



GRI Index

This CSR report has been prepared in reference to the GRI Standards. The table below sets out our compliance with all relevant GRI disclosures, including select priority ESG topics identified in collaboration with stakeholders as part of our assessment. We have reported the information cited in this GRI content index for the period February 1, 2023 – January 31, 2024, with reference to the GRI 1: Foundation 2021 Standards.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	Disclosure 2-1 Organizational details	Burlington Stores, Inc. (NYSE: BURL) Burlington Stores 2023 Form 10-K ; page 1 Location of headquarters: 2006 Route 130 North, Burlington, New Jersey Location of operations: Burlington Stores 2023 Form 10-K ; pages 2-3
	Disclosure 2-2 Entities included in the organization’s sustainability reporting	Burlington Stores 2023 Form 10-K ; pages 1-2
	Disclosure 2-3 Reporting period, frequency and contact point	Contents ; page 2 We report on our sustainability progress annually.
	Disclosure 2-4 Restatements of information	No restatements for the 2023 CSR Report.
	Disclosure 2-5 External assurance	External assurance not completed for 2023 reporting data.
	Disclosure 2-6 Activities, value chain and other business relationships	Burlington Stores 2023 Form 10-K ; pages 2-7 Corporate Social Responsibility Approach ; page 5
	Disclosure 2-7 Employees	Data and Disclosures ; page 40
	Disclosure 2-9 Governance structure and composition	Governance, Accountability, and Risk ; page 34 2024 Proxy Statement ; pages 4-5
	Disclosure 2-10 Nomination and selection of the highest governance body	2024 Proxy Statement ; pages 12-20
	Disclosure 2-11 Chair of the highest governance body	Burlington Investors Website: Corporate Governance, Board of Directors
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	Governance, Accountability, and Risk ; page 34 2024 Proxy Statement ; pages 23-26, 33-36
	Disclosure 2-13 Delegation of responsibility for managing impacts	Governance, Accountability, and Risk ; page 34 2024 Proxy Statement ; pages 33-36
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	Governance, Accountability, and Risk ; page 34
	Disclosure 2-15 Conflicts of interest	Code of Conduct ; page 9
	Disclosure 2-16 Communication of critical concerns	2024 Proxy Statement ; pages 27-29
	Disclosure 2-17 Collective knowledge of the highest governance body	2024 Proxy Statement ; page 20
	Disclosure 2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement ; page 30
	Disclosure 2-19 Remuneration policies	2024 Proxy Statement ; pages 46-78
	Disclosure 2-20 Process to determine remuneration	2024 Proxy Statement ; pages 46-78 2024 Form 8-K
	Disclosure 2-21 Annual total compensation ratio	2024 Proxy Statement ; page 78
	Disclosure 2-23 Policy commitments	The policies we follow for responsible business conduct are included throughout this CSR Report and on the Burlington Investors Website. Policies are approved by the Executive Steering Committee and reviewed with the Board. Burlington Investors Website: Corporate Social Responsibility, Policies/Statements
	Disclosure 2-24 Embedding policy commitments	The processes for which we embed our policies for responsible business conduct are included throughout this CSR Report and on the Burlington Investors Website .
	Disclosure 2-25 Process to remediate negative impacts	Ethical Conduct ; page 36 Burlington Investors Website: Governance, Policy and procedures for complaints
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	Ethical Conduct ; page 36 Burlington Investors Website: Governance, Policy and procedures for complaints



GRI Index
Continued

GRI STANDARD	DISCLOSURE	LOCATION
	Disclosure 2-27 Compliance with laws and regulations	Ethical Conduct ; page 36 We have not encountered any significant instances of non-compliance with environmental and labor laws during fiscal year 2023.
	Disclosure 2-28 Membership associations	<ul style="list-style-type: none"> • National Retail Federation • Retail Industry Leaders Association
	Disclosure 2-29 Approach to stakeholder engagement	Stakeholder Engagement ; page 6 2024 Proxy Statement ; pages 27-28
	Disclosure 2-30 Collective bargaining agreements	Labor Rights ; page 15
GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics	CSR Report 2021: ESG Prioritization ; pages 7-8
	Disclosure 3-2 List of material topics	Corporate Social Responsibility Approach ; page 5
	Disclosure 3-3 Management of material topics	The way we manage each identified material topic is covered in the various sections of the report.
GRI 201: Economic Performance 2016	Disclosure 3-3 Management of material topics	2023 Form 10-K
	Disclosure 201-1 Direct economic value distributed	2023 Form 10-K
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	TCFD Index ; page 45 and our 2023 CDP Climate Response 2023 Form 10-K ; pages 10-11, 19
GRI 205: Anti-corruption 2016	Disclosure 205-1 Operations assessed for risks related to corruption	Supplier Risk Assessments and Training ; page 29
GRI 302: Energy 2016	Disclosure 3-3 Management of material topics	Energy ; page 26 and Climate ; page 23
	Disclosure 302-1 Energy consumption within the organization	Data and Disclosures ; page 39
	Disclosure 302-3 Energy intensity	Energy ; page 26 and Climate ; page 23
GRI 303: Water and Effluents 2018	Disclosure 3-3 Management of material topics	Although Burlington operations and facilities do not use high volumes of water and water withdrawal was not identified as a strategic priority, we still recognize its importance as a natural resource. We strive to monitor and reduce usage through low flow fixtures and we do not install no irrigation at stores unless required by others.
	Disclosure 303-1 Interaction with water as a shared source	
	Disclosure 303-5 Water consumption	Data and Disclosures ; page 39
GRI 305: Emissions 2016	Disclosure 3-3 Management of material topics	Energy ; page 26 and Climate ; page 23
	Disclosure 305-1 Direct (Scope 1) GHG emissions	Energy ; page 26 and Climate ; page 23 Data and Disclosures ; page 39
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Energy ; page 26 and Climate ; page 23 Data and Disclosures ; page 39
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	Energy ; page 26 and Climate ; page 23 Data and Disclosures ; page 39
	Disclosure 305-4 GHG emissions intensity	Energy ; page 26 and Climate ; page 23 Data and Disclosures ; page 39
	Disclosure 305-5 Reduction of GHG emissions	Energy ; page 26 and Climate ; page 23
	Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (Sox) and other significant air emissions	Data and Disclosures ; page 39
GRI 306: Waste 2020	Disclosure 3-3 Management of material topics	Waste in Operations ; page 27
	Disclosure 306-1 Waste generation and significant waste-related impacts	Waste in Operations ; page 27
	Disclosure 306-2 Management of significant waste-related impacts	Waste in Operations ; page 27
	Disclosure 306-3 Waste generated	Waste in Operations ; page 27 Data and Disclosures ; page 39
	Disclosure 306-4 Waste diverted from disposal	Waste in Operations ; page 27 Data and Disclosures ; page 39
	Disclosure 306-5 Waste directed to disposal	Waste in Operations ; page 27 Data and Disclosures ; page 39



GRI STANDARD	DISCLOSURE	LOCATION
GRI 308: Supplier Environmental Assessment 2016	Disclosure 3-3 Management of material topics	Supplier Risk Assessments and Training ; page 29
	Disclosure 308-1 New suppliers that were screened using environmental criteria	Supplier Risk Assessments and Training ; page 29
GRI 401: Employment 2016	Disclosure 3-3 Management of material topics	Attracting and Engaging Associates ; page 9 Helping Our Associates Realize their Potential ; page 14
	Disclosure 401-1 New employees hires and turnover	Data and Disclosures ; page 40
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attracting and Engaging Associates ; page 9 Benefits and Compensation ; page 10
	Disclosure 403-2 Hazard identification, risk assessment and incident investigation	The Safety and Health of Our Associates and Customers ; page 15
GRI 403: Occupational Health and Safety 2018	Disclosure 3-3 Management of material topics	The Safety and Health of Our Associates and Customers ; page 15
	Disclosure 403-2 Hazard identification, risk assessment and incident investigation	The Safety and Health of Our Associates and Customers ; page 15
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The Safety and Health of Our Associates and Customers ; page 15
	Disclosure 403-9 Work-related injuries	The Safety and Health of Our Associates and Customers ; page 15
GRI 404: Training and Education 2016	Disclosure 3-3 Management of material topics	Helping Our Associates Realize their Potential ; page 14
	Disclosure 404-1 Average hours of training per year per employee	Helping Our Associates Realize their Potential ; page 14
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Helping Our Associates Realize their Potential ; page 14
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 3-3 Management of material topics	Diversity, Equity, and Inclusion ; page 11
	Disclosure 405-1 Diversity of governance bodies and employees	Diversity, Equity, and Inclusion ; page 11 Governance, Accountability, and Risk ; page 34 2024 Proxy Statement ; page 5
	Disclosure 3-3 Management of material topics	Anti-Discrimination ; page 36
GRI 406: Non-discrimination	Disclosure 406-1 Incidents of discrimination and corrective actions taken	Zero incidents of discrimination were found during fiscal year 2023.
GRI 408: Child Labor 2016	Disclosure 408-1 Operations and suppliers considered to have significant risk for incidents of child labor	Supplier Risk Assessments and Training ; page 29 No human rights violations have been found during fiscal year 2023.
GRI 409: Forced or Compulsory Labor 2016	Disclosure 409-1 Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor	Supplier Risk Assessments and Training ; page 29 No human rights violations have been found during fiscal year 2023.
GRI 413: Local communities	Disclosure 3-3 Management of material topics	Communities ; page 16
	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	Communities ; page 16
GRI 414: Supplier Social Assessment 2016	Disclosure 3-3 Management of material topics	Supplier Risk Assessments and Training ; page 29
	Disclosure 414-1 New suppliers that were screened using social criteria	Supplier Risk Assessments and Training ; page 29
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	Supplier Risk Assessments and Training ; page 29
GRI 415: Public Policy 2016	Disclosure 415-1 Political contributions	Ethical Conduct ; page 36
GRI 416: Customer Health and Safety 2016	Disclosure 3-3 Management of material topics	Product Quality and Safety ; page 32
	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	Product Quality and Safety ; page 32
GRI 418: Customer Privacy 2016	Disclosure 3-3 Management of material topics	Cybersecurity, Data Privacy, and Protection ; page 37
	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity, Data Privacy, and Protection ; page 37 There were no substantiated complaints received concerning breaches of customer privacy during fiscal year 2023.