



2021 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:

At Ross, we strive to do what is right for our Associates, Customers, and the communities we serve. As we continued to face unprecedented challenges in 2021, our mission to deliver value to our Customers never wavered. Our success in the face of uncertainty and unpredictability comes in part from our flexible business model, but mainly from the dedication, hard work, and perseverance of our nearly 100,000 Associates in our Stores, Distribution Centers, and Buying and Corporate Offices. To all of them, I am grateful.

In this fiscal year 2021 report, you will learn more about our ongoing efforts, with an emphasis on empowering our Associates, supporting our communities, operating sustainably, and conducting business ethically.

We take pride in these pursuits while learning and adapting. We consistently push ourselves to evaluate best practices to evolve our business and help create a more inclusive and sustainable future. We continue to make advancements in our own organization, but we know there is much more work to

be done and will always remain focused on a better tomorrow.

As a Company, we value our differences and diversity. We work to treat everyone with dignity and respect, and provide opportunities for our Associates to grow and succeed. To support this, we have developed more partnerships to help recruit and retain a diverse workforce, expanded our employee resource groups, and increased our education and training offerings. We are continuing to invest in our Associates with valued benefits and rewards, including programs that assist with physical, emotional, and financial wellness. We also provide education scholarships for our Associates and their dependents, volunteer opportunities, and corporate matching of charitable giving.

While we are dedicated to being a great place to work, we are also helping to strengthen the communities where our Associates and Customers live. We have expanded our philanthropic efforts through our Company and our Foundation with several initiatives and grant programs to help create a brighter future for today's

youth. Our giving also includes our ongoing response to the COVID-19 pandemic, social injustice, and natural disasters that impacted our homes and livelihoods.

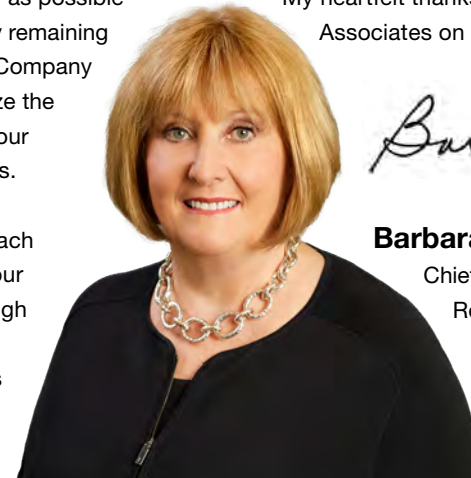
We continue to take meaningful actions to reduce our impact on the environment and improve the efficiency and the sustainability of our operations. For more than 20 years, we have sought out ways to use less energy and fewer natural resources. We are very proud to build on our momentum and announce our ambition to be at net-zero greenhouse gas emissions by 2050 or sooner, in adherence to the Paris Climate Agreement. That means we will reduce our greenhouse gas emissions as much as possible and then offset any remaining emissions. As our Company grows, we recognize the need to also grow our sustainability efforts.

At Ross, we approach our business and our governance with high ethical standards. In our relationships with our

Associates, Customers, shareholders, and suppliers, we are dedicated to operating with integrity and transparency and adhering to policies and processes that promote honesty, safety, responsibility, and human rights. We will continue to invest in, and report on, our corporate social responsibility.

With the tremendous contributions of our strong teams, I am more convinced than ever that we will help make a lasting, positive difference for our people, Customers, communities, and planet. Together we can solve the hard problems and find the right solutions.

My heartfelt thanks again to all of our Associates on this journey with us.



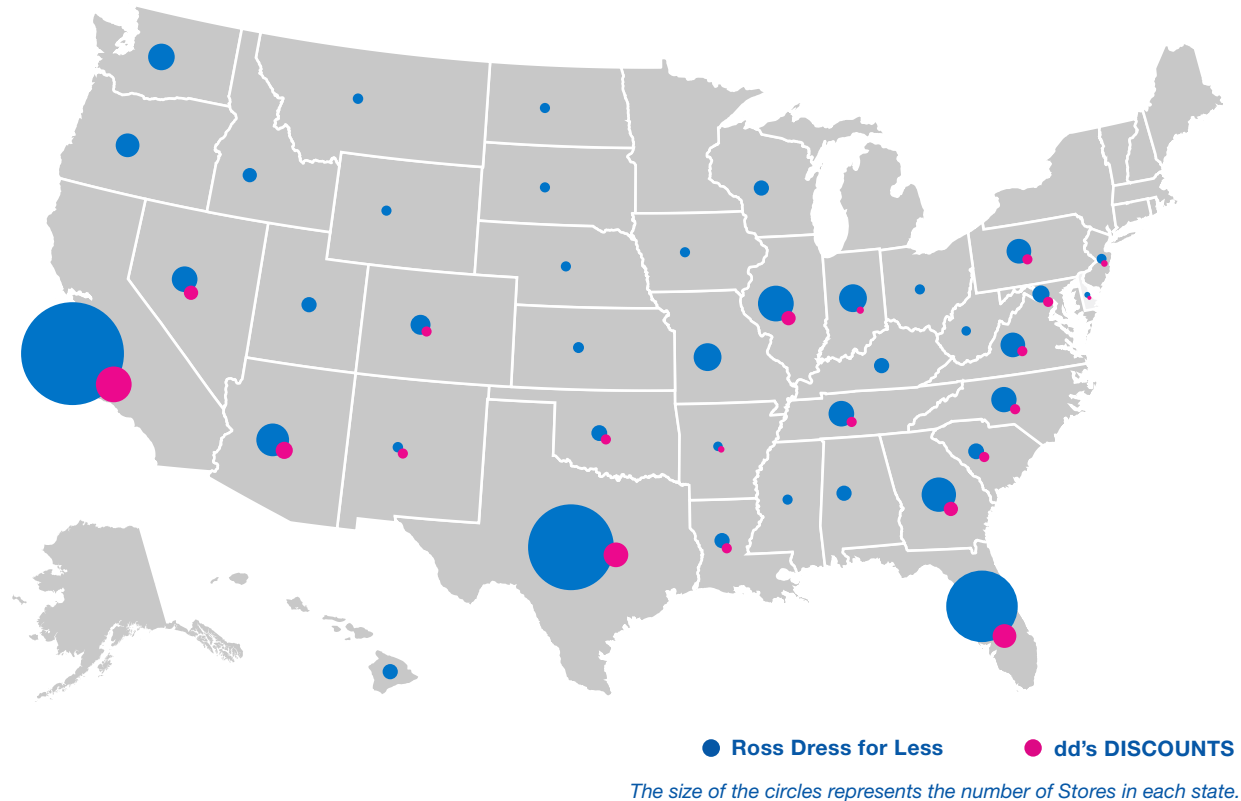
Barbara Rentler

Chief Executive Officer,
Ross Stores, Inc.

About Our Company

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

The six Ross Dress for Less® Stores we opened in Northern California in 1982 have grown into the largest off-price apparel and home fashion chain in the United States. We ended fiscal year 2021 with 1,628 Stores in 40 states, the District of Columbia, and Guam. dd's DISCOUNTS®, which we launched in 2004, had 295 Stores in 21 states at year-end.



\$18.9B
Annual
Revenue

1,923
Total
Stores

40 States,
District of
Columbia,
and Guam

65
New Stores
in 2021*

Approximately
100,000
Associates

About Our Report



This annual report covers our corporate social responsibility efforts and achievements during fiscal year 2021, which ended on January 29, 2022. It also references certain events and initiatives that were launched or occurred outside of this reporting period.

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

→ For more information about our other CSR efforts, including how to apply for our grant programs, visit our [CSR website](#).



About CSR at Ross

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

Our programs and initiatives are always evolving given the interests and needs of our internal and external stakeholders, as well as changing cultural, technological, and societal challenges and opportunities. We are always looking for fresh approaches and new ways to grow or improve.

This report focuses on four key pillars of our CSR program:



Empowering Our Associates

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



Supporting Our Communities

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



Operating Sustainably

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

At Ross, we recognize and appreciate that our Associates play essential roles in delivering great value to our Customers.

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

At the forefront of our commitment is a focus on welcoming and valuing a diversity of backgrounds, identities, and ideas. Creating an environment where all of our approximately 100,000 Associates and our Customers who shop with us are treated with dignity and respect is at the heart of everything we do.



We continue to invest in efforts to attract, retain, and develop diverse talent; enhance our policies and programs that support and safeguard our Associates; and offer opportunities for Associates to contribute to the communities where they live and work. To this end, our 2021 initiatives included the following:

Diversity, Equality, and Inclusion:

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

Associate Hiring and Development Opportunities:

- Training and development programs
- Growing our own
- 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
- Safe working environments, including COVID-19 mitigation measures
- Opportunities for Associates to share feedback
- Matching Gift Program
- Community volunteering opportunities
- Scholarship program for Associates and their dependents

Ross opened **65 new locations, creating 2,300 new jobs**

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

80% of managerial openings in Stores and field offices were filled with internal promotions

Our Commitment to Diversity, Equality, and Inclusion

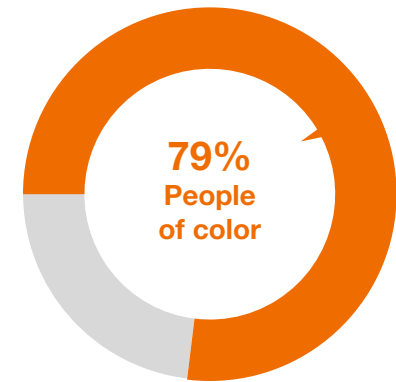
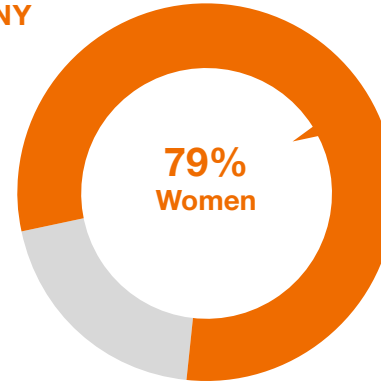
Ross Stores, Inc., is dedicated to building diverse teams and an inclusive Company that respects, values, and celebrates the vast array of backgrounds, identities, and ideas of those who work for and shop with us. With our policies, programs, and procedures, we work to create a culture that promotes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

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

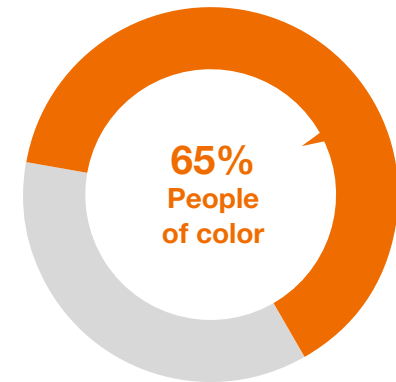
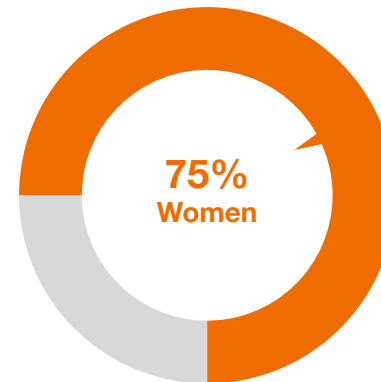
While Ross has always been steadfast in its commitment to DE&I, we have made significant progress in advancing our efforts in recent years. Through the combined work of the Office of DE&I, DE&I Steering Committee, DE&I Council, and all of our Associates, we have expanded initiatives to increase education and training; attract and retain diverse talent; enhance the sense of community and belonging for Associates; communicate our DE&I priorities, events, and observances; and build a long-term strategy for improvement and growth.

2021 Employee Data

TOTAL COMPANY



IN MANAGEMENT POSITIONS*



*Management positions include supervisors and above.

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

Our Commitment to Diversity, Equality, and Inclusion

Nurturing a Respectful Culture

It is our ongoing goal to foster an environment where communication is open and civil, conflict is addressed early and respectfully, and there is a culture of inclusion, support, and cooperation.

To that end, in 2021, we continued our commitment to fostering DE&I learning by providing training across all levels of the organization, including the executive team.

We continue to provide DE&I instructor-led Unconscious Bias training. This training is focused on building skills to support diversity and introducing language and tips related to bias, inclusion, and engaging in respectful conversations. In addition, many Associates participated in DE&I e-Learning sessions.

We then began the next phase of our learning plan, starting Conscious Inclusion training with an initial group of leaders. Of those who took part, 93 percent said they are now better prepared to address non-inclusive behaviors if they arise within their teams.

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

We now have integrated DE&I training into the onboarding process for all Associates and participants in our internship program. On an annual basis, we carry out

training on Ross' Code of Business Conduct and Ethics for full-time Associates and non-harassment training for all Associates. To build on all of 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 Diverse Talent

Our Talent Acquisition teams continue to broaden our hiring practices to ensure our efforts to recruit and retain diverse Associates. All job postings include our DE&I commitment statement and we require diverse slates of candidates from external recruiters. We post jobs at all levels on several diverse career sites, including the Professional Diversity Network, which ultimately share our roles across 17 diversity hiring sites.

In 2021, we established or extended partnerships with Historically Black Colleges and Universities (HBCUs) and major national organizations including Ascend, Diversity Inc., Human Rights Campaign, National Black MBA Association, National Organization on Disability, NextUp (formerly Network for Executive Women), and Prospanica. These organizations not only help Ross identify diverse talent to add to our ranks, but also provide information, content, and resources to assist in the development and advancement of our Associates.

We also expanded our efforts to increase diversity in our internship program and our early career positions by partnering with organizations such as the Black Retail Action Group and InternX, working with several HBCUs, and participating in several diverse career fairs such as Out 4 Undergrad.



Our Commitment to Diversity, Equality, and Inclusion



Building CommUnity Networks

In 2021, Ross furthered its commitment to instilling a sense of community and belonging among our Associates. We expanded to five CommUnity Networks, Company-recognized groups of Associates with common identities who come together for activities that support the Company’s overarching DE&I vision and objectives. The Networks are being developed to include various dimensions of diversity—such as race, gender, national origin, disability, sexual orientation, and military experience.

Though still relatively new, the groups are helping us shape an even more inclusive environment, enabling networking opportunities, enhancing professional development, and amplifying commemorative holidays and dates of significance. In 2021, the Networks held more than 40 events, including a Martin Luther King Jr. Day event focused on public service hosted by the Black/African American CommUnity (BLAAC) Network, a World AIDS Day storytelling session hosted by the RossPRIDE CommUnity Network, a celebration of the Lunar New Year hosted by the InspirAsian CommUnity Network, a speaker series for National Hispanic Heritage Month hosted by LatinX Connect, and a kickoff for the Women Inspired Network (WIN). As we move forward, Associates will have the opportunity to launch additional CommUnity Networks.

We also support social justice efforts and invest in diverse communities where we operate. In 2021, we made donations to several organizations working to advance DE&I, which you can read more about in the “Supporting Our Communities” chapter of this report.

Recognizing Diverse Holidays and Events

In 2021, Ross highlighted a wide array of annual commemorative events and holidays to recognize the diversity of our Associates. These observances included Black History Month, Women’s History Month and International Women’s Day, National Developmental Disabilities Month, Asian Pacific American Heritage Month, Mental Health Awareness Month, Pride Month, Juneteenth, National Hispanic Heritage Month, National Native American Heritage Month, Veterans Day, and many others.

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

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



RossPRIDE hasn’t just been a resource for ‘out’ Associates. We have heard great feedback from Associates who aren’t fully out, or may be straight and cisgender but have close family and friends who are LGBTQ+ and appreciate that there is a community for them at work.

— ROSS ASSOCIATE

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 2021, we reached and engaged more Associates in our DE&I efforts than ever before.

However, we recognize that there is more work to be done. We are committed to continuing our efforts to diversify our workforce, including in our executive level positions. Additional plans in the near future include extending our training programs to reach more Associates, increasing the number of CommUnity Networks and other opportunities for Associates, and expanding our mentoring initiatives. We will continue to listen and learn from our Associates and partners to make our efforts more timely, appropriate, meaningful, and successful.



At Ross, we believe that having a workforce that truly reflects a diversity of backgrounds and experiences makes our business, our communities, and our society stronger. That is why we are committed to expanding our efforts to promote diversity, equality, and inclusion in everything we do, from recruiting and retaining top talent, and developing supportive and stimulating workplaces, to uplifting communities where we live and work. I am encouraged by our progress and excited for the future.



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

Hiring, Training, and Advancement



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

Training and Development Programs

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

Our custom courses complement the personal training and the individual development plans that begin the first day an Associate comes to work with us. While the COVID-19 pandemic continued to impact our ability to hold in-person meetings and trainings, we provided more digital learning and engagement opportunities. In 2021, our Associates completed nearly 2 million e-Learning courses.

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

Ross searches for the best and brightest on college campuses around the country for our suite of full-time, hands-on internship programs. Though we have needed to adapt our internships due to COVID-19, we were able to offer a modified experience in 2021. 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

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

It is a source of pride that many of our current managers and executives have risen through our ranks. In 2021, 79 percent of Store leaders—including Area Supervisors, Assistant Store Managers, and Store Managers—started at Ross and dd’s DISCOUNTS as hourly retail Associates.

One of those leaders is Alma Mercado, Group Senior Vice President, dd’s DISCOUNTS. Thirty-three years ago, Alma started as a part-time sales Associate at Ross to earn money while in high school. Eager to learn and continue to grow, Alma worked in every Store-level job before earning an entry level management role and then progressing into many leadership positions within the Company. She became the first and only District Manager for the new dd’s DISCOUNTS division 18 years ago and has been leading dd’s Stores ever since.

Ross is committed to offering Associates interested in leadership roles the opportunity to gain the training and the experience they need for their career growth. In 2021, a significant number of

79% of Store leaders started as hourly retail Associates

80% of managerial openings in Stores and field offices were filled by internal promotions

Associates were able to advance within the Company. Approximately 80 percent of our managerial position openings in Stores and field offices were filled with internal promotions. Overall, nearly 54 percent of supervisors and above across the Company were promoted last year.

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

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 2021, we opened 65 new Stores, creating 2,300 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 Diversity, Equality, & Inclusion 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. To maximize inclusion and protect against discrimination, we have removed the criminal history question from our initial job application. We only seek criminal background information, which includes getting explanations and information directly from applicants who have criminal histories, in the final stages of our hiring process to also ensure the safety and security of our workplaces. When hiring and promoting Associates, we do not require a college degree for most positions, and we also offer support for those who wish to continue their education. We also routinely offer accommodations for candidates and Associates with disabilities.

65 new Stores opened, creating **2,300** new jobs

veterans and their spouses. For instance, we signed the Employer Support of the Guard and Reserve Statement of Support to demonstrate that we stand committed to our military Associates and recognize the value they bring to the workplace. We also have supported the Military Spouse Employment Partnership program of the U.S. Department of Defense since 2014.

In fiscal year 2021, we hired nearly 1,800 veterans and more than 1,400 military spouses. Over the last five years, Ross has hired nearly 13,000 veterans and military spouses.

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

Commitment to Our Equal Employment Opportunity (EEO) Policy

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

Military Recruiting Program

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

The Military Recruiting Program aligns the teamwork, leadership, and problem-solving skills that veterans learned in the military with the talent needs of our high-growth organization. Depending on service, experience, and interests, we offer many points of entry across our entire Company. We partner with a number of organizations to support our efforts to hire and assist



A Great Place to Work



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

We recognize that we are all living and working through extraordinarily challenging times. It is important to Ross that our approximately 100,000 employees—including both full- and part-time Associates—feel valued and supported every day.

We are dedicated to providing competitive pay and benefits, a safe working environment, recognition for achievements, channels to share opinions and ideas, opportunities to give back, support for educational advancement, and significant discounts and rewards.

Competitive Benefits and Total Rewards Package

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

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

Featured Benefits

- One of the most popular benefits is our Associate discount program. Associates receive year-round discounts on in-Store purchases, plus periodic double discounts at certain times of year. In 2021, our Associates saved nearly \$90 million on their purchases.
- For our part-time Store Associates in particular, one featured benefit is flexible scheduling.
- For our Distribution Center Associates, 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 the following benefits: lifestyle coaching/counseling, financial coaching, digital emotional wellness tools, work-life services, and discount marketplace.

➔ For more information about our competitive benefits and total rewards package, visit our [Careers website](#) and explore the “Career Areas.”

A Great Place to Work



A Safe Work Environment

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

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

- Incorporate safety best practices throughout our operations
- Be prepared with emergency response protocols and crisis management training to keep Customers and Associates 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

We also offer interested Corporate and Buying Office Associates free certification 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.

COVID-19 Safety Measures

Throughout the COVID-19 pandemic, we have followed local government and health mandates to prioritize the safety and well-being of our Customers and Associates and help slow the spread of the virus.

Efforts have included:

- Providing all Associates with personal protective equipment
- Changing Store layout and signage to facilitate social distancing
- Implementing additional cleaning and sanitation processes
- Monitoring the health of Associates before they began their shifts
- Limiting the number of Customers allowed in each Store based on established guidelines
- Encouraging Associates to share any safety concerns with their manager so that they could be promptly addressed

While we were able to remain fully open for business in 2021, we maintained significantly enhanced COVID-19 safety measures throughout our Stores and operations and continued remote work capabilities for many of our Associates where possible.

A Great Place to Work

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 Buying and Corporate Offices, from which we learn and improve. We consistently see high participation rates, indicating that our Associates want their voices heard and enabling better informed outcomes.

In 2021, some highlights from our surveys of Store Associates include:

- 91% said that they believe that leadership promotes honesty, respect, and high integrity at all times
- 89% agreed that their management team treats them with dignity and respect
- 88% agreed that Associates are treated fairly, regardless of background
- 92% agreed that Ross/dd's DISCOUNTS show a commitment to DE&I

Matching Gift Program

Ross established our Matching Gift Program to support our Associates' generosity. The program is available to all full-time Ross and dd's DISCOUNTS Associates. All eligible charitable donations are matched dollar-for-dollar—up to a total of \$500 per calendar year.

In 2021, hundreds of Associates participated in the Matching Gift Program, resulting in a total of approximately \$300,000 donated to more than 425 diverse nonprofits across the country.



Each month I research a different cause to donate to, sometimes asking friends and family for their suggestions. With the Ross Matching Gift Program, I'm able to double my impact every month, which is such a good feeling.

— ROSS ASSOCIATE

A Great Place to Work

Volunteering in the Community

Ross encourages our Associates to volunteer in the communities around our Stores, Distribution Centers, and Corporate and Buying Offices. We are very proud that so many choose to donate their time and talents to help make a difference.

Throughout 2021, Associates engaged in individual, department-wide, and CommUnity Network efforts to support causes they were passionate about and Company-wide initiatives that Ross leads. Associates from our Corporate and Buying Offices can participate in our Volunteer Time-Off Program. Our Store Associates give back to the community by hosting in-Store fundraisers for our national partners: Boys & Girls Clubs of America 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

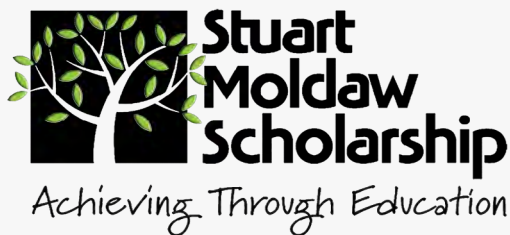
Ross is committed to helping Associates achieve their educational goals. In 2009, we established the Stuart Moldaw Scholarship Program to provide Ross Dress for Less and dd’s DISCOUNTS Associates and their dependents with tuition assistance for undergraduate, graduate, and vocational/technical education.

The program honors Stuart G. Moldaw—Ross’ founder and past Chairman Emeritus—for his lifelong commitment to education. Stuart was a tireless advocate for many community efforts and his legacy lives on through this program.

Moldaw Scholarship recipients are selected on the basis of academic record, financial need, demonstrated leadership, and participation in school and community activities. Recipients may apply to renew their awards

for up to three additional years. In fiscal year 2021, more than 160 Associates or their dependents received a Moldaw Scholarship.

➔ Applications from Associates and their dependents are accepted each year beginning in February. For more information, visit the [scholarship website](#).



I am honored and endlessly grateful to be a recipient of the Stuart Moldaw Scholarship Program award... your generous contribution will undoubtedly alleviate some of the financial burden of medical school tuition and help me focus on my academics to become the best physician I can be.

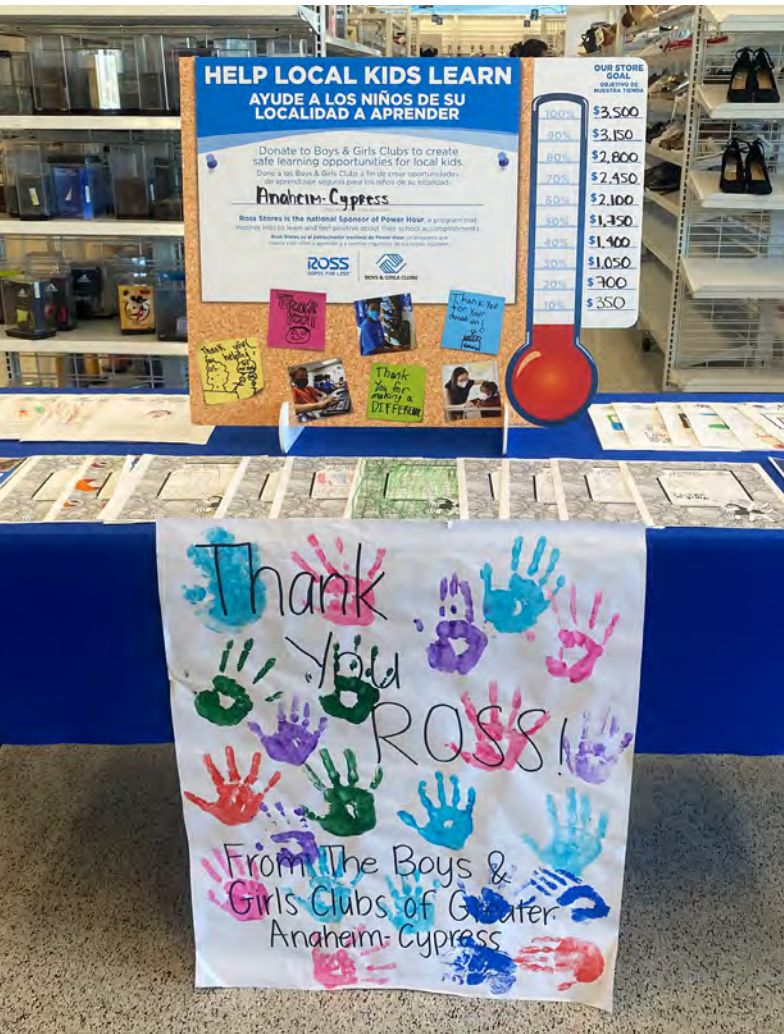
— STUART MOLDAW SCHOLARSHIP RECIPIENT



Supporting Our Communities



Introduction and Highlights



Ross is dedicated to investing in the communities where we operate and where our Associates and Customers live and work.

As a pillar of our CSR commitment, we have built several philanthropic initiatives, with an emphasis on building academic achievement and life skills in young people. These programs include partnerships with national nonprofit organizations—as well as regional and grassroots charities—serving the communities near our Stores, Distribution Centers, and Buying and Corporate Offices.

We also have a long-standing commitment to responding to the most urgent needs in all of these communities and the issues that affect our Associates and Customers across the country. In 2021, this included efforts to boost health and safety in the wake of the ongoing COVID-19 pandemic; promote DE&I; and provide support following natural disasters.

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

Together with our Customers, donated nearly **\$5M to Boys & Girls Clubs and First Book**

Donated **\$3.5M in personal protective equipment** to nonprofit organizations

Our Philanthropic Mission

Ross Stores, Inc., established the Ross Stores Foundation to help us achieve our philanthropic mission:

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

We invest in brighter futures by supporting programs that unlock the full potential of the next generation. Ross Stores, Inc. and the Ross Stores Foundation partner with organizations that work in our communities to build academic achievement and life skills for young people facing socioeconomic challenges. By boosting competence, confidence, and character, we can also boost opportunity, accomplishments, and long-term success.

Our philanthropic initiatives provide support through donations from our Foundation and Company, donations from our Customers at in-Store fundraisers, and the engagement of our Associates through volunteerism and workplace giving.



Our National Community Partners

Boys & Girls Clubs of America

For more than a decade, Ross and Boys & Girls Clubs of America (BGCA) have worked together to help children achieve academic success, build confidence, and lead healthy lives. Our Foundation and Company—together with our generous Customers and Associates—have contributed nearly \$35 million to BGCA throughout the life of our partnership.



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

We support BGCA nationally, but also have “adopted” 39 local BGCA regional or citywide organizations, which include more than 100 local Clubhouses nationwide. In the adopted Clubs, the Ross Stores Foundation offers an annual grant and scholarship program for high-achieving college-bound high school seniors.

Ross is also the national sponsor of BGCA's Power Hour, an after-school homework help program. During Power Hour, Club members receive support in completing their homework to improve their academic performance and develop a sense of personal responsibility. We are proud that we have helped to build Power Hour into what BGCA calls their most utilized program and one that, in a typical year, serves nearly 750,000 kids and teens with academic success support in more than 3,925 Clubs.

First Book

Millions of children from low-income areas often do not have the tools they need to learn. Books and resources impact everything from psychological well-being to academic performance, but many kids in need do not have that advantage.



To address this need, dd's DISCOUNTS partners with First Book, a nonprofit organization that transforms the lives of children in need by making brand-new, high-quality books and resources affordable and available to the educators and kids who need them most.

In partnership with First Book, dd's DISCOUNTS' Customers and Associates help turn local kids into readers, learners, and leaders by equipping them with new, high-quality books. Since 2009, together we have distributed more than two million new books to kids in need across the country and have raised more than \$5 million for literacy programs in local communities.



We continue to celebrate the outcomes accomplished through this incredible partnership between Ross and Boys & Girls Clubs of America. Thanks to your expertise and belief in our mission, we have built an academic program more useful and strategically effective than we could have ever predicted... Our partnership has fueled local Power Hour implementation and prioritized the ever shifting but always great potential for youth to succeed in tomorrow's world.

— JAMES L. CLARK, PRESIDENT AND CEO, BOYS & GIRLS CLUBS OF AMERICA

Our National Community Partners

In-Store Fundraising and Customer Donations

Ross is grateful for the hard work of our Associates and the generosity of our Customers, which have helped fuel tremendous support for our national community partners over the years.



Ross “Help Local Kids Learn” Fundraiser for BGCA

Every year, Associates at all of our Ross Dress for Less Stores across the United States lead a fundraiser to benefit BGCA. During the fundraiser and throughout the year, we work to establish strong connections between our Stores and the local Clubs.

The 2021 “Help Local Kids Learn” fundraiser was held in August. Despite ongoing challenges caused by the COVID-19 pandemic and thanks to the incredible support of our Customers and hard work of our Associates, the campaign raised nearly \$4 million for BGCA’s Power Hour and local Clubs.

Ross’ support of Power Hour helped the program grow exponentially in response to the new learning environment created by the pandemic. Our donations have also funded the development of a new Power Hour curriculum for elementary school students, which BGCA reports has already had a noticeable effect building confidence in school and inspiring academic performance.

dd’s DISCOUNTS “Youth Literacy Fundraiser” for First Book

dd’s DISCOUNTS runs an annual Back-to-School fundraiser with First Book. When checking out at the register, our Customers are invited to make a donation that goes directly to local educational programs. The local programs then choose the right books for their students, based on age, language, and need. Every Customer donation at a dd’s DISCOUNTS Store means First Book can deliver more great books to children.

After having to pivot in 2020 due to the COVID-19 pandemic, dd’s DISCOUNTS returned to holding its in-Store fundraiser in 2021. Through this initiative, nearly \$1 million was raised to provide books for schools and local literacy programs in communities close to dd’s Stores. According to a First Book survey, the effort reached more than 70,000 kids across the country.



For more than twenty years school libraries have not received funds. Much of my book collection was from 1998. With this grant from dd’s, I was able to add new nonfiction that gives my students current up-to-date information and that adds to their intellectual curiosity.

– ELEMENTARY SCHOOL LIBRARIAN

Our National Community Partners

Coin Shortage Donation Collection

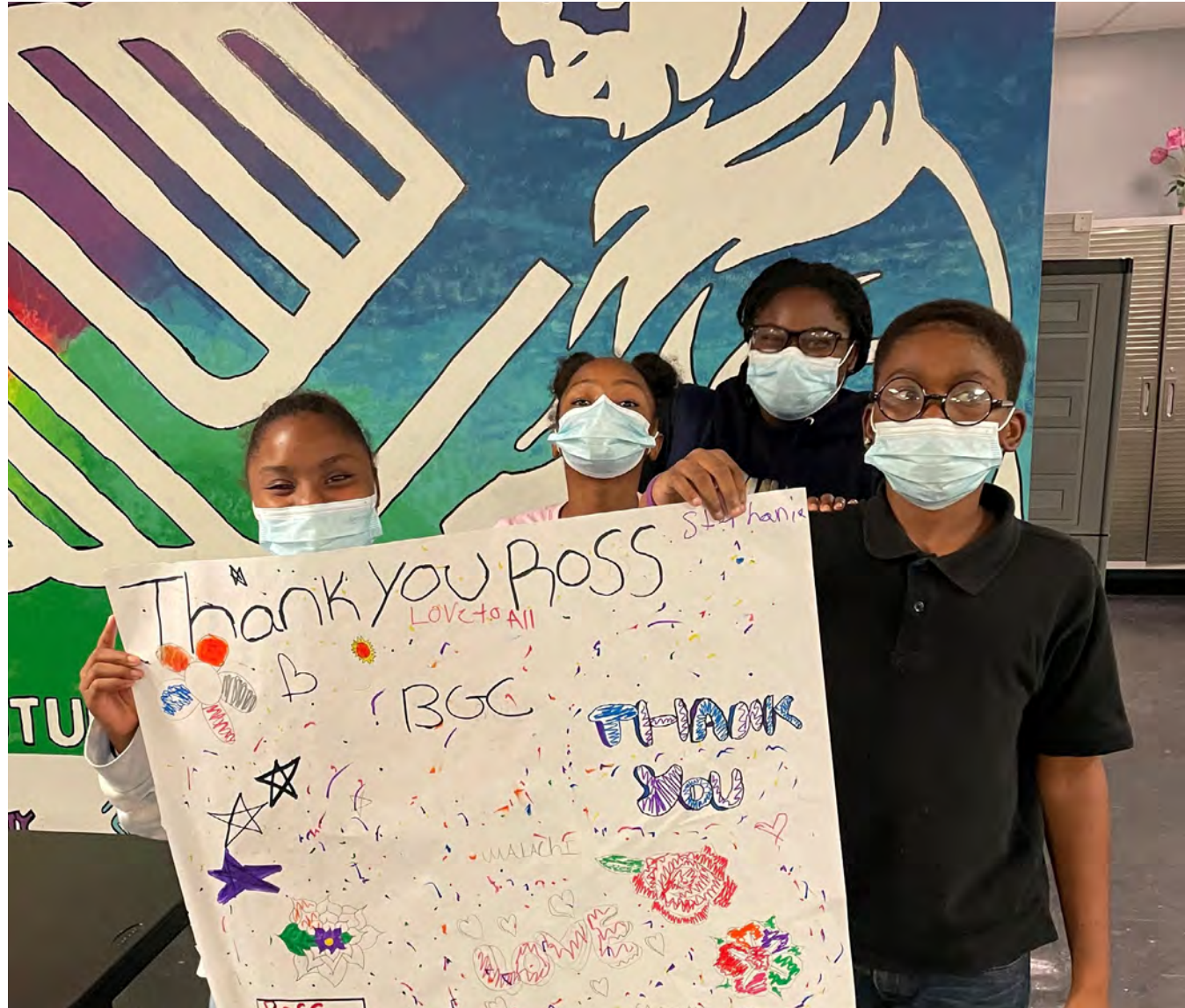
In 2020 and 2021, as economic activity slowed as a result of the COVID-19 pandemic, our country experienced a coin shortage due to a drop in cash circulation. Many businesses, including Ross Dress for Less and dd's DISCOUNTS Stores, were unable to order coins as they normally would.

When faced with this challenge, our Stores stepped up to execute a creative solution that also benefited our national community partners. If our cashiers could not provide exact change or have the Customer use an alternative form of payment, Customers were invited to round up their purchase to the nearest dollar and donate the difference to BGCA or First Book. This effort continued into the early part of fiscal year 2021.

Throughout the effort, our Customers raised a sizable and unexpected gift of more than \$370,000 combined for BGCA and First Book.

Grand Openings

As our Company grows, so do our partnerships with BGCA and First Book. Whenever we open a new Ross Dress for Less or dd's DISCOUNTS Store, we make a donation to a local Boys & Girls Club or First Book literacy partner. In 2021, we donated to 65 local partners near our newest Stores.



Community Giving Near Our Offices and Stores

Ross is committed to giving back to the areas where we have a strong business presence. We have developed several programs and initiatives described below that aid nonprofits and support local youth.

Regional Giving Program

Our Regional Giving Program is one important way that Ross fulfills its philanthropic mission to help prepare today's youth for a bright tomorrow. Through the Regional Giving Program, we invest in grants to nonprofits, schools, and government programs near our Distribution Centers, and Buying and Corporate Offices.

In 2020, we redesigned the Regional Giving Program to provide grants of \$10,000, \$20,000, or \$30,000. Now this program allows us to have a deeper and more meaningful impact on organizations making strides to build academic achievement and life skills for socioeconomically challenged young people. In 2021, we held three Regional Giving Program grant cycles, awarding \$700,000 to help support 28 different charitable organizations.

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



Community Giving Near Our Offices and Stores



In addition to our Regional Giving Program, Ross proudly supports several other local charities and initiatives where we work and live.

Buying Offices

Key Buying Offices are located in New York and Los Angeles. These offices support numerous fashion and community-related charities. In addition, our Buying Offices provide internships and scholarships to students interested in retail careers as part of the Fashion Scholarship Fund. To support our communities, we donate to and partner with organizations like Good+Foundation and Educational Alliance. Our Associates contribute by taking part in volunteering opportunities and supporting drives that donate clothing, home goods, toys, books, and other school supplies for local families.

In 2021, one of the highlights was a Storytime Activity and Book Drive with Good+Foundation where Associates recorded themselves reading books to students and also donated books from a wish-list created by Good+Foundation.

Corporate Offices

Ross proudly supports several initiatives near our Corporate Headquarters in the San Francisco Bay Area that share our mission to create brighter futures for our youth. For example, Ross sponsors the Golden State Warriors’ “Read to Achieve” program and the Oakland Athletics’ “Home Run Readers” program—both of which highlight the importance of reading, imagination, and academic achievement to Bay Area youth. In 2021, Ross helped to bring to life several Read to Achieve “Reading Rallies” and other special events held virtually and in-person for students in the Bay Area.

Distribution Centers

Ross Stores’ Distribution Centers are located in Southern and Central California, Central Pennsylvania, and South Carolina. Nonprofit organizations that serve a community near our Distribution Centers may be eligible to apply for a donation through our Regional Giving Program. Additionally, our Distribution Centers seek out opportunities to donate products to local organizations.

Store-Based Giving Program

The Ross Store-Based Giving Program provides small grants to federal tax-exempt 501(c)(3) organizations, schools, and government programs serving a community within 25 miles of a Ross Dress for Less or dd’s DISCOUNTS Store. In 2021, we were proud to

donate more than \$400,000—primarily in the form of gift cards—to more than 1,200 organizations aligned with our philanthropic mission to strengthen academic achievement and life skills in underserved youth.

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



Life for children placed in foster care is filled with many uncertainties and disappointments. Your donation will help us continue to provide a variety of necessities to our foster youth. Thank you for supporting our community, for ensuring that every foster child has the nurturing support and resources needed to thrive.

— CHILD ADVOCATES OF SILICON VALLEY (MILPITAS, CA)

Responding to Communities' Urgent Needs



Disasters

Natural disasters continue to affect communities across the United States, impacting the lives and livelihoods of our Associates, Customers, and neighbors. We want to be there and be supportive in their time of need. That is why the Ross Stores Foundation is proud to be a member of the American Red Cross Disaster Responder Program. The Red Cross has the knowledge, expertise, and resources to quickly and efficiently help communities affected by all types of disasters.

In recent years, the Ross Stores Foundation has donated to American Red Cross Disaster Relief, powering the organization's response efforts for hurricanes, wildfires, tornadoes, floods, and more. In 2021, our contributions helped the Red Cross respond quickly following the winter storms in Texas, Hurricane Ida, numerous western wildfires, and the deadly series of tornadoes in December that destroyed homes and businesses across several states in the South and Midwest.

Our support also has helped the Red Cross provide shelter, meals, mental health services, and many other types of immediate relief in the aftermath of these and other disasters across the country.



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Responding to Communities' Urgent Needs

COVID-19 Pandemic

During the unprecedented COVID-19 pandemic, Ross has been committed to supporting our Associates and neighbors in the communities where we operate.

We quickly took action at the onset of the pandemic and continued to respond appropriately through 2021 to prioritize the safety and well-being of our Customers and Associates, as noted in the “Empowering Our Associates” chapter of this report.

In 2020, the Company and the Ross Stores Foundation jointly pledged \$1.5 million in donations to local and national organizations providing essential COVID-19 relief services, as well as additional support to our Associates during these challenging times. In 2021, we added to that effort by donating an additional \$3.5 million worth of personal protective equipment, like hand sanitizer, disposable gloves, and disposable face masks, to nonprofit partners and other local organizations.

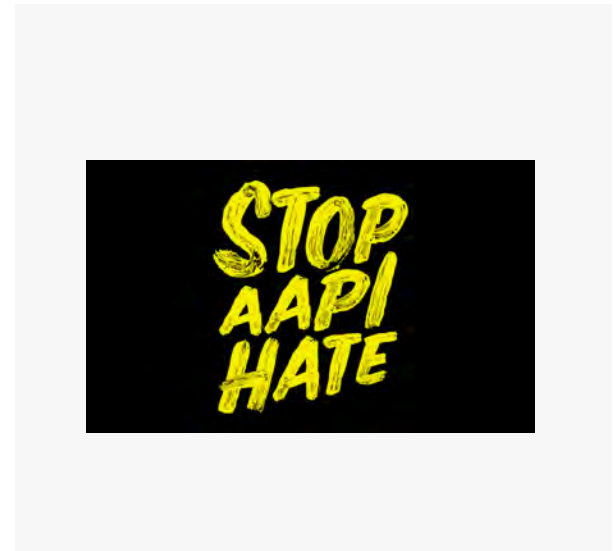


Diversity, Equality, and Inclusion

Ross continues to work to address long-standing inequalities and injustices and bring about meaningful change. Not only are we committed to ensuring a diverse, equitable, and inclusive workplace, as outlined in the “Empowering Our Associates” chapter of this report, we also want to support community efforts to combat hate and discrimination, increase public education, and advocate for progress.

Throughout the year, we provided support to several nonprofit organizations serving specific communities, such as Human Rights Campaign, Stop AAPI Hate, the Asian American Legal Defense and Education Fund, and more. In addition, Ross and its Customers donated nearly \$5 million to our national partners BGCA and First Book, whose work helps remove barriers to quality education and serves young people from diverse backgrounds all across the country.

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



Associate Volunteering, Drives, and Donations

Our Associates routinely give back to their communities and play a key role in our charitable programs, demonstrating the true strength of the Ross community.

As described in the “In-Store Fundraising and Customer Donations” section of this report, our Associates are the force that drives the success of the annual in-Store fundraisers for our national community partners, BGCA and First Book.

Even during the ongoing challenges of COVID-19, Ross Associates participated in a variety of fundraisers and volunteering efforts to support local and national charitable organizations.

Examples Include:

- **Back-to-School Drive:** Associates supported our annual Back-to-School Drive to give young students across the country backpacks and school supplies. As part of the Back-to-School Drive and an Intern Service Day, 145 Buying Office, Corporate, and Retail Leader interns designed motivational cards that were

placed in the donated new backpacks for students at Educational Alliance’s partnering school, P.S. 64.

- **Season of Giving:** Each year Ross holds a Season of Giving to support charitable partners through fundraisers that provide Thanksgiving meals and fulfill children’s winter wishes for coats and toys.
 - For Thanksgiving, Associates in our Buying and Corporate Offices raised funds for local food banks to feed those most in need and also for our partner Educational Alliance to provide 200 vouchers for families to purchase turkeys.
 - For winter wishes, Associates in our Corporate Office banded together to give more than 90 new coats and hats to the Boys & Girls Clubs of Oakland. Buying Office Associates donated more than 130 gifts for children through the Good+ Foundation and the United Way of Tri-County and more than 200 games and toys for students at Educational Alliance’s partnering school, P.S. 64.
- **City Harvest Drive:** In New York, Associates participated for the eighth year in a row in a fundraiser



to contribute to City Harvest and help keep food on the table for New Yorkers in need. This year, Associates’ donations combined with matches from Ross and City Harvest totaled more than \$100,000.

- **Virtual Volunteering:** Volunteers gifted their time for several virtual activities with our nonprofit partners, including coaching and judging student entrepreneurship ideas.
- **Matching Gift Program:** Associates support hundreds of causes each year through the Matching Gift Program.



The generous donations received played a huge part in our youth transitioning back to school. The pandemic has presented so many obstacles and challenges that the Back-to-School items allowed our kids and families to be at peace knowing they had the supplies to pursue academic excellence. The same was definitely true for the holiday season as well. Our families were so thankful for the warm coats and gear. The items were delivered and each child received their gift in their favorite color. Smiles, laughs, and an eagerness to try the items described the experience.

– BOYS & GIRLS CLUBS OF OAKLAND



Operating Sustainably



About Environmental Sustainability at Ross



Overview

Sustainability is ingrained in Ross' culture. For decades we have worked hard to drive out waste and inefficiency from our operations, which, in turn, has reduced our impact on the environment. As our Company continues to grow, we recognize the need to advance our sustainability ambitions to help create a sustainable future for all.

In 2021, we continued our commitment to transparency by participating in the CDP 2021 Climate Change Questionnaire, receiving a B on our disclosure.*

We also made progress towards our target to reduce Scope 1 & 2 greenhouse gas (GHG) emissions by 30 percent per square foot by 2025 versus a 2017 baseline, and you can read more about our progress in the Emissions and Energy section of this report. We have organized our GHG emissions to align with the Greenhouse Gas Protocol's scope definitions.

- **Scope 1** emissions are direct GHG emissions 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.

This year we are building on the momentum of our climate strategy and have set an ambition to reach net-zero GHG emissions by 2050 or sooner, in alignment with the Paris Climate Agreement.

We remain committed to taking actions that drive environmental sustainability while also creating business value, and we look forward to continuing to share our progress.

Our Focus

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

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

Program Oversight

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

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

Ross has also established the Environmental Sustainability Steering Committee (ESSC), which is comprised of senior leaders from across the Company, including those from Store Operations, Supply Chain, Property Development, Finance, Indirect Procurement, and Legal. 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. The ESSC also provides input to a dedicated Sustainability team and helps align the program with the overall business strategy.

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

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

2021 Environmental Sustainability Achievements



Advancing sustainability

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



Commitment to transparency

B score received on CDP's 2021 Climate Change Questionnaire



Carbon reduction

25% reduction in Scope 1 and 2 GHG emissions per square foot versus 2017



Waste reduction

67% of waste diverted from landfill

Emissions and Energy Overview

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

Ross has established a target to reduce our Scope 1 and 2 GHG emissions per square foot by 30 percent by 2025 against a 2017 baseline. As of 2021, we have reduced our emissions intensity by 25 percent, which is ahead of our anticipated pathway to achieving this target. Building on the momentum of our carbon reduction efforts, we have announced our ambition to be at net-zero emissions by 2050 or sooner. In support of this ambition, we are studying Ross' carbon reduction pathways for emissions from our own operations as well as our Scope 3 emissions. We look forward to sharing more information in the future as we continue this journey.

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

We continued our commitment to transparency by submitting the CDP Climate Change Questionnaire

in 2021, receiving a B on our submission. We responded to CDP again in 2022, and our response includes our 2021 GHG inventory, as well as detailed information about our climate-related risks, opportunities, strategies, and management.

GHG Emissions Inventory Details

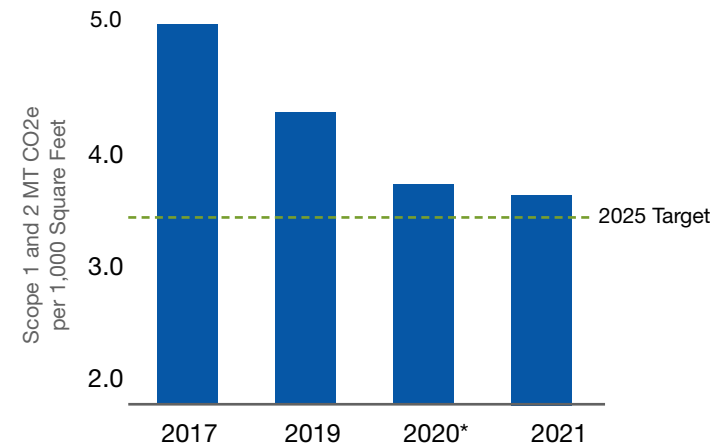
On an annual basis, Ross completes a GHG accounting of our Scope 1 and 2 impacts and a measurement of certain categories of our Scope 3 impact. We are expanding our measurement capabilities to further understand additional relevant Scope 3 categories.

Our 2021 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 2021 GHG Scope 1, 2, and 3 emissions were also verified by a third party to assure accuracy and completeness.

GHG emissions are typically reported in terms of metric tons of carbon dioxide equivalent (MT CO₂e). The intensity of our Scope 1 and 2 emissions per square foot decreased approximately 25 percent between our GHG emissions target baseline year of 2017 versus 2021. Additionally, our absolute Scope 1 and 2 GHG emissions decreased approximately 8 percent between 2017 and 2021.

Additional details of our GHG emissions impact are located on page 61.

Observed GHG Emissions and Target Progress



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

Energy Details

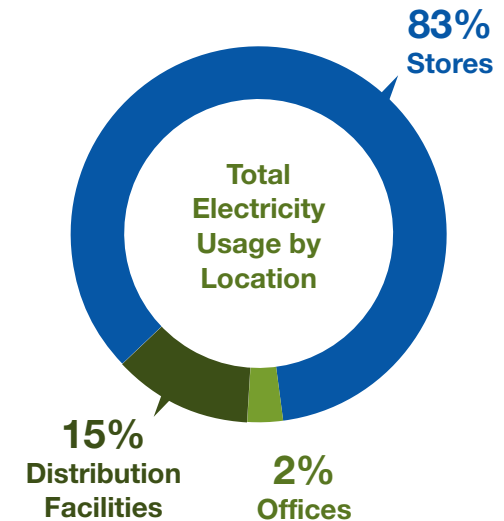


We endeavor to decrease our energy intensity year over year, which reduces our environmental impact and costs. Please see the table on page 61 for additional details on our multi-year energy usage.

In 2021, the purchase of electricity to operate our facilities represented 87 percent of our total energy consumption, as measured in megawatt hours (MWh) and gigajoules (GJ). The great majority of that purchased electricity was used to operate our Ross Dress for Less and dd's DISCOUNTS Stores.

Because electricity consumption is such a large part of our energy usage and emissions, an important aspect of our GHG management strategy addresses electricity use in our buildings. Our investments in lighting, insulation, heating, ventilation, air conditioning (HVAC), and building energy management systems have enabled us to reduce electricity use. We have teams committed to finding new and better ways to achieve energy efficiency through improved processes and new technologies. We also plan to perform energy audits at select locations to identify new opportunities to optimize energy use.

Ross has solar panels installed on the roof of select Stores. Because a majority of our Stores are leased, however, opportunities to invest in on-site renewable energy generation are limited. We continue to evaluate opportunities to pursue renewable energy in meaningful ways, including considering on-site solar as a part of our future Distribution Centers.



Energy Efficiency in Stores



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

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

To further reduce the energy required to operate climate control and lighting, we utilize an advanced building energy management platform that enables more precise control over our energy management and shaves off unnecessary electricity use. This technology also allows us to quickly and easily adjust occupancy schedules, lighting levels, and temperatures across our Stores, which provides operational benefits in addition to energy savings. This system also allows for remote diagnosis of HVAC issues to quickly identify and correct inefficiencies, which can prevent unnecessary downtime and costly technician visits to our Stores. We can also quickly respond to requests to lower our electricity usage to help electric utilities avoid rolling blackouts during critical periods like heat waves. Through the use of this platform, we estimate that we have reduced energy usage at our Stores by more than 30 million kilowatt-hours from when we began piloting in 2019 through the end of 2021.

Energy management platform reduced usage at Stores by more than **30 million kilowatt-hours since 2019**

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

Energy Efficiency in 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.

Highlights of Our Energy Management Program in 2021

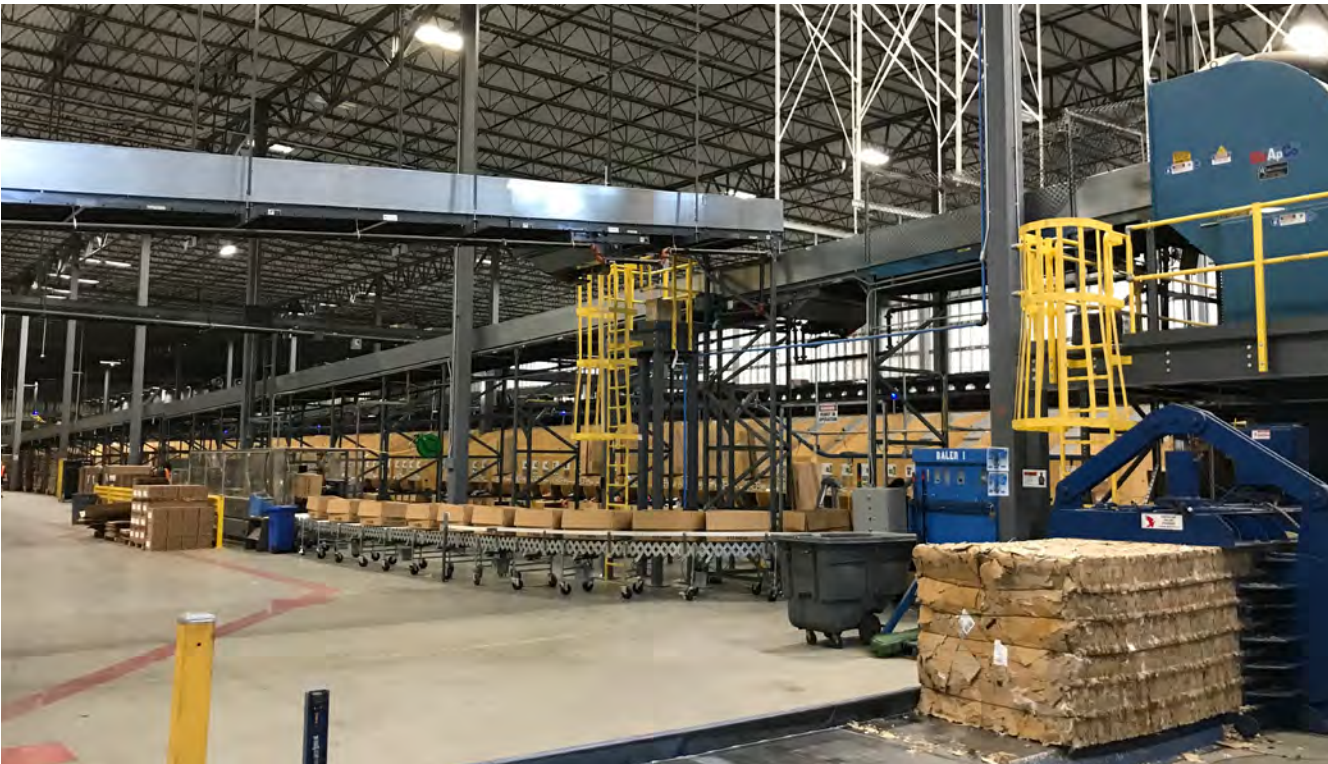
- We utilize an “air purging” program that uses natural air to cool our facilities. During the day, the sun heats up our buildings. At night when temperatures drop,

we purge the hot air from the building and welcome in fresh, naturally cool air. This allows us to avoid several hours of air conditioning, thereby saving energy costs. What's more, the purging program reduces our electricity demand during peak daytime hours and therefore reduces pressure on the electricity grid.

- We use highly efficient conveyor systems with variable frequency drives, sensors, and automation that shuts off equipment when not in demand.

- We have LED lighting and sensors that shut off lights when areas of a facility are not in use. Many of our facilities also have skylights to take advantage of natural light.
- We use battery-powered forklifts and material-handling equipment to move merchandise within many of our distribution facilities. In general, this battery-operated equipment is more energy efficient and has a lower overall cost of ownership compared with its fuel-powered counterparts.
- Our new Distribution Centers are designed with energy efficiency in mind, with white roofs to reflect sunlight and advanced building energy management systems. Our roofs are also “solar ready.”
- We investigated the feasibility of on-site solar at our distribution and warehouse facilities and plan to integrate solar at a future Distribution Center.
- We are also seeking opportunities to perform energy audits to identify additional ways to optimize energy use.

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



Energy Efficiency in Offices

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 impact on the environment.

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

We also enabled lower-emission transportation options by having on-site electric vehicle charging stations, providing bicycle storage and changing facilities, and locating the campus close to public transportation.



Energy Efficiency in Product Transportation



Although Ross does not own its fleet of trucks, 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 Store base.

Some of the strategies we deployed in 2021 include:

- Shipments were consolidated where possible to reduce the number of trips to Stores each day.
- We ship by rail whenever possible, which is less polluting than standard ground transportation. Approximately 33 percent of outbound freight from our Distribution Centers was shipped via rail in 2021.
- Approximately 81 percent of our transportation partners participated in the SmartWay Partnership, a U.S. Environmental Protection Agency program that improves fuel efficiency and reduces air pollution.
- The capacity of each trailer was maximized through floor-loading and removing unnecessary packaging, leading to fewer shipments.
- We completed route optimization projects, which eliminate 1.1 million over-the-road miles from Store deliveries on an annual basis. We have processes in place to continue to review opportunities to reduce miles and routes on a quarterly basis as we grow.
- We deployed electric yard vehicles at select Distribution Centers to replace vehicles with internal combustion engines.

Energy Efficiency in Travel

Ross has a robust field leadership organization to support Stores located across the country.

One of the key functions of our field leaders is to visit and provide direct guidance to Stores in their area, which means many of these leaders spend a lot of time on the road. To help lower the GHG impact of these visits, Ross has a corporate fleet of primarily hybrid vehicles. We estimate that we would have used nearly 40 percent more fuel in 2021 if our fleet contained only conventional vehicles.

Like many companies, Ross continued to adjust its business travel policies to prioritize the safety and well-being of our Associates during the ongoing COVID-19 pandemic. As a result, our Scope 3 emissions related to business travel were approximately 58 percent lower in 2021 than in 2019.



Waste Management and Recycling Overview

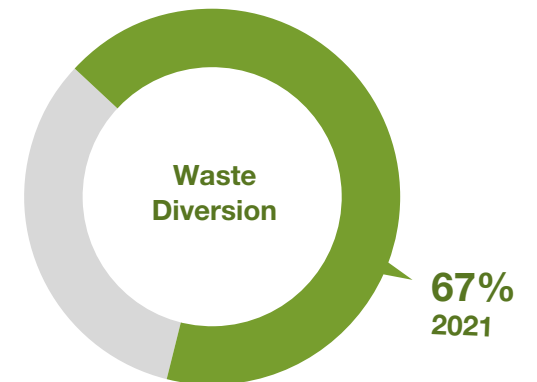


The waste we generate is one of our Company's most material impacts, and we work hard to manage and reduce our waste footprint.

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

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 2021, our estimated landfill diversion was approximately 67 percent.*



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

Minimizing Waste in Stores

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

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

A majority of our Stores participate in a cardboard recycling program in which used boxes are backhauled to a regional facility, baled, and delivered to a recycling partner. This effort to recycle quickly adds up. Across participating Stores in 2021, we recycled nearly 40,000 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 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 that we provide to Customers contain recycled material.
- **Carrying strips:** To reduce use of large bags for oversized items, we offer adhesive carrying strips that allow our Customers to handle their purchases while using a fraction of the plastic.
- **Reusable hangers:** When possible we avoid single-use hangers 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 investigating technology that ensures compactors are only serviced when full, reducing unnecessary pickups and hauling expenses.
- **Digital resources:** To reduce paper waste, many of our reports, trainings, policies, and other resources are available digitally.
- **Other diversion programs:** In certain geographies, we have pursued other diversion efforts, such as organic waste programs and single-stream recycling.



Minimizing Waste in 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 nearly 70,000 tons of material generated in our Distribution Centers in 2021.

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. One such project removed inserts from boxes we ship to our Stores. This not only eliminated a source of waste from the insert itself but also allowed us to fit more products into each box and therefore use fewer boxes. This project is estimated to have eliminated nearly 1,000 tons of cardboard waste in 2021.

We also test new recycling systems at our Distribution Centers and Stores, including ongoing efforts to recycle plastic film. We increased the amount of plastic we recycled in our Distribution Centers by 16% in 2021, and we are continuing to look for more opportunities to reduce plastic waste and divert it from landfill.

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

In 2021, to help us divert waste from landfill while also supporting the communities we serve, we continued a program to donate hand sanitizer and personal protective equipment to local nonprofits.

Minimizing Waste in Offices

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

Examples of the initiatives that we had in place in 2021:

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



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 will be examining the Scope 3 emissions that occur in our supply chain and considering new emissions reduction strategies.

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, and we will not knowingly purchase products made in violation of established environmental or consumer product safety requirements.

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

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



Conducting Business Ethically



Introduction

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

We are dedicated to operating with high standards of integrity and transparency and to 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 cover the Board of Directors’ governing principles and expectations regarding business ethics for Ross executives, Associates, and business partners.



Supplier Diversity



We care about sourcing goods and services from a diverse set of suppliers.

We show our support for diverse supplier communities through our memberships in the [National Minority Supplier Development Council \(NMSDC\)](#), the [Women's Business Enterprise National Council \(WBENC\)](#), and the [National LGBT Chamber of Commerce](#).



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 requires that responsible business practices be upheld and human rights be respected throughout our supply chain.

Vendors, manufacturers, and other Company business partners are required to comply with all applicable local, state, federal, and international laws relating to the manufacture and production of products sold to Ross, including laws relating to:

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

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

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

We closely monitor evolving issues throughout the world to promote adherence by our suppliers and business partners to our policies and commitments, as well as to federal, state, and local laws. Ross will not knowingly purchase any product whose manufacture involved the use of any child, slave, prison, or forced labor or the use of any labor 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 Ross becomes aware that any vendor has been found to be out of compliance with Ross' requirements or procedures, including any applicable local, national, or international labor or human trafficking laws, Ross will take appropriate responsive action, which could include suspending all shipments of a vendor's merchandise 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 and imported to other retailers' specifications. Though Ross does not have direct control over the manufacturing processes for these products, we require suppliers to uphold our ethical standards.

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

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

In addition, we maintain a factory audit program intended to promote compliance with our Vendor Code of Conduct, which includes adherence to local labor, safety, and environmental laws. The program employs numerous resources, including buying agent-conducted factory inspections and third-party factory audits conducted by industry-leading auditors. Additionally, on an annual basis, Ross reviews hundreds of social compliance reports and corrective action responses.

If Ross becomes aware that any vendor or its manufacturing factory is out of compliance with our requirements or procedures, we will take appropriate responsive action, which may include suspending all shipments of the vendor's merchandise and/or terminating the business relationship.

Product Safety



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

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

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

Children's products are subject to rigorous requirements, including but not limited to the Consumer Product Safety Improvement Act (CPSIA). Compliance is strictly enforced by the Consumer Product Safety Commission, and Ross requires that vendors of CPSIA-impacted products confirm that they meet the Commission's requirements.

Where Ross sources food and cosmetic products overseas, we require that suppliers submit labeling and ingredients for compliance review and that they 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 requirements and corresponding regulations.

The global COVID-19 pandemic resulted in higher demand for sanitizing and disinfectant products. Products within these categories deserve heightened review as their use and inclusion of active ingredients are regulated by the FDA and the Environmental Protection Agency (EPA). Ross has processes in place to require that vendors supply products that are both safe and compliant as required by their respective agencies.

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.

➔ Go to our [Vendor Compliance Manual](#) for more information.

Evolving Issues

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

As part of our annual investigation and disclosure of the existence of conflict minerals in products we sell, we require that suppliers comply with our requests to identify the source of conflict minerals incorporated in or consumed by the manufacturing of products that they provide to us and, as necessary, perform due diligence regarding the sourcing of the minerals at issue. 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, from time to time, products we sell may contain incidental fur.

Ross' Code of Conduct specifically prohibits the use of any form 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 intended to prevent our supply chain from including products made with forced labor. This process includes, but is not limited to, vendor communications, vendor monitoring, factory audits, and inspections.



Governance and Ethics

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

Corporate Governance

Ross' corporate governance practices and policies have been developed in accordance with high standards of integrity. They cover the Board of Directors' governing principles and expectations regarding ethics for Ross executives, Associates, and business partners. More details can be found in the [Investors section](#) of our website. Details regarding the Corporate Governance framework can be found in the most recent Proxy Statement filed on April 5, 2022 with the U.S. Securities and Exchange Commission (SEC).

Board of Directors

Following the May 19, 2021 Annual Meeting, our Board of Directors consisted of eleven directors, the majority of whom are independent based on the applicable Nasdaq listing standards. We have an increasingly diverse Board, including our female Chief Executive Officer and multiple female directors.

The Board has adopted a Code of Ethics for Senior Financial Officers; a Code of Business Conduct and Ethics that applies to all of our employees, officers, directors, and business partners; and Whistleblowing and Complaint Policy and Procedures.

During fiscal year 2021, the Board held five meetings. No incumbent member of the Board, while serving in such capacity, attended fewer than 75 percent of the total number of Board meetings and applicable committee meetings held during the year. During the same fiscal year, the independent directors held five meetings in executive session without management.

Board Director Nomination Process

The Nominating and Corporate Governance Committee is responsible for evaluating the qualifications, independence, and skill of all candidates for election to the Board. 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 diversity, including gender and racial/ethnic diversity, within the Company and the corporate boardroom. In the event that the Nominating and Corporate Governance Committee determines to recruit candidates from outside the Company as potential nominees to join the Board, the initial candidate pool will include qualified female and racially/ethnically diverse candidates, and any third-party search firms will be instructed to include such candidates. Following the May 19, 2021 Annual Meeting, our eleven directors included five female directors and one racially/ethnically diverse director.



Governance and Ethics



Board Committees

At all times, the Board has an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee.

The Audit Committee assists the Board with fulfilling its responsibility for oversight of the quality and integrity of the accounting, auditing, and financial reporting practices of the Company and such other duties as directed by the Board. The Audit Committee held nine meetings in fiscal year 2021.

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 non-employee directors of the Company. The Compensation Committee held eleven meetings in fiscal year 2021.

The Nominating and Corporate Governance Committee assists the Board in evaluating qualified individuals to serve as directors of the Company. The Committee is also responsible for the development and the administration of the Company's Corporate Governance Guidelines. The Nominating and Corporate Governance Committee held four meetings in fiscal year 2021.

Details regarding the functions and activities of each of these committees can be found in the most recent Proxy Statement filed on April 5, 2022 with the SEC.

Role of the Board and Committees in Supporting CSR

The Audit Committee assists the Board with oversight of the sustainability program and our approach to climate risks, and receives annual reports of the Company's environmental sustainability efforts. Our Audit Committee also engages our management on regular updates regarding the Company's environmental and sustainability efforts and the status of our initiatives.

The Company has separately established an Environmental Sustainability Steering Committee (ESSC), which comprises senior leaders from across the Company. The ESSC assists with 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. The ESSC also provides input to a dedicated Sustainability team and helps align the program with the 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 minimum 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 but not limited to suppliers, vendors, and service providers) are expected to comply with the applicable standards set forth in the Code.

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

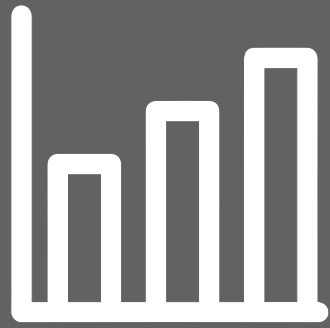
Privacy and Data Security

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

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

→ Visit our [Privacy Policy](#) for more information.





Appendix



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	2022 CDP Response; 2021 Corporate Social Responsibility Report—Our Focus (pg. 32), Program Oversight (pg. 32), Emissions and Energy Overview (pg. 34), Energy Details (pg. 35)
		103-2	Management approach and its components	
		103-3	Evaluation of the management approach	
	GRI 302: Energy	302-1	Energy consumption within the organization	2022 CDP Response; 2021 Corporate Social Responsibility Report—Energy Details (pg. 35), Emissions and Energy Data Table (pg. 61)
		302-3	Energy intensity	2021 Corporate Social Responsibility Report—Emissions and Energy Data Table (pg. 61)
		302-4	Reduction of energy consumption	2022 CDP Response; 2021 Corporate Social Responsibility Report—Energy Efficiency in Stores (pg. 36), Emissions and Energy Data Table (pg. 61)
Emissions	GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	2022 CDP Response; 2021 Corporate Social Responsibility Report—Our Focus (pg. 32), Program Oversight (pg. 32), Emissions and Energy Overview (pg. 34)
		103-2	Management approach and its components	
		103-3	Evaluation of the management approach	
	GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	2022 CDP Response; 2021 Corporate Social Responsibility Report—Emissions and Energy Overview (pg. 34), Emissions and Energy Data Table (pg. 61)
		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.	2022 CDP Response; 2021 Corporate Social Responsibility Report—Program Oversight (pg. 32)
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.	2022 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.	2022 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.	2022 CDP Response; 2021 Corporate Social Responsibility Report—Emissions and Energy Overview (pg. 34), Emissions and Energy Data Table (pg. 61)
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2022 CDP Response; 2021 Corporate Social Responsibility Report—Emissions and Energy Overview (pg. 34)

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	2021 Corporate Social Responsibility Report – Energy Details (pg. 35), Emissions and Energy Data Table (pg. 61); 2022 CDP Response
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	2021 Corporate Social Responsibility Report – Privacy and Data Security (pg. 56); Ross 2021 10-K (pg. 11)
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation	CG-MR-330a.1	2021 Corporate Social Responsibility Report – Our Commitment to Diversity, Equality, and Inclusion (pg. 8); 2021 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	2021 Corporate Social Responsibility Report – Environmental Sustainability in the Supply Chain (pg. 45); Product Safety (pg. 51)
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	2021 Corporate Social Responsibility Report – Minimizing Waste in Stores (pg. 42), Minimizing Waste in Distribution Centers (pg. 43)

Table 2: Activity Metrics

Activity Metric	SASB Code	Location
Number of retail locations and Distribution Centers	CG-MR-000.A	2021 Corporate Social Responsibility Report – About Our Company (pg. 3); Ross 2021 Annual Report (pgs. 25-27)
Total area of retail space and Distribution Centers	CG-MR-000.B	Ross 2021 Annual Report (pgs. 25-27, 33)

Emissions and Energy Data Table

GHG Emissions by Scope

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

GHG Intensity Metrics

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

Total Scope 1 & 2 (Location-Based) MT CO₂e per 1,000 sq. ft.	5.0	4.3	3.5	3.7
Total Scope 1 & 2 (Location-Based) per Revenue (per \$1 million)	19.6	16.6	18.1	13.5

Energy Consumption by Source

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

Forward-Looking Statements

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

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

- The uncertainties and potential for the recurrence of significant business disruptions arising from the COVID-19 pandemic and accompanying economic impacts, including supply chain disruptions and inflation
- Continuation or changes in safety regulations, including potential requirements for disposable protective gear, packaging, extra cleaning, and use of disinfectant products
- Changes in federal, state, or local laws and regulatory requirements pertaining to health and safety or to use and disposal of materials
- Required changes in how we operate our buildings, including adjustments to climate control and lighting schedules
- Shifts in energy use resulting from remote working and travel restrictions
- Adjustments to our merchandise shipping modes and routes to accelerate delivery times, mitigate cost increases, and accommodate changes in our supply chain
- Risks and sustainability challenges associated with importing and selling merchandise produced in other countries
- Disruptions in our supply chain or in our information systems that could impact our ability to process sales and to deliver product to our Stores in a timely and efficient manner
- Consumer problems or legal issues involving the quality, safety, or authenticity of products we sell
- Additional public health or public safety crises, demonstrations, 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 2021, and fiscal year 2022 Form 10-Qs and Form 8-Ks on file with the SEC.

The factors underlying our forward-looking statements are dynamic and subject to change without notice. As a result, any forecast or forward-looking statements speak 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.