



GLOBAL CORPORATE RESPONSIBILITY REPORT

2026 SUMMARY

TJX









CONTENTS

02 Our Approach to Corporate Responsibility

05 FY26 Highlights

07 Workplace

19 Communities

31 Environmental Sustainability

39 Responsible Sourcing

48 Governance & Integrity

51 Reporting & Disclosures

Please note that references to items accomplished or completed in this booklet denote TJX's Fiscal 2026, which ended January 31, 2026, unless otherwise noted.

Our Approach to Corporate Responsibility

At TJX, we have built our long-standing global corporate responsibility program over many decades, focusing on initiatives where we believe we can make meaningful impact to help support our business. These initiatives are anchored by our mission to deliver great value to our customers every day.




TK·MAXX
Big brands. Small prices.



For more than 15 years, we have formally reported on our corporate responsibility efforts, building on a long history of striving to be a responsible corporate citizen. We remain committed to supporting our Associates, giving back to our communities, helping to mitigate our environmental impact, and operating responsibly—work that supports our mission to deliver great value to our customers every day.

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

FY26 Highlights[1]



69% of people in managerial positions globally were women[2]

38% of people in managerial positions in the U.S. were people of color[2,3]

More than **75%** U.S. store managers were promoted into their role from other positions in the Company

WORKPLACE

11,200+ Associates in leadership positions completed at least one Global Leadership Curriculum course



COMMUNITIES[4]

40 million meals provided[5]

2 million young people provided access to educational opportunities[5]

Provided funding to disaster relief efforts, including responses to a crisis affecting a school community in Europe and wildfires in Canada

2,500+ organizations supported through monetary grants

44% absolute reduction in global greenhouse gas emissions from our own operations since FY17

81% of global operational waste diverted from landfill

ENVIRONMENTAL SUSTAINABILITY

54%
of electricity in our own global operations came from renewable sources



Reviewed audits from factories in **~40** countries

3,600+
factories had audits reviewed as part of our factory auditing program

Expanded inclusion criteria of our factory auditing program

RESPONSIBLE SOURCING





WORKPLACE



Inclusion Matters

OUR APPROACH

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

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

WORKPLACE

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

Culture & Engagement

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

***41% of people** in managerial positions around the world have been at the Company for **10+ years**[2]*





Recruitment & Development

As a Fortune 100 company, we work to attract, develop, and engage a wide range of talent to support our off-price business. We are focused on 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 find and hire qualified individuals by recruiting talent from a wide and diverse pool of candidates.

Additionally, developing talent has been a global business priority for many years. We are highly focused on supporting the career growth and success of our Associates by offering meaningful learning experiences that support both day-to-day performance and long-term career growth. We believe that these efforts have helped promote retention, stability, and increased expertise for our workforce.





*More than **75% of U.S. store managers** were promoted into their role from other TJX positions*

Inclusion & Diversity

We are committed to supporting an inclusive and diverse workplace. A workforce that includes people from a variety of backgrounds and with diverse experiences and perspectives can help us think creatively, remain agile, and be true to our values. Our efforts are guided by three global priorities that aim to further embed inclusion and diversity within our culture and business practices. Through our global priorities we aim to:

INCREASE

the representation of diverse Associates along our talent pipeline.

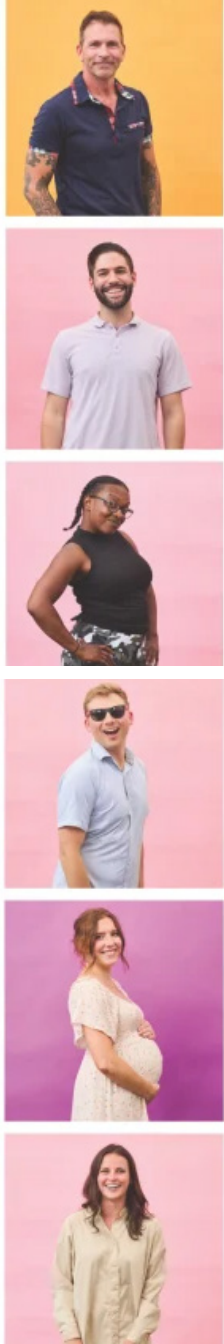
EQUIP

leaders with the tools to support difference with awareness, fairness, sensitivity, and transparency.

EMPOWER

Associates to integrate inclusive behaviors, language, and practices in how we work together and understand our role and responsibility in inclusion.

We support these priorities in a variety of ways, from connecting with nonprofits to broaden our recruitment reach to offering Associate Resource Groups (ARGs) for those who identify, support, or want to learn more about the communities they represent.











*Our global '**Everyone has an &**' campaign helps Associates share what makes them unique beyond their professional roles. This celebration of individuality has included being a veteran, living with disease, being biracial, being a dancer, and having overcome infertility.*



/ Our Diverse Workforce

Fiscal 2026 Global Gender Diversity[1]

77%
of our global workforce were women

69%
of people in managerial positions globally were women[2]

77%
of people in non-managerial positions globally were women

51%
of Vice President and above positions globally were women

78%
of promotions globally were earned by women











Fiscal 2026 U.S. Racial Diversity[1,3,6]

60%
of our workforce in the U.S. were people of color

38%
of people in managerial positions in the U.S were people of color [2]

61%
of people in non-managerial positions in the U.S. were people of color

16%
of Vice President and above positions in the U.S. were people of color

54%
of promotions in the U.S. were earned by people of color

Board of Directors Diversity as of June 2026

50%
of our Board members are women

40%
of our Board members self-identified as part of racially or ethnically diverse groups or the LGBTQ+ community

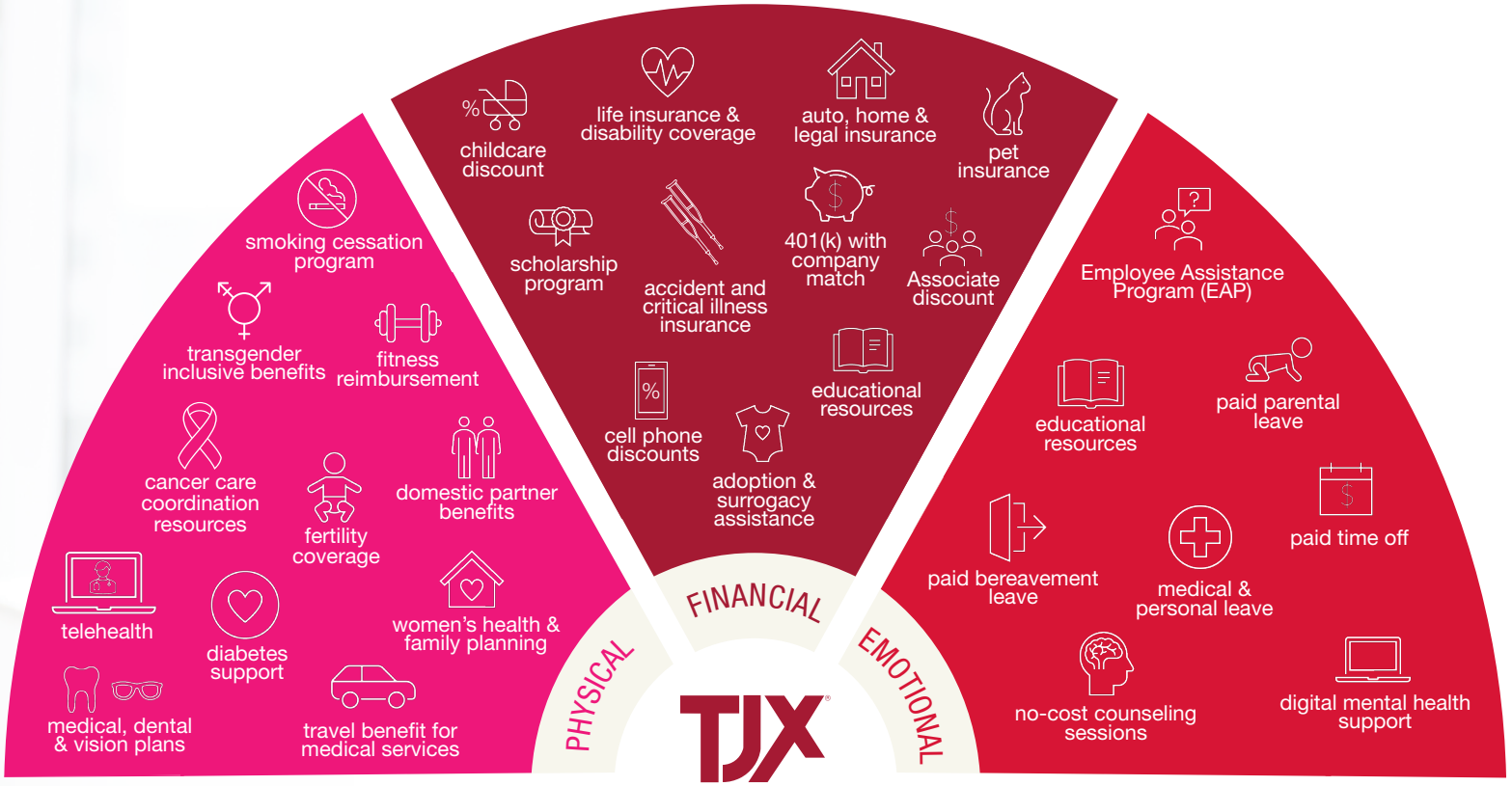
Health & Well-Being

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

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



Examples of Benefits and Resources Available to Eligible Associates[7]





COMMUNITIES



Giving Back

OUR APPROACH

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

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

We organize support around four social impact areas through foundation giving, cause marketing and in-store fundraising, and Associate volunteerism, engagement, and giving.

COMMUNITIES

Basic Needs
Education & Training
Patient Care & Research
Empowering Women

OUR CAUSE MARKETING & IN-STORE SUPPORT INCLUDES:

T.J.maxx

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

Marshalls

- Alice House (Canada)
- Alzheimer's Association (U.S.)
- Breakthrough T1D (U.S.)
- Dress for Success Canada Foundation (Canada)
- Feeding America (U.S.)
- Girls, Inc. (U.S.)
- MENTOR (U.S.)
- Orange Shirt Society (Canada)
- Petites-Mains (Canada)
- Savvy Ladies (U.S.)
- St. Jude Children's Research Hospital (U.S.)
- Women in Need Society (Canada)
- WoodGreen (Canada)

HomeGoods

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

SIERRA

- Feeding America
- KABOOM!
- National Park Foundation

WINNERS

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

HOMESENSE

- 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)

T.K.maxx

- Children for a Better World (Germany)
- Choose Love (U.K.)
- Comic Relief (U.K.)
- Enable Ireland (Ireland)
- Jeugdfonds Sport en Cultuur (Netherlands)
- The King's Trust (U.K.)
- The Smith Family (Australia)
- Stowarzyszenie WIOSNA (Poland)
- Younus (Austria)



Basic Needs

We 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 critical basic needs for vulnerable families.

40 million

meals provided[4,5]





Operation Warm

One of the nonprofits that TJX supports in the U.S. is Operation Warm, which serves children in need with brand-new, high-quality coats and shoes. In Fiscal 2026, across 28 Associate volunteer events throughout the U.S., we helped to deliver coats and shoes to approximately 13,000 children.

The Smith Family

TK Maxx in Australia supports The Smith Family, a children's charity helping young Australians overcome educational inequality. Since 2022, TK Maxx in Australia has helped provide enough funding to support over 1,500 scholarships. These scholarships provide students in need with financial support for education essentials, personal support for the student and their family, and practical support through learning and mentoring programs.





Education & Training

We have long been committed to helping unlock educational opportunities for at-risk youth and vulnerable young people to support them in reaching their full potential. We focus on programs that provide skills, resources, and opportunities to support school and career success.

2 million

young people provided access to educational opportunities[4,5]

Patient Care & Research

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

$26 million

donated for healthcare research and patient care[4]

800+

U.S. Associates participated in the American Cancer Society's Making Strides Against Breast Cancer Walk





Associate Volunteering

Our Associates 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. In Fiscal 2026, TJX Associates in the U.S. dedicated their time to the Foundation for Hospital Art by creating unique pieces of artwork that were delivered to hospitals and other healthcare facilities with hopes of bringing comfort and positivity to patients during challenging times.

Dress For Success Canada Foundation

Since 2019, TJX Canada's Find Your Stride initiative has partnered with the Dress for Success Canada Foundation to support its mission to empower women and non-binary individuals in Canada to achieve economic independence by breaking down barriers to employment. In Fiscal 2026, Find Your Stride continued to support the Dress for Success suiting program, which aims to help build participants' confidence and self-esteem by helping them find a professional outfit and providing them with guidance and support for upcoming interviews.





Empowering Women

We are committed to supporting organizations that help to empower and enrich the lives of women. These organizations offer services ranging from help for those leaving relationship abuse situations to others that offer education, training, and job placement resources.

27,000

relationship abuse services provided[4,5]



ENVIRONMENTAL SUSTAINABILITY

Mitigating Our Impact

OUR APPROACH

TJX is committed to pursuing initiatives that are environmentally responsible and smart for our business. Our operational environmental sustainability initiatives are centered around global goals that aim to reduce our operational greenhouse gas (GHG) emissions, source more renewable energy, and divert a significant amount of our operational waste from landfill. In addition, we have a goal and initiatives related to Sustainable Sourcing, which are highlighted in the Responsible Sourcing section.

ENVIRONMENTAL SUSTAINABILITY

Climate & Energy
Waste Management



GLOBAL OPERATIONAL GOALS & FY26 PROGRESS





WE HAVE A GOAL TO ACHIEVE NET ZERO EMISSIONS IN OUR OPERATIONS BY THE END OF 2040

Along the way, we plan to achieve a 55% absolute reduction in GHG emissions from our own operations (Scopes 1 and 2) by the end of FY30 (against a FY17 baseline)

44% absolute reduction in global GHG emissions from our own operations since FY17

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

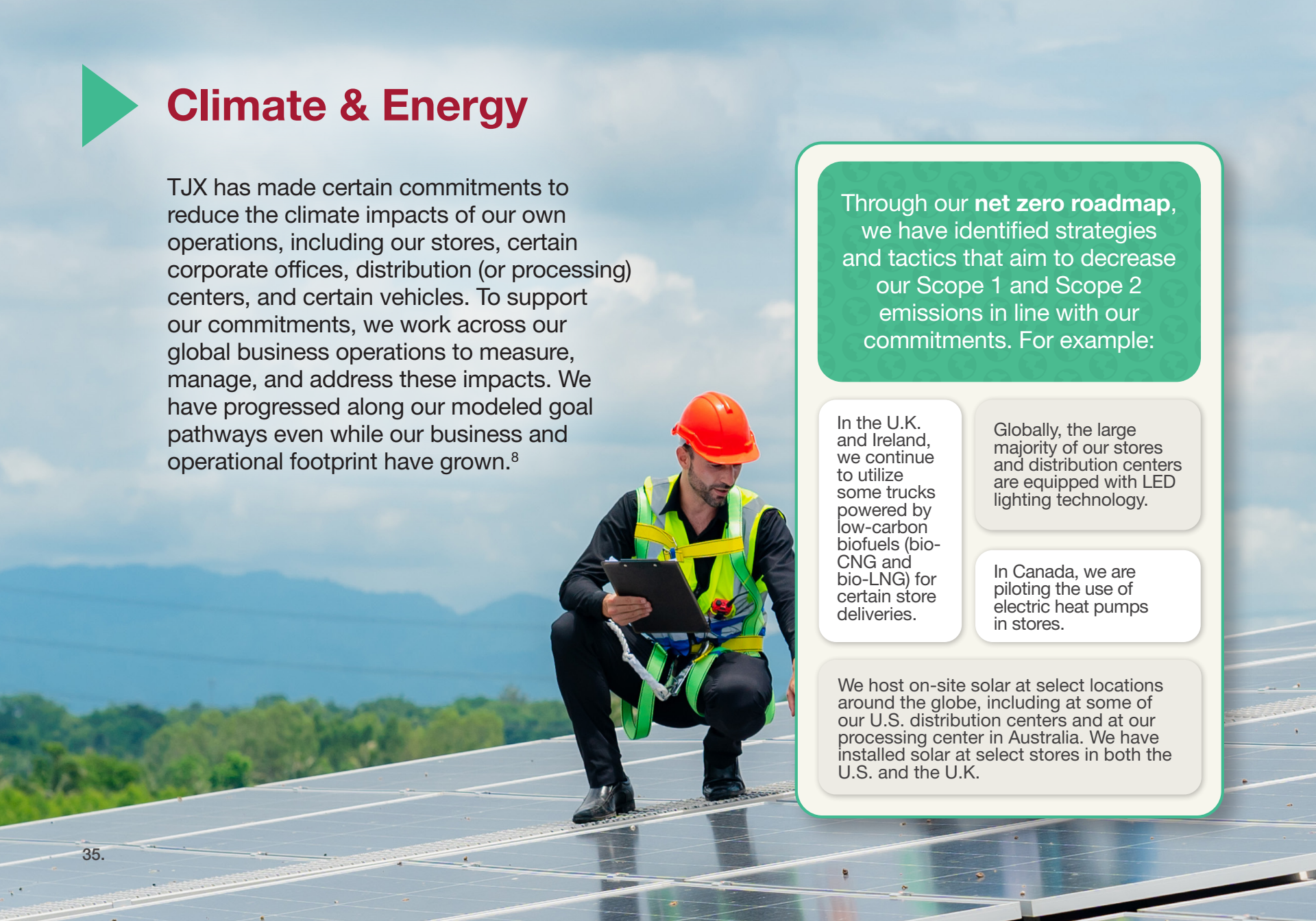
54% of electricity in our own global operations came from renewable sources in FY26

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

81% of global operational waste diverted from landfill in FY26

Climate & Energy

TJX has made certain commitments to reduce the climate impacts of our own operations, including 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. We have progressed along our modeled goal pathways even while our business and operational footprint have grown.[8]



Through our **net zero roadmap**, we have identified strategies and tactics that aim to decrease our Scope 1 and Scope 2 emissions in line with our commitments. For example:

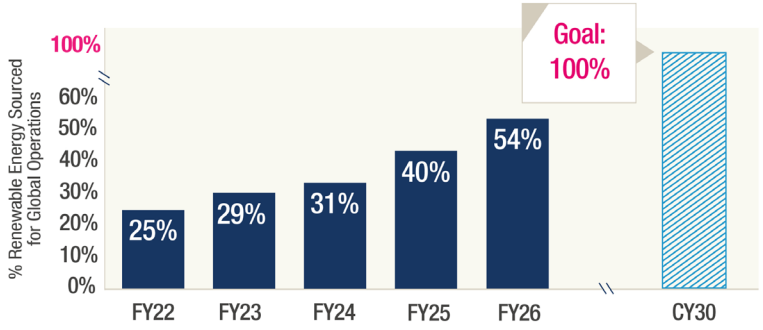
In the U.K. and Ireland, we continue to utilize some trucks powered by low-carbon biofuels (bio-CNG and bio-LNG) for certain store deliveries.

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

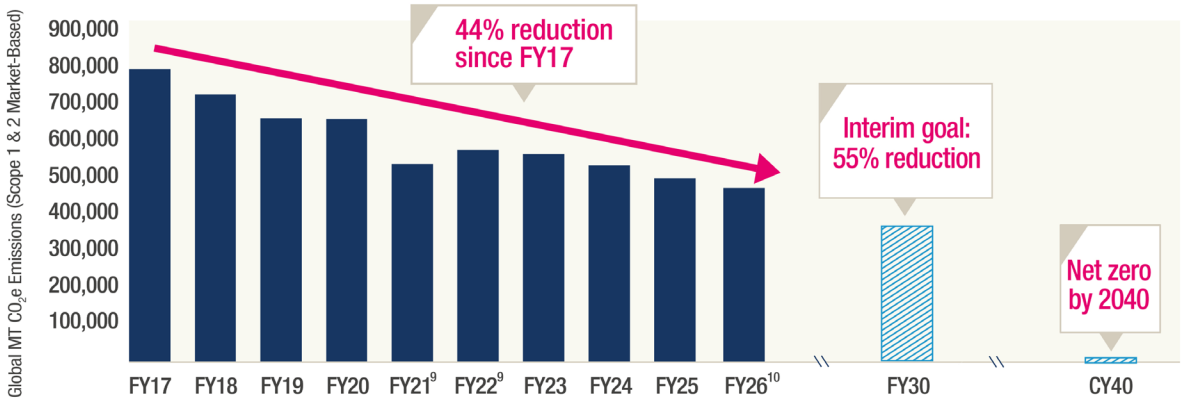
In Canada, we are piloting the use of electric heat pumps in stores.

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

PROGRESS TOWARD RENEWABLE ENERGY GOAL



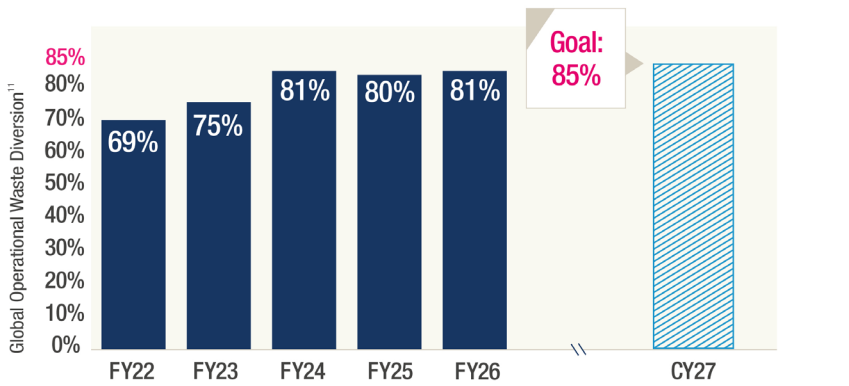
PROGRESS TOWARD GHG EMISSIONS GOALS



Waste Management

Teams throughout TJX work to implement cost-effective strategies and processes to manage operational waste. Efforts focus on eliminating operational waste where feasible and increasing reuse and recycling across our stores, distribution centers, and certain corporate offices, globally.

PROGRESS TOWARD WASTE DIVERSION GOAL



Recycling programs for common items like cardboard, plastic, paper, aluminum, and glass have been in place for many years.

In Fiscal 2026, Associates in the U.S., Canada, Europe, and Australia helped us recycle more than 250,000 tons[12] of cardboard and more than 5,800 tons of plastic.

To help reduce single-use plastic, certain distribution centers in the U.S. and Canada and ecommerce fulfillment centers in the U.S. and Europe utilize a fiber-based material in place of bubble wrap pouches to protect products in transit to stores.

Our divisions are also finding ways to better reuse or recycle pallets used in our transportation logistics networks. Many HomeGoods, Homesense, and Sierra stores across the U.S. partner with a vendor who collects and processes used wooden pallets that may be salvaged and repaired, reused, or ground into mulch, sawdust, or other uses. Other stores and distribution centers in the U.S. and Canada use pallets made of a more resilient material that is more conducive to reuse and recycling.



RESPONSIBLE SOURCING



Operating Responsibly

OUR APPROACH

TJX believes in the importance of responsible and ethical sourcing in our supply chain. We strongly value the relationships that we 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.

RESPONSIBLE SOURCING

Global Social Compliance
Sustainable Sourcing
Supplier Diversity

Global Social Compliance

Our Global Social Compliance Program is designed to convey and reinforce our expectations of respect for the human rights of workers in our supply chain through a variety of measures. Core elements of our program include our Vendor Code of Conduct, factory auditing, training, and stakeholder engagement.

/ Vendor Code of Conduct

Our Vendor Code of Conduct serves as the foundation of our Global Social Compliance Program. Our purchase order terms and conditions include a requirement for merchandise vendors, including any factories or subcontractors they use, to comply with our Vendor Code of Conduct.

/ Factory Auditing

Our factory auditing efforts help us monitor factories' adherence to our Vendor Code of Conduct. While these audits cover a portion of our supply chain, we have expanded the program's inclusion criteria in recent years.

In Fiscal 2026, we audited or received audit reports from ***more than 3,600*** *factories in nearly 40 countries.*

/ Training

We conduct formal training sessions for TJX Associates involved in the buying and/or development of merchandise, as well as for buying agents, vendors, and factory management within our factory auditing program.

/ Stakeholder Engagement

We engage with industry associations and various stakeholders on various topics, including human rights and supply chain risk management. We believe this collaboration supports our efforts as we consider potential program enhancements.



Sustainable Sourcing

TJX continues to work on initiatives related to sourcing certain products, product packaging, and operational supplies with sustainable attributes. 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.

Additionally, we have been examining the packaging of certain product categories to find ways to redesign them. Examples include certain holiday decor styles that may now be designed without the use of clear plastic window boxes, certain candle styles that may now be packaged in FSC-certified paperboard, and certain gift wrap styles that may now be packaged with recycled materials.





100%

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 the end of 2030.

In 2025, TJX met its goal to phase out the use of polyvinyl chloride (PVC) in the packaging of soft home products developed in-house by our product design team. In our stores globally, you may find TJX-designed soft home products including top-of-bed styles, table linens, outdoor seating cushions, and more packaged with PVC-free alternatives such as ribbon, paperboard, textiles, and tote bags.

Supplier Diversity

For more than 30 years, our Supplier Diversity Program has been dedicated to widening our potential supplier base for not-for-resale goods and services. Over the years, our program has expanded to additional regions where we operate, helping to open doors for businesses owned by minorities, women, veterans, LGBTQIA+ individuals, Aboriginal or Indigenous peoples, people with disabilities, and more. By widening our supplier pool, we aim to introduce meaningful opportunities to diverse businesses[13] while helping to strengthen our ability to select the strongest partners for each business need.





Operating With Integrity

OUR APPROACH

As an off-price leader and a Fortune 100 company, we recognize that our stakeholders, including Associates, customers, communities, vendors, and shareholders, expect our business dealings and interactions to be grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect. Learn more on the topics below:

- Human Rights
- Governance
- Data & Technology





GOVERNANCE & INTEGRITY

Human Rights

We hold ourselves to high ethical standards, and we expect respect for human rights to be taken seriously by stakeholders throughout our global operations and supply chain.

We support our Associates through a number of initiatives, including our Global Code of Conduct, focus on inclusion, and our long-standing open door philosophy. We also aim to support workers in our supply chain through our Vendor Code of Conduct, factory auditing, social compliance training, and ongoing stakeholder engagement.

Governance

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

Data & Technology

As our use of data and emerging technology in our business continues to evolve, we have implemented governance processes to identify, monitor, and mitigate risks associated with these activities and new capabilities.

We maintain an Information Management Program and continue to explore opportunities to use AI to support our organization. Both are overseen by TJX's designated steering and governance committees—cross-functional groups of leaders responsible for enhancing our approach to privacy, cybersecurity, and records management, as well as evaluating AI use cases, mitigating associated risks, and managing TJX's AI Responsible Use Policy.



Reporting & Disclosures

About this Summary

For over 15 years, we have formally reported on our global corporate responsibility efforts. The data presented throughout this summary are highlights from our Global Corporate Responsibility Report, which is available on TJX.com, and denote TJX's Fiscal 2026, which ended January 31, 2026, unless otherwise noted.

We think of our corporate responsibility reporting as ever evolving. We continue to evaluate the changing landscape of reporting frameworks and consider what is appropriate for our off-price business and disclosures. In addition to our Global Corporate Responsibility Report, we follow several reporting standards including CDP, SASB, TCFD, and United Nations Sustainable Development Goals.

CDP

SUSTAINABLE DEVELOPMENT GOALS

SASB STANDARDS
Now part of IFRS Foundation


HOME
HomeSense

Forward Looking Statements

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS: This report contains “forward-looking statements”. These forward-looking 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,” “plan,” “potential,” “predict,” “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, including, among others, the Company’s anticipated operating and financial performance; the outcome of business plans, prospects, and strategies; the achievement of objectives, 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, waste management, 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 anticipated quarterly and annual operating results, financial performance, business plan prospects, investments, and market expectations; inventory or asset loss; cash flow and plans with respect to long-term indebtedness; 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 certain seasons of the 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 U.S. 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 our filings with the SEC and any further disclosures we may make in our future reports to the SEC, available at www.sec.gov, on our website, or otherwise.

Our forward-looking statements in this report speak only as of the date of publication of 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 a part of, and is not incorporated by reference into, any of our reports to the SEC.

Footnotes

[1] As of January 31, 2026, 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 the following categories, which are consistent with the racial and ethnic classifications of the Equal Employment Opportunity Commission (EEOC): Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Other Pacific Islander; American Indian or Alaskan Native; and Two or More Races.

[4] Highlights shown incorporate donations from one or more of the following: TJX, TJX Foundation grants, Associate and customer donations.

[5] Impact data provided by charity partners.

[6] 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.

[7] 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.

[8] Refers to growth in company revenue and store square footage since Fiscal 2017, TJX's GHG emissions goal baseline year.

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

[10] TJX made certain changes related to our GHG reporting processes in Fiscal 2026 as part of our continuous efforts to support alignment with evolving reporting requirements. This included the implementation of a new carbon accounting platform for calculating GHG emissions, which resulted in changes to certain methodologies, estimation approaches, and/or emissions factors applied. Additionally, beginning in Fiscal 2026, the reported GHG data now includes certain cooling and heating sources where TJX was not billed directly for our usage, which had previously been identified as an exclusion. These changes had an immaterial impact to our GHG emissions, energy consumption, and intensity metrics presented and are not reflected in the comparative information for reporting periods prior to Fiscal 2026.

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

[12] May include a small percentage of recyclable paper.

[13] A business that is at least 51% owned, operated, and controlled by a recognized diverse classification.



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