





GLOBAL CORPORATE RESPONSIBILITY REPORT

2026

Table of Contents

Introduction 3
- *Message From Ernie Herrman* 3
- *About Our Company* 4
- *Our Approach to Corporate Responsibility* 5
- *FY26 Highlights* 8

Workplace 9
- *Culture & Engagement* 10
- *Recruitment & Development* 12
- *Inclusion & Diversity* 17
- *Health & Well-Being* 22

Communities 24
- *Basic Needs* 27
- *Education & Training* 29
- *Patient Care & Research* 32
- *Empowering Women* 34

Environmental Sustainability 36
- *Climate & Energy* 37
- *Waste Management* 43

Responsible Sourcing 47
- *Global Social Compliance* 48
- *Sustainable Sourcing* 54
- *Supplier Diversity* 57

Governance & Integrity 58
- *Human Rights* 59
- *Governance* 61
- *Data & Technology* 63

Reporting & Disclosures 64
- *About Our Reporting* 65
- *Data Tables* 66
- *SASB Index* 74
- *TCFD Index* 76
- *UN SDGs Index* 77
- *EEO-1 Report* 79
- *Endnotes* 80
- *Forward-Looking Statements* 81















A Message From Our CEO and President

For more than 15 years, TJX has formally reported on our corporate responsibility efforts, building on a much longer history of striving to be a responsible corporate citizen. This Global Corporate Responsibility Report outlines the work we continue to do across our business to support our Associates, give back to our communities, help mitigate our impact on the environment, and operate responsibly. 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 approach to corporate responsibility is grounded in our core values of honesty, integrity, and treating each other with dignity and respect. These values guide how we conduct our business and inform the expectations we hold for ourselves as a Company and for those we do business with. We believe that reporting on our programs and the standards that guide our actions is an important part of this work across our global organization.

Workplace: Our Associates, Our Culture

Our Associates and our culture are at the heart of our Company. We are 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. Fostering this kind of environment includes a continued focus on training and development, as well as encouraging open dialogue and collaboration. Through these efforts, we aim to support our Associates so they have the opportunity to grow, contribute, and have the tools to build long-term careers across our global organization.

Communities: Helping Build Better Futures

With the support of our Associates, generous customers, and our three regional charitable foundations, we focus our community giving on organizations that fulfill basic needs, provide education and training, deliver services for those facing health challenges, and empower women. These partnerships reflect our long standing commitment to being engaged and giving back in the communities we serve.

Environmental Sustainability: Mitigating Our Impact

We are committed to pursuing initiatives that are environmentally responsible and smart for our business. Our efforts help support our global goals aimed at achieving net zero greenhouse gas emissions in our own operations, sourcing more renewable energy, diverting operational waste from landfill, and reducing the environmental impact of certain product packaging. As part of this work, we met our goal at the end of 2025 to remove polyvinyl chloride (PVC) from the packaging of soft home products designed by our in-house product design team, an important step as we make progress toward our broader packaging goal. Teams support our goals through a range of initiatives, including installing LED lighting technology and solar panels in certain facilities, designing newly constructed distribution centers to be solar-ready, expanding reuse and recycling infrastructure, and advancing many other programs that reflect our long term approach to environmental sustainability.

Responsible Sourcing: Conducting Business Responsibly

We hold ourselves to high ethical standards and expect the same from those we do business with. Through our Global Social Compliance Program, we seek to promote respect for the human rights of workers in our supply chain. This work is anchored by our Vendor Code of Conduct, which sets clear expectations for vendors and the factories they use.

All of the work described in this report is made possible by the dedication of our Associates around the globe. I am grateful for their continued commitment and the role they play in upholding our values each day. I invite you to read more about our efforts in this year's Global Corporate Responsibility Report.



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.



Highlights

5,200+	10	6	~377,000	#79
Stores[1]	Countries[2]	E-comm Websites[1]	Associates[1]	Fortune 500 Ranking (2026)

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, allowing us to react to frequently changing opportunities and trends and to adjust when, how, and what we source.

Our world-class buying organization includes over 1,400 Associates. They source merchandise from an expansive and changing universe of more than 21,000 vendors and from more than 100 countries around the globe.

The majority of the product we sell in our stores and online is brand-name merchandise. Our buyers acquire merchandise through a range of opportunities, including department store cancellations, manufacturers making too much product, or closeout deals when brands or other retailers look to clear merchandise at the end of the season. We also design or develop some merchandise ourselves 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.

Our Approach to Corporate Responsibility

At TJX, we have built our long-standing global corporate responsibility program over many decades, focusing on initiatives that we believe help support our business. These initiatives are anchored by our mission to deliver great value to our customers every day. They include 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 typically 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 our 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 appropriate for our business within our off-price business model. We think of our corporate responsibility programs as ever evolving and are proud of the progress we've made. We continue to look for opportunities to further enhance our programs and disclosures in this area.

Management & Oversight

Our Board of Directors has oversight responsibility of our global corporate responsibility strategies. Senior leaders across global cross functional teams report to the Board in this area. In addition, our Senior Vice President, Chief Risk and Compliance Officer reports regularly to the Board and its committees on key areas of risk across the business, including corporate responsibility-related risks, should they arise.

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 it is responsible for providing periodic updates to the Board of Directors.

Senior leaders from Corporate Finance, Environmental Sustainability, and Human Resources, including those who contribute to corporate responsibility and sustainability programs, form a corporate responsibility leadership committee. The leadership committee's responsibilities include supporting efforts around our global corporate responsibility strategies, such as those related to regulatory reporting and our climate risk assessment; 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 of our corporate responsibility initiatives, regulatory reports and voluntary disclosures, climate risk assessment, and progress against our environmental sustainability goals.

As part of its ongoing risk oversight, the Board reviews significant corporate responsibility-related risks should they arise. Two primary processes for identifying potential corporate responsibility-related risks include our climate risk assessment and our enterprise risk management (ERM) program. Our ERM program is managed by our CRO and is a global process for evaluating a broad range of risks to the business. This process analyzes global operational feedback in an effort to identify, understand, and mitigate key risks based on their probability and severity. The Board receives at least quarterly updates from the CRO of TJX that would be expected to include significant corporate responsibility-related risks, should they arise. To learn more about our climate risk assessment, see our **TCFD disclosure**.

Stakeholder Engagement

We strongly believe that for our policies and practices to be effective, they must evolve, make sense for our off-price business model and opportunistic buying strategies, and be informed by the perspectives of our many global stakeholders, including our Associates, customers, shareholders, and others. We view engaging with these various stakeholders, in addition to industry associations and partners, as an opportunity to hear insights and learn.



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 our Associates through various channels. Our in-store bulletin boards, digital signage, and digital communications app are important tools in sharing Company information and feature store news like volunteer events, fundraising successes, new processes, and more. In addition, we share information with our Associates through in-store team huddles. We also have programs for Associates to share their 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 strive to engage our Associates in corporate responsibility initiatives and efforts. For example, Associates in the U.S., Canada, and Europe can nominate organizations within their communities for the opportunity to receive a grant from one of our three 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 have a passion for supporting organizations that help those in need, are eager to participate in volunteer opportunities, and 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 and e-commerce 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 strengthening navigation in our stores and our websites and helping to determine how best to showcase and feature merchandise. We carefully test new 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 help us 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.

We believe shareholder engagement can help us better understand and respond to the varied perspectives of our stakeholders and help us make our disclosures more meaningful to a broader range of stakeholders. Engagements have also informed a number of enhancements to our policies and practices over the years, including those related to our global environmental sustainability efforts; our Global Social Compliance Program, which includes our **Vendor Code of Conduct**; and disclosure about our human capital management practices, including workforce composition data, as well as 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, or are members of, 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 are also members of the Boston College Center for Corporate Citizenship and the National Retail Federation (NRF).

FY26 Highlights[1]



Workplace

69%
of people in managerial positions globally were women[3]

38%
of people in managerial positions in the U.S. were people of color[3,4,5]

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

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

Communities

2,500+
organizations supported through monetary grants[6]

2 million
young people provided access to educational opportunities[6,7]

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

40 million
meals provided[6,7]

Environmental Sustainability

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

81%
of global operational waste diverted from landfill

54%
of electricity sourced for our own global operations came from renewable resources

Responsible Sourcing

Reviewed audits from factories in
~40
countries

Expanded inclusion criteria of our factory auditing program

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

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.

As a company, we aim to appeal to customers across many demographic groups. 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 mission to deliver great value to our customers every day.

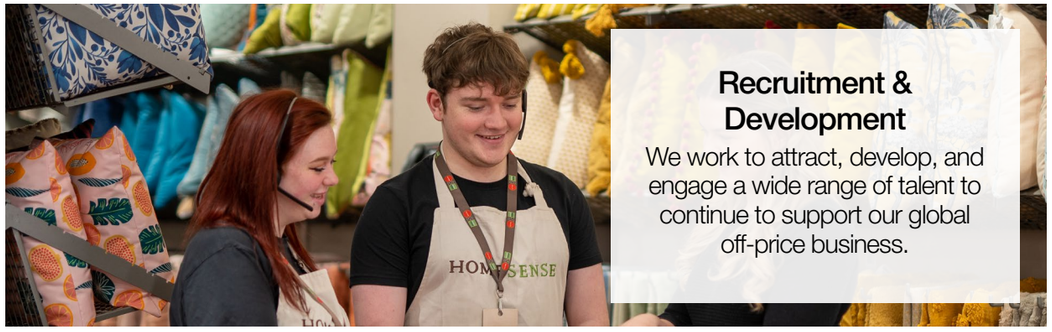
Workplace Initiatives

We report on our efforts to make TJX a great place to work in the following areas:



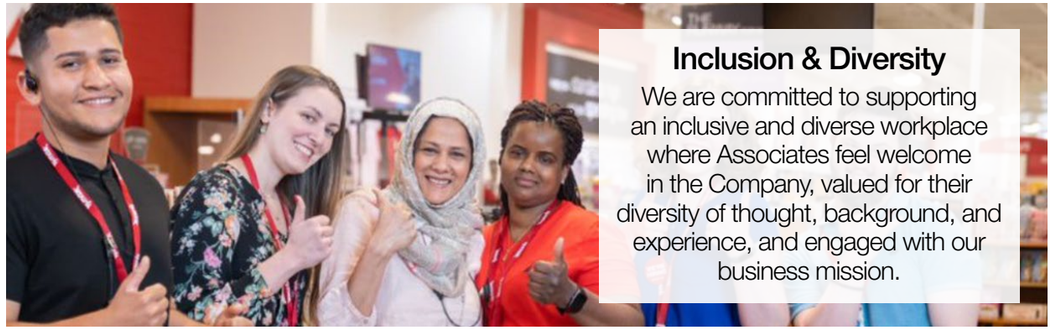
Culture & Engagement

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.



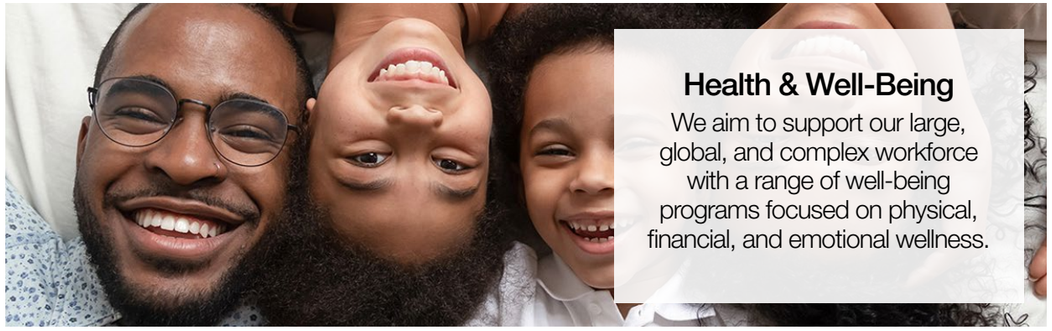
Recruitment & Development

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



Inclusion & Diversity

We are 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.

FY26 Highlights[1]

69%
of people in managerial positions globally were women[3]

78%
of promotions globally were earned by women

38%
of people in managerial positions in the U.S. were people of color[3,4,5]

54%
of promotions in the U.S. were earned by people of color[4,5]

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

Culture & Engagement

Championing Our Culture

At TJX, our Associates and our culture are at the heart of our Company. Our business is supported by teams of talented individuals who bring our core values of honesty, integrity, and treating each other with dignity and respect to life. We strive to create a 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.

We believe a great company culture is one where Associates feel seen and heard, management is transparent and authentic, work-life balance is honored, teams are proud and excited to work together, and having fun is encouraged. We work to foster an environment that promotes this kind of experience for our Associates, and we believe our culture is an important part of why they stay: 41% of people in managerial positions around the world have been at the Company for 10 or more years[3] and more than 75% of current U.S. Store Managers were promoted into the Store Manager role from other positions in the Company.



Developing Talent, Strengthening Culture

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 provide common language and guidance for Associates to have a shared understanding of the behaviors, skills, and actions that have helped contribute to long-term success for many of our Associates. Personal character and integrity are at the core of these competencies, as is investing the time to build relationships, whether that is with co-workers within a store or in another country. We believe that developing our culture and Associates through the TJX Leadership Competencies and Cultural Factors helps benefit our business overall. To learn more about our commitment to developing our Associates, visit our **Recruitment & Development** page.

Our Open Door Philosophy

An important part of who we are, and how we work together, is our open door philosophy. 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 value the ideas and perspectives of our Associates and strive to create a culture where their feedback is heard and considered. To uphold our culture of openness, we are committed to creating a welcoming environment where our Associates' well-being can be discussed and supported.

Part of this decades-long open door philosophy is a commitment to our Associates that their questions, concerns, and suggestions can be shared without fear of retaliation. Associates are welcome to speak with leaders throughout the organization or raise questions or concerns through the TJX Helpline.



Strengthening Connection and Engagement

Checking in with Associates is an important way we aim to strengthen culture across TJX, and we connect with our Associates in a variety of ways. In our stores, we hold regular team huddles where we share important updates and Company information. These huddles serve as touchpoints to help Associates stay informed and engaged. Our in-store dynamic digital signage is another important tool for engagement in stores, featuring updates such as volunteer events, fundraising successes, new processes, and more. We also have programs for Associates to share ideas, including thoughts on how to further improve customer experience, as well as several in-store programs designed to motivate and reward our Associates, stores, and districts.

Forums we use to help strengthen engagement and foster communication with Associates in our corporate offices include Town Hall meetings, State of the Company meetings, and CEO updates. Held periodically throughout the year, these events provide opportunities for Associates to hear directly from leadership and ask questions. We also publish regional newsletters to help communicate information and announcements. Associates may also have the opportunity to share feedback through engagement surveys. For example, TJX Canada conducts biennial Associate engagement surveys, which provide meaningful insights into culture, well-being, and engagement and inform action plans tailored to local needs.

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 groups are open to Associates who identify with or support the community and those who want to learn more. ARGs aim to support TJX's business priorities and talent development goals and have played an important role over many years in helping to promote an inclusive and collaborative culture and offer professional and social support to members. Learn more about our Associate Resource Groups and committees in our specific regions on our **Inclusion & Diversity** page.

Recruitment & Development

Attracting & Developing Tomorrow's Leaders, Today

SASB: CG-MR-310a.2

As a Fortune 100 company operating more than 5,200 stores around the world, we work to attract, develop, and engage a wide range of talent to continue 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.

To do this, we continue to use a variety of strategies. For example, in Fiscal 2026, we attended career fairs; used tools, technology, and resources to support our networking and help us to engage with prospective candidates; promoted internal opportunities to encourage current Associates to seek jobs internally; continued developing community partnerships and connecting with diverse networks to expand our candidate pipeline; and actively sought candidates with transferrable skills for opportunities at TJX. We are also mindful of the diverse demographics of the customers we serve as we continue to foster inclusion and diversity in our Field Management talent pipeline.

Many of these strategies are designed to support our efforts to recruit from a diverse pool of candidates, including people of color, LGBTQIA+ individuals, people with disabilities, women, and people with varying backgrounds, skills, and experience, at every level of our organization.



Early in Career & Campus Recruiting

At TJX, we are passionate about attracting and developing the next generation of retail leaders. We use many strategies to support our hiring efforts, including through a variety of events, career development, and recruitment opportunities. For example, in the U.S., we work with a broad range of colleges and universities, including both two- and four-year programs across the country, as well as Historically Black Colleges and Universities. Within those campuses, we work with student-led organizations focused on areas that map to skills we look for at TJX, including marketing, supply chain, fashion, retail, and technology. In addition to our work with colleges and universities, we partner with nonprofit organizations, including Bottom Line, Fashion Scholarship Fund, Girls Who Code, National Retail Federation, SummerSearch, The BASE, The Posse Foundation, and Thrive Scholars. These campus and nonprofit connections help introduce more high school and college students to opportunities at TJX, supporting our efforts to recruit talented Associates based on skills, qualifications, and experience by broadening our pipeline of candidates.

Our longstanding TJX internship, co-op, and apprenticeship 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 2026, we were excited to have over 600 people participate in our internship, co-op, placement, and apprenticeship programs.

We also run a part-time internship program in the U.S., which helps to widen our pool of participants and attract students who may not be able to participate in our full-time program. Additionally, in Fiscal 2026, we continued 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.

TJX Europe recruits from a broad pool of candidates through close connections with educational and youth employment organizations and continued partnerships with organizations such as The King's Trust in the U.K. and Kolping in Germany. The programs delivered through these partnerships aim to support young people who face barriers to employment, setting them up for success through a combination of work experience, training, and new skills development.



TJX Europe has partnered with The King'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 worked to deliver impactful employability programs, enabling participants to gain experience in the Retail, Buying, 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.

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. In Fiscal 2026, TJX partnered with job boards for candidates in the military community to further connect with service members, veterans, and their spouses. Since 2013, we are pleased to report that we have hired more than 17,500 Associates who are members of the military, veterans, or their spouses.

Creating Personal & Professional Opportunities

For 30 years, TJX has been working to provide employment and development 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 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 nearly 500 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 committed to offering meaningful learning experiences that support both day-to-day performance and long-term career growth. We believe that these efforts have promoted retention, stability, and increased expertise for our workforce.

Learning happens broadly throughout the organization through informal coaching, hands-on guidance, and targeted opportunities such as our TJX University for Merchandising, which provides functional and role-specific learning for our merchandising Associates. We are agile in our approach to creating learning opportunities, offering in-person, virtual, and online learning experiences. Across all formats, our career development initiatives are designed to foster open communication and relationship building, which are both key parts of our culture.

FY26 Highlight[1]

>75%

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

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 2026, 41% of people in managerial positions around the world have been at the Company for 10+ years.[3] In the field, we are proud that, as of the end of Fiscal 2026, 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 strive to cultivate our Company's leaders of tomorrow. Over a decade ago, we created Leadership Competencies and Cultural Factors (LCCFs) to help express our organizational values and promote consistency in Associate development. The LCCFs are at the heart of our development approach and serve as the common thread in the development programs and initiatives offered across our regions. The LCCFs, which are communicated to Associates in a variety of ways, including printed guidebooks, regional intranet sites, and more, provide common language and guidance to help promote a shared understanding of what has contributed to success for many of our Associates. 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 strongly believe our full set of competencies and cultural factors can help set Associates up for success, which helps benefit our business overall.

Across each of our regions, we continue to provide our managers with tools designed to effectively engage their Associates in meaningful ways and support them as they navigate various leadership opportunities and challenges. In Fiscal 2026, we continued to evolve our "Manager Core Essentials" framework, a collection of learnings and tools that launched in Fiscal 2025 to help equip managers to have engaging and meaningful conversations with Associates around moments that matter.

Development Resources

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. Associates are encouraged to take an active role in their own development, and we offer a number of resources to support their journeys. For example, we have a Global Online Learning Library with over 2,000 digital, self-paced learning modules. Additionally, eligible Associates in the U.S., Canada, and Australia may apply for tuition assistance programs or scholarships to help them achieve their educational and development goals.



We offer mentorship resources across the organization globally to help encourage stronger connections among Associates and leaders and foster development. These resources support formal 1:1 mentoring, informal connections, and facilitated group roundtable conversations on topics that are important to our Associates, including career guidance, executive presence, self-awareness, and authentic leadership.

While we take a global approach to development, each region aims to tailor offerings to meet their Associates' needs. TJX Canada and TJX Europe leverage a developmental approach called "Be Your Best Self," which aims to empower Associates on their career development journeys by offering development planning tools and a collection of trainings, among other resources, to support Associates in developing their skills and off-price knowledge.

TJX Canada utilizes a national learning calendar that provides workshops focusing on professional and leadership development and a digital lending library where TJX Canada Associates can borrow digital books, including content related to TJX's Leadership Competencies and Cultural Factors. TJX Europe 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 also have established relationships with a variety of external organizations to offer additional resources and learning opportunities to our Associates.

Leadership Development

TJX offers many learning and development opportunities for leaders and emerging leaders across the organization. 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 2026, across our divisions, over 11,200 Associates in leadership positions completed at least one course in the Global Leadership Curriculum.

FY26 Highlight[1]

11,200+

Associates in leadership positions who completed at least one Global Leadership Curriculum course

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 work on cross-functional teams, engage in 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.

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 opportunities focused on deepening business skills and leadership capabilities. Programs include tiered and customized onboarding approaches that aim to support efforts to bring learning to a wider range of leaders. For example, TJX Canada offers a Supervisor Onboarding program for certain leadership positions in stores and in Fiscal 2026, TJX Canada enhanced the District Manager training program for Store management.

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 Leadership Development program in Europe for more senior-level Associates, where participants gain insight into themselves as authentic leaders and develop skills to help them thrive in unpredictable circumstances. The program covers a range of topics, including inclusion and diversity, leadership presence, and emotional intelligence, and aims to build stronger, more collaborative teams across the organization and elevate the capability of senior leaders. TJX Europe also offers bespoke coaching for Regional, Country, District, Store, and Assistant Managers through its Retail Training Function.

Merchant Development & TJX University

At TJX, we are particularly proud of our merchant development 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.



Inclusion & Diversity

Welcome, Valued, & Engaged

SASB: CG-MR-310a.2, CG-MR-330a.1

UN SDGs: 5

At TJX, inclusion and diversity have been an important part of who we are for many years, and we are 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.

At TJX, we view diversity as inclusive of many dimensions – race, ethnicity, age, sexual orientation, gender identity, skill, ability, experience, religion, perspective, background, 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.



Global Priorities



Increase the Representation of Diverse Associates Along Our Talent Pipeline

We are committed to hiring the most qualified candidate for each role we recruit for and aim to reach a broad pool of candidates to strengthen 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 reach a wider pool of job applicants, including diverse talent, while also communicating TJX's various development opportunities to all Associates. Expanding our outreach, looking for transferable skills, internal training, and other tools and resources help to support us in these efforts.

For early career positions, we have continued to work with organizations, colleges, and universities to support a variety of events and 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. 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, Fashion Scholarship Fund, SummerSearch, and Thrive Scholars. We have also continued to work with Historically Black Colleges and Universities.

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. These 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.

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 education and tools to help them 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 by strengthening their understanding of and ability to implement 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 includes tools designed to champion inclusion and encourage and empower leaders to engage their direct reports. In Fiscal 2026, TJX also offered discussion sessions to various leaders around the globe including sessions that explored topics including resilience and authenticity. In addition, TJX Canada continued to support leaders through conversation sessions that explored topics such as microaggressions and allyship.



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.

In the U.S., we offer learning series discussions that give 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 "Cultivating Curiosity," "Being an Ally at Work," and "Being Authentic." Additionally, in Fiscal 2026, TJX Europe held an Inclusion and Diversity conference in the U.K. focused on bringing together Associate communities from across Europe for education and storytelling. The event featured sessions on topics like neurodiversity and our global 'Everyone has an &' campaign, among other topics.

We also aim to create opportunities for Associates to share their perspectives and experiences. As part of this, we have rolled out a global 'Everyone has an &' internal campaign in recent years, featuring Associates sharing what makes them unique beyond their professional roles and career aspirations. This initiative celebrates individuality and encourages Associates to embrace and express their unique identities and experiences. Some Associate "&'s" have included being a veteran, living with disease, being biracial, being a dancer, and having overcome infertility.

Across various functions within the organization, Associates, supported by Human Resources, have set up committees or engagement groups to help further incorporate inclusion and diversity into our everyday work. In recent years, this has resulted in initiatives that we believe support inclusion and our business. For instance, our merchandising and product teams have found opportunities to enhance and expand our product assortments as appropriate for our opportunistic buying and off-price business model.



Championing Inclusion

Inclusion is championed within our culture in many ways, including through several types of Associate groups that support our I&D priorities. 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 help us in striving to align our programs with our business and talent priorities.

Another way inclusion is championed within our culture is through Associate Resource Groups (ARGs) in the U.S. and Europe. First launched in the U.S. more than 25 years ago, ARGs help us champion inclusivity throughout our workplace. Open to Associates who identify with or support the community and those who want to learn more, ARGs aim to support TJX's business priorities and Associate development in a multitude of ways, including helping to promote an inclusive and collaborative culture, partnering with the business to understand and help achieve its priorities, offering professional and social support to ARG members, supporting Associate development through engagement and growth opportunities, amplifying the voices of our Associates, and promoting diversity awareness in the workplace. 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 and panel discussions, volunteering opportunities, charitable giving, and celebration of diversity appreciation months, and also consult on business opportunities, as appropriate.

Both the U.S. and Europe have ARGs that collectively include support for Associates with disabilities, working parents, members of the LGBTQIA+ community, members of the U.S. Armed Forces, women, Asian and Pacific Islander Associates, Black Associates, and Hispanic and Latin Associates.



In Fiscal 2026, many of our ARGs continued to focus on intersectionality and worked in collaboration to host events and educational sessions together. In the U.S., ARGs hosted various events for Associates, including events aimed at helping Associates better understand TJX benefits, supporting career development within TJX, celebrating diversity appreciation, and conversations with TJX leaders on topics including authenticity, resilience, and their experiences and career paths at TJX. In Europe, ARGs hosted several events for Associates featuring external speakers and panel discussions on topics including neurodivergence, career development, benefits, relationship abuse situations, and workplace identity.

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 for Associates. In Fiscal 2026, 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 Working Groups and Committees that support the delivery of initiatives associated with the inclusion and diversity plan. The Working Groups focus on supporting topics like physical and mental health, cultural heritage, and Aboriginal and Torres Strait Islander cultures. The Committees support and represent store and processing center Associates and are responsible for the implementation of initiatives set by the Working Groups. In Fiscal 2026, the Working Groups organized activities and events aimed at promoting education and engagement. This included events for NAIDOC week, National Reconciliation week, Harmony Day, R U OK Day, and International Women's Day.

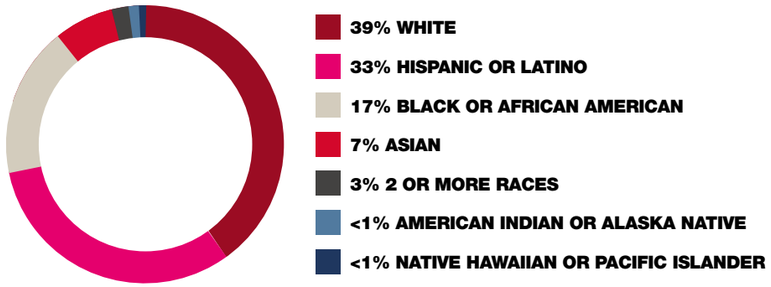
TJX is committed to doing our part to continue to support our many diverse Associates as well as to foster inclusion within our workplace. In the U.S., we offer health, life, and disability benefits for same-sex spouse or domestic partners as well as transgender-inclusive healthcare, services, and transition 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, lactation rooms, a gender-neutral dress code policy, digital mental health support, access to no-cost counseling sessions, and educational resources covering topics such as new and expectant parent support.

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.

We are proud of our culture that prioritizes Associate development and advancement within our organization and are pleased that 41% of Associates in managerial positions around the world have been at the Company for more than 10 years.[3] In the field, we are proud that, as of the end of Fiscal 2026, 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 continuing to recruit talent from the widest pool possible to find the right candidates, build our talent pipeline with diverse talent, and provide current Associates opportunities for growth and development.

2024 U.S. Workforce Representation By Race/Ethnicity[8]



Click Here to View Our 2024 U.S. EEO-1 Report

FY26 Global Gender Diversity[1]

77% of our global workforce were women

69% of people in managerial positions globally were women[3]

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

FY26 U.S. Racial Diversity[1,4,5]

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[3]

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 were women

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 2025 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, we have long been committed to fostering a positive and inclusive workplace where Associates feel welcome, valued, and engaged. We aim to support our large, global, and complex workforce in a variety of ways, including through benefit packages that are competitive in the markets where we operate and aligned with the talent needs of our business. Across our global business, we have a range of well-being programs that are focused on promoting 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 that well-being programs play an important role in helping to support our Associates in and outside of work. Providing these programs can help us attract and retain top talent, address the diverse needs of our workforce, and foster a healthier, more engaged team. We continually review our offerings and look for ways to enhance them so we can support our Associates.

Spotlight: Supporting Mental Health



At TJX, we aim to support our Associates' mental health by providing access to a variety of mental health resources, training, and educational content for eligible Associates and their families. Associates across the U.S., Canada, Europe, and Australia have access to an Employee Assistance Program that offers 24/7 confidential support on a range of matters to support their emotional well-being. We also provide access to educational resources, including online learning modules on mental health-related topics. In Fiscal 2026, our regions hosted a variety of initiatives to promote mental health awareness and well-being, including participation in R U OK? Day at TJX Australia and a multi-location roadshow at TJX Europe highlighting available resources and support for Associates.

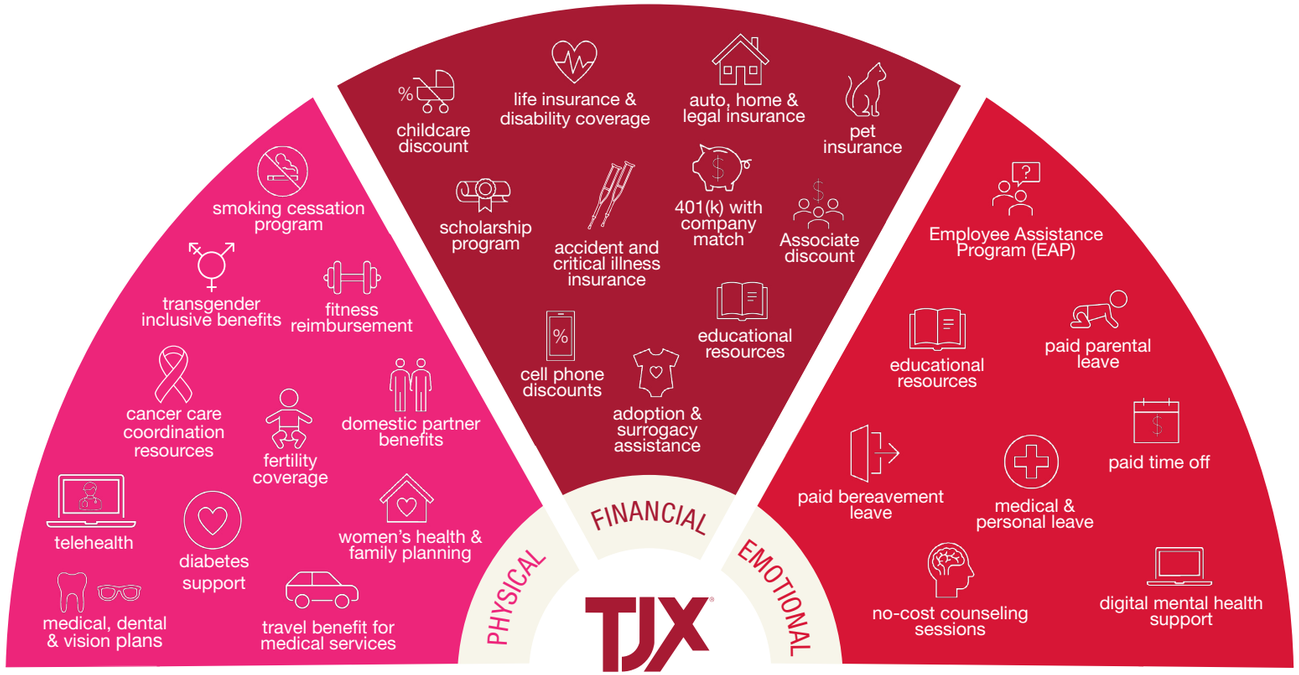
Examples of Benefits & Resources[9]

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. These benefits and resources may be provided directly or through external programs and services. Examples shown here may not be available to all Associates.

Physical: Medical, dental, and vision coverage options; 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 offerings and reimbursement.

Financial: 401(k) or similar retirement savings programs with company match; life insurance and disability coverage; life insurance, disability, and retirement benefit coverage for domestic partners; accident and critical illness insurance; scholarship and tuition assistance programs; 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 well-being platform, including tools for budgeting, debt management, 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 (find more information about our U.S. paid sick time policies at TJX here); 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, baby loss, stress reduction, suicide prevention, and support for caregivers.



Examples of Benefits and Resources Available to Eligible Associates[9]

[9]Benefits and resources, and applicable eligibility terms, vary across our global operations based on location, position, hours worked, length of service, and other factors. Examples shown above may not be available to all Associates within each geography.

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



Basic Needs

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



Education & Training

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



Patient Care & Research

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



Empowering Women

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

FY26 Highlights[1,6]

2,500+
organizations supported through monetary grants

40 million
meals provided[7]

400,000
shelter nights provided[7]

1 million
units of product donated[10]

27,000
relationship abuse services provided[7]

$26 million
for healthcare research and patient care

2 million
young people provided access to educational opportunities[7]

14,000
young people and women provided workforce readiness opportunities[7]

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 the 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 have included support for national charitable groups and donations to local nonprofits. 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 & In-store Fundraising**: Our retail chains in the U.S., Canada, Europe, and Australia 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, & Giving**: Associates contribute to the success of many of our programs through nonprofit nominations, volunteerism, and in-store fundraising events, as well as through their own donations. Throughout Fiscal 2026, TJX Associates engaged in various efforts to support causes they were passionate about, including participating in food and clothing donation drives; creating unique pieces of artwork for local hospitals; hosting events like fundraising trivia nights and 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 2026, TJX supported more than 1,600 Associate Nominated Grants, providing donations to organizations focused on education, medical research and care, food insecurity, housing insecurity, mental health support, support for people with disabilities, and environmental sustainability, among others.

We believe it is important to collaborate with our nonprofit 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. In addition to collaborating with our partners, across the globe, TJX makes an effort to understand the needs in our communities. For example, TJX Europe recently worked to better understand emerging themes where they operate to help identify funding priorities within local communities. This work enables us to create meaningful, authentic contributions in the places where we live and work.

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 above, we consider other ways we might give and have responded to current needs, including:

- **Disaster Relief**: To support communities in need when unexpected disasters strike, we have contributed to Red Cross chapters worldwide for over 25 years and to other organizations that help local communities. We have contributed to these organizations annually, so that in the wake of devastating disasters they are able to quickly help communities rebuild and provide clean water, safe shelter, and hot meals. In addition to our annual donations, in Fiscal 2026, The TK Maxx and Homesense Foundation donated to support on the ground trauma assistance for a crisis affecting a local school community in Austria. In Canada, Winners, Homesense, and Marshalls held point of sale fundraisers to raise money in response to widespread wildfires that took place in Manitoba, Saskatchewan, and Newfoundland and Labrador.
- **Inclusion & Diversity**: As a business, we continue to support inclusion and diversity and increased access to opportunities for all by providing assistance to under-resourced communities in the U.S., Canada, Europe, and Australia. We also continue to support an inclusive and diverse workplace, and we do not tolerate discrimination or harassment, as referenced in our Global Code of Conduct, learn more about this work on our Inclusion and Diversity page.

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)
- Younous (Austria)

Basic Needs

Meeting Critical Basic Needs Through Warm Meals, Clean Clothing, & Safe Places 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 2026, 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 35 million meals served to those in need. Through this campaign and other global efforts and nonprofit partners, TJX helped provide 40 million meals to those in need in Fiscal 2026.

FY26 Highlights[1,6]

40 million
meals provided[7]

400,000
shelter nights provided[7]

1 million
units of product donated[10]



In the U.S., TJX supports Cradles to Crayons, which serves children from birth through age 12 living in homeless or low-income situations, and provides them with essential items they need to thrive. In addition to TJX's financial support, many of our Associates participate in engagement programs with Cradles to Crayons. In Fiscal 2026, over 1,700 TJX Associates across the U.S. volunteered their time to support Cradles to Crayons through events and initiatives, including Backpack-A-Thons in Chicago, Philadelphia, and Boston. TJX also continued to help Cradles to Crayons address clothing insecurity in Fiscal 2026 by organizing a series of in-office volunteer events across the U.S. that helped families to receive high-quality essentials quickly and efficiently.



In Fiscal 2026, TK Maxx and Homesense in the U.K. were official retailers for Comic Relief's fundraising campaign, Red Nose Day. The Red Nose Day campaign aims to raise money and awareness to end the cycle of poverty and support children in need by supporting parents, caregivers, and healthcare workers, and by providing communities with clean water and safe spaces, among other things, 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 2026, TK Maxx and Homesense partnered with Disney, Aardman, Charlie Mackesy, Mr. Men Little Miss, Peter Blake, Rachel Joy, and Rankin to create t-shirts, sweatshirts, tote bags, aprons, and mugs featuring unique designs and beloved characters to help raise funds for the campaign.

Spotlight: Operation Warm



TJX has proudly partnered with Operation Warm since 2003, supporting the U.S. nonprofit's mission to serve children in need with brand-new, high-quality coats and shoes. Through Associate volunteer events and donations from The TJX Foundation, TJX helps Operation Warm provide children with emotional and physical warmth, confidence to socialize and succeed, and hope for a brighter future. 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 community partner volunteers were really great. They were caring and showed that they cared about all the students they came in contact with, all the way down to packing up the coats and giving the kids a bag to walk away with. This was a really wonderful opportunity for my students, and it's going to have a lasting effect on the kids."

- Kiara, Social Worker & Program Coordinator

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, these efforts have focused on enrichment and extracurricular programs that provide skills, resources, and opportunities to support school and career success. In Fiscal 2026, we worked with a variety of organizations that provided access to educational opportunities for 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. Over the years, the relationship has grown to include an annual in-store fundraising campaign and donations of profits from co-branded reusable bags. The money raised from these efforts has supported the funding of educational materials, books, and healthy foods for children in rural America. Read more about TJ Maxx's partnership with Save the Children and its work to support women and caregivers in our **Empowering Women** section.

TJX continues to work with Jumpstart, an early education organization in the U.S. that provides programming for 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.

FY26 Highlights[1,6]

2 million
young people provided access to educational opportunities[7]

14,000
young people and women provided workforce readiness opportunities[7]



Sierra aims to help make the outdoors and having an active lifestyle accessible for everyone. As part of this vision, Sierra partners with organizations that extend this value by fostering a greater connection to nature and encouraging outdoor play in the communities Sierra serves. Sierra is proud to support nonprofit partners KABOOM! and the National Park Foundation, whose work supports getting children outside and active. For KABOOM!, Sierra helps fund programs that are committed to providing safe play spaces that foster a sense of belonging for all children within their communities. In Fiscal 2026, Sierra partnered with KABOOM! to build a new playground in Rochester, New York. The playground started with imaginative visions drawn by children in the area to update an outdated playground and is now a place for Rochester children to play. Sierra also partners with the National Park Foundation to support its Open Outdoor for Kids program focused on creating opportunities for children to have meaningful outdoor experiences and for participants to explore national parks through immersive experiences, with an aim to create the next generation of park stewards. Through field trips, classroom engagements, and virtual activities, the program allows participants to learn about science and nature through memorable hands-on 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 2026, we continued to support Junior Achievement, a national provider of work readiness, entrepreneurship, and financial literacy skills training for young people. Their goal is to give young people the critical and creative thinking, collaboration, communication, and technical literacy skills needed to become lifelong learners to navigate our ever-changing world.

TJX Canada is proud to support the Canadian Civil Liberties Education Trust (CCLET), a nonprofit research and public educational organization which aims to protect and promote the rights and freedoms for all people in Canada. 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 2026, 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 2026, Winners and Marshalls in Canada supported the Indigenous community through Orange Shirt Day and the Orange Shirt Society, with a goal to create awareness of the individual, family, and community inter-generational impacts of Indian Residential Schools, and promote the concept that 'Every Child Matters.' In Fiscal 2026, Winners and Marshalls in Canada partnered with Anishinaabe Indigenous artist Jenny Kay Dupuis (JKD) to create an exclusive Orange Shirt Day t-shirt design, "Hearts in Harmony – Every Child Matters." Jenny Kay Dupuis's design was a tribute to the resilience, strength, and stories of Indigenous children, families, and communities. Her artwork served as a reminder of the continuing journey toward truth and reconciliation. 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 for over 10 years. The partnership supports young people from classroom to career, and specifically 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 an early intervention program designed to boost confidence, improve skills, and help young people re-engage with and succeed in their education. 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 75% of Fiscal 2026 participants going on to be offered employment with TJX Europe.

TJX Europe also partners with Stowarzyszenie WIOSNA in Poland. For over 10 years, 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. In Fiscal 2026, TJX Europe supported new efforts the organization has developed to help broaden their reach. Additionally, since 2010, TJX Europe has partnered with Children for a Better World in Germany to help combat child poverty and support children in achieving 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. Over the years TJX Europe has increased its funding, enabling Children for a Better World to extend support to approximately 20 additional welfare institutions. In addition, many TK Maxx Associates volunteered with Children for a Better World, engaging with children through inspiring activities and organizing donation drives.

In Austria, TJX Europe partnered with Younus, a nonprofit organization that supports children, young people, and parents facing poverty, social exclusion, or mental health challenges 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.

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, the United Negro College Fund (UNCF), and the Fashion Scholarship Fund (FSF) 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 provide support for gender equality, the LGBTQIA+ 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 2026, the TJX Canada Foundation donated funds to Indspire to support several scholarships for high school and post-secondary Indigenous students in Canada.

Spotlight: The Smith Family



TK Maxx in Australia supports The Smith Family, a national children's charity helping young Australians to overcome educational inequality. Since 2022, TK Maxx in Australia has helped provide enough funding to support over 1,500 Learning for Life scholarships. 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 for one year.

"The Smith Family's partnership with TK Maxx is grounded in our shared belief that every child deserves the chance to succeed at school. Through TK Maxx's support of our Learning for Life program and the impressive fundraising efforts of their team members and customers, this partnership has helped provide vital learning support for children over several years. It demonstrates the powerful impact that's possible when organizations work together to create better educational outcomes for children experiencing disadvantage."

- Doug Taylor, CEO, The Smith Family

Patient Care & Research

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

UN SDGs: 3

One of our social impact areas is focused on supporting organizations that deliver services to families and children facing health challenges and life-threatening illnesses, as well as funding organizations with missions aimed at spurring advancements in care and cures.

FY26 Highlight[1,6]

$26 million
donated for healthcare research and patient care

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 whole-person care through high-quality, low-cost health care and human services. In Fiscal 2026, TJX continued to support Dimock's various programs and services, including its substance use, mental health, and trauma recovery programs, and child and family services programs.

In the U.S., Marshalls has partnered with Breakthrough T1D (formerly known as the Juvenile Diabetes Research Foundation/JDRF) for over 30 years. Marshalls is proud to continue to help the organization work to cure, prevent, and treat type 1 diabetes and its complications, and to improve the lives of children and adults living with it. Through 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's 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 recent years, 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 assistance grants



to pediatric and adult patient families who are facing financial challenges during treatment. In Fiscal 2026, HomeGoods continued to support Dana-Farber's programming, including support groups for patients and caregivers, art therapy for patients, and game nights meant to bring hope and comfort. In addition, through the HomeGoods Young Adult Lounge, adolescent and young adult patients at Dana-Farber can enjoy a welcoming space that fosters community and connection for patients who often feel isolated during treatment. HomeGoods also donated festive seasonal merchandise for St. Jude patient housing facilities and hosted a fall festival on St. Jude's campus to bring joy to patients and families during treatment.

Over the years, TK Maxx in Ireland has supported Enable Ireland, an organization dedicated to helping support children with disabilities and their families by providing vital therapy and support services. In Fiscal 2026, TK Maxx continued to support Enable Ireland through merchandise sales, fundraising, and product donations from its Give Up Clothes for Good program, which allows customers and Associates in Ireland to drop off their pre-loved clothes, accessories, homeware, and textiles at their local TK Maxx store to be donated to Enable Ireland shops. Funding also helps support Enable Ireland in providing service centers, transport services, and specialist equipment and assistive technology for children and young people with disabilities throughout Ireland. To learn more about our other product takeback programs, visit the **Environmental Sustainability** section.

Spotlight: TJX Volunteers



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. In addition, over 800 U.S. Associates participated in the American Cancer Society's Making Strides Against Breast Cancer Walk. These initiatives continue to reflect our commitment to supporting organizations whose missions are focused on advancing care for those facing health challenges.

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.

FY26 Highlight[1,6]

27,000

relationship abuse services provided[7]



TJ Maxx aims to empower women to express their full selves without compromise, and its partnerships with Save the Children and Dress for Success in the U.S. support women in doing just that. In Fiscal 2026, 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, the Family Action Network, and the Rural Childcare Network. TJ Maxx also provided funding through Maxx You Grants to support parents and caregivers with financial assistance for childcare, provide business development grants to childcare businesses, and support those pursuing early childhood education qualifications by offsetting educational costs.



TJ Maxx's partnership with Dress for Success in the U.S. supports Dress for Success's mission to empower women to achieve economic mobility by offering workshops, trainings, style sessions, networking opportunities, and capacity-building grants for Dress for Success Network Members. In addition, TJ Maxx continued to provide Maxx You Grants to Dress for Success clients to help career and educational advancement, and to help provide access to higher education opportunities and personal development certifications. In Fiscal 2026, TJ Maxx also became the first sponsor of the Dress for Success Global Ambassador cohort, providing Global Ambassadors with wardrobe styling, live workshop sessions, and microgrants to help fund their personal and professional ambitions.

For more than 25 years, TJX has supported programs offering resources for victims of relationship abuse in the U.S. This includes our over 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.

In Canada, WINNERS, HomeSense, and Marshalls continue to run Find Your Stride®, the retail brands' charitable initiative focused on helping women facing adversity access the skills they need to move forward and thrive in life. Since the launch of Find Your Stride 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, education, career training, and life skills that help women confidently navigate the road to economic independence.

Find Your Stride supports organizations like Dress for Success Canada Foundation, Petite-Mains, Women in Need Society (WINS), Alice House, and WoodGreen to provide women and their families with resources, opportunities, and support systems needed to thrive. For example, women participating in the WINS Retail Ready program receive a 6-week training designed to help individuals gain the necessary skills and knowledge to be successful in the retail industry. The program offers an approach that focuses on both career preparation and on the importance of developing self-sufficiency and other life-management skills. In addition to TJX Canada's financial contributions to the program, they also provided a stylist to educate Retail Ready participants about appropriate workplace attire and supported them as they prepared for the workforce. With WoodGreen's Homeward Bound program, women are given an opportunity to receive housing and childcare while pursuing a no-cost, four-year education and employment program which helps to provide participants with internships and job placement assistance. In Fiscal 2026, TJX Canada Associates participated in a toy drive, collecting toys for children within the Homeward Bound program.

In Europe, the TK Maxx and Homesense Foundation has supported various organizations aimed at supporting gender equality. In Fiscal 2026, funding supported programs that assisted victims of relationship abuse, advocated for online safety for young women, addressed period poverty, and empowered young women and girls through education and community-led prevention. Additionally, TJX Europe supported The King's Trust's Change a Girl's Life campaign, with a mission to help address challenges and hardships young women face and build the future they deserve, by making King's Trust programs more accessible to young women.

Spotlight: Dress For Success Canada Foundation



TJX Canada's Find Your Stride initiative has partnered with the Dress for Success Canada Foundation for 7 years with a mission to empower women and non-binary individuals in Canada to achieve economic independence by breaking down barriers to employment, enabling their clients to thrive in work and life. In Fiscal 2026, Find Your Stride continued to support 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 upcoming interviews as well. In addition, TJX Canada donated clothing to the suiting program and Associates volunteered their time throughout the year, delivering learning and development workshops to Dress for Success participants.

"I left my appointment feeling like I had infinite possibilities ahead of me. I feel this every time I put on my outfit. Every piece reminds me that someone out there believes in me, but most of all, I believe in myself."

- Jessica, Dress for Success client

Environmental Sustainability

Environmentally Responsible. Smart for Business.

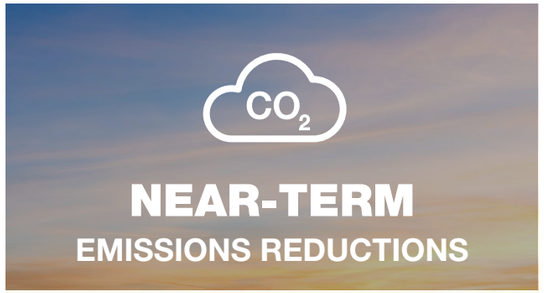
TJX is committed to pursuing initiatives that are environmentally responsible and smart for our business. Our operational environmental sustainability initiatives are centered around global goals that aim to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions, scale up our sourcing of renewable energy,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

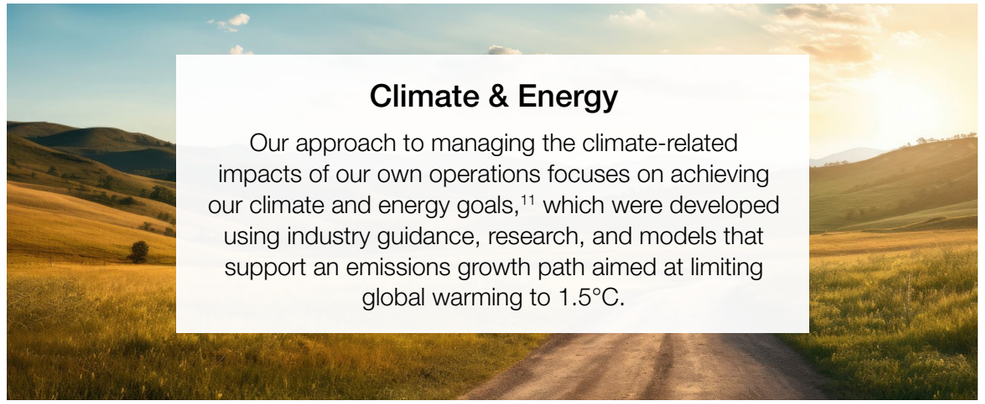


Source 100% renewable energy in our operations by 2030



Divert 85% of our operational waste from landfill by 2027

We are committed to working toward meeting our global environmental goals, and we center our operational environmental sustainability initiatives around the following focus areas:



Climate & Energy

Our approach to managing the climate-related impacts of our own operations focuses on achieving our climate and energy goals,[11] which were developed using industry guidance, research, and models that support an emissions growth path aimed at limiting global warming to 1.5°C.



Waste Management

Teams throughout our business are working toward our global operational waste diversion goal in several ways, including by eliminating waste where feasible and by maximizing the reuse and recycling of materials used in our stores, distribution centers, and certain corporate offices.

FY26 Highlights[1]

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

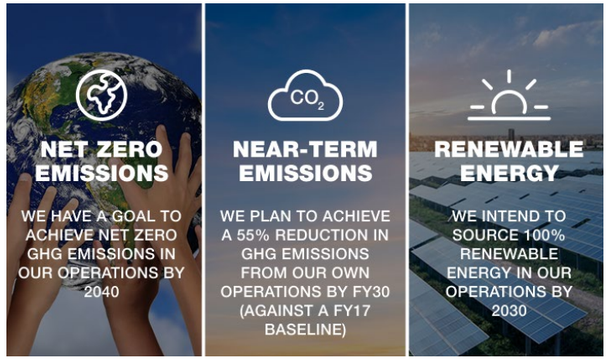
54%
of electricity in our own global operations came from renewable sources

81%
of global operational waste diverted from landfill

Climate & Energy

SASB: CG-MR-130a.1

UN SDGs: 7;13

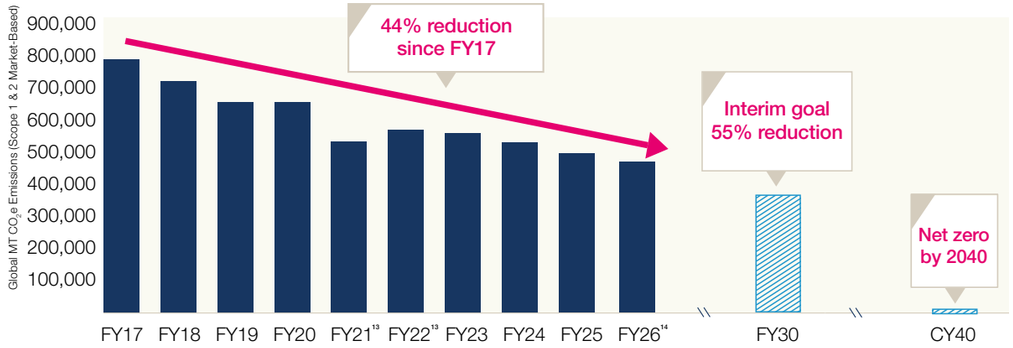
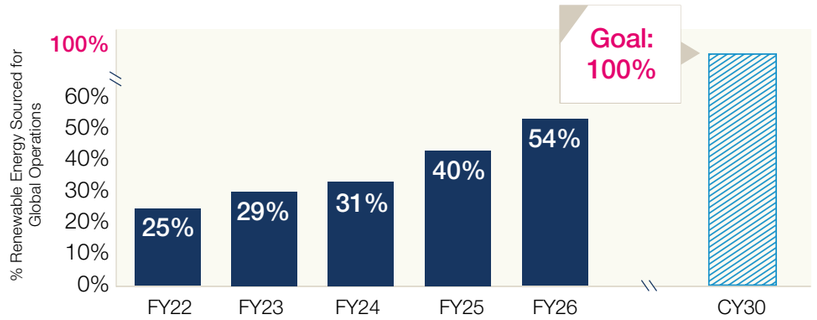


In pursuit of initiatives across the organization that are environmentally responsible and smart for our business, TJX has made certain commitments to reduce the climate impacts of our own operations, including our stores, certain corporate offices, distribution (or processing) centers, and certain vehicles. To support our commitments, we work across our global business operations to measure, manage, and address these impacts.

Our global climate and energy targets focus on reducing our operational greenhouse gas (GHG) emissions and sourcing renewable energy. 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.

Progress Toward Climate & Energy Goals

Teams at TJX continue to make progress against our renewable energy and GHG emissions goals. We have progressed along our modeled goal pathways even while our business and operational footprint have grown.[12]

Goals	FY26 Goal Progress	FY26 Achievements
GHG Emissions We plan to achieve a 55% absolute reduction in GHG emissions from our own operations (Scope 1 and Scope 2) by the end of Fiscal 2030 (against a Fiscal 2017 baseline). We have a goal to achieve net zero GHG emissions in our own operations (Scope 1 and Scope 2) by the end of Calendar Year 2040.	/ Achieved a 44% reduction in absolute, market-based GHG emissions in our operations from our FY17 baseline / Approximately 79% of FY30 GHG emissions target achieved  	/ We reduced our absolute, market-based GHG emissions by 10.6% relative to FY25. / We estimate that our energy management and renewable and low-carbon energy sourcing efforts helped to reduce our reported Scope 1 and Scope 2 (market-based) emissions by approximately 400,000 metric tons of CO_2e emissions in FY26.[15]
Renewable Energy We intend to source 100% renewable energy in our operations by the end of Calendar Year 2030.[16]	/ 54% of electricity sourced for our own operations globally came from renewable sources, such as solar and wind  	/ In FY26 alone, we sourced more than 1,040 million kilowatt hours of renewable and low-carbon electricity.

Climate Management

TJX has a structure for overseeing corporate responsibility initiatives, including climate-related risks and opportunities, priorities, and strategies. This structure includes an executive steering committee as well as a corporate responsibility leadership committee whose responsibilities include supporting efforts such as those related to regulatory reporting and overseeing progress against our environmental sustainability goals, climate risk and opportunity assessment process, and more. Read more about corporate responsibility oversight in the **Management & Oversight** section.

In addition, TJX has an internal, cross-functional committee whose members are responsible for supporting the Company in making progress against our operational GHG emissions 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.

Climate Goal Roadmap

TJX's net zero roadmap outlines our high-level plans and strategic approach to achieving our global goal to achieve net zero GHG emissions in our own operations by the end of 2040. 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, with interim milestones to help guide us along the way. As developments in technology, market conditions, and operational feasibility continue to evolve, we expect to continue to monitor new low-carbon technologies and refine our roadmap over time. Our current approach is centered around the following strategies:

Roadmap to **NET ZERO** GHG emissions in our operations by 2040

REDUCE ELECTRICITY-RELATED EMISSIONS

As purchased electricity accounts for approximately **77%** of TJX's total operational GHG emissions,[17] our primary emissions-reduction strategies focus on how we use and source electricity:

- Reducing our electricity consumption through investments in cost-effective energy efficiency and energy management projects in our stores, distribution centers, and certain corporate offices, including implementation of energy-saving LED lighting technologies and other energy-reduction initiatives
- Increasing our supply of electricity from renewable energy sources over time, with the intent of achieving 100% renewable electricity in our operations by 2030

ADDRESS BUILDING & TRANSPORTATION FUELS

To reduce our Scope 1 emissions, our near-term strategies include:

- In limited instances where feasible, piloting and employing cost-effective fuel switching initiatives such as electrified HVAC or cleaner transportation fuels
- Continuing to monitor technological advancements

NEUTRALIZE RESIDUAL EMISSIONS

Following reasonable efforts to reduce emissions across TJX's operations in line with our science-based pathway to net zero GHG emissions by 2040, TJX may:

- Evaluate the limited use of carbon offsets to neutralize any residual emissions that may remain

Climate Risks & Opportunities

In Fiscal 2026, TJX conducted a global climate risk assessment aligned with Task Force on Climate-related Financial Disclosures (TCFD) guidance, which included a qualitative scenario analysis of climate-related risks and opportunities across our value chain. Through this risk assessment process, leaders in various functions throughout the organization collaborated to identify and assess potential impacts to TJX across different future climate scenarios and multiple time horizons. The assessment process assessed our mitigation efforts as well as our resilience in executing against our business priorities across various climate scenarios. Additional details, including the potential risks and opportunities identified, can be accessed through our **TCFD index**.

In addition, TJX conducts an annual enterprise risk management (ERM) program, which is a global process for evaluating a broad range of risks to TJX's business. As with other risks evaluated as part of the ERM program, if a significant climate-related risk were to be identified, it would be assessed and categorized by members of management.

Operational Emissions-Reduction Initiatives

Energy Efficiency

Reducing energy consumption is a primary focus of our approach to reducing GHG emissions. Teams across our geographies monitor and manage our energy use and costs, work to improve our operational energy performance, and pilot new technologies to advance our operational goals. Where feasible, we are taking the following steps:

- Implementing energy-saving light-emitting diode (LED) technologies in stores, certain offices, and certain distribution centers wherever feasible
- Installing high-efficiency heating, ventilation, and cooling (HVAC) systems in certain stores, offices, and distribution centers, as well as 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 energy management systems (EMS) and/or building management system (BMS) controls in certain geographies
- Utilizing energy-efficient building designs and controls in new buildings and piloting energy-efficient building elements in certain new and existing buildings
- Exploring and leveraging utility-level energy efficiency incentives and programs

Today, the large majority of our stores and distribution centers globally are equipped with LED lighting technology. We now have begun replacing older LED technologies with newer, more efficient models in certain locations. We estimate that the LED lighting retrofits and upgrades implemented in Fiscal 2026 will help us save more than 32,000 megawatt hours of electricity in their first year of deployment.

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

Renewable & Low-Carbon Energy Sourcing

We source low-carbon and renewable energy to help further reduce the GHG emissions associated with our electricity consumption. As we work toward 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)



Rooftop solar panels at TJX's distribution center in El Paso, TX, became operational in Fiscal 2026

We host on-site solar at some of our U.S. distribution centers, including in Arizona, Massachusetts, Nevada, and Texas, as well as at our processing center in Australia. We aim to develop all new U.S. distribution centers with on-site solar generation in mind. 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.

Some highlights from Fiscal 2026 include:

- With the help of a partner, we outfitted additional stores in California with rooftop solar through a program that is expected to deliver cost savings while providing us project-specific renewable energy credits (RECs).
- We executed contracts for two off-site renewable energy projects in the U.S.: a wind energy facility in Maine that will serve more than 100 sites in the Northeast as well as a new solar energy project in the Mid-Atlantic.
- Our renewable and low-carbon energy sourcing strategies in Fiscal 2026 helped us reduce our Scope 2 market-based GHG emissions inventory by more than 380,000 metric tons of CO_2e.[15]
- TJX utilized nearly 320,000 megawatt hours more renewable and low-carbon energy in Fiscal 2026 compared to Fiscal 2025.

Transportation & Fuel in Our Operations

Our Scope 1 emissions primarily result from the use of natural gas, diesel, and other fuels used in our operations. To help address these emissions, we are working to implement and test various fuel efficiency initiatives such as electric building heating and cooling systems and are beginning to deploy alternative fuel or electric vehicles in certain geographies, where feasible.

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 control and manage the distribution of inbound 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. Some of our strategies for reducing these Scope 1 emissions sources have included:

In the U.K. and Ireland, where we directly control and manage the distribution of inbound and outbound deliveries, TJX Europe has:

- Begun utilizing a limited number of low-carbon biofuel tractor-trailer trucks for outbound deliveries to stores, including trucks powered by biomethane (bio-CNG) and hydrotreated vegetable oil (HVO). In Fiscal 2026, TJX Europe also continued to utilize some trucks powered primarily by liquified biomethane (bio-LNG).
- Continued to support ongoing efficiency initiatives, including: utilizing longer semi-trailers (LSTs) to increase average payload, optimizing planning and scheduling to reduce miles traveled, maximizing trailer fill level, and leveraging vehicle telematics to improve fuel efficiency through optimized driver behavior.



Bio-CNG truck outside of a distribution center in the U.K.

Globally, among the fleet vehicles and non-road mobile machinery that fall within our Scope 1 emissions, we:

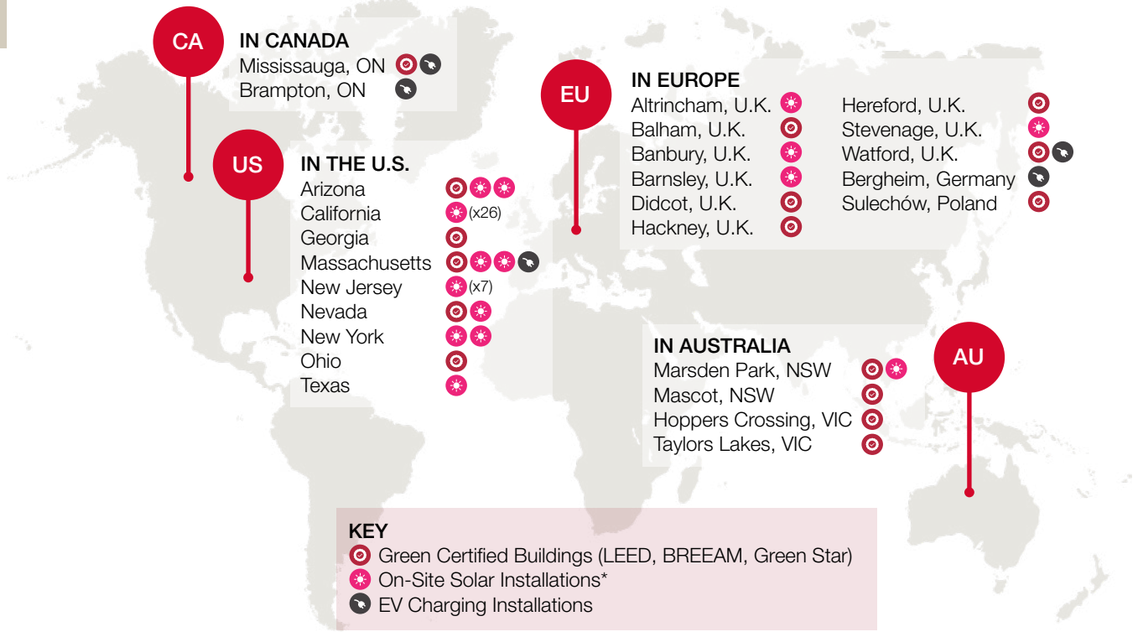
- Offer hybrid electric company vehicles to certain eligible Associates in the field and utilize hybrid cars for a portion of our fleet vehicles
- Utilize battery-powered forklifts in certain distribution centers

We also continue to monitor the development and deployment of technologies that could help us accelerate our ability to reduce Scope 1 emissions in our owned and leased buildings. We have begun to deploy and test some of these technologies in certain geographies: for example, we are piloting the use of electric heat pumps in select stores in Canada. Additionally, when looking to upgrade HVAC systems, we typically consider the use of more efficient HVAC technologies.

Building Green

TJX has worked to integrate sustainable building features at certain sites where we operate. 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 have implemented rooftop solar at certain new and existing locations across our geographies, and we offer electric vehicle (EV) charging stations at our home offices in Canada, the U.K., and certain locations in the U.S., as well as at a processing center in Europe. Additionally, as part of the renovation process in existing buildings, our design teams typically consider ways to improve energy efficiency and water conservation and to develop waste sortation and reuse and recycling infrastructure.

Integrating Sustainability Into Operations



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

Upstream & Downstream Value Chain Emissions

Estimating Scope 3 Emissions

We continue to work toward improving our Scope 3 emissions calculations and estimations as we prepare for a variety of anticipated regulatory disclosure requirements across our geographies.

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. Together, these factors contribute to the complexity of calculating and estimating certain relevant Scope 3 emissions.

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 have developed order of magnitude estimates of relevant Scope 3 emissions categories using a variety of methodologies, including economic input-output lifecycle assessment (EIO-LCA). These estimations provided us with a better understanding of emissions hotspots in our value chain and identified that our largest category of Scope 3 emissions is upstream 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 downstream use of sold products (Scope 3, Category 11), among others.

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 calculation and estimation of relevant Scope 3 categories, while preparing to align with various regulatory reporting standards in multiple geographies. 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, which provide us with an opportunity to learn from others.
- **Partnerships.** We have begun engaging with select logistics carriers in certain geographies to develop an understanding of any emissions reduction strategies or initiatives.
- **Evaluating best practices.** To help prepare for different regulatory reporting requirements in multiple geographies, we have been working to identify relevant data sources and are developing methodologies that align with best practices for calculating and estimating relevant sources of Scope 3 emissions.
- **Leveraging external resources, technology, and tools.** We are working with external subject matter experts as well as a technology partner to support our emissions calculations, including Scope 3.

Third-Party Transportation Emissions

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[18] 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, utilizing rail and intermodal shipping resulted in approximately 430,000 fewer metric tons of CO_2e 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.

- Service centers, which are typically smaller than our 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 select 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 2025, more than 99% of TJX's U.S. freight and logistics ton-mileage was with SmartWay-certified carriers. TJX was again recognized as a SmartWay High Performer in 2025.
- We have been trialing the use of EVs in certain distribution centers for yard moves.
- We continue to explore innovative opportunities for improving freight efficiency by leveraging new technologies and enhancing our processes.

Climate Data Reporting & Third-Party Assurance

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

We have received third-party limited assurance over our reported Scope 1 and Scope 2 (location- and market-based), Scope 3 Category 6 (Business Travel – Air Travel Only), and Scope 3 Category 9 (Downstream Transportation and Distribution) GHG emissions data for the period beginning February 1, 2025 and ending January 31, 2026, in accordance with the American Institute of Certified Public Accountants (AICPA) attestation standards (AT-C 105 and AT-C 210). Full details on the metrics assured and data methodology are available **here**.

To learn about our environmental sustainability data and reporting, to review our **TCFD index**, or to access our response to the latest CDP Climate Change Questionnaire, visit the **Reporting & Disclosures** page on our website.

Spotlight: Trialing New Ways to Save Energy



Our operational teams are working to find new ways to save energy and help meet our 2040 net zero emissions goal. In certain geographies, this has included testing innovative technologies to see which might deliver cost-effective energy savings and be feasible to implement at scale. For example, TJX Europe is trialing a new generation of LED lighting with an in-store digital lighting control system to help target daytime electricity consumption and reduce costs. Meanwhile, teams in Canada have begun piloting the use of electric heat pumps in stores, particularly monitoring their performance during cold winters. As these and other tests are monitored, our teams continue to scan for new innovative energy-savings technologies.

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. Efforts focus on eliminating operational waste where feasible and increasing reuse and recycling across our stores, distribution centers, and certain corporate offices, globally. These actions help support our global goal of working to divert 85% of operational waste from landfill by the end of 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 our sortation and recycling procedures within stores and distribution centers

Progress Toward Waste Diversion Goal

Since setting our global operational waste diversion goal in 2022, teams have scaled up efforts to divert waste and have made significant progress toward meeting our goal. In recent years, we have enhanced our internal systems and analytical capabilities to improve waste data quality, identify gaps, and measure and model progress to support cross-business collaboration and enable operations teams to employ targeted approaches to help us reach our goal by the end of 2027.

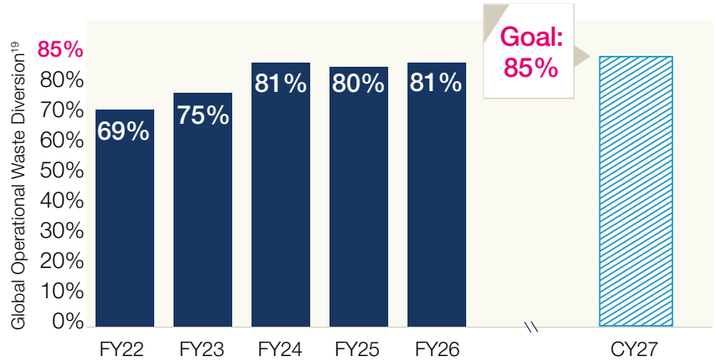
Goal

Waste Diversion

We have a goal to divert 85% of our operational waste from landfill by the end of Calendar Year 2027.

FY26 Goal Progress

- Achieved 81% global operational waste diversion



FY26 Achievements

- Since setting our goal in 2022, we have improved our operational waste diversion rate by 12 percentage points.
- Cardboard boxes were returned for internal reuse more than 29 million times.
- We recycled more than 5,800 tons of plastic.

Reuse & Recycling in Our Operations

We have many programs across our global business that support our efforts to reduce, reuse, and recycle 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 in place for many years. We have been working to leverage our internal networks to scale proven diversion strategies while also looking for additional ways to reduce and recycle challenging materials, like polystyrene and plastic film.

One of our key efforts in maximizing reuse and recycling in our operations involves backhauling materials from our stores to dedicated centralized processing facilities. In the U.S. and Europe, the majority of our stores are connected to a centralized facility that serves as a destination for certain reusable or recyclable materials. This includes a network of Asset Recovery & Recycling Centers (ARRCs), which are strategically located within service centers in the U.S. and Europe and serve as a central collection and processing point for nearby stores' used corrugated cardboard, plastic film, excess hangers, store fixtures, and other supplies, where they are processed and sorted to determine if they can be reused in other stores or recycled. Over the years, the flexibility of the ARRC program has enabled us to test new initiatives as we strive to address our operational waste. Certain distribution centers also serve as processing facilities for the potential reuse and recycling of backhauled material.

As we work toward our global waste diversion goal, we continue to support initiatives to reduce, reuse, and recycle at our stores, ARRCs, and distribution centers, focusing on scalable solutions and on materials that can produce the greatest impact on landfill diversion.

Corrugated Cardboard

Corrugated cardboard comprises the majority of our operational waste. As such, we have been diligently focusing on cardboard reuse and recycling across our geographies.

In the U.S., we leverage our reverse logistics capabilities and ARRC network to return cardboard boxes from stores to our distribution centers and service centers for reuse and recycling. In recent years, we have been focused on enhancing these efforts. For example, through many rounds of testing, we have introduced taller, more resilient recycling receptacles for cardboard at most of our U.S. stores. These improved recycling receptacles enable us to better leverage the height of the trucks used for backhauling materials to our ARRCs and distribution centers, thereby helping us increase the amount of cardboard that can be reused or recycled. Thanks to these enhancements and our reverse logistics capabilities, in Fiscal 2026, Associates returned cardboard boxes from our U.S. stores to distribution centers for internal reuse more than 29 million times.

Much of the corrugated cardboard that enters our operations is received from merchandise vendors; many of these boxes are not suitable for reuse. For cardboard that we could not reuse, our Associates in the U.S., Canada, Europe, and Australia helped us recycle more than 250,000 tons[20] of cardboard in Fiscal 2026.

Single-Use Plastics

Teams across TJX have been working to increase plastics recycling where feasible. In some instances, we also have found ways to leverage alternatives to certain single-use plastics in favor of more easily recycled materials.

As a retailer, plastic film is a common packaging material in our operational waste stream. Though plastic film is a difficult-to-recycle material, our teams have been finding ways to improve its recoverability so that it can be recycled. Some of our efforts include:

- In U.S. ARRC-serviced stores, we recently piloted a new process for sorting recyclable plastics, which, as we had hoped, yielded notable improvements in plastic film recovery and recycling. In Fiscal 2026, we expanded the new sortation system to all U.S. ARRC-serviced stores. As a result, more than 3,700 tons of plastic film was recycled from these stores in Fiscal 2026. With the help of our partner, some of the plastic film we recycled was upcycled to help make certain recycling receptacles that we currently use for collecting plastic film in the backrooms of our stores.
- For the past two years in Canada, the Facilities team has run an Associate engagement program to help build awareness and 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 to an ARRC or processing center, where it is processed for recycling.

Another difficult-to-recycle material that teams at TJX have begun to work to address is expanded polystyrene (EPS). For example, certain stores in Canada and the U.K. have voluntarily established EPS recycling programs. While most of those particular stores' EPS is transported to a recycling center, a few stores in Canada send the EPS to a local vendor who upcycles it into products like artwork or mirrors. In addition to EPS recycling efforts, TJX Canada also has worked directly with certain vendors in a specific merchandise category to utilize a fiber-based alternative for EPS packaging. The alternative packaging helps protect the merchandise from breakage and is more easily recycled.

Other ways we have used alternatives to single-use plastics include:

- Certain distribution centers in the U.S. and Canada and e-commerce fulfillment centers in the U.S. and Europe have replaced the bubble wrap pouches traditionally used to protect merchandise in transit 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.
- 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, and Europe, 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.



Product & Packaging Partnerships

In certain regions, TJX works with partners to help support the reuse and recycling of used products and packaging as well as unsold goods.

For example, TJX Canada partners with Pact to offer a beauty product packaging collection program in all Winners stores. The Pact program enables customers to drop off hard-to-recycle used beauty packaging in-store, which is then sent to Pact where it is recycled or responsibly processed, as feasible. Additionally, TJX Canada partners with Habitat for Humanity to donate unsold products.

For many years, TJX Europe has operated a campaign in the U.K. and Ireland in which customers can drop off their pre-loved textiles and other items for a chance at another life. Recently, TJX Europe has expanded its textile collection programs to additional markets and launched new partnerships—including in its newest market, Spain. Stores in Spain will collect pre-loved clothing and accessories, which our partner will aim to donate to charity or responsibly process via an innovative fiber-to-fiber recycling process, as feasible. Stores in the U.K., Ireland, and other parts of Europe also send certain unsold textile-based items to their collection partners. Read more about TK Maxx Ireland's work with its textile collection partner, the nonprofit Enable Ireland, in our **Communities** section.

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. Learn more in our **Global Social Compliance** section.

Spotlight: Pallet Reuse & Recycling



In recent years, many of our divisions have been working to find ways to better reuse or recycle the pallets we use in our transportation logistics networks.

For example, many HomeGoods, Homesense, and Sierra stores across the U.S. partner 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.

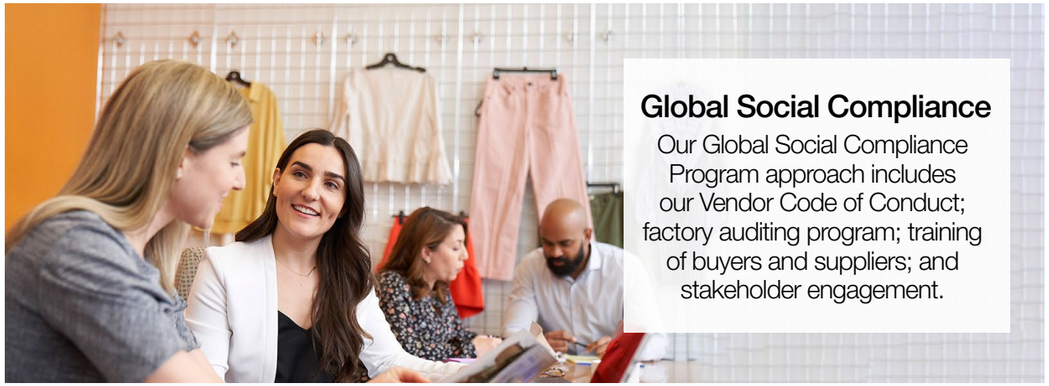
Other stores and distribution centers in the U.S. and Canada have begun utilizing pallets made of a more resilient material. This material allows the pallets to be reused a number of times and is fully recyclable when the pallets reach the end of their useful life.

Responsible Sourcing

Upholding Ethical Standards

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 related to our supply chain. These initiatives include our longstanding Global Social Compliance and Supplier Diversity programs, as well as newer initiatives related to the environmental impact of certain products and product packaging.



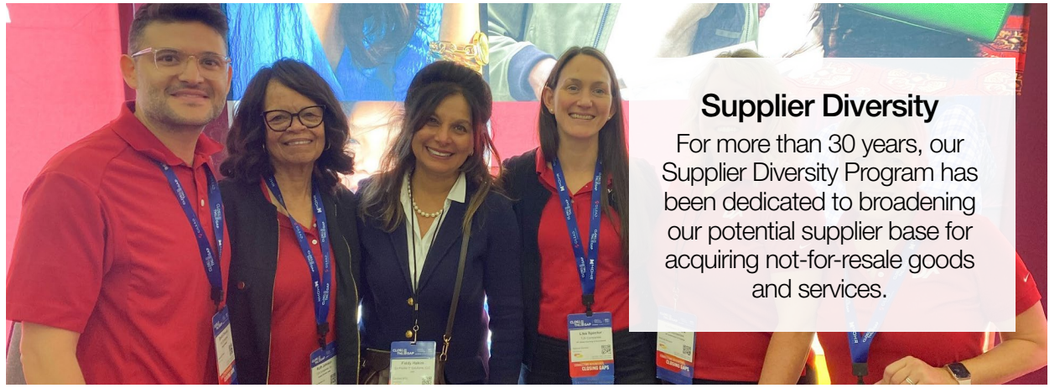
Global Social Compliance

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



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.



Supplier Diversity

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.

FY26 Highlights[1]

3,600+

factories had audits reviewed as part of our factory auditing program

Reviewed audits from factories in

~40

countries

Global Social Compliance

Supporting Human Rights in Our Supply Chain Through Global Social Compliance

SASB: CG-MR-410a.2

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. Our approach is grounded in TJX's core values of honesty, integrity, and treating others with dignity and respect. We hold ourselves to these values and expect those with whom we do business to uphold them as well.

Core elements of our program include our Vendor Code of Conduct, factory auditing, training, and stakeholder engagement.

- 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.

- 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 begun expanding the program's inclusion criteria in recent years.

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

- We **engage with industry associations and various stakeholders** on topics related to human rights and supply chain risk management. We believe this collaboration supports our efforts as we consider potential program enhancements. Learn more and view a list of industry associations we participate in on **Our Approach to Corporate Responsibility** page.

We aim for continuous improvement in our corporate responsibility programs. Recently, we began using a forced labor due diligence screening tool to help us identify potential risks of forced labor upstream. We are utilizing this tool for certain new vendors and certain product categories from countries at high risk for forced and/or child labor[21] and where TJX is the importer of record.



In addition to the program components outlined to the left, we are committed to providing stakeholders access to a grievance mechanism through The TJX Helpline. Our Associates, merchandise vendors, factory workers in our supply chain, and others can report suspected violations of our policies and standards online 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 multiple places, including the **Vendor Code of Conduct** and our **TJX Global Code of Conduct** for Associates. In Fiscal 2026, we added a requirement to our Vendor Code of Conduct that our merchandise vendors also provide their workers with a fair and accessible grievance mechanism.

Factory Auditing

As part of our Global Social Compliance Program, we regularly monitor a portion of our merchandise supply chain through our factory auditing program. Historically, this program focused on areas where we have more control, such as factories manufacturing products just for us. In recent years, we have begun expanding the program's inclusion criteria. Specifically, we have started to roll out requirements for audits from certain factories that are producing goods bound for the U.S. and Europe where TJX is the importer of record and the goods were produced in a country at high risk for forced and/or child labor.[21]

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 2026, we audited, or received audit reports from, more than 3,600 factories in nearly 40 countries. Working hour violations, health and safety violations, and various benefits-related violations were among the most common violations identified.

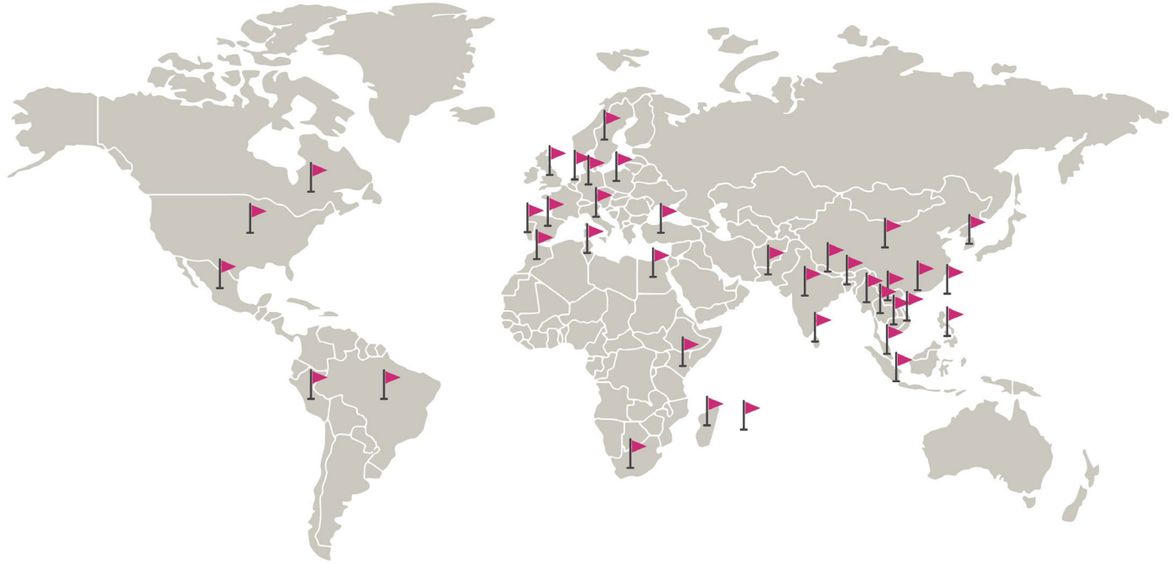
FY26 Highlight[1]

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

We reviewed audits in Fiscal 2026 from factories in Bangladesh, Brazil, Cambodia, Canada, China, Egypt, Germany, Hong Kong, India, Indonesia, Italy, Kenya, Laos, Madagascar, Malaysia, Mauritius, Mexico, Morocco, Myanmar, Nepal, Netherlands, Pakistan, Peru, Philippines, Poland, Portugal, South Africa, South Korea, Spain, Sri Lanka, Sweden, Taiwan, Thailand, Tunisia, 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

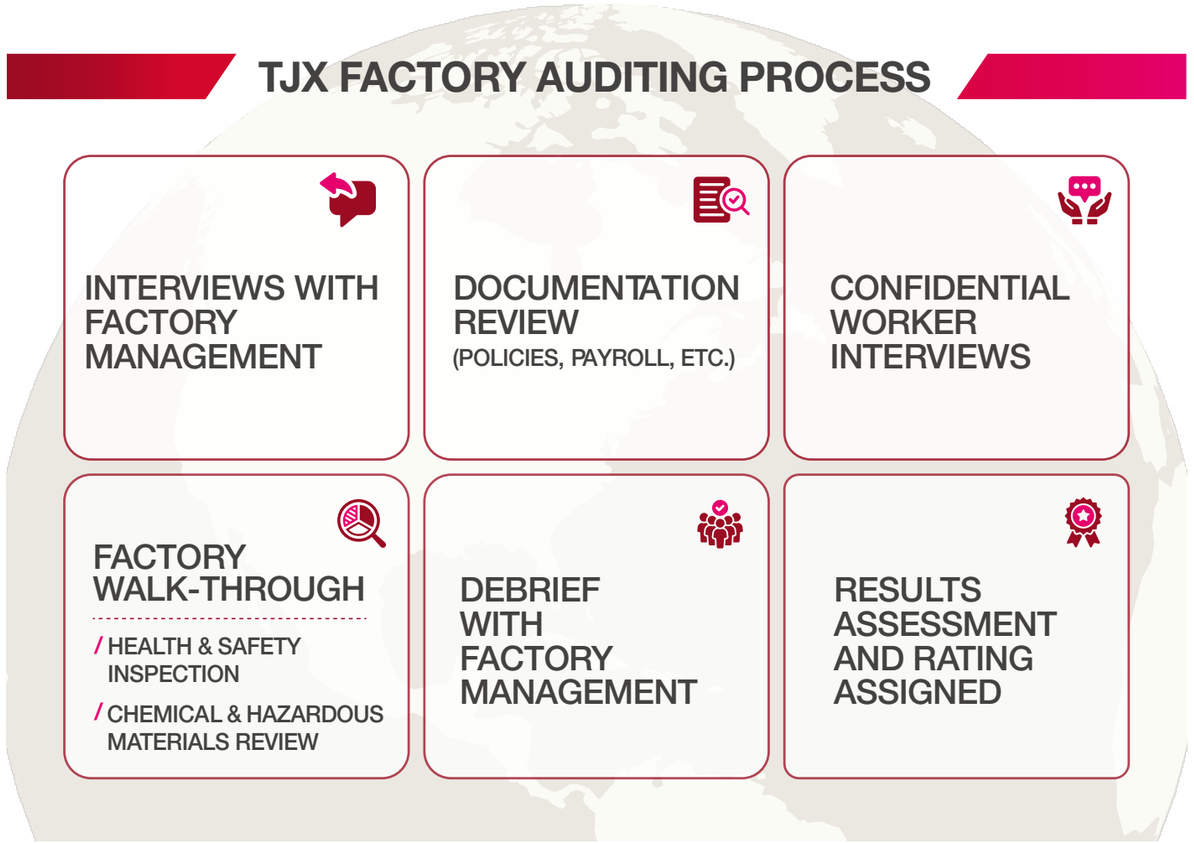
We accept audit reports from amfori BSCI, WRAP, and SEDEX that have been conducted within the previous year. When that isn't the case, we work with third-party auditors, like UL Solutions and Omega, to conduct audits on behalf of TJX. We have developed comprehensive compliance program guidelines for 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, it is also available on 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:



A member of the TJX Global Social Compliance team and designated Social Compliance Associates that support our program in buying offices around the world participate in shadow audits with auditors. Shadow audits are designed to gain a better understanding of the compliance audit process and challenges, and to better aid TJX in our review of both our audit results and, more broadly, our program's effectiveness.

Corrective Action & Remediation

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

Satisfactory rating: meets the minimum requirements of our Vendor Code of Conduct.

Needs Improvement rating: generally complies with most of our minimum requirements, with some lesser infractions identified.

Unsatisfactory rating: more serious violations of our Vendor Code of Conduct have been identified.

When critical violations of our Vendor Code of Conduct are identified through our factory auditing program, we require our vendor to immediately terminate the use of that factory for any product manufactured for us. Critical violations of our Vendor Code of Conduct include violations such as bribery/corruption; child labor, forced or slave labor, and prison labor; human trafficking; maintaining a facility with all doors and/or exits locked; use of chemicals banned in the region; and failure to pay wages.

Factories with a Satisfactory rating are audited biennially while those with a Needs Improvement rating receive a corrective action plan (CAP) and are expected to remediate concerns within 180 days. Factories with an Unsatisfactory rating also receive a CAP and are expected to undergo a reaudit within 180 days. If a factory receives multiple successive Unsatisfactory ratings, it could face more serious consequences, up to and including suspension or termination.

Requiring Compliance with Environmental Laws

Our Vendor Code of Conduct requires compliance with environmental laws and encourages our vendors to go beyond compliance where possible, for example by conserving and protecting resources, such as water and energy, and taking into consideration environmental issues that may impact local communities.

Factory audits include a review of factory policies, practices, and procedures concerning the handling of chemicals and other hazardous waste, and a review of the factory's compliance with applicable environmental laws and regulations.

Our social compliance training program also covers these topics, including protection and conservation of water, as well as an overview of the legal requirements on the use of chemicals and hazardous materials.

Social Compliance Training

Providing training is an important way we reinforce our expectations of respect for 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. 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.

Training sessions are conducted in partnership with a member of the TJX Global Social Compliance team and representatives from one of our third-party auditors. We believe the presence of our team at these sessions demonstrates our commitment 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 expectations.

We also 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. Over the years, we have evolved the Code by drawing 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, benchmarking against industry peers, and reviewing feedback from other stakeholders. Previously, enhancements have included providing more specificity around our expectations on important issues like child and forced labor, wages and benefits, ethical business standards, and more. Our most recent review and update to our Code occurred in Fiscal 2026 and added new requirements related to grievance mechanisms, risk management systems, and more specificity around our expectations regarding health and safety, fire safety, and working hours.

We encourage anyone with questions or concerns relating to our Vendor Code of Conduct to contact us at **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 & 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 & 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 in a language they understand 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** 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. 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

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

As part of our sustainable sourcing initiatives, we have a global goal aiming 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.

Since setting this goal, TJX has worked to build internal knowledge and capabilities around sustainable packaging, as well as processes to help us track our progress. Our teams are making progress against our goal 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 instance, 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. We also have been developing guidance and resources to assist our sourcing teams, vendors, and suppliers with determining sustainable options for various packaging components.

TJX had also established a near-term goal to phase out the use of polyvinyl chloride (PVC) in the packaging of certain soft home products developed in-house by our product design team by 2025. We are pleased to report that we met this goal. Today, 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. This goal leads us closer to the achievement of our broader 2030 sustainable packaging goal for products developed in-house by our product design team.



Beyond packaging, we have established internal resources, tools, and processes to help us better identify, source, and verify materials with sustainable attributes for certain products we design or develop. For example, we have compiled a list of preferred and widely recognized third-party certifications that can be utilized across various product categories and across our divisions, globally. 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, Sustainable Forestry Initiative (SFI), and Textile Exchange standards such as the Global Recycled Standard (GRS), Organic Content Standard (OCS), and Recycled Claim Standard (RCS). We also have established an internal process to help us verify the sustainable attribute claims of certain merchandise we help to design or develop, which includes collecting certified materials documentation from suppliers.

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 organic cotton.
- Certain styles across several different apparel and home categories are made with recycled polyester.
- Some of our soft home and children's textile products contain OEKO-TEX® MADE IN GREEN or OEKO-TEX® Standard 100 materials.
- The vast majority of our branded, reusable carryout bags sent to stores in Fiscal 2026 were made with 100% recycled material.



TJX's Vendor Code of Conduct requires merchandise vendors to be in compliance with all applicable environmental laws and regulations, which would include any applicable laws pertaining to deforestation, packaging waste, water stewardship, the handling of hazardous waste, and more. The Vendor Code of Conduct also requires vendors to adopt reasonable practices, where possible, to conserve and protect natural resources, such as water and energy, while mitigating negative environmental impacts to local communities. Additionally, factory audits conducted as part of TJX's Global Social Compliance Program include a review of the factory's compliance with applicable environmental laws and regulations. These expectations are reviewed as part of our supplier training. Learn more in our **Global Social Compliance** section.

Chemicals Management

We have focused our chemicals management efforts on 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.

Within our business operations, in Fiscal 2025 we finalized our TJX U.S. Operational Cleaning Supplies Policy. With this policy, we expect that certain formulated cleaning supplies procured for U.S. stores will meet TJX-approved third-party chemicals standards. We continue to work with our suppliers globally to source customer sales receipts with no phenol-based coatings for our stores.

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 leverage memberships, such as the Sustainable Packaging Coalition (SPC) and Textile Exchange, to stay informed on best practices, developments, and technical definitions in the field of environmental sustainability. We plan to continue collaborating with outside experts and internal stakeholders on chemicals management as appropriate.

Additional Initiatives & Considerations

Where feasible, TJX considers sustainability in other facets of our sourcing and operations. In many regions, we are beginning to take sustainability into account in certain global procurement processes. For example, as procurement needs arise for use in our operations, in certain instances, we may ask more sustainability-related questions or consider a more sustainable alternative.

Additionally, in recent years, teams around the business have undertaken various environmental sustainability initiatives that also contribute to helping support forests and conservation around the world. Some examples include:

- 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 and Homesense stores and FSC-certified paper stock for certain stationery, gift wrap, hangtags, and gift card styles sold across our stores globally. The FSC certification indicates an intention to support responsible forest management in the regions where the certified fiber is sourced.
- In Fiscal 2026, TJX Canada partnered with veritree to support the planting of 40,000 trees in Haiti and British Columbia, Canada. These projects are anticipated to help restore approximately 17 hectares of forested land, while revitalizing areas previously destroyed by wildfires in British Columbia and supporting pollinator agroforestry efforts in Haiti. TJX Canada partnered with veritree again in spring 2026 to support the restoration of both vital kelp forests off the coast of British Columbia and mangrove forests in East Africa—projects that aim to support biodiversity, absorb carbon, and enhance resilience for local coastal communities.
- 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. In Fiscal 2026, TK Maxx sponsored the Woodland Trust's Igniting Innovation challenge, which provides young people a chance to pitch and deliver ideas for projects that support nature. Since this partnership began, TK Maxx and its customers have helped the Woodland Trust's efforts to plant over 80,000 trees.
- In recent years, TJX Europe has engaged Associates to help determine which nonprofit organizations should receive the most donations from TJX Europe's Environment Fund, which is funded through the proceeds of certain reusable bag sales. In 2026, Associates were invited 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 in 2026 included Stichting de Noordzee in the Netherlands, in support of a volunteer-led coastal cleanup along the Dutch coastline; Birdlife in Austria, to help restore vital habitats for threatened birds; and the Green Forest Fund in Germany, to help protect biodiverse land for white-tailed eagles, wolves, and other important species.
- 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.





Supplier Diversity



For more than 30 years, our Supplier Diversity Program has been dedicated to widening our potential supplier base for acquiring 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 strengthen our ability to select the strongest partners for each business need. In doing so, we help foster innovation, support growth and development, and contribute to the economic well-being of our communities.

Spotlight: Universal Environmental Consulting

For nearly 30 years, Universal Environmental Consulting has worked with TJX, providing waste, recycling, and facilities solutions. A woman-owned business, Universal aims to ground its work in reliability, collaboration, and a customer-first approach.

“When you focus on solving problems and earning trust, the partnerships and growth naturally follow. That’s why our relationship with TJX has been such a strong fit — we share the same commitment to collaboration and providing value to the customer.”

- Lisa Giaquinto, Owner & President
  Universal Environmental Consulting

Supplier Requirements

To support our mission of providing great value to our customers every day, suppliers seeking consideration for opportunities 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

Collaborating to Drive Progress

We collaborate with national councils and organizations across the countries where we operate to share best practices and introduce opportunities to diverse-owned businesses. These regions include the U.S., Canada, the U.K., Austria, Germany, Ireland, the Netherlands, Poland, Spain, and Australia. We encourage suppliers to seek certification through recognized councils or other qualifying agencies.

Supplier Registration

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.

- 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 5,200 stores in ten countries[2] spanning three continents. 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.

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 maintain a comprehensive set of corporate governance policies and materials designed to promote honest and ethical conduct across the business.

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.

DATA & TECHNOLOGY

Data & Technology

We have implemented processes to identify, monitor, and mitigate potential risks to our IT systems, including through Cybersecurity and Data Privacy initiatives in addition to Artificial Intelligence (AI) governance.

Highlights
(as of June 2026)

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

50%
of Board members are women

80%
of Board members are independent

Human Rights

Respecting Human Rights

At TJX, our business is guided by our long-held core values of honesty, integrity, and treating others with dignity and respect. These values shape our expectations for respecting the human rights of our Associates and 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.

Highlight[1]

25+
languages in which our TJX Global Code of Conduct is available

Human Rights in Our Operations

Across our global operations, TJX is committed to conducting business in compliance with applicable laws, rules, regulations, and Company policies. We work to foster a workplace where our Associates feel supported, encouraged to share different perspectives, and comfortable raising questions or concerns.

We support our Associates through a number of initiatives, including:

Global Code of Conduct

All Associates, including full-time, part-time, and seasonal Associates, are expected to adhere to the TJX Global Code of Conduct. Available in more than 25 languages, the Global Code of Conduct is communicated to all Associates and outlines our expectations for ethical behavior; compliance with laws; equal employment opportunities for qualified applicants and Associates; and respect for human rights, including the prohibition of child labor, forced or involuntary labor, and compliance with applicable wage and hour laws.

Inclusion & Diversity

We are committed to doing our part to continue to support our many diverse Associates as well as to foster inclusion within our workplace. We view diversity as inclusive of many dimensions, including race, ethnicity, age, sexual orientation, gender identity, skill, ability, experience, religion, perspective, background, 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 Global Leadership Curriculum includes tools designed to champion inclusion and encourage and empower leaders to engage their direct reports.

Open Door Philosophy

An important part of who we are, and how we work together, is our open door philosophy. Part of this long-standing open door philosophy is a commitment to our Associates that their questions, concerns, and suggestions can be shared without fear of retaliation. Associates are welcome to speak with leaders throughout the organization or raise questions or concerns through the **TJX Helpline**, available 24/7 online or by phone and in multiple languages. Associates are made aware of the TJX Helpline as part of their orientation and through trainings during their career with us. We do not tolerate retaliation against anyone who raises a concern in good faith.

Human Rights in Our Supply Chain

Beyond our own operations, we expect high ethical standards from those we work with globally. We expect merchandise vendors, and any factories or subcontractors they use in support of TJX orders, to comply with applicable laws and uphold our expectations of respect for human rights. 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 of our Global Social Compliance Program. It sets expectations related to child and forced labor, wages and benefits, ethical business practices, environmental standards, and more. Over the years, we have evolved the Vendor Code of Conduct by drawing 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, benchmarking against industry peers, and reviewing feedback from other stakeholders. Compliance with the Vendor Code of Conduct is required through our purchase order terms and conditions.

Grievance Mechanisms

The TJX Helpline is available not only to Associates, but also to external stakeholders, including workers in our supply chain, to report suspected violations of our policies and standards anonymously and without fear of retaliation. We publish information about the Helpline in multiple places, including the Vendor Code of Conduct, which is available on TJX.com, and on our vendor website. We also require merchandise vendors to provide fair and accessible grievance mechanisms for workers at their facilities.

Factory Auditing & Remediation

We regularly monitor a portion of our merchandise supply chain through our factory auditing program. Historically, this program focused on areas where we have more control, such as factories manufacturing products just for us. In recent years, we have begun expanding the program's inclusion criteria. Specifically, we have started to roll out requirements for audits from certain factories that are producing goods bound for the U.S. and Europe where TJX is the importer of record and the goods were produced in a country at high risk for forced and/or child labor.[21]

Within our factory auditing program, we review compliance with our Vendor Code of Conduct and require corrective action when issues are identified. When critical violations are found, such as bribery/corruption, child or forced labor, human trafficking, or failure to pay wages, among others, we require vendors to immediately stop using the factory for any TJX orders.

Training

We provide ongoing social compliance training for buying agents, vendors, and factory management participating in our audit program, and we strongly encourage new factories to take part. TJX Associates involved in merchandise buying or development also receive formal social compliance training on a biennial basis, which includes 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. We strive to maintain an open dialogue with these important groups as we aim 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 experiences, 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, are 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



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 2026:

80% are independent

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

50% are women

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**.

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

Data & Technology

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. 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.

Cybersecurity & Privacy

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 (CIO). Our CISO is informed about and monitors the prevention, detection, and mitigation of cybersecurity threats through management and oversight of TJX's cybersecurity 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.

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.

Artificial Intelligence

As we continue to explore opportunities to use artificial intelligence (AI) to support our organization, we prioritize technologies and uses that align with business objectives across each of our functional areas. TJX has established an Artificial Intelligence Governance Committee (AIGC), which is a cross-functional group of leaders from IT, Cybersecurity, Legal, Risk and Compliance, and Privacy with primary responsibility for TJX's AI Governance Program.

As part of its function, the AIGC evaluates proposed AI use cases across TJX, seeks to identify potential risks associated with those use cases, and supports project owners in developing mitigation strategies to address those risks, guided by TJX's Artificial Intelligence Responsible Use Policy and core principles such as accuracy, transparency, privacy, and fairness.

Reporting & Disclosures

About Our Reporting....65
Data Tables....66
Sustainability Accounting Standards Board (SASB) Index....74
Task Force on Climate-Related Financial Disclosures (TCFD) Index....76
UN Sustainable Development Goals (SDGs) Index....77
EEO-1 Report....79
Endnotes....80
Forward-Looking Statements....81

About Our Reporting

For over 15 years, we have formally reported on our global corporate responsibility efforts. The data presented throughout this report denotes TJX's Fiscal 2026, which ended January 31, 2026, unless otherwise noted. It also covers certain subsequent events and initiatives that occurred after the end of Fiscal 2026 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); the Taskforce on Climate-Related Financial Disclosures (TCFD); 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.

In addition to our voluntary corporate responsibility report, we strive to comply with emerging regulatory disclosure requirements across the globe.

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 in the **Climate & Energy** section, 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

About Our Company

ABOUT OUR COMPANY	FY2026
Associates in our global workforce	~377,000
Associates in our buying organization	1,400+
Merchandise vendors	21,000+

Workplace

RETENTION	FY2026
People in managerial positions around the world that have been at the Company for 10 or more years[3]	41%

PROMOTIONS	FY2026
Current U.S. Store Managers promoted into the Store Manager role from other positions in the Company	>75%
Promotions globally by gender	
Women	78%
Promotions in the U.S. by racial diversity[5]	
People of color[4]	54%

Data Tables

Workplace (Cont'd)

DEVELOPMENT	FY2026
Associates in leadership positions who completed at least one course in the Global Leadership Curriculum	11,200+
Self-paced learning resources available for enrollment through our Global Online Learning Library	2,000+

DIVERSITY BY POSITION	FY2026
Women	
Global Workforce	77%
Vice President and Above	51%
Managerial Positions[3]	69%
Non-managerial Positions	77%
People of Color[4,5]	
U.S. Workforce	60%
Vice President and Above in the U.S.	16%
Managerial Positions in the U.S.[3]	38%
Non-managerial Positions in the U.S.	61%

Data Tables

Communities

COMMUNITIES[6]	FY2026 (approximate figures)
Meals provided[7]	40 million
Units of product donated[10]	1 million
Donated for healthcare research and patient care	$26 million
Relationship abuse services provided[7]	27,000
Shelter nights provided[7]	400,000
Young people and women provided workforce readiness opportunities[7]	14,000
Young people provided access to educational opportunities[7]	2 million
Organizations supported through monetary grants	2,500+

Data Tables

Environment

EMISSIONS[14,22]	FY2022	FY2023	FY2024	FY2025	FY2026
Emissions by Scope (MT CO_2e)					
Total Scope 1 + 2 market-based emissions	581,310	569,644	541,624	506,460	452,755
Scope 1					
Direct emissions	121,653	128,450	131,022	143,258	163,920
Scope 2					
Indirect emissions (location-based)	577,574	598,025	584,589	559,158	594,477
Indirect emissions (market-based)	459,657	441,194	410,602	363,202	288,835
Scope 3					
Indirect emissions: Business travel[23]	3,750	17,556	34,862	41,079	51,693
Indirect emissions: Waste generated in operations	123,400	94,700	89,400	108,600	115,414
Indirect emissions: Downstream Transportation & Distribution[24]	12,600	7,800	8,405	10,358	12,220
Total Gross Global Scope 1 Emissions by GHG Type (MT CO_2e)					
CO_2	103,106	111,300	111,982	118,488	136,091
CH_4	220	102	64	68	89
N_20	375	433	273	289	119
Hydrofluorocarbons (HFCs)	17,952	16,616	18,704	24,413	27,621

Data Tables

Environment (Cont'd)

EMISSIONS[14,22] (Cont'd)	FY2022	FY2023	FY2024	FY2025	FY2026
Global Emissions by Business Division (MT CO_2e)					
Total Gross Scope 1 Emissions - Location Based					
U.S. (TJ Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	87,362	90,084	92,289	102,527	122,188
Canada (Winners, Marshalls, and HomeSense)	15,297	15,639	16,383	16,435	19,496
Europe (TK Maxx and Homesense) and Australia (TK Maxx)	18,994	22,727	22,350	24,297	22,236
Total Gross Scope 2 Emissions - Location-Based					
U.S. (TJ Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	491,133	511,518	503,095	478,506	492,751
Canada (Winners, Marshalls, and HomeSense)	19,939	19,501	19,193	19,989	26,428
Europe (TK Maxx and Homesense) and Australia (TK Maxx)	66,502	67,006	62,301	60,663	75,298
Total Gross Scope 2 Emissions - Market-Based					
U.S. (TJ Maxx, Marshalls, HomeGoods, Sierra, and Homesense)	438,556	420,835	391,550	291,790	209,887
Canada (Winners, Marshalls, and HomeSense)	2,662	3,095	2,547	4,695	6,817
Europe (TK Maxx and Homesense) and Australia (TK Maxx)	18,439	17,264	16,505	66,717	72,131

Data Tables

Environment (Cont'd)

EMISSIONS[14,22] (Cont'd)	FY2022	FY2023	FY2024	FY2025	FY2026
Emissions Intensity					
Gross global combined Scope 1 and 2 (location-based) emissions in metric tons CO_2e per unit currency total revenue (US$)	0.0000144	0.0000145	0.0000132	0.0000125	0.0000126
Gross global combined Scope 1 and 2 (location-based) emissions in metric tons CO_2e per employee[25]	2.06	2.21	2.05	1.93	2.01
Carbon Offsets (MT CO_2e)					
A reduction in emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere	21,000	20,200	28,175	0	0
GHG Emissions Reductions from Programs (MT CO_2e)					
GHG reductions from energy efficiency projects (marked-based Scope 2)	3,400	18,600	10,910	14,890	7,200
GHG reductions from low carbon and renewable energy (market-based Scope 2)[15]	196,712	219,545	260,200	301,000	388,000
Emissions Goal Performance (MT CO_2e - market-based Scope 2)					
Percent change vs. FY2017 base year	-27.5%	-28.8%	-32.5%	-36.8%	-43.6%

ENERGY	FY2022	FY2023	FY2024	FY2025	FY2026
Low-Carbon and Renewable Energy (MWh)					
Total Low-Carbon and Renewable Electricity	458,816	480,852	553,800	715,438	1,034,414
Unbundled energy attribute certificates (renewable energy certificates)	29,527	193,340	388,910	363,035	523,232
Green tariffs and direct procurement contracts	429,289	287,513	164,890	352,403	511,181

Data Tables

Environment (Cont'd)

ENERGY (Cont'd)	FY2022	FY2023	FY2024	FY2025	FY2026
Energy by Type (MWh)					
Total Global Energy Consumption	2,303,777	2,372,708	2,381,720	2,432,593	2,715,007
Electricity	1,757,717	1,788,510	1,790,314	1,801,440	1,909,375
Steam	1,326	162	105	509	510
Natural gas	456,899	477,393	477,358	508,091	601,192
Purchased heating	0	0	0	0	75,092
Propane	6,195	8,179	10,426	10,357	11,890
Distillate fuel oil number 2	1,834	4,070	4,223	2,596	3,702
Motor diesel	55,732	66,307	69,033	74,824	65,316
Motor gasoline	19,555	24,751	25,092	25,918	35,620
LNG (conventional)	4,520	3,336	157	350	95
Biofuels[26]	0	0	5,012	8,508	12,215

WASTE	FY2022	FY2023	FY2024	FY2025	FY2026
Recycled materials (MT)	274,124	265,401	295,780	383,950	420,770
Landfill diversion rate (as a % of operational waste)	69%	75%	81%	80%	81%

Data Tables

Responsible Business

GLOBAL SOCIAL COMPLIANCE AND RESPONSIBLE SOURCING	FY2026
Factories with audits reviewed as part of TJX's factory auditing program	3,600+
Number of countries from which factory audits were reviewed	~40

GOVERNANCE	JUNE 2026
Independent Directors	80%
Directors who are women	50%
Directors who self-identify as part of racially or ethnically diverse groups or the LGBTQ+ community	40%

Sustainability Accounting Standards Board (SASB) Disclosure Matrix

The following table provides an index for select SASB metrics (now part of the IFRS Foundation) for Multiline and Specialty Retailers and Distributors that are included in our FY2026 Global Corporate responsibility reporting or other relevant FY2026 disclosures. Data reflected here is from TJX's Fiscal Year 2026, which ended January 31, 2026.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

Table 1. Sustainability Disclosure Topics and Accounting Metrics

ACCOUNTING METRIC	CODE	REFERENCES (CR REPORT UNLESS WHERE NOTED)
Energy Management In Retail and Distribution		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-MR-130a.1	Pg. 37-43 - Climate & Energy Pg. 71-72 - Data Tables
Data Security		
Description of approach to identifying and addressing data security risks	CG-MR-230a.1	Pg. 64 - Data & Technology Proxy, pg. 20 Annual Report, pg. 14
Labor Practices		
(1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a.2	Pg. 12-16 - Recruitment & Development Pg. 66-67 - Data Tables
Workforce Diversity and Inclusion		
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	Pg. 17-21 - Inclusion & Diversity Pg. 67-68 - Data Tables
Product Sourcing, Packaging, and Marketing		
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2	Pg. 55-57 - Sustainable Sourcing Pg. 50-51 - Factory Auditing Pg. 53-54 - Vendor Code of Conduct
Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	Pg. 44-47 - Waste Management Pg. 55-57 - Sustainable Sourcing

SASB Disclosure Matrix (Cont'd)

Table 2. Activity Metrics

ACTIVITY METRIC	CODE	REFERENCES
Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	Annual Report, pg. 25-26
Total area of: (1) retail space and (2) distribution centers	CG-MR-000.B	Annual Report, pg. 8 Annual Report, pg. 26

Task Force on Climate-Related Financial Disclosures Index (TCFD)

The TCFD framework provides voluntary, structured guidelines for organizations to disclose their exposure to climate-related risks and opportunities. In Fiscal 2026, we completed a climate-related risk assessment process for our global business, and this assessment aligned with TCFD recommendations. We disclosed representative findings from our climate-related risk assessment in our 2026 CDP response. We also disclosed certain climate-related metrics and targets in this report. The index below provides the location of references within our 2026 CDP response, as well as our 2026 Global Corporate Responsibility Report, responsive to TCFD's recommended disclosure framework.

TCFD RECOMMENDED DISCLOSURE	REFERENCES
Governance	
a) Describe the Board's oversight of climate-related risks and opportunities	2026 CDP 4.1.2; 4.2; 2.2.2.18
b) Describe management's role in assessing and managing climate-related risks and opportunities	2026 CDP 4.3.1;2.2.2.18
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	2026 CDP 3.1.3; 3.6.3
b) Describe the impact of climate related risks and opportunities on the organization's business, strategy, and financial planning	2026 CDP 3.1.3; 5.1.2; 5.2
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2ºC or lower scenario	2026 CDP 3.1.3; 5.1.2.3
Risk Management	
a) Describe the organization's processes for identifying and assessing climate-related risks	2026 CDP 2.2.2; 5.1.1.10
b) Describe the organizations' processes for managing climate-related risks	2026 CDP 4.6; 7.53; 7.54; 7.55
c) Describe how processes used for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	2026 CDP 2.2.2.18; 4.1.2.7; 4.3.1.6
Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	CDP 2026 5.10; 7.53; 7.54; 2026 Global Corporate Responsibility Report, **page 38**
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	CDP 2026 5.10; 7.6; 7.7; 7.8
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	CDP 2026 4.6; 7.53; 7.54

United Nations Sustainable Development Goals (SDGs) Disclosure Matrix

The following table provides a mapping of references to initiatives relevant to the United Nations SDGs within our FY2026 global corporate responsibility reporting. Data reflected here is from TJX's Fiscal Year 2026, which ended January 31, 2026.

SDGS	TJX EFFORTS	REFERENCES (CR REPORT)
 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 2026, 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 nonprofit partners, TJX helped provide 40 million meals[6,7] to those in need in Fiscal 2026.	pg. 27
 SDG 3: Good Health and Well-Being	One of our social impact areas is focused on supporting organizations that deliver services to families and children facing health challenges and life-threatening illnesses, as well as funding organizations with missions aimed at spurring advancements in care and cures. In Fiscal 2026, we helped raise approximately $26 million[6] for healthcare research and patient care.	pg. 32-33
 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, these efforts have focused on enrichment and extracurricular programs that provide skills, resources, and opportunities to support school and career success for children, teens, and young adults. In Fiscal 2026, we worked with a variety of organizations and provided access to educational opportunities for more than 2 million young people.[6,7]	pg. 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.	pg. 17-21

United Nations SDGs Disclosure Matrix (Cont'd)

SDGS	TJX EFFORTS	REFERENCES (CR REPORT)
 SDG 7: Affordable and Clean Energy  SDG 13: Climate Action	TJX has made certain commitments to reduce the climate impacts of our own operations, including our stores, major 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. Our global climate and energy targets focus on reducing our operational greenhouse gas (GHG) emissions and sourcing renewable energy. They include: / We plan to achieve a 55% absolute reduction in GHG emissions from our own operations (Scope 1 and Scope 2) by the end of Fiscal 2030 (against a Fiscal 2017 baseline) / We have a goal to achieve net zero GHG emissions in our own operations (Scope 1 and Scope 2) by the end of Calendar Year 2040 / We intend to source 100% renewable energy[16] in our operations by the end of Calendar Year 2030 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 a structure for overseeing corporate responsibility initiatives, including climate-related risks and opportunities, priorities, and strategies. This structure includes an executive steering committee as well as a corporate responsibility leadership committee. In addition, TJX has an internal, cross-functional committee whose members are responsible for supporting the Company in making progress against our operational GHG emissions and renewable energy targets.	pg. 36-42

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 January 31, 2026, which was the end of the Company's fiscal year.
2. As of March, 2026.
3. Managerial is defined as Assistant Store Manager (or equivalent level) and above across the Company.
4. 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.
5. 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.
6. Highlights shown incorporate donations from one or more of the following: TJX, TJX Foundation grants, Associate and customer donations.
7. Impact data provided by charity partners.
8. Data based on our latest U.S. EE0-1 report.
9. Benefits and resources, and applicable eligibility terms, vary across our global operations based on location, position, hours worked, length of service, and other factors. Examples shown may not be available to all Associates within each geography.
10. Includes product donations from TJX and impact data reported by nonprofit partners.
11. Our energy goal is to source 100% renewable energy in our operations (electricity only) by 2030.
12. Refers to growth in company revenue and store square footage since Fiscal 2017, TJX's GHG emissions goal baseline year.
13. Fiscal 2021 and Fiscal 2022 reductions were impacted by store closures due to the COVID-19 global pandemic.
14. 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.
15. TJX calculates the reduction of Scope 2, market-based emissions to our GHG emissions inventory 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_2e/MWh) that would have been applied in the absence of renewable energy purchases.
16. Electricity only.
17. Based on Fiscal 2026 location-based operational GHG emissions (Scope 1 and Scope 2).
18. Transportation involving more than one form of carrier during a single journey.
19. In Fiscal 2025, TJX made revisions to our global operational waste data collection and estimation processes as part of 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.
20. May include a small percentage of recyclable paper.
21. As defined by the U.S. Department of Labor.
22. Excludes GHG emissions from leased offices in countries where TJX does not operate stores.
23. Figures exclude business travel of TJX employees affiliated with offices in countries where TJX does not operate stores.
24. 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.
25. Figures based off the total number of Associates as of the end of the fiscal year, as reported in our Form 10-K.
26. In Fiscal 2025, TJX began 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). TJX's Outside of Scopes GHG emissions associated with direct purchases of biofuels was 1001 MT CO2e in FY2024, 1548 MT CO_2e in FY2025, and 3589 MT CO_2e in FY2026.

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.



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