



ROSS[®]
**2024 Corporate Social
Responsibility Report**
Ross Stores, Inc.

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A Message from Our Chief Executive Officer

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

Since starting my role as CEO in February, I've been honored to lead a team that is deeply committed to making a meaningful impact. At Ross, doing the right thing isn't a slogan—it's how we operate. It's reflected in how we support each other, serve our Customers, and give back to our communities. This report highlights the progress we've made and where we're headed.

In 2024, our Associates once again showed what makes Ross special. Their dedication and teamwork drove solid financial results. That kind of performance comes from people who care deeply about delivering value, working efficiently, and doing the right thing. Thank you to every Ross Associate for living our values every day.

At Ross, we've always been committed to growing talent from within. In 2024, our team completed over two million e-learning courses, and most Store Leader roles were filled through internal promotions. By investing in our people, we build a stronger, more engaged team that drives our success.

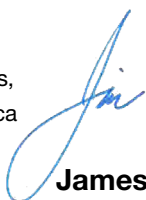
We're also proud to support the communities where we live and work. Last year, we partnered with over 1,300 nonprofits, raising more than \$4 million for Boys & Girls Clubs of America and nearly \$1 million for First Book. These are investments in long-term impact, and we're intentional about supporting organizations that make a difference.

On the environmental front, we're making meaningful progress—from reducing greenhouse gas emissions to participating in CDP's Climate Change Questionnaire. We remain committed to our ambition of reaching net-zero emissions by 2050 or sooner. These efforts are good for the planet and our business.

Integrity and transparency remain at the core of everything we do. We'll continue to report on our ESG goals and hold ourselves accountable.

At Ross, our actions aren't driven by trends—they're rooted in who we are. I'm grateful to the leaders before me who laid a strong foundation and set a clear path—not just in performance, but in the values that guide us. This report reflects those values in action: real, sustained efforts to support our people, our Customers, and our communities in meaningful ways.

I'm proud to help lead this next chapter—and even more proud to do it alongside such an incredible team.



James Conroy

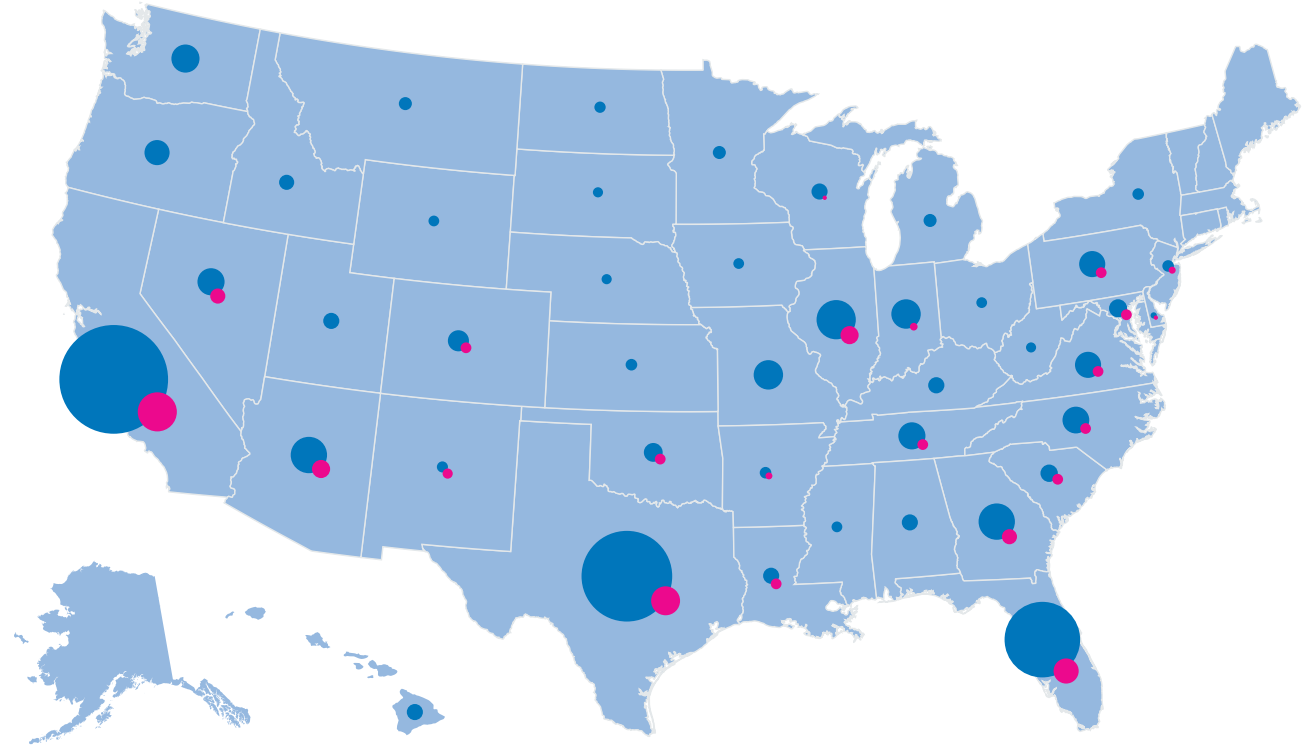
Chief Executive Officer,
Ross Stores, Inc.



About Our Company

We launched our off-price business over four decades ago based on the premise that everyone always loves a bargain.

The first Ross Dress for Less® locations opened in 1982, and we launched dd's DISCOUNTS® in 2004. We ended fiscal year 2024 with 1,831 Ross Dress for Less Stores in 43 states, the District of Columbia, and Guam, and 355 dd's DISCOUNTS Stores in 22 states.



● Ross Dress for Less

● dd's DISCOUNTS

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

\$21.1B
in Sales

2,186
Total
Stores

43 States,
District of
Columbia,
and Guam

77
Net Stores
Opened
in 2024*

Approximately
107,000
Associates

About Our Report

This annual report covers our corporate social responsibility (CSR) efforts and achievements during fiscal year 2024, which ended on February 1, 2025. It also references certain events and initiatives that were launched or occurred outside of this reporting period.

The structure and content of 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](#).

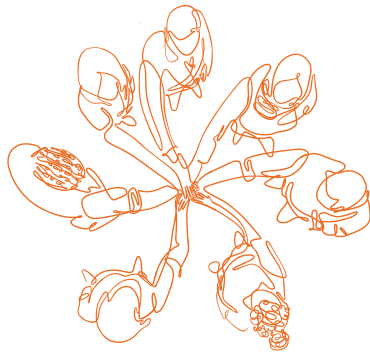


About CSR at Ross

Ross has a long-standing commitment to corporate social responsibility (CSR) relating to the well-being of our Associates and Company, the health of the communities we serve, and the sustainability of our planet.

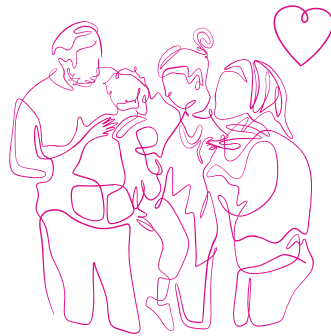
Our programs and initiatives are always evolving based on the interests and needs of our internal and external stakeholders and changing cultural, technological, and societal challenges and opportunities. We continue to look for new approaches and opportunities to improve.

This report focuses on four pillars of our CSR program:



Empowering Our Associates

We strive to foster a work environment in which our 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

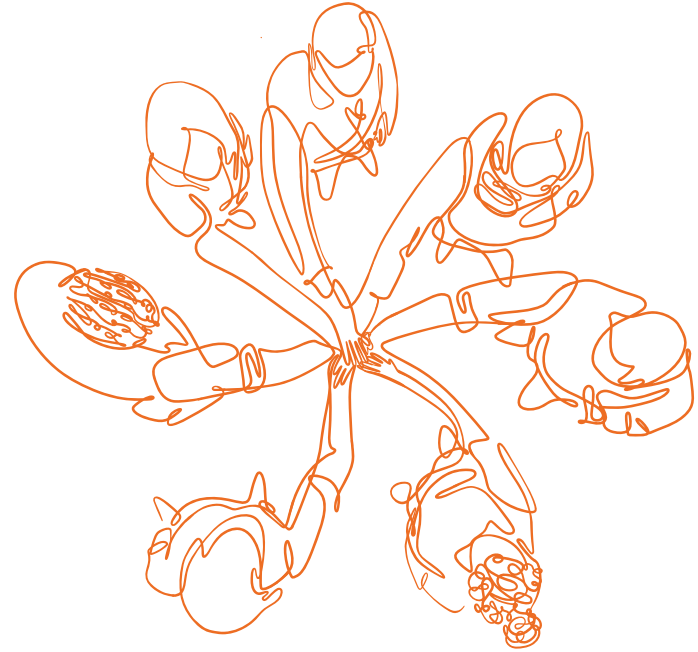
Our sustainability efforts not only help us be responsible corporate citizens, but also lower costs and enhance our ability to demonstrate the responsible behavior that our Customers expect.



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



We rely on the hard work and commitment of our Associates to provide the great bargains that our Customers love.

Associates are central to our success and growth, and we are committed to fostering an inclusive work environment where they can thrive both personally and professionally.

At the forefront of our commitment is a focus on welcoming and valuing the diverse range of backgrounds, identities, and ideas of all our Associates and our Customers. Creating an environment where our approximately 107,000 Associates and the Customers who shop with us are treated with dignity and respect is at the heart of everything we do.

We continue our efforts to attract, retain, and develop a diverse array of talent, enhance our policies and programs to support and safeguard all of our Associates, and offer opportunities for Associates to contribute to the

communities where they live and work. To this end, our 2024 initiatives focused on the following:

Our Commitment to Diversity, Equality, and Inclusion:

- Nurturing a respectful culture
- Attracting and retaining a diverse array of talent
- Enhancing the sense of community and belonging for all Associates
- Recognizing 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
- Associate recognition programs

Pay Equity

At Ross, we are committed to fostering a workplace that upholds the principles of diversity, inclusion, and equitable compensation. We recognize the importance of pay equity as a fundamental aspect of our corporate responsibility and strive to ensure that all Associates are compensated fairly and equitably. Our efforts are aligned with our core values of integrity and respect, ensuring that every member of our team, regardless of their gender, race, or background, receives pay that reflects their role and contributions to our success. This commitment not only supports all of our Associates but also strengthens our business, enabling us to attract and retain top talent while maintaining high levels of satisfaction and engagement.

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

**65% of managerial
openings in Stores and
Field Offices were filled
through internal promotions**

Our Commitment to Diversity, Equality, and Inclusion

At Ross, our values start with our people. We are dedicated to building inclusive teams and a 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 maintain a culture that promotes inclusiveness, 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 inclusion in their interactions with Customers, vendors, and fellow Associates.

Our day-to-day work in this area is led by the Office of DE&I. They are supported 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 strive to ensure that diversity, equality, and inclusion are 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 support the development of functional action plans that support our vision and objectives.

Ross has always been steadfast in its commitment to DE&I, and we continue our diversity, equality, and inclusion efforts. In 2023 and 2024, we received a 100 rating, the highest possible score, on the Human Rights Campaign Foundation's Corporate Equality Index (CEI). The CEI rates workplaces on equality and inclusion for lesbian, gay, bisexual, transgender, and queer employees.

This achievement is 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. We maintain programs that support our commitment to equal career opportunities for all; attracting and retaining a diverse array of talent; enhancing the sense of community and belonging for all Associates; and communicating our DE&I priorities, events, and observances.

2024 Employee Data

TOTAL COMPANY



IN MANAGEMENT POSITIONS*



*Management positions include supervisors and above.

➔ To view our latest EEO-1 report, please visit 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 2024, we continued our commitment to fostering DE&I learning by offering training across all levels of the organization.

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. This year, we expanded the availability of our micro-learning resources (which are succinct learning resources) to our field leaders to continue to make DE&I learning more accessible to them and their teams.

We have integrated DE&I training into the onboarding process for our Associates as well as interns. We provide biennial training on Ross' Code of Business Conduct and Ethics and non-harassment training for full-time Associates (or annually as required). 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 a Diverse Array of Talent

Our Talent Acquisition teams continue to broaden our pipeline to recruit and retain Associates from all backgrounds. Ross seeks to recruit a broad array of talent by using sources like: Handshake, LinkedIn, TalentAlly, and other recruiting platforms.

In 2024, we established or continued partnerships with Historically Black Colleges and Universities (HBCUs) and major national organizations including DEI Board, Fair360, HACE, Human Rights Campaign, National Association of Asian American Professionals, National Black MBA Association, National LGBT Chamber of Commerce, National Minority Supplier Development Council, National Organization on Disability, NextUp, Seramount, Tanenbaum, and Women's Business Enterprise National Council. These organizations not only help Ross identify a broad range of prospective talent to add to our ranks, but also provide information, content, and resources to assist in the development and advancement of all our Associates.

We continued to support our commitment to equal career opportunities for all talent 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 recruitment efforts with organizations such as the National Retail Federation and the Fashion Scholarship Fund.



Our Commitment to Diversity, Equality, and Inclusion



Strengthening Our CommUnity Networks

In 2024, Ross furthered our commitment to instilling a sense of community and belonging among our Associates. We continued to strengthen and build upon our six CommUnity Networks, Company-recognized groups of Associates from various dimensions of diversity who come together for activities that support the Company's overarching DE&I vision and objectives. Anyone can become a CommUnity Network member, regardless of whether they share a group's unifying characteristic.

This year, over 46 percent of all eligible Associates belonged to one or more CommUnity Networks. Led by leaders from various business units, the Networks plan actions that attract, develop, retain, and empower Ross Associates. These groups help shape an even more inclusive environment, creating networking opportunities, enhancing professional development through education and mentoring, and amplifying commemorative holidays and dates of significance.

In 2024, the Networks hosted a range of events, including a Lunar New Year celebration hosted by InspirAsian @ Ross; a leadership lessons series for Pride Month hosted by Ross PRIDE; a day of service creating Red Cross care packages for active serving military hosted by VALOR @ Ross; a communications seminar hosted by LatinX Connect @ Ross; a Black History Month career speaker series hosted by BLAAC @ Ross; and a Words of WINSdom speaker series hosted by WIN @ Ross.

Recognizing Holidays and Commemorative Events

In 2024, Ross highlighted a wide array of annual commemorative events and holidays to recognize the diversity of all our Associates. These observances included Black History Month, Women's History Month, International Women's Day, National Developmental Disabilities Month, Asian Pacific American Heritage Month, Pride Month, Juneteenth, National Hispanic Heritage Month, National Disability Employee Awareness

Month, National Native American Heritage Month, Veterans Day, and many others.

Additionally, every April, we observe Celebrate Diversity Month, which recognizes and honors the diversity in our communities with in-person events in our offices as well as virtually.

Throughout the calendar year, observances are commemorated with internal and external touchpoints, such as the distribution of historical facts, educational resources, Associate stories, and 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.

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. Diversity Day is 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.



Our Women's Inspired Network (WIN) is a powerful platform for career growth and connection—offering opportunities for all Associates to network across departments, learn from accomplished leaders, and build the skills that support long-term success. It's where collaboration sparks growth and meaningful relationships thrive.

— ROSS ASSOCIATE AND WIN COMMUNITY NETWORK MEMBER

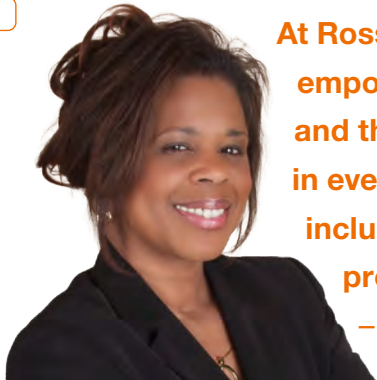
Our Commitment to Diversity, Equality, and Inclusion

Advancing Our Commitment

Ross continues to pursue a comprehensive DE&I strategy. We are proud of our accomplishments in recruiting, developing, and retaining a more diverse array of talent; expanding DE&I knowledge and training; creating CommUnity Networks; and observing commemorative events to recognize and celebrate all of our diversity. In 2024, we engaged more Associates in our DE&I efforts than ever before.

One way we advance our commitment is through the 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 celebrating 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 a diverse array of talent. Additional plans include continuing to offer our training programs to Associates, strengthening our existing CommUnity Networks, and expanding our mentoring initiatives. We will continue to listen and learn from our Associates and partners to help make our efforts meaningful and successful.



At Ross, we are dedicated to fostering an environment where everyone feels welcome and is empowered to succeed. Associates bring our values to life every day by celebrating our differences and through their meaningful efforts to support equality and inclusion. Our commitment is reflected in everything we do—whether it's nurturing a sense of belonging among all of our Associates, offering inclusion training, or forming strong partnerships with a wide range of national organizations. I'm proud of how far we've come and look forward to continuing our journey.

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

Hiring, Training, and Advancement



Ross is dedicated to shaping a workforce that embraces our values, drives growth, and contributes positively to our communities. To do so, we have implemented key initiatives across our organization to attract, retain, and nurture 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 provide a range of learning and development opportunities designed to help Associates, managers, and executives reach their career aspirations. These include e-learning classes, instructor-led courses, on-the-job training, feedback and coaching, and career development programs.

Training courses are tailored to complement the personal training and the individual development plans that begin from an Associate's first day on the job. We offer a mix of in-person meetings and trainings, along with digital learning and engagement options. In 2024, our Associates completed over two million e-learning courses.

Every area of our business requires specialized knowledge and skills for success. We provide Associates with the tools they need to succeed in each of these areas. Here are a few examples:

- In the Buying Offices, we believe that the best way to learn is on the job, working alongside managers in an "Apprenticeship Model." To complement our array of instructor-led training and e-learning classes, our managers coach Associates and reinforce core skills to provide feedback to Associates in real time. We are also rotating Associates into other business areas to broaden their overall business knowledge, giving Associates and leaders exposure to different people, while building broader skills and capabilities.
- In the Corporate Office, Associates at all levels have access to thousands of learning resources that provide support in developing across a wide range of competencies and skills. In addition to the coaching they receive from their managers, Associates have the opportunity to attend live events, technology and leadership development bootcamps, and instructor-led courses.
- Store Leaders are supported with our Lead Your Career program when they are new to a role by completing

formal and on-the-job training, with coaching and feedback from experienced leaders. New retail Associates receive both e-learning and on-the-job training supported by an experienced Associate.

- The Distribution Center Supervisor in Training (SIT) program is a training initiative focused on teaching the necessary skills and providing on-the-job training for aspiring distribution center Supervisors. During the program, SITs are mentored by both a Manager and a Supervisor. Participants learn leadership skills, department metrics, best practices, and processes, while also having the opportunity to apply these skills by coaching their own team of Associates.

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 full-time, hands-on internship programs in our Buying Offices. 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 not simply to provide jobs but to also help Associates develop their careers. The professional growth of our Associates is important to our success as a business. We identify key competencies we believe are critical for executing our business model and delivering the value our Customers expect, and we rely on 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 and that so many of our Associates develop into leadership roles. In 2024, 78 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, more than 60 percent of the supervisors and managers were internal promotions.

One such Associate, Krishna, Vice President of Distribution Center Inventory & Quality Control, joined the Company after friends shared their positive work experiences at Ross. Starting as a Trainer, he has spent 21 years advancing through various leadership roles across several distribution centers. Krishna attributes his success to Ross' culture of openness, which has helped him quickly adapt to new situations, and he credits his peers and leaders with continuously teaching him. He enjoys the people that he works with and values the ongoing opportunities to learn.

Dolores, a Zone Director for Ross Dress for Less, joined the Company 28 years ago when she was recruited to be a Store Manager in Torrance, California. She spent 10 years managing Stores, was promoted to District Manager, and then in 2016, became Zone Director for the Arizona and New Mexico Stores. Dolores said that the support she received at Ross has helped her grow professionally and has equipped her with the tools and mentorship she needed to succeed at each level. She credits her long tenure to the supportive leadership and dedicated teams at Ross. She takes pride in the meaningful impact they make every day in the communities they serve.

Ross is committed to supporting the career growth of our Associates. As such, we offer Associates interested

78% of Store Leaders started as hourly retail Associates

65% of managerial openings in Stores and Field Offices were filled through internal promotions

in leadership roles the opportunity to gain the training and experience they need to move up in the Company. In 2024, 65 percent of our managerial openings in Stores and field leadership roles were filled through internal promotions. Overall, 37 percent of supervisors and above across the Company were promoted last year.

➔ Learn more about the opportunities at Ross Stores and the career journeys of additional Associates by visiting our [Careers website](#).



Ross has truly been life-changing for me. It's where I've grown into the leader I am today, thanks to the inspiring mentors who guided me and the incredible teams I've been privileged to support. Every day, I strive to make a positive impact and pay it forward.

— DOLORES, ZONE DIRECTOR

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 Ross Dress for Less Store, dd's DISCOUNTS Store, or distribution center, we make it a priority to hire from within the community. In fiscal year 2024, we opened 89 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 proactively 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.

89 Stores opened, creating 3,100 new jobs

Ross partners 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 to demonstrate that we stand committed to our military Associates and recognize the value they bring to the workplace. We have also supported the Military Spouse Employment Partnership program of the U.S. Department of Defense since 2014.

In fiscal year 2024, we hired over 2,100 veterans and 700 military spouses. Over the last five years, Ross has hired over 17,000 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 Equal Employment Opportunity (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 on 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, and this means acknowledging the unique challenges each of us faces in our daily lives and work. It is important to Ross that our approximately 107,000 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, flexible scheduling, recognition for achievements, channels to share opinions and ideas, opportunities to give back, and support for educational advancement.

Through our Values in Action program, Associates across multiple areas of the business can recognize other Associates who consistently demonstrate our values of integrity, accountability, respect, learning, and humility.

Competitive Total Rewards

Ross offers full-time Associates a package that includes competitive pay, comprehensive benefits, a merchandise discount, and more. We also provide competitive maternal and reproductive care benefits to our Associates, and multiple Paid Time Off programs for eligible Associates, including Paid Sick Leave.

Ross offers competitive wages and benefits in all of our geographic markets, which support 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 2024, our Associates saved nearly \$105 million on their purchases.
- In our distribution centers, our incentive 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](#).

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 follow state and federal regulations and promote safe work practices in our Stores, distribution centers, and offices. 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 spaces

In our Stores, distribution centers, and offices, we manage a network of volunteers who support our safety objectives. We offer these Associates free training in basic first aid, cardiopulmonary resuscitation (CPR), 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, which we use to learn and improve. We consistently see high participation in our employee surveys—proof that our Associates want their voices heard. Their feedback helps us make more informed, responsive decisions that shape a better workplace.

Making Our Company a Great Place to Work

Matching Gift Program

Ross supports the charitable interests of our Associates and increases their impact by matching donations to eligible nonprofits up to \$500 per year for each full-time Associate. Most nonprofit organizations in the U.S. are eligible. Additionally, in 2024, Ross conducted a special campaign that provided each eligible Associate with a credit to donate to the nonprofit or school of their choice.

Associates participating in the Matching Gift Program in 2024 donated to more than 500 diverse nonprofits across the country.



It's really special that Ross provides a donation to the organizations that I personally support. To me, it shows that my employer cares about me and the causes that matter to me. I have used all of my matching dollars for every year that I've been eligible.

— ROSS ASSOCIATE



Making Our Company a Great Place to Work

Volunteering in the Community

Ross Associates generously contributed their time to charitable causes and community efforts on their own and also in teams. In 2024, we saw an increase in interest and commitment to in-person team volunteer activities.

We inspired and supported our Associates' volunteer efforts during the work week by planning events for them. For more about our volunteer 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 2024, more than 200 Associates or their dependents received a Moldaw Scholarship.

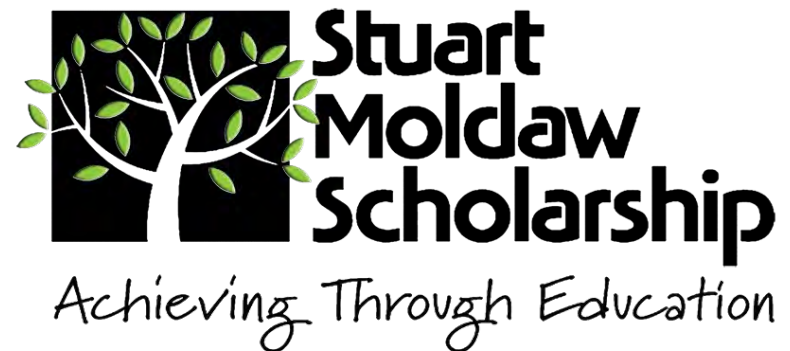


➔ For more information, visit the [scholarship website](#).

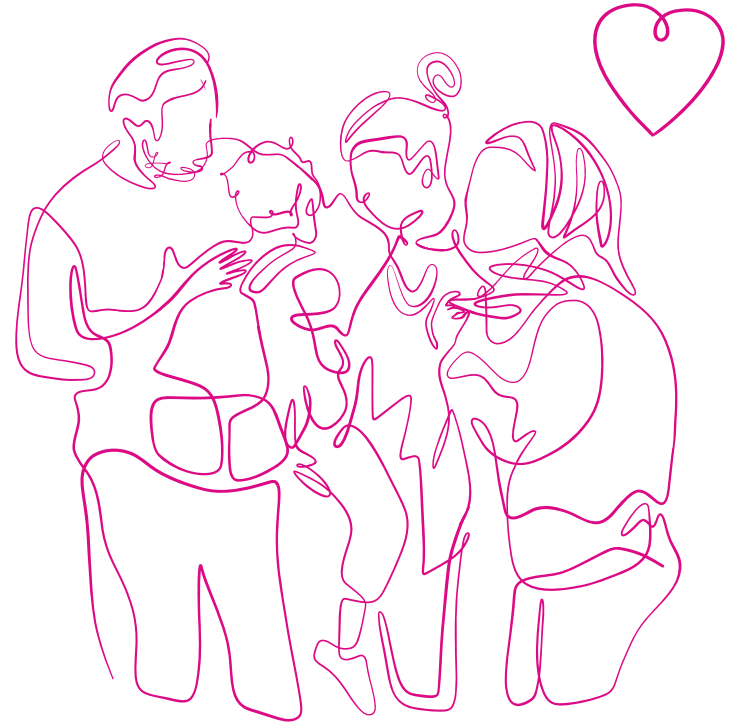


Receiving this scholarship is not only a tremendous honor but also a significant part of my academic journey. Ross' support has alleviated a considerable burden from my shoulders and has allowed me to focus more fully on my studies and personal growth.

— STUART MOLDAW SCHOLARSHIP RECIPIENT



Supporting Our Communities



Introduction and Highlights



Contributed to more than **1,300 nonprofit organizations**

Together with our Customers and other partners, donated more than **\$7.4 million to Boys & Girls Clubs and First Book**

For more than 40 years, Ross has supported and invested in the local communities near our Stores, offices, and distribution centers.

From empowering youth and responding to natural disasters, to engaging our Customers and providing volunteer opportunities for Associates, our initiatives reflect Ross' values and dedication to doing what is right. Over a decade ago, we deepened this commitment by

establishing the Ross Stores Foundation and sharpening our philanthropic focus. Guided by our mission — **Preparing Today's Youth for a Bright Tomorrow** — we are dedicated to helping young people unlock their full potential and build a stronger future.

In partnership with organizations embedded in the communities we serve, we support youth through programs focused on literacy, college and career readiness, leadership development, mentoring, and more. We believe lasting impact comes from collaboration, which is why we partner

with a diverse network of nonprofit partners—from national leaders to local changemakers. Together with our nonprofit partners, Associates, and Customers, we are driving meaningful progress and investing in brighter futures.

Looking ahead, we remain committed to being a consistent, trusted partner that strengthens communities and expands opportunities for future generations. We aim for our philanthropic efforts to be something our Associates are proud of, communities feel connected to, and Customers admire.

Our National Community Partners

For over 15 years, Ross and dd's DISCOUNTS have partnered with Boys & Girls Clubs of America (BGCA) and First Book to build brighter futures for youth in communities we serve. In 2024, we celebrated major milestones with both organizations that were powerful testaments to our shared commitment to education and creating opportunity for deserving kids.



Boys & Girls Clubs of America

Ross is proud to stand with BGCA in their work to create a world where success is within reach

for the more than 4 million youth they serve each year. Together, we are committed to providing safe, inclusive, and engaging spaces where young people can thrive academically and reach their full potential.

Since 2009, Ross and the Ross Stores Foundation—alongside our Associates, Customers, and partners—have contributed over \$51 million to BGCA.

As the exclusive, national sponsor of Power Hour, BGCA's most utilized program, we help the Clubs deliver critical academic support, tutoring, and enrichment for students

ages 6 to 18. Power Hour is central to BGCA's mission of ensuring all members graduate with a plan for the future.

Ross and BGCA's joint impact extends deep into local communities. Ross supports over 100 Clubhouses through annual grants to 39 regional Club networks, including scholarships for college-bound youth. We also proudly join BGCA in their efforts to foster a new generation of leaders by supporting the Youth of the Year program at various Clubs, having sponsored and attended events, celebrated inspiring youth leaders, and even provided gift cards for some program participants to dress for success. Additionally in 2024, we provided funding for a new teen room with the Boys & Girls Clubs of Silicon Valley and for the Boys & Girls Clubs of the North Valley's continuing case management program for those affected by the devastating wildfire in Paradise, California in 2018.

Ross Associates brought our partnership to life by volunteering at local Clubs throughout the year. They helped with homework, distributed food, cleaned Club spaces, and organized donation drives. In 2024, along with many of our corporate vendors, we raised nearly \$1 million for BGCA at the fundraising event that Ross hosted during our Store Leaders' conference.

For many of our Associates, our support for BGCA is deeply personal, from having children attend Clubs, working part-time at a local site, or even being former Club members themselves. Their firsthand connection fuels our commitment and makes our partnership even more meaningful.



First Book

For over 15 years, we have proudly joined First Book in their mission to eliminate barriers to a quality

education by increasing access to books and resources in low-income communities. Through their First Book Network, they reach a community of more than 600,000 individual educators and professionals who reach an average of 6.5 million children annually.

Our partnership with First Book has been a cornerstone of dd's DISCOUNTS' 20-year history. Together with the generous support of our Associates and Customers, we have raised over \$8 million for literacy programs near our dd's DISCOUNTS Stores since 2009, enabling the distribution of more than 2.7 million new books for children in need.

As our organizations continue to grow together, we look for opportunities to deepen our impact and get more books into the hands of kids who need them the most. In 2024, educators who received First Book funding as a result of our support overwhelmingly reported that they were able to select books that resonated with diverse groups of learners, met different student needs, and increased their students' interest in reading.



Power Hour can be hands on and energetic. It helps us think outside of the box on how to make learning fun.

— MS. GRACE, BOYS & GIRLS CLUBS OF GREATER ST. LOUIS

Our National Community Partners

In-Store Fundraising

A signature component of our partnerships with BGCA and First Book is our annual in-Store fundraising initiatives, during which we invite Customers to join us in supporting our partners by donating at the register for three weeks. Aligned with our commitment to supporting the communities where we operate, each Ross & dd's DISCOUNTS Store is paired with a local Boys & Girls Club or First Book literacy partner near the Store. The hyper-local fundraising approach is a defining feature of our partnerships.

In 2024, we celebrated:

- The **10th Annual BGCA "Help Local Kids Thrive" Fundraiser** at Ross Dress for Less, raising a record \$4.3 million for BGCA, of which 80 percent supported Power Hour at each Store's local Club, with the remainder supporting Power Hour nationally.
- The **15th Annual First Book "Youth Literacy Fundraiser"** at dd's DISCOUNTS, raising approximately \$990,000 for 373 local schools and programs, funding more than 230,000 books for 130,000 students in dd's DISCOUNTS neighborhoods.

The engagement from our Store teams and the generosity of our Customers have been critical to the growth of these fundraisers. Our Store teams contributed creativity and heart by designing inviting displays, organizing engaging activities for Associates, and welcoming local partners and youth into the Store to share in the festivities.



Grand Openings

As our Company grows, so do our partnerships with BGCA and First Book. We make a donation to a local Boys & Girls Club or First Book literacy partner whenever we open a new Ross Dress for Less or dd's DISCOUNTS Store. In 2024, we donated to 89 local partners near our newest Stores. From the moment the doors of a new Store open, we are working to have a positive impact on the local community and help support local youth.



We appreciate this program so much! Putting books in the hands of young people is an invaluable service. Thank you feels inadequate for all you have given us over the years.

— JORDAN H., MEMPHIS LIBRARY FOUNDATION

Community Giving Near Our Offices and Stores

We are proud to invest in the neighborhoods near our Stores, offices, and distribution centers because they are home to our Associates and Customers.

Through strategic grantmaking programs and local partnerships, we aim to uplift youth by promoting academic achievement and essential life skills, particularly among those from underserved backgrounds.

Grant Programs

With two main grant programs, we provide direct support to nonprofits that align with our mission to empower young people through education and life skill development.

Regional Giving Program

Through the Regional Giving Program, Ross invests in organizations near our Corporate and Buying Offices in California and our distribution centers by awarding grants of \$10,000, \$20,000, or \$30,000. Our goal is to support a wide range of partners that strongly align with our mission to advance educational outcomes and life skills development for socioeconomically disadvantaged youth, ages 3 to 24.

In 2024, our cross-functional grant selection committee helped us determine the 45 recipients who received a total of \$1.1 million across three grant cycles in the year. These grants fueled initiatives that prepare youth for bright futures including programs focused on literacy, STEM, mentoring, leadership, youth entrepreneurship, after-school enrichment, college and career preparation, and more.



During the year, we further developed our partnerships with several grantees by arranging for Associate volunteer support. Examples of grantee volunteer efforts included coaching and judging student entrepreneurship plans with Network for Teaching Entrepreneurship, assembling science, technology, engineering, and mathematics (STEM) kits for Scientific Adventures for Girls, cleaning and repairing books with Think Together, and hosting reading events with local partners for Jumpstart's Annual Read for the Record initiative.

➔ For more information, please see our [Regional Giving Program Guidelines](#).

Store-Based Giving Program

Through the Store-Based Giving Program, we strengthen the community connection in our Stores by awarding gift cards to nonprofit organizations, schools, and government programs within 25 miles of a Ross Dress for Less or dd's DISCOUNTS Store.

In the summer of 2024, we revised and relaunched the Store-Based Giving Program to deepen our impact by focusing on helping young people in our communities dress for a bright future. Organizations can apply for Ross Dress for Less and dd's DISCOUNTS gift cards, which they use to purchase school or professional clothing for socioeconomically disadvantaged youth.

As part of our new strategy, we increased the size of our gift card donations so that our partners could reach more youth. In 2024, after relaunching the program, we donated a total of over \$320,000 to over 640 different organizations in 37 states across the country.

➔ To learn more about our program and eligibility requirements, visit our [Store-Based Giving Guidelines](#).

Community Giving Near Our Offices and Stores



Local Partnerships

In addition to our grantmaking, Ross builds hands-on partnerships near our offices and distribution centers. These partnerships combine financial support, volunteerism, and product donations to address local needs in our major areas of operation.

Buying Offices

Ross proudly supports a variety of fashion and community support organizations near our Buying Offices in New York and Los Angeles. Our 2024 efforts focused on education, youth support, and sustainability:

- We invested in the next generation of fashion professionals and helped students pursue their career goals by offering internships and scholarships through the Fashion Scholarship Fund.
- In partnership with Good+Foundation and Educational Alliance, we strengthened our commitment to helping youth thrive. In addition to annual grants, our Associates engaged with these partners by

volunteering to help with homework and assemble supply kits for families with young children and contributing books, school supplies, food, and clothing during seasonal collection drives.

- Aligned with our goal to reduce our environmental impact, our Buying Offices donated shoes, clothing, home good samples, and even textile remnants to local nonprofit partners. In one example, we donated more than 1,600 pounds of fabric waste to FABSCRAP, a nonprofit that redirects and recycles textiles, allowing us to avoid the landfill and save 12 tons of greenhouse gas emissions.

Corporate Office

Ross has deep roots in the San Francisco Bay Area where our Company was founded over 40 years ago. For many years, we have focused our support in the area on youth literacy, recognizing its importance as a foundation for academic success, opportunity, and brighter futures.

• Golden State Warriors Read to Achieve Program:

We have teamed up with the Warriors for more than two decades to make a difference in the lives of young readers across the Bay Area by bringing literacy events to elementary students. In 2024, as the presenting sponsor of Read to Achieve, we supported a reading program at local schools that brought Warriors alumni to campus for reading rallies and the team's staff members to classrooms for book readings, as well as the refurbishment of a school library. Additionally, we hosted Read to Achieve Night at a Warriors game where participating students got to watch the team in action, and fans could participate in a book drive to collect new reading materials for students.

• Bay Football Club (Bay FC) Summer Reading

Program: In 2024, Ross began an exciting new partnership with Bay FC during their inaugural season as the professional soccer franchise representing the Bay Area in the National Women's Soccer League. We partnered together to further youth education and literacy in the Bay Area by supporting public library summer reading programs, organizing a book drive, bringing summer reading participants out to a match, and hosting player-led story times at select library branches. We are excited about the collaboration and connection between students and athlete role models who share the importance of education and love for reading.

Distribution Centers

Our distribution centers are essential to our operations, serving as key hubs for logistical efficiency and inventory management.

- As part of our efforts to reduce waste, our Supply Chain teams arranged for donation of excess inventory to a network of charitable partners across the country. Many donations were distributed through Good360, which helped us place these products with organizations transforming the lives of individuals and families in communities in need.
- In 2024, Associates in our distribution centers also supported community partners through volunteer events and collection drives, including a food drive for a local Boys & Girls Club and a winter clothing drive for individuals in storm-impacted areas.

Responding to Urgent Community Needs

Disasters

An important part of our community commitment is showing up when support is needed most—especially during natural disasters. We faced a particularly challenging year in 2024, with several major natural disasters, including back-to-back hurricanes.

Hurricane Beryl, the first major hurricane in 2024, caused widespread and sustained power outages in Texas where we have many Stores and one of our newest distribution centers. Soon after, Hurricane Helene struck Florida and the Southeast. Many of our Associates evacuated, lost power, or suffered property damage. To support Hurricane Helene relief efforts, Ross donated \$400,000 to the American Red Cross, and Ross and dd's DISCOUNTS Stores across six states in the Southeast raised an additional \$27,000 from our generous Customers to aid recovery. Relief efforts in the area became particularly difficult when Hurricane Milton struck the same communities in quick succession.

The challenges continued into January 2025 with the tragic wildfires in Southern California. Given

our Company's history and presence in California, the disaster hit especially close to home. Ross donated a total of \$850,000 to local and national organizations, including the American Red Cross, United Way of Greater Los Angeles, and the Los Angeles Regional Food Bank. Ross and dd's DISCOUNTS Stores across Southern California also raised funds to support the Red Cross' wildfire relief efforts, collecting more than \$100,000 from our caring Customers in just 11 days.

For our Buying Office Associates, especially those in Los Angeles who witnessed this tragedy in their own neighborhood, the impact was personal. Associates volunteered with our community partners to sort and send boxes of clothing, personal care products, and toys to impacted communities.

The willingness and dedication of our Associates and Customers to join us in supporting the community in a time of critical need was inspirational.



**American
Red Cross**

Ready 365
Giving Circle

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Associate Volunteering, Drives, and Donations



Community impact is deeply embedded in Ross' culture, and our Associates are at the heart of it. Their commitment to giving back—through volunteering, fundraising, and donating—is a vital part of how we demonstrate our values.

In 2024, Associates came together across offices and teams to support children and families through a wide range of efforts, including volunteering, drives, and donations.

Volunteering

Volunteering brings Associates together to strengthen communities and build connections. In 2024, we saw an increase in volunteer hours, events, and participation, reflecting growing impact and engagement.

2024 Volunteer Highlights:

- **Ongoing and Team-Based Volunteer Events:**

Throughout the year, Associates across office locations came together—individually and as teams—to lend their time to our nonprofit partners in meaningful ways. From tutoring and reading with youth to food distribution, gardening, kit building, and seasonal activities like gift wrapping and card-making, these hands-on events strengthened our community connections and brought our Associates closer together.

- **Intern Service Day:** 133 interns participated in a dedicated day of service, helping to host summer field day activities for students and create supply and comfort kits for parents of young children. Through these events, we introduced the next generation of Ross leaders to our culture of community support.
- **CommUnity Network Collaborations:** Our CommUnity Networks helped drive impact. The Black/ African American CommUnity Network (BLAAC @ Ross) hosted an online school supply registry for Boys & Girls Club students, while the military CommUnity Network (VALOR @ Ross) organized multiple Red Cross supply kit packing events for veterans and military families.
- **Strategic Support:** We deepened our impact by connecting volunteers with valued Regional Giving Program grantees. Our Associates also mobilized quickly to support disaster relief and recovery efforts in communities affected by hurricanes and wildfires.
- **Integrated Engagement:** In 2024, community impact was infused into many Company events and celebrations. At the dd's DISCOUNTS 20th Anniversary

celebrations, Associates decorated and donated bookmarks to First Book. At our New York Buying Office holiday celebration, Associates created and distributed blanket bears for children in need. During our Field Leader Conference, leaders wrote personal messages in books donated to local partners.

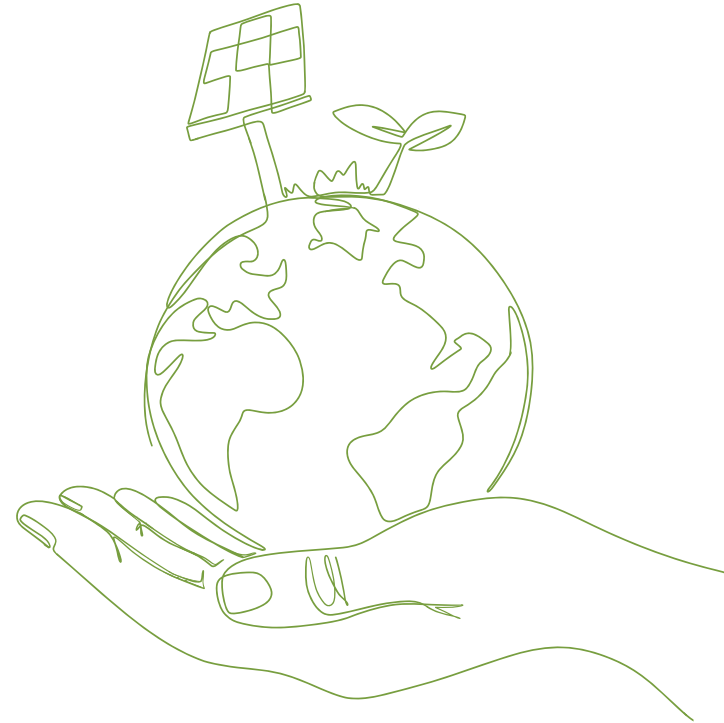
Drives and Donations

Donation drives and fundraisers are powerful ways for Associates to offer their support and make a tangible impact in their communities.

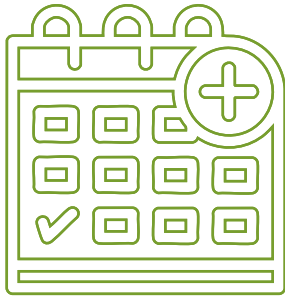
2024 Giving Highlights:

- **Seasonal Collection Drives:** Associates rallied around key moments throughout the year, donating hundreds of items, like books, school supplies, warm coats, food, and holiday gifts to benefit partners including Boys & Girls Clubs, Good+Foundation, and Educational Alliance.
- **In-Store Fundraisers:** Associates played a key role in the success of our 10th Annual "Help Local Kids Thrive" Fundraiser and 15th Annual "Youth Literacy Fundraiser" by energizing Store teams, engaging Customers, and helping to raise more than \$5.3 million combined for BGCA and First Book.
- **Matching Gift Program:** Through our Matching Gift Program, Associates amplified their personal giving. In 2024, Associates participating in the Matching Gift Program donated to more than 500 diverse nonprofits across the country.

Operating Sustainably



2024 Environmental Sustainability Achievements



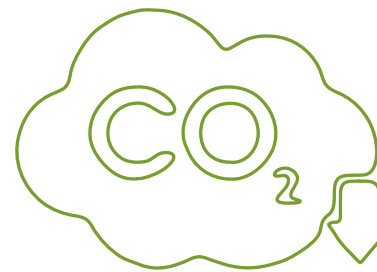
Advancing sustainability

Ambition to reach net-zero GHG emissions by 2050 or sooner



Commitment to transparency

B score received on CDP's 2024 Climate Change Questionnaire



Beat carbon emissions target

31% reduction in Scope 1 and 2 GHG emissions per total square foot versus 2017



Waste reduction

66% of waste diverted from landfill

About Environmental Sustainability at Ross

Overview

Sustainability remains a core aspect of Ross' culture. Respecting the environment is one important way we show support for our Customers, our Associates, and the communities we serve. As part of these efforts, we have spent decades diligently focusing on ways to eliminate waste and inefficiency from our operations, minimizing our operating costs as well as our environmental footprint.

As we look ahead, Ross is committed to advancing our sustainability goals even further, enhancing transparency, and contributing to a healthy, livable planet for all while continuing to deliver value to our Customers.

In 2024, we reaffirmed our continuing commitment to transparency by participating in the CDP 2024 Questionnaire, earning a B score on our Climate Change disclosure.*

We also made progress on our greenhouse gas (GHG) emissions reduction efforts, which include the following:**

- A near-term target to reduce Scope 1 and 2 GHG emissions by 30 percent per total square foot by 2025 versus a 2017 baseline
- A science-aligned interim target to reduce our absolute Scope 1 and 2 emissions by 42 percent by 2030 against a 2021 baseline
- An ambition to reach net-zero GHG emissions by 2050 or sooner

Ross remains committed to exploring and pursuing practices that reduce emissions while also creating business value. We are proud to share our progress on

GHG reduction and other environmental sustainability efforts through the CDP Questionnaire, future CSR Reports, and other public disclosures.

Our Focus

Ross recognizes that the well-being of our business and the communities we serve is closely tied to our environment. While sustainability is a consideration for many businesses, we know from years of experience that there is no one-size-fits-all solution. Ross' operations are unique, and so are our sustainability strategies.

To guide our efforts, we conducted an assessment to determine the environmental sustainability issues that matter most to our business, Associates, other stakeholders, and broader communities. Through this process, we concluded that GHG emissions, energy consumption, and waste reduction are our top priorities. Water use, while not a significant impact area for Ross, is also important; we remain committed to responsible water usage wherever possible.

Program Oversight

We have established program governance to ensure that our environmental sustainability strategy aligns with our broader business strategy and receives adequate support and guidance to succeed.

Our Board of Directors exercises general oversight of our sustainability program and climate risks, and has delegated the primary oversight responsibility to the Audit Committee. This Committee receives regular reports on Ross' environmental sustainability efforts.

Ross also convenes a cross-functional Environmental Sustainability Steering Committee (ESSC), which is comprised of senior leaders from across the Company, including the 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 advises our dedicated Sustainability team and ensures that Ross' sustainability program aligns with our overall business strategy.

Leaders throughout the Company overseeing energy efficiency, energy management, and waste reduction efforts play essential roles in implementing our sustainability programs. Our management provides updates about these environmental initiatives to the Audit Committee.

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

**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 are our emissions from sources not owned or controlled by Ross.

Climate and Energy Overview

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

To support global efforts to mitigate climate change, we previously set a near-term target to reduce our Scope 1 and 2 GHG emissions per square foot by 30 percent by 2025 (against a 2017 baseline). We are proud to share that, as of the end of 2024, we have surpassed that target with an emissions intensity reduction of 31 percent.

This is a significant milestone in Ross' sustainability journey, reflecting the dedication of our teams and the power of focused, collective action. It is a meaningful step, and we plan to build on our momentum.

To support our long-term sustainability ambitions, we have announced emissions reduction efforts that align with the guidelines set forth in the United Nations' Paris Agreement and the pathway to limit global warming to 1.5 degrees Celsius. In 2021, we announced our ambition to be at net-zero emissions by 2050 or sooner. In 2022, we followed that with a science-aligned interim target to reduce our absolute Scope 1 and 2 emissions by 42 percent by 2030 (against a 2021 baseline). We continue to evaluate Ross' opportunities to reduce carbon emissions from our own operations as well as our indirect Scope 3 emissions.

In 2024, we demonstrated our commitment to transparency by submitting the CDP Climate Change Questionnaire, receiving a B score on our submission for the fifth consecutive year. We plan to respond to CDP again in 2025, and our response will include our 2024 GHG inventory and assessments of our climate-related risks, opportunities, strategies, and management.

Climate-Related Risks

Ross continues to evaluate the risks and opportunities associated with climate change. Wildfires and other extreme weather events remain a serious threat to our Stores and operations across the United States and in Guam, and they have become more frequent and severe due to climate change. These direct physical risks—alongside other operational and transition risks impacting both our business and global supply chain—are expected to intensify as global temperatures rise.

To better understand how climate change may affect our business in the years ahead, we initiated a qualitative scenario analysis aligned with the Task Force on Climate-Related Financial Disclosures (TCFD). For more information on our response to climate-related risks, please see our 2024 CDP response.

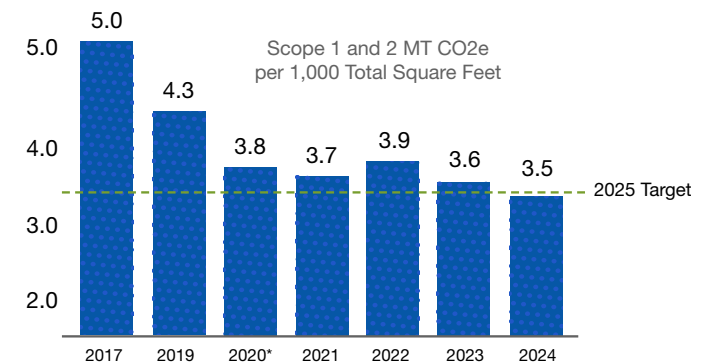
Overview of GHG Emissions

Ross completes a yearly GHG accounting of our Scope 1 and 2 impacts and certain Scope 3 categories.

We conducted our 2024 GHG inventory 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 2024 GHG Scope 1, 2, and 3 emissions were also verified by a third party to assure accuracy.

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 total square foot decreased by approximately 31 percent between 2017 and 2024.

Observed GHG Emissions and Target Progress



We continue to evaluate our Scope 3 emissions sources and have completed a high-level screening of Scope 3 emissions to understand which categories are relevant to our business.

Measurement of Scope 3 emissions is an evolving and complex undertaking that is particularly challenging for off-price retailers like Ross because of the nature of our business model with its highly variable and flexible purchasing strategy. We remain committed to maintaining a disciplined approach and to developing appropriate data collection and analysis processes and controls for accurate and reliable Scope 3 measurements and disclosures. To this end, we are actively monitoring and preparing for emerging Scope 3-related disclosure requirements from multiple states and agencies, and we will share select Scope 3 category measurements when we determine it is appropriate.

➔ To view additional details of our reported GHG emissions, see page 55 of this report. The latest information on our climate and energy efforts can be found on our [website](#).

Energy Details

We are committed to decreasing our energy intensity year over year while expanding our use of renewable energy—minimizing both our environmental impact and associated costs.

In 2024, the electricity purchased to operate our facilities represented 85 percent of our total energy consumption, as measured in megawatt hours (MWh) and gigajoules (GJ). Most of the electricity Ross purchased was used to operate our Ross Dress for Less and dd's DISCOUNTS Stores. Please see the table on page 55 for additional details on our multi-year energy usage.



Energy Efficiency

Electricity use makes up a significant portion of Ross' energy consumption and operational emissions; thus, managing electricity usage in our buildings is a key aspect of our GHG reduction strategy. Through targeted investments in lighting, insulation, heating, ventilation, and air conditioning (HVAC), and building energy management systems, we have been able to significantly reduce our electricity consumption. Since 2017, we have decreased the electricity used per square foot across our Stores, distribution facilities, and offices by over 20 percent. Teams across the Company continue to explore ways to improve energy efficiency through enhanced processes and emerging technologies. We are also piloting energy audits at select sites to uncover new energy optimization opportunities.

Supporting Electrical Grid Stability

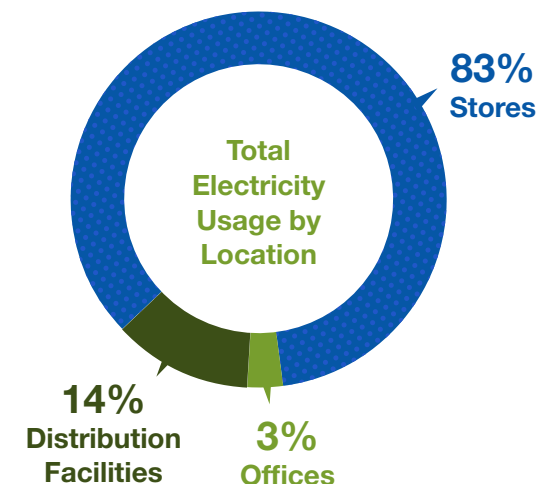
Ross participates in demand response programs to help support local electrical grids. Through these programs, we voluntarily reduce our energy usage during peak demand periods, alleviating strain on the grid and helping prevent blackouts or brownouts. Across our Stores, integrated energy management systems adjust the HVAC systems to reduce electricity usage, keeping the lights on for our Customers and supporting the reliability of the local electrical grid. In 2024, nearly 800 Ross Stores participated in demand response programs; we aim to expand our participation to more locations in the future.

Renewable Energy

While we continue efforts to reduce energy use and improve efficiency in our operations, we recognize that achieving

our Scope 1 and 2 targets will also require transitioning to low-carbon or renewable energy sources. Ross is actively exploring strategies, partnerships, and opportunities to pursue renewable energy, both on-site and off-site.

The majority of our Stores are leased, which limits Ross' ability to invest in on-site renewable energy generation. However, we have solar panels installed on the roof of select Stores and are actively pursuing installation of solar panels at additional locations in partnership with certain landlords and solar providers. At our new Arizona Distribution Center, which opened in 2025, we have installed solar parking canopies to generate on-site electricity, and we are assessing additional opportunities for on-site renewable energy generation at other distribution facilities. In addition, we continue to evaluate opportunities to purchase renewable energy from our utility providers when it makes sense.



Energy Efficiency

Stores

For many years, we have invested in technologies to reduce the energy required to power our climate control and lighting systems, which represent the largest share of electricity purchased to operate our Stores.

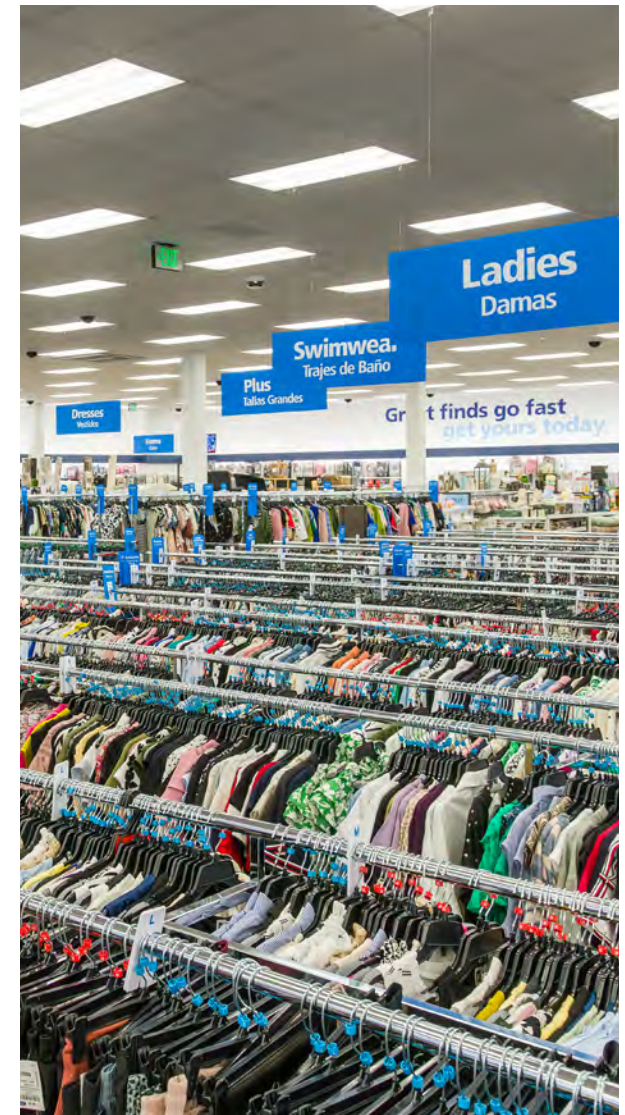
Technologies such as LED lighting and high-efficiency HVAC units have played a key role in lowering our demand for purchased electricity. We installed LED lighting in our Stores and plan to equip new Stores with LED lighting systems as well. Where feasible, we also install high-efficiency HVAC units, either by retrofitting existing equipment or installing high-efficiency units during new Store builds.

To further reduce the energy use from climate control and lighting systems, we leverage an advanced building energy management platform. This system helps minimize unnecessary electricity use and enables more precise control over our energy consumption. This platform allows us to quickly and easily adjust

occupancy schedules, lighting levels, and temperatures across our Stores, providing both operational benefits and energy savings. It also supports remote diagnosis of HVAC issues, enabling our staff to swiftly identify and resolve inefficiencies, and minimizing unnecessary downtime and costly technician visits to our Stores. In critical moments, such as during heatwaves, we can quickly lower our electricity usage to help electric utilities avoid rolling blackouts. From 2019 through the end of 2024, we estimate this system has helped us reduce energy usage at our Stores by more than 100 million kilowatt hours.

Energy efficiency is also a priority when designing our new Stores, understanding that investments made during the earliest stage of Store development yield long-term benefits. In addition to LED lighting, high-efficiency HVAC equipment, and advanced energy management systems, some of our locations use white roofs to deflect heat and use insulation that exceeds code requirements. These choices result in more efficient Stores that lower our energy usage, environmental impact, and operational costs. As we continue to grow, efficient new Store design will remain a critical tactic for limiting Ross' environmental footprint.

Energy management platform reduced usage at Stores by more than **100 million kilowatt hours since 2019**



Energy Efficiency

Distribution Centers

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

- We utilize an "air purging" program at select locations to cool our facilities by circulating cool evening air. During the day, the sun heats up our buildings. At night when temperatures drop, we purge the hot air and welcome in naturally colder air. This decreases our reliance on air conditioning and related energy costs, and reduces our electricity demand during peak daytime hours, taking pressure off the electrical grid.
- Our conveyor systems are highly efficient, using variable frequency drives, sensors, and automation that shut off equipment when not in demand.
- The LED projects we completed in 2024 are anticipated to reduce annual energy use by 13 million kilowatt hours. We currently use LED lighting in most of our supply chain buildings and are in the process of replacing any non-LED lights still in use.
- We have installed sensors that shut off lights when areas of a facility are not in use, and many of our facilities have skylights to take advantage of natural light.

- The forklifts and material-handling equipment we use to move merchandise within many of our distribution facilities are battery-powered. Battery-operated equipment is, in general, more energy efficient and costs less to own and operate compared to fuel-powered equipment.
- We designed our new distribution centers with energy efficiency in mind, installing white roofs to reflect sunlight and implementing advanced building energy management systems. Some of our roofs are also solar ready.
- Our new Arizona Distribution Center, which opened in 2025, features solar parking canopies that will generate clean power for the building while also providing shade for our Associate parking lot.
- We continue to assess the feasibility of installing solar panels at our existing and future distribution facilities.
- We performed energy audits at select distribution centers and identified additional opportunities to optimize energy use.

All of these initiatives and improvements to our distribution centers help reduce air pollution, limit GHG emissions, and lower our operating costs.



Energy Efficiency

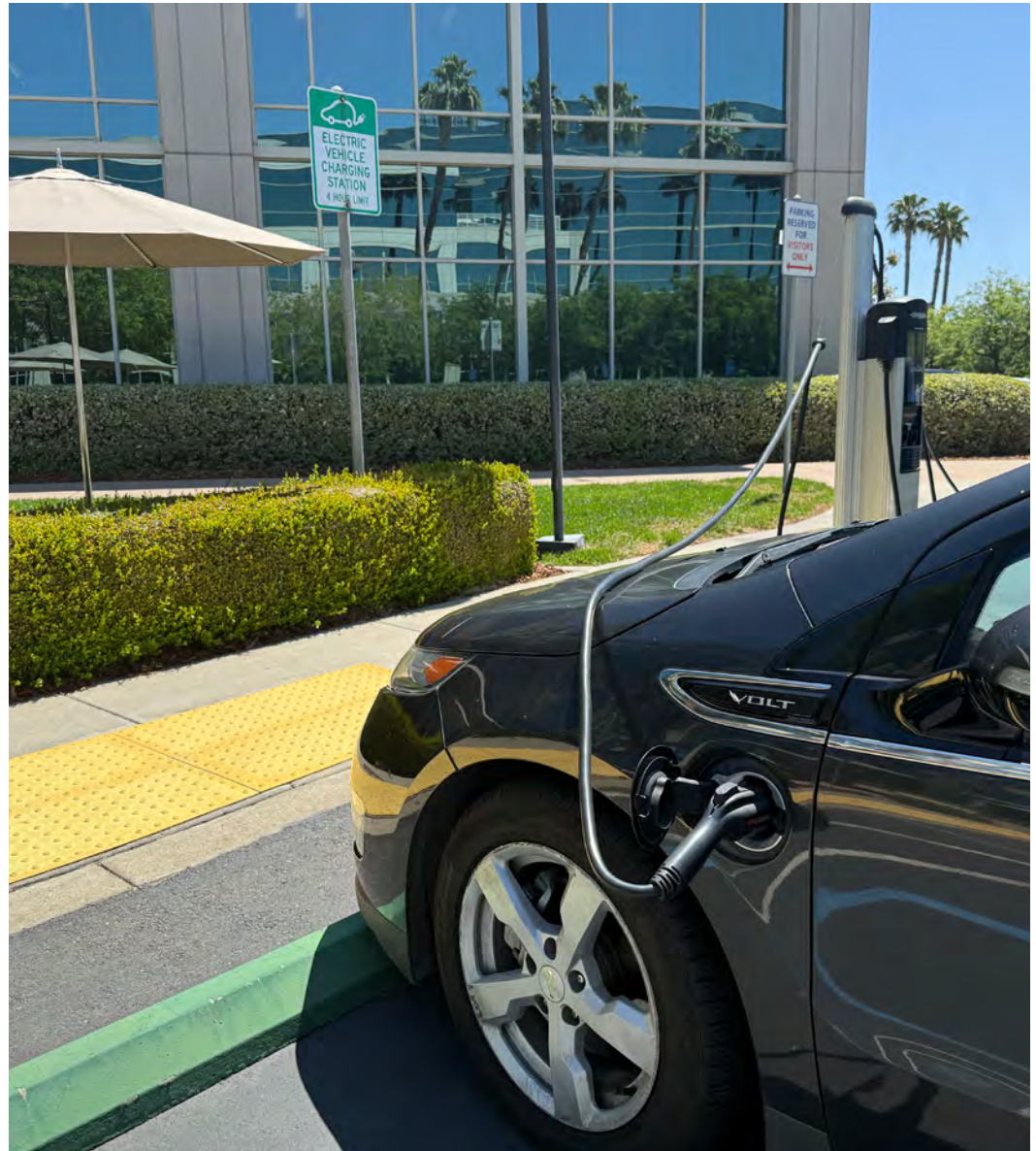
Offices, Employee Commuting, and Travel

Our Corporate Headquarters in Dublin, California, has earned Leadership in Energy and Environmental Design (LEED) Gold certification from the U.S. Green Building Council. This certification recognizes the design of the campus as a successful balance of environmental sustainability and workplace comfort for our Associates.

The sustainability features of our headquarters include high-efficiency HVAC equipment, Energy Star appliances, and lighting equipped with motion sensors and daylight controls. Both our interior and exterior lighting use energy-efficient LED technology. In addition, our headquarters was powered 100% by renewable energy in 2024 through an agreement with our electricity provider.

To support lower-emission transportation, our headquarters provide on-site electric vehicle charging stations, bicycle storage, and changing facilities for our Associates. To encourage greener travel options, we also located the campus close to public transportation and offer a pre-tax employee benefit to help our Associates pay for public transportation.

When feasible, we support lower-carbon travel options for the field leadership organization, which supports our Stores across the country. Because our field leaders regularly drive to visit and provide guidance to Stores in their geographic area, we maintain a fleet of primarily hybrid vehicles to help lower the GHG impact of these trips. We estimate that maintaining this fleet dropped potential fuel usage by nearly 20 percent in 2024 versus using traditional vehicles.



Energy Efficiency

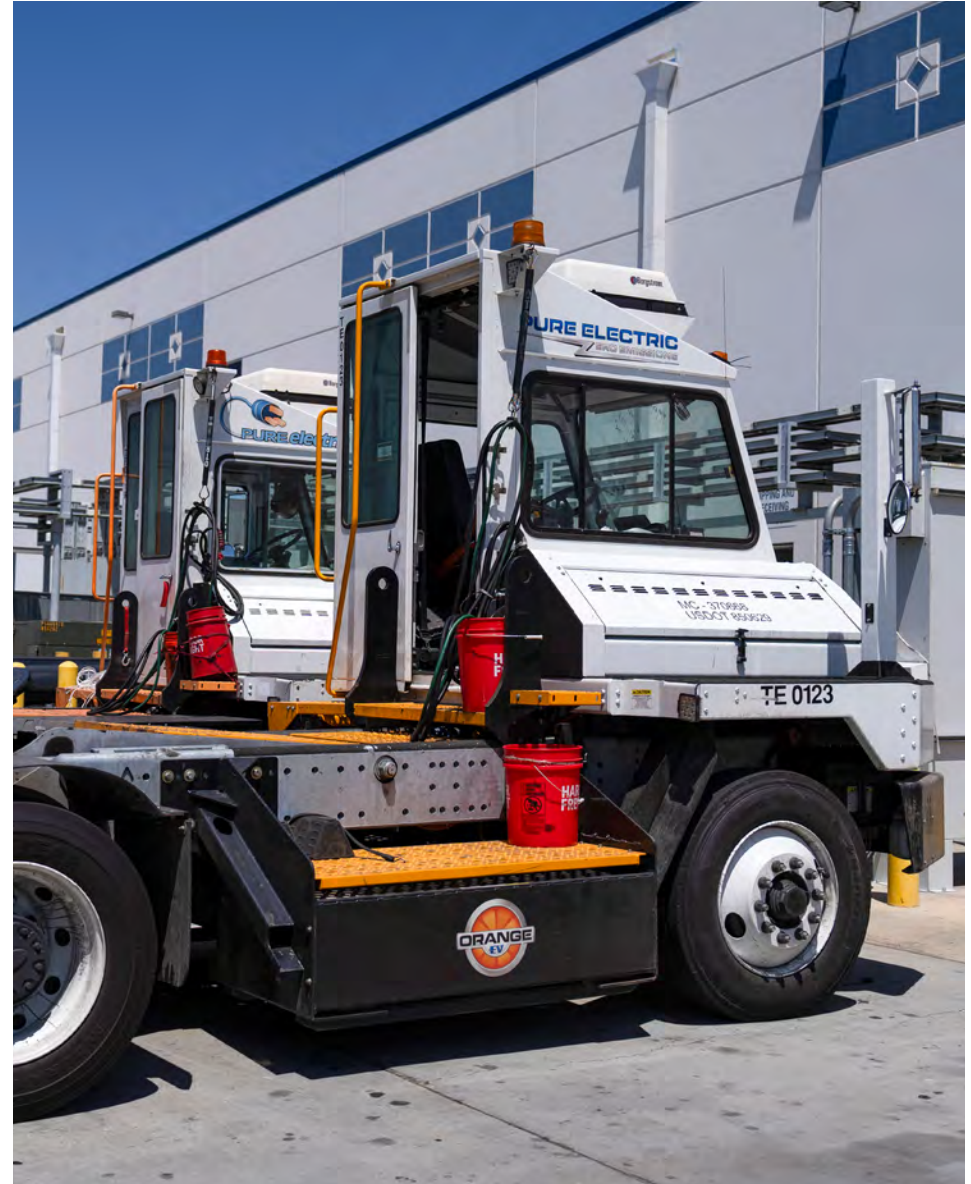
Product Transportation

Ross does not own the trucks, trains, and ocean vessels that transport our products. However, we are conscious of the fact that transporting our products is a significant source of indirect emissions.

To reduce the impact of these emissions, we work closely 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 2024 include:

- Consolidating merchandise shipments whenever possible to reduce the number of trips to Stores each day.
- Shipping by rail whenever feasible, generating less pollution than standard ground transportation. Approximately 30 percent of the merchandise shipped from our distribution centers was sent via rail in 2024.
- Having participation of approximately 88 percent of our transportation partners in the SmartWay Partnership, a U.S. Environmental Protection Agency program that improves fuel efficiency and reduces air pollution.
- Maximizing the capacity of each trailer through floor loading and removal of unnecessary packaging, leading to fewer shipments.
- Completing route optimization, which eliminated 900,000 over-the-road miles from Store deliveries in 2024. We have processes in place to review route optimization opportunities quarterly as we grow.
- Utilizing electric yard vehicles at select distribution centers to replace vehicles with internal combustion engines, and investigating opportunities to integrate additional electric vehicles into our operations moving forward.
- Working with international transportation partners to optimize loading of containers shipped on ocean vessels. This lowered the number of containers needed to ship our products from overseas, thus reducing the total number of shipments and emissions.



Waste Management and Recycling Overview

Waste is one of the most significant environmental impacts associated with our operations. Ross is committed to reducing and responsibly managing our overall waste footprint.

We operate waste diversion programs in our Stores, distribution centers, and Corporate and Buying Offices. We encourage our Associates to participate in practices that increase our recycling, minimize waste, and help conserve natural resources.

A large percentage of the operational waste generated at our Stores and distribution centers is from the packaging used to ship our merchandise. Due to our off-price business model, much of our merchandise is manufactured to meet other retailers' specifications. Therefore, we often do not have control over how our products are packaged. As a result, we focus on developing and executing programs to reuse and recycle the packaging we receive in our Stores and distribution centers. We are also starting to evaluate the waste impacts of select merchandise products and packaging developed in-house.

Waste Diversion from Landfill

We measure the percentage of waste that we divert from landfill across our retail operations, including all Stores and Ross-controlled distribution centers and warehouses. In 2024, our estimated landfill diversion was approximately 66 percent.*



**This figure is approximate, and we are working to enhance our data accuracy and analysis processes.*



Minimizing Waste

Stores

Approximately two-thirds of our operational waste is generated in our Stores, with cardboard making up a significant portion of that total.

Because cardboard boxes represent such a large share of our waste footprint, recycling cardboard plays a key role in reducing our overall waste and upholding our commitment to being a responsible retailer.

Most of our Stores participate in a cardboard recycling program that backhauls used boxes to a regional facility where they are baled and then delivered to a recycling partner. These recycling efforts add up quickly: Across participating Stores in 2024, we recycled over 40,000 tons of cardboard through this program. Ross is investigating opportunities to expand this program into more Stores.

In locations where backhauling is not feasible, we collaborate with landlords and with local waste and recycling providers to make cardboard recycling receptacles available.

Other recycling and waste reduction programs in our Stores include:

- **Reusable bags:** Our Stores sell branded reusable shopping bags.
- **Shopping bags with recycled content:** All of 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 our trash collection schedule as well as the number of trash dumpsters to help Stores optimize their recycling rates.
- **Service automation:** We have implemented technology that allows our trash compactors to be serviced only when full, reducing unnecessary pickups and hauling expenses.
- **Digital resources:** Many of our reports, trainings, policies, and other resources are made available digitally to reduce paper use.
- **Other diversion programs:** We have pursued other diversion efforts, such as organic waste programs and single-stream recycling, in certain geographies. We also have programs to manage regulated and electronic waste, and we recycle some of our end-of-life HVAC equipment.



Minimizing Waste

Distribution Centers

Our distribution centers receive merchandise from around the world, which is then processed and shipped to Stores across the U.S., typically in cardboard boxes.

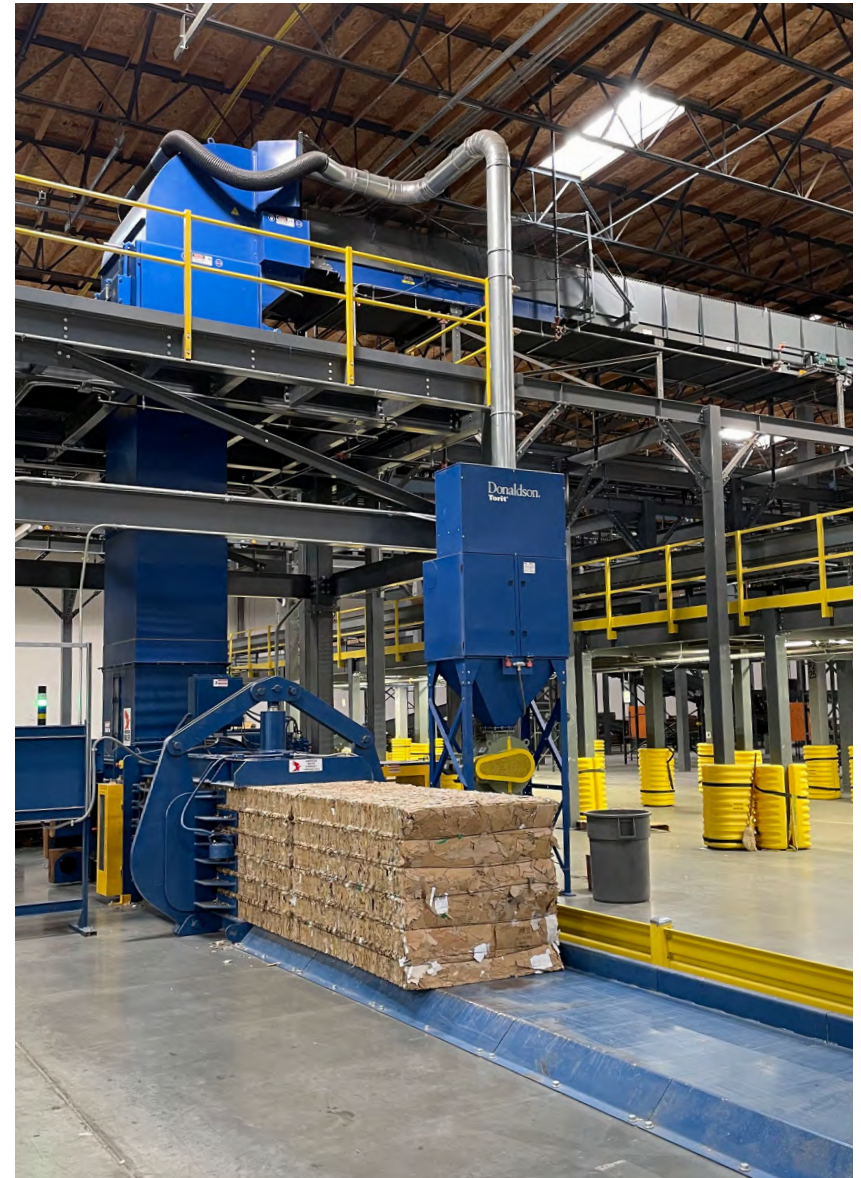
To reduce waste and maximize efficiency, we employ a packing and shipping system that minimizes the number of boxes and trucks required to complete necessary deliveries. We also operate a recycling system to process the millions of boxes we receive each year. In 2024, we recycled over 74,000 tons of material generated in our distribution centers.

Ross continuously seeks out opportunities to reduce excess packaging used for shipping, including collaborating with our suppliers and refining processes within our facilities to cut down on the use of unnecessary materials. When feasible, we also reuse cardboard boxes rather than discard them.

We continue to test new recycling systems at our distribution centers and Stores, including efforts focused on recycling plastic film, scrap metal, and pallets. In addition, we have a program to recycle tires from our forklifts and other material-handling equipment.

These efforts not only divert waste from landfill by the ton but also help us reduce our waste disposal costs.

To further reduce landfill waste while also giving back to the communities we serve, we maintained programs in 2024 to donate unsellable merchandise from our distribution centers to nonprofit organizations.



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 2024:

- We continue to adapt our internal collaboration and reporting processes to utilize digital tools instead of relying on paper.
- The majority of our Associates receive electronic paychecks, which reduces paper use.
- Generally, when we do print materials on paper, we try to minimize environmental impact by: using paper that contains postconsumer content; setting printers to print double-sided; and using large-capacity, refurbished toner cartridges that minimize plastic, steel, aluminum, and rubber waste (as compared to traditional toner cartridges). We also have a program to recycle office paper.
- In the café at our Corporate Office, we provide reusable or compostable flatware and utensils. We also supply deskside recycling bins and convenient organic waste and single-stream recycling receptacles in common areas.
- 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.
- We make hydration stations available to help reduce single-use plastic bottle waste.



Environmental Sustainability in the Supply Chain



A large percentage of the apparel, footwear, accessories, and home-related merchandise sold in our Stores is purchased from suppliers after it has been manufactured to meet other retailers' specifications. This presents a challenge when it comes to influencing our upstream Scope 3 emissions. However, in support of our ambition to reach net-zero GHG emissions by 2050 or sooner, Ross continues to assess the Scope 3 emissions within 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. Ross will not knowingly purchase products made in violation of established environmental or consumer product safety requirements.

We also maintain a large and diverse supplier network, giving us the flexibility to adapt if any individual suppliers are affected by climate-related disruptions.

For additional details, see 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 ethical business practices 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 but not limited to 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

To the extent contractors or subcontractors are involved in the production of goods supplied to Ross, our 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, such as 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 Code of Business Conduct and Ethics, which is located in the [Corporate Governance](#) section of our website.

We monitor evolving issues 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.

Global Social Compliance

A large portion of the apparel, footwear, accessories, and home-related products sold in our Stores is 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 that suppliers uphold our ethical standards.

Some products are sourced globally 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.

For example, we communicate our standards and requirements, and we 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 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 are also utilized to encourage remediation and corrective actions where appropriate.

In 2024, over 1,700 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, regardless of whether the products are made specifically for Ross or are purchased from suppliers after they have been produced to other retailers' specifications.

On an ongoing 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 range 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 knowingly 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 and Associates, we require that vendors' products comply with the Federal Hazardous Substances Act and corresponding state laws, and meet applicable product safety, testing, and labeling standards that are established by government regulators and industry practice.

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 product recalls 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.

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 industry 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

Ross' corporate governance and ethical practices were developed to fulfill our commitment to operating with the highest integrity and to meet the rigorous listing standards of the Nasdaq Global Select Market.

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 8, 2025 with the U.S. Securities and Exchange Commission (SEC).

Board of Directors

At the end of fiscal year 2024, 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 a diverse Board that includes female and racially/ethnically diverse directors and leaders with a broad range of skills, experiences, and backgrounds.

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 2024, the Board held seven 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 seven 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 promote diversity of perspectives and experiences within the Company and in the corporate boardroom.

Our directors 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, 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. At the end of fiscal year 2024, our Board included three female directors and two racially/ethnically diverse directors.

Governance and Ethics

Board Committees

The Board has an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee, each of which is composed entirely of independent directors.

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 also assists the Board in providing oversight of the management of certain Company risks, particularly in the areas of internal controls and financial reporting, cybersecurity, and the Company's climate change and sustainability efforts. The Audit Committee held nine meetings in fiscal year 2024.

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 nine meetings in fiscal year 2024.

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 five meetings in fiscal year 2024.

Details regarding the functions and activities of each of these committees can be found in the most recent Proxy Statement filed on April 8, 2025 with the SEC.

Board and Audit Committee Roles in Risk Management and Other Areas

Our Board exercises general oversight of our risk management activities, and regularly requests and receives reports from management, including direct presentations and reports made to our Board by members of our management team with operational responsibility for risk management in various parts of our business.

With respect to risks related to cybersecurity, our Board has delegated primary oversight responsibility to the Audit Committee. The Audit Committee, along with management, reports to the full Board on these matters throughout the year. The Audit Committee receives quarterly cybersecurity reports and engages directly with our management team, including our Chief Information Officer and Chief Information Security Officer, on cybersecurity risk management and related risk topics, including incident response and recovery protocols, Associate trainings and awareness, recent Company and industry developments, and our related compliance programs and practices.

Board and Committee Roles in Supporting CSR

Our Board oversees the Company's approach to ESG matters, including matters related to climate change,



DE&I matters, health and safety matters, human capital management, and stockholder relations. Our Board exercises general oversight of our sustainability program and climate risks and has delegated the primary oversight responsibility to the Audit Committee. This Committee receives regular reports on the Company's environmental sustainability and risk management efforts.

With respect to environmental and sustainability matters, our Audit Committee engages our management on regular updates regarding the Company's 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 identifying and supporting projects in pursuit of achieving those strategies. 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, full-time Associates are required to complete Code of Business Conduct and Ethics training biennially.

Privacy and Data Security

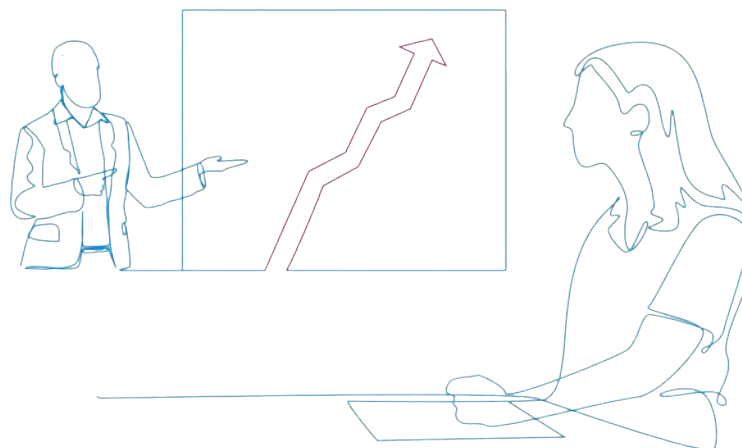
Ross recognizes our responsibility to appropriately safeguard the personal data we collect from our Customers and Associates.

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. Additional information relating to our risk management, strategy, and governance of cybersecurity risks can be found in our Annual Report on Form 10-K for Fiscal 2024.



Appendix



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	2024 CDP Response; 2024 Corporate Social Responsibility Report—Our Focus (pg. 29), Program Oversight (pg. 29), Climate and Energy Overview (pg. 30), Energy Details (pg. 31)
		103-2	Management approach and its components	
		103-3	Evaluation of the management approach	
	GRI 302: Energy	302-1	Energy consumption within the organization	2024 CDP Response; 2024 Corporate Social Responsibility Report—Energy Details (pg. 31), Emissions and Energy Data Table (pg. 55)
		302-3	Energy intensity	2024 Corporate Social Responsibility Report—Emissions and Energy Data Table (pg. 55)
		302-4	Reduction of energy consumption	2024 CDP Response; 2024 Corporate Social Responsibility Report—Energy Efficiency in Stores (pg. 32), Emissions and Energy Data Table (pg. 55)
Emissions	GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	2024 CDP Response; 2024 Corporate Social Responsibility Report—Our Focus (pg. 29), Program Oversight (pg. 29), Climate and Energy Overview (pg. 30)
		103-2	Management approach and its components	
		103-3	Evaluation of the management approach	
	GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	2024 CDP Response; 2024 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 30), Emissions and Energy Data Table (pg. 55)
		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.	2024 CDP Response; 2024 Corporate Social Responsibility Report—Program Oversight (pg. 29), Board and Committees Roles in Supporting CSR (pg. 48)
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.	2024 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.	2024 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.	2024 CDP Response; 2024 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 30), Emissions and Energy Data Table (pg. 55)
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 CDP Response; 2024 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 30)

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	2024 Corporate Social Responsibility Report—Energy Details (pg. 31), Emissions and Energy Data Table (pg. 55); 2024 CDP Response
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	2024 Corporate Social Responsibility Report—Privacy and Data Security (pg. 50); Ross 2024 Annual Report (pgs. 24-25, 27-28)
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation	CG-MR-330a.1	2024 Corporate Social Responsibility Report—Our Commitment to Diversity, Equality, and Inclusion (pg. 8); 2023 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	2024 Corporate Social Responsibility Report—Environmental Sustainability in the Supply Chain (pg. 40); Product Safety (pg. 45)
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	2024 Corporate Social Responsibility Report—Minimizing Waste in Stores (pg. 37), Minimizing Waste in distribution centers (pg. 38)

Table 2: Activity Metrics

Activity Metric	SASB Code	Location
Number of retail locations and distribution centers	CG-MR-000.A	2024 Corporate Social Responsibility Report—About Our Company (pg. 3); Ross 2024 Annual Report (pgs. 29-30, 35)
Total area of retail space and distribution centers	CG-MR-000.B	Ross 2024 Annual Report (pgs. 29-30, 35)

Emissions and Energy Data Table

GHG Emissions by Scope

GHG Emissions Category	2020 MT CO ₂ e	2021 MT CO ₂ e	2022 MT CO ₂ e	2023 MT CO ₂ e	2024 MT CO ₂ e
Scope 1	20,816	24,826	29,832	28,694	37,786
Scope 2: Location-Based	205,898	229,977	245,536	238,264	230,718
Scope 2: Market-Based	205,440	226,028	235,693	231,733	219,414
Total Scopes 1 & 2: Location-Based	226,714	254,803	275,368	266,958	268,504
Scope 3: Business Travel	3,194	3,571	6,163	6,770	7,626
Scope 3: Fuel and energy-related activities (not in Scope 1 & 2)*	54,338	94,842	94,441	95,836	98,404
Scope 3: Upstream Transportation and Distribution					327,761
Scope 3: Employee Commuting					104,551
Scope 3: Waste Generated in Operations					70,255
Total Scope 1, 2 (Location-Based) & 3	284,246	353,216	375,972	369,564	877,101

*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 CO₂e per 1,000 sq. ft.	3.5	3.7	3.9	3.6	3.5
Total Scope 1 & 2 (Location-Based) per Revenue (per \$1 million)	18.1	13.5	14.7	13.1	12.7

Energy Consumption by Source

Electricity	619,630 MWh 2,230,668 GJ	721,063 MWh 2,595,825 GJ	738,157 MWh 2,657,365 GJ	740,347 MWh 2,665,250 GJ	755,201 MWh 2,718,724 GJ
Natural Gas	85,717 MWh 308,583 GJ	101,648 MWh 365,933 GJ	115,010 MWh 414,038 GJ	109,831 MWh 395,393 GJ	118,132 MWh 425,275 GJ
All Other Sources	5,299 MWh 19,075 GJ	8,703 MWh 31,332 GJ	7,627 MWh 27,457 GJ	8,978 MWh 32,319 GJ	19,638 MWh 70,696 GJ
Total	710,646 MWh 2,558,326 GJ	831,414 MWh 2,993,090 GJ	860,794 MWh 3,098,860 GJ	859,156 MWh 3,092,962 GJ	892,971 MWh 3,214,695 GJ
Total Energy Intensity per 1,000 sq ft.	11.1 MWh 39.9 GJ	12.1 MWh 43.7 GJ	12.1 MWh 43.4 GJ	11.6 MWh 41.9 GJ	11.5 MWh 41.5 GJ

Forward-Looking Statements

This report contains forward-looking statements, which are based on current awareness, beliefs, assumptions, plans, intentions, and expectations. The forward-looking statements in this report include climate and sustainability targets, announced ambitions and stated commitments, initiatives, assumptions, and expectations. The words “plan,” “expect,” “target,” “goal,” “ambition,” “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, including the achievement of targets, goals, or commitments, 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, tariffs, public health crises (such as pandemics), or other external events and accompanying economic impacts
- Changes in federal, state, or local laws and regulatory requirements pertaining to health and safety
- 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 2024, and fiscal year 2025 Form 10-Qs and Form 8-Ks on file with the SEC.

In addition to risks and uncertainties, our current plans, targets, and ambitions reflect and relate to our current business strategies and operating plans, and are subject to change based on the overall management and direction of our business, as determined by our Board of Directors and management team.

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.