

BURLINGTON STORES, INC.

POLICY AND PROCEDURES FOR COMPLAINTS REGARDING ACCOUNTING, INTERNAL ACCOUNTING CONTROLS OR AUDITING MATTERS

Burlington Stores, Inc. (the “Company”) is dedicated to conducting business with efficiency, fairness and integrity and encourages behavior that will maintain the public’s confidence and trust in its operations.

To help meet these expectations and pursuant to Sections 301(4) and 806 of the Sarbanes-Oxley Act of 2002 (“Sarbanes-Oxley Act”), the Audit Committee of the Company’s Board of Directors has adopted the following policy to ensure that procedures are in place for (i) the receipt, retention and treatment of complaints regarding accounting, internal accounting controls, or auditing matters (“Accounting Matters”); and (ii) the confidential, anonymous submission by the Company’s associates of concerns regarding questionable Accounting Matters. The Audit Committee is responsible for overseeing this Policy, and the Legal Department is responsible for administering this Policy on behalf of the Company.

Scope of Matters Covered

These procedures relate to complaints or concerns regarding Accounting Matters (“Complaints”), including, without limitation, the following:

- fraud or deliberate error in the preparation, evaluation, review or audit of any financial statement of the Company;
- fraud or deliberate error in the recording or maintaining of financial records of the Company;
- deficiencies in or noncompliance with the Company’s internal accounting controls;
- misrepresentations or false statements to or by a senior officer of the Company or an accountant regarding a matter contained in the financial records, financial reports or audit reports of the Company; or
- deviation from full and fair reporting of the Company’s financial condition.

Submission and Receipt of Complaints

Complaints should be reported using one of the following methods:

- Contacting the Company’s ethics and compliance hotline, which is administered by an independent third party service provider. Complaints may be made anonymously at any time through the hotline by telephone at 1-877-371-0680 or by visiting <http://burlington.ethicspoint.com/>. The hotline service provider supplies instructions to individuals making a Complaint on how to follow-up and check on the status of a Complaint.

- Submitting the Complaint to the Legal Department by email at BSIsubmissions@burlington.com or by writing at:

Burlington Stores, Inc.
2006 Route 130
Burlington, New Jersey 08016
Attention: Corporate Secretary

Complaints reported through the ethics and compliance hotline will be forwarded to the Legal Department and will be treated according to the same procedures set forth below.

Content of Complaints

To assist in the response to or investigation of a Complaint, the Complaint should be factual rather than speculative, and contain as much specific information as possible to allow for proper assessment of the nature, extent and urgency of the matter that is the subject of the Complaint. Without limiting the foregoing, the Complaint should, to the extent possible, contain the following information:

- the alleged event, matter or issue that is the subject of the Complaint;
- the name of each person involved;
- if the Complaint involves a specific event or events, the approximate date and location of each event; and
- any additional information, documentation or other evidence available to support the Complaint.

Treatment of Complaints

Upon receipt of a Complaint, the Legal Department will determine whether it relates to Accounting Matters and will promptly provide any such Complaint to the Audit Committee. Complaints concerning the Legal Department will be forwarded immediately to the Chair of the Audit Committee for review.

The Audit Committee will review Complaints by such method as it determines advisable and cause an investigation by the Company's General Counsel or other appropriate person when and in such manner as it determines appropriate. In connection with any such investigation, the assistance of any member of Company management who is not the subject of the Complaint may be sought, and independent legal, accounting or other advisors may be retained as necessary or appropriate. The Audit Committee may, in its discretion, bring the Complaint to the attention of the Company's full Board of Directors, Chief Executive Officer, President, Chief Financial Officer, other officers and personnel, outside auditors, outside counsel or any other party that the Audit Committee deems necessary or appropriate. Prompt and appropriate corrective action will be taken in all cases where the Audit Committee concludes that such action is warranted.

Confidentiality/Anonymity

Neither the Company, the Audit Committee nor any director, officer or associate of the Company will (i) reveal the identity of any person who makes a Complaint and asks that his or her identity remain

confidential, unless necessary to conduct a sufficient investigation or compelled by judicial or other legal process; or (ii) make any effort to ascertain the identity of any person who makes a Complaint anonymously, except to the extent necessary to conduct a sufficient investigation. The Audit Committee or a designee will update, to the extent appropriate and practicable, each person who files a Complaint to inform him or her of the status of the investigation.

Retaliation Prohibited

Consistent with the Company's Code of Conduct and other applicable policies, Company associates who submit Complaints ("Associate Complainants"), or who are interviewed, asked to provide information or otherwise participate in an investigation of a Complaint ("Investigation Participants"), are entitled to protection from retaliation for having made a Complaint or disclosed information relating to a Complaint, or having participated in an investigation, in good faith. The Company shall not discharge, demote, suspend, threaten, harass or in any manner discriminate against an Associate Complainant or Investigation Participant in the terms and conditions of employment based upon any lawful actions of such Associate Complainant or Investigation Participant with respect to good faith reporting of Complaints, good faith participation in an investigation, or otherwise as specified in Section 806 of the Sarbanes-Oxley Act. Retaliation should be reported in accordance with this Policy. The right to protection from retaliation described in this paragraph does not extend immunity for any complicity in the matters that are the subject of the Complaint or an ensuing investigation.

This Policy is in no way intended to limit an associate's (i) ability to report Complaints or other matters to any federal, state or local governmental agency or commission ("Government Agencies"); (ii) ability to communicate with any Government Agencies or otherwise participate in any investigation or proceeding that may be conducted by any Government Agency, including providing documents or other information, without notice to the Company; or (iii) right to receive an award for information provided to any Government Agencies.

Record Retention

The Legal Department shall log, and maintain a file for, all Complaints, tracking their receipt, investigation and resolution and the response to the person making the Complaint. Any unwritten Complaints shall be memorialized in writing, and all Complaints and all records relating to such Complaints shall be retained in accordance with the applicable provisions of the Company's records retention policy.

Revised: November 10, 2020