

TJX IRELAND 2024 GENDER PAY STATEMENT

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EUROPE



INTRODUCTION

At TJX, inclusion and diversity have been an important part of who we are for many years. We're passionate about creating a supportive and inclusive workplace where our associates feel **welcome** in the company, **valued** for their perspectives and contributions, and **engaged** with our business mission to deliver great value to our customers every day.

We are firmly committed to pay equity and to creating a great place to work that provides attractive and accessible opportunities for our associates to develop and thrive. Our compensation structures are designed to pay our associates competitively and equitably, based on their skills, qualifications, experience, role and scope of responsibilities. At TJX in the Republic

of Ireland and our global parent company, The TJX Companies, Inc., we are proud to be an organisation in which women fulfil key roles across all job levels, in our stores, processing centres and in our offices.

In 2024, as in previous years, we believe the difference in gender representation across different job functions continues to impact our gender pay calculations. The majority of our associates employed in Ireland work in our stores. Many of these roles are part-time and flexible, and they are generally our lower and middle-paid roles. At TJX Ireland, as in many other retailers, women significantly outnumber men in these roles and this role distribution has an impact on the calculation of our gender pay gap.

We strive to support an environment where associates can be their whole selves. In addition to career and leadership development opportunities at TJX Ireland, we offer associates wellbeing resources, flexible working practices, and we have a variety of women's health initiatives, including menopause and baby loss policies, as well as a company-wide focus on inclusion-based values and behaviours. We know that this work is a journey, and we have continued to expand our programmes each year with the aim of fostering an inclusive workplace for our associates.

Sarah Lawrence

Group Director of HR, TJX Europe



WHAT IS THE GENDER PAY GAP?

In line with the Irish Government’s gender pay regulations, employers in the Republic of Ireland with more than 150 employees must report their gender pay gap. It is important at the outset to clarify the difference between equal pay and the gender pay gap.

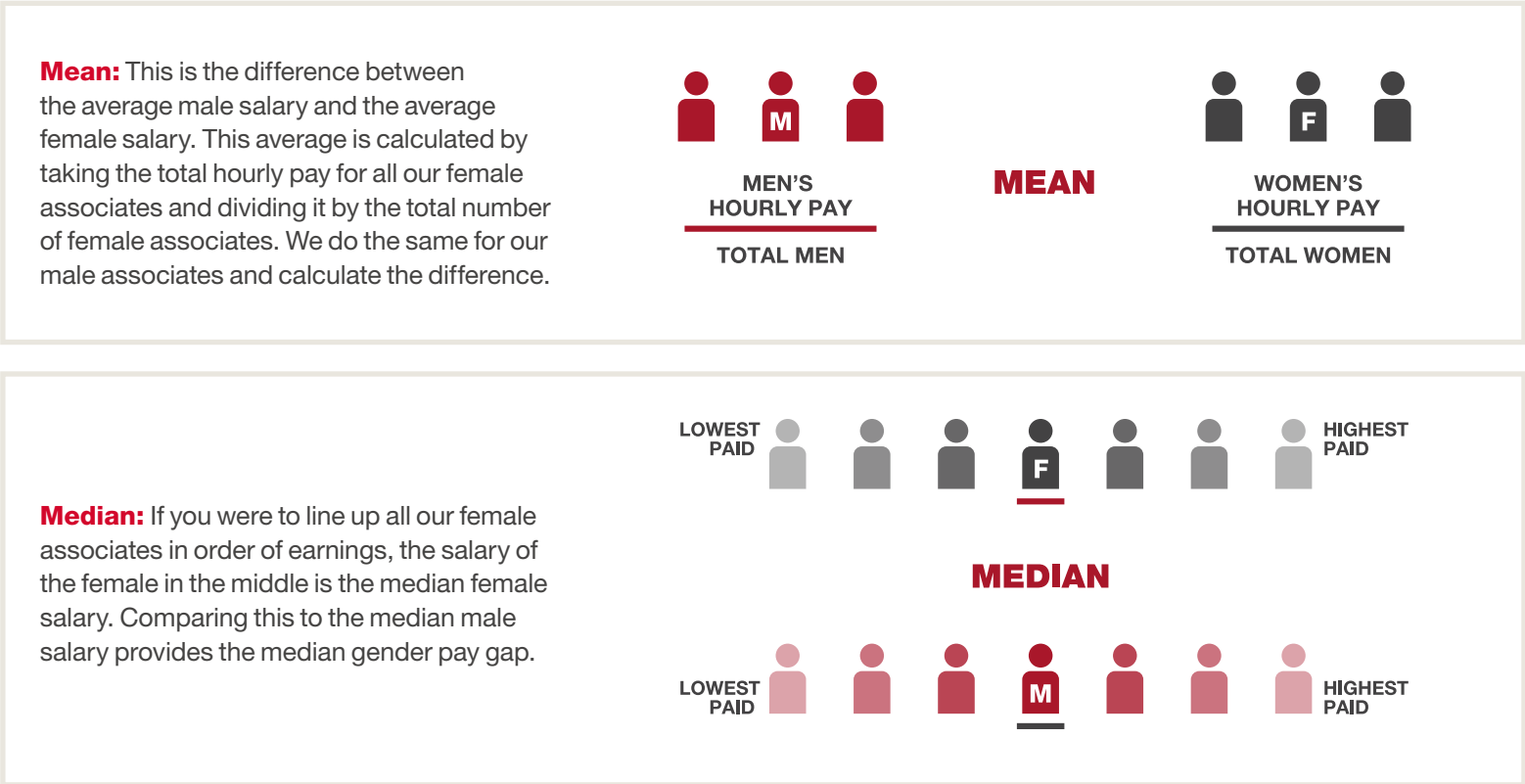
The principle of equal pay has been part of Irish law for many years and generally means that men and women in comparable positions receive the same pay for doing the same work. At TJX, we value and uphold this principle and are committed to the belief that individuals should be compensated competitively and equitably based on their skills, qualifications, experience, role and scope of responsibilities.

Equal pay means that men and women in comparable positions receive the same pay for doing the same work.

A gender pay gap measures the difference in the average hourly pay of men and women across all roles regardless of the nature of their work.

HOW DO WE CALCULATE THE GENDER PAY GAP?

As required by the reporting regulations, we report on the mean and median gender pay gap.



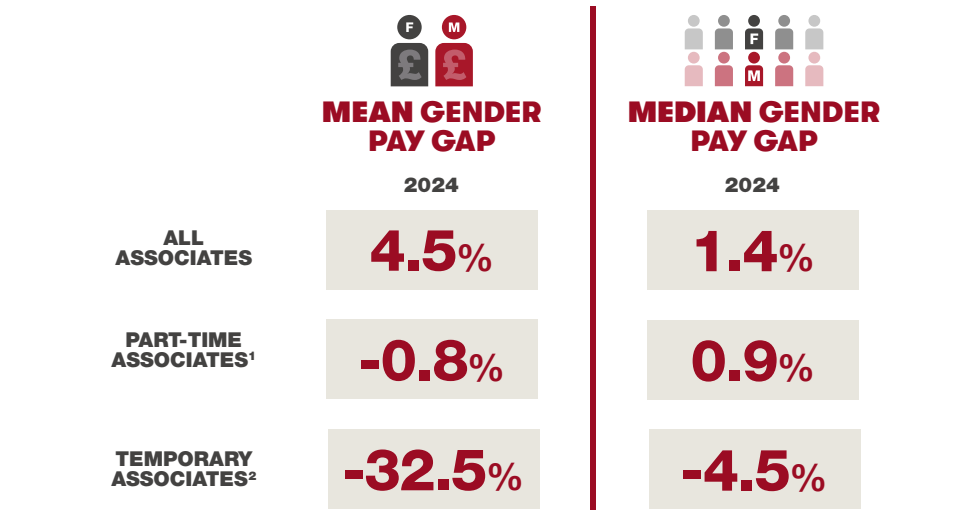
The same methodology is used to calculate the bonus gap between males and females.

This gender pay gap report is a snapshot of our associate population and their pay rates on 15 June 2024.

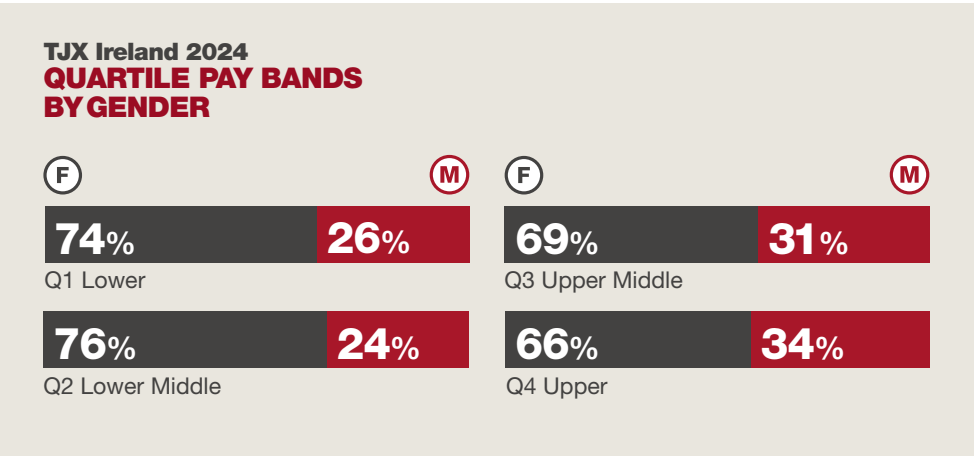
WHAT IS THE TJX IRELAND GENDER PAY GAP?

On the snapshot date, our mean gender pay gap in Ireland was **4.5%** while our median gap was **1.4%**.

The difference in the proportion of males and females within certain job functions influences our gender pay calculations. Like many other retailers, we believe our mean gender pay gap is largely due to the greater representation of female associates in our lower and middle paid roles.



¹ Under the gender pay gap reporting regulations in Ireland, a part-time associate is considered to be any associate who is contracted to work less than "normal working hours", which for TJX Ireland is 37.5 hours per week.
² A temporary associate is considered to be any associate with a contract that contains a specific end date.

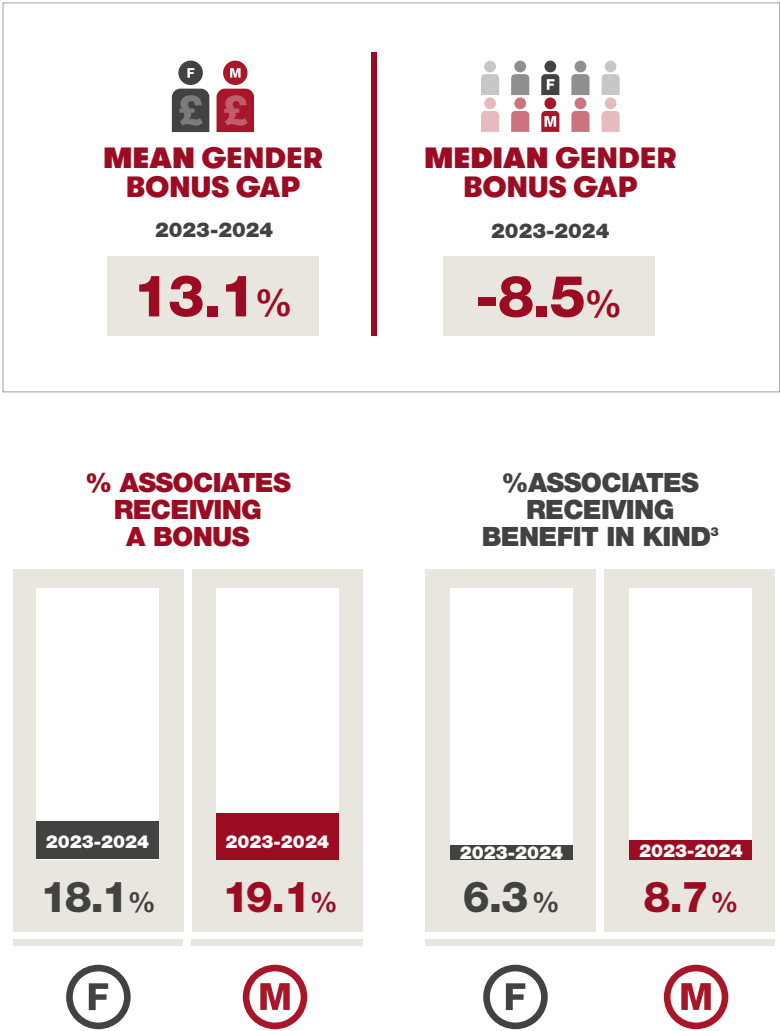


TJX IRELAND GENDER BONUS GAP

Our bonus and reward programmes are multi-faceted and founded on the principles of teamwork and achievement of our overall business goals rather than individual performance or manager discretion. Differing bonus payout percentages year on year, in addition to other factors including bonus programme eligibility, stock option activity and discretionary bonuses, can make meaningful year-on-year comparisons challenging.

Among associates who received bonuses during this 12-month period, the mean bonus gap was **13.1%** and the median gap was **-8.5%**.

2024



The gender bonus gap for 2024 is calculated based on bonuses paid during the 12-month period ending 15 June 2024.
³ Under the gender pay gap regulations in Ireland, a benefit in kind includes any non-cash benefit of monetary value provided to an employee. For TJX Ireland, this includes the provision of a company car, voluntary health insurance and stock options.

INCLUSION AND DIVERSITY AT TJX

TJX in Ireland is part of a global business that values inclusion and diversity. As a large, complex and global business, The TJX Companies, Inc. believes that the diversity of our workforce can help us think creatively, remain agile, and be true to our values. We know it is important to attract and retain talent within our organisation and believe that the diversity of our associate base can help make us a stronger company.

Women are an important part of our workplace diversity, and we are proud of the strong representation of women across our organisation, and throughout management and senior management levels.

Globally in The TJX Companies, Inc., women make up 77% of the total workforce and they hold 68% of our managerial positions, defined as Assistant Store Manager (or equivalent) and above. Furthermore, women are strongly represented in our more senior positions across the global company, with women comprising 52% of Vice President and above positions. Additionally, in Fiscal Year 2024, 79% of promotions globally were earned by women⁴.

⁴Statistics cited in this section are for TJX's Fiscal Year 2024, which ended 3 February 2024.



KEY ACTIONS

Inclusion and diversity have long been a priority at TJX, and we endeavour to listen to our associates and identify actions and initiatives that we believe may create positive change. This section provides a few recent examples of these ongoing actions.



EMPOWERING OUR ASSOCIATES

- / Our dedicated inclusion and diversity (I&D) team continues to inform and provide input on the vision and direction for I&D within TJX Europe. An **I&D Council**, made up of associates from across the European business, facilitates associate feedback and provides insights which can be used to inform our people strategies.
- / We have increased our European **Associate Resource Groups (ARGs)** from six to eleven⁵, including two more women's ARGs, bringing the total to four across our European operations. These voluntary, associate-driven groups are open to associates who identify with the community or support the mission as allies. They work closely with the I&D team to help foster an inclusive workplace and offer a space to share experiences and promote discussion of relevant issues.

⁵ From August 2021 to December 2024.

RECRUITMENT AND TALENT DEVELOPMENT

Inclusion and diversity are areas of continued focus in both our recruitment and talent development processes at The TJX Companies, Inc. and within our TJX Europe operations.

RECRUITMENT

- / In Ireland, we've introduced a range of new **talent attraction materials** which represent our inclusive culture and share real journeys of our associates, and we are presenting them across a range of media to appeal to a wide demographic.
 - / We've updated our **internal recruitment** process with the intent of increasing accessibility for associates within our business to job opportunities at TJX. Associates now have access to comprehensive information about internal roles across various business areas, direct links to job adverts, and clear guidance on how to navigate the application process. We've also made the process more transparent and user-friendly by including job levels and hiring manager details. These updates not only empower associates to explore diverse career paths within TJX, but also help hiring managers to reach a wider audience of potential candidates.
- Overall, these enhancements underscore our commitment to building our talent pipeline and fostering inclusion across the organisation.
- / We run training programmes across the business in **inclusive leadership behaviours**, including understanding and overcoming unconscious bias, and fostering inclusive and transparent talent feedback.



HEALTH AND WELLBEING

We have developed a dedicated **women's health strategy** at TJX Europe, focused on providing support for women's health issues. The programme is designed to increase awareness, provide supporting policies and resources, upskill our managers, and further promote gender equality within our business.

Our **menopause policy** in Ireland sets out the support available to associates experiencing menopause symptoms, as well as information and resources for managers and colleagues. We have also signed the Wellbeing of Women's Menopause Workplace Pledge and make dedicated resources and expertise available to our associates through Henpicked and Menopause in the Workplace.

Our **baby loss policy** in Ireland formalises the support available to associates who have experienced any type of baby loss. We have also signed the Miscarriage Association's Pregnancy Loss Pledge which signals our commitment to raising awareness and providing support for associates.

In Ireland, our associates have access to **Peppy**, a health app that provides free and confidential support to our associates, including personalised video and phone consultations with expert practitioners, as well as emotional wellbeing support and free and trusted information on women's and men's health topics.

We also make wellbeing support resources available through **Unmind** and the **Retail Trust** on a wide variety of topics, including women's health, mental health, relationships, stress management, and confidence. We offer regular webinars to promote health and wellbeing amongst our associates, featuring guest speakers and covering topics including gut health, sleep and more.

FLEXIBLE WORKING

In select stores in Ireland, we have technology that enables **dynamic shift swapping**, designed to offer more transparency and flexibility in scheduling.

In our stores in Europe we operate a variety of flexible working and shift patterns, including contracts that allow for job share opportunities, part-time and weekend working.

Throughout our offices in Europe, we promote a **flexible working model** to support the balance of work and personal needs. Our flexible working principles - including core hours and agile working - allow the majority of our office-based associates to flex their working hours and location in a way that balances their personal and work needs.





OUR CONTINUED COMMITMENT

A passion for inclusion and diversity remains at the heart of our business. We are firmly committed to continuing to provide attractive and accessible opportunities throughout our organisation to help our associates in Ireland to fulfil their potential and plan to continue to explore initiatives which further this aim.

This statement confirms that the published information is accurate at the time of publishing as of the date referenced where applicable, and is signed by Sarah Lawrence, Group Director of HR, TJX Europe and David L. Averill, Company Director of TJX Ireland Unlimited Company.

Sarah Lawrence
TJX Europe, Group Director of HR

David L. Averill
Company Director of TJX Ireland Unlimited Company

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