



**April 7, 2020**

**A Message from Ernie Herrman, CEO and President of The TJX Companies, Inc.**

As our Company continues to respond to the rapidly changing COVID-19 crisis, the health and well-being of our Associates, customers, and communities remains a top priority. With that in mind, TJX's stores, distribution centers, offices, and e-commerce sites remain temporarily closed.

These are unprecedented times. By keeping our stores and other facilities temporarily closed, we are supporting global efforts to help protect the health and safety of many people around the world. At the same time, we also take very seriously our responsibility to ensure the Company's long-term strength and stability well into the future, which has required making some difficult decisions in the near term.

We have provided ongoing pay and benefits to our Associates impacted by these closures and we will continue to pay all Associates in the U.S. and Canada through the week ending April 11<sup>th</sup>. Following this pay cycle, we have made the very difficult decision to temporarily furlough the majority of our hourly Store and Distribution Center Associates in the U.S. and Canada. For eligible, impacted Associates, TJX existing benefits, including health care coverage, will continue during the temporary furlough at no cost to these Associates. We have provided impacted Associates with information to help them determine how to apply for unemployment benefits.

In Europe, we are taking all necessary steps to participate in government employee assistance programs which generally enable us to keep store and processing center Associates in our employment while accessing essential government programs. In Australia, we are also taking steps to participate in recently established government employee plans which will help support ongoing employment for our Associates. As the COVID-19 situation is changing rapidly, we will continue to make adjustments on a country by country basis as necessary.

While we have been making decisions we would never want to make, we are living through a global pandemic. We are making every effort to prepare for re-openings, as soon as we believe we can operate safely in the communities we serve. I look forward to the future when we can re-open and be able to provide work and pay once again to many thousands of Associates worldwide.

Pay and benefits will continue at this time for those Associates not impacted by the furloughs or otherwise covered by the programs in Europe and Australia.

We have a senior management team with deep TJX and retail experience who are dedicated to successfully managing our response through this situation, while continuing to focus on the long-term vision for our Company. To illustrate our management team's strong commitment, we have decided to temporarily reduce salaries of TJX's senior executive leadership team, including myself and our Executive Chairman. We have also temporarily reduced the compensation of our Board of Directors.

TJX is a fundamentally strong company, and throughout our 43-year history, we have weathered many challenging environments together with our Associates and our loyal customers. I want to extend my deep appreciation to each and every one of our Associates around the world for their understanding as we navigate these unprecedented times. Again, I look forward to the future when we can re-open our stores and e-commerce operations and welcome back our Associates and loyal customers. I wish you and your loved ones good health, now and in the future.

Sincerely,



Ernie Herrman  
Chief Executive Officer & President