



Burlington
DEALS. BRANDS. WOW!

2024 CORPORATE SOCIAL RESPONSIBILITY REPORT

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About this Report

This report highlights our Corporate Social Responsibility (CSR) efforts, focusing on the Environmental, Social, and Governance (ESG) issues of greatest importance to our business and to our stakeholders. Disclosures have been made with consideration of the International Financial Reporting Standards' SASB and S1 and S2 Sustainability Disclosure Standards, and with reference to the Global Reporting Initiative (GRI) Standards.

We incorporate feedback from stakeholders, including investors, into our CSR report, and the report is reviewed by our CSR Executive Steering Committee and presented to our Board of Directors before release. The information in this report principally covers our 2024 fiscal year (FY 2024), which began on February 4, 2024 and ended on February 1, 2025. Where "2024" is referred to, it means FY 2024, and all data refers to FY 2024 unless otherwise stated. Environmental data, including greenhouse gas (GHG) emissions, are based on activity between February 1, 2024 and January 31, 2025. "Associates" refers to employees of Burlington, and "sustainability" refers to environmental sustainability.

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. If you would like further information or to provide any feedback, email us at info@burlingtoninvestors.com.

“

I extend my heartfelt thanks to all our associates, customers, and community members who contributed to our success in 2024. Together, we look forward to many more years of growth and achievement.”

Michael O’SULLIVAN
Chief Executive Officer



CEO LETTER

2024 was a landmark year for Burlington, marked by significant achievements and continued growth as we continued our evolution into a top off-price retailer.

We finished the 2024 fiscal year with a comparable store sales increase of 4% and a total sales increase of 11% versus the previous year on a 52-week basis.¹ We opened 101 net new stores, added a new distribution center to our supply network, and celebrated over 15 years of service in Puerto Rico.

Our success is a testament to the dedication and hard work of our associates, who consistently deliver exceptional value to our customers through streamlined, nimble, and flexible execution of the off-price model. While that idea of delivering value is a key aspect of how we will achieve our long-term goals, it also supports our culture, specifically our social responsibility as an employer and a partner in the places where we do business.

Throughout this report, you’ll see how our adherence to Corporate Social Responsibility is integral to our long-term growth strategy.

We’ve made progress in reducing our Scope 1 and 2 emissions and were pleased to have been named to USA Today’s list of America’s Climate Leaders in 2024. This not only aligns with our commitment to responsible growth; it improves operational efficiency and reduces costs over time.

Our continued investment in leadership and organizational transformation capabilities, along with our certification as a Great Place to Work® for the ninth consecutive year, ensures that our associates grow alongside the company, ready to tackle future challenges and opportunities.

Our efforts to support our communities — including disaster relief, product donations, and broader giving initiatives — not only reflect our values, but also demonstrate our ongoing dedication to being an active and supportive community partner.

As we look to the future, I am confident in our Burlington team. We intend to continue our robust growth, as our long-range model includes the addition of approximately 500 net new stores and a goal of \$16 billion in sales through 2028, all while aligning our business and CSR initiatives for a sustainable future. We remain highly focused on driving bottom-line results, reducing our costs, and protecting and enhancing our brand, while increasing engagement and loyalty among our customers and associates.

I extend my heartfelt thanks to all our associates, customers, and community members who contributed to our success in 2024. Together, we look forward to many more years of growth and achievement.

Sincerely,

Michael O’Sullivan
Chief Executive Officer

¹ Comparisons to the prior year are based on the 52 weeks ended February 1, 2025 vs. the 52 weeks ended January 27, 2024.

BURLINGTON AT A GLANCE

ABOUT US

Burlington Stores, Inc., headquartered in New Jersey, is a nationally recognized off-price retailer with 2024 net sales of \$10.6 billion. We are a Fortune 500 company with common stock traded on the New York Stock Exchange under the ticker symbol "BURL." Burlington operated 1,108 stores as of the end of FY 2024, principally under the name Burlington Stores. These stores are located in 46 states, Washington D.C., and Puerto Rico. Our stores offer an extensive selection of in-season, fashion-focused merchandise at up to 60% off other retailers' prices, including women's ready-to-wear apparel, menswear, youth apparel, baby, beauty, footwear, accessories, home, toys, gifts, and coats.



1,108

total stores;
101 net new stores in 2024

OUR BURLINGTON CULTURE

We are an off-price retailer.

We deliver great values to our customers every day.

We win together.

We recognize those who make a difference. Great performance leads to exciting career opportunities.

We live by our core values.

Drive results. Trust and respect each other. Build teams and partnerships.

We believe everyone matters.

At Burlington, the viewpoints of all associates are valued by prioritizing open and honest communication.

We are a caring company.

We have a caring work environment, and the generosity of our associates and customers helps to improve the communities we live in, work in, and beyond.



\$10.6B

in net sales in 2024



46

states where we operate,
plus Washington D.C.
and Puerto Rico



11

distribution centers and
warehousing facilities



77,532

associates

CORPORATE SOCIAL RESPONSIBILITY APPROACH

We approach Corporate Social Responsibility (CSR) as an enabler of business growth and a means to help create value for a broad set of stakeholders. Our CSR pillars are integrated into our overall corporate business strategy, helping enhance operational efficiency and profitability, attract and retain talent, and identify and mitigate risks. In a rapidly changing retail landscape, we continue to adapt in response to evolving stakeholder expectations and to changes in the operating and regulatory environment.

HOW OUR CSR APPROACH DRIVES BUSINESS RESULTS

| CSR PILLARS |  PEOPLE Empowering associates and supporting the communities where we operate. |  ENVIRONMENT Minimizing environmental impact while supporting sustainable business growth. |  SUPPLY CHAIN Ensuring human rights, safety, and quality across our supply chain. |  GOVERNANCE & ETHICS Practicing transparent governance, risk management, and stakeholder engagement. |
|----------------------------------|---|---|---|--|
| HOW WE DRIVE IMPACT | <ul style="list-style-type: none"> • Continuous learning • Training and development programs • Associate engagement • Inclusive recruitment • Community giving | <ul style="list-style-type: none"> • Emissions reduction • Waste management and recycling • Energy efficiency • Renewable energy | <ul style="list-style-type: none"> • Ethical sourcing • Human rights • Product safety | <ul style="list-style-type: none"> • Strong corporate governance and oversight • Ethical behavior • Cybersecurity |
| WHY THIS MATTERS TO OUR BUSINESS | <p>Promotes associate retention, engagement, and satisfaction that can lead to productivity, innovation, and continuous improvement</p> | <p>Creates operational efficiencies designed to reduce operational expenses while passing along value to our customers</p> | <p>Mitigates risks to people, business continuity, and reputation</p> | <p>Reduces operational risk</p> <p>Protects customer privacy and safeguards sensitive information</p> |

CSR TOPIC PRIORITIZATION

Burlington regularly reviews our environmental, social, and governance priorities to help ensure they remain relevant to business objectives and stakeholder expectations. The results of these reviews informs CSR strategy, enterprise risk management, resource allocation, and communications.

In 2025, we are conducting a review to update the results of our initial review conducted in 2022.

Full results will be shared at www.burlingtoninvestors.com and in our next CSR report.

2024 HIGHLIGHTS

ASSOCIATES



92%

of associates say their immediate manager treats them with dignity and respect



2024 Fortune Best Workplace in Retail



Certified as a Great Place to Work[®] for the ninth consecutive year

COMMUNITIES



Over \$1.1M

in corporate donations and grants through the Burlington Stores Foundation



Over \$5M

worth of merchandise donated



\$500,000

donated to the American Red Cross to support disaster relief efforts in Florida and California

ENVIRONMENT



50%

reduction in Scope 1 and 2 emissions compared to our baseline²



14%

of electricity consumed was provided by renewable sources



64%

of total waste diverted from landfill

² Per operating square foot against a baseline of FY 2016.

PEOPLE



At Burlington, we believe that an engaged workforce, alongside strategic community partnerships, improves business performance, enhances customer relationships, and drives value. Focusing on people, both within our organization and outside, helps us advance our business goals, connect with our customers, and positions us to create impact for individuals and for our company.

In This Section

[ASSOCIATES](#)

[COMMUNITIES](#)

ASSOCIATES

At Burlington, our commitment starts with our associates — the heart of our business. By supporting and empowering them, we build a stronger company and, in turn, better serve the communities around us.

When associates feel supported and empowered, they bring their best selves to work — strengthening team performance, enhancing customer service, and driving our business success. We believe our ability to attract top talent, develop our teams, and reflect the communities we serve is key to sustaining long-term success in a competitive marketplace. As we continue to evolve, we remain focused on fostering a dynamic, customer-centric business that prioritizes people, performance, and progress.

ATTRACTING TALENT

As a rapidly growing retailer, it is imperative that we attract and retain a growing pool of talent across different areas of our company. Our ongoing recruitment practices are both inclusive and merit-based as we implement a multi-faceted approach to identify a talent pipeline. This approach enables us to bring a variety of unique perspectives into our workforce, be responsive to our diverse customer base, and to strengthen our business outcomes.

In 2024, we continued to host and participate in networking receptions, virtual and in-person career fairs, development panels, educational presentations, and recruitment events. For example, at the National Retail Federation’s (NRF) Student Program in New York, Burlington executives and associates participated in career fairs, hiring events, and speaking opportunities.

INTERNSHIPS AND EARLY CAREER

One way we support and develop emerging talent is through our summer internship program. In 2024, interns participated in a 10-week hands-on experience with teams across our company. More than half of the 2024 class returned to Burlington in full-time positions in 2025. Our intern program continued to partner with organizations such as the Fashion Scholarship Fund and the Association of Corporate Counsel.

For professionals looking to start their career at Burlington, we offer resources such as the Burlington Early Career Virtual Series Guide, which shares an array of information ranging from updates on open positions to advice from a Burlington recruiter.



BENEFITS

We are a company that prioritizes meeting the needs of our associates and their families through high-quality benefits plans. We offer a range of benefits focused on health and well-being, financial well-being, and work-life balance. Benefits for eligible associates include:

- **Health and well-being:** medical, dental, and vision plans, access to care coordinators to help associates navigate healthcare coverage, telehealth services, and a chronic condition management program.
- **Financial well-being:** a 401(k) plan with company match, a college savings plan, life and disability insurance, identity theft protection, tuition assistance, pet insurance, legal plan coverage, and an associate discount in our retail stores.

- **Work-life balance:** Employee Assistance Program (EAP); paid time off including paid parental leave, bereavement leave, and sick time; adoption assistance; 24/7 no-cost mental health support; access to an online portal offering a variety of discounts, including savings on car insurance, travel, wellness, and more. In 2024, we added access to no-cost counseling sessions to better serve our associates.

Our part-time associates, regardless of hours worked, can access health coverage and additional insurance benefits, as well as the online portal offering savings and rewards.

NURTURING FUTURE INDUSTRY LEADERS

In 2024, Burlington Stores, in partnership with the Fashion Scholarship Fund, awarded \$10,000, as well as provided access to mentors and internship opportunities, to a student who demonstrated an interest in a discipline or course of study relevant to Burlington.

BURLINGTON INTERNSHIP PROGRAM



63%

intern-to-associate conversion rate, exceeding the benchmark of 53%³

³ Benchmarks from the National Association of Colleges and Employers.

PAY EQUITY

At Burlington, we seek to maintain a workplace where all associates are compensated fairly and equitably for their contributions. Our compensation approach is centered around attracting and retaining exceptional talent that aligns with industry standards and rewards performance fairly. We regularly review our compensation practices to help identify and address potential gaps, using data-driven analysis to guide adjustments and maintain consistency across the organization.



ENGAGING ASSOCIATES

As an off-price retailer, our ability to deliver value, operate with excellence, and execute with agility begins with the strength and engagement of our people. Burlington remains committed to fostering open and honest dialogue with our associates. Our engagement survey, Your Voice, is a primary vehicle for doing so. Results revealed a 78% engagement score, up from 69% in the previous year.

In addition to Your Voice, we continue to provide associates with ongoing opportunities to share feedback about their experience working at Burlington. We have expanded the ways we actively seek feedback to include listening sessions across business areas and through Impact Councils.

We alternate between comprehensive Your Voice surveys and targeted, strategic pulse checks on topics relevant to the business. Through survey feedback, our business leaders identify opportunity areas and develop action plans to address them.

In 2024, in response to what was shared in Your Voice, we launched two initiatives. The first was to add to a weekly Burlington newsletter to our existing internal communication practices. The second was to offer additional well-being support and resources, which came to life through our latest Associate Resource Group (ARG) launch, THRIVE.



ASSOCIATE ASSISTANCE FUND

Life is full of unexpected challenges and events. Part of being a caring company includes supporting one another during times of need. Burlington's Associate Assistance Fund (AAF) provides tax-free financial grants, funded by Burlington associates, for Burlington associates.

Eligible associates can apply for a grant for a number of qualifying events, including natural disasters, damage to a home, or the death of a family member. In 2024, we increased grant funding from a cap of \$2,500 to \$3,500. In addition, we increased the number of grant applications allowed within 12 months and doubled the amount of time to apply for a grant.

“

Receiving the grant brought a sigh of relief, as life's uncertainties led me to a situation I never anticipated. The support provided comfort during a challenging time. I truly appreciate the associates who contribute to the AAF, their generosity makes a difference when it's needed most.”

**Eka
AGUNG**

Buying Office Associate

2024 ENGAGEMENT SURVEY HIGHLIGHTS

93%

have a clear understanding of what is expected of them, exceeding the retail industry norm of 83%

92%

say their immediate manager treats them with dignity and respect, exceeding the retail industry norm of 87%

FOSTERING BELONGING

At Burlington, we are committed to fostering a highly engaged and connected workplace culture where associates are supported and positioned to contribute at their highest level. Promoting collaboration, respect, and inclusion across our workforce helps reinforce our values and enhances how we serve customers and communities.

In 2024, we advanced enterprise-wide efforts to strengthen the associate experience, support team connection, and align our workplace initiatives with broader business goals. These efforts remain essential to our ability to attract and retain talent, drive performance, and meet the evolving needs of the retail environment.

- **Impact Councils** are cross-functional groups of associates who represent their teams on matters related to engagement, workplace belonging, and community initiatives. These councils inform how we shape the associate experience, support local outreach, and reinforce inclusive practices that align with our values. In 2024, we deepened our focus on fostering connection, belonging, and engagement while also expanding the role of our Council members in community impact initiatives by positioning them as visible ambassadors of our values, shaping culture and strengthening alignment across the business.



- **Associate Resource Groups (ARGs)** are associate-led communities that foster connection, peer support, and cross-functional engagement, and offer perspectives that influence both workplace culture and business decisions. ARGs help strengthen team cohesion, contribute to retention and engagement, and provide actionable insights, including feedback that informs merchandising strategies, product relevance, and customer connection. In 2024, we launched THRIVE, an ARG focused on associate well-being and resource access across emotional, financial, mental, and physical health. By supporting the whole associate, THRIVE contributes to a more engaged workforce and helps drive sustained performance across our teams. ARGs are open to all associates, regardless of an associate’s membership or non-membership in a protected class.

- **Be You @ Burlington** is a company-wide campaign that amplifies associate experiences through storytelling and dialogue, strengthening our collective awareness, inclusion, and team cohesion. In 2024, we commemorated the one-year anniversary of Be You @ Burlington with Heart to Heart Moments, a video series that showcased the voices, values, and personal experiences of our teams. As a workforce that reflects the communities we serve, initiatives like Be You @ Burlington provide meaningful insight into the experiences of our customers while enhancing our ability to lead with authenticity in a dynamic retail landscape. In addition, it reinforces our brand and longstanding reputation as a caring company, demonstrating how we value and invest in our associates as a key driver of our success.

2024 ASSOCIATE DATA



37%

of leaders in senior management positions across the company have been with Burlington for 10 or more years



48%

of open management positions across the company were filled by internal promotions

73%

of all associates are female

50%

of leaders in senior management⁵ positions are female

79%

of all associates are Persons of Color (POC)⁴

46%

of leaders in management⁶ positions are POC

⁴ Person of Color (POC), consistent with definitions used by the Equal Employment Opportunity Commission (EEOC), includes 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.

⁵ Senior management is defined as VP in title and above.

⁶ Management is defined as manager in title and above.

EVENTS

Each year, we create events that fuel connection, collaboration, and community among our associates. We develop these opportunities to reinforce an engaging workplace environment, inspire our associates to live Burlington’s core values, and contribute to our company’s overall business success.

In 2024, event highlights included the second season of our corporate engagement event series, which expanded opportunities for teams to connect and enhanced cross-functional collaboration. Through monthly thematic activities, we stepped away from our desks to meaningfully connect through fun activities while forging relationships with colleagues. Another keystone event, the 2024 Field & Store Leadership Meeting brought together nearly 1,300 leaders in Orlando, Florida, for a multi-day conference to align on key business objectives, priorities, and strategies for the year ahead. Our annual All-Company Meeting spotlighted, for the first time, associates across the company with over 40 years of service, honoring them as “Burlington Trailblazers.”

MOMENTS THAT MATTER

We bring people together to educate and empower our associates in various ways. At our fourth annual Fireside Chat, our CEO shared key insights on the importance of investing in our associates. In our “Minutes with Mecca” video series, we released four segments with senior leaders in conversation with Mecca Mitchell, SVP Leadership & Organizational Development, DEI, and Community Impact. We also hosted a Lunch and Lean In session with a wellness expert, offering tips on fostering connection and wellness in the workplace. Also, Burlington’s Women’s Inclusivity Network (WIN) Associate Resource Group hosted the first ever R.I.S.E. (Resilience, Inspiration, Support, and Empowerment) Leadership Forum. The event, open to all associates, was designed to empower emerging leaders across the organization by fostering connection, inspiration, and professional development.



CELEBRATE UNITY DAY

Celebrate Unity Day brings together the various communities within Burlington to help strengthen connections, deepen mutual understanding, and reaffirm our unwavering commitment to remaining a place where every associate can #BeYou. In 2024, Burlington hosted our first Celebrate Unity Day event, which included food trucks, ARG information booths, and fun activities for associates.

RECOGNITION AND AWARDS

We acknowledge and celebrate the exceptional contributions of our associates through multiple recognition programs across our business. In 2024, Burlington distributed over 1,100 total awards.

Our premier awards include Excellence Awards, which recognize exemplary achievements that have a major impact on the business and Spotlight Awards, which highlight associates who have gone above and beyond in their role to drive strong results in their department or business area.

2024 EXTERNAL RECOGNITIONS



2024 Fortune Best Workplace in Retail



Certified as a Great Place to Work[®]
for the ninth consecutive year



Top New Jersey Workplaces

COMING TOGETHER TO BENEFIT PROGRAMS FOR YOUTH

In 2024, associates connected at a corporate engagement event while also raising money for worthy causes. As part of the Bargain Bonanza, we brought people together at our New Jersey, New York, and California offices to shop our samples. The event was supported by about 70 associate volunteers and over 600 participating associates, raising over \$27,000 for AdoptAClassroom.org and over \$2,000 for YouthBuild Global.



HEALTH AND SAFETY

At Burlington, we seek to maintain a safe and secure workplace that is committed to safety protocols and a healthy environment. We diligently work to mitigate the risk of workplace hazards by consistently implementing comprehensive safety protocols and upholding safety rules and policies.

In case of a work-related injury, associates must use our Injury Reporting Hotline. Once reported, safety managers review each incident and conduct any necessary investigations. Additionally, associates can report safety concerns through our Integrity Reporting Hotline.

Specialized store and DC associates receive additional safety training, which includes information on key risk areas designated by the Occupational Safety and Health Administration (OSHA). All store associates take safety e-Courses, including those covering electronic article surveillance tags, emergency evacuation, and hazardous waste.

Our Injury and Illness Prevention Plan outlines Burlington’s health and safety policies. To comply with the plan, associates are urged to inform supervisors and managers of any potential hazards without fear of retaliation. When reported, these concerns will be promptly investigated and addressed.

We recognize that creating a safe and supportive workplace means caring for both the physical and mental well-being of our associates. Our Code of Conduct outlines the behavior we expect from all associates, as well as our commitment to treat everyone fairly, fostering a respectful and inclusive workplace that values all individuals. All associates are introduced to Burlington’s culture and values during onboarding, including our expectation of respectful conduct and our commitment to fair treatment, non-discrimination, and inclusive workplace practices.



B-SAFE CAMPAIGN

In 2024, Burlington launched our B-Safe Campaign, which focused on leadership behaviors to drive safety in stores. The campaign includes communicating with field leadership and store associates in several ways such as a weekly safety priority and a newsletter for all field leaders on safety trends and action steps. We also provide a safety poster, which helps identify common hazards for our backroom associates. In addition, field and store leadership now have greater visibility into safety claims data, which helps identify safety trends and supports safety awareness.

TRAINING AND DEVELOPING OUR ASSOCIATES

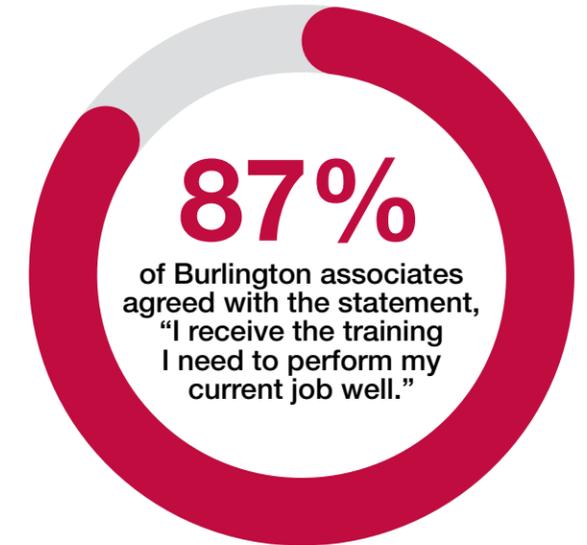
We are deeply committed to professional growth and career advancement. By investing in training, professional development, and career mobility, we help ensure Burlington remains a company where associates want to grow their careers. Our integrated talent management approach seeks to build a robust talent bench aligned with the company strategy and position Burlington for the future.

ROLE-SPECIFIC TRAINING

Burlington is successful because our associates are successful. We continue to build and deliver training on the skills and knowledge associates need for success in their current roles and beyond. This includes training for new hires, those newly promoted, and those who are transitioning roles. In 2024, we continued to focus on three critical business areas to help ensure a skilled talent pipeline: merchandising, stores/field, and distribution centers.

In merchandising, we managed five unique, position-specific onboarding programs. Over 200 buying and planning associates completed one of the 21 merchandising onboarding programs conducted in 2024.

For stores and in the field, we continued our language inclusion commitment to offer all new training in English and Spanish. And we kicked off development of new Store Manager in Training and District Manager in Training programs planned for launch in 2025.



In distribution centers, we aligned on priority focus areas for training development, with selected focus areas having the greatest potential impact on business results. For the critical distribution center Area Manager position, we piloted a new six-week early career onboarding program on both East and West Coasts. Participants received training on operational excellence and standard operating procedures during classroom sessions, job shadowing opportunities, and hands-on experiences.

LEADERSHIP DEVELOPMENT

As Burlington continues to grow and transform, we recognize the need to shape our leadership development programs to strengthen leadership effectiveness, keep pace with our business, and create a bench of leaders capable of delivering on our future vision.

In 2024, we launched our new Leadership Competency 2.0 Framework, providing a clear roadmap for achieving our business drivers and progressing the careers of our associates. We also introduced the Leadership 2.0 Portal, a virtual one-stop shop for leadership that includes competency development tips, resources, and tools available to all Burlington associates. We also prioritized our development programs, aiming to build the leadership competencies for those at all levels of the business. This includes:

- Enabled high potential early career associates to participate in the NRF’s Emerging Leaders’ Summit. At the event, they gained industry insights, expanded their leadership capabilities, and connected with retail executives.
- Enhanced the leadership competencies of Area Managers in our distribution centers through two pilot programs, one for early career associates and another focused on incumbents.
- For mid-level leaders, we launched the Leadership Education & Advancement Program (LEAP), a development initiative that provides high-potential leaders with a structured and comprehensive learning experience through



online executive education courses, group coaching, and collaborative peer engagement.

- At our senior leader level, we delivered an executive coaching program to those in critical business roles to strengthen their effectiveness and impact, and drive results.

These programs position us well for advancing our leadership competencies, culture, and business strategy. We look forward to expanding upon these efforts in 2025 to engage, empower, and elevate leadership at all organizational levels.

“

One of the most impactful changes has been my increased self-awareness and intentionality in how I lead. By gaining greater understanding of my own, my team’s, as well as other partner’s leadership styles, I’ve been able to gain greater buy-in, which has ultimately led to overall stronger connections.”

**2024
LEAP PARTICIPANT**

Director, Field Operations

MENTORING

We value the expertise of our leaders and what they have to offer developing talent. That’s why we give our leaders opportunities to mentor.

In 2024, we kicked off the fourth year of our partnership with Her Honor Mentoring, a nonprofit program that partners professional women from various sectors with female high school seniors. Burlington associate volunteers were matched with students from Burlington City High School and together they explored topics such as goal setting, life balance, and interview skills. In 2024, mentees traveled to Burlington’s New York buying office to shadow their mentors.

We also participated in the NRF Foundation Student Program in New York, where Burlington executives and associates shared their retail knowledge with college students. Events included an executive mentoring experience, a tour at our New York buying office, and career opportunity sessions. This event highlights our associates’ specialized knowledge and skills, and provides a space to share with potential talent to drive innovation in the retail industry.

COMMUNITIES

At Burlington, we are driven by our commitment to help people live better lives and build brighter futures. Through our national charitable partnerships, grants and donations, and volunteerism, we focus on creating opportunities and providing support where it's needed most. We give, serve, and engage because we believe that when communities thrive, we all do.

With every store that opens, we hire approximately 65 new associates, providing an opportunity for jobs in our new store communities. As our stores grow, our community impact is growing with it, reinforcing our belief that being a caring company is aligned with our ability to remain a successful one.

\$5M
worth of merchandise donated

CORPORATE DONATIONS

As a business, we give in ways that support our goal of meaningful community impact. Through our national partnership with Delivering Good, we donate coats and other sample merchandise to those in need within our communities each year. From our New Jersey corporate headquarters alone, we donated over 350 bins of samples to Delivering Good that were dispersed to local charities.

Additionally, through our Merchandise Donation Program, Burlington collects store and DC merchandise that is unable to be sold and donates it to local nonprofits. In 2024, we grew the program to include our Puerto Rico stores and expanded the merchandise categories eligible for donation.

\$11.8M
worth of merchandise in total since the inception of the donation program in 2022

In 2024, we celebrated over 15 years of service in Puerto Rico. As of the end of FY24, we had 22 store locations open with more planned for the future. To mark the occasion, we made a \$25,000 donation to our long-standing partner Fundación Infantil Ronald McDonald, a nonprofit organization that supports the health and well-being of children and families in Puerto Rico.



2024 CORPORATE DONATIONS

More than \$500,000 donated to nonprofit organizations advancing education, health, and community resilience, including AdoptAClassroom.org, the Fashion Scholarship Fund, Delivering Good, the Mental Health Coalition, and the Two Ten Footwear Foundation.



SPREADING WARMTH WITH COATS

As part of our annual Burlington Coat Event, we donated 50,000 new coats to those in need within our store communities, through our partnership with Delivering Good.



Everyone deserves the basic comfort of staying warm, especially during the colder months. Through our continued partnership with Burlington, we're able to provide thousands of new coats to communities across the country. We're thrilled to work together again this year, helping to bring not just warmth, but a little extra hope and comfort to families during the holidays"

Matthew FASCIANO

President and CEO of Delivering Good

THE BURLINGTON STORES FOUNDATION

Through the Burlington Stores Foundation (the Foundation), we strive to engage our associates, help strengthen neighborhoods, empower people, and expand opportunities. The Foundation is funded entirely through corporate funds and has a board comprised of executives from various business units. In 2024, we focused on broadening our reach and engaging more associates in the process.

The 2024 associate-nominated grant program gave out grants in two tiers, \$2,500 and \$5,000. Our associates nominated nonprofits for grants in 32 states, D.C., and Puerto Rico. In 2024, we awarded grants to 154 associate-nominated nonprofits, totaling \$585,000.

In addition to the grant program, the Foundation made donations through our Impact Council and ARGs, as well as for relief efforts in response to natural disasters that impacted our associates and customers. In 2024, the Foundation donated \$500,000 in total to the American Red Cross for disaster recovery and urgent community support.

2024 BURLINGTON STORES FOUNDATION

\$1.1M

total in donations and grants through the Foundation

170

organizations received grants and donations from the Foundation

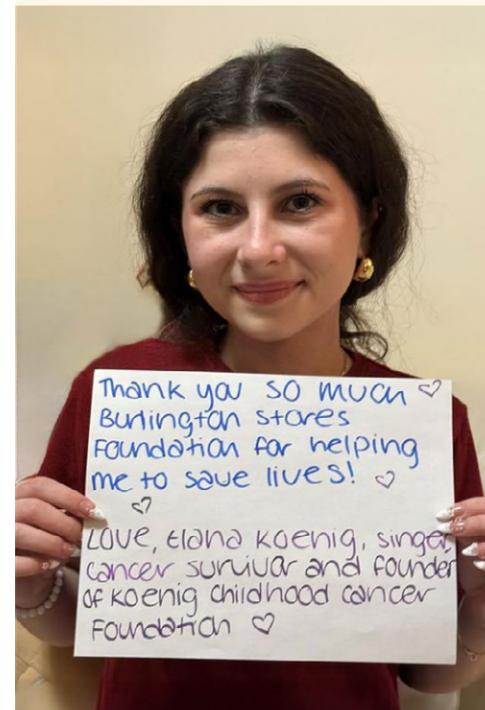
SUPPORTING COMMUNITIES DURING DISASTER RECOVERY

After the Los Angeles area wildfires in 2024, the Burlington Stores Foundation supported recovery efforts by donating \$250,000 to the American Red Cross. Beyond donations, associates volunteered at the Los Angeles Regional Food Bank, assembling over 27,000 pounds of produce, providing nutritious food to families and individuals who had been impacted by the fires. We also donated clothing and personal care products to the YMCA of Metropolitan Los Angeles.

Burlington encourages our associates who may be impacted by natural disasters to explore support available through our [Associate Assistance Fund](#) and Employee Assistance Program.

KOENIG CHILDHOOD CANCER FOUNDATION

The Koenig Childhood Cancer Foundation was founded in 2020 by 13-year-old Elana Koenig, with only \$900 in her piggy bank. Elana, a cancer survivor, wanted to help other children experiencing the physical and emotional hardships of going through cancer treatment. In 2024, she received a grant from the Burlington Stores Foundation for \$5,000.



MAKE-A-WISH FOR CHILDREN

In 2024, we partnered with two Make-A-Wish chapters to celebrate children who wished for a shopping spree. As part of the partnership, associates welcomed the children with red carpets, decorated shopping carts, and provided a personalized shopping experience.



“

For both Make-A-Wish Connecticut and the wish child, having a partner like Burlington involved adds something truly meaningful. It transforms the wish into a community-wide celebration of support, showing the child that even people they've never met are cheering them on.”

Kris MORAN

Director of Marketing & Communications, Make-A-Wish® Connecticut

CUSTOMER GIVING

Our community impact extends beyond our associates and engages our customers. Together with our national charitable partners, we invite our customers to join us in giving back to their local communities through in-store donations. In 2024, through these fundraising campaigns, we supported the essential mission work of our charitable partners:

- **YouthBuild Global** supports young adults between the ages of 16 and 24, who are neither in school nor employed, to develop job skills, become leaders in their communities, and build brighter futures. In 2024, over \$1.3 million was raised from Burlington’s second annual fundraising campaign.
- **AdoptAClassroom.org** equips Pre-K through 12th grade classrooms at high-needs schools with the learning materials students need to succeed. During the back-to-school season, Burlington and its customers raised nearly \$1.6 million for the organization — bringing our eight-year partnership total to more than \$13.8 million. In addition, when a new store opens, we partner with AdoptAClassroom.org to allocate \$5,000 to a local high-needs school in that store’s community as part of our grand opening.
- **Fundación Infantil Ronald McDonald of Puerto Rico** provides new toys to families with children experiencing a health crisis. During the 2024 holiday season, Burlington customers donated nearly 20,000 toys, bringing our running total to over 170,000 new toys over our 11 year partnership.

BURLINGTON AND ITS CUSTOMERS RAISED

\$1.3 million
for YouthBuild Global

\$1.6 million
for AdoptAClassroom.org



“

Every year, the incredible generosity and dedication of Burlington and its customers touch our hearts and inspire us to continue our mission. We are profoundly grateful for Burlington’s steadfast support in bringing joy and relief to children and families across Puerto Rico.”

Mariela JORGE

Executive Director of Fundación Infantil Ronald McDonald Puerto Rico

VOLUNTEERISM

We foster a culture of caring by making it easy for our associates to volunteer in ways that matter to them. In 2024, we proudly launched Hearts in Action, our internal giving program designed to empower associates to give back to their communities through expanded volunteer opportunities with local nonprofits.

As part of Hearts in Action, we have expanded year-round volunteerism opportunities with Season of Service, which includes a digital volunteering platform that allows associates to sign up for Burlington-sponsored events and connect with personal volunteer opportunities that align with their interests and locations.

As part of Season of Service in 2024, approximately 1,400 associates volunteered in various ways at Burlington-sponsored events, from preparing packaged meals to assembling school supply kits.

“

Working at the LA Food Bank made me feel proud to work for a company that prioritizes giving back to the community. Volunteering gave me a sense of connection not just to my coworkers, but to my broader community.

While it will take huge efforts to undo the hardship and damage caused by the wildfires, if we each try to do our part in contributing, we can make a significant impact together.”

**Daniel
MANO**

Buying Office Associate

WHAT'S NEXT – PEOPLE

ASSOCIATES

The connection between our associates and our mission and strategy directly influences Burlington’s ability to drive results across every part of the business. In recognition of this, we intend to continue to make focused investments in programs that strengthen associate experience and enable high performance, helping ensure our teams are equipped, motivated, and aligned to deliver on the goals that will propel our business forward.

COMMUNITIES

“We are a caring company” is a cornerstone of our corporate culture. We plan to continue to honor that tenet by leveraging strategic partnerships to provide associates and customers opportunities to positively impact the communities where we live and work.

DISTRIBUTION CENTER ASSOCIATES STEP UP TO HELP IN 2024

 **11K+**

school supply kits assembled by DC associates

 **1K+**

DC associates gave their time to volunteer



ENVIRONMENT



Being a successful company means acting as a responsible steward of the natural environment. We're doing our part to tackle environmental challenges — from energy and climate change to chemical management and waste — while realizing benefits for our customers and our bottom line.

In This Section

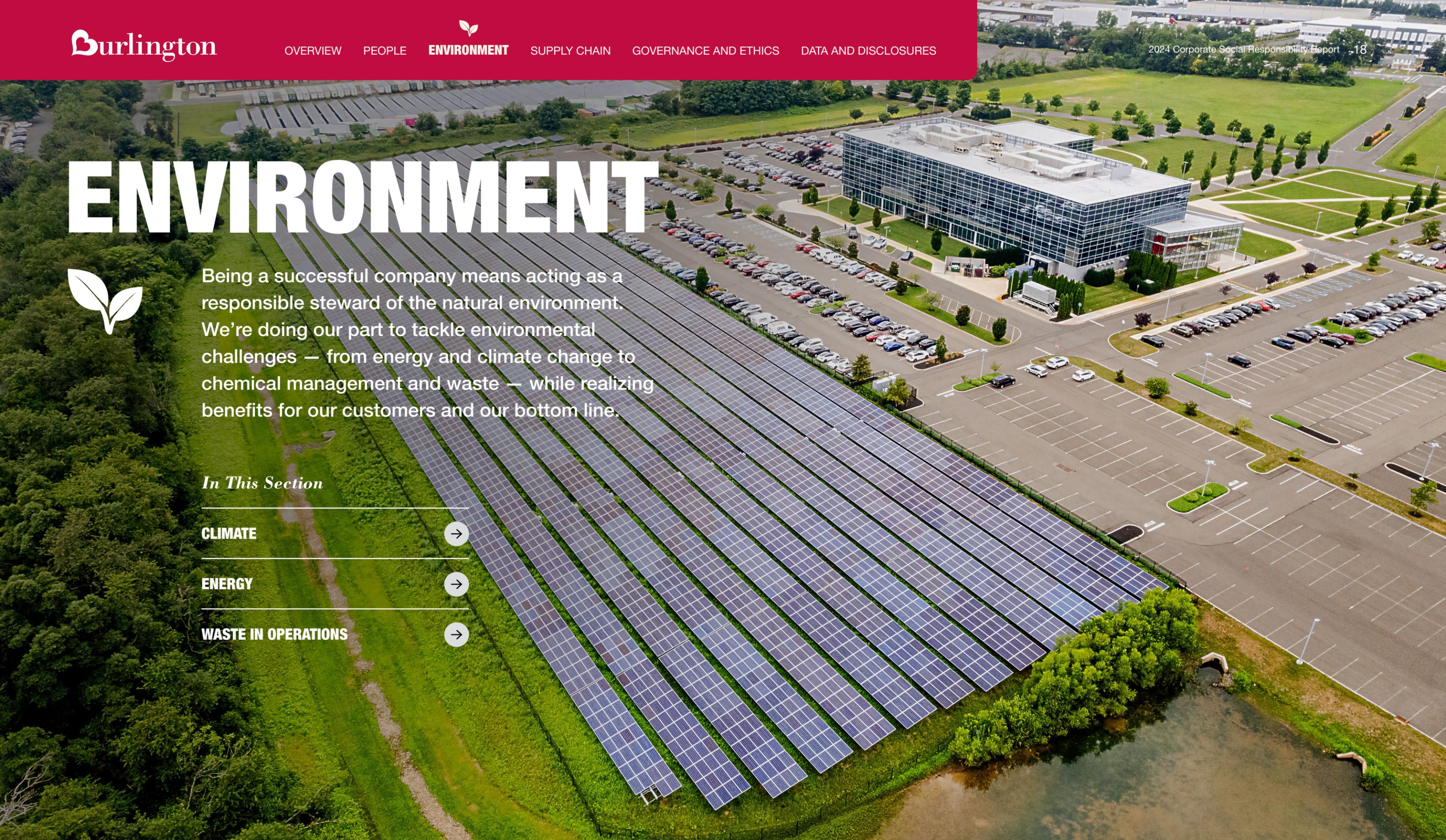
CLIMATE



ENERGY



WASTE IN OPERATIONS



CLIMATE

At Burlington, we seek to mitigate negative environmental impacts by focusing on greater operational efficiencies across our stores, DCs, and offices. In 2021, we set two climate-focused goals: reducing Scope 1 and 2 emissions by 60%⁷ and sourcing 20% of our electricity from renewable sources by 2030. To achieve these goals, we pursue programs and partnerships that make our day-to-day operations more efficient.

PROGRESS TOWARD OUR 2030 CLIMATE-RELATED GOALS

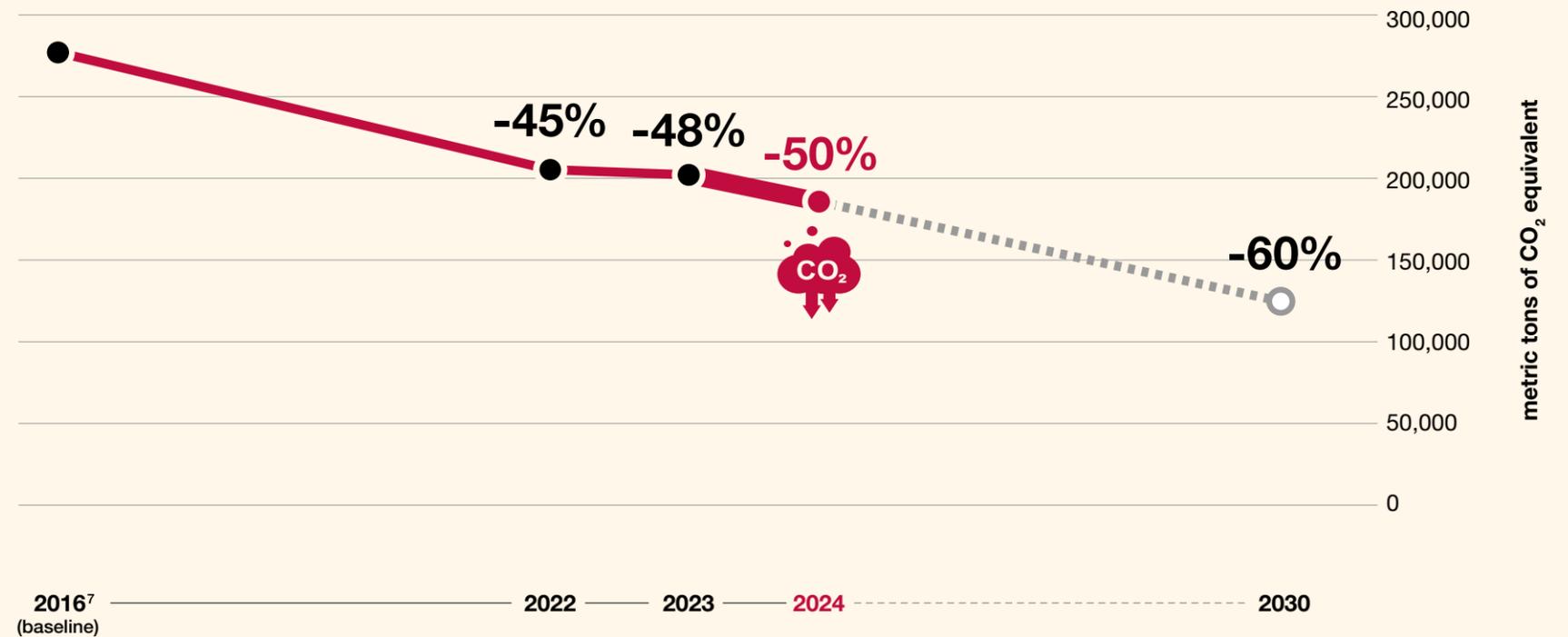
SCOPE 1 AND 2 EMISSIONS

2030 Goal:
60% reduction in Scope 1 and 2 Emissions⁷



Ongoing efforts include:

- HVAC replacements to phase out higher GHG contributing refrigerants
- Procurement of renewable energy
- Ongoing energy efficiency efforts to drive down usage



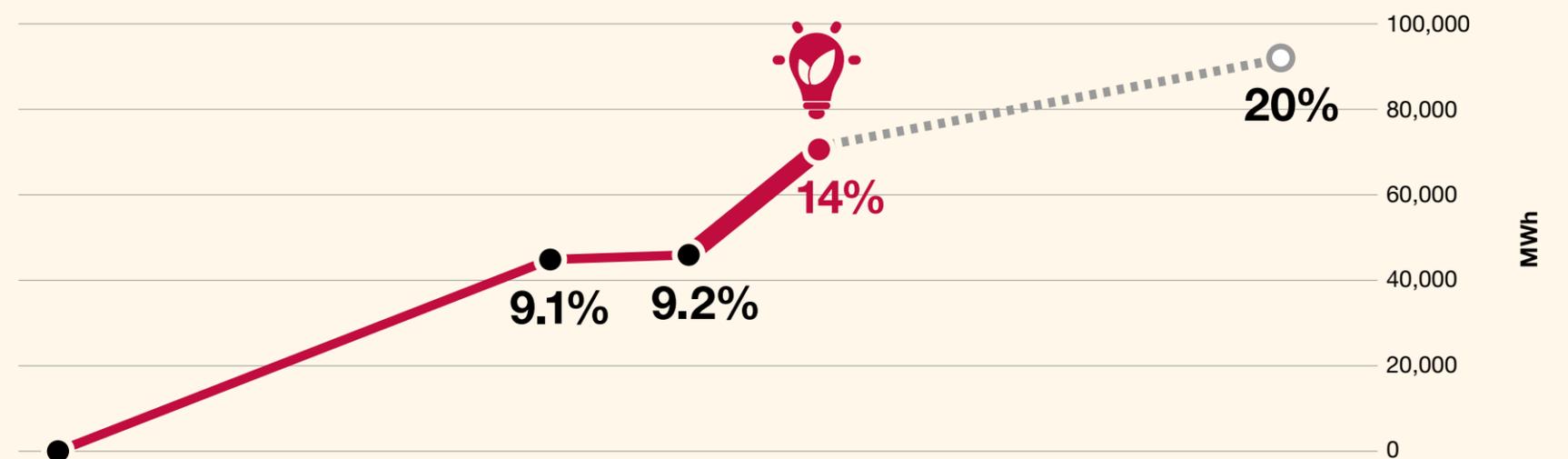
RENEWABLE ELECTRICITY

2030 Goal:
20% of electricity consumed to be provided by renewable sources



Ongoing efforts include:

- Rooftop solar collaborations with landlords on DC's and stores
- Offsite deregulated solar contracts



⁷ 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.

SUSTAINABILITY STRATEGY

Part of our Sustainability 2.0 strategy includes tackling environmental challenges, such as emissions and waste reduction, as well as engaging with our associates and communities to create a positive impact. This approach supports the overall Burlington 2.0 corporate strategy to grow responsibly while delivering value to our customers. These are the five Sustainability 2.0 focus areas that guide our efforts:

- Focus and align environmental sustainability efforts to achieve our goals that reduce environmental impact.
- Increase use of renewable energy across our operations.
- Educate and engage associates.
- Enhance Burlington’s reputation by incorporating environmental sustainability into our caring culture.
- Partner with non-merchandise suppliers for products and services with reduced environmental impact.



USA TODAY’s list of America’s Climate Leaders in 2024



EDUCATING AND ENGAGING ABOUT OUR ENVIRONMENTAL EFFORTS

Caring for the environment is a collective effort. We invite our associates on this journey through communications that inform, educate, and celebrate our environmental sustainability efforts, while highlighting ways they can live more sustainably. We also engage the larger Burlington community by educating our customers about our accomplishments through our website and social media.



NEW STORE COMMISSIONING PROGRAM

Our footprint is rapidly growing, with 101 net new stores opened in 2024. This requires that we remain proactive about how we incorporate environmental sustainability in our new stores. In 2024, we relaunched our New Store Commissioning program, a quality assurance process that assesses systems such as HVAC, lighting, and controls against our company’s needs for energy efficiency.



CLIMATE RISK

Like other retailers, our business is exposed to risks associated with climate change, including extreme and unseasonable weather, hurricanes, tornadoes, floods, or excessive heat or cold in areas where our stores or DCs are located. We continue to monitor and assess changing climate trends, and how they impact our company.

In addition, we disclose our climate-related impacts, risks, and opportunities through CDP’s annual corporate questionnaire. In 2024, Burlington received a CDP Climate score of B-, indicating that we are actively managing our environmental impacts.

This report does not include a disclosure based on the recommendations of the Task Force for Climate-related Financial Disclosure (TCFD) as we are preparing a dedicated climate risk report aligned with the TCFD framework to comply with California Climate-Related Financial Risk Act (SB 261), which we plan to publish in line with regulatory requirements.

2024 TOTAL GHG EMISSIONS

We continue to work toward our 2030 goal of reducing Scope 1 and 2 market-based emissions by 60%.⁷ In 2024, our total GHG (greenhouse gas) emissions were approximately 343,000 metric tons (mt) of carbon dioxide equivalent (CO₂e).⁸ Scope 1 and 2 market-based GHG emissions were approximately 197,000 mt CO₂e. When Scope 1 and 2 are normalized per square foot of operational space, we saw a decrease of 4% from last year and a decrease of 50% from our baseline year of 2016.

From our 2016 baseline, overall emissions intensity has dropped year-over-year, reflecting our proactive approach to managing emissions across our stores. In 2024, Scope 1 and 2 market-based emissions increased slightly from the previous year due to the opening of 101 net new stores.

We employ the GHG Protocol’s inventory organizational boundaries, called the operational control approach, where a company accounts for 100% of the GHG emissions from operations over which it has control. To align with the protocol, Burlington identified the impacts and emissions associated with our operations and categorized them as Scope 1, Scope 2, and Scope 3 for the applicable GHG pollutants. For all reported categories, Burlington discloses emissions based on the best available data at the time of reporting. If more accurate or comprehensive data becomes available, we apply the GHG Protocol’s recommended 5% materiality threshold to assess whether prior year figures should be updated.

SCOPE 1 AND SCOPE 2 EMISSIONS

Scope 1 emissions come from the combustion of fuel within our own operations, including stationary sources at our DCs, warehouses, corporate offices, and stores; mobile sources like our owned vehicle fleet; as well as fugitive emissions from refrigerants used to cool our facilities. Scope 2 emissions come from the generation of electricity consumed in the course of our company operations.

While our gross Scope 1 and 2 emissions are forecast to increase as we continue to grow and expand, we expect emissions, normalized on a per operating square foot basis, will decrease or stay flat. This is the result of continuing to implement energy-efficiency measures in our facilities, shifting to smaller stores, and increasing renewable energy.

SCOPE 3 EMISSIONS

Scope 3 emissions result from activities not under Burlington’s direct control, but related to our business operations, both upstream and downstream in our value chain.

As we continue to evaluate our climate impacts, we are making progress to better understand the scope and scale of these emissions. In 2024, we began a relevancy assessment of all Scope 3 categories, and we are evaluating additional Scope 3 categories to potentially report on in the future. We continue to report on the following categories, which we have measured and reported on since 2018:

Category 4: Upstream Transportation and Distribution

- *What it covers:* Emissions from the transportation and distribution of products purchased or acquired by Burlington.

Modes of transport include, but are not limited to ocean, rail, truck, and van. 76% of shipments leaving our DCs were via Intermodal Transportation. Our emissions are calculated based on the best available data we have, including distance traveled, weights of shipments, and cost and type of fuel.

- In 2024, to serve our business strategy we focused on increasing efficiencies of upstream transportation through optimizing store distribution routing, delivery frequency, and scheduling. Burlington continues to push more ocean freight to East Coast ports to reduce domestic road and rail transportation across the country.

Category 5: Waste Generated in Operations

- *What it covers:* Emissions from third-party disposal and treatment of waste that is generated in our owned or controlled operations. [Learn more](#) to see how we are managing waste in operations and increasing diversion to support our environmental sustainability strategy.

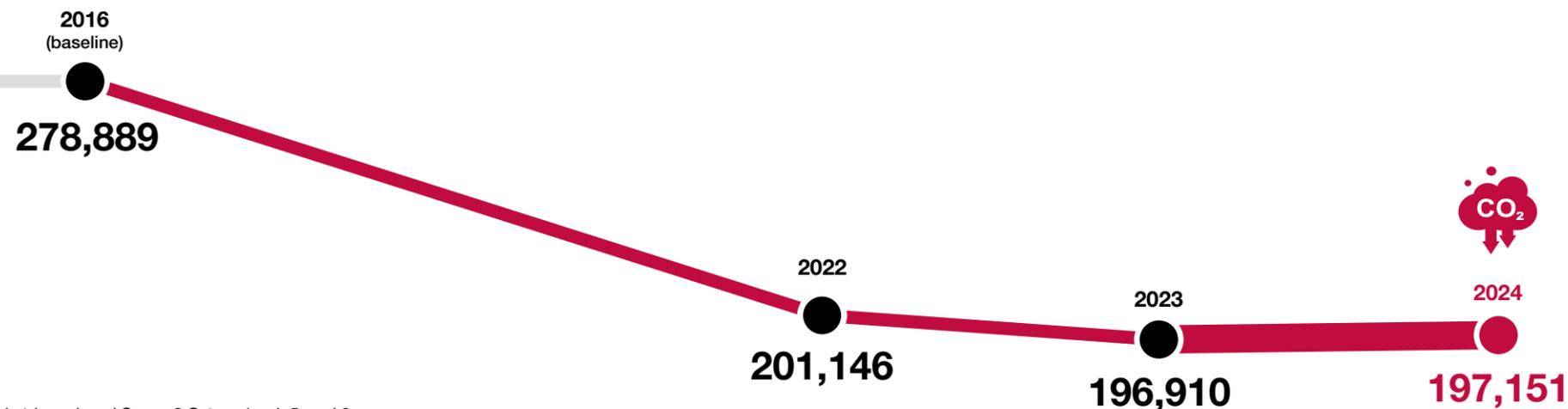
Category 6: Business Travel

- *What it covers:* 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.

See more information on our breakdown of GHG emissions data in the [ESG Data Tables](#).

SCOPE 1 AND 2 GHG EMISSIONS (MARKET-BASED)

(Metric tons of CO₂ equivalent)



⁸ Total GHG emissions include Scope 1, Scope 2 market-based, and Scope 3 Categories 4, 5, and 6.

ENERGY

The main ways we seek to reduce emissions are by maximizing energy efficiency in our stores and scaling renewable energy through additional partnerships and projects. In addition to leading to environmental benefits, these efforts result in lower operating costs.

RENEWABLE ENERGY

In 2024, we made progress toward our 2030 goal of increasing renewable energy use through off-site renewable supply agreements, community solar programs, onsite solar arrays, and landlord partnerships. In 2024, we made steady progress, including:

- In New Jersey and Massachusetts, we took ownership of four on-site solar arrays, getting the systems fully functional and advancing us toward our renewable energy goal.
- Constructed and activated a rooftop solar project at our DC in Riverbluff, California.
- A renewable supply contract for 36,200 MWh annually went live in the Mid-Atlantic region, which covers approximately 40% of our energy needs in this deregulated utility market.

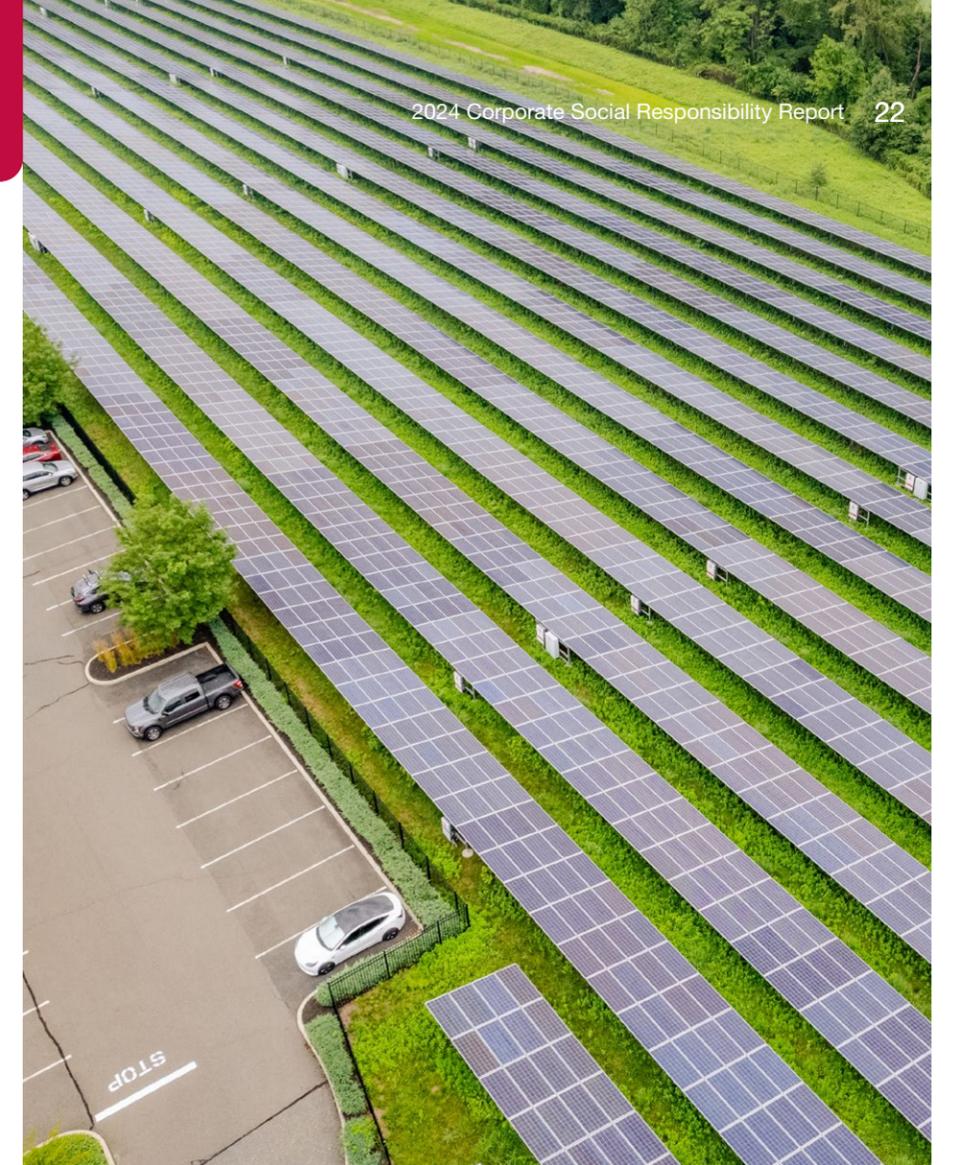
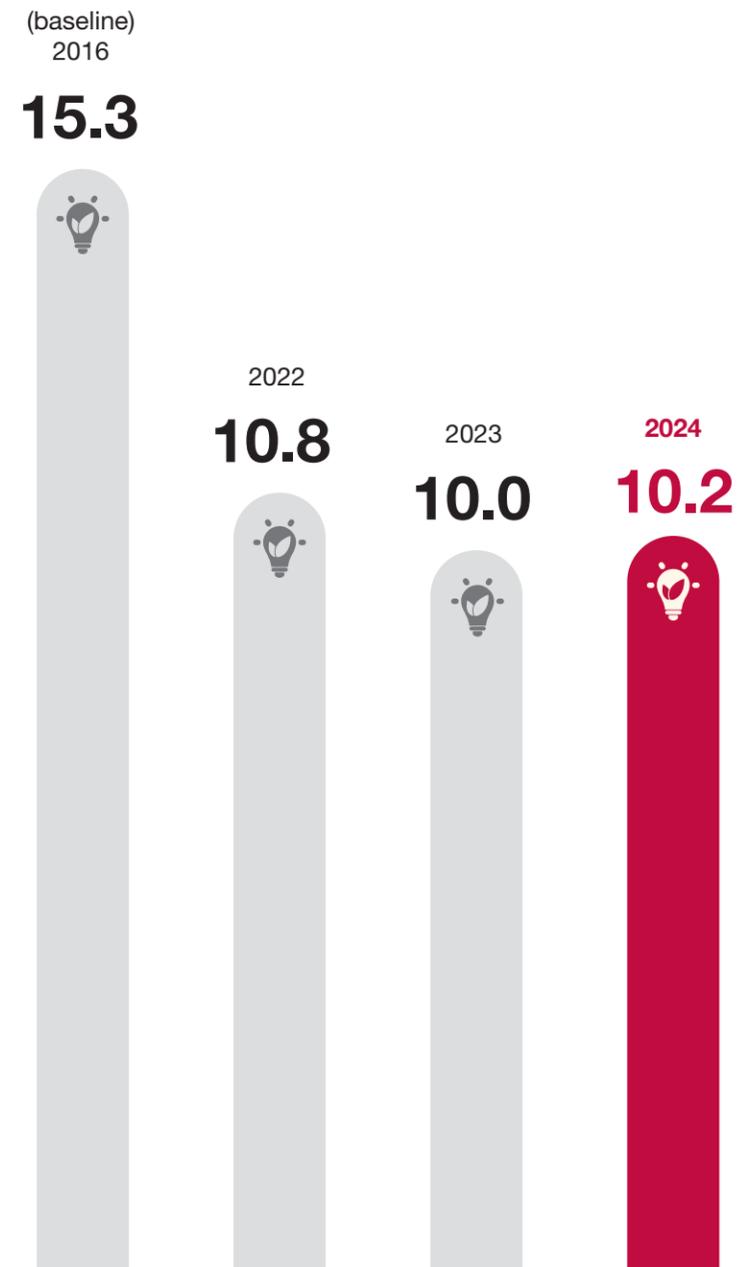
ENERGY EFFICIENCY

We strive to increase energy efficiency through careful monitoring of usage, optimizing equipment, and deploying innovative technology in stores, DCs, and corporate offices. One example is our setpoint strategy, now in its third year, which uses our energy management system (EMS) to adjust temperatures in the highest-traffic areas of our stores to balance comfort and energy efficiency. We utilize our EMS across our full portfolio, which captures data such as thermal conditions and energy consumption, and we are continuously improving how we use this data. Furthermore, we expanded the use of cloud-based, machine-learning HVAC technology to optimize energy use. In 2024, we added 52 sites and now have 260 stores utilizing the technology.

We also look for ways to support climate resilience by participating in demand response initiatives, which enable electricity consumers to lower their consumption during periods of high usage, such as a heatwave or extreme cold, thereby reducing the burden on the grid. In 2024, we increased the number of sites where we installed automated demand response meters.

ENERGY EFFICIENCY YEAR OVER YEAR

Energy Usage Intensity (EUI) (kWh per operating square foot)



ONSITE RENEWABLE ENERGY

Burlington is accelerating the use of onsite solar through innovative partnerships. We collaborate with third-party solar developers who engage with our landlords to lease rooftop space for solar energy. These arrangements allow us to receive renewable electricity at discounted rates and reduce fluctuations in energy costs. Accelerating onsite solar implementation helps us meet our renewable energy commitments and grow our business responsibly, while driving cost savings.

By the end of 2024, Burlington executed agreements for 20 onsite solar locations in New Jersey, California, and Massachusetts.

WASTE IN OPERATIONS

At Burlington, we focus on managing the environmental impact of operational waste through recycling efforts, compliance education, and technology investments. Our dedicated waste team oversees all waste and recycling operations across our stores, DCs, and corporate offices, streamlining efforts to minimize landfill waste and lower costs.

IMPROVING WASTE MANAGEMENT

We continue to advance our waste management program. By 2024, over 800 of our stores used compactor monitors, which use real-time data to predict waste pickup. We also expanded our trash compacting technology by installing additional small trash balers in 77 stores, bringing the total number of participating stores to nearly 380. These small balers compress bags of trash into small bales, saving waste storage space and reducing the number of trash pickups. We closely track new and emerging waste regulations and take action to help ensure compliance.

E-WASTE AND HAZARDOUS WASTE

Proper handling of electronic and hazardous waste is important to reducing environmental impacts and pollution. At Burlington, damaged

or obsolete electronics are shipped from stores to one of our New Jersey DCs for proper handling and recycling. Electronics that cannot be refurbished for reuse are labeled and properly stored until picked up for recycling. In 2024, we recycled 26 tons of e-waste from our stores, DCs, and corporate locations.

Burlington is committed to proper handling, storage, and disposal of hazardous waste to protect our customers and associates, do what is right for the environment, and maintain compliance with applicable laws and regulations.

In 2024, we continued our work with a third-party consultant specializing in regulatory compliance to audit our hazardous waste program. They conducted store and distribution center site visits to review program materials and execution. Their feedback has been used to strengthen the program nationwide.

We also recycle hazardous waste through our Beauty Bucket program, where hard-to-recycle beauty products, such as fragrances, hair care, and cosmetics are transformed into new floor wash, paint, and commercial cleaners. In 2024, stores with Beauty Buckets collected over a thousand pounds of merchandise that would have otherwise been disposed of through our hazardous waste program.

IN 2024, OUR TOTAL WASTE FOOTPRINT WAS 145,818 TONS.⁹



64%

of overall waste was diverted from landfills



73K+

tons of cardboard recycled



11K+

tons of wood pallets recycled



1,200+

tons of metal recycled

⁹ Totals are for ongoing operational waste streams only and do not include construction waste generated in new store construction and remodel activities.

WHAT'S NEXT – ENVIRONMENT

Burlington remains committed to our GHG reduction and renewable energy goals, which help support our company's business strategy. Our climate action plan includes emissions reduction efforts (including increasing efficiencies in energy use and transportation), conducting a climate risk scenario analysis, developing a climate transition plan, and evaluating the volume and materials in our product packaging in accordance with upcoming regulations.

We will strive to be more proactive in identifying energy efficiency and comfort issues by launching a data analytics platform that overlays our energy management systems (EMS). The new technology should allow us to identify equipment issues and savings opportunities in stores. In addition, we're participating in a cross-functional effort to reduce energy consumption across DCs through technology upgrades and efficiency programming in our material handling equipment.



SUPPLY CHAIN



Our caring culture extends beyond our own business and into our supply chain. We prioritize ethical sourcing, human rights, and product safety through rigorous due diligence, monitoring, and management of our network. Our approach is critical to mitigating risks and protecting people.

In This Section

ETHICAL SOURCING



HUMAN RIGHTS



PRODUCT SAFETY



ETHICAL SOURCING

Burlington strives to conduct our business with the highest ethical standards and integrity. We responsibly monitor our supply chain to manage risks and to meet the expectations of our stakeholders.

Supply chain mapping helps track and trace raw materials used in products from several vendors back to their origins in order to create accountability and reinforce safety management and risk control. In 2024, we worked with a third-party partner to provide additional vendor and factory training and conduct supply chain mapping on a selection of risk-based goods determined by product materials, country of origin, and number of shipments.

AUDITS AND RISK ASSESSMENTS

We strive to reduce risk through continuous monitoring and collaboration with local, state, federal, and international organizations, and our approach to social compliance risk management has been approved by the U.S. Customs and Border Protection (CBP) agency.

Burlington is a Tier III partner in the Customs Trade Partnership Against Terrorism (CTPAT), a status that recognizes that our company surpasses CTPAT's minimum security standards to strengthen the supply chain and

border security. Security audits follow CTPAT's Minimum Security Criteria, which includes corporate, physical, and transportation security.

Here are a few ways we strive to mitigate risk in our supply chain:

- 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.
- We conduct social compliance audits at all suppliers providing goods where Burlington is the Importer of Record (IOR), meaning we are responsible for ensuring that the goods comply with customs and legal requirements. These audits assess human rights as well as health and safety standards.



CORRECTIVE ACTION PLANNING

If an audit identifies a major risk at a factory, we take immediate action. In cases of minor violations, the factory is required to submit a Corrective Action Plan (CAP) and remediate the issue by a specified date. If a high-risk social compliance violation is discovered during an audit, it is reported to CBP, CTPAT, the Burlington merchant, and the vendor. In this case, the vendor must find an alternate supplier or the purchase order will be canceled. 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. If subsequent violations are discovered, Burlington will prohibit the facility from producing goods for our company, with no further opportunity for correction.

HUMAN RIGHTS

We have programs and processes in place that aim to protect those who work in our supply chain from forced, trafficked, and child labor risks. Our efforts are guided by global frameworks and local regulations and California's Transparency in Supply Chains Act of 2010.

In an effort to protect human rights, we require that our partners pay workers the prevailing minimum wage, grant one day off every seven days, and cap the workweek at 60 hours based on local regulations. We strictly prohibit discrimination based on a variety of factors, including gender, age, race, disability, sexual orientation, or cultural and religious beliefs. Progress is monitored by social compliance audits conducted within the factories. Learn more in our [Human Rights/Modern Slavery Statement](#).



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 UFLPA, we will immediately terminate our business relationship with them. Burlington regularly monitors the [UFLPA Entity List](#) — a consolidated register of companies that violate the UFLPA — to help ensure we are not conducting business with any of them. In addition to requiring that our business partners adhere to all other relevant laws prohibiting prison or forced labor.

During 2024, there were no detentions of Burlington goods linked to UFLPA violations.

PRODUCT SAFETY

Burlington is committed to providing quality products that are safe for their intended use by using product safety practices aimed at reducing risk in our supply chain while working to ensure regulatory compliance.

PRODUCT SAFETY COMPLIANCE

As part of Burlington’s Product Safety Compliance Program, vendors confirm that they will comply with Burlington’s Terms and Conditions, as well as various other documents, including our Code of Conduct, Product Safety, and Social Compliance Manual. All products supplied to Burlington are required to comply with any applicable laws, rules, and regulations in the U.S., as well as in the country of manufacture.

We strictly enforce the requirements for products subject to a Consumer Product Safety Commission (CPSC) rule, ban, or standard. Where Burlington is the importer of record (IOR), vendors must submit the required certificates and corresponding test reports prior to shipping.

Additionally, Burlington maintains a comprehensive food safety program and works closely with our direct import vendors to help ensure compliance with the U.S. Food & Drug Administration (FDA) food safety regulations, including the Food Safety Modernization Act (FSMA). To help ensure that the cosmetic

products we sell are safe for use, vendors must certify that their cosmetic products are compliant with the most current FDA laws and regulations, as well as any state regulations.

CHEMICAL MANAGEMENT

As part of our commitment to safety, Burlington continues to execute strategies that support our goal of responsible chemical management. In 2024, we partnered with a third-party consultant to conduct a thorough review of our chemical management processes and procedures, as well as peer benchmarking. Through the course of that work, which considered the complexities of the off-price business model, we established a roadmap for a multi-phased Chemical Management Program.

SAFETY STANDARDS

We employ heightened safety measures for product categories that present the greatest safety risk to our customers. Any product that fails to comply with applicable consumer product safety regulations or creates an unreasonable risk of serious injury, will be subject to our product recall process. A list of recalled products can be accessed at our [website](#).

FUR POLICY

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 removed from the selling floor.



NEW PRODUCT COMPLIANCE PORTAL FOR IMPORT VENDORS

In 2024, Burlington launched a Direct Import Product Compliance portal to provide detailed product regulatory, safety, and testing guidance information specific to our direct import business. Through real-time updates, import vendors can stay informed about new and emerging product safety regulations. Furthermore, Burlington’s product safety team also conducts training and information sessions for associates and vendors seeking the latest product safety and compliance updates.



WHAT’S NEXT – SUPPLY CHAIN

Looking ahead, we plan to introduce an updated Vendor Code of Conduct as part of our trade compliance program. In addition, we plan to issue an integrated Product Safety and Chemical Compliance manual that includes an updated restricted substances list.

GOVERNANCE AND ETHICS



We hold ourselves to high standards when it comes to reducing risk, keeping our systems secure, and applying corporate governance and ethics. Through diligent management, we uphold these and other responsible business practices to promote the interests of our stakeholders and retain the integrity and reputation of our business.

In This Section

CSR OVERSIGHT



ETHICAL CONDUCT



CYBERSECURITY, DATA PRIVACY, AND PROTECTION



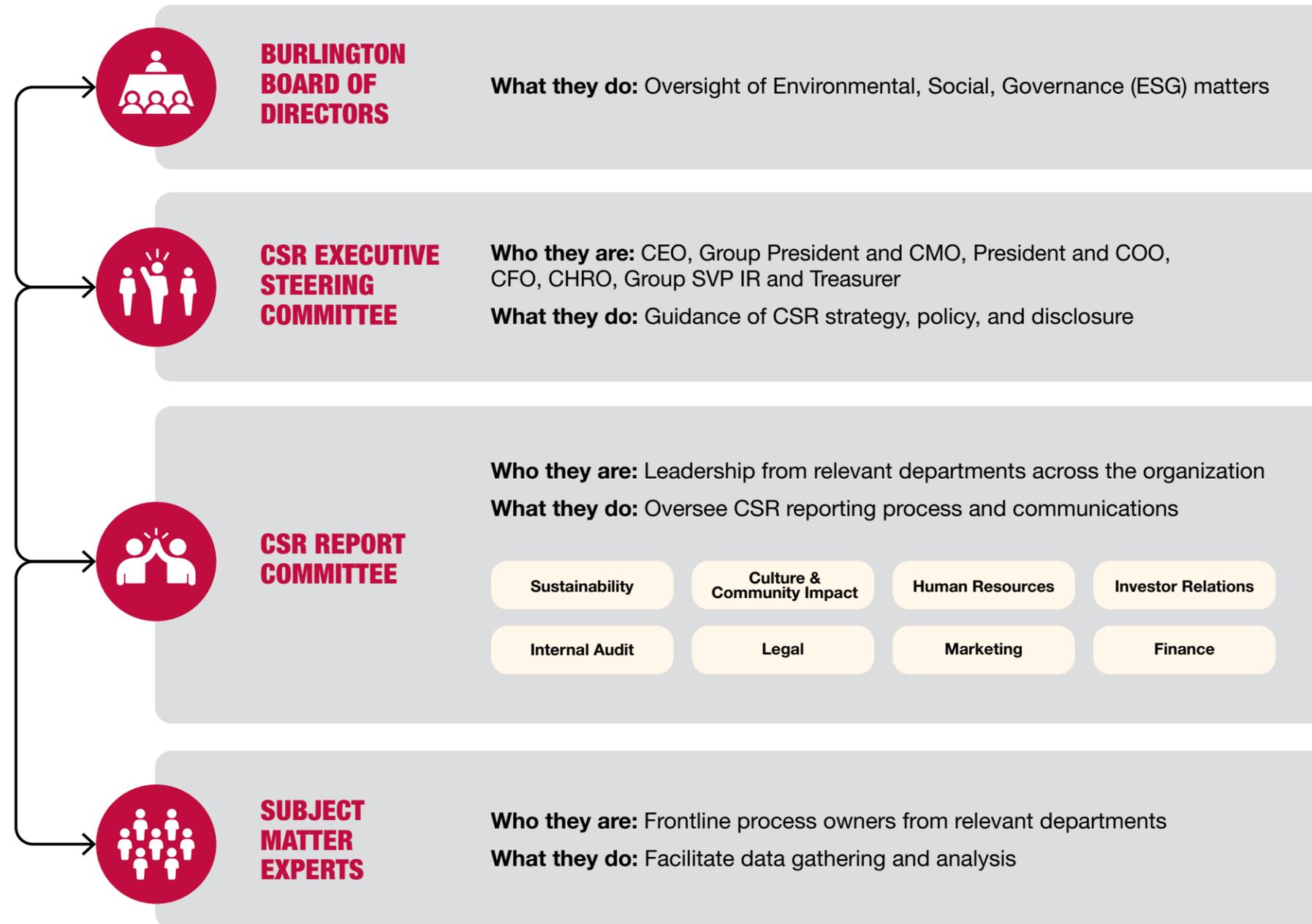
CSR OVERSIGHT

Burlington has a robust governance structure in place to manage its CSR efforts.

Leadership from multiple levels in the organization, and from across a variety of departments, works in concert to:

- Review and interpret legislation and regulations
- Monitor disclosure trends
- Identify internal and external impact opportunities
- Mitigate legal, financial, or reputational risks
- Discuss management controls and procedures
- Formulate strategy and set goals
- Communicate information on initiatives, accomplishments, and challenges
- Report on mandatory disclosures
- Engage stakeholders

Learn more about Burlington's CSR governance in our [2025 Proxy Statement](#).

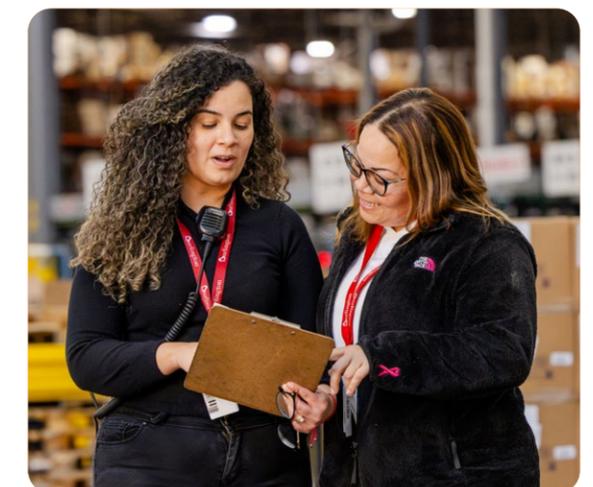


ETHICAL CONDUCT

We believe the way we conduct ourselves and our business is just as important as the results we achieve.

ETHICS AND COMPLIANCE PROGRAM

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](#).





CYBERSECURITY, DATA PRIVACY, AND PROTECTION

ANTI-DISCRIMINATION

One of Burlington’s core values is developing trust and respect among all members of the Burlington community, and this includes our intent to provide a workplace free of unlawful discrimination or harassment. We base all employment decisions 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. Our commitment to antidiscrimination extends to providing reasonable workplace accommodations for qualified individuals with disabilities consistent with applicable laws.

In conjunction with our Integrity Hotline, associates can share and resolve any concerns through an early dispute resolution program, Steps to Effective Problem Solving (STEPS). The mechanism includes three elements: an open-door policy to freely voice concerns, a process to submit a written request for an independent review, and arbitration through the American Arbitration Association.

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-CORRUPTION

Anti-corruption laws and company policies prohibit giving or accepting any bribe to or from any person, whether or not the person is a government official or a vendor. We do not tolerate, engage in, or permit bribery, corruption, or similar unethical business practices. In all of our business dealings, we comply with anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA). If associates suspect a violation or have a question about these policies, they are encouraged to contact the Legal department. In 2024, there were zero incidents or associated disciplinarys related to violations of the FCPA.

GOVERNANCE AND OVERSIGHT

Our cybersecurity practices are integrated into Burlington’s 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.

The Chief Information Officer (CIO), in coordination with the Chief Information Security Officer (CISO), works to implement a program designed to protect the Company’s information systems from cybersecurity threats and to promptly respond to cybersecurity incidents. To facilitate the success of this program, the cybersecurity team works to

address cybersecurity threats and respond to cybersecurity incidents in accordance with our written incident response plan. The CISO and cybersecurity team regularly meet to monitor the prevention, detection, mitigation, and remediation of cybersecurity incidents, and the CISO consults with the CIO and executive management, including the CEO, to report such incidents to the Audit Committee and the Board and initiate a response to incidents when appropriate.

RISK MANAGEMENT

We have created a cybersecurity program that endeavors to prevent, detect, contain, and respond to material risks from cybersecurity threats and incidents and integrate cybersecurity risk into our enterprise risk management framework and activities. Our program consists of policies and procedures for identification, assessment, remediation, response, and reporting of cybersecurity threats and incidents. The cybersecurity program employs a risk-based approach and draws upon a combination of industry standard frameworks, including the National Institute of Standards and Technology (NIST) Cybersecurity Framework and the Payment Card Industry Data Security Standard (PCI DSS).

Our cybersecurity risk management approach and processes are designed to manage risks from cybersecurity threats associated with our use of third-party service providers, ranging from vendor cyber vetting to conducting security assessments and monitoring activities. We also operate an employee awareness and training program to help ensure all relevant associates are equipped to recognize and respond to potential threats. Additionally, we leverage threat intelligence technologies to inform our response posture to potential emerging threats to our digital business infrastructure and systems. Furthermore, we engage with third-party cybersecurity consultants and technology vendors to assess our cybersecurity program and test our technical capabilities.

DATA AND DISCLOSURES

In This Section

ESG DATA TABLES



GRI INDEX



SASB INDEX



FORWARD-LOOKING CAUTIONARY STATEMENTS



ESG DATA TABLES

ENVIRONMENTAL DATA¹⁰

Environmental data points, including greenhouse gas (GHG) emissions, are based on activity between February 1, 2024 and January 31, 2025. All historical greenhouse-gas (GHG) figures have been recalculated using updated global warming potential (GWP) factors from IPCC AR5 to ensure alignment with current GHG Protocol guidance and to support consistent year-over-year analysis. This restatement does not reflect a material change in emissions, but rather demonstrates our commitment to transparent reporting.

| | 2016 | 2022 | 2023 | 2024 |
|---|----------------|----------------|----------------|----------------|
| Greenhouse gas emissions (metric tons of CO₂ equivalent) | | | | |
| Total GHG emissions (market-based) | 336,082 | 322,552 | 312,687 | 343,208 |
| Scope 1 and 2 emissions (market-based) | 278,889 | 201,146 | 196,910 | 197,151 |
| Scope 1 emissions | 20,445 | 38,261 | 38,695 | 42,444 |
| Scope 2 emissions (market-based) | 258,445 | 162,885 | 158,216 | 154,707 |
| Scope 2 emissions (location-based) ¹¹ | 258,445 | 178,839 | 173,756 | 178,820 |
| Scope 3 emissions | 57,192 | 121,406 | 115,776 | 146,058 |
| Category 4 (Upstream transportation and distribution) | 34,566 | 88,727 | 77,191 | 102,003 |
| Category 5 (Waste generated in operations) | 19,820 | 29,970 | 34,786 | 39,453 |
| Category 6 (Business travel) | 2,806 | 2,708 | 3,799 | 4,602 |
| Total Scope 1 and Scope 2 market-based emissions by GHG (metric tons of CO₂ equivalent) | | | | |
| CO ₂ | 274,103 | 191,063 | 183,091 | 179,102 |
| CH ₄ | 580 | 386 | 357 | 322 |
| N ₂ O | 854 | 482 | 443 | 395 |
| HFCs | 3,353 | 9,214 | 13,019 | 17,333 |
| Energy (MWh) | | | | |
| Total energy consumption^{12,13} | 702,604 | 649,624 | 626,808 | 662,576 |
| Corporate offices | 22,279 | 24,403 | 26,082 | 25,135 |
| DCs/warehouses | 31,556 | 56,355 | 57,153 | 60,635 |
| Stores | 648,768 | 568,865 | 543,574 | 576,806 |
| Total renewable energy consumption | - | 44,839 | 45,381 | 73,952 |
| Corporate offices | - | 6,085 | 5,015 | 3,190 |
| DCs/warehouses | - | - | - | 5,513 |
| Stores | - | 38,754 | 40,366 | 65,250 |
| Energy Intensity per square foot | 15.3 | 10.8 | 10.0 | 10.2 |
| Water (kgal) | | | | |
| Withdrawal | | 413,743 | 602,193 | 396,652 |

¹⁰ All instances where the figures provided do not add up to the total sum or 100% are due to rounding.
¹¹ Scope 2 location-based emissions are not included in Scope 1 and 2 totals.
¹² Energy consumption is the sum of all fuel usage and electricity within our operations.
¹³ Energy consumption excludes an insignificant amount of mobile combustion due to fuel usage data being unavailable.
¹⁴ Management is defined as manager in title and above.
¹⁵ Senior management is defined as VP in title and above.

| | 2016 | 2022 | 2023 | 2024 |
|---|---------------|----------------|----------------|----------------|
| Waste (U.S. tons) | | | | |
| Total waste footprint | 74,835 | 117,475 | 133,956 | 145,818 |
| Waste diverted from landfill | 44,243 | 73,663 | 82,991 | 93,764 |
| Waste diverted stores | | 44,560 | 49,436 | 57,473 |
| Waste diverted DCs/warehouses and corporate offices | | 29,103 | 33,555 | 36,291 |
| Hazardous waste diverted from municipal landfill | 97 | 258 | 331 | 393 |
| Hazardous waste diverted stores | | 227 | 301 | 356 |
| Hazardous waste diverted DCs/warehouses and corporate offices | | 31 | 30 | 37 |
| Total diversion % | 59% | 63% | 62% | 64% |
| Stores diversion % | | 52% | 50% | 53% |
| DCs/warehouses and corporate offices diversion % | | 94% | 95% | 95% |

SOCIAL DATA¹⁰

| | All Associates | Management ¹⁴ | Senior Management ¹⁵ | All Associates |
|------------------------------|----------------|--------------------------|---------------------------------|----------------|
| Total | 77,532 | 4,021 | 224 | 77,532 |
| By gender | | | | |
| Female | 73% | 60% | 50% | 20% |
| Male | 27% | 40% | 50% | 43% |
| Not disclosed | <1% | <1% | 0% | 26% |
| By race and ethnicity | | | | |
| Person of Color (POC) | 79% | 46% | 22% | 4% |
| White | 20% | 52% | 75% | 5% |
| Not disclosed | 1% | 2% | 3% | <1% |
| By age | | | | |
| Under 30 years old | 46% | 9% | 0% | 1% |
| 30-50 years old | 35% | 62% | 55% | 1% |
| Over 50 years old | 18% | 29% | 45% | 1% |
| | | | | 20% |
| | | | | 43% |
| | | | | 26% |
| | | | | 4% |
| | | | | 5% |
| | | | | <1% |
| | | | | 1% |
| | | | | 1% |

GRI INDEX

Burlington Stores, Inc. has reported with reference to the GRI Standards, GRI 1: Foundation 2021, for the period of February 4, 2024-February 1, 2025 unless otherwise noted in specific disclosures.

| Disclosure | Disclosure Title | Response |
|-----------------------------------|---|---|
| GRI-1: Foundation | | |
| | Statement of Use | Burlington Stores, Inc. has reported with reference to the GRI Standards, GRI 1: Foundation 2021, for the period of February 4, 2024 - February 1, 2025 unless otherwise noted in specific disclosures. |
| GRI 2: General Disclosures | | |
| 2-1 | Organizational details | Burlington Stores, Inc. (NYSE: BURL), Burlington, New Jersey 2024 Form 10-K, pages 1-6 |
| 2-2 | Entities included in the organization’s sustainability reporting | 2024 Form 10-K, pages 1-3, Exhibit 21.1 |
| 2-3 | Reporting period, frequency, and contact point | 2024 CSR Report, About this Report, page 2 |
| 2-4 | Restatements of information | GHG emissions reported in previous periods have been restated to reflect updated global warming potential (GWP) values from the IPCC Fifth Assessment Report (AR5), replacing AR4 values. |
| 2-5 | External assurance | We do not currently seek external assurance for data and information contained in this report. |
| 2-6 | Activities, value chain, and other business relationships | 2024 Form 10-K, pages 1-6; 2024 CSR Report, About Us, page 4 |
| 2-7 | Employees | 2024 CSR Report, Social Data, page 31; 2024 Form 10-K, page 4 |
| 2-9 | Governance structure and composition | 2025 Proxy Statement, pages 16-35; 2024 CSR Report, CSR Oversight, page 28; Board of Directors |
| 2-10 | Nomination and selection of the highest governance body | 2025 Proxy Statement, pages 11-19 |
| 2-11 | Chair of the highest governance body | 2025 Proxy Statement, page 22; Board of Directors |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | 2024 CSR Report, CSR Oversight, page 28; 2025 Proxy Statement, pages 22-25, 33-35 |
| 2-13 | Delegation of responsibility for managing impacts | 2024 CSR Report, CSR Oversight, page 28; 2025 Proxy Statement, pages 33-35 |
| 2-14 | Role of the highest governance body in sustainability reporting | 2024 CSR Report, CSR Oversight, page 28; |
| 2-15 | Conflicts of interest | Code of Conduct, page 9 |
| 2-16 | Communication of critical concerns | 2025 Proxy Statement, page 28 |
| 2-17 | Collective knowledge of the highest governance body | 2025 Proxy Statement, pages 11-19 |
| 2-18 | Evaluation of the performance of the highest governance body | 2025 Proxy Statement, pages 29-31 |
| 2-19 | Remuneration policies | 2025 Proxy Statement, pages 45-76 |
| 2-20 | Process to determine remuneration | 2025 Proxy Statement, pages 45-76 |
| 2-21 | Annual total compensation ratio | 2025 Proxy Statement, page 76 |
| 2-22 | Statement on sustainable development strategy | 2024 CSR Report, Corporate Social Responsibility Approach, page 5 |
| 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 CSR Executive Steering Committee and reviewed with the Company’s Board of Directors. Our Commitment to Responsible Practices; Vendor Manuals |
| 2-24 | Embedding policy commitments | Topic-specific processes for embedding our policies for responsible business practices are found throughout this report. Our Commitment to Responsible Practices; Vendor Manuals |
| 2-25 | Processes to remediate negative impacts | 2024 CSR Report, Ethical Conduct, page 28; Human Rights / Modern Slavery Statement; Vendor Relations |

GRI INDEX (CONTINUED)

| Disclosure | Disclosure Title | Response |
|--------------------------------------|---|--|
| 2-26 | Mechanisms for seeking advice and raising concerns | 2024 CSR Report, Ethical Conduct, page 28 ; Policy and Procedures for Complaints Regarding Accounting, Internal Accounting Controls, or Auditing Matters ; 2025 Proxy Statement, page 28 |
| 2-27 | Compliance with laws and regulations | Burlington follows the laws and regulations we are subject to in the various jurisdictions in which we operate. We have not encountered any material instances of non-compliance with environmental or labor laws during the reporting period. 2024 CSR Report, Ethical Conduct, page 28 ; Code of Conduct ; Code of Conduct, Product Safety and Social Compliance Manual |
| 2-28 | Membership associations | National Retail Federation, Retail Industry Leaders Association, American Apparel and Footwear Association |
| 2-29 | Approach to stakeholder engagement | 2024 CSR Report, Corporate Social Responsibility Approach, page 5 |
| 2-30 | Collective bargaining agreements | 2024 CSR Report, Human Rights, page 25 ; 2024 Form 10-K, page 4 |
| GRI 3: Material Topics | | |
| 3-1 | Process to determine material topics | 2024 CSR Report, CSR Topic Prioritization, page 5 |
| 3-2 | List of material topics | 2024 CSR Report, CSR Topic Prioritization, page 5 |
| GRI 201: Economic Performance | | |
| 3-3 | Management of the material topic | 2024 Form 10-K ; 2024 CSR Report, Communities, page 14 |
| 201-1 | Direct economic value generated and distributed | 2024 Form 10-K ; 2024 CSR Report, Communities, page 14 |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 2024 CSR Report, Climate Risk, page 20 ; 2024 Form 10-K, page 8, 15 ; 2024 CDP Response |
| GRI 205: Anti-corruption | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Ethical Conduct, page 28 ; 2024 CSR Report, Ethical Sourcing, page 25 ; Code of Conduct ; Vendor Manuals |
| 205-1 | Operations assess for risks related to corruption | 2024 CSR Report, Ethical Conduct, page 28 ; 2024 CSR Report, Audits and Risk Assessments, page 25 |
| 205-2 | Communication and training about anti-corruption policies and procedures | 2024 CSR Report, Anti-corruption, page 29 |
| GRI 302: Energy | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Energy, page 22 ; 2024 CSR Report, Climate, page 19 |
| 302-1 | Energy consumption within the organization | 2024 CSR Report, Environmental Data, page 31 ; 2024 CSR Report, Energy, page 22 |
| 302-3 | Energy intensity | 2024 CSR Report, Environmental Data, page 31 |
| GRI 303: Water and Effluents | | |
| 3-3 | Management of the material topic | Although water management and water use are not strategic priorities for Burlington, we recognize its importance as a natural resource. We strive to monitor and reduce water use in operations through low flow fixtures and do not install irrigation systems at our stores or distribution centers unless required by other entities. |
| 303-3 | Water withdrawal | 2024 CSR Report, Environmental Data, page 31 |
| GRI 305: Emissions | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Climate, page 19 ; 2024 CSR Report, Energy, page 22 ; 2024 CSR Report, Environmental Data, page 31 |
| 305-1 | Direct (Scope 1) GHG emissions | 2024 CSR Report, Climate, page 19 ; 2024 CSR Report, Environmental Data, page 31 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 2024 CSR Report, Climate, page 19 ; 2024 CSR Report, Energy, page 22 ; 2024 CSR Report, Environmental Data, page 31 |
| 305-3 | Other indirect (Scope 3) GHG emissions | 2024 CSR Report, Climate, page 19 ; 2024 CSR Report, Environmental Data, page 31 |
| 305-5 | Reduction of GHG emissions | 2024 CSR Report, Climate, page 19 ; 2024 CSR Report, Environmental Data, page 31 |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 2024 CSR Report, Environmental Data, page 31 |

GRI INDEX (CONTINUED)

| Disclosure | Disclosure Title | Response |
|--|--|---|
| GRI 306: Waste | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Waste in Operations, page 23 |
| 306-1 | Waste generation and significant waste-related impacts | 2024 CSR Report, Waste in Operations, page 23 |
| 306-2 | Management of significant waste-related impacts | 2024 CSR Report, Waste in Operations, page 23 |
| 306-3 | Waste generated | 2024 CSR Report, Waste in Operations, page 23 ; 2024 CSR Report, Environmental Data, page 31 |
| 306-4 | Waste diverted from disposal | 2024 CSR Report, Waste in Operations, page 23 ; 2024 CSR Report, Environmental Data, page 31 |
| 306-5 | Waste directed to disposal | 2024 CSR Report, Waste in Operations, page 23 ; 2024 CSR Report, Environmental Data, page 31 |
| GRI 308: Supplier Environmental Assessment | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Audits and Risk Assessments, page 25 ; Code of Conduct, Product Safety and Social Compliance Manual |
| 308-1 | New suppliers that were screened using environmental criteria | 2024 CSR Report, Audits and Risk Assessments, page 25 |
| GRI 401: Employment | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Attracting Talent, page 8 ; 2024 CSR Report, Engaging Associates, page 9 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 2024 CSR Report, Benefits, page 8 ; Burlington Benefits |
| GRI 403: Occupational Health and Safety | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Health and Safety, page 12 |
| 403-2 | Hazard identification, risk assessment, and incident investigation | 2024 CSR Report, Health and Safety, page 12 |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 2024 CSR Report, Health and Safety, page 12 |
| 403-9 | Work-related injuries | Zero (0) high-consequence work-related injuries occurred during the reporting period. |
| GRI 404: Training and Education | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Training and Developing Our Associates, page 12 ; 2024 CSR Report, Leadership Development, page 13 |
| 404-1 | Average hours of training per year per employee | 2024 CSR Report, Training and Developing Our Associates, page 12 |
| GRI 405: Diversity and Equal Opportunity | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Associates, page 8 ; Our Commitment to Responsible Practices |
| 405-1 | Diversity of governance bodies and employees | 2024 CSR Report, Social Data, page 31 |
| GRI 406: Non-discrimination | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Anti-discrimination, page 29 |
| 406-1 | Incidents of discrimination and corrective actions taken | Zero (0) incidents of discrimination were found for the reporting period. |
| GRI 407: Freedom of Association and Collective Bargaining | | |
| 3-3 | Management of the material topic | 2024 Form 10-K, page 4 ; Code of Conduct ; Code of Conduct, Product Safety and Social Compliance Manual |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | As of February 1, 2025, associates at one of our stores were subject to a collective bargaining agreement. 2024 CSR Report, Audits and Risk Assessments, page 25 ; 2024 CSR Report, Human Rights, page 25 ; 2024 Form 10-K, page 4 |
| GRI 408: Child Labor | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Audits and Risk Assessments, page 25 ; Code of Conduct ; Code of Conduct, Product Safety and Social Compliance Manual ; Our Commitment to Human Rights and Prohibition against Modern Slavery |

GRI INDEX (CONTINUED)

| Disclosure | Disclosure Title | Response |
|--|--|--|
| GRI 409: Forced or Compulsory Labor | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Audits and Risk Assessments, page 25 ; Code of Conduct ; Our Commitment to Human Rights and Prohibition against Modern Slavery ; Code of Conduct, Product Safety and Social Compliance Manual |
| GRI 414: Supplier Social Assessment | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Audits and Risk Assessments, page 25 ; Code of Conduct, Product Safety and Social Compliance Manual |
| 414-1 | New suppliers that were screened using social criteria | 2024 CSR Report, Audits and Risk Assessments, page 25 |
| 414-2 | Negative social impacts in the supply chain and actions taken | 2024 CSR Report, Audits and Risk Assessments, page 25 |
| GRI 415: Public Policy | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Ethical Conduct, page 28 |
| 415-1 | Political contributions | 2024 CSR Report, Ethical Conduct, page 28 |
| GRI 416: Customer Health and Safety | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Product Safety, page 26 |
| 416-1 | Assessment of the health and safety impacts of product and service categories | 2024 CSR Report, Product Safety, page 26 |
| GRI 418: Customer Privacy | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Cybersecurity, Data Privacy, and Protection, page 29 |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | There were zero (0) substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting period. |
| Animal Welfare | | |
| 3-3 | Management of the material topic | We do not knowingly produce or sell items that contain real animal fur. We require our vendors to comply with the Fur Products Labeling Act and all state-level fur labeling laws, including having language describing products as “Real Fur” or “Faux Fur” on a permanent label or tag affixed to the product. |
| No relevant GRI Disclosure | No relevant GRI Disclosure | 2024 CSR Report, Product Safety Compliance, page 26 |
| Chemical Management | | |
| 3-3 | Management of the material topic | 2024 CSR Report, Chemical Management, page 26 ; Chemical Management Statement ; Chemical Compliance Manual |
| No relevant GRI Disclosure | No relevant GRI Disclosure | 2024 CSR Report, Chemical Management, page 26 |

SASB INDEX

| Code | Category | Unit of Measurement | Metric | Response |
|--|--------------|---------------------------------------|--|--|
| Energy Management | | | | |
| CR-MR-130a.1 | Quantitative | Gigajoules (GJ), Percentage (%) | (1) Total energy consumed (2) Percentage grid electricity (3) percentage renewable | 2024 CSR Report, Environmental Data, page 31 ; 2024 CSR Report, Climate, page 19 ; 2024 CSR Report, Energy, page 22 |
| Data Security | | | | |
| CR-MR-230a.1 | Quantitative | Discussion and Analysis | Description of approach to identifying and addressing data security risks | 2024 CSR Report, Cybersecurity, Data Privacy, and Protection, page 29 |
| 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 | There were zero (0) substantiated complaints concerning breaches of customer data during the reporting period. |
| 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 | 2024 CSR Report, Social Data, page 31 |
| CG-MR-330a.2 | Quantitative | Presentation currency | Total amount of monetary losses as a result of legal proceedings associated with employment discrimination | During fiscal year 2024, Burlington was not subject to any final orders or decisions that it engaged in any employment discrimination. |
| Product Sourcing, Packaging and Marketing | | | | |
| CG-410a.1 | Quantitative | Presentation currency | Revenue from products third-party certified to environmental or social sustainability standards | Burlington does not report this information. |
| CG-410a.2 | Qualitative | Discussion and Analysis | Discussion of processes to assess and manage risks or hazards associated with chemicals in products | 2024 CSR Report, Chemical Management, page 26 ; Chemical Management Statement ; Chemical Compliance Manual |
| CG-410a.3 | Qualitative | Discussion and Analysis | Discussion of strategies to reduce the environmental impact of packaging | 2024 CSR Report, Waste in Operations, page 23 |
| Activity Metrics | | | | |
| CG-MR-000.A | Quantitative | Number | Number of: (1) retail locations and (2) distribution centers | 2024 Form 10-K, pages 1-3 |



Burlington Stores, Inc.

2006 Route 130 North

Burlington, NJ 08016

Phone: 855-973-8445

Email: Info@BurlingtonInvestors.com

Safe Harbor for Forward-Looking and 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 associate engagement 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 an 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 (SEC).

Note on Materiality

Materiality, as used in this report, is different from 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.