

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

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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

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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

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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