

*Delivering Real Value
Every Day.*



**GLOBAL
CORPORATE
RESPONSIBILITY
REPORT
AT-A-GLANCE**

2023

TJX[®]

/ CONTENTS

- 02 Our Approach to Corporate Responsibility
- 05 FY23 Highlights
- 07 Workplace
- 13 Communities
- 21 Environmental Sustainability
- 29 Responsible Business
- 36 Reporting & Disclosures

To learn more, visit tjx.com/corporate-responsibility/introduction/overview.

Please note that references to items accomplished or completed in this booklet denote TJX's Fiscal 2023, which ended January 28, 2023, unless otherwise noted.

Our Approach to Corporate Responsibility

Corporate responsibility has been part of the fabric of who we are from day one. We take a **global approach** to corporate responsibility, with **regional programs and initiatives** that support our global work. We focus our efforts where we believe we can have a meaningful impact and report our efforts under four key pillars:

- / Workplace
- / Communities
- / Environmental Sustainability
- / Responsible Business



Management & Oversight

As part of its oversight role, our Board of Directors reviews environmental, social, and governance (ESG) matters, and, directly through its Committees, considers information relating to our corporate responsibility programs.

In Fiscal 2023, a Senior Executive Vice President, Group President (SEVP), added strategic oversight of our Global Corporate Responsibility program to their business function. This SEVP, along with global, cross-functional leaders, oversees the development of corporate responsibility strategies across a range of ESG matters that align with our business priorities.

Stakeholder Engagement

We strongly believe that for our policies and practices to be effective, they must evolve and be informed by the perspectives of our many global stakeholders, including our Associates, customers, shareholders, and others. We view engaging with stakeholders, in addition to industry associations, as an opportunity to gain insights and learn.

Learn more about our approach to corporate responsibility [on TJX.com](https://www.tjx.com).

We firmly believe that our continued commitment to developing and implementing meaningful environmental, social, and governance practices is important as we move forward. Our approach to corporate responsibility is intended to build on our prior efforts and sets us up to evolve over time with practices that we believe can be impactful and inclusive, reflecting today's growing responsibilities and varied expectations.

Ernie Herrman
Chief Executive Officer and President
The TJX Companies, Inc.

FY23 Highlights

Workplace



68% of people in managerial¹ positions globally were women

58% of managerial¹ positions in stores and field offices were filled by internal promotions



Shortened waiting periods for some of our physical well-being programs for eligible Associates at our U.S. office and store locations

80% of promotions globally were earned by women

36% of people in managerial positions in the U.S. were people of color^{1,2,3}



Environmental Sustainability

29% reduction in global GHG emissions from our direct operations since FY17



74% of global operational waste diverted from landfill



B score received on the CDP 2022 Climate Change Questionnaire



27% of our electricity in our global direct operations came from renewable energy sources

Communities



30,000 domestic violence services provided

3 million young people provided access to educational opportunities

Disaster relief efforts for flooding in areas such as Pakistan, Australia, and Canada

30 million meals provided



\$27 million donated for healthcare research and patient care

Responsible Business

Joined the Sustainable Packaging Coalition



78% of Board Members are women and/or self-identify as a member of an underrepresented group⁶ (as of June 2023)

78% of Board Members are independent (as of June 2023)

2,900+ factory audits were reviewed



WORKPLACE

A photograph of a middle-aged man with a grey beard and mustache, wearing a red HomeGoods apron over a striped polo shirt. He is standing in a store aisle, looking directly at the camera with a slight smile. The background is blurred, showing other store shelves and a person in a red shirt.

HomeGoods®

Prioritizing Inclusion

OUR APPROACH

We aim to support our Associates by making TJX a **terrific place to work**.

We remain committed to being an equal opportunity employer, and we strive for an inclusive workplace where our Associates feel **welcome** when they walk through our doors; **valued** for their diversity of thought, background, and experience; and **engaged** with our mission to deliver great value to our customers every day.

FOCUS AREAS

- Recruitment
- Development
- Inclusion & Diversity
- Health & Well-Being

To learn more about our global Workplace initiatives, visit [tjx.com/corporate-responsibility/introduction/overview](https://www.tjx.com/corporate-responsibility/introduction/overview).

Embracing Differences: Inclusion and Diversity

We know that a diverse workforce can help us to think creatively, remain agile, and, importantly, be true to our values, and we are strongly committed to **continuing to build a more inclusive and diverse workplace.**

We focus this work under three priority areas and aim to:

- / Increase the representation of diverse Associates along our talent pipeline.
- / Take steps to equip leaders with the tools to support difference with awareness, fairness, sensitivity, and transparency.

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

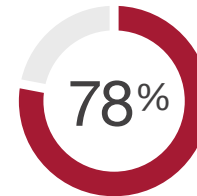
We have supported these priorities in a variety of ways, including expanding non-profit partnerships, enhancing our Global Leadership Curriculum, and launching Inclusion & Diversity (I&D) Advisory Boards whose members include Associates from our stores, distribution and processing centers, and offices.



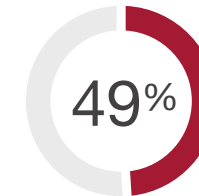
*We continue to work toward our global I&D priorities, adding **Associate-led I&D advisory boards** in the U.S., Canada, Europe, and Australia and **new Associate Resource Groups** in the U.S., Canada, and Europe over the past two years.*

Fiscal 2023 Gender and Racial Diversity Statistics

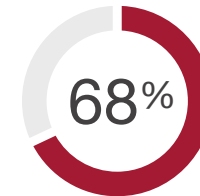
Global



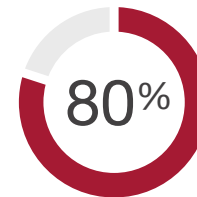
of our global workforce is female



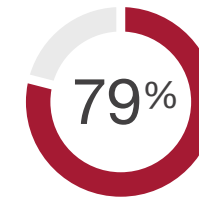
of Vice President and above positions globally are female



of people in managerial positions globally are female ¹

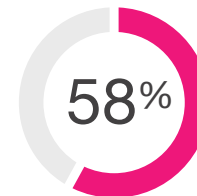


of promotions globally were earned by women

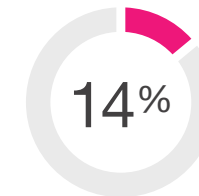


of people in non-managerial positions globally are female

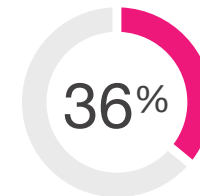
In the U.S.



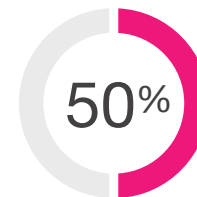
of our workforce in the U.S. are people of color ^{2,3}



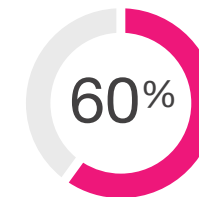
of Vice President and above in the U.S. are people of color ^{2,3}



of people in managerial positions in the U.S. are people of color ^{1,2,3}



of promotions in the U.S. were earned by people of color ^{2,3}



of people in non-managerial positions in the U.S. are people of color ^{2,3}

The Talent Pipeline: Recruitment, Development, and Retention

We look for diverse, enthusiastic, and dedicated people to join our team, and we remain committed to building our internal talent pipeline to **develop our Associates into our global leaders of tomorrow**. Our career development initiatives are designed to foster open communication and relationship building, which are both key parts of our culture.



*In recent years, we have **expanded our recruitment strategies** to enhance our ability to attract an inclusive, diverse talent pool at all levels.*

*We **enhanced leadership training** for newly hired and recently promoted leaders and added new inclusion and diversity education.*

33,000+
attendance in Global Leadership Curriculum courses since 2017.

Promoting a Happier and Healthier Workforce: Health & Well-Being

We encourage Associates to **bring their whole selves to work** and support them in a variety of ways.

Our global wellness initiatives are part of our commitment to meeting the diverse needs of our Associates across the globe and focus on three key areas:

- / Physical
- / Financial
- / Emotional

*In FY23, we **shortened enrollment waiting periods** for some of our physical well-being programs to provide earlier access for eligible Associates at our U.S. offices and store locations.*



COMMUNITIES



Giving Back

OUR APPROACH

For over four decades, we have been committed to providing value and caring for others. It extends beyond the walls of our stores, distribution centers, and offices and into our local communities around the world. Our approach to this work centers around our global community mission:

Deliver great value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.

As a global business with stores on three continents and in thousands of communities around the world, it's important to us to support the communities where our Associates live and work.

We organize support around four social impact areas through **Foundation Giving, Cause Marketing and In-Store Fundraising, and Associate Volunteerism and Giving.**

SOCIAL IMPACT AREAS

- Basic Needs
- Education & Training
- Healthcare Research
- Empowering Women

To learn more about our Communities initiatives and partnerships, visit tjx.com/corporate-responsibility/introduction/overview.



OUR GLOBAL SUPPORT INCLUDES:

TJX

- Big Brothers Big Sisters
- Bottom Line
- Cradles to Crayons
- Greater Boston Food Bank
- Joslin Diabetes Center
- Jumpstart
- National Domestic Violence Hotline (U.S.)
- The Posse Foundation
- Read to a Child
- YMCA of Greater Boston

TJ-maxx

- Save the Children
- Feeding America

Marshalls

- Alice House (Canada)
- Alzheimer’s Association (U.S.)
- Feeding America (U.S.)
- Dress for Success (Canada)
- Indspire (Canada)
- JDRF (U.S.)
- Petites-Mains (Canada)
- St. Jude Children’s Research Hospital (U.S.)
- Women in Need Society (Canada)
- Woodgreen’s Homeward Bound (Canada)

HomeGoods

- Dana-Farber Cancer Institute
- Feeding America
- St. Jude Children’s Research Hospital

SIERRA

- Feeding America
- KABOOM!
- National Park Foundation

WINNERS

- Alice House
- Dress for Success
- Indspire
- Petites-Mains
- Women in Need Society
- Woodgreen’s Homeward Bound

TJ-maxx

- Academy for the Future (Poland)
- Cancer Research U.K. (U.K.)
- Children for a Better World (Germany)
- Comic Relief (U.K.)
- Enable Ireland (Ireland)
- The Prince’s Trust (U.K.)
- Stowarzyszenie WIOSNA (Poland)
- The Smith Family (Australia)

HOMESENSE

- Alice House (Canada)
- Comic Relief (U.K.)
- Dress for Success (Canada)
- Enable Ireland (Ireland)
- Feeding America (U.S.)
- Indspire (Canada)
- Petites-Mains (Canada)
- St. Jude Children’s Research Hospital (U.S.)
- The Prince’s Trust (U.K.)
- Women in Need Society (Canada)
- Woodgreen’s Homeward Bound (Canada)

Donations in Europe are made through the TK Maxx and Homesense Foundation.



Bringing Value to Our Communities

Basic Needs:

We are passionate about supporting organizations that help fill critical basic needs for vulnerable families.



*TJX's corporate philanthropic funds provided **30 million meals and 300,000 shelter nights in FY23.***

Healthcare Research:

We support organizations that deliver services to families and children when they are facing health challenges and life-threatening illnesses, in addition to those aimed at spurring advancements in care and cures.



*We helped raise **\$27 million for healthcare research and patient care in FY23**, thanks in part to the generous donations of our customers and Associates.*

Education and Training:

We focus on programs that provide skills, resources, and opportunities to support school and career success.



*In FY23, our work with a variety of organizations and direct funding for education and workforce training opportunities impacted **more than 3 million young people.***

Empowering Women:

We partner with organizations committed to helping empower women and enrich their lives through programs that provide services ranging from help for those fleeing domestic violence to others that offer education, training, and job placement resources.



*We provided funding for **30,000 domestic violence services in FY23.***

Other Ways We Give

Standing for Racial Justice and Creating Opportunities:

Over the course of 2020 – 2022, we donated \$10 million to provide more direct support to Black communities and other communities of color through organizations in the U.S., Canada, Europe, and Australia.

We continue to support a number of these organizations, working directly with them to understand their initiatives and needs and fund specific projects and programs that promote and support racial justice and equity.

Commitment to Support Ukraine:

In Fiscal 2023, we united with businesses around the world in our condemnation of the Russian invasion of Ukraine, which included making donations through our charitable foundations, both in the U.S. and internationally, to support relief efforts providing humanitarian aid. We continue to stand with the people of Ukraine and all those impacted by this crisis, including our Associates.

Disaster Relief:

We have contributed generously for more than 25 years to Red Cross chapters across the globe.

- / In Fiscal 2023, the TK Maxx and Homesense Foundation donated to the British Red Cross to support their emergency appeal helping those affected by the flooding in Pakistan.
- / TK Maxx Australia helped raise money for the Australian Red Cross to support communities affected by major floods.
- / TJX Canada donated and helped raise money for the Canadian Red Cross to support those affected by Hurricane Fiona.





ENVIRONMENTAL SUSTAINABILITY

Mitigating Our Impact

OUR APPROACH

TJX is committed to pursuing initiatives that are environmentally responsible and smart for our business. Our global environmental sustainability program includes a wide range of initiatives that work toward reducing the environmental impacts of our operations as well as certain products and packaging.

FOCUS AREAS

- Climate and Energy
- Waste Management
- Responsible Sourcing

To learn more about our Environmental Sustainability initiatives, visit tjx.com/corporate-responsibility/introduction/overview.

Our Global Goals



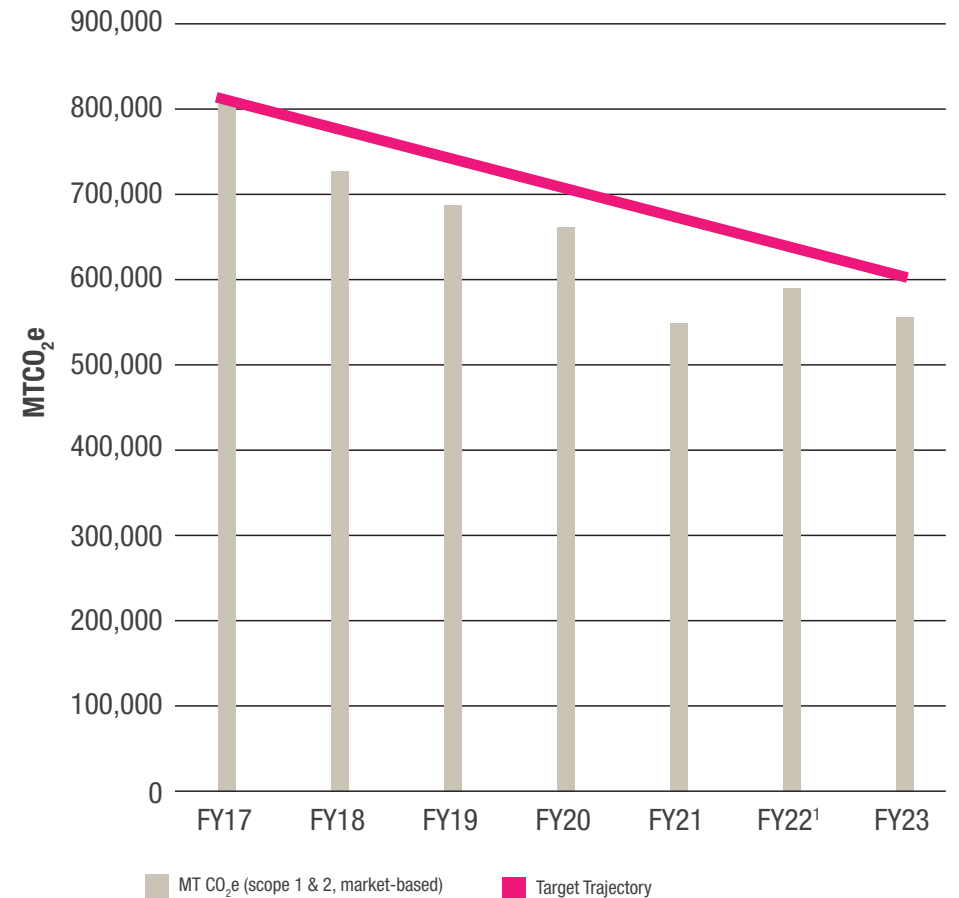
29%
absolute reduction in global GHG emissions from our own operations (from a FY17 baseline)



27%
of our electricity in our own global direct operations came from renewable energy sources

Progress Against Net-Zero GHG Target

TJX has achieved a 29% reduction in absolute GHG emissions from our own operations from FY17 to FY23.



¹ We experienced a 7.1% increase in our absolute market-based GHG emissions in FY22 relative to FY21 due to a return to normal operations after COVID-19 related temporary store closures reduced our GHG emissions in FY21.

Climate and Energy

We work across our global business operations to measure, manage, and mitigate our climate impacts. We've committed to reducing the climate impacts of our own operations—meaning our stores, home offices, distribution (or processing) centers, and certain vehicles. Our global climate and energy targets include:

By 2030:

/ We expect to reach a 55% absolute reduction in greenhouse gas (GHG) emissions from our own operations (Scope 1 and Scope 2) by Fiscal 2030 (against a Fiscal 2017 baseline).

/ We intend to source 100% renewable energy⁴ in our operations.

By 2040:

/ We have a goal to achieve net zero GHG emissions in our operations (Scope 1 and Scope 2).



Through our net zero roadmap, we have identified emissions reduction strategies and tactics that aim to reduce our Scope 1 and Scope 2 emissions in line with our commitments. Initially, we plan to focus on reducing emissions in our facilities by accelerating investments in some energy efficiency technologies, such as HVAC and LED lighting, and increasing renewable energy purchases across our global organization. We also continue to monitor the development of electric vehicles and alternative fuels in order to reduce fleet emissions where feasible.

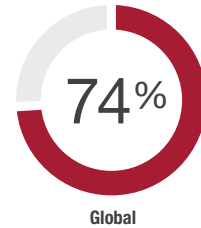
We have begun to evaluate how our commitment to reduce our Scope 1 and 2 emissions might be extended to certain Scope 3 emissions sources as well. As an early step in this feasibility assessment, we have conducted a high-level estimate of both our upstream and downstream GHG emissions (Scope 3), which is helping us better understand the potential significant sources of emissions associated with certain activities in our value chain.

Waste Management

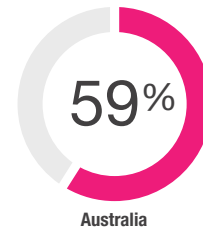
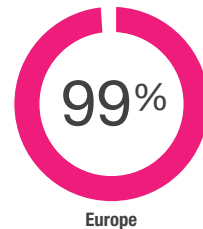
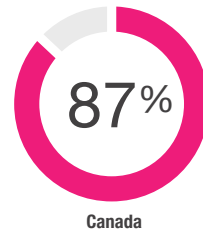
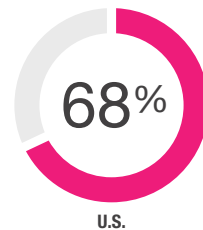
Teams throughout our business work to implement cost-effective strategies to manage operational waste. We are doing this in several ways, including by eliminating operational waste where feasible and maximizing the reuse and recycling of materials in our stores, distribution centers, and corporate offices.

We have many programs across our global business that support our efforts to reuse and recycle our operational waste in our stores, distribution centers, and home offices. Recycling programs for common items like cardboard, plastic, paper, aluminum, and glass have been introduced across all geographies. In the U.S. and Europe, we utilize our Asset Recovery Recycling Centers (ARRCs) to help reuse and recycle used cardboard, plastic, excess hangers, store fixtures, display cases, and other supplies from select stores. We also have regional efforts in place to identify opportunities to remove single-use plastics from our operations and are working with our suppliers to reduce single-use packaging.

FY23 Diversion Rates⁵



FY23 Operational Waste Diversion Rates by Region



*In Canada, we switched to a reusable system for the containers served in our Home Office cafeteria, helping to **divert an estimated 35,000 single-use containers** from the waste stream annually.*

*For many years, our U.S. distribution centers have used a more easily recycled material and corrugated box insert for the packaging of liquid products during shipping from distribution centers to stores. This effort has resulted in an **estimated 12 million fewer plastic bags** being used across our distribution network each year.*

*Since Fiscal 2021, stores in **Europe have eliminated single-use plastic merchandise carry-out bags**. Customers can bring their own bags or purchase from our range of reusable bags, including our reusable “bags for life,” from which a portion of the proceeds goes to one of our charity partners.*



RESPONSIBLE BUSINESS



Operating Ethically

OUR APPROACH

We recognize the importance of operating ethically and sourcing responsibly, and our business dealings are grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect.

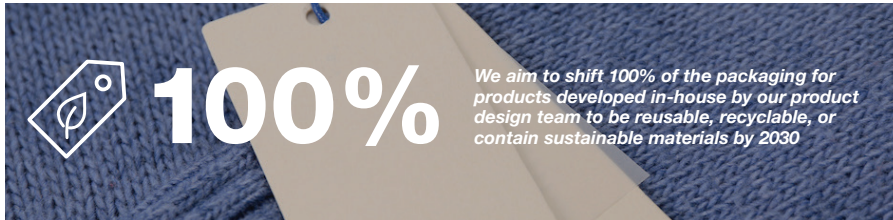
We hold ourselves to high ethical standards and expect our Associates to comply with the standards set forth in the **TJX Global Code of Conduct**. Likewise, our **Vendor Code of Conduct** sets our expectations of the vendors with whom we do business.

AREAS OF FOCUS

- / Responsible Sourcing
- / Global Social Compliance
- / Supplier Diversity
- / Governance

To learn more about our Responsible Business practices, visit tjx.com/corporate-responsibility/introduction/overview.

Responsible Sourcing



Sustainable Products & Packaging

As we source merchandise, product packaging, and supplies for our own operations, we may find more opportunities to procure products and materials with sustainable attributes, and we have increased our capability to identify such opportunities.

- / We aim to 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.
- / Along the way, we plan to phase out use of PVC packaging of certain soft home products developed in-house by our product design team by 2025. This will include certain top-of-bed styles, easy-care linens, outdoor seating cushions, and outdoor pillows.

Our subject matter experts have compiled a list of preferred sustainable product certifications in certain product categories that can be used across all of our divisions, globally.

Chemicals Management

Since we operate a large, complex, international business, we focus our efforts in areas where we believe we can have a meaningful impact and that are most feasible for our business model. As we continue to learn and build our programs in this area, we are exploring ways to manage chemicals of concern in our operations as well as in certain products we sell.

- / Business operations: We have implemented our plan to phase out all phenol-based coatings on paper customer sales receipts in the U.S., Canada, Europe, and Australia.
- / Merchandise and packaging: We have developed a buyer tool for Winners beauty buyers to identify beauty products free of certain chemicals of concern.
- / Industry, expert, and internal collaboration: We are members of the Green Chemistry and Commerce Council (GC3). The GC3 has a mission to promote safer chemicals, materials, and products across retail supply and value chains.

Global Social Compliance

Our philosophy towards social compliance mirrors our culture, and, just as we are committed to honesty, integrity, and treating others with dignity and respect, we expect those that we do business with to do the same. Our approach to our Global Social Compliance Program includes:

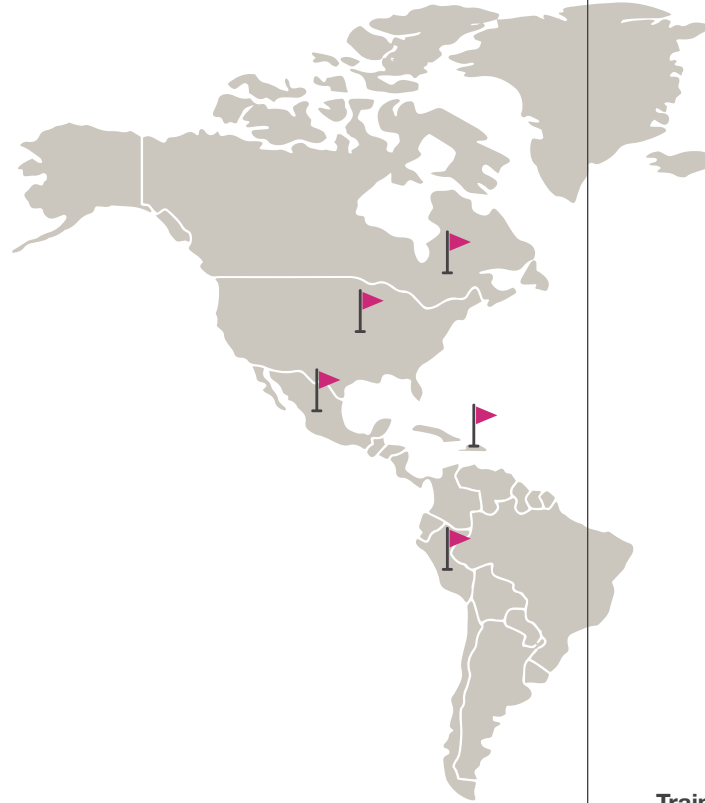
Vendor Code of Conduct:

- / Our Vendor Code of Conduct serves as the foundation for our Global Social Compliance Program, incorporating human rights, labor rights, and anti-corruption standards, among other expectations.
- / Our purchase order terms and conditions include a requirement for merchandise vendors to adhere to our Vendor Code of Conduct and require that any factories or subcontractors they use also comply with our Code.

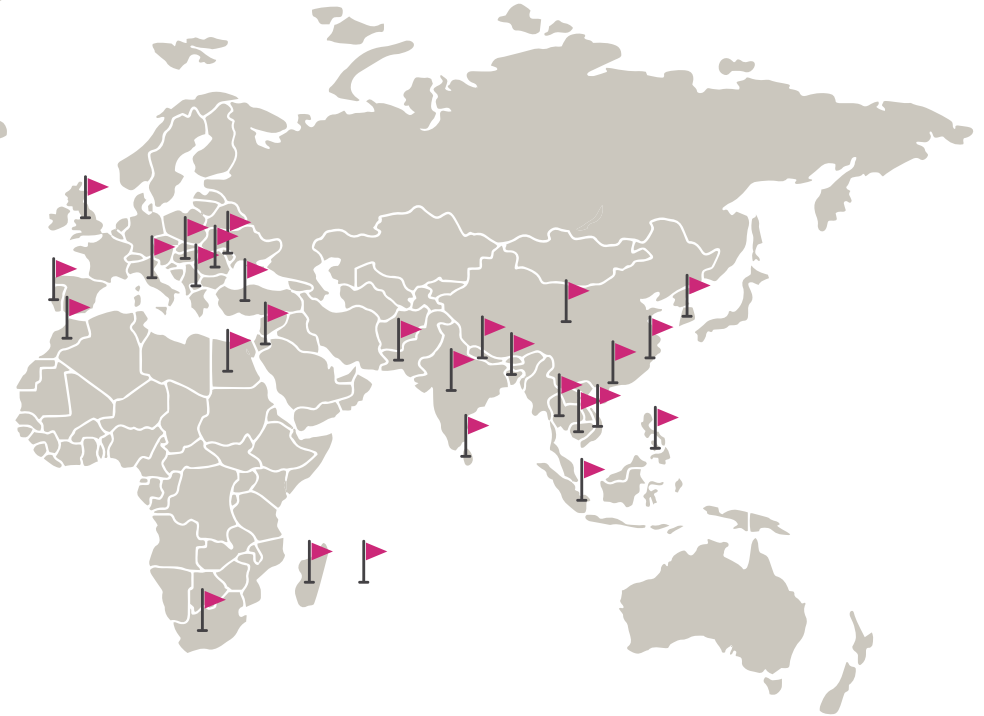
Factory Auditing:

- / Factories included in our audit program are required to undergo regular audits.

In Fiscal 2023, we reviewed more than 2,900 audits, which were either conducted directly by TJX's third-party auditors or were accepted from recognized sources.⁷



In FY23, we reviewed more than 2,900 audits at factories in more than 30 countries.



Training:

- / We offer regular training sessions to educate buying agents, vendors, and factory management within our factory audit program on our expectations with regard to social compliance.
- / TJX Associates involved in the development and buying of merchandise are expected to undergo formal social compliance training biennially.

Stakeholder Engagement:

- / We believe that engaging with various audiences and a variety of industry associations and considering their guidance helps us as we strive to continually improve our program.

Supplier Diversity

Our Supplier Diversity Program is dedicated to broadening supplier options for not-for-resale goods and services and helps provide access to additional opportunities to businesses owned by minorities, women, veterans, LGBTQ+ individuals, and persons with disabilities.

The Program has helped us identify suppliers for mutually beneficial

relationships and has helped to promote economic development in our suppliers' local communities.

We continue to expand the Program beyond the U.S., adding Canada and the U.K. in FY22 and Germany and Australia in FY23.

Governance

We believe our Board should be composed of highly engaged directors and that the Board's skills and experience should be aligned with the changing needs of the Company for current and future business environments.

Director Qualifications and Nominations:

We look for a Board that represents a diversity of backgrounds and experience, including as to gender and race/ethnicity, and that reflects a range of talents, ages, skills, viewpoints, professional experiences, geographies, and educational backgrounds.

As of June 2023, 78% of our directors are women and/or members of an underrepresented group (race, ethnicity, LGBTQ+) and 78% of our directors are independent.

The Executive Chairman of the Board is a woman and all four committee chairs are women.

Reporting & Disclosures

About this Report

For more than 10 years, we have been formally reporting on our global corporate responsibility efforts. The data presented throughout this Summary denotes TJX's Fiscal 2023, which ended January 28, 2023, unless otherwise noted.

We think of our corporate responsibility reporting as ever evolving. We continue to evaluate the changing landscape of reporting frameworks and consider what is appropriate for our off-price business and disclosures. Our report includes references for several reporting standards, including:



Footnotes

- ¹ Managerial is defined as Assistant Store Manager (or equivalent level) and above across the Company.
- ² People 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.
- ³ Data 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.
- ⁴ Electricity only.
- ⁵ Where TJX manages the waste operations for the stores.
- ⁶ Underrepresented group is defined as race, ethnicity, and LGBTQ+.
- ⁷ Amfori's Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), and Sedex Information Exchange Limited (SEDEX).

Forward Looking Statements

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS: Various statements made in this report are forward-looking and are inherently subject to a number of risks, uncertainties, and potentially inaccurate assumptions. All statements that address activities, events or developments that we intend, expect, or believe may occur in the future are forward-looking statements, including, among others, statements regarding the Company's business plans and prospects, as well as commitments, goals, initiatives, objectives, programs, and targets related to, among other things, corporate responsibility, social impact, social compliance, workplace initiatives, environmental sustainability, product packaging, and sourcing. These statements are typically accompanied by the words "aim," "anticipate," "approximately," "aspire," "believe," "continue," "could," "estimate," "expect," "forecast," "goal," "hope," "intend," "may," "outlook," "predict," "plan," "potential," "project," "seek," "should," "strive," "target," "will," "would", or similar words, although not all forward-looking statements contain these identifying words. Each forward-looking statement is subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such forward-looking statements. A variety of factors could cause our future results to differ materially from the anticipated events or results expressed in such forward-looking statements, including the execution of buying strategy and inventory management; customer trends and preferences; competition; marketing efforts; operational and business expansion; management of a business and operations of large size and scale; the COVID-19 pandemic; global sourcing of merchandise;

data security and IT systems; labor costs and workforce challenges; personnel recruitment, training, and retention;; corporate and retail banner reputation; environmental, social, and governance matters; expanding international operations; loss or theft of inventory; cash flow; mergers, acquisitions, business investments and divestitures, closings or business consolidations; real estate leases; economic conditions and consumer spending; market instability; serious disruptions or catastrophic events; seasonal influences; utility, transportation, or logistics costs or availability; fluctuations in exchange rates; compliance with laws, regulations, and orders and changes in laws, regulations, and applicable accounting standards; outcomes of litigation, legal proceedings, and other legal or regulatory matters; quality, safety, and other issues with our merchandise; and tax matters. Readers should also review Item 1A, Risk Factors, of our Annual Report on Form 10-K for the fiscal year ended January 28, 2023 filed with the U.S. Securities and Exchange Commission (the "SEC") on March 29, 2023 for a description of important factors that could cause our future results to differ materially from those contemplated by the forward-looking statements made in this report, as well as other information we file with the SEC. We caution investors, potential investors, and others not to place considerable reliance on the forward-looking statements contained in this report. You are encouraged to read our filings with the SEC, available at www.sec.gov, for a discussion of these and other risks and uncertainties. We do not undertake any obligation to publicly update or revise our forward-looking statements, even if experience or future changes make it clear that any projected results expressed or implied in such statements will not be realized.





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