



Our Team

EMPLOYMENT AND LABOR PRACTICES

Metric	FY2025	FY2024	FY2023	Framework
Number of team members (as of fiscal year-end)	415,000 ¹	440,000	415,000	GRI 102-8
Percentage of active workforce under collective bargaining agreements	0%	0%	0%	SASB FB-FR-310a.2
Percentage of total employees who received a regular performance and career development review	100%	100%	100%	GRI 404-3

COMPENSATION

Metric	FY2025	FY2024	FY2023	Framework
Starting hourly wage range (USD) ²	\$15.00-\$24.00	\$15.00-\$24.00	\$15.00-\$24.00	
Average hourly wage of store and supply chain facility team members (not including overtime) (USD)	\$19.03	\$18.54	\$17.87	SASB CG-MR-310a.1 and FB-FR-310a.1
Percentage of store and supply chain facility team members earning locally applicable minimum wage ³	0%	0%	0%	
Pay equity analysis findings				
Gender pay equity				
• Adjusted	100%	100%	100%	
• Unadjusted ⁴	97%	96%	98%	
Race/ethnicity pay equity				
• Adjusted	100%	100%	100%	
• Unadjusted ⁴	104%	106%	103%	

¹ This covers the fiscal year that ended January 31, 2026.

² This starting hourly wage range applies to U.S. team members only.

³ Percentage represents the number of team members with a base wage rate equal to the local applicable starting wage. Target pays 100% of our store and supply chain team members above locally applicable minimum wage as part of our strategy to competitively position Target in every market where we operate.

⁴ Our median pay analyses were unadjusted, meaning they did not take into account whether the team members being compared are in the same or similar role, location or are otherwise comparable.

⁵ Total number of currently eligible team members who have enrolled in tuition-free and partially-funded education assistance programs as of January 2026.

⁶ In FY2025, Target began reporting on the number of people using Spring Health. FY2023 and FY2024 data reflect the number of people using Team Member Life Resources.

⁷ FY2023 has been restated to reflect a calculation change.

⁸ Employee engagement is an average of favorable responses to five survey questions about pride, satisfaction, inspiration, recommendation and intent to stay.

⁹ In FY2023, we recalibrated how we characterized our training courses. With these changes, we characterized more courses under onboarding and compliance than we had previously, leading to the reported decline in percentage of team members receiving training excluding onboarding and compliance in FY2023.

¹⁰ The decrease in our FY2025 data is due to updates in our calculation methodology.

¹¹ In FY2025, we integrated select optional trainings into required onboarding materials and corrected course durations within our system. These changes resulted in reduced average hours for the year.

¹² Onboarding data calculation includes all team members at Target.

¹³ Increase in onboarding figures partly reflects improved onboarding data collection.

¹⁴ All team members are eligible for performance reviews except those on leave of absence for more than 305 days, those hired in Q4, interns and On-Demand Team Members.

BENEFITS

Metric	FY2025	FY2024	FY2023	Framework
Number of team members eligible for a 401(k)	365,059	380,170	354,214	GRI 401-2
Number of team members participating in our 401(k) plan	153,559	152,317	147,408	
Number of team members receiving full employer match in a 401(k)	136,941	136,142	126,817	
Average team member percentage contribution to 401(k)s (for those who contribute, not including the 5% company match)	7%	7%	7%	
Number of team members enrolled in tuition-free education assistance	21,499 ⁵	19,123	15,353	
Number of people using Spring Health ⁶	35,308	35,032	24,169	
Number of team members enrolled in Target Credit Union	18,608	19,809	20,229	
Amount saved by team members using our team member and wellness discounts (USD)	\$151 million	\$159 million	\$176 million	
Amount saved by team members using our wellness discount (USD) ⁷	\$14.6 million	\$13.5 million	\$14.5 million	

TEAM MEMBER EXPERIENCE

Metric	FY2025	FY2024	FY2023	Framework
Employee engagement as a percentage ⁸	67%	70%	71%	SASB CG-EC-330a.1

LEARNING AND DEVELOPMENT

Metric	FY2025	FY2024	FY2023	Framework
Percentage of team members receiving training during the fiscal year				GRI 404-2
• Excluding onboarding and compliance	92%	92%	65% ⁹	
• Including onboarding and compliance	92% ¹⁰	100%	100%	
Average hours of training per team member, excluding onboarding and compliance	3.6 ¹¹	15.4	14.7	GRI 404-1
Select training programs (hours)				GRI 404-2
• Onboarding (Target Welcome) ¹²	5,096,599	7,090,539 ¹³	4,269,842	
• Leadership development	253,851	286,172	280,001	
Annual performance reviews ¹⁴				GRI 404-3
• Percentage of eligible team members receiving reviews	100%	100%	100%	
• Number of team members receiving reviews	324,008	342,293	315,681	



HUMAN CAPITAL^{1,2}

Metric	FY2025	FY2024	FY2023	Framework
Percentage White in our U.S. workforce				SASB CG-MR-330a.1 SASB CG-EC-330a.3 GRI 405-1
• U.S. workforce	41 %	41 %	43 %	
• Managers	51 %	52 %	53 %	
• Non-Managers	40 %	40 %	42 %	
• Officers	66 %	67 %	67 %	
• Leadership team	69 %	65 %	72 %	
• Board of Directors	67 %	67 %	67 %	
Percentage of people of color in our U.S. workforce				
• U.S. workforce	58 %	58 %	56 %	
• Managers	48 %	48 %	47 %	
• Non-Managers	59 %	59 %	57 %	
• Officers	33 %	32 %	32 %	
• Leadership team	31 %	35 %	28 %	
• Board of Directors	33 %	33 %	33 %	
Percentage American Indian/Alaska Native in our U.S. workforce				
• U.S. workforce	<1%	<1%	<1%	
• Managers	<1%	<1%	<1%	
• Non-Managers	<1%	<1%	<1%	
• Officers	0 %	0 %	0 %	
• Leadership team	0 %	0 %	0 %	
• Board of Directors	0 %	0 %	0 %	
Percentage Asian in our U.S. workforce				
• U.S. workforce	6 %	5 %	5 %	
• Managers	4 %	4 %	4 %	
• Non-Managers	6 %	6 %	6 %	
• Officers	11 %	10 %	11 %	
• Leadership team	15 %	18 %	11 %	
• Board of Directors	0 %	0 %	0 %	
Percentage Black/African American in our U.S. workforce				
• U.S. workforce	15 %	16 %	15 %	
• Managers	12 %	12 %	13 %	
• Non-Managers	15 %	16 %	16 %	
• Officers	10 %	9 %	9 %	
• Leadership team	8 %	6 %	6 %	
• Board of Directors	17 %	17 %	17 %	

HUMAN CAPITAL^{1,2}

Metric	FY2025	FY2024	FY2023	Framework
Percentage Hispanic/Latino in our U.S. workforce				SASB CG-MR-330a.1 SASB CG-EC-330a.3 GRI 405-1
• U.S. workforce	33 %	32 %	31 %	
• Managers	28 %	27 %	26 %	
• Non-Managers	33 %	32 %	31 %	
• Officers	10 %	10 %	10 %	
• Leadership team	8 %	6 %	11 %	
• Board of Directors	17 %	17 %	17 %	
Percentage Native Hawaiian/Pacific Islander in our U.S. workforce				
• U.S. workforce	<1%	<1%	<1%	
• Managers	<1%	<1%	<1%	
• Non-Managers	<1%	<1%	<1%	
• Officers	<1%	<1%	<1%	
• Leadership team	0 %	0 %	0 %	
• Board of Directors	0 %	0 %	0 %	
Percentage two or more races in our U.S. workforce				
• U.S. workforce	3 %	3 %	3 %	
• Managers	3 %	3 %	3 %	
• Non-Managers	3 %	3 %	3 %	
• Officers	2 %	2 %	2 %	
• Leadership team	0 %	6 %	0 %	
• Board of Directors	0 %	0 %	0 %	

HUMAN CAPITAL^{1,2}

Gender	Race/Ethnicity	FY2025 Hiring	FY2025 Turnover	Framework
Male	White	17 %	45 %	SASB CG-MR-310a.2 SASB CG-EC-330a.2 GRI 401-1
	Black	10 %	68 %	
	Hispanic/Latino	14 %	49 %	
	Pacific Islander	<1%	58 %	
	Asian	3 %	42 %	
	Native American	<1%	64 %	
	Two or More	2 %	66 %	
Female	White	19 %	42 %	
	Black	9 %	57 %	
	Hispanic/Latino	16 %	40 %	
	Pacific Islander	<1%	52 %	
	Asian	3 %	39 %	
	Native American	<1%	54 %	
	Two or More	3 %	63 %	
Male and Female	White	36 %	43 %	
	Black	20 %	62 %	
	Hispanic/Latino	31 %	44 %	
	Pacific Islander	<1%	54 %	
	Asian	5 %	40 %	
	Native American	<1%	58 %	
	Two or More	5 %	64 %	

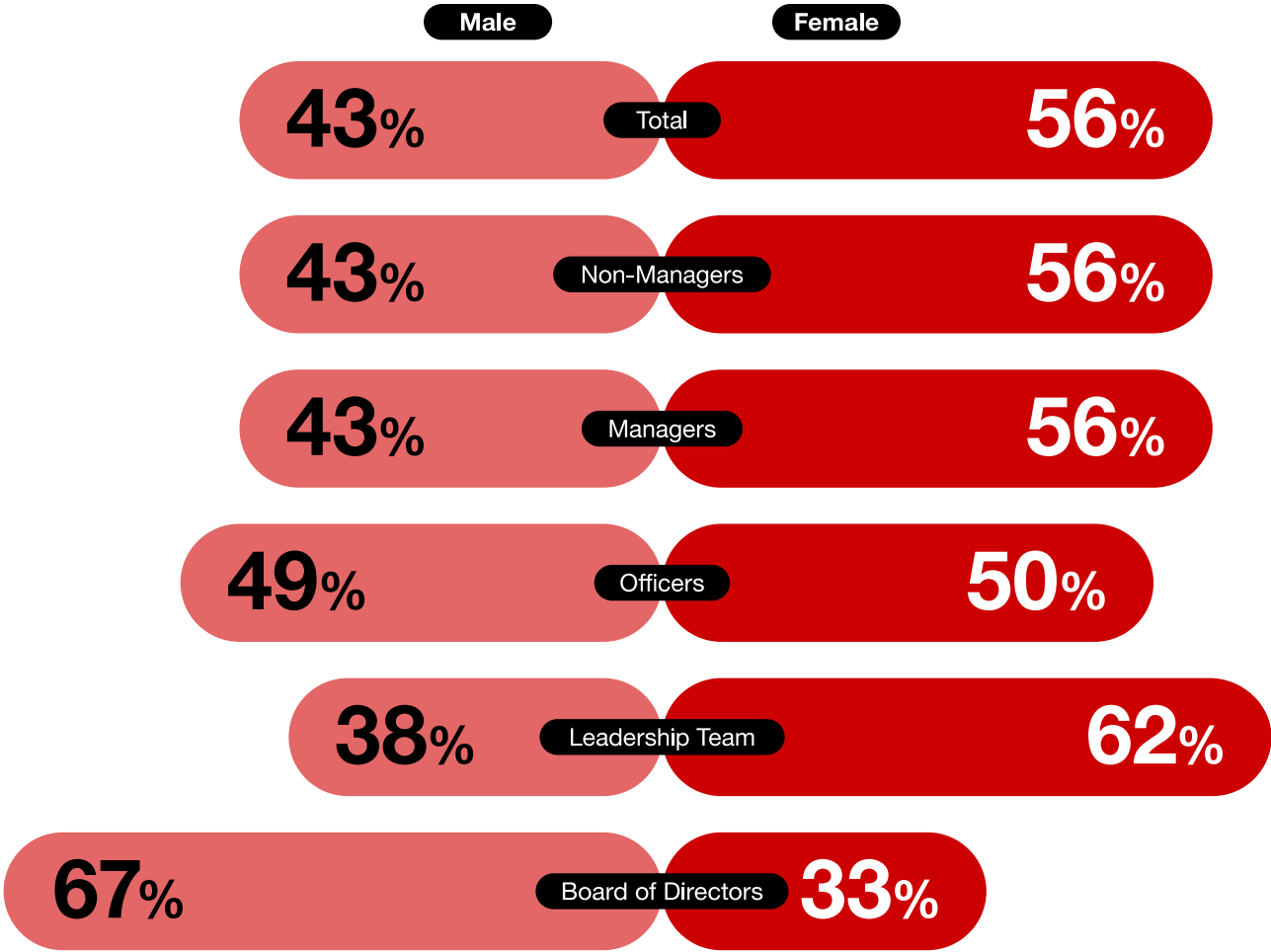
¹ This data is representative of Target’s U.S. workforce as of January 31, 2026.
² Data is based on self-reporting and totals may not add up to 100% due to rounding and people selecting “Prefer Not to Answer.”



HUMAN CAPITAL^{1,2}

Metric	FY2025	FY2024	FY2023	Framework
Percentage of men in our global workforce				SASB CG-MR-330a.1 SASB CG-EC-330a.3 GRI 405-1
• Total workforce	43 %	43 %	43 %	
• U.S. workforce	43 %	43 %	43 %	
• Managers	43 %	45 %	44 %	
• Non-Managers	43 %	43 %	43 %	
• Officers	49 %	51 %	54 %	
• Leadership team	38 %	47 %	50 %	
• Board of Directors	67 %	67 %	67 %	
Percentage of women in our global workforce				
• Total workforce	56 %	56 %	56 %	
• U.S. workforce	56 %	56 %	56 %	
• Managers	56 %	55 %	56 %	
• Non-Managers	56 %	56 %	56 %	
• Officers	50 %	49 %	45 %	
• Leadership team	62 %	53 %	50 %	
• Board of Directors	33 %	33 %	33 %	

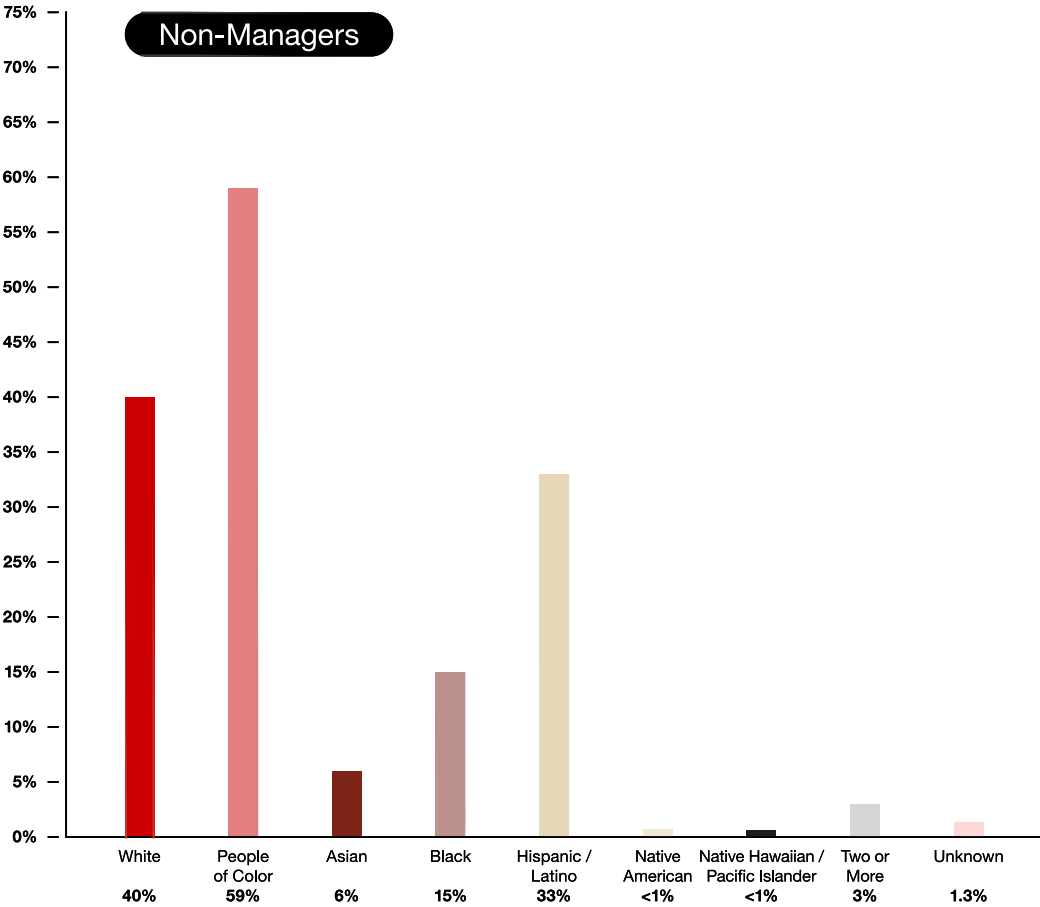
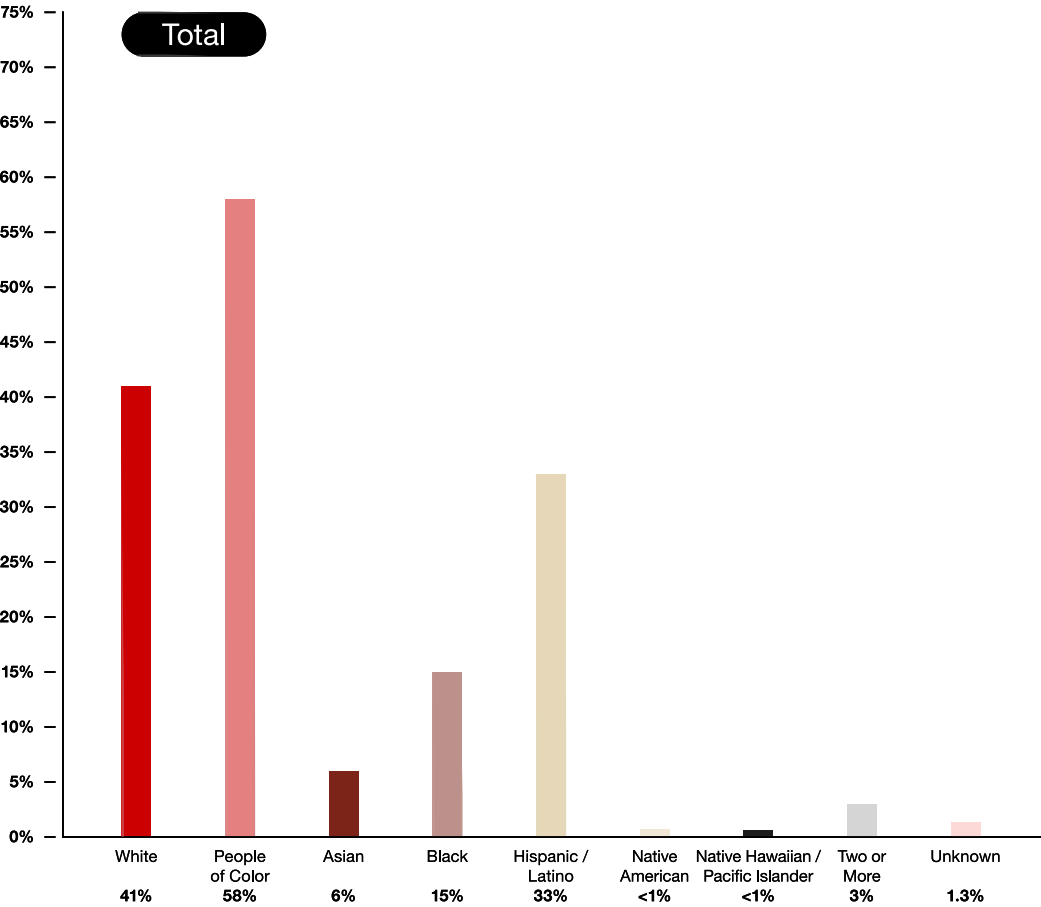
Workforce by Gender



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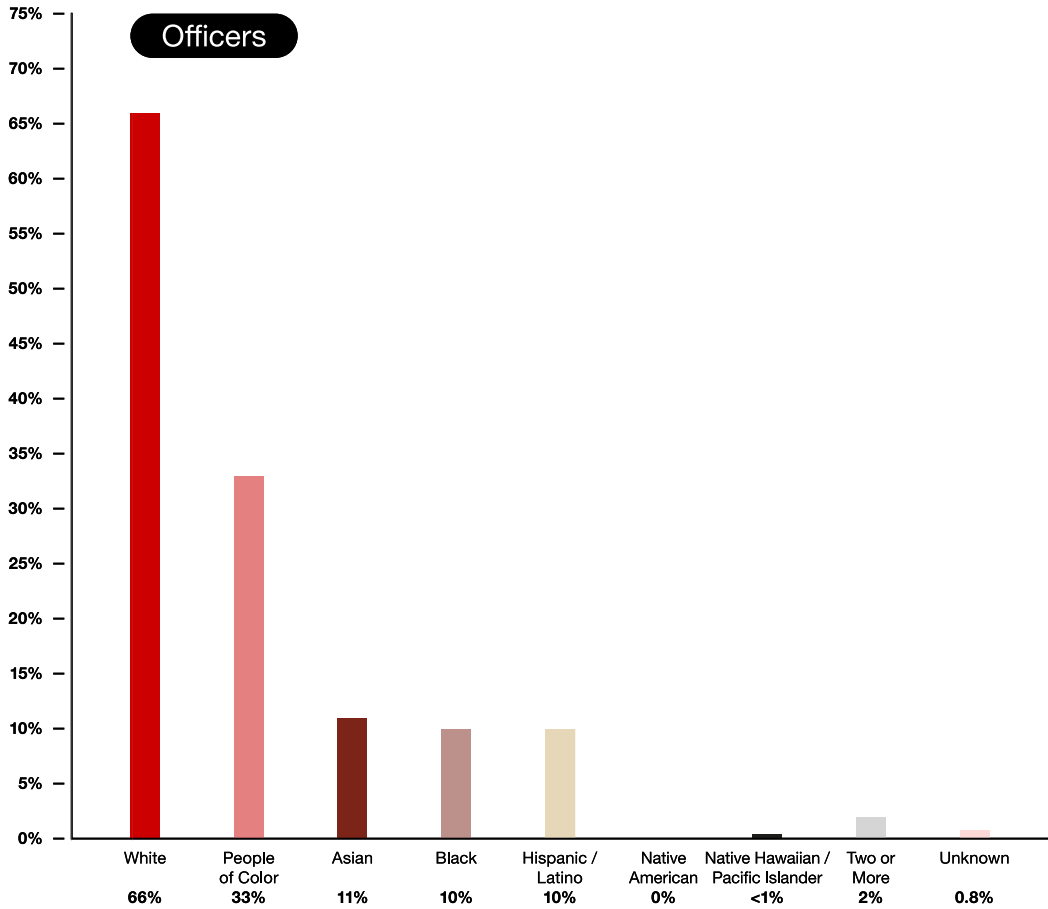
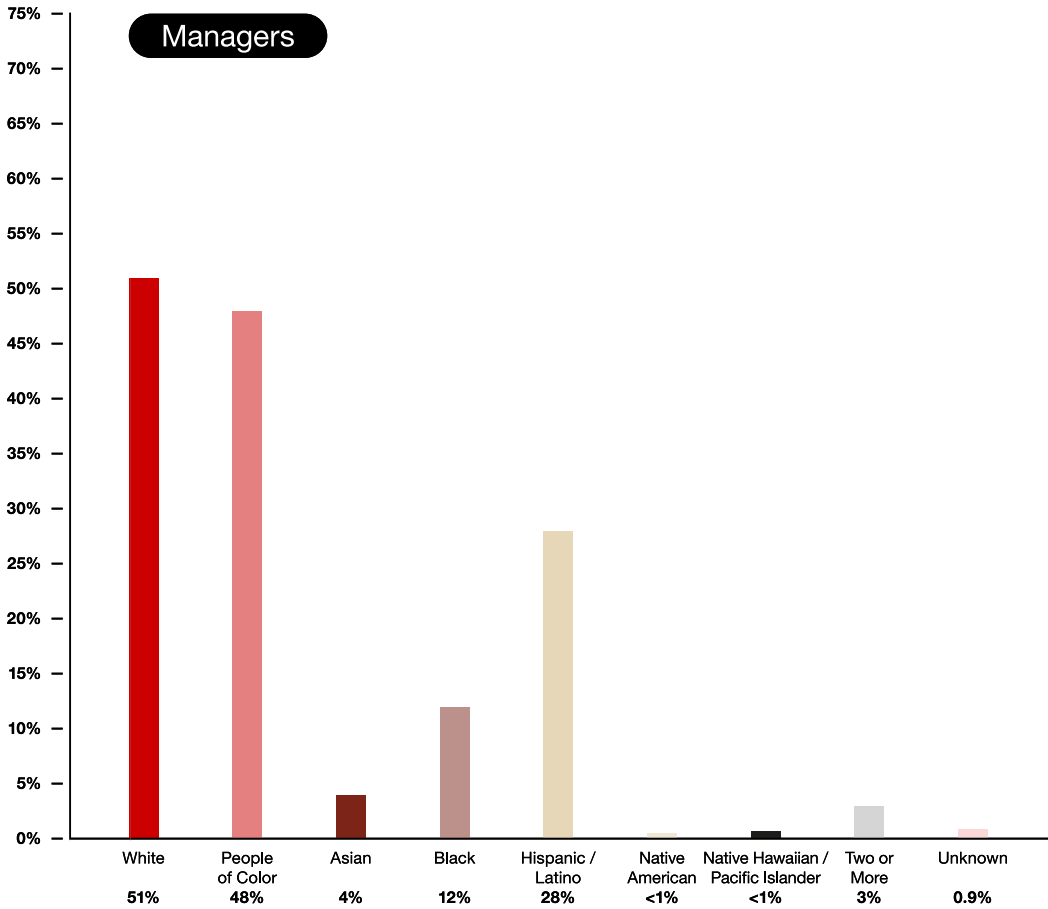
Workforce by Race/Ethnicity^{1,2}



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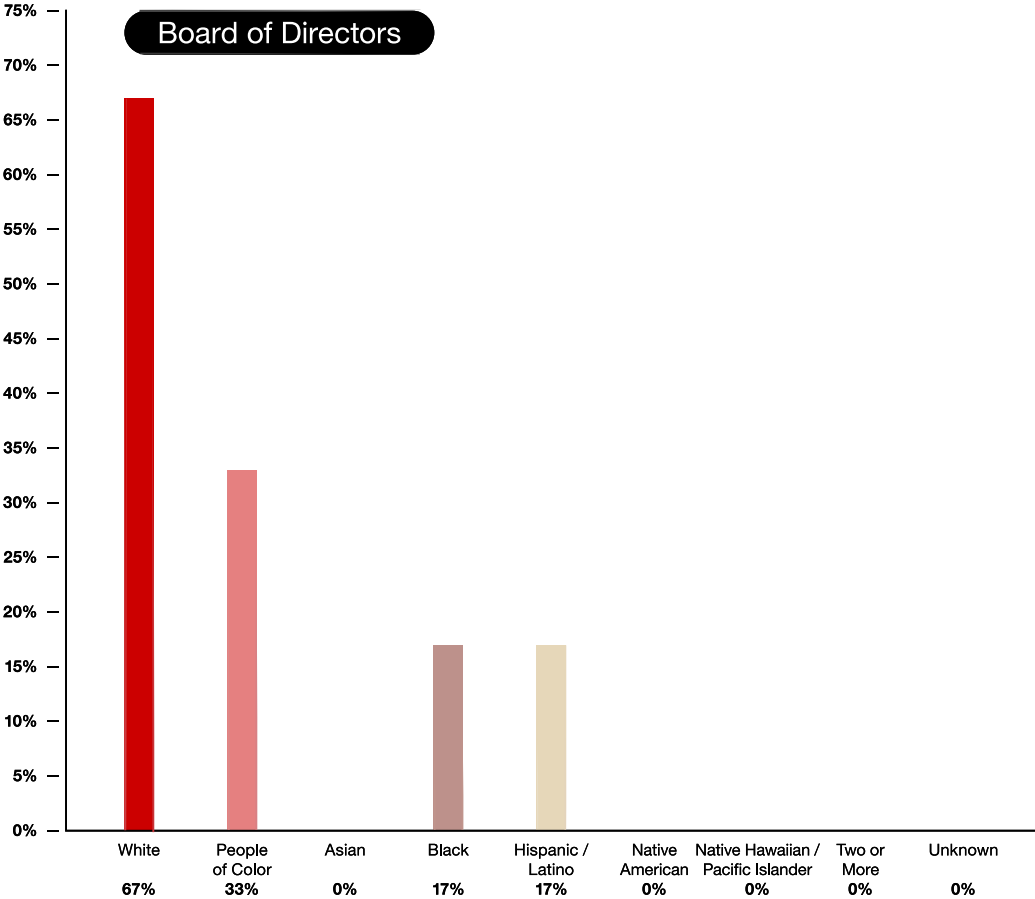
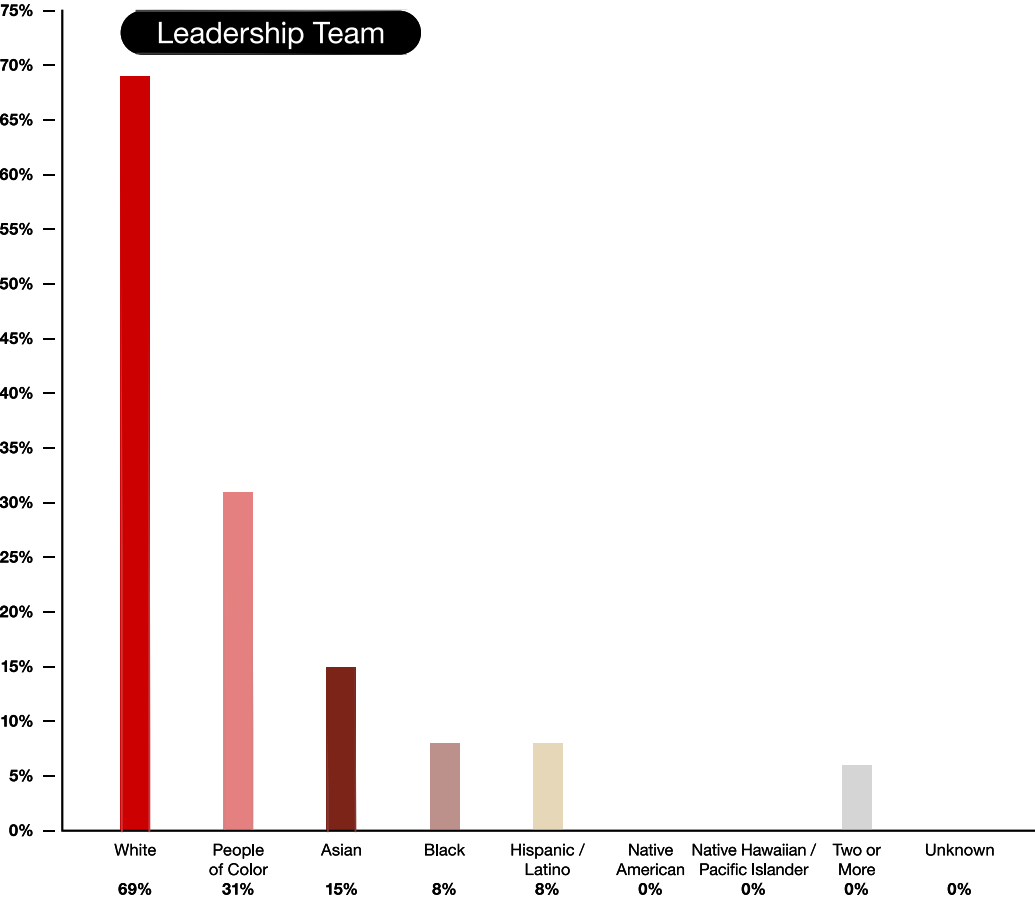
Workforce by Race/Ethnicity^{1,2}



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Workforce by Race/Ethnicity^{1,2}



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