



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