necessary skills and knowledge to be successful in the retail industry. This program offers a holistic approach that not only focuses on career preparation, but the importance of developing self-sufficiency and other life-management skills. Retail Ready is composed of classroom and "on the floor" training to help prepare women for jobs in retail.
- / Petites-Mains works to empower immigrant women in Quebec. Find Your Stride supports Petites-Mains' Women: A Step Towards Employment program. This program aims to support and assist women from immigrant backgrounds aged 18-30 in their search for employment and integration into Quebec society. Through various workshops and information sessions, participants acquire knowledge and become familiar with tools to better overcome obstacles to employment in Quebec and develop a strong sense of belonging to society.
- / Alice House provides opportunities to create a life free from intimate partner violence by offering safe second stage housing, counselling, and support services. Find Your Stride supports Alice House's program, Alice on the Go. This program is a self-directed intimate partner violence prevention and education program. The program helps participants understand problematic relationships, recognize warning signs, and learn about power/control dynamics. Participants learn how to build healthier relationships with others and themselves.
- / Dress for Success Canada Foundation supports gender equity, economic independence, and workforce development for women and non-binary individuals. Find Your Stride supports the Dress for Success suiting program, which aims to help build confidence and self-esteem. Dress for Success volunteers work with clients to not only help find a professional outfit, but to provide guidance and support for the upcoming interview as well.

In Europe, the TK Maxx and Homesense Foundation has supported various organizations aimed at supporting gender equality. In Fiscal 2025, funding supported programs assisting victims of relationship abuse, addressing period poverty, and education around the subject of online violence towards young women. Additionally, TJX Europe helped support The King's Trust's Change a Girl's Life campaign. This funding supported the organization in evolving its programs that aim to help address challenges young women face.

**Spotlight: WoodGreen**



TJX Canada's Find Your Stride initiative has been supporting WoodGreen since 2019, helping 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. Homeward Bound also provides women with internships and job placement assistance. This four-year program provides intensive wrap-around services that aim to eliminate the barriers single mothers face in trying to overcome poverty. TJX Canada Associates support WoodGreen by participating in various events. In Fiscal 2025, TJX Canada Associates participated in a Toy Drive, collecting toys for children within the Homeward Bound program, and a Mother's Day clothing drive, which included setting up a clothing market for single mothers to shop for everyday items.



# Environmental Sustainability

## Environmentally Responsible. Smart for Business.

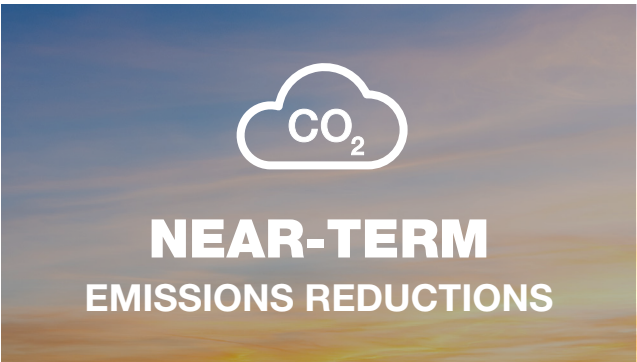
TJX is committed to pursuing initiatives that are environmentally responsible and smart for our business. Our operational environmental sustainability initiatives are centered around global goals that aim to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions, scale up our sourcing of renewable energy, and divert a significant portion of our operational waste from landfill. In addition, we have initiatives and goals related to sustainable sourcing; learn more about this work in the [Responsible Sourcing](#) section of this report.

### Global Goals

As part of our global environmental sustainability efforts, TJX is aiming to:



Achieve **net zero GHG emissions** in our operations by 2040



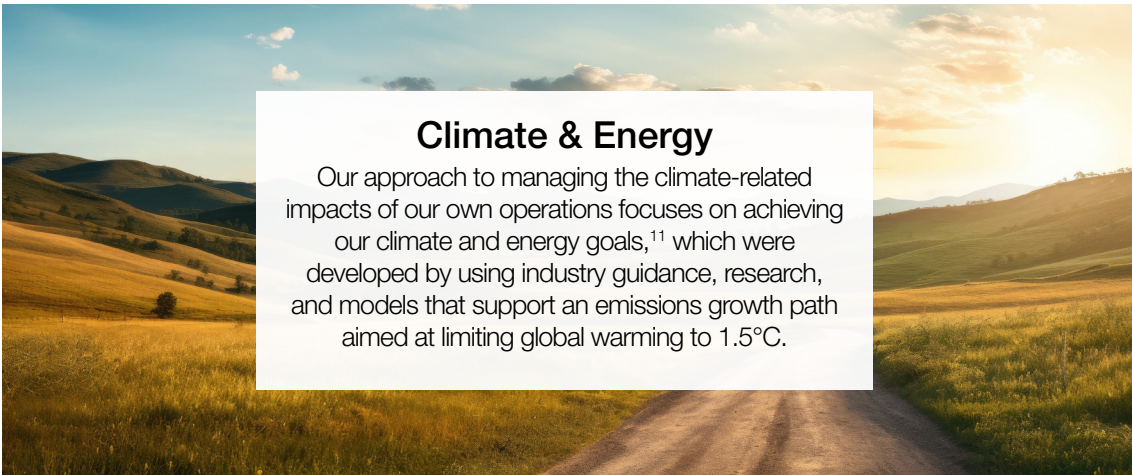
Achieve a **55% absolute reduction in GHG emissions** from our own operations by FY30 (against a FY17 baseline)



Source **100% renewable energy**<sup>12</sup> in our operations by 2030



Divert **85% of our operational waste** from landfill by 2027



### FY25 Snapshot<sup>1</sup>

**37%**

absolute reduction in global GHG emissions from our own operations since FY17<sup>7</sup>

**40%**

of electricity in our own global operations came from renewable sources

**80%**

of global operational waste diverted from landfill<sup>8</sup>



# Climate & Energy

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

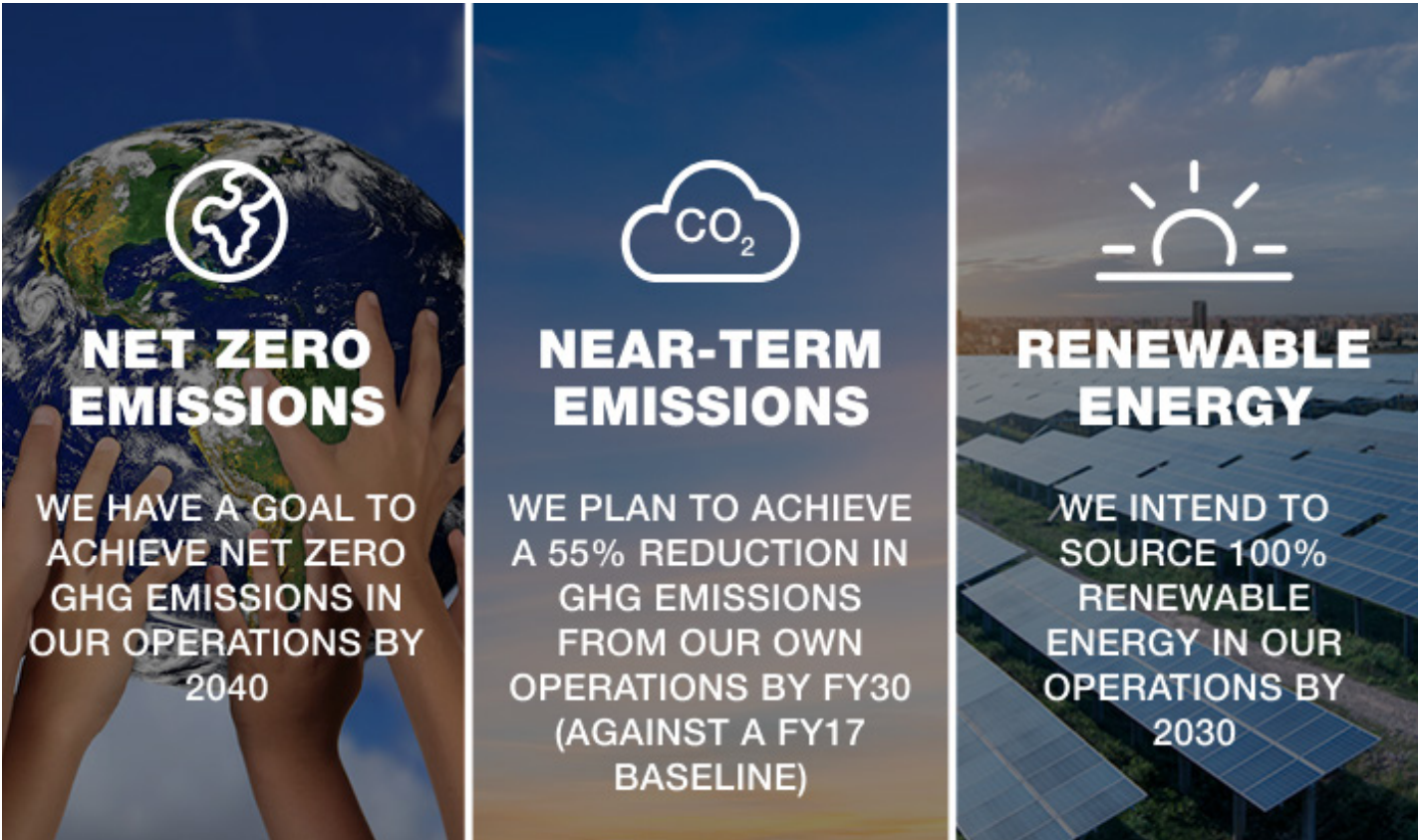
TJX has made certain commitments to reduce the climate impacts of our own operations – meaning our stores, certain corporate offices, distribution (or processing) centers, and certain vehicles.<sup>7</sup> To support our commitments, we work across our global business operations to measure, manage, and address these impacts.

Our global climate and energy targets include:

- / **By 2030:**
  - / We plan to achieve 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>12</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.

TJX has an internal, cross-functional committee whose members are responsible for supporting the Company in making progress against our operational GHG and renewable energy targets and for contributing to the process for measuring and reporting key climate and energy data and metrics. Members of this committee lead the management and implementation 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. These plans include a focus on reducing emissions in our facilities by investing in energy efficiency technologies, such as HVAC and LED lighting, as well as increasing renewable energy purchases. Our roadmap is dynamic, and we continue to monitor the development and feasibility of utilizing additional lower carbon technologies, such as electric vehicles and alternative fuels.



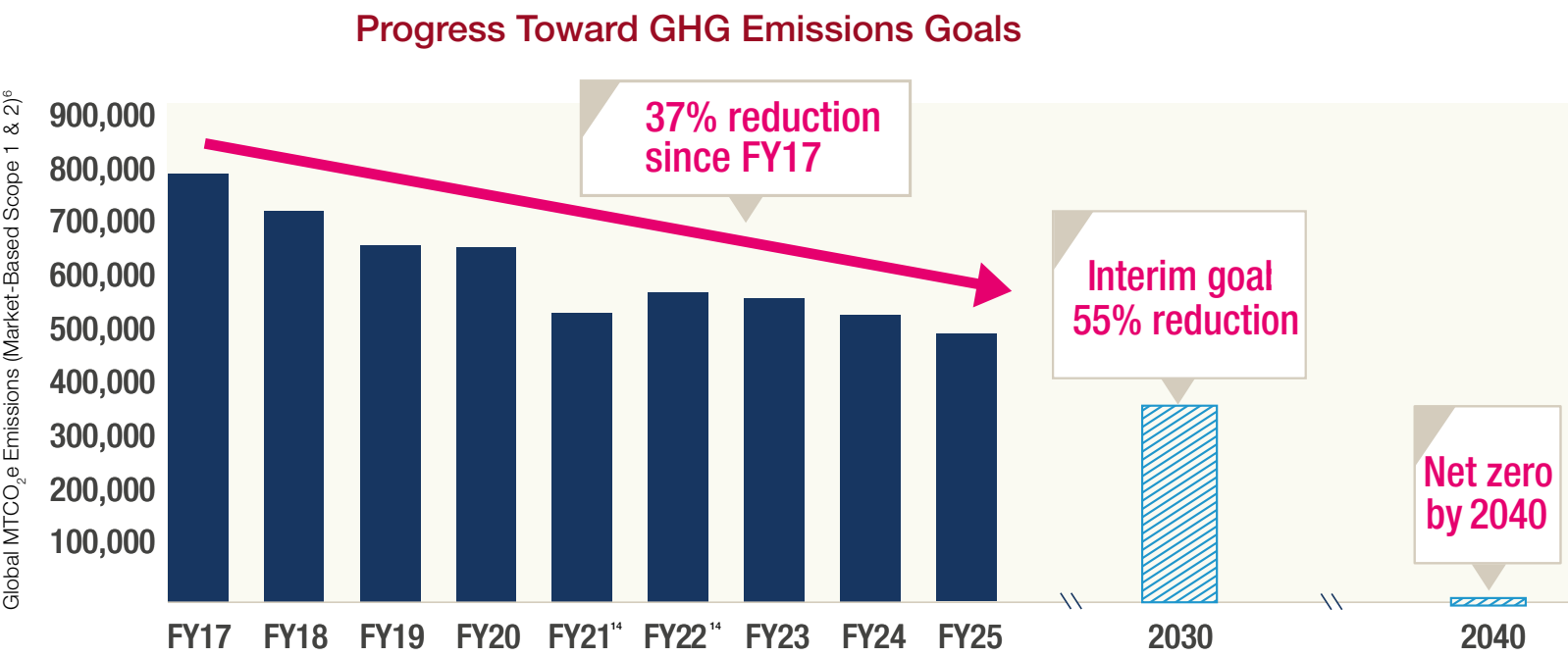
In Fiscal 2025, we estimate that our energy management and renewable and low-carbon energy sourcing efforts reduced our reported Scope 1 and Scope 2 (market-based) emissions by approximately 317,000 metric tons of CO<sub>2</sub>e.<sup>13</sup>



# Progress Against Climate & Energy Goals

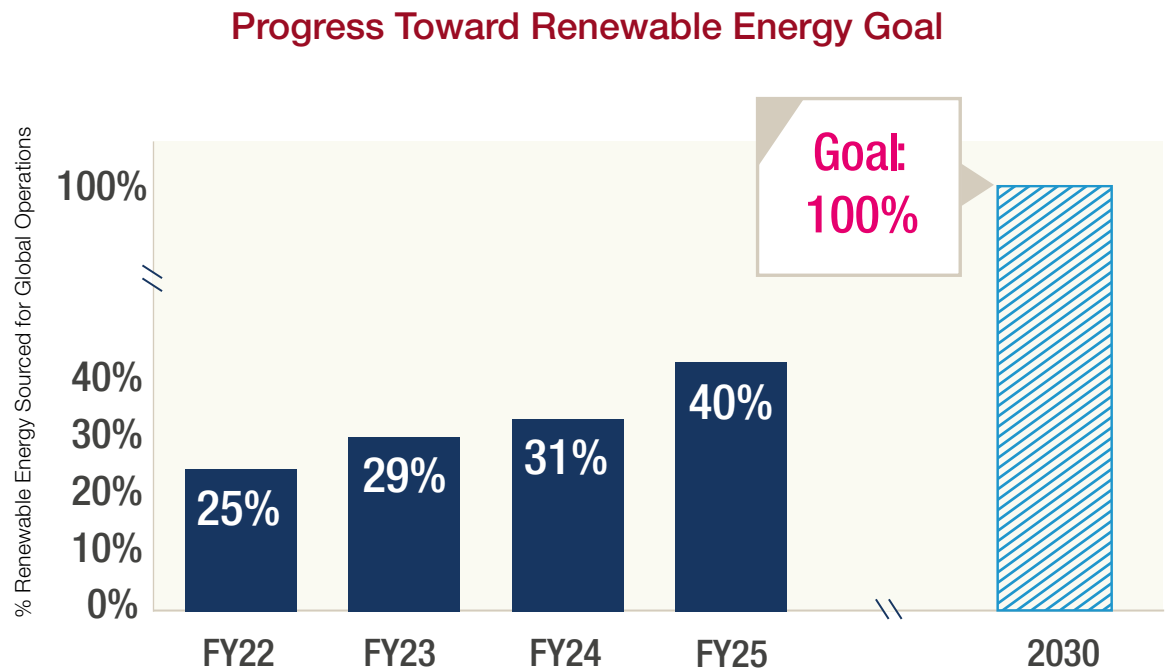
## GHG Emissions:

- / We have achieved a **37% reduction** in absolute, market-based GHG emissions from our Fiscal 2017 baseline.<sup>7</sup> This represents approximately 67% of our Fiscal 2030 GHG emissions target achieved. We are progressing along our modeled emissions reduction pathway.
- / We reduced our absolute, market-based GHG emissions by 6.5% relative to Fiscal 2024. We continued to grow our business and operational footprint over the same period.



## Renewable Energy:

- / **40%** of energy sourced for our operations globally came from renewable sources.
- / In Fiscal 2025 alone, we sourced more than 715 million kilowatt hours of renewable and low-carbon energy.



# 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 system upgrades in certain existing stores and distribution centers, including gas-to-electric HVAC system replacements in certain geographies
- / 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 are working to upgrade our stores globally to LED lighting. In Fiscal 2025, 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.

In certain geographies, we also have been piloting and utilizing new technologies to help us optimize our energy usage through remote management, monitoring, and analysis of our energy systems and data.

## 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 sourcing 100% renewable energy in our global operations, we utilize a variety of renewable energy sourcing strategies. 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 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.

In Fiscal 2025:

- / 40% of energy sourced for our own operations globally came from renewable energy sources, such as solar and wind generation.
- / Our renewable and low-carbon energy sourcing strategies enabled us to reduce our Scope 2 market-based GHG emissions inventory by more than 300,000 metric tons of CO<sub>2</sub>e.<sup>13</sup>
- / Compared to Fiscal 2024, TJX purchased more than 160,000 megawatt hours more renewable and low-carbon energy.



TJX's distribution center in El Paso, TX features rooftop solar panels.



## Transportation & Fuel (Scope 1)

Our Scope 1 emissions include emissions from the use of natural gas, diesel, and other fuel sources within our own operations. To help address these emissions, we are monitoring the development of, and in limited instances have begun deploying, alternative fuel or electric vehicles as well as electric building heating and cooling systems.

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, lower costs, and reduce emissions where feasible. Our key strategies for reducing these Scope 1 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, TJX Europe has:

- Continued to utilize longer semi trailers, which improves efficiency by increasing average payload
- Begun utilizing a limited number of biogenic compressed natural gas (bio-CNG) tractor-trailer trucks for outbound deliveries to stores. In Fiscal 2025, TJX Europe also utilized some trucks that were powered primarily by liquified biomethane (bio-LNG).
- 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 also continue to monitor the development and deployment of technologies that could help us reduce Scope 1 emissions in our owned and leased buildings. For example, when looking to upgrade HVAC systems, we may consider the use of more efficient HVAC technologies, and in certain geographies we are beginning to pilot the use of electric heat pumps.

## Building Green

Where feasible when we construct new buildings and in buildings where we have more control, we have worked to incorporate features that support our environmental sustainability efforts. For example, we aim for our newly constructed distribution centers and processing centers to be able to accommodate 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 waste sortation and recycling infrastructure. We also have installed electric vehicle charging stations at certain locations across our geographies.

## Integrating Sustainability Into Operations

Green Certified Buildings (LEED, BREEAM, Green Star)

Phoenix, AZ, U.S.  
Jefferson, GA, U.S.  
Marlborough, MA, U.S.  
Las Vegas, NV, U.S.  
New Albany, OH, U.S.  
Brampton, ON, Canada  
Mississauga, ON, Canada

Balham, U.K.  
Didcot, U.K.  
Hackney, U.K.  
Hereford, U.K.  
Watford, U.K.  
Sulechów, Poland  
Marsden Park, NSW, Australia

Phoenix, AZ, U.S.  
Tucson, AZ, U.S.  
Clovis, CA, U.S.  
Dublin, CA, U.S.  
El Segundo, CA, U.S.  
Paso Robles, CA, U.S.  
Petaluma, CA, U.S.  
San Diego, CA, U.S. (x2)  
Torrance, CA, U.S.  
San Dimas, CA, U.S.  
Palmdale, CA, U.S.  
Oxnard, CA, U.S.  
Vallejo, CA, U.S.  
Rowland Heights, CA, U.S.  
Bristol, CT, U.S.  
Norwell, MA, U.S.

Worcester, MA, U.S.  
Brick, NJ, U.S.  
Bridgewater, NJ, U.S.  
Edgewater, NJ, U.S.  
Holmdel, NJ, U.S.  
North Brunswick, NJ, U.S.  
Secaucus, NJ, U.S. (x2)  
N Las Vegas, NV, U.S.  
Westbury, NY, U.S. (x2)  
El Paso, TX, U.S.  
Banbury, U.K.  
Barnsley, U.K.  
Altrincham, U.K.  
Stevenage, U.K.  
Marsden Park, NSW, Australia

On-Site Solar Installations\*

Off-Site Renewable or Carbon-Free Product

Colorado, U.S.  
Connecticut, U.S.  
Illinois, U.S.  
Massachusetts, U.S.

New York, U.S.  
Alberta, Canada  
Nova Scotia, Canada  
Saskatchewan, Canada

Framingham, MA, U.S.  
Mississauga, ON, Canada  
Brampton, ON, Canada

Watford, U.K.  
Bergheim, Germany

EV Charging Installations

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

# Emissions In Our Value Chain

## Estimating Scope 3 Emissions

We continue to work toward improving our Scope 3 emissions estimations as we prepare for a variety of anticipated regulatory disclosures.

As an off-price retailer, 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 both our overall vendor base and product mix can change frequently as we work to offer our customers an ever-changing, treasure hunt shopping experience. In addition, we do not own, operate, or control the facilities that manufacture products sold in our stores. These various aspects of our business model make Scope 3 emissions estimations particularly complex and challenging.

Despite these complexities, we have continued to work to better understand our emissions from Scope 3 categories. For example, we evaluated all 15 Scope 3 emissions categories, 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 (Scope 3, Category 1). Other relevant categories of Scope 3 emissions that were identified include upstream transportation and distribution (Scope 3, Category 4) and use of sold products (Scope 3, Category 11).

We also have looked across the organization to find and collect data from vendors and internal systems that could be used to support calculation and estimation of relevant Scope 3 categories. For example, we have access to activity data related to business travel (Scope 3, Category 6) and waste generated in our operations (Scope 3, Category 5), and we worked with our e-commerce fulfillment providers to get access to data regarding downstream transportation and distribution (Scope 3, Category 9). We have reported on our Scope 3 emissions for these three categories for several years.

We are taking steps to establish processes to standardize the estimation of relevant Scope 3 categories. We expect that these processes will continue to rely on EIO-LCA and other methodologies that rely on economy- or industry-wide emissions intensities in the estimation of some of our largest emissions categories.

Some additional steps we have begun to take to better understand our Scope 3 emissions include:

- / **Education.** We participate in industry associations and groups, such as the Textile Exchange, which provide us with an opportunity to learn from others.
- / **Partnerships.** We have begun engaging with certain logistics carriers to develop an understanding of any emissions reduction strategies or initiatives.
- / **Mining our data.** Given the challenges of our business model as it relates to Scope 3, we have begun to examine our own data to determine activity data sources 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 material type provided us with insight that we believe may help us better estimate emissions across the entirety of that material type, regardless of how we source it.
- / **Leveraging external resources.** We are working with a technology partner to support our emissions calculations, including Scope 3.



## 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; this may include, 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>15</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 2025, rail and intermodal shipping resulted in approximately 430,000 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 new U.S. carriers are EPA SmartWay-certified and has collaborated with existing carriers to encourage their participation in the program. In Calendar Year 2024, 100% of TJX's U.S. freight and logistics ton-mileage was with SmartWay-certified carriers. TJX was recognized as a SmartWay High Performer in 2024 and was also awarded a 2024 SmartWay Excellence Award, which recognizes partners for their environmental performance and freight sustainability leadership.
- / We have been trialing the use of electric vehicles (EVs) in certain distribution centers for yard moves.
- / We continue to explore innovative opportunities for improving freight efficiency through leveraging new technologies and enhancing our processes.



Additionally, we have begun to consider ways we can support home office and certain distribution center Associates who wish to commute to work in a more emissions-friendly manner. For example, we offer EV charging at our home offices in Canada, the U.K., and certain locations in the U.S., as well as at certain processing centers in Europe and Australia. In the U.S., 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:

- / TK Maxx in the U.K. has been a partner of the Woodland Trust for more than 20 years. The Woodland Trust is the U.K.'s largest woodland conservation charity with an aim to play a central role in protecting, restoring, and creating woodlands to benefit people, wildlife, and the environment. Since the partnership began, TK Maxx and its customers have helped the Woodland Trust plant over 80,000 trees.
- / TJX has worked with local companies to install beehives at our office locations in both Framingham, Massachusetts and Watford, England. These programs engage our Associates at these office locations, while also aiming to support plant health and biodiversity in the surrounding local areas.
- / TJX Canada recently partnered with Veritree to help restore critical landscapes around the world through verifiable tree plantings. With the support of this partnership, nearly 40,000 trees were planted across parts of Canada and Haiti.
- / 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 the **Sustainable Sourcing** section.



# Climate Data Reporting & Third-Party Assurance

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

- / TJX has received third-party limited assurance over our global Scope 1 and Scope 2 (location- and market-based) emissions data for our Fiscal 2025 reporting period, in accordance with AIPCA attestation standards (AT-C 105 and AT-C 210).
- / We also received third-party limited assurance over approximately 76% of our global Scope 3, Category 6 (Business Travel) and all of our global Scope 3, Category 9 (Downstream Transportation and Distribution) emissions data for our Fiscal 2025 reporting period, in accordance with AICPA attestation standards (AT-C 105 and AT-C 210).

To learn about our environmental sustainability data and reporting, and to access our response to the latest CDP Climate Change Questionnaire, visit **Reporting** at TJX.com.

## Spotlight: Engaging Associates in Support of the Environment



In addition to engaging Associates in nonprofit giving through Associate-Nominated Grants, which can be read about in the **Communities** section, TJX Europe has invited Associates to participate in its nonprofit giving specific to environmental sustainability. This giving is done with donations made from the Environment Fund, which is funded by the sale of certain reusable carryout bags.

For the proceeds of Fiscal 2025 sales of these bags, TJX Europe organized an Associate vote, whereby Associates in each of our major European markets were able to vote for their favorite nonprofit from a list of organizations that work in nature conservation, biodiversity, climate change, and/or waste reduction. Funding amounts were decided based on voting results. Some of the organizations that received funding included Stichting Boomfeestdag in the Netherlands, which engages in tree planting to help foster environmental stewardship; Deutsche Wildtier Stiftung in Germany, which aims to protect and restore forest ecosystems; and Marine Conservation Society in the U.K., which aims to empower communities to combat beach pollution and foster ocean literacy.



# 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, such as corrugated cardboard and plastic film. 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 certain corporate offices. **These efforts support our global goal of working to divert 85% of operational waste from landfill by 2027.**

Our global approach to managing operational waste includes efforts to:

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

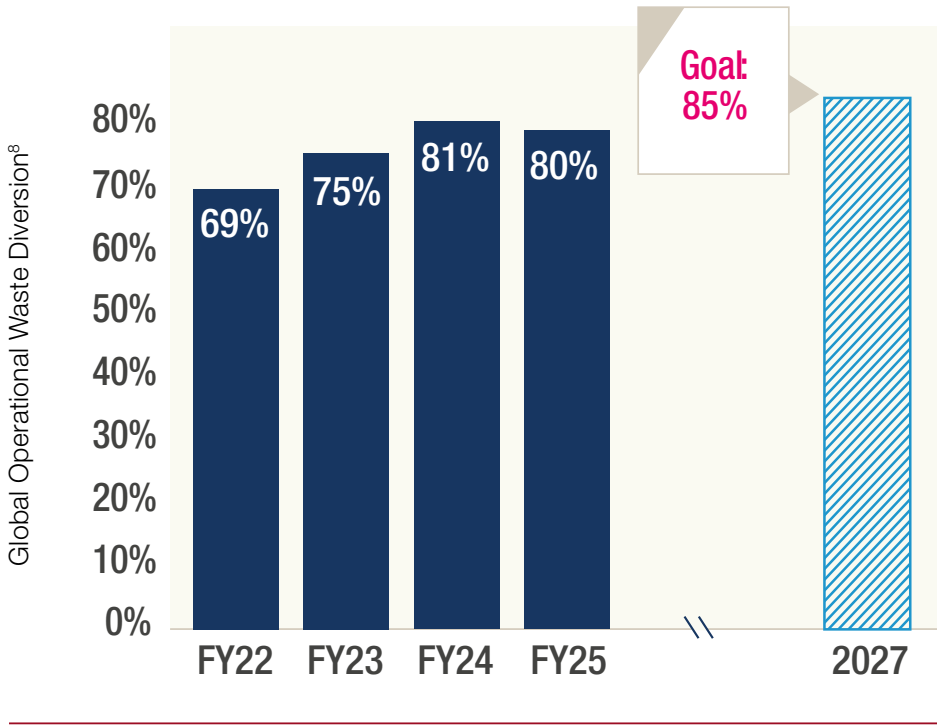


## Progress Against Waste Diversion Goal

FY25 Global Operational Waste Diversion Rate:<sup>8</sup> 80%

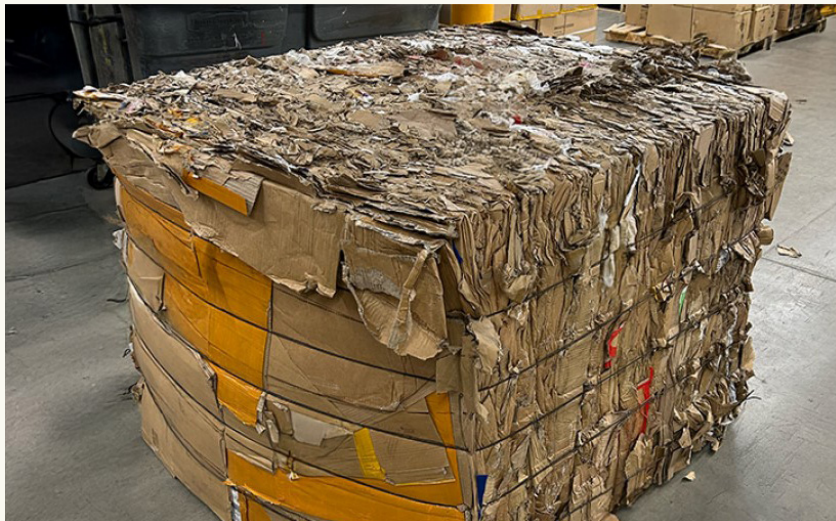
Since setting our global operational waste diversion goal in 2022, teams have scaled up their efforts to divert waste and have made significant progress toward meeting our goal. Our operations teams are working hard to achieve our 85% global operational waste diversion rate goal by 2027.

Progress Toward Waste Diversion Goal



# Reuse & Recycling in Our Operations

We have many programs across our global business that support our efforts to reuse and recycle the operational waste in our stores, distribution centers, and certain corporate offices. Recycling programs for common items, like cardboard, plastic, paper, aluminum, and glass, have been introduced in various regions where we operate, and we have been 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 destination for reusable or recyclable or store materials. The majority of our stores in the U.S. and Europe send used corrugated cardboard, plastic film, excess hangers, store fixtures, and other supplies to their local ARRC, or in certain cases, back to a distribution center, where the items are processed and sorted to determine if they can be reused in other stores or recycled.

We continue to focus on initiatives that support reuse and recycling at our stores, ARRCs, and distribution centers, while also exploring ways to further increase our waste diversion.

- / Corrugated cardboard comprises the majority of our operational waste, and in recent years we have been focusing on increasing its reuse and recycling in the U.S. and other regions. Thanks to our ARRC network and back-hauling capabilities, a single corrugated cardboard box in the U.S. can be used to deliver merchandise from our distribution centers to our stores up to three times before it is retired and recycled. In Fiscal 2025, over 27 million units of corrugated 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 115,000 tons of cardboard through our ARRC network in Fiscal 2025. Following successful pilots through Fiscal 2025, we have begun launching larger, more resilient recycling receptacles at all of our U.S. ARRC-serviced stores for holding and transporting recyclable cardboard back to our ARRC locations. We expect that these larger cardboard recycling receptacles should enable us to better leverage the height of the trucks we use to backhaul material back to our ARRCs, thereby helping us recycle more cardboard.
- / 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 in our ARRC-serviced stores, with the goal of increasing our ability to recover and recycle plastic film. The test yielded notable improvements in plastic film recovery, and in Fiscal 2025 we expanded the pilot to all ARRC-serviced stores throughout the U.S. As a result of this and other ongoing initiatives, our network of U.S. stores and ARRCs was able to recycle more than 3,300 tons of plastic film in Fiscal 2025—nearly double the amount recycled the year prior. With the help of our partner, some of the plastic film we recycled was used among other materials to make certain receptacle bins that we currently use for collecting plastic film in the back rooms of our stores.
- / Our teams are continuously looking for ways to engage our Associates with recycling. For example, in Fiscal 2025 in Canada, the Facilities team initiated an Associate engagement program to help increase rates of plastic film recycling at the stores.
- / TJX Europe backhauls plastic film from all of its stores in the U.K., Ireland, and Germany. Stores in the U.K. and Ireland now also backhaul polystyrene. Once these materials are received back at their ARRC or processing center, they are processed for recycling.



# Single-Use Plastics

- / 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. For example, distribution centers in Canada have replaced the use of bubble wrap pouches with a fiber-based material. In addition to being recyclable, the fiber-based material has reduced merchandise damage and can be reused by stores to protect merchandise carried home by customers. In the U.S., in lieu of plastic bags, we have been utilizing a more easily recycled, corrugated box insert for the packaging of liquid products during shipping to stores.
- / TJX Canada has worked directly with certain vendors in a specific merchandise category to utilize a fiber-based alternative for expanded polystyrene (Styrofoam) packaging. The alternative packaging helps protect the merchandise from breakage and is more easily recycled.
- / TJX Europe has been working to reduce single-use plastics in offices, processing centers, stores, and e-commerce operations. This has included swapping out 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 sold in stores.
- / In the U.S., Canada, Europe, and Australia, we have eliminated almost all single-use, petroleum-based plastic food takeout containers in our home office cafeterias and instead utilize predominantly compostable or reusable containers.



# 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 the training materials we provide to merchandise vendors and factory management 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.

## Spotlight: Partnerships to Address Waste

WINNERS x **pact**



TJX has developed partnerships to help give certain items a chance at a second life. For example:

- TJX Canada partners with Pact to offer a beauty product packaging collection program and recently expanded the program to all Winners stores. The Pact program enables customers to drop off used beauty packaging in-store, which is then sent to Pact where it is reused, recycled, or responsibly processed, as feasible.
- Certain Toronto-area stores partner with a local vendor to transform used polystyrene: TJX Canada sends operational polystyrene waste to the vendor, who then turns the waste into frames for things like artwork and mirrors. The framed products have been sold at TJX stores in both Canada and the U.S.
- In Fiscal 2025, many HomeGoods and Homesense stores across the U.S. began partnering with a vendor who collects and processes used wooden pallets. Pallets that meet certain conditions may be salvaged and repaired, sent for reuse, or stripped of nails and other non-wood materials so that clean wood may be ground into mulch, sawdust, or other uses.



# 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.

A photograph showing several people in a retail or office environment. Two women in the foreground are smiling and looking at each other. In the background, there are clothing racks and other people.

### 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.

A close-up photograph of a white clothing tag attached to a blue knitted garment.

### Sustainable Sourcing

We continue to work on initiatives related to sourcing certain products, product packaging, and operational supplies with sustainable attributes, primarily focused on areas where we have more control.

A photograph of four diverse professionals (three women and one man) standing together and smiling. They are wearing lanyards with badges.

### 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.

FY25  
Snapshot<sup>1</sup>



3,300+

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 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.



### 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 has primarily focused 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.



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

In addition to the program components outlined above, we are committed to providing 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 11 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 below and on our vendor website, as well as our [TJX Global Code of Conduct](#) for Associates. In addition, we expect our merchandise vendors to provide a fair and accessible grievance mechanism for their workers, as described in our [Vendor Code of Conduct](#).

# Factory Auditing

On a worldwide basis, in Fiscal 2025, 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 also design or develop merchandise to be manufactured just for us.

**FY25**  
**Factory Audits<sup>1</sup>**

**3,300+**  
factories

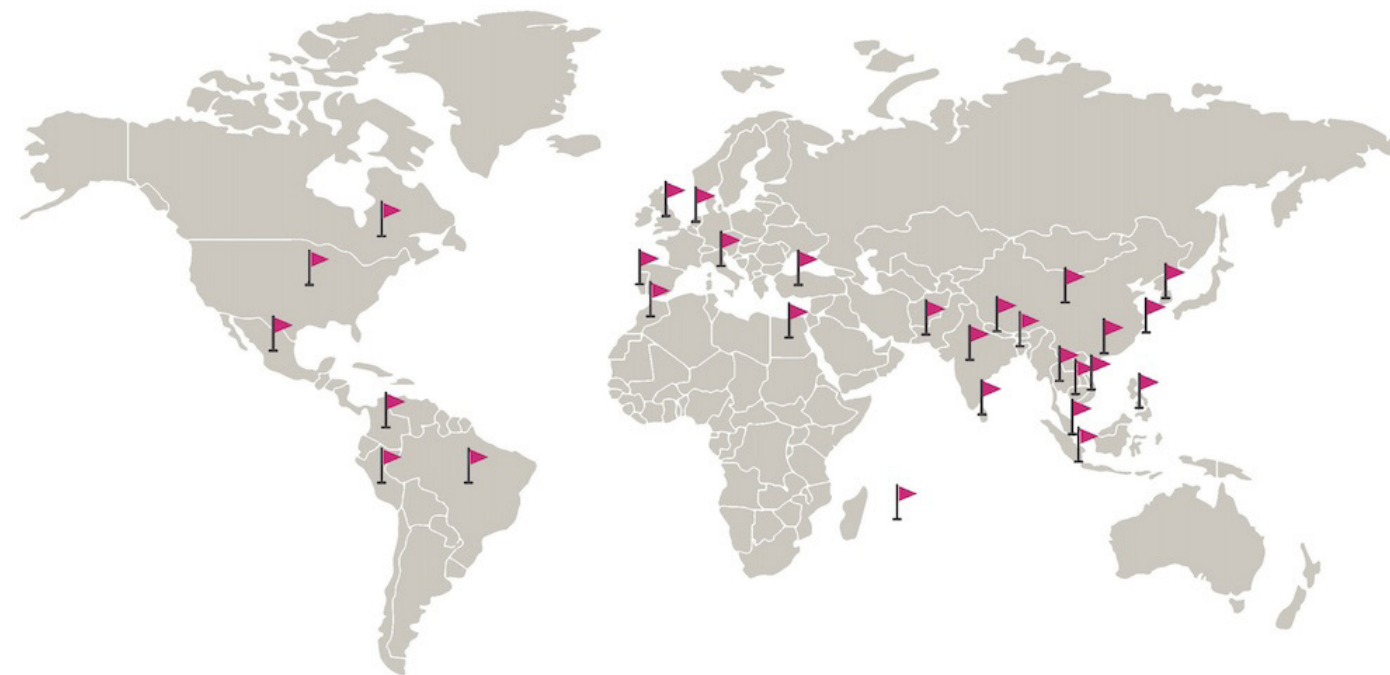
As part of our Global Social Compliance Program, we regularly monitor a portion of our merchandise supply chain through our factory auditing program. The program is generally focused where we have more influence in bringing the products to market. We take this approach because it is where we believe we are most likely to have a meaningful impact.

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 2025, we audited, or received audit reports from, more than 3,300 factories in almost 30 countries. Working hour violations, health and safety violations, and various benefits-related violations were among the most common violations identified.

We reviewed audits in Fiscal 2025 from factories in Bangladesh, Brazil, Cambodia, Canada, China, Colombia, Egypt, Hong Kong, India, Indonesia, Italy, Mauritius, Mexico, Morocco, Nepal, Netherlands, Pakistan, Peru, Philippines, Portugal, Singapore, South Korea, Sri Lanka, Taiwan, Thailand, Turkey, 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

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.



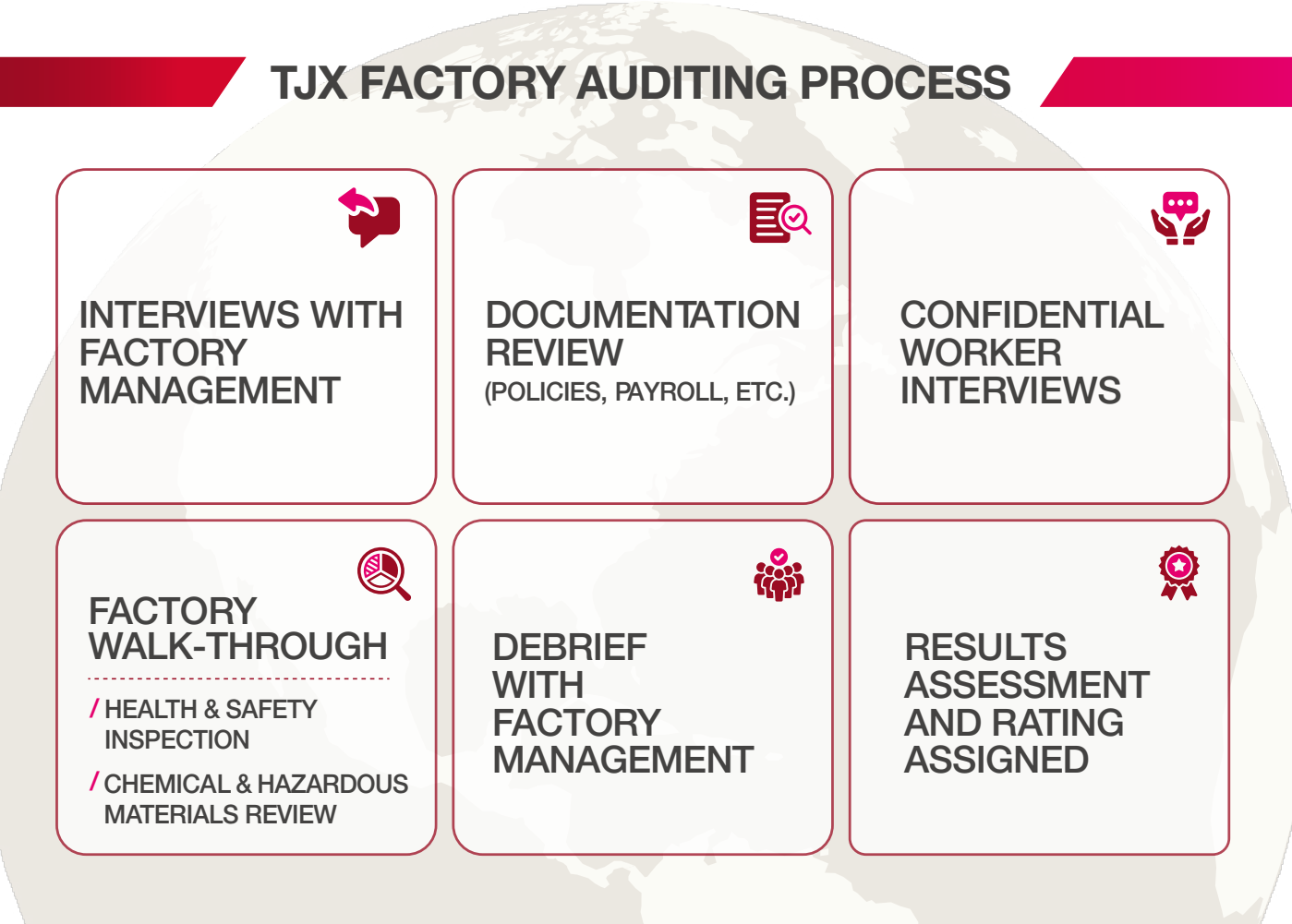
We also continue to work with third party service providers, like UL Solutions and Omega, to conduct audits on behalf of TJX, especially when a BSCI, WRAP, or SEDEX report is unavailable. We have developed comprehensive compliance program guidelines for those audits conducted on our behalf. We hold annual meetings with UL Solutions and Omega 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 Social Compliance Associates in many of our global 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 11 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. In addition to providing this Manual to all new vendors in our factory monitoring program, we post the Manual to our vendor website, which is available to all vendors.



When third parties like UL, 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:



# 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 conducted by 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.

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 various locations that are regionally close to factories included in our factory auditing program.

These 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. Our training sessions 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

Social Compliance Associates within our many global buying offices 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.

Recently, we also began to offer additional forced labor training to merchandise vendors both within our factory auditing program and outside of the program through our participation in the Responsible Business Alliance’s Responsible Labor Initiative.



# 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 ethical business 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. Our most recent review and update to our Code occurred in Fiscal 2026, and 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, labor, environmental, and 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 and Safety

Our vendors must provide their workers with safe and healthy conditions, including in any living facilities that may be provided. Our vendors must provide access to clean and sanitary facilities, including, but not limited to, clean drinking water.

### 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, including, but not limited to, regular emergency evacuation drills and unobstructed and detectable emergency alarms.

### 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. All work must be voluntary, and workers must be free to terminate their employment. Workers must have freedom of movement in both the workplace and living facilities. 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 and 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. Our vendors must comply with applicable laws regarding vacation time, leave period, and holidays.

### 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, pregnancy, marital or parental status, or any other prohibited basis. Non-work-related health testing, such as pregnancy or HIV, must not be used as a condition of employment. Migrant foreign workers should be treated fairly and on an equal basis with local workers.

### 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 the principles described in this Code of Conduct. 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.

### Management Systems

Our vendors must implement management systems that facilitate compliance with this Code of Conduct and any applicable laws and regulations, and that identify and mitigate risks relating to this Code of Conduct, including knowing your suppliers, subcontractors, and factories and monitoring their performance with a focus on continuous improvement.

### Grievance Mechanism

Our vendors must provide a fair and accessible method for workers to raise concerns to management without fear of retaliation.

### Reporting to TJX

Violations of this Code of Conduct can be reported through the **TJX Helpline at [TJXethicsline.ethicspoint.com](https://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 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.

## Sustainable Products & Packaging

In recent years, TJX has increased our capability to identify opportunities to reduce the environmental impact of certain products and product packaging. This has primarily included sourcing materials with sustainable attributes for select merchandise products and product packaging that have been developed in-house by our product design team.

As part of our sustainable sourcing initiatives, we have set global goals around packaging to help drive our work in this area:

- / We aim to shift 100% of the packaging for products developed in-house by our product design team to be reusable, recyclable, or contain sustainable materials by 2030.
- / We also set a goal to phase out the use of polyvinyl chloride (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.

We have made significant progress on our near-term goal to phase out the use of PVC in the packaging of certain soft home products our product design team has developed by 2025. In Calendar Year 2024, more than 99% of units within the categories of top-of-bed, easy-care table linens, outdoor seating cushions, and outdoor pillows that were developed in-house by our product design team were packaged with materials that do not contain PVC. We are working hard to convert the remaining <1% of relevant units to PVC-free packaging.



Since setting our product packaging goals, TJX has worked to build internal knowledge and capabilities around sustainable packaging, as well as processes to help us improve our data and track our progress. Our teams are making progress against our goals by prioritizing key packaging categories where there are sustainable

material alternatives that are both readily available in the marketplace and feasible for our business. For example, our Packaging team has utilized Forest Stewardship Council (FSC)-certified materials for certain paper and paper board hangtags, and in some geographies we have begun replacing our polyester hangtag strings with paper or organic cotton. Additionally, we have been examining the packaging of certain product categories to find ways to redesign them: 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.

Additionally, for the products we design or develop in-house, we have established processes to help us better identify, source, and verify materials with sustainable attributes. We have compiled a list of preferred third-party certifications that meet our definitions for sustainable products or materials. This list of preferred certifications can be utilized across various product categories and across our divisions, globally. We have also established an internal process to help us verify the sustainable attribute claims of the merchandise we help to design or develop. Examples of some of our preferred third-party certifications include the Global Organic Textile Standard (GOTS), OEKO-TEX® Standard 100 and MADE IN GREEN, LENZING™-branded fibers, FSC, and Textile Exchange standards such as the Global Recycled Standard, Organic Content Standard (OCS), and Recycled Claim Standard.

Examples of how we are integrating sustainable materials in products that have been designed by our product and fashion experts 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.
- / Certain styles across several different apparel and home categories are made in part with recycled polyester.
- / Some of our soft home and children's textile products have been certified by OEKO-TEX® MADE IN GREEN or OEKO-TEX® Standard 100.
- / The vast majority of our branded, reusable carryout bags sent to stores in Fiscal 2025 were made with 100% recycled material.



# Chemicals Management

As part of chemicals management at TJX, we have been focused in areas where we have more control and that are most feasible for our off-price business model. These efforts have included steps to limit certain chemicals of concern within parts of our business operations.

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.

Related to merchandise sold in our stores, our Vendor Code of Conduct includes a requirement for vendors to comply with all laws related to the handling, storage, and disposal of chemicals and other hazardous materials. For certain products that we help design or develop, we also maintain a list of preferred sustainable product or material certifications which includes third-party certifications that demonstrate safer chemicals management practices, such as OEKO-TEX® Standard 100, OEKO-TEX® MADE IN GREEN, GOTS, and OCS.

In addition, we also leverage memberships focused on more environmentally friendly sourcing, such as the Sustainable Packaging Coalition (SPC) and the Textile Exchange. We plan to continue collaborating with outside experts and internal stakeholders on chemicals management as appropriate.



# Supplier Diversity

## Helping to Create Opportunities

At TJX, our work to create opportunities for diverse suppliers<sup>16</sup> in the communities where we do business is consistent with our overall commitment to foster an inclusive and supportive environment for all.

For more than 30 years, 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 aims to help 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:

- / Continuing to look for opportunities to expand the program into additional regions, the most recent being Spain.
- / 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 in our various regions. See our corporate memberships below.



### Spotlight: Quantum Installation Group



Quantum Installation Group is a certified women-, LGBTQ-, and minority-owned and operated business that works with TJX on various in-store construction-related projects, such as fixture installations, interior design set-ups, and more.

“We are committed to creating an inclusive workplace. It’s not just getting your business certified, but about embodying those values throughout your organization.”

- Melissa Semones, Owner & President  
Quantum Installation Group.

## Supplier Requirements

To support our mission of providing great value to our customers every day, to be considered for opportunities, suppliers are asked to 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<sup>16</sup>

## 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, Spain & Australia

We encourage certification with at least one of the following:

- / Canada’s 2SLGBTQI+ Chamber of Commerce
- / Canadian Aboriginal and Minority Supplier Council
- / Inclusive Workplace & Supply Council of Canada
- / Minority Supplier Development UK
- / OutBritain
- / Supply Nation
- / WeConnect International

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

- / Canadian Aboriginal and Minority Supplier Council
- / Canada’s 2SLGBTQI+ Chamber of Commerce
- / Center For Women & Enterprise
- / Disability:IN
- / Greater New England Minority Supplier Development Council
- / Inclusive Workplace and Supply Council of Canada
- / Massachusetts LGBT Chamber of Commerce, Inc.
- / Minority Supplier Development UK
- / National Veteran-Owned Business Association
- / National LGBT Chamber of Commerce
- / National Minority Supplier Development Council, Inc.
- / OutBritain
- / WEConnect International
- / Women’s Business Enterprise National Council

# 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

The TJX Companies, Inc. is the leading off-price retailer of apparel and home fashions worldwide operating more than 5,000 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 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, as outlined in the **TJX Global Code of Conduct**, which sets our expectations for how Associates conduct business, including their interactions with each other, our customers, and other stakeholders. 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 designed to promote honest and ethical conduct.

### 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.

#### Highlights (as of June 2025)

40%

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

50%

of Board members are female

80%

of Board members are independent

# 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 our Associates as well as the people who make 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 25 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, expressly prohibiting the use of unlawful child labor and forced or involuntary labor anywhere within our own operations, and following applicable wage and hour laws and regulations.

#### HIGHLIGHT

25+

languages in which our TJX Global Code of Conduct is available

## Inclusion & Diversity

- / We continue to be committed to supporting an inclusive and diverse workplace, something that has been an important part of who we are for many years. We view diversity as inclusive of many facets, including race, ethnicity, age, sexual orientation, gender identity, ability, experience, religion, perspectives, and more. We believe a workforce that includes people from a variety of backgrounds and perspectives 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, as described in our Global Code of Conduct.
- / As part of our efforts, our Global Leadership Curriculum provides our leaders with tools designed to champion inclusion and encourage, empower, and engage their direct reports.
- / 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 this report.

## Open Door Philosophy

- / Our decades-long, open door philosophy supports our efforts to foster an inclusive workplace where 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. Associates are encouraged to bring ideas forward, ask questions, voice concerns, and report any possible violations without fear of retaliation.
- / 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 those who make the products that we offer for sale to our customers. We expect high ethical standards from anyone with whom we do business. Additionally, 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 of Conduct reinforces our expectations on child and forced labor, ethical business standards, wages and benefits, environmental expectations, and more. As the Vendor Code of Conduct 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 in this report, 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 and on our vendor website.
- / We require our vendors to provide a fair and accessible method for workers to raise concerns to management without fear of retaliation, as communicated in our most recent Vendor Code of Conduct update.

## Factory Auditing

- / Our factory auditing generally focuses on factories 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.

- / Details about 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 violations such as bribery/corruption; child labor, forced or slave labor, and voluntary or involuntary 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 industry standards as well as 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.

# 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 that serve a wide range of customers, 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, race/ethnicity, and a range of talents, ages, skills, perspectives, professional experiences, educational backgrounds, and geographies.

## 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, including personal and professional ethics, integrity, values, and independence, as well as the current and future needs of the Board, when considering individual candidates.

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 the **Governance** section of TJX.com or review our most recent **proxy statement**.



## Board Diversity

For over a decade, more than 50% of our Board nominees have been women and/or members of an underrepresented group. We value the many kinds of diversity represented by our Board.

Our Board as of June 2025:

**80%** are independent

**50%** are female

**40%** self-identify as part of racially or ethnically diverse groups or the LGBTQ+ community



# 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 25 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.

For many years, we have maintained 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 do not generate revenue by selling personal information. The **privacy statements** on our retail brands’ 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 management of, and participation in, TJX’s cybersecurity risk management and strategy program.

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 Associate, customer, and vendor data) and critical business systems. This approach includes various assessment activities, response preparation exercises, security awareness and training 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. We also incorporate third-party assessments into our risk management program using recognized standards that are relevant to our business, and we periodically self-assess various functional areas of our organization.

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 ranges from simulated social engineering campaigns for corporate Associates to specialized training for Cybersecurity Associates and is supplemented with an internal Information Management website, educational materials, and Associate engagement efforts, all designed to help our Associates understand our expectations in these important areas.



# Reporting & Disclosures

About Our Reporting.....	64
Data Tables.....	65
Sustainability Accounting Standards Board (SASB) Index.....	73
UN Sustainable Development Goals (SDGs) Index.....	75
EEO-1 Report.....	77
Endnotes.....	78
Forward-Looking Statements.....	79

# About Our Reporting

For 15 years, we have formally reported on our global corporate responsibility efforts. The data presented throughout this report denotes TJX’s Fiscal 2025, which ended February 1, 2025, unless otherwise noted. It also covers certain subsequent events and initiatives that occurred after the end of Fiscal 2025 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 various global reporting frameworks. 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 regulatory reporting requirements to consider what is appropriate for our off-price business and disclosures.

Additionally, we have received third-party limited assurance with respect to certain GHG emissions information reported in this report. More information can be found on the **Climate & Energy** page, or in our **GHG Inventory index**.

# Additional Disclosures

As part of our reporting approach, we incorporate a selection of supplemental disclosures, including our **Global Code of Conduct**, **modern slavery/forced labor statement**, approach to sourcing materials such as **fur** and **conflict minerals**, and other relevant resources. These can be accessed via the **Reporting & Disclosures** section on our corporate site, TJX.com.



# Data Tables

## Workplace

RETENTION	FY2025
People in managerial positions around the world that have been at the company for 10 or more years <sup>2</sup>	41%
PROMOTIONS	FY2025
Current U.S. Store Managers promoted into the Store Manager role from other positions in the Company	>75%
Promotions globally by gender	
Female	78%
Promotions in the U.S. by racial diversity <sup>4</sup>	
People of color <sup>3</sup>	53%
DEVELOPMENT	FY2025
Associates in leadership positions who completed at least one course in the Global Leadership Curriculum	6,800+
Self-paced learning resources available for enrollment through our Global Online Learning Library	2,000+

# Data Tables

## Workplace (Cont'd)

DIVERSITY BY POSITION		FY2025
Female		
Global Workforce		77%
Vice President and Above		51%
Managerial Positions <sup>2</sup>		68%
Non-managerial Positions		78%
People of Color <sup>3,4</sup>		
U.S. Workforce		60%
Vice President and Above in the U.S.		14%
Managerial Positions in the U.S. <sup>2</sup>		38%
Non-managerial Positions in the U.S.		62%



# Data Tables

## Communities

COMMUNITIES <sup>6</sup>	FY2025 (approximate figures)
Meals provided <sup>5</sup>	32 million
Units of product donated	390,000
Donated and raised for healthcare research and patient care	\$22 million
Domestic violence services provided <sup>5</sup>	38,000
Shelter nights provided <sup>5</sup>	600,000
Young people and women provided workforce readiness opportunities <sup>5</sup>	15,000
Young people provided access to educational opportunities <sup>5</sup>	2 million
Organizations supported through monetary donations	2,500+

# Data Tables

## Environment

EMISSIONS	FY2021	FY2022	FY2023	FY2024	FY2025
Emissions by Scope (MT CO <sub>2</sub> e)					
Scope 1 <sup>7,17</sup>					
Direct: Emissions to air	105,001	121,653	128,450	131,022	143,258
Scope 2 <sup>17</sup>					
Indirect: Supplied electricity (location-based)	537,044	577,574	598,025	584,589	559,158
Indirect: Supplied electricity (market-based)	437,644	459,657	441,194	410,602	363,202
Scope 3					
Indirect: Business travel <sup>18</sup>	6,518	3,750	17,556	34,862	41,079
Indirect: Waste generated in operations <sup>19</sup>	34,000	123,400	94,700	89,400	108,600
Indirect: Downstream Transportation & Distribution <sup>20</sup>		12,600	7,800	8,405	10,358
Total Gross Global Scope 1 Emissions by GHG Type (MT CO <sub>2</sub> e) <sup>7,17</sup>					
CO <sub>2</sub>	90,780	103,106	111,300	111,982	118,488
CH <sub>4</sub>	136	220	102	64	68
N <sub>2</sub> O	126	375	433	273	289
Hydrofluorocarbons (HFCs)	13,959	17,952	16,616	18,704	24,413



# Data Tables

## Environment (Cont'd)

EMISSIONS (Cont'd)	FY2021	FY2022	FY2023	FY2024	FY2025
<b>Total Gross Global Scope 1 Emissions by Business Division - Location-Based (MT CO<sub>2</sub>e)<sup>7,17</sup></b>					
U.S. (TJ Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	74,411	87,362	90,084	92,289	102,527
Canada (Winners, Marshalls, and HomeSense)	13,906	15,297	15,639	16,383	16,435
Europe (TK Maxx and Homesense) and Australia (TK Maxx)	16,684	18,994	22,727	22,350	24,297
<b>Total Gross Global Scope 2 Emissions by Business Division - Location-Based (MT CO<sub>2</sub>e)<sup>17</sup></b>					
U.S. (TJ Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	457,572	491,133	511,518	503,095	478,506
Canada (Winners, Marshalls, and HomeSense)	21,816	19,939	19,501	19,193	19,989
Europe (TK Maxx and Homesense) and Australia (TK Maxx)	57,656	66,502	67,006	62,301	60,663
<b>Total Gross Global Scope 2 Emissions by Business Division - Market-Based (MT CO<sub>2</sub>e)<sup>17</sup></b>					
U.S. (TJ Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	381,027	438,556	420,835	391,550	291,790
Canada (Winners, Marshalls, and HomeSense)	3,365	2,662	3,095	2,547	4,695
Europe (TK Maxx and Homesense) and Australia (TK Maxx)	53,252	18,439	17,264	16,505	66,717

# Data Tables

## Environment (Cont'd)

EMISSIONS (Cont'd)	FY2021	FY2022	FY2023	FY2024	FY2025
<b>Emissions Intensity<sup>7,17</sup></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)	0.0000200	0.0000144	0.0000145	0.0000132	0.0000125
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>21</sup>	2.01	2.06	2.21	2.05	1.93
<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	19,006	21,000	20,200	28,175	0
<b>GHG Emissions Reductions (MT CO<sub>2</sub>e - Scope 2)</b>					
GHG reductions from energy efficiency projects (location-based)	5,800	3,400	14,680	15,900	14,890
GHG reductions from low carbon and renewable energy (market-based) <sup>22</sup>	146,600	196,712	219,545	260,200	301,000
<b>Emissions Goal Performance (Percent change MT CO<sub>2</sub>e - market-based Scope 2)</b>					
Percent reduction vs. FY2017 base year	-32.3%	-27.5%	-28.8%	-32.5%	-36.8%



# Data Tables

## Environment (Cont'd)

WASTE <sup>8,23</sup>	FY2021	FY2022	FY2023	FY2024	FY2025
Recycled materials (MT)	216,684	274,124	265,401	295,780	383,950
Landfill diversion rate		69%	75%	81%	80%
ENERGY	FY2021	FY2022	FY2023	FY2024	FY2025
By Type (MWh)					
Electricity	1,574,832	1,757,717	1,788,510	1,790,314	1,801,440
Steam	1,326	1,326	162	105	509
Motor diesel	48,927	55,732	66,307	69,033	74,824
Distillate fuel oil number 2	1,615	1,834	4,070	4,223	2,596
Motor gasoline	17,588	19,555	24,751	25,092	25,918
Natural gas	398,378	456,899	477,393	477,358	508,091
LNG (conventional) <sup>24</sup>	2,561	4,520	3,336	157	350
Propane	5,981	6,195	8,179	10,426	10,357
Low Carbon and Renewable Energy (MWh)					
Unbundled energy attribute certificates (renewable energy certificates)	29,527	29,527	193,340	388,910	363,035
Green tariffs and direct procurement contracts	374,681	429,289	287,513	164,890	352,403
Biofuels <sup>24</sup>	0	0	0	5,012	8,508

# Data Tables

## Responsible Business

GLOBAL SOCIAL COMPLIANCE AND RESPONSIBLE SOURCING		FY2025
Factories with audits reviewed as part of TJX's factory auditing program		3,300+
Merchandise Vendors		21,000+
Number of countries from which factory audits were reviewed		~30
GOVERNANCE		JUNE 2025
Independent Directors		80%
Female Directors		50%
Directors who self-identify as part of racially or ethnically diverse groups or the LGBTQ+ community		40%



# 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 FY2025 global corporate responsibility reporting or other relevant FY2025 disclosures. Data reflected here is from TJX's Fiscal Year 2025, which ended February 1, 2025.

## 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. 68-71 - Data Tables</b>
<b>Data Security</b>  Description of approach to identifying and addressing data security risks	CG-MR-230a.1	<b>Pg. 62 - 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. 65 - Data Tables</b>
<b>Workforce Diversity and Inclusion</b>  Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	CG-MR-330a.1	<b>Pg. 17-21 - Inclusion &amp; Diversity</b> <b>Pg. 65-66 - 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. 53-54 - Sustainable Sourcing</b> <b>Pg. 48-49 - Factory Auditing</b> <b>Pg. 51-52 - Vendor Code of Conduct</b>
Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	<b>Pg. 43-45 - Waste Management</b> <b>Pg. 53-54 - 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

The following table provides a mapping of references to initiatives relevant to the United Nations Sustainable Development Goals (SDGs) within our FY2025 global corporate responsibility reporting. Data reflected here is from TJX’s Fiscal Year 2025, which ended February 1, 2025.

SDGS		TJX EFFORTS	SOURCE	PAGE
	SDG 2: Zero Hunger	Filling critical basic needs is one of the social impact areas within our communities program. In our communities around the world, many families find themselves unable to meet their basic needs. In Fiscal 2025, funds from our U.S. Foundation and customer donations were provided to Feeding America for distribution to 200 food banks. Through this campaign and other global efforts and partners, TJX helped provide 32 million meals <sup>5,6</sup> to those in need in Fiscal 2025.	CR Report	27
	SDG 3: Good Health and Well-Being	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 2025, we helped raise approximately \$22 million <sup>6</sup> for healthcare research and patient care through foundation grants and from generous donations of our customers and Associates.	CR Report	31-32
	SDG 4: Quality Education	Supporting education and training is one of the 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 2025, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 2 million young people. <sup>5,6</sup>	CR Report	29-30
	SDG 5: Gender Equality	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 2024 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.	CR Report	17-21

# United Nations Sustainable Development Goals Disclosure Matrix

SDGS		TJX EFFORTS	SOURCE	PAGE
<div> <div>7</div> <div>AFFORDABLE AND CLEAN ENERGY</div> <div>  </div> </div> <div>SDG 7: Affordable and Clean Energy</div>	<div> <div>13</div> <div>CLIMATE ACTION</div> <div>  </div> </div> <div>SDG 13: Climate Action</div>	<p>TJX has 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. To support our commitments, we work across our global business operations to measure, manage, and address these impacts.</p> <p>Our global climate and energy targets include:</p> <p>By 2030:</p> <ul style="list-style-type: none"> <li>/ We plan to achieve 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>12</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>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>TJX has an internal, cross-functional committee, whose members are responsible for supporting the Company in making progress against our operational GHG and renewable energy targets and for contributing to the process for measuring and reporting key climate and energy data and metrics. Members of this committee also lead the management and implementation of the Company’s net zero roadmap, which outlines our high-level plans and strategic approach to achieving our global climate and energy targets.</p> <p>40% of energy sourced for our own operations globally in Fiscal 2025 came from renewable sources.</p>	CR Report	35-42



# EEO-1 Report (2024)

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	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

# Endnotes

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 Foundation grants, Associate and customer donations.
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. In Fiscal 2025, TJX made revisions to our global operational waste data collection and estimation processes to better align with requirements for anticipated upcoming regulatory disclosures. 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 increased the total volume of our reported waste and recycling.
9. Data based on our latest U.S. EEO-1 report.
10. 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.
11. Our energy goal is to source 100% renewable energy in our operations (electricity only) by 2030.
12. Electricity only.
13. 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.
14. Fiscal 2021 and Fiscal 2022 reductions were impacted by store closures due to the COVID-19 global pandemic.
15. Transportation involving more than one form of carrier during a single journey.
16. A business that is at least 51% owned, operated, and controlled by a recognized diverse classification.
17. Excludes GHG emissions from leased offices in countries where TJX does not operate stores.
18. Scope 3 Category 6- Indirect: Business Travel emissions for FY21–FY24 were revised due to an immaterial calculation error that double-counted emissions from exchanged tickets. Figures exclude business travel of TJX employees affiliated with offices in countries where TJX does not operate stores.
19. Emissions figures beginning in FY2022 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 factors for Scope 3: Category 5.
20. Downstream transportation and distribution GHG emissions related to e-commerce outside the U.S. and Europe are excluded. Additionally, customer paid or arranged oversized item pick-up from stores (using 3rd party carriers) are excluded.
21. Figures based off the total number of Associates as of the end of the fiscal year, as reported in our Form 10-K.
22. 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.
23. Waste figures beginning in FY2022 reflect a change in estimation methodology following several waste audits that enabled TJX to incorporate more accurate estimations.
24. In Fiscal 2025, TJX begin reporting out biofuel energy (encompassing Hydrogenated Vegetable Oil [HVO], Bio-LNG, and Bio-CNG) as a separate line item from Motor Diesel and LNG (conventional). As a result, the Motor Diesel and LNG (conventional) figures for FY2024 has been restated. TJX's Outside of Scopes GHG emissions associated with direct purchases of biofuels was 1001 MT CO<sub>2</sub>e in FY2024 and 1548 MT CO<sub>2</sub>e in FY2025.



# 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](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, even if experience or future changes make it clear that any projected results expressed or implied in such statements will not be realized. Our business is subject to substantial risks and uncertainties, including those referenced above. Investors, potential investors, and others should give careful consideration to these risks and uncertainties. Information appearing in this report, or on TJX.com, is not part of, and is not incorporated by reference into, any of our reports to the SEC.



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