

2022 Corporate Social Responsibility Report

Ross Stores, Inc.

Contents

A Message from Our Chief Executive Officer 2
About Our Company 3
About Our Report 4
About CSR at Ross 5

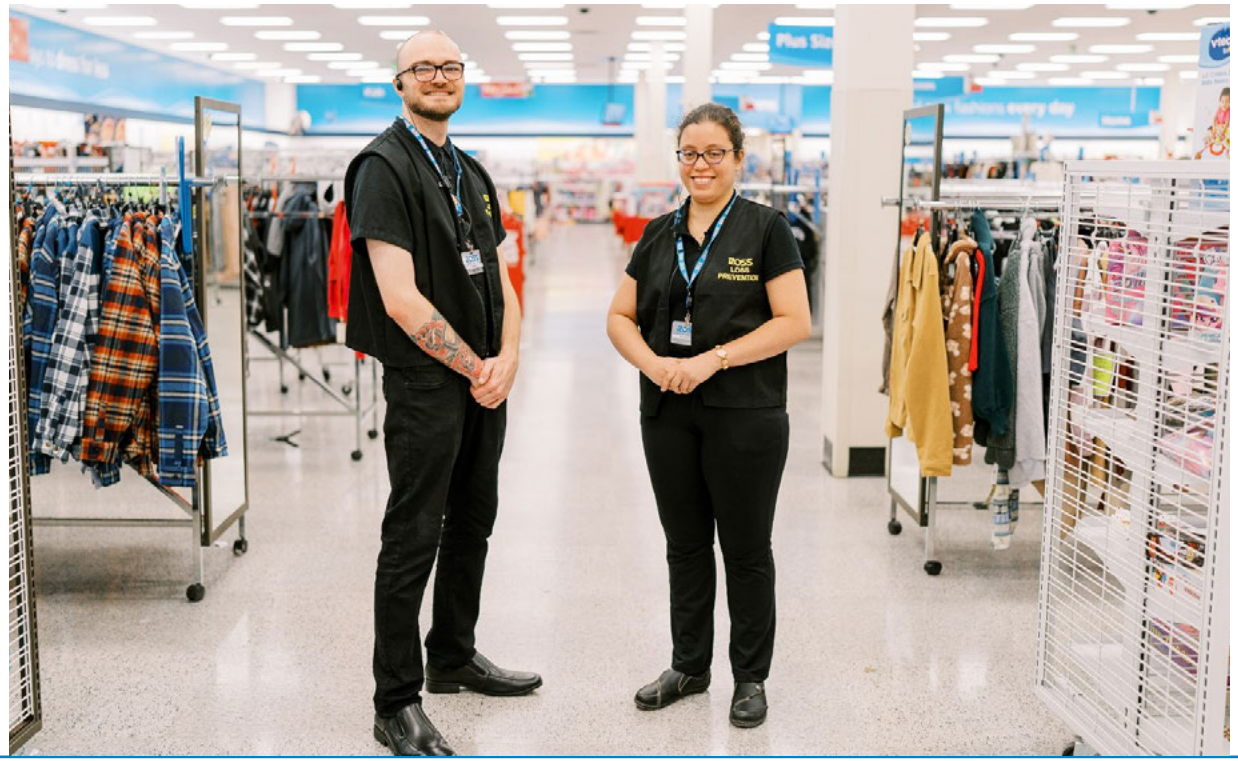
Empowering Our Associates 6
Introduction and Highlights 7
Our Commitment to Diversity, Equality, and Inclusion 8
Hiring, Training, and Advancement 12
Making Our Company a Great Place to Work 15

Supporting Our Communities 19
Introduction and Highlights 20
Our Philanthropic Mission 21
Our National Community Partners 22
Community Giving Near Our Offices and Stores 24
Responding to Communities' Urgent Needs 26
Diversity, Equality, and Inclusion 27
Associate Volunteering, Drives, and Donations 28

Operating Sustainably 29
About Environmental Sustainability at Ross 30
2022 Environmental Sustainability Achievements 31
Climate and Energy Overview 32
Energy Details 33
Energy Efficiency 34
Waste Management and Recycling Overview 38
Minimizing Waste 39
Environmental Sustainability in the Supply Chain 42

Conducting Business Ethically 43
Introduction 44
Our Approach to Sourcing and Human Rights 45
Responsible Sourcing 46
Product Safety 47
Evolving Issues 48
Governance and Ethics 49
Code of Business Conduct and Ethics 51
Privacy and Data Security 52

Appendix 53
GRI Reference Data Table 54
TCFD Framework Reference Table 55
SASB Disclosure Matrix 56
Emissions and Energy Data Table 57
Forward-Looking Statements 58



A Message from Our Chief Executive Officer

To Our Associates, Customers, Neighbors, Shareholders, and Suppliers:

The year 2022 marked our 40th year in business. It has been an incredible journey of growth, and while much has changed in our world over the last four decades, our core strategy and our Customers' desire for a bargain have stayed true. We take pride in being able to deliver great values to our Customers in an exciting treasure hunt environment every day. We could not have done that without the hard work, dedication, and perseverance of our more than 100,000 Associates.

Over this past year, we have navigated some of the toughest challenges we have ever experienced, including macroeconomic pressures and supply chain challenges. Despite the many challenges we faced, I am proud of our ongoing dedication to sustainability and commitment to act responsibly towards our Customers, partners, and communities. Through all of the challenging decisions we had to make, our core Company values anchored us and enabled us to focus on what matters.

I am pleased to share our Company's environmental, social, and governance progress. The updates in this fiscal 2022 report demonstrate our focus on Empowering Our Associates, Supporting Our Communities, Operating Sustainably, and Conducting Business Ethically.

As a Company, we are committed to promoting an inclusive culture and work environment in which our Associates are treated with respect. We celebrate diverse backgrounds, identities, and ideas which facilitates learning and growth. In support of this, we continue to build out our Associate resource groups (CommUnity Networks) and expand diversity training.

We strive to be a positive force in our communities. Supporting and investing in the local communities near our Stores, offices, and Distribution Centers has been an important part of our history and is an important part of our future. We continue to partner with organizations to promote academic achievement and build life skills in our younger generations. In fact, we have contributed to more than 1,700 nonprofit organizations in 2022.

As our Company grows, we must advance our sustainability ambitions because we understand the health of our environment is directly linked to the health of our Associates, our Customers, and our Company.

We continue to take actions to improve the efficiency and sustainability of our operations, while minimizing our impact on the environment.

Ethical business practices are critically important to Ross, and can be seen in the way we treat our stakeholders. We are dedicated to operating with high standards of integrity and to adhering to policies and processes designed and implemented to drive towards meeting those standards. We are committed to ongoing transparency and accountability.

I am proud of the entire organization and how we find ways to collaborate, problem solve, and support each other – all while driving value for our Customers.

We will continue to make investments to prepare us for the future – investments in our people, our communities, and our capabilities. We have had 40 years of exciting growth, and we have so much more ahead of us.

My sincerest gratitude to all of our Associates as we continue to build our Company and to pursue our longstanding commitment to corporate social responsibility.



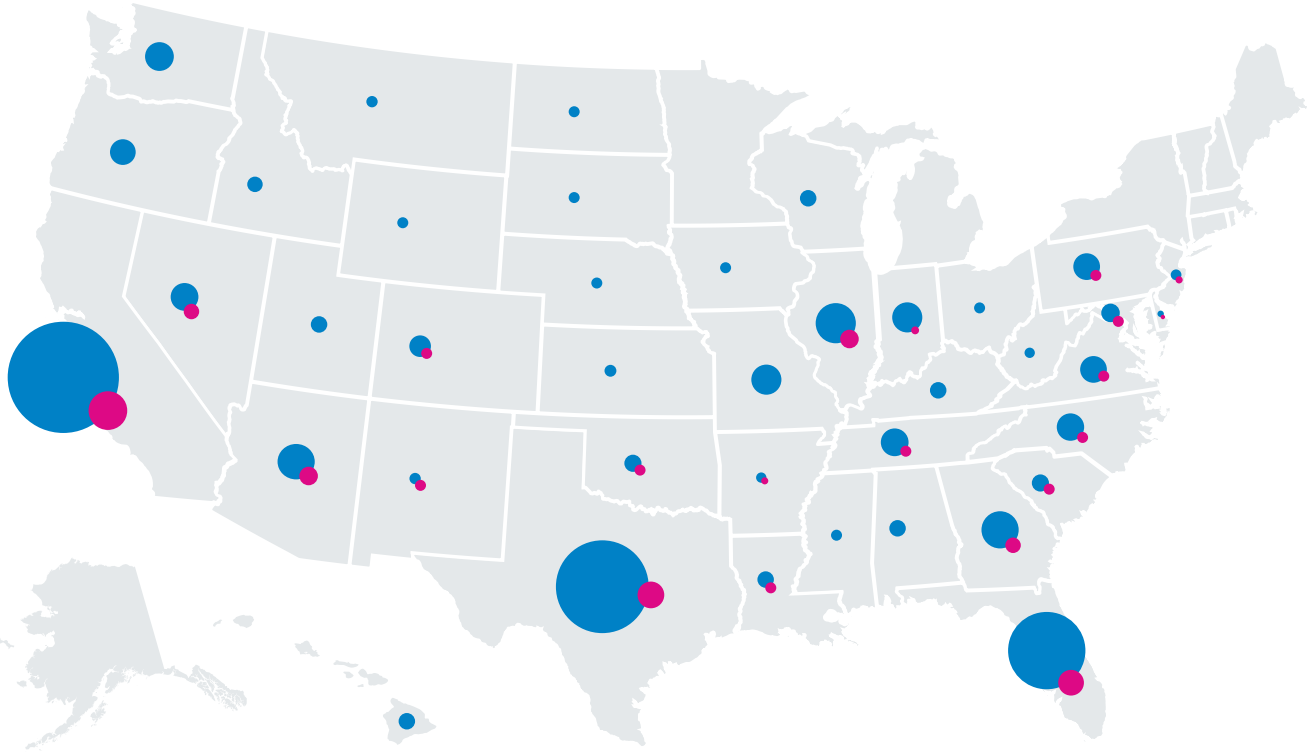
Barbara Rentler
Chief Executive Officer,
Ross Stores, Inc.



About Our Company

Four decades ago, we launched our off-price business based on the premise that everyone loves a bargain.

From the six Ross Dress for Less® Stores we opened in Northern California in 1982, we have grown into the largest off-price apparel and home fashion chain in the United States. We ended fiscal year 2022 with 1,693 Stores in 40 states, the District of Columbia, and Guam. We launched dd's DISCOUNTS® in 2004 and it now operates 322 locations in 21 states.



The size of the circles represents the number of Stores in each state.

$18.7B Annual Revenue

2,015 Total Stores

40 States, District of Columbia, and Guam

92 Net New Stores in 2022*

Approximately **101,000** Associates

*Opened 99 new Stores and closed 7 Stores, for a total of 92 net new Stores in 2022.

About Our Report





This annual report covers our corporate social responsibility (CSR) efforts and achievements during fiscal year 2022, which ended on January 28, 2023. It also references certain events and initiatives that were launched or occurred outside of this reporting period.

The structure of and the disclosures in this report focus on the environmental, social, and governance (ESG) issues of importance to our stakeholders and were informed by several frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD). We continue to strive to be consistent, transparent, accountable, and intentional in our actions and our reporting.

For more information about our other CSR efforts, including how to apply for our grant programs, visit our CSR website.

About CSR at Ross

Ross has a long-standing commitment to CSR relating to our Associates and Company, the communities we serve, and the sustainability of our planet.

Our programs and initiatives are always evolving, given the interests and needs of our internal and external stakeholders and changing cultural, technological, and societal challenges and opportunities. We continue to look for new approaches and opportunities to improve.

This report focuses on four pillars of our CSR program:



Empowering Our Associates

We strive to foster a work environment in which our diverse Associates respect one another and can grow, succeed, and contribute to our organization and to the communities where they live and work.



Supporting Our Communities

Through our community giving programs, our Company and the Ross Stores Foundation partner with organizations that help prepare today's youth for a bright tomorrow by building academic achievement and life skills.



Operating Sustainably

Our sustainability efforts not only help us be responsible corporate citizens, but also lower costs and enhance our ability to deliver the values our Customers expect.



Conducting Business Ethically

Ethical business practices drive our approach to maintaining transparent, compliant, socially responsible, and effective operations, sourcing, and governance.

Empowering Our Associates



Introduction and Highlights



For more than 40 years, our Associates have played an essential role in delivering great values to our Customers.

Associates are key to our business success and growth, and we are dedicated to maintaining an inclusive culture and workplace in which they also can thrive, both personally and professionally.

At the forefront of our commitment is a focus on welcoming and valuing a diversity of backgrounds, identities, and ideas. Creating an environment where all of our approximately 101,000 Associates and our Customers who shop with us are treated with dignity and respect is at the heart of everything we do.

We continue to invest in efforts to attract, retain, and develop diverse talent; enhance our policies and programs that support and safeguard our Associates; and offer opportunities for Associates to contribute to the communities where they live and work. To this end, our 2022 initiatives included the following:

Our Commitment to Diversity, Equality, and Inclusion:

- Nurturing a respectful culture
- Attracting and retaining diverse talent
- Continuing to build CommUnity Networks
- Recognizing diverse holidays and commemorative events
- Advancing our Diversity, Equality, and Inclusion (DE&I) commitment

Associate Hiring and Development Opportunities:

- Training and development programs
- Growing our own talent
- Hiring in our communities
- Military Recruiting Program
- Commitment to our Equal Employment Opportunity (EEO) policy

Making Our Company a Great Place to Work:

- A comprehensive total rewards package, including competitive pay and benefits
- Focus on safe working environments
- Opportunities for Associates to share feedback
- Matching Gift Program
- Community volunteering opportunities
- Scholarship program for Associates and their dependents

Ross opened **99 new locations, creating 3,100 new jobs**

76% of managerial openings in Stores and Field Offices were filled through internal promotions

Associates completed over **2 million e-Learning courses**

Our Commitment to Diversity, Equality, and Inclusion

At Ross, our values start with our people. We are dedicated to supporting diverse teams and maintaining an inclusive Company that respects, values, and celebrates the vast array of backgrounds, identities, and ideas of those who work for and shop with us. With our policies, programs, and procedures, we work to create a culture that promotes respect, equality, and dignity across our Company and in each individual workplace. Throughout our Stores, Distribution Centers, and offices, we expect Associates to exhibit our commitment to DE&I in their interactions with Customers and fellow Associates alike.

Our day-to-day work in this area is led by the Office of DE&I, which continues to grow, and we are guided by two important bodies: the DE&I Steering Committee and the DE&I Council. The DE&I Steering Committee is co-chaired by our Chief Executive Officer and Chief Operating Officer and is comprised of senior executives from across the Company who ensure that our DE&I strategy is integrated into our culture and how we work. The DE&I Council, chaired by our Group Vice President of Diversity, Equality, and Inclusion, includes cross-functional senior leaders who are responsible for developing functional action plans that support our DE&I vision and objectives.

While Ross has always been steadfast in its commitment to DE&I, we have made significant progress in advancing our efforts in recent years. For our efforts in 2022, we were recognized by *Newsweek* magazine as one of "America's Greatest Workplaces for Diversity" and one of "America's Greatest Workplaces for Women." We also received a 90 out of 100 rating on the Human Rights Campaign Foundation's Corporate Equality Index, which rates workplaces on equality and inclusion for lesbian, gay, bisexual, transgender, and queer employees.

These achievements were the result of the combined efforts of the Office of DE&I, DE&I Steering Committee, DE&I Council, CommUnity Networks, and all our Associates. In recent years, we have expanded our focus to include increasing education and training arround DE&I-focused topics; attracting and retaining diverse talent; enhancing the sense of community and belonging for Associates; communicating our DE&I priorities, events, and observances; and building a long-term strategy for improvement.

2022 Employee Data

TOTAL COMPANY



IN MANAGEMENT POSITIONS*



**Management positions include supervisors and above.*

→ To view our latest EEO-1 report, please visit the Diversity, Equality, and Inclusion section of our website.

Our Commitment to Diversity, Equality, and Inclusion

Nurturing a Respectful Culture

We aim to foster an environment where communication is open and civil, conflict is addressed early and respectfully, and there is a culture of inclusion.

To that end, in 2022, we continued our commitment to fostering DE&I learning by providing training across all levels of the organization.

Leaders across the Company completed instructor-led inclusive leadership training. This training provides leaders with skills to create trusting and inclusive work environments that enable their teams to do their best work, while guiding them through the process of developing an action plan for implementing inclusive behaviors.

In addition, Associates participated in DE&I training which was delivered in different formats, including e-learning as well as instructor-led trainings. Ross curates the content, enabling us to support our specific DE&I goals. We continue to expand our DE&I education offerings to leaders and Associates with additional learning resources.

As part of our efforts to ensure we recruit and develop diverse talent, we also provided specialized DE&I experience-based training to all managers and above in Human Resources and created standardized tools and training to help mitigate potential unconscious bias in succession planning and talent calibration discussions.

We have integrated DE&I training into the onboarding process for all Associates and participants in our internship program. On an annual basis, we provide training on Ross' Code of Business Conduct and Ethics for full-time Associates and non-harassment training for all Associates. To build on these efforts, we continue to offer on-demand learning resources and guided roundtable discussions about a variety of topics on our dedicated DE&I portal for Associates.

Attracting and Retaining Diverse Talent

Our Talent Acquisition teams continue to drive our efforts to recruit and retain Associates from diverse backgrounds. All job postings include our DE&I commitment statement, and we continue to search for opportunities to broaden our recruitment pipeline. We post jobs at all levels on a broad range of career sites, including sites focused on diverse job seekers. Examples include Handshake Beyond Pride as well as Professional Diversity Network, which shares our roles across additional recruiting platforms.

In 2022, we established or extended partnerships with Historically Black Colleges and Universities (HBCUs) and major national organizations including Ascend, DiversityInc., Human Rights Campaign, MBA Veterans Network, National Black MBA Association, National Organization on Disability, NextUp, Prospanica, and Seramount. These organizations not only help Ross identify diverse talent to add to our ranks, but also provide information, content, and resources to assist in the development and advancement of our Associates.

We also expanded our efforts to increase diversity in our internship program and our early career positions by partnering with organizations such as the Black Retail Action Group, working with HBCUs, and participating in several diversity-focused recruitment efforts with organizations such as the National Retail Federation and the Fashion Scholarship Fund.

Ascend Pan-Asian Leaders
DiversityInc
National Corporate Partner – We Support Equality
MBA Veterans Network
National Black MBA Association, Inc.
40 Years – National Organization on Disability
NextUp – Advancing All Women in Business
Prospanica – The Association of Hispanic MBAs & Business Professionals
seramount – part of EAB

Our Commitment to Diversity, Equality, and Inclusion

BLAAC@ ROSS | ROSS PRIDE | InspirAsian@ ROSS | LatinX Connect@ ROSS | WIN@ ROSS | VALOR@ ROSS

Continuing to Build CommUnity Networks

In 2022, Ross furthered its commitment to instilling a sense of community and belonging among our Associates. We expanded to six CommUnity Networks, Company-recognized groups of Associates with common identities who come together for activities that support the Company's overarching DE&I vision and objectives. The Networks are being developed to include various dimensions of diversity, such as race, gender, national origin, disability, sexual orientation, and military experience.

These groups help shape an even more inclusive environment, enabling networking opportunities, enhancing professional development, and amplifying commemorative holidays and dates of significance. In 2022, the Networks held more than 60 events, including a Veteran's Day Speaker Panel hosted by the Military CommUnity Network (VALOR), a Diwali celebration hosted by the InspirAsian CommUnity Network, a speaker series for National Hispanic Heritage Month hosted by LatinX Connect, and a Black History Month Career Panel hosted by the Black/African American CommUnity (BLAAC) at Ross.

We also support social justice efforts and invest in diverse communities where we operate. In 2022, we made donations to several organizations working to advance DE&I, which are further described in the "Supporting Our Communities" chapter of this report.

Recognizing Diverse Holidays and Commemorative Events

In 2022, Ross highlighted a wide array of annual commemorative events and holidays to recognize the diversity of our Associates. These observances included Black History Month, Women's History Month and International Women's Day, National Developmental Disabilities Month, Asian Pacific American Heritage Month, Mental Health Awareness Month, Pride Month, Juneteenth, National Hispanic Heritage Month, National Native American Heritage Month, Veterans Day, and many others.

Throughout the calendar year, observances are commemorated with internal and external touchpoints, such as the distribution of historical facts, educational resources, and Associate stories, as well as additional communications including videos, signage, and social media posts. CommUnity Networks often host special events tied to these holidays and commemorative months such as seminars, discussions, networking events, and other engagements for Associates.

We also recognized the need for Associates to have dedicated time to honor the breadth of diverse holidays and events that they may observe individually. In 2020, we introduced Diversity Day, an additional paid day off for Corporate and Buying Office Associates. Whether it is participating in a Juneteenth celebration, a Pride march, a religious observance, Veterans Day, or other holidays and events, eligible Associates can choose to use their Diversity Day in a way that is personally meaningful.

> **Ross does a great job supporting not only veterans but also their families. The transition from serving your country in the military to stepping out into a civilian career can be scary and difficult. One of the things Ross does really well through their DE&I efforts is to support the conversation about what a veteran and their family can bring to the table and how that can be leveraged.**
>
> — ROSS ASSOCIATE AND MILITARY COMMUNITY NETWORK MEMBER

Our Commitment to Diversity, Equality, and Inclusion

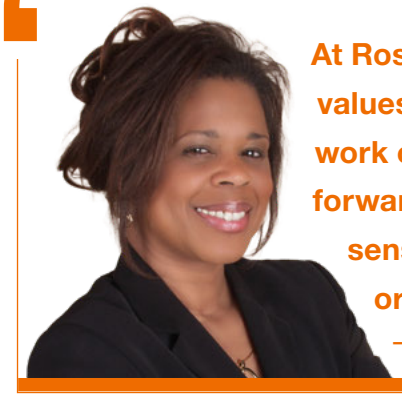
Advancing Our Commitment

Ross has made significant progress in building and implementing a comprehensive DE&I strategy. We are proud of our accomplishments in recruiting, developing, and retaining a more diverse workforce; expanding DE&I knowledge and training; creating CommUnity Networks; and observing commemorative events to recognize and celebrate our diversity. In 2022, we engaged more Associates in our DE&I efforts than ever before.

One way we did this is by launching DE&I Champions Programs in our Stores and Distribution Centers. Our DE&I Champions are Associates who work together to advance our Company DE&I vision and objectives by elevating key Company DE&I commemorative observances in Stores and Distribution Centers and fostering an environment of inclusion and community for everyone.

While we have made progress on our DE&I journey, we recognize that there is more work to be done. We are committed to continuing our efforts to attract and retain diverse talent. Additional plans include extending our training programs to reach more Associates, increasing the number of CommUnity Networks and other opportunities for Associates, and expanding our mentoring initiatives. We will continue to listen and learn from our Associates and partners to make our efforts more timely, appropriate, meaningful, and successful.





At Ross, we continue to cultivate an inclusive culture where everyone can thrive and succeed. Our values are brought to life every day in the way we celebrate our differences and through the important work our Associates engage in to support diversity, equality, and inclusion. We continue to move forward on our diversity journey — from providing powerful inclusion training and strengthening a sense of belonging for our Associates to building meaningful partnerships with our diverse national organizations outside of Ross. I am very proud of our progress and excited about our future.

— SUSAN GORDON, GROUP VICE PRESIDENT, DIVERSITY, EQUALITY, AND INCLUSION

Hiring, Training, and Advancement



Ross strives to have a workforce that embodies our values, supports our business growth, and strengthens our communities. Throughout our organization, we have key programs to recruit, retain, and develop top talent.

Training and Development Programs

Ross' training and development programs reflect our commitment to learning and empowering our Associates to do their best and realize their full potential. We offer a variety of learning and development opportunities—including e-Learning, instructor-led training, on-the-job training, feedback and coaching, and career development—to support Associates, managers, and executives in achieving their career goals.

Our custom courses complement the personal training and the individual development plans that begin the first day an Associate comes to work with us. We provide in-person meetings and trainings, as well as digital learning and engagement opportunities. In 2022 alone, our Associates completed over two million e-Learning courses.

Associates completed over **2 million e-Learning courses**

Due to the diverse nature of our workforce, several of our Distribution Centers offer on-site Spanish and English as a Second Language classes. This program breaks down barriers and improves communication while also providing Associates an opportunity to learn a second language.

Ross searches for the best and brightest on college campuses around the country for our suite of full-time, hands-on internship programs. For more information about internship opportunities, visit the Campus section of the Careers website.

→ Read more about our commitment to training and development on our Careers website.

Hiring, Training, and Advancement

Growing Our Own Talent

At Ross, our goal is to help Associates develop their careers, not simply to provide jobs. The professional growth of our Associates is important to our success as a business. We identify key competencies we believe are critical to our ability to execute our business model and deliver the values our Customers expect. We utilize these competencies in the development of our teams.

It is a source of pride that many of our current managers and executives have risen through our ranks. In 2022, 80 percent of Store leaders—including Area Supervisors, Assistant Store Managers, and Store Managers—started at Ross and dd's DISCOUNTS Stores as hourly retail Associates. In our Distribution Centers, over half of the Supervisors and Managers were internal promotions. We are proud that so many of our Associates develop into leadership roles.

> **My career progression is evidence of the emphasis Ross places on people development.**
>
> **It is something our entry-level Associates look forward to as they begin their careers with Ross.**
>
> — BYRON, DIRECTOR OF OPERATIONS

One such Associate is Byron, Director of Operations at our Houston, TX Distribution Center. Twenty years ago, as a student, Byron was looking for a summer job, and a temp agency placed him at Ross' Southeast Distribution Center. Beginning as a Material Handler, he worked his way up to Supervisor and then progressed through a number of Manager roles before becoming a Director. In 2021, Byron was selected for his broad range of experience to serve as Director of Operations on the startup team at the newest Distribution Center in Houston, TX. Byron's experience is just one example of the way Ross invests in the development of its people, ensuring that they are prepared to take the next step in their careers when opportunities arise.

From our Stores organization, dd's DISCOUNTS District Manager Bryan joined Ross eight years ago. He was looking for a company that was growing and would offer him opportunities for career growth. Bryan started as an Assistant Manager and held many different positions before being promoted to District Manager in 2019. Throughout his time at dd's, Bryan has received critical support in developing effective leadership skills in off-price retail. Now, as a leader himself, Bryan prioritizes developing other Associates in their careers and ensuring they are supported in meeting their goals.

Ross is committed to supporting the career growth of our Associates. As such, we offer Associates interested in leadership roles the opportunity to gain the training and experience they need to move up in the Company. In 2022, 76 percent of our managerial openings in Stores and Field Offices were filled through internal promotions. Overall, nearly 52 percent of supervisors and above across the Company were promoted last year. In addition to promotions, we invest in long-term development and are proud that 18 percent of supervisors and above have been at the Company for ten or more years.

80% of Store leaders started as hourly retail Associates

76% of managerial openings in Stores and Field Offices were filled through internal promotions

→ Learn more about the opportunities at Ross Stores and the career journeys of additional Associates by visiting our Careers website.

Hiring, Training, and Advancement

Hiring in Our Communities

Ross is dedicated to supporting the local economy and the residents in the communities we serve across the country. When we open a new Distribution Center, Ross Dress for Less Store, or dd's DISCOUNTS Store, we make it a priority to hire from within the community. In fiscal year 2022, we opened 99 new Stores, creating 3,100 new jobs.

To fill these and other new roles, we host job fairs and partner with organizations and agencies such as the YMCA and local Employment Development Department offices to source talent.

As highlighted in the DE&I section of this chapter, we take an inclusive approach to hiring. We work to reach potential candidates from all different races, ethnicities, ages, sexual orientations, gender identities, abilities, life experiences, and more. We seek criminal history information only after an offer of employment has been extended, so we can consider the widest number of applicants while also protecting the safety and security of our workplaces. For those with certain criminal histories, we do an individualized assessment of their history and any additional information they provide prior to making any employment decisions, even where the law does not require us to do so. When hiring and promoting Associates, we do not require a college degree for most positions, and we offer support for those who wish to continue their education. We also routinely offer accommodations for candidates and Associates with disabilities.



Military Recruiting Program

We are proud of our long-standing commitment to supporting the members of our United States Armed Services when they choose to reenter civilian life. Through our Military Recruiting Program, we have found that transitioning service members, veterans, and military spouses are a great fit for our culture and have the qualities we seek in our Associates.

The Military Recruiting Program aligns the teamwork, leadership, and problem-solving skills that veterans learned in the military with the talent needs of our high-growth organization. Depending on service, experience, and interests, we offer many points of entry across our entire Company. We partner with a number of organizations to support our efforts to hire and assist veterans and their spouses. For instance, we signed the Employer Support of the Guard and Reserve Statement of Support to demonstrate that we stand committed to our military Associates and recognize the value they bring to the workplace. We also have supported the Military Spouse Employment Partnership program of the U.S. Department of Defense since 2014.

99 new Stores opened, creating **3,100 new jobs**

In fiscal year 2022, we hired nearly 3,000 veterans and 1,100 military spouses. Over the last five years, Ross has hired over 13,000 veterans and military spouses.

→ Visit our Careers website to read more about our Military Recruiting Program.

Commitment to Our Equal Employment Opportunity Policy

Ross is an EEO employer committed to a diverse and inclusive workplace. For more information, refer to our full EEO statement. Our EEO-1 report data table can be found in the Diversity, Equality, and Inclusion section of our website.

Making Our Company a Great Place to Work

Ross' commitment extends beyond hiring, training, and advancement. We strive to be a great place to work.

We recognize that we are all living and working through extraordinarily challenging times. It is important to Ross that our approximately 101,000 full- and part-time Associates feel valued and supported every day.

Our Associates have told us they appreciate Ross' long history of success, opportunities for career growth, collaborative environment, belief in doing what is right for our Associates and Customers, and the value we offer our Customers. We are dedicated to continuing to provide what our Associates value. That includes competitive pay and benefits (including merchandise discounts), a safe working environment, recognition for achievements, channels to share opinions and ideas, opportunities to give back, and support for educational advancement.



Competitive Benefits and Total Rewards Package

Ross offers full-time Associates a package that includes competitive pay, comprehensive benefits, a merchandise discount, and more.

Ross offers competitive wages and benefits in all of our geographic markets with the goal of supporting the financial, physical, and mental health of our Associates.

Featured Benefits

- One of the most popular benefits is our Associate discount program. Associates receive year-round discounts on in-Store purchases, plus periodic double discounts at certain times of year. In 2022, our Associates saved nearly $88 million on their purchases.
- For our part-time Store Associates in particular, one featured benefit is flexible scheduling.
- In our Distribution Centers, our bonus plan gives full-time, hourly, and temporary workers the opportunity to increase their earnings by meeting higher levels of productivity.
- All Associates and members of their households are eligible for our assistance program, including lifestyle coaching/counseling, financial coaching, digital emotional wellness tools, work-life services, and a discount marketplace.

→ For more information about our competitive benefits and total rewards package, visit our Careers website and explore the "Career Areas."

Making Our Company a Great Place to Work



A Safe Work Environment

We are committed to cultivating a safe and secure environment for our Associates and Customers.

We operate in a manner that promotes safe work practices in Stores, Distribution Centers, and offices, and follows all state and federal regulations. It is our priority to:

- Incorporate safety best practices throughout our operations
- Be prepared with emergency response protocols and crisis management training to keep Associates and Customers safe
- Offer Associates a hotline to register concerns and get support
- Develop and deploy programs to be compliant with health and safety laws
- Provide high-quality safety training and support materials to all of our Associates
- Maintain neat, clean, and organized Stores

In our Corporate and Buying Offices, we manage a network of volunteers who support our safety objectives. We offer these Associates free training in basic first aid, cardiopulmonary resuscitation, and automated external defibrillator use. These programs, combined with the dedication of our Associates, have helped foster a culture in which safety is a top priority.

Opportunities for Associates to Share Feedback

To ensure that we are living up to our commitment to our Associates, we offer many opportunities for them to share feedback and make suggestions throughout the year.

Ross conducts surveys in multiple languages in our Stores, Distribution Centers, and Corporate and Buying Offices, from which we learn and improve. We consistently see high participation rates, indicating that our Associates want their voices heard and enabling better-informed outcomes.

Making Our Company a Great Place to Work

Matching Gift Program

In support of our Associates' charitable interests, Ross provides up to $500 per year to each full-time Associate to match their contributions, dollar-for-dollar, to eligible nonprofit organizations. Most nonprofit organizations in the U.S. are eligible.

In 2022, hundreds of Associates participated in the Matching Gift Program, resulting in matching donations sent to more than 540 diverse nonprofits across the country.

MATCHING GIFT PROGRAM

I use the Matching Gift Program to double the impact of my personal donations to three causes that I am passionate about. Having this program shows me that Ross wants to support me and the causes I care about the most.

— ROSS ASSOCIATE



Making Our Company a Great Place to Work

Volunteering in the Community

Ross Associates generously contribute their time to charitable causes and community efforts. In addition to individual volunteerism, we encourage Associates to volunteer their time together. In 2022, we continued to organize virtual events and began to provide opportunities for in-person volunteer activities as well. Associates in our Corporate and Buying Offices can utilize our Volunteer Time-Off Program for activities taking place during the workday.

We saw an increase in the number of office Associates engaging in group volunteer activities, and we welcomed increased engagement by our Store Associates for our in-Store fundraisers benefitting our national partners: Boys & Girls Clubs of America (BGCA) and First Book.

For details about these activities, see the "Supporting Our Communities" chapter of this report.

A Scholarship Program for Associates and Their Dependents

Through the Stuart Moldaw Scholarship Program, Ross provides funding to full-time or part-time Associates and their dependents to be used for the pursuit of higher education. Recipients of the scholarship can be attending undergraduate, graduate, or vocational/technical school. Ross' founder, Stuart G. Moldaw, was committed to education, and we aim to support the educational goals of our Associates as part of our core value of learning.

Selected on the basis of academic record, financial need, demonstrated leadership, and participation in school and community activities, scholarship recipients may apply to renew their awards for up to three additional years. In 2022, more than 140 Associates or their dependents received a Moldaw Scholarship.



→ Applications from Associates and their dependents are accepted each year beginning in January. For more information, visit the scholarship website.

I was overwhelmed with gratitude in being selected to receive the Stuart Moldaw Scholarship. As the oldest of four children, I am thankful that Ross is helping eliminate the limitations imposed on me and my family by the cost of education and presenting me with financial security that is playing a significant role in me being able to undertake new challenges. I hope to repay the kindness you have shown for me and my future by always practicing compassion.

— STUART MOLDAW SCHOLARSHIP RECIPIENT

Stuart Moldaw Scholarship
Achieving Through Education

Supporting Our Communities



Introduction and Highlights



Contributed to more than **1,700 nonprofit organizations**

Together with our Customers, donated more than **$4.2M to Boys & Girls Clubs and First Book**

Supporting and investing in the local communities near our Stores, offices, and Distribution Centers has been an important part of our 40-year history.

At Ross, we value integrity and strive to be a positive force in the communities we serve. Over the last four decades, we have demonstrated this core value by building meaningful and impactful partnerships with nonprofit organizations of all sizes – from major national partners to grassroots charities near our Stores nationwide. Many of these partnerships help us advance our philanthropic mission to prepare today's youth for a bright tomorrow.

We take our commitment to supporting our communities even further by responding to the most urgent needs of our community. This includes efforts to respond to natural disasters and to demonstrate our support for diverse communities.

Through our community giving efforts, we are proud to support organizations that help strengthen our communities and create a brighter future for today's youth by advancing academic achievement and building life skills.

Our Philanthropic Mission

Thanks to the generous support of our Associates, Customers, the Company, and the Ross Stores Foundation, we partner with organizations nationwide to achieve our philanthropic mission.

Ready with Ross: Preparing today's youth for a bright tomorrow

With a goal of building competence, confidence, and character in young people facing socioeconomic challenges, Ross partners with organizations that work in our communities to advance academic achievement and build life skills.

We invest in brighter futures by supporting programs that unlock the full potential of the next generation, including academic readiness, literacy, college and career preparation, mentoring, leadership, and more. By supporting these programs, we aim to increase opportunity, accomplishments, and long-term success.

Through donations from our Company and Foundation, we dedicate ourselves to this important mission. It is with the support of our Associates and Customers working alongside us that we are able to make even greater strides in advancing our mission. Our Associates lend their support through volunteerism and workplace giving, and our Customers support important causes through in-Store fundraisers.



Our National Community Partners

Boys & Girls Clubs of America

For more than 15 years, Ross and BGCA have worked together to help build brighter futures for kids near our Stores. Together, we help children achieve academic success, build confidence, and lead healthy lives. Over the lifetime of our partnership, our Foundation and Company—together with our generous Customers and Associates—have contributed more than $40 million to BGCA.

Ross is invested in BGCA's mission to enable all young people—especially those facing socioeconomic challenges—to reach their full potential as productive, caring, responsible citizens.

To support this mission, Ross is the national sponsor of Power Hour, BGCA's most utilized program. Power Hour is an after-school homework help and learning program for youth ages 6-18. The program aims to increase academic success to better prepare Club youth to enter the workforce and higher education institutions with the skills needed to compete globally. We are proud of Power Hour's success and the important role it plays in the lives of approximately 500,000 Club kids nationwide who participate in Power Hour.

In addition to our support of Power Hour, we also provide incremental annual support to 39 specially chosen regional Club networks. Through these additional sponsorships, we provide an annual grant and scholarship program for high-achieving college-bound students at more than 100 local Clubhouses nationwide.

We look for additional opportunities to strengthen our connections with local Clubs and expand our support throughout the year.

First Book

For 15 years, dd's DISCOUNTS has partnered with First Book to help turn local kids into readers, learners, and leaders by equipping them with new, high-quality books. Kids need books and resources, and millions of children from low-income areas do not have these critical tools needed to learn. First Book works tirelessly to make books and resources affordable and available to educators and kids who need them most, reaching 5 million children annually.

Since 2009, together with the generous support of our Customers and Associates, we have raised more than $6.1 million for literacy programs in local communities and enabled First Book to distribute more than 2.2 million new books to kids in need across the country. We look for opportunities to support First Book and their local literacy partners throughout the year.

> **"dd's DISCOUNTS has been a true blessing for our community as well as the students and families. Your generosity provided a full month of new book giveaways! ALL of our students now have books for their home libraries. Teachers, parents, and other staff members have been so supportive and appreciative."**
>
> — LIBRARY MEDIA SPECIALIST

Our National Community Partners

In-Store Fundraising

An important feature of our year-round support of our national partners, BGCA and First Book, is our annual in-Store fundraisers. When checking out at the register during these three-week fundraisers, our Customers are invited to make a donation to support local Boys & Girls Clubs and First Book literacy partners, like schools and libraries. We are endlessly grateful for the dedication of our Associates and the generosity of our Customers, which have allowed us to amplify our support to our national partners over the years.



Ross' "Help Local Kids Learn" Fundraiser for BGCA

Every year, Associates at our Ross Dress for Less Stores across the country lead a fundraiser to benefit BGCA and support Power Hour at their local Club. Through the campaign and other activities, we aim to establish strong connections between our Stores and the local Clubs. In fact, 80 percent of the funds raised in each Store stay within their community and go to the local Boys & Girls Club. The remaining funds raised go to BGCA to support Power Hour curriculum development and expansion.

To support the fundraiser, our Store teams put together creative displays and information tables, host fun activities, and engage in friendly competition – all to come together and maximize our support of BGCA's mission.

During the 2022 "Help Local Kids Learn" fundraiser, held in August, we raised more than $3.4 million for BGCA's Power Hour and local Clubs. We are thankful for the efforts of our Associates, the generosity of our Customers, and the match from the Ross Stores Foundation, all of which helped us achieve this meaningful contribution to BGCA.

dd's DISCOUNTS "Youth Literacy Fundraiser" for First Book

Every Back-to-School season, Associates at our dd's DISCOUNTS Stores lead a fundraiser to benefit First Book. Donations made at each Store go to local literacy programs, which then choose the right books from First Book for their students based on age, language, and need. Every Customer donation at a dd's DISCOUNTS Store means First Book can deliver more great quality and affordable books to children, including diverse titles through their Stories for All Project™.

Our Store teams rally around the cause each year by assembling creative displays featuring popular storybook themes and characters and by encouraging friendly competition. Their efforts ensure that First Book can distribute more books and resources to children in our communities that need them most.

During the 2022 "Youth Literacy Fundraiser," we raised more than $830,000 to provide books for 364 schools and local literacy programs in communities close to dd's Stores. More than 50,000 kids were reached through these donations.

Grand Openings

As our Company grows, so do our partnerships with BGCA and First Book. Whenever we open a new Ross Dress for Less or dd's DISCOUNTS Store, we make a donation to a local Boys & Girls Club or First Book literacy partner. In 2022, we donated to 99 local partners near our newest Stores. These contributions have a positive impact on youth and help create community connections between our Stores and local partners from the day we open our doors.

Community Giving Near Our Offices and Stores

Ross is proud to support the local communities near our Stores, offices, and Distribution Centers where our Associates and Customers live and work.

Regional Giving Program

Through our Regional Giving Program, we provide grant funding to nonprofits, schools, and government programs near our Distribution Centers and Corporate and Buying Offices. We proudly support a diverse portfolio of organizations across these geographies – all making great strides to advance students' educational learning and helping to build important life skills.

Through the program, we award grants of $10,000, $20,000, or $30,000. With these grants, we aim to build strong community relationships and have a meaningful impact on organizations supporting the educational journey of socioeconomically challenged young people. Programs we have supported include youth entrepreneurship, leadership, mentoring, STEM, literacy, after-school programs, college and career readiness, and more.

Our grant selection committee, made up of representatives from different areas of the Company, helps us with the challenging task of deciding which impactful organizations to fund each year. In 2022, we held three Regional Giving Program grant cycles and awarded $800,000 to 32 charitable organizations. We aim to grow the impact of this program each year and further our mission in these local communities.

For more information, please see our Regional Giving Program Guidelines.

nfte!

Scientific Adventures for Girls
Changing the Face of Science

KIPP TEXAS PUBLIC SCHOOLS

"I feel privileged to serve on the Regional Giving Committee, which includes a diverse team of individuals who reflect the Customers that shop our Stores. Our Committee allocates funding that encourages youth academic achievement and the development of life skills which is in alignment with our Company value of learning. I appreciate the opportunity to help Ross and dd's give back to our communities."

– GROUP VICE PRESIDENT OF ALLOCATION AND GRANT COMMITTEE MEMBER

Community Giving Near Our Offices and Stores

In addition to our Regional Giving Program, Ross enthusiastically supports several other local charities and initiatives in locations where we have a major presence.

Buying Offices

Ross is proud to support numerous fashion and community support organizations near our Buying Offices, which are located in New York and Los Angeles. We show our support for local students as they pursue fashion-related studies and careers by providing internships and scholarships through the Fashion Scholarship Fund. Our Buying Office teams also regularly donate shoes, clothing, and home goods samples to local nonprofit partners.

To further our mission to support youth, we partner with Good+Foundation and Educational Alliance. Together with our Associates, we donate money, time, and goods to these organizations throughout the year. For example, Associates volunteer their time to assemble supply kits for families with young children and help students with their homework. In 2022, we also hosted various supply drives for these partners, including a Book Drive, a Back to School Drive, a Food Drive, and a Gift Drive.

Corporate Offices

Our Corporate Office is located in the San Francisco Bay Area, where Ross was founded 40 years ago. To celebrate our roots, we support several initiatives in the area that share our mission to create brighter futures for youth. Two important partnerships with the Golden State Warriors and Oakland Athletics help us achieve our mission by boosting literacy and getting local students excited about reading.

For nearly 20 years, Ross has sponsored the Golden State Warriors' "Read to Achieve" program, which is an early literacy program for local schools and libraries. The program aims to improve reading proficiency and combat summer learning loss by offering exciting literacy activities and experiences year-round. Ross is also a long-time sponsor of the Oakland Athletics' "Home Run Readers" program, which is an incentive program to encourage K-8 students to reach their reading goals. Through both of these programs, we are delighted to promote the importance of literacy, encourage reading at home and in the classroom, and help young Bay Area students develop a love for reading.

Distribution Centers

Our Distribution Centers are located throughout the country in Southern and Central California, Central Pennsylvania, South Carolina, and East Texas, where our newest location opened in 2022. We proudly support youth-serving organizations near our Distribution Centers with grant funding through our Regional Giving Program. Our Distribution Centers also look for opportunities throughout the year to donate products to local organizations.

Store-Based Giving Program

It is important that we support all of the communities where our Associates and Customers live and work, which is why we support local organizations through our Store-Based Giving Program. Nonprofit organizations within 25 miles of a Ross Dress for Less or dd's DISCOUNTS Store can apply for a gift card donation to support youth with academic achievement and life skills. Many organizations, like schools and after-school programs, use gift cards to help students dress for success and reward positive academic behavior. In 2022, we were honored to donate more than $440,000 to over 1,600 organizations aligned with our philanthropic mission.

→ To learn more about our program and eligibility requirements, visit our Store-Based Giving Guidelines.

> **Educational Alliance is incredibly grateful to have the continued support of Ross Stores Inc., especially for our After-School program at P.S. 64. It's through Ross' support that our students receive a backpack filled with school supplies each year, are gifted a personalized toy each winter holiday, and are celebrated in small ways with holiday parties throughout the year. A huge thank you to all Ross employees!**
>
> — EDUCATIONAL ALLIANCE

Responding to Communities' Urgent Needs



Disasters

Each year, natural disasters impact the lives and livelihoods of our Associates, Customers, and neighbors. We want to support affected communities and help them recover from the devastating impact in times of need.

The Ross Stores Foundation is a proud member and supporter of the American Red Cross Disaster Responder Program. Our support through the program ensures the Red Cross is ready to provide immediate care and comfort to those experiencing hardship. The Red Cross responds to more than 60,000 disasters of all sizes each year in the US – an emergency every 8 minutes on average. Our donations enable the Red Cross to provide safe shelter, hot meals, emotional support, and resources to aid in recovery.

In recent years, the Ross Stores Foundation has donated to American Red Cross Disaster Relief, powering the organization's response efforts for hurricanes, wildfires, tornadoes, floods, and more. In 2022, Ross helped the Red Cross respond quickly following Hurricane Ian and hundreds of other disasters, big and small.

To respond to the major impact of Hurricane Ian across the Southeast United States, we invited our Customers in Florida to donate to the Red Cross at the register and join us in supporting neighbors in need. Our Customers donated generously to aid the response to the catastrophic storm.

Our Store teams also looked for opportunities to support each other and the local community on the long road to recovery from Hurricane Ian. For example, Store leadership gathered supplies and pantry items at local Stores for our Associates to share with their families. At one Store that experienced storm damage, local leadership arranged to donate items to the local Boys & Girls Club. The Club and the families they serve were hit hard by the storm, and our Associates were thrilled to share these items with the community.

We are proud to support and strengthen our communities through our donations in response to natural disasters.

American Red Cross | Disaster Responder Program

The American Red Cross name and logo and copyrighted materials are used with its permission, which in no way constitutes an endorsement, express or implied, of any product, service, company, opinion or political position. The American Red Cross name and logo are registered trademarks owned by the American National Red Cross. For more information about the American Red Cross, please visit redcross.org.

Diversity, Equality, and Inclusion

At Ross, we value integrity, accountability, respect, learning, and humility. In support of these core values, Ross is dedicated to pursuing meaningful change by addressing inequalities and injustices in our communities.

As noted in the "Empowering Our Associates" chapter of this report, we are committed to ensuring a diverse, equitable, and inclusive workplace, and we truly believe that our differences and diversity make us stronger. We partner with various organizations, including Human Rights Campaign and DiversityInc., to help Ross recruit diverse talent and provide resources to assist in the development and advancement of our Associates.

As part of our commitment to the community, we also support community efforts to combat hate and discrimination, increase public education, and advocate for progress. In 2022, the Ross Stores Foundation made a donation to the Colorado Healing Fund to support the community impacted by the violence at Club Q, an LGBTQ+ nightclub in Colorado Springs, Colorado. In addition, Ross and its Customers donated more than $4.2 million to our national partners BGCA and First Book, whose work helps remove barriers to quality education and serves young people from diverse backgrounds all across the country.

Ross also supports social justice organizations through our Matching Gift Program. Ross matches donations made by full-time Associates to qualified organizations—up to $500 per year.

HUMAN RIGHTS CAMPAIGN



Associate Volunteering, Drives, and Donations

At Ross, we achieve success as a team. Our Associates help drive our philanthropic mission and provide vital support to our charitable programs through volunteering, drives, and donations throughout the year.

As described in the "In-Store Fundraising" section of this report, our Associates are the force that drives the success of the annual in-Store fundraisers for our national community partners, BGCA and First Book. Their passion, excitement, and commitment to these causes is inspiring and results in greater support for the critical work of our partners.

In 2022, our Associates came together to support our community through a variety of fundraisers and volunteering efforts throughout the year.

Examples Include:

- **Storytime Activity and Book Drive:** To help children develop a lifelong love of reading, Associates in our Corporate and Buying Offices recorded themselves reading books for children to enjoy, and donated more than 300 new children's books to families served by Good+Foundation.

- **Back-to-School Drive:** Associates supported our annual Back-to-School Drive by donating more than 650 backpacks stuffed full of school supplies to help young students across the country start the new school year with the tools to succeed.

- **Halloween Costume Drive:** To ensure that local students could have a fun and spirited Halloween, our Corporate and Buying Office Associates collected costumes for youth served by our local partners.

- **Season of Giving:** Each year we aim to bring happiness, joy, and warmth to our community during the holiday season through our Season of Giving activities.
  - For Thanksgiving, Associates in our Corporate and Buying Offices raised funds for local food banks to feed those most in need and for Educational Alliance to provide 200 vouchers for families to purchase turkeys.
  - For Winter Wishes, Associates in our Corporate and Buying Offices made the holidays brighter for students by donating more than 700 new gifts and coats to Educational Alliance, Good+Foundation, and a local Boys & Girls Club.

- **City Harvest Drive:** In New York, Associates participated for the ninth year in a row in a fundraiser to contribute to City Harvest and help keep food on the tables of New Yorkers in need. In 2022, donations from Ross Associates combined with matches from Ross and City Harvest totaled more than $105,000.

- **Team Volunteering:** Teams of Associates in our Corporate and Buying Offices came together throughout the year to support various volunteer efforts, including packing meals and preparing food for those in need, assembling supply kits for families with young children, and more. As part of our annual Intern Service Day activities, nearly 160 Interns from Stores and the Corporate and Buying Offices volunteered across the country to pack and sort food, support local students, tend to a community educational garden, and make motivational cards for BGCA students.



- **Matching Gift Program:** Through our Matching Gift Program, Associates support hundreds of causes each year. In 2022, Ross matched Associates' donations to more than 540 diverse nonprofits across the country.

Operating Sustainably



About Environmental Sustainability at Ross

Overview

Sustainability is ingrained in Ross' culture. For decades, we have worked hard to drive out waste and inefficiency from our operations, which, in turn, has reduced our impact on the environment. As our Company grows and as part of our commitment to aligning our practices to our values, we recognize the need to advance our ambitions to help create a sustainable future for all, while also delivering value to our Customers.

In 2022, we continued our commitment to transparency by participating in the CDP 2022 Climate Change Questionnaire, receiving a score of B on our disclosure.*

We also continue to pursue our target of reducing Scope 1 & 2 greenhouse gas (GHG) emissions by 30 percent per square foot by 2025 versus a 2017 baseline; more information about our progress can be found in the Climate and Energy Overview section of this report. We have organized our GHG emissions to align with the Greenhouse Gas Protocol's scope definitions.

- **Scope 1** emissions are from sources that are owned or controlled by Ross.
- **Scope 2** emissions are from the generation of energy and electricity purchased by Ross.
- **Scope 3** emissions are from sources not owned or controlled by Ross.

Last year, we announced our ambition to reach net-zero GHG emissions by 2050 or sooner. In support of that ambition, Ross developed a target to reduce our absolute Scope 1 and 2 emissions by 42% by 2030 against a 2021 baseline. This target is consistent with the United Nations' Paris Agreement guidelines and aligns with an emissions pathway intended to limit global warming to 1.5 degrees Celsius. We are continuing to explore strategies to achieve this ambition and target while also creating business value and we look forward to sharing our progress on GHG reduction as well as other aspects of our environmental sustainability efforts in our public disclosures, like the CDP Questionnaire and future CSR Reports.

Our Focus

We understand that the health of our environment is directly linked to the health of our Company. Environmental sustainability is an important issue for all businesses to consider when conducting operations, and our sustainability strategy is informed by the specific nature of our operations.

We conducted an assessment to determine which environmental sustainability issues are most important to our Associates, stakeholders, and communities. We concluded that the most critical environmental areas of opportunity in our operations are GHG emissions, energy use, and waste. While water is not a significant area of impact for Ross, we are aware of the importance of water conservation and have programs in place to be efficient in our water usage.

Program Oversight

To ensure that our environmental sustainability strategy is aligned with our business strategy and has the adequate support and guidance to be successful, we have established robust program governance.

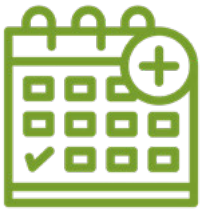
At the top of our sustainability program governance is our Board of Directors. The Audit Committee of the Board of Directors assists the Board with oversight of the sustainability program and climate risks, and it receives regular reports on the Company's environmental sustainability efforts.

Ross has also established the cross-functional Environmental Sustainability Steering Committee (ESSC), comprised of senior leaders from across the Company, including those from Store Operations, Supply Chain, Property Development, Finance, Indirect Procurement, and Legal teams. The ESSC is responsible for identifying and managing risks and opportunities associated with climate change, informing and endorsing GHG emissions and waste reduction strategies, and identifying and supporting projects in pursuit of achieving those strategies. Additionally, the ESSC provides input to a dedicated Sustainability team and aligns Ross' sustainability program with overall business strategy.

Business unit leaders who implement and oversee energy efficiency, energy management, and waste minimization efforts across the Company are critical members of our sustainability program. Our management provides regular updates to the Audit Committee regarding the Company's environmental and sustainability efforts and the status of our initiatives.

CDP, formerly Carbon Disclosure Project, is a nonprofit that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts

2022 Environmental Sustainability Achievements



Advancing sustainability

Pursuing ambition to reach net-zero GHG emissions by 2050 or sooner



Commitment to transparency

B score received on CDP's 2022 Climate Change Questionnaire



Carbon emissions reduction

23% reduction in Scope 1 and 2 GHG emissions per square foot versus 2017



Waste reduction

67% of waste diverted from landfill

Climate and Energy Overview

We recognize that companies can and must play a significant role in helping mitigate the impacts of climate change.

Ross has established a target to reduce our Scope 1 and 2 GHG emissions per square foot by 30 percent by 2025 against a 2017 baseline. As of 2022, we have reduced our emissions intensity by 23 percent.

In 2021, we announced our ambition to be at net-zero emissions by 2050 or sooner. In support of this ambition, we developed a target to reduce our absolute Scope 1 and 2 emissions by 42% by 2030 against a 2021 baseline. This science-aligned interim target is consistent with the United Nations' Paris Agreement guidelines and aligns with an emissions pathway intended to limit global warming to 1.5 degrees Celsius. In addition, in 2022, we explored Ross' carbon reduction pathways for emissions from our own operations as well as our indirect Scope 3 emissions.

We continued our commitment to transparency by submitting the CDP Climate Change Questionnaire in 2022, receiving a B on our submission for the third consecutive year. We responded to CDP again in 2023, and our response includes our 2022 GHG inventory, as well as detailed information about our climate-related risks, opportunities, strategies, and management.

Climate-Related Risks

Ross continues to assess the risks and opportunities presented by climate change. As a Company that was founded and is headquartered in California, we are conscious of the threat posed by the increased prevalence of wildfires. In addition, we have Stores and operations across the United States and in Guam and are susceptible to extreme weather events that have been intensified by climate change, such as hurricanes and floods. These direct physical risks, along with other physical and transition risks impacting our direct operations and global supply chain, are likely to become more severe as the planet continues to warm.

To further our understanding of the future impacts of climate change on our business, we are performing a TCFD-aligned climate-related scenario analysis. Please see our 2023 CDP response for additional details on our response to climate-related risks.

Overview of GHG Emissions

On an annual basis, Ross completes a GHG accounting of our Scope 1 and 2 impacts and a measurement of certain categories of our Scope 3 impact. We are expanding our measurement capabilities to understand impacts associated with additional relevant Scope 3 categories.

Our 2022 GHG inventory was assembled in accordance with industry standards, including guidelines from the Greenhouse Gas Protocol, The Climate Registry, and the U.S. Environmental Protection Agency's Center for Corporate Climate Leadership. Our reported 2022 GHG Scope 1, 2, and 3 emissions were also verified by a third party to assure accuracy and completeness.

GHG emissions are typically reported in terms of metric tons of carbon dioxide equivalent (MT CO2e). The intensity of our Scope 1 and 2 emissions per square foot decreased approximately 23 percent between our GHG emissions target baseline year of 2017 versus 2022.

Observed GHG Emissions and Target Progress

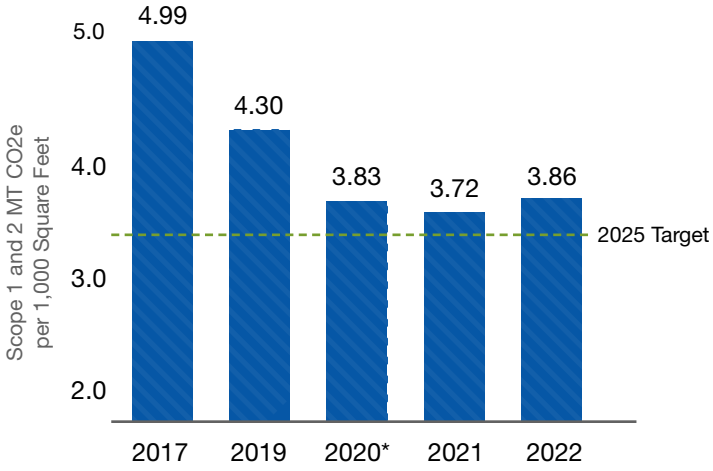


**Figure adjusted to account for temporary reductions in our GHG emissions as the result of COVID-19 related facility closures and operational adjustments.*

Measurement of Scope 3 emissions is an evolving and complex undertaking. In 2022, we evaluated our Scope 3 emissions sources. We completed a high-level screening of Scope 3 emissions to start to understand which categories are relevant to our business. We plan to continue evaluating our Scope 3 emissions.

→ To view additional details of our GHG emissions, see page 57 of this report. The latest information on our climate and energy efforts can be found on our website.

Energy Details

We endeavor to decrease our energy intensity year over year, which reduces our environmental impact and associated costs. Please see the table on page 57 for additional details on our multi-year energy usage.

In 2022, the electricity purchased to operate our facilities represented 86 percent of our total energy consumption, as measured in megawatt hours (MWh) and gigajoules (GJ). The great majority of that purchased electricity was used to operate our Ross Dress for Less and dd's DISCOUNTS Stores.



Energy Efficiency

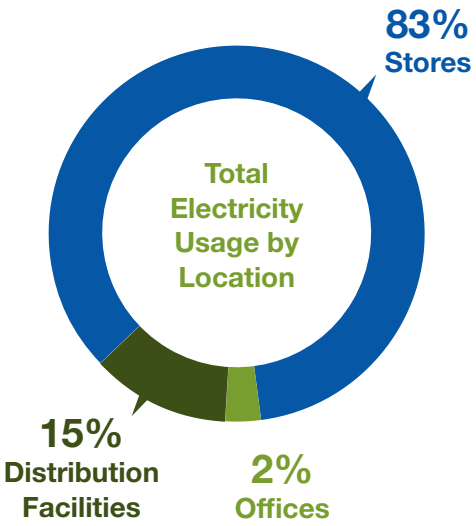
Because electricity consumption is such a large part of our energy usage and operational emissions, an important aspect of our GHG management strategy addresses electricity use in our buildings. Our investments in lighting, insulation, heating, ventilation, air conditioning (HVAC), and building energy management systems have enabled us to reduce electricity use. We have teams committed to finding new and better ways to achieve energy efficiency through improved processes and new technologies. We are also piloting energy audits at select locations to identify new opportunities to optimize energy use. Since 2017, we have decreased the electricity per square foot required to power our Stores, Distribution Facilities, and offices by over 15 percent.

Supporting Electrical Grid Stability

Ross participates in demand response programs to help support local electrical grids. Through these programs, we voluntarily reduce our energy usage during peak demand times to alleviate strain on the grid and help prevent blackouts or brownouts. We reduce our electricity usage by utilizing energy management systems that are integrated with our Stores to adjust HVAC systems. By doing so, we are helping keep the lights on for our Customers and supporting the overall health and stability of the local electrical system. Ross had nearly 400 Stores participating in demand response programs in 2022, and we aim to expand our participation to more locations in 2023.

Renewable Energy

Ross has solar panels installed on the roof of select Stores. Because a majority of our Stores are leased, options to invest in on-site renewable energy generation are limited. We continue to evaluate opportunities and partnerships to pursue renewable energy in meaningful ways, including installing solar panels to generate electricity at our next Distribution Center and evaluating other opportunites for on-site solar.



Energy Efficiency

Stores

For many years, we have made investments to decrease the amount of energy used by our climate control and lighting systems, which consume most of the electricity purchased to operate our Stores.

Technologies such as LED lighting and high-efficiency HVAC units have significantly decreased the electricity required to operate these systems. We had LED lighting installed in nearly all of our Stores, and LED lighting will be installed in all of our new Stores for the foreseeable future. Additionally, we use high-efficiency HVAC units whenever possible by retrofitting existing HVAC equipment or by including them in new Store builds.

To further reduce the energy required to operate climate control and lighting systems, we utilize an advanced building energy management platform that enables more precise control over our energy management and shaves off unnecessary electricity use. This technology also allows us to quickly and easily adjust occupancy schedules, lighting levels, and temperatures across our Stores, which provides operational benefits in addition to energy savings. This system also allows for remote diagnosis of HVAC issues to quickly identify and correct inefficiencies, which can prevent unnecessary downtime and costly technician visits to our Stores. We can also quickly respond to requests to lower our electricity usage to help electric utilities avoid rolling blackouts during critical periods like heat waves. Through the use of this platform, we estimate that we have reduced energy usage at our Stores by more than 45 million kilowatt-hours from when we began piloting in 2019 through the end of 2022.

We also design our new Stores with efficiency at the center, understanding that investments in the earliest stage of Store development pay off for years to come. In addition to including LED lighting, high-efficiency HVAC equipment, and advanced energy management systems, some of our locations use thicker, higher-quality insulation than is required by code and white roofs to deflect heat. These actions result in new Stores that are more energy efficient, which lowers our energy usage, environmental impact, and costs. As we continue to add more Stores over the long term, efficient new Store design will be critical for mitigating our environmental impact.

Energy management platform reduced usage at Stores by more than **45 million kilowatt-hours since 2019**

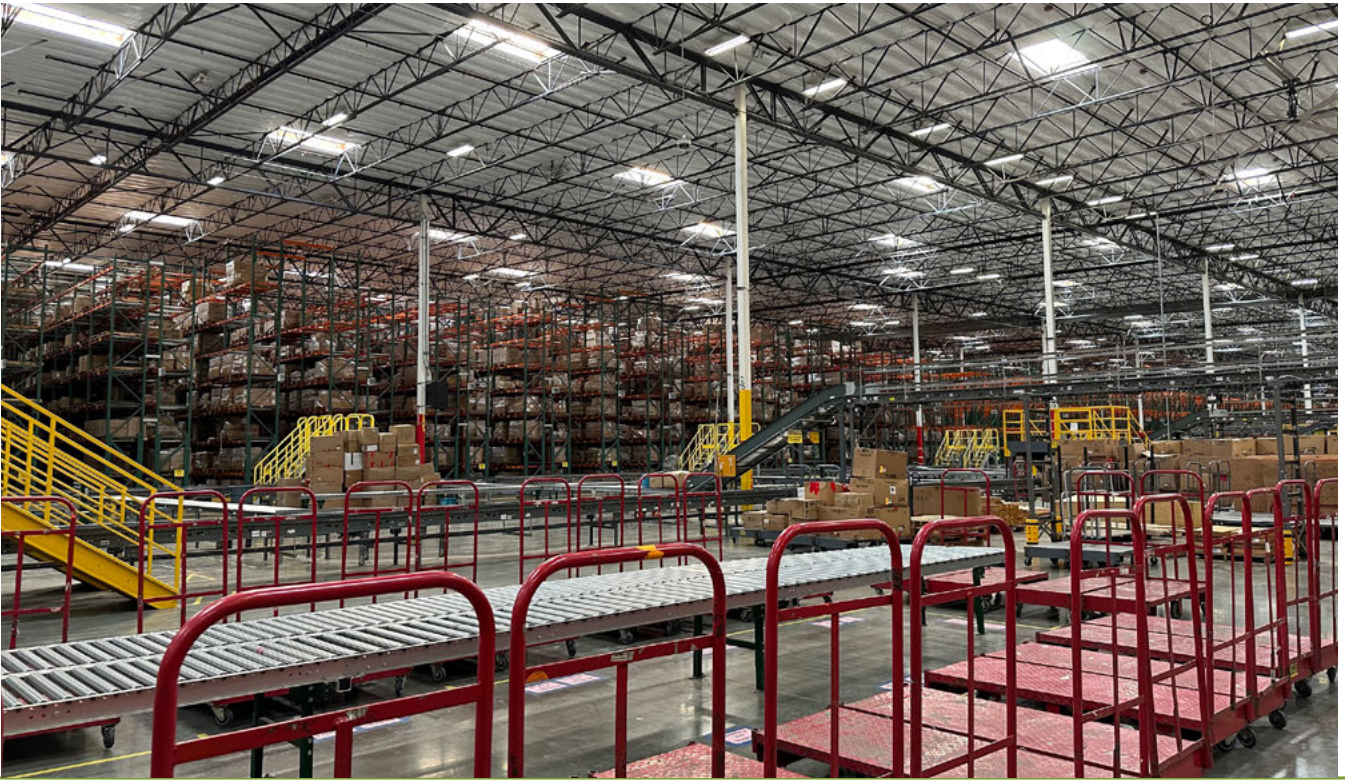


Energy Efficiency

Distribution Centers

Ross' distribution and warehouse facilities represent a smaller portion of our electricity consumption and, on average, use less energy per square foot to operate than do our Stores.

- We utilize an "air purging" program that uses natural air to cool our facilities. During the day, the sun heats up our buildings. At night when temperatures drop, we purge the hot air from the building and welcome in fresh, naturally cool air. This allows us to avoid several hours of air conditioning, saving energy costs. Moreover, the purging program reduces our electricity demand during peak daytime hours and therefore reduces pressure on the electrical grid.
- We use highly efficient conveyor systems with variable frequency drives, sensors, and automation that shuts off equipment when not in demand.
- We have LED lighting and sensors that shut off lights when areas of a facility are not in use. Many of our facilities also have skylights to take advantage of natural light.
- We use battery-powered forklifts and material-handling equipment to move merchandise within many of our distribution facilities. In general, this battery-operated equipment is more energy efficient and has a lower overall cost of ownership as compared to its fuel-powered counterparts.
- Our new Distribution Centers are designed with energy efficiency in mind, with white roofs to reflect sunlight and advanced building energy management systems. Our roofs are also "solar ready."
- We are integrating solar electric power generation at a future Distribution Center.
- We performed energy audits at select Distribution Centers and identified additional opportunities to optimize energy use.



All of these approaches help our Distribution Centers reduce air pollution, limit GHG emissions, and achieve cost savings.

Energy Efficiency

Offices, Employee Commuting, and Travel

Our Corporate Headquarters in Dublin, California, achieved Leadership in Energy and Environmental Design (LEED) Gold certification from the U.S. Green Building Council, with features that increase our Associates' comfort while minimizing our environmental impact.

The sustainability features of our headquarters include energy management equipment such as high-efficiency HVAC equipment, Energy Star appliances, and lighting with motion sensors and daylight controls. Additionally, we converted our interior and exterior lighting to LEDs.

We also enabled lower-emission transportation options by having on-site electric vehicle charging stations, providing bicycle storage and changing facilities, and locating the campus close to public transportation. We also offer programs that help our Associates to pay for public transportation using pre-tax dollars.

We support lower-carbon travel options for the field leadership organization, which supports Stores across the country. One of the key functions of our field leaders is to visit and provide direct guidance to Stores in their area, which means many of these leaders spend a lot of time on the road. To help lower the GHG impact of these visits, Ross has a corporate fleet of primarily hybrid vehicles. We estimate that we would have used over 45 percent more fuel in 2022 if our fleet contained only conventional vehicles.



Energy Efficiency

Product Transportation

Although Ross does not own the trucks, trains, and ocean vessels that transport our products, we know that the impact of transporting our products is a significant source of indirect emissions.

We work continuously with our transportation providers to improve shipping efficiency across our distribution network as we grow our business and Store base.

Some of the strategies we deployed in 2022 include:

- Shipments were consolidated whenever possible to reduce the number of trips to Stores each day.
- We shipped by rail whenever possible, which is less polluting than standard ground transportation. Approximately 32 percent of outbound freight from our Distribution Centers was shipped via rail in 2022.
- Approximately 78 percent of our transportation partners participated in the SmartWay Partnership, a U.S. Environmental Protection Agency program that improves fuel efficiency and reduces air pollution.
- The capacity of each trailer was maximized through floor loading and removing unnecessary packaging, leading to fewer shipments.
- We completed route optimization projects, which eliminate 1.9 million over-the-road miles from Store deliveries on an annual basis. We have processes in place to continue reviewing opportunities to reduce miles and routes quarterly as we grow.
- We utilized electric yard vehicles at select Distribution Centers to replace vehicles with internal combustion engines.
- We worked with international transportation partners on optimal loading of containers shipped on ocean vessels. This lowered the number of containers needed to ship our products from overseas, reducing the total number of shipments and emissions.



Waste Management and Recycling Overview

The waste we generate is one of our Company's most material impacts, and we work hard to manage and reduce our waste footprint.

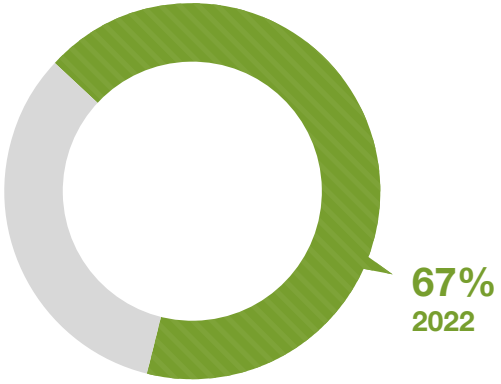
We have waste diversion programs in our Stores, Distribution Centers, and Corporate and Buying Offices, and we encourage our Associates to participate in practices that increase our recycling, reduce waste, and decrease our use of natural resources.

Much of the operational waste we produce at our Stores and Distribution Centers is from the packaging in which our merchandise is shipped. Because of our off-price business model, a lot of our merchandise is produced to other retailers' specifications. We often do not have control over the types of packaging on our products, so we focus on developing and executing programs to reuse and recycle the packaging we receive.



Waste Diversion from Landfill

We measure the percentage of our waste that we divert from landfill across our retail operations. This measurement includes all Stores and Ross-controlled Distribution Centers and warehouses. In 2022, our estimated landfill diversion remained approximately 67 percent.*



This figure is approximate. We expect the accuracy of our waste measurements to improve over time.

Minimizing Waste

Stores

Approximately two-thirds of our operational waste is generated in our Stores; a significant portion of that waste is cardboard.

Because they represent such a large percentage of our waste footprint, cardboard boxes are an important part of our effort to reduce our waste and demonstrate our commitment to being a responsible retailer.

A majority of our Stores participate in a cardboard recycling program in which used boxes are backhauled to a regional facility, baled, and delivered to a recycling partner. This effort to recycle quickly adds up. Across participating Stores in 2022, we recycled over 35,000 tons of cardboard through the backhaul recycling program, and we are investigating opportunities to expand this program to more Stores.

In addition, we work with our local waste and recycling partners and with landlords to make cardboard recycling receptacles available whenever possible in locations where we are unable to backhaul.

Other recycling and waste reduction programs in our Stores include:

- **Reusable bags:** We sell branded reusable shopping bags at our Stores.
- **Shopping bags with recycled content:** All the plastic and paper shopping bags we provide to Customers contain recycled material.
- **Reusable hangers:** We avoid single-use hangers when possible and have a reuse program for Store hangers.
- **Dumpster rightsizing:** We continuously adjust the number of trash dumpsters and enhance collection schedules to help Stores optimize their recycling rates.
- **Service automation:** We are implementing technology that ensures trash compactors are only serviced when full, reducing unnecessary pickups and hauling expenses.
- **Digital resources:** To reduce paper waste, many of our reports, trainings, policies, and other resources are available digitally.
- **Other diversion programs:** In certain geographies, we have pursued other diversion efforts, such as organic waste programs and single-stream recycling. We also have programs to manage regulated and electronic waste.



Minimizing Waste

Distribution Centers

Our Distribution Centers receive merchandise from many countries. We process and ship these goods to Stores across the country, typically in cardboard boxes.

We use a packing and shipping system that minimizes the number of boxes and trucks required to deliver merchandise, as well as a system to recycle the millions of boxes we receive each year. As a result, we recycled over 60,000 tons of material generated in our Distribution Centers in 2022.

We continuously look for ways to optimize how products are packaged for shipping, which includes working upstream with our suppliers and within our facilities to minimize unnecessary packaging materials when possible. We also reuse the cardboard boxes in which we receive merchandise from our suppliers when possible.

We test new recycling systems at our Distribution Centers and Stores, including ongoing efforts to recycle plastic film and scrap metal. In addition, we are piloting a program to recycle tires from our forklifts and other material handling equipment.

These efforts divert tons of waste from landfill. As an added benefit, they also help us reduce waste disposal costs.

In 2022, to help us divert waste from landfill while also supporting the communities we serve, we continued programs to donate unsellable merchandise to local nonprofits.



Minimizing Waste

Offices

Small changes in how we operate our offices also have a positive impact on the planet.

Examples of initiatives we had in place in 2022:

- We continued to adapt our internal collaboration and reporting processes to use digital tools instead of paper. One such change to our printing process initiated in 2020 is expected to eliminate more than 100 tons of paper use annually.
- Generally, when we do print, we try to minimize environmental impact by using paper that has postconsumer content; setting printers to print double-sided; and using large-capacity, refurbished toner cartridges that result in less plastic, steel, aluminum, and rubber waste as compared to traditional toners. We also have a program to recycle office paper.
- In the café at our Corporate Office, we provide flatware and utensils that are reusable or compostable, and we encourage the use of reusable plates as well. We also supply deskside recycling bins and provide convenient organic waste and single-stream recycling receptacles in common areas.
- The majority of our Associates receive electronic paychecks, which reduces paper use.
- Hydration stations are available to reduce single-use plastic bottle waste.
- An e-waste recycling program handles damaged or obsolete electronic equipment.
- At our Buying Offices, we have programs to repurpose fabric scraps and donate product samples to local charities when possible.



Environmental Sustainability in the Supply Chain



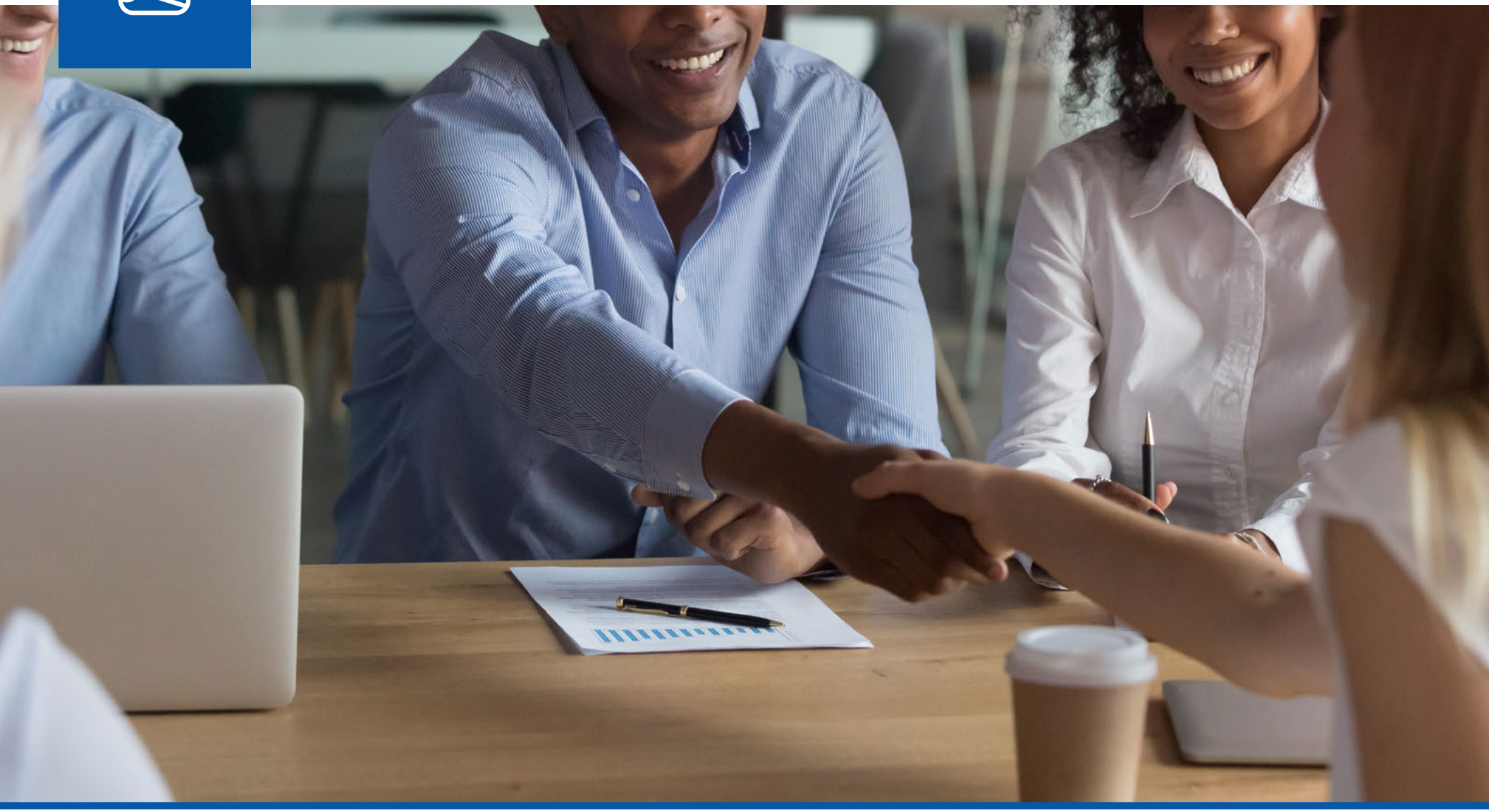
Much of the apparel, footwear, accessories, and home-related merchandise sold in our Stores is purchased from suppliers after they have been produced to other retailers' specifications. This creates a challenge when we try to influence our upstream Scope 3 emissions. However, in support of our ambition to reach net-zero GHG emissions by 2050 or sooner, we are continuing to examine Scope 3 emissions that occur in our supply chain.

In terms of environmental compliance in our supply chain, we require that vendors sell us only products that comply with applicable laws, including those related to environmental protection and product safety; we will not knowingly purchase products made in violation of established environmental or consumer product safety requirements.

Additionally, we maintain a large supply chain with a broad network of suppliers to give us flexibility in the event that any of our individual suppliers are impaired by climate-related issues.

Additional details are available in the "Conducting Business Ethically" chapter of this report.

Conducting Business Ethically



Introduction

Ethical business practices are critically important to Ross and can be seen in the way we treat our constituents—from Customers and Associates to vendors and investors.

We are dedicated to operating with high standards of integrity and transparency, and adhering to policies and processes designed and implemented to drive towards meeting these standards.

Ross' corporate governance practices and policies have been developed with those high standards in mind. These policies highlight the Company's governing principles and expectations regarding business ethics for Ross executives, Associates, and business partners.



Our Approach to Sourcing and Human Rights

Our commitment to corporate social responsibility extends to our supply chain and the vendors we work with throughout the world.

Ross supports responsible business practices and human rights throughout our supply chain. Vendors, manufacturers, and other Company business partners are required to comply with all applicable local, state, federal, and international laws relating to the manufacture and production of products sold to Ross, including laws relating to:

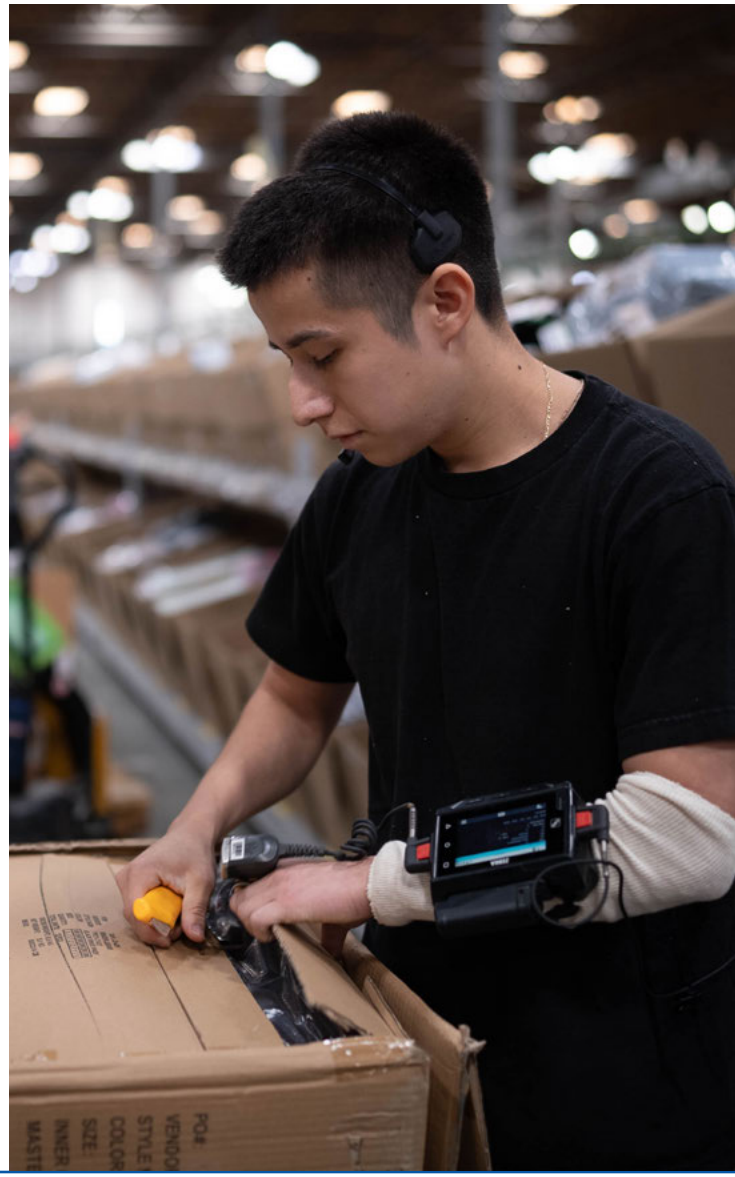
- Labor compensation;
- Working conditions;
- Child, slave, prison, or forced labor;
- Environmental protection;
- Product safety;
- Corruption or bribery (including foreign corrupt practices);
- Building and working safety conditions; and
- Similar obligations.

To the extent contractors or subcontractors are involved in the production of goods supplied to Ross, vendors must require that these parties are similarly compliant with Ross' Vendor Code of Conduct.

Ross' standards and requirements related to sourcing and human rights are incorporated in various Company documents, including Ross' Code of Business Conduct and Ethics, Vendor Compliance Manual, Purchase Orders, Vendor Compliance and Indemnity Agreements, and Buying Agent Agreements. Ross' standards and requirements related to human rights are also designed to comport with applicable Universal Declaration of Human Rights (UDHR) and International Labor Organization (ILO) standards. For more information, refer to our Vendor Compliance Manual and our Code of Business Conduct and Ethics, which are located on our Partners website and in the Corporate Governance section of our website, respectively.

We closely monitor evolving issues throughout the world to promote adherence by our suppliers and business partners to our policies and commitments, as well as to federal, state, and local laws. Ross will not knowingly purchase products manufactured using child, slave, prison, or forced labor, or where workers are not provided wages or safe working environments as required by law. Additionally, we will not knowingly purchase products made in violation of established environmental or consumer product safety requirements.

If we become aware of a vendor's non-compliance with Ross' requirements or procedures, including any applicable local, national, or international labor or human trafficking laws, we will take appropriate responsive action, which can include suspending the vendor's shipments and/or terminating the business relationship.



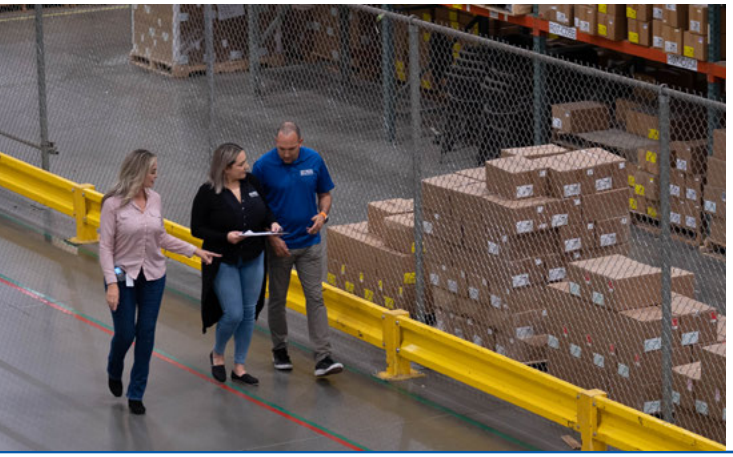
Responsible Sourcing

Beyond communicating our standards and requirements related to sourcing and human rights in various Company documents, Ross dedicates significant resources and drives processes to promote responsible sourcing.

The majority of the apparel, footwear, accessories, and home-related products sold in our Stores are purchased from suppliers after they have been produced to other retailers' specifications. Though Ross does not have direct control over the manufacturing processes for these products, we require suppliers to uphold our ethical standards.

Some products are ordered and imported directly through international buying agents or certain overseas vendors. For these items, we have additional processes and requirements in place to monitor and enforce compliance.

To start, we communicate our standards and requirements, and provide training to vendors, buyers, and overseas buying agents during our purchasing processes. We provide initial training to new Associates, as well as ongoing training and updates to buyers and other Associates involved in our product sourcing. Further, we regularly monitor and assess our supply chain for compliance related to product safety, labor laws, and human-trafficking concerns.



In addition, we maintain a social compliance program intended to promote compliance with our Vendor Code of Conduct, which requires adherence to local labor, safety, and environmental laws. The program employs numerous resources, including inspections conducted by buying agents and audits conducted by leading third-party auditors. Those resources not only proactively engage and advise vendors on maintaining compliant sourcing practices, but also, where appropriate, are utilized to encourage remediation and corrective actions.

In 2022, over 1,000 supplier inspections and audits were conducted under the social compliance program. During their reviews. Ross' third-party auditors or buying agent teams directly conducted or reviewed inspections or audits from accredited sources. Additionally, members of our internal compliance team supervised buying agents and third-party auditors as they conducted select inspections and audits in multiple countries.

Ross-directed third-party audits and buying agent inspections require a physical review of manufacturing factories, a review of factory records and certifications, plus interviews with factory workers. Ross compliance Associates review reports from these audits and inspections, and, when relevant, track corrective action.

Where we become aware that a vendor or its manufacturing factory is out of compliance, we take appropriate responsive action, which can include suspending all merchandise shipments from the offending vendor and/or terminating the business relationship.

On an on-going basis, Ross monitors and addresses emerging compliance concerns through our partnerships with industry trade associations (e.g., American Apparel & Footwear Association, National Retail Federation, and Retail Industry Leaders Association), and our consultations with our legal counsels and international trade experts. We continue to enhance our compliance approach consistent with evolving risk and industry standards.

Supplier Diversity

We care about sourcing goods and services from a diverse set of suppliers. Through our participation and membership in organizations such as the National Minority Supplier Development Council (NMSDC), the Women's Business Enterprise National Council (WBENC), and the National LGBT Chamber of Commerce, we show our support for diverse supplier communities.

Product Safety

Ross is committed to the sale of safe products in our Stores.

Through various vendor-facing documents (e.g., Purchase Order, Vendor Compliance Manual, and Indemnification Agreement), we require our vendors to provide products that comply with applicable federal, state, and local statutes, rules, and regulations.

Additionally, we reference relevant legislation and safety standards when designing our buying and selling strategies. Although Ross does not buy or sell hazardous chemicals, we recognize that some consumer products may contain natural components and synthetic chemicals as ingredients. To protect the safety of our Customers, we require that vendors' products comply with the Federal Hazardous Substances Act and any corresponding state laws. These laws mandate proper labeling, warning requirements, and product testing.

Children's products are subject to rigorous requirements, including the Consumer Product Safety Improvement Act (CPSIA). Compliance with the CPSIA is strictly enforced by the Consumer Product Safety Commission (CPSC). Ross requires that vendors of CPSIA-impacted products confirm that they meet the CPSC's requirements.

Where Ross sources food and cosmetic products overseas, we require that suppliers submit labeling and ingredients for compliance review and abide by all applicable U.S. Food and Drug Administration (FDA) requirements. Additionally, we review and confirm that foreign food suppliers meet Food Safety Modernization Act (FSMA) requirements and corresponding FDA regulations.

Ross maintains a product recall program that includes continuous monitoring of customer claims, Store incidents, and government recalls. Where appropriate, we conduct internal reviews to verify that we follow relevant government/supplier instructions for removal and/or destruction. Similarly, as needed, we initiate a product recall for applicable products that fail to meet our safety standards.

In support of our product safety commitment, we require that our vendors comply with our Vendor Compliance Manual. The Vendor Compliance Manual provides an overview of the various requirements applicable to the products we sell and references sources of additional information.

→ A copy of our Vendor Compliance Manual is available at our Partners website.



Evolving Issues

Standards and regulations regarding consumer products and supply chains are continually changing. Ross requires that all of our vendors engage in responsible business practices and uphold human rights throughout our supply chain.

As part of our obligations under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, we conduct an annual investigation where we review and disclose the existence of Conflict Minerals (specifically tin, tungsten, tantalum, and gold) in products we sell. We require suppliers to identify the source of Conflict Minerals incorporated in or consumed by the manufacturing of products they provide. As necessary, we perform due diligence regarding the source of those minerals. Ross' Conflict Minerals Disclosure is available in the Investors section of our website.

We do not specifically seek apparel or other merchandise containing animal fur. Given our opportunistic buying of already manufactured products, products we sell may occasionally contain incidental fur.

Ross' Code of Conduct specifically prohibits the use of involuntary or forced labor by vendors and their contractors anywhere in their manufacturing or supply chain. We have zero tolerance for such violations and have taken additional, enhanced efforts to prevent forced labor in our supply chain. This process includes, but is not limited to, vendor communications, vendor monitoring, and factory audits and inspections. We are aware of concerns regarding involuntary or forced labor in the global supply chain, and our program is designed to monitor, address, and take the appropriate corrective action where necessary.



Governance and Ethics

This section describes Ross' corporate governance and ethical practices that were developed to fulfill our commitment to operating with the highest integrity.

Corporate Governance

Ross' corporate governance practices and policies have been developed in accordance with high standards of integrity. They cover the Board of Directors' governing principles and expectations regarding ethics for Ross executives, Associates, and business partners. More details can be found in the Investors section of our website. Details regarding the Corporate Governance framework can be found in the most recent Proxy Statement filed on April 4, 2023 with the U.S. Securities and Exchange Commission ("SEC").



Board of Directors

At the end of fiscal year 2022, our Board of Directors consisted of eleven directors, the majority of whom are independent based on the applicable Nasdaq Stock Exchange listing standards. We have an increasingly diverse Board, including our female Chief Executive Officer and multiple female and racially/ethnically diverse directors.

The Board has adopted a Code of Ethics for Senior Financial Officers; a Code of Business Conduct and Ethics that applies to all members of the Board of Directors, officers, Associates, and agents; and "Whistle-Blowing" and Complaint Policy and Procedures.

During fiscal year 2022, the Board held five meetings. No incumbent member of the Board, while serving in such capacity, attended fewer than 75 percent of the total number of Board meetings and applicable committee meetings held during the year. During the same fiscal year, the independent directors held five meetings in executive session without management.

Board Director Nomination Process and Board Diversity

The Nominating and Corporate Governance Committee is responsible for reviewing the qualifications, independence, and skills of candidates for election to our Board of Directors. The Nominating and Corporate Governance Committee has a policy with regard to the assessment of director candidates, including candidates recommended by stockholders.

Ross seeks to promote a well-rounded Board, with a balance and breadth of skills and experience appropriate for the Company's business. Ross also seeks to advance diversity within the Company and in the corporate boardroom.

At the end of fiscal year 2022, our eleven directors included five female directors and two racially/ethnically diverse directors. Our eleven directors also possess a mix of skills and experiences we believe are relevant for the Company's off-price business. These skills and experiences include having served in roles such as Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Chief Information Officer, Chief Marketing Officer, Chief People Officer, Chief Strategist, and Global Head of Quality, Risk, and Regulatory, and in industries including retail and also non-retail, with additional experience in functional areas such as marketing, merchandising, operations, finance, consulting, information technology, and human capital leadership.

Governance and Ethics

Board Committees

The Board has an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee.

The Audit Committee assists the Board with fulfilling its responsibility for oversight of the quality and integrity of the accounting, auditing, and financial reporting practices of the Company, and such other duties as directed by the Board. The Audit Committee held nine meetings in fiscal year 2022.

The Compensation Committee carries out the responsibilities of the Board relating to oversight and direction of the compensation of the Company's executives, including the compensation of the Company's Chief Executive Officer. The Committee oversees and administers the policies and plans that govern the cash, equity, and incentive compensation of the executive officers and independent directors of the Company. The Compensation Committee held six meetings in fiscal year 2022.

The Nominating and Corporate Governance Committee assists the Board in evaluating qualified individuals to serve as directors of the Company. The Committee also assists with Board-level oversight on general matters involving our corporate governance and related policies. The Nominating and Corporate Governance Committee held three meetings in fiscal year 2022.

Our Board exercises oversight of our risk management activities, and regularly requests and receives reports from management, including direct presentations and reports made to our Board by officers with responsibility for risk management in various parts of our business. Our Board has delegated to the Audit Committee the primary responsibility of overseeing risks relating to financial controls and reporting and related matters, and to information security and data protection ("cybersecurity"). The Audit Committee, along with management, reports to the full Board on those matters, as appropriate.

Details regarding the functions and activities of each of these committees can be found in the most recent Proxy Statement filed on April 4, 2023 with the SEC.

Role of the Board and Committees in Supporting CSR

Our Board oversees the Company's approach to ESG matters, including matters related to climate change, DE&I matters, human capital management, health, safety, and stakeholder relations, with oversight assistance led by the Audit Committee relating to the Company's environmental, sustainability, and climate risk efforts, and oversight led by the Nominating and Corporate Governance Committee relating to stakeholder relations. Our Audit Committee engages our management on regular updates regarding the Company's environmental and sustainability efforts and the status of our initiatives.

The Company has also separately established an Environmental Sustainability Steering Committee (ESSC), which is composed of senior leaders from across the Company. The ESSC assists with identifying and managing risks and opportunities associated with climate change and environmental sustainability, informing and endorsing



GHG emissions and waste reduction strategies and target setting, and identifying and supporting projects in pursuit of achieving those strategies and targets. The ESSC also provides input to a dedicated Sustainability team and helps align the program with our overall business strategy.

→ To read more about our Board and various committees, visit the Corporate Governance section of our website.

Code of Business Conduct and Ethics



Ross' Code of Business Conduct and Ethics contains general guidelines for conducting the business of the Company consistent with high standards of business ethics.

Ross considers this a baseline standard. If a higher standard is required by commercial practice or applicable laws, rules, or regulations, we strive to adhere to the higher standard. The Code applies to all members of the Board of Directors, officers, Associates, and agents. In addition, Ross' business partners (including suppliers, vendors, and service providers) are expected to comply with the applicable standards set forth in the Code.

Acceptance of our Code of Business Conduct and Ethics is required as part of our onboarding terms and conditions for all business partners. The Code is supported by additional requirements and obligations imposed by Ross through its policies and practices and applicable laws and regulations. Furthermore, all Associates are required to complete Code of Business Conduct and Ethics training annually.

Privacy and Data Security

Ross recognizes our responsibility to appropriately safeguard the personal data we collect from our Customers and Associates.

Our data security and privacy practices are designed to support privacy rights and are based on industry standards.

→ Visit our Privacy Policy for more information.



Appendix


Great Brands for less
Arriving daily!
3 3
4 4
5 5
2
We check bills
Gift Cards

GRI Reference Data Table

This table references GRI 103: Management Approach 2016; GRI 302: Energy 2016; and GRI 305: Emissions 2016.

Impact Area		Disclosure Number	Description	Location
Energy	GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	2023 CDP Response; 2022 Corporate Social Responsibility Report—Our Focus (pg. 30), Program Oversight (pg. 30), Climate and Energy Overview (pg. 32), Energy Details (pg. 33)
		103-2	Management approach and its components	
		103-3	Evaluation of the management approach	
	GRI 302: Energy	302-1	Energy consumption within the organization	2023 CDP Response; 2022 Corporate Social Responsibility Report—Energy Details (pg. 33), Emissions and Energy Data Table (pg. 57)
		302-3	Energy intensity	2022 Corporate Social Responsibility Report—Emissions and Energy Data Table (pg. 57)
		302-4	Reduction of energy consumption	2023 CDP Response; 2022 Corporate Social Responsibility Report—Energy Efficiency in Stores (pg. 34), Emissions and Energy Data Table (pg. 57)
Emissions	GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	2023 CDP Response; 2022 Corporate Social Responsibility Report—Our Focus (pg. 30), Program Oversight (pg. 30), Climate and Energy Overview (pg. 32)
		103-2	Management approach and its components	
		103-3	Evaluation of the management approach	
	GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	2023 CDP Response; 2022 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 32), Emissions and Energy Data Table (pg. 57)
		305-2	Energy indirect (Scope 2) GHG emissions	
		305-3	Other indirect (Scope 3) GHG emissions	
		305-4	GHG emissions intensity	
		305-5	Reduction of GHG emissions	

TCFD Framework Reference Table

Recommended Disclosure Topic	Location
Governance	
Describe the Board's oversight of climate-related risks and opportunities.	2023 CDP Response; 2022 Corporate Social Responsibility Report—Program Oversight (pg. 30), Role of Board and Committees in Supporting CSR (pg. 50)
Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long terms.	2023 CDP Response
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree C or lower scenario.	
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks.	2023 CDP Response
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Metrics and Targets	
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	2023 CDP Response; 2022 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 32), Emissions and Energy Data Table (pg. 57)
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 CDP Response; 2022 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 32)

SASB Disclosure Matrix

Multiline and Specialty Retailers & Distributors

Table 1: Sustainability Disclosure Topics & Accounting Metrics

Topic	Metric	SASB Code	Location
Energy Management in Retail & Distribution	Total energy consumed, percentage grid electricity, renewable energy use	CG-MR-130a.1	2022 Corporate Social Responsibility Report—Energy Details (pg. 33), Emissions and Energy Data Table (pg. 57); 2023 CDP Response
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	2022 Corporate Social Responsibility Report—Privacy and Data Security (pg. 52); Ross 2022 10-K (pg. 13)
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation	CG-MR-330a.1	2022 Corporate Social Responsibility Report—Our Commitment to Diversity, Equality, and Inclusion (pg. 8); 2022 EEO-1 Consolidated Report
Product Sourcing, Packaging & Marketing	Discussion of processes to assess and manage risks associated with chemicals in products	CG-MR-410a.2	2022 Corporate Social Responsibility Report—Environmental Sustainability in the Supply Chain (pg. 42); Product Safety (pg. 47)
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	2022 Corporate Social Responsibility Report—Minimizing Waste in Stores (pg. 39), Minimizing Waste in Distribution Centers (pg. 40)

Table 2: Activity Metrics

Activity Metric	SASB Code	Location
Number of retail locations and Distribution Centers	CG-MR-000.A	2022 Corporate Social Responsibility Report—About Our Company (pg. 3); Ross 2022 Annual Report (pgs. 28-29)
Total area of retail space and Distribution Centers	CG-MR-000.B	Ross 2022 Annual Report (pgs. 28-29, 33)

Emissions and Energy Data Table

GHG Emissions by Scope

GHG Emissions Category	2017 MT CO_2e (baseline)	2019 MT CO_2e	2020 MT CO_2e	2021 MT CO_2e	2022 MT CO_2e
Scope 1	18,310	23,175	20,816	24,826	29,832
Scope 2: Location-Based	258,826	242,511	205,898	229,977	245,536
Scope 2: Market-Based	(Not measured)	(Not measured)	205,440	226,028	235,693
Total Scopes 1 & 2: Location-Based	**277,136**	**265,686**	**226,714**	**254,803**	**275,368**
Scope 3: Business Travel	28,963	8,557	3,194	3,571	6,163
Scope 3: Fuel and energy-related activities (not in Scope 1 & 2)*	(Not measured)	51,105	54,338	94,842	94,441
Total Scope 1, 2 (Location-Based) & 3	**306,099**	**325,348**	**284,246**	**353,216**	**375,972**

*Measurement expanded in 2020 to include energy loss from transmission and distribution of electricity to Ross facilities.

GHG Intensity Metrics

Total Scope 1 & 2 (Location-Based) MT CO_2e per 1,000 sq. ft.	**5.0**	**4.3**	**3.5**	**3.7**	**3.9**
Total Scope 1 & 2 (Location-Based) per Revenue (per $1 million)	**19.6**	**16.6**	**18.1**	**13.5**	**14.7**

Energy Consumption by Source

Source	2017	2019	2020	2021	2022
Electricity	679,506 MWh 2,446,220 GJ	679,702 MWh 2,446,927 GJ	619,630 MWh 2,230,668 GJ	721,063 MWh 2,595,825 GJ	738,157 MWh 2,657,365 GJ
Natural Gas	77,841 MWh 280,229 GJ	95,922 MWh 345,319 GJ	85,717 MWh 308,583 GJ	101,648 MWh 365,933 GJ	115,010 MWh 414,038 GJ
All Other Sources	3,926 MWh 14,135 GJ	7,038 MWh 25,337 GJ	5,299 MWh 19,075 GJ	8,703 MWh 31,332 GJ	7,627 MWh 27,457 GJ
Total	761,273 MWh 2,740,584 GJ	782,662 MWh 2,817,583 GJ	710,646 MWh 2,558,326 GJ	831,414 MWh 2,993,090 GJ	**860,794 MWh** **3,098,860 GJ**
Total Energy Intensity	13.7 MWh per 1,000 sq. ft. 49.3 GJ per 1,000 sq. ft.	12.7 MWh per 1,000 sq. ft. 45.6 GJ per 1,000 sq. ft.	11.1 MWh per 1,000 sq. ft. 39.9 GJ per 1,000 sq. ft.	12.1 MWh per 1,000 sq. ft. 43.7 GJ per 1,000 sq. ft.	**12.1 MWh per 1,000 sq. ft.** **43.4 GJ per 1,000 sq. ft.**

Forward-Looking Statements

This report contains forward-looking statements, which are based on current awareness, beliefs, assumptions, and expectations. The forward-looking statements in this report include climate and sustainability targets, commitments, initiatives, assumptions, and expectations. The words "plan," "expect," "target," "anticipate," "estimate," "believe," "forecast," "projected," "guidance," "outlook," "looking ahead," and similar expressions identify forward-looking statements.

Many risks, contingencies, and uncertainties could cause our actual results to differ materially from our forward-looking statements. Risk factors include, without limitation:

- The uncertainties and potential for business disruptions arising from supply chain disruptions, inflation, the COVID-19 pandemic, or other external events and accompanying economic impacts
- Continuation or changes in safety regulations, including potential requirements for disposable protective gear, packaging, extra cleaning, and use of disinfectant products
- Changes in federal, state, or local laws and regulatory requirements pertaining to health and safety or to use and disposal of materials
- Required changes in how we operate our buildings, including adjustments to climate control and lighting schedules
- Shifts in energy use resulting from remote working and travel restrictions
- Adjustments to our merchandise shipping modes and routes to accelerate delivery times, mitigate cost increases, and accommodate changes in our supply chain
- Risks and sustainability challenges associated with importing and selling merchandise produced in other countries
- Disruptions in our supply chain or in our information systems that could impact our ability to process sales and to deliver product to our Stores in a timely and efficient manner
- Consumer problems or legal issues involving the quality, safety, or authenticity of products we sell
- Additional public health or public safety crises, demonstrations, or natural or man-made disasters in a region where we have a concentration of Stores, offices, or a Distribution Center

Other risk factors are set forth in the Company's SEC filings including, without limitation, the Form 10-K for fiscal year 2022, and fiscal year 2023 Form 10-Qs and Form 8-Ks on file with the SEC.

The factors underlying our forward-looking statements are dynamic and subject to change without notice. As a result, any forecast or forward-looking statement speaks only as of the date it was published and does not necessarily reflect our outlook at any later point in time. We disclaim any obligation to update or revise these forward-looking statements.

© Copyright 2023 Ross Stores, Inc. All rights reserved.