



TJX CEO and President Message on Ukraine:

At TJX, we unite with others around the world in our condemnation of the Russian invasion of Ukraine and deplore the senseless military aggression that is killing, injuring, and displacing innocent people. As a Company, we stand with the people of Ukraine and everyone who is suffering.

We have many Associates from Ukraine and with family and loved ones in that country. We also have many Associates living and working in nearby countries such as Poland and Germany, and Associates from the wider region, including Russia, across our business, who are needlessly impacted by this terrifying invasion. We are here to support all of our Associates and continue to offer them resources, including financial, legal, and mental health support.

The news we are seeing from Ukraine is heartbreaking and devastating, and as a result, TJX is taking several actions:

To support the relief efforts providing humanitarian aid to help people impacted by the war, we have made donations to numerous organizations through our charitable foundations, both in the U.S. and internationally, including: The American Red Cross, Save the Children, World Central Kitchen, The British Red Cross Emergency Appeal, The Polish Red Cross, and The Canadian Red Cross' Ukraine Humanitarian Crisis Appeal.

In addition to supporting our Associates and the ongoing humanitarian relief efforts, we have taken meaningful business actions to cut ties with Russia. Consistent with our corporate values, we have committed to divest our minority investment in Familia, a Russian off-price retailer. Additionally, we have instructed our buyers globally to stop buying merchandise from Russia and Belarus. While we have historically bought only a very minimal amount of product from these countries, this is an important part of our commitment as a Company to stand with the people of Ukraine.

At this difficult time for our world, we are here for each other. Our hearts go out to everyone whose lives have been impacted by this terrible war.

A handwritten signature in black ink, appearing to read 'Ernie Herrman'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Ernie Herrman
Chief Executive Officer & President