

Burlington

2023 Corporate Social Responsibility Report





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This report highlights our Corporate Social Responsibility (CSR) efforts and focuses on the Environmental, Social, and Governance (ESG) issues of greatest importance to our stakeholders. It has been prepared with reference to the Global Reporting Initiative (GRI) Standards. It also aligns with several broader frameworks, including the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), and with knowledge of the transition to the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards S1 and S2.

This report includes several website links and references to additional materials found on those websites, which are provided for convenience only. The content on the referenced websites is not incorporated by reference herein and does not constitute a part of this report.

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We incorporate feedback from stakeholders, including investors, into our Corporate Social Responsibility report, and the report is reviewed by our ESG/CSR Executive Committee and presented to our Board of Directors before release. The information in this report principally covers our 2023 fiscal year (FY 2023), which ended on February 3rd, 2024. Where “2023” is referred to, it means FY 2023, and all data refers to FY 2023 unless otherwise stated. Environmental data points, including greenhouse gas (GHG) emissions, are based on activity between February 1st, 2023 and January 31st, 2024. “Associates” refers to corporate, store, distribution center (DC)/warehouse, and field associates of Burlington, and “sustainability” refers to environmental sustainability. If you would like further information or to provide any feedback, email us at info@burlingtoninvestors.com.





CEO Letter



We are committed to growing responsibly and pursuing initiatives that reflect the interests of our shareholders, associates, customers, and suppliers.”



Michael O'Sullivan
CHIEF EXECUTIVE OFFICER

1. The 2023 fiscal year included 53 weeks ending February 3, 2024. For purposes of comparison, we have discussed results for the 52 weeks ended January 27, 2024 compared with the 52 weeks ended January 28, 2023.
2. Per operating square foot against a baseline of fiscal year 2016.

2023 was a successful year for Burlington and I am very proud of what we accomplished, including a comparable store sales increase of 4% and a total sales increase of 10% versus last year, both on a 52-week basis¹. Working together we were able to drive strong financial results even in a challenging economic environment. In addition to driving short term financial results, we have ambitious goals for long term sales and earnings growth. We believe that to achieve these objectives we need to make our processes and operations as efficient and sustainable as possible, and that we need to leverage and strengthen our relationships with associates, customers, suppliers, and communities. With that in mind, I welcome you to our 2023 Corporate Social Responsibility report and its theme of Growing Responsibly.

Throughout this report, you'll discover the many points of connection between our adherence to ESG principles and our long-term growth strategy. We are committed to growing responsibly and pursuing initiatives that reflect the interests of our shareholders, associates, customers, and suppliers. As we prioritize these initiatives, we remain highly focused on those that drive bottom-line results, reduce our costs, and protect and enhance our brand, while increasing engagement and loyalty among our customers and associates.

We made significant contributions related to the development of our associates in 2023 to encourage their long-term growth. This included establishing a new area called

Leadership and Organizational Transformation focused on developing our early career associates, managers, and senior leadership to continue building the best team in retail.

As part of our commitment to strengthen the communities where we live and work, we unveiled our new community-giving strategy focused on the Burlington Stores Foundation, corporate donations, volunteerism, and customer giving. In 2023, with the help and generosity of our customers, we donated over \$3.5 million to charitable organizations and contributed over \$1.8 million to support the Burlington Stores Foundation.

Finally, we continued accelerating our use of renewable energy across the U.S. and focused on making our buildings more efficient, which reduced our costs as well as our GHG emissions and kept us on track to reach our goals of 60% reduction in Scope 1 and 2 emissions² and 20% renewable electricity consumption by 2030.

All of these efforts, and many others, are central to achieving our goal of growing to 2,000 stores. I am confident in our future and in our ability to reach our goals in a responsible way that serves the needs of the communities and customers we serve.

Thank you for your interest in Burlington.

Michael O'Sullivan
CHIEF EXECUTIVE OFFICER



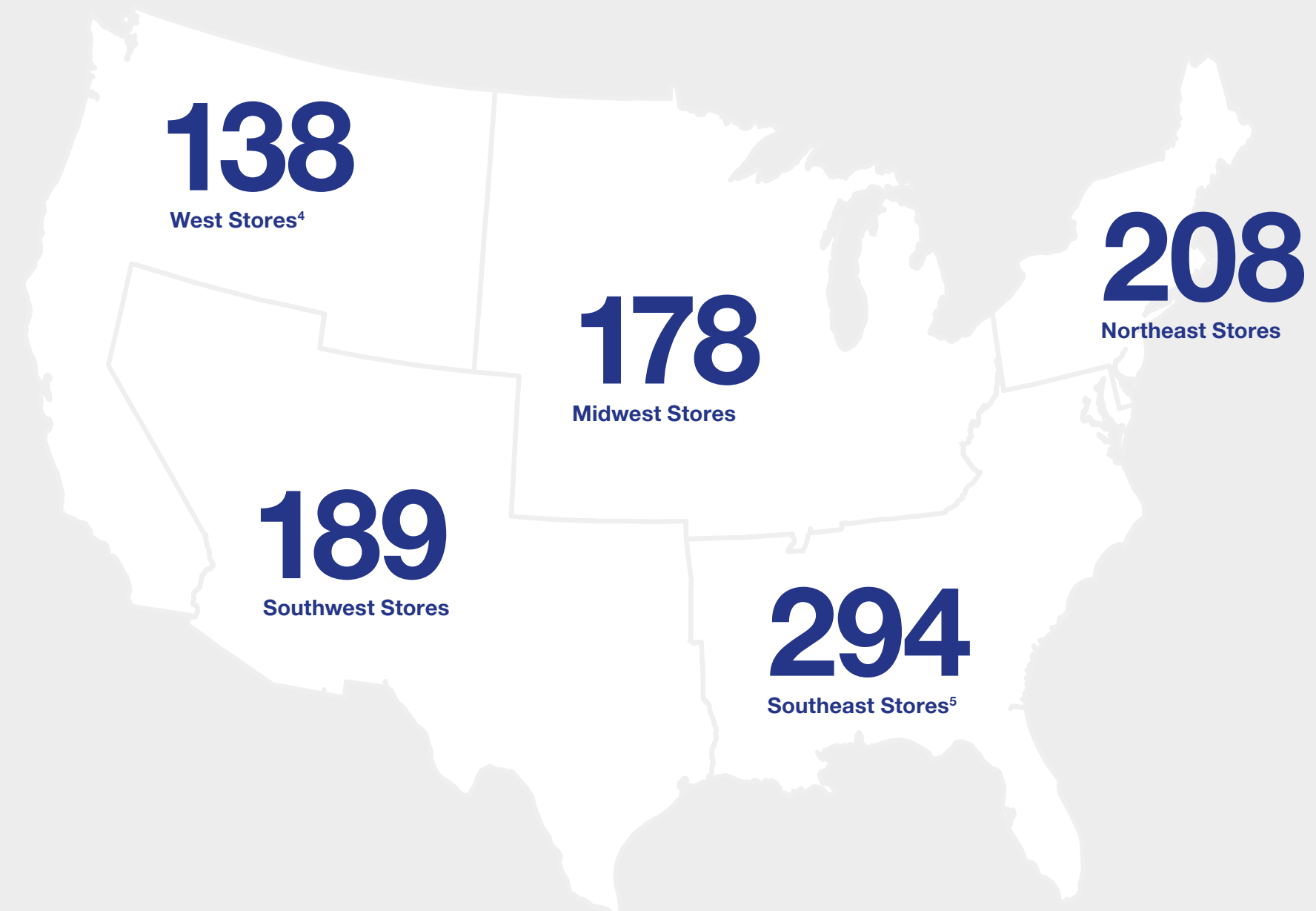
Burlington at a Glance

Since 1972 we've been serving customers with high-quality, branded merchandise at everyday low prices. Today, as a Fortune 500 company, our values are evident in our Corporate Social Responsibility (CSR) approach and in how we plan for a profitable and sustainable future.

At Burlington, we know that our customers are seeking great merchandise value. We meet that need through our off-price model by offering everyday low prices, at up to 60% off other retailers' prices, on an extensive assortment of brand-name merchandise for the entire family and home. In 2023, we opened 80 net new stores and ended the year with 1,007 stores and net sales of \$9.6 billion on a 52-week basis.¹

We continued to drive performance through our business strategy, which focuses on greater efficiency across our entire operational footprint. Not only can this help reduce our environmental impact, it also drives greater sales productivity and profitability, with less merchandise inventory required. Read more in our latest [Annual Report](#).

2023 National Store Footprint



Our Burlington

Our diverse, talented team of 71,000+³ associates is supported and motivated by a culture of respect, inclusion, and equity. This is fundamental to how we deliver on our value proposition:

We Are an Off-Price Retailer

We Live by Our Core Values:

- Drive Results
- Trust and Respect Each Other
- Build Teams and Partnerships

We Believe Everyone Matters

We Win Together

We Are a Caring Company

→ JUMP TO ASSOCIATES

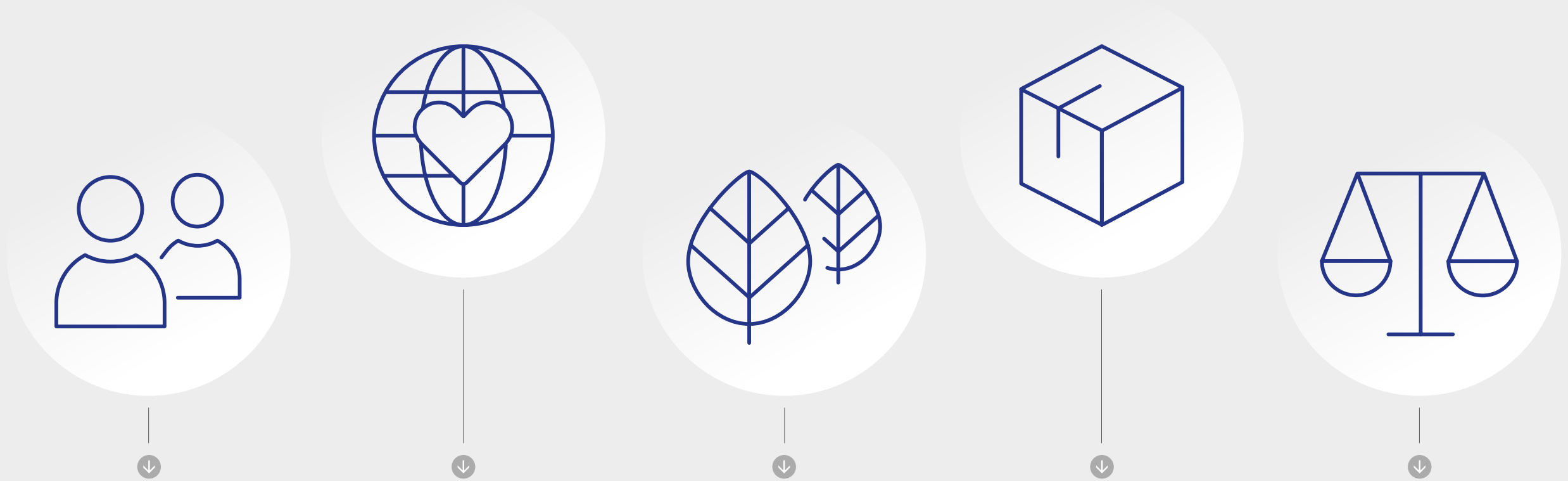
3. 71,049 as of FY 2023 end.
 4. Includes stores in Alaska.
 5. Includes stores in Puerto Rico.



Corporate Social Responsibility Approach

Our CSR approach spans five strategic pillars, which form the foundation of this report.

We continuously evolve our CSR approach in alignment with environmental, social, and governance dynamics, creating value for our associates, customers, and the communities in which we live, work, and operate. Our ability to navigate the current ESG environment is essential to managing risks effectively, attracting a diverse range of talent, and enhancing operational efficiency and profitability.



Associates

Attracting, developing, and retaining top talent is key to our growth. Our success is dependent on an engaged and motivated workforce, and it's our responsibility to maintain a welcoming and inclusive environment where associates can thrive and grow professionally.

Communities

As a caring company, we are proud of our tradition of giving back to the communities where we work and live nationwide. We believe our long-standing commitment to corporate responsibility enhances associate engagement and strengthens customer loyalty.

Environment

Being a successful company means also being a responsible steward of the natural environment. Through our sustainability strategy, we are pursuing initiatives to help counteract the impact of our growth on the environment – from energy and climate change, to chemical management and waste – while realizing benefits to our bottom line.

Supply Chain

Our impact and responsibility efforts extend beyond our stores, distribution centers (DCs), corporate offices, and into our supply chain. We uphold human rights, safety, and quality in our supply chain through rigorous due diligence, monitoring, and management. Our approach is critical to mitigating risks to our business continuity and reputation.

Governance and Ethics

Transparent governance, robust risk management, and systematic stakeholder engagement are fundamentals of corporate responsibility. We are continually monitoring and refining our responsible business practices.



Corporate Social Responsibility Approach continued

Growing Responsibly

Through our most recent prioritization assessment, we identified 21 environmental, social, and governance topics of focus, including nine strategic priorities that were deemed to be most important to our stakeholders through our assessment. Focusing on these strategic priorities helps us enhance our disclosures, improve our data governance practices, and create more meaningful dialogue with our stakeholders. We will continue to review our environmental,

social, and governance priorities every two to three years to help ensure they remain relevant to the needs of our business and stakeholders.

Stakeholder Engagement





We regularly engage with our stakeholder groups to better understand their expectations and address feedback. We have a robust outreach program and routinely engage with stockholders to help the Board and management gain insights and feedback. During the course of these

engagements, we seek input on a variety of corporate governance, executive compensation, and ESG topics that may impact our business or reputation.

These engagements include the participation of leaders from our investor relations, legal, and corporate social responsibility departments, as well as the Board of Directors when requested and appropriate.

↓
Burlington won the Best Shareholder Engagement award (small to mid-cap) at Governance Intelligence's 2023 Corporate Governance Awards



	 Associates and Communities	 Environment	 Supply Chain	 Governance and Ethics
Our Environmental, Social, and Governance Focus Topics	Diversity, Equity, and Inclusion	Climate Change	Human Rights (Supply Chains)	Data Privacy and Protection
	Labor Rights (Associates)	Energy Management	Product Quality and Safety	Corporate Governance
	Associate Engagement and Well-being	Waste Management and Product End-of-life	Product Supply Chains	Ethics and Compliance
	Attracting, Developing, and Retaining Talent	Animal Welfare	Supplier Diversity	Responsible and Transparent Marketing
	Community Giving and Charitable Impact	Chemical Management		
	Health and Safety	Sustainable Packaging		
		Water Use		

Key: Strategic Priority

Note: Please visit our [2021 CSR Report](#) to understand more about our assessment methodology and process.



2023 Milestones



Certified Great Place to Work[®]

8 years in a row

83% of associates

feel that they are part of a team at Burlington

More than half

of our 2023 Intern Class are returning as full-time associates in 2024



Nearly \$800,000

in corporate donations and grants through the Burlington Stores Foundation

Over \$5.7m

worth of merchandise donated from our stores and DCs

More than \$3m

donated by our customers through our signature charitable partnerships



48% Reduction

in Scope 1 and 2 emissions⁶ compared to our baseline

10 Active

landlord-partnered solar rooftop projects

Climate Management

improved our CDP Climate Score to B-

6. Per operating square foot against a baseline of fiscal year 2016.



Associates



Attracting, developing, and retaining top talent is key to our growth. Our success depends upon an engaged and motivated workforce, and it's our responsibility to create a welcoming and inclusive environment where associates can thrive and grow professionally.

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Attracting and Engaging Associates




**Burlington Stores
 x
 FSF Scholarship**
**One scholarship of \$10,000
 was awarded to a student who
 demonstrates interest in a
 discipline or course of
 study relevant to
 Burlington**

Creating the right environment for all associates to succeed serves to create a stronger Burlington. When associates feel engaged and empowered, they can produce their best work, creating better results for the company. We're proud of our ongoing efforts to engage a wide range of talent while creating viable pathways for early career professionals to enter the retail business.

At Burlington, our Talent Acquisition team is committed to recruiting dynamic individuals who thrive in fast-paced environments and possess a keen understanding of the retail landscape. Through targeted recruitment efforts, we aim to attract top talent with a blend of industry expertise and a passion for delivering exceptional customer experiences. Whether the talent resides at our corporate headquarters, in our stores, or in our distribution centers, our strategy considers cultural fit, diversity, and a commitment to nurturing talent to drive innovation and success within our organization.

Inclusive Recruitment

Attracting the best potential talent through inclusive recruitment practices is a priority for Burlington, as it helps us to bring unique perspectives to our workforce. In 2023, we connected with a vast pool of potential candidates at various career fairs, panels, and networking events across several universities. We also continued our partnerships with Historically Black Colleges and Universities (HBCUs) and broadened our engagement with Hispanic-Serving Institutions (HSIs).

In 2023, Burlington was a featured presenter for the National Retail Foundation (NRF) University Challenge. Undergraduate students had the opportunity to build a real-world marketing and product strategy as an off-price retailer and then present their campaign to a team of Burlington executives.

Our Intern Programs

Highlighting our commitment towards the development of emerging talent, our internship program remains an important way we introduce new perspectives into the company. Our 2023 Summer Internship program grew to an all-time high of 113 interns who participated in a 10-week immersive and hands-on experience across our Buying, Planning and Allocation, Finance, Legal, and Marketing teams, with more than half of the 2023 class returning to full-time positions in 2024.

Our intern program also continued to partner with the [Black Retail Action Group \(BRAG\)](#), and the [Fashion Scholarship Fund \(FSF\)](#), hosting two interns from each program.

Continuous Listening Strategy

Burlington continues to be a place where all are welcome and empowered to do their best work. Our associate engagement survey is an important communication channel for our company and, in 2023, more than 43,000 associates participated. Our overall associate engagement score was 69% and in this year's survey respondents scored us favorably in the following areas:

- My manager treats associates fairly, no matter who they are.
- I can be my authentic self at work.
- I would recommend Burlington to others as a great place to work.
- I feel that I am part of a team.

In addition to the annual associate engagement survey, we continue to provide associates with ample opportunities to share feedback through focus groups, council membership, and other channels. Going forward, we are transitioning to more frequent "pulse" survey opportunities that allow us to be more agile and action-oriented, helping our teams get the targeted support they need to succeed.



Attracting and Engaging Associates Continued

Recognition and Awards

Each year, we celebrate the noteworthy contributions of our associates through our Associate Recognition Program. Monthly, numerous stores receive a Spotlight Award for outstanding performance and are given funds to celebrate with store associates. Quarterly, corporate associates receive Spotlight Awards to recognize hard work in their departments. Additionally, associates who demonstrate extraordinary contributions that advance our business and embody our core values are given Excellence Awards, Burlington's premier recognition. In 2023, over 1,300 Spotlight and Excellence awards were given to associates.

In addition to formal recognition through awards, Burlington also highlights associate contributions through milestone acknowledgements, "shout-outs" for store associates during daily rallies, and our internal "Brag" website channel where associates can acknowledge outstanding teamwork and peer to peer contributions. Since the inception of the channel, we have seen more than a 200% increase in the number of posts from our associates, highlighting how much they value robust engagement and recognition.

Benefits and Compensation

Our benefit programs are part of our commitment to meet the needs of our associates and their family members. We are committed to offering associates high-quality programs at a reasonable cost.

Many of our associates are eligible for benefits and programs that include:

- Comprehensive medical, dental, and vision benefits, expanded medical travel coverage, as well as life insurance and short-term disability insurance for all full-time associates.
- 401(k) plan with a corporate match for eligible associates.
- Competitive paid time off package, including holiday and sick time.
- Paid parental (maternity and paternity) leave for eligible associates.
- Discounts at Burlington and outside vendors.
- Tuition assistance and adoption assistance for eligible associates.
- Range of optional benefits, including pet insurance and legal services.
- "Manage Your Chronic Condition" Program, which includes diabetes and hypertension, among other conditions, and provides essential medication such as insulin at no cost, and a Tobacco Cessation Program.

- No-cost program providing 24-hour emotional well-being support to help with ongoing mental health needs. The program also provides access to resources that support daily life assistance and legal and financial services.

- New benefits platform for part-time associates that provides access to discounted wellness programs in addition to discounts on entertainment, gym memberships, and more.

Pay Equity

As part of our commitment to offer competitive wages, we ensure that our pay structure aligns with industry standards. Our compensation programs are driven by a "pay for performance" philosophy and are reviewed periodically to remain market competitive. Through a combination of market reviews and a merit-based approach, we have increased the wages of our associates every year since 2015. We continuously work to ensure we have fair compensation practices across our organization and strive to achieve pay equity. Our latest independent third-party assessment⁷ showed 99.9% gender pay equity, based on a review of more than 53,000 associates. The assessment also showed that associates who identify as a Person of Color (POC) earn the same as their counterparts.

Burlington has received the following recognitions:

Certified as a Great Place to Work®
(certified eight years in a row)

2023 PEOPLE® Companies that Care
Top Workplaces USA 2023



7. Based on third-party analysis in FY 2021. Given the 99.9% pay equity results, we plan to conduct this assessment periodically.



Diversity, Equity, and Inclusion (DEI)

Burlington Stores is comprised of over 71,000 associates, all playing a key role in how we implement our strategies and achieve our business-related goals. Inclusion is important to us as a company, as it helps create a culture of belonging and respect, where our associates can comfortably collaborate, grow, and innovate. We strive to demonstrate that through our core values and actions.

We believe that when our associates represent a broad spectrum of backgrounds similar to our customer base, we are better positioned to meet their needs and enhance their shopping experience. We are committed to embracing the wide range of backgrounds within our teams to foster a truly inclusive workplace environment. This requires continuous improvement and a focus on innovative programs to attract, retain, and develop diverse talent.

Our DEI Strategic Plan is structured around five core pillars, with strong engagement and support from leaders and associates across the company. For more information, please see the Social page on our [Burlington Investors website](#).

Along with the [five pillars of the DEI Strategic Plan](#), our [DEI Policy](#) reaffirms our commitment to building a culture of respect, inclusion, and equity – a culture that fosters a sense of belonging for all. One of the many ways our associates bring our DEI strategy to life is by participating in our five Associate-led Resource Groups (ARGs).

These groups help create supportive communities, broaden associate knowledge of the company, provide a space for associate professional development, and empower associates to serve as DEI ambassadors to their teams.

These groups represent Women associates, Black and African American associates, Hispanic associates, LGBTQ+ associates, and allies and advocates. Each group plays an important role in making Burlington a more inclusive workplace.

In 2023, our ARGs created a networking event to foster connections between ARG members, DEI Council members, and senior leaders. This event served as a platform for our leaders to share insights on key leadership skills and competencies, contributing to the professional development of participants.

Our ARGs played a role in providing valuable feedback to our buyers, enhancing our ability to tailor products and marketing strategies that resonate more deeply with consumer preferences and drive better results.

Be You @ Burlington

In 2023, we introduced the “Be You @ Burlington” campaign, a significant initiative highlighting the importance of workplace belonging, authenticity, and inclusion across Burlington. During this ongoing campaign, associates heard messages from leaders and were provided opportunities to participate

in activities that reaffirm Burlington’s commitment to being a place where everyone, regardless of their identity, culture, tenure, or position, can produce their best work in a safe environment. We believe that when associates feel they belong, they are more engaged and better equipped to drive results. Central to this initiative were tailored training programs designed to promote an environment where authenticity is not just encouraged but celebrated as a fundamental aspect of our culture.

As part of the campaign, we introduced a series of open and candid dialogue opportunities for associates called “Heart to Heart Moments” to underscore our commitment to creating an environment where every individual is respected, recognized, and valued for who they are.

DEI Councils

Our DEI Councils help foster innovation, build a supportive atmosphere, and create the foundation of our workplace culture in support of our [Leadership DEI Statement of Commitment](#). In 2023, Council members played an instrumental role in advancing the Be You @ Burlington campaign across all facets of the business including stores. Also, Council members collaborated with the Community Impact team to nominate organizations for Burlington donations, selecting those that align closely with our values.



Bridging Language Gaps

In 2023, we introduced Burlingual Connect, aiming to bridge language gaps among associates and help them learn vital communication skills for career advancement while supporting leaders to communicate with multilingual teams. As part of this initiative, we introduced badges that allow store associates to indicate the languages they speak, empowering them to better assist our diverse customer base. Additionally, we implemented a training module for translating phrases commonly used throughout our business.



At Burlington, I get to be myself, being both Asian-American and Pacific Islander. From the beautiful island of Guam, I am embraced for being myself. My culture and upbringing taught me family is always first and to welcome everyone for who they are and that is Burlington.”

JULIE ACFALLE, ASSOCIATE



Diversity, Equity, and Inclusion (DEI) continued



At Burlington, our commitment to an inclusive workplace culture is key to our long-term success. By embracing diversity, we drive innovation and maintain the agility needed to stay ahead of fast-changing consumer preferences and market trends. Diverse perspectives enable us to tackle complex challenges and seize new opportunities in a competitive environment. Ultimately, prioritizing DEI not only boosts our operational effectiveness but also ensures we consistently meet and exceed the expectations of our diverse customers.”

MECCA MITCHELL, SVP LEADERSHIP & ORGANIZATIONAL DEVELOPMENT, DEI, AND COMMUNITY IMPACT



Ongoing DEI Engagements and Training Initiatives

We provide regular opportunities to discuss diversity, equity, and inclusion related topics with associates. The following are a few examples:



Fireside Chat: Held annually during Global Diversity Awareness Month in October, our DEI team facilitates a dialogue with executive leaders. This event provides valuable insights into our current diversity, equity, and inclusion initiatives from a leadership perspective, while also outlining their vision for the future.



Enhanced DEI Training: Tailored education sessions related to DEI and belonging are offered and can be delivered upon request from leaders.



External Engagement: As a signatory of the CEO Action pledge, Burlington actively engages in the [CEO Action Mentoring](#) program. This initiative brings C-suite executives together to foster the growth of a diverse group of emerging leaders at the Director and VP levels as they progress in their careers, enhancing their peer networks and skill sets. In 2023, our SVP of Leadership & Organizational Development, DEI, and Community Impact, alongside our VP of DEI, participated in mentoring circles, leading discussions that centered on fostering psychological safety among participants.



Minutes with Mecca: An opportunity for our SVP of Leadership & Organizational Development, DEI, and Community Impact, to speak to the organization to provide practical tools and insights for our associates on fostering inclusion within their teams, while driving engagement and productivity.



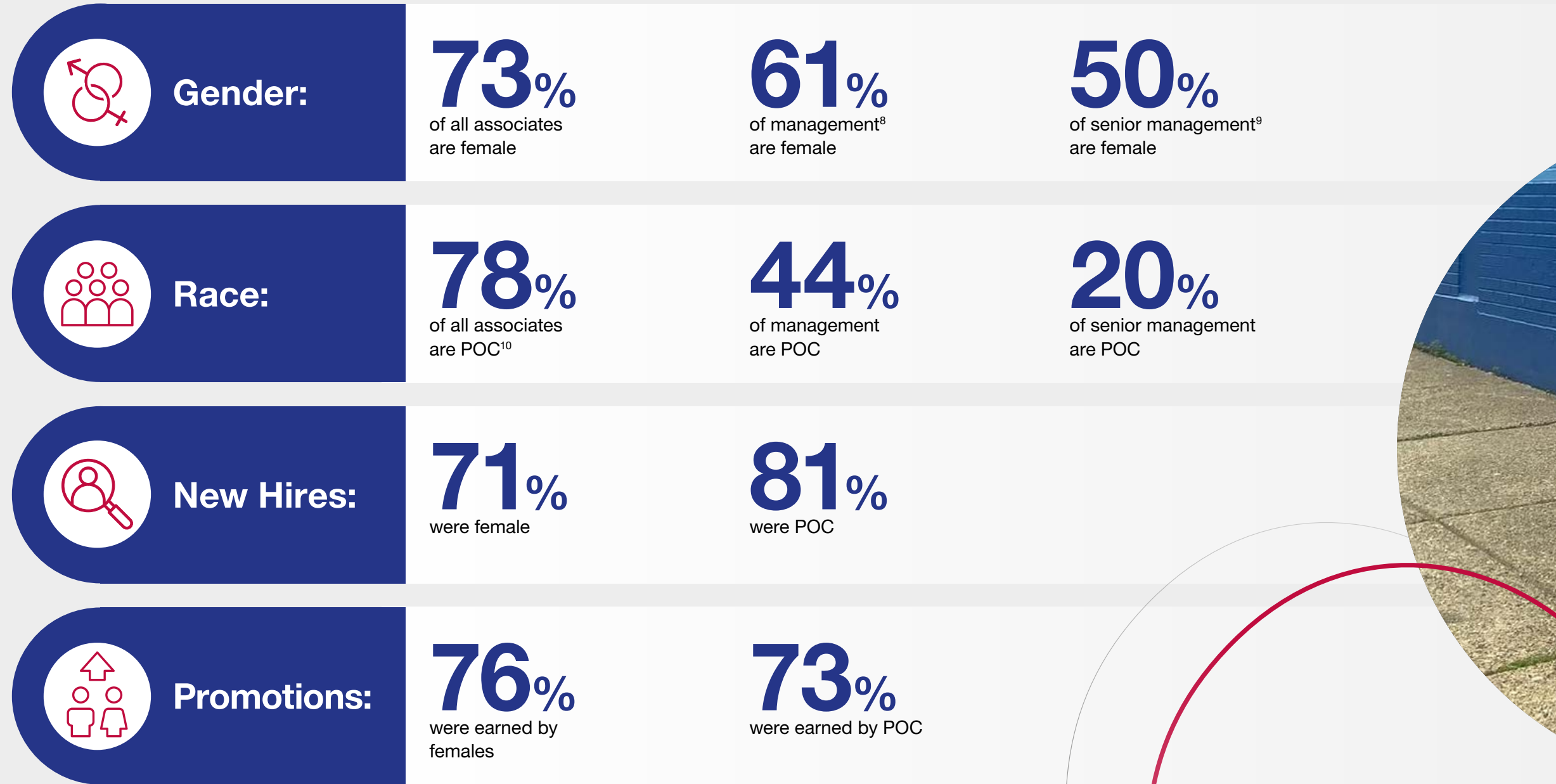
DNN (Diversity News Network): A monthly compilation of DEI initiatives and cultural highlights that are shared with our associates to enhance awareness of our DEI strategy.



Cultural Moments: Ongoing communications that feature various celebrations and observations of the month are shared through internal channels.



Diversity, Equity, and Inclusion (DEI) continued



8. Management is defined as manager in title and above.

9. Senior management is defined as VP in title and above.

10. People of Color (POC) includes, consistent with definitions used by the Equal Employment Opportunity Commission (EEOC), the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Other Pacific Islander; American Indian or Alaskan Native; and Two or More Races.



Helping Our Associates Realize Their Potential

The success of our business strategy is highly dependent upon the success of our associates. Therefore, it's important that we develop and retain the best talent. From recruitment to retirement, we want our associates to grow with us and reach their full potential. We offer learning and development opportunities, ranging from on-the-job training, eLearning opportunities, and career coaching and leadership programs.

To help associates grow at Burlington, they participate in on-the-job training and eLearning specific to their roles. Learning is designed to advance associate development while supporting broader company strategies to drive results. In 2023, associates enrolled in more than 2.7 million eCourses totaling more than 500,000 hours of training related to learning our business, professional development, best practices for management and leadership, safety, and more. New course offerings included training related to topics such as leading people through change, resolving conflict, and building a culture of inclusion and innovation.

In 2023, we established a new Leadership and Organizational Transformation team focused on building leadership capability and evolving talent management processes to better align with business priorities.

This evolution ensures our early career associates, managers, and senior leaders are provided with development resources for achieving their career goals including mentoring, coaching, and management and leadership skill development programs while creating a strong pipeline for Burlington.

Our Leadership and Organizational Transformation strategy prioritizes three key areas:

- Defining and embedding enterprise leadership competencies aligned with business and culture imperatives.
- Strengthening the capabilities of leaders at every organizational level.
- Building a culture of ongoing learning, coaching, and development.

We support the professional development of our associates by connecting them to external opportunities to elevate their professional skills and engage in networking. In 2023, we attended the NRF Foundation Emerging Leader's Summit, where a group of our early career associates had the opportunity to engage in professional development networking sessions. In addition, our SVP of Leadership & Organizational Development, DEI, and Community Impact served as a featured speaker, sharing her knowledge on skill-building for emerging retail leaders.



Merchandising Learning Experience

In 2023, we kicked-off our "Merchandising 2.0 Learning Experience" for our buying and planning teams to facilitate the transition to multiple new reports and tools. This comprehensive learning experience included strategy activation meetings attended by all levels of leadership and associates. Following activation, focus transitioned to the training and adoption of the new tools and reports over an intensive month-long training program.



The Safety and Health of Our Associates and Customers

Maintaining a safe and healthy environment for associates and customers is always our priority and we recognize the importance of a well-executed safety program. We are committed to comprehensive safety protocols, ensuring a secure workplace for our teams.

Our Safety team continues to provide consistent safety communication in Store- and Field Leadership-focused calls, materials, and meetings. The Risk Management and Safety teams for stores and DCs conduct quarterly meetings with senior leadership, Asset Protection, and Operations to analyze incident trends and discuss follow-up actions. Additionally, the Store Operations team improved store and field leadership routines with additional safety guidance to ensure safe environments throughout stores.

All associates must report any work-related injury through our Injury Reporting Hotline, with safety managers thoroughly reviewing each incident and conducting root-cause investigations as necessary.

Specialized store and DC associates receive additional safety training including key risk areas designated by the Occupational Safety and Health Administration (OSHA). Store associates can undertake supplementary safety courses.

To comply with our Injury and Illness Prevention Plan, associates are urged to promptly inform supervisors and managers of any potential hazards without fear of retaliation, after which their concerns will be promptly investigated and addressed. Additionally, associates have the option to report safety concerns through our Integrity Reporting Hotline. We diligently work towards eliminating workplace hazards by consistently upholding all safety rules and policies.

Labor Rights

We strive to create a safe, welcoming, and harassment-free workplace environment. We comply with all applicable laws and international standards, including the International Labour Organization's (ILO) framework of fundamental principles and rights at work.

Our [Code of Conduct](#) outlines the behavior we expect from our associates, as well as our commitment to treat everyone fairly, respecting the right to be free of harassment and intimidation in the workplace. All associates receive training on combating harassment and supporting diversity as part of their onboarding process. As of February 3, 2024, associates at one of our stores were subject to a collective bargaining agreement.



What's Next for Associates?

We will continue to support our various associate initiatives in collaboration with our corporate partners, Merchandising teams, DCs, and field and store leaders. This will require increased collaboration between departments and teams along with the launch of more training and development programming. We are expanding our associate feedback survey, which will help us identify gaps for improvement, especially for early career associates.



In our DCs, Incident Rate and Lost Time Injury Rates remained below our industry peers

Zero
High-Consequence
Work-Related Injuries¹¹

11. A high-consequence work-related injury is an injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.



Communities



As a caring company, we are proud of our tradition of giving back to the communities where we work and live nationwide. We believe our long-standing commitment to corporate responsibility enhances associate engagement and strengthens customer loyalty.

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Our New Community-Giving Approach

In 2023, we unveiled a new community giving strategy centered on empowering those within our communities to live a better life and to build a better future. For more than 50 years, value has been at the heart of everything that we offer and is further amplified through our charitable giving efforts within our store communities nationwide. This new community-giving approach includes the Burlington Stores Foundation, corporate donations, volunteerism, and customer giving.





The Burlington Stores Foundation



The Burlington Stores Foundation is an important lever within our community giving approach. The Foundation is a 501(c)(3) non-operating private foundation intended to build upon our commitment to the communities where we operate. Through its signature programs of grants and charitable donations, the Foundation fulfills its vision of engaging associates in its philanthropic efforts.

In its third year, the Foundation presented nearly \$800,000 through grants and donations to non-profit organizations working at the forefront of societal challenges, aligned with our new community giving strategy of empowering our local communities to live better lives and build better futures. During the latest grant cycle, our associates nominated over 375 non-profit organizations committed to making meaningful change in their local communities. These organizations, located across 35 states, Washington, DC, and Puerto Rico, were submitted to our associate-led Grant Review Committee to be considered for a grant of up to \$5,000.



Our mission is to enrich the lives of the children attending Antheil Elementary School in Ewing, New Jersey and we are truly honored to have your trust in our efforts. This grant will have a significant impact on our ability to supplement and enhance the students' educational opportunities and experiences. Your contribution not only aids in the immediate success of our initiatives but also serves as a catalyst for long-term positive change within our school."

ANTHEIL ELEMENTARY SCHOOL



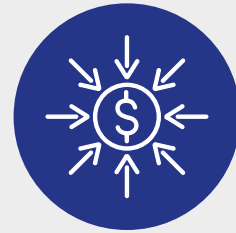
The Burlington Stores Foundation Continued

In 2023, the Burlington Stores Foundation:



**Awarded nearly
\$600,000**

in grants to 120 associate-chosen non-profit organizations in the United States and Puerto Rico.



**Contributed over
\$100,000**

of donations and grants to a variety of causes including the Hispanic Heritage Foundation, Girls on the Run, and The Trevor Project.



**Contributed
\$50,000**

to aid charitable organizations dedicated to supporting interfaith dialogue in communities located in our key markets.



**Donated
\$50,000**

to the Cleveland Browns Foundation, which is committed to providing Northeast Ohio youth with necessary development and education.



Burlington's funding allows us to provide more healthy food for more families this year. We so appreciate the corporate and community partnerships like with the Burlington Stores Foundation. It is because of these partnerships that we are able to make life a little bit easier for families, seniors, and individuals struggling with food insecurity. Each dollar donated allows us to purchase 4 meals through our bulk-purchasing power. That translates into the \$5,000 grant providing 20,000 meals to families struggling with food insecurity!"

FOOD BANK OF SOUTHERN CALIFORNIA





Corporate Donations and Volunteerism

In addition to the philanthropic efforts of the Burlington Stores Foundation, we, as a business, give in ways that support our idea of meaningful community impact. This commitment to giving is integrated within our core business operations and stands alongside the ongoing generosity of our customers.

In 2023, we donated more than \$475,000 to organizations including the National Retail Federation (NRF) Foundation, Delivering Good, and Save the Children. Through our Community Partners Program, we also offered large volumes of discounted merchandise and gift cards to charitable organizations and government agencies.

Merchandise Donations

Our ongoing charitable partnerships are an intrinsic part of how we add value to our communities. In 2023, we expanded our partnership with [Good360](#) into a full nationwide rollout of the donation program we piloted in 2022.

Managed by our Sustainability team, this initiative features benefits to both the environment and the community. Through this program, we donate merchandise that is no longer being sold in our stores to verified non-profit organizations within each store's local community.

Apart from rollout in our U.S. stores, the program has also been introduced in our DCs to facilitate larger-scale donation opportunities. By launching the program in the DCs, we were able to clear out usable items, including pillows, furniture, and clothing that had built up due to logistical challenges during the pandemic.

We are proud to continue supporting Good360's mission to close the need gap by giving hope, dignity, and a sense of renewed possibility to those impacted by disasters and other challenging life circumstances. We're planning to pilot an alternative donation partner in our Puerto Rico stores in 2024, as well as explore how we can responsibly donate hangers, old furniture, and other supplies.

In 2023 Burlington donated over

\$5.7m

worth of merchandise from our stores and DCs through our [Good360](#) partnership



Spreading Joy Through Toys

During the holiday season, we asked our associates to help put our values into action and spread holiday cheer by donating toys to patients and their families in their local communities. Nearly 1,000 toys were donated by our New Jersey, New York, and Los Angeles corporate offices and our East and West Coast DCs. East Coast and LA donations supported local Ronald McDonald Houses while West Coast DC donations supported Masada Homes, a family-focused mental and social health organization.



Corporate Donations and Volunteerism continued



Celebrating Make-A-Wish Kids

In 2023 we partnered with four Make-A-Wish chapters to celebrate children who wished for a shopping spree. Associates ensured a special visit, including welcoming the children with red carpets, decorating shopping carts, and providing a personalized shopping experience.



When I heard about Burlington's day of giving, I was so excited to participate. We made over 1,400 sandwiches, and only stopped because we ran out of supplies! Everyone was in great spirits and so happy to help. It was a great way to give back to our community and help those in need."

GABRIELLE DE VRIES, ASSISTANT BUYER

Associate Volunteering

We continue to actively support associate volunteerism and community involvement, fostering a culture of giving back and making a positive impact beyond the workplace. In 2023, associates were once again able to engage in volunteering opportunities that connect their personal passions to various locations nationwide. More than 1,100 corporate associates gave their time to benefit 17 non-profits where they prepared meals, packed meal boxes, and sorted clothes. Remote associates were offered the chance to take part in a virtual volunteer event where they provided career guidance to underrepresented youth. We also expanded our volunteering efforts to our West and East Coast distribution centers where associates assembled 18,000 snack kits for local food banks.

Burlington associates also volunteer their time by sharing their professional and retail knowledge with students through mentorships. These engagements empower our associates to engage with potential future talent, while also sharing their expertise externally.

For the second year, Burlington partnered with [Her Honor Mentoring](#), a non-profit program that partners professional women from various sectors with female high school seniors. Burlington associate volunteers were matched with young women from Burlington City High School in New Jersey and began the program with a visit to Burlington headquarters for a tour and panel discussion. Throughout the academic year, mentors and mentees met weekly and explored personal and professional topics, including goal setting, balancing daily life, financial literacy, career pathing, resume writing and interviewing skills, and much more. Additionally, each year Burlington hosts a Virtual Career Day for all the Her Honor students featuring presentations from Burlington's DEI, Community Impact, Merchandising, Talent Acquisition, and Legal teams all sharing insights about the various career opportunities in retail.

Burlington continued participating in the [NRF Foundation Student Program](#), which serves to help students accelerate their careers by connecting them with corporate retail professionals. Burlington participates by providing guest speakers and leading round-tables.



Customer Giving

For over half a century, we have delivered value to our customers, associates, and our communities. Each year, together with our signature charitable partners, we invite our associates and customers to join us in giving back to create tangible change.

In 2023, our customers were invited to support the following non-profit organizations, whose mission closely aligns with our new community-giving approach:



A new in-store fundraising campaign to support [YouthBuild USA](#), partnering with young adults, who are neither currently in school nor employed, to help them build brighter futures. In our inaugural year, we raised nearly \$1.4 million.



In August 2023, we launched our seventh annual partnership with [AdoptAClassroom.org](#) raising more than \$1.6 million in 2023 bringing our partnership total to more than \$12.2 million over seven years.



During the holiday season, for the first 50,000 coats purchased during a limited time period, a new coat was donated to help those in need within our store communities through our national partnership with [Delivering Good](#).



Also during the holiday season, we hosted our 10th annual Burlington Toy Drive supporting [Fundación Infantil Ronald McDonald](#), an organization dedicated to improving the well-being of children and their families in Puerto Rico. In 2023 over 20,000 toys were donated, bringing the total toys donated over the last decade to over 150,000.

Learn more about our partnerships on our [website](#).



This mission-oriented partnership with Burlington helps us strengthen our education, workforce readiness, and leadership programming, further unleashing the power and potential of opportunity youth across the country. With the funds raised by Burlington customers and associates, we will be able to identify additional opportunities for impact at the local level and provide even more opportunities for young leaders to acquire the skills and resources they need to create the next best versions of themselves. We are so grateful.”

JOHN VALVERDE, PRESIDENT AND CEO OF YOUTHBUILD USA



What's Next for Communities?

In the year to come, we aim to continue our community engagement by deepening our support through corporate donations, customer giving, and encouraging associate involvement in service initiatives. We will continue to explore ways to enhance our volunteering efforts and expand our community support programs to further our impact.



Environment

Being a successful company also means being a responsible steward of the natural environment. Through our sustainability strategy, we are pursuing initiatives to help counteract the impact of our growth on the environment -- from energy to climate change, to chemical management and waste - while realizing benefits to our bottom line.

In this section

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- 27 Waste in Operations





Climate

Like other businesses, ours is susceptible to risks associated with climate change. We endeavor to mitigate the business risks associated with a changing climate while operating with less environmental impact where and when we can.

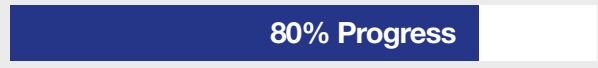
Climate Risk

We review climate risks in line with international standards and frameworks, and disclose our climate-related performance, risks, and opportunities through CDP's climate change questionnaire. When mitigating climate risks, we seek to harness opportunities from cost efficiencies, drive GHG reductions, and strengthen our reputation as an environmentally responsible company.

Climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate, and CSR. See the [Governance, Accountability, and Risk](#) section for more on environmental, social, and governance risk management.

2030 Climate-Related Goals

Goal: 60%
reduction in Scope 1 and 2 Emissions¹²



Goal: 20%
of electricity consumed to be provided by renewable sources



Sustainability Strategy

Our environmental sustainability strategy focuses our efforts on achieving our goals while engaging our associates and keeping them updated on our progress at every step. The strategy includes increasing the use of renewable energy across our operations and providing consistent vendor and supplier education to ensure they're meeting our requirements. Each part of our strategy guides us in growing responsibly while delivering value to our customers.

We monitor our carbon emissions via our environmental management system. This system helps us to track specific metrics related to operational GHG emissions, waste, and other environmental impacts.

Building Awareness on Environmental Topics

We educate and engage our associates through numerous internal communications channels to help them understand the importance of environmental sustainability. These communications showcase our sustainability efforts and accomplishments as well as provide suggestions to our associates on how to live more sustainably outside of the office. Additionally, we share our environmental sustainability achievements with our customers via social media, our website, and email banners.



New Store Strategy

In 2023, Burlington acquired 64 new store leases from Bed Bath & Beyond. Each of these locations not only created a unique avenue to accelerate our new store growth but also presented an opportunity to apply an environmentally sustainable approach to new store construction. Burlington teams maximized adaptive reuse of existing equipment and finishes with a focus on speed to reopen the spaces as Burlington stores. These efforts resulted in less demolition, waste, and new materials. We plan to implement this strategy and learnings from these projects in new stores as we continue to expand.

12. Per operating square foot against a baseline of fiscal year 2016.

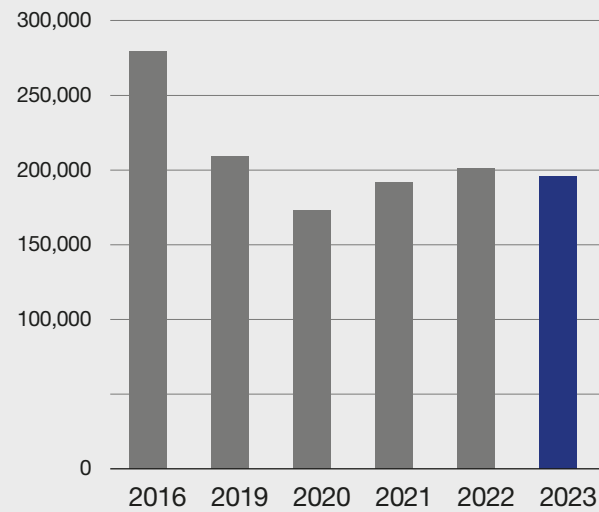


Climate Continued

2023 Total GHG Emissions

Total GHG emissions were approximately 314,000 metric tons (mt) of carbon dioxide equivalent (CO₂e)¹³. Scope 1 and 2 market-based GHG emissions were approximately 198,000 mt CO₂e. When Scope 1 and 2 are normalized per square foot of operational space, we saw a decrease of 5% to last year and a decrease of 48% to our baseline year of 2016.

Scope 1 and 2 Market-Based Emissions (mt CO₂e)



Climate-related Data Governance

Setting operational boundaries for Burlington's portfolio involves identifying the impacts and emissions associated with our operations and categorizing them as Scope 1 (Direct), Scope 2 (Indirect), and relevant Scope 3 (Other Indirect Emissions) for the applicable GHG pollutants. To set inventory organizational boundaries, we have adopted the Operational Control Approach, per the GHG Protocol. Under the Operational Control Approach, a company accounts for 100% of the GHG emissions from operations over which it has control.

Addressing our Scope 1 and Scope 2 Emissions

Our Scope 1 emissions include stationary sources from fuel consumed at our DCs, warehouses, corporate offices, and stores; mobile sources from fuel consumed in our owned vehicle fleet; and fugitive emissions from refrigerants used to cool our stores. Our Scope 2 emissions include procured electricity used in our DCs, warehouses, corporate offices, and stores. We utilize the market-based approach to calculate our overall footprint.

Through this approach, we utilize renewable energy certificates (RECs) that are retired in Burlington's name for our GHG accounting. For locations where RECs are not applicable, we utilize the location-based regional or sub-national emission factors.

Our emissions reduction efforts for Scopes 1 and 2 are focused on making our buildings more efficient with proactive HVAC replacements to phase out higher GHG-contributing refrigerants, regular maintenance of our onsite equipment, and increasing renewable energy procurement. Our Sustainability team works hand in hand with our landlords and development partners to pursue renewable solutions when possible. Please see our [Renewable Energy](#) and [Energy Efficiency](#) sections for more on our current efforts.



13. Total GHG emissions include Scope 1, Scope 2 market-based, and Scope 3 Categories 4, 5, and 6.



Climate Continued

95%

of our long-haul carriers are in the [EPA SmartWay](#) program

74%

of shipments leaving our DCs were via Intermodal Transportation

Addressing our Scope 3 Emissions

As we continue to evaluate our climate impacts, we are working to better understand our relevant Scope 3 emissions throughout our value chain. The Scope 3 categories that we currently report externally are Category 4: Upstream Transportation and Distribution, Category 5: Waste Generated in Operations, and Category 6: Business Travel. We base our emissions measurements on guidance from the GHG Protocol.

Category 4: Upstream Transportation and Distribution

This category includes emissions from the transportation and distribution of products purchased or acquired by Burlington. This includes inbound transportation, defined as the movement of our products to our DCs and outbound transportation, defined as the movement of our products from our DCs to our stores. Modes of transport include, but are not limited to ocean, rail, truck, and van. Our emissions are calculated based on the best available data we have, including distance traveled, weights of shipments, and cost and type of fuel.

To serve our wider business strategy, we focused on enhancing transportation efficiencies, including store distribution, delivery frequency, and ideal delivery schedules to minimize congestion in our DCs and pool points during peak traffic periods.

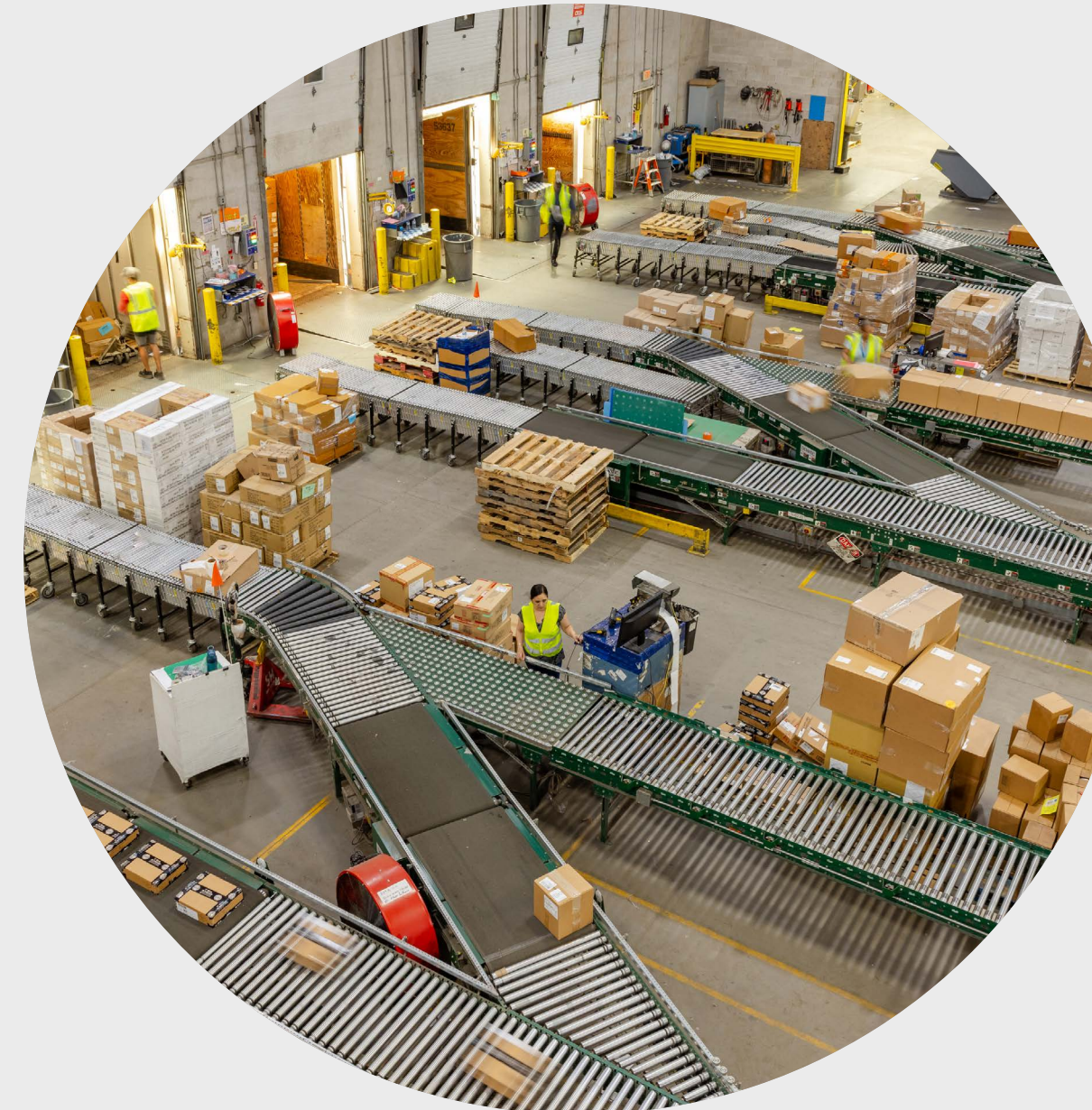
In 2023, the Supply Chain Transportation team partnered with outside supply chain consultants to review our pool point network. This process allowed us to optimize transit time from these facilities to our stores, saving money and reducing emissions.

Category 5: Waste Generated in Operations

This category includes emissions from third-party disposal and treatment of waste that is generated in our owned or controlled operations. Please see our [Waste in Operations](#) section to see how we are managing waste and diversion to support our environmental sustainability strategy.

Category 6: Business Travel

This category includes emissions from the transportation of our associates for business-related activities in vehicles owned or operated by third parties. Our business travel includes bus, commercial and private air, rail, rental car, taxi, and ride-share programs.





Energy

One of the most impactful ways we manage our GHG emissions is by maximizing energy efficiency in stores, DCs, corporate buildings, and we continue our commitment to scale renewable energy.

Renewable Energy

We continue to increase our use of onsite and offsite renewable energy where possible. Wider adoption of renewable energy can lower our overall energy costs over time, as these sources tend to be less volatile. In 2023, our ratio of renewable energy to overall electricity consumption was 9%, keeping us on track for our goal of 20% of electricity consumed to be provided by renewable energy sources by 2030.

In areas of the country where current regulations limit offsite viability and/or minimal incentives exist for onsite renewable energy, we support community solar programs that expand renewable energy availability, especially to smaller businesses and residential customers. We currently have 18 stores enrolled in community solar programs in New York, Rhode Island, and Massachusetts.

2023 was an exciting year for Burlington as we made progress towards our 2030 goal of increasing renewable energy use through accelerating progress in onsite solar, landlord partnerships, and more:



In California, we signed a rooftop solar agreement at two DCs, set to go live in 2024, as well as a renewable supply contract for 27,905 MWh, scheduled to go live in 2025.



In the Mid-Atlantic region of the U.S., we signed a renewable supply contract procuring 36,200 MWh annually for 12 years which is scheduled to go live in 2024.



Burlington partnered with landlords to execute two additional rooftop solar projects for a total of 10 arrays supplying renewable power by the end of 2023. One new project is in progress for 2024.

Energy Efficiency

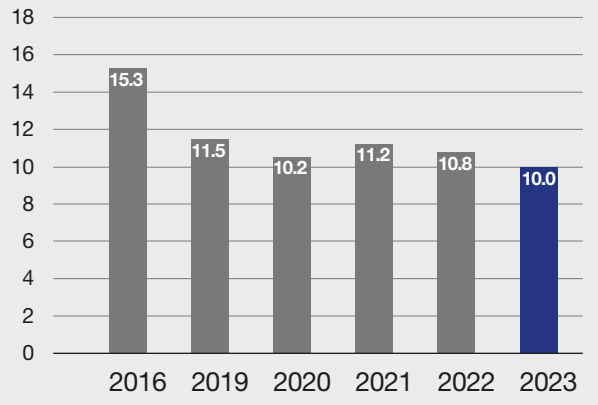
We continue to drive energy and cost savings through careful monitoring of usage, optimizing equipment, and deploying innovative technology in stores, DCs, and corporate offices. In addition to emissions reductions, improved energy efficiency means lower operating costs, leading to a stronger bottom line. In one example, we took a more strategic approach to store-cooling summer “setpoints”. Utilizing our energy management system, the Sustainability team adjusted temperatures in the highest-traffic areas of our stores, such as customer queue lines, checkout areas, and receiving spaces where merchandise is unloaded and processed. This effort achieved improved store comfort while avoiding unneeded energy use. It worked so well that we expanded the strategy to include targeted winter month heating. Improving energy efficiency will remain a focus in 2024 as we investigate a new analytics technology platform that utilizes our energy management system data.

Over

45,380 MWh

of electricity consumed from renewable sources

Energy Usage Intensity (EUI)¹⁴ (kWh/sq ft)



Climate Resilience

To contribute to the stability and resilience of the national energy infrastructure, we participate in demand response initiatives. In 2023, we enhanced our participation by installing more automated demand response meters at several stores. These meters enable us to proactively decrease electricity consumption and prevent the grid from being overburdened during periods of severe weather conditions like extended heat waves or extreme cold.

14. Energy consumption is the sum of all fuel usage and electricity within our operations.



Waste in Operations

Our Sustainability team continues to mitigate the environmental impact of the waste that flows through our operations by optimizing recycling efforts. Burlington makes investments in our stores and DCs through compliance education and in technology to improve waste and recycling processes; all of which aim to improve merchandise processing speeds, lower costs, and increase waste diversion.

Most of our operational waste is generated from merchandise packaging, usually cardboard and plastic film. Although we do not typically control the materials or volume of packaging from merchandise shipped to us due to the off-price retail model, we nonetheless mitigate the environmental impact by maximizing recycling. We require waste vendors to provide data for total waste and diverted waste. When actual measured weights are not available and are significant to our waste footprint, estimates are calculated based on volumetric totals and industry-standard weights for each waste stream.

In 2023, our total waste footprint was 133,956 U.S. tons¹⁵. We diverted 62% of our overall waste from landfills. As we continue to grow as a business, our waste footprint will naturally increase but we remain committed to diverting waste from landfills.

Improving Waste Management and Continued Innovation

Our Sustainability team manages all waste and recycling operations at our stores, DCs, and corporate offices, including introducing and implementing new technologies and innovations to reduce waste hauls. The success of their work drives cost savings through improved operational efficiencies and diversion year over year.

We leveraged one of our vendor partnerships to expand compactor technology, installing compactor monitors in nearly 600 stores. These monitors automatically inform haulers when compactors are near full, reducing trash pickups. Our Sustainability team continued to install small trash balers in 55 additional stores. These balers are an effective tool in saving waste storage space in smaller back-of-house spaces as well as reducing the number of trash pickups by compressing bags of trash into small bales.

Our Sustainability team continually tracks new and emerging waste regulations, such as the law introduced in Massachusetts in 2023 prohibiting the disposal of textiles in landfills or incinerators. The team quickly rolled out a textile recycling program to meet these new regulations.

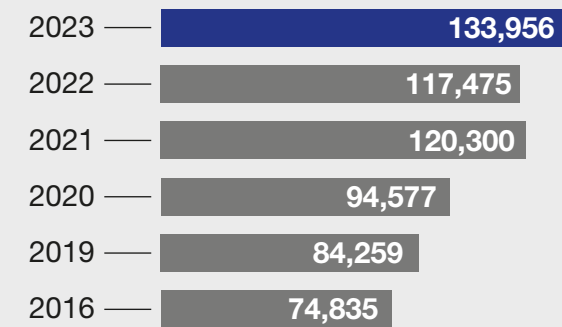
The program creates a viable recycling channel for merchandise that falls into a textile category (i.e., clothing, bedding, curtains, fabric, etc.) that cannot be donated through our Good360 partnership. Collected textiles are recycled via a mail-back program with one of our existing waste management vendors.

E-Waste and Hazardous Waste

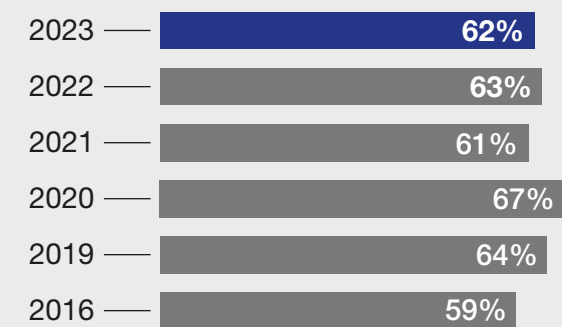
All damaged or obsolete electronics are shipped from stores to one of our New Jersey locations for proper handling and recycling. Our Information Technology team manages this program with assistance from our Sustainability team. E-waste is properly labeled and stored until picked up by a local recycler.

In 2023, we contracted with a third-party consultant specializing in regulatory compliance to evaluate our existing hazardous waste program and provide feedback and recommendations for improvements. The consultant conducted site visits in select DCs and stores in California, reviewed internal training materials related to the program, and provided a compliance report back to our Sustainability team. The team utilized the feedback in the report to aid in strengthening our hazardous waste program.

Total Waste Footprint (U.S. tons)



Waste Diverted from Landfill (%)



What's Next for Environment?

In 2024, we're enhancing our Scope 1 and 2 emissions data governance in preparation for upcoming regulatory requirements. We're also taking a closer look at our relevant Scope 3 categories. We will continue exploring options to divert usable goods from landfills through our ongoing partnership with Good360 and through additional avenues. We will also test data analytics technology platforms using data from our energy management system to enhance energy efficiency in stores and address thermal comfort issues.

We plan to update our hazardous waste training materials in stores and DCs based on guidance from the consultant audits and increase regular inspections and training in more states to meet emerging regulations. We're also exploring sustainable alternatives for the disposal of beauty merchandise hazardous waste. Finally, we will closely track plastic bag regulations to ensure stores are compliant with local and/or state requirements and continue to expand the use of reusable and alternatives to single-use plastic bags.

15. Totals are for ongoing operational waste streams only and do not include construction waste generated in new store construction and remodeling activities.

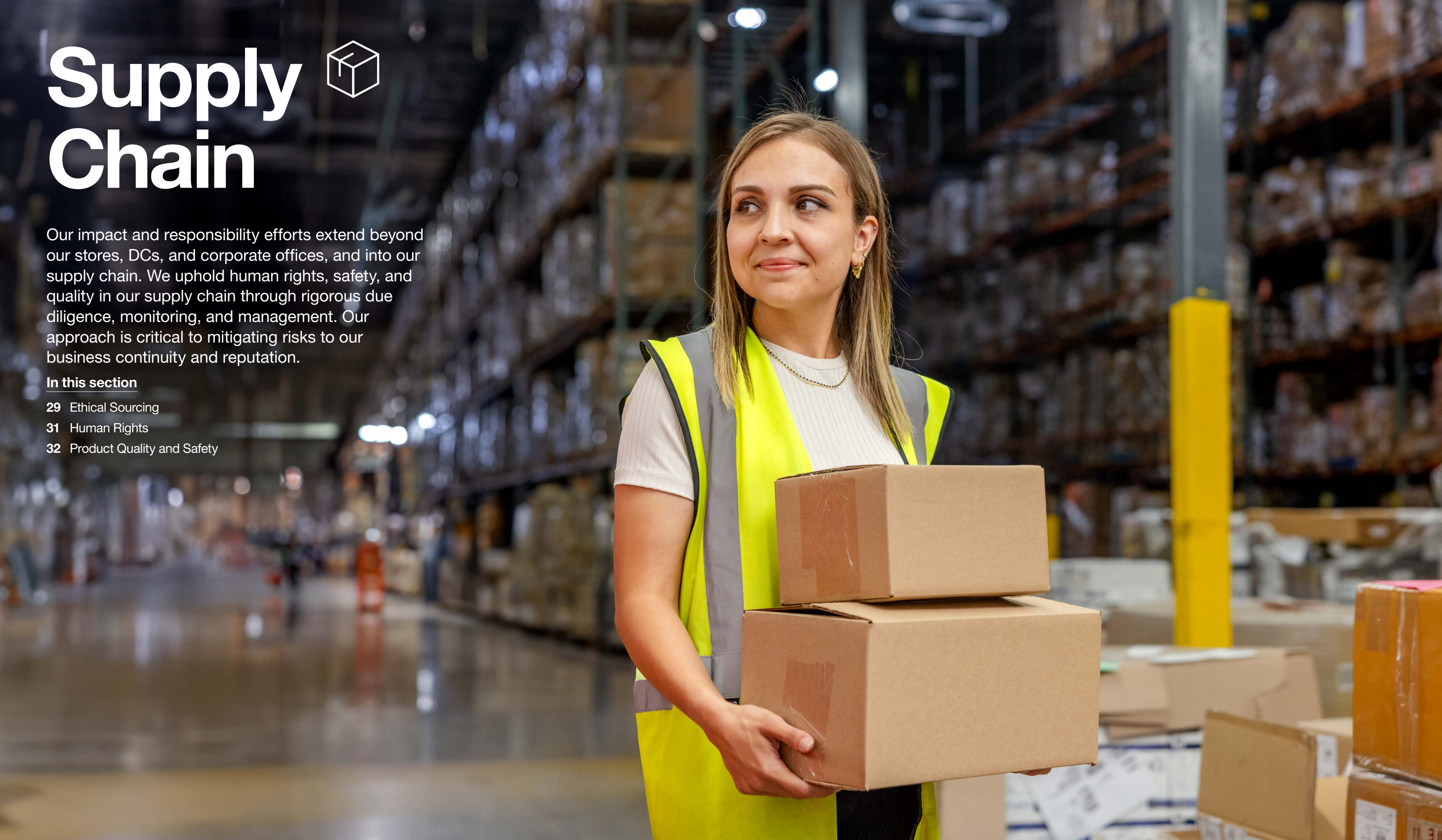


Supply Chain

Our impact and responsibility efforts extend beyond our stores, DCs, and corporate offices, and into our supply chain. We uphold human rights, safety, and quality in our supply chain through rigorous due diligence, monitoring, and management. Our approach is critical to mitigating risks to our business continuity and reputation.

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Ethical Sourcing

Much of the success of our corporate social responsibility approach relies on a responsibly managed supply chain. This includes recognizing and upholding known laws and treaties along with safety and quality standards. We consistently monitor our supply chain to ensure we're meeting our own expectations along with those of our stakeholders. Understanding our supply chain helps us to identify further opportunities to leverage it to positively affect the business while limiting risk.

We focus on managing risks in our global supply chain while collaborating with diverse businesses to benefit local communities near our stores. All our Business Partners¹⁶ must comply with Burlington's [Code of Conduct, Product Safety and Social Compliance Manual](#).

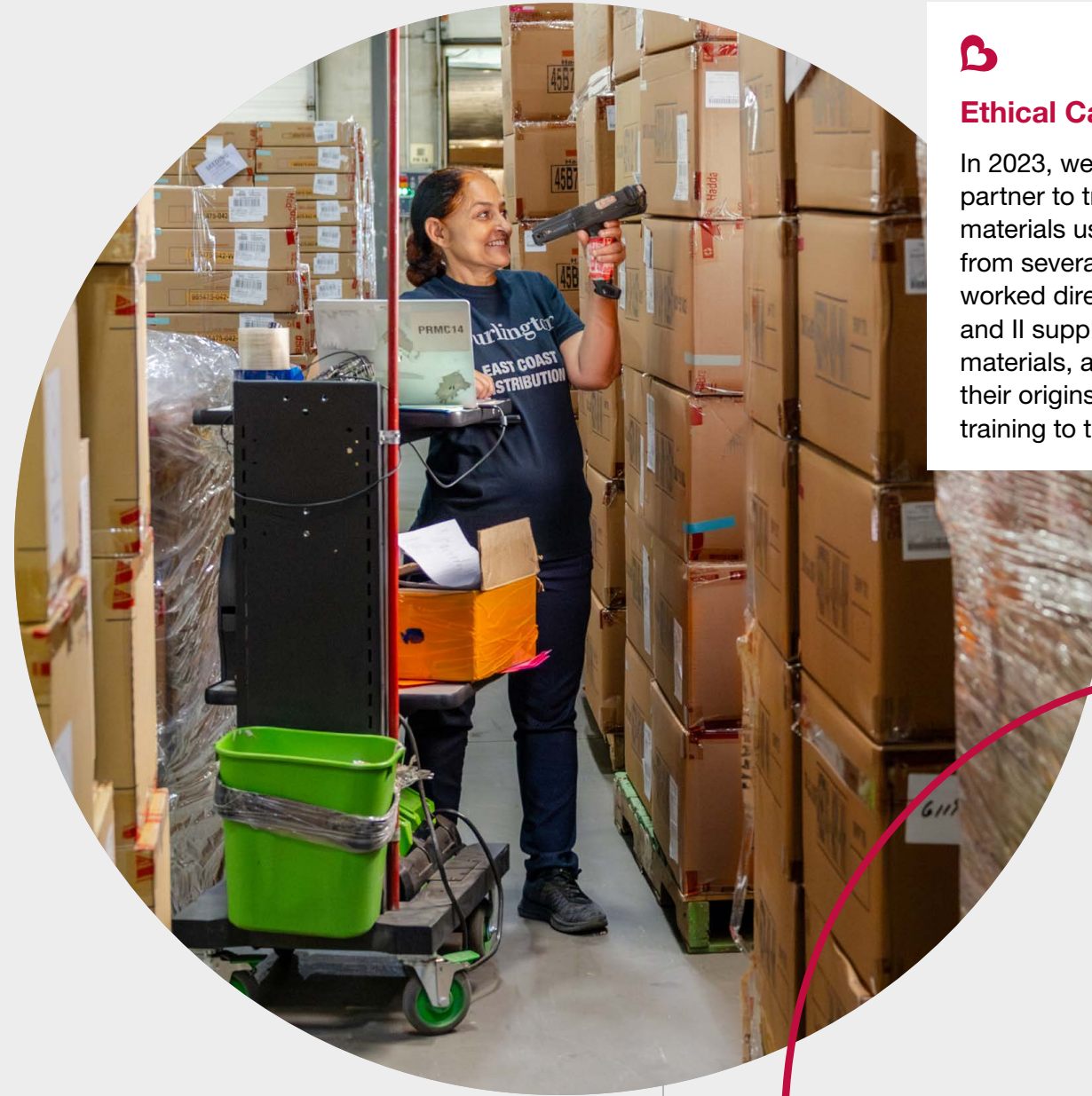
Supplier Risk Assessments and Training

For suppliers where we are Importer of Record (IOR)¹⁷, social compliance audits are mandatory. We reserve the right to end partnerships with those not meeting our Code's standards.

We strive to purchase products from responsibly and ethically managed entities throughout our supply chain. This process requires continuous monitoring and collaboration with local, state, federal, and international organizations. We reported our measured approach to social compliance risk management to the U.S. Customs and Border Protection (CBP), and it was approved by the agency in 2023.

As a Tier III¹⁸ member of the Customs Trade Partnership Against Terrorism (CTPAT) and a participant in the CTPAT Trade Compliance Program, we uphold strict compliance standards. This involves self-assessments and reporting security procedures to CBP. Our CTPAT Trade Compliance Program handbook ensures yearly compliance reporting to CBP.

We conduct country-specific annual risk assessments for imported goods, categorizing countries into low, medium, or high-risk levels to determine audit and screening frequency. Factories conducting business in high-risk countries undergo third-party audits annually.



Ethical Cargo Mapping

In 2023, we worked with an external partner to track and trace raw materials used in several products from several vendors. This provider worked directly with selected Tier I and II suppliers to map high-risk raw materials, as defined by CBP, back to their origins as well as providing training to those suppliers.

16. Defined as vendors, manufacturers, contractors, subcontractors, jobbers, and other supplier sources, and agents who provide Burlington with goods or services ordered pursuant to any purchase order (PO) contract, or agreement issued directly by Burlington or ordered on behalf of Burlington by an authorized company representative.

17. Importer of Record (IOR) means that we are the party responsible for ensuring that imported goods comply with all customs and legal requirements of the country of import.

18. Tier III companies are those that have had CBP inspect their procedures and determine that they go beyond CTPAT's minimum security standards.



Ethical Sourcing continued

Corrective Action Plans

If security or social risks are identified at a factory during a risk assessment, immediate corrective actions must be taken. In cases of minor violations, the factory must submit a Corrective Action Plan (CAP) and adhere to a specified remediation date. Failure to address the issue leads to reporting the violation to CBP, CTPAT, the Burlington merchant, and the vendor.

Upon detection of a major violation, the vendor is allowed to find an alternate supplier; failure to do so results in the cancellation of the purchase order. The manufacturing facility is then placed on a banned list for a minimum of one year, after which it can undergo reassessment by a third-party auditor selected by us.

If subsequent violations are discovered, the facility will be prohibited from producing goods for Burlington, with no further opportunity for correction. In 2023, no suppliers had their contract terminated due to violations.

Our Trade Compliance program supports positive relationships with CBP and the broader industry by reporting our annual self-evaluation to CBP. We audit a sample of direct import shipments based on a combination of internal, external, quantitative, and qualitative risk assessment. This includes any post-summary corrections to the entries, risks that have been identified based on internal Burlington risk assessment, or external risks.

Entries are chosen to be assessed based on the number of imports brought in per country, the country's risk level, and the product type and value, as well as ongoing random samplings.

Supplier Diversity

At Burlington, we strive to create a broad and inclusive product assortment that is reflective of the diverse needs of our customers. We are committed to creating an environment that promotes the opportunity to work with diverse vendors. We recognize that through a more inclusive vendor and supplier diversity process, we may increase unique perspectives, innovative ideas, and valuable contributions to our business. This approach not only enriches our perspective but also enhances our agility in responding to market shifts, ultimately resulting in a more diverse product assortment that can lead to increased profitability.

In 2023, we continued to strengthen our commitment to vendor and supplier diversity through strategic partnerships, including working with the [National Minority Supplier Development Council](#). By partnering with suppliers from a wide range of backgrounds, including women-owned, minority-owned, veteran-owned, and LGBTQ-owned businesses, we strive to tap into unique perspectives and ideas that expand our supplier network, differentiate our product offerings, and better meet customer demand. Please see our "[Doing Business with Burlington](#)" page to learn more about our Supplier Diversity efforts.





Human Rights

We are dedicated to upholding the highest ethical standards and conducting business with utmost integrity, prioritizing human rights and safeguarding workers in the U.S. and globally against forced, trafficked, and child labor risks.



We expect our business partners to share this commitment by adhering to our policies and relevant domestic and international laws. Our approach is guided by global frameworks and local regulations, such as the UN Universal Declaration on Human Rights and California’s Transparency in Supply Chains Act of 2010. Our policies and expectations include the [Burlington Commitment to Ethical Sourcing](#), our [Prison and Forced Labor Notification](#), and our [Code of Conduct, Product Safety, and Social Compliance Manual](#).

We require partners to remunerate their workers at least the prevailing minimum wage, grant one day off in every seven days, and cap the workweek at 60 hours or fewer based on local regulations. Discrimination based on various factors, including gender, age, race, disability, sexual orientation, or cultural and religious beliefs, is strictly prohibited. Please see our [Human Rights/Modern Slavery Statement](#) on our Investor Website for more.

In 2023, we did not have any factories that had their contracts terminated due to human rights violations.

Uyghur Forced Labor Prevention Act

The Uyghur Forced Labor Prevention Act (UFLPA) prohibits the entry of merchandise produced (in whole or in part) by prison or forced labor in Xinjiang Province, China. If Burlington becomes aware of a business partner breaching the Act, Burlington will promptly terminate its business relationship with that partner. We require our business partners not only to adhere to all relevant laws prohibiting prison or forced labor but also to ensure that their raw material and component suppliers are also in compliance. During 2023, there were no detentions of Burlington goods linked to UFLPA violations. Learn more in our [Human Rights/Modern Slavery Statement](#).



Product Quality and Safety

It's our responsibility to keep customers, associates, and suppliers safe with high-quality products. All suppliers are required to comply with the terms of engagement detailed in our [Code of Conduct, Product Safety and Social Compliance Manual](#) operating documents.

All products we offer for sale must be manufactured in accordance with relevant federal, state, and local safety regulations, and align with our stringent ethical standards. To safeguard consumers, particularly children, we mandate that suppliers conduct product testing and provide test reports for inspection upon request or secure certification before shipping.

All partners must comply with the Consumer Product Safety Improvement Act. For all instances where we import children's products, we collect and review test reports completed by third-party organizations. Furthermore, our vendors must comply with the manufacturing country's regulations for exports. In instances where we are not the Importer of Record¹⁷, suppliers are accountable for ensuring adherence to our guidelines and relevant product safety testing and regulations. Products in the food category available in our stores must meet the standards outlined in the Food Safety Modernization Act. We encourage our associates to raise any product safety or compliance concerns through our Open Door Policy.

Chemical Management

Burlington is [committed to eliminating hazardous chemicals](#) from our products as part of our corporate social responsibility approach. In 2022, we launched our Chemical Management Program, which included the release of our [Chemical Compliance Manual](#) that sets forth our policies and procedures related to chemical compliance, including Burlington's Restricted Substances List (RSL). The launch was supported by enhanced training and resources given to our Merchandising and Vendor teams. We provide vendors with product safety testing protocols for all primary product categories. These provide clear expectations of our safety standards and regulatory requirements.

We also made progress in reducing our operational chemical footprint in our stores and DCs by assessing and making changes in priority operational supplies. Along with phasing out receipt papers with phenol-based coatings (e.g., BPA, BPS, BPF, BPB, and BPAF) in stores nationwide in 2022, we increased certified eco-friendly cleaning products for store associates to use in supplemental cleaning of our stores.

We worked with a third-party partner to begin reducing and eliminating polyfluoroalkyl substances (PFAS) from certain product categories. The partner is also helping us educate our merchants on chemicals of concern and drafting a Sustainable Chemical Management Policy.

Further, we continue to partner with a consultant to review our Chemical Management Program. This evaluation includes peer benchmarking, a review of third-party certifications, and an overview of possible chemicals of concern in products, as well as considering ways to reduce chemicals of concern in our assortments. Reduction of chemical use remains a focus for us through 2024 and beyond.

A Note on Fur: At Burlington, we do not knowingly procure or sell items that contain real animal fur. If fur is discovered in any of our product assortments, the merchandise is returned or donated to a charitable, not-for-sale organization.



What's Next in Supply Chain?

In 2024, we plan to partner with a third-party to enhance data collection efforts related to security, CSR, business continuity risk, and food safety from countries where we source goods. We also plan to have a dedicated vendor portal page for Product Safety and Regulatory Compliance to assist vendors with compliance requirements where Burlington is the Importer of Record.



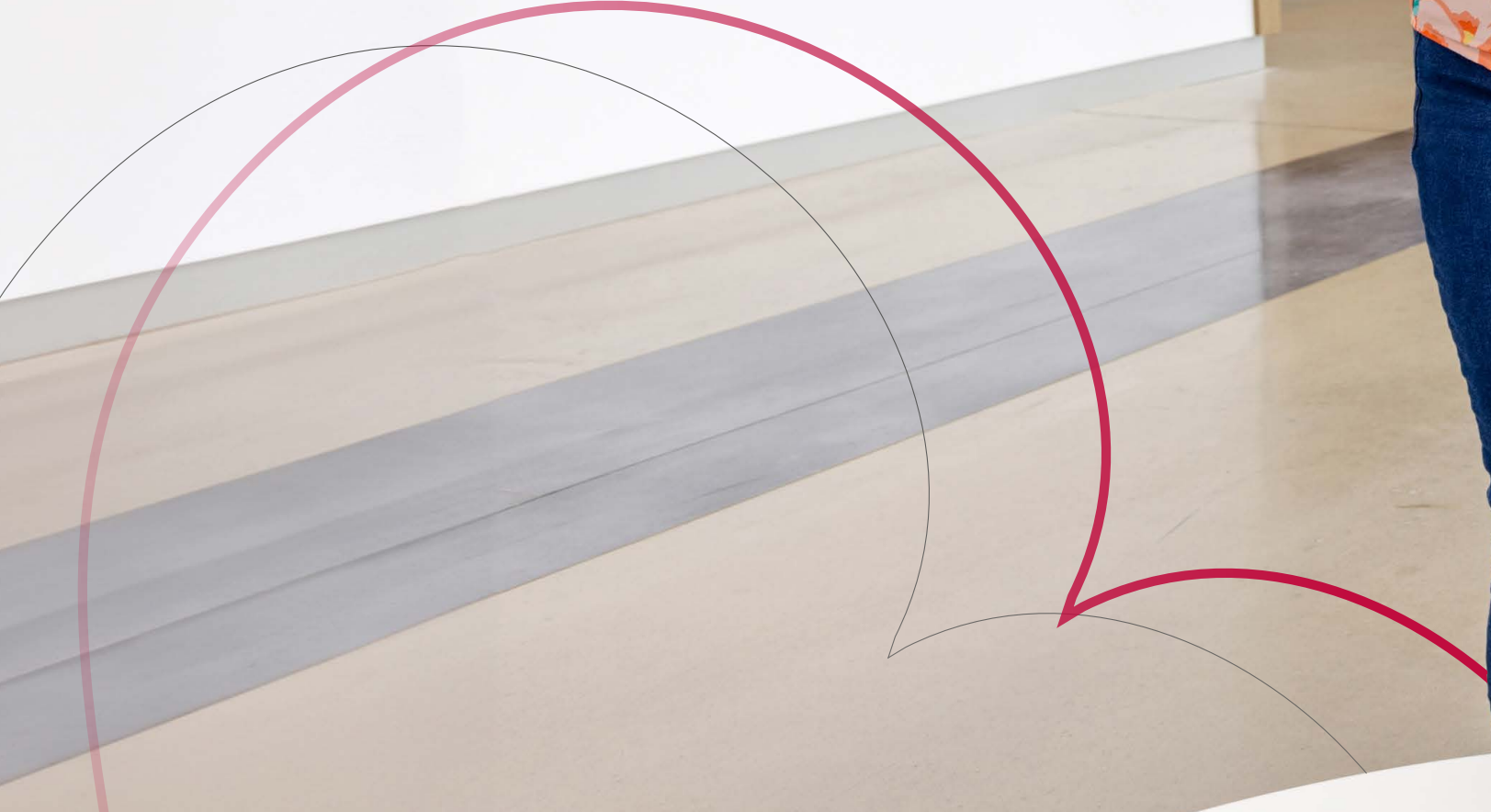
Governance and Ethics



Transparent governance, robust risk management, and systematic stakeholder engagement are fundamentals of corporate responsibility. We are continually monitoring and refining our responsible business practices.

In this section

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Governance, Accountability, and Risk

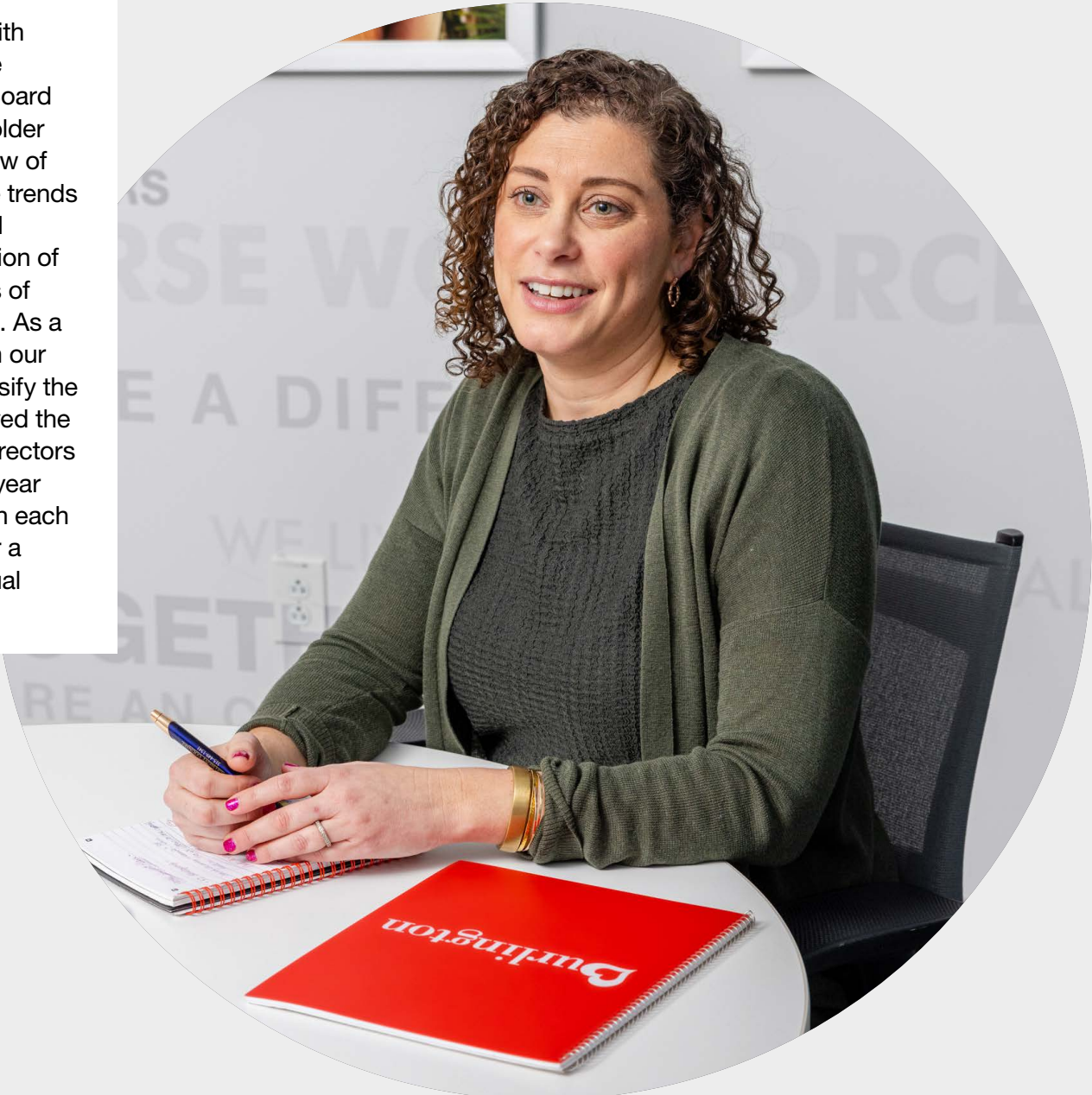
Our Board of Directors is committed to strong corporate governance, as it promotes the long-term interests of all our stakeholders and helps build public trust in Burlington. The Board and its committees review our major governance documents, policies, and processes regularly in the context of ongoing global developments.

We have no unequal voting rights, and Directors are elected by majority vote (with a resignation policy for Directors in uncontested elections). The majority of Director compensation is paid in stock, and we maintain a pay-for-performance philosophy with respect to executive compensation. Self-evaluations are conducted annually by the Board, each committee, and each Director, and we maintain robust CEO, executive, and non-employee director stock ownership guidelines. For more information on our Board and our governance practices, please see our latest [Proxy Statement](#).



Board Declassification

We have engaged extensively with our stockholders on governance matters, particularly regarding Board classification. Based on stockholder feedback and an extensive review of prevailing corporate governance trends and market practices, our Board concluded that the declassification of the Board is in the best interests of Burlington and our stockholders. As a result, we included a proposal in our 2024 Proxy Statement to declassify the Board. Our stockholders approved the proposal and, as a result, our Directors will begin to be elected for one-year terms in a phased approach with each Director standing for election for a one-year term by our 2027 Annual Meeting of Stockholders.



2023 Board of Directors Demographics:



Three

out of 10 total Board Directors are female



Three

out of 10 reflect ethnic/racial diversity



Nine

out of 10 are independent



Governance, Accountability, and Risk continued

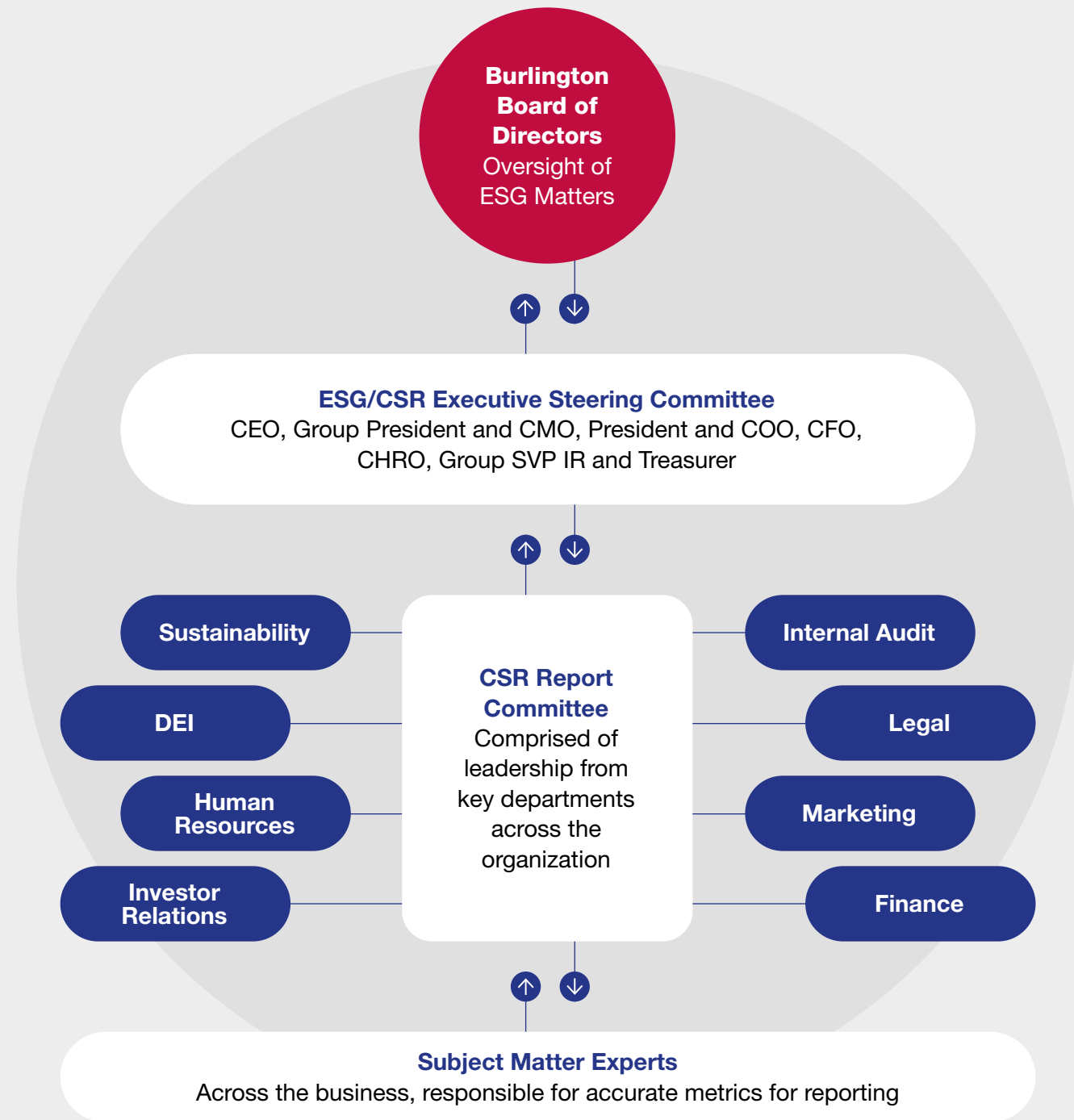
Corporate Social Responsibility Reporting Oversight

Our Board of Directors provides oversight of Burlington's CSR matters. Because it encompasses such a broad area, CSR oversight is divided among several committees and the full Board. The Audit Committee discusses risks related to CSR matters, as well as the steps management has taken to monitor and control such risks. They receive periodic reports from and discuss related controls and procedures with, management regarding our CSR reporting and disclosures. The Compensation Committee reviews our human capital management practices, including diversity, equity, and inclusion programs. The Nominating and Corporate Governance Committee reviews CSR trends, issues, and concerns, including legislative and regulatory developments, that could significantly affect the public affairs of our company and with the Board, reviews our company's strategies, practices, and policies relating to stockholders and other stakeholders on CSR matters.

Our ESG/CSR Executive Steering Committee is responsible for guiding our CSR strategy, policy, and disclosure. This group includes our Chief Executive Officer (CEO), Group President and Chief Merchandising Officer (CMO), President and Chief Operating Officer (COO), Executive Vice President and Chief Financial Officer (CFO), Executive Vice President and Chief Human Resources Officer (CHRO), and Group Senior Vice President (SVP) IR and Treasurer.

The Chairperson of our CSR Report Committee is our Group SVP IR and Treasurer. This Committee includes leadership representing key departments that oversee the CSR reporting process (Sustainability, DEI, IR, Legal, Human Resources, Finance, Marketing, and Internal Audit).

Day-to-day oversight of CSR reporting on our ESG activities falls under the oversight of the core members of the CSR Report Committee: our VP of Sustainability (Environment), SVP Leadership and Organizational Development, DEI, and Community Impact (Social), our VP Assistant General Counsel (Governance), and spearheaded by the Director of ESG, Climate, and CSR. This includes reporting ESG performance, progress on achieving goals and engaging with industry groups, as well as identifying, evaluating, and addressing potential risks that may exist at enterprise, strategic, reputational, financial, operational, compliance, and reporting levels.





Ethical Conduct



The Burlington [Code of Conduct](#) is the central pillar of our Ethics and Compliance Program. All corporate associates and field leaders are required to complete Code training annually. The Code of Conduct addresses a variety of topics, including anti-discrimination and harassment, safety of people and products, anti-corruption, confidentiality, conflicts of interest, our Open Door Policy, and our [Integrity Hotline](#).

Anti-Discrimination

As noted in our Code of Conduct, we're committed to providing a workplace free of unlawful discrimination or harassment. All employment decisions are based on qualifications, contributions, and performance without regard to race, color, religion, creed, sex, pregnancy, sexual orientation, gender, gender expression, gender identity, transgender status, national origin, ancestry, age, physical or mental disability, medical condition, veteran status, marital status (including domestic partnership status), or any other personal characteristic protected by law.

Unlawful discrimination is strictly forbidden. We provide reasonable accommodations in the workplace for qualified individuals with disabilities consistent with applicable laws. In conjunction with our Integrity Hotline for anonymously reporting ethics and compliance concerns, associates can share and resolve any concerns via an early dispute resolution mechanism – the Steps to Effective Problem Solving (STEPS) Program. This involves three steps:

- An open-door policy to openly voice concerns and receive swift responses, counsel, and assistance as appropriate, all without fear of reprisal.
- Request for reconsideration: associates can submit a written request for an independent review of the issue. Decisions are typically made within 45 days.
- Arbitration through the American Arbitration Association, the largest provider of early dispute resolution services in the U.S.

Information on our policies around unlawful discrimination, harassment, retaliation, as well as ways to report concerns, are posted on our internal portal.

Political Contributions

While we are a non-partisan company and do not make any political contributions, we respect the right of our associates to use their voices to advocate for the ideas and change they want to see in their communities and beyond.

Anti-Bribery and Corruption

We do not engage in, tolerate, or permit bribery, corruption, or similar unethical business practices. We comply with anti-corruption laws – including the U.S. Foreign Corrupt Practices Act (FCPA) – in all of our business dealings. Anti-corruption laws and company policies prohibit someone from giving or accepting any bribe to or from any person whether or not the person is a government official or a vendor. Bribes may include cash, “kickbacks”, or commissions, any arrangement to share a portion of the vendor’s profits, or payment of expenses to someone or their relatives. If associates suspect a violation or have a question about these policies, they are encouraged to contact the Legal department. In 2023, there were zero incidents or associate disciplinarys related to violations of the FCPA.



Cybersecurity, Data Privacy, and Protection

Through a robust Privacy Compliance Program, we are committed to safeguarding and maintaining the personal data we collect on our own behalf and on behalf of our customers and associates. Our Privacy team and its partners seek to ensure compliance with privacy laws, the management of customer and associate privacy rights, and associate adherence to our Privacy and Security policies.

Cybersecurity represents an important component of our overall cross-functional approach to risk management. Our cybersecurity practices are integrated into our enterprise risk management (ERM) approach, and cybersecurity risks are among the core enterprise risks identified for oversight by the Board through our annual ERM assessment. While the Board is ultimately responsible for risk oversight, the Audit Committee oversees the overall review of our policies and procedures with respect to risk assessment and risk management and has oversight of information technology and security matters, which includes cybersecurity strategies and risks, as well as data privacy and data protection (Information Security).

The Audit Committee oversees the management of risks from cybersecurity threats, including the policies, processes, and practices that our management implements to address risks from cybersecurity threats.

On a quarterly basis, our Chief Information Officer (CIO) reports to the Audit Committee on our Information Security program, including presentations and reports on cybersecurity risks. These presentations address a wide range of topics including, for example, security initiatives, vulnerability assessments, the threat environment, technological trends, information security considerations arising with respect to our peers and vendors, recent cybersecurity-related developments, and the execution of our cybersecurity awareness training. In turn, the chair of the Audit Committee reports to the full Board on a quarterly basis regarding these matters, among other matters addressed by the Audit Committee.

Some highlights of our cybersecurity program include¹⁹:

Vigilance:

We maintain a cybersecurity threat operation that endeavors to detect, contain, and respond to cybersecurity threats and incidents in a prompt and effective manner with the goal of minimizing disruptions to the business.

Partnerships:

We have established partnerships with a number of third parties, including service providers, to identify and assess cybersecurity risks.

Education:

We provide periodic awareness training for associates regarding cybersecurity best practices. Routine security bulletins are sent to associates throughout the year to enhance awareness of responsibility regarding security risks and we conduct regular phishing exercises. "Security Awareness Month" activities also occur on an annual basis and include sessions with guest speakers, relevant communication, and additional educational opportunities related to security risks.

Incident Response Planning:

Our CIO, in coordination with the cybersecurity team, implemented a program designed to protect our information systems from cybersecurity threats and promptly respond to cybersecurity incidents. To facilitate the success of this program, the cybersecurity team addresses cybersecurity threats and responds to cybersecurity incidents in accordance with our written incident response plan. The CIO and cybersecurity team regularly meet to monitor the prevention, detection, mitigation and remediation of cybersecurity incidents, and the CIO consults with executive management, including the CEO, to report such incidents to the Audit Committee and the Board and initiate a response to incidents when appropriate.

19. See our most recent [10-K, Item 1-C](#), for more information.



Data and Disclosures

In this section

- 39 ESG Data Tables
- 41 GRI Index
- 44 SASB Index
- 45 TCFD Index
- 46 Forward-Looking Cautionary Statements



ESG Data Tables

Environmental Data²⁰

Environmental data points, including greenhouse gas (GHG) emissions, are based on activity between February 1st, 2023 and January 31st, 2024.

	2016	2019	2020	2021	2022	2023
Greenhouse gas emissions (mt CO₂e)						
Total GHG emissions (market-based)	332,977	279,517	253,822	315,163	323,135	313,741
Scope 1 and 2 emissions (market-based)	279,232	209,654	173,414	192,529	201,711	197,948
Scope 1 emissions	20,742	33,481	29,253	35,094	38,806	39,715
Scope 2 emissions (location-based)	258,490	176,173	153,129	173,400	178,861	173,776
Scope 2 emissions (market-based)	258,490	176,173	144,161	157,435	162,905	158,233
Scope 3 emissions	53,745	69,863	80,408	122,634	121,424	115,793
Category 4 (Upstream transportation and distribution)	29,762	44,211	56,441	88,842	88,748	77,206
Category 5 (Waste generated in operations)	19,820	21,008	22,610	31,351	29,970	34,786
Category 6 (Business travel)	4,163	4,644	1,357	2,441	2,706	3,801
Total Scope 1 and Scope 2 market-based emissions by GHG (mt CO₂e)						
CO ₂	274,103	201,233	165,859	182,513	191,063	183,091
CH ₄	518	386	297	326	345	319
N ₂ O	960	596	452	497	542	499
HFCs	3,651	7,439	6,806	9,193	9,761	14,040
Energy (MWh)						
Total energy consumption^{21, 22}	702,604	615,832	553,317	630,072	649,624	626,808
Corporate Offices	22,279	23,334	20,516	22,161	24,403	26,082
DC/Warehouses	31,556	38,050	40,086	48,040	56,356	57,153
Stores	648,769	554,448	492,715	559,871	568,865	543,574
Total renewable energy consumption	-	-	24,418	44,389	44,839	45,381
Corporate Offices	-	-	-	4,673	6,085	5,015
DC/Warehouses	-	-	-	-	-	-
Stores	-	-	24,418	39,716	38,754	40,366
Water (kgal)						
Withdrawal					413,743	602,193
Waste (U.S. tons)						
Total waste footprint	74,835	84,259	94,577	120,300	117,475	133,956
Waste diverted from landfill	44,243	54,284	62,929	73,279	73,663	82,991
Waste Diverted Stores		37,957	42,302	42,683	44,560	49,436
Waste Diverted DCs/Warehouses and Corporate Offices		16,327	20,627	30,596	29,103	33,555
Hazardous Waste diverted from Municipal Landfill	97	199	180	245	258	331
Hazardous Waste Diverted Stores		183	168	220	227	301
Hazardous Waste Diverted DCs/Warehouses and Corporate Offices		16	12	25	31	30
Total Diversion %	59%	64%	67%	61%	63%	62%
Stores Diversion %		57%	58%	49%	52%	50%
DCs/Warehouses and Corporate Offices Diversion %		90%	96%	94%	94%	95%

20. All instances where the figures provided do not add up to the total sum or 100% are due to rounding.

21. Energy consumption is the sum of all fuel usage and electricity within our operations.

22. Energy consumption excludes an insignificant amount of mobile combustion due to fuel usage data being unavailable.





ESG Data Tables

Continued

Social Data²⁰

Social data points apply to our fiscal year ending February 3rd, 2024.

DIVERSITY - MANAGEMENT TYPE			
	All Associates	Management	Senior Management
Total	71,049	3,823	211
By Gender			
Female	73%	61%	50%
Male	27%	39%	50%
Not disclosed	<1%	<1%	0%
By Race and Ethnicity			
POC	78%	44%	20%
White	21%	54%	79%
Not disclosed	2%	1%	1%
By Age			
Under 30 years old	48%	9%	0%
30 – 50 years old	33%	62%	55%
Over 50 years old	19%	29%	45%

DIVERSITY - TIME TYPE		
	Full Time	Part Time
Total	16,876	54,173
By Gender		
Female	68%	74%
Male	32%	26%
Not disclosed	<1%	<1%
By Race and Ethnicity		
POC	70%	80%
White	29%	18%
Not disclosed	1%	2%

NEW HIRES	
Total	166,243
By Gender	
Female	71%
Male	28%
Not disclosed	1%
By Race and Ethnicity	
POC	81%
White	16%
Not disclosed	2%

PROMOTIONS	
Total	8,256
By Gender	
Female	76%
Male	23%
Not disclosed	<1%
By Race and Ethnicity	
POC	73%
White	25%
Not disclosed	1%

TURNOVER	
Total	88,208
By Type	
Involuntary	6%
Voluntary	94%
By Gender	
Female	71%
Male	28%
Not disclosed	<1%



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 Index
Continued

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 403-7 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
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 403-9 Work-related injuries	The Safety and Health of Our Associates and Customers ; page 15
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Helping Our Associates Realize their Potential ; page 14
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 406-1 Incidents of discrimination and corrective actions taken	Anti-Discrimination ; page 36 Zero incidents of discrimination were found during fiscal year 2023.
GRI 406: Non-discrimination	Disclosure 3-3 Management of material topics	Anti-Discrimination ; page 36
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.
	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 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.
	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	Communities ; page 16
GRI 413: Local communities	Disclosure 3-3 Management of material topics	Communities ; page 16
	Disclosure 414-1 New suppliers that were screened using social criteria	Supplier Risk Assessments and Training ; page 29
GRI 414: Supplier Social Assessment 2016	Disclosure 3-3 Management of material topics	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
	Disclosure 415-1 Political contributions	Ethical Conduct ; page 36
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.



SASB Index

The Sustainability Accounting Standards Board, part of the IFRS Foundation, identifies the subset of environmental, social, and governance topics most relevant to financial performance in each industry. Based on SASB’s materiality finder, we disclose the standard disclosure requirements for Multiline and Specialty Retailers and Distributors.

TOPIC	CODE	ACCOUNTING METRIC	LOCATION
Multiline and Specialty Retailers and Distributors			
Energy Management in Retail and Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Energy ; page 26 and Climate ; page 23 Data and Disclosures ; page 39
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Cybersecurity, Data Privacy, and Protection ; page 37
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identified information (PII), (3) number of customers affected	Cybersecurity, Data Privacy, and Protection ; page 37
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	100% of our employees earn minimum wage per state mandates.
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Data and Disclosures ; page 40
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Burlington does not currently report this information.
Workforce Diversity and Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Diversity, Equity, and Inclusion ; page 11
	CG-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Zero incidents of discrimination were found during fiscal year 2023.
Product Sourcing, Packaging and Marketing	CG-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Burlington does not currently report this information.
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Product Quality and Safety ; page 32 Burlington Investors Website: Our Commitment to Responsible Chemical Management Chemical Compliance Manual ; pages 5-10
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Waste in Operations ; page 27



TCFD Index

The Task Force on Climate-related Financial Disclosures (TCFD) has developed a voluntary, consistent, climate-related financial risk disclosure framework for companies to provide information to investors, lenders, insurers, and other stakeholders.

TOPIC	LOCATION
Governance	
a) Describe the board’s oversight of climate-related risks and opportunities	Governance, Accountability, and Risk ; page 34
b) Describe management’s role in assessing and managing climate-related risks and opportunities	Governance, Accountability, and Risk ; page 34
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	In assessing our exposure to climate-related risks, we have determined our primary risks to be extreme weather events – exacerbated by climate change – where our stores or distribution centers are located. For example, impacts from hurricanes, tornados, floods, and other events could severely damage or destroy one or more of our stores or distribution centers. Any of these events or circumstances also could disrupt the operations of one or more of our supply chain partners. Beyond the impacts of severe storms, we are also susceptible to extended periods of unseasonably warm or cold temperatures throughout the year, which could render a portion of our inventory incompatible with those unseasonable conditions; for example, unusually warm weather during fall or winter. Because higher net sales historically have occurred during the second half of the year, unseasonably warm weather during these months could have a disproportionately large effect on our business and materially adversely affect our financial condition and results of operations. Looking forward, we will continue to monitor and assess how climate change can impact our company and how we can prepare for its impacts.
b) Describe the impact of climate-related risks and opportunities of the organization’s businesses, strategy, and financial planning	
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	We are planning to undertake our first formal review of our strategy based on climate-related scenarios to test its resilience. The Environmental Management System we have implemented will help to guide us in the exploration of scenario-based comparisons. This will help to guide us in a climate-related assessment in the future.
Risk Management	
a) Describe the organization’s processes for identifying and assessing climate-related risks	Governance, Accountability, and Risk ; page 34
b) Describe the organization’s processes for managing climate-related risks	Governance, Accountability, and Risk ; page 34
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Governance, Accountability, and Risk ; page 34
Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Energy ; page 26 and Climate ; page 23 Data and Disclosures ; page 39 <ul style="list-style-type: none"> • Total GHG emissions (mt CO₂e) • Total energy consumption (MWh) • Total renewable energy consumption (MWh)
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Energy ; page 26 and Climate ; page 23
c) Describe the targets used by the organization to manage climate-related risks and opportunities to manage climate-related risks and opportunities and performance against targets	Energy ; page 26 and Climate ; page 23



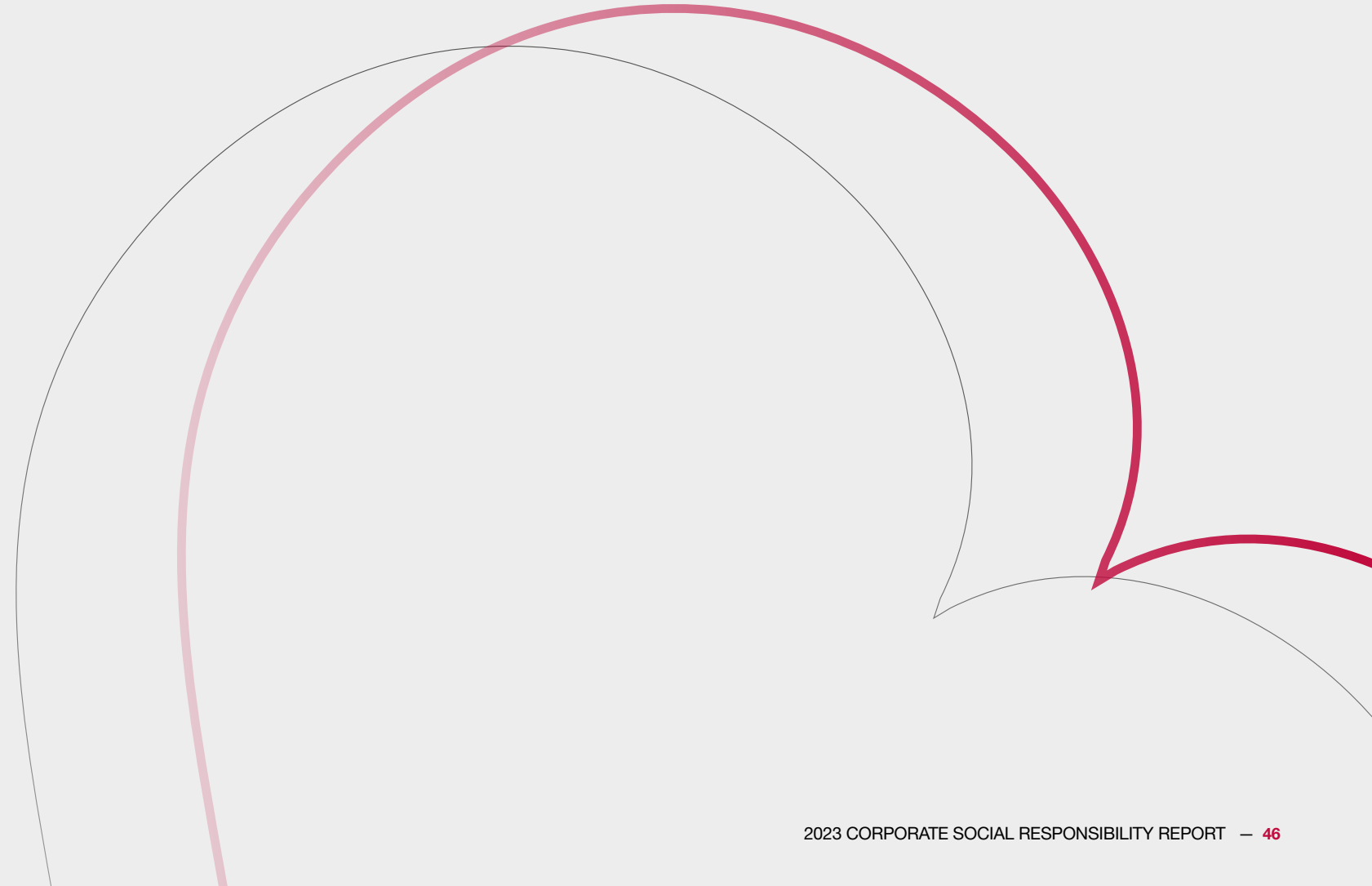
Forward-Looking Cautionary Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Readers can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. Forward-looking statements can also be identified by words such as “future,” “anticipates,” “believes,” “estimates,” “expects,” “intends,” “plans,” “will,” “could,” “can,” “may,” “remain,” “goal,” “target,” “opportunity,” “strive,” “seek,” “anticipate,” and similar terms, although not all forward-looking statements contain such terms. The principal forward-looking statements in this report include our sustainability goals, commitments, and programs; our DEI strategy and related initiatives; our business plans, initiatives, and objectives; our assumptions and expectations; the scope and impact of CSR risks and opportunities; and standards and expectations of third parties. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements, including any failure to meet stated sustainability goals and commitments, and execute our strategies in the time frame expected or at all, as a result of many factors, including changing government regulations or stakeholder expectations; unseasonable weather conditions caused by climate change or otherwise adversely impacting demand; natural and man-made disasters, including

fire, snow, and ice storms, flood, hail, hurricanes, and earthquakes; and our ability to attract, train, and retain quality associates and temporary personnel in appropriate numbers. Any reference to Burlington’s support of a third-party organization within this report does not constitute or imply an endorsement by Burlington of any or all of the positions or activities of such organization. All forward-looking statements in this report are based upon information available to Burlington on the date of this report or as of the dates indicated in the statement. We do not undertake to publicly update or revise our forward-looking statements even if experience or future changes make it clear that any projected results expressed or implied in such statements will not be realized. If one or more forward-looking statements are updated, no inference should be made that we will make additional updates with respect to those or other forward-looking statements. All forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from expectations. Such risks and uncertainties include but are not limited to, those described in “Item 1A – Risk Factors” included in our most recent Annual Report on Form 10-K and as may be updated from time to time on Form 10-Q or other subsequent filings with the Securities and Exchange Commission.

Note on Materiality

Materiality, as used in this report, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.



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