



## TJX UK 2025 GENDER PAY STATEMENT

In line with the UK Government's gender pay regulatory reporting requirements, the table below sets out TJX UK's 5 April 2025 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 hourly pay of women across all roles, regardless of the nature of their work.

	2025			
Mean Pay Gap	16.5%			
Median Pay Gap	7.7%			
Quartile Pay Bands by Gender	Q1	Q2	Q3	Q4
Men	23%	32%	38%	45%
Women	77%	68%	62%	55%
Mean Bonus Gap	16.4%			
Median Bonus Gap	18.1%			
% of associates receiving a bonus by Gender	Men: 28.1%		Women: 21.7%	

**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 the UK was **16.5%** while our median gap was **7.7%**.

Our **mean gender pay gap** is largely driven by the greater representation of women in lower and middle paid roles across our business.

- Across the quartiles that represent the lower to middle paid roles in our business, the representation of women is much higher than men.
- In quartile four, which comprises a broad range of roles including the higher paid managerial roles, there is a more even distribution of male and female associates.

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<sup>1</sup>.

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 UK.

**Sarah Lawrence**

TJX Europe, Group Director of HR

**David L. Averill**

Company Director of TJX UK

<sup>1</sup> The gender bonus gap for 2025 is calculated based on bonuses paid during the 12-month period ending 5 April 2025.