

ASSOCIATE WELL-BEING



At TJX, we aim to foster a positive and inclusive work environment so that our Associates feel welcome, valued, and engaged. As part of that philosophy, we encourage Associates to bring their whole self to work and support them in a variety of ways, including through our well-being programs. While the pandemic impacted many of our onsite offerings in fiscal 2022, we are committed to supporting our Associates and evolving to meet their needs.

We understand that Associate well-being is impacted by many factors, and our global wellness initiatives focus on three key areas: **physical, financial, and emotional well-being**. These programs are part of our commitment to meeting the diverse needs of our Associates across the globe, as well as promoting a happier and healthier workforce.

Examples of some of our Associate well-being programs are highlighted below. While our philosophy and approach to Associate well-being is global, the availability of these programs and eligibility terms vary across our global locations based on geography, setting, and other factors.

Physical well-being: In many locations we offer access to various fitness and wellness resources, such as virtual classes and fitness centers at our corporate offices; smoking cessation support; and, at certain locations, onsite wellness services like eye exams, flu shots, dental services, and primary care physician services. We offer additional benefits, such as medical, dental, vision, and disability coverage, for eligible Associates, which in the U.S. includes no-cost access to telehealth services, diabetes support and reimbursement of certain fitness-related expenses.

Financial well-being: We offer retirement savings plans with a company match for eligible Associates in the U.S., U.K., Ireland, Poland, and Canada. Our Associates can also access a variety of programs and services at discounted rates, and eligible Associates can participate in an adoption assistance benefit in the U.S. and scholarship and tuition assistance programs in the U.S. and Canada. In addition, all Associates can access a discount when shopping with any of our brands. We also provide access to resources, tools and information sessions covering various financial topics such as preparing for retirement, financial literacy, tax preparation, student loan counseling, taking parental leave, and managing finances during times of crisis.

Emotional well-being: All TJX Associates have access to Associate assistance programs that provide 24/7 free and confidential support to help balance work, family, and personal issues. Across our locations we also offer access to educational resources that may cover topics such as new and expectant parent support, resiliency and stress reduction, and support for caregivers, as well as access to resources that promote relaxation, such as meditation, Pilates, and Tai Chi.

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