



2023 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:

As we reflect on another year at Ross Stores, Inc., it is with gratitude and optimism that we present our 2023 Corporate Social Responsibility (CSR) Report. This past year, our Associates' hard work and dedication were instrumental in driving our strong financial performance, which exceeded expectations. This success is a testament not only to our flexible business model but also to the spirit and commitment of our Associates. For this, we are thankful to every member of the Ross team, whose actions have been guided by our core values.

In this fiscal year 2023 CSR Report, you will learn about our ongoing efforts, with a focus on Empowering our Associates, Supporting Our Communities, Operating Sustainably, and Conducting Business Ethically.

By fostering an inclusive work environment, we celebrate our differences and encourage a spectrum of ideas and perspectives. Our culture enriches our Company and enhances our collective intelligence. We continue to promote the well-being of our Associates through our employee resource groups, education and training offerings, and external

partnerships. In 2023, we received a 100 rating on the Human Rights Campaign Foundation's Corporate Equality Index, which rates workplaces on equality and inclusion for lesbian, gay, bisexual, transgender, and queer employees. This achievement was the result of the combined efforts of all our Associates.

I am proud of our teams for supporting the communities in which we operate. This year, our community initiatives have touched numerous lives, reinforcing our commitment to making a positive and lasting impact in the areas we serve. Last year, Ross contributed to over 1,750 nonprofit organizations, and raised more than \$4 million for the Boys & Girls Clubs of America. Through thoughtful grant-making and active volunteerism, we empower our community partners to enact meaningful change.

As our Company grows, the imperative to advance our sustainability initiatives becomes even more critical and the expectation for transparency grows. In 2023, we continued to make strides in this area by participating in the Carbon Disclosure Project Climate Change

Questionnaire and by sharing our efforts to reduce our greenhouse gas (GHG) emissions. We are investing in efforts to achieve our ambition to reach net-zero greenhouse gas emissions by 2050 or sooner. These actions reflect our dual commitment to environmental stewardship and creating lasting business value.

Upholding high standards of ethics and integrity continues to be a priority for us at Ross. We remain committed to ensuring that our decisions align with this core principle and we will continue to invest in, and report on, our environmental, social, and governance objectives.

In summary, the strides we have made in 2023 across the empowerment of our Associates, community support, sustainability, and ethical business practices are not just achievements but also building blocks toward a future where we can continue to deliver value to all our stakeholders.

We look forward to another year of opportunities, challenges, and growth.

As we continue our Company's journey and commitment to CSR, I extend my heartfelt appreciation to all our Associates.

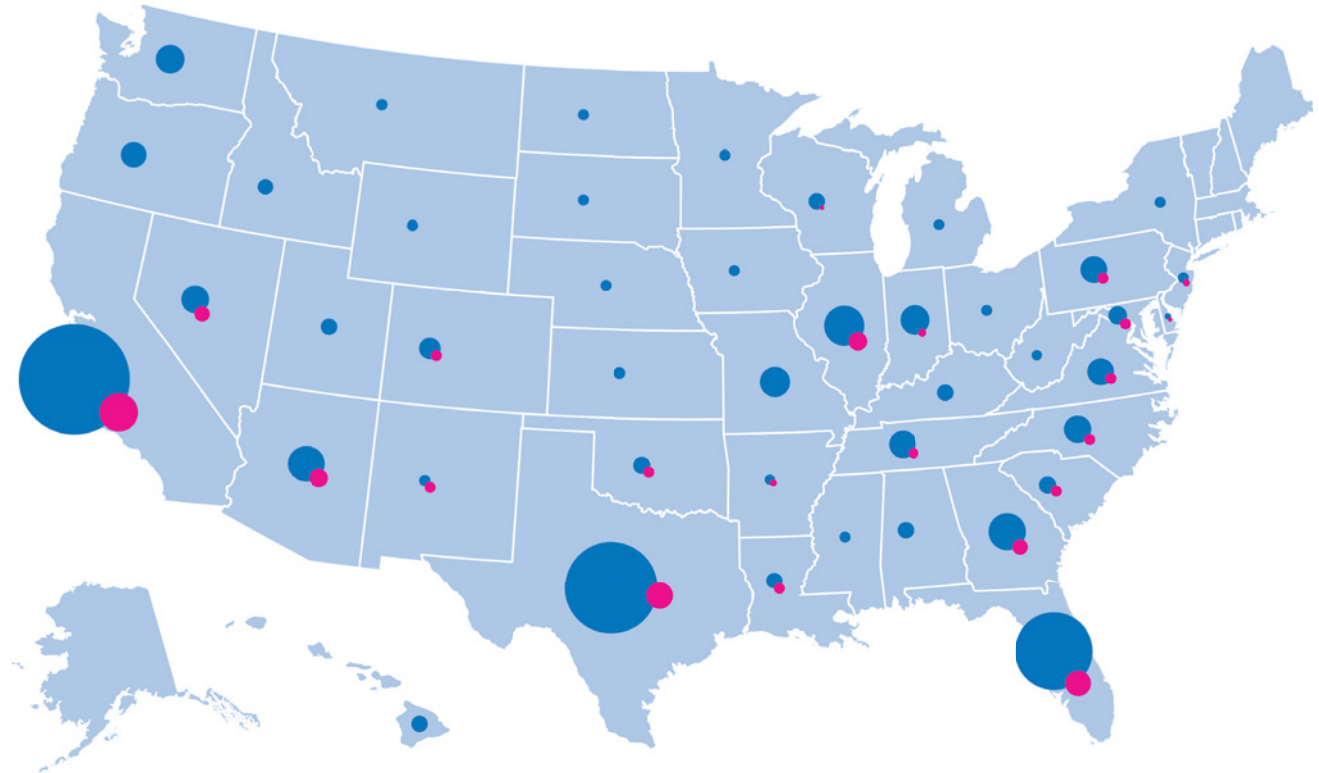
Barbara Rentler
Chief Executive Officer,
Ross Stores, Inc.



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 the year with 1,764 Ross Dress for Less Stores in 43 states, the District of Columbia, and Guam, and 345 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.

\$20.4B
in Sales

2,109
Total
Stores

43 States,
District of
Columbia,
and Guam

94
Net Stores
Opened
in 2023*

Approximately
108,000
Associates

**In fiscal year 2023, we opened 97 Stores, including the reopening of a Store previously temporarily closed due to a weather event. We also closed 3 Stores.*

About Our Report



This annual report covers our corporate social responsibility (CSR) efforts and achievements during fiscal year 2023, which ended on February 3, 2024. 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



Our Associates make it possible for us to deliver great values to our Customers every day.

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 our Associates and our Customers. Creating an environment where our approximately 108,000 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 our Associates, and offer opportunities for Associates to contribute to the

communities where they live and work. To this end, our 2023 initiatives focused on the following:

Our Commitment to Diversity, Equality, and Inclusion:

- Nurturing a respectful culture
- Attracting and retaining diverse talent
- Enhancing the sense of community and belonging for Associates
- Recognizing diverse holidays and commemorative events
- Advancing our Diversity, Equality, and Inclusion (DE&I) commitment

Associate Hiring and Development Opportunities:

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

Making Our Company a Great Place to Work:

- A comprehensive total rewards package, including competitive pay and benefits
- Focus on safe working environments
- Opportunities for Associates to share feedback
- Matching Gift Program
- Community volunteering opportunities
- Scholarship program for Associates and their dependents
- 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 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 **97 locations, creating 3,200 new jobs**

72% 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.

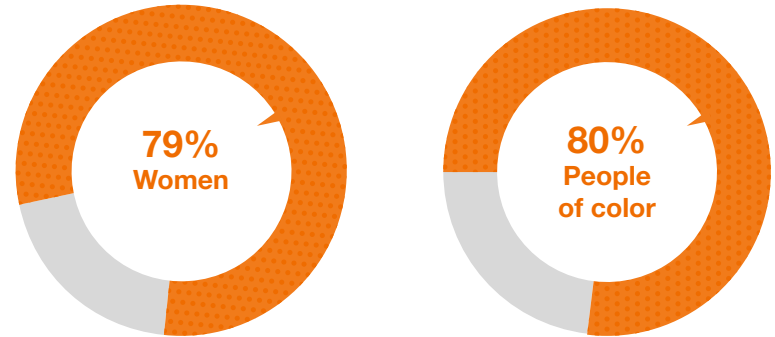
Our day-to-day work in this area is led by the Office of DE&I. They are supported by two important bodies: the DE&I Steering Committee and the DE&I Council. The DE&I Steering Committee is co-chaired by our Chief Executive Officer and Chief Operating Officer and is comprised of senior executives from 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.

While Ross has always been steadfast in its commitment to DE&I, we have enhanced our diversity, equality, and inclusion efforts. In 2023, 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 continue to implement programs that support our commitment to equal career opportunities for all talent; attracting and retaining a diverse array of talent; enhancing the sense of community and belonging for Associates; and communicating our DE&I priorities, events, and observances.

2023 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 2023, 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.

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

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

Attracting and Retaining Diverse Talent

Our Talent Acquisition teams continue to 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, Professional Diversity Network, and other recruiting platforms.

In 2023, we established or continued partnerships with Historically Black Colleges and Universities (HBCUs) and major national organizations including Ascend, Fair360, HACE, Human Rights Campaign, MBA Veterans Network, National Black MBA Association, National Organization on Disability, NextUp, and Seramount. 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 our Associates.

We implemented programs that 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 several diversity-focused 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 2023, 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 45 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 2023, the Networks hosted a range of events, including a Lunar New Year celebration hosted by the InspirAsian CommUnity Network; an education session with PFLAG hosted by Ross PRIDE; a Veteran’s Day guest speaker event hosted by the Military CommUnity Network (VALOR); a professional development workshop for National Hispanic Heritage Month hosted by LatinX Connect; a day of service to commemorate Martin Luther King Jr. hosted

by the Black/African American CommUnity (BLAAC) at Ross; and a leadership speaker series hosted by WIN @ Ross, the Women Inspired Network.

Recognizing Diverse Holidays and Commemorative Events

In 2023, Ross highlighted a wide array of annual commemorative events and holidays to recognize the diversity of our Associates. These observances included Black History Month, Women’s History Month and International Women’s Day, National Developmental Disabilities Month, Asian Pacific American Heritage Month, 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.



InspirAsian is a great community to build a network of support and understanding. It fosters a sense of unity and solidarity. This CommUnity Network isn’t just about celebrating differences in Asian cultures—it’s about recognizing our shared humanity and building a more united, empathetic organization and society.

— ROSS ASSOCIATE AND COMMUNITY NETWORK MEMBER

Our Commitment to Diversity, Equality, and Inclusion

Advancing Our Commitment

Ross has made significant progress in building and implementing a comprehensive DE&I strategy. We are proud of our accomplishments in recruiting, developing, and retaining a more diverse workforce; expanding DE&I knowledge and training; creating CommUnity Networks; and observing commemorative events to recognize and celebrate our diversity. In 2023, we engaged more Associates in our DE&I efforts than ever before.

One way we do this 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 elevating key Company DE&I commemorative observances in Stores and Distribution Centers and fostering an environment of inclusion and community for everyone.

While we have made progress on our DE&I journey, we recognize that there is more work to be done. We are committed to continuing our efforts to attract and retain diverse talent. Additional plans include 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 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 strives to have a workforce that embodies our values, supports our business growth, and strengthens our communities. Throughout our organization, we administer key programs to recruit, retain, and develop top talent.

Training and Development Programs

Ross' training and development programs reflect our commitment to learning and empowering our Associates to do their best and realize their full potential. We 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 2023, 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 eLearning classes, our managers coach Associates and reinforce core skills to provide feedback to Associates in real time.
- 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. Associates have the ability 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 eLearning 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 2023, 80 percent of Store Leaders—including Area Supervisors, Assistant Store Managers, and Store Managers—started at Ross and dd’s DISCOUNTS Stores as hourly retail Associates. In our Distribution Centers, more than 60 percent of the supervisors and managers were internal promotions.

One such Associate is Freida, Vice President of Domestic Inbound Transportation, who has been with the Company since 2001. In her role, she oversees the coordination of merchandise pick-ups from vendors and ensures timely delivery to Distribution Centers for processing. Upon learning about an opening at Ross and visiting a new nearby Store, she made the leap and joined the Ross Supply Chain team. Freida started as an Inbound Domestic Planner, and held various roles in logistics through the years. Ultimately, in 2022, she became VP of Domestic Inbound Transportation. Freida attributes her long tenure to the Ross culture, ongoing recognition of achievements, and the people she collaborates with daily.

From our Stores organization, dd’s DISCOUNTS Zone Director Ileana joined Ross 19 years ago. After high school she planned to save for her first car, so she took a job as a part-time seasonal Associate. Ileana has held many positions over the years before being promoted to Zone Director in 2022. She credits the continuous feedback from senior leaders over the years with elevating her leadership skills. Now, she is driven to help provide other Associates with the same opportunities she has had.

Ross is committed to supporting the career growth of our Associates. As such, we offer Associates interested in leadership roles the opportunity to gain the training and experience they need to move up in the Company. In 2023, 72 percent of our managerial openings in Stores and field leadership roles were filled through internal promotions. Overall, 36 percent of supervisors and above across the Company were promoted last year.

80% of Store leaders started as hourly retail Associates

72% of managerial openings in Stores and Field Offices were filled through internal promotions

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



The challenging moments in your career do not define you, they build you. There are so many great leaders at dd’s and Ross, and so much opportunity for growth.

— ILEANA, 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 Distribution Center, Ross Dress for Less Store, or dd's DISCOUNTS Store, we make it a priority to hire from within the community. In fiscal year 2023, we opened 97 Stores, creating 3,200 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.

97 Stores opened,
creating **3,200** 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 2023, we hired over 1,800 veterans and 1,000 military spouses. Over the last five years, Ross has hired over 15,000 veterans and military spouses.

➔ Visit our Careers website to read more about our [Military Recruiting Program](#).

Commitment to Our Equal Employment Opportunity Policy

Ross is an EEO employer committed to a diverse and inclusive workplace. For more information, refer to our [full EEO statement](#). Our EEO-1 report data table can be found 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 recognizing that we are all living and working through extraordinarily challenging times. It is important to Ross that our approximately 108,000 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.



Competitive Benefits and Total Rewards Package

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.

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 2023, our Associates saved nearly \$98 million on their purchases.
 - In our Distribution Centers, our bonus plan gives full-time, hourly, and temporary workers the opportunity to increase their earnings by meeting higher levels of productivity.
 - All Associates and members of their households are eligible for our assistance program, including lifestyle coaching/counseling, financial coaching, digital emotional wellness tools, work-life services, and a discount marketplace.
- ➔ For more information about our competitive benefits and total rewards package, visit our [Careers website](#) and explore the “Career Areas.”

Making Our Company a Great Place to Work



A Safe Work Environment

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

We follow all 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 Stores

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

Opportunities for Associates to Share Feedback

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

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

Making Our Company a Great Place to Work

Matching Gift Program

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

In 2023, hundreds of Associates participated in the Matching Gift Program, resulting in matching donations sent to more than 500 diverse nonprofits across the country.



I love that I can double my impact to the charities I support. I also find the monthly recurring option perfect, that way the charities are getting consistent support throughout the year.

— ROSS ASSOCIATE



Making Our Company a Great Place to Work

Volunteering in the Community

Ross Associates generously contribute their time to charitable causes and community efforts. In addition to individual volunteerism, we encourage Associates to volunteer their time together. In 2023, we continued to organize virtual events and began to provide opportunities for in-person volunteer activities as well. Associates in our Corporate and Buying Offices can utilize our Volunteer Time Off Program for activities taking place during the workday.

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

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

A Scholarship Program for Associates and Their Dependents

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

Selected on the basis of academic record, financial need, demonstrated leadership, and participation in school and community activities, scholarship recipients may apply to renew their awards for up to three additional years. In 2023, more than 175 Associates or their dependents received a Moldaw Scholarship.

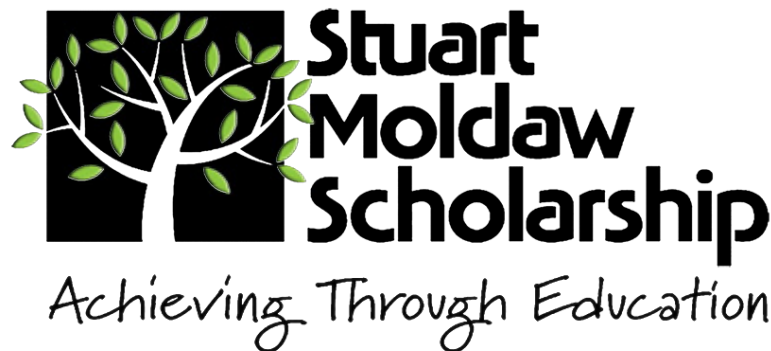


➔ For more information, visit the [scholarship website](#).



I am honored to be one of the recipients for the Stuart Moldaw Scholarship. Thanks to your support, I can hopefully complete college with less of a financial burden on my family. I am deeply grateful that I was selected for this opportunity. I hope to graduate in 2027 debt free, and with Ross’ generosity, that goal has been made easier.

– STUART MOLDAW SCHOLARSHIP RECIPIENT





Supporting Our Communities



Introduction and Highlights



Contributed to more than **1,750 nonprofit organizations**

Together with our Customers, donated more than **\$6 million to Boys & Girls Clubs and First Book**

At Ross, supporting and investing in the local communities near our Stores, Offices, and Distribution Centers has been and continues to be a top priority.

Over the last four decades, we have worked to be a positive force in the communities we serve, developing meaningful programs and initiatives that advance our philanthropic mission, engage our Associates, and address critical local needs. This includes efforts to respond to natural disasters,

demonstrate our support for diverse communities, and enhance the social impact of our Associates.

To achieve our community goals, we focus on building impactful partnerships with nonprofits of all sizes. We are proud to team up with several major national charities as well as grassroots organizations near our Stores nationwide.

Together with our partners, we are strengthening communities and creating a brighter future for today's youth.

Our Philanthropic Mission

Our Mission: Ready with Ross

A decade ago, we established our philanthropic mission to help young people prepare for bright futures. We achieve this mission by partnering with organizations that work in our communities to build competence, confidence, and character in young people facing socioeconomic challenges. The nonprofits we support are dedicated to advancing academic achievement and building life skills. Their programs focus on a wide range of areas, including academic readiness, literacy, college and career preparation, mentoring, leadership, and more. Through our support, we aim to increase opportunity, accomplishments, and the long-term success of the next generation.

We further our mission with donations from our Company and Foundation as well as with the tremendous support of our Associates and Customers. Our Associates contribute through volunteerism and workplace giving, and our Customers are engaged in important causes through in-Store fundraisers.



Our National Community Partners

For more than 15 years, we have been honored to partner with Boys & Girls Clubs of America and First Book. Both organizations align with our philanthropic mission and are helping to build brighter futures for kids in the communities where Ross and dd's DISCOUNTS Stores are located and where our Associates and Customers work and live.



BOYS & GIRLS CLUBS OF AMERICA

Boys & Girls Clubs of America

Ross is invested in Boys & Girls Clubs of America's (BGCA's) mission to enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens. Together, we work to help children achieve academic success, build confidence, and lead healthy lives. Over the lifetime of

our partnership, our Foundation and Company— together with our generous Customers, Associates, and other partners—have contributed more than \$46 million to BGCA.

Ross is proud to serve as the national sponsor of Power Hour, BGCA's most utilized program. Power Hour is an after-school homework help and learning program for youth ages 6 to 18. The program aims to increase academic success and to better prepare Club youth to enter the workforce and higher education institutions with the skills needed to compete globally. We are proud of Power Hour's success and the important role it plays in the lives of approximately 625,000 Club kids nationwide who participate in the program.

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

Throughout the year, we also expand our support and strengthen our connections with local Clubs when we open new Stores and through Associate engagements.



First Book

Millions of children from low-income areas do not have access to books and other critical tools necessary to learn. First Book works tirelessly to make these resources affordable and available to educators and kids who need them most, reaching five million children annually. dd's DISCOUNTS proudly partners with First Book in this effort to equip local kids with new, high-quality books in order to turn them into readers, learners, and leaders.

Together with the generous support of our Customers and Associates, since 2009 we have raised more than \$7 million for literacy programs in local communities and enabled First Book to distribute more than 2.5 million new books to kids in need across the country. We continue to look for opportunities to support First Book and their local literacy partners throughout the year.



One of my main missions as librarian is to help my students build their home libraries, and there is absolutely NO way I could do it without dd's and First Book!"

—DONIA C., SOUTH SHAVER ELEMENTARY SCHOOL

Our National Community Partners

In-Store Fundraising

Ross holds annual in-Store fundraisers at Ross Dress for Less and dd's DISCOUNTS Stores that are an important element of our year-round support of BGCA and First Book. During these three-week fundraisers, our Customers are invited to join our efforts and make a donation at check-out to support local Boys & Girls Clubs at our Ross Stores and First Book literacy partners, such as schools and libraries, at our dd's DISCOUNTS Stores. The



dedication of our Associates and the generosity of our Customers have allowed us to strengthen our support of our national partners over the years.

Ross' "Help Local Kids Learn" Fundraiser for BGCA

Associates at our Ross Dress for Less Stores across the country lead a fundraiser every year that benefits BGCA and supports the Power Hour after-school homework help program at their local Club.

During the 2023 "Help Local Kids Learn" fundraiser, held in February, we raised more than \$4 million for BGCA's Power Hour and local Clubs.

We are thankful for the efforts of our Associates, the generosity of our Customers, and the match from the Ross Stores Foundation, all of which made this important contribution to BGCA possible.

Through the campaign and other activities, we aim to establish strong connections between our Stores and the local Clubs. Eighty percent of the funding raised in each Store stays within the community and goes to the local Boys & Girls Club. The remaining funds raised go to the BGCA organization and provide support for the curriculum development and expansion of Power Hour nationwide.

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

Every year during the Back-to-School season, Associates at our dd's DISCOUNTS Stores lead a fundraiser to benefit First Book. Our Store teams rally around the cause each year, assembling creative storybook-themed displays and engaging in friendly competition. Their efforts ensure that

First Book can distribute more books and resources to the children in our communities who need them most.

Through the 2023 "Youth Literacy Fundraiser," we raised more than \$930,000 to provide books for 370 schools and local literacy programs in communities close to dd's DISCOUNTS Stores.

The funds raised at each Store go to local literacy programs. These programs then get to choose the best books from First Book for their students based on age, language, and need, with options that include wide representation of diverse characters and authors. As a result of the 2023 campaign, more than 227,000 books were purchased, with more than 70,000 children benefitting from these donations. In First Book's 2023 survey of the educators involved in the program, 99 percent of them said that the books they received have increased children's interest in reading.

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 2023, we donated to more than 95 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.

Community Giving Near Our Offices and Stores

We are proud to invest in the local communities near our Stores, Offices, and Distribution Centers where our Associates and Customers live and work.

Regional Giving Program

Through our Regional Giving Program, we provide grant funding to nonprofits, schools, and government programs near our Distribution Centers and Corporate and Buying Offices. We proudly support a diverse portfolio of organizations across these geographies that are aligned with our philanthropic mission of advancing academic learning and helping to build important life skills among socioeconomically challenged young people.

Eligible nonprofit organizations can apply for grants of \$10,000, \$20,000, or \$30,000. With these grants, we support organizations and initiatives focused on the educational journey of young people, including efforts in youth entrepreneurship, leadership, mentoring, STEM, literacy, after-school programs, college and career readiness, and more.

Our grant selection committee, made up of representatives from different departments and geographic locations of the Company, helps us with the challenging task of deciding which deserving organizations to fund each year. In fiscal year 2023, we held three Regional Giving Program grant cycles and awarded \$1.1 million to more than 40 charitable organizations. We aim to expand the impact of this program each year and continue to advance our mission in the communities where our Customers and Associates live and work.

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

Young Eisner Scholars (YES Scholars)

YES Scholars is a nonprofit organization based in Los Angeles that identifies promising students from underserved communities and equips them with the resources, support, and academic skills required for success through high school, college, and career. They have an astounding 100 percent high school graduation rate and 100 percent college acceptance rate. In June of 2023, Ross awarded a \$30,000 grant to help them ensure that YES Scholars' talented and motivated students can make choices about their educational and professional lives that aren't limited by their socio-economic circumstances. The funding is giving more students in the greater LA area access to academic achievement and developed life skills, allowing them to break the cycle of poverty in their households and surrounding communities. With Ross' support, YES Scholars



is aiming to push their current 94 percent college graduation rate closer to their ultimate goal of 100 percent!



We are thrilled to receive the grant from the Ross Stores Foundation. This funding will enable us to reach even more children in need of literacy support, ultimately empowering them to achieve academic and personal success."

– LISSA FELZER, EXECUTIVE DIRECTOR OF YORK COUNTY READS

Community Giving Near Our Offices and Stores



In addition to the Regional Giving Program, Ross engages in several other efforts to support local charities and initiatives in locations where we have a significant presence.

Buying Offices

Ross is proud to support numerous fashion and community support organizations near our Buying Offices, located in New York and Los Angeles. We show our support for local students as they pursue fashion-related studies and careers by providing internships and scholarships through the Fashion Scholarship Fund.

We also partner with Good+Foundation and Educational Alliance to further our mission to support youth. Throughout the year, together with our Associates, we donate money, time, and goods to these organizations.

For example, Associates volunteer their time to assemble supply kits for families with young children and help students with their homework. In 2023, we also hosted various supply drives for these partners, including a Book Drive, a Back-to-School Drive, a Food Drive, and a Holiday Gift Drive.

In addition, our Buying Office teams also regularly donate shoes, clothing, and home goods samples to

local nonprofit partners. Ross is proud to partner with FABSCRAP, a nonprofit organization based in Brooklyn that takes materials that traditionally would have gone to landfill and ensures that they are properly recycled and made available for reuse. In 2023, we worked together to keep 680 pounds of fabric waste out of landfills, saving 5 tons of greenhouse gas emissions.

Corporate Offices

Our Corporate Office is located in the San Francisco Bay Area, where Ross was founded more than 40 years ago. We support several initiatives in the area that share our philanthropic mission to create brighter futures for youth, including a partnership with the Golden State Warriors to boost literacy and help Bay Area students develop a love for reading.

For over 20 years, Ross has sponsored the Golden State Warriors' Read to Achieve program, which is an early literacy program for local schools. The program aims to improve reading proficiency by offering exciting literacy activities and experiences in partnership with the schools. In 2023, Ross supported several Read to Achieve Reading Rallies and Reading Challenges for local elementary schools, and Ross Associates were proud to join the Warriors in refurbishing the school library for students at Mission Dolores Academy in San Francisco.

Through programs like Read to Achieve, we are grateful to be able to encourage reading at home and in the classroom, increasing literacy in the Bay Area.

Community Giving Near Our Offices and Stores

Distribution Centers

Our Distribution Centers are located in California, Pennsylvania, South Carolina, and Texas, where our newest location opened in 2022. We proudly support youth-serving organizations near our Distribution Centers with grant funding through our Regional Giving Program. Our Distribution Centers also look for opportunities throughout the year to donate products to local organizations. Some highlights from 2023 include:

- One of our South Carolina Distribution Centers donated 500 basketballs to the nearby Rock Hill School District, which distributed them to children in need through their December Toys for Happiness program.
- After receiving two pallets of donated items from Ross, The Blessing Corner—a Good360 corporate partner—held an Easter-themed giveaway for more than 700 community members in Bakersfield, California. These residents received new toys, clothing, household goods, toiletries, and more.

Store-Based Giving Program

Through our Store-Based Giving Program, we support local organizations in the many communities near our Stores across the country. Nonprofit organizations within 25 miles of a Ross Dress for Less or dd's DISCOUNTS Store can apply for a gift card donation to support youth with academic achievement and life skills. Many organizations, like schools and after-school programs, use gift cards to help students dress for success and reward positive academic behavior. In 2023, we were honored to donate more than \$425,000 to over 1,650 organizations aligned with our philanthropic mission.

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



Responding to Urgent Community Needs

Disasters

Natural disasters impact the lives and livelihoods of our Associates, Customers, and neighbors each year. In times of need, we want to support affected communities and help them recover from the devastating impact of these events.

In 2023, the Ross Stores Foundation was a proud member and supporter of the American Red Cross Disaster Responder Program. Our support through the program ensured the Red Cross was ready to provide immediate care and comfort to those experiencing hardship. The Red Cross responds to an average of more than 65,000 disasters of all sizes each year in the U.S. Our donations helped enable the Red Cross to meet the urgent needs of disaster survivors and assist them in rebuilding their lives.

In recent years, the Ross Stores Foundation has donated to American Red Cross Disaster Relief, powering the organization's response efforts for victims of hurricanes, wildfires, tornadoes, floods, and more. In 2023, Ross helped the Red Cross respond quickly following the Maui wildfires, Typhoon Mawar in Guam, and hundreds of other disasters, big and small.

To respond to the major impact of the Maui wildfires, we invited Customers in our Hawaii Stores to donate to the Red Cross at the register and join us in supporting neighbors in need. Our Customers donated generously, contributing greatly to the swift response to the devastation.



**American
Red Cross**

Disaster
Responder Program

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Associate Volunteering, Drives, and Donations

At Ross, our Associates are key to our impact. Throughout the year, they help drive our philanthropic mission and provide critical support for our charitable programs through volunteering, drives, and donations.

In 2023, our Associates joined together to support kids and families in our community through a variety of fundraisers and volunteer efforts held throughout the year.

Examples of Associate Volunteer Efforts Include:

- **Valentine's Day Card-Making:** Associates joined together to make Valentine's Day cards for kids at the Boys & Girls Clubs of Tracy, California.
- **National Reading Month Book Drive:** To help children develop a lifelong love of reading, Associates in our Corporate and Buying Offices designed bookmarks and donated more than 800 children's books to families served by Good+Foundation and kids who attend local Boys & Girls Clubs.
- **Back-to-School Drive:** Associates supported our annual Back-to-School Drive by donating more than 570 backpacks stuffed full of school supplies to help young students have a successful academic year in schools and Boys & Girls Clubs near our offices.
- **Halloween Costume Drive:** Our Corporate and Buying Office Associates collected costumes for youth served



by our local partners to ensure that local students had a fun and spirited Halloween.

- **Season of Giving:** Each year during the holiday season we aim to bring happiness, joy, and warmth to our community through our Season of Giving activities.
 - For Thanksgiving, Associates in our Corporate and Buying Offices donated funds and canned food items for our local partners to feed those most in need. In New York City, some of the funds were used to purchase 200 vouchers so families at the

Educational Alliance's partner school could bring turkeys home for their holiday meals.

- For Winter Wishes, which is our holiday giving initiative, Associates in our Corporate and Buying Offices made the holidays brighter for students by donating more than 550 new items, like coats and toys. The presents were distributed to children in need by our local charity partners, including Educational Alliance, Good+Foundation, and local Boys & Girls Clubs.

(continued on the following page)

Associate Volunteering, Drives, and Donations



(continued from previous page)

- City Harvest Drive:** For the tenth year in a row, Associates in New York participated in a fundraiser to contribute to City Harvest and help keep food on the tables of New Yorkers in need. In 2023, donations from Ross Associates combined with matches from Ross and City Harvest totaled more than \$80,000. Additionally, during a two-week drive, Associates donated more than 1,100 pounds of non-perishable food items for New Yorkers in need.
- Team Volunteering:** Throughout the year, teams of Associates in our Corporate and Buying Offices came together to support various volunteer efforts, including
 - packing meals and preparing food for those in need, assembling supply kits for families with young children, supporting Power Hour and other activities at Boys & Girls Clubs, and more. During just our Season of Giving in November and December, nearly 300 Associates participated in 22 volunteer events. As part of our annual Intern Service Day activities, nearly 140 interns from the Corporate and Buying Offices volunteered across the country—packing and sorting food, supporting local students, and preparing meal kits.
- In-Store Fundraisers:** As described in the “In-Store Fundraising” section of this report, our Associates are also the force that drives the success of the annual in-Store fundraisers for our national community partners, BGCA and First Book. Their passion and commitment to these campaigns help inspire our Customers’ generosity, generate greater support for our partners’ efforts, and ultimately help more young people get prepared for a brighter future.
- Matching Gift Program:** Through our Matching Gift Program, Associates support hundreds of charities each year. In 2023, Ross matched Associates’ donations to more than 500 diverse nonprofits across the country.



Operating Sustainably



2023 Environmental Sustainability Achievements



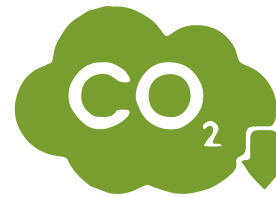
Advancing sustainability

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



Commitment to transparency

B score received on CDP's 2023 Climate Change Questionnaire



Carbon emissions reduction

28% reduction in Scope 1 and 2 GHG emissions per total square foot versus 2017



Waste reduction

67% of waste diverted from landfill

About Environmental Sustainability at Ross

Overview

Sustainability is deeply embedded in Ross' culture, reflecting our commitment to treating the environment with respect and supporting the communities we serve. For decades, we have worked hard to eliminate waste and inefficiency from our operations, which also serves to reduce our impact on the environment. Moving forward, we will continue to elevate our sustainability ambitions to increase transparency and help create a sustainable future for all, while also delivering value to our Customers.

In 2023, we demonstrated our commitment to transparency by participating in the CDP 2023 Climate Change Questionnaire, receiving a score of B on our 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

We are continuing to explore strategies to reduce emissions while also creating business value. We look forward to sharing our progress on GHG reduction and other aspects of our environmental sustainability efforts in our public disclosures, such as the CDP Questionnaire and future CSR Reports.

Our Focus

Ross understands that the health of our Company and the communities we serve is directly linked to the health of our environment. Environmental sustainability is an important issue for all businesses to consider, and our sustainability strategy is informed by the specific nature of our operations.

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

Program Oversight

We have established program governance to ensure that our environmental sustainability strategy is aligned with our business strategy and has adequate support and guidance to be successful.

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 the Company's environmental sustainability efforts.

Ross has also established the cross-functional Environmental Sustainability Steering Committee (ESSC), which is comprised of senior leaders from across

the Company, including from 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 provides input to a dedicated Sustainability team and aligns Ross' sustainability program with our overall business strategy.

Business unit leaders who implement and oversee energy efficiency, energy management, and waste minimization efforts across the Company are critical members of our sustainability program. Our management provides updates about these environmental and social efforts and initiatives as part of its regular reports to the Audit Committee.

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

**We have organized our GHG emissions to align with the Greenhouse Gas Protocol's scope definitions. Scope 1 emissions are from sources that are owned or controlled by Ross. Scope 2 emissions are from the generation of energy and electricity purchased by Ross. Scope 3 emissions are from sources not owned or controlled by Ross.

Climate and Energy Overview

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

Ross established 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. As of the end of 2023, we have reduced our emissions intensity by 28 percent and believe we are on a path towards achieving this target.

To advance our sustainability ambitions, we have announced emissions reduction efforts that are consistent with the United Nations' Paris Agreement guidelines and align with an emissions pathway intended 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, and in 2022, we established a science-aligned interim target to reduce our absolute Scope 1 and 2 emissions by 42 percent by 2030 against a 2021 baseline. In addition, we continue to explore Ross' carbon reduction pathways for emissions from our own operations and our indirect Scope 3 emissions.

In 2023, we demonstrated our commitment to transparency by submitting the CDP Climate Change Questionnaire, receiving a B on our submission for the fourth consecutive year. We plan to respond to CDP again in 2024, and our response will include our 2023 GHG inventory and additional information about our assessment of our climate-related risks, opportunities, strategies, and management.

Climate-Related Risks

Ross continues to assess climate-related risks and opportunities. As a company founded and headquartered in California, we are conscious of the threat posed by the

increased frequency and severity of wildfires. In addition, we have Stores and operations across the United States and in Guam that are susceptible to extreme weather events that have been intensified by climate change. These direct physical risks, along with other physical and transition risks impacting our direct operations and global supply chain, are likely to become more severe as the planet continues to warm.

To further our understanding of the future impacts of climate change on our business, we initiated a qualitative Task Force on Climate-Related Financial Disclosures (TCFD)-aligned climate-related scenario analysis. We are still reviewing results of this analysis and determining how to best integrate into our climate risk assessment process moving forward. Please see our 2024 CDP response for additional details on our response to climate-related risks.

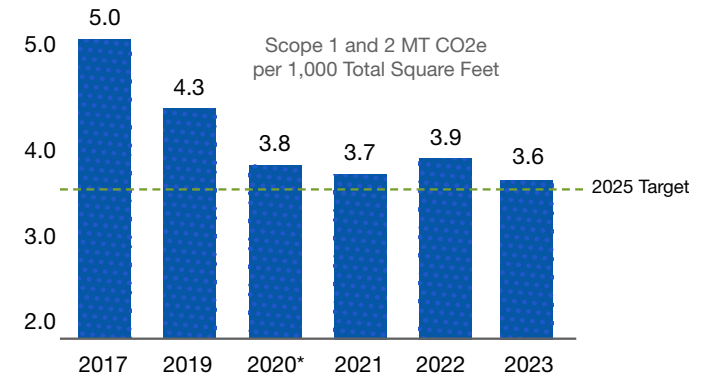
Overview of GHG Emissions

On an annual basis, Ross completes a GHG accounting of our Scope 1 and 2 impacts and certain Scope 3 categories.

Our 2023 GHG inventory was assembled in accordance with industry standards, including guidelines from the Greenhouse Gas Protocol, The Climate Registry, and the U.S. Environmental Protection Agency's Center for Corporate Climate Leadership. Our reported 2023 GHG Scope 1, 2, and 3 emissions were also verified by a third party to assure accuracy and completeness.

GHG emissions are typically reported in terms of metric tons of carbon dioxide equivalent (MT CO₂e). The intensity of our Scope 1 and 2 emissions per total square foot decreased by approximately 28 percent between 2017 and 2023.

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 very complex undertaking that is particularly challenging for retailers like Ross because of the nature of our off-price business model and highly variable and flexible purchasing strategy.

We are actively monitoring and preparing for emerging Scope 3-related disclosure requirements and protocols from multiple states and agencies. We will continue to use a disciplined approach and develop appropriate data collection and analysis processes and controls that are intended to support accurate and reliable Scope 3 measurements and disclosures.

➔ To view additional details of our reported GHG emissions, see page 58 of this report. The latest information on our climate and energy efforts can be found on our [website](#).

Energy Details

We endeavor to decrease our energy intensity year over year, which reduces our environmental impact and associated costs.

In 2023, the electricity purchased to operate our facilities represented 86 percent of our total energy consumption, as measured in megawatt hours (MWh) and gigajoules (GJ). Most of that purchased electricity was used to operate our Ross Dress for Less and dd's DISCOUNTS Stores. Please see the table on page 58 for additional details on our multi-year energy usage.



Energy Efficiency

Because electricity consumption is such a large part of our energy usage and operational emissions, an important aspect of our GHG management strategy addresses electricity use in our buildings. Our investments in lighting, insulation, heating, ventilation, and air conditioning (HVAC), and building energy management systems have enabled us to reduce electricity use. We have teams committed to finding better ways to achieve energy efficiency through improved processes and new technologies. We are also piloting energy audits at select locations to identify new opportunities to optimize energy use. Since 2017, we have decreased the electricity per square foot required to power our Stores, Distribution Facilities, and offices by over 18 percent.

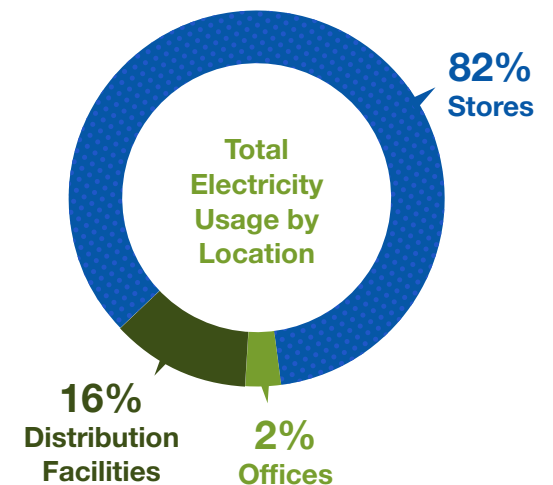
Supporting Electrical Grid Stability

Ross participates in demand response programs to help support local electrical grids. Through these programs, we voluntarily reduce our energy usage during peak demand times to alleviate strain on the grid and help prevent blackouts or brownouts. We utilize energy management systems that are integrated with our Stores to adjust HVAC systems and reduce electricity usage. By doing so, we are helping keep the lights on for our Customers and supporting the overall health and stability of the local electrical system. Over 700 Ross Stores participated in demand response programs in 2023, and 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 acknowledge that a significant portion of the emissions reductions required to meet our Scope 1 and 2 targets must come from transitioning to low-carbon or renewable energy sources. We continue to evaluate strategies and partnerships to pursue both on-site and off-site renewable energy opportunities.

Because the majority of our Stores are leased, options to invest in on-site renewable energy generation are limited. Ross has solar panels installed on the roof of select Stores, and we are engaging with certain landlords to explore the feasibility of installing solar panels at additional locations. We began installing solar parking canopies to generate electricity for our next Distribution Center under construction in Arizona and are evaluating other opportunities for on-site solar at our distribution facilities.



Energy Efficiency

Stores

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

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

To further reduce the energy required to operate climate control and lighting systems, we utilize an advanced building energy management platform that shaves off unnecessary electricity use and enables more precise control over our energy management. This technology allows us to adjust occupancy schedules, lighting levels, and temperatures across our Stores quickly and easily, which provides operational benefits in addition to energy savings. This system also allows for remote diagnosis of HVAC issues to quickly identify and correct inefficiencies, which can prevent unnecessary downtime and costly technician visits to our Stores. We can quickly respond to requests to lower our electricity usage to help electric utilities avoid rolling blackouts during critical periods such as heat waves. By using this platform, we estimate that we have reduced energy usage at our Stores by more than 75 million kilowatt-

hours from when we began piloting in 2019 through the end of 2023.

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

Energy management platform reduced usage at Stores by more than **75 million kilowatt-hours since 2019**



Energy Efficiency

Distribution Centers

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

- We utilize an “air purging” program that uses fresh air to cool our facilities. During the day, the sun heats up our buildings. At night when temperatures drop, we purge the hot air from the building and welcome in fresh, naturally cool air. This allows us to avoid several hours of air conditioning use, saving energy costs. Moreover,

the purging program reduces our electricity demand during peak daytime hours, taking pressure off the electrical grid.

- We use highly efficient conveyor systems with variable frequency drives, sensors, and automation that shuts off equipment when not in demand.
- We use LED lighting in many of our supply chain buildings and are in the process of replacing the remaining non-LED lights. For example, we retrofitted our largest Distribution Center in California to use LEDs

in 2023, which is expected to reduce total electricity use in the building by more than 10 percent. We also have 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.

- We use battery-powered forklifts and material-handling equipment to move merchandise within many of our distribution facilities. In general, this battery-operated equipment is more energy efficient and has a lower overall cost of ownership compared to fuel-powered equipment.
- Our new Distribution Centers are designed with energy efficiency in mind, with white roofs to reflect sunlight and advanced building energy management systems. Some of our roofs are also “solar ready.”
- We began installing solar parking canopies at our new Distribution Center currently under construction in Arizona. This solar installation 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 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 actions help our Distribution Centers reduce air pollution, limit GHG emissions, and achieve cost savings.



Energy Efficiency Offices, Employee Commuting, and Travel

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

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

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

We support lower-carbon travel options for the field leadership organization, which supports Stores across the country. One of the key functions of our field leaders is to visit and provide direct guidance to Stores in their area, which means many of these leaders spend a lot of time on the road. To help lower the GHG impact of these visits, Ross maintains a corporate fleet of primarily hybrid vehicles. We estimate that this fleet would have used over 30 percent more fuel in 2023 if it contained only conventional vehicles.



Energy Efficiency

Product Transportation

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

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

Some of the strategies we deployed in 2023 include:

- Merchandise shipments were consolidated whenever possible to reduce the number of trips to Stores each day.
- We shipped by rail whenever feasible, which is less polluting than standard ground transportation. Approximately 31 percent of the merchandise shipped from our Distribution Centers was sent via rail in 2023.
- Approximately 85 percent of our transportation partners participated in the SmartWay Partnership, a U.S. Environmental Protection Agency program that improves fuel efficiency and reduces air pollution.
- We maximize the capacity of each trailer through floor loading and removing unnecessary packaging, leading to fewer shipments.
- We completed route optimization, which eliminated 1.3 million over-the-road miles from Store deliveries in 2023. We have processes in place to review route optimization opportunities quarterly as we grow.
- We utilized electric yard vehicles at select Distribution Centers to replace vehicles with internal combustion engines and are investigating opportunities to integrate additional electric vehicles into our operations moving forward.
- We worked with international transportation partners on optimal loading of containers shipped on ocean vessels. This lowered the number of containers needed to ship our products from overseas, thus reducing the total number of shipments and emissions.



Waste Management and Recycling Overview

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

Our efforts include 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, reduce waste, and decrease our use of natural resources.

Much of the operational waste produced at our Stores and Distribution Centers is from the packaging in which our merchandise is shipped. Due to our off-price business model, much of our merchandise is produced to other retailers’ specifications. Because we often do not have control over the types of packaging on our products, we

focus on developing and executing programs to reuse and recycle the packaging we receive.

Waste Diversion from Landfill

We measure the percentage of our waste that we divert from landfill across our retail operations. This measurement includes all Stores and Ross-controlled Distribution Centers and warehouses. In 2023, our estimated landfill diversion remained approximately 67 percent.*



**This figure is approximate based on historical measurements, and we are enhancing our data analysis processes.*

Minimizing Waste

Stores

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

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

The majority of our Stores participate in a cardboard recycling program in which used boxes are backhauled to a regional facility, baled, and delivered to a recycling partner. This effort to recycle quickly adds up. Across participating Stores in 2023, we recycled over 38,000 tons of cardboard through the backhaul recycling program, and we are investigating opportunities to expand this program to more Stores.

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

Other recycling and waste reduction programs in our Stores include:

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



Minimizing Waste

Distribution Centers

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

We use a packing and shipping system that minimizes the number of boxes and trucks required to deliver merchandise, as well as a system to recycle the millions of boxes we receive each year. As a result, we recycled over 70,000 tons of material generated in our Distribution Centers in 2023.

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

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

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

In 2023, to help us divert waste from landfill while also supporting the communities we serve, we continued programs to donate unsellable merchandise to local nonprofits.



Minimizing Waste

Offices

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

Examples of initiatives we had in place in 2023:

- We continued to adapt our internal collaboration and reporting processes to use digital tools instead of paper.
- Generally, when we do print, 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 result in less 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.
- The majority of our Associates receive electronic paychecks, which reduces paper use.
- Hydration stations are available to reduce single-use plastic bottle waste.
- An e-waste recycling program handles damaged or obsolete electronic equipment.
- At our Buying Offices, we have programs to repurpose fabric scraps and donate product samples to local charities when possible.



Environmental Sustainability in the Supply Chain



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

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

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

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



Conducting Business Ethically



Introduction

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

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

Ross' corporate governance practices and policies have been developed with those high standards in mind. These policies highlight the Company's governing principles and expectations regarding 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
- Similar obligations

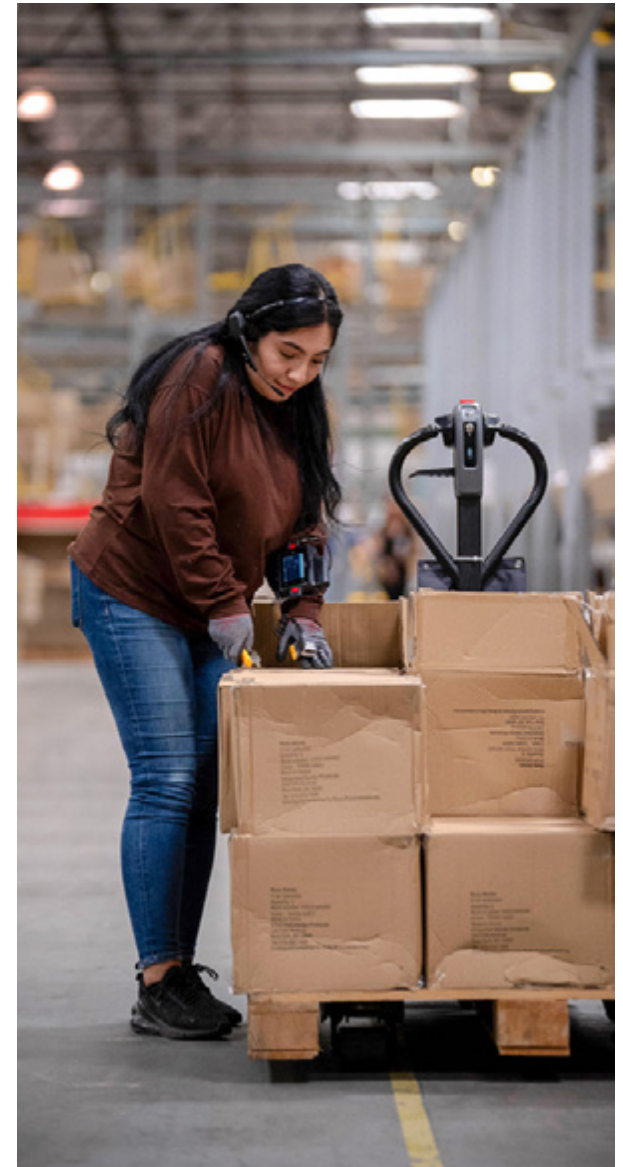
To the extent contractors or subcontractors are involved in the production of goods supplied to Ross, our vendors must require that these parties are similarly compliant with Ross' Vendor Code of Conduct.

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.

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

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

For example, we communicate our standards and requirements, and provide training to vendors, buyers, and overseas buying agents during our purchasing processes.



We provide initial training to new Associates, as well as ongoing training and updates to buyers and other Associates involved in our product sourcing. Further, we 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 2023, 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.

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, 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 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 9, 2024, with the U.S. Securities and Exchange Commission (SEC).

Board of Directors

At the end of fiscal year 2023, our Board of Directors consisted of twelve directors, the majority of whom are independent based on the applicable Nasdaq Stock Exchange listing standards. We have a diverse Board, including our female Chief Executive Officer and female and racially/ethnically diverse directors.

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

During fiscal year 2023, the Board held six meetings. No incumbent member of the Board, while serving in such capacity, attended fewer than 75 percent of the total



number of Board meetings and applicable committee meetings held during the year. During the same fiscal year, the independent directors held five meetings in executive session without management.

Board Director Nomination Process and Board Diversity

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

Ross seeks to promote a well-rounded Board, with a balance and breadth of skills and experience appropriate

for the Company's business. Ross also seeks to advance diversity of perspectives and experiences within the Company and in the corporate boardroom.

At the end of fiscal year 2023, our Board included five female directors and two racially/ethnically diverse directors. Our directors also possess a mix of skills and experiences we believe are relevant for the Company's off-price business. These skills and experiences include having served in roles such as Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Chief Information Officer, Chief Marketing Officer, Chief People Officer, and Global Head of Quality, Risk, and Regulatory, and in industries including retail and also non-retail, with additional experience in functional areas such as marketing, merchandising, operations, finance, consulting, information technology, and human capital leadership.

Governance and Ethics

Board Committees

The Board has an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee, 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 held nine meetings in fiscal year 2023.

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 seven meetings in fiscal year 2023.

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 four meetings in fiscal year 2023.

Details regarding the functions and activities of each of these committees can be found in the most recent Proxy Statement filed on April 9, 2024, 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 the 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 Capability Officer, 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 Committees 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 shareholder 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 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 target setting, and identifying and supporting projects in pursuit of achieving those strategies and targets. The ESSC also provides input to a dedicated Sustainability team and helps align the program with our overall business strategy.

➔ To read more about our Board and various committees, visit the [Corporate Governance section](#) of our website.

Code of Business Conduct and Ethics



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

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

Acceptance of our Code of Business Conduct and Ethics is required as part of our onboarding terms and conditions for all business partners. The Code is supported by additional requirements and obligations imposed by Ross through its policies and practices and applicable laws and regulations. Furthermore, 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 2023.





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	2023 CDP Response; 2023 Corporate Social Responsibility Report—Our Focus (pg. 32), Program Oversight (pg. 32), Climate and Energy Overview (pg. 33), Energy Details (pg. 34)
		103-2	Management approach and its components	
		103-3	Evaluation of the management approach	
	GRI 302: Energy	302-1	Energy consumption within the organization	2023 CDP Response; 2023 Corporate Social Responsibility Report—Energy Details (pg. 34), Emissions and Energy Data Table (pg. 58)
		302-3	Energy intensity	2023 Corporate Social Responsibility Report—Emissions and Energy Data Table (pg. 58)
		302-4	Reduction of energy consumption	2023 CDP Response; 2023 Corporate Social Responsibility Report—Energy Efficiency in Stores (pg. 35), Emissions and Energy Data Table (pg. 58)
Emissions	GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	2023 CDP Response; 2023 Corporate Social Responsibility Report—Our Focus (pg. 32), Program Oversight (pg. 32), Climate and Energy Overview (pg. 33)
		103-2	Management approach and its components	
		103-3	Evaluation of the management approach	
	GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	2023 CDP Response; 2023 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 33), Emissions and Energy Data Table (pg. 58)
		305-2	Energy indirect (Scope 2) GHG emissions	
		305-3	Other indirect (Scope 3) GHG emissions	
		305-4	GHG emissions intensity	
		305-5	Reduction of GHG emissions	

TCFD Framework Reference Table

Recommended Disclosure Topic	Location
Governance	
Describe the Board’s oversight of climate-related risks and opportunities.	2023 CDP Response; 2023 Corporate Social Responsibility Report—Program Oversight (pg. 32), Board and Committees Roles in Supporting CSR (pg. 51)
Describe management’s role in assessing and managing climate-related risks and opportunities.	
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long terms.	2023 CDP Response
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2 degree C or lower scenario.	
Risk Management	
Describe the organization’s processes for identifying and assessing climate-related risks.	2023 CDP Response
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	
Metrics and Targets	
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	2023 CDP Response; 2023 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 33), Emissions and Energy Data Table (pg. 58)
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 CDP Response; 2023 Corporate Social Responsibility Report—Climate and Energy Overview (pg. 33)

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	2023 Corporate Social Responsibility Report—Energy Details (pg. 34), Emissions and Energy Data Table (pg. 58); 2023 CDP Response
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	2023 Corporate Social Responsibility Report—Privacy and Data Security (pg. 53); Ross 2023 Annual Report (pgs. 23-24, 27)
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation	CG-MR-330a.1	2023 Corporate Social Responsibility Report—Our Commitment to Diversity, Equality, and Inclusion (pg. 8); 2022 EEO-1 Consolidated Report
Product Sourcing, Packaging & Marketing	Discussion of processes to assess and manage risks associated with chemicals in products	CG-MR-410a.2	2023 Corporate Social Responsibility Report—Environmental Sustainability in the Supply Chain (pg. 43); Product Safety (pg. 48)
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	2023 Corporate Social Responsibility Report—Minimizing Waste in Stores (pg. 40), Minimizing Waste in Distribution Centers (pg. 41)

Table 2: Activity Metrics

Activity Metric	SASB Code	Location
Number of retail locations and Distribution Centers	CG-MR-000.A	2023 Corporate Social Responsibility Report—About Our Company (pg. 3); Ross 2023 Annual Report (pgs. 28-29, 33)
Total area of retail space and Distribution Centers	CG-MR-000.B	Ross 2023 Annual Report (pgs. 28-29, 33)

Emissions and Energy Data Table

GHG Emissions by Scope

GHG Emissions Category	2019 MT CO ₂ e	2020 MT CO ₂ e	2021 MT CO ₂ e	2022 MT CO ₂ e	2023 MT CO ₂ e
Scope 1	23,175	20,816	24,826	29,832	28,694
Scope 2: Location-Based	242,511	205,898	229,977	245,536	238,264
Scope 2: Market-Based	(Not measured)	205,440	226,028	235,693	231,733
Total Scopes 1 & 2: Location-Based	265,686	226,714	254,803	275,368	266,958
Scope 3: Business Travel	8,557	3,194	3,571	6,163	6,770
Scope 3: Fuel and energy-related activities (not in Scope 1 & 2)*	51,105	54,338	94,842	94,441	95,836
Total Scope 1, 2 (Location-Based) & 3	325,348	284,246	353,216	375,972	369,564

*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.	4.3	3.5	3.7	3.9	3.6
Total Scope 1 & 2 (Location-Based) per Revenue (per \$1 million)	16.6	18.1	13.5	14.7	13.1

Energy Consumption by Source

Source	2019	2020	2021	2022	
Electricity	679,702 MWh	619,630 MWh	721,063 MWh	738,157 MWh	740,347 MWh
	2,446,927 GJ	2,230,668 GJ	2,595,825 GJ	2,657,365 GJ	2,665,250 GJ
Natural Gas	95,922 MWh	85,717 MWh	101,648 MWh	115,010 MWh	109,831 MWh
	345,319 GJ	308,583 GJ	365,933 GJ	414,038 GJ	395,393 GJ
All Other Sources	7,038 MWh	5,299 MWh	8,703 MWh	7,627 MWh	8,978 MWh
	25,337 GJ	19,075 GJ	31,332 GJ	27,457 GJ	32,319 GJ
Total	782,662 MWh 2,817,583 GJ	710,646 MWh 2,558,326 GJ	831,414 MWh 2,993,090 GJ	860,794 MWh 3,098,860 GJ	859,156 MWh 3,092,962 GJ
Total Energy Intensity	12.7 MWh per 1,000 sq. ft. 45.6 GJ per 1,000 sq. ft.	11.1 MWh per 1,000 sq. ft. 39.9 GJ per 1,000 sq. ft.	12.1 MWh per 1,000 sq. ft. 43.7 GJ per 1,000 sq. ft.	12.1 MWh per 1,000 sq. ft. 43.4 GJ per 1,000 sq. ft.	11.6 MWh per 1,000 sq. ft. 41.9 GJ per 1,000 sq. ft.

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, 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 2023, and fiscal year 2024 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.