



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

For European Associates and Customers

April 7, 2020

As our Company continues to respond to the rapidly changing COVID-19 crisis, the health and well-being of our Associates, customers and communities remains a top priority. With that in mind, TJX's stores, distribution centers, offices and e-commerce sites remain temporarily closed.

These are unprecedented times. By keeping our stores and other facilities temporarily closed, we are supporting global efforts to help protect the health and safety of many people around the world. At the same time, we also take very seriously our responsibility to ensure the Company's long-term strength and stability well into the future, which has required making some difficult decisions in the near term.

In Europe, government employee assistance schemes generally enable us to keep Store and Processing Centre Associates in our employment while accessing essential government funds.

This means that we can retain our European Associates under this process, although many cannot carry out their roles at this time. We are taking all necessary steps to participate in such schemes in order to preserve employment with us and ensure that, as far as the schemes allow, participating Associates receive and accrue their normal benefits and for April, 100% of their pay.

We are living through a global pandemic, and I look forward to the future when we can reopen and be able to provide work and pay once again to many thousands of Associates worldwide. At this time, for office and other Associates who are not asked to participate in these schemes, pay and benefits will continue. We are making every effort to prepare for re-openings, as soon as we believe we can operate safely in the communities we serve.

We have a senior management team with deep TJX and retail experience who are dedicated to successfully managing our response through this situation, while continuing to focus on the long-term vision for our Company. To illustrate our management team's strong commitment, we have decided to temporarily reduce salaries of TJX's senior executive leadership team, which includes myself and our Executive Chairman. We have also temporarily reduced the compensation of our Board of Directors.

TJX is a fundamentally strong company, and throughout our 43-year history, we have weathered many challenging environments together with our Associates and our loyal customers. I want to extend my deep appreciation to each and every one of our Associates around the world for their understanding as we navigate these unprecedented times. I look forward to the future when we can re-open our stores and e-commerce operations and welcome back our Associates and loyal customers. I wish you and your loved ones good health, now and in the future.