2025 CORPORATE SOCIAL RESPONSIBILITY DISCLOSURE DOCUMENT

Burlington

DEALS. BRANDS. WOW!

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For more information about Burlington's Corporate Social Responsibility (CSR) efforts in 2025, view our 2025 CSR Report on our website.

ESG DATA TABLES

SOCIAL DATA[1,2]	ALL ASSOCIATES	MANAGEMENT[3]	SENIOR MANAGEMENT[4]
Total headcount	**83,309**[5]	**4,285**	**231**
By gender			
Female	73%	61%	51%
Male	27%	39%	49%
Not disclosed	<1%	<1%	0%
By race and ethnicity			
Person of Color (POC)	79%	47%	21%
White (Not Hispanic or Latino)	19%	51%	75%
Not disclosed	1%	3%	4%
By age			
Under 30 years old	48%	9%	0%
30-50 years old	34%	62%	54%
Over 50 years old	18%	28%	46%

SOCIAL DATA[1,2]	ALL ASSOCIATES
Total headcount	**83,309**[5]
Hispanic or Latino	44%
Black or African American	25%
White (Not Hispanic or Latino)	19%
Asian	5%
Two or more Races	4%
American Indian or Alaskan Native	1%
Native Hawaiian or Other Pacific Islander	<1%
Not disclosed	1%

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

[2] As of January 31, 2026 which was the end of the fiscal year.

[3] Management is defined as manager in title and above.

[4] Senior management is defined as VP in title and above.

[5] 79% were part-time or seasonal associates.

ESG DATA TABLES

ENVIRONMENTAL DATA[1]	2016	2023	2024	2025
Greenhouse gas emissions (metric tons of CO_2 equivalent)[2]				
Total GHG emissions (market-based)[3]	**336,082**	**312,687**	**343,208**	**351,659**
Scope 1 and 2 emissions (market-based)	**278,889**	**196,910**	**197,151**	**196,808**
Scope 1 emissions	20,445	38,695	42,444	51,082
Scope 2 emissions (market-based)[4]	258,445	158,216	154,707	145,726
Scope 2 emissions (location-based)[4]	258,445	173,756	178,820	189,047
Scope 3 emissions	**57,192**	**115,776**	**146,058**	**154,851**
Category 4 (Upstream transportation and distribution)	34,566	77,191	102,003	108,263
Category 5 (Waste generated in operations)	19,820	34,786	39,453	41,057
Category 6 (Business travel)	2,806	3,799	4,602	5,531
Emissions Intensity per thousand square feet (Scope 1 and 2 emissions [market-based])	**6.1**	**3.1**	**3.0**	**3.0**
Total Scope 1 and Scope 2 market-based emissions by GHG (metric tons of CO_2 equivalent)				
CO_2	**274,103**	**183,091**	**179,102**	**175,987**
CH_4	**580**	**357**	**322**	**316**
N_2O	**854**	**443**	**395**	**378**
HFCs	**3,353**	**13,019**	**17,333**	**20,127**
Energy (MWh)				
Total energy consumption[5]	**702,604**	**626,808**	**662,576**	**729,207**
Corporate offices	22,279	26,082	25,135	24,830
DCs/warehouses	31,556	57,153	60,635	61,924
Stores	648,768	543,574	576,806	642,453
Total renewable energy consumption	**—**	**45,381**	**73,952**	**139,942**
Corporate offices	—	5,015	3,190	6,544
DCs/warehouses	—	—	5,513	32,550
Stores	—	40,366	65,250	100,848
Energy Intensity per square foot	**15.3**	**10.0**	**10.2**	**10.9**
Water (kgal)				
Withdrawal		**602,193**	**396,652**	**328,033**

ENVIRONMENTAL DATA[1]	2016	2023	2024	2025
Climate-Related Goals				
Emissions reduction - Scope 1 and 2 market-based emissions (Goal: 60%)[6]	**—**	**48%**	**50%**	**51%**
Electricity consumption sourced from renewable energy (Goal: 20%)	**—**	**9%**	**14%**	**25%**
Waste (U.S. tons)				
Total waste footprint[7]	**74,835**	**133,956**	**145,818**	**152,470**
Waste diverted from landfill	**44,243**	**82,991**	**93,764**	**98,387**
Waste diverted from stores		49,436	57,473	63,048
Waste diverted from DCs/warehouses and corporate offices		33,555	36,291	35,339
Hazardous waste diverted from municipal landfill	**97**	**331**	**393**	**317**
Hazardous waste diverted from stores		301	356	277
Hazardous waste diverted from DCs/warehouses and corporate offices		30	37	40
Total diversion %	**59%**	**62%**	**64%**	**65%**
Stores diversion %		50%	53%	55%
DCs/warehouses and corporate offices diversion %		95%	95%	95%

1 Environmental data points, including greenhouse gas (GHG) emissions, are based on activities occurring between February 1, 2025, and January 31, 2026. All instances where the figures provided do not add up to the total sum or 100% are due to rounding.

2 Burlington's GHG emissions are calculated in accordance with the Greenhouse Gas Protocol, including the Corporate Accounting and Reporting Standard, Scope 2 Guidance, and Corporate Value Chain (Scope 3) Standard. Emissions are calculated using a third-party Carbon Management & Accounting Platform and utilize Global Warming Potential (GWP) values from the IPCC Fifth Assessment Report (AR5).

3 Burlington generated 91 metric tons of biogenic CO_2 in FY2025 through the use of biofuels. Per the GHG Protocol, CO_2 emissions from biogenic sources are accounted for as a separate GHG inventory and not included in Scope 1, 2, or 3 totals. CH_4 and N_2O emissions from biogenic sources are included in Scope 1 emissions.

4 Burlington reports Scope 2 emissions on both a location-based and market-based basis. Location-based emissions are calculated using grid-average electricity emission factors (U.S. EPA eGRID). Market-based emissions reflect the impact of renewable energy certificates (RECs), which are used to reduce a portion of indirect emissions from purchased electricity.

5 Energy consumption is the sum of all fuel usage and electricity within our operations. Energy consumption excludes an insignificant amount of mobile combustion due to fuel usage data being unavailable.

6 Based on market-based emissions per operating square foot against a FY 2016 baseline; includes all locations where Burlington was operationally responsible including those not active for the full fiscal year.

7 Totals are for ongoing operational waste streams only and do not include waste from construction activities.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

DISCLOSURE	DISCLOSURE TITLE	2025 RESPONSE
GRI 1: Foundation 2021		
	Statement of Use	Burlington Stores, Inc. has reported the information cited in this GRI content index for the period February 2, 2025 - January 31, 2026 with reference to the GRI standards.
GRI 2: General Disclosures 2021		
2-1	Organizational details	Burlington Stores, Inc. (NYSE: BURL) is a Delaware corporation headquartered at 2006 Route 130 North, Burlington, New Jersey 08016. Burlington operates exclusively in the United States, with 1,212 retail stores across 46 states, Washington D.C., and Puerto Rico as of January 31, 2026. See 2025 Form 10-K, pages 1–3.
2-2	Entities included in the organization's sustainability reporting	Burlington's sustainability disclosures cover Burlington Stores, Inc. and its wholly owned subsidiaries, comprising all of Burlington's U.S. retail and distribution operations. No entities have been excluded. See 2025 Form 10-K, Exhibit 21.1.
2-3	Reporting period, frequency, and contact point	Burlington publishes a corporate social responsibility report annually, typically at the end of August. These disclosures cover fiscal year 2025, the period from February 2, 2025 to January 31, 2026; environmental metrics, including greenhouse gas (GHG) emissions, are based on activity between February 1, 2025 and January 31, 2026. Inquiries can be directed to info@burlingtoninvestors.com.
2-4	Restatements of information	No restatements for the 2025 CSR Report.
2-5	External assurance	Burlington's 2025 environmental data and disclosures have not been assured by a third party. The company plans to obtain assurance when required for compliance with state or federal regulations.
2-6	Activities, value chain, and other business relationships	For more information, please see 2025 Form 10-K, pages 1–3.
2-7	Employees	For more information, please see 2025 Form 10-K, page 4; and Social Data.
2-8	Workers who are not employees	Burlington engages third-party temporary personnel to staff distribution facilities, particularly during peak seasons. Burlington does not employ volunteers or self-employed persons as a significant part of its workforce. See 2025 Form 10-K, pages 10–11.
2-9	Governance structure and composition	See 2026 Proxy Statement, pages 21–34; and Governance section of our website.
2-10	Nomination and selection of the highest governance body	See 2026 Proxy Statement, pages 28-30.
2-11	Chair of the highest governance body	See 2026 Proxy Statement, page 22.
2-12	Role of the highest governance body in overseeing the management of impacts	See 2026 Proxy Statement, pages 23-24.
2-13	Delegation of responsibility for managing impacts	Responsibility for managing impacts is handled through an internal CSR governance structure that includes: • CSR Executive Steering Committee, made up of C-suite executives, who review and approve CSR strategy, policy, and disclosures • CSR Guidance Committee, made up of senior leaders from relevant functions, who guide CSR strategy, policy, and disclosures • ESG, Climate, and CSR team who manage research, analysis, strategy, and implementation on a day-to-day basis
2-14	Role of the highest governance body in sustainability reporting	The Board of Directors provides oversight of ESG matters.
2-15	Conflicts of interest	See Code of Conduct, page 20; 2026 Proxy Statement, page 74.
2-16	Communication of critical concerns	See 2026 Proxy Statement, page 26.
2-17	Collective knowledge of the highest governance body	Not disclosed.
2-18	Evaluation of the performance of the highest governance body	See 2026 Proxy Statement, pages 28.
2-19	Remuneration policies	See 2026 Proxy Statement, pages 45–73.

DISCLOSURE	DISCLOSURE TITLE	2025 RESPONSE
2-20	Process to determine remuneration	See 2026 Proxy Statement, pages 34-35,45-51.
2-21	Annual total compensation ratio	See 2026 Proxy Statement, page 69.
2-22	Statement on sustainable development strategy	Not disclosed.
2-23	Policy commitments	See Policies & Practices section of our website.
2-24	Embedding policy commitments	See Policies & Practices section of our website.
2-25	Processes to remediate negative impacts	Not disclosed.
2-26	Mechanisms for seeking advice and raising concerns	Burlington associates can report violations of applicable law and ethical rules, including violations of the Company's Code of Business Conduct and Ethics, through the company's Integrity Hotline (877) 371-0680 or by visiting http://burlington.ethicspoint.com/ to enter a claim. Business partners with questions or concerns can contact Burlington's Compliance Counsel at Compliance.Counsel@burlington.com.
2-27	Compliance with laws and regulations	Not disclosed.
2-28	Membership associations	Not disclosed.
2-29	Approach to stakeholder engagement	Not disclosed.
2-30	Collective bargaining agreements	As of January 31, 2026, associates at one of Burlington's stores were subject to a collective bargaining agreement. See 2025 Form 10-K, page 4.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	See 2025 CSR Report, page 4.
3-2	List of material topics	See 2025 CSR Report, page 4.
GRI 302: Energy 2016		
3-3	Management of the material topic	See 2025 CSR Report, page 20-21.
302-1	Energy consumption within the organization	See Environmental Data.
302-3	Energy intensity	See Environmental Data.
GRI 305: Emissions 2016		
3-3	Management of the material topic	See 2025 CSR Report, page 22.
305-1	Direct (Scope 1) GHG emissions	See Environmental Data.
305-2	Energy indirect (Scope 2) GHG emissions	See Environmental Data.
305-3	Other indirect (Scope 3) GHG emissions	See Environmental Data.
305-5	Reduction of GHG emissions	See Environmental Data.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See Environmental Data.
GRI 306: Waste 2020		
3-3	Management of the material topic	See 2025 CSR Report, page 23.
306-1	Waste generation and significant waste-related impacts	See Environmental Data.
306-2	Management of significant waste-related impacts	See 2025 CSR Report, page 23-24.
306-3	Waste generated	See Environmental Data.

DISCLOSURE	DISCLOSURE TITLE	2025 RESPONSE
306-4	Waste diverted from disposal	See Environmental Data.
306-5	Waste directed to disposal	See Environmental Data.
GRI 401: Employment 2016		
3-3	Management of the material topic	See 2025 Form 10-K, pages 4–5.
401-1	New employee hires and employee turnover	Not disclosed.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Burlington Benefits; 2025 Form 10-K, pages 4–5.
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of the material topic	See Code of Conduct, page 14.
405-1	Diversity of governance bodies and employees	See Social Data; 2026 Proxy Statement, page 5.
GRI 406: Non-discrimination 2016		
3-3	Management of the material topic	See Code of Conduct, page 14.
406-1	Incidents of discrimination and corrective actions taken	Not disclosed.
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of the material topic	See Vendor Code of Conduct, Product Safety and Social Compliance Manual.
406-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not disclosed.
GRI 408: Child Labor 2016		
3-3	Management of the material topic	See Code of Conduct, page 31; Human Rights/Modern Slavery Statement; Vendor Code of Conduct, Product Safety and Social Compliance Manual.
408-1	Operations and suppliers at significant risk for incidents of child labor	Not disclosed.
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of the material topic	See Code of Conduct, page 31; Human Rights/Modern Slavery Statement; Vendor Code of Conduct, Product Safety and Social Compliance Manual.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not disclosed.
GRI 414: Supplier Social Assessment 2016		
3-3	Management of the material topic	See Vendor Code of Conduct, Product Safety and Social Compliance Manual.
414-1	New suppliers that were screened using social criteria	Not disclosed.
414-2	Negative social impacts in the supply chain and actions taken	Not disclosed.
GRI 418: Customer Privacy 2016		
3-3	Management of the material topic	See 2025 Form 10-K, pages 12–13, 18–19; 2026 Proxy Statement, page 24.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not disclosed.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Burlington Stores, Inc. reports with respect to the SASB Multiline and Specialty Retailers & Distributors standard for the fiscal year ended January 31, 2026 (FY 2025). Metrics that are not applicable to Burlington's off-price business model or that Burlington does not currently report are noted accordingly.

CODE	CATEGORY	UNIT OF MEASUREMENT	METRIC	2025 RESPONSE
Energy Management in Retail and Distribution				
CR-MR-130a.1	Quantitative	Gigajoules (GJ) Percentage (%)	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	See Environmental Data.
Data Security				
CR-MR-230a.1	Qualitative	Discussion and Analysis	Description of approach to identifying and addressing data security risks	Burlington's cybersecurity risk management program draws upon the NIST Cybersecurity Framework and PCI DSS and employs a risk-based approach covering identification, assessment, remediation, response, and reporting of cybersecurity threats. The CIO and CISO oversee the program and report quarterly to the Audit Committee; the Audit Committee chair reports to the full Board. Burlington uses threat intelligence technologies, conducts third-party assessments, and runs an associate cybersecurity awareness and training program. To date, no cybersecurity incidents have materially affected the Company. Burlington carries information security risk insurance. See 2025 Form 10-K, pages 12–13, 18–19; 2026 Proxy Statement, pages 23–24.
CR-MR-230a.2	Quantitative	Number, Percentage (%)	(1) Number of data breaches, (2) percentage that are personal data breaches, and (3) number of customers affected	Not disclosed.
Labor Practices				
CG-MR-310a.1	Quantitative	Presentation currency, Percentage (%)	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	Not disclosed.
CG-MR-310a.2	Quantitative	Percentage (%)	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	Not disclosed.
CG-MR-310a.3	Quantitative	Presentation currency	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Not disclosed.
Workforce Diversity and Inclusion				
CG-MR-330a.1	Quantitative	Percentage (%), Presentation currency	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	See Social Data.
CG-MR-330a.2	Quantitative	Presentation currency	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Not disclosed.

CODE	CATEGORY	UNIT OF MEASUREMENT	METRIC	2025 RESPONSE
Product Sourcing, Packaging and Marketing				
CG-410a.1	Quantitative	Presentation currency	Revenue from products third-party certified to environmental or social sustainability standards	Not disclosed.
CG-410a.2	Qualitative	Discussion and Analysis	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Burlington's Chemical Management Program establishes restricted substance requirements for products sold in Burlington stores, consistent with California's Proposition 65, the U.S. Consumer Product Safety Improvement Act, and other applicable laws. Burlington works with vendors to ensure compliance. In 2025, Burlington advanced its multi-phased program by introducing targeted training resources to strengthen internal awareness, improve recognition of chemical-related risks, and promote consistent compliance practices. See Supply Chain section of our website; 2025 Form 10-K, page 15.
CG-410a.3	Qualitative	Discussion and Analysis	Discussion of strategies to reduce the environmental impact of packaging	Burlington works with its vendors to identify opportunities to reduce packaging waste across its supply chain. We encourage vendors to use biodegradable desiccant packets in place of conventional silica gel, limit unnecessary fill materials, adopt environmentally friendly packaging whenever possible, and, where feasible, ship shoes without individual boxes. These efforts reflect Burlington's broader commitment to reducing the environmental impact of the products that move through our network. See Vendor Manuals, including: Direct Import Vendor Partnership Manual, MDDP Agreement & Vendor Partnership Manual, Domestic Vendor Partnership Manual, Carton Specification and Handling Guidelines, Shoe Processing Guide
Activity Metrics				
CG-MR-000.A	Quantitative	Number	Number of: (1) retail locations and (2) distribution centers	As of January 31, 2026: (1) 1,212 retail store locations across 46 states, Washington D.C., and Puerto Rico; (2) six distribution centers (Edgewater Park, NJ; Burlington, NJ; Logan, NJ; San Bernardino, CA; Redlands, CA; Riverside, CA). See 2025 Form 10-K, pages 2–3.