

# 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.

## GRI Content Index

<b>Statement of Use</b>	Burlington has reported the information cited in this GRI content index for the period Feb. 1, 2022 – Jan. 31, 2023, with reference to the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	Disclosure 2-1 Organizational details	Burlington Stores, Inc. (NYSE: BURL) Burlington Stores 2022 <a href="#">Form 10-K</a> ; page 1 Location of headquarters: 2006 Route 130 North, Burlington, New Jersey Location of operations: Burlington Stores 2022 <a href="#">Form 10-K</a> Part 1; page 3 CSR Report: Burlington: Serving Communities for 50 Years; page 5
	Disclosure 2-2 Entities included in the organization’s sustainability reporting	Burlington Stores 2022 <a href="#">Form 10-K</a> , Exhibit 21.1
	Disclosure 2-3 Reporting period, frequency and contact point	CSR Report: About This Report; page 2 We report on our sustainability progress annually.
	Disclosure 2-4 Restatements of information	No restatements for the 2022 CSR Report
	Disclosure 2-5 External assurance	External assurance not completed for 2022 reporting data
	Disclosure 2-6 Activities, value chain and other business relationships	Burlington Stores 2022 <a href="#">Form 10-K</a> Part 1; page 2 CSR Report: CSR Approach; page 7
	Disclosure 2-7 Employees	CSR Report: ESG Data Tables; page 52
	Disclosure 2-9 Governance structure and composition	CSR Report: Governance & Ethics>Governance and Accountability; page 41 <a href="#">2023 Proxy Statement</a> ; pages 11 and 21
	Disclosure 2-10 Nomination and selection of the highest governance body	<a href="#">2023 Proxy Statement</a> ; page 35
	Disclosure 2-11 Chair of the highest governance body	<a href="#">Burlington Investors Website: Corporate Governance, Board of Directors</a>
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	CSR Report: Governance & Ethics>Governance and Accountability; page 41 <a href="#">2023 Proxy Statement</a> ; page 24
	Disclosure 2-13 Delegation of responsibility for managing impacts	CSR Report: Governance & Ethics>Governance and Accountability; page 41 <a href="#">2023 Proxy Statement</a> ; pages 22-24
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	CSR Report: Governance & Ethics>Governance and Accountability; page 41
	Disclosure 2-15 Conflicts of interest	<a href="#">Code of Conduct</a> ; page 9
	Disclosure 2-16 Communication of critical concerns	<a href="#">2023 Proxy Statement</a> ; pages 22 and 27
	Disclosure 2-17 Collective knowledge of the highest governance body	<a href="#">2023 Proxy Statement</a> ; pages 30-31
	Disclosure 2-18 Evaluation of the performance of the highest governance body	<a href="#">2023 Proxy Statement</a> ; page 28
	Disclosure 2-19 Remuneration policies	<a href="#">2023 Proxy Statement</a> ; page 45

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GRI STANDARD	DISCLOSURE	LOCATION
	Disclosure 2-20 Process to determine remuneration	<a href="#">2023 Proxy Statement</a> ; page 45 <a href="#">May 2023 8-K</a>
	Disclosure 2-21 Annual total compensation ratio	<a href="#">2023 Proxy Statement</a> ; page 77
	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. <a href="#">Burlington Investors Website: Corporate Social Responsibility, Policies/Statements</a>
	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 <a href="#">Burlington Investors Website</a> .
	Disclosure 2-25 Process to remediate negative impacts	CSR Report: Governance & Ethics>Ethical Conduct; page 43 <a href="#">Burlington Investors Website: Governance, Policy and procedures for complaints</a> <a href="#">2023 Proxy Statement</a> ; page 27
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	CSR Report: Governance & Ethics>Ethical Conduct; page 43 <a href="#">Burlington Investors Website: Governance, Policy and procedures for complaints</a> <a href="#">2023 Proxy Statement</a> ; page 27
	Disclosure 2-27 Compliance with laws and regulations	CSR Report: Governance & Ethics>Ethical Conduct; page 43
	Disclosure 2-28 Membership associations	<ul style="list-style-type: none"> <li>• National Retail Federation</li> <li>• Retail Industry Leaders Association</li> </ul>
	Disclosure 2-29 Approach to stakeholder engagement	CSR Report: CSR Approach>Stakeholder Engagement; page 8
	Disclosure 2-30 Collective bargaining agreements	CSR Report: Associates>Great Place to Work>Labor Rights; page 16
<b>GRI 3: Material Topics 2021</b>	Disclosure 3-1 Process to determine material topics	<a href="#">CSR Report 2021: ESG Prioritization</a> ; pages 7-8
	Disclosure 3-2 List of material topics	CSR Report: CSR Approach; page 9
	Disclosure 3-3 Management of material topics	The way we manage each identified material topic is covered in the various sections of the report.
<b>GRI 201: Economic Performance 2016</b>	3-3 Topic management disclosure	<a href="#">Form 10-K</a>
	Disclosure 201-1 Direct economic value distributed	<a href="#">Form 10-K</a>
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	See CSR Report: TCFD Index; page 63 and our <a href="#">2022 CDP Climate Response</a> <a href="#">Form 10-K</a> ; pages 9-10
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	CSR Report: Supply Chain> Supplier Risk Management; page 36
<b>GRI 302: Energy 2016</b>	3-3 Management of material topic	CSR Report: Environment>Energy and Climate; page 30
	Disclosure 302-1 Energy consumption within the organization	CSR Report: ESG Data Tables; page 49
	Disclosure 302-1 Energy intensity	CSR Report: Environment>Energy and Climate; page 31

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GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 303: Water and Effluents 2018</b>	3-3 Management of material topic	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	
<b>GRI 305: Emissions 2016</b>	3-3 Management of material topic	CSR Report: Environment>Energy and Climate; page 30
	Disclosure 305-1 Direct (Scope 1) GHG emissions	CSR Report: Environment>Energy and Climate; page 31 CSR Report: ESG Data Tables; page 49
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	CSR Report: Environment>Energy and Climate; page 31 CSR Report: ESG Data Tables; page 49
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	CSR Report: Environment>Energy and Climate; page 31 CSR Report: ESG Data Tables; page 49
	Disclosure 305-4 GHG emissions intensity	CSR Report: Environment>Energy and Climate; page 31 CSR Report: ESG Data Tables; page 49
	Disclosure 305-5 Reduction of GHG emissions	CSR Report: Environment>Energy and Climate; page 31
	Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (Sox) and other significant air emissions	CSR Report: ESG Data Tables; page 49
	<b>GRI 306: Waste 2020</b>	3-3 Management of material topic
Disclosure 306-1 Waste generation and significant waste-related impacts		CSR Report: Environment>Waste and Product End-of-Life; page 33
Disclosure 306-2 Management of significant waste-related impacts		CSR Report: Environment>Waste and Product End-of-Life; page 33
Disclosure 306-3 Waste generated		CSR Report: Environment>Waste and Product End-of-Life; page 33 CSR Report: ESG Data Tables; page 50
Disclosure 306-4 Waste diverted from disposal		CSR Report: Environment>Waste and Product End-of-Life; page 33 CSR Report: ESG Data Tables; page 50
Disclosure 306-5 Waste directed to disposal		CSR Report: Environment>Waste and Product End-of-Life; page 33 CSR Report: ESG Data Tables; page 50
<b>GRI 308: Supplier Environmental Assessment 2016</b>	3-3 Management of material topic	CSR Report: Supply Chain>Supplier Risk Management; page 36
	Disclosure 308-1 New suppliers that were screened using environmental criteria	CSR Report: Supply Chain>Supplier Risk Management; page 36
<b>GRI 401: Employment 2016</b>	3-3 Management of material topic	CSR Report: Associates>Great Place to Work; pages 16-17 CSR Report: Associates>Growing with Burlington; pages 18-19
	Disclosure 401-1 New employees hires and turnover	CSR Report: ESG Data Tables; page 55-56
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CSR Report: Associates>Great Place to Work; pages 16-17 CSR Report: Associates>Growing with Burlington>Rewarding Talent; page 19

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GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 403: Occupational Health and Safety 2018</b>	3-3 Management of material topic	CSR Report: Associates>Safety and Wellbeing; pages 20-22
	Disclosure 403-2 Hazard identification, risk assessment and incident investigation	CSR Report: Associates>Safety and Wellbeing; pages 20-22
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CSR Report: Associates>Safety and Wellbeing; pages 20-22
	Disclosure 403-9 Work-related injuries	CSR Report: Associates>Safety and Wellbeing>Safety-First Culture; page 20
<b>GRI 404: Training and Education 2016</b>	3-3 Management of material topic	CSR Report: Associates>Growing with Burlington; pages 18-19
	Disclosure 404-1 Average hours of training per year per employee	CSR Report: Associates>Growing with Burlington; pages 18-19
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	CSR Report: Associates>Growing with Burlington; pages 18-19
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	3-3 Management of material topic	CSR Report: Associates>Diversity, Equity, & Inclusion; pages 11-15
	Disclosure 405-1 Diversity of governance bodies and employees	CSR Report: Associates>Diversity, Equity, & Inclusion; page 13 CSR Report: Governance & Ethics>Governance and Accountability; page 41 <a href="#">2023 Proxy Statement</a> ; page 5
<b>GRI 406: Non-discrimination</b>	3-3 Management of material topic	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Discrimination; page 43
	Disclosure 406-1 Incidents of discrimination and corrective actions taken	Zero incidents of discrimination were found during fiscal year 2022.
<b>GRI 408: Child Labor 2016</b>	Disclosure 408-1 Operations and suppliers considered to have significant risk for incidents of child labor	CSR Report: Supply Chain>Supplier Risk Management; page 36 No human rights violations have been found during fiscal year 2022.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	Disclosure 409-1 Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor	CSR Report: Supply Chain>Supplier Risk Management; page 36 No human rights violations have been found during fiscal year 2022.
<b>GRI 413: Local communities</b>	3-3 Management of material topic	CSR Report: Communities; pages 23-27
	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	CSR Report: Communities; page 25
<b>GRI 414: Supplier Social Assessment 2016</b>	3-3 Management of material topic	CSR Report: Supply Chain>Supplier Risk Management; page 36
	Disclosure 414-1 New suppliers that were screened using social criteria	CSR Report: Supply Chain>Supplier Risk Management; page 36
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	CSR Report: Supply Chain>Supplier Risk Management; page 36
<b>GRI 415: Public Policy 2016</b>	Disclosure 415-1 Political contributions	CSR Report: Governance & Ethics>Ethical Conduct; page 43
<b>GRI 416: Customer Health and Safety 2016</b>	3-3 Management of material topic	CSR Report: Supply Chain>Product Quality and Safety; page 39
	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	CSR Report: Supply Chain>Product Quality and Safety; page 39
<b>GRI 418: Customer Privacy 2016</b>	3-3 Management of material topic	CSR Report: Governance>Ethical Conduct>Data Privacy and Protection; page 44
	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CSR Report: Governance>Ethical Conduct>Data Privacy and Protection; page 44 There were no substantiated complaints received concerning breaches of customer privacy during fiscal year 2022.