ENVIRONMENTAL, SOCIAL, AND GOVERNANCE AT TJX

Global Priorities & Recent Highlights

June 2022
Our mission is to deliver great value every day. Just as our mission has remained steadfast for 45 years, so has our commitment to acting as a responsible corporate citizen.

Important issues like equity and racial justice, climate change, and health and well-being continue to help define and evolve our global corporate responsibility priorities, which we have been reporting on for more than 10 years.

Our commitment to corporate responsibility is as important as ever, and we continue to focus our efforts under four key pillars:

/ Workplace
/ Communities
/ Environment
/ Responsible Business
WORKPLACE

Inclusion and diversity have been an important part of who we are for many years. We are committed to an inclusive workplace where our Associates feel:

/ Welcome in the Company
/ Valued for their perspectives and contributions
/ Engaged with our business mission

We are committed to further embedding inclusion and diversity within our culture and business practices. Our key areas of focus include:

/ 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 all Associates to integrate inclusive behaviors, language, and practices in how we work together and understand our role and responsibility in inclusion

To learn more about our workplace initiatives, visit: https://www.tjx.com/responsibility/workplace

FY22 HIGHLIGHTS:

68% of people in managerial positions globally are women¹

63% of managerial positions in stores and field offices were filled by internal promotions¹

80% of promotions globally in fiscal year 2022 were earned by women

35% of people in managerial positions in the U.S. are people of color¹,²,³

¹Managerial positions are defined as Assistant Store Manager (or equivalent level) and above across the company.
²People of Color includes, consistent with definitions used by the Equal Employment Opportunity Commission (“EEOC”), the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Pacific Islander; American Indian or Alaskan Native; and Two or More Races.
³Data 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.
COMMUNITIES

We aim to 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:

/  Fulfilling critical basic needs
/  Providing education and training
/  Supporting research and care for life-threatening illness
/  Empowering women

To learn more about our community initiatives, visit https://www.tjx.com/responsibility/communities

Standing for racial justice and creating opportunities

/  To support racial justice and equity, we delivered more direct support to Black communities and other communities of color with an incremental $10 million in funding over 2020 and 2021. Click here to see some of the organizations we’ve supported across the globe.

FY22 HIGHLIGHTS1:

- 37 million meals provided
- 3 million young people provided access to educational opportunities
- $30 million donated for healthcare research and patient care
- 100,000 domestic violence services provided

1Our community efforts globally, including our foundation giving, supported organizations worldwide in helping to deliver these services to vulnerable families and children.
We are committed to pursuing initiatives that are environmentally responsible and smart for our business, continually making progress on our sustainability efforts to help mitigate our impact on the environment.

We focus our efforts in these areas:

/ Climate and energy
/ Waste management
/ Responsible sourcing, which includes:
  / Chemicals management
  / Sustainable products and packaging

In FY23, we set expanded and accelerated goals in our focus areas.

Globally, we are aiming to:
/ Achieve net zero greenhouse gas (GHG) emissions in our operations by 2040
/ Source 100% renewable energy in our operations by 2030
/ Divert 85% of our operational waste from landfill by 2027
/ Shift 100% of the packaging for products developed in-house by our product design team to be reusable, recyclable, or contain sustainable materials by 2030

To learn more about our environmental sustainability initiatives, visit: https://www.tjx.com/responsibility/environment/

FY21 HIGHLIGHTS:

154,000
metric tons reduction in global greenhouse gas emissions

A-
score received in the CDP 2021 Climate Change Questionnaire

240,000
metric tons of waste diverted from landfill

1The magnitude of some of the reductions were partially driven by temporary store closures across all regions due to COVID-19. In particular, our energy use, business travel, and waste generated in operations were lower in FY21 than FY20.
We strive to **operate a responsible business** and do so by focusing on:

/ Fostering a culture that reflects our core values and supports our position as a destination of choice for consumers
/ Operating and sourcing ethically to meet our customers’ desire for great value on ever-changing selections of quality, fashionable, brand name, and designer merchandise
/ Strong corporate governance practices at the Board level

To learn more about our responsible business initiatives, visit [https://www.tjx.com/responsibility/responsible-business](https://www.tjx.com/responsibility/responsible-business)

**FY22 HIGHLIGHTS:**

- **67%** of Board Members reflect diversity (gender, race, ethnicity, LGBTQ+)
- **83%** of Board Members are independent
- **2,400+** audits either conducted by TJX’s third-party auditors directly or accepted from accredited sources

¹Audits of factories.
Our most recent Global Corporate Responsibility Report, along with associated ESG data, can be found here: https://www.tjx.com/responsibility/reporting

We currently map or report our global corporate responsibility report to the following frameworks and disclosures:

/ Global Reporting Initiative Index (GRI)
/ United Nations Sustainable Development Goals (UNSDGs)
/ Sustainability Accounting Standards Boards (SASB)
/ CDP: Received a score of A- on the CDP 2021 Climate Change Questionnaire