



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

For our country and the world, the ongoing social unrest and the tragic killing of many Black people has brought to the forefront the significant racial injustice that still exists. While inclusion and diversity have long been a priority at TJX, in these serious times, we recognize more than ever that we need to continue working to do better. At TJX, we stand with Black Associates, customers, and communities, and we stand for racial justice.

I'd like to share with you how we, as a Company, are taking action. TJX, through its foundations and other funding, has broadened its giving strategy to provide more direct support to Black communities. We are increasing our global efforts by providing \$10 million in grant funding over the next two years to organizations that are actively working to support racial justice and equity. The funding will be divided among a number of organizations and our commitment will support programs across our global businesses in the U.S., Canada, Europe,* and Australia, including:

In the U.S.:

- [Boston University Center for Antiracist Research](#)
- [NAACP Legal Defense and Educational Fund, Inc.](#)
- [National Urban League](#)
- [Smithsonian's National Museum of African American History & Culture](#)
- [UNCF \(United Negro College Fund\)](#)
- [YWCA USA](#)

In Canada:

- [Canadian Civil Liberties Association](#)

In the U.K.:

- [Access UK](#)
- [Runnymede](#)
- [Stephen Lawrence Charitable Trust](#)

In Ireland:

- [Irish Network Against Racism](#)

In Germany:

- [Schule ohne Rassismus \(School Without Racism\)](#)

In Poland:

- [Nigdy Wiecej \(Never Again\)](#)

In Austria:

- [Zara: Civil Courage and Anti-Racism-Work](#)

This is a partial list of the organizations that we intend to support, and we expect to update it with additional organizations we are supporting in Canada and Australia in the near future. You can follow our ongoing efforts at tjx.com/responsibility/communities.

Beyond our giving plans, I believe that the diversity of our Associate base makes us a stronger Company and better able to serve our broad base of customers around the world. We are initiating several programs internally that will help us continue to grow a more inclusive and diverse organization at all levels. Action is necessary to make a difference and as an organization, we know we can do more, and you have our commitment that we will. You can learn more about what we have underway in this area at TJX.com/responsibility/workplace.

We plan to continue to provide updates on our progress at TJX.com and invite you to check back to learn more as we continue to take action to promote racial justice.

Sincerely,



Ernie Herrman
Chief Executive Officer & President

**In Europe, our donations are made through the T.K. Maxx and Homesense Foundation.*