



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

For many years, TJX has been committed to inclusion and diversity. That means helping all our Associates feel welcome in the Company, valued for their contributions, and engaged with our business mission. For our customers, vendors, community partners, and Associates, we always aim to treat others with dignity and respect. As a business, we do not tolerate discrimination or hate of any kind.

Last year, it became clear that we needed to do more. We committed to standing up for our Black Associates, customers, and communities, and standing for racial justice and equity. We took action, broadening our giving strategy to provide more direct support to Black communities and taking steps within our own organization to foster change.

We know that we have more work to do. As we continue this journey, the increasing violence against the Asian and Pacific Islander communities is another stark reminder that injustice exists and that we must continue to work toward a better future for all. **Supporting racial justice and equity is an ongoing commitment for TJX.** While that work progresses, we will remain focused in our support for other underrepresented populations as they continue to fight to access opportunities, to be treated fairly, and to have their voices heard. **Hate has no place at TJX.**

We continue to build new programs internally that will help us support a more inclusive and diverse organization at all levels, including additional access to management opportunities for diverse Associates. We continue to conduct listening sessions with Associates, have enhanced our educational resources, coached our teams to help them have open, honest conversations together, and expanded our unconscious bias training to additional areas of the business, including our most senior leadership and our entire Board of Directors. We recognize that programmatically incorporating this approach into our business practices is important in making a sustainable, long-term impact.

As an organization, we believe every one of us can play a part in helping to build a better world, where justice, fairness, and dignity are upheld as basic human rights. We must do better, together.

We plan to continue to provide updates on our efforts at [TJX.com](https://www.tjx.com) and invite you to check back to learn more as we make progress.

Sincerely,

A handwritten signature in black ink that reads 'Ernie Herrman'.

Ernie Herrman
Chief Executive Officer & President