TJX IRELAND UNLIMITED COMPANY ("TJX IRELAND") 2026 GENDER PAY STATEMENT

In line with the Irish Government's gender pay regulatory reporting requirements, the table below sets out TJX Ireland's 13 June 2026 snapshot date Gender Pay Gap results.

Equal pay *means that men and women in comparable positions receive the same pay for doing the same work.*

A ***gender pay gap*** *measures the difference in the average hourly pay of men compared to the average hourly pay of women across all roles, regardless of the nature of their work.*

	2026			
Mean Pay Gap				
All Associates	7.3%			
Part time Associates[1]	0.0%			
Temporary Associates[2]	17.3%			
Median Pay Gap				
All Associates	2.2%			
Part time Associates	0.4%			
Temporary Associates	5.0%			
Quartile Pay Bands by Gender	Q1	Q2	Q3	Q4
Men	25%	24%	32%	34%
Women	75%	76%	68%	66%
Mean Bonus Gap	14.2%			
Median Bonus Gap	0.0%			
% of associates receiving a bonus by Gender	Men: 65.2%		Women: 69.6%	
% of associates receiving a benefit in kind by Gender[3]	Men: 7.3%		Women: 5.2%	

Mean: *This is the difference between the average male salary compared to the average female salary. This average is calculated by taking the total hourly pay for all our female associates and dividing it by the total number of female associates. We do the same for our male associates and calculate the difference.*

Median*: If you were to line up all our female associates in order of earnings, the salary of the female in the middle is the median female salary. Comparing the median male salary to the median female salary provides the median gender pay gap.*

On the snapshot date, our mean gender pay gap in TJX Ireland was 7.3**%** while our median gap was 2.2**%.**

The difference in gender representation across different job functions continues to impact our gender pay calculations. Like many other retailers, we believe our **mean gender pay gap** is largely due to the greater representation of female associates in our lower and middle paid roles.

The majority of our associates employed in Ireland work in our stores. Many of these roles are part-time and flexible, and they are generally our lower and middle-paid roles. While there are significantly more women than men in our TJX Ireland organisation across all four of our pay quartiles, the representation of women is highest across the quartiles that represent the lower to middle paid roles in our business.

Due to the relatively small size of certain reporting populations within TJX Ireland, year to year changes can have a meaningful impact on the reported results.

Our bonus and reward programmes are multi-faceted and founded on the principles of teamwork and achievement of our overall business goals rather than individual performance or manager discretion. The bonus gap figures are affected by factors including bonus eligibility, bonus amounts and stock option activity, which may vary from year to year[4].

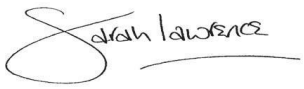
TJX Ireland aims to support associates to build their careers. We do this through career development opportunities, flexible working models, wellbeing support and internal recruitment processes that aim to make opportunities across the business clear and accessible. We also provide training focused on inclusive leadership behaviours and overcoming unconscious bias.

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1 Under the gender pay gap reporting regulations in Ireland, a part-time associate is considered to be any associate who is contracted to work less than 'normal working hours,' which for TJX Ireland is 37.5 hours per week.
2 A temporary associate is considered to be any associate with a contract that contains a specific end date.
[3] Under the gender pay gap regulations in Ireland, a benefit in kind includes any non-cash benefit of monetary value provided to an employee. For TJX Ireland, this includes the provision of a company car, voluntary health insurance and stock options.
[4] The gender bonus gap for 2026 is calculated based on bonuses paid during the 12-month period ending 13 June 2026.

We also offer a range of wellbeing resources, including dedicated policies for menopause and baby loss. Associates also have access to Peppy, a health app offering confidential consultations and support, as well as Unmind and the Retail Trust, which provide resources on mental health, stress management and more.

This statement confirms that the published information is accurate at the time of publishing as of the date referenced where applicable, and is signed by Sarah Lawrence, Group Director of HR, TJX Europe and David L. Averill, Company Director of TJX Ireland Unlimited Company.



Sarah Lawrence

TJX Europe, Group Director of HR



David L. Averill

Company Director of TJX Ireland Unlimited Company